

Exploring the Role of A, B, C and D Personality Types on Individuals Work-Related Behaviors and Health Problems: A Theoretical Model

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ABSTRACT: *Personality traits have a determinative effect on individuals' positive or negative attitudes and behaviors in organizational and social life. Besides, some personality traits significantly affect individuals who have serious health problems. In this context, it is important to determine the personality types which trigger desired attitudes and behaviours in organizational life and also to examine these personality characteristics influences in the selection processes. Moreover, it is highly crucial to attempt to explain health problems caused by personality types and to find out which personality characteristics lead to more serious health problems. Further, personality types play a critical role in the treatment of serious health problems. Therefore, the present study, aim to investigate personality traits of Type A, B, C and D which are frequently associated with health problems and workplace behaviours in the literature. In accordance with the aim of the study, it is presented conceptual model which related with the attitudes and behaviours of the individuals who have Type A, B, C and D personality characteristics in their working life and the health problems that they have met.*

KEYWORDS: *Type A, Type B, Type C, Type D, Health Problems, Work Behaviors*

I. INTRODUCTION

In today's world, it is seen that all people are interested in knowing more around the others. People generally like to make explanation for others thoughts, attitudes and behaviors. However, they want to know why these individuals behaved or thought as they did. Being able to understand others behaviors, feelings and thoughts give individuals a greater sense of control over life and facilitate the environment more predictable and less threatening (Ryckman, 2013: 3). Accordingly, psychologists initiated to explain human behaviors by reference to stable underlying dispositions as a common practice. For example, when people are caught lying or cheating, they are considered dishonest, when they help a person in need called as altruistic or merciful. In addition, when people always disagree with group members characterized as incompatible (Ajzen, 2005: 1). Therefore, it can be expressed that individual differences can be conceptualized in terms of wide personality characteristics or traits which are partly inherited and remain relatively stable throughout the lifelong (Chamorro-Premuzic, 2015: 5). Personality traits are stable individual differences which reflect accurate and distinct habits and patterns in people's thoughts, feelings, attitudes and behaviors in encountered situations (Christiansen and Tett, 2013: 11). In other words, personality conceptualized as the combination of emotional, interpersonal and attitudinal processes that originate internally in each person, and moderates how individual react, behave, and interact with others and consequently becomes the primary factors which effect human behaviour (Fayez and Labib, 2016: 115). Due to the personality characteristics impact on some outcomes of individuals, it is studied in the psychological literature for several decades (Nyarko et al., 2016: 2). It is seen that many theories classify and measure personality traits from the different point of view. Therefore, it is examined four different personality traits including the type A, B, C and D in this research.

Personality traits undoubtedly represent one of the main topics in psychology science. Since personality form the foundation of individuals' attitudes and behaviors, it became an important issue to address the effects of personality traits on work functions and organizational behaviors (Shoaeshargh and Dadashi, 2013: 2159). In other words, because of personality traits explain the reasons behind an individual's behaviour, it is expected that these traits will frequently affect their work-related behaviours (Chien-Wen et al., 2013: 79). In literature, it is seen that there is a considerable amount of literature has been published on personality traits effect on work behaviours and attitudes. For example studies of Penney et al. (2011); Kozokaet al. (2013); Ishaket al. (2013); Bartholomew C et al. (2016) suggested that personality characteristics considered as an antecedents of work behaviours and attitudes. Moreover, it is asserted that personality characteristics also considered as determinants of healthy behaviours which account for the health states of individuals (Amir et al., 2011: 2011). It is seen studies of Hagger (2009); Turiano et al. (2012); Weston et al. (2015); Husson et al. (2017) indicated that personality traits are important predictors of individuals psychological and psychical health problems. Therefore, it can be asserted that personality traits are regarded as precursors of individuals' work-related behaviours and their health status. Hence, this study is intended to investigate some of the effect of Type A, B, C and D personalities' on individuals' work-related behaviours and health problems. Accordingly, this study aims to review existing literature related to type A, B, C and D personalities and their associated effects. It also attempts to propose a conceptual model which aims to explain these personality types' positive and adverse effects on individuals' work and social lives. Consequently, it aims to determine effective personality types of individuals who have achieved a success and can derive pleasure in working area and social life and intends to guide practitioners and researchers in the field of organizational behaviour.

