

ælau kmfOjÆ JolQmTj k/Llf0f M b;—j:t' JolQmut tflnsf

tkfO{+sf] JolQmTjn] tkfO{+sf] af/]df s] eG5 < o; æ7"nf] kf"rÆ
kl/lf0fnfO{ ;'?)f]sf] laGb'sf] ?kdf k|of]u u/] w]/} dgf]a}1flgsx¿n]
JolQmTjsf] kf"r cfwf/e"t lf]qsf] af/]df s] k|f]T;fxg u5{g\ eGg] af/]
l;Sg'xf];\ . o;sf] af/]df cem a9L l;SgnfO{ / cem lj:t[t ¿kdf k/Llf0f
ug{nfO{ (<http://www.outofservice.com/bigfive/>.) df uP/ x]g{ ;Sg'x'G5 .

oxf" JolQmTj;"u cfwfl/t sltko a"bfx¿ 5g\ h'g tkfO{+df nfu' x'g jf gx'g
klg ;S5g\ .

-x/]s jfSosf] kl5 Pp6f c+s n]Vg'xf];\ _ tkfO{+ x/]s jfSo;"u ;xdt x'g] jf
gx'g] cfwf/df x/]s jfSosf] kl5 Pp6f c+s n]Vg'xf];\ . tkfO{+df nfu' x'g]
cg';/ tkfO{+n] oL a"bfx¿nfO{ c+s lbg'k5{ . Pp6f a"bf csf]{
a"bfeGbf a9L tkfO{df nfu' ePtf klg .

! ≠ k"/} c;xdt 5'

@ ≠ cln cln c;xdt 5' -7Ls}_

≠ yf]/} dfq c;xdt 5'

\$ ≠ ;xdt jf c;xdt b'j} 5}g

% ≠ clncln ;xdt 5'

^ ≠ ;xdt 5' -7Ls}_

& ≠ k"/} ;xdt 5'

d cfkm}nfO{M

_!= alxd'{vL, pT;fxLt

_@= lgGbgLo, emu8fn'

_#= cf>o lbg], ;'-cg'zfl;t

_\$= pT;'s, rf"8} b'MvL x'g]

ePsf]

_%= gof" s'/fx¿sf nflu v'Nnf, hl6n

g;Sg]

__^= zfGt jf uDeL/ :jefj

__&= bofn', Gofgf]

__*= cJojl:yt, nfk/jfxL

__(= l:y/, c6n efjgf

__!)= df}lns, ;[hgf ug{

C+S

tkfO{+sf] c+s @ b]lv !\$ leqsf x'g]5g\ . tkfO{sf c+sx?n] s] eG5g\ eg]/
hfGg s[kof csf]{ kfgfdf x]g'{xf];\ .

* + _____ - _____ ≠ _____
% # !) æoÆ

* + _____ - _____ ≠ _____
! # ^ æEÆ

* + _____ - _____ ≠ _____
\$ # (æNÆ

* + _____ - _____ ≠ _____
* æcÆ

* + _____ - _____ ≠ _____
& # @ æAÆ

Iau kmfO{j JolQmTj k/Llf0fM kl/0ffd

cf]gf] JolQmTj c;“u t'ngf ug{ cl3Nnf] kfgfdf ug'{ePsf c+snfO{
k|of]u ug'{xf];\ . tn lbO{Psf lgb]{zgx; k|of]u ug'{xf];\ . o; l;4fGtdf,
JolQmTj Pp6f k|sf/ jf ju{ cfwf/ geP/ >]0fLsf] (range) ;kdf JofVof
ul/Psf] 5 . o; tflnsfn] tkfO{+sf] k|fKt{fO{ lgDg, dWod / pRr cfwf/df
jlu{s/0f u5{ t/ jf:tjdf tkfO{+sf] JolQmTj oL dWo] s'g'sf] aLrdf k5{ .

