

Five-Factor Personality Characteristics and Self-Esteem as Predictors of Personal Indecisiveness

Kişisel Kararsızlığın Yordayıcıları Olarak Beş Faktör Kişilik Özellikleri ve Öz Saygı

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ABSTRACT: The purpose of this study is to examine whether the five-factor personality characteristics and self-esteem predict two subtypes of personal indecisiveness (exploratory indecisiveness and impetuous indecisiveness). A total of 483 students (269 female and 208 male students, 6 of the students did not state gender) studying at the various faculties of Gazi University participated in the study. The results show that both exploratory and impetuous indecisiveness are significantly and positively correlated to neuroticism, and are significantly and negatively correlated to extraversion, openness to experience, conscientiousness, and self-esteem. Exploratory indecisiveness is not correlated with agreeableness. Self-esteem was found to be the strongest predictor of exploratory indecisiveness, followed by neuroticism and extraversion. The strongest predictor of impetuous indecisiveness was found to be neuroticism, followed by self-esteem, conscientiousness, and openness to experience. The findings are discussed within the scope of the relevant literature.

Keywords: personal indecisiveness, exploratory indecisiveness, impetuous indecisiveness, five-factor personality characteristics, self-esteem.

ÖZ: Bu araştırmanın amacı kişisel kararsızlığın iki alt boyutu olan araştırıcı ve aceleci kararsızlığın beş faktör kişilik özellikleri ve öz saygı ile ilişkisini ve beş faktör kişilik özellikleri ile öz saygının her iki kararsızlığı yordayıp yordamadığını incelemektir. Araştırmaya Gazi Üniversitesinin çeşitli fakültelerinde öğrenim gören 483 öğrenci (269 kız, 208 erkek, 6 öğrenci cinsiyet belirtmemiştir) katılmıştır. Sonuçlar, hem araştırıcı kararsızlığın hem de aceleci kararsızlığın nevrozizm ile pozitif, dışadönüklük, deneyime açıklık, sorumluluk ve öz saygı ile anlamlı ve negatif ilişkili olduğunu göstermiştir. Araştırmacı kararsızlığın yumuşak başlılık ile ilişkisi anlamlı bulunmamıştır. Araştırmacı kararsızlığın en güçlü yordayıcısı düşük öz saygı olmuş ve bunu nevrozizm ve dışadönüklük izlemiştir. Deneyime açıklık, yumuşak başlılık ve sorumluluğun etkisi anlamlı bulunmamıştır. Aceleci kararsızlığın en güçlü yordayıcısı ise nevrozizm olmuş, bunu düşük öz saygı, sorumluluk ve deneyime açıklık izlemiştir. Dışadönüklük ve yumuşak başlılığın etkisi anlamlı bulunmamıştır. Yumuşak başlılık her iki kararsızlık tipinin yordayıcısı olmamıştır. Sonuçlar ilgili literatür çerçevesinde tartışılmıştır.

Anahtar sözcükler: kişisel kararsızlık, araştırıcı kararsızlık, aceleci kararsızlık, beş faktör kişilik özelliği, öz saygı.

1. INTRODUCTION

Individuals encounter many decisions in daily life. Some people can make such decisions quite easily without facing any difficulties, whereas others encounter difficulties and indecisiveness, and sometimes need professional assistance (Amir & Gati, 2006; Campbell & Cellini, 1981; Gati & Asher, 2001; Gati, Krausz, & Osipow, 1996). Hence, indecisiveness (personal indecisiveness) is discussed as an important issue (Germeijs, Verschueren, & Soenens, 2006; Santos, 2001).

Personal indecisiveness, which in the related literature is also known as the concept of general indecisiveness (Gati, et al., 1996) or chronic indecisiveness (Osipow, 1999), is a type of

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indecisiveness that makes the entire lives of individual difficult, including their career decisions (Bacanlı, 2005; Cooper, Fuqua, & Hartman, 1984; Gati et al., 1996; Germeijs & De Boeck, 2002). Personal indecisiveness is a different process from career indecision. While career indecision is assumed to be a normal part of human development, personal indecisiveness is not a part of human development, rather it is a personality trait that can be generalized to all decision making situations (Bacanlı, 2005; Cooper et al., 1984; Germeijs et al., 2006; Osipow, 1999).