II. THE EFFECT OF PERSONALITY TYPES ON INDIVIDUALS WORK-RELATED BEHAVIORS

In literature, it is seen that personality psychologists are interested in human wholeness, and attempt to reveal out the complexity of human behaviors (Esmailpour et al., 2013: 405). Because personality is considered as a crucial component underlying human behaviors, researchers have focused on personality traits. Personality traits affect individuals' perceptions, appraisal of the environment, their emotional responses and attitudes. However, it is suggested that personality traits are examined as an important determinant of individuals' workplace behaviors (Kozako et al., 2013: 182). For instance, whereas some people have positive and strong personality traits, others may have negative and weak traits which lead them to exhibit some favorable or undesirable work-related behaviors. Accordingly, this study aims to present some effects of Type A, B, C and D personalities on positive and negative work-related behaviors. Further, it purposes a classification as to which personality type results in negative or positive behaviors in workplaces.

Type A individuals are often regarded "workaholics" as they take over multi-tasks and are strongly motivated to do extra work and to achieve success (Radsepehr et al., 2016: 2). Related to these characteristics of Type A, it is possible to express that they experience increased performance and increased job satisfaction. However, even several researchers have examined the relationship between Type A and job satisfaction, results have been inconsistent and controversial. For example, the studies by Al-Mashaan (2001) and; Yazici and Altun (2013) found a positive correlation between Type A and job satisfaction. On the other hand, Jamal and Baba (2001); Kirkcaldy et al., (2002) and Bockhaus et al., (2012) report that Type A individuals have lower levels of job satisfaction. In addition, as Type A's have a competitive and ambitious nature, they are expected to exhibit aggressive behaviors in interpersonal relations at work (Batıgün and Şahin, 2006: 2). Vera-Villaruel et al. (2004); Faunce et al. (2004) and Mohan and Singh (2016) asserted that Type A personality characteristics are positively related to aggressive and hostile behaviors. In consideration of positive work behaviors, Sameen and Burhan (2014) and Hussein (2014) have indicated that Type A individuals tend to exhibit creative behaviors than others. Due to Type A individuals prefer undertaking excessive responsibilities and new challenges, working under time pressure and have a greater commitment to their roles, it is expected that these individuals engage to their works (Baka and Derbis, 2012: 134). Studies of Hallberg et al., (2007); Moodley (2010); Baka and Derbis (2012) suggest that there is a positive relationship between Type A characteristics and work engagement. Consequently, it can be said that Type A individuals may exhibit both positive and negative work behaviors.

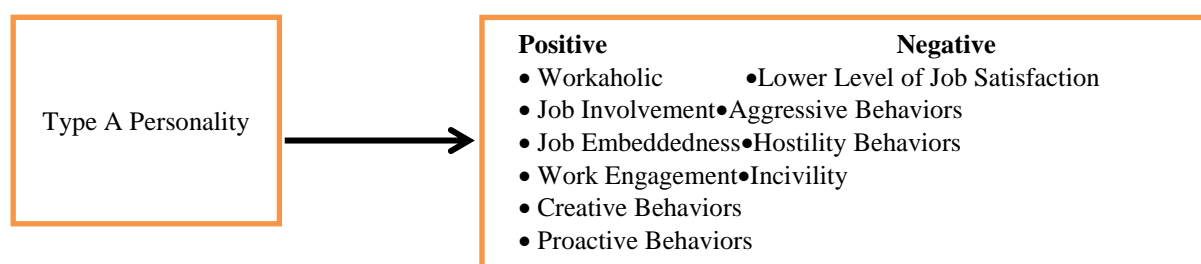
Type B individuals are considered easygoing and moderate thanks to their personality characteristics. For example, it can be said that Type B individuals are more flexible and can easily adapt to changing conditions easily (Radsepehr et al., 2016: 3). However, Type B's are regarded as the opposite of Type A individuals. In other words, they have a desire to be successful, but they are not excessively ambitious or competitive as Type A individuals are. Due to their fondness for being comfortable, they do their work at the last minutes, and even procrastinate. It can be expressed that Type B individuals exhibit procrastination behaviors more often in their work life (Hussein, 2014: 2). Therefore, it can be inferred that Type B individuals use their

