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THE DORAEMON CODE: DECODING CHARACTER TRAITS FOR PROFESSIONAL SUCCESS

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ABSTRACT

In the dynamic landscape of modern workplaces, understanding the role of personality traits in shaping individual behavior and performance is paramount. Drawing inspiration from the beloved Doraemon comic series, this article explores the intersection of personality traits and professional success. Each character in the Doraemon universe embodies distinct traits, which, when translated into real-world scenarios, offer invaluable lessons for managing a diverse workforce. The Five-Factor Model (FFM), encompassing openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism, provides a framework to dissect the characters' traits and their applicability in an organizational context. Doraemon's conscientiousness results in meticulous planning, while Suneo's openness to experience leads to creative problem-solving. Giant's extraversion facilitates team dynamics, and Shizuka's agreeableness fosters harmonious relationships. Nobita's neurotic tendencies highlight the importance of emotional support and clear guidelines. This article bridges the gap between fiction and reality, revealing actionable insights for optimizing workplace dynamics. By customizing onboarding, offering flexible arrangements, providing feedback, and nurturing mentorship, organizations can capitalize on the strengths of each trait. Just as Doraemon's gadgets unveil novel possibilities, embracing employees' personality traits can unlock a world of potential, ensuring an empowered and successful workforce.

KEYWORDS: - Agreeableness, Conscientiousness, Extraversion, Neuroticism, Openness to Experience.

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1. INTRODUCTION

In a world brimming with dynamic personalities and diverse perspectives, understanding the intricate tapestry of human traits has never been more essential. Just as the iconic Doraemon comic series has enthralled generations with its vivid characters and captivating adventures, it also offers a remarkable mirror through which we can explore the spectrum of personality traits that shape our lives. Imagine if these characters, so familiar and beloved, were to step into our real-world workplaces as employees. What insights could they provide? How might their unique traits guide us toward unlocking the doors to unprecedented success?

Join the researcher on a journey beyond the comic pages, where we delve into the realm of personality traits and the profound impact they have on our professional lives. In this exploration, the researcher draw parallels between the fictional realm of Doraemon's characters and the real-world challenges faced by organizations. As we traverse the five fundamental personality traits that influence human behavior: Openness to experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (these traits, collectively known as the OCEAN model or sometimes CANOE model, create a framework for understanding individuals' distinctive qualities and tendencies) (Ozer & Benet-Martínez, 2006).

2. DORAEMON SERIES

Doraemon is a popular Japanese manga series created by Fujiko F. Fujio. The series follows the delightful escapades of a young boy named Nobita Nobi and his futuristic robotic cat companion, Doraemon. The overarching theme of the manga revolves around Nobita's everyday life, his interactions with his friends, and the various challenges he faces. Doraemon, who hails from the 22nd century, uses his incredible gadgets to help Nobita creatively navigate challenges in his life, which range from daily struggles to personal dilemmas.

Throughout the series, readers are treated to a mix of lighthearted humor, heartwarming moments, and thought-provoking lessons as the characters learn about relationship, responsibility, and the consequences of their actions. With its imaginative storytelling and relatable characters, "Doraemon" has captured the hearts of audiences around the world —prepare to uncover the hidden treasures of wisdom that each character brings to the table.

3. CHARACTER TRAITS

3.1 Doraemon

The titular character, Doraemon, is a blue robotic cat from the 22nd century who travels back in time to help a young boy named Nobita. He possesses a 4D pocket on his belly containing millions futuristic gadgets that he uses to assist Nobita in his daily life and adventures. If we were to analyze Doraemon's character as if he were a person, he would likely exhibit a combination of personality traits that align with his role and behavior in the series. Let's break down some of these traits and explain why they might apply to him.

Conscientiousness - He is incredibly organized and diligent. He always strives to help Nobita with his gadgets and inventions, meticulously planning and preparing to ensure his interventions have

the desired outcome. His attention to detail and careful approach to problem-solving reflect a high level of conscientiousness (McCrae & Costa, 2008).

Openness to Experience - He frequently introduces Nobita to new gadgets and technologies from the future, encouraging him to explore new possibilities and embrace novel solutions. This trait reflects his willingness to experiment and his open-mindedness toward innovative ideas.

