

Examining the Criterion Validity of Interpersonal Measures

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Abstract

There is an imperative for studying interpersonal mechanisms to personality and personality psychopathology, as the core of these constructs consists of interpersonal functioning. Because interpersonal functions are central to personality, it warrants the need for identifying psychometrically sound interpersonal assessments. This study examines the criterion validity of the Circumplex Scales of Interpersonal Problems (CSIP) in particular. To accomplish this, undergraduate students from a small liberal arts University will be recruited for participation in a series of two phases. Phase 1 involves simple data collection through the online administration of the CSIP and NEO-PI-R. Phase 2 divides returning participants into dyads based upon responses in Phase 1 – whereby the respondent’s score indicates a significant interpersonal problem on the interpersonal circumplex. In this phase, the dyads complete a collaborative task and then complete the Impact Message Inventory to assess the “impacts” upon the other interactant. This study’s findings will further examine the CSIP’s psychometric properties for its literature base.

Introduction

Personality disorders (PDs) are prevalent in roughly 9% of the general population of the United States (Lenzenweger, et al., 2007). Wilson and colleagues (2017) conducted a meta-analysis on the relationship between personality disorders (PDs) and interpersonal functioning. Their results strongly supported the role of interpersonal dysfunction as a core impairment of personality disorder diagnoses in the *Diagnostic and Statistical Manual of Mental Disorders (DSM-5; American Psychiatric Association, 2013)*. Other authors (Widiger & Trull, 2007) posit that the DSM-5's extent of measurement coverage is limited, including failures to account for every maladaptive interpersonal facet in PDs (Wright et al., 2012). These findings implore a greater focus on interpersonal functioning as an essential element for case conceptualization and personality measurement. Thus, the assessment of personality within an interpersonal framework warrants merit. Personality does not occur inside a vacuum (Sullivan, 1953b) –psychological measurements for traits and motives presuppose the existence of interaction with others. In this sense, personality measures are dependent upon views of self and others, including the expression of those characteristics in social contexts.

Theoretical Framework

The notion of expanding our understanding of an individual by their interpersonal context originated from Harry S. Sullivan (1953b). His seminal work, responding to Freud's drive theory, posits that an anxiety gradient, or security, shapes individuals' interpersonal behavior and self-concept. To Sullivan, this was the underlying basis of personality. However, unlike Sullivan's purely psychoanalytic interpersonal theory, contemporary integrative interpersonal theory (CIIT; Dawood et al., 2018; Pincus, 2005; Pincus & Ansell, 2003) incorporates numerous realms to conceptualize interpersonal behavior. Among these contributors are contemporary

psychoanalytic theory, evolutionary theory, cognitive theory, and attachment theory; Pincus & Ansell, 2003) – hence the name, *integrative*. It is the aim of this paper to borrow the theoretical framework of CIIT, focusing upon its first underlying assumption: personality psychopathology is most evident within interpersonal situations (Dawood et al., 2018).

As shared by Sullivan, CIIT asserts that personality expresses mainly through interpersonal situations, both in physical interactions and mental representations (Benjamin, 1993). Namely, CIIT touts the “interpersonal situation” as its core focus, emphasizing the domain of one’s functioning within these social situations (Hopwood et al., 2019). The theory adopts the essence of Leary’s (1957) circle and has evolved into a reimagined bi-dimensional circumplex (Horowitz et al., 2006). These two dimensions within the circumplex quantify interpersonal functioning along axes of *agency* (x-axis) and *communion* (y-axis), first postulated by David Bakan (1966). As articulated by Hopwood and colleagues (2013), “[agency] refers to the condition of being a differentiated individual, as manifested in strivings for power and mastery that can enhance and protect one’s differentiation. Communion refers to the condition of being part of a larger social entity, and is manifested in strivings for intimacy, union, and solidarity with the larger entity” (p. 275). Overlaying the axes of agency and communion are eight domains of interpersonal functioning (i.e., domineering/controlling, extraverted/intrusive, self-sacrificing, exploitable, nonassertive, avoidant, cold/distant, vindictive).

CIIT assumes the agentic and communal motives within the circumplex drive interpersonal behavior. When these two motives are satisfied, it promotes positive affect – when they are not satisfied, it contributes to negative affect. Nevertheless, motives and perceptions of others can be askew – otherwise referred to as a *parataxic distortion* by Sullivan (1953a) – and

this generates an interpersonal transaction cycle. Namely, *complementarity* is the binding force behind this balance of agentic and communal motives.

Complementarity refers to the process of reciprocity within the interpersonal transaction cycle, where one individual's behavioral output invites a probabilistic response from another individual (Kiesler, 1983). Psychopathology may be present when an individual persistently deviates from this probabilistic cycle in unexpected (i.e., non-complementary) ways.

