Instructions:

Use the publisher-provided instruments for hand scoring or for online administration. There are self- administration (S) and observer administration (R) versions of the same questions. The self- administration version is presented here.

Item responses are:

Strongly Disagree (SD)

Disagree (D)

Neutral (N)

Agree (A)

Strongly Agree (SA)

Some items are reverse scored. Do not display the numeric scores for responses to the participants (just the text response choices).

Order of questions here is as presented in the NEO-PI-3 instrument. Question order for NEO-PI-R may be slightly different. When there are two versions of an item the second (items in italics) are the wording of the question from the NEO-PI-R

**Neuroticism (N) Facets**

**N1: Anxiety**

1. I am not a worrier 5. SD 4. D 3. N 2. A 1. SA

2. I am easily frightened 1. SD 2. D 3. N 4. A 5. SA

3. I rarely feel fearful or anxious 5. SD 4. D 3. N 2. A 1. SA

4. I often worry about things that might go wrong 1. SD 2. D 3. N 4. A 5. SA

5. I seldom feel nervous 5. SD 4. D 3. N 2. A 1. SA

*I'm seldom apprehensive about the future*

6. I often feel tense and jittery 1. SD 2. D 3. N 4. A 5. SA

7. I have fewer fears than most people 5. SD 4. D 3. N 2. A 1. SA  
8. Frightening thoughts sometimes come into my head 1. SD 2. D 3. N 4. A 5. SA

**N2: Angry Hostility**

1. I often get angry at the way people treat me 1. SD 2. D 3. N 4. A 5. SA

2. I'm an even tempered person 5. SD 4. D 3. N 2. A 1. SA

3. I am known as hot-blooded and quick tempered 1. SD 2. D 3. N 4. A 5. SA

4. It takes a lot to get me mad 5. SD 4. D 3. N 2. A 1. SA

5. I often get disgusted with people I have to deal with 1. SD 2. D 3. N 4. A 5. SA

6. I am not considered a touchy or temperamental person 5. SD 4. D 3. N 2. A 1. SA

7. At times I have felt bitter and resentful 1. SD 2. D 3. N 4. A 5. SA

8. Even minor annoyances can be frustrating to me 1. SD 2. D 3. N 4. A 5. SA

**N3: Depression**

1. I rarely feel lonely or blue 5. SD 4. D 3. N 2. A 1. SA

2. Sometimes I feel completely worthless 1. SD 2. D 3. N 4. A 5. SA

3. I am seldom sad or depressed 5. SD 4. D 3. N 2. A 1. SA

4. Too often, when things go wrong, I get discouraged  
 and feel like giving up 1. SD 2. D 3. N 4. A 5. SA

5. I tend to blame myself when anything goes wrong 1. SD 2. D 3. N 4. A 5. SA

6. I have a low opinion of myself 1. SD 2. D 3. N 4. A 5. SA

7. Sometimes things look pretty bleak and hopeless to me 1. SD 2. D 3. N 4. A 5. SA

8. I have sometimes experienced a deep sense of guilt or   
sinfulness 1. SD 2. D 3. N 4. A 5. SA

**N4: Self-Consciousness**

1. When I am around people, I worry that I'll make a fool   
of myself. 1. SD 2. D 3. N 4. A 5. SA

*In dealing with other people, I always dread making   
 a social blunder*

2. I feel comfortable in the presence of my teachers or bosses. 5. SD 4. D 3. N 2. A 1. SA

3. I often feel that I am not as good as others. 1. SD 2. D 3. N 4. A 5. SA

*I often feel inferior to others.*

4. It doesn’t embarrass me too much if people ridicule

and tease me. 5. SD 4. D 3. N 2. A 1. SA

5. At times I have been so ashamed I just wanted to hide. 1. SD 2. D 3. N 4. A 5. SA

6. I seldom feel self conscious when I'm around people. 5. SD 4. D 3. N 2. A 1. SA

7. If I have said or done the wrong thing to someone, I can

hardly bear to face them again. 1. SD 2. D 3. N 4. A 5. SA

8. I feel awkward around people. 1. SD 2. D 3. N 4. A 5. SA

*When people I know do foolish things, I get*

*embarrassed for them.*

**N5: Impulsiveness**

1. I seldom give in to my impulses. 5. SD 4. D 3. N 2. A 1. SA

2. I have trouble resisting my cravings. 1. SD 2. D 3. N 4. A 5. SA

3. I'm always in control of myself. 5. SD 4. D 3. N 2. A 1. SA

*I have little difficulty resisting temptation*.

