

Born to Build? Role of Personality Traits and Enterprising Ability

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ABSTRACT

Personality refers to the relatively stable patterns of thoughts, feelings, and behaviours that distinguish one individual from another, commonly described through the Big Five framework of extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience. Enterprising ability, on the other hand, reflects a person's tendency toward entrepreneurial behaviour, encompassing traits such as achievement-motivation, autonomy, creativity, risk-taking, and a strong internal locus of control. This study examined whether these two constructs are related among young adults. A total of 115 respondents took part, including 39 males, 75 females, and one participant who preferred not to disclose gender. Personality was measured using a short Big Five inventory, while enterprising ability was assessed using the GET2test, covering need for achievement, need for autonomy, creative tendency, calculated risk-taking, and locus of control. Descriptive statistics summarized the sample, Pearson correlations tested relationships between personality and enterprising ability, and independent-samples t-tests compared males and females on both measures. Results showed extraversion and openness to experience were positively related to enterprising ability, while neuroticism showed a negative pattern, especially with creative tendency. Conscientiousness related specifically to need for achievement rather than enterprising ability overall, and agreeableness showed little relationship. No significant gender differences emerged on any measure. Since the design was correlational, no cause-and-effect conclusions can be drawn.

Keywords: Personality, Enterprising, Entrepreneurship, Correlation.

Introduction

Entrepreneurship is a key element of economic growth, innovation and job creation. Entrepreneurs are people who spot opportunities, make decisions that involve risks and transform ideas into viable businesses. Research has shown that personal characteristics are important factors in entrepreneurial success, although education, resources and experience have also been shown to affect success.

Personality characteristics are a critical psychological factor that affect entrepreneurial behaviour. Personality traits describe the stable manner of thinking, feeling, and acting that is distinctive of a person. The most widely used framework for studying this is the Five Factor Model, or the Big Five, which breaks personality down into Openness to Experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism (Costa & McCrae, 1992). Studies have generally found that people who go into entrepreneurship tend to be more open to new experiences, more driven toward achieving their goals, and more emotionally stable compared to those who don't (Kerr, Kerr, & Xu, 2017).

Personality isn't the only psychological factor that's been tied to entrepreneurship, though. Self-efficacy — basically how confident someone is that they can actually pull off what they set out to do, even when things get difficult — is another trait that shows up a lot in this research. So is innovativeness, which is the willingness to come up with new ideas and creative solutions rather than sticking to the obvious path. Locus of control matters too: it's about whether someone believes their outcomes are mostly a result of their own actions, or whether they chalk things up to luck or forces outside their control. And then there's a need for achievement, which is that internal drive to take on hard goals and actually see them through well, not just get by. All of these traits have repeatedly been linked to entrepreneurial intention and entrepreneurial success in the literature (Kerr et al., 2017).

This study uses a quantitative, correlational approach to look at how these entrepreneurial characteristics line up with personality traits among the respondents sampled for this research. The goal is to get a clearer picture of how these psychological factors relate to entrepreneurial tendencies by looking at how people actually respond to a set of questionnaires. What comes out of this could be useful in understanding which traits tend to go along with an entrepreneurial mindset, which matters for how individuals are prepared for leadership and entrepreneurship going forward.

The study is significant in the present world where innovation, adaptability and leadership is gaining importance by the day. A knowledge of the role of personality in entrepreneurship can help educators, students, and aspiring entrepreneurs to prepare for future opportunities and challenges.

Literature Review

Personality has been a recurring focus in entrepreneurship research for a long time, and the Five Factor Model remains the framework most researchers default to (Costa & McCrae, 1992). One of the most popular models used in the study of personality is the Five Factor Model of personality also known as the Big Five (Costa & McCrae, 1992). In their meta-analytic review, Zhao and Seibert (2006) found that entrepreneurs, compared to managers, tended to score higher on Conscientiousness and Openness to Experience, and lower on Neuroticism with the differences on Agreeableness less consistent and no meaningful difference showing up for Extraversion. These traits shape a lot of what goes into entrepreneurial behaviour: how people notice and evaluate opportunities, how they work through problems, and how comfortable they are making decisions when the outcome isn't guaranteed. Instruments like the NEO Five-Factor Inventory have been widely used to measure these traits and connect them back to entrepreneurial outcome.

