

Flow at Work, Work Satisfaction and Big Five Personality Traits Among Slovenian Primary School Teachers

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Well-being of teachers is an important topic as it affects well-being of the students. In this paper, we assessed the connection between flow at work, work satisfaction and personality traits among primary school teachers in Slovenia. In the state of flow, high internal motivation, absorption, work satisfaction and self-rewarding experience are present. To experience flow it is necessary for the employee's abilities to be equivalent with the challenge. Work satisfaction is defined as a pleasant emotional state, which is the result of an individual's assessment of work or experience at work. Moods at work are important components of work-related attitudes and potentially important predictors of behavior at work.

The five-factor personality model covers five relatively stable personality dimensions: extraversion, neuroticism, agreeableness, openness and conscientiousness. Extraversion is characterized by a tendency to socialize with people; a person with a high degree of extraversion is predominantly eloquent, energetic and warm. Neuroticism encapsulates predominant emotional states of people; people with high levels of neuroticism tend to experience unpleasant emotions such as anxiety, anger, shame or guilt and can be distracted or stressed-out more easily than people with high levels of emotional stability. Openness describes an extent to which people are inclined to unconventional experience. With high level of openness are creative, have a lively imagination, are curious, unconventional, and independent thinkers. Agreeableness relates to the nature of individuals' relationships with other people; a person with a high level of agreeableness is friendly and empathic, gentle, likes to work with people, knows how to forgive and is understandable. Conscientiousness relates to level of accuracy, reliability, responsibility and persistence that is typical for a person. It is closely related to performance at work.

We assumed flow at work was positively correlated to work satisfaction. Furthermore, flow at work was hypothesized to be positively correlated to extraversion and conscientiousness. Alternatively, flow at work was hypothesized to be negatively correlated to neuroticism and agreeableness.

Three questionnaires BAIJS, A FLOW-W and 10-Item Personality Scale were applied. The study involved 890 participants from Slovenian public primary schools, of whom 810 were female and 80 male. The main findings were that teachers who are satisfied with their work have repeatedly experienced a state of flow in their workplace. Likewise, state of flow has been more likely experienced by teachers with higher levels of extraversion, agreeableness, openness and conscientiousness. Teachers with low emotional stability have been less likely to experience flow at work than teachers with higher emotional stability, which means that neuroticism and flow at work are in a negative correlation.

Keywords: flow at work, work satisfaction, extraversion, neuroticism, agreeableness, openness, conscientiousness