NEO™-FFI-3

NEO Five-Factor Inventory-3

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Item Booklet | Form S–Adult

SELF-REPORT

Instructions

Write only where indicated in this Item Booklet. Carefully read all of the instructions before beginning. This questionnaire contains 60 statements. Read each statement carefully. For each statement, fill in the circle with the response that best represents your opinion. Make sure that your answer is in the correct box.

Fill in (SD) if you *strongly disagree* or the statement is definitely false.

Fill in (D) if you *disagree* or the statement is mostly false.

Fill in (N) if you are *neutral* on the statement, if you cannot decide, or if the statement is about equally true and false.

Fill in (A) if you *agree* or the statement is mostly true.

Fill in (SA) if you *strongly agree* or the statement is definitely true.

Note that the responses are numbered in ***rows***.

Example

First five responses from an individual who strongly disagrees with items 1, 2, and 3, and agrees with items 4 and 5.



Fill in only one response for each statement. Respond to all of the statements, making sure that you fill in the correct response. **DO NOT ERASE!** If you need to change an answer, make an "X" through the incorrect response and then fill in the correct response.

Before responding to the statements, turn to the inside of this Item Booklet and enter your name, age, sex, ID number (if any), and today's date.

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ID# _____

Name _____ Age _____ Sex _____ Today's date _____

1. I am not a worrier.
2. I like to have a lot of people around me.
3. I enjoy concentrating on a fantasy or daydream and exploring all its possibilities, letting it grow and develop.
4. I try to be courteous to everyone I meet.
5. I keep my belongings neat and clean.
6. At times I have felt bitter and resentful.
7. I laugh easily.
8. I think it's interesting to learn and develop new hobbies.
9. At times I bully or flatter people into doing what I want them to.
10. I'm pretty good about pacing myself so as to get things done on time.
11. When I'm under a great deal of stress, sometimes I feel like I'm going to pieces.
12. I prefer jobs that let me work alone without being bothered by other people.
13. I am intrigued by the patterns I find in art and nature.
14. Some people think I'm selfish and egotistical.
15. I often come into situations without being fully prepared.
16. I rarely feel lonely or blue.
17. I really enjoy talking to people.
18. I believe letting students hear controversial speakers can only confuse and mislead them.
19. If someone starts a fight, I'm ready to fight back.
20. I try to perform all the tasks assigned to me conscientiously.
21. I often feel tense and jittery.
22. I like to be where the action is.
23. Poetry has little or no effect on me.
24. I'm better than most people, and I know it.
25. I have a clear set of goals and work toward them in an orderly fashion.
26. Sometimes I feel completely worthless.
27. I shy away from crowds of people.
28. I would have difficulty just letting my mind wander without control or guidance.
29. When I've been insulted, I just try to forgive and forget.
30. I waste a lot of time before settling down to work.
31. I rarely feel fearful or anxious.
32. I often feel as if I'm bursting with energy.
33. I seldom notice the moods or feelings that different environments produce.
34. I tend to assume the best about people.
35. I work hard to accomplish my goals.
36. I often get angry at the way people treat me.
37. I am a cheerful, high-spirited person.
38. I experience a wide range of emotions or feelings.
39. Some people think of me as cold and calculating.
40. When I make a commitment, I can always be counted on to follow through.

41. Too often, when things go wrong, I get discouraged and feel like giving up.
42. I don't get much pleasure from chatting with people.
43. Sometimes when I am reading poetry or looking at a work of art, I feel a chill or wave of excitement.
44. I have no sympathy for beggars.
45. Sometimes I'm not as dependable or reliable as I should be.

46. I am seldom sad or depressed.
47. My life is fast-paced.
48. I have little interest in speculating on the nature of the universe or the human condition.
49. I generally try to be thoughtful and considerate.
50. I am a productive person who always gets the job done.

51. I often feel helpless and want someone else to solve my problems.
52. I am a very active person.
53. I have a lot of intellectual curiosity.
54. If I don't like people, I let them know it.
55. I never seem to be able to get organized.

56. At times I have been so ashamed I just wanted to hide.
57. I would rather go my own way than be a leader of others.
58. I often enjoy playing with theories or abstract ideas.
59. If necessary, I am willing to manipulate people to get what I want.
60. I strive for excellence in everything I do.

Enter your responses here—remember to enter responses *ACROSS* the rows.

