

Article

FIKR (Facet, Insight, Knowledge, and Resilience) personality profile for employee development: Literature emphasizes personality characteristic evaluation

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Abstract: This short note aims to review all the available literature using the keywords ‘Employee Development’ in the Scopus database and identify the personality traits that are supported by the FIKR (Facet, Insight, Knowledge, and Resilience) personality profiling assessment. Our research on 21 May 2024 involved a comprehensive search using the Scopus database and the keywords ‘Employee Development’ in the article title. We meticulously analyzed the bibliometric data using VOSviewer, a tool that generates clear graphical representations of bibliometric maps, to ensure the comprehensiveness and accuracy of our findings. This rigorous approach enhances the credibility of our research. A total of 1366 papers were reached using the Scopus database search, which had high relevancy. Based on the visualization of the paper network confirming the main research themes, from 1932 to 2024, there were 115 items, separating into six clusters. In the first cluster, ‘Knowledge Management’ was found. Interestingly, the only personality trait highlighted was ‘self-concept’ in the second cluster. Therefore, the present study highlights knowledge as an important FIKR personality profiling assessment. At the same time, ‘self-conceptual,’ one of the 20 PTs in the Humanology FIKR personality profiling inventory, is well-supported in the literature on employee development in an organization. The literature review provides a rationale for supporting and highlighting the use of knowledge and self-conceptual traits, among other things, under the FIKR personality profiling assessment in an organization’s employee development.

Keywords: assessment; personal trait; employee development

1. Introduction

A personality profiling assessment provides insights into an individual’s knowledge and skills, highlighting areas for improvement and development [1–3]. This assessment helps employees gain self-awareness, which is essential for personal and professional growth.

The FIKR (Facet, Insight, Resilience, and Knowledge) personality profiling assessment is valuable. It helps individuals understand their personality traits and how they can leverage them to thrive in their roles and contribute effectively to the organization. By assessing different facets of an individual’s personality, such as their strengths, weaknesses, motivations, and communication style, the FIKR personality profiling assessment provides valuable insights into their unique personality profile [4].

Understanding resilience can help employees navigate challenges and bounce back from setbacks. Overall, the FIKR personality profiling assessment is a

comprehensive tool that enables employee development by providing valuable insights into an individual's personality traits, strengths, areas for growth, and resilience. Using the FIKR personality profiling assessment for employee development is a strategic approach to understanding and enhancing individual and team performance [5–9].

This short note aims to review all the available literature using the keywords 'Employee Development' in the Scopus database and to identify the personality traits used and supported in the literature.

2. Methodology

On 21 May 2024, the keywords 'Employee Development' were used for the relevant publications in the article title. Later, bibliometric analyses using VOSviewer software (VOS stands for visualization of similarities; see www.vosviewer.com) were used to generate a clear graphical representation of bibliometric maps, especially for extensive datasets [10,11]. Scopus, which comprises many significant research papers and offers integrated analysis tools for creating informative visual representations [12]. VOSviewer was employed to analyze each keyword, calculate links, calculate total link strengths, and compare co-occurrences with other keywords.

The duplication of papers was checked with 'Remove Duplicate' in Excel before the VOS analysis was performed. There have been no duplicate papers found. Therefore, all papers were included in the VOS analysis.

3. Results

The Scopus database was highly relevant, and 1366 papers were reached. Based on these 1366 papers, we performed a bibliometric analysis using the VOSviewer software to highlight the trends of studies conducted on 'Employee Development' from 1932 to 2024 (**Figure 1**).

Figure 1 gives a holistic overview of the past research based on keywords' co-occurrences with 'Employee Development'. The analysis reveals discernible prominence, reflecting seven significant clusters that can be identified based on visualization in **Figure 1a**.

Out of 115 items, a total of six clusters were mapped. In the first cluster, 'Knowledge Management' was found (**Figure 1b**). Interestingly, the only personality trait highlighted was 'self-concept' in the second cluster (**Figure 1c**).

When 'knowledge management' is scrutinized in detail (**Figure 1b**), it is found that it is linked mostly directly (in terms of similarity) to employee development, personnel, surveys, information management, and employee performance. When the 'self-concept' is scrutinized (**Figure 1c**), it is linked mostly directly (in terms of similarity) to organization, human, occupational health, male, middle-aged, adult, female, questionnaires, employee, and leadership.

Out of the 115 items in **Figure 1**, personality traits include self-concept, reliability, motivation, leadership, and attitude. Therefore, the present study highlights knowledge as an important FIKR personality profiling assessment, while 'self-conceptual', one of the 20 PTs in the Humanology FIKR personality profiling

inventory, is well-supported in the literature on employee development in an organization.

