

Estimating Big Five Personality Expressions with a Tiered Information Framework

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Abstract : An empirical understanding of an individual's personality expression can have a profound impact on organizations seeking to strengthen team performance and improve employee retention. A team's personality composition can impact overall performance. Creating a tiered information framework that leverages proxies for a user's social context and lexical and linguistic content provides insight into location-specific personality expression. We leverage the layered framework to examine domain-specific, psychological, and lexical cues within social media posts. We apply DistilBERT natural language transfer learning models with real world data to examine the relationship between Big Five personality expressions of people in Science, Technology, Engineering and Math (STEM) fields.

Keywords : big five, personality expression, social media analysis, workforce development

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