Personal indecisiveness involves some chronic decision making problems, such as longer periods of decision making, the feeling of uncertainty throughout the decision making process, the tendency to postpone and escape from decisions, the feeling of worry and regret after decisions, decision instability, handing the decision over to someone else, and leaving the decision making to others (Germeijs & De Boeck, 2002; Germeijs & Verschueren, 2011; Rassin, 2007; Van Matre & Cooper, 1984). These problems obstruct individuals from organizing their own surroundings and thoughts in a fast and consistent way (Rassin & Muris, 2005). Therefore, personal indecisiveness is considered a problem that has significant negative conclusions in individuals' lives (Gaffner & Hazler, 2002; Gati & Asher, 2001; Gati et al., 1996). Salomone (1982) defines indecisive individuals as people with low self-confidence and low self-esteem and with typical personality traits, such as unhappiness, high emotional dilemma and frustration, external locus of control and the tendency to blame others for their positions. Further, indecisive people may experience indecisiveness before reaching a conclusion (in other words, reaching a decision) since they need more information, and thus this situation may cause decision making problems (Rassin & Muris, 2005; Reed, 1985). Similarly, Savickas (2004) defines indecisive individuals as people characterized by chronic anxiety and a lack of problem-solving skills. Therefore, personal indecisiveness is a continuous indecisiveness, the roots of which are based on personality characteristics (Osipow, 1999).

Since personal indecisiveness is one of the most important problems in theories, research and practice, particularly in career psychology (Bacanlı, 2006), several studies have tried to understand the structure of personal indecisiveness (e.g., Bacanlı, 2006; Cooper et al., 1984; Germeijs & De Boeck, 2002). In addition this personal indecisiveness is seen as a separate construct from indecision. Germeijs and De Boeck (2002) have stated that indecisiveness is distinct from other forms of indecision. Research have shown that personal indecisiveness has a significant negative impact on individuals' behavior for many decisional status. Therefore, efforts to understand the structure of personal indecisiveness and measure have gradually increased.

Among these efforts, Frost and Shows (1993) and Germeijs and De Boeck (2002) shed light on understanding indecisiveness by developing the scale of indecisiveness. Particularly, Germeijs and De Boeck stated that indecisiveness is a multidimensional construct covering a variety of features and developed an indecisiveness scale. Similarly, Bacanlı (2000; 2005) developed a personal indecisiveness scale in order to measure personal indecisiveness. It was hypothesized that personal indecisiveness has a multi-dimensional structure, just like career indecision, and it was supported with research that personal indecisiveness is composed of two sub-dimensions: exploratory indecisiveness and impetuous indecisiveness (e.g., Bacanlı, 2006; Sardoğan, Karahan, & Kaygusuz, 2006; Sarı, 2007; Öztemel, 2013). Exploratory indecisiveness includes the difficulty experienced in decision making, the fear of making mistakes, unstable decisions, searching for information, the panic and inconsistency experienced under time pressure and the long period of decision making, even if all the choices have been investigated while making a decision. Impetuous indecisiveness includes properties such as being impatient, changing decisions, the fear of losing opportunities, thinking carelessly, trying to get rid of the responsibility at once, insufficiency, difficulty in searching for information, deciding quickly and giving up such decisions easily (Bacanlı, 2000, 2005; Potworowski, 2010).

As stated above, research has shown that personal indecisiveness associated with some personality characteristics. Moreover the structure of personal indecisiveness has still been investigated (Germeijs & Verschueren, 2011; Rassin, 2007; Rassin & Muris, 2005). Therefore, the present study aims to contribute more in conceptualizing personal indecisiveness by examining some personality characteristics such as big five personality characteristics, and self-esteem.

1.1. Personal Indecisiveness and Five-Factor Personality Characteristics

Previous studies demonstrated that indecisiveness is associated with personality characteristics such as neuroticism (Jackson, Furnham, & Lawty-Jones, 1999), low self-esteem (Bacanli, 2006; Burka & Yuen, 1983; Lo Cascio & LeClair, 2011; Sari, 2007), procrastination (Beswick, Rothblum, & Mann, 1988; Effert & Ferrari, 1989), obsessive-compulsive tendencies (Frost & Shows, 1993; Gayton, Clavin, Clavin, & Broida, 1994), and perfectionism (Frost & Shows, 1993; Gayton et al., 1994). Yet, studies investigating the relationships between personal indecisiveness and five factor personality characteristics seem to be insufficient (Germeijs & Verschueren, 2011). Therefore, there is a need to clarify the relationships between personal indecisiveness and five factor personality characteristics. Moreover, it may shed light on our understanding of the connection between personality traits and indecisiveness that we examine the relationships between personal indecisiveness and five factor personality characteristics.

Based on the previous studies conducted (Di Fabio, 2006; Di Fabio & Palazzeschi, 2012, 2013; Germeijs & Verschueren, 2011; Jackson et al., 1999; Milgram & Tenne, 2000; Shafer, 2000), in the present study, it is investigated whether the five-factor personality characteristics predicts two subtypes of personal indecisiveness (exploratory indecisiveness and impetuous indecisiveness).