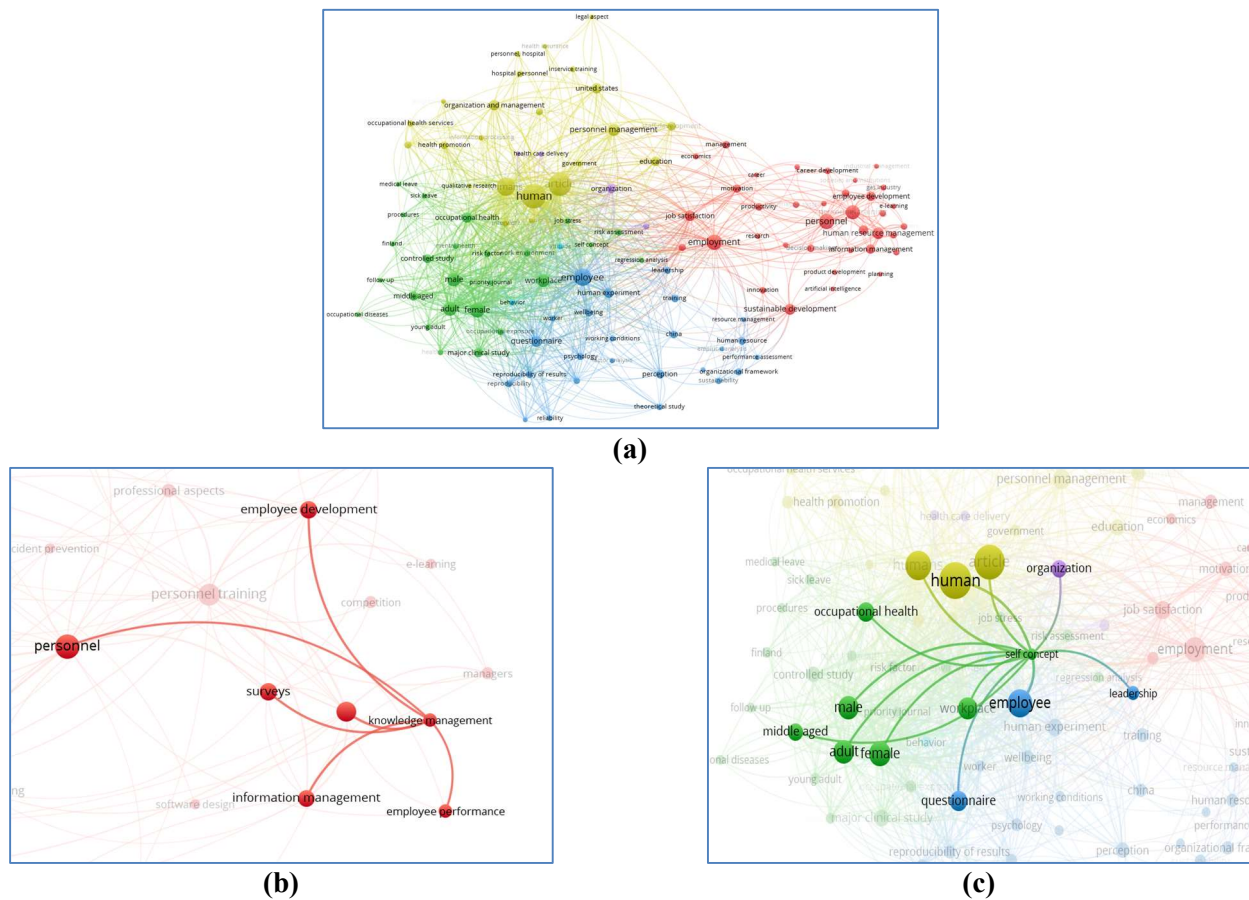


Figure 1. A bibliometric analysis of research themes on ‘Employee Development’ based on visualization of similarity (VOS). (a) Overall visualization; (b) visualization focuses on Knowledge Management; (c) visualization focuses on Self-concept. Visualization of the paper network confirming the main themes of research, from 1932 and 2024 based on the Scopus database. The colours in the top panel indicate the themes of research that the papers are discussing.

4. Discussion

4.1. High knowledge level as an important criterion for employee development

A high knowledge level is considered an important criterion for the development of employees within an organization. Employees with a high level of knowledge are valuable assets to the company, as they possess the necessary expertise and skills to perform their job effectively. Furthermore, highly knowledgeable employees are more likely to be innovative and adaptable, as they possess a deep understanding of their field and can quickly learn and adapt to new information and technologies. Additionally, employees with a high level of knowledge contribute to the overall growth and success of the organization [13–15].

