BIG FIVE INVENTORY (BFI)

Reference

John, O. P., & Srivastava, S. (1999). The Big-Five trait taxonomy: History, measurement, and theoretical perspectives. In L. A. Pervin & O. P. John (Eds.), *Handbook of personality: Theory and research* (Vol. 2, pp. 102–138). New York: Guilford Press.

Description of Measure:

44-item inventory that measures an individual on the Big Five Factors (dimensions) of personality (Goldberg, 1993). Each of the factors is then further divided into personality facets.

The Big Five Factors are (chart recreated from John & Srivastava, 1999):

Big Five Dimensions	Facet (and correlated trait adjective)
Extraversion vs. introversion	Gregariousness (sociable) Assertiveness (forceful) Activity (energetic) Excitement-seeking (adventurous) Positive emotions (enthusiastic) Warmth (outgoing)
Agreeableness vs. antagonism	Trust (forgiving) Straightforwardness (not demanding) Altruism (warm) Compliance (not stubborn) Modesty (not show-off) Tender-mindedness (sympathetic)
Conscientiousness vs. lack of direction	Competence (efficient) Order (organized) Dutifulness (not careless) Achievement striving (thorough) Self-discipline (not lazy) Deliberation (not impulsive)
Neuroticism vs. emotional stability	Anxiety (tense) Angry hostility (irritable) Depression (not contented) Self-consciousness (shy) Impulsiveness (moody) Vulnerability (not self-confident)
Openness vs. closedness to experience	Ideas (curious) Fantasy (imaginative) Aesthetics (artistic) Actions (wide interests) Feelings (excitable) Values (unconventional)

For more information about the Big Five, visit this website:
http://www.uoregon.edu/~sanjay/bigfive.html#where

Fetzer Institute

Abstracts of Selected Related Articles:

Bouchard, T. J. & McGue, M. (2003). Genetic and environmental influences on human psychological differences. *Journal of Neurobiology, 54*, 4-45.

> Psychological researchers typically distinguish five major domains of individual differences in human behavior: cognitive abilities, personality, social attitudes, psychological interests, and psychopathology (Lubinski, 2000). In this article we: discuss a number of methodological errors commonly found in research on human individual differences; introduce a broad framework for interpreting findings from contemporary behavioral genetic studies; briefly outline the basic quantitative methods used in human behavioral genetic research; review the major criticisms of behavior genetic designs, with particular emphasis on the twin and adoption methods; describe the major or dominant theoretical scheme in each domain; and review behavioral genetic findings in all five domains. We conclude that there is now strong evidence that virtually all individual psychological differences, when reliably measured, are moderately to substantially heritable.

Tkach, C., & Lyubomirsky, S. (2006). How do people pursue happiness?: Relating personality, happiness-increasing strategies, and well-being. *Journal of Happiness Studies, 7*, 183-225.

> Five hundred ethnically diverse undergraduates reported their happiness strategies – that is, activities undertaken to maintain or increase happiness. Factor analysis extracted eight general strategies: Affiliation, Partying, Mental Control, Goal Pursuit, Passive Leisure, Active Leisure, Religion, and Direct Attempts at happiness. According to multiple regression analyses, these strategies accounted for 52% of the variance in self-reported happiness and 16% over and above the variance accounted for by the Big Five personality traits. The strongest unique predictors of current happiness were Mental Control (inversely related), Direct Attempts, Affiliation, Religion, Partying, and Active Leisure. Gender differences suggest that men prefer to engage in Active Leisure and Mental Control, whereas women favor Affiliation, Goal Pursuit, Passive Leisure, and Religion. Relative to Asian and Chicano(a) students, White students preferred using high arousal strategies. Finally, mediation analyses revealed that many associations between individuals' personality and happiness levels are to some extent mediated by the strategies they use to increase their happiness – particularly, by Affiliation, Mental Control, and Direct Attempts.

Shiota, M.N., Keltner, D., & John, O. P. (2006). Positive emotion dispositions differentially associated with Big Five personality and attachment style. *The Journal of Positive Psychology, 1*, 61-71.