1.2. Personal Indecisiveness and Self-Esteem

Decision making can be seen as an expression of one's self-concept in a sense (Super, 1953). One of the factors that play an important role in individual's realizing self-concept is self-esteem (Chartrand, Robbins, Morril, & Boggs, 1990). Self-esteem helps individuals develop their potential and self-worth (Saka & Gati, 2007) and it also ensures that reasonable and more rational decisions are taken in the process of decision making (Burnett, 1991). Examining the relationships between personal indecisiveness and self-esteem may contribute to our understanding the interactions between self-esteem as a factor of personality and indecisiveness. Previous studies showed that there are some relationships between personal indecisiveness and self-esteem. In most studies that put forth these relations, relationships have been found between high indecisiveness and low self-esteem (Bacanli, 2006; Lo Cascio, Guzzo, Pace, & Pace, 2013; Santos, 2001; Sari, 2007; Wulff & Steitz, 1999). Therefore, based on the previously conducted studies (e.g., Bacanli, 2006; Lo Cascio et al., 2013; Saka & Gati, 2007; Sari, 2007) in the present study, it is investigated whether the self-esteem predicts two subtypes of personal indecisiveness (exploratory indecisiveness and impetuous indecisiveness).

In conclusion, the purpose of this study is to examine whether the five-factor personality characteristics and self-esteem predict two subtypes of personal indecisiveness (exploratory indecisiveness and impetuous indecisiveness). It is expected that the results of this study will make us understand the multi-dimensional structure of personal indecisiveness and provide theoretical information on relevant literature. Additionally, it is thought that the results of this study will guide the practical research that aims at helping people deal with their personal decision making problems.

2. METHOD

2.1. Participants

A total of 483 students (269 female and 208 male) studying at five different faculties of Gazi University in Ankara, which is the capital of Turkey and one of the biggest metropolises, participated in the study (6 of the students did not state gender). The age interval of participants varied between 18 and 31 ($M=21.70$, $SD=2.15$) and they participated in the study voluntarily. A total of 83 students (17%) were studying in the first year (freshman), 101 (21%) in the second year (sophomore), 149 (31%) in the third year (junior), and 150 of them (31%) were studying in the fourth year (senior).

2.2. Instruments

2.2.1. Personal indecisiveness scale (PIS)

The PIS was developed by Bacanlı (2005) in order to measure personal indecisiveness. It is a five-point Likert scale (1= *not at all proper for me*, 5= *completely proper for me*) and composed of 18 items. A high score received from the scale shows the level of indecisiveness. There are two sub-scales: *exploratory indecisiveness* (EIS; 10 items, i.e., “I think for hours, even when deciding on simple things.”) and *impetuous indecisiveness* (IIS; 8 items, i.e., “I consider myself an impetuous person”). The construct validity of the PIS was tested by using the exploratory factor analysis. As a conclusion, it has been found that the scale has a two-factor structure. The two factors explained 43% of total variance. Bacanlı reports that the Cronbach’s Alpha coefficients calculated for the reliability of the scale were found to be .90, .88 and .85 for the total PIS, EIS and IIS, respectively. The coefficients of indecisiveness calculated with the technique of re-test after three weeks were found as .84 for the whole scale, .84 for the EIS and .78 IIS. Many studies have supported the validity of the PIS (e.g., Bacanlı, 2006; Büyükgöze-Kavas, 2014; Öztemel, 2014; Sarı, 2007). In the present sample ($N = 483$) the Cronbach alpha internal-consistency reliability estimates were .92, .89, and .93 for the EIS, IIS, and total PIS, respectively.

2.2.2. Adjective-based personality test (ABPT)

ABPT developed by Bacanlı, İlhan and Aslan (2009) based on five-factor personality theory is a 1 to 7 rating Likert scale including 40 opposite pairs of adjectives. As a result of the factor analysis made, a five-factor structure was obtained as *neuroticism* (i.e. “calm- nervous”), *extraversion* (i.e. “prefers isolation – sociable/loves crowds”), *openness to experience* (i.e. “ordinary - innovative”), *agreeableness* (i.e. “revengeful - forgiving”) and *conscientiousness* (i.e. “neat - untidy”). These five factors explain 53% of the total variance of the scale. The reliability coefficients obtained for each sub-scale with a re-test method in the reliability study of the scale vary between .68 and .85 for five sub-scales. The Cronbach Alpha coefficients were found to be .73 for *neuroticism*, .89 for *extraversion*, .80 for *openness to experience*, .87 for *agreeableness* and .88 for *conscientiousness* (Bacanlı et al., 2009). In the present study, the Cronbach-alpha internal-consistency reliabilities were .68, .87, .78, .83, and .83 for the neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness, respectively.

