ANNEX A

MEASURES OF THE BIG FIVE DIMENSIONS

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This document is an annex to the OECD working paper entitled *Personality Matters: Relevance and Assessment of Personality Characteristics*, by Miloš Kankaraš. The annex contains a selection of measurement instruments designed for brief assessment of the Big Five personality dimensions.
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This working paper has been authorised by Andreas Schleicher, Director of the Directorate for Education and Skills, OECD.

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Big Five Inventory (short form with 10 items) - BFI-10


Instructions

*How well do the following statements describe your personality?*

<table>
<thead>
<tr>
<th>I see myself as someone who…</th>
<th>Disagree strongly</th>
<th>Disagree a little</th>
<th>Neither agree nor disagree</th>
<th>Agree a little</th>
<th>Agree strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>...is reserved</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...is generally trusting</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...tends to be lazy</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...is relaxed, handles stress well</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...has few artistic interests</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...is outgoing, sociable</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...tends to find fault with others</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...does a thorough job</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...gets nervous easily</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
<tr>
<td>...has an active imagination</td>
<td>(1)</td>
<td>(2)</td>
<td>(3)</td>
<td>(4)</td>
<td>(5)</td>
</tr>
</tbody>
</table>

**Scoring the BFI-10**

Extraversion: 1R, 6
Agreeableness: 2, 7R
Conscientiousness: 3R, 8
Neuroticism: 4R, 9
Openness to experience: 5R; 10
(R = item is reverse-scored).
Big Five Inventory – Short form (BFI-S)


Answer categories

1 . . . . . . . . . 2 . . . . . . . . . . 3 . . . . . . . . . . 4 . . . . . . . . . . 5 . . . . . . . . . . 6 . . . . . . . . . . 7
Strongly disagree Strongly agree

I see myself as someone who…
1. Worries a lot
2. Gets nervous easily
3. Remains calm in tense situations (R)
4. Is talkative
5. Is outgoing, sociable
6. Is reserved (R)
7. Is original, comes up with new ideas
8. Values artistic, aesthetic experiences
9. Has an active imagination
10. Is sometimes rude to others (R)
11. Has a forgiving nature
12. Is considerate and kind to almost anyone
13. Does a thorough job
14. Tends to be lazy (R)
15. Does things efficiently

Scoring the BFI-S

Neuroticism 1, 2, 3
Extraversion 4, 5, 6
Openness to experience 7, 8, 9
Agreeableness 10, 11, 12
Conscientiousness 13, 14, 15

(R = item is reverse-scored).
Ten-Item Personality Inventory (TIPI)


Instructions

Here are a number of personality traits that may or may not apply to you. Please write a number next to each statement to indicate the extent to which you agree or disagree with that statement. You should rate the extent to which the pair of traits applies to you, even if one characteristic applies more strongly than the other.

<table>
<thead>
<tr>
<th>Disagree strongly</th>
<th>Disagree moderately</th>
<th>Disagree a little</th>
<th>Neither agree nor disagree</th>
<th>Agree a little</th>
<th>Agree moderately</th>
<th>Agree strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
</tbody>
</table>

I see myself as:

1. ________ Extraverted, enthusiastic.
2. ________ Critical, quarrelsome.
3. ________ Dependable, self-disciplined.
4. ________ Anxious, easily upset.
5. ________ Open to new experiences, complex.
6. ________ Reserved, quiet.
7. ________ Sympathetic, warm.
8. ________ Disorganized, careless.
9. ________ Calm, emotionally stable.
10. ________ Conventional, uncreative.

Scoring the TIPI

Extraversion: 1, 6R
Agreeableness: 2R, 7
Conscientiousness: 3, 8R
Emotional stability: 4R, 9
Openness to experience: 5, 10R
(R = item is reverse-scored).