Beyond the Big Five, a handful of other psychological traits have consistently come up as relevant to entrepreneurship. Bandura (1997) described self-efficacy as a person's belief in their own ability to achieve what they set out to do and push through obstacles along the way — and this has turned out to be one of the more robust predictors of whether someone actually acts on an entrepreneurial idea rather than just thinking about it. Rotter (1966) is where the concept of locus of control originates, referring to whether people see themselves as in control of their own outcomes or see outside forces as responsible. People with a stronger internal locus of control tend to be more inclined toward entrepreneurial action, since they're more likely to believe their effort will actually make a difference. McClelland (1961) is credited with identifying need for achievement as a distinct psychological driver — people high in this trait tend to seek out challenging goals and get real satisfaction from doing something well, which lines up closely with the kind of persistence entrepreneurship tends to demand. Innovativeness and creativity round this list out, since spotting a viable opportunity in the first place usually requires being able to think beyond conventional solutions. Kerr, Kerr, and Xu (2017), in their review of the literature since 2000, bring all of these traits together alongside the Big Five as the core psychological building blocks researchers use to study entrepreneurial behaviour.

Entrepreneurial intention has also been treated as one of the strongest predictors of whether someone eventually follows through with entrepreneurial action. Ajzen's (1991) theory of planned behaviour explains intention as something shaped by three things: a person's attitude toward the behaviour, how much control they feel they have over it, and the social pressures or norms around them. Krueger, Reilly, and Carsrud (2000) built on this by arguing that intention isn't just a side factor — it's close to a necessary precondition for someone actually starting a venture. Related to this, entrepreneurial orientation — made up of tendencies like risk-taking, innovativeness, and proactiveness — has also been identified as something that can strengthen entrepreneurial intention and push people toward actually starting a business rather than just considering it.

It has also been found that the intention to become an entrepreneur is one of the main factors predicting entrepreneurial behavior. As per the theory of planned behaviour by Ajzen (1991), attitude, perceived behavioural control and subjective norms determine intention. (Krueger et al., 2000) also pointed out that entrepreneurial intention can be an essential precondition for entrepreneurial action. Past research has identified entrepreneurial orientation as a factor that reinforces entrepreneurial intention and can motivate people to start their own ventures into successful businesses, consisting of entrepreneurial behaviors such as risk taking, innovativeness and proactiveness.

- H₁** predicted a positive relationship between extraversion and enterprising ability. This hypothesis was supported: extraversion showed a significant positive correlation with the total GET2test score, as well as with calculated risk-taking and locus of control specifically.
- H₂** predicted a positive relationship between openness to experience and enterprising ability. This hypothesis was also supported, with openness correlating significantly with the total score, creative tendency, and calculated risk-taking.
- H₃** predicted a negative relationship between neuroticism and enterprising ability. This hypothesis received partial support. Neuroticism showed a significant negative correlation with creative tendency specifically, but its relationship with the overall GET2test score, while negative in direction, did not reach statistical significance.
- H₄** predicted that conscientiousness would relate specifically to need for achievement rather than to enterprising ability as a whole. This hypothesis was supported: conscientiousness showed a strong, significant positive correlation with need for achievement, while showing no meaningful relationship with the remaining subscales or the total score.
- H₅** predicted no meaningful relationship between agreeableness and enterprising ability. This hypothesis was largely supported. Agreeableness showed a small but significant correlation with need for achievement specifically, but no significant relationship with any of the other subscales or with the total enterprising score.
- H₆** predicted no significant difference between male and female participants on personality traits or enterprising ability. This hypothesis was fully supported, as none of the independent-samples t-tests reached statistical significance across any of the variables examined.

