

## Good practice 1: The Big Five

**21<sup>st</sup> Century Skill connected:** Citizenship, Critical thinking, Growth mindset and communication.

**Give an explanation of how this good practice works. Examples from websites, videos or other media are necessary.**

This game is primarily based on images that support text. It can be used as an alternative for the 16 personality test, which is only based on language. The Big Five is also suitable for people with a lower IQ than average. The Big Five is a personality test that is based on five important traits, called the OCEAN model; Openness to Experience, Conscientiousness, Extraversion, Agreeableness and Neuroticism.

Openness to experience describes a person's tendency to think in abstract, complex ways. Conscientiousness is about self-discipline and control in order to pursue your goals. Extraversion describes a person's inclination to seek stimulation from the outside world, especially in the form of attention from other people. Agreeableness describes a person's tendency to put others' needs ahead of their own, and to cooperate rather than compete with others. Neuroticism describes a person's tendency to experience negative emotions, including fear, sadness, anxiety, guilt, and shame.



**Explain how this good practice helps solve problems/stimulates social vocational skills in your country. If possible, provide data of how successful the good practice is.**

Considering personality traits to measure the likelihood of recidivism or job performance of ex-prisoners can be interesting. One study showed that the Big Five test can be used as a predictor for job performance. For example, conscientiousness was a constant predictor for job performance. Also interesting to mention is that a link has been found between outcomes of the Big Five test on certain traits and the rates of recidivism. For example, criminal behavior is related to psychopathology. Depression, fear and addiction are correlated with a high score on neuroticism, low conscientiousness and low extraversion (Kotov et al., 2010).

**Explain in one or two sentences how this good practice matches with the connected 21<sup>st</sup> Century Skill.**

The personality test gives insight in the following:

Critical thinking, linked to Openness to experience.

Growth mindset, linked to Conscientiousness and Neuroticism.

Citizenship, linked to Agreeableness.

Communication, linked to Extraversion.