The NEO inventory measures five broad domains, or dimensions, of personality. The responses that you gave to the statements about your thoughts, feelings, and goals can be compared with those of other adults to give a description of your personality.

For each of the five domains, descriptions are given below for different ranges of scores. The descriptions that are checked provide descriptions of you, based on your responses to the inventory items.

The NEO inventory measures differences among normal individuals. It is not a test of intelligence or ability, and it is not intended to diagnose problems of mental health or adjustment. It does, however, give you some idea about what makes you unique in your ways of thinking, feeling, and interacting with others.

This summary is intended to give you a general idea of how your personality might be described. It is not a detailed report. If you completed the inventory again, you might score somewhat differently. For most individuals, however, personality traits tend to be very stable in adulthood. Unless you experience major life changes or make deliberate efforts to change yourself, this summary should apply to you throughout your adult life.

<table>
<thead>
<tr>
<th>Compared with the responses of other people, your responses suggest that you can be described as:</th>
</tr>
</thead>
<tbody>
<tr>
<td>□ Sensitive, emotional, and prone to experience feelings that are upsetting.</td>
</tr>
<tr>
<td>□ Generally calm and able to deal with stress, but you sometimes experience feelings of guilt, anger, or sadness.</td>
</tr>
<tr>
<td>□ Secure, hardy, and generally relaxed even under stressful conditions.</td>
</tr>
<tr>
<td>□ Extraverted, outgoing, active, and high-spirited. You prefer to be around people most of the time.</td>
</tr>
<tr>
<td>□ Moderate in activity and enthusiasm. You enjoy the company of others but you also value privacy.</td>
</tr>
<tr>
<td>□ Introverted, reserved, and serious. You prefer to be alone or with a few close friends.</td>
</tr>
<tr>
<td>□ Open to new experiences. You have broad interests and are very imaginative.</td>
</tr>
<tr>
<td>□ Practical but willing to consider new ways of doing things. You seek a balance between the old and the new.</td>
</tr>
<tr>
<td>□ Down-to-earth, practical, traditional, and pretty much set in your ways.</td>
</tr>
<tr>
<td>□ Compassionate, good-natured, and eager to cooperate and avoid conflict.</td>
</tr>
<tr>
<td>□ Generally warm, trusting, and agreeable, but you can sometimes be stubborn and competitive.</td>
</tr>
<tr>
<td>□ Hardheaded, skeptical, proud, and competitive. You tend to express your anger directly.</td>
</tr>
<tr>
<td>□ Conscientious and well-organized. You have high standards and always strive to achieve your goals.</td>
</tr>
<tr>
<td>□ Dependable and moderately well-organized. You generally have clear goals but are able to set your work aside.</td>
</tr>
<tr>
<td>□ Easygoing, not very well-organized, and sometimes careless. You prefer not to make plans.</td>
</tr>
</tbody>
</table>
NEO
Five-Factor Inventory
Form S
Paul T. Costa, Jr., Ph.D., and Robert R. McCrae, Ph.D.

Instructions

Write only where indicated in this 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 S 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, you cannot decide, or 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.

For example, if you strongly disagree or believe that a statement is definitely false, you would fill in the S for that statement.

Example

\[ S \quad D \quad N \quad A \quad S A \]

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.

Note that the responses are numbered in rows. Before responding to the statements, turn to the inside of the booklet and enter your name, age, and sex and the date.

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1. I am not a worrier.
2. I like to have a lot of people around me.
3. I don’t like to waste my time daydreaming.
4. I try to be courteous to everyone I meet.
5. I keep my belongings clean and neat.
6. I often feel inferior to others.
7. I laugh easily.
8. Once I find the right way to do something, I stick to it.
9. I often get into arguments with my family and co-workers.
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 don’t consider myself especially “light-hearted.”
13. I am intrigued by the patterns I find in art and nature.
14. Some people think I’m selfish and egotistical.
15. I am not a very methodical person.

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. I would rather cooperate with others than compete with them.
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 tend to be cynical and skeptical of others’ intentions.
25. I have a clear set of goals and work toward them in an orderly fashion.

