



THE ROLE OF PERSONALITY PROFILE IN JOB SELECTION FOR ADULTS WITH INTELLECTUAL DISABILITIES

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Abstract: Selecting suitable and fulfilling employment opportunities for adults with intellectual disabilities (ID) requires a comprehensive understanding of their personality traits. While ID does not determine personality, these unique traits significantly influence job performance, satisfaction, and overall work experience. The focus should be on abilities, interests, and strengths rather than solely on disability, with accommodations, training, and support enhancing job integration. A person-centered approach considering their personality and vocational preferences is vital for successful job placement and satisfaction. Matching job roles with their personality strengths and minimizing stressors enhances overall job success. Neuroticism can impact stress management, job fit, and burnout. Conscientiousness relates to work performance, time management, and task completion. Agreeableness is crucial for interpersonal skills and conflict resolution. Extraversion affects social interaction, teamwork, and communication. Openness to experience is relevant for creative roles, learning, and problem-solving. In conclusion, personality traits play a significant role in job selection for individuals with ID, and considering these traits ensures better job satisfaction and integration into the workforce. Objective of the study is to develop a profile reflecting on the personality profile of persons with intellectual disability. Method: personality profiles of 30 adults with Mild Intellectual Disability (ID) using the NEO Five-Factor Inventory (NEOFFI) aged ranged from 18 to 35 years were included. A purposive sampling method was used to select the participants. Findings of the current study indicate that individuals with intellectual disabilities score high on agreeableness, conscientiousness and extraversion. This suggests that they are well organized, good nature, cooperative outward, active, high spirited and prefer to be around people. In terms of norm classification, it was found that men were high in extraversion and neuroticism whereas girls tend to be average in neuroticism, extraversion, and openness whereas they very low in agreeableness and very low in conscientiousness. It may be concluded that personality trait profiling helps understand job suitability for individuals with intellectual disabilities and guides parents and vocational instructors in providing personalized vocational guidance and interventions. It assists in identifying suitable roles, designing workplace accommodations, and enhancing job satisfaction for better long-term success and well-being.

Index Terms - Personality, NEOFFI, Intellectual Disabilities(ID), Vocational guidance.

I. INTRODUCTION

Selecting suitable and fulfilling employment opportunities for individuals with intellectual disabilities (ID) requires a comprehensive understanding of their personality traits. While intellectual disability does not determine personality, these unique traits significantly influence job performance, satisfaction, and overall work experience. The focus should be on abilities, interests, and strengths rather than solely on disability, with accommodations, training, and support enhancing job integration. A person-centered approach considering their personality and vocational preferences is vital for successful job placement and satisfaction. Matching job roles with their personality strengths and minimizing stressors enhances overall job success. Neuroticism can impact stress management, job fit, and burnout. Conscientiousness relates to work performance, time management, and task completion. Agreeableness is crucial for interpersonal skills and conflict resolution. Extraversion affects social interaction, teamwork, and communication. Openness to experience is relevant for creative roles, learning, and problem-solving. In conclusion, personality traits play a significant role in job selection for individuals with ID, and considering these traits ensures better job satisfaction and integration into the workforce. Intellectual disability (ID) is a developmental disability that manifests at birth or during childhood.

According to the American Association on Intellectual and Developmental Disabilities (AAIDD), ID is characterized by significant limitations in intellectual functioning, reasoning, learning, problem-solving, and adaptive behaviour, including everyday social and practical skills. This disability must originate before the age of 18 (Schalock et al., 2010). Compared to their peers, children with ID typically exhibit delays in cognitive, communication, motor, and social skills. Cognitive disability and deficits in adaptive behavior contribute to their behavioral challenges (Tremblay, Blanchard, Taylor, Pelletier, & Villeneuve, 2009). Adaptive behaviour encompasses cognitive skills like language and literacy, money, number and time concepts, self-direction, social skills like interpersonal relationships, social responsibility, self-esteem, problem-solving, and practical skills such as self-help and activities of daily living. Adaptive behaviour plays a crucial role in the conceptualization and diagnosis of ID, as individuals with ID face difficulties due to significant limitations in these areas. The DSM-5 provides three diagnostic criteria for ID: (1) deficits in intellectual functioning, such as reasoning, problem-solving, learning, and practical understanding; (2) deficits in adaptive behaviors that limit functioning in one or more activities of daily life, including

communication, social participation, and independent living across home, school, work, and recreation; and (3) onset of intellectual and adaptive deficits during the developmental period (Tasse, 2013).

Personality refers to lasting characteristics that influence a person's thoughts, feelings, and behaviour. It shapes a person's self-identity, perceptions of others, and their engagement in relationships. Personality also plays a role in how individuals respond emotionally and behaviourally to situations and cope with problems. It comprises an integrated system of traits and attributes that characterize a person.

Numerous studies have established the significance of personality in understanding human behaviour. Personality traits are central in predicting various life outcomes, including subjective well-being, social acceptance, relationship conflict, marital status, academic success, criminality, unemployment, physical health, mental health (Gonzales, 2022), and job satisfaction (Lahey, 2009; Roberts et al., 2007; Ozer & Benet-Martinez, 2006). Moreover, personality can even predict mortality years into the future (Deary, Weiss & Batty, 2011). However, much of the research on personality and personality assessment has primarily focused on individuals of average or above-average intelligence, with limited attention given to individuals with intellectual disabilities (ID).