SD = *Strongly Disagree*; D = *Disagree*; N = *Neutral*; A = *Agree*; SA = *Strongly Agree*

ENTER ACROSS ⇨

1 (SD) D N A SA	2 (SD) D N A SA	3 (SD) D N A SA	4 (SD) D N A SA	5 (SD) D N A SA
6 (SD) D N A SA	7 (SD) D N A SA	8 (SD) D N A SA	9 (SD) D N A SA	10 (SD) D N A SA
11 (SD) D N A SA	12 (SD) D N A SA	13 (SD) D N A SA	14 (SD) D N A SA	15 (SD) D N A SA
16 (SD) D N A SA	17 (SD) D N A SA	18 (SD) D N A SA	19 (SD) D N A SA	20 (SD) D N A SA
21 (SD) D N A SA	22 (SD) D N A SA	23 (SD) D N A SA	24 (SD) D N A SA	25 (SD) D N A SA
26 (SD) D N A SA	27 (SD) D N A SA	28 (SD) D N A SA	29 (SD) D N A SA	30 (SD) D N A SA
31 (SD) D N A SA	32 (SD) D N A SA	33 (SD) D N A SA	34 (SD) D N A SA	35 (SD) D N A SA
36 (SD) D N A SA	37 (SD) D N A SA	38 (SD) D N A SA	39 (SD) D N A SA	40 (SD) D N A SA
41 (SD) D N A SA	42 (SD) D N A SA	43 (SD) D N A SA	44 (SD) D N A SA	45 (SD) D N A SA
46 (SD) D N A SA	47 (SD) D N A SA	48 (SD) D N A SA	49 (SD) D N A SA	50 (SD) D N A SA
51 (SD) D N A SA	52 (SD) D N A SA	53 (SD) D N A SA	54 (SD) D N A SA	55 (SD) D N A SA
56 (SD) D N A SA	57 (SD) D N A SA	58 (SD) D N A SA	59 (SD) D N A SA	60 (SD) D N A SA

Now answer the three questions labeled A, B, and C below.

A. Have you responded to all of the statements? _____ Yes _____ No

B. Have you entered your responses across the rows? _____ Yes _____ No

C. Have you responded accurately and honestly? _____ Yes _____ No

Sum the COLUMNS to obtain raw scores for N, E, O, A, and C.
Plot raw scores on facing page to obtain *T* scores.

1 (4) 3 2 1 0	2 0 1 2 3 4	3 0 1 2 3 4	4 0 1 2 3 4	5 0 1 2 3 4
6 0 1 2 3 4	7 0 1 2 3 4	8 0 1 2 3 4	9 4 3 2 1 0	10 0 1 2 3 4
11 0 1 2 3 4	12 4 3 2 1 0	13 0 1 2 3 4	14 4 3 2 1 0	15 4 3 2 1 0
16 4 3 2 1 0	17 0 1 2 3 4	18 4 3 2 1 0	19 4 3 2 1 0	20 0 1 2 3 4
21 0 1 2 3 4	22 0 1 2 3 4	23 4 3 2 1 0	24 4 3 2 1 0	25 0 1 2 3 4
26 0 1 2 3 4	27 4 3 2 1 0	28 4 3 2 1 0	29 0 1 2 3 4	30 4 3 2 1 0
31 4 3 2 1 0	32 0 1 2 3 4	33 4 3 2 1 0	34 0 1 2 3 4	35 0 1 2 3 4
36 0 1 2 3 4	37 0 1 2 3 4	38 0 1 2 3 4	39 4 3 2 1 0	40 0 1 2 3 4
41 0 1 2 3 4	42 4 3 2 1 0	43 0 1 2 3 4	44 4 3 2 1 0	45 4 3 2 1 0
46 4 3 2 1 0	47 0 1 2 3 4	48 4 3 2 1 0	49 0 1 2 3 4	50 0 1 2 3 4
51 0 1 2 3 4	52 0 1 2 3 4	53 0 1 2 3 4	54 4 3 2 1 0	55 4 3 2 1 0
56 0 1 2 3 4	57 4 3 2 1 0	58 0 1 2 3 4	59 4 3 2 1 0	60 0 1 2 3 4

N = _____ E = _____ O = _____ A = _____ C = _____

A. Have you responded to all of the statements? _____ Yes _____ No

B. Do not score if this response is marked "No." _____ Yes _____ No

C. Do not score if this response is marked "No." _____ Yes _____ No

ID# _____

Name _____ Age _____ Sex _____ Today's date _____

NEO Five-Factor Inventory-3 Profile
Form S (Adult)