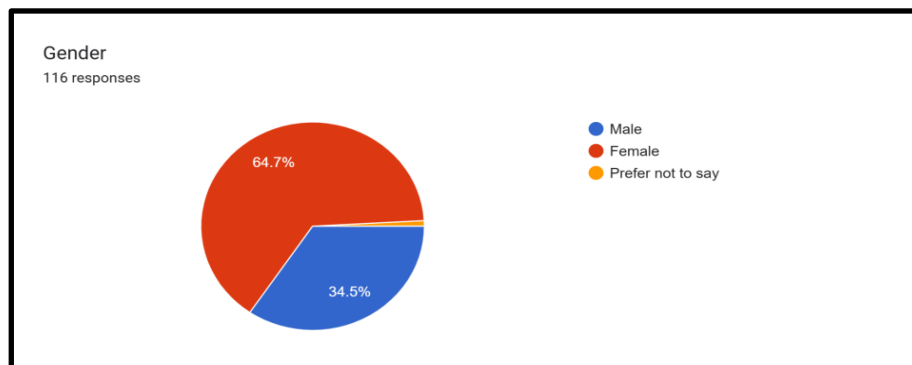
Methodology

• Research Design

This study made use of a descriptive-correlational research design. The intention was not to build a predictive model or to establish cause-and-effect relationships between the variables, as the nature of the data collection — a single, one-time questionnaire with no manipulation of any variable — does not support that kind of claim. Rather, the aim was to describe the characteristics of the sample and to determine whether the two variables under study, personality and enterprising ability, moved together in any consistent and meaningful way. For this purpose, correlation analysis and comparison of group means were considered sufficient to address the research questions.

• Participants

A total of 115 people participated in this study. Convenience sampling was used to select participants and a survey link was distributed through online platforms. The resulting sample was dominated with working professionals along with students currently enrolled in schools, bachelors and masters.



- **Sample Characteristics**

The study included 116 responses who completed the google form. All the 116 participants completed the first questionnaire. However, one participant did not complete the second questionnaire resulting in 115 valid responses for analyses involving the second questionnaire.

Ethical Consideration: This study strictly complies with the ethical guidelines for research involving human participants. All the participants were made aware of the study's purpose, the approximate time required and their right to withdraw at any point of time without penalty. Informed consent was obtained digitally via the initial section of the Google Forms before participants could access the main survey items. All data were collected and stored with assurance of anonymity and confidentiality.

- **Materials**

Data were collected through a structured questionnaire and administered via Google Forms. The instrument was composed of three main sections: Demographics, GET2 scale and Big Five Personality Inventory

- **Demographic Measures:** The first section collected non-compulsory demographic data including Initials, Age, Gender, Education Level, Educational Qualification and whether they are currently involved in entrepreneurial activity. All this information was compulsory to be filled.
- **GET2 Test:** GET2 is a self-assessment test that asks you to decide if you tend to agree or disagree with statements that are designed to identify various aspects of your enterprising tendencies. These are indicated by testing whether you are highly motivated, whether you have a high need for achievement, whether you have a high need for autonomy, whether you have a creative tendency, whether you are able to take calculated risks and whether you have an internal locus of control. It consists of 54 questions and the questions are in the form of an even number likert scale that is A for 'Tend to Agree', D for 'Tend to Disagree'.
- **Big Five Personality Inventory:** It consists of 10 questions and the questions are in the form of a five-point Likert scale ranging from 1 ("Disagree Strongly") to 4 ("Agree Strongly").

- **Procedure**

The final questionnaire included two scales (GET2 Test and Big Five Inventory) and a demographic section which was facilitated by using Google Forms. A pilot test was conducted to ensure the clarity and functionality of the survey. The survey link was distributed to participants through online platforms (WhatsApp and Instagram) targeting young entrepreneurs in India. Participants accessed the Google Forms and read the consent statement before commencing with the questionnaire. The form required approximately 10-15 minutes to complete.

It was ensured that participants were willingly volunteering and no incentives were offered. Data were automatically recorded and checked for completeness. The final dataset (N=116) was downloaded from Google Forms and all required cleaning was performed in excel.