Variables and Relationships

Boudreaux and colleagues (2018) developed the circumplex scales of interpersonal problems (CSIP) to measure maladaptive interpersonal behavior. The CSIP's scores demonstrate adequate convergent and discriminant validity with similar and different counterpart items on the Inventory of Interpersonal Problems (IIP-C; Horowitz et al., 2000), respectively. (Boudreaux et al., 2018). Despite this support, there is a dearth of evidence in the literature about the CSIP's criterion validity. To explore its criterion validity, we will merge the industrial/organizational realm with the clinical realm. This consolidation means incorporating an observable interpersonal situation – teamwork cohesion and cooperation – as the criterion we predict with the CSIP.

Specific personality trait concentrations may be ideal in a teamwork setting. Using the Five-Factor Inventory, Curşeu and colleagues (2019) demonstrated that individuals who scored on the low and high ends of conscientiousness and agreeableness were negatively rated by peers regarding their contributions to a cooperative task. This creative task involved participants collaboratively releasing an egg into a bowl without it breaking. Interactants were also provided objects (e.g., straws, tape, meter stick) to make the egg land softly. Indirectly studying interpersonal functioning through a teamwork setting could offer insights into the criterion

validity of measures like the CSIP or IIP-C. O'Neill and Allen (2011) reinforce these findings of personality traits influencing group performance. In their study, team performance was heavily mediated by conscientiousness but not agreeableness, neuroticism, or extraversion.

Other results have been conflicting, finding that agreeableness alone predicted group cohesion during social tasks (O'Neill & Kline, 2008). As such, these data fluctuate when predicting cohesion and group task performance with the Big Five. Interpersonal measures of personality may offer a novel vantage point for both clinical and non-clinical settings.

Several questions will be in mind throughout the present study:

1. How strong is the criterion validity (i.e., predictive validity) of the CSIP?
2. Do these results converge with other well-validated measures, like the NEO-PI?

No existing studies have investigated the criterion validity of the CSIP or adequately demonstrated how people's scores on this measure reflect interpersonal behavioral outcomes. The current study recognizes the need for an appropriate examination of criterion validity of interpersonal measures. Obtaining a sample of clinical populations may offer greater depth into the utility of the CSIP. However, due to constraints of availability, this study will use a college sample to predict given outcomes of the CSIP. The study will be divided into two phases: 1) administration of the CSIP via online survey software; 2) invite specified respondents to participate in a creative social task with other selected respondents (in a team). The current study's hypotheses are as follows:

- a) Respondents' scores on the CSIP will adequately predict the proportion of variance on the IMI ($p \leq .05$)
- b) The NEO-PI-R will not adequately predict the proportion of variance on the IMI.

Method

Participants

Data will come from a sample of undergraduate students at a small liberal arts college in the Southeast. We will recruit students via convenience sampling through the university's SONA System, where they will receive class credit after participation in the study. The sample will comprise of Stetson students aged 18 years or older who speak English. Aside from this, there are no further inclusion or exclusion criteria in Phase I.

Phase II will involve more selective recruitment. Individuals will be drawn if his or her CSIP score reflects evidence of salient interpersonal problems in any octant. The CSIP will pinpoint a respondent's interpersonal problems on Horowitz and colleagues' (2006) circumplex shown in Figure 1. Scores in the outer rings of the circumplex expect to reflect that given interpersonal behavior with high intensity. We will invite individuals in these regions for each octant and pair them with their diametrically opposed counterpart (e.g., an "assured-dominant" individual will pair with an "unassured-submissive" individual).

Research Design

The study will progress over two phases, with Phase I measuring the independent variable and Phase II assessing the dependent variable. Participants will undergo self-selection in Phase I through the SONA and complete a demographic questionnaire, the CSIP and the NEO-PI. Phase II occurs concurrently with Phase I as respondents complete their questionnaires. This portion uses a quasi-experimental design, where participants are selected based upon the inclusion and exclusion criteria stated above. In this phase, pairs of individuals – dyads – are matched non-randomly based on their respective scores in Phase I.

Materials and Measures

Circumplex Scales of Interpersonal Problems (CSIP)

The CSIP is a self-report questionnaire with 64 response items corresponding to the interpersonal circumplex (Boudreaux et al., 2018). Each item asks respondents to rate themselves on a scale of 0 (not a problem) to 3 (serious problem) regarding personal issues that may elicit emotional distress (e.g., Difficulty showing love and affection to others). Boudreaux and his colleagues orient these values onto the interpersonal circumplex, a bi-dimensional model with intersecting axes of agency and communion. Eight domains (i.e., octants) overlay the axes, which form the circular body of the model. Each octant represents interpersonal qualities running along a continuum: Domineering, Self-Centered, Distant/Cold, Socially Inhibited, Nonassertive, Exploitable, Self-Sacrificing, and Intrusive. Within each octant, item scores add together to form the total score. The CSIP demonstrates good internal consistency reliability ($\alpha = .81$), and there is data to suggest adequate convergent and discriminant validity (Boudreaux et al., 2018). The current study seeks to explore the extent of criterion validity of the CSIP, as this is not reasonably established.

