

# Effects of supplementary and complementary personality-situation fit on personality processes

John F. Rauthmann

Humboldt-Universität zu Berlin

## ABSTRACT<sup>1</sup>

A conceptual process model of personality-situation (PS) fit (i.e., matching between personality characteristics and situational characteristics) and its impact on different personality processes (i.e., fit perceptions, situation construals, affective responses, behavioral displays) is presented. This model was tested with the domains of the Big Five traits (emotional stability, extraversion, openness/intellect, agreeableness, conscientiousness) and intrapersonal adjustment indicators (authenticity, self-esteem, positive affect). Six groups of participants (total- $N = 125$ ) were asked to recall different instances of PS fit in a  $2 \times 3$  factorial design, crossing quality of fit (fit vs. misfit) and type of fit (supplementary vs. complementary demands-ability vs. complementary needs-supply). Findings yielded a consistent main effect of quality of fit, but not type of fit on various personality processes. Additionally, the relation between type of fit and behavioral displays was mediated by fit perceptions, situation construals, and affective responses for all Big Five traits and intrapersonal adjustment indicators. PS fit is discussed as a novel and useful concept in personality psychology.

## Keywords

person-environment fit – personality-situation fit – personality processes – situation perception – Big Five – intrapersonal adjustment – authenticity

---

<sup>1</sup> I thank Konrad Senf for his assistance in gathering the data used for this work.