

Characteristics of different personality traits using emotion regulation strategies

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Abstract. The Big Five personality theory is one of the classic theories in psychological research. The Big Five personality model can cover all aspects of personality description, and different personality traits affect the individual's emotional regulation strategies, which leads to different reactions of different personalities in the face of events. Among these five personality traits, a neurotic personality tends to have a higher likelihood of suffering from mental illnesses such as social anxiety, and depression, which do not match with the requirements of today's social development and the space for survival has been squeezed continuously. The selectivity of emotion regulation strategies (adaptive vs. non-adaptive) across different personalities further impacts how individuals tend to perceive emotional events and can influence the results of coping. In today's fast-paced society, individuals with different personality types require different emotional problems to sustain a stable and high level of well-being. Therefore, it is necessary to propose solutions by analyzing the characteristics of neurotic personality, the characteristics of emotional regulation, and the dilemmas faced.

1 Introduction

Personality is a unique pattern of thought, emotion, and behavior, which contains stable and unified psychological qualities that distinguish a person from others. In 1937, Allport first proposed the theory of personality traits, suggesting that personality is the dynamic organization within an individual's psychophysical system that determines his or her unique adaptation to the environment. Personality is an important concept in the development of interdisciplinary research and is a relatively stable and unique pattern of individual psychological behavior. Personality mainly consists of two major factors, namely, the biogenetic basis and social-environmental interactions [1]. In the 19th century, along with the theory of the origin of the human species, the evaluation of the measurement of human abilities, and the development of modern statistical techniques, the various schools of personality traits in the field of psychology have been to conduct theoretical research and measurement. As the five-factor model of personality structure was unanimously recognized, Mc Crae and Costa conducted extensive and in-depth research on the five-factor model in the 1990s and finally determined the Big Five personality model of neuroticism, extraversion, agreeableness, conscientiousness, and openness.

Emotions reflect a person's inner state and are an important psychological activity of an individual. The process of adjusting and managing one's emotions is called emotion regulation, which profoundly influences an individual's expression of emotional state, and its significance has attracted a lot of researchers to develop it

into a relatively independent field of study in recent decades [2,3]. Different psychologists have defined the concept of emotion regulation differently, but most scholars agree with the definition that emotion regulation refers to the process by which an individual influences the production, experience, and expression of emotions [4]. Individuals adjust and manage their emotions consciously or unconsciously every day to adapt to the external environment, and emotion regulation is one of the most important indicators of social adaptation [5]. Emotional response theory suggests that people's emotions are like a dynamic chain. When individuals assess the emotional cues around them, they will elicit three types of response tendencies: physiological response, subjective experience, and behavioral response, but before the emotional response, individuals will react accordingly to the specific situation [3].

2 Characteristics of the Big Five Model

Extraversion reflects the amount and frequency of interpersonal interactions. Those with a high degree of extraversion are responsive, talkative, friendly, sociable, and more accepting of others; they are confident, optimistic, and hopeful for success. Openness emphasizes an imaginative, curious cognitive style, indicating the degree of openness and acceptance to the outside world and within the self. Those with a high degree of openness are sensitive to new things, like uniqueness and innovation, and are easy to communicate with; they feel good about themselves, are happy to accept themselves, and want to make a good impression on the outside world. Agreeableness describes attitudes toward others such as

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honesty and empathy, while conscientiousness involves the degree of self-control and delayed gratification, reflecting an individual's sense of responsibility, propriety, and morality. High conscientiousness is willing to take responsibility, has a sense of morality, is relatively more comfortable with step-by-step completion of tasks, takes initiative to achieve accomplishments, is empathetic, and is sensitive to criticism. Neuroticism, on the other hand, reflects an individual's sensitivity and instability to negative emotions. In the multidimensional process of emotion processing, individuals with "positive personality traits" (openness, extraversion, dutifulness, and agreeableness) have stronger cognitive functioning, while individuals with "negative personality traits" (neuroticism) have poorer cognitive functioning [6]. The main manifestation is that individuals who like socializing, have strong self-control, and are good at thinking differently tend to have good cognitive understanding and emotional expression, and are more inclined to reflect on themselves and experience the feelings of others; individuals with high neuroticism, however, often have poor frustration tolerance, high susceptibility to negative emotions, and are susceptible to cognitive bias by the influence of external stimuli, and are difficult to regulate by indulging in them [1].