4 I sometimes eat myself sick. 1. SD 2. D 3. N 4. A 5. SA

5 It doesn't bother me too much if I can't get what I want 5. SD 4. D 3. N 2. A 1. SA

*I rarely overindulge in anything.*

6. When I am having my favorite foods, I tend to eat too much. 1. SD 2. D 3. N 4. A 5. SA

7. Sometimes I do things on impulse that I later regret. 1. SD 2. D 3. N 4. A 5. SA

8. I am always able to keep my feelings under control. 5. SD 4. D 3. N 2. A 1. SA

**N6: Vulnerability**

1. I often feel helpless and want someone else to solve my

problems. 1. SD 2. D 3. N 4. A 5. SA

2. I'm pretty stable emotionally. 5. SD 4. D 3. N 2. A 1. SA

3. When I'm under a great deal of stress, sometimes I feel

like I'm going to pieces. 1. SD 2. D 3. N 4. A 5. SA

4. I keep a cool head in emergencies. 5. SD 4. D 3. N 2. A 1. SA

5. It's often hard for me to make up my mind. 1. SD 2. D 3. N 4. A 5. SA

6. I can handle myself pretty well in a crisis. 5. SD 4. D 3. N 2. A 1. SA

7. When everything seems to be going wrong, I can still

make good decisions. 5. SD 4. D 3. N 2. A 1. SA

8. I feel I am capable of coping with most of my problems. 5. SD 4. D 3. N 2. A 1. SA

**Extraversion (EN) Facets**

**E1: Warmth**

1. I find it easy to smile and be outgoing with strangers. 1. SD 2. D 3. N 4. A 5. SA

2. I don’t get much pleasure from chatting with people. 5. SD 4. D 3. N 2. A 1. SA

3. I have strong emotional attachments to my friends. 1. SD 2. D 3. N 4. A 5. SA

4. Many people think of me as somewhat cold and distant. 5. SD 4. D 3. N 2. A 1. SA

5. I really enjoy talking to people. 1. SD 2. D 3. N 4. A 5. SA

6. I really like most people I meet. 1. SD 2. D 3. N 4. A 5. SA

7. I'm known as a warm and friendly person. 1. SD 2. D 3. N 4. A 5. SA

8. I take a personal interest in the people I work with. 1. SD 2. D 3. N 4. A 5. SA

**E2: Gregariousness**

1. I prefer jobs that let me work alone without being bothered  
 by other people. 5. SD 4. D 3. N 2. A 1. SA

2. I like to have a lot of people around me. 1. SD 2. D 3. N 4. A 5. SA

3. I usually prefer to do things alone. 5. SD 4. D 3. N 2. A 1. SA

4. I enjoy parties with lots of people. 1. SD 2. D 3. N 4. A 5. SA

5. I shy away from crowds of people. 5. SD 4. D 3. N 2. A 1. SA

6. I'd rather vacation at a popular beach than an isolated   
cabin in the woods. 1. SD 2. D 3. N 4. A 5. SA

7. Social gatherings are usually boring to me. 5. SD 4. D 3. N 2. A 1. SA

8. I really feel the need for other people if I am by  
 myself for long. 1. SD 2. D 3. N 4. A 5. SA

**E3 Assertiveness**

1. I am dominant, forceful, and assertive. 1. SD 2. D 3. N 4. A 5. SA

2. I don't find it easy to take charge of a situation. 5. SD 4. D 3. N 2. A 1. SA

3. I have often been a leader of groups I have belonged to. 1. SD 2. D 3. N 4. A 5. SA

4. In meetings, I usually let others do the talking. 5. SD 4. D 3. N 2. A 1. SA

5. Other people often look to me to make decisions. 1. SD 2. D 3. N 4. A 5. SA

6. I would rather go my own way than be a leader of others. 5. SD 4. D 3. N 2. A 1. SA

7. In conversations, I tend to do most of the talking. 1. SD 2. D 3. N 4. A 5. SA

8. Sometimes I don't stand up for my rights like I should. 5. SD 4. D 3. N 2. A 1. SA

*I sometimes fail to assert myself as much as I should.*