NEO-FFI-3

The NEO Five-Factor Inventory (NEO-FFI-3) is a shorter revision of the original NEO Personality Inventory containing only 60 items (McCrae & Costa, 2007). This measure of personality operationalizes Goldberg's (1990 & 1993) seminal thought on the 'Big Five' personality factor structure (i.e., personality reduces to five main traits: *openness*, *conscientiousness*, *extraversion*, *agreeableness*, and *neuroticism*). These traits are deduced by asking respondents questions that correspond to each facet (e.g., *I am not a worrier*). Item responses are on a 5-point rating scale (i.e., *strongly disagree* to *strongly agree*). Scores are

totaled within each facet and correspond to the participant's appropriate 'norm' group. The NEO-FFI-3 generally demonstrates good internal consistency reliability ($\alpha > .70$) in adult populations.

Demographic Questionnaire

Puzzle-Skill Scale

This faux instrument was developed by the primary investigator to "throw off" participants ideas about the nature of the study during Phase 2. It is a random assembly of questions about puzzle-solving abilities, with no psychometric legitimacy.

Impact Message Inventory (IMI)

Originally developed to assess psychotherapeutic dyads between patient and clinician, the Impact Message Inventory (IMI) will be used to explore complementarity within our teamwork task. The IMI (Schmidt et al., 1999) is a 56-item self-report measure with a 4-point rating scale (i.e., *not at all* to *very much so*). Akin to the CSIP, the IMI is a measure of interpersonal functioning. However, the IMI assesses one individual's covert reactions to another individual's behavior during the interaction. Respondents will rate the extent to which they agree with each item based upon their reactions with the other person (e.g., *feel appreciated by him; feel that I could relax, and she'd take charge*). Schmidt and colleagues (1999) conducted eight validation studies of the IMI and reported sufficient psychometric properties. Cronbach alpha coefficients ranged from .69 to .89. Subscale scores correspond to each of the eight interpersonal circumplex octants, where the higher subscale scores, the greater intensity of a particular interpersonal trait.

Procedure

After institutional review board approval, participants will voluntarily sign up through SONA. They will complete a consent form, necessary demographic information and proceed to

the battery of self-report questionnaires in Qualtrics. We will counterbalance the administration of each questionnaire (i.e., CSIP and NEO-FFI-3) in an alternating sequence to avoid order effects. Phase I should take 30 minutes to complete, and participants will receive credit for their time.

Phase II will require invitations to participants from Phase 2 to return. The selection criteria will consist of the individual's CSIP score indicating substantial interpersonal problems within one octant. Participants will be placed in dyads (i.e., groups of two) based upon their diametrically opposed counterparts on the CSIP. Next, participants will complete the *Puzzle-Skill Scale* (developed by PI). This fabricated survey will be administered with a piece of paper to deceive participants into believing their involvement has to do with puzzle-solving abilities. Responses are irrelevant and will be immediately discarded since their only purpose is to "throw off" participants' ideas about the study's purpose. Dyads are then placed in a room and told to solve the Viking Puzzle Box within 30 minutes. This puzzle is very challenging and will likely not be completed in the given amount of time. Additionally, participants will be told that there is \$100 inside the box, and whoever can open it will win the money. They will be instructed to collaborate to open the box. Once the thirty minutes have elapsed, each participant within the dyad will be given the *Impact Message Inventory* to assess the "impact" of the other upon them. Due to the deception involved in Phase 2, a debriefing session will be held before concluding.

Data Analysis Plan

Using IBM SPSS Statistics, we will perform an analysis of covariance (ANCOVA) between the independent variable (i.e., CSIP score) and the two levels of the dependent variable (i.e., IMI) while controlling for NEO scores.

Anticipated Results & Discussion

Results should indicate that the CSIP scores for person A is an adequate predictor of how person B will rate them on the IMI (and vice a versa), following the 30-minute collaborative task. This will be evidenced by statistically significant variance in the ANCOVA between the CSIP and IMI, after controlling for the NEO scores. Further, results are expected to show little effect from the NEO upon prediction of our criterion variable.