Agreeableness - He is empathetic and caring, always looking out for Nobita's well-being. He often puts Nobita's needs and happiness above his own. His friendly and helpful nature demonstrates agreeableness, as he strives to maintain positive relationships and foster a harmonious atmosphere.

Extraversion – While he is not overtly extroverted, he does engage in social interactions with Nobita, his friends, and other characters. He participates in their adventures and often collaborates with them to solve problems. This demonstrates a willingness to engage and communicate, albeit not in an overly extroverted manner.

Neuroticism - His emotional stability is generally high, as he remains composed and level-headed in the face of challenges. However, he can experience moments of worry or concern for Nobita's well-being, which could be seen as a mild form of neuroticism.

Doraemon's personality would likely be a blend of conscientiousness, openness to experience, agreeableness, and elements of extraversion, with only subtle traces of neuroticism. This unique combination of traits makes him an endearing and relatable character, as he embodies qualities that enable him to effectively guide and support Nobita throughout their adventures.

Although other traits such as openness to experience, agreeableness, and a touch of introversion are present in Doraemon's character, his strong sense of CONSCIENTIOUSNESS is unquestionably the defining aspect of his personality. His conscientiousness is evident through his meticulous planning, attention to detail, and methodical approach to problem-solving (Roberts et al., 2005). He consistently thinks ahead, considering the potential outcomes of his actions and the use of his futuristic gadgets.

Doraemon's conscientiousness is consistently portrayed throughout the Doraemon series. One example is the episode titled "Nobita Becomes a Very Grown-Up Guy" (Episode 587A in the 2005 anime adaptation) (Fujiko, 2005).

In this episode, Doraemon helps Nobita by using a gadget that temporarily transforms him into a mature and responsible adult. As Nobita experiences life as an adult, he learns about the challenges and responsibilities that come with it. Doraemon's conscientiousness is evident in how he guides Nobita through his transformation. He ensures that Nobita understands the importance of fulfilling responsibilities and managing tasks effectively. Doraemon emphasizes the need to be diligent, organized, and responsible in both personal and professional matters. Throughout the episode, Doraemon's conscientious nature is showcased as he imparts valuable life lessons to Nobita. He

emphasizes the significance of planning, setting goals, and fulfilling commitments. Doraemon's meticulous approach to problem-solving aligns with the conscientiousness trait.

3.2 Nobita Nobi

Nobita is the main human protagonist of the series. He's a kind-hearted but lazy and often clumsy boy who faces various challenges in his daily life. Doraemon's gadgets help him navigate through these challenges, and together they embark on many adventures.

Nobita exhibits a distinct set of personality traits that contribute to his character development and interactions within the story. Let's explore some of these traits and discuss how they shape his behavior:

Neuroticism - Nobita is known for his emotional sensitivity and tendency to worry or become anxious in various situations. He often experiences self-doubt and insecurity, which are characteristic of neuroticism (Costa & McCrae, 1992). His fear of failure and frequent mishaps can be attributed to this trait.

Conscientiousness - While Nobita may not always appear diligent, he does have moments of showing effort and responsibility, especially when he's determined to improve a situation. His desire to change and his willingness to work hard on occasion suggest a degree of conscientiousness (Roberts et al., 2005).

Agreeableness - Nobita is generally a kind and compassionate character who cares deeply for his friends and family. He values his relationships and tries to maintain harmony within his social circle. This reflects his agreeable nature, as he seeks to avoid conflicts and please those around him.

Openness to Experience - Despite his inclination toward comfort and procrastination, Nobita occasionally displays curiosity and a willingness to try new things, especially when prompted by Doraemon's gadgets. This suggests a latent openness to experience, even though he might not consistently act upon it.

Extraversion - Nobita is more introverted than extroverted, often preferring to spend time with a small group of close friends rather than seeking out large social gatherings. However, he does enjoy spending time with his friends and engaging in activities that interest him, showcasing elements of extraversion.

