

# **Investigating the Impact of Personality Traits on Decision Making Styles of Principals of Government Schools in the North-Western Province, Sri Lanka**

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The main purpose of the present research was to explore the relationship between personality traits and decision making styles of government schools' principals in North - Western province. Principals of public schools have to make numerous decisions as they deal with diverse parties such as students, teachers, clerical staff, old students, parents, politicians, educational directors, general public and such other concerned parties. Decision making style of school principals highly affect the students and all other related parties. A sample of 360 principals was selected through stratified sampling method. Research data were gathered using Decision making Styles Questionnaire which measures four decision making styles including rational, dependent, avoidant and intuitive decision making styles as well as Big Five personality traits questionnaire which measures five personality traits containing neuroticism, openness to experience, conscientiousness, extraversion and agreeableness. Research data were analyzed through descriptive statistics (Mean, Standard deviation) and inferential statistics (Regression Model and Pearson Correlation Co-efficient Test). Correlational analysis revealed that big five factors are correlated with decision making styles. Five hypotheses of the present research further showed that the conscientiousness, openness to experience, extraversion and agreeableness have significant positive correlation with rational decision making style while neuroticism has a significant negative correlation with rational decision making style. Accordingly, conscientiousness, neuroticism and openness to experience are vital personality traits for explaining and predicting decision making style. The findings of the present research might contribute substantially to select people for leadership positions because effective decision making is one of the essential functions of high quality leadership.

**Key words:** *Decision making styles, Personality traits.*