Male

	T	N	E	O	A	C
	≥75	≥37	≥43	≥43	≥44	≥47
	74	36	42			
	73		41	42	43	46
Very High	72	35		41		
	71	34	40		42	45
	70	33		40		44
	69		39	39	41	
	68	32	38		40	43
	67	31		38		
	66		37		39	42
	65	30		37		41
	64	29	36	36	38	
	63	28	35			40
	62			35	37	
High	61	27	34	34	36	39
	60	26	33			38
	59			33	35	
	58	25	32			37
	57	24		32	34	
	56		31	31		36
	55	23	30		33	35
	54	22		30	32	
	53	21	29	29		34
	52				31	
	51	20	28	28		33
Average	50	19	27	27	30	32
	49					
	48	18	26	26	29	31
	47	17				
	46	16	25	25	28	30
	45		24	24	27	29
	44	15				
	43	14	23	23	26	28
	42			22		
	41	13	22		25	27
Low	40	12	21	21		26
	39	11			24	
	38		20	20	23	25
	37	10	19	19		
	36	9			22	24
	35		18	18		23
	34	8		17	21	
	33	7	17			22
	32	6	16	16	20	
	31				19	21
Very Low	30	5	15	15		20
	29	4		14	18	
	28		14			19
	27	3	13	13	17	
	26	2		12		18
	≤25	≤1	≤12	≤11	≤16	≤17

Female

	T	N	E	O	A	C
	≥75	≥42	≥45	≥45	48	
	74	41	44	44		
	73	40	43		47	48
Very High	72			43	46	47
	71	39	42			
	70	38		42	45	46
	69	37	41	41		45
	68		40		44	
	67	36		40		44
	66	35	39	39	43	43
	65	34	38		42	
	64	33		38		42
	63		37		41	41
	62	32		37		
High	61	31	36	36	40	40
	60	30	35			39
	59	29		35	39	
	58		34	34	38	38
	57	28				
	56	27	33	33	37	37
	55	26	32			36
	54	25		32	36	
	53		31	31		35
	52	24	30		35	34
Average	51	23		30	34	
	50	22	29	29		33
	49				33	32
	48	21	28	28		
	47	20	27		32	31
	46	19		27		30
	45	18	26	26	31	
	44		25		30	29
	43	17		25		28
	42	16	24		29	
	41	15		24		27
Low	40	14	23	23	28	26
	39		22			
	38	13		22	27	25
	37	12	21	21		
	36	11			26	24
	35	10	20	20	25	23
	34		19			
	33	9		19	24	22
	32	8	18	18		21
	31	7	17		23	
Very Low	30			17		20
	29	6	16	16	22	19
	28	5			21	
	27	4	15	15		18
	26	3	14		20	17
	≤25	≤2	≤13	≤14	≤19	≤16

Combined

	T	N	E	O	A	C
	≥75	≥40	≥44	≥44	≥47	48
	74	39	43			
	73			43	46	47
Very High	72	38	42	42	45	
	71	37	41			46
	70	36		41	44	45
	69		40			
	68	35		40	43	44
	67	34	39	39	42	43
	66	33	38			
	65	32		38	41	42
	64		37	37		
	63	31	36		40	41
	62	30		36	39	40
High	61	29	35			
	60			35	38	39
	59	28	34	34		38
	58	27	33		37	
	57	26		33	36	37
	56		32	32		36
	55	25	31		35	
	54	24		31		35
	53	23	30	30	34	
	52	22			33	34
Average	51		29	29		33
	50	21	28		32	
	49	20		28		32
	48	19	27	27	31	31
	47				30	
	46	18	26	26		30
	45	17	25	25	29	
	44	16				29
	43		24	24	28	28
	42	15	23		27	
	41	14		23		27
Low	40	13	22	22	26	26
	39	12				
	38		21	21	25	25
	37	11	20	20	24	24
	36	10				
	35	9	19	19	23	23
	34		18			
	33	8		18	22	22
	32	7	17	17	21	21
	31	6				
Very Low	30		16	16	20	20
	29	5	15	15		19
	28	4			19	
	27	3	14	14	18	18
	26	2		13		
	≤25	≤1	≤13	≤12	≤17	≤17