Researchers have provided evidence of the role of general personality functioning in significant life outcomes for adults with typical intelligence. These outcomes include degree of disability, mental health, physical health and longevity, occupation choice, job performance, prosocial behaviour such as volunteerism, and quality of interpersonal relationships (Ozer & Benet-Martínez, 2006; Grant et al., 2004; Ozer & Benet-Martínez, 2006; Larson et al., 2002; Penner, 2002; Trull & Sher, 1994). These outcomes are particularly relevant to individuals with ID, given the documented disparities they face in various domains, including employment and community participation (Verdonschot, de Witte, Reichrath, Buntinx & Curfs, 2009; Yamaki & Fujiura, 2002; Olney & Kennedy, 2001). Understanding individual differences within the ID population may aid in tailoring employment and community opportunities to meet the unique needs of individuals with ID.

To ensure job satisfaction and success for individuals with intellectual disabilities (ID), it is essential to determine their personality traits beforehand and match them with suitable job roles. Various personality traits play a crucial role in job selection for individuals with ID:

Interest and Motivation: Personality traits like curiosity, specific task interests, and intrinsic motivation influence job preferences. By assessing their interests and aligning them with appropriate job roles, individuals can experience higher engagement and job satisfaction.

Social Skills: Individuals with ID may have diverse social skills. Jobs requiring strong interpersonal abilities and communication may be well-suited for those exhibiting higher levels of agreeableness and sociability.

Work Ethic: Personality traits related to conscientiousness and reliability are vital for job performance. Individuals with ID who demonstrate a strong work ethic and sense of responsibility can excel in roles requiring attention to detail and adherence to routines.

Coping Mechanisms: Workplace challenges can be addressed by understanding individuals' coping styles based on their personality traits. Identifying suitable job roles that offer appropriate support can minimize stressors and foster better coping mechanisms.

Flexibility and Adaptability: Some individuals with ID possess personality traits that make them more adaptable and open to change. These traits can be advantageous in jobs that demand flexibility and the ability to adjust to varying tasks or work environments.

Job Fit: Assessing individuals' personalities can help match their strengths and weaknesses with specific job requirements. Understanding their personalities aids in finding jobs where they can excel and contribute effectively.

Job Satisfaction: When an individual's personality aligns with job tasks and the organizational culture, job satisfaction and overall well-being are positively impacted. A better personality-job fit can lead to higher job retention and improved performance.

Job coaches and vocational instructors play a crucial role in identifying job opportunities that capitalize on individuals' unique qualities.

The disparities in various domains for individuals with intellectual disabilities (ID) are of significant interest to researchers and advocates. One notable disparity is the higher unemployment rate experienced by people with ID, which is three-to-four times higher compared to individuals without disabilities (Yamaki & Fujiura, 2002). Additionally, individuals with ID are more likely to work in segregated or sheltered work settings, limiting their opportunities for inclusive and integrated employment (Olney & Kennedy, 2001). These findings underscore the importance of addressing these disparities and promoting inclusive practices to improve the employment and overall quality of life for individuals with ID. While the reviewed studies

provide valuable insights into the relationship between personality traits and various aspects of psychosocial adjustment in persons with intellectual disabilities (ID), there are still some gaps in the research that need to be addressed.

The literature review examined the relationship between specific personality traits and psychosocial adjustment in individuals with intellectual disabilities (ID). The study involved 73 students with mild ID and 25 students with moderate ID attending special schools in Poland. Personality traits were assessed using the Revised Edward Zigler-Yale Questionnaire (EZPQ-16R), while psychosocial adjustment was measured using the total-difficulties score in the Strengths and Difficulties Questionnaire (SDQ). The results indicated that certain personality traits were significantly related to adjustment, with a stronger correlation observed in individuals with moderate ID. The study highlights the importance of considering specific traits in supporting the psychosocial adjustment of people with intellectual disabilities (Gacek & Krzywoszanski, 2022).

Chaïb and Crocker, (2014) examined the relationship between personality traits and aggressive behaviour in 296 adults with mild or moderate intellectual disabilities (ID). Seven distinct personality profiles, such as Pacifists, Socials and Emotionals were identified using hierarchical cluster analysis. The findings provide valuable insights into the risk factors for aggressive behaviour and suggest potential improvements for diagnostic and intervention strategies for individuals with ID.

This study investigated the relationship between personality dimensions and attitudes toward people with intellectual disabilities (PWID). The survey involved 466 adult participants and found that higher levels of openness and agreeableness were associated with more positive attitudes toward PWID. However, the effect was relatively weak compared to the impact of increased quality of contact with PWID. Positive attitudes were also linked to being female, highly educated, and younger. The study highlights the importance of both person and situational factors in understanding attitudes toward PWID and supports the promotion of quality interactions between PWID and the wider community (Page, & Islam, 2015).

In the context of career selection and on-the-job training, the personality profile of individuals with intellectual disabilities (ID) has not received adequate attention in research. While there are studies linking career choices to personality in the general population, there is limited emphasis on how the personality profile influences job selection for people with ID. Considering the current focus on skill training by the government, it becomes crucial to address this gap in understanding.