The results of this study will have important implications for researchers who operate under a CIIT framework. Exploring and reporting the CSIP's criterion validity will fill in a certain "gap" within its psychometric base. For researchers and clinicians who do not adopt a CIIT approach to psychopathology, these results can apply. This is one of the first and only studies to investigate the interpersonal transaction cycle through such a creative lens. Even if the psychometric expectancies go awry in Phase 2, there is still value in knowing the degree of convergence between the CSIP and NEO in Phase 1. However, there are also significant limitations that must be addressed. As this study is multifaceted and somewhat longitudinal, there is inherent logistical complication to be reckoned with (e.g., we may be unable to invite two "ideal" participants back for Phase 2 if their schedules do not align). Another concern is statistical power and availability. Since the study will be conducted at a small university, there may be concern for low participant recruitment. Regarding availability, there may not be a diverse sample of students to satisfy groupings of participants in each octant. Finally, demand characteristics may interfere with organic interpersonal transactions during the puzzle box task.

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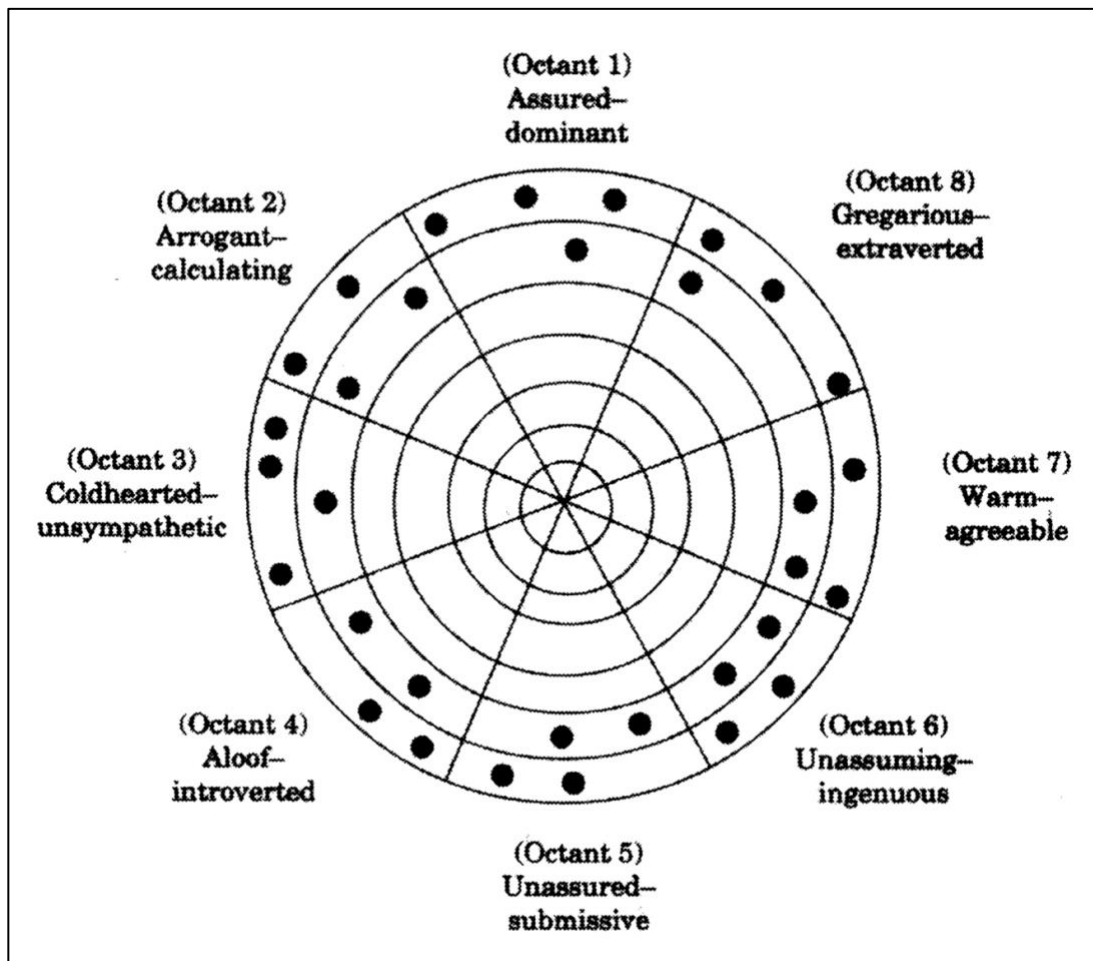
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Tables and Figures

Figure 1



Interpersonal Circumplex. Consists of eight domains of interpersonal styles

Appendix

Circumplex Scales of Interpersonal Problems

INSTRUCTIONS: The following is a list of personal problems people commonly report in their lives. These include thoughts, feelings, and behaviors that may cause emotional distress, disrupt relationships, or interfere with goals and activities. Read each statement carefully, and indicate how much you experience each problem using the scale below to record your answers.