> Although theorists have proposed the existence of multiple distinct varieties of positive emotion, dispositional positive affect is typically treated as a unidimensional variable in personality research. We present data elaborating conceptual and empirical differences among seven positive emotion dispositions in their relationships with two core personality constructs, the "Big Five" and adult attachment style. We found that the positive emotion dispositions were differentially associated with self- and peer-rated Extraversion, Conscientiousness, Agreeableness, Openness to Experience, and Neuroticism. We also found that different adult attachment styles were associated with different kinds of emotional rewards. Findings support the theoretical utility of differentiating among several dispositional positive emotion constructs in personality research.

Fetzer Institute

Scale:

The Big Five Inventory (BFI)

Here 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.

Disagree strongly 1	Disagree a little 2	Neither agree nor disagree 3	Agree a little 4	Agree Strongly 5

<u>I see Myself as Someone Who...</u>

____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

____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

Fetzer Institute

____20. Has an active imagination

____21. Tends to be quiet

____22. Is generally trusting

____42. Likes to cooperate with others

____43. Is easily distracted

____44. Is sophisticated in art, music, or literature

Scoring:

BFI scale scoring ("R" denotes reverse-scored items):

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

TEN ITEM PERSONALITY INVENTORY (TIPI)

Reference:

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*, 504-528.

Description of Measure:

A ten-item measure of the Big Five personality dimensions – 2 items for each of the 5 dimensions. Each item is rated on a 7-point scale that ranges from 1 (disagree strongly) to 7 (agree strongly). The measure was created to be finished within a minute or so, though it sacrifices some of the reliability and validity found in longer measures of the Big Five personality dimensions (e.g., BFI).

Abstracts of Selected Related Articles:

Heller, D., Komar, S., & Lee, W. B. (2007). The dynamics of personality states, goals and well-being. Personality and Social Psychology Bulletin, 33, 898–910.

The authors examine the within-individual dynamics of Big-5 personality states over time in people's daily lives. They focus on the magnitude of this within-individual variability, and the associations between personality states, short-term goals, and subjective well-being states. A total of 101 undergraduate students participated in a 10-day interval-contingent diary study. The authors' findings, based on multilevel procedures, establish a considerable amount of within-individual variability that is both (a) equal or larger than that observed between individuals and (b) larger or similar to other constructs assessed with a state approach (e.g., self-esteem and mood). In addition, both neuroticism and extraversion states are systematically related to the short-term pursuit of approach—avoidance goals. Finally, support was obtained for the mediating role of both neuroticism and extraversion states of the association between goals and subjective well-being. In sum, the authors' findings testify to the importance and utility of studying within-individual variability in personality states over time.

Chamorro-Premuzic, T., Bennett, E., & Furnham, A. (2007). The happy personality: Mediational role of trait emotional intelligence. *Personality and Individual Differences, 42*, 1633-1639.

This study examined the relationship between the Big Five personality traits (Gosling et al., 2003), trait emotional intelligence (EI) (Petrides & Furnham, 2001) and happiness (Argyle et al., 1989) in a sample of 112 (61 female) student and non-student participants. Strong dispositional determinants of happiness were identified. In line with previous findings, four of the Big Five, namely stability, extraversion, conscientiousness, and agreeableness, were positively correlated with both happiness and trait EI, which explained 18% of unique variance (over and above age and the Big Five) in happiness. Furthermore, a significant amount of shared variance between happiness and the Big Five was explained by trait EI, which partly mediated the paths from stability and conscientiousness to happiness, and fully mediated the link between agreeableness and happiness. Limitations and implications are discussed.

Westmaas, J., Moeller, S., & Woicik, P. B. (2007). Validation of a measure of college students'
intoxicated behaviors: Associations with alcohol outcome expectancies, drinking motives, and
personality. *Journal of American College Health, 55*, 227-237.

Objective: The authors aimed to develop a measure of college students' intoxicated behaviors
and to validate the measure using scales assessing alcohol outcome expectancies, motives for
drinking, and personality traits. Participants and Method Summary: The authors
administered these measures and an inventory describing 50 intoxicated behaviors to 198
college students and conducted factor analysis on intoxicated behaviors. Logistic regression
models examined relationships between intoxicated behavior dimensions and expectances,
motives, and personality traits. Results: Self-reported behaviors during intoxication episodes
were reducible to 3 basic dimensions that formed reliable and valid scales: social, antisocial,
and emotionally labile intoxication. Conclusions: Researchers can use the Intoxicated
Behaviors Inventory to evaluate the effectiveness of interventions targeting drinking or to
identify college students at risk for problematic consequences of alcohol use. In addition,
results point to the need for community efforts to encourage more moderate drinking among
college students.