26. Sometimes I feel completely worthless.
27. I usually prefer to do things alone.
28. I often try new and foreign foods.
29. I believe that most people will take advantage of you if you let them.
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. Most people I know like me.
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 believe we should look to our religious authorities for decisions on moral issues.
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 am not a cheerful optimist.
43. Sometimes when I am reading poetry or looking at a work of art, I feel a chill or wave of excitement.
44. I’m hard-headed and tough-minded in my attitudes.
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

Have you responded to all of the statements?  Yes  No
Have you entered your responses in the correct boxes?  Yes  No
Have you responded accurately and honestly?  Yes  No
Instructions for use with the Hand-Scoring Answer Sheet

For use with the Machine-Scoring Answer Sheet, turn to page 2.

Please read all these instructions carefully before beginning. Mark all your answers on the answer sheet and write only where indicated. DO NOT write in this test booklet.

On the accompanying answer sheet, please write your name in the space provided. Indicate your sex by placing a check in the appropriate box under “Sex.” Enter the date and your identification number, if you have been given one, in the spaces provided. Check “Yourself” in the space labeled “Person being rated” since you are describing yourself. Write in your age and check the box next to “S” in the space labeled “NEO Form.”

This questionnaire contains 240 statements. Please read each item carefully and circle the one answer that best corresponds to your agreement or disagreement.

Circle “SD” if the statement is definitely false or if you strongly disagree.  
Circle “D” if the statement is mostly false or if you disagree.  
Circle “N” if the statement is about equally true or false, if you cannot decide, or if you are neutral on the statement.  
Circle “A” if the statement is mostly true or if you agree.  
Circle “SA” if the statement is definitely true or if you strongly agree.

There are no right or wrong answers, and you need not be an “expert” to complete this questionnaire. Describe yourself honestly and state your opinions as accurately as possible.

Answer every item. Note that the answers are numbered down the columns on the answer sheet. Please make sure that your answer is marked in the correctly numbered space. If you make a mistake or change your mind, DO NOT ERASE! Make an “X” through the incorrect response and then draw a circle around the correct response. After you have answered the 240 items, answer the three questions labeled A, B, and C on the answer sheet. Turn to page 3 in this booklet and begin with item 1.
Instructions for use with the Machine-Scored Answer Sheet

Please read all these instructions carefully before beginning. Use a No. 2 pencil to complete your responses on the accompanying answer sheet. Please mark all your answers on the answer sheet. DO NOT write in this test booklet.

On the answer sheet, fill in the circle next to “Self” in the box labeled “Person Rated” since you are describing yourself. Enter your name and/or identification number, if you have been given one, in the spaces provided and then fill in the corresponding circles below each box. In the box labeled “Test Form” fill in the circle next to the letter “S.” In the spaces provided, fill in your sex, age, and today’s date. Turn the answer sheet over.

This questionnaire contains 240 statements. Please read each item carefully and fill in the one answer that best corresponds to your agreement or disagreement.

- Fill in “SD” if the statement is definitely false or if you strongly disagree. 🎧 D N A SA
- Fill in “D” if the statement is mostly false or if you disagree. 🎧 SD 🎧 N A SA
- Fill in “N” if the statement is about equally true or false, if you cannot decide, or if you are neutral on the statement. 🎧 SD 🎧 D 🎧 A SA
- Fill in “A” if the statement is mostly true or if you agree. 🎧 SD 🎧 D N 🎧 SA
- Fill in “SA” if the statement is definitely true or if you strongly agree. 🎧 SD 🎧 D N A 🎧

There are no right or wrong answers, and you need not be an “expert” to complete this questionnaire. Describe yourself honestly and state your opinions as accurately as possible.