- **Data Analysis**

Descriptive statistics, including means and standard deviations, were first computed to characterise the sample's scores on each personality trait and each enterprising ability subscale. Pearson correlation coefficients were then calculated between each personality trait and each of the GET2test subscales, as well as the total score, in order to determine which relationships reached statistical significance. Independent-samples t-tests were subsequently conducted to compare male and female participants across all personality and enterprising ability variables, to examine whether gender was associated with any meaningful differences. A significance threshold of $p < .05$ was applied throughout the analysis.

Limitations

A key limitation of this study is that correlational analysis can only establish that two variables are related; it cannot indicate the direction of that relationship, nor can it determine what would happen if one variable were to change. In addition, the interaction between personality traits was not examined, as doing so would require an analytical approach beyond the scope of the present design. Finally, because

both instruments relied on self-report, there remains a possibility that participants' responses were influenced by social desirability rather than reflecting entirely accurate self-assessment.

Taken together, the research so far makes it fairly clear that personality traits, along with these other psychological characteristics, all play some role in shaping entrepreneurial tendencies. No single trait tells the whole story on its own, but there's reasonably strong evidence that they interact and combine to influence how people think about, decide on, and eventually pursue entrepreneurial behaviour. What's less consistently addressed, however, is how these traits relate specifically to a person's overall enterprising ability when measured directly, rather than being inferred from broader entrepreneurial outcomes such as business ownership or intention alone. This is the gap the present study aims to speak to, using questionnaire-based data collected directly from participants.

Based on the literature reviewed above, this study was guided by the following research question: Is there a significant relationship between personality traits and enterprising ability, and does this relationship differ between male and female participants?

In line with the patterns identified in previous research, particularly the work of Zhao and Seibert (2006) and Kerr, Kerr, and Xu (2017), the following hypotheses were formulated. Extraversion was expected to be positively related to enterprising ability, given its consistent association with confidence and social initiative in entrepreneurial contexts (H1). Openness to experience was similarly expected to show a positive relationship with enterprising ability, reflecting the tendency of more open individuals to seek out and act on novel opportunities (H2). Neuroticism, by contrast, was expected to be negatively related to enterprising ability, since higher emotional instability has generally been linked to lower tolerance for the uncertainty entrepreneurship tends to involve (H3). Conscientiousness was expected to relate specifically to need for achievement rather than to enterprising ability as a whole, given its close theoretical link to goal-directed persistence rather than opportunity-seeking or risk-taking more broadly (H4). Agreeableness was not expected to show a meaningful relationship with enterprising ability, as it reflects interpersonal orientation rather than the achievement- or risk-related tendencies central to entrepreneurship (H5). Finally, no significant difference was expected between male and female participants on either personality traits or enterprising ability, consistent with more recent research suggesting that entrepreneurial characteristics are not strongly patterned by gender (H6). As the collected data is skewed hence the generalizability of the result is less likely.

Results

This section presents the findings in relation to the hypotheses outlined earlier. Each hypothesis is briefly revisited alongside the extent to which the data supported it, before the full descriptive, correlational, and t-test results are presented in detail.

The detailed statistical output supporting each of these conclusions including means, standard deviations, correlation coefficients, and t-test results is presented in the **Table 1**.

Table 1: Descriptive Statistical Data

Summarizes the means, standard deviations (SD), and the range of the attributes of the GET2 Test and Big Five Inventory.

Variable	Mean	SD	Range
Extraversion	6.61	1.72	2–10
Agreeableness	7.17	1.63	3–10
Conscientiousness	6.89	1.68	3–10
Neuroticism	5.97	1.50	3–10
Openness to Experience	6.83	1.63	2–10
Need for Achievement	7.49	2.12	0–12
Need for Autonomy	3.17	1.24	0–6
Creative Tendency	7.17	2.16	0–12
Calculated Risk-Taking	7.82	2.16	0–12
Locus of Control	6.95	2.01	0–12
TOTAL Enterprising Score (GET2test)	32.58	6.87	0–51

The descriptive statistics for personality traits and entrepreneurial characteristics are presented in terms of their mean, standard deviations and the range. Among the Big Five personality traits, Agreeableness had the highest mean score (M=7.17, SD=1.63), succeeded by Conscientiousness

($M=6.89$, $SD=1.68$) and Openness to Experience ($M=6.83$, $SD=1.63$). Extraversion had a mean score of 6.61 ($SD=1.72$) while Neuroticism showed the lowest mean ($M=5.97$, $SD=1.50$).

