

Personality Characteristics and Emotional Intelligence Levels of Millennials: A Study in Turkish Context

Güven Ordun

Faculty of Business Administration
Istanbul University
Turkey
guven.ordun@gmail.com

Asli Akun

Faculty of Business Administration
Istanbul University
Turkey
akun.asli@gmail.com

Abstract: *The purpose of the study is twofold. The first purpose of the study is to investigate the relations between personality characteristics and emotional intelligence of the Millennials. Costa and McCrea's Big Five Personality Inventory (IPIP-NEO) is used to measure the personality characteristics of the millennials. Emotional intelligence dimensions are measured by Wong and Law emotional intelligence scale (WLEIS). Secondary purpose of the study is to find self-evaluations of the Millennials related with their characteristics. Roger's Q-Sort Scale is used to find out Millennials self-perceptions. An advantage of the Q-Sort Scale is that it offers straightforward assumptions about the underlying structure of a concept within demographical segments. Results reveal that use of emotion is positively correlated with conscientiousness whereas regulation of emotion is negatively correlated with Neuroticism. Furthermore, personality characteristics have effects on emotional intelligence dimensions. The effects are much more significant for regulation and use of emotions dimensions. These dimensions are assumed to be important determinants of performance within organizations so it is important to analyze the personality constructs associated with them. Depending on their self-perceptions, millennials evaluate themselves relatively high on positive traits (e.g. honest, outgoing, etc.) and low on negative traits (e.g. unhelpful, dishonest, etc.). Regarding personality characteristics, they evaluated themselves highest in openness and lowest in neuroticism. Millennials will be the dominating workforce for the upcoming years, so if they are willing to establish high performance relations, managers should better understand Millennial characteristics and perspective.*

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Introduction

Emotions can be explained by physiological changes in the body, cognitions, learning processes, personality, social relations, experiences, psychological conditions, cultural practices, and are grounded in daily life (Strongman, 2003). Emotional intelligence is described as monitoring and evaluating one's own emotions, monitoring and evaluating emotions of others, regulating and using them (Hartel, et al. 2005). Whereas, cognitive intelligence is associated with the factual information about people, things, events, time, and place, emotional intelligence deals with the antecedents and mutual relations between these aspects of life (Terrell & Hughes, 2008). Personality can be defined as distinctive and stable ways of behavior (Ewen, 2010). Emotions and personality are known to be intertwined with each other. Some researches in the field (e.g. Caruso et al., 2002; Ghiabi & Besharat, 2011) have revealed that, there are significant relations between personality dimensions and emotional intelligence dimensions. This study aims to search this relation on millennials. Twenge (2009) discussed that the generation a person belongs to, can be slightly more influence on the person than his/her family. She added that it is essential to recognize the own realities of each and every generation within various contexts (Twenge, 2009). Millennials in Istanbul, Turkey are subjects of this research. However; the findings may be relevant in other cultures's generations within the limitations of specific historical, social, and economic conditions.

Theoretical Background

Assesment of Personality

Personality has been studied thoroughly throughout the years and researchers have stated theories about personality. The psychodynamic perspective explains the effect of the unconscious, below the surface on the structure and development of personality, whereas the humanistic perspective underlines the positive human nature and self-actualizing capability on the structure and development of personality. The trait approach emphasizes the effect of conscious, above the surface and behavior patterns on the structure and development of personality, whereas the behaviorist theory focuses on the effect of environment and learning in shaping personality. Cognitive approach emphasizes the effect of mental processes on the structure and development of personality (Ewen, 2010). Although these approaches have some commonalities in themes such as unconscious, psychopathology, etc., they explain these themes and personality in different ways which may complement each other. In this study the contribution of trait approach to personality and

Roger's, one of the well known names of humanistic approach, with his Q-sort test, and the contribution of behaviorist approach with its emphasis of the environment on human behavior, specifically from the cohort's effect on personality characteristics of millenials can be understood. However, the contributions of psychodynamic perspective and cognitive perspective are not excluded in the sense that although they can not be measured in this research, they implicitly exist.

