WORK VALUES AS MODERATORS OF THE ASSOCIATION BETWEEN PERSONALITY AND BASIC PSYCHOLOGICAL NEEDS AT WORK.

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PERSONALITY TRAITS AND WORK VALUES

- One of the goals of career interventions is for clients to experience happiness, vitality, and self-actualization at work.

- One effective way to help clients achieve this goal is by fostering the fulfillment of their basic psychological needs at work.

- Our study examines the satisfaction of these needs by investigating the role of personality traits and work values in meeting them, as these are key psychological variables that are frequently examined to understand career behaviors (Patton & McMahon, 2014) and rank among the most assessed by career counselors (e.g., Dorceus et al., 2024).

DEFINITION OF BASIC PSYCHOLOGICAL NEEDS

- Basic psychological needs (BPN) are define as « nutrients essential for individuals' adjustment, well-being, and psychological growth » (Ryan, 1995).

- BPN at work are known to contribute to help support or thwart wellbeing at work according to the Self-determination theory (SDT; Ryan & Deci, 2017).

- Three BPN :
  - Autonomy
  - Competence
  - Relatedness

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DEFINITION OF BASIC PSYCHOLOGICAL NEEDS

Autonomy Satisfaction	Competence Satisfaction	Relatedness Satisfaction
when someone voluntarily chooses actions and behaviors	when someone feels able to control their resources in carrying out the activities they undertake	when someone develops meaningful relationships with important people in his/her environment
Autonomy Frustration	**Competence Frustration**	**Relatedness Frustration**
when feeling controlled by self-imposed or external pressures	when being unable or ineffective in their actions	when feeling excluded by valued others

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PERSONALITY TRAITS

- Personality traits are relatively stable, consistent, and enduring psychological characteristics that are inferred from patterns of behaviors, attitudes, emotions, thoughts and habits in the individual (McCrae & Costa, 2008).

- The multitude of human personality traits can be synthetized into five broad dimensions, known as the Big Five:

Openness (O)	Intellectual curiosity and stimulation, creativity, insight and openness to experience.
Conscientiousness (C)	Achievement striving, goal-directed behavior, self-discipline, organisation and reliability.
Extraversion (E)	Sociability, assertiveness, talkativeness, self-expression and positive emotionality.
Agreeableness (A)	Benevolence, kindness, cooperativeness, humility, and social harmony.
Negative emotionality (N)	Exteriorizing (e.g. anger) and internalizing (e.g. anxiety) negative émotions.

WORK VALUES

- Work values are defined as beliefs specific to the career context that serve as criteria for assessing jobs and work environments (Busque-Carrier et al., 2022).

- Four main dimensions of work values (e.g., Jin & Rounds, 2012):

Intrinsic	The source of satisfaction is inherent in the tasks performed.
Social	The source of satisfaction comes from significant and meaningful work relationships.
Extrinsic	The source of satisfaction is related to their working conditions.
Status	The source of satisfaction is related to personal success and being in a leadership position.

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BASIC PSYCHOLOGICAL NEEDS

- Personality traits and work values are known to be associated with satisfaction and frustration of BPN (e.g. Busque-Carrier et al., 2022, Vukasović Hlupić et al., 2023).

Personality traits	Openness (O)	Conscien-ciousness (C)	Extraversion (E)	Agreeableness (A)	Negative emotionality (N)
BPN Satisfaction	+	+	+	+	-
BPN Frustration	-	-	-	-	+
Work values	Intrinsic / Social		Extrinsic		Status
BPN Satisfaction	+		-		none
BPN Frustration	-		+		+

OUR STUDY

- Based on the Five-Factor Theory (McCrae & Costa, 2008) and SDT, we hypothesize that work values moderate the association between personality traits and BPN satisfaction and frustration at work.

  - Since personality traits play an important role in a person's adaptation to their environment, personality traits have a causal effect in the satisfaction and frustration of BPN at work.

  - However, intrinsic and social work values are expected to have a protective role against the negative effects of certain personality traits on BPN, as they motivate behaviors and choices aligned with self-actualization. In contrast, extrinsic and status work values are expected to have the opposite effect.

