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Associations between Hexaco model of personality structure, motivational factors and self-reported creativity among architecture students

Szabó Kinga^{a*}, Mutică Paul^b, Szamosközi Ștefan^a

^a*Babeș Bolyai University, Faculty of Psychology and Educational Sciences, Department of Applied Psychology, Cluj Napoca, 400604, Romania*

^b*Technical University of Cluj-Napoca, Faculty of Architecture and Urban Planning, Cluj Napoca, 400604, Romania*

Abstract

Self-reported creativity is a good predictor of creative performance. Also, creativity is influenced by many other factors, such as personality structure and motivational orientations. This study examines the relation between three types of self-reported creativity, Hexaco personality factors and motivational factors. The study sample consists of 182 students from the Technical University of Cluj-Napoca. They completed three questionnaires: Self-reported Creativity Scale, Hexaco Personality Inventory and Work Preference Inventory. Results suggest differences between participants with low and high levels of creativity on some personality factors and on intrinsic motivational orientations. Differences vary depending on the measured facets of creativity.

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1. Introduction

Creativity is a key element in various design fields such as architecture. This domain involves processes that include problem solving activities. In these behaviors creativity is an important component (Christiaans, 2002; Casakin & Kreitler, 2011).

There are researches which investigate individual differences, personal susceptibility, that could determine creativity (ex. Choi, 2004; Furnham & Niderstrom, 2010), or contextual factors that promote individual and group

* Corresponding author. Tel.: +0-742-029-638.

E-mail address: kinga.szabo@ubbcluj.ro

creativity (ex. Howard-Jones, 2002; Niu & Sternberg, 2003). Studies which analyze the relation between creativity and personality show different results. Some of them have demonstrated strong associations, predictive value for creativity. For example openness to experience is consequently related with creativity, meanwhile neuroticism, conscientiousness and agreeableness have weak, inconsistent or very complex predictive effects (for more details see Karwowski, Lebeda, Wiśniewska & Gralwski, 2013). There is only some research in the literature regarding Hexaco model of personality and creativity.

Regarding the relation between motivation and creativity, there are some studies that have shown a close relationship between intrinsic motivation and creativity (ex.: Eisenberger & Aselage, 2009), while others found no association (ex.: Perry-Smith, 2006) or have found only a weak value (ex.: Dewett, 2007).

Another factor is the creative self-efficacy which could influence creative performance (ex.: Choi, 2004; Tierney & Farmer, 2002), concept defined as “the belief one has the ability to produce creative outcomes” (Tierney & Farmer, 2002, p. 1138). Jaussi, Randel & Dionne (2007) have made distinction between creative personal identity (creative role-identity) and creative self-efficacy. These two constructs are not equal, but they are strongly related. Creative role-identity describes how important it is to be creative (Karwowski, Lebeda & Wiśniewska, in press). Creative behavior represents the possibility of being creative in specific situations.

Our research goal was to identify relations between self-measured creativity (creative self-efficacy, role-identity and behavior), Hexaco Personality factors and motivational orientations. Furthermore, we have assumed that there will be differences in personality and motivational factors based on different levels of self-reported creativity.

2. Method and procedure

2.1. Participants

In our study there were 182 (N=182) participants, students of Technical University of Cluj-Napoca, 92 (50,5%) first year, 41 (22,5%) second year and 49 (26,9%) fourth year students. Distribution on gender was almost equal, there were 89 male (48,9 %) and 93 female (51,1 %) students, with ages between 18 and 38 years (M=20.97, SD=3.15).

2.2. Instruments

2.2.1. Self-reported Creativity Scale

We used two self-reported measures to assess the creativity of our participants. After the comparison of the scales, we can identify an overlap, the items which measure the creative self-efficacy. The Short Scale of Creative Self (SSCS) was developed by Karwowski, Lebeda and Wiśniewska (in press). In the validation study both subscales of the SSCS presented good internal consistency, Cronbach’s alpha for Creative Role-Identity was $\alpha = .83$ and $\alpha = .84$ for Creative Self-Efficacy. The second questionnaire used to measure self-reported creativity, had also two factors, the Creative Self-Efficacy, which represents the students’ perception regarding his/her believe to have the talent to be creative in life, and Creative Behavior, which measures the respondents’ perception of their ability to try out new ideas in different situations (Yu, 2013). The overall reliability of the Creative Self-Efficacy scale was good ($\alpha = .85$).

2.2.2. Hexaco Personality Inventory (Ashton, Lee, De Vries, Perugini, Gnisci, & Sergi, 2006)

This tool is based on the factorial structure of personality, and distinguishes six dimensions of personality structure. It was developed through the lexical strategy, which has an important role in personality research, because it has an ability to represent a wide range of personality characteristics. Following this model the six factors are: Honesty-Humility (H), Emotionality (E), Extraversion (X), Agreeableness (A), Conscientiousness (C), and Openness to Experience (O). The instrument contains 16 items per subscale assessed on a 5-point Likert-scale (1-disagree; 5 - agree).

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