Related with trait approach, many researchers in the field have searched for the personality factors and their measures. Especially the measure of Big Five that is composed of five factors, namely, extraversion, agreeableness, conscientiousness, neuroticism, and openness is accepted as valid and reliable in various cultures (McCrea and Costa, 1997). Personality dimensions show disposition to coherent patterns of thoughts, feelings, and actions (McCrae, 2002). Revised Neo Personality Inventory assesses six specific lower level traits (facets) for each of the five function spheres or combinations of subset of attributes (domains), has been widely used (Costa & McCrae, 1995). Extraversion refers to being highly active, social and having positive feelings. Openness to experience represents the tendency to develop oneself in intellectual ways and to experience new ideas, things, people, etc. Agreeableness refers to kind, helping and thoughtful behavior. Conscientiousness is associated with determination, self-control, and achievement orientation. Neuroticism can be defined as the tendency to feel nervous, touchy, and bad-tempered (Furnham et al., 2003). In a study, the relationship between NEO-PI-R and MBTI that is derived from Jung's types and developed by Myers was examined. According to the results, NEO-PI-R's extraversion was correlated positively with MBTI's extraversion and negatively correlated with introversion. MBTI's sensing-intuition type explains how people perceive information and openness was negatively associated with achieving information through senses and MBTI' sensing and positively associated with discovering possibilities that are unobvious and MBTI's intuition. MBTI's thinking-feeling type describes how people judge information. Agreeableness was found out negatively related with analyzing and MBTI's thinking and positively related with experiencing emotions and MBTI's feeling. MBTI's judging-perceiving type signifies how people comprehend and work with information. Conscientiousness was positively correlated with reaching conclusions and MBTI's judging and negatively correlated with becoming aware and MBTI's perceiving. MBTI's extraversion-introversion type describes how mental orientation toward life is. Neuroticism was negatively related with MBTI's extraversion and positively related with MBTI's introversion (Furnham et al., 2003). Lately, The Revised Neo, modified in a more readable way, has been called as NEO-PI-3. It was

found out to be psychometrically better even than sound NEO-PI-R and applicable to adolescent sample (McCrae, Costa & Martin, 2004). In this study, IPIP-NEO with 120 statements is used. This short version of IPIP-NEO has been found out valid and reliable (Johnson, 2014).

Emotional Intelligence

Emotions and motivation have the same Latin root of “move”. Not surprisingly, emotions influence people’s behaviors, choices, etc. People generally decide between moving toward to pleasure, moving away from pain, moving against obstacles, and stopping as focusing on and giving attention to what one is doing. Stopping is also a tactic that animals such as rabbits use to survive. Stopping requires a high degree of emotional intelligence to control automatic responses and impulses. People may develop stopping through meditation (Terrell & Hughes, 2008). Approaching from another perspective, deriving from the basics of relational emotive therapy emotions are cognitions derived from one’s assessments of social environment that lead to certain feelings (Strongman, 2003).

Deutschendorf (2009) provided historical background of emotional intelligence research. Researchers have worked on the types of intelligence since 1900s. BarOn developed one of the first valid tests in the field. In 1990 John Mayer, Peter Salovey, and David Caruso developed ability based emotional intelligence test. In 1995 Daniel Goleman published his book “Emotional Intelligence” that gained public interest and became a bestseller. In 1998, Goleman published his second book “Emotional Intelligence in the Workplace” which strengthened the success and understanding of the concept (Deutschendorf, 2009).

Salovey and Mayer (1990) view emotions as organized responses, crossing the boundaries of many psychological subsystems, including the physiological, cognitive, motivational, and experiential systems. Emotions typically arise in response to an event, either internal or external, that has a positively or negatively valenced meaning for the individual. Emotions can be distinguished from the closely related concept of mood in that emotions are shorter and generally more intense. Emotional intelligence is not about behaving in good manner or behaving accordingly only to one’s own intentions (Goleman, 1998). Emotional intelligence refers to recognizing one’s own emotions, emotions of others and managing emotions in social relations (Goleman, 1998). Goleman mentioned five main emotional and social abilities as self-awareness, self-regulation, internal motivation, empathy, and social skills (Goleman, 1998).

Emotional intelligence has also been researched in Turkish literature. Sahin et.al (2009) analyzed relations between emotional intelligence, stress tolerance and Type A Personality. Findings revealed that emotional intelligence is negatively correlated with Type A personality and positively correlated with stress tolerance. İsmen (2001) analyzed the relations between emotional intelligence and self evaluated problem-solving skills and specified a positive correlation between these concepts. Erkus and Gunlu (2008) found positive relations between emotional intelligence and dimensions of transformational leadership. Karahan and Yalcin (2009) examined the effect of emotional intelligence skills training program on emotional intelligence skills improvement by pretest-posttest design. Emotional intelligence was measured by Hall's self-evaluation scale including emotional awareness, managing emotions, self-motivation, empathy, and coaching other people's emotions dimensions. The study revealed that the program was indeed useful for developing emotional intelligence skills both in short and long-terms (Karahan & Yalcin, 2009).