O cg'ejk|lt v'nf

- !@ b]lv !\$ -&#% of dfly_M w]/} c+s kfp]x; ;[hgfTds, pT;'s /
hl6n x'G5g\ . pgLx; df]Instfdf ljZjf; /fV5g\ / cf]gf] efjgf k|lt
a9L hfus x'G5g\ .
- !) b]lv !! -\$)-&#%_M oL dWo c+s k|fKt ug]{x;n] w]/} k|fKt
ug]{x;sf] hl6ntf / yf]/} k|fKt ug]{x;sf] ;fwf/0ftfnfO{ tfnd]ndf
Nofp“b5g\ . pgLx; k|fo kl/jt{g vf]lh/x]sf x'G5g\ / lj:t[t
s'/fx;nfO{ nfu' ug{ pgLx; c;n x'G5g\ .
- @ b]lv (-@&% of sd_M o:tf sd c+s k|fKt ug]{x; gd|,
c:[hgfTds / ;Ff3'/f] OR5f ePsf x'G5g\ . pgLx; kl/lrt
s'/fx;lt/ a9L cfslif{t x'G5g\, ;lhn} kl/jt{g x“b}gg\ / of]hgfx;
nfu' ug{ / k5\ofpg l;kfn' x'G5g\ .

C d]xgtL

- !@ b]lv !\$ -&*% of dfly_M w]/} c+s k|fKtug]{x; ljZjf;of]Uo,
Jojl:yt, cg'zfl;t / xf];of/ x'G5g\ . pgLx;sf] nflu pknAwL

Psb d} cfjZos x'G5 . pgLx; c;n of]hgfsf/ / Pp6f sfd dfq Ps ;dodf ug]{x; x'G5g\ . l]zi6tfd pgLx; l;4tf dgk/fpg], lz4 s'/fsf] rfxgf ug]{ / sfd ug{ k/fpg]x; x'G5g\ .

- (b]lv !! -#(-^%%_M dWo c+s k|fKt ug]{x; sfd / v]n aLr /fd|f] lgoGq0f ug]{x; x'G5g\ . pgLx;n] w]/} c+s k|fKt ug]{x;sf] l]z]iff / sd k|fKt ug]{x;sf] 7Ls}sf] :jLsf/df tfnd]n ldnfPsf x'G5g\ .
- @ b]lv * -@&% of sd_M sd c+s k|fKt ug]{x; cJojl:yt, e/f];f ug{ g;lsg] x'G5g\ . pgLx; kl5 x6\g] / ;kmntfsf] w]/} rfxgf gug]{x; x'G5g\ / w]/} k|fKt ug]{x;n] u/] h:t} ;dosf] jf:tf klg ub}{gg\ .

E a9L ;kfGt/

- !! b]lv !\$ -&*% of dfly_M pgLx; ;fdflhs, ldng;f/, /dfOnf] ug{ dgk/fpg] / w]/} af]Ng] x'G5g\ . pgLx; em'08df sfd ug{ dgk/fp"5g\, c;nfO{ ;lhn} l]Zjf; u5{g\ / zf/LI/s ;kdf klg km'lt{nf x'G5g\ . pgLx; gof" dflg;nfO{ e]6\g klg dg k/fp"5g\ .
- * b]lv !) -!-^*_M dWo c+s k|fKt ug]{x; ldl>t Jojxf/sf x'G5g\ . pgLx;df ;do cg';f/ w]/} / sd c+s k|fKt ug]{x;sf] ld>0f x'G5 . pgLx; sd c+s k|fKt ug]{x;nfO{ ;fdflhs ;kdf ;xof]u ug]{ / w]/} k|fKt ug]{nfO{ cl3 ;fg]{ vfnsf x'G5g\ .
- @ b]lv & -@(% of sd_M sd c+s k|fKt ug]{x; w]/} gaf]Ng], zfGt / s'/fx; geGg] vfnsf x'G5g\ . pgLx; PSn} sfd ug{ dgk/fp"5g\ / c;nfO{ z+sfsf] b[li6n] x]5{g\ . w]/} ;fyLx;sf] ;\$fdf pgLx;sf] yf]/} dflg;x; ;"u dfq ;DaGw x'G5 .