**E4: Activity**

1. I have a laid-back style in work and play. 5. SD 4. D 3. N 2. A 1. SA

*I have a leisurely style in work and play.*

2. My life is fast-paced. 1. SD 2. D 3. N 4. A 5. SA

3. I'm not as quick and lively as other people. 5. SD 4. D 3. N 2. A 1. SA

4. I am a very active person. 1. SD 2. D 3. N 4. A 5. SA

5. My work is likely to be slow but steady. 5. SD 4. D 3. N 2. A 1. SA

6. I usually seem to be in a hurry. 1. SD 2. D 3. N 4. A 5. SA

7. I act forcefully and energetically. 1. SD 2. D 3. N 4. A 5. SA

*When I do things, I do them vigorously.*

8. I often feel as if I'm bursting with energy. 1. SD 2. D 3. N 4. A 5. SA

**E5 Excitement-Seeking**

1. I like to be where the action is. 1. SD 2. D 3. N 4. A 5. SA

2. I wouldn't enjoy vacationing in Las Vegas. 5. SD 4. D 3. N 2. A 1. SA

3. I love the excitement of roller coasters. 1. SD 2. D 3. N 4. A 5. SA

4. I tend to avoid movies that are shocking or scary 5. SD 4. D 3. N 2. A 1. SA

5. I often crave excitement. 1. SD 2. D 3. N 4. A 5. SA

6. I have sometimes done things just for "kicks" or "thrills." 1. SD 2. D 3. N 4. A 5. SA

7. I like loud music. 1. SD 2. D 3. N 4. A 5. SA

*I'm attracted to bright colors and flashy styles.*

8. I like being part of the crowd at sporting events. 1. SD 2. D 3. N 4. A 5. SA

**E6: Positive Emotions**

1. I have never literally jumped for joy. 5. SD 4. D 3. N 2. A 1. SA

2. I have felt overpowering joy. 1. SD 2. D 3. N 4. A 5. SA

*I have sometimes experienced intense joy or ecstasy.*

3. I rarely use words like "fantastic!" or "sensational!"  
 to describe my experiences. 5. SD 4. D 3. N 2. A 1. SA

4. I am a cheerful, high spirited person. 1. SD 2. D 3. N 4. A 5. SA

5. I am not happy-go-lucky. 5. SD 4. D 3. N 2. A 1. SA

*I don't consider myself especially "light-hearted."*

6. Sometimes I bubble with happiness 1. SD 2. D 3. N 4. A 5. SA

7. I am not a cheerful optimist. 5. SD 4. D 3. N 2. A 1. SA

8. I laugh easily. 1. SD 2. D 3. N 4. A 5. SA

**Openness (O) Facets**

**O1: Fantasy**

1. I have a very active imagination. 1. SD 2. D 3. N 4. A 5. SA

2. I try to keep all my thoughts directed along realistic lines  
 and avoid flights of fancy. 5. SD 4. D 3. N 2. A 1. SA

3. I enjoy concentrating on a fantasy or daydream and exploring   
all its possibilities, letting it grow and develop. 1. SD 2. D 3. N 4. A 5. SA

4. I would have difficulty just letting my mind wander without   
control or guidance. 5. SD 4. D 3. N 2. A 1. SA

5. I have an active fantasy life. 1. SD 2. D 3. N 4. A 5. SA

6. If I feel my mind starting to drift off into daydreams, I usually get busy  
 and start concentrating on some work or activity instead. 5. SD 4. D 3. N 2. A 1. SA

7. As a child I rarely enjoyed games of make believe. 5. SD 4. D 3. N 2. A 1. SA

8. I don't want to waste my time daydreaming. 5. SD 4. D 3. N 2. A 1. SA

**O2: Aesthetics**

1. I'm not really interested in the arts. 5. SD 4. D 3. N 2. A 1. SA

*Aesthetic and artistic concerns aren't very important to me.*

2. I am sometimes completely absorbed in music I am  
 listening to. 1. SD 2. D 3. N 4. A 5. SA

3. Poetry has little or no effect on me. 5. SD 4. D 3. N 2. A 1. SA

4. Sometimes when I am reading poetry or looking at a work  
 of art, I feel a chill or wave of excitement. 1. SD 2. D 3. N 4. A 5. SA