Personality and Emotional Intelligence

In literature, there have been studies that investigated the relationships between personality dimensions and emotional intelligence. Ghiabi and Besharat (2011) found that emotional intelligence is positively related with extraversion, openness, agreeableness, and conscientiousness, negatively related with neuroticism. Furthermore, emotional intelligence was positively predicted by extraversion and negatively predicted by neuroticism. Extraversion is explained as an attribute, which eases experiencing pleasure and having positive emotions, with the effect of emotional intelligence, and it will lead to high quality relationships (Ghiabi and Besharat, 2011). Caruso, Mayer, and Salovey (2002) mentioned that ability based emotional intelligence measures are distinguishable from the personality measures in the sense that they measure an ability, a kind of intelligence. In their study they used multi factor emotional intelligence scale and 16 PF. The results showed that emotional intelligence positively correlated with sensitivity primary factor and extraversion global factor (Caruso et al., 2002). Sudak and Zehir (2013) analyzed the relations between emotional intelligence, personality types and job satisfaction. Their findings have represented significant correlations between all dimensions of personality and emotional intelligence. Highest positive correlation was between agreeableness and other emotional appraisal. Although personality and emotions have been investigated in literature, integration of the generation cohort to these dimensions is relatively few. Petrides et al. (2007) investigated the relation between personality characteristics and emotional intelligence. Their sample mean age was 25

and considered to be within the millennial cohort. They found significant relations between personality characteristics and emotional intelligence. Bergman et al. (2011) analyzed the relation between narcissism and social network usage of the millennial generation. Narcissism was not found to be as the main predictor of social network usage and discussed that millennials' social network usage was not solely about attention seeking or maintaining self-esteem (a common stereotype for "Generation Me"), but also a means of connecting and communicating. Despite all common beliefs a comprehensive investigation is needed for millennial generation.

Millennials as a Generation Cohort

According to researchers, macro-level social, political and economic events that occur during the pre-adult years of a cohort result in a generational identity comprising a distinctive set of values, beliefs, expectations and behaviors. These values, beliefs, expectations and behaviors remain constant throughout a generation's lifetime (Jackson et al., 2011).

As generally accepted in the literature four major cohorts exist: Veterans were born between 1920 and 1945; Baby Boomers between 1946 and 1964; Generation X members were born between 1965 and 1980 and Generation Y between 1981 and 2000. Each generation has its own characteristics due to different economic, social, and political world events of their times. Great Depression and World War II in veteran's generation, Civil Rights Movements and Cold War in baby boomers' generation, Challenger explosion and Fall of Berlin Wall in Xers generation, and intense use of computers and multiculturalism in Y generation are among the striking events of their times (Zemke, et al., 2000). Regarding the general characteristics of Millennial generation, the most striking is that they are globally connected through Internet and social media (Ordun, 2015).

When the literature about millennial cohort is analyzed, it seems that in different continents different aspects of the millennials' attributes gained more attention for studying. In US the researches on millennials have concentrated on topics such as social media (e.g. Nusair et al., 2013), consumers (e.g. Wolf et al., 2005); in Europe main topics of research mostly focused on culture (e.g. Mihelcea et al. 2013) and communication and multilingualism (e.g. Sundberg, 2013); in Asia studies mostly focused on negotiation (e.g. Vieregge & Quick, 2010) and hospitality management (e.g. Kong et al., 2015); in Australia, domestic tourism (e.g. Gardiner et al., 2014); in Africa, technology (e.g. Dlodlo & Mahlangu, 2013).