A :jLsfo{

- !! b]lv !\$ -*@% of dfly_M pgLx; c;n :jefjsf, bofn', lfd lbg ;Sg] / l]gd| x'G5g\ . pgLx; ;fdflhs zflGtnfO{ dfGotf lbG5g\ / c;x; ;"u ldN5g\ . pgLx; cf]gf] JolQmut OR5fnfO{ klg c;x;sf] enfO{sf] nflu TofUg tof/ x'G5g\ . pgLx; dflg;x; c;n / l]Zjf;of]Uo x'G5g\ eg]/ ;f]R5g\ .
- (b]lv !! -!-^*_M pgLx; cf]gf] ;fdflhs zflGt / JolQmut cfjZostfsf] rfxgfsf] sf/0fn] ;d:of ;'Nemfpg] t/Lsf / ;xdtL b'j} vf]H5g\ . w]/} c+s k|fKt ug]{x; eGbf km/s pgLx;, s]xL dfu{bz{g / lgb]{zg klg vf]H5g\ .

- @ b]lv * -@(% of sd_M pgLx; c;/llft, ?i6, s7f/ af]nL ePsf x'G5g\ . pgLx; c;sf] eGbf cf]gf] cfjZostfnfO{ dfly /fVg tTk/ x'G5g\ . pgLx; ;xdltnfO{ w]/} l]z]iff lb+b}gg\ . pgLx; cl3 cfpg dgk/fp“5g\ / cf]gf] l]rf/x; bzf{pg lxlRsrp“b}gg\ .

N efjgfTds l:y/ff ÷ l]llfKt JolQm

- !! b]lv !\$ -^%% of dfly_M w]/} k|fKt ug]{x;, 8/fpg], clt tgfjk"0f{, c;/llft / pT;'s x'G5g\ . pgLx; k|fo l56f] l;/fpg], zfGt x'g / b]fjaf6 d'Qm x'g nfd] ;do lng] / sd c+s k|fKt ug]{ eGbf s'/fnfO{ a9L gsf/fTds lng] vfNsf x'G5g\ .
- * b]lv !) -\${-^%%_M pgLx; 7Ls}sf] ldhf; ePsf, jf:tljs rfxgf ePsf / sd} dfq l;/fpg] x'G5g\ .
- @ b]lv & -@&% of sd_M pgLx; zfGt, ;/llft / ;a} ;dodf ;xh x'G5g\ . pgLx; ;a} s'/fnfO{ ;sf/fTds ;kdf lng5g\ . pgLx;sf] ;sf/fTds ;f]rfO{ x'G5, pgLx; ufx|f] ;donfO{ /fd|f];“u rnfpg ;S5g\ / pgLx; k|fo v';L / ;Gt'i6 x'G5g\ .

em'08–e"ldsf] ljj/0f

em'08 e"ldsf	of]ubfg	:jLsfo{ sdhf]/L
oGq	;[hgfTds, sNkgfzLn, c;9LjfbL, sl7g . ;d:ofsf] ;dfwfg u5{ .	cfsl:ds 36gfx;nfO{ jf:tf ub}{g . k efjzfnL ;kdf ;+rf/ ug{ klxn} g} Wofg cGo 7fp“df s]lGb t x'G5 .
; fjt cg';Gwfgst f{	ax'd'vL, pT;'s, ;+rf/ ug{ ;xh, df}sf] vf]hL ug]{, ;Dks{ ljsf; u5{ .	Hofb} cfzfk"0f{ x'G5g\ . Psrf]6L pT;'stf x/fPkl5 sfdaf6 OR5f x/fp“5 .
;dGjostf{	k"0f{ ljsl;t -kl/kSj_, ljZj:t, Ps c;n cWolF . nlox;nfO{ :ki6 kfl/lbG5, lg0f{o ug}{ k ls ofnfO{ pT;fx lbG5 / /fd f];“u k ltlglw klg u5{ .	5no'Qm klg x'g ;S5g\, JolQmut sfd c;nfO{ nufp“5g\ .
cfs]ltstf{	k lt:kwf{sf] nflu tof/, ultzLn, bjfadf pGglt u5{g\ . ;d:ofnfO{ lhTg ;fx; / cf“6 ePsf .	pQ]hs s'/fx; k lt cwf]ufdL, dflg;x;sf] efjgfnfO{ ck ;Gg kfg]{ .
k lzlfs, d'Nofígs tf{	Dof{lbt, g}ts sf}zntf ePsf] / cGt/ a'%og] . ;a} sf/0fx;nfO{ b]V5g\ / 7Ls Gofu u5{g\ .	c;nfO{ pT;fx lbg] lfdtfd k15 k5{g\ .
em'08 sfo{stf{	;xof]u ug{ OR5's, sf]dn, k Toflzt / s'6lg]ts . ;'G5g\ lgdf{0f u5{g\ / ;+3if{nfO{ kG5fp“5g\ .	cK7\of/f] cj:yfdf lg0f{o ug{ ufx f] x'G5 .
nfu'stf{	cg'zfl;t, e/f];fsf] of]Uo, ;+lfs / lgk'0f ljr/nfO{ sfo{df kl/jt{g ug]{ .	s]xL dfqdf nrstf gePsf], gof“ ;+efjgfx;nfO{ pQ/ lbg l9nf] .
l;Wofpg]	b'Mv si6df hf]lvd lng ;Sg],	lrGtflt/ em'Sg], k ltlglwk lt