time poorly and can not make efficient time schedules (Hisam et al., 2014: 1305). Type B individuals have better communication skills than Type A's, so they can easily communicate with others (Tokat et al., 2013: 1978). Thanks to Type B's good communication skills, they are supported others and are more likely to express their feelings. Moreover, as Type B's have no eyes on greater success, high positions and extreme gains, they are expected to be satisfied with their jobs (Darshani, 2014: 2). On the other hand, because Type B individuals pay no attention to the time scheduling, they may spend more hours in their workplace for their co-workers and companies. In other words, they tend to participate in non-compulsory activities or roles and tend to display non-discretionary behaviors. Accordingly, Type B individuals are expected to exhibit organizational citizenship behaviors such as helping colleagues, undertaking extra roles and extra work (Pradhan and Kaur, 2016: 25).

Type C personality is regarded as a part of negative personality traits based on the individuals' some characteristics like incapability, non-assertiveness and passiveness. However, Type C individuals possess some positive traits such as dedicated focus on other people, exhibit cooperative behaviors and tendency to comply with external environment (Denollet, 1998: 981). Type C's seem kind, obedient, well-mannered, pragmatic and normative people who are preferred by others in work and social life (Durai, 2010: 390). On the other hand, these individuals considered as introvert and intelligent people who are interested in details, like to discover new things and are eager to achieve a successful career in the professional life (Ansari et al., 2013: 1004). Moreover, type C individuals are obsessed with making visionary dreams come true and regarded as creative people (Atchity, 2012: 16). Therefore, it can be expressed that due to their altruistic and sensitive side, Type C's may display helping behaviors, cooperative and organizational citizenship behaviors and feel engaged in their work roles more than the others in the working environment. In addition, these individuals have more dispositions to exhibit creative behaviors thanks to their imaginations. From the pessimistic perspective, it is possible to infer that because of their negative emotions, type C's easily get unhappy and dissatisfied with their jobs. Thus, it is expected that their job performance, motivation and commitment levels decrease.

Type D or distressed personality examined in the extent of other negative personality traits due to the characteristics of negative and pessimistic view in all field of life, feeling of anxious, unsatisfying and always experience negative emotions. Owing to these characteristics lead Type D individuals build fewer friendly relationships, have fewer friends and feel uncomfortable with strangers in work and social life (Radsepehr et al., 2016: 3-4). Depending on these fewer social relationships, they perceive lower levels of social support from others in their professional lives (Tekin et al., 2017: 173). However, Type D individuals feel tense and insecure in the working environment which causes them to keep other people at a distance. In the literature, studies suggest that Type D individuals suffer from higher levels of social alienation from their family members, friends and working colleagues (Ginting et al., 2016: 728). In addition, researchers assert that Type D individuals get exhausted much more quickly than others and feel disengaged to their work. Therefore, it can be concluded that Type D individuals' experience adverse work-related outcomes such as higher burnout, higher work-related stress and substantial problems in interacting with co-workers and managers (Reid, 2013: 9). Besides, it is asserted that Type D's are more absent from their works due to the physical and psychological illness, show a lower sense of personal accomplishment and perceive adverse working conditions (Mols and Denollet, 2010: 4-6). Besides, it can be noted that Type D individuals are expected to display some negative work-related behaviors such as absenteeism, incivility, sabotage and aggressive behaviors and counterproductive behaviors (Kanten et al., 2017: 605).

When the literature has been reviewed, it can be said that personality types cause some positive and negative work-related outcomes. Accordingly, this study aims to explain Type A, B, C, D personality's positive and negative effects on employees' attitudes and behaviors. Therefore, it attempts to determine which personality type leads to positive behaviors and which ones induce negative behaviors. For this purposes, a conceptual model has been developed to explain the effects of Types A, B, C, D's on work-related behaviors as provided in Figure 1.