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METHOD

- n = 652 French-speaking College professionals in French Canada in 2024

- 74% women, mean age = 41 years old (SD = 9 years)

- 95% earned a university degree

- 79% were born in Canada

- 91% were Caucasian

- Data were collected and treated with approval from the Ethics Committee of the authors' home university.

METHOD

- Instruments

| Personality traits	French adaptation of Big-Five Inventory 2 – Short version (Lignier et al., 2023).
Work values	Revised version of the Integrative work values scale (Busque-Carrier & Le Corff, 2022).
Basic Psychological Needs	French version of the Psychological Need States at Work (Huyghebaert-Zouaghi & al., 2021)

- Analyses
  - Factor scores were generated to partially control for measurement error.
  - Moderation analyses were made in SPSS 29 with Process v4.2.
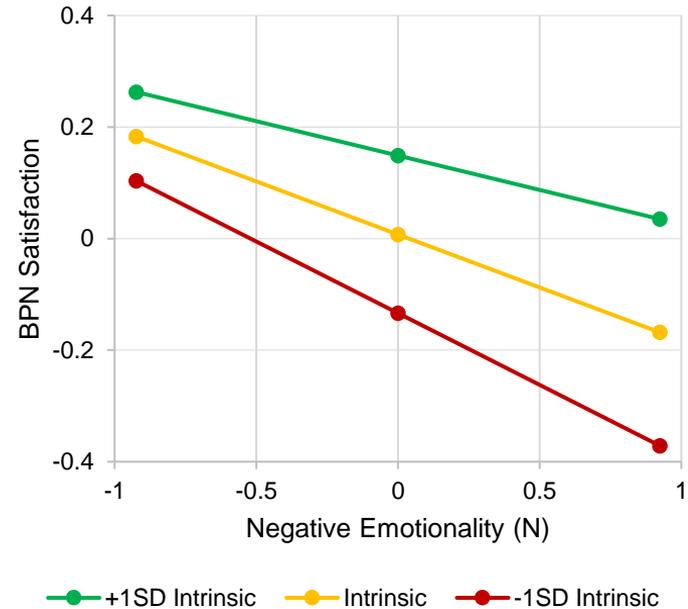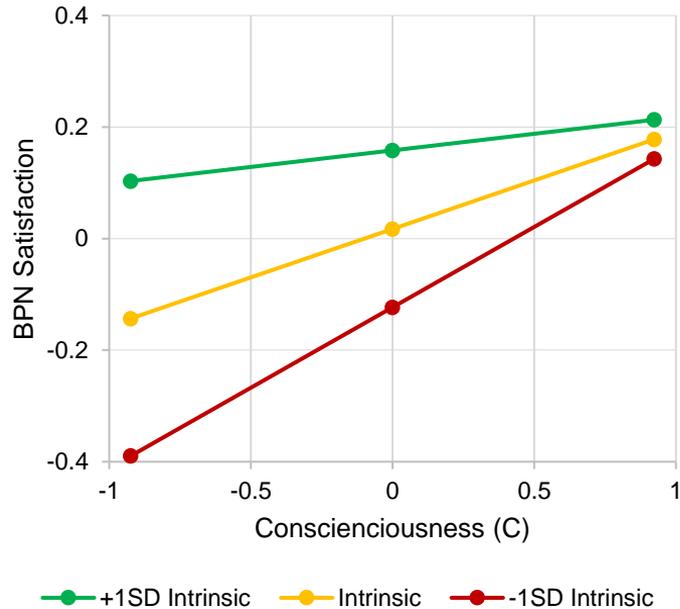
RESULTS IN PREDICTING BPN SATISFACTION AT WORK

