



## BITE-SIZE LEARNING

### TRAIT THEORY

**Bite-sized training sessions:** manageable portions of expertise, designed to fit in a lunch hour.

*We look forward to joining you for this bite-size learning*



### What is bite-size learning?

If times are hard, the training budget is one of the first things to feel the squeeze. Yet research shows that those organisations who choose to continue with their learning and development plans out-perform those who do not. Bite-size learning is a great way to keep on top of training efficiently and cost-effectively.

Designed by Dr Lesley Aitchison and Cerulean's team of learning & development specialists, our bite-size learning has a proven record with many organisations including top universities, charities, trusts, corporations, and councils.

### Trait Theory

Take a moment to think about your best friend, partner or a colleague. If asked to describe them what would you say?

You might use terms such as kind, or outgoing, or reserved. These would be examples of traits.

The trait theory of personality suggests that we each have certain basic traits; the strength and combination of these traits account for personality differences. The trait approach to personality is one of the major theoretical areas in the study of personality. Another well-known approach is Type psychology.

There are a few trait theories of personality and this bite-size session brings you up to speed with the basics of each of them, including the psychometrics used to assess them.

We look at

- Allport's trait theory
- Cattell's 16-factor personality model
- Eysenck's three-dimensional model
- Five-factor model of personality

We will also briefly consider the arguments against trait theory.

This bite-size session is aimed at HR, L&D and OD practitioners and those with an interest in psychology and its application to workplace settings.

To find out more about our EDI&B bite-size learning sessions, click [here](#).