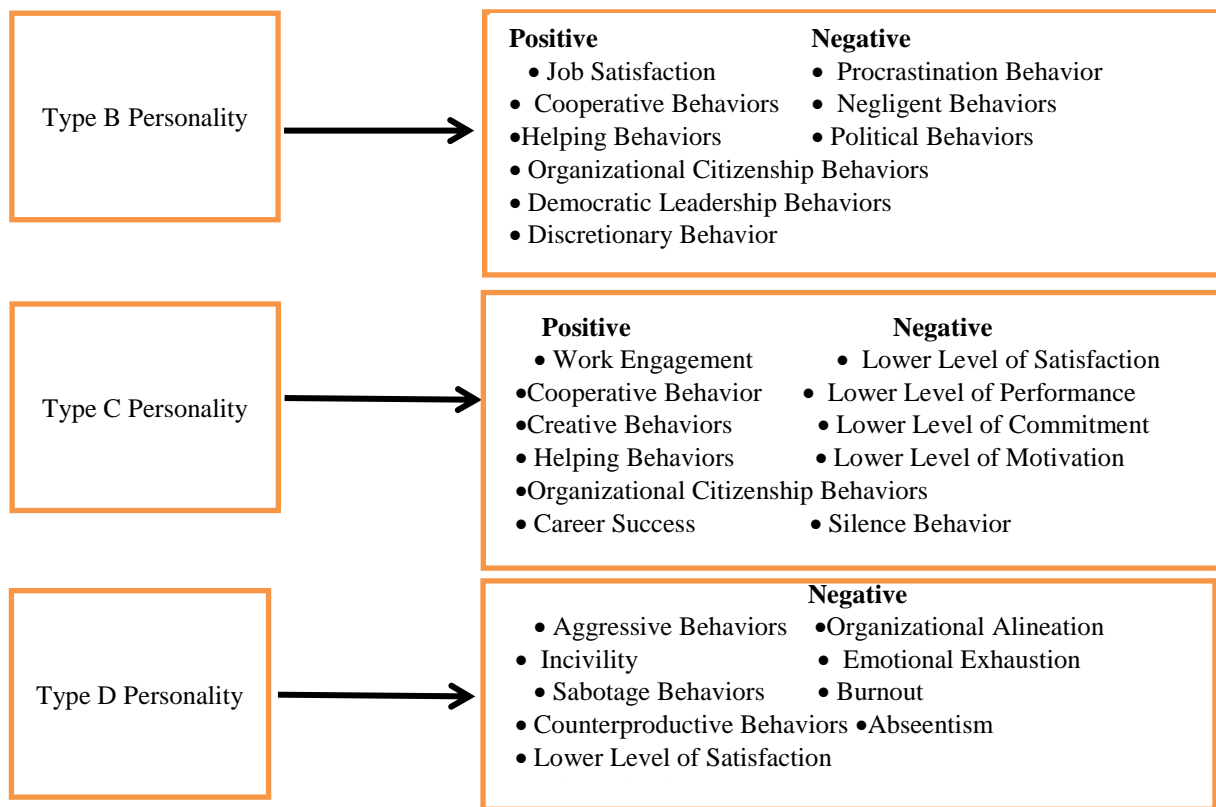


Fig 1. The Effects of A, B, C, D Personality Types on Work-Related Behaviors

III. THE EFFECT OF PERSONALITY TYPES ON HEALTH-RELATED PROBLEMS

In recent years, excessive amount of research has been conducted to identify risk factors which are potentially dangerous for individuals' health status. Personality is considered as one of the risk factors that may have a crucial role on individuals' health problems. In other words, it can be suggested that personality traits are significant precursors of which physical or psychological disease individuals will be potentially suffer from. For example, individuals with some negative traits such as impulsivity, psychoticism, neuroticism, anxiety, and hostility are more prone to illnesses than other people are. When individuals have positive traits like conscientiousness, agreeableness, optimism, hardiness, and self-efficacy, it is predicted that health-promoting behaviors may emerge (Zetu et al., 2013: 491). Therefore, it can be inferred that while some positive characteristics lead individuals to stay healthy, some negative traits may cause physical or psychological health problems. Accordingly, this study aims to present some effects of Type A, B, C and D personalities on health-related problems and to account for which diseases are associated with which personality traits.