The present study aimed to develop a comprehensive personality profile among individuals with intellectual disabilities. By doing so, it seeks to shed light on how specific personality traits can impact their vocational preferences and job suitability. Understanding their personality traits can aid in making better-informed decisions regarding career pathways, training opportunities, and job placements for individuals with ID.

By giving utmost importance to the personality profile during the selection of trades and on-the-job training, we can enhance their chances of finding fulfilling and successful employment opportunities. This person-centered approach takes into account their unique strengths, interests, and abilities, empowering them to excel in roles that align with their personality traits.

In summary, focusing on the personality profile of individuals with ID is essential to bridge the gap in current research and improve the process of career selection and training. However, in this context there is a popular framework for the assessment of personality i.e. Big Five personality framework. In MBTI framework the assessment of personality is based on five dimensions of personality which are measured on a scale. These dimensions include extraversion, emotional stability, agreeableness, conscientiousness and openness to experience (McCrae & Costa, 2003; Barrick & Mount, 1991). The NEO PI-R is a widely used assessment tool that measures personality based on the Five Factor Model (FFM). This model has strong scientific support and is considered the predominant dimensional model of general personality structure. The FFM has been successfully used in various fields and has demonstrated validity in both normal and abnormal personality traits. Its use in individuals with intellectual disabilities (ID) is appealing due to its ability to integrate diverse personality trait research (John & Naumann, 2010; John, et al., 2008; Ozer & Reise, 1994; Goldberg, 1993). The observer rating form (NEO PI-R Form R) makes it suitable for studying individuals within the ID population, and there is existing evidence supporting its validity in comparable cognitively impaired populations. Thus, these results of personality can be profitably utilized with respect to the mental health, medical, occupational, and social concerns of individuals with ID, just as it has been for intellectually typical individuals. This dissertation describes a study of personality functioning in a sample of adults with intellectual disability in order to evaluate the potential use of the NEO PI-R with individuals with ID and to examine the relationship of personality characteristics and adaptive behaviour.

The aim of the present study is to derive a profile of personality depending on various variables such as gender, Residence type, family, prior exposure to education etc.

II. RESEARCH METHODOLOGY

2.1 Sample

The research participants consisted of 100 adults with Mild Intellectual Disability (ID), ranging in age from 18 to 35 years. Individuals with other associated conditions were excluded from the study. More male (N=27) were found compared to female (N=9). 67% of participants were residents of city (N=24) and belong to nuclear family (N=24). All mothers shared the same occupations that of homemaker. Participants have different exposure to school and level. 22% of the participants have secondary education, 17% have higher secondary qualification. 8% belong to graduation and went to special schools. Other 6% have primary school exposure.

2.2 Instruments

NEO Five-Factor Inventory (NEOFFI) developed by Costa & McCrae, 1992. It measures five domains of personality:

- a) Neuroticism (N) - Neuroticism (N) is a personality trait that represents the contrast between emotional stability and maladjustment. This pervasive domain is characterized by a general tendency to experience negative feelings such as fear, sadness, embarrassment, anger, guilt, and disgust. Individuals with high scores in Neuroticism are more prone to irrationality, disruptive behavior, difficulties in adapting to stress, and struggles in managing their impulses. In contrast, individuals who score low in Neuroticism are known for their emotional stability, calm demeanor, ability to adapt well to stressful situations, and a generally relaxed nature.
- b) Extraversion (E) - Extraversion is a measure of sociability. Extraverts like people, work in large groups, prefer gatherings, active, and talkative. They are also energetic, cheerful and optimistic. However, introverts are reserved, independent, and even paced.
- c) Openness (O) - Openness is a measure of "active imagination, aesthetic sensitivity, attentiveness to inner feelings, preference for variety, intellectual curiosity, and independence of judgment". Open individuals are unconventional, curious and are open to new ideas and novel experiences. Openness is not equivalent to intelligence but rather related to some aspects of intelligence that contribute to creativity. Closed people on the other hand tend to be conservative and have narrower scope of interests.
- d) Agreeableness (A) - Agreeableness is a dimension of interpersonal tendencies. It is a measure of altruism, sympathy to others, and eagerness to help them. Low scorers tend to be self-centered and disbelieving of others.
- e) Conscientiousness (C) - Conscientiousness is the control of impulses. High scorers tend to be well organized, focused at task in hand and achievement oriented. It is a measure of purposefulness, strong will, and determination. High scores are usually achieving individuals both academically and occupationally, meticulous, punctual, ethical and reliable. Low scorers are lethargic, carelessly lazy, and unenthusiastic.

The NEOFFI consists of 60 descriptive statements (12 for each scale) rated on a 5-point Likert scale (1=strongly disagree to 5=strongly agree). It provides scores for each of the five domains based on 12 items per domain. Reserved scores in each domain are recoded. Norms are also available for classification.

The uniformity of the five scales of the NEO-FFI has been confirmed by two-week reliability test/retest experimental methodologies (Robins et al., 2001). The differences in the scales were minimal with a reported correlations of 0.86 (Extraversion), 0.86 (Agreeableness), 0.90 (Conscientiousness), 0.89 (Neuroticism) and 0.88 (Openness). Sherry et al. (2007) found internal consistencies for the FFI to be as follows: N = .85, E = .80, O = .68, A = .75, C = .83.