2.2.3. Rosenberg self-esteem scale (RSES)

The RSES was developed by Rosenberg (1965) to measure adolescents’ global self-esteem. The scale consists of 10 items expressing five positive (e.g., “On the whole I am satisfied with

myself’) and five negative (e.g., ‘‘At times, I think I am no good at all’’) views of self-esteem. Individuals were asked to rate to degree to which they agree with each item on a 4-point Likert scale (1 = *strongly disagree* and 4 = *strongly agree*). The Turkish version of the RSES was developed by uhadaroglu (1986). As in the original scale, the Turkish version of the scale has five positive and five negative items. The Turkish version of the RSES is scored according to the key. The scores range from 0 to 6 points and high scores indicate high self-esteem. uhadaroglu found that there had been significant differences between the normal adolescents and the neurotic adolescents/the psychotic adolescent for the construct validity of the RSES. Test-re-test reliability of the scale, which is performed in four weeks intervals, was found as .71. Results from various studies regarding the reliability of the scale prove that the tool is reliable and valid. For instance, zmen and Hatipođlu Sumer (2011) found the Cronbach’s alpha reliability as .81. ztemel (2014) found the Cronbach’s alpha reliability as .80. Tuđrul (1994) calculated the Cronbach’s alpha reliability as .76. Mařrabacı (1994) found the test-retest reliability coefficient that was made in 3 weeks interval as .78. In the present research, the Cronbach-alpha internal-consistency reliability was .76.

2.3. Procedure

The instruments were administered by the researcher that was approximately 20 to 25 minutes in duration. It was emphasized that the session was voluntary and confidential. Firstly, students were informed about the research purposes and what was expected from them. Next, they were reminded that they could obtain the findings of the study from the researchers if they wanted.

3. FINDINGS

3.1. Correlations

As seen in Table 1, exploratory indecisiveness has a positive relationship with neuroticism and a negative relationship with extraversion, agreeableness and conscientiousness. In addition to this, there are moderate negative relationships between exploratory indecisiveness and self-esteem. The correlation between exploratory indecisiveness and agreeableness is not significant.

Table 1: Means and standard deviations of the variables and correlations among the variables (N=483)

Variables	1	2	3	4	5	6	7	8
1. EIS	1.00	.563**	.363**	-.304**	-.236**	-.084	-.151**	-.446**
2. IIS		1.00	.311**	-.150**	-.194**	-.114*	-.258**	-.356**
3. ABPT-Ne			1.00	-.055	-.057	-.083	.026	-.333**
4. ABPT-Ex				1.00	.682**	.397**	.446**	.313**
5. ABPT-OpEx					1.00	.516**	.456**	.218**
6. ABPT-Ag						1.00	.516**	.122**
7. ABPT-Co							1.00	.223**
8. RSES								1.00
Mean	26.02	18.24	3.37	5.09	5.27	5.53	5.24	4.76
SD	9.14	6.52	1.02	1.09	.96	.99	1.10	1.37

Note: EIS = Exploratory Indecisiveness scale; IIS = Impetuous Indecisiveness scale; ABPT-Ne = Adjective-Based Personality Test-Neuroticism; ABPT-Ex = Adjective-Based Personality Test-Extraversion; ABPT-OpEx = Adjective-Based Personality Test-Openness to Experience; ABPT-Ag = Adjective-Based Personality Test-Agreeableness; ABPT-Co = Adjective-Based Personality Test-Conscientiousness; RSES = Rosenberg Self-Esteem Scale.

*p < 0.05, **p < 0.01

Similarly, impetuous indecisiveness has a positive relationship with neuroticism and a negative relationship with extraversion, openness to experience, agreeableness and conscientiousness. A medium level of negative relationship exists between impetuous indecisiveness and self-esteem.

3.2. Regression Analysis

In order to indicate the unique contribution of five-factor personality characteristics and self-esteem in predicting exploratory indecisiveness, five-factor personality characteristics (neuroticism, extraversion, openness to experience, agreeableness and conscientiousness) and self-esteem scores were used as predictors in multiple linear regression analysis. Results are shown in Table 2.

Table 2: Results of multiple regression analysis regarding predicting exploratory indecisiveness

Variables	B	SE	β	t
Constant	34.941	2.963		11.792
ABPT-Ne	2.337	.372	.261	6.276*
ABPT-Ex	-1.457	.463	-.174	-3.150**
ABPT-OpEx	-.680	.543	-.072	-1.253
ABPT-Ag	.886	.452	.094	1.917
ABPT-Co	-.247	.401	-.030	-.618
RSES	-1.954	-.290	-.294	-6.732*

Note: ABPT-Ne = Adjective-Based Personality Test-Neuroticism, ABPT-Ex = Adjective-Based Personality Test-Extraversion, ABPT-OpEx = Adjective-Based Personality Test-Openness to Experience, ABPT-Ag = Adjective-Based Personality Test-Agreeableness, ABPT-Co = Adjective-Based Personality Test-Conscientiousness. RSES = Rosenberg Self-Esteem Scale.