It can be realized in the literature that for the first time Type A characteristics described by two pioneer cardiologists Rosenman and Friedman (1959) as a coronary prone trait (Mohan and Singh, 2016: 449). It is suggested that Type A's characteristics have a significant impact on cardiovascular diseases. In other words, as Type A's are disposed to impatience, time urgency, achievement-orientation and hostility, they are expected to come down with coronary heart diseases (Hisam et al., 2014: 1304). However, researchers have revealed that based on the Type A's some traits such as perfectionism, short temperament, aggression and chronic stress, they are considered more prone to heart diseases and to have higher blood pressure and high density lipoprotein (Alex, 2014: 65). Besides, it is claimed that because Type A's, sympathetic nervous systems are at constant alert, their organs are sensitive to pressure which results heart diseases and hardening of the brain's arteries. On the other hand, researchers emphasized that Type A individuals have much more anxiety and depression symptoms and sleep disturbances than the others (Amir et al., 2010: 2018). In addition to mental health problems, Type A's are considered prone to cardiovascular, musculoskeletal, dermatological, and gastric troubles (Zurlo et al., 2016: 32). Consequently, it is inferred that Type A personality cause individuals to have different physical and psychological disorders. From the psychical perspective, they suffer from high plasma triglycerides and cholesterol levels, hyperinsulinemia, reduced coagulation times, high plasma cortisol levels. Moreover, from a psychological perspective, it is considered that Type A's are likely to suffer from such

disorders as anxiety, depression, tension, high level of stress, eating and sleeping disorders (Lala et al., 2010: 201). Since Type B individuals are more relaxed, easy going, less competitive and less aggressive, they are less panicky and experience low levels of stress in the face of challenges and threats. However, Type B's blood pressure levels and other biochemical reactions are typically lower (Batıgün and Şahin, 2006: 2). Individuals with Type B characteristics do not get stressed easily when they have failed. They can humbly accept failures and mistakes, feel disappointed by these inefficiencies but they are able to control their anger, anxiety and temper (Hannah and Akmal, 2016: 25). Thanks to their characteristics such as calmness, patient, mildness they are not prone to cardiovascular diseases (Maltby et al., 2013: 614-615). Therefore, their greater sense of coherence help them respond to the environment with adaptive strategies, which has a positive impact on these individuals' health and well-being. Accordingly, it can be expressed that their individual characteristics have positive effects both on mental and psychical health (Salehinezhad, 2012: 481). Eventually, it can be said that Type B individuals have a higher level of life satisfaction, quality of life and happiness. These individuals may have such physical diseases as musculoskeletal, dermatological, intestinal, brain, nephropathy and hepatopathy or so on depending on their age. In other words, it is expected that Type B's suffer from more psychical diseases than physiological diseases because of their characteristics.

Type C individuals have some characteristics such as passiveness, calmness, frequently focusing on others, failure to express their emotions which are associated with the development of cancer. In the literature, it is suggested that Type C personality is considered cancer prone personality and at a risk of developing cancer more readily and quickly than the other personality types. Besides, researchers indicated given that these people are unable to express their emotions and complaints, they have a higher risk of breast cancer (Bozo et al., 2014: 792). However, Type C's inadequate coping styles in the face of the stressful situations lead to impairment of their endocrine and immune responses to chronic stress, so they easily experience depression (Zetu et al., 2013: 492-495). In other words, due to having hopelessness, uselessness, lack of control in stressful situations, they cannot resist disease at the start of or attack stage of disease. Therefore, it can be inferred that Type C's have no effective coping styles which allow them to balance between their mental or psychical problems and their life. For this reasons, Type C's are likely to develop all types of cancer such as breast, lung, uterine cervix and prostate (Nisi et al., 2015: 1518-1533). On the other hand, various studies Lysaker et al. (2014); Lala et al., (2010); Denollet (2005) suggested that there is a significant relationship between Type C personality and Alexithymia which means incapability of understanding other's emotions, having a turbulence of physical feelings due to emotions, few dreams or fantasies (Habibi et al., 2015: 100). Moreover, due to failure to express their feelings, Type C individuals produce stress hormones including cortisol much more than others and their brain chemicals have a painkilling effect which lead to suppression of immune systems and reduced immunity (Kahn, 2004: 312). In addition, based on the stress levels of Type C individuals, it is suggested that they are prone to cardiovascular diseases (Cardwell and Flanagan, 2005: 103).