Turkey is a transcontinental country between Europe and Asia. According to the historical perspective, post Republican era in Turkey witnessed important socio political events. Taking its roots from 1960s onwards, the political crisis and instability resulted in 1980 military coup (Kaya Ozcelik, 2011). Being sensitive to changes and developments in the world and specifically in Western societies, Turkish science and philosophy has also been affected. After 1980s, poverty, development, diversity and identity have mostly been emphasized. After 1990s globalization and postmodernity started to determine the sociologic agenda (Ozcan, 2009). Thus, the desired and undesired effects of the historical conditions on that current generation and the following generations have become inevitable. Depending on the problematic situations before 1980s upcoming generations were thought to be not interested in politics however recent events signified that Y generation university students have expressed their sociopolitical preferences through social media (Cakar Mengü, et al., 2015). Yuksekbilgili (2013) investigated the characteristics of millenials revealed in Turkey. The sample consisted of 603 millenials in Turkey and the findings revealed that they trust their technological abilities more than listening, effective communication, teamwork, and time management abilities. Millenails thought that they don't have skills for managing communication with difficult people especially as they define themselves as impatient. Although they were not highly committed to their organizations they were willing to work more in order to get an early promotion. They also favor online shopping (Yuksekbilgili, 2013). Another study with a sample of 1247 people, aimed to identify the age interval of Y generation in Turkey. The birth dates have ranged from 1983 to 1995 for millenials in Turkey, different from the generally accepted 1980-2000 interval. The difference was explained with the latency in dispersion of technological advances and internet use in Turkey (Yuksekbilgili, 2015).

The millenials in Bosnia and Herzegovina have had different historic, socio economic conditions and so experiences than rest of Europe. Röper and Gavranidou (2003) mentioned that after the Bosnian War (1991-1995), healing trauma, providing trainings, and counseling for coming generations have become important issues. Eder (2014) also stated the war's negative socioeconomic consequences such as forced migration and financial difficulties and negative effects on youth education.

All in all, Y generation is expected to be involved in a diverse working environment. Diversity refers to varied attributes regarding demographics, psychological conditions, knowledge, values, skills, interests, and experiences (Landy and Conte, 2007). Deriving from generational diversity, the clash of values and views are more

visible in workplaces where multigenerations work together. Being aware of the fact that people may have different generational backgrounds, this may serve as barriers regarding stereotypes. Especially when there is uncertainty and crisis, conflict shows itself as tension and understanding generational differences may bridge the gaps (Zemke, et al., 2000).

Hypotheses of the Study

The main assumption of the study focuses on the intercorrelations of the dimensions. Dimensions of Emotional Intelligence and their correlates with Big 5 personality traits are investigated. In addition, millennials' self-perception is explored by Roger's Q-Sort scale. As it was mentioned before, some personality traits (i.e. extraversion, neuroticism) have been found closely associated with emotional intelligence. Accordingly, the hypotheses are stated below:

H1. Emotional intelligence dimensions of Millennials are correlated with main personality attributes.

The main dimensions of emotional intelligence defined as self-emotional appraisal, other emotional appraisal, regulation of emotions and use of emotions. Regression analysis has been computed to find out personality determinants of each emotional intelligence dimension.

H2. Emotional intelligence dimensions are influenced by personality traits.

In addition, Millennials self-perception was explored by Roger's Q-Sort scale.

Methodology

Sample

The sample consists of 237 undergraduate students in Turkey, Istanbul. Since Istanbul has a cosmopolit structure, it is to a certain extent representative for Turkey. According to the demographics 118 females and 119 males answered the questionnaires. The participants are from three public universities in Istanbul; Bogazici University, Marmara University, and Istanbul University.

Measures

Emotional intelligence is measured using the 16 items self-report Wong and Law (2002) Trait Emotional Intelligence Scale (WLEIS). Emotional intelligence measure has 4 dimensions and 4 items for each as self emotional appraisal dimension (I have a good sense of why I have certain feelings most of the time) others' emotional appraisal (I am a good observer of others' emotions), regulation of emotions (I am able to control my temper and handle difficulties rationally), and use of emotions (I set goals for myself and then try my best to achieve them) (Wong & Law, 2002).

Personality characteristics were assessed by the IPIP-NEO-120, which is the short form of IPIP-NEO by Goldberg and based on Costa and McCrea's NEO-PI-R (1992) (Johnson, 2014). IPIP-NEO-120 has 5 domains, which consist of 6 facets with 4 items for each facet. Neuroticism domain includes anxiety, anger, depression, self-consciousness, immoderation, and vulnerability facets. Extraversion domain consists of friendliness, gregariousness, assertiveness, activity level, excitement seeking, and cheerfulness facets. Openness to experience domain includes imagination, artistic interests, emotionality, adventurousness, intellect, and liberalism facets. Agreeableness domain consists of trust, morality, altruism, cooperation, modesty, and sympathy facets. Conscientiousness domain includes self-efficacy, orderliness, dutifulness, achievement-striving, self-discipline, and cautiousness facets. The scale has showed strong psychometric properties (Johnson, 2014). Q Sort is a test of congruence between perceived and ideal self and Rogers, one of the well known names of humanistic perspective, (1961) used this test in psychotherapy process of their clients. 24 adjectives have been used in order to reveal out only their self-evaluations. The scales are measured on a 5-point Likert-type scale ranging from 1 (totally disagree) to 5 (totally agree). The short definitions of the dimensions are presented in the table 1.

