

Personality profile of Procrastinators: A Facet Level Analysis in Indian Young Adults

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Abstract: Procrastination became a challenge, often detrimental to a person's ability to pursue their goals when the required jobs are frequently delayed for various reasons. It is a common occurrence, but it can also be harmful as it is one of the main barriers, blocking an individual's ability. The question that pertains is personality traits which are aiding procrastination. With this objective the present study aims to understand the relationship of Personality traits with Procrastination and also to explore personality profiling of High procrastinators. Revised NEO PI inventory and Irrational Procrastination Scale were administered on 308 (M = 22.78, SD = 2.86) participants in India. The analysis shows the Mean score of 16.53(SD,2.37) among Low Procrastinators and mean of 22.98(SD,2.78) among high Procrastinators. The correlation analysis of big five personality factors with Irrational Procrastination shows Neuroticism ($r = .48, p < .01$), Extraversion ($r = -.20, p < .01$), Openness ($r = -.15$), Agreeableness ($r = -.12, p < .05$), and Conscientiousness ($r = -.36, p < .01$). Neuroticism shows positively and conscientiousness shows negatively correlated with procrastination. The present study also shows the personality profiling of the high Procrastinators. As per the NEOPI-R profile the high Procrastinators are high in Neuroticism, average in Extraversion and Openness and low level of Agreeableness and Conscientiousness. At the facets level Depression, Vulnerability and Aesthetics are high and Fantasy, Feelings, Values, Straightforwardness, Modesty, Competence and Dutifulness are low among high Procrastinators.

Keywords: Procrastination, Irrational Procrastination, Big Five Personality, Young Adults.

1. INTRODUCTION

Procrastination

Delay or postponement is a common occurrence. The phrases "I'll do it later" and "I'll think about it tomorrow" are frequently used statements. Most of the individuals prefer to delay doing unpleasant tasks from time to time. Procrastination is a common problem that affects both students and non-students. According to Solomon and Rothblum, Beswick & Mann [1] "procrastination is an act of needlessly delaying tasks to the extent of experiencing subjective discomfort". In research, one of the most popular definitions of procrastination is "to put off the work which is necessary to reach some goal" [2]. Another popular definition of procrastination is "the tendency to delay or completely avoid responsibilities, decisions, or tasks that is supposed to be completed in time". Thus, procrastination is defined as the deliberate postponement of a planned course of action, even if the delay is expected to be harmful. According to Steel [3] Procrastination is a behaviour in which people put off doing tasks, resulting in decreased productivity, poor performance, and increased stress. Despite the fact that procrastination is prevalent and can contribute to stress and sickness, the empirical and theoretical foundations of procrastination research are less well established than those of other psychological domains [4]. Historical proofs confirm that Procrastination hinders not only individuals but also societies, and as civilization progresses, the impact of procrastination grows as the number of commitments and deadlines increase and becomes more complicated.

Earlier attempts to explain procrastination, indicating it is "to voluntarily delay an intended course of action despite expecting to be worse off for the delay." Procrastination can cause stress, anxiety, and panic, as well as a significant loss of personal productivity and societal criticism for failing to meet tasks or commitments. These feelings jointly may promote

more procrastination. While procrastination is considered normal to some extent, it becomes an issue when it interferes with normal functioning. Chronic procrastination could be a symptom of a deeper psychological problem. Due to societal shame and the misconception that task aversion is caused by laziness, a lack of motivation, or a lack of drive, such procrastinators may find it difficult to seek help.

Harriott and Ferrari [5] stated that 20 % of adults engage in procrastination, previous studies stated that in academic scenarios, 23-52% of undergraduate student's population suffer from procrastination [6]. In 1978, Only 5% of Americans thought they were chronic procrastinators, but that number has now risen to 26%. Procrastination is harmful for the procrastinator at both behavioural and emotional level [7], [8].

Irrational Procrastination

Irrational delay is defined as purposefully delaying a task despite being aware of its negative repercussions. The word "irrational" relates to something that is founded on an unclear reason. Procrastination is often referred to as a 'irrational' delay because there is no "good reason" for it [3a]. In terms of the task-delaying behaviour, irrational procrastination explains the same. When a person is unable to complete the activity at the beginning, he or she chooses to postpone it. Poor prioritizing or the presence of high self-efficacy can also lead to irrational procrastination. The innate belief system is important in the section of 'voluntary action to postpone,' because the individual is aware of the negative effects of procrastinating but still does it. Irrational procrastination can also be caused by wrong perception of time, an impulsive attitude, rejecting the task, and a high sense of self-esteem [9].