A personality type which is addressed as Type D or distressed personality has received significant attention in the health literature built on the characteristics of anxiety, irritability, pessimism, worry and negative views. It is suggested in relation to the traits of Type D's, they suffer from higher levels of chronic stress, emotional difficulties, and social difficulties. In other words, type D individuals have many mental disorders such as depression, anxiety, chronic tension, anger, pessimism, lower subjective well-being and dissatisfaction with life (Polman et al., 2010: 682). The studies by Mols and Denollet (2010); Karaminia et al., (2012); Howard and Hughes (2012) and Steca et al. (2016) assert that Type D is associated with increasing symptoms of depression, anxiety, post-traumatic stress disorder, suicidal ideation and poor health status. On the other hand, Pedersen and Denollet (2003); Abolghasemi et al., (2014); Saleem et al. (2016) and Steca et al. (2016) indicated that Type D personality is significantly associated with cardiovascular diseases. Besides, research findings emphasize that as well as cardiovascular problems, Type D personality is considered as a predictor of many other health-related problems such as chronic pain, asthma, tinnitus, etc. (Gawda, 2016: 1040). In addition, researchers focus on the fact that Type D individuals has fatigue, sleeping disorders and some dermatological disorders (Tekinet et al., 2017: 173). Therefore, Type D's have pessimistic views, negative emotions and stressful lives, which lead them to develop some fatal health-related problems such as myocardial infarction, high blood pressure, cerebral hemorrhage and several cancer types. Consequently, it can be expressed that due to their negative traits; Type D individuals are more prone to develop both physical and also psychological disorders.

When the literature has been examined, it is possible to infer that personality types lead individuals to have some physical and psychological health-related problems. Accordingly, this study aims to explain Type A, B, C, D personalities adverse effects on individuals' health status. Therefore, it is intended to determine which

personality type causes which diseases. For this purposes, a conceptual model was developed to explain negative effects of personality Types A, B, C and D on health status of individuals in Figure 2.