2.3 Procedure:

Prior to data collection, rapport was established with the selected participants and test administrators. A total of 30 participants were chosen based on the specified criteria using purposive sampling. The intelligence quotient was determined using standardized scale and adaptive behavior (measured by VSMS). The quotient

of IQ and SQ were taken to determine the level of disability as per DSM -5. The participants selected were registered at vocational unit of NIEPID regional centre Kolkata for vocational training.

Informed consent was obtained from all selected participants. An interview schedule was prepared, and data was collected from the parents of the participants using the NEOFFI. Few parents were also asked to rate their ward behaviour on the same questionnaire. This was done to see the validity of the participant's response. The selected participants were administered with the NEOFFI too.

2.4 Data Analysis:

The collected data was analyzed to understand the profile of personality among individuals with intellectual disabilities. Descriptive statistics and inferential statistics were used.

III. RESULTS AND DISCUSSION

Results

Table 1. Descriptive statistics and normality estimates for personality trait (N=36)

Varibales	No.of items	Mean	SD	Skewness	Kurtosis	Shapiro-Wilk Statistic	p- value
Openness	12	25.5	5	-0.21	0.63	0.98	0.86
Conscientiousness	12	29.5	6.5	-0.22	-0.16	0.96	0.21
Extraversion	12	28.5	5.4	-0.28	0.78	0.96	0.18
Agreeableness	12	30.03	4.5	0.17	-0.06	0.97	0.42
Neuroticism	12	22.1	6.4	0.06	-0.67	0.97	0.40

The study aimed to assess the personality traits of adults with Mild Intellectual Disability (ID) using the NEO Five-Factor Inventory (NEOFFI). Table 1 shows the descriptive and normality test statistics of personality.

The mean scores and standard deviations for each personality trait were obtained. The results showed that the participants scored highest on agreeableness ($M = 30.03$, $SD = 4.5$), followed by conscientiousness ($M = 29.5$, $SD = 6.5$), extraversion ($M = 28.5$, $SD = 5.4$), and openness ($M = 25.5$, $SD = 5$). The lowest mean score was observed for neuroticism ($M = 22.1$, $SD = 6.4$). This may be adults with mild intellectual disability were Cooperative socialable and organized (Figure 4).

Regarding the distribution of the scores, all personality traits demonstrated relatively normal distributions, as indicated by skewness values close to zero (Figure1). The kurtosis values also showed that the data did not deviate significantly from a normal distribution, except for extraversion, which showed a slightly higher kurtosis value of 0.78.

The Shapiro-Wilk tests were conducted to assess the normality of the data. The results showed that all personality traits had p-values greater than 0.05, indicating that the data was normally distributed. This was also evident from the QQ plots of the personality.

The box plot of personality traits revealed the presence of several outliers in the distribution (Openness, Extraversion and Agreeableness). However, these outliers were not considered as typing errors and were retained in the present study. They were deemed essential data points since they represented the actual scores obtained from the participants and held significance for the study. Instead of marking them as "**", these outliers were denoted as "0" in the analysis (Figure 3).

By retaining these outliers, the study acknowledges the variability and diversity in the participants' responses, which can provide valuable insights into the range and distribution of personality traits within the sample. Excluding these outliers could lead to a loss of critical information and potentially bias the results.

Therefore, the decision to retain the outliers and treat them as valid data points ensures a comprehensive and accurate analysis, contributing to a more robust understanding of the personality profiles of individuals with Mild ID in the study.