Given these traits, Nobita's personality is primarily characterized by NEUROTICISM, with notable aspects of conscientiousness, agreeableness, and traces of openness to experience and extraversion. His neuroticism is evident through his emotional sensitivity, tendency to worry, and frequent feelings of self-doubt and insecurity. He often experiences anxiety about his abilities and fears failure (Eysenck & Eysenck, 1967). His mishaps and struggles often stem from his anxious and cautious approach to various situations.

Nobita's neuroticism is often portrayed in various situations throughout the Doraemon series. One example is the episode titled "Nobita Wants to Get Rid of His Bad Luck" (Episode 525A in the 2005 anime adaptation) (Fujiko, 2005).

In this episode, Nobita experiences a series of unfortunate events, leading him to believe that he's under a streak of bad luck. He becomes increasingly anxious and worried about his situation, and his neurotic tendencies become evident as he obsessively tries to avoid further misfortune (McCrae & Costa, 2008). His worry and anxiety drive him to seek solutions to his perceived bad luck. He tries various superstitious rituals and even considers drastic measures to break the streak. His emotional sensitivity and tendency to over think his circumstances showcase his neurotic personality trait. Throughout the episode, Nobita's neuroticism is highlighted by his exaggerated reactions to minor setbacks and his constant fear of negative outcomes. His self-doubt and tendency to attribute mishaps to his own actions align with the neuroticism trait.

3.3 Shizuka Minamoto

Shizuka is one of Nobita's friends and often portrayed as a kind, gentle, and intelligent girl. She cares for Nobita and often helps him out. She is also known for her love of nature, and her character is often associated with calmness and serenity.

Her personality traits contribute to her role in the story and her interactions with other characters. Let's explore some of these traits:

Agreeableness - Shizuka is known for her kind and gentle nature. She is considerate of others' feelings, often trying to maintain a harmonious atmosphere within the group (John & Soto, 2008). Her empathy and willingness to help her friends align with the trait of agreeableness.

Conscientiousness - Shizuka is organized and responsible. She is often depicted as a diligent student who values her education and studies. Her reliability and attention to detail reflect aspects of conscientiousness in her personality.

Openness to Experience - Shizuka demonstrates an interest in various activities, from music to nature. She is open to trying new things and exploring different hobbies, which suggests a degree of openness to experience.

Neuroticism - Shizuka tends to remain emotionally composed and doesn't easily succumb to anxiety or stress. Her emotional stability contrasts with Nobita's neurotic tendencies, making her a calming presence in his life.

Extraversion - Shizuka is often portrayed as more introverted, enjoying quieter moments and spending time with a close-knit group of friends. She is not as outgoing as some other characters, but she values meaningful connections.

Shizuka's kind, considerate, and empathetic nature stands out prominently throughout the series. She is often depicted as the peacemaker within the group, valuing harmony and ensuring that her friends get along. Her willingness to help, support, and accommodate others' needs aligns closely

with the AGREEABLENESS (Graziano & Tobin, 2013; McCrae & Costa, 2008). Shizuka's character is characterized by her gentle demeanor and her efforts to create positive and nurturing relationships with those around her.

Her agreeableness is frequently displayed in various situations throughout the series. One of the obvious examples is the episode titled "Shizuka-chan's Kindness" (Episode 284A in the 2005 anime adaptation) (Fujiko, 2005).

In this episode, Shizuka finds an injured puppy on the roadside and decides to take it home to care for it. She demonstrates her compassionate and nurturing nature as she tends to the puppy's wounds and provides it with a safe and comfortable environment. Shizuka's agreeableness is evident in her willingness to help the puppy without hesitation. She goes out of her way to ensure its well-being, showcasing her empathetic and caring personality. Her gentle and kind demeanor is on full display as she showers the puppy with love and attention. Throughout the episode, Shizuka's agreeableness is highlighted as she prioritizes the needs of the puppy and considers its feelings. Her selflessness and desire to provide comfort and support align with the agreeableness trait.