For the entrepreneurial characteristics, Calculated Risk-Taking had the highest mean score that is ($M=7.82$, $SD=2.16$) followed by Need for Achievement ($M=7.49$, $SD=2.12$) and Creative Tendency ($M=7.17$, $SD=2.16$). Locus of Control had a mean of 6.95($SD=2.01$), whereas Need for Autonomy had the lowest mean that is $M=3.17$ and $SD=1.24$.

The Total Enterprising Score (GET2test) had a mean score of 32.58 ($SD=6.87$) with scoring ranging from 0 to 51.

Among the Big Five personality traits, the majority of participants showed higher mean scores in the area of Agreeableness which indicates higher levels of cooperation, compassion and trust. Succeeded by conscientiousness which looks into the organizational, reliability and achievement oriented aspects of the individuals. Openness to experience refers to the intellectual curiosity, creativity and aesthetic appreciations of an individual. Moreover, extraversion caters to sociability, assertiveness and energy level. In contrast, lowest mean in neuroticism reflects emotional stability of the participants.

With regard to entrepreneurial characteristics, Calculated Risk-Taking obtained the highest mean score suggesting that participants may demonstrate a willingness to take risks after considering the possible outcomes rather than engaging in impulsive or reckless behaviour. According to McClelland's Need for Achievement Theory (1987) individuals with a high need for achievement are motivated to set challenging goals, strive for excellence, and persist in completing tasks successfully. Creative tendency refers to the ability or inclination to generate original ideas and approach problems in novel ways. The corresponding high mean score suggests that participants demonstrated a reasonable level of creative orientation. Similarly, Rotter's locus of control theory proposes that beliefs about whether our actions are controlled by external factors or one's own actions are shaped through our experiences and learnings (Ryan & Deci, 2000). The relatively high mean suggests that participants may demonstrate a tendency toward personal responsibility and perceived control over outcomes. In contrast, need for autonomy showed lowest mean score indicating that participants showed a comparatively lower preference for working independently or making decisions without external guidance.

Table 2: Correlation

Pearson correlations between the five personality traits and the five GET2 subscales (plus total score) are shown below. Asterisks denote statistical significance (* $p < .05$, ** $p < .01$, *** $p < .001$).

Big Five Trait	N.Achievement	N.Autonomy	Creative Tend.	Risk-Taking	Locus of Control	TOTAL GET2
Extraversion	0.05	0.19	0.17	.24*	.27**	.26**
Agreeableness	.21*	-0.04	0.04	0.15	0.10	0.15
Conscientiousness	.38***	0.00	-0.01	0.15	0.04	0.17
Neuroticism	0.00	-0.06	-.19*	-.12	-0.01	-0.11
Openness	.20*	0.06	.25**	.19*	0.10	.23*

Extraversion showed significant positive correlation with Risk-Taking ($r = .24$), Locus of Control ($r = .27$) and Total GET2 ($r = .26$). Agreeableness ($r = .21$) and Conscientiousness ($r = .38$) were significantly positively correlated with need for achievement. Neuroticism ($r = -.19$) showed a significant negative correlation with creative tendency. Moreover, openness to experience showed significant positive correlation with need for achievement ($r = .20$), creative tendency ($r = .25$), risk-taking ($r = .19$) and Total GET2 ($r = .23$).