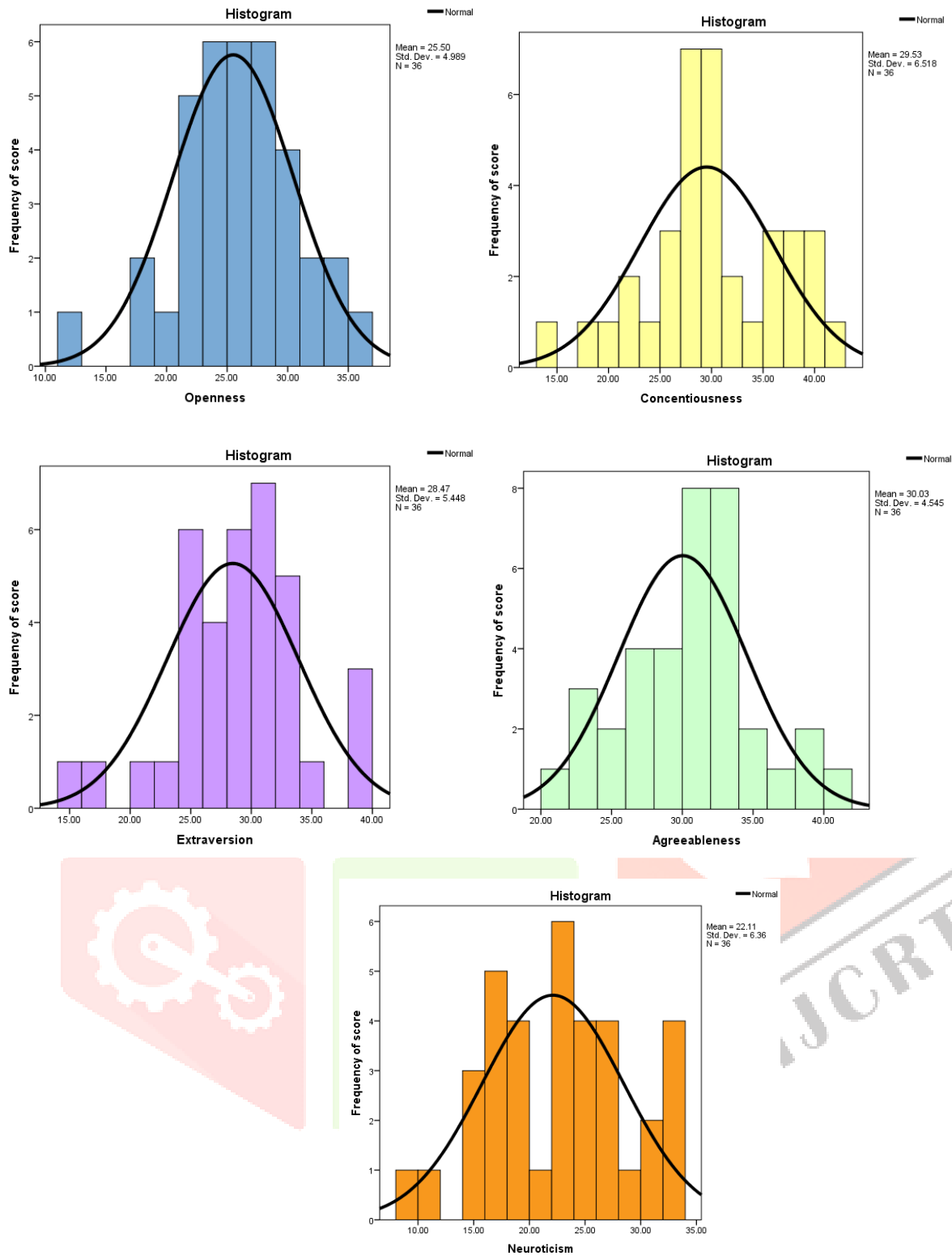


Fig. 1 Histograms with normal plots for personality trait