3.4 Takeshi "Giant" Goda

Giant is another of Nobita's friends and is portrayed as a strong, tough, aggressive, brash and often hot-headed boy. Despite his intimidating exterior, he cares for his friends, has a sense of justice as well as demonstrates positive traits like leadership, loyalty, and occasional responsibility. However, he can be a bit of a bully at times. His complex personality incorporates traits from multiple dimensions of the Five-Factor Model as follows:

Extraversion - Giant exhibits high extraversion. He is loud, assertive, and thrives in social situations. Giant often takes charge in group activities, is confident in expressing his opinions, and seeks attention from others. His extroverted nature contributes to his role as a leader among his friends.

Openness to Experience - Giant's behavior doesn't strongly align with high openness to experience. He is often portrayed as practical and straightforward, preferring activities that are familiar and traditional. He tends to engage in activities that are comfortable and within his existing knowledge base.

Conscientiousness - Giant's personality displays moderate conscientiousness. While he may not be the most organized or disciplined individual, he occasionally demonstrates responsibility and a sense of duty. For example, he takes on leadership roles in group activities and is willing to protect his friends when needed.

Agreeableness - Giant's behavior leans toward low agreeableness. He is sometimes aggressive and confrontational, particularly when dealing with his peers. However, he does care for his friends in his own way and can be loyal and protective when the situation demands it.

Neuroticism - Giant displays moderate levels of neuroticism. He can be easily provoked and is quick to anger, especially when his pride is challenged. He exhibits occasional mood swings and can be reactive in emotional situations.

Giant is known for his outgoing and dominant personality. His social interactions are characterized by his enthusiasm and energy. He often initiates conversations, makes decisions for the group, and participates actively in various group activities. His preference for socializing and his desire to be noticed within the group align with the EXTRAVERSION trait.

One situation that exemplifies Giant's extraversion occurs in the Doraemon episode titled "Giant, the Robot Maker!" (Episode 499A in the 2005 anime adaptation) (Fujiko, 2005).

In this episode, Giant's extraverted personality is on full display as he takes the lead in organizing a robot-making competition. Giant decides to host a robot-making contest among his friends. He enthusiastically shares the idea with Nobita, Shizuka, and Suneo, inviting them to participate in the competition. Giant's excitement and energy are palpable as he explains the rules, deadlines, and prizes for the event. His dominant and outgoing nature shines through as he takes charge of the planning and coordination. Giant's extraversion becomes particularly evident during the competition itself. He assumes the role of the judge and master of ceremonies, guiding the participants through the various stages of the contest. His charismatic and assertive demeanor draws the attention of the other characters, who look to him for direction and inspiration (Costa & McCrae, 1992). Throughout the episode, Giant's enthusiasm for the competition, his ability to engage others, and his comfort in the spotlight highlight his extraverted personality (Goldberg, 1990). His eagerness to organize and lead social events underscores his preference for interactions with others and his enjoyment of being a central figure in group activities (McCrae & Costa, 2008).

This episode showcases Giant's extraversion by emphasizing his social confidence, leadership qualities, and his inclination to initiate and maintain social interactions (Roberts et al., 2005). It is a prime example of how his character aligns with the extraversion personality trait.

3.5 Suneo Honekawa

Suneo is also one of Nobita's friends and is depicted as wealthy, smartly dressed, and somewhat arrogant. He often flaunts his wealth and toys, which can lead to conflicts with the other characters. Despite this, he's still considered a part of the group.

Suneo's character is characterized by a combination of traits that make him a complex and multifaceted individual. His desire for recognition, social engagement, and calculated interactions with others contribute to his distinctive personality within the context of the "Doraemon" series.

Openness to Experience - Suneo tends to have a high level of openness to experience. While he is not as imaginative or curious as some other characters, he does show interest in unique experiences and possessions. For example, he enjoys showing off his family's wealth and belongings.

Conscientiousness - Suneo displays a mix of conscientiousness traits. He is organized and calculated in his actions, especially when it comes to impressing others. However, his focus on material gain and his desire to one-up others can also lead him to take shortcuts or manipulate situations for personal gain.

Extraversion - Suneo's personality aligns with moderate extraversion. He is outgoing, sociable, and comfortable in social situations. Suneo often initiates conversations and engages with others in group settings. His desire for attention and admiration drives his extraverted behavior.