They can provide valuable insights and ideas, solve complex problems, and contribute to developing new strategies and processes. Furthermore, employees with a high knowledge level are more likely to be sought after by other companies, which

leads to better employment opportunities and potentially higher salaries [16]. For instance, highly knowledgeable employees are often selected for leadership positions, as their expertise and ability to make informed decisions are highly valued. Overall, a high knowledge level is crucial for employee development as it enhances productivity, innovation, and adaptability and contributes to the overall success of the organization.

‘Knowledge management’ could be linked directly to employee development, personnel, surveys, information management, and employee performance, as explained by the following points: In today’s fast-paced and competitive business environment, organizations recognize the importance of employee development and performance improvement. They understand that investing in their employees’ knowledge and skills can lead to increased productivity, innovation, and overall organizational success. Organizations have increasingly turned to knowledge management strategies to support employee development and performance improvement. By leveraging knowledge management systems and processes, companies can effectively capture, store, and distribute valuable knowledge and expertise within the organization. This not only ensures that employees have access to the information they need to excel in their roles but also facilitates collaboration and knowledge sharing across teams and departments.

Furthermore, an effective knowledge management strategy can involve mentoring and coaching programs that provide employees with guidance and support to enhance their skills and knowledge. These programs can pair less experienced employees with seasoned professionals, allowing for valuable knowledge transfer and skill development. Additionally, learning management systems and online training platforms can provide employees with convenient access to educational resources and courses to further their professional development. In addition, organizations can cultivate a culture that values continuous learning and knowledge sharing, encouraging employees to actively seek out new information and insights. This can be achieved through initiatives such as regular knowledge-sharing sessions, cross-functional projects, and communities of practice where employees can share knowledge.

4.2. Self-conceptual as an important personality trait for employee development

A self-conceptual personality trait (PT) is one of the 20 PTs under the FIKR personality profiling assessment under Humanology [4].

The self-concept personality trait (PT) is one of the 20 PTs under the FIRK (Facet, Insight, Resilience, and Knowledge) PT testing. Self-conceptual personality incorporates an individual’s perception and comprehension of themselves, including their thoughts, emotions, beliefs, and behaviours. It consists of the conscious and subliminal aspects of a person’s identity and plays a crucial role in determining how they interact with the world around them. Individuals with a strong self-concept typically have a crystal-clear understanding of who they are and what is significant to them. They can reflect on their thoughts and actions and have a strong awareness of themselves. They may be more likely to engage in introspection and self-reflection,

and they may have a greater understanding of their positive and negative aspects [17–21].

The concept of self-concept personality traits in leadership has garnered significant attention in organizational psychology and management. Understanding how individuals perceive themselves and how it influences their leadership style and effectiveness is crucial for fostering a deeper understanding of good leadership. In this paper, we will explore the importance of self-concept personality traits in leadership and delve into how they shape leaders' abilities to communicate, make decisions, and effectively lead their teams. Additionally, we will examine the impact of self-awareness on the overall success of leaders in various organizational contexts [22–28].

Self-concept personality traits profoundly impact an individual's abilities [29]. Employees who possess a strong self-concept personality trait are more likely to be effective and influential because they have a clear understanding of their own strengths, weaknesses, values, and beliefs.

Self-concept personality traits play a significant role in shaping an employee's communication style. Leaders with a strong self-concept are better equipped to articulate their vision, values, and goals to their team members with clarity and conviction. This ability to effectively communicate fosters trust and cohesion within the team, ultimately leading to higher levels of productivity and collaboration.

The following is a list of personality traits frequently observed in leaders with a high self-concept level, as indicated in **Figure 2**.



Figure 2. Personality traits of highly self-concept leaders.

- Confidence, authenticity, and resilience

The employees (and leaders) show a strong sense of self-concept and exhibit confidence, authenticity, and resilience in their roles. They are known to make decisions based on their values and beliefs, inspiring others to follow their lead.

The employee has self-confidence, the ability to accept criticism and not become defensive, the ability to set attainable goals, and the willingness to take risks and try new experiences. The employee is always considered egoistic, autonomous, egocentric, self-reliant, and self-contained. The employee is good at self-expression, realizes and actualizes his inner self, and strives for his goals. Self-awareness, self-confidence, and self-esteem are the defining characteristics of an employee. The employee has a positive opinion of themselves and their skills. The employee exhibits extraordinary self-assurance and assertiveness in their behaviour.