Table 1: *Definitions*

Emotional Intelligence Dimensions	Definition
Self Emotional Appraisal	Understanding one's emotions
Other Emotional Appraisal	Observation & sensitivity to others' emotions
Regulation of Emotions	Control, adjust emotions & soothe oneself
Use of Emotions	Use emotions in constructive ways
Big Five Personality Traits	Definition
Neuroticism	Have negative feelings & feel threatened
Extraversion	Feel enthusiasm in most relationships
Openness	Feel pleasure with various experiences
Agreeableness	Have kind & understanding relationships
Conscientiousness	Be persistent & control impulses

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Analysis and Results

Mean scores and standart deviations are calculated for either of the inventory dimensions.

Table 2: *Mean Scores and Std. Deviations of Emotional Intelligence Dimensions*

Emotional Intelligence Dimensions	Mean	Std. Deviation
Self Emotional Appraisal	3,71	0,71
Other Emotional Appraisal	3,72	0,68
Regulation of Emotions	3,37	0,86
Use of Emotions	3,58	0,71

Self-emotional appraisal and other emotional appraisal have the highest mean scores. While self-emotional appraisal is related with awareness of one's self-emotions, other emotional appraisal is related with feeling empathy for others. While regulation of emotions is mostly related with controlling the urges instead of driven by them, use of emotions is associated with motivation and self-efficacy. The lowest mean score that millennials ranked themselves among all dimensions is the regulation of emotions.

Table 3: *Mean Scores and Std. Deviations of Big Five Personality Traits*

Big Five Personality Traits	Mean	Std. Deviation
Neuroticism	2,78	0,50
Extraversion	3,46	0,44
Openness	3,57	0,45
Agreeableness	3,42	0,46
Conscientiousness	3,51	0,52

Neuroticism is related with the tendency to experience unpleasant emotions such as anger, worry or depression; it also refers to the degree of emotional instability and impulsivity. Extraversion refers to the positive feelings and good social relations. Those individuals with high levels of extraversion experience positive emotions and have high levels of energy, assertiveness and sociability. Openness is associated with the appreciation of new and unfamiliar. It is also related with the imaginative capacity of the individual. Agreeableness is about having the tendency to cooperate rather than being suspicious towards others. It is also related with one's trusting and helping nature. Conscientiousness is associated with self-discipline, dutifulness and aim for achievement (McCrae & Costa, 1989). In this research, openness has the highest and neuroticism has the lowest mean score.

Table 4: *Mean Scores and Std. Deviations of Personality Facets*

Main Traits	Facets	Mean	Std. Deviation
Neuroticism	Anxiety	3.07	0.85
	Anger	3.08	0.97
	Depression	2.44	0.71
	Self-Consciousness	2.72	0.67
	Immoderation	2.76	0.73
	Vulnerability	2.56	0.77
Extraversion	Friendliness	3.50	0.67
	Gregariousness	3.03	0.87
	Assertiveness	3.73	0.61
	Activity	3.28	0.70
	Excitement	3.39	0.80
	Cheerfulness	3.79	0.72
Openness	Imagination	3.96	0.77
	Artistic	3.63	0.77
	Emotionality	3.82	0.63

	Adventurousness	3.16	0.69
	Intellect	3.63	0.79
	Liberalism	3.18	0.68
Agreeableness	Trust	3.28	0.86
	Morality	3.78	0.87
	Altruism	3.96	0.65
	Cooperation	3.13	0.75
	Modesty	2.60	0.65
	Sympathy	3.74	0.73
Conscientiousness	Efficacy	3.74	0.64
	Orderliness	3.23	0.95
	Dutifulness	3.97	0.65
	Achievement	3.47	0.75
	Discipline	3.30	0.70
	Cautiousness	3.32	0.82

