

# Who will thrive working-from-home? Investigating psychological characteristics that explain individual performance.

Emeric Kubiak<sup>1</sup>, Vincent Niesner<sup>1</sup> and Simon Baron<sup>1</sup>

<sup>1</sup>AssessFirst, Paris, France.

## Abstract

**Objective.** Working-from-home (WFH) popularity increases, also raising questions about potential impact on productivity (Barro, Bloom & Davies, 2021). The purpose of this study is then to propose a proactive approach by identifying psychological characteristics explaining individual performance while WFH.

**Methods.** 366 participants completed a questionnaire measuring self-reported performance and self-discipline. They also took a series of online psychometric tests, including measures of work-related personality traits, motives and GMA (General Mental Ability). Data were analyzed using linear regression.

**Results.** We identified facets of conscientiousness and agreeableness, as well as three motives (needs for autonomy, to work in a disciplined manner, to present high-quality work), that explain individual performance while WFH. GMA was positively correlated to performance. New data are being collected to confirm results.

**Conclusion.** Some psychological profiles are more at risk of under-performing while WFH. Results will help managers identify these individuals, and develop tailored interventions.