

## **ANNEX A**

### **MEASURES OF THE BIG FIVE DIMENSIONS**

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This document is an annex to the OECD working paper entitled *Personality Matters: Relevance and Assessment of Personality Characteristics*, by Miloš Kankaraš. The annex contains a selection of measurement instruments designed for brief assessment of the Big Five personality dimensions.

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This working paper has been authorised by Andreas Schleicher, Director of the Directorate for Education and Skills, OECD.

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**Big Five Inventory (short form with 10 items) - BFI-10**

**Source:** Rammstedt, B. and O.P. 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*, Vol. 41/1, pp. 203-212, <http://doi.org/10.1016/j.jrp.2006.02.001>. © Elsevier

**Instructions**

*How well do the following statements describe your personality?*

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

**Scoring the BFI-10**

Extraversion: 1R, 6

Agreeableness: 2, 7R

Conscientiousness: 3R, 8

Neuroticism: 4R, 9

Openness to experience: 5R; 10

(R = item is reverse-scored).

**Big Five Inventory – Short form (BFI-S)**

*Source:* Adapted from Lang, F.R. et al. (2011), “Short assessment of the Big Five: Robust across survey methods except telephone interviewing”, *Behavior Research Methods*, Vol. 43/2, pp. 548-67, <http://doi.org/10.3758/s13428-011-0066-z>.

**Answer categories**

1 ..... 2 ..... 3 ..... 4 ..... 5 ..... 6 ..... 7  
*Strongly disagree* *Strongly agree*

**I see myself as someone who...**

1. Worries a lot
2. Gets nervous easily
3. Remains calm in tense situations (R)
4. Is talkative
5. Is outgoing, sociable
6. Is reserved (R)
7. Is original, comes up with new ideas
8. Values artistic, aesthetic experiences
9. Has an active imagination
10. Is sometimes rude to others (R)
11. Has a forgiving nature
12. Is considerate and kind to almost anyone
13. Does a thorough job
14. Tends to be lazy (R)
15. Does things efficiently

**Scoring the BFI-S**

Neuroticism 1, 2, 3

Extraversion 4, 5, 6

Openness to experience 7, 8, 9

Agreeableness 10, 11, 12

Conscientiousness 13, 14, 15

(R = item is reverse-scored).

### Ten-Item Personality Inventory (TIPI)

**Source:** Gosling, S.D., P.J. Rentfrow and W.B. Swann (2003), “A very brief measure of the Big-Five personality domains”, *Journal of Research in Personality*, Vol. 37/6, pp. 504-528, [http://doi.org/10.1016/S0092-6566\(03\)00046-1](http://doi.org/10.1016/S0092-6566(03)00046-1). © Elsevier

#### Instructions

*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
<p><b><i>I see myself as:</i></b></p> <p>1. _____ <i>Extraverted, enthusiastic.</i></p> <p>2. _____ <i>Critical, quarrelsome.</i></p> <p>3. _____ <i>Dependable, self-disciplined.</i></p> <p>4. _____ <i>Anxious, easily upset.</i></p> <p>5. _____ <i>Open to new experiences, complex.</i></p> <p>6. _____ <i>Reserved, quiet.</i></p> <p>7. _____ <i>Sympathetic, warm.</i></p> <p>8. _____ <i>Disorganized, careless.</i></p> <p>9. _____ <i>Calm, emotionally stable.</i></p> <p>10. _____ <i>Conventional, uncreative.</i></p>						

#### Scoring the TIPI

Extraversion: 1, 6R

Agreeableness: 2R, 7

Conscientiousness: 3, 8R

Emotional stability: 4R, 9

Openness to experience: 5, 10R

(R = item is reverse-scored).