Big Five Personality Traits

O - C - E - A - N   : Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism

Grew out of the Lexical Hypothesis which states that the fundamental elements of human personality should be encoded in our language. Factor analysis "extracted" these elements, or traits, from adjectives taken from the dictionary.

McCosta and McCrae's NEO-PI-r is a popular commercial measure of the Big Five. Available from Sigma Assessments: http://www.sigmaassessmentsystems.com/assessments/neopir.asp It measures the Big Five and six facets for each trait.

Extraversion	**Agreeableness**	**Conscientiousness**
Gregariousness	Straightforwardness	Self-discipline
Activity Level	Trust	Dutifulness
Assertiveness	Altruism	Competence
Excitement Seeking	Modesty	Order
Positive Emotions	Tendermindedness	Deliberation
Warmth	Compliance	Achievement Striving

Neuroticism	**Openness to new Experiences**
Anxiety	Fantasy
Self-consciousness	Aesthetics
Depression	Feelings
Vulnerability	Ideas
Impulsiveness	Actions
Angry hostility	Values

Lew Goldberg developed pools of items for all sorts of traits. These items are freely available at his International Personality Item Pool website: http://ipip.ori.org/   Goldberg's version of the Big Five is often referred to as the Big Five Model. His measure of Openness is instead referred to as Intellect (your self-reported view of your intelligence). His measure does not have facets.

Oliver John's 44-item Big Five trait measure is freely available. The reference is: 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* (2nd ed., pp. 102-138). New York: Guilford. You can find a copy at: http://www.uoregon.edu/~sanjay/bigfive.html

Gerald Saucier also developed a brief version of the Big Five. The reference is: Saucier, G. (1994). Mini-markers: A brief version of Goldberg's unipolar Big-Five markers. Journal of Personality Assessment, 63 , 506-516.

A single-item approach using Idiogrid is currently being tested by Dr. Grice and his students at Oklahoma State University. Thus far, the results look promising.

Raymond Cattell's 16-PF (Personality Factors)

Commercially available from Pearson: http://www.pearsonassessments.com/16pf.aspx

Sixteen Specific Dimensions of Personality

Warmth (Reserved vs. Warm; Factor A)
Reasoning (Concrete vs. Abstract; Factor B)
Emotional Stability (Reactive vs. Emotionally Stable; Factor C)
Dominance (Deferential vs. Dominant; Factor E)
Liveliness (Serious vs. Lively; Factor F)
Rule-Consciousness (Expedient vs. Rule-Conscious; Factor G)
Social Boldness (Shy vs. Socially Bold; Factor H)
Sensitivity (Utilitarian vs. Sensitive; Factor I)
Vigilance (Trusting vs. Vigilant; Factor L)
Abstractedness (Grounded vs. Abstracted; Factor M)
Privateness (Forthright vs. Private; Factor N)
Apprehension (Self-Assured vs. Apprehensive; Factor O)
Openness to Change (Traditional vs. Open to Change; Factor Q1)
Self-Reliance (Group-Oriented vs. Self-Reliant; Factor Q2)
Perfectionism (Tolerates Disorder vs. Perfectionistic; Factor Q3)
Tension (Relaxed vs. Tense; Factor Q4)

Five Global Factors

Extraversion
Anxiety
Tough-Mindedness
Independence
Self-Control

Important Book:

Cattell, H. E. P., & Schuerger, J. M. (2003) *Essentials of 16PF Assessment*. Wiley.

Hans Eysenck's P-E-N model
Psychoticism - Extraversion - Neuroticism

Commercially available from Edits software distribution : http://www.edits.net/EPQ-R.html

Psychoticism	**Extraversion**	**Neuroticism**
Aggressive	Sociable	Anxious
Assertive	Irresponsible	Depressed
Egocentric	Dominant	Guilt Feelings
Unsympathetic	Lack of reflection	Low self-esteem
Manipulative	Sensation-seeking	Tense
Achievement-oriented	Impulsive	Moody
Dogmatic	Risk-taking	Hypochondriac
Masculine	Expressive	Lack of autonomy
Tough-minded	Active	Obsessive

One validity scale to detect unusual responding.