Personality

Personality is an overall combination of a person's physical, social, cognitive, and emotional characteristics. It is typically represented in terms of a person's actions, experiences, values, beliefs, goals, attitudes, interests, habits, and qualities, among other things. A classic personality definition has been given by Gordon Allport, "Personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment". In a more latest definition by Ciccarelli and Meyer "Personality is an individual 's unique and relatively stable patterns of behavior, thoughts and emotions".

Personality has been studied from several approaches. Like behaviourist perspective, humanistic perspective, psychoanalytic perspective, and trait perspective. A trait is a perspective, a consistent style of person thinking, feeling, or behaving. Allport & Odbert [10] made one of the earliest attempts to define key human characteristics He looked up all the terms that could be used to describe a person in the dictionary for one of his projects. He also compiled a list of 4500 terms that he used to name traits. He divided these characteristics into three levels (i) Cardinal trait, (ii) Central trait, (iii) Secondary trait.

Another trait approach was suggested by Raymond Cattell. He categorizes personality traits in to two types: (i)source and (ii) surface traits. Cattell reduced the number of major personality traits to 171 in number by removing rare traits and joining collective attributes. Using a statistical procedure known as factor analysis, he then scored a large number of individuals for these 171 different attributes. He identified highly associated items and finally reduced the list of personality qualities down to only 16 basic personality traits. These 16 characteristics, according to Cattell, are the foundation of human personality. He also created the 16-PF personality assessment scale, which is widely used.

McCrae and Costa (1996) went even further to limit the number of features to a more manageable quantity. The Big Five personality traits or dimensions of personality that they developed are used to define human personality. The Five Factor Model is a theory based on the Big Five factors. The Big Five factors are: Neuroticism, Extraversion, Openness to experience, Agreeableness, Conscientiousness.

Neuroticism (N): Neuroticism is the contrast of emotional stability or adjustment. The overall tendency to experience unpleasant sensations such as fear, sadness, shame, anger, guilt, and disgust lies at the foundation of this broad domain. High-scoring individuals are considered to be more illogical, disruptive, less stress-adaptive, and less able to control their impulses. Individuals with a low N score are more emotionally stable, peaceful, and adapt better to stressful events. They are also more relaxed.

Extraversion (E): It encompasses extroverted or energetic behaviour. Liveliness, pleasant feelings, assertiveness, friendliness, talkativeness, and a tendency to find stimulation in the company of others, work in large groups, prefer gatherings, cheerful and optimistic.

Extraversion (E): It includes outgoing or active behaviour. A person with high extraversion exhibits liveliness, positive emotions, assertiveness, sociability, talkativeness, and a tendency to find stimulation in the company of others, work in large groups, prefer gatherings and active. They are also energetic, cheerful and optimistic. However, introverts are literally opposite of the extraversion.

Openness to experience (O): Active imagination, aesthetic sensitivity, awareness to inner sentiments, preference for variety, intellectual curiosity, and judgement independence, open to new ideas and experiences to unusual, curious, and open-minded are all traits that are measured by openness. Individuals who are Openness is not the same as intelligence, but it is linked to some qualities of intellect that help with creativity. Closed people, on the other side, are more conservative and have a more limited range of interests.

Agreeableness (A): Interpersonal tendencies have a component of agreeableness. It is a measurement of generosity, empathy, and willingness to assist others. Low scorers are usually self-centred and skeptical of others.

Conscientiousness (C): Conscientiousness is a personality attribute that includes a desire to be efficient, structured, and self-disciplined. It also comprises goal-oriented behaviour, more planned than spontaneous. Individual people with this personality feature are neat, cautious, meticulous, make sensible decisions and deliberative [11].

2. REVIEW OF LITERATURE

Personality traits plays an important role in determining the behaviour of an individual mainly procrastination. Schouwenburg and Lay [12] conducted research to determine the genesis of characteristic procrastination by placing it within five-factor personality model. The findings show that trait procrastination is strongly connected to a lack of conscientiousness in all six aspects. (competence, order, dutifulness, achievement driving, self-discipline and deliberation). The majority of studies associating procrastination to personality have found positive relationships with neuroticism and negative correlations with conscientiousness [13]. Lee found that the conscientiousness mediator model accounted for 24% of the variance in trait procrastination in a structural equation modelling analysis. In reality, data suggests that procrastination and conscientiousness are two closely related concepts, and that they are inversely associated [14].