Characteristics associated with extraversion such as sociability, assertiveness, energy, and a tendency to seek stimulation. These characteristics may make individuals more comfortable with uncertainty, social interaction, decision-making, and taking initiative, which are important aspects of entrepreneurial behaviour. Extraverted individuals may therefore be more willing to take calculated risks and believe that they can influence or control outcomes. The positive relationship between agreeableness and need for achievement may suggest that individuals who are cooperative, responsible, and considerate may also be motivated to perform well and achieve their goals. From a theoretical perspective, agreeable individuals may derive motivation not only from personal success but also from fulfilling social expectations and contributing positively to others. Similarly, Conscientiousness demonstrated the strongest positive relationship with Need for Achievement among the correlations observed. Conscientiousness is linked with self-discipline, responsibility, persistence, organization, and

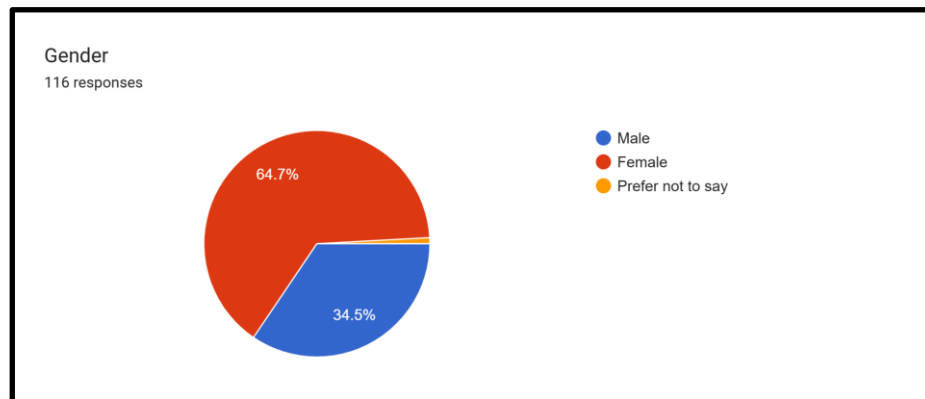
goal-directed behaviour. According to McClelland's Need for Achievement Theory (1987) individuals with a high need for achievement are motivated to set challenging goals, strive for excellence, and persist in completing tasks successfully.

The negative relationship indicates that individuals with higher levels of emotional instability, anxiety, and worry may show lower creative tendencies. On the other hand, creativity often requires psychological flexibility, openness to new ideas, experimentation, and tolerance for ambiguity. Individuals high in neuroticism may be more likely to experience fear of failure or anxiety about uncertain outcomes, which could reduce their willingness to experiment with new or unconventional ideas. However, as the correlation is relatively weak, neuroticism should not be considered a strong determinant of creativity based on these current findings. Moreover, the positive association of openness to experiences with need for achievement, creative tendencies, calculated risk tendency and Total GET2 score shows that open individuals are more likely to be receptive to unconventional ideas and alternative ways of thinking.

Table 3: Independent Sample t-test

Welch's t-tests comparing male (n = 39) and female (n = 75) respondents on each scale. Values are Mean (SD). Since one participant didn't disclose their gender, that data set is not used to analyse independent sample t-test.

Scale	Male	Female	t	p	Cohen's d
Need for Achievement	7.69 (2.27)	7.41 (2.04)	0.64	0.522	0.13
Need for Autonomy	3.31 (1.34)	3.11 (1.19)	0.79	0.433	0.16
Creative Tendency	7.28 (2.24)	7.15 (2.12)	0.31	0.756	0.06
Calculated Risk-Taking	8.26 (2.76)	7.60 (1.76)	1.35	0.183	0.28
Locus of Control	6.74 (2.30)	7.08 (1.85)	-0.79	0.433	-0.16
TOTAL GET2test	33.28 (8.99)	32.35 (5.45)	0.60	0.554	0.13



For Need for Achievement (M= 7.69 (2.27)), Need for Autonomy (M= 3.31 (1.34)), Creative Tendency (M= 7.28 (2.24)), males scored slightly higher than females but there is no significant difference observed. The largest mean difference was observed for Calculated Risk-Taking (M= 8.26 (2.76)) where males scored higher than females. In contrast, females scored higher than males for Locus of Control (M=7.08 (1.85)). Moreover, males scored higher for the Total GET2test (M= 33.28 (8.99)) as compared to females.