3. Social reasons for the marginalization of the neurotic personality

After the third technological revolution, the modernization of society has accelerated, the pace of work and life has quickened, and the development of society requires more extroverted, socially adept, and expressive people; therefore, the importance of openness, extraversion, dutifulness, and agreeableness has been constantly emphasized and prioritized. Compared to neuroticism, extraversion, agreeableness, dutifulness, and

openness personalities are more likely to detect positive intentions behind the behavior of others, are good at expressing and transmitting positive emotions to others, and carry out their role activities in a state of bliss. When encountering irritating events, they are also more likely to show stronger mental toughness, accept and manage negative emotions, and have better cognitive functioning and social adaptation. Companies, communities, and other workplaces are more inclined to recruit the four personalities of extroversion, agreeableness, extraversion, and dutifulness when hiring people. When the population increases and the devaluation of education becomes more and more intense, candidates often choose to exhibit the four personalities mentioned above to cater to the needs of the workplace, regardless of whether or not the four personalities are in line with their personality traits. This two-way push by both the workplace and the candidate has led to the increasing marginalization of the neurotic personality.

4. Dilemmas facing the neurotic personality

4.1 Depression

The core tendency of the neurotic personality is the experience of negative emotions. Individuals with a high degree of neuroticism are usually overly sensitive, have a weak ability to regulate negative emotions, and often put themselves in unfavorable moods when faced with stress and negative life events. The neurotic personality is incompatible with the fast pace of life and a low tolerance for error in today's society. Neurotic personality itself is more vulnerable to mental illness than other personalities, for example, self-esteem is significantly negatively correlated with neuroticism, and low self-esteem is one of the diagnostic criteria for depression (see Table 1) [7].

Table 1. Correlation between variables [7].

project	neuroticism	openness	Extraversion	Agreeableness	Conscientiousness	S DS	SES
neuroticism	1	-	-	-	-	-	-
openness	- 0.317 ^a	1	-	-	-	-	-
Extraversion	- 0.469 ^b	0.319 ^b	1	-	-	-	-
Agreeableness	- 0.310 ^b	-0.007	0.082	1	-	-	-
Conscientiousness	- 0.507 ^b	0.203 ^b	0.385 ^b	0.204 ^b	1	-	-
SDS	0.668 ^b	-0.258 ^b	-0.394 ^b	-0.284 ^b	- 0.502 ^b	1	
SES	- 0.609 ^b	0.258 ^b	0.475 ^b	0.159 ^b	0.581 ^b	0.673 ^b	1

Note: ^aP < 0.05, ^bP < 0.01 SDS: Depression Self-Rating Scale Score, SES: Self-Esteem Scale Score

4.2 Social anxiety

The neuroticism dimension of the Big Five personality was significantly correlated with fear of negative evaluation, and the neuroticism dimension positively predicted the level of fear of negative evaluation; therefore, high neuroticism is more likely to suffer from

social anxiety (see Table 2) [8].

4.3 Workplace exclusion

Employees' personality traits play a decisive role in whether or not they elicit workplace rejection, which in turn affects associative performance, going back to the previous section, where neuroticism was marginalized [9].

The major findings are shown in Table 3.

Table 2. Regression Analysis [8].

regression equation		overall fit index			The regression coefficient is significant	
outcome variable	predictor variable	R	R ²	F	β	t
social anxiety	neurotic	0.153	0.023	1 2.678	0.444 _	3.561 **
fear of negative evaluation	neurotic	0.503	0.253	1 78.392	0.443	1 3.356 **
fear of negative evaluation	neurotic social anxiety	0.632	0.400	1 75.126	0.391 0.118	1 2.972 ** 1 1.342 **

Note: * * P < 0.01

Table 3. Major findings [9].

Hypothesis	Assumption content	Validation results
Hypothesis 1	Extraversion is negatively related to workplace rejection	not support
Hypothesis 2	Agreeableness is negatively related to workplace rejection	support
Hypothesis 3	Neuroticism is positively associated with workplace rejection	support
Assumption 4	Conscientiousness is negatively related to workplace ostracism	support
Assumption 5	Openness to experience is negatively related to workplace ostracism	support
Hypothesis 6	Workplace ostracism is negatively related to connected performance	support
Assumption 7	Neuroticism mediates the relationship between workplace ostracism and connected performance	support

5. Relationship between personality traits, emotion regulation efficacy, and social adaptation

Social adaptation refers to an individual's continuous acquisition of new skills, selection, and avoidance of social activities to adapt to the needs of society as well as his or her development, which is considered to be the core of the individual's survival and development. One of the measures of social adaptation is socially adaptive behavior. Recent studies have found that an individual's personality traits are related to socially maladaptive behavior, with a sense of emotion regulation efficacy playing a mediating role. Sense of emotion regulation efficacy refers to the confidence and belief that an individual has in his or her ability to effectively manage and regulate emotions. As mentioned above, personality is the result of an interaction between genetics and environment, which is influenced by

the past and constructed for the future. Individuals' unique coping patterns to the environment affect the sense of efficacy in emotion management and coping.