Not a Problem	Minor Problem	Moderate Problem	Serious Problem
0	1	2	3
1. Bossing around other people too much			36. Feeling like an outsider in most social situations
2. Acting rude and inconsiderate toward others			37. Feeling weak and insecure around dominant others
3. Pushing away other people who get too close			38. Being easily taken advantage of
4. Difficulty making friends			39. Being easily affected by the pain and suffering of others
5. Lacking self-confidence			40. Having trouble respecting other people's privacy
6. Letting other people boss me around too much			41. Acting aggressively toward others
7. Putting other people's needs before my own too much			42. Being insensitive to the thoughts, feelings, and needs of others
8. Being overly affectionate with others			43. Being unable to fully connect with others
9. Verbally or physically abusing others			44. Being unable to be myself around others
10. Acting selfishly with others			45. Being unable to stand up to others
11. Difficulty showing love and affection to others			46. Compromising with other people too much
12. Having trouble fitting in with others			47. Trusting people too easily
13. Getting easily embarrassed in front of others			48. Exaggerating so that other people will respect me
14. Acting overly submissive with others			49. Manipulating other people to get what I want
15. Giving too much to others			50. Disliking most people
16. Difficulty keeping personal matters private from others			51. Difficulty opening up to others
17. Starting arguments and conflicts with others			52. Feeling fearful or nervous in social situations
18. Being unable to feel guilt or remorse			53. Avoiding confrontation when problems arise
19. Being unable to enjoy the company of others			54. Being easily influenced by others
20. Avoiding people or social situations			55. Trying to solve other people's problems too much
21. Difficulty taking the lead			56. Confronting people too quickly about problems
22. Being unable to express anger toward others			57. Acting superior or condescending toward others
23. Forgiving people too easily			58. Having trouble giving emotional or moral support to others
24. Talking too much			59. Feeling uncomfortable with being close or intimate with others
25. Trying to influence or control other people too much			60. Acting shy around others
26. Lacking respect for other people's beliefs, attitudes, or opinions			61. Letting other people make decisions too often
27. Feeling emotionally disconnected from others			62. Being unable to say "no"
28. Being unable to keep conversations going			63. Getting too attached to others
29. Having trouble asserting myself			64. Needing to be at the center of attention
30. Being too concerned about what other people think			
31. Being overly sentimental or tender-hearted			
32. Flirting with other people too much			
33. Dominating or intimidating others			
34. Having trouble getting along with others			
35. Difficulty developing close and lasting relationships			

Scoring the CSIP:

PA: Domineering – 1, 9, 17, 25, 33, 41, 49, 57
 BC: Selfish – 2, 10, 18, 26, 34, 42, 50, 58
 DE: Distant/ Cold – 3, 11, 19, 27, 35, 43, 51, 59
 FG: Socially Inhibited – 4, 12, 20, 28, 36, 44, 52, 60
 HI: Nonassertive – 5, 13, 21, 29, 37, 45, 53, 61
 JK: Exploitable – 6, 14, 22, 30, 38, 46, 54, 62
 LM: Self-Sacrificing – 7, 15, 23, 31, 39, 47, 55, 63
 NO: Intrusive – 8, 16, 24, 32, 40, 48, 56, 64

Impact Message Inventory [this measure is not fully available due to associated fees]

When I am with this person, he/she makes me. . .

- _____ feel appreciated by him.
- _____ feel that I could relax, and she'd take charge.
- _____ feel bossed around.
- _____ feel annoyed.
- _____ feel distant from him.
- _____ feel that I should do something to put her at ease.

- _____ feel that I should tell him to stand up for himself.

- _____ feel that I could tell her anything and she would agree.

1: *not at all*

2: *mostly not*

3: *somewhat*

4: *very much so*

NEO-PI-R

NEOPI-R

SD = Strongly Disagree D = Disagree N = Neutral A = Agree SA = Strongly Agree

Administration Instructions:

This questionnaire contains 240 statements. Please read each item carefully and circle the one answer that best corresponds to your agreement or disagreement.

Select “SD” if the statement is definitely false or if you **strongly disagree**.

Select “D” if the statement is mostly false or if you **disagree**.

Select “N” if the statement is about equally true or false, if you cannot decide, or if you are **neutral** on the statement.

Select “A” if the statement is mostly true or if you **agree**.

Select “SA” if the statement is definitely true or if you **strongly agree**.

There are no right or wrong answers, and you do not need to be an “expert” to complete this questionnaire. Describe yourself honestly and state your opinions as accurately as possible.