The absence of significant gender differences across entrepreneurial characteristics suggests that these traits are more likely influenced by individual motivation, personality, experiences etc rather than by gender roles. According to McClelland's Need for achievement theory (1987) the motivation behind success and pursuing challenging goals can develop through individual experiences and social learning. Thus, slight differences between males and females may indicate comparable achievement aspirations. Also, entrepreneurial individuals tend to prefer moderate or calculated risk rather than safe or highly risky alternatives. Therefore, the higher mean among male indicated higher tendency towards calculated risks in this sample but the non-significant result suggests that this tendency cannot be attributed to gender alone. The non-significant difference in Need for Autonomy can be explained through Self-Determination Theory, which considers autonomy a basic psychological need applicable to all

individuals, regardless of gender (Deci & Ryan, 2000). Similarly, Rotter's locus of control theory proposes that beliefs about whether our actions are controlled by external factors or one's own actions are shaped through our experiences and learnings (Ryan & Deci, 2000). Therefore, the slight difference may reflect comparable perceptions of personal control among male and female participants.

Discussion

Entrepreneurship is affected by numerous factors such as the impact on the perception of opportunities, coping with difficulties, and entrepreneurial intentions. This study focused on personality traits and enterprising ability, specifically the big five personality traits extraversion, openness to experience, conscientiousness, neuroticism and agreeableness. A number of studies have identified the relevance of personality characteristics to entrepreneurship, but different personality traits can be linked with different entrepreneurial behaviour. Research has also considered other psychological characteristics such as self efficacy, innovativeness, locus of control, need for achievement and risk taking as factors related to entrepreneurial characteristics (Kerr et al., 2017). Based on the above studies, the following research investigated whether these personality traits were related to various components of enterprising ability among the subjects. The results offer an insight into the association between the different personality traits and enterprising ability in this specific sample.

The findings of this study indicate that the relationship between personality characteristics with enterprising ability is different. Extraversion and openness to experience had the highest positive correlations with the enterprising ability. Extraversion was significantly related to calculated risk taking, locus of control and total GET2 score, and openness to experience was significantly related to need for achievement, creative tendency, calculated risk taking and the total GET2 score. This indicates that more extroverted and adventurous people will likely exhibit higher enterprising characteristics. Some of these results are similar to those of Zhao and Seibert (2006), which showed that entrepreneurs had higher scores on conscientiousness and openness to experience and lower scores on neuroticism than managers scores. Kerr et al (2017) also identified personality traits to be relevant to entrepreneurship, like openness and conscientiousness and other psychological characteristics. It appears that conscientiousness had a more specific pattern, with its highest correlation being with need for achievement, $r = .38$, $p < .001$, and not significantly related to the other GET2 sub scales. This might indicate that people who are organised, disciplined and goal oriented are more associated with the motivation to achieve challenging goals and not necessarily with enterprising ability.

The pattern observed for the personality traits was less consistent, with neuroticism having the single significant negative relationship with creative tendency ($r = -.19$, $p = .032$). A correlation between less creative tendency and more emotional instability may suggest that the more emotionally unstable one is, the less creative he will be, but the correlation is rather modest and does not permit establishing a cause-effect relationship. The relationship of agreeableness with enterprising ability was the weakest and least consistent. Although it had a significant positive correlation with need for achievement, $r = .21$, it did not show significant relationships with the other GET2 sub scales or the total GET2 score. No statistically significant differences were found between males and females on all of the enterprising ability measures in the gender comparisons. Males did have slightly higher scores on need for achievement, need for autonomy, creative tendency, and calculated risk taking, but not on locus of control where females did marginally higher and no differences were statistically significant when the total GET2 score was considered. The greatest difference was for calculated risk taking, which was not significant ($p = .183$), and had a small effect size of $d = .28$. The over-all results indicate that enterprising ability is related to various personality traits in varying manners rather than by any single trait. Looking at the results, it can be inferred that openness and extraversion could be especially important regarding enterprising ability, while conscientiousness seems more related to achievement motivation. The use of a correlational design in this study, however, means that these relationships should not be used as an indication that personality traits are antecedents to enterprising behaviour.

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