Although anxiety and anger facets are slightly positive, every other facet in neuroticism domain is under mean score of neuroticism. Among all, depression has the lowest mean score. Anxiety can be defined as fear for the worst possibility, worry for things and low resistance to stress. Low resistance to irritation and being quick-tempered characterize anger. Depression, which has the lowest mean score, signifies feeling dislike and uncomfot for self (Johnson, 2014). Cheerfulness has the highest and gregariousness has the lowest mean scores among extraversion domain. Having and radiating joy and loving life in a bright perspective describe cheerfulness. The lowest scored facet gregariousness signifies preferring crowds and talking with many different people in social gatherings (Johnson, 2014). Imagination has the highest and adventurousness has the lowest mean score in openness domain. Having new ideas and enjoying fantasies characterize imagination. Adventurouness signify orientation to change and variety (Johnson, 2014). Among the domain agreeableness, altruism has the highest and modesty has the lowest mean score. Low scorers in modesty believe they are superior and may be considered arrogant by others. Altruism can be defined as manifest in an active concern for the welfare of others (Johnson, 2014). Dutifulness has the highest and orderliness has the lowest mean score in conscientiousness domain. Dutifulness can be described by adherence to truth, rules, and promises. Orderliness can be characterized by putting things back in their place and tidying up (Johnson, 2014). In addition, among all facets dutifulness has the highest and vulnerability has the lowest mean scores.

Table 5: *Correlations between Dimensions of Emotional Intelligence and Big Five Personality Traits*

Correlations									
	1	2	3	4	5	6	7	8	9
1.self emotional appraisal	1								
2.other emotional appraisal	.333**	1							
3.use of emotions	.157*	.162*	1						
4.regulation of emotions	.054	.050	.232**	1					
5.neuroticism	-.115	.049	-.216**	-.451**	1				
6.extraversion	.252**	.236**	.255**	.164*	-.304**	1			
7.openness	.204**	.170**	.144*	.152*	-.190**	.330**	1		
8.agreeableness	-.005	.130*	.053	.323**	-.107	.037	.370**	1	
9.conscientiousness	.074	.167*	.595**	.334**	-.351**	.194**	.308**	.389**	1

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

According to the correlation results, one of the most powerful relations is between use of emotions and conscientiousness ($r=.60$, $p<.01$). The facets of conscientiousness are self-efficacy, orderliness, dutifulness, achievement striving, self-discipline, and cautiousness (Johnson, 2014). Use of emotions refers to the ability to utilize one's own emotions to increase one's performance (Bitmis & Ergeneli, 2014). Thus, it is understandable that people's abilities to employ their emotions are significantly and positively related with their efficacy, goal-attainment, discipline, and care. Furthermore, one of the other most powerful relations is found between regulation of emotions and neuroticism. Accordingly, regulation of emotions has negative and significant correlation with neuroticism ($r=-.45$, $p<.01$). The facets of neuroticism are anxiety, anger, depression, self-consciousness, immoderation, and vulnerability (Johnson, 2014). Regulation of emotions refers to one's ability to adjust one's emotions (Bitmis & Ergeneli, 2014). It is coherent that people's abilities to

regulate their emotions will be negatively related with their worry, bad-temper, unbalanced acts, and fragility.

In addition, there are other significant relations between variables however they are not as strong as the relations that was explained in previous paragraphs. Self emotional appraisal is related significantly and positively with extraversion ($r=.25$, $p<.01$) and openness ($r=.20$, $p<.01$). Other emotional appraisal is correlated with significantly and positively with extraversion ($r=.24$, $p<.01$), openness ($r=.17$, $p<.01$), agreeableness ($r=.13$, $p<.05$), and conscientiousness ($r=.17$, $p<.05$). Use of emotions is significantly and negatively associated with neuroticism ($r=-.22$, $p<.01$), whereas it is significantly and positively associated with extraversion ($r=.26$, $p<.01$) and openness ($r=.14$, $p<.05$). Regulation of emotions is found to have significant and positive correlations with extraversion ($r=.16$, $p<.05$), openness ($r=.15$, $p<.05$), agreeableness ($r=.32$, $p<.01$), and conscientiousness ($r=.33$, $p<.01$).