* $p < .001$, ** $p < .005$., $R = .54$; $R^2 = .29$; $F(6-475) = 32.679$

As it can be understood from Table 2, multiple R was found to be $R = .54$; $R^2 = .29$; $F(6-475) = 32.679$ ($p < .001$). When Table 2 is examined, it is seen that t test results show that self-esteem, neuroticism and extraversion significantly predict exploratory indecisiveness. Self-esteem ($\beta = -.29$, $t = -6.732$, $p = .000$) is the strongest predictor of exploratory indecisiveness and neuroticism ($\beta = .26$, $t = 6.276$, $p = .000$) and extraversion ($\beta = -.17$, $t = -3.150$, $p = .002$) follow it respectively. All of the predictor variables (self-esteem, neuroticism, extraversion, openness to experience, agreeableness and conscientiousness) explained 29% of the total variance regarding exploratory indecisiveness as a whole.

Similarly, in predicting impetuous indecisiveness, five-factor personality characteristics (neuroticism, extraversion, openness to experience, agreeableness and conscientiousness) and self-esteem scores were used as predictors in multiple regression analysis. The results of multiple regression analysis are shown in Table 3. As it can be understood from Table 3; multiple R was found to be $R = .47$; $R^2 = .22$; $F(6-475) = 22.628$ ($p < .001$). The results of t test regarding predictor variables show that self-esteem, neuroticism, openness to experience and conscientiousness significantly predict impetuous indecisiveness. Neuroticism ($\beta = .25$, $t = 5.647$, $p = .000$) is the strongest predictor of impetuous indecisiveness, followed by conscientiousness ($\beta = -.24$, $t = -4.780$, $p = .000$), self-esteem ($\beta = -.23$, $t = -5.090$, $p = .000$) and openness to experience ($\beta = -.13$, $t = -2.166$, $p = .031$), respectively. All of the predictor variables (self-esteem, neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness) explained 22% of the total variance regarding impetuous indecisiveness as a whole.

Table 3: Results of multiple regression analysis regarding predicting impetuous indecisiveness

Predictor Variables	B	SE	β	<i>t</i>
Constant	24.199	2.217		10.914
ABPT-Ne	1.574	.279	.246	5.647*
ABPT-Ex	.581	.346	.097	1.677
ABPT-OpEx	-.880	.406	-.130	-2.166**
ABPT-Ag	.575	.338	.087	1.701
ABPT-Co	-1.433	.300	-.242	-4.780*
RSES	-1.106	-.217	-.233	-5.090*

Note: ABPT-Ne = Adjective-Based Personality Test- Neuroticism , ABPT-Ex = Adjective-Based Personality Test- Extraversion, ABPT-OpEx = Adjective-Based Personality Test- Openness to Experience, ABPT-Ag = Adjective-Based Personality Test-Agreeableness, ABPT-Co = Adjective-Based Personality Test-Conscientiousness. RSES = Rosenberg Self-Esteem Scale.

* $p < .001$, ** $p < .05$., $R = .47$; $R^2 = .22$; $F(6-475) = 22.628$

4. DISCUSSION and CONCLUSIONS

The purpose of this study is to examine the relationship between personal indecisiveness and self-esteem and five-factor personality characteristics, which is widely accepted in defining personality traits and thus to contribute to the conceptualization of personal indecisiveness. When the results of the study are generally examined, it is seen that relationships between the predictor variables and the predicted variables are significant. The result of the study supported the theoretical views related to with personal indecisiveness that supports the hypothesis that indecisiveness is related with personality traits and empirical studies conducted accordingly (e.g., Germeijs and Verschuere, 2011; Gati et al., 2011).

Negative relationships were found between both types of personal indecisiveness and self-esteem and it became one of the significant predictors in predicting both exploratory and impetuous indecisiveness. Individuals with low self-esteem were found to have high levels of exploratory and impetuous indecisiveness. These findings are similar to the findings of studies examining the relationship between decision making and self-esteem (e.g., Bacanlı, 2006; Güçray, 2005; Haraburda, 1998; Mann, Harmoni, & Power, 1989; Sarı, 2007). Results obtained demonstrate that self-esteem has a role in both exploratory and impetuous indecisiveness and that an individual's self-esteem is a significant variable in dealing with the types of indecisiveness which make personal decision making difficult.

When results regarding exploratory indecisiveness and five-factor personality characteristics are considered, neuroticism was found to be positively related to exploratory indecisiveness and it became one of the significant predictors of exploratory indecisiveness. This finding shows that these two negative personality traits are related to each other. In other words, it can be said that boredom, anxiety and tendencies towards negative feelings, which are the aspects of neuroticism (Germeijs & Verschuere, 2011) are related to worry, regret, uncertainty and giving up the decision, which are the aspects of exploratory indecisiveness. Neuroticism is a negative personality trait with aspects such as anger, anxiety, depression, prolonged negative feelings and perceiving ordinary situations as threats (McCrae & Costa, 2003). When exploratory indecisive individuals' characteristics are considered, it is seen that these individuals have common attributes: fear of making mistakes, making inconsistent decisions, giving up their decisions despite undertaking decision making and having the tendency to take a long time to decide. Neurotic individuals are the ones who show inconsistencies in their behaviors and

decisions (McCrae & Costa, 2003). Thus, the fact that exploratory indecisiveness is related to neuroticism, which is a negative personality trait, reveals that both exploratory indecisiveness and neuroticism are undesirable personality traits and the significance of neuroticism in dealing with exploratory indecisiveness.

