

Occupational Psychology

2016/2017

Example personality measures

Measure 1: Big Five Inventory Personality measure

John, O. P., Donahue, E. M., & Kentle, R. L. (1991).

How I am in general

On the next page are a number of characteristics that may or may not apply to you. For example, do you agree that you are someone who *likes to spend time with others*? Please write a number next to each statement to indicate the extent to which **you agree or disagree with that statement.**

<i>I am someone who...</i>		Disagree Strongly 1	Disagree a little 2	Neither agree nor disagree 3	Agree a little 4	Agree strongly 5
1.	Is talkative					
2.	Tends to find fault with others					
3.	Does a thorough job					
4.	Is depressed, blue					
5.	Is original, comes up with new ideas					
6.	Is reserved					
7.	Is helpful and unselfish with others					
8.	Can be somewhat careless					
9.	Is relaxed, handles stress well.					
10.	Is curious about many different things					
11.	Is full of energy					
12.	Starts quarrels with others					
13.	Is a reliable worker					
14.	Can be tense					
15.	Is ingenious, a deep thinker					
16.	Generates a lot of enthusiasm					
17.	Has a forgiving nature					
18.	Tends to be disorganized					
19.	Worries a lot					
20.	Has an active imagination					
21.	Tends to be quiet					
22.	Is generally trusting					
23.	Tends to be lazy					
24.	Is emotionally stable, not easily upset					
25.	Is inventive					
26.	Has an assertive personality					
27.	Can be cold and aloof					
28.	Perseveres until the task is finished					
29.	Can be moody					
30.	Values artistic, aesthetic experiences					
31.	Is sometimes shy, inhibited					
32.	Is considerate and kind to almost everyone					
33.	Does things efficiently					
34.	Remains calm in tense situations					
35.	Prefers work that is routine					
36.	Is outgoing, sociable					
37.	Is sometimes rude to others					
38.	Makes plans and follows through with them					
39.	Gets nervous easily					
40.	Likes to reflect, play with ideas					
41.	Has few artistic interests					
42.	Likes to cooperate with others					
43.	Is easily distracted					
44.	Is sophisticated in art, music, or literature					

SCORING INSTRUCTIONS

To score the BFI, you'll first need to **reverse-score** all negatively-keyed items:

- Extraversion: 6, 21, 31
- Agreeableness: 2, 12, 27, 37
- Conscientiousness: 8, 18, 23, 43
- Neuroticism: 9, 24, 34
- Openness: 35, 41

To recode these items, you should subtract your score for all reverse-scored items from 6. For example, if you gave yourself a 5, compute 6 minus 5 and your recoded score is 1. That is, a score of 1 becomes 5, 2 becomes 4, 3 remains 3, 4 becomes 2, and 5 becomes 1.

Next, you will create scale scores by **averaging** the following items for each B5 domain (where R indicates using the reverse-scored item).

- Extraversion: 1, 6R 11, 16, 21R, 26, 31R, 36
- Agreeableness: 2R, 7, 12R, 17, 22, 27R, 32, 37R, 42
- Conscientiousness: 3, 8R, 13, 18R, 23R, 28, 33, 38, 43R
- Neuroticism: 4, 9R, 14, 19, 24R, 29, 34R, 39
- Openness: 5, 10, 15, 20, 25, 30, 35R, 40, 41R, 44

REFERENCE INFORMATION

The BFI should be cited with the original and a more accessible, recent reference:

John, O. P., Donahue, E. M., & Kentle, R. L. (1991). The Big Five Inventory--Versions 4a and 54. Berkeley, CA: University of California, Berkeley, Institute of Personality and Social Research.

John, O. P., Naumann, L. P., & Soto, C. J. (2008). Paradigm shift to the integrative Big Five trait taxonomy: History, measurement, and conceptual issues. In O. P. John, R. W. Robins, & L. A. Pervin (Eds.), *Handbook of personality: Theory and research* (pp. 114-158). New York, NY: Guilford Press.