- **Strong relationships**

The employees (and leaders) prioritize building strong relationships with stakeholders, employees, and the community. They communicate openly, listen actively, and show empathy towards others.

The employee tends to have a positive opinion of himself and his worth. The employee may have a high sense of self-worth and be less affected by criticism or negative feedback from others. As a result, the employee may become more resilient in the face of obstacles and defeats. Employees may be willing to take risks, advocate for their needs and preferences, and speak up for themselves. As a result, the employees may be better equipped to serve as leaders, communicators, and problem-solvers.

- **Empowering others**

The employees (and leaders) empower their teams by fostering a culture of trust, collaboration, and innovation. They provide guidance and support while allowing individuals to grow and develop professionally.

Possessing a strong self-concept can be advantageous in numerous aspects of one's existence. Note, however, that those with this personality trait may also be prone to narcissism or excessive self-centeredness. This is an essential factor to remember. It is crucial to establish a healthy balance between a strong sense of self-awareness and self-confidence, on the one hand, and empathy and concern for others, on the other, in order to build strong relationships and maintain a healthy perspective.

- **Personal growth**

The employees (and leaders) are committed to their personal growth and development. They seek feedback, embrace challenges, and continuously strive for self-improvement. This mindset allows them to adapt to changing environments and lead with agility.

Self-assurance is another essential characteristic of an employee. Employees who possess this trait tend to believe in their own abilities and skills and may be highly confident in their ability to accomplish their goals. This self-assurance can be extremely advantageous in many facets of one's life, including personal relationships, the advancement of one's career, and the pursuit of creative endeavours.

In sum, while self-concept and personality traits undoubtedly contribute to effective leadership, it is essential to strike a balance and recognize that they are just one piece of the leadership puzzle. Employees (and leaders) should strive to cultivate a holistic set of skills and qualities to excel in their roles. This includes developing emotional intelligence, fostering adaptability, and creating a supportive and inclusive environment for their teams. By integrating these elements with a strong self-concept,

employees can maximize their impact and create lasting positive change within their organizations.

4.3. The importance of knowledge and self-concept for employee development

In today's competitive job market, employee development is crucial for individuals and organizations. It is widely recognized that employees who continuously enhance their knowledge and skills are more likely to succeed and contribute to the organisation's overall success. By investing in employee development, organizations not only increase the capabilities and productivity of their workforce but also enhance their competitive advantage. They can adapt to changing technologies, market trends, and customer needs [30]. This is particularly important in a globalized economy where organizations operate in diverse cultural contexts and face unique challenges. Moreover, employee development goes beyond just acquiring technical skills. It also encompasses the development of a strong self-concept, or an individual's perception and beliefs about themselves. This includes their abilities, values, and overall identity [31,32].

A positive self-concept is essential for employee development as it influences motivation, confidence, and resilience. Employees with a strong self-concept are more likely to take initiative and seek opportunities for growth and development. They are also more likely to be adaptable and open to learning, as they have a belief in their capabilities. Furthermore, a positive self-concept also affects employees' attitudes and behaviour towards their work and colleagues. Employees with a positive self-concept are more likely to exhibit professionalism, teamwork, and a willingness to collaborate, which leads to a positive work environment and fosters employee engagement and satisfaction. Overall, knowledge and self-concept play a critical role in employee development. These factors contribute to job satisfaction and are essential for individuals' and organisations' success and growth [33–35].

Hence, as organizations continue to prioritize employee engagement and effective teamwork, the FIKR personality profiling assessment emerges as a strategic tool for achieving these objectives. The assessment results provide managers and teams with actionable insights into individual personality styles, facilitating improved communication, collaboration, and cohesion within the workforce [36]. By increasing employees' alignment with their roles and promoting a better understanding of their colleagues' unique qualities and preferences, the FIKR personality profiling assessment becomes instrumental in creating a cohesive and productive work environment.

5. Conclusions

The present study highlights knowledge as an important FIKR personality profiling assessment. At the same time, 'self-conceptual', one of the 20 PTs in the Humanology FIKR personality profiling inventory, is well-supported in the literature on employee development in an organization. The literature review provides a rationale for supporting and highlighting the use of knowledge and self-conceptual traits, among other things, under the FIKR personality profiling assessment in an

organisation's employee development. The FIKR personality profiling assessment helps human resource practitioners identify any bias or imbalance in their training and learning methods, allowing them to design and develop learning events that accommodate and acknowledge individual learning styles.

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