

CORRELATION BETWEEN PERSONALITY TRAITS AND ASSERTIVENESS AND PERFECTIONISM AMONG EMPLOYEES

ABSTRACT: *This research attempts to answer the questions of whether there are correlations between personality traits, assertiveness and perfectionism, and whether sociodemographic variables have an influence on these psychological constructs. The research sample consisted of 185 employees of different gender, age, education and work experience. In order to assess personality traits, we used an abridged version of Neo-Pi-R Inventory (NEOFFIDELTA, Costa & McCrae, 1989). For perfectionism assessment, we used the PI Scale (Perfectionism Inventory; Hill et al., 2004), and for assertiveness assessment the Assertiveness Scale (A skala, Tovilović et al, 2009). Personality traits and assertiveness strongly correlate with perfectionism, as well as with its facets. The coefficient of determination implies that personality traits and assertiveness can account for 12.7% variance in the overall PI scale score, which is statistically significant. This model showed that two personality dimensions are important predictors of perfectionism: Neuroticism, which was positively related and Agreeableness, which was negatively related to perfectionism.*

KEYWORDS: *perfectionism, personality traits, assertiveness*