5. Watching ballet or modern dance bores me. 5. SD 4. D 3. N 2. A 1. SA

6. Certain kinds of music have an endless fascination for me. 1. SD 2. D 3. N 4. A 5. SA

7. I am intrigued by the patterns I find in art and nature. 1. SD 2. D 3. N 4. A 5. SA

8. I enjoy reading poetry that emphasizes feelings and images   
more than story lines. 1. SD 2. D 3. N 4. A 5. SA

**O3: Feelings**

1. I experience a wide range of emotions or feelings. 1. SD 2. D 3. N 4. A 5. SA

2. I rarely experience strong emotions. 5. SD 4. D 3. N 2. A 1. SA

3. Odd things--like certain scents or the names of distant  
 places--can evoke strong moods in me. 1. SD 2. D 3. N 4. A 5. SA

4. I seldom pay much attention to my feeling of the moment. 5. SD 4. D 3. N 2. A 1. SA

5. Without strong emotions, life would be uninteresting to me. 1. SD 2. D 3. N 4. A 5. SA

6. I seldom notice the moods or feelings that different  
 environments produce. 5. SD 4. D 3. N 2. A 1. SA

7. I find it easy to empathize--to feel myself what others

are feeling. 1. SD 2. D 3. N 4. A 5. SA

8. How I feel about things is important to me. 1. SD 2. D 3. N 4. A 5. SA

**O4: Actions**

1. I'm pretty set in my ways. 5. SD 4. D 3. N 2. A 1. SA

2. I believe variety is the spice of life. 1. SD 2. D 3. N 4. A 5. SA

*Sometimes I make changes around the house just to try something different.*

3. On a vacation, I prefer going back to a tried and true spot. 5. SD 4. D 3. N 2. A 1. SA

4. I often try new and foreign foods. 1. SD 2. D 3. N 4. A 5. SA

5. I prefer to spend my time in familiar surroundings. 5. SD 4. D 3. N 2. A 1. SA

6. I think it's interesting to learn and develop new hobbies. 1. SD 2. D 3. N 4. A 5. SA

7. I like the old-fashioned methods I'm used to. 5. SD 4. D 3. N 2. A 1. SA

*Once I find the right way to do something, I stick to it.*

8. I follow the same route when I go someplace. 5. SD 4. D 3. N 2. A 1. SA

**O5: Ideas**

1. I often enjoy playing with theories or abstract ideas. 1. SD 2. D 3. N 4. A 5. SA

2. I find philosophical arguments boring. 5. SD 4. D 3. N 2. A 1. SA

3. I enjoy working on "mind-twister"-type puzzles. 1. SD 2. D 3. N 4. A 5. SA

4. I have little interest in speculating on the nature of the  
 universe or of the human condition 5. SD 4. D 3. N 2. A 1. SA

5. I enjoy solving problems and puzzles. 1. SD 2. D 3. N 4. A 5. SA

6. I sometimes lose interest when people talk about very   
 abstract, theoretical matters. 5. SD 4. D 3. N 2. A 1. SA

7. I have a lot of intellectual curiosity. 1. SD 2. D 3. N 4. A 5. SA

8. I have a wide range of intellectual interests. 1. SD 2. D 3. N 4. A 5. SA

**O6: Values**

1. I believe we should look to our religious authorities for  
decisions on moral issues. 5. SD 4. D 3. N 2. A 1. SA

2. I believe that laws and social policies should change to  
 reflect the needs of a changing world. 1. SD 2. D 3. N 4. A 5. SA

3. I think that if people don't know what they believe in by the  
 time they're 25, there's something wrong with them. 5. SD 4. D 3. N 2. A 1. SA

4. I consider myself broad-minded and tolerant of other  
 people's lifestyles. 1. SD 2. D 3. N 4. A 5. SA

5. I believe that it's better to stick to your own principles than  
 to be open-minded. 5. SD 4. D 3. N 2. A 1. SA

*I believe that loyalty to one's ideals and principles is more important than "open-mindedness."*

6. Our ideas of right and wrong may not be right for everyone  
 in the world. 1. SD 2. D 3. N 4. A 5. SA

*I believe that the different ideas of right and wrong that people in other societies have may be valid for them.*

