1. Responsibility: get rid off the 2 punctuality items and see how FA works;
2. What is R?
   1. Most concretely -- punctuality;
   2. Taking care of kids, pets;
   3. Items that can’t be widely generalized – be careful with those;
   4. Obligation – things you don’t like but have to do
   5. Remembering people’s birthdays…
3. T: high C low openness; F: high C and high openness
4. V: has a lot to do with lying;
5. At least 4 items per SUBfacet;
6. Take the highest loading items (4 for each component)
7. Validity
8. Yes-No format has pretty much the same amount of information as Likert scale, it’s just that questions may need to be rewritten to change the base rate (by making it more or less extreme).