

85 Title	Examining the Relationship between Personality Traits and Creativity Styles
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Abstract	<p>The purpose of this study was to explore the relationship between individuals' expressed preferences for stages within the creative process (i.e., problem clarification, idea generation, solution development and implementation planning) and their personality traits. To explore these relationships, 137 participants in a leadership development program completed two paper-and-pencil measures. Creative process preferences were assessed through a measure called FourSight, while personality traits were measured through the DiSC Personal Profile System. Statistical analysis showed that the strongest relationships between the FourSight and the DiSC were produced by the Clarifier and Ideator preferences. Based on the relationships between the Clarifier preference and the DiSC it would seem that problem clarification is associated with tendencies to be cautious, careful, analytical, accurate and tactful. In contrast, those who express strong preference for the idea generation stage of the creative process are likely to show such traits as willingness to challenge prevailing thought, need for change and attraction to variety. Additional relationships between the creative process and personality are described, along with theoretical and practical implications.</p>