7. I believe letting students hear controversial speakers can   
only confuse or mislead them. 5. SD 4. D 3. N 2. A 1. SA

8. People should honor traditional values, not question them. 5. SD 4. D 3. N 2. A 1. SA

*I believe that the "new morality" of permissiveness is no morality at all*

**Agreeableness (A) Facets**

**A1: Trust**

1. Often, people aren't as nice as they seem to be. 5. SD 4. D 3. N 2. A 1. SA

*I tend to be cynical and skeptical of others' intentions.*

2. I believe that most people are basically well-intentioned. 1. SD 2. D 3. N 4. A 5. SA

3. I believe that most people will take advantage of you if you  
 let them. 5. SD 4. D 3. N 2. A 1. SA

4. I tend to assume the best about people. 1. SD 2. D 3. N 4. A 5. SA

5. I'm suspicious when someone does something nice for me. 5. SD 4. D 3. N 2. A 1. SA

6. My first reaction is to trust people. 1. SD 2. D 3. N 4. A 5. SA

7. I think most of the people I deal with are honest and  
 trustworthy. 1. SD 2. D 3. N 4. A 5. SA

8. I have a good deal of faith in human nature. 1. SD 2. D 3. N 4. A 5. SA

**A2: Straightforwardness**

1. I'm not crafty or sly. 1. SD 2. D 3. N 4. A 5. SA

2. If necessary, I am willing to manipulate people to get  
 what I want. 5. SD 4. D 3. N 2. A 1. SA

3. I couldn't deceive anyone even if I wanted to. 1. SD 2. D 3. N 4. A 5. SA

4. At times I bully or flatter people into doing what I want  
 them to. 5. SD 4. D 3. N 2. A 1. SA

5. I would hate to be thought of as a hypocrite. 1. SD 2. D 3. N 4. A 5. SA

6. Sometimes I trick people into doing what I want. 5. SD 4. D 3. N 2. A 1. SA

7. Being perfectly honest is a bad way to do business. 5. SD 4. D 3. N 2. A 1. SA

8. I'm pretty slick when it comes to dealing with people. 5. SD 4. D 3. N 2. A 1. SA

*I pride myself on my shrewdness in handling people.*

**A3: Altruism**

1. I'm not known for my generosity. 5. SD 4. D 3. N 2. A 1. SA

2. I go out of my way to help others if I can. 1. SD 2. D 3. N 4. A 5. SA

3. Some people think of me as cold and calculating. 5. SD 4. D 3. N 2. A 1. SA

4. I generally try to be thoughtful and considerate. 1. SD 2. D 3. N 4. A 5. SA

5. Some people think I'm selfish and egotistical. 5. SD 4. D 3. N 2. A 1. SA

6. Most people I know like me. 1. SD 2. D 3. N 4. A 5. SA

7. I think of myself as a charitable person. 1. SD 2. D 3. N 4. A 5. SA

8. I try to be courteous to everyone I meet. 1. SD 2. D 3. N 4. A 5. SA

**A4: Compliance**

1. When I've been insulted, I just try to forgive and forget. 1. SD 2. D 3. N 4. A 5. SA

2. If someone starts a fight, I'm ready to fight back. 5. SD 4. D 3. N 2. A 1. SA

3. I hesitate to express my anger even when it's justified. 1. SD 2. D 3. N 4. A 5. SA

4. I'm hard headed and stubborn. 5. SD 4. D 3. N 2. A 1. SA

5. I would rather cooperate with others than compete  
 with them. 1. SD 2. D 3. N 4. A 5. SA

6. I can be sarcastic and cutting when I need to be. 5. SD 4. D 3. N 2. A 1. SA

7. If I don't like people, I let them know it. 5. SD 4. D 3. N 2. A 1. SA

8. I sometimes get into arguments. 5. SD 4. D 3. N 2. A 1. SA

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

**A5: Modesty**

1. I don't mind bragging about my talents and accomplishments. 5. SD 4. D 3. N 2. A 1. SA

2. I'd rather not talk about myself and my achievements. 1. SD 2. D 3. N 4. A 5. SA

3. I have a very high opinion of myself. 5. SD 4. D 3. N 2. A 1. SA

4. I feel that I am no better than others, no matter what  
 their condition. 1. SD 2. D 3. N 4. A 5. SA