Extraversion was found to be negatively related to exploratory indecisiveness and became the other significant predictor of exploratory indecisiveness. This finding is consistent with those found by Page, Bruch, and Haase, (2008) and Pečjak and Košir (2007). A possible explanation for this finding can be that extraverted individuals tended to live more socially and more effectively, to experience more positive emotions (McCrae & Costa, 2003) and encounter lower exploratory indecisiveness. In other words, individuals who effectively communicate with others have a low level of exploratory indecisiveness. Also, it can be expected that individuals who are sociable, friendly, alive and talkative in their decision making approach have lower levels of exploratory indecisiveness (Lounsbury, Hutchens, & Loveland, 2005). Indeed, findings obtained by Gati et al. (2011) support this finding.

When results regarding the impetuous indecisiveness type of personal indecisiveness and five-factor personality characteristics are considered, impetuous indecisiveness was predicted with neuroticism being the first, followed by conscientiousness, self-esteem and openness to experience, respectively (when considered β coefficients). Moreover, it was found that neuroticism was positively related with impetuous indecisiveness. This is a consistent finding with the findings from the previous studies (e.g., Kelly & Shin, 2009; Lounsbury et al., 2005; Page et al., 2008). Also, this finding shows that neuroticism has a role in impetuous indecisiveness. Based on this finding, it is seen that an individual's emotional stability is important in terms of dealing with the impetuous indecisiveness type which makes personal decision making harder, and that these two negative personality traits are related to each other. It can be said that anger, anxiety, depression, prolonged negative feelings and perceiving ordinary situations as threats, boredom, worries and a tendency towards negative feelings, which are the aspects of neuroticism (Germeijs & Verscheuren, 2011; McCrae & Costa, 2003) are related to experiences such as impetuosity, anxiety, negligence, not thinking in depth, trying to get rid of the decision quickly and giving up the decision, which are the aspects of impetuous indecisiveness. This finding obtained in this study is consistent with the findings of similar studies (e.g., Kelly & Shin, 2009; Lounsbury et al., 2005; Page et al., 2008).

Conscientiousness was found to be negatively related to impetuous indecisiveness and became an important predictor for impetuous indecisiveness. This finding is consistent with the studies showing that conscientiousness and indecisiveness are related (Gati et al., 2011; Germeijs & Verschuere, 2011; Lounsbury et al., 2005; Lounsbury, Tatum, Chambers, Owens, & Gibson, 1999; Page et al., 2008; Pečjak & Košir, 2007). When the aspects of impetuous indecisiveness are considered, it is not surprising that conscientiousness, which indicates such traits as being tidy, systematic, organized, negotiating, competent and reliable (McCrae & Costa, 2003), is negatively related to impetuous indecisiveness and becomes one of the predictors of impetuous indecisiveness. At this point, individuals who are tidy and organized in their decision making approaches can be expected to have a high level of decisiveness in making their own decisions and they can be thought to behave more systematically in decision making rather than being impetuous (Lounsbury et al., 1999).

Openness to experience was found to be negatively related to both sub-types of personal indecisiveness and became the predictor for impetuous indecisiveness. Individuals who are more open to new experiences are more likely to discover decision alternatives from the input of teachers, family, counselors and other sources of information (Lounsbury et al., 2005).

4.1. Counseling Implications

The relationship between both sub-types of personal indecisiveness and five-factor personality characteristics and self-esteem was found as expected. Therefore, it seems to be beneficial to consider mentioned personality characteristics in dealing with indecisiveness because indecisiveness not only affects the decision making process (for instance the time of a decision), it also influence the content of decisions. As well, meeting with uncertain situations increases indecisiveness, which has effects such as anxiety, depressive state of mind, a tendency towards anxiety and low tolerance for uncertainty (Rassin & Muris, 2005). Since indecisiveness has a cognitive origin as well (Austin, Wagner, & Dahl, 2004) interventions should assist the individual in reducing cognitive difficulties by providing information about decision making strategies, self and personality. However, despite this, it may not be enough to only provide information for some indecisive individuals who feel the need to make a decision (Germeijs, Verschueren, & Soenens, 2006). Therefore, psychological counselors should encourage clients about using the information as well as providing them with it. It was found in the study that individuals with low self-esteem had higher levels of both impetuosity and exploratory indecisiveness. Based on this finding, psychological counseling practices for the ones who ask for assistance with indecisiveness should focus on improving individuals' level of self-esteem. Hence, ensuring that the individual gets the feeling of self-confidence may increase the power of decision making. Also, counselors should negotiate and discuss about any decision their clients make so that they will help their clients make decisions easily.