Agreeableness - Suneo tends to have lower agreeableness. While he can be friendly and polite, he also exhibits a competitive and sometimes manipulative side. He may try to use his charm to get what he wants, and he doesn't hesitate to boast about his family's wealth to gain admiration.

Neuroticism - Suneo generally displays lower neuroticism. He is self-assured and maintains a confident demeanor. He is not easily shaken by emotional ups and downs, and he often presents himself as composed and in control.

While Suneo can be seen as materialistic and self-centered at times, he also demonstrates an interest in luxury and aesthetics. Through the series, he often introduces his friends to new trends, technology, and experiences, showcasing his curiosity for novel ideas (DeYoung, 2014). Suneo's fascination with gadgets, fashion, and various forms of entertainment illustrates his OPENNESS TO EXPERIENCE exploring different practices and concepts.

His openness to experience is showcased in the Doraemon episode titled "Suneo's Musical Dream" (Episode 466A in the 2005 anime adaptation) (Fujiko, 2005).

In this episode, Suneo discovers his interest in playing a musical instrument and decides to explore this newfound passion. He shares his enthusiasm with Nobita, Shizuka, and Giant, inviting them to form a band together. This situation highlights Suneo's openness to experience as he embraces a creative and novel idea (Roberts et al., 2005). His curiosity and willingness to try new things are evident as he not only expresses his interest in music but also takes proactive steps to pursue it. He invests time in learning to play the guitar and dedicates himself to practicing. His openness to the idea of forming a band with his friends demonstrates his receptiveness to unique and creative endeavors (McCrae & Costa, 2008).

As the episode progresses, Suneo's excitement about the band grows, and he even encourages his friends to join him in this musical venture. His openness to different experiences and his eagerness to share his interests with others illustrate his willingness to explore unconventional activities. Throughout the episode, Suneo's openness to experience is evident in his eagerness to learn a new skill, his enthusiasm for creative pursuits, and his encouragement of his friends to participate in his musical project (McCrae & John, 1992). This situation highlights how Suneo's character aligns with the trait of openness to experience.

4. TRAIT OPTIMIZATION

Trait 1: Openness to Experience (Suneo)

Openness to experience reflects an individual's willingness to embrace new ideas, take risks, and explore innovative solutions. Organizations can harness this trait by fostering a culture of creativity, encouraging brainstorming sessions, and offering opportunities for skill development. Leaders can also assign open-minded employees to cross-functional teams to infuse fresh perspectives into problem-solving processes (Tett et al., 1991).

Suneo embodies openness to experience. As an employee, he would be the creative visionary, always seeking innovative solutions and embracing new challenges. To maximize his potential, employers should provide opportunities for skill development, encourage brainstorming sessions, and assign him to roles that require thinking outside the box (Tsaousis & Nikolaou, 2005).

Trait 2: Conscientiousness (Doraemon)

Conscientious individuals are characterized by their diligence, attention to detail, and strong organizational skills (McCrae & Costa, 2008). For maximum effectiveness, companies should provide clear expectations, well-defined roles, and regular feedback. Acknowledging their contributions and giving them ownership of projects can help maintain their motivation and drive.

Doraemon's character exemplifies conscientiousness. He would be the meticulous planner and problem solver. To bring out the best in a conscientious employee, clear expectations, regular feedback, and tasks aligned with their organizational skills are vital. He thrives when given ownership of projects and room to demonstrate his reliability (John & Srivastava, 1999).

Trait 3: Extraversion (Giant)

Extraverts thrive on social interactions and collaboration. To capitalize on their strengths, organizations should facilitate open communication channels, teamwork, and networking opportunities (Costa & McCrae, 1992). Encouraging group activities, regular team meetings, and mentorship programs can create an environment where extraverts can excel and energize the team (Soto & John, 2017).

Giant, with his outgoing nature, portrays extraversion. He's the team motivator and organizer. In an organizational setting, an extraverted employee like Giant can be a social glue that brings the team together. Employers should facilitate open communication channels, encourage teamwork, and provide opportunities for him to lead group activities.