5. I'm better than most people, and I know it. 5. SD 4. D 3. N 2. A 1. SA

6. I'm not a show-off. 1. SD 2. D 3. N 4. A 5. SA

*I try to be humble.*

7. I would rather praise others than be praised myself. 1. SD 2. D 3. N 4. A 5. SA

8. I'm a superior person. 5. SD 4. D 3. N 2. A 1. SA

**A6: Tender-Mindedness**

1. When making laws and social policies, we need to think  
 about who might be hurt. 1. SD 2. D 3. N 4. A 5. SA

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

2. I have no sympathy for beggars. 5. SD 4. D 3. N 2. A 1. SA

*I have no sympathy for panhandlers.*

3. We can never do too much for the poor and elderly. 1. SD 2. D 3. N 4. A 5. SA

4. I don't worry much about the homeless. 5. SD 4. D 3. N 2. A 1. SA

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

5. Human need is more important than economics. 1. SD 2. D 3. N 4. A 5. SA

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

6. I believe all human beings are worthy of respect. 1. SD 2. D 3. N 4. A 5. SA

7. I have sympathy for others less fortunate than me. 1. SD 2. D 3. N 4. A 5. SA

8. I would rather be known as "merciful" than as "just." 1. SD 2. D 3. N 4. A 5. SA

**Conscientiousness (C) Facets**

**C1 Competence**

1. I am efficient and effective at my work. 1. SD 2. D 3. N 4. A 5. SA

2. I sometimes act thoughtlessly. 5. SD 4. D 3. N 2. A 1. SA

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

3. I keep myself informed and usually make intelligent decisions. 1. SD 2. D 3. N 4. A 5. SA

4. I don't seem to be completely successful at anything. 5. SD 4. D 3. N 2. A 1. SA

5. I have good judgement. 1. SD 2. D 3. N 4. A 5. SA

*I pride myself on my sound judgment.*

6. I often come into situations without being fully prepared. 5. SD 4. D 3. N 2. A 1. SA

7. I have many skills. 1. SD 2. D 3. N 4. A 5. SA

*I'm a very competent person.*

8. I'm known for my common sense. 1. SD 2. D 3. N 4. A 5. SA

*I'm know for my prudence and common sense.*

**C2 Order**

1. I don't mind a little clutter in my room. 5. SD 4. D 3. N 2. A 1. SA

*I would rather keep my options open than plan everything in advance.*

2. I keep my belongings neat and clean. 1. SD 2. D 3. N 4. A 5. SA

3. I'm not a very orderly or methodical person. 5. SD 4. D 3. N 2. A 1. SA

*I'm not a very methodical person.*

4. I like to keep everything in its place so I know just where it is. 1. SD 2. D 3. N 4. A 5. SA

5. I never seem to be able to get organized 5. SD 4. D 3. N 2. A 1. SA

6. I'm picky about how jobs should be done. 1. SD 2. D 3. N 4. A 5. SA

*I tend to be somewhat fastidious or exacting.*

7. I'm not compulsive about cleaning 5. SD 4. D 3. N 2. A 1. SA

8. I spend a lot of time looking for things I've misplaced. 5. SD 4. D 3. N 2. A 1. SA

**C3 Dutifulness**

1. I try to go to work or school even when I'm not feeling well. 1. SD 2. D 3. N 4. A 5. SA

*I'd really have to be sick before I'd miss a day of work.*

2. Sometimes I'm not as dependable or reliable as I should be. 5. SD 4. D 3. N 2. A 1. SA

3. I pay my debts promptly and in full. 1. SD 2. D 3. N 4. A 5. SA

4. I ignore a lot of silly little rules. 5. SD 4. D 3. N 2. A 1. SA

*Sometimes I cheat when I play solitaire.*

5. When I make a commitment, I can always be counted  
 on to follow through. 1. SD 2. D 3. N 4. A 5. SA

6. I follow my ethical principles strictly. 1. SD 2. D 3. N 4. A 5. SA

*I adhere strictly to my ethical principles.*

7. I try to do jobs carefully, so they won't have to be done again. 1. SD 2. D 3. N 4. A 5. SA