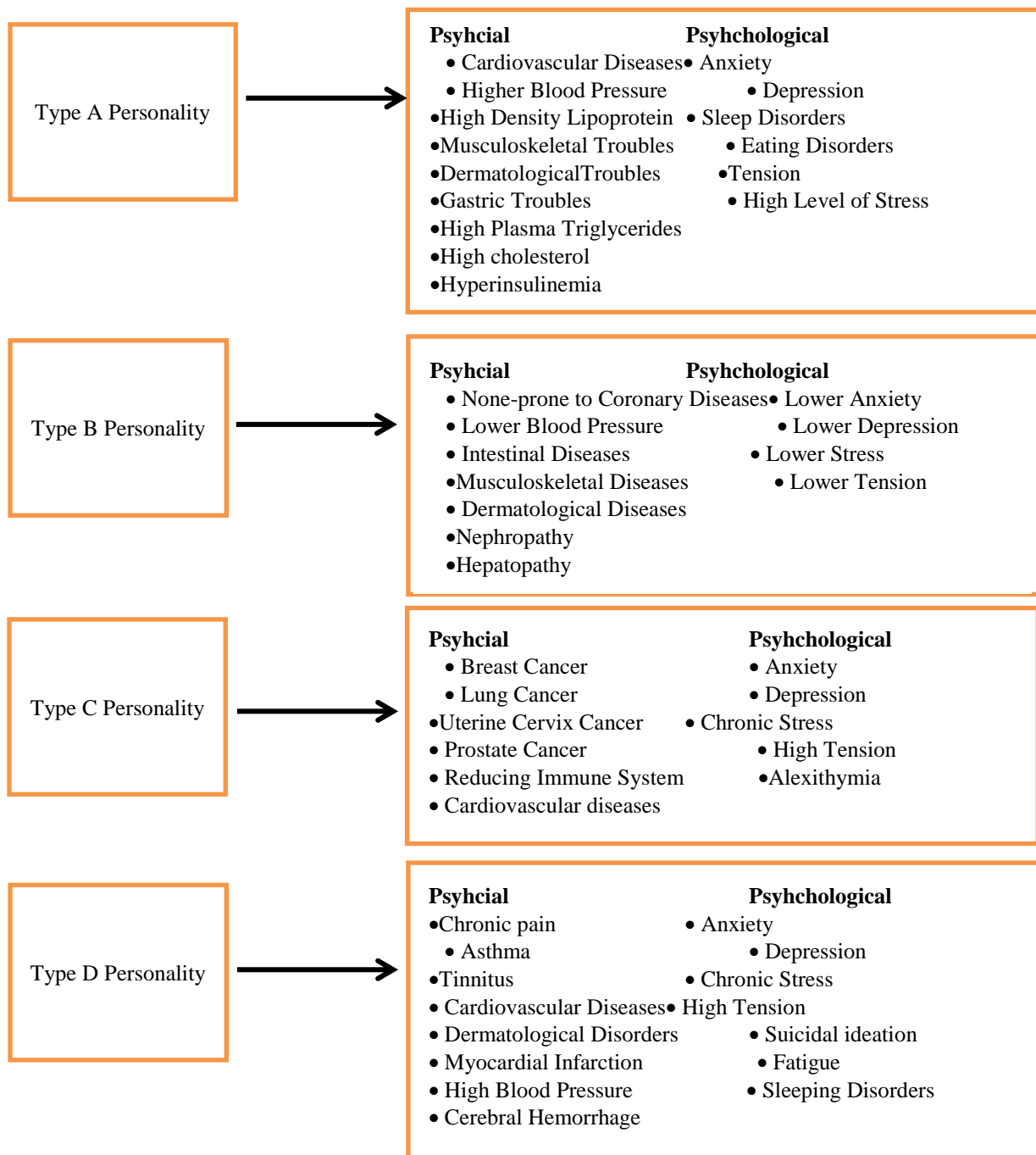


Fig 2. The Effects of A, B, C, D Personality Types on Health Problems

IV. CONCLUSION

In a society and its constituents it can be observed that individuals exhibit several attitudes and behaviours based on their personality traits. Personality traits are considered as crucial components, which underlie human behaviours and encountered problems. Personality traits are regarded as stable and relatively enduring characteristics that are consistent for the life of individual. However, personality traits seem unique elements, which make individuals distinct from others and help explain behaviour patterns in different situations. In literature, it is seen researchers claimed that different personality theories examine individuals from different points of view. For example, Myers-Briggs; Jung; Costa and McCrae; Horney and Eysenck classified personality types under the various adjectives such as extraversion, conscientiousness, perceiving,

sociable, worrying, aggression and etc. Along with these theories, researchers have begun to use personality types called Type A, B, C and D to for understand human behaviours and their problems. Due to the effect of personality types on individuals' behaviours and health status, researchers pay a great deal of attention to them. Hence, it can be noted that there are substantial researches which examine personality traits and their effects on individuals' work-related behaviours and health problems. Consequently, the present study examines some of the effects of Type A, B, C and D personalities on individuals' work-related behaviours and health problems based on conceptual model. In addition, it also evaluated effective and aversive personality types on individuals' work and social lives.