4.2. Limitations

Although the results support relevance of personality characteristics in predicting personal indecisiveness, there are some limitations in this research. First, because this study is a correlational and cross sectional study, it emphasizes the relationship between personal indecisiveness and personality characteristics. However, future research is needed to replicate and verify this relationship through confirmatory analysis. Second, it cannot be assumed that the personality characteristics (e.g., neuroticism and self-esteem) had a causal influence on the personal indecisiveness. In other words, it is impossible to determine whether certain personality characteristics lead to personal indecisiveness. Therefore, future research should focus on longitudinal research that may help to determine causes of personal indecisiveness. Thus, the underlying dynamics of personal indecisiveness may be realized through longitudinal research.

In brief, considering the findings of this study, there is a need to review whether relationships observed between personal indecisiveness and five-factor personality characteristics and self-esteem are in the similar groups. Also, it seems beneficial to examine whether personal indecisiveness affects the content of decision making in other fields (such as career decision making). Rassin and Muris (2005) argue that indecisiveness requires an intense level of psychological counseling intervention focusing on the individual's personality traits, such as continuous anxiety and compulsive disorder. When considered from this perspective, the results of the present study emphasize the importance of focusing on personality characteristics (e.g. neuroticism, self-esteem) in problems of people experiencing personal indecisiveness. As a result, findings obtained from this study support the view that personal indecisiveness, which requires intervention in career decision making and personal decision making literature, is a problem based on personality but not an ordinary part of human development (Bacanli, 2006; Cooper et al., 1984; Germeijs & De Boeck, 2002, Osipow, 1999).

5. REFERENCES

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Geniş Özet

İlgili literatürde genel veya kronik kararsızlık kavramlarıyla da adlandırılan kişisel kararsızlık bireyin kariyer kararı başta olmak üzere tüm yaşamını güçleştiren bir kararsızlık tipidir. Kişisel kararsızlık uzun karar verme süresi, karar verme süreci boyunca belirsizlik duygusu, kararları erteleme ve karardan kaçma eğilimi, verilen karardan endişe ve pişmanlık duygusu, karar istikrarsızlığı, başka birisi için karardan vazgeçme ve kararı başkalarına bırakma gibi kronik karar verme problemlerini içermekte ve bireyin kendi çevresini ve kendi düşüncelerini hızlı ve tutarlı bir biçimde organize etmesini engellemektedir. Bu nedenle kişisel kararsızlık bireyin yaşamında önemli olumsuz sonuçlar doğuran bir kişilik özelliği olarak kabul edilmektedir.

Kişilik özelliklerinin kişisel kararsızlık ile ilişkisi uzun süredir araştırmacıların ilgisini çekmektedir. Giderek artan bir sayıda araştırmacı beş faktör kişilik özellikleri, mükemmelliyetçilik, erteleme ve öz saygı gibi bazı kişilik özellikleriyle kişisel kararsızlık arasındaki ilişkilere odaklanmaktadır. Bulgular kişisel kararsızlık ile beş faktör kişilik özellikleri (özellikle nevrozizm) arasında ilişkilerin olduğuna işaret etmektedir. Örneğin daha yüksek kişisel kararsızlık yaşayan bireylerin nevrozizmin özelliği olan sıkıntı, kaygı ve olumsuz duygulara daha fazla eğilimli oldukları bulunmuştur. Bunun yanında daha sosyal, daha etkin ve daha fazla olumlu duygu yaşama eğiliminde olan dışadönük bireylerin daha düşük kararsızlık yaşadıkları sonucuna ulaşılmıştır. Benzer şekilde kişisel kararsızlık ile öz saygı arasında da ilişkiler bulunmuştur. Kişisel kararsızlık ile öz saygı arasındaki ilişkileri incelemek, bir kişilik bileşeni olan öz saygı ve kararsızlık arasındaki etkileşimleri anlamamıza katkı sağlayabilir. Bu ilişkileri ortaya koyan çoğu araştırmada yüksek kararsızlık ile düşük öz saygı arasında ilişkiler bulunmuştur. Kişisel kararsızlık ile beş faktör kişilik özellikleri ve öz saygı arasındaki ilişkileri incelemeye yönelik araştırmacıların artan ilgisine karşın, bu değişkenler arasındaki ilişkileri inceleyen araştırmalar hala yetersizdir. Dolayısıyla bu araştırmada beş faktör kişilik özelliklerinin ve öz saygının kişisel kararsızlığın iki alt boyutu olan araştırıcı kararsızlığı ve aceleci kararsızlığı yordayıp yordamadığının araştırılması amaçlanmıştır.