Psychological stress theory suggests that when faced with a major crisis, individuals will produce a series of emotional and behavioral responses influenced by their personality traits and cognitive assessments. As a multi-level phenomenon consisting of subjective experience, behavioral performance, and physiological response, negative emotion regulation is the process by which individuals influence their emotional responses by altering the intensity, duration, and quality of a series of basic subjective experiences of unpleasantness in the face of unexpected events. There are three common emotion regulation strategies: cognitive reappraisal strategy, expression inhibition strategy, and cathartic strategy. Cognitive reappraisal strategy refers to regulating emotion levels by recognizing and understanding emotional time from other perspectives, and tends to cognitively

reconstruct emotional events more positively; expression inhibition strategy is to inhibit emotional expression behaviors that are about to occur or are occurring and to use volitional efforts to self-control the outward manifestation of emotions; cathartic strategy focuses on the use of discourse, exercise relief, attention diversion, and respiratory regulation to relieve stress.

Model regression studies have found that personality can, to a certain extent, directly predict emotion regulation strategies, which in turn indirectly acts on emotion regulation ability [10] and affects the sense of emotion regulation efficacy. Specifically, extraversion was significantly positively related to expressing positive emotional self-efficacy, and neuroticism was significantly negatively related to managing negative emotional self-efficacy. Meanwhile, emotion regulation efficacy plays an important role in moderating addictive, pro-social, and criminal behaviors. It is generally believed that in the face of stressful situations, individuals with high emotion regulation self-efficacy tend to adopt positive emotion regulation and coping strategies compared to those with low emotion regulation self-efficacy. Through a questionnaire survey and data analysis, Zhao Xin et al. found that the frequency of positive emotion regulation strategies (e.g., cognitive reappraisal strategies) could predict social maladjustment. The study showed that there was a significant negative correlation between rigor, extraversion, openness, and social maladjustment, a significant positive correlation between neuroticism and social maladjustment, and a non-significant correlation between agreeableness and social maladjustment. Significant positive correlations were found between agreeableness, rigor, extraversion, and openness and both expressing positive emotions and managing negative emotions self-efficacy, and significant negative correlations were found between neuroticism and both expressing positive emotions and managing negative emotions self-efficacy. Second, the study also found significant negative correlations between social maladjustment and self-efficacy for expressing positive emotions and self-efficacy for managing negative emotions. As mentioned earlier, individuals with high emotion regulation self-efficacy will tend to use positive emotion regulation strategies to regulate their emotions, and a higher frequency of positive emotion regulation strategy use is associated with less social maladjustment. Expressing positive emotional self-efficacy has a partial mediating effect between rigor, openness, neuroticism, and social maladjustment, and managing negative emotional self-efficacy has a partial mediating effect between rigor, extraversion, neuroticism, openness, and social maladjustment [11]. It can be seen that individuals with rigor and openness have stronger confidence in fully expressing positive emotions when facing pleasant events. Thus the more they show socially adaptive behaviors such as good socialization and good identification. In contrast, individuals with neuroticism have lower confidence in expressing positive emotions when facing pleasant events, and thus show some socially maladaptive behaviors and manifestations such as shyness and constriction. Similarly, when faced with a situation that requires improvement of a negative emotional state, rigorous, extroverted, and open

individuals have greater efficacy in changing and managing negative emotions, and display socially adapted behaviors such as resilience, easy-going, energetic, and optimistic, whereas neurotic individuals have less efficacy and confidence in managing negative emotions in the same situation, and tend to display socially maladaptive behaviors such as embarrassment, reluctance, and avoidance. They tend to exhibit socially maladaptive behaviors such as embarrassment, reticence, and avoidance.

6. Conclusion

This paper only focuses on the emotion regulation characteristics among different personality traits and pays less attention to other influencing factors, such as gender, genes, upbringing, etc. These factors need to be further analyzed and paid attention to in future studies, to make better psychological interventions and give more appropriate help. At the same time, we need to realize that individual personality is not a single existence, everyone is a mixture of multiple personality traits and cognitive styles, we assert that a person is what kind of personality is only for its performance of the dominant traits, may be changed at any time with the occurrence of unexpected events, changes in the external environment, so we must grasp the objective changes in the situation, pay attention to the methodology and strategy, and can never overgeneralize the issue. The dilemma faced by neurotic personality prevails in all groups of modern society, only to be gradually marginalized by the squeeze of the social environment, and it seems that more people adapting to the needs of social development have appeared, but in fact, neurotic disadvantages have never been truly solved, and society solves problems by covering up these disadvantages, which is not conducive to the long-term development of society, and it needs to be further explored to see how to truly solve the problem.

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