8. I try to perform all the tasks assigned to me conscientiously. 1. SD 2. D 3. N 4. A 5. SA

**C4: Achievement Striving**

1. I don’t feel like I'm driven to get ahead. 5. SD 4. D 3. N 2. A 1. SA

2. I strive to achieve all I can. 1. SD 2. D 3. N 4. A 5. SA

3. When I start a self improvement program, I usually  
 let it slide after a few days. 5. SD 4. D 3. N 2. A 1. SA

4. I work hard to accomplish my goals. 1. SD 2. D 3. N 4. A 5. SA

5. I am not very ambitious. 5. SD 4. D 3. N 2. A 1. SA

*I am easy-going and lackadaisical.*

6 I have a clear set of goals and work toward them in  
 an orderly fashion. 1. SD 2. D 3. N 4. A 5. SA

7. I strive for excellence in everything I do. 1. SD 2. D 3. N 4. A 5. SA

8. I'm something of a "workaholic." 1. SD 2. D 3. N 4. A 5. SA

**C5: Self Discipline**

1. I'm pretty good about pacing myself so as to get  
 things done on time. 1. SD 2. D 3. N 4. A 5. SA

2. I have trouble making myself do what I should. 5. SD 4. D 3. N 2. A 1. SA

3. Once I start a project, I almost always finish it. 1. SD 2. D 3. N 4. A 5. SA

4. There are so many little jobs that need to be done   
that I sometimes just ignore them all. 5. SD 4. D 3. N 2. A 1. SA

5. I am a productive person who always gets the job done. 1. SD 2. D 3. N 4. A 5. SA

6. When a project gets too difficult, I'm inclined to  
 start a new a one. 5. SD 4. D 3. N 2. A 1. SA

7. I waste a lot of time before settling down to work. 5. SD 4. D 3. N 2. A 1. SA

8. I have a lot of self-discipline. 1. SD 2. D 3. N 4. A 5. SA

**C6: Deliberation**

1. Over the years I've done some pretty stupid things. 5. SD 4. D 3. N 2. A 1. SA

2. I rarely make hasty decisions. 1. SD 2. D 3. N 4. A 5. SA

3. I often do things on the spur of the moment 5. SD 4. D 3. N 2. A 1. SA

4. I always consider the consequences before I take action. 1. SD 2. D 3. N 4. A 5. SA

5. Occasionally I act first and think later. 5. SD 4. D 3. N 2. A 1. SA

6. I think things through before coming to a decision. 1. SD 2. D 3. N 4. A 5. SA

7. I plan ahead carefully when I go on a trip. 1. SD 2. D 3. N 4. A 5. SA

8. I think twice before I answer a question. 1. SD 2. D 3. N 4. A 5. SA

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to use any of the items or scales. See <https://www.parinc.com> and search for Neo-PI

Notes:

Profiles include facets and domain/trait summaries.

Adding responses within a facet gives you the facet raw scores (e.g., N1, N2). Combining all facet scores with the same initial letter (e.g., N1 + N2 + ... + N6) yields the trait raw scores.

In most cases, raw scores should be converted to T scores (mean = 50, SD=10) for each facet to create a profile.

Use the online scoring system or consult the scoring manual for more information about scoring.

NEO-FFI-3 items

N1: questions 1, 3, 6

N2: questions 1, 7

N3: questions 1, 2, 3, 4

N4: question 5

N5: none

N6: questions 1, 3

E1: questions 2, 5

E2: questions 1, 2, 5

E3: question 6

E4: questions 2, 4, 8

E5: question 1

E6: questions 4, 8

O1: questions 3, 4

O2: questions 3, 4, 7

O3: questions 1, 6

O4: question 6

O5: questions 1, 4, 7

O6: question 7

A1: question 4

A2: questions 2, 4

A3: questions 3, 4, 5, 8

A4: questions 1, 2, 7

A5: question 5

A6: question 2

C1: question 6

C2: questions 2, 5

C3: questions 2, 5, 8

C4: questions 4, 6, 7

C5: questions 1, 5, 7

C6: none

Reference:

McCrae, R. R., & Costa, P. T., Jr., (2010). NEO Inventories: Professional Manual. Lutz, FL: Psychological Assessment Resources, Inc.