

# Detecting personality traits using self-descriptions of skills.

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## Abstract

**Objective.** Personnel selection decisions are often informed by the use of personality questionnaires. Nevertheless, they can sometimes be impractical, because they may be too time consuming or expensive. Thus, it is desirable to be able to extract relevant information from other available sources (Akhtar et al., 2018). In this study, we propose to explore information on personality that could be recovered from the skills that individuals are regularly prompted to list – for example, on job boards such as LinkedIn.

**Methods.** For our study, 28141 participants self-reported their skills in a similar manner as in a job board, without a limit to their number or type. They also took a series of psychometric tests of an online assessment platform, which includes measures of various work-related personality traits.

**Conclusion.** This study, which is a work in progress, proposes to investigate and present the relations between self-reported skills – categorized using the Big 2 dictionary of personality framework (Pietraszkiewicz et al., 2019) – and personality traits assessed by psychometric tests. For example, it is hypothesized that 1) listing communal skills will be associated with self-reports of empathy, 2) listing agentic skills will be associated with self-reports of persistence and autonomy. Theoretical and practical implications for the assessment of personality will be discussed.