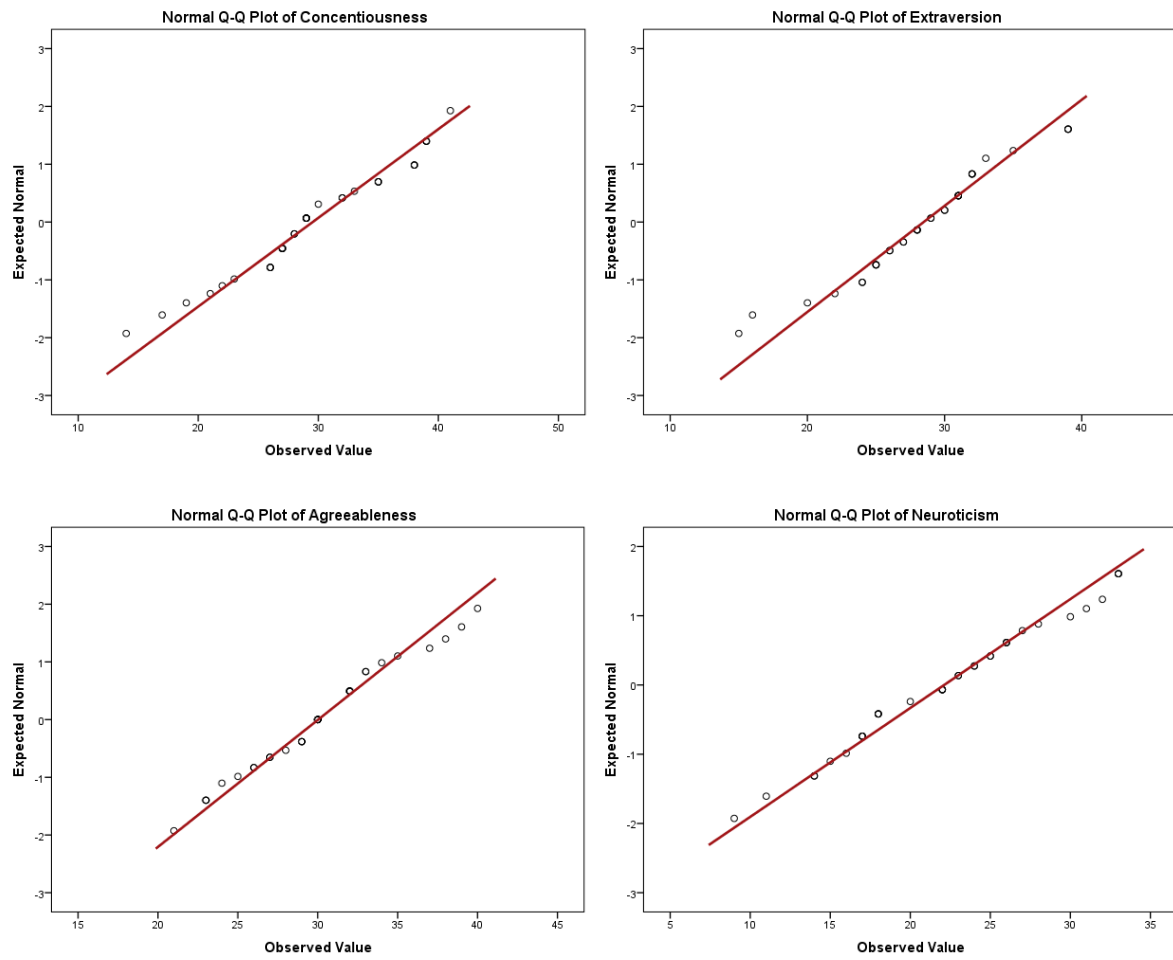
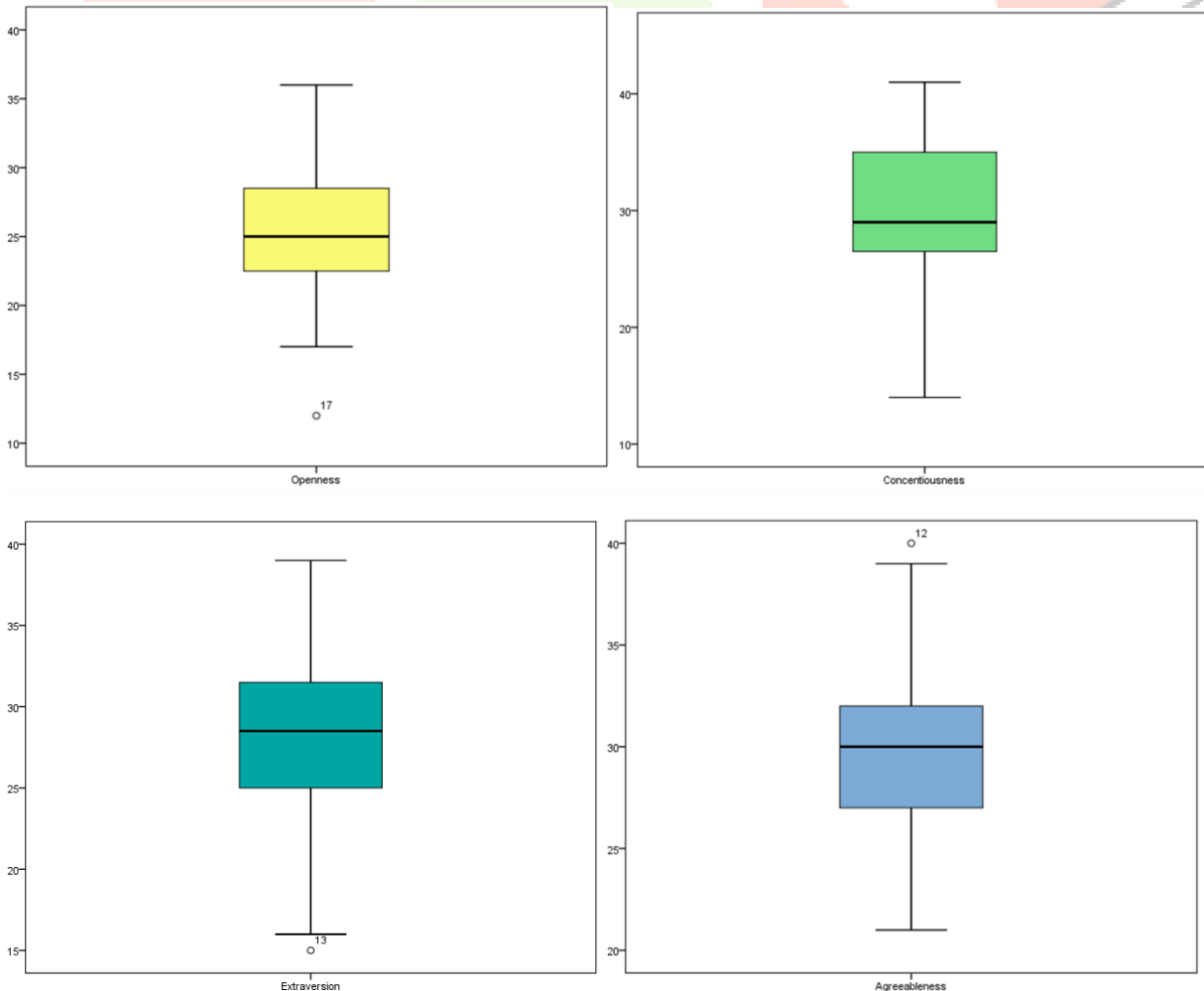


