



LUDWIG-
MAXIMILIANS-
UNIVERSITÄT
MÜNCHEN

Department of Psychological Methods and Diagnostics

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Dear Sir or Madam,

Munich, 17th April 2018

We hereby wish to affirm that there is clear evidence based on scientific studies that personality traits influence the quality of professional relationships. In particular, two recent meta-analyses on the subject¹, which summarise the results of 103 scientific studies with more than 3,500 participants, come to this conclusion.

Naturally, anyone should be able to work with anybody in a professional context. Matching, however, is first and foremost aimed at the effectiveness and quality of the collaboration. These studies clearly show an effect on the basis of personality.

Therefore, we think that matching of personality and interests is useful and justified.

Kind regards,

Prof. Dr. Markus Bühner

PD Dr. Felix Schönbrodt

1 Peeters, M. A., Van Tuijl, H. F., Rutte, C. G., & Reymen, I. M. (2006). Personality and team performance: A meta- analysis. *European Journal of Personality*, 20, 377-396.

Stewart, G. L. (2006). A meta-analytic review of relationships between team design features and team performance. *Journal of Management*, 32, 29-55.