Scale (taken directly from Gosling et al., 2003)**:**

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.

Scoring:

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.

Fetzer Institute

CALIFORNIA PERSONALITY INVENTORY
(a.k.a, California Psychological Inventory; CPI).

Reference:

Original Scale:
Gough, H. G. (1951). *The California Psychological Inventory*. Berkeley, California: The
   University of California Press.

Description of Measure:

A 472-item measure of personality (revised versions are shorter) designed to assess mentally healthy individuals' personality characteristics. Each item is answered as either "True" or "False". About 50% of the items from the CPI were taken directly from the MMPI (Hathaway & McKinley, 1943).

The CPI is divided into the following scales:

Dominance	36 items	Good Impression	40 items
Capacity for Status	28 items	Communality	38 items
Sociability	32 items	Well-Being	38 items
Social Presence	38 items	Tolerance	32 items
Self Acceptance	28 items	Achievement via	38 items
Independence	30 items	Conformance	
Empathy	38 items	Achievement via	36 items
Responsibility	36 items	Independence	
Socialization	46 items	Intellectual Efficiency	42 items
Self Control	38 items	Psychological	28 items
Female/Male	32 items	Mindedness	
		Flexibility	28 items

The entire test takes approximately 50-60 minutes to finish.

Abstracts of Selected Related Articles:

McCrae, R. R., Costa, P. T., & Piedmont, R. L. (1993). Folk concepts, natural language, and
   psychological constructs: The California Psychological Inventory and the Five-Factor Model.
   Journal of Personality, 61, 1-26.

Both the California Psychological Inventory (CPI; Gough, 1987) and the five-factor model of personality have roots in folk concepts of personality. The present article offers a conceptual analysis of CPI scales in terms of the five-factor model. In the first study, judges rated the item content of CPI scales in terms of the five factors. In the second, CPI scales were correlated with the factors as measured by the NEO Personality Inventory (NEO-PI; Costa & McCrae, 1985b) in a sample of 348 men and women ages 19 to 92. Both studies showed meaningful links between CPI scales and four of the factors; Agreeableness appeared to be underrepresented in CPI scales. The utility of systematic rational item analysis in terms of the five factors and the evolving relation of folk concepts to psychological constructs are discussed.

Craik, K. H. (1986). Personality research methods: An historical perspective. *Journal of Personality, 54*, 18-51.

Personality research methods are examined from a historical perspective, beginning with a review of scholarly resources. Five historical periods in personality research are demarcated: the pre-identity era, the pre-WWII era, the post-WWII era, the contemporary era, & the current situation. Three types in the historical development of methodologies are identified: laboratory methods, observer judgments, personality scales, & projective techniques illustrate continued development; biographical/archival methods & field studies illustrate interrupted methods; & reputational analysis using naturalistic observational assessment illustrates arrested development. Recommendations for promoting integrative methodological pluralism in research planning, institutional arrangements, & graduate training are made.

Loehlin, J. C. (1982). Are personality traits differentially heritable? *Behavioral Genetics, 12*, 417-428.

Two existing bodies of data were examined using model-fitting procedures. The very large Swedish twin study showed evidence of differences in heritability for the sexes and for three birth cohorts, but not for the two personality scales in the study—Swedish versions of Eysenck's Extraversion and Neuroticism Scales. Using the data of the National Merit twin sample, seven orthogonal factor scales were derived from the California Psychological Inventory item pool. Statistically significant differences were found across the seven scales, for both heritability and the effects of common family environment. It was concluded that differences in the heritability of personality scales may be found if one extends the search to lesser personality dimensions independent of Extraversion and Neuroticism, and it was suggested that earlier difficulties in demonstrating differential heritability may have resulted from the pervasive influence of the two major factors on the scales of typical personality inventories.

Scale:

The CPI is available for purchase.