Fig. 2. QQ plot of personality trait



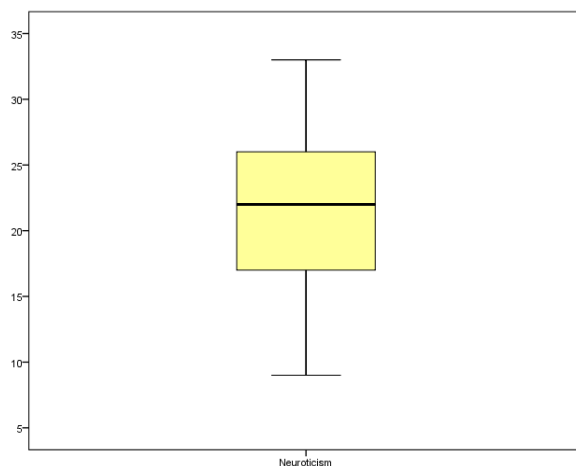


Fig. 3. Box plots of personality traits

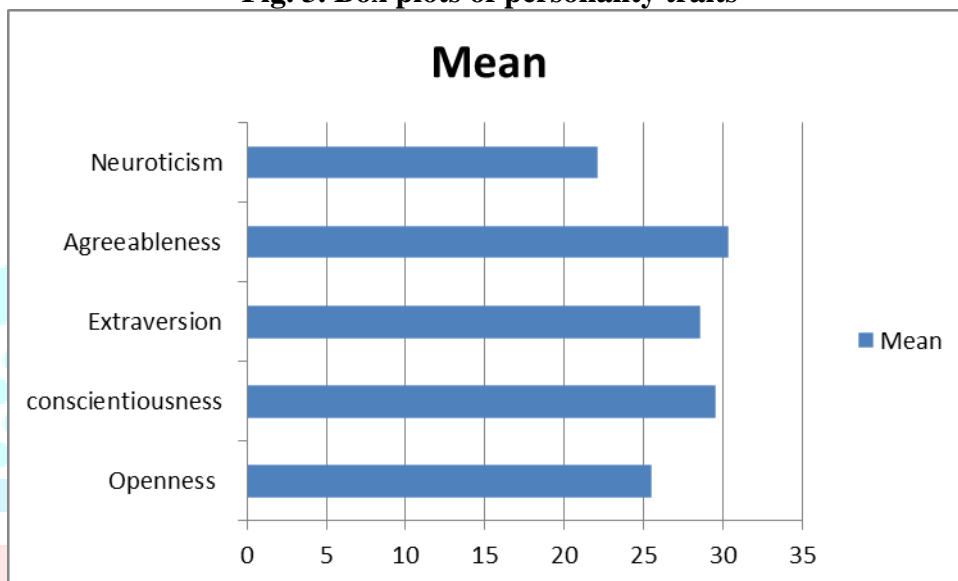


Fig. 4 shows the personality profile of adults with intellectual disabilities

Table 2. Gender wise distribution of the personality profile score (N=36)

Personality Trait	Gender	Current study (Mean Score)	Norm of NEO FFI (Category)
Openness	Male	26	Average
	Female	26	Average
Conscientiousness	Male	30	Average
	Female	26	Very Low
Extraversion	Male	30	High
	Female	26	Average
Agreeableness	Male	30	Average
	Female	31	Low
Neuroticism	Male	22	High
	Female	19	Average

Table 3 shows that present participants both males and females have an average score of 26 on openness to experiences, suggesting that, on average, individuals of both genders have a similar level of openness to experience where as in Conscientiousness males have an average score of 30, indicating an average level of conscientiousness. However, females have a score of 26, which is categorized as "Very Low." This suggests that, on average, females tend to be less conscientious compared to males. Similarly, males have a score of 30, indicating a high level of extraversion. On the other hand, females have a score of 26, which falls under the "Average" category. This suggests that, on average, males tend to be more extraverted compared to females. On agreeableness too males have an average score of 30, suggesting an average level of agreeableness. In contrast, females have a score of 31, which is categorized as "Low." Males have a score of 22, indicating a high level of neuroticism. Females, on the other hand, have a score of

19, falling under the "Average" category. This suggests that, on average, males tend to experience higher levels of neuroticism compared to females.

Previous studies have focused on studying the relationship between adjustment job satisfaction (Lahey, 2009; Ozer & Benet-Martinez, 2006; Roberts et al., 2007); quality of interpersonal relationships (Grant et al., 2004; Trull & Sher, 1994; Ozer & Benet-Martínez, 2006; Larson et al., 2002; Penner, 2002; Ozer & Benet-Martínez, 2006) employment and community participation (Yamaki & Fujiura, 2002; Olney & Kennedy, 2001; Verdonschot et al., 2009), psychosocial (Gacek, , & Krzywoszanski, 2022) aggressive behaviour (Chaïb, & Crocker, 2014) and personality traits. Studies focusing only on personality and analysis for intervention was rare. This study made an attempt to understand the personality profiles of individuals with mild intellectual disabilities help in tailoring support, interventions, and vocational training to better suit their unique strengths and challenges. By considering their personality traits, caregivers, educators, and support providers create environments and opportunities that help them in vocational guidance.

The research on personality traits, such as neuroticism and conscientiousness, has shown that they are stable (Roberts & DelVecchio, 2000), heritable (Jang, McCrae, Angleitner, Reimann, & Livesley, 1998) , occupational outcomes (Ozer & Benet-Martinez, 2006) and have significant implications for various aspects of life in intellectually typical adults. However, there has been limited exploration of whether these findings also apply to adults with intellectual disabilities (ID). Considering the extensive efforts and scientific literature on personality, it is reasonable to examine whether existing theoretical frameworks, like the Five-Factor Model (FFM), be applied to individuals with intellectual disability. The FFM is especially appealing due to its proven effectiveness in understanding both normal and maladaptive personality functioning. By investigating personality traits in people with ID, one gains further insights into their individual characteristics and potentially develop more targeted interventions to support their well-being and outcomes. This justifies the selection of NEO FF for the present study.

