**Big Five Personality Short Form**

This is an example of an individual self-assessment of personal styles. The sample questions below allow you to indicate your personal style on each of five global trait dimensions. There is no “right” or “wrong” or “good” or “bad” side to these dimensions; rather they help you identify your stylistic disposition and potential strengths. This is similar to finding out if you are left- or right-handed. Below each global trait is an example of personal style and three related questions with some on each of the poles.

**Openness**

Openness is the level of a person’s receptiveness to novel ideas, change, innovation, and new learning. On the continuum, this can be seen as preference for change on one end of the spectrum and preference for stability on the other.

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| **Preference for Change**  You value new learning, change, and innovation and find motivation in novelty, variety, and possibilities for improvement. New tasks and new learning are stimulating and attractive to you. | Answer each of the questions listed below by marking the selection that best describes your present agreement or disagreement with each statement. | **Preference for Stability**  You value familiarity, predictability, and precedent, and find comfort in stability, routine, and tradition. New tasks and new learning may be uninteresting or demanding for you. |
| 1. **The idea of lifelong learning appeals to me.** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
| 1. **I find it fun to learn and develop new hobbies** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
|  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** | | 1. **I have difficulty understanding abstract ideas.** |

**Conscientiousness**

Conscientiousness is the factor related to one’s reliability, dependability, trustworthiness, and the inclination to follow norms and rules.

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| **Structured**  Orderly, organized, and predictable, you strive to work according to plan and obey the rules, and you expect others to do the same. Comfortable with established procedures and policies, you appreciate reliability and conscientiousness in those around you. | Answer each of the questions listed below by marking the selection that best describes your present agreement or disagreement with each statement. | **Flexible**  Spontaneous, flexible, and adaptable, you strive to get results, by unconventional means if necessary, and feel restricted by rules and regulations. Comfortable with ambiguity, you appreciate originality and nonconformity in those around you. |
| 1. **I am very dependable and reliable in everything I do** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
| 1. **I like to keep everything I own in its proper place.** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
|  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** | | 1. **It is hard for me to keep my bedroom neat and clean.** |

**Extroversion**

Extroversion is a tendency to be outgoing, social, expressive, and talkative.

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| **Introverted**  Inward-oriented and reserved, you prefer one-to-one or small group meetings to larger groups. You like to concentrate on one task at a time in a quiet setting with few distractions. Interacting with others takes energy; you re-energize by spending time alone. | Answer each of the questions listed below by marking the selection that best describes your present agreement or disagreement with each statement. | **Extroverted**  Outgoing, gregarious, and talkative, you enjoy meetings and gatherings of all kinds and conversations with many people. You like to work interactively on multiple tasks and don’t mind interruptions. Being alone takes energy; you re-energize by spending time with people. |
|  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** | | 1. **I am very outgoing and talkative.** |
|  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** | | 1. **I have a lot of energy when I am around other people.** |
| 1. **I am a fairly quiet person in most group settings.** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |

**Agreeableness**

Agreeableness is a propensity for working well with a team and functioning cooperatively on group tasks.

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| **Empathetic**  When appraising problems and drawing conclusions, you focus on the feelings and concerns of the people involved. Empathetic and considerate, you prefer to take account of emotions and personal sensitivities in your decisions. | Answer each of the questions listed below by marking the selection that best describes your present agreement or disagreement with each statement. | **Tough-Minded**  When appraising problems and drawing conclusions, you focus on the facts involved and an objective analysis of results and costs. Dispassionate and logical, you prefer to make decisions based on data and demonstrable impact on the bottom line. |
| 1. **I try to get along with other people, even if I don't like them.** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
| 1. **I try to be nice and polite in every situation.** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
|  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** | | 1. **I don’t let personal feelings get in the way when I have to make decisions involving money.** |

**Neuroticism (Emotional Stability)**

Emotional Stability has to do with a person’s overall level of adjustment and the tendency to remain emotionally stable when faced with stress and pressures.

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| **Emotionally Resilient**  Resilient to work pressure, you can handle high levels of job stress without becoming upset. Calm when faced with stressors and conflict, you don’t internalize tensions, and you recover quickly from disappointments and setbacks. | Answer each of the questions listed below by marking the selection that best describes your present agreement or disagreement with each statement. | **Emotionally Reactive**  Reactive to work pressure, you are drained by stress and conflict in your work environment. You respond strongly to stressors, readily internalize tensions, develop symptoms of strain, and recover slowly from setbacks. |
| 1. **I smile a lot when I am around other people.** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
| 1. **I feel good about myself most of the time.** | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Agree** | **Agree** | **Neutral** | **Disagree** | **Strongly Disagree** | |  |
|  | |  |  |  |  |  | | --- | --- | --- | --- | --- | | **Strongly Disagree** | **Disagree** | **Neutral** | **Agree** | **Strongly Agree** | | 1. **My mood goes up and down more than most people.** |