Table 6: *The Impact of Big Five Personality Traits on Self Emotional Appraisal by Regression Analysis*

Model Summary			ANOVA		
R	R Square	Adjusted Square	R	F	Sig.
.305	.093	.073		4.606	.001
Correlations					
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	.027	.063		.427	.670
Neuroticism	-.044	.070	-.044	-.626	.532
Extraversion	.195	.070	.196	2.788	.006
Openness	.156	.073	.157	2.140	.033
Agreeableness	-.082	.072	-.083	-1.136	.257
Conscientiousness	.033	.074	.032	.439	.661

All in all, in addition to the powerful correlations between use of emotions and conscientiousness and regulation of emotions and neuroticism, extraversion is found to have significant and positive relations with all dimensions of emotional intelligence. It is meaningful that people who feel comfortable with people, have control in relationships, are socially active, and enjoy adventure may also

comprehend one's own emotions and emotions of others around and they may adjust their emotions in social life and make use of them constructively.

The model summary table shows that big five personality traits can explain the % 7 of change in self emotional appraisal significantly ($p < .01$). From the coefficients table, it can be seen that only extraversion ($p < .01$) and openness ($p < .05$) have positive and significant effects on self emotional appraisal. It is coherent that extraverted people, who experience themselves in social situations and people who are open to experience, being interested in ideas, discussions, and arts, are likely to realize their emotions much more.

Table 7: *The Impact of Big Five Personality Traits on Other Emotional Appraisal by Regression Analysis*

Model Summary			ANOVA		
R	R Square	Adjusted R Square	F		Sig.
.333	.111	.091	5.594		.000
Correlations					
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	.000	.064		.003	.997
Neuroticism	.189	.070	.188	2.711	.007
Extraversion	.246	.070	.243	3.506	.001
Openness	.061	.073	.060	.827	.409
Agreeableness	.064	.072	.064	.888	.375
Conscientiousness	.150	.075	.147	2.008	.046

The model summary table shows that Big Five Personality traits can explain %9 of change in other emotional appraisal significantly ($p < .001$). From the coefficients table, it can be seen that neuroticisim ($p < .01$), extraversion ($p < .01$), and conscientiousness ($p < .05$) have significant effects on other emotional appraisal. It is understandable that neurotic people, who worry about things easily, are likely to be sensitive to the clues in their social environment such as others' emotions although the appraisal of it will probably be negative. In addition, it is meaningful that extraverted people, who are busy with social contacts and conscientiousness people, who give importance to integrity and discipline, are likely to be more sensitive to the emotions of others. The question may come to the mind that agreeableness which is related with concern and feel sorry for problems of others why not came up as

statistically significant for its effect on understanding emotions's of others. This might be explained by the meaning, content of agreeableness is related with sympathy (Johnson, 2014) rather than empathy.

Table 8: *The Impact of Big Five Personality Traits on Regulation of Emotions by Regression Analysis*

Model Summary			ANOVA		
R	R Square	Adjusted Square	R	F	Sig.
.538	.290	.274		18.288	.000
Correlations					
Unstandardized Coefficients			Standardized Coefficients		
	B	Std . Error	Beta	t	Sig.
(Constant)	.000	.056		.003	.998
Neuroticism	-.384	.062	-.384	-6.211	.000
Extraversion	.042	.062	.042	.670	.504
Openness	-.074	.065	-.074	-1.145	.253
Agreeableness	.272	.064	.273	4.246	.000
Conscientiousness	.103	.066	.102	1.559	.120

The model summary table shows that big five personality traits can explain %27 of change in regulation of emotions significantly ($p<.001$). From the coefficients table, it can be understood that neuroticism ($p<.001$) and agreeableness ($p<.001$) have significant effects on regulation of emotions. Neurotics, who are bad-tempered and get overwhelmed easily, are less likely to control anger and cope with difficulties rationally. Agreeable people, who prefer cooperation and modesty, are more likely to have good control of their emotions and be calm in difficult situations.

The model summary table indicates that big five personality traits can explain % 41 of change in use of emotions significantly ($p<.001$). From the coefficients table, it can be seen that only extraversion ($p<.01$), agreeableness ($p<.01$), and conscientiousness ($p<.001$) have significant effects on use of emotions. It is coherent that extraverted people who are socially active and take charge and conscientious people, who strive for achievement, actualize plans, think and decide cautiously, are likely to be motivated to do the best for their goals. It is also found out that agreeable people, who trust others and like to help others, are less likely to set self-oriented goals and concern more for other-oriented goals.