	Openness			Conscientiousness			Extraversion			Agreeableness			Negative Emotionality		
	β	SE	*p*	β	SE	*p*	β	SE	*p*	β	SE	*p*	β	SE	*p*
Personality trait	.04	.04	.42	**.18**	**.04**	**< .01**	**.12**	**.04**	**< .01**	.07	.04	.06	**-.19**	**.04**	**< .01**
Intrinsic	**.18**	**.05**	**< .01**	**.17**	**.04**	**< .01**	**.15**	**.04**	**< .01**	**.19**	**.04**	**< .01**	**.17**	**.04**	**< .01**
PT x Intrinsic	-.02	.04	.62	**_-.14_**	**_.04_**	**_< .01_**	-.07	.04	.11	-.06	.04	.14	**_.08_**	**_.04_**	**_.03_**
Personality trait	**.13**	**.04**	**< .01**	**.24**	**.04**	**< .01**	**.18**	**.04**	**< .01**	**.12**	**.04**	**< .01**	**-.22**	**.04**	**< .01**
Extrinsic	**-.10**	**.04**	**.01**	**-.15**	**.04**	**< .01**	**-.12**	**.04**	**< .01**	**-.10**	**.04**	**.01**	**-.09**	**.04**	**.02**
PT x Extrinsic	.01	.04	.81	-.02	.04	.58	.02	.05	.72	-.02	.05	.59	-.07	.04	.10
Personality trait	**.13**	**.04**	**< .01**	**.22**	**.04**	**< .01**	**.19**	**.04**	**< .01**	**.11**	**.04**	**.01**	**-.22**	**.04**	**< .01**
Status	-.02	.04	.58	-.05	.04	.28	-.08	.05	.09	.00	.04	.92	-.02	.04	.59
PT x Status	.01	.05	.79	-.06	.05	.23	-.05	.05	.36	-.02	.05	.73	-.03	.05	.50

