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The Impact of Personality for Solving Complex Problems

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Abstract

In our global and technical world, there is an increasing need for humans to solve complex, nontransparent and self-dynamic problems. There are vast differences between humans regarding their capability to solve such problems that go beyond classical intelligence and having an analytical mind. Factors such as personality, knowledge, and the motivation to engage in effortful cognitive problems can contribute to success. Only a few studies investigated the relationship between these ‘soft’ factors and complex problem-solving (CPS). In the following, we will investigate these factors in the CPS framework Tailorshop, a computer-based scenario to increase the company value by manipulating several variables. Results indicate that personality traits and the Need for Cognition are no successful predictors. Overall, the present study points out the tendency of relevant personality traits as CPS predictors.