Scoring instructions:

Higher scores on each subscale mean higher levels of the trait measured by that subscale. By default, items are rated on a 0-4 scale (i.e., 0 = Strongly Disagree, 1 = Disagree, 2 = Neutral, 3 = Agree, 4 = Strongly Agree). However, for negatively worded items, you need to reverse score (i.e., 4 = Strongly Disagree, 3 = Disagree, 2 = Neutral, 1 = Agree, 0 = Strongly Agree). I suggest that you enter participant responses exactly as they entered them and then use the “Recode into Same Variables” option in SPSS to reverse-score the items afterward. You should then take the average score of all items on the subscale. Negatively worded items are denoted with *.

Neuroticism Facet 1

- 1. I am not a worrier.*
- 31. I am easily frightened.
- 61. I rarely feel fearful or anxious.*
- 91. I often feel tense and jittery.
- 121. I’m seldom apprehensive about the future.*
- 151. I often worry about things that might go wrong.
- 181. I have fewer fears than most people.*
- 211. Frightening thoughts sometimes come into my head.

Neuroticism Facet 2

- 6. I often get angry at the way people treat me.
- 36. I'm an even-tempered person.*
- 66. I am known as hot-blooded and quick-tempered.
- 96. I am not considered a touchy or temperamental person.*
- 126. I often get disgusted with people I have to deal with.
- 156. It takes a lot to get me mad.*
- 186. At times I have felt bitter and resentful.
- 216. Even minor annoyances can be frustrating to me.

Neuroticism Facet 3

- 11. I rarely feel lonely or blue.*
- 41. Sometimes I feel completely worthless.
- 71. I am seldom sad or depressed.*
- 101. I have sometimes experienced a deep sense of guilt or sinfulness.
- 131. I tend to blame myself when anything goes wrong.
- 161. I have a low opinion of myself.
- 191. Sometimes things look pretty bleak and hopeless to me.
- 221. Too often, when things go wrong, I get discouraged and feel like giving up.

Neuroticism Facet 4

- 16. In dealing with other people, I always dread making a social blunder.
- 46. I seldom feel self-conscious when I'm around people.*
- 76. At times I have been so ashamed I just wanted to hide.
- 106. It doesn't embarrass me too much if people ridicule and tease me.*
- 136. I often feel inferior to others.
- 166. I feel comfortable in the presence of my bosses or other authorities.*
- 196. If I have said or done the wrong thing to someone, I can hardly bear to face them again.
- 226. When people I know do foolish things, I get embarrassed for them.

Neuroticism Facet 5

- 21. I rarely overindulge in anything.*
- 51. I have trouble resisting my cravings.
- 81. I have little difficulty resisting temptation.*
- 111. When I am having my favorite foods, I tend to eat too much.
- 141. I seldom give in to my impulses.*
- 171. I sometimes eat myself sick.
- 201. Sometimes I do things on impulse that I later regret.
- 231. I am always able to keep my feelings under control. *

Neuroticism Facet 6

- 26. I often feel helpless and want someone else to solve my problems.
- 56. I feel I am capable of coping with most of my problems.*
- 86. When I'm under a great deal of stress, sometimes I feel like I'm going to pieces.
- 116. I keep a cool head in emergencies.*
- 146. It's often hard for me to make up my mind.
- 176. I can handle myself pretty well in a crisis.*
- 206. When everything seems to be going wrong, I can still make good decisions.*
- 236. I'm pretty stable emotionally.*

Extraversion Facet 1

- 2. I really like most people I meet.
- 32. I don't get much pleasure from chatting with people.*
- 62. I'm known as a warm and friendly person.
- 92. Many people think of me as somewhat cold and distant.*
- 122. I really enjoy talking to people.
- 152. I find it easy to smile and be outgoing with strangers.
- 182. I have strong emotional attachments to my friends.
- 212. I take a personal interest in the people I work with.

Extraversion Facet 2

- 7. I shy away from crowds of people.*
- 37. I like to have a lot of people around me.
- 67. I usually prefer to do things alone.*
- 97. I really feel the need for other people if I am by myself for long.
- 127. I prefer jobs that let me work alone without being bothered by other people.*
- 157. I'd rather vacation at a popular beach than an isolated cabin in the woods.
- 187. Social gatherings are usually boring to me.*
- 217. I enjoy parties with lots of people.

Extraversion Facet 3

- 12. I am dominant, forceful, and assertive.
- 42. I sometimes fail to assert myself as much as I should.*
- 72. I have often been a leader of groups I belonged to.
- 102. In meetings, I usually let others do the talking.*
- 132. Other people often look to me to make decisions.
- 162. I would rather go my own way than be a leader of others.*
- 192. In conversations, I tend to do most of the talking.
- 222. I don't find it easy to take charge of a situation.*

Extraversion Facet 4

- 17. I have a leisurely style in work and play.*
- 47. When I do things, I do them vigorously.
- 77. My work is likely to be slow but steady.*
- 107. I often feel as if I'm bursting with energy.
- 137. I'm not as quick and lively as other people.*
- 167. I usually seem to be in a hurry.
- 197. My life is fast-paced.
- 227. I am a very active person.

