



FACULTY OF PSYCHOLOGY AND EDUCATIONAL SCIENCES

The personality-performance link: Towards an integrative approach

Public defense to obtain the degree of
DOCTOR OF PSYCHOLOGY
of

Mr Jonas Debusscher

which will take place on
April 21st 2016 at 18h00
Promotiezaal
Building D, room 2.01
Campus Etterbeek

How to reach the vub : <http://www.vub.be/infover/campussen/index.html>
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Summary

Traditionally the personality-performance relationship is studied by investigating whether between-person differences in personality relate to between-person differences in performance. Although it is true that people differ from each other in how they behave, feel, think and perform on average, there is a growing awareness that these behaviors, feelings, thoughts and their performance also fluctuate as a function of the situation they are in. The goal of this doctoral dissertation was to (1) investigate how such within-person fluctuations in personality relate to within-person fluctuations in performance and to (2) examine if and how within- and between-person differences in personality interact. We found that personality-performance relationships at the within-person level show strong resemblances to those at the between-person level, that the form of this relationship depends on the situation the person is in, and that within-person fluctuations in personality facets predict within-person fluctuation in performance, even when controlling for the general personality dimension. Regarding the interplay between within- and between-person fluctuations, we show that between-person fluctuations in employees' personality determine how they perceive their job characteristics and how they react to them, both in terms of personality-related behavior and performance. Finally, we show that research on personality should move beyond merely studying personality traits and states by revealing the existence and importance of other variables, such as the degree to which a person varies in his/her state personality, which also significantly impact the personality-performance relationship.

Curriculum Vitae

Jonas Debusscher was born in Halle, Belgium on February 8th 1988. He obtained his master degree in Work & Organizational Psychology in 2011 at the Vrije Universiteit Brussels and an additional master degree in Management at the Vrije Universiteit Brussel in 2012. In 2012 he started working at the Faculty of Psychology and Educational Sciences as a scientific collaborator. In 2013 he obtained an IWT scholarship enabling him to start his PhD at the Faculty of Psychology and Educational Sciences. During his PhD Jonas was also engaged within the faculty, which shows in his 2 year presidency of the assisting academic personnel.