Anxiety is another facet of personality that has been linked to procrastination. Some studies have been done to investigate anxiety, unenthusiastic and avoid challenging tasks, exhibiting procrastination like behaviour [15]. The highest variance (49.4 %) in a factor analysis of students' motivations for procrastination was "fear of failure," according to Solomon and Rothblum. According to Ferrari, Johnson, and McCown, chronic procrastinators are particularly afraid to harm their "self-presentational image." Ferrari and Tice argued that these people postpone to avoid negative assessments of their ability, a process they termed "self-handicapping." Chronic procrastinators have been proven to be unable to regulate their speed, performance, or efficiency when working under pressure Ferrari [16] and this tendency affects daily functioning.

Conscientiousness was important factor to predict academic procrastination, Alzangana [17] along with Extraversion and agreeableness were found to have a negative relationship with passive procrastination. According to Banafsheh there was also a strong association between procrastination and neuroticism. Passive procrastinators were influenced by variables such as a wrong perception of time, a tendency of self-criticism, and self-judgment, which caused them to postpone unknowingly [18]. Piers Steel investigated the nature of procrastination and discovered that self-efficacy, impulsive attitude, task delay and aversiveness, and low conscientiousness, were strong predictors of procrastination, while neuroticism, rebellious attitude, and sensation seeking played only a minor role Steel [9a]. according to Rahman Openness and Decisiveness were found to have a very weak and negative relationship. Those who delay frequently divert their attention away from their chosen path of action to other activities and behaviours [19]. According to Solomon and Rothblum [20] aversion and laziness accounted for 18 percent of the diversity in causes for students procrastinating. Fear of failure has been identified as a major factor in procrastination.

3. METHODOLOGY

Aim

To Study the relationship between the big five personality traits and high procrastination & establishing personality profiling of High procrastinators

Objective

1. To establishing the relationship between the big five personality traits and procrastination
2. To establish the personality profiling of High procrastinators

Measures

NEO Personality Inventory (NEO-PI-R)

The Revised NEO Personality Inventory (NEO-PI-R) Costa & McCrae [20], measures the Big Five Personality Traits, namely, Neuroticism, Openness, Extraversion, Agreeableness, and Conscientiousness. The inventory was developed by Paul Costa and Robert McCrae in 1978. There are 240 items in the inventory, with six subcategories of each Domain known as facets. The inventory is measured on a five point Likert scale which has options from Strongly Disagree (SD) to Strongly Agree (SA). This is a test that has been proven to be reliable and valid Costa & McCrae[21a].

Irrational Procrastination Scale (IPS)

The Irrational Procrastination scale is consisting the characteristics that have to do with delaying activities for no particular reason. Piers Steel invented the scale in 2010. The IPS is a nine-item scale that measures implementation delay. It has an internal reliability of =.91, which is rather good Steel [9b]. Three items are inverted scoring out of the nine items.

Procedure

Revised NEO PI inventory and irrational procrastination scale were administered on 308 (M = 22.78, SD = 2.86) Male sample from different places in India. The sample ranged in age from 18 to 29 years. The sample took up the test voluntarily by filling the inventories forms. All responses were anonymous and confidential. The research design opted for this study is a correlational research design to investigate a relation between 5 different personality domains with Irrational Procrastination. In this study, Data Analysis was performed using the Statistical Package for the Social Sciences (SPSS), Version-21. Mean, Descriptive Analysis, Pearson's correlation, and t-test were conducted. To create the personality profiling of the high Procrastinators, the Irrational Procrastination Scale (IPS) already provided the classification scores for low, average, and high level of Procrastinators. According to the Irrational Procrastination Scale (IPS), individual classified in three different groups. Individual getting score 19 or less, they are low in procrastination. Individuals getting score range from 20 - 36 they are high in procrastination. The individual getting score range from 37 and above they are chronic procrastinators. according to the classification scores the sample was classified. Out of the 308 sample, 172 sample was high procrastinators remaining 136 sample was low procrastinators. The mean level was calculated of those 172 high procrastinators respectively in NEO Personality Inventory five domains and thirty Facets for established personality profiling of the high Procrastinators.