Extraversion Facet 5

- 22. I often crave excitement.
- 52. I wouldn't enjoy vacationing in Las Vegas.*
- 82. I have sometimes done things just for "kicks" or "thrills."
- 112. I tend to avoid movies that are shocking or scary.*
- 142. I like to be where the action is.
- 172. I love the excitement of roller coasters.
- 202. I'm attracted to bright colors and flashy styles.
- 232. I like being part of the crowd at sporting events.

Extraversion Facet 6

- 27. I have never literally jumped for joy. *
- 57. I have sometimes experienced intense joy or ecstasy.
- 87. I am not a cheerful optimist.*
- 117. Sometimes I bubble with happiness.
- 147. I don't consider myself especially "light-hearted."*
- 177. I am a cheerful, high-spirited person.
- 207. I rarely use words like "fantastic!" or "sensational!" to describe my experiences.*
- 237. I laugh easily.

Openness to Experience Facet 1

- 3. I have a very active imagination.
- 33. I try to keep all my thoughts directed along realistic lines and avoid flights of fancy.*
- 63. I have an active fantasy life.
- 93. I don't like to waste my time daydreaming.*
- 123. I enjoy concentrating on a fantasy or daydream and exploring all its possibilities, letting it grow and develop.
- 153. If I feel my mind starting to drift off into daydreams, I usually get busy and start concentrating on some work or activity instead.*
- 183. As a child I rarely enjoyed games of make believe.
- 213. I would have difficulty just letting my mind wander without control or guidance.*

Openness to Experience Facet 2

- 8. Aesthetic and artistic concerns aren't very important to me.*
- 38. I am sometimes completely absorbed in music I am listening to.
- 68. Watching ballet or modern dance bores me.*
- 98. I am intrigued by the patterns I find in art and nature.
- 128. Poetry has little or no effect on me.*
- 158. Certain kinds of music have an endless fascination for me.
- 188. Sometimes when I am reading poetry or looking at a work of art, I feel a chill or wave of excitement.
- 218. I enjoy reading poetry that emphasizes feelings and images more than story lines.

Openness to Experience Facet 3

- 13. Without strong emotions, life would be uninteresting to me.
- 43. I rarely experience strong emotions.*
- 73. How I feel about things is important to me.
- 103. I seldom pay much attention to my feelings of the moment.*
- 133. I experience a wide range of emotions or feelings.
- 163. I seldom notice the moods or feelings that different environments produce.*
- 193. I find it easy to empathize – to feel myself what others are feeling.
- 223. Odd things – like certain scents or the names of distant places – can evoke strong moods in me.

Openness to Experience Facet 4

- 18. I'm pretty set in my ways.*
- 48. I think it's interesting to learn and develop new hobbies.
- 78. Once I find the right way to do something, I stick to it.*
- 108. I often try new and foreign foods.
- 138. I prefer to spend my time in familiar surroundings.*
- 168. Sometimes I make changes around the house just to try something different.
- 198. On a vacation, I prefer going back to a tried and true spot.*
- 228. I follow the same route when I go someplace.*

Openness to Experience Facet 5

- 23. I often enjoy playing with theories or abstract ideas.
- 53. I find philosophical arguments boring.*
- 83. I enjoy solving problems or puzzles.
- 113. I sometimes lose interest when people talk about very abstract, theoretical matters.*
- 143. I enjoy working on "mind-twister"- type puzzles.
- 173. I have little interest in speculating on the nature of the universe or the human condition.*
- 203. I have a lot of intellectual curiosity.
- 233. I have a wide range of intellectual interests.

Openness to Experience Facet 6

28. I believe letting students hear controversial speakers can only confuse and mislead them.*
58. I believe that laws and social policies should change to reflect the needs of a changing world.
88. I believe we should look to our religious authorities for decisions on moral issues.*
118. I believe that the different ideas of right and wrong that people in other societies have may be valid for them.
148. I believe that loyalty to one's ideals and principles is more important than "open-mindedness."*
178. I consider myself broad-minded and tolerant to other people's lifestyles.
208. I think that if people don't know what they believe in by the time they're 25, there's something wrong with them.*
238. I believe that the "new morality" of permissiveness is no morality at all.*

Agreeableness Facet 1

4. I tend to be cynical and skeptical of others' intentions.*
34. I believe that most people are basically well-intentioned.
64. I believe that most people will take advantage of you if you let them.*
94. I think most of the people I deal with are honest and trustworthy.
124. I'm suspicious when someone does something nice for me.*
154. My first reaction is to trust people.
184. I tend to assume the best about people.
214. I have a good deal of faith in human nature.