Auke Tellegen's Multiple Personality Questionnaire (MPQ)

It is listed as "under development" at the University of Minnesota Press site:
http://www.upress.umn.edu/tests/mpq.html

Eleven Primary Traits

Personal Well-being	Personal Distress
Socially Potency	Social Impotency
Achievement Orientation	Failure Orientation
Social Closeness	Social Aloofness
Stress Reaction	Stress Tolerance
Alienation	Integration
Aggression	Agreeableness
Control	Impulsive
Harmavoidance	Risk Taking
Traditionalism	Radicalism
Absorption	Separation

Three Second-Order Traits
- Positive Emotionality
- Negative Emotionality
- Constraint

Five Validity Scales are also included for detecting unusual responding.

The items for a shortened version are published in a recent article: Patrick, C., Curtin, J., and Tellegen, A. (2002). Development and validation of a brief form of the Multidimensional Personality Questionnaire. *Psychological Assessment, 14*, 150-163.

Robert Cloninger's Temperament and Character Inventory - Revised (TCI-R)

Cloninger's model was originally developed around a bio-chemical model:

Temperament		Neurotransmitter system
Novelty seeking	–>	Low dopaminergic activity
Harm avoidance	–>	High serotonergic activity
Reward dependence	–>	Low noradrenergic activity

His TCI-R incorporates these three temperaments and adds Persistence:
> Novelty Seeking
> Harm Avoidance
> Reward Dependence
> Persistence

He also adds three dispositions hypothesized to be related to overall well-being:
> Self-Directedness
> Cooperativeness
> Self-Transcendence

You can find more information about the test at: http://psychobiology.wustl.edu/joomla/

Novelty seeking	Harm Avoidance	Reward dependence
Exploratory excitability	Anticipatory worry	Sentimentality
Impulsiveness	Fear of uncertainty	Openness to warm communication
Extravagance	Shyness	Attachment
Disorderliness	Fatigability	Dependence

Persistence	Self-directedness	Cooperativeness
Eagerness of effort	Responsibility	Social acceptance
Work hardened	Purposeful	Empathy
Ambitious	Self-Acceptance	Helpfulness
Perfectionist	Enlightened second nature	Compassion

Pure-hearted conscience
> Self-transcendence
> Self-forgetful
> Transpersonal identification
> Spiritual acceptance

Myers-Briggs Type Indicator (MBTI)

Created on the basis of Carl Jung's theory of the psyche. This instrument is one of the most widely used questionnaires despite many psychologists' negative attitudes toward Jung's theory. It is widely used in marital counseling, career counseling, and industrial/organizational psychology.

Commercially available from CPP: https://www.cpp.com/products/mbti/index.aspx

Online "for fun" version can be found at: http://www.humanmetrics.com/cgi-win/JTypes1.htm
You can also take it at OSU's Career Counseling Services. Although not based on Jung's theory, a very similar approach is the Keirsey Temperament Sorter: http://www.keirsey.com/default.aspx

The MBTI measures four bipolar dimensions:
> Introversion - Extraversion
> Thinking - Feeling
> Sensing - Intuition
> Judging - Perceiving

These bipolar dimensions are crossed to create 16 types; e.g., ITSJ, EFIP, IFSP, etc.   A brief summary of your type is presented with the test results.

Important Book:
> Briggs-Myers, Isabel (1995) *Gifts Differing*. Davies-Black Publishing.

