Big Five Model in relation to the circumplex structure of the Holland Model

As per the theory of Holland (1997), a person's interests can be described by six orientations (Realistic, Investigative, Artistic, Social, Enterprising, Conventional), whose interrelations form a hexagon, which is based on a circumplex structure. Past research (e.g., Bergmann, 2001; Barrick, Mount & Gupta, 2003) has consistently shown that three of the six Holland orientations are represented within the Five Factor Model of Personality: Artistic correlates with Openness, Social with Openness and Agreeableness, and Enterprising correlates with Extraversion. The present study examines how the Big Five Personality dimensions and their facets can be integrated into the circumplex of the Holland Model.

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Poster at the XXIX International Congress of Psychology 20th - 25th July, 2008 in Berlin, Germany