Agreeableness Facet 2

9. I'm not crafty or sly.
39. If necessary, I am willing to manipulate people to get what I want.*
69. I couldn't deceive anyone even if I wanted to.
99. Being perfectly honest is a bad way to do business.*
129. I would hate to be thought of as a hypocrite.
159. Sometimes I trick people into doing what I want.*
189. At times I bully or flatter people into doing what I want them to.*
219. I pride myself on my shrewdness in handling people.*

Agreeableness Facet 3

14. Some people think I'm selfish and egotistical.*
44. I try to be courteous to everyone I meet.
74. Some people think of me as cold and calculating.*
104. I generally try to be thoughtful and considerate.
134. I'm not known for my generosity.*
164. Most people I know like me.
194. I think of myself as a charitable person.

224. I go out of my way to help others if I can.

Agreeableness Facet 4

19. I would rather cooperate with others than compete with them.

49. I can be sarcastic and cutting when I need to.*

79. I hesitate to express my anger even when it's justified.

109. If I don't like people, I let them know.*

139. When I've been insulted, I just try to forgive and forget.

169. If someone starts a fight, I'm ready to fight back.*

199. I'm hard-headed and stubborn.*

229. I often get into arguments with my family and co-workers.*

Agreeableness Facet 5

24. I don't mind bragging about my talents and accomplishments.*

54. I'd rather not talk about myself and my achievements.

84. I'm better than most people, and I know it.*

114. I try to be humble.

144. I have a very high opinion of myself.*

174. I feel that I am no better than others no matter what their condition.

204. I would rather praise others than be praised myself.

234. I'm a superior person.*

Agreeableness Facet 6

29. Political leaders need to be more aware of the human side of their policies.

59. I'm hard-headed and tough-minded in my attitudes.*

89. We can never do too much for the poor and elderly.

119. I have no sympathy for panhandlers.*

149. Human need should always take priority over economic considerations.

179. I believe all human beings are worthy of respect.

209. I have sympathy for others less fortunate than me.

239. I would rather be known as "merciful" than as "just."

Conscientiousness Facet 1

5. I'm known for my prudence and common sense.

35. I don't take civic duties like voting very seriously.*

65. I keep myself informed and usually make intelligent decisions.

95. I often come into situations without being fully prepared.*

125. I pride myself on my sound judgement.

155. I don't seem to be completely successful at anything.*

185. I'm a very competent person.

215. I am efficient and effective at my work.

Conscientiousness Facet 2

- 10. I would rather keep my options open than plan everything in advance.*
- 40. I keep my belongings neat and clean.
- 70. I am not a very methodical person.*
- 100. I like to keep everything in its place so I know just where it is.
- 130. I never seem to be able to get organized.*
- 160. I tend to be somewhat fastidious or exacting.
- 190. I'm not compulsive about cleaning.*
- 220. I spend a lot of time looking for things I've misplaced.*

Conscientiousness Facet 3

- 15. I try to perform all the tasks assigned to me conscientiously.
- 45. Sometimes I'm not as dependable or reliable as I should be.*
- 75. I pay my debts promptly and in full.
- 105. Sometimes I cheat when I play solitaire.*
- 135. When I make a commitment, I can always be counted on to follow through.
- 165. I adhere strictly to my ethical principles.
- 195. I try to do jobs carefully, so they won't have to be done again.
- 225. I'd really have to be sick before I'd miss a day of work.

Conscientiousness Facet 4

- 20. I am easy-going and lackadaisical.*
- 50. I have a clear set of goals and work toward them in an orderly fashion.
- 80. When I start a self-improvement program, I usually let it slide after a few days.*
- 110. I work hard to accomplish my goals.
- 140. I don't feel like I'm driven to get ahead.*
- 170. I strive to achieve all I can.
- 200. I strive for excellence in everything I do.
- 230. I'm something of a "workaholic."

Conscientiousness Facet 5

- 25. I'm pretty good about pacing myself so as to get things done on time.
- 55. I waste a lot of time before settling down to work.*
- 85. I am a productive person who always gets the job done.
- 115. I have trouble making myself do what I should.*
- 145. Once I start a project, I almost always finish it.
- 175. When a project gets too difficult, I'm inclined to start a new one.*
- 205. There are so many little jobs that need to be done that I sometimes just ignore them all.*
- 235. I have a lot of self-discipline.

Conscientiousness Facet 6

- 30. Over the years I've done some pretty stupid things.*
- 60. I think things through before coming to a decision.
- 90. Occasionally I act first and think later.*
- 120. I always consider the consequences before I take action.
- 150. I often do things on the spur of the moment.*
- 180. I rarely make hasty decisions.
- 210. I plan ahead carefully when I go on a trip.
- 240. I think twice before I answer a test question.