The findings of this study shed light on the personality traits of individuals with mild intellectual disability. The higher scores on agreeableness, extraversion and conscientiousness indicate that these individuals are more likely to be friendly, cooperative, and considerate of others' needs. They also demonstrate a sense of responsibility and organization in their behaviour. Whereas the relatively lower scores on openness suggest that individuals with Mild ID may have lower levels of curiosity and may be less inclined towards exploring new experiences or ideas. This trait is often associated with being more traditional and conservative in their thinking. Additionally, the lower scores on neuroticism indicate that individuals with mild ID may experience fewer negative emotions, such as anxiety and fear. They may be more emotionally stable and better able to handle stress and challenges.

Agreeableness, a personality trait denotes friendliness, cooperativeness, empathy, and consideration for others' needs. For individuals with ID, agreeableness plays a significant role in job selection:

Interpersonal Skills: Individuals with higher agreeableness excel at building positive relationships and working well with others, making them suitable for jobs that require teamwork, customer service, or caregiving.

Conflict Resolution: Agreeable individuals adeptly resolve conflicts and promote cooperation among team members, contributing to a cohesive and productive work environment.

Customer Interaction: Jobs involving direct interaction with customers or clients benefit from individuals with higher agreeableness, providing excellent customer service and addressing customer needs with empathy and patience.

Adaptability: Agreeable individuals are accommodating and flexible, making them well-suited for roles requiring adaptability and open-mindedness. They readily accept feedback and make adjustments to meet job requirements.

Positive Work Culture: Individuals with higher agreeableness foster a positive work culture, creating a supportive and cooperative atmosphere benefiting all team members.

Conscientiousness is another personality trait signifying organization, responsibility, reliability, and goal-directedness in individuals. Participants scored second highest in conscientiousness. Considering job selection for individuals with ID, conscientiousness is crucial in the following ways:

Work Performance: Individuals with higher conscientiousness tend to be diligent and responsible, excelling in roles that require reliability and consistent performance.

Time Management: Effective time management is critical for individuals with ID to complete tasks and adhere to work schedules. Jobs requiring punctuality and efficient time management may be suitable for those with higher conscientiousness.

Attention to Detail: Jobs demanding precision and attention to detail may be well-suited for individuals with higher conscientiousness, contributing to the accuracy and quality of their work.

Reliability and Dependability: Conscientious individuals are dependable and fulfill their commitments, making them valuable assets in roles requiring consistency and reliability.

Task Completion: Individuals with higher conscientiousness are proactive in completing tasks and achieving their goals, making them suitable for jobs that require independent task completion.

Extraversion, the third personality trait encompasses sociability, outgoingness, and assertiveness. For individuals with ID, extraversion impacts job selection in the following ways:

Social Interaction: Individuals with higher extraversion enjoy social interactions and may excel in jobs involving frequent communication, such as customer service, sales, or roles requiring teamwork.

Teamwork: Extraverted individuals thrive in team-based environments, actively contributing to group discussions and promoting collaboration.

Communication Skills: Jobs involving client interactions, public speaking, or presentations benefit from individuals with higher extraversion, who typically possess better verbal communication skills.

Networking: Roles requiring networking and relationship building suit individuals with higher extraversion, as their outgoing nature facilitates establishing connections and professional opportunities.

Social Support: Extraverted individuals are comfortable seeking social support and assistance when needed, contributing to better integration and a willingness to seek guidance in a work setting.

Participants scoring low in openness to experience indicates that present participants are poor related to curiosity, imagination, and openness to new ideas and experiences where as low score in neuroticism, indicates the tendency to experience negative emotions, such as anxiety, fear, sadness, and worry. Findings of the present study suggest participants with higher agreeableness may benefit from cooperative and group-oriented activities while those with lower openness may prefer more structured and routine-based tasks.

Thus it is essential to consider that personality traits, neuroticism, extraversion, conscientiousness, agreeableness, and openness to experience contribute to their behavior and job performance. These personality traits can have significant implications for the psychosocial adjustment and overall well-being of individuals with Mild ID. These results have practical implications for supporting individuals with Mild ID. Understanding their personality profiles will assist in tailoring interventions and support to better meet their unique needs and preferences. For example, individuals with higher agreeableness may benefit from cooperative and group-oriented activities, while those with lower openness may prefer more structured and routine-based tasks.

The findings presents some interesting gender differences in personality traits though there seems to be no significant difference between males and females in terms of personality traits. Considering the mean score, present study female participants, on average, tend to score lower in conscientiousness compared to males, indicating that females may be less organized, reliable, and self-disciplined on average. Males, on average, tend to score higher in extraversion compared to females, suggesting that males are generally more sociable, outgoing, and energetic. Females, on average, score lower in agreeableness compared to males, indicating that females may be less compassionate, trusting, and cooperative on average. Males, on average, tend to experience higher levels of neuroticism compared to females, suggesting that males may be more prone to experiencing negative emotions such as anxiety and stress.

Conclusion

Thus understanding of the personality traits of adults with mild intellectual disabilities provide valuable information for designing person-centered interventions improving their well-being, quality of life and job selection.

Limitations and future directions

It is essential to acknowledge the limitations of this study, including the relatively small sample size and the use of a specific assessment tool (NEOFFI). Future research with larger and more diverse samples using multiple assessment tools would enhance the generalizability of the findings.

IV. ACKNOWLEDGMENT

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