Answer every item and be sure to fill in the circles completely. Note that the answers are numbered down the columns on the answer sheet. Please make sure that your answer is marked in the correctly numbered space. If you make a mistake or change your mind, erase your first answer completely. Then fill in the circle that corresponds to your correct answer. After you have answered the 240 items, please answer the three questions labeled A, B, and C on the answer sheet. Turn to page 3 in this booklet and begin with item 1.
1. I am not a worrier.
2. I really like most people I meet.
3. I have a very active imagination.
4. I tend to be cynical and skeptical of others’ intentions.
5. I’m known for my prudence and common sense.
6. I often get angry at the way people treat me.
7. I shy away from crowds of people.
8. Aesthetic and artistic concerns aren’t very important to me.
9. I’m not crafty or sly.
10. I would rather keep my options open than plan everything in advance.
11. I rarely feel lonely or blue.
12. I am dominant, forceful, and assertive.
13. Without strong emotions, life would be uninteresting to me.
14. Some people think I’m selfish and egotistical.
15. I try to perform all the tasks assigned to me conscientiously.
16. In dealing with other people, I always dread making a social blunder.
17. I have a leisurely style in work and play.
18. I’m pretty set in my ways.
19. I would rather cooperate with others than compete with them.
20. I am easy-going and lackadaisical.
21. I rarely overindulge in anything.
22. I often crave excitement.
23. I often enjoy playing with theories or abstract ideas.
24. I don’t mind bragging about my talents and accomplishments.
25. I’m pretty good about pacing myself so as to get things done on time.
26. I often feel helpless and want someone else to solve my problems.
27. I have never literally jumped for joy.
28. I believe letting students hear controversial speakers can only confuse and mislead them.
29. Political leaders need to be more aware of the human side of their policies.
30. Over the years I’ve done some pretty stupid things.
31. I am easily frightened.
32. I don’t get much pleasure from chatting with people.
33. I try to keep all my thoughts directed along realistic lines and avoid flights of fancy.
34. I believe that most people are basically well-intentioned.
35. I don’t take civic duties like voting very seriously.
36. I’m an even-tempered person.
37. I like to have a lot of people around me.
38. I am sometimes completely absorbed in music I am listening to.
39. If necessary, I am willing to manipulate people to get what I want.
40. I keep my belongings neat and clean.
41. Sometimes I feel completely worthless.
42. I sometimes fail to assert myself as much as I should.
43. I rarely experience strong emotions.
44. I try to be courteous to everyone I meet.
45. Sometimes I’m not as dependable or reliable as I should be.
46. I seldom feel self-conscious when I'm around people.
47. When I do things, I do them vigorously.
48. I think it's interesting to learn and develop new hobbies.
49. I can be sarcastic and cutting when I need to be.
50. I have a clear set of goals and work toward them in an orderly fashion.
51. I have trouble resisting my cravings.
52. I wouldn't enjoy vacationing in Las Vegas.
53. I find philosophical arguments boring.
54. I'd rather not talk about myself and my achievements.
55. I waste a lot of time before settling down to work.
56. I feel I am capable of coping with most of my problems.
57. I have sometimes experienced intense joy or ecstasy.
58. I believe that laws and social policies should change to reflect the needs of a changing world.
59. I'm hard-headed and tough-minded in my attitudes.
60. I think things through before coming to a decision.
61. I rarely feel fearful or anxious.
62. I'm known as a warm and friendly person.
63. I have an active fantasy life.
64. I believe that most people will take advantage of you if you let them.
65. I keep myself informed and usually make intelligent decisions.
66. I am known as hot-blooded and quick-tempered.
67. I usually prefer to do things alone.
68. Watching ballet or modern dance bores me.
69. I couldn't deceive anyone even if I wanted to.
70. I am not a very methodical person.
71. I am seldom sad or depressed.
72. I have often been a leader of groups I have belonged to.
73. How I feel about things is important to me.
74. Some people think of me as cold and calculating.
75. I pay my debts promptly and in full.
76. At times I have been so ashamed I just wanted to hide.
77. My work is likely to be slow but steady.
78. Once I find the right way to do something, I stick to it.
79. I hesitate to express my anger even when it's justified.
80. When I start a self-improvement program, I usually let it slide after a few days.
81. I have little difficulty resisting temptation.
82. I have sometimes done things just for "kicks" or "thrills."
83. I enjoy solving problems or puzzles.
84. I'm better than most people, and I know it.
85. I am a productive person who always gets the job done.