Review of the existing literature, revealed that all personality types potentially lead to both positive and negative work-related behaviours. From a wider perspective, it can be realized that while Type D individuals are tend to exhibit negative attitudes and behaviours more frequently, Type B's display more positive behaviours in working environment. Additionally, Type A personality is considered to have both good and unfavourable traits by nature. In other words, Type A individuals are expected to contribute to the production of desirable organizational outcomes such as work engagement, job involvement, job embeddedness, proactive and creative behaviours. However, when some of these individuals have excessive ambition, anger and stress, they may get less satisfied with their works and show negative behaviours like aggression, incivility and hostility. Therefore, it can be concluded that, Type A's are both desirable and undesirable individuals from a professional perspective. In comparison with Type A, Type B's are more relaxed, easy-going and less achievement-oriented so, they tend to exhibit positive behaviours towards their colleagues at work. In addition, owing to such characteristics as over fondness for comfortableness and lack of ambition, they avoid competition and do not manage their time efficiently and effectively. Hence, they may exhibit some undesirable behaviours such as procrastination and negligence. Moreover, the examination of Type C's exposed that, these individuals are likely to show both positive and negative behaviours. Due to their sensitivity focus on others and humanness, they tend to exhibit more cooperative, helping and organizational citizenship behaviours than other people do. However, Type C's have some undesirable traits like negative moods, unhappiness, hopelessness and tension, so it is thought that they would potentially have lower satisfaction, lower performance and lower motivation in their work life. The final type examined in this study is Type D, it is considered closely associated with negative behaviours. Due to characteristics of Type D's negativity, anxiety and anger, they may exhibit much more damaging behaviours and attitudes such as aggression, sabotage, absenteeism, alienation and burnout. To summarize, these personality types from the working environment perspective, it can be remarked that Type B and Type C individuals are preferred for the construction of better social relations at work. Because they are considered to be easy-going, moderate and sensitive people and to have improved communication skills. Furthermore, if the primary purpose is to create a setting of high competitiveness, success and efficiency, Type A individuals should be employed.

In consideration of health-related problems, it can be concluded that Type A, B, C and D personalities are likely to produce both physical and psychological consequences. For example, Type A and Type D individuals are more prone to cardiovascular diseases than the other personality types are. Because of such traits as anger and tension, they are expected to have coronary illnesses and to have higher blood pressure. In addition, they are more inclined to have depression, chronic stress, sleeping disorders and anxiety due to their psychological characteristics. Thus, it can be inferred that individuals with Type A and D traits, may develop similar physical and psychological diseases. However, Type D's have a little difference; they are tend to have cancer. Moreover, the analysis of Type B's, it can be expressed that they are not prone to anxiety, depression and stress due to their fondness of for comfort, calmness and mildness. Type B's potentially develop such psychical diseases as musculoskeletal, dermatological, nephropathy and hepatopathy depending on their age. Therefore, Type B individuals tend to have less physical and psychological health problems than all personality types are. On the contrary, Type C's are considered to have the least favourable personality traits from the health status perspective. In other words, Type C's excessive sensibility, emotional outburst and negative moods make them prone to all cancer types, breast cancer in particular. Additionally, like Type A's, they are prone to cardiovascular diseases and such psychological disorders as anxiety, chronic tension, stress and depression. The evaluation of these personality types from the health consequences, it is possible to express that all of them have adverse effects. While some health problems are treatable, others may have fatal consequences. For example, myocardial infarction and several cancer types are considered mortal. Hence, Type A, Type C and Type D individuals can catch diseases that may result in death. Consequently, individuals know their characteristics; they know which disease they could possibly get, and so can take some measures related with their health status. In literature, there are several studies dealing with the positive and negative effects of personality types, but nowhere Type A, B, C, and D personalities, work related behaviours and health problems are all discussed together based on conceptual model. Therefore, this study aims to explore the role of Type A, B, C and D and

their effects on individuals' work-related behaviours and health status, so it is expected to contribute to the literature. For future studies, the conceptual model can be tested some samples who have work over load, time pressure and stressful work roles. Moreover, it can be investigated whether working conditions and social factors have an effect on the relationship between personality types and work-related behaviours and health problems.

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