Trait 4: Agreeableness (Shizuka)

Individuals high in agreeableness tend to be cooperative, empathetic, and accommodating. These traits are crucial for maintaining positive relationships within the workplace. Companies can maximize the effectiveness of agreeable employees by involving them in conflict resolution, team-building activities, and customer-facing roles where their interpersonal skills shine.

Shizuka's character reflects agreeableness. She's the empathetic collaborator who fosters positive relationships. For an agreeable employee, employers should involve her in conflict resolution,

team-building, and customer interactions (Costa & McCrae, 1992). Recognizing her contributions and giving her tasks that require empathy and interpersonal skills is key.

Trait 5: Neuroticism (Nobita)

Neuroticism is characterized by emotional instability and a tendency to experience negative emotions. Organizations should provide ample emotional support, clear guidelines, and stress management resources for employees with this trait. Additionally, leaders can help them thrive by assigning tasks that align with their strengths and managing workloads to avoid overwhelming situations (Costa & McCrae, 1992).

Nobita's tendency toward anxiety and worry highlights neuroticism. Such an employee would need emotional support and clear guidelines. Assigning tasks aligned with his strengths and providing stress management resources are essential. Employers should also ensure workloads are manageable to avoid overwhelming situations.

5. THEORETICAL IMPLICATIONS

5.1 Personal Development

Individuals can use this research to assess their own personality traits and identify areas for personal growth. For example, someone low in conscientiousness might work on improving their organizational skills, while someone low in extraversion might explore strategies for effective teamwork.

5.2 Leadership and Team Building

Organizations can benefit from assessing the personality traits of their employees and creating diverse teams that balance different traits (Wisankosol & Chavez, 2016). For instance, a team composed of both extraverts and introverts can leverage their unique strengths for problem-solving and innovation.

5.3 Conflict Resolution

Recognizing the role of personality traits in interpersonal conflicts can help in conflict resolution. For instance, understanding that a disagreement may be driven by differences in agreeableness can lead to more empathetic and constructive conversations.

5.4 Workplace Culture

Organizations can use this research to shape their workplace culture. For example, if they want to encourage innovation, they can foster an environment that values openness to experience and experimentation.

6. MANAGERIAL IMPLICATIONS

6.1 Hiring and Recruitment

HR professionals can use insights from this article to refine their hiring processes. Matching candidates' personality traits with job roles and team dynamics can lead to better job fit and reduced turnover.

6.2 Employee Well-being

Recognizing the impact of neuroticism on emotional well-being, organizations can implement programs and resources to support employees in managing stress and anxiety.

6.3 Professional Development

This article can inform professional development programs and training initiatives. For example, employees high in conscientiousness might benefit from project management training, while those high in extraversion might excel in customer-facing roles.

6.4 Performance Evaluation

When evaluating employee performance, supervisors can take into account the individual's personality traits and how they might affect job performance. This can lead to more fair and accurate assessments.

6.5 Innovation and Creativity

Embracing diversity in personality traits can foster a culture of innovation and creativity within organizations. Teams with a mix of traits are more likely to generate fresh ideas and solutions.

7. CONCLUSION

Personality traits are a cornerstone of human behavior, influencing interactions, decisions, and success in various spheres of life. Through a lens that fuses fiction with reality, we delved into the fascinating parallels between the Doraemon characters and the multifaceted challenges encountered in modern workplaces. Shizuka's empathy and agreeableness lead to harmonious team dynamics, while Doraemon's conscientiousness and meticulous planning ensure efficient problem-solving. Suneo's openness to experience reveals new ideas. Giant's extraversion sparks innovation and social cohesion, while Nobita's neurotic tendencies and self-doubt uncover the delicate balance between growth and well-being.

Drawing insights from the personalities of Doraemon's characters, organizations can harness the power of diverse traits for optimal effectiveness. Just as each character in the Doraemon comic series possesses distinct traits, real-life employees in an organization exhibit unique personality characteristics. By recognizing and managing openness, conscientiousness, extraversion, agreeableness, and neuroticism, employers can create a harmonious work environment where each employee's uniqueness contributes to the productivity and collective success. Just as Doraemon's gadgets unlock possibilities, understanding personality traits can unlock the potential of every employee, ensuring a prosperous and dynamic workplace.

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