4. RESULTS AND DISCUSSION

Table 1. t-test between Low Procrastinators and High Procrastination

Dimension	Category	Mean	SD	t	df	Sig.(2tailed)
Procrastination	Low	16.53	2.37	-.21.44	306	.000**
	Procrastinators					
	High	22.98	2.78			
	Procrastinators					

The independent t-test conducted to see the difference between Low Procrastinators and High Procrastinators. There was a significant difference in the scores of Low and High Procrastinators. Low Procrastinators (M=16.53, SD=2.37) and High Procrastination. (M=22.98, SD=2.78) for the condition; t (306) = -.21.44, p=.000.

TABLE 2. Correlation between Irrational procrastination and Big Five Personality Domains (N=308)

	N	M	SD	1	2	3	4	5	6
1. Irrational Procrastination	308	20.19	4.13	-					
2. Neuroticism	308	77.46	16.04	.48**	-				
3. Extraversion	308	109.48	20.31	-.20**	-.32**	-			
4. Openness	308	106.19	11.26	-.15	-.23**	.25**			
5. Agreeableness	308	111.18	13.38	-.12*	-.30*	.21**	.14*	-	
6. Conscientiousness	308	123.92	24.49	-.36**	-.52**	.71**	.25**	.27**	-

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Table 2 showed the results of correlation between Irrational procrastination and Big Five Personality Domains. Neuroticism was positively correlating with Irrational procrastination (.48**, $P < .01$), Extraversion is negatively correlating with Irrational Procrastination (-.20**, $P < .01$), Openness is negatively correlating with Irrational Procrastination (-.15), Agreeableness is negatively correlating with Irrational Procrastination (-.12*, $P < .05$), and Conscientiousness is negatively correlating with Irrational Procrastination (-.36**, $P < .01$).

TABLE 3. Mean scores of High Procrastinators (N =172)

Factor No	Big Five Factors and Facets	Mean	SD
Factor			
	Irrational procrastination	23.08	2.683
Five Factors of Personality			
1.	Neuroticisms	88	14.366
2.	Extraversion	107	20.560
3.	Openness to Experience	103	11.490
4.	Agreeableness	110	13.258
5	Conscientiousness	114	24.525
Facet No	Facets		
1	N1- Anxiety	15	3.608
2	E1- Friendliness	21	5.175
3	O1- Fantasy	14	3.839
4	A1- Trust	19	4.563
5	C1- Competence	20	5.043
6	N2- Anger	13	4.068
7	E2- Gregariousness	17	5.670
8	O2- Aesthetics	20	4.207
9	A2- Straightforwardness	17	5.089
10	C2- Orderliness	17	4.688
11	N3- Depression	16	3.630
12	E3- Assertiveness	14	4.827
13	O3- Feelings	17	3.744
14	A3- Altruism	21	4.370
15	C3- Dutifulness	19	4.469
16	N4- Self-Consciousness	16	3.835
17	E4- Activity level	18	4.705
18	O4- Actions	15	2.965
19	A4- Cooperation	19	4.595
20	C4- Achievement- Striving	19	5.604
21	N5- Immoderation	16	3.414

22	E5- Excitement Seeking	18	4.591
23	O5- Intellect	21	4.612
24	A5- Modesty	14	3.311
25	C5- Self-Discipline	20	5.647
26	N6- Vulnerability	12	4.258
27	E6- Cheerfulness	19	4.696
28	O6- Values	16	3.033
29	A6- Sympathy	20	3.516
30	C6- Cautiousness	19	4.978

Table 3 showed the Mean scores of High Procrastinators according to the NEOPI-R profile. As per the NEOPI-R profile the high Procrastinators are high in Neuroticism, average in Extraversion and Openness and low level of Agreeableness and Conscientiousness. At the facets level Depression, Vulnerability and Aesthetics are high and Fantasy, Feelings, values, Straightforwardness, Modesty, Competence and Dutifulness are low among high Procrastinators.