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RESULTS IN PREDICTING BPN SATISFACTION AT WORK

- Replication of expected results regarding the association of personality traits and work values with BPN Satisfaction at work:
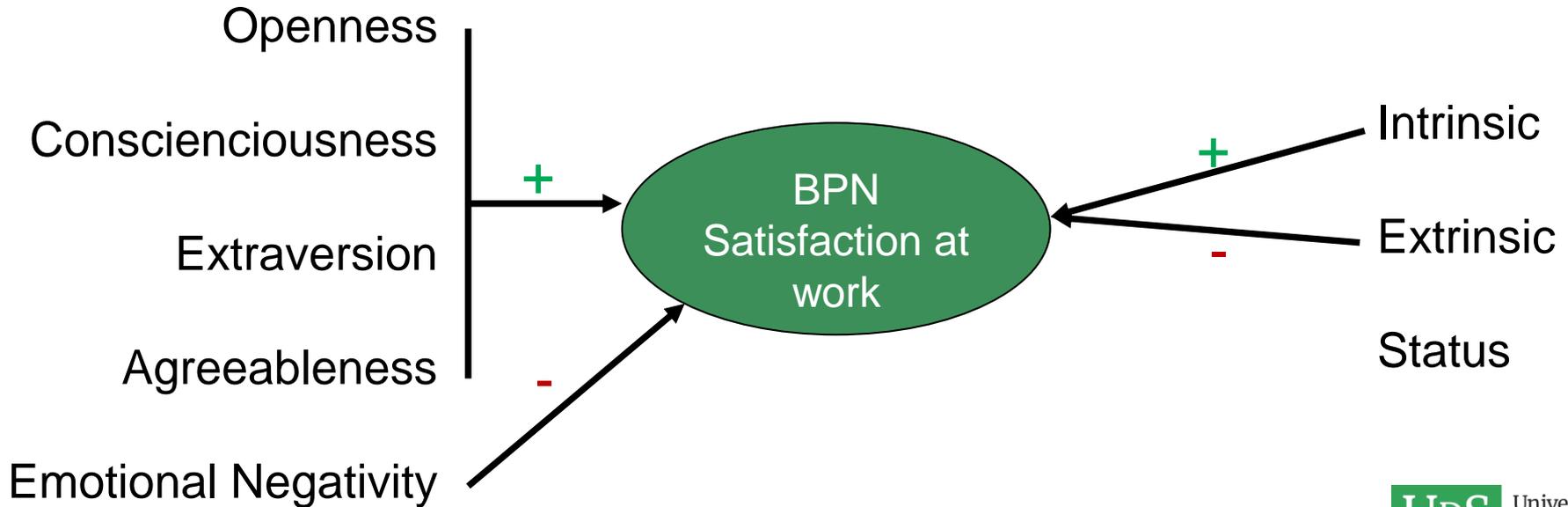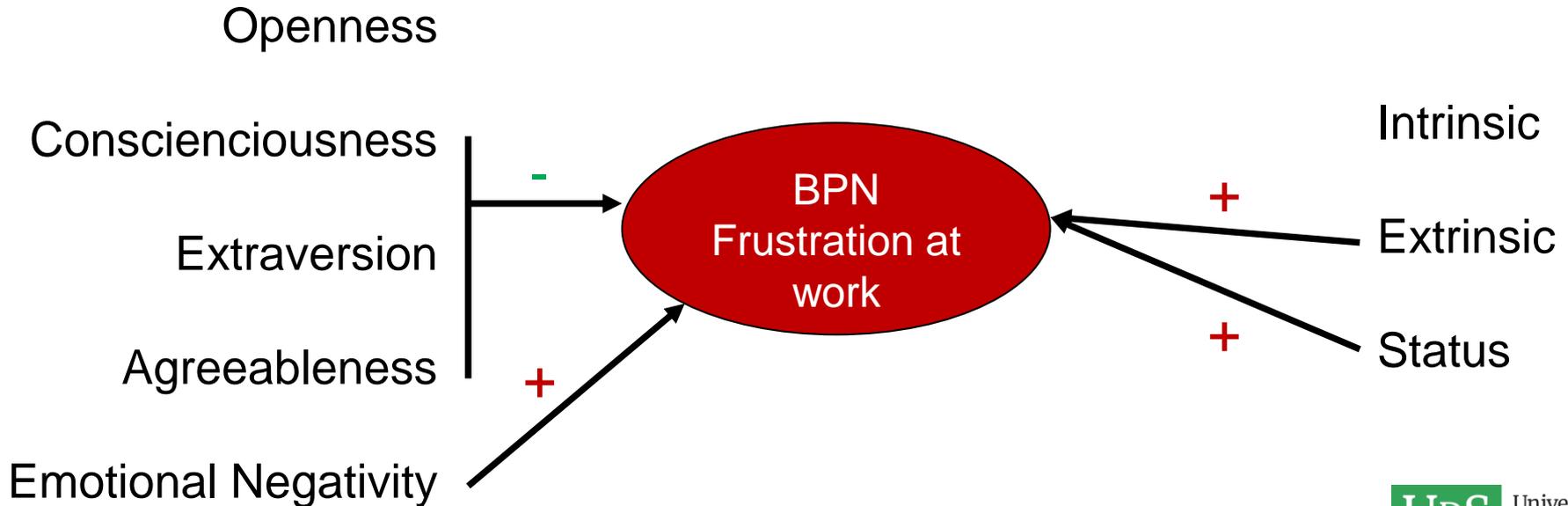
MODERATING EFFECT IN PREDICTING BPN SATISFACTION
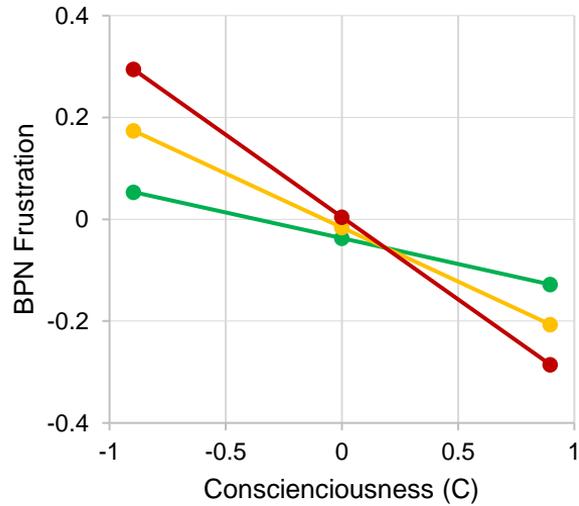
RESULTS IN PREDICTING BPN FRUSTRATION AT WORK