Henry Murray's Psychogenic Needs

Everything below is copied from: http://allpsych.com/personalitysynopsis/murray.html

Needs

Abasement:	To surrender and accept punishment
Achievement:	To overcome obstacles and succeed
Acquisition (Conservance):	To obtain possessions
Affiliation:	To make associations and friendships
Aggression:	To injure others
Autonomy:	To resist others and stand strong
Blameavoidance:	To avoid blame and obey the rules
Construction:	To build or create
Contrariance:	To be unique
Counteraction:	To defend honor
Defendance:	To justify actions
Deference:	To follow a superior, to serve
Dominance (Power):	To control and lead others
Exhibition:	To attract attention
Exposition:	To provide information, educate
Harmavoidance:	To avoid pain
Infavoidance:	To avoid failure, shame, or to conceal a weakness
Nurturance:	To protect the helpless
Order:	To arrange, organize, and be precise
Play:	To relieve tension, have fun, or relax
Recognition:	To gain approval and social status
Rejection:	To exclude another
Sentience:	To enjoy sensuous impressions
Sex (Erotic):	To form and enjoy an erotic relationship
Similance:	To empathize
Succorance:	To seek protection or sympathy
Understanding (Cognizance):	To analyze and experience, to seek knowledge

Murray contended that environmental forces played a significant role in the exhibition of the psychogenic needs. He called the forces "press," referring to the pressure they put on us that forces us to act. He further argued for a difference between the real environmental forces, alpha press, and those that are merely perceived, beta press.

Three of Murray's Psychogenic Needs have been the focus of considerable research: The Need for Power (nPow), Affiliation (nAff) and Achievement (nAch).

The need for Power refers to the desire or need to impact other people, to control or be in a position of influence. Careers that involve these aspects are better suited for high nPow people, such as teachers, psychologists, journalists, and supervisors. They don't necessarily make the best leaders though. Research has found that those with high nPow are more likely to rate an employee higher if that employee has a tendency to schmooz or flatter the subject where those with low or moderate nPow rate employees the same. In this sense, those with high nPow would do well if they also had traits of self-control and objectivity.

The need for affiliation has a long history of research, and studies show that those with a high nAff often have a larger social circle. They spend more time interacting with other such as talking on the phone and writing letters, and they are more likely to be members of social groups or clubs. Those with high nAff are also more likely to get lonely than those low in nAff, so their need for affiliation may be related to their sense of self and their desire for external stimulation.

Those with a high need for achievement (nAch) demonstrate a consistent concern about meeting obligations and accomplishing tasks. They are, however, more focused on internal motivation rather than external rewards. For example, those high in nAch are more likely to value intelligence and personal achievement over recognition and praise.

Abraham Maslow's hierarchy of needs

Eric Erickson's stages of Psychosocial development

Stage	Basic Conflict	Important Events	Outcome
Infancy (birth to 18 months)	Trust vs. Mistrust	Feeding	Children develop a sense of trust when caregivers provide reliabilty, care, and affection. A lack of this will lead to mistrust.
Early Childhood (2 to 3 years)	Autonomy vs. Shame and Doubt	Toilet Training	Children need to develop a sense of personal control over physical skills and a sense of independence. Success leads to feelings of autonomy, failure results in feelings of shame and doubt.
Preschool (3 to 5 years)	Initiative vs. Guilt	Exploration	Children need to begin asserting control and power over the environment. Success in this stage leads to a sense of purpose. Children who try to exert too much power experience disapproval, resulting in a sense of guilt.
School Age (6 to 11 years)	Industry vs. Inferiority	School	Children need to cope with new social and academic demands. Success leads to a sense of competence, while failure results in feelings of inferiority.
Adolescence (12 to 18 years)	Identity vs. Role Confusion	Social Relationships	Teens needs to develop a sense of self and personal identity. Success leads to an ability to stay true to yourself, while failure leads to role confusion and a weak sense of self.
Yound Adulthood (19 to 40 years)	Intimacy vs. Isolation	Relationships	Young adults need to form intimate, loving relationships with other people. Success leads to strong relationships, while failure results in loneliness and isolation.
Middle Adulthood (40 to 65 years)	Generativity vs. Stagnation	Work and Parenthood	Adults need to create or nurture things that will outlast them, often by having children or creating a positive change that benefits other people. Success leads to feelings of usefulness and accomplishment, while failure results in shallow involvement in the world.
Maturity(65 to death)	Ego Integrity vs. Despair	Reflection on Life	Older adults need to look back on life and feel a sense of fulfillment. Success at this stage leads to feelings of wisdom, while failure results in regret, bitterness, and despair.