Neuroticism

According to the findings of this study, neuroticism has a positive relationship with irrational procrastination ($r = .48, p < .01$). Worrying, trait anxiety, and negative affect are all symptoms of neuroticism. Procrastinators are people who worry a lot and are nervous by nature also they are low on energy level. Because their apprehensive behaviour and anxiety prevents them from making a conscious decision to procrastinate in order to gain motivation. They also do not feel fulfilled after procrastinating; they are continually frustrated. However, these people may have a pattern of over-worrying, which can lead to poor time management, inefficiency, and decision-making failure, resulting in procrastination [21b].

Extraversion

Extraversion has a negative relationship with irrational procrastination ($r = -.20, p < .01$), according to the findings. Extraversion is the trait of friendliness and the desire to find inspiration in the company of others. Because extroverts are expected to be continually engaged in social contacts, they are assumed to put off starting work because they are concerned with other things. Most of the time They are likely to be looking for some sort of activity to keep them occupied and also have a lot of energy, they live a fast-paced life. At the same time, these characteristics may cause them to procrastinate irrationally because a lack of prioritizing skills and a tendency of delaying tasks. Extraversion People aware of the impact, but they continue to procrastinate because they are unable to make decisions. Steel suggests that some components of extraversion, such as pessimism and poor energy levels, which are both essential aspects of depression and core parts of extraversion, may have an indirect association with procrastination. These people are more prone to procrastination since they suffer from lethargy. However, the current findings reveal that procrastination has a negative relationship with extraversion.

Openness to experience and Agreeableness

Current research results in Openness to experience ($r = -.15$) has no relationship, and agreeableness ($r = -.12, p < .05$) having negative relationship with the Irrational procrastination. Openness to experience and agreeableness are not associated to procrastination, according to the literature. Further research is needed to figure out why these two personality qualities were not linked to procrastination [22]. Agreeableness has been defined as a proclivity to be more sympathetic toward others. People with higher scores in these two personality qualities are more likely to get along with others. As a result, personality traits like agreeableness, which is an interpersonal style rather than a behavioural quality, may be irrelevant to the process of procrastination [23].

Conscientiousness

Conscientiousness having negative correlation with Irrational Procrastination ($r = -.36, p < .01$). Conscientious people are defined as dependable, structured, and responsible [24]. The deadlines are usually kept by conscientious persons. Procrastinators are the complete opposites of conscientious people, delaying deadlines and being labelled as inefficient. According to several studies, procrastinating is "conceptually suggestive of low conscientiousness" [3b]. However, research has shown that procrastination and conscientiousness are two distinct notions. Procrastination and conscientiousness had a strong negative connection, according to a meta-analysis that included 20 articles and nearly 4,000 participants. As a result, procrastination and conscientiousness are two separate but related concepts. Despite some

research suggesting that procrastination and conscientiousness are mutually exclusive. Studies found out that procrastination is associated with six aspects of conscience; competition, order, conscientiousness, achievement effort, self-discipline, consultant. According to their findings, procrastination and conscientiousness have a significant inverse relationship. To put it another way, the more procrastination there is, the less conscientiousness

5. CONCLUSION

Some procrastinators make intentional decision to procrastinate using their strong motivation. They could work under time pressure and have ability to complete the tasks before deadlines. On the other hand, some fail to finish the tasks on time [25]. There are a number of factors that influence the occurrence of procrastination. Certain personality traits in an individual may result in procrastination. In this study the results showed that personality traits such as conscientiousness, agreeableness, Extroversion, openness are negatively correlated and neuroticism was positively correlated with the procrastination. People high on conscientiousness would perform their tasks without delay thus leading to low procrastinations. High procrastinators are found to be usually high on neuroticism. Neuroticism refers to a personality trait which indicates the amount of constancy and control of impulse. High in emotional stability may have higher chances of success which may be protective against procrastination. Current findings showed that openness to experience and agreeableness are not related to procrastination. Most of the previous research results also supporting the current research results. It is not clear why these two personality traits were not associated with procrastination and hence further studies are necessary.

Limitations

The current study realizes certain limitations that might be addressed to other future studies on the same area. particular, researcher used 9-item self-report questionnaire to assess irrational procrastination. Another drawback was that we only collected data from male participants. Some of the participants difficult to understand English, which could lead to different interpretations.

Feature Direction

Future research can be undertaken with an equal number of male and female data to address the current limitation. Different types of procrastination scales can be used in future research. The sample's age group can be 35 and above. Another future study idea is to collect data from multiple sources such as the working population, urban, and rural areas.

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