Araştırmaya Gazi Üniversitesi'nin beş farklı fakültesinde öğrenim gören 483 (269 kız, 208 erkek) öğrenci katılmıştır (6 öğrenci cinsiyet belirtmemiştir). Katılımcıların yaş ortalaması 21.70 (Ss = 2.15), en düşük ve en yüksek yaş 18 ve 31 arasında değişmektedir. Araştırmada kullanılan araçlar tek bir oturumda yaklaşık 20-25 dakikalık bir sürede araştırmacının bizzat katılımıyla uygulanmıştır. Öğrenciler araştırma konusunda bilgilendirilerek araştırmanın amaçlarından söz edilmiş ve arkasından gönüllü öğrencilere

Kişisel Kararsızlık Ölçeği (KKÖ), Sıfatlara Dayalı Kişilik Testi (SDKT) ve Rosenberg Öz Saygı Ölçeği (RÖSÖ) uygulanmıştır.

Verilerin analizinde değişkenler arasındaki ilişkileri incelemek için Pearson momentler çarpımı korelasyon katsayısı hesaplanmıştır. Araştırmacı ve aceleci kararsızlığın yordanmasında ise çoklu doğrusal regresyon analizi kullanılmıştır. Araştırmacı kararsızlığın yordanmasında öz saygı (en güçlü yordayıcı), nevrozizm ve dışadönüklük, aceleci kararsızlığın yordanmasında ise öz saygı, nevrozizm (en güçlü yordayıcı), sorumluluk ve deneyime açıklık önemli yordayıcılar olmuştur.

Bulgulardan görüleceği üzere öz saygı hem araştırmacı hem de aceleci kararsızlığın yordanmasında önemli yordayıcılardan biri olmuştur. Öz saygı düzeyi düşük bireylerin araştırmacı ve aceleci kararsızlık düzeylerinin yüksek bulunduğu söylenebilir. Bu sonuçlar karar verme ve öz saygı arasındaki ilişkileri inceleyen araştırma sonuçlarıyla benzerlik göstermektedir. Elde edilen sonuçlar öz saygının hem araştırmacı hem de aceleci kararsızlıkta rolü olduğunu ve kişisel karar vermeyi güçleştiren kararsızlık tipleriyle başa çıkmada bireyin öz saygısının önemli bir değişken olduğunu göstermektedir. Araştırmada elde edilen bulgulardan birisi de hem araştırmacı kararsızlığın hem de aceleci kararsızlığın yordanmasında nevrozizmin önemli yordayıcılardan birisi olmasıdır. Bu bulgu iki olumsuz kişilik özelliğinin birbiriyle ilişkili olduğunu göstermektedir. Bir başka ifadeyle nevrozizmin özelliği olan sıkıntı, kaygı, olumsuz duygulara eğilim, endişe, bunalım, olumsuz duygusal tepkilerin uzun sürmesi ve olağan durumları tehdit edici olarak algılama gibi özelliklerin araştırmacı ve aceleci kararsızlığın özellikleri olan endişe, pişmanlık, belirsizlik, sabırsızlık, baştan savma, derinlemesine düşünmeme, karardan bir an önce kurtulmaya çalışma ve karardan vazgeçme gibi yaşantılarla ilişkili olduğu söylenebilir. Araştırmada elde edilen bu bulgu daha önce yapılan benzer araştırmalarda elde edilen bulgularla uyumludur.

Özetle ifade etmek gerekirse kişisel kararsızlığın her iki alt tipiyle beş faktör kişilik özellikleri ve öz saygının ilişkiler olduğu bulunmuştur. Bu nedenle kararsızlıkla baş etmede sözü edilen kişilik özelliklerinin dikkate alınması yararlı gibi gözükmektedir. Bununla birlikte belirsiz durumlarla karşılaşma kararsızlığı artırmakta ve etkisi kaygı, depresif ruh hali, endişe eğilimi ve belirsizliğe tolerans göstermeme gibi durumlara da eşlik etmektedir. Kararsızlığın bilişsel bir kökeni de olduğundan müdahaleler bireye karar verme stratejileri, öz ve kişilik hakkında bilgi sağlayarak bilişsel zorlukları azaltmaya yardım etmelidir. Ancak buna rağmen herhangi bir seçimde bulunmaya ihtiyaç duyan kararsız bireylere sadece bilgi sağlamak yeterli olmayabilir. Bu nedenle psikolojik danışmanlar bilgi sağlamanın yanı sıra bilginin kullanılması konusunda danışanları cesaretlendirmelidirler. Araştırmalar kişisel kararsızlığın, sürekli kaygı ve kompulsif bozukluk gibi bireyin kişilik özelliklerine dikkat çekerek yoğun bir psikolojik danışma müdahalesi gerektirdiğini ileri sürmektedir. Bu açıdan düşünüldüğünde mevcut çalışmanın sonuçları kişisel kararsızlık yaşayan danışanların problemlerinde kişilik özelliklerini (örn., nevrozizm, öz saygı) dikkate almanın önemli olabileceği konusunda ipuçları vermektedir. Bu çalışmada elde edilen bulgular, kişisel kararsızlığın kişiliğe dayalı bir karar verme problemi olduğu ve insan gelişiminin sıradan bir parçası olmadığı fikrini desteklemektedir.