], ;dfKt ug]{	Odfgbf/, pT;'s . uNtL / 5f]l8Psf] s'/fnfO{ vf]Hg] . ;dodf ljt/Of ug]{ .	clgR5's .
ljz]if1	PstkmL{ ljr/ ePsf], cfkm} ;'?jft ug]{, ;dlk{t . c;fwf/Of 1fg / snf cfk"lt{ ug]{ .	;f"3'/f] ;d"xdf dfq of]ubfg lbg] . k fljws tj/n] dfq jf; ug]{ .

ælau kmfOj / a]nljg æ;d"x e"ldsfÆ z}nL

lau kmfOj / a]nljg æ;d"x e"ldsfÆ z}nLsf ;DaGwx;nfO{ tn k|:t't ul/Psf] 5 .

a]nljg æ;d"x e"ldsfÆ z}nL	lau kmfOj cfk;L ;DaGw dfkqmd÷dxTj
;+of]hs÷cWoÔ	cTofg'jfb-alxd'{vL_, ljZj:t
cfs[lststf{	cTofg'jfb-alxd'{vL_, dha't lbdfu ePsf], ;[hgfTds
oGq	cTofg'jfb-alxd'{vL_, ljZj:t, dha't lbdfu ePsf], ;[hgfTds
k lzlfs-d"Noflgstf{	o;sf] lau kmfOj;"u s]xL ljz]if cfk;L ;DaGw 5}g . zfob a]nljg ;d"x z}nLdf pRr jf lgDg dfkqmd gePsf]n] x'g;S5 . o;sf] cy{ pgLx; dof{lbt, cnu / s'/fx;nfO{ p2]Zo;lxt x]g{ ;Sg] ePsf x'G5g\ . o:tf dflg;x; k fo ælau kmfOjÆ df d%oof}nf c+s k fKt ug]{x; x'G5g\ . ;Gt'Int ljj/0fsf ;fydf yf]/} dxTjnfO{ ;'emfj lbOPsf] Pp6f c;fwf/Of ælau kmfOjÆ ljj/Of.

Nfu'stf{÷;xsdL{	lj:t[t r]tg, :jLsfo{, cg's'n kg]{
; f]t cg';Gwfgstf{	cTofg'jfb-ald'vL_, ljZj:t, ;[hgfTds
em'08 sfo{stf{	;Dj]bgzLn, lj:t[t r]tg, :jLsfo{, cGtj[{tff
l;Wofpg]-;dfKt ug]{	;Dj]bgzLn, lj:t[t r]tg, :jLsfo{, cg's'n kfg]{
ljz]if1	o;n] ælau kmfOjÆ ;“u cfk;L ;DaGw /fvb}g. of] a]nljgdf xfn}dfq ;dfj]z ul/Psf] x'gfn] of] JolQm;“u sd ;DalGwt 5 . o;n] a9L dfqfdf k flj]ws, lj]zi6tfnfO{ JofVof u5{ . t;y{, lj]zi6 1fg / lfdtf;“u ;DalGwt ePsf] x'gfn] ;jefj;“u of] w]/} ;DalGwt 5}g .