Table 9: *The Impact of Big Five Personality Traits on Use of Emotions by Regression Analysis*

Model Summary			ANOVA		
R	R Square	Adjusted R Square	F		Sig.
.653	.426	.413	33.278		.000
Correlations					
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	.003	.051		.062	.951
Neuroticism	.031	.056	.031	.561	.575
Extraversion	.165	.056	.163	2.920	.004
Openness	-.038	.059	-.038	-.655	.513
Agreeableness	-.190	.058	-.189	-3.266	.001
Conscientiousness	.684	.060	.672	11.433	.000

Table 10: *Self-Appraisals of Millennials on Roger's Q-Sort List of Attributes*

Adjective	Mean	Std. Dev.	Rank	Adjective	Mean	Std. Dev.	Rank
Anxious	3,03	1,14	18	Optimistic	3,77	1,09	7
Attractive	3,24	1,15	14	Organized	3,70	1,13	8
Careless	3,09	1,44	16	Out-Going	4,06	0,88	2
Depressed	2,53	1,24	21	Plain	3,62	1,19	9
Dishonest	2,19	1,25	23	Relaxed	3,91	1,16	6
Energetic	4,00	0,94	5	Sad	2,65	1,16	20
Funny	3,54	1,21	11	Serious	3,41	1,10	13
Happy	3,54	1,20	11	Shy	3,16	1,35	15
Honest	4,24	0,78	1	Sloppy	3,01	1,34	19
Intelligent	4,05	0,87	3	Strong	3,61	1,03	10
Kind	4,03	0,94	4	Unhelpful	1,95	1,16	24
Lazy	3,07	1,35	17	Weak	2,24	1,17	22

In Roger's self assessment inventory, the adjective "honest" has the highest mean value and "unhelpful" has the lowest mean value that means most millenials perceive themselves as honest and only some perceive themselves as unhelpful. In addition to the self-assessment results, as can be seen in the aforementioned paragraphs, the two hypotheses of the study are supported.

Conclusions and Discussion

Early millennials are about to graduate from faculties and this might be the best chance to identify their characteristics, preferences, needs and values as they are supposed to have a say on world issues soon. In the scope of this research, the personality characteristics and their impact on emotional intelligence were studied. In addition, since every one else seems to say something about them; some with positive connotations (innovative, smart, well-educated, organized, social, ambitious etc) and some with negative connotations (lazy, irresponsible, impatient, selfish, disrespectful, etc), this study aims to understand their self-perception from their point of views.

According to the correlation results, personality constructs have significant relations with emotional intelligence dimensions as indicated in the aforementioned analysis part in detail. By the evaluation of the regression analyses, the prediction capacity of personality construct especially on regulation and use of emotion dimensions is identified. As those dimensions are considered to be important on the level of performance and advancement, the importance of personality assessment in personnel selection might need to be reevaluated. Both hypotheses proposing significant relations between the dimensions of emotional intelligence and personality traits are accepted. Depending on the mean scores of Roger's Q-sort list it can also be identified that positive traits are evaluated more than negative traits. Honest, out-going, intelligent, and kind have the highest mean scores while unhelpful, dishonest, weak and depressed have the lowest mean scores.

Although there have been studies that have examined the relationship between personality and emotional intelligence in many contexts, this study has a different aim, model, and measured the concepts differently. In addition, the results can be useful for millennials' retention in work life adaptively, contributing their success to organizational performance, and decreasing youth unemployment as much as possible within the limitations of socioeconomic framework.

In further researches, the effect of cultural context on this relationship can also be taken into consideration. The research topic can be investigated in other geographies in Turkey rather than Istanbul or in different countries. Also, in further studies when adequate numbers of millennials have significant roles in work life, relation between personality characteristics and performance scores need to be investigated with the mediator role of emotional intelligence.

In addition, in one of the interviews that was published in a business and economics journal, Guler Sabanci, one of the most well-known and successful woman in Turkey, talked about understanding Y generation. Deriving from her experiences, she mentioned that it is important for all people to read the changing world comprehensively. She added that instead of market share millennials care about share of heart, they give importance to the universal values such as equality, sustainability and social responsibility and they have the long-term perspective. She stated that these factors could be important for their loyalty (Capital, 2015). In future, the researches regarding the practical implications of the values and preferences of millennials can be examined in social and business context.

It is also crucial to make sense of present and future socioeconomic conditions by considering history and what it has taught. This is valid not only for countries but also for individuals and groups as well. In this regard, youth as a sample who is at the intersection of past and future, who are affected by past, write today, and shape future conditions although bounded by the world's circumstances, is a vital source of research.

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