	Openness			Conscientiousness			Extraversion			Agreeableness			Negative Emotionality		
	β	SE	*p*	β	SE	*p*	β	SE	*p*	β	SE	*p*	β	SE	*p*
Personality trait	.06	.05	.19	**-.21**	**.04**	**< .01**	**-.12**	**.04**	**< .01**	**-.12**	**.04**	**< .01**	**.25**	**.04**	**< .01**
Intrinsic	-.09	.05	.06	-.02	.04	.55	-.01	.04	.87	-.05	.04	.28	-.02	.04	.62
PT x Intrinsic	.05	.04	.23	**.13**	**.04**	**< .01**	**.09**	**.04**	**.03**	.09	.04	.05	**-.10**	**.04**	**.01**
Personality trait	.00	.04	.98	**-.26**	**.04**	**< .01**	**-.15**	**.04**	**< .01**	**-.14**	**.04**	**< .01**	**.26**	**.04**	**< .01**
Extrinsic	**.14**	**.04**	**< .01**	**.20**	**.04**	**< .01**	**.16**	**.04**	**< .01**	**.15**	**.04**	**< .01**	**.13**	**.04**	**< .01**
PT x Extrinsic	.02	.04	.59	-.03	.04	.47	-.04	.05	.38	.01	.05	.75	.06	.04	.15
Personality trait	.00	.04	.92	**-.25**	**.04**	**< .01**	**-.19**	**.04**	**< .01**	**-.13**	**.04**	**< .01**	**.27**	**.04**	**< .01**
Status	**.09**	**.05**	**.04**	**.16**	**.05**	**< .01**	**.17**	**.05**	**< .01**	**.09**	**.04**	**.04**	**.12**	**.04**	**.01**
PT x Status	.04	.05	.38	.05	.05	.32	.04	.05	.43	.03	.05	.47	.00	.05	.93

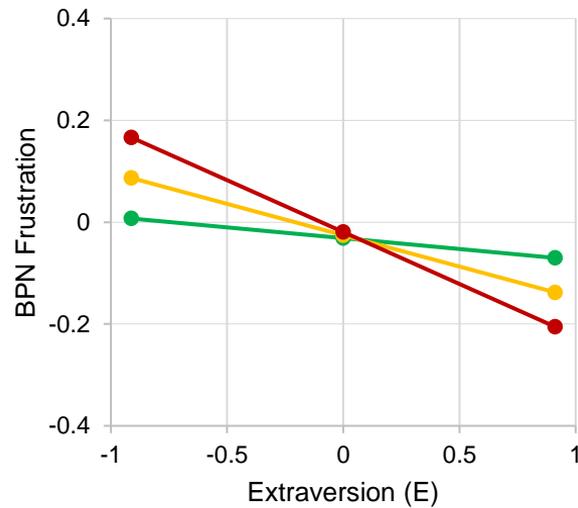UDS Université de Sherbrooke

RESULTS IN PREDICTING BPN FRUSTRATION AT WORK

- Partial replication of expected results regarding the association of personality traits and work values with BPN Frustration at work:
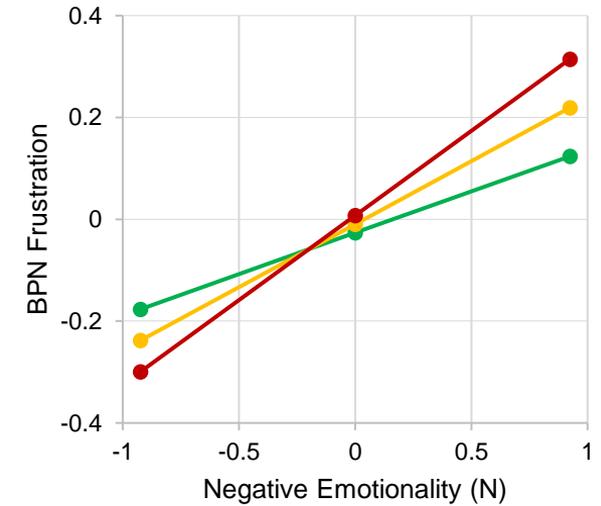
Openness

Conscienciousness

Extraversion

Agreeableness

Emotional Negativity

BPN Frustration at work

Intrinsic

Extrinsic

Status

-

+

+

+

MODERATING EFFECT IN PREDICTING BPN FRUSTRATION

IMPLICATIONS AND CONCLUSION

- These results showed the benefits associated with supporting intrinsic work values in career development interventions.
  - Protection role over negative effect from personality traits
  - No moderating effect for extrinsic and status work values

- Limitations of this study:
  - Sample characteristics (e.g. high level of education)
  - Cross-sectional study design

- Future research:
  - Replication of the moderating effect with a longitudinal study
  - Examination of these associations in several countries

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THANK YOU FOR YOUR ATTENTION

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