Summary profile

	1	2	3	4	5
Extraversion:					
Agreeableness:					
Conscientiousness:					
Neuroticism:					
Openness					

Measure 2: BFI-10

Source:

Rammstedt & John (2007): Measuring personality in one minute or less: A 10-item short version of the Big Five Inventory in English and German. *Journal of Research in Personality* 41, 1, 203–212

Instruction: How well do the following statements describe your personality?

I see myself as someone who ...	Disagree strongly	Disagree a little	Neither agree nor disagree	Agree a little	Agree strongly
... is reserved	(1)	(2)	(3)	(4)	(5)
... is generally trusting	(1)	(2)	(3)	(4)	(5)
... tends to be lazy	(1)	(2)	(3)	(4)	(5)
... is relaxed, handles stress well	(1)	(2)	(3)	(4)	(5)
... has few artistic interests	(1)	(2)	(3)	(4)	(5)
... is outgoing, sociable	(1)	(2)	(3)	(4)	(5)
... tends to find fault with others	(1)	(2)	(3)	(4)	(5)
... does a thorough job	(1)	(2)	(3)	(4)	(5)
... gets nervous easily	(1)	(2)	(3)	(4)	(5)
... has an active imagination	(1)	(2)	(3)	(4)	(5)

Measure 3: Ten-Item Personality Inventory-(TIPI)

Source:

Gosling, S.D., Rentfrow, P.J. & Swann, W.B. (2003). A very brief measure of the Big-Five personality domains. *Journal of Research in Personality*, 37, 6, 504–528.

Here are a number of personality traits that may or may not apply to you. Please write a number next to each statement to indicate the extent to which *you agree or disagree with that statement*. You should rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.

Disagree strongly	Disagree moderately	Disagree a little	Neither agree nor disagree	Agree a little	Agree moderately	Agree strongly
1	2	3	4	5	6	7

I see myself as:

1. _____ Extraverted, enthusiastic.
2. _____ Critical, quarrelsome.
3. _____ Dependable, self-disciplined.
4. _____ Anxious, easily upset.
5. _____ Open to new experiences, complex.
6. _____ Reserved, quiet.
7. _____ Sympathetic, warm.
8. _____ Disorganized, careless.
9. _____ Calm, emotionally stable.
10. _____ Conventional, uncreative.

TIPI scale scoring ("R" denotes reverse-scored items): Extraversion: 1, 6R; Agreeableness: 2R, 7; Conscientiousness: 3, 8R; Emotional Stability: 4R, 9; Openness to Experiences: 5, 10R.

What is your personality?

1. When you have some free time, what would you like to do most?
 - ☐ Eat
 - ☐ Meet with friends
 - ☐ Nothing
 - ☐ Play video games
 - ☐ Watch TV
2. Which sort of person do you like most?
 - ☐ I don't like people
 - ☐ Sad
 - ☐ Kind
 - ☐ Chatty
 - ☐ Happy
3. What do you hate most?
 - ☐ People
 - ☐ Discrimination
 - ☐ War
 - ☐ Mondays
 - ☐ Weather
4. What sort of phone do you have?
 - ☐ iPhone
 - ☐ Nokia
 - ☐ I don't have a phone
 - ☐ Landline
 - ☐ Android
5. When you get to choose what you and your friends do, what do you usually choose?
 - ☐ Cinema
 - ☐ Park
 - ☐ Swimming
 - ☐ Bowling
 - ☐ Shopping
6. If you had to choose between saving your best friend or your mother, who would you choose to save?
 - ☐ Friend
 - ☐ Mother
 - ☐ Neither

7. What sort of job do you have/want?

- ☐ Teacher
- ☐ Lawyer
- ☐ Vet, doctor
- ☐ I don't want/have a job
- ☐ Business

8. What sort of person do you think you are?

- ☐ Happy
- ☐ Popular
- ☐ Shy
- ☐ I don't know
- ☐ Sad

9. If a man offered you two things, a puppy or a phone, which would you take?

- ☐ None
- ☐ Phone
- ☐ Puppy