

Special Issue: Call for Papers

From Personality Traits to Personality Dynamics: New Approaches to Personality Research in Organizations

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Background and Rationale for the Special Issue

Personality traits play a crucial role in shaping human behavior, attitude, and well-being (Bleidorn et al., 2019; Sackett et al., 2017). In organizational research, personality traits have also been documented to affect employee job performance (Barrick & Mount, 1991) and well-being (Roberts et al., 2007), leadership (Judge et al., 2002), and team and organizational performance (Oh et al., 2015). Yet, the current organizational personality research has been dominated by the classic dispositional perspective (Tasselli et al., 2018), such as the Five Factor model. This perspective defines personality traits as “endogenous basic tendencies” (McCrae & Costa, 2008, p. 165) and thus stipulates that adults' personality traits are not prone to environmental influences.

This is unfortunate, because state-of-the-art research and theory in personality psychology suggest that personality traits are relatively stable, and also able to develop and grow throughout one's whole life span (Bleidorn et al., 2022; Nye & Roberts, 2019; Roberts et al., 2006). Thus, with a few exceptions, organizational personality research has lagged behind the recent trend in personality psychology on personality development. Although organizational scholars have examined influences of some work experiences on change of personality trait (Boyce et al., 2015; Li, Feng, et al., 2021; Li, Li, et al., 2021; Wu et al., 2020), personality states (Fleeson, 2001; Huang & Ryan, 2011; Judge et al., 2014), and the validity of using personality variability in personnel selection (Lievens et al., 2018), the notion that personality traits may be both relatively stable and dynamic has not been well accepted and integrated in organizational research. Furthermore, personality psychologists lamented that previous research looking into life experiences as catalysts of personality change has generated unreliable findings with not-so-strong effects (Wagner et al., 2020), which further leads to some ongoing debates on whether and how life experiences are indeed able to modify personality traits (Costa et al., 2019).

More research endeavors are needed to advance theory and practice in personality research in organizational settings as an endeavor to address the controversy surrounding dynamic nature of personality (Costa & McCrae, 2006). This may also aid to generate a new consensus (Hollenbeck, 2008) on whether personality represents a dynamic construct, which runs counter to the basic premise of the Five Factor model, but has its roots dating back to the propositions of founding fathers of personality psychology that personality is an open and dynamic system

(Allport, 1961). Thus, we propose a special issue to examine personality dynamics at work, that is, treating personality (e.g., traits and states) as a dynamic construct. Sample topics may include, but not limited to:

- Antecedents and consequences of personality states at work (e.g., using ESM designs)
- How interventions could promote personality development at work
- How work experiences promote personality development
- How changes of personality traits influence work and life variables
- How variability of personality traits/states influences work and life variables (e.g., How knowledge on personality states could be used and implemented in the work context)

Personality has played a fundamental role in organization research. Considering the controversy on dynamic personality in both personality research and organization research, we further plan to invite scholars with perhaps—but not necessarily— different perspectives in the field to comment on the special issue articles. We envision this special issue, along with the comments from these scholars, will help foster a more dynamic dialogue in organizational research on the stability and change of personality and generate more impact on the theoretical and practical implications of the special issue.

Submission Instructions

This call is open and competitive. We are interested in submissions which are original cutting-edge and must not be under consideration by another journal or outlet. Papers to be considered for this Special Issue should be submitted electronically via JOB's online submission system. Manuscripts will be handled by the Special Issue guest editors and reviewed by at least two anonymous reviewers, who will be blind to the identity of the author(s). We encourage all submissions as long as authors believe their work fits with the objectives of the call for papers.

Full manuscript submissions should be made electronically through the Submission System: <https://submission.wiley.com/journal/job>. Please refer to the Author Guidelines at <https://onlinelibrary.wiley.com/page/journal/10991379/homepage/forauthors.html> before submission. Please select the 'Research Article' as the article type on submission. On the Additional Information page during submission, select 'Yes, this is for a Special Issue' and the relevant Special Issue title from the dropdown list. For questions about the submission system please contact the Editorial Office at: JOBedoffice@wiley.com.

Submission window: February 1-29, 2024

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