86. When I'm under a great deal of stress, sometimes I feel like I'm going to pieces.
87. I am not a cheerful optimist.
88. I believe we should look to our religious authorities for decisions on moral issues.
89. We can never do too much for the poor and elderly.
90. Occasionally I act first and think later.
91. I often feel tense and jittery.
92. Many people think of me as somewhat cold and distant.
93. I don't like to waste my time daydreaming.
94. I think most of the people I deal with are honest and trustworthy.
95. I often come into situations without being fully prepared.
96. I am not considered a touchy or temperamental person.
97. I really feel the need for other people if I am by myself for long.
98. I am intrigued by the patterns I find in art and nature.
99. Being perfectly honest is a bad way to do business.
100. I like to keep everything in its place so I know just where it is.
101. I have sometimes experienced a deep sense of guilt or sinfulness.
102. In meetings, I usually let others do the talking.
103. I seldom pay much attention to my feelings of the moment.
104. I generally try to be thoughtful and considerate.
105. Sometimes I cheat when I play solitaire.
106. It doesn’t embarrass me too much if people ridicule and tease me.
107. I often feel as if I’m bursting with energy.
108. I often try new and foreign foods.
109. If I don’t like people, I let them know it.
110. I work hard to accomplish my goals.
111. When I am having my favorite foods, I tend to eat too much.
112. I tend to avoid movies that are shocking or scary.
113. I sometimes lose interest when people talk about very abstract, theoretical matters.
114. I try to be humble.
115. I have trouble making myself do what I should.
116. I keep a cool head in emergencies.
117. Sometimes I bubble with happiness.
118. I believe that the different ideas of right and wrong that people in other societies have may be valid for them.
119. I have no sympathy for panhandlers.
120. I always consider the consequences before I take action.
121. I’m seldom apprehensive about the future.
122. I really enjoy talking to people.
123. I enjoy concentrating on a fantasy or daydream and exploring all its possibilities, letting it grow and develop.
124. I’m suspicious when someone does something nice for me.
125. I pride myself on my sound judgment.
126. I often get disgusted with people I have to deal with.
127. I prefer jobs that let me work alone without being bothered by other people.
128. Poetry has little or no effect on me.
129. I would hate to be thought of as a hypocrite.
130. I never seem to be able to get organized.
131. I tend to blame myself when anything goes wrong.
132. Other people often look to me to make decisions.
133. I experience a wide range of emotions or feelings.
134. I’m not known for my generosity.
135. When I make a commitment, I can always be counted on to follow through.
136. I often feel inferior to others.
137. I’m not as quick and lively as other people.
138. I prefer to spend my time in familiar surroundings.
139. When I’ve been insulted, I just try to forgive and forget.
140. I don’t feel like I’m driven to get ahead.
141. I seldom give in to my impulses.
142. I like to be where the action is.
143. I enjoy working on “mind-twister”-type puzzles.
144. I have a very high opinion of myself.
145. Once I start a project, I almost always finish it.
146. It’s often hard for me to make up my mind.
147. I don’t consider myself especially “light-hearted.”
148. I believe that loyalty to one’s ideals and principles is more important than “open-mindedness.”
149. Human need should always take priority over economic considerations.
150. I often do things on the spur of the moment.
151. I often worry about things that might go wrong.
152. I find it easy to smile and be outgoing with strangers.
153. If I feel my mind starting to drift off into daydreams, I usually get busy and start concentrating on some work or activity instead.
154. My first reaction is to trust people.
155. I don’t seem to be completely successful at anything.
156. It takes a lot to get me mad.
157. I’d rather vacation at a popular beach than an isolated cabin in the woods.
158. Certain kinds of music have an endless fascination for me.
159. Sometimes I trick people into doing what I want.
160. I tend to be somewhat fastidious or exacting.
161. I have a low opinion of myself.
162. I would rather go my own way than be a leader of others.
163. I seldom notice the moods or feelings that different environments produce.
164. Most people I know like me.
165. I adhere strictly to my ethical principles.
166. I feel comfortable in the presence of my bosses or other authorities.
167. I usually seem to be in a hurry.
168. Sometimes I make changes around the house just to try something different.
169. If someone starts a fight, I’m ready to fight back.
170. I strive to achieve all I can.
171. I sometimes eat myself sick.
172. I love the excitement of roller coasters.
173. I have little interest in speculating on the nature of the universe or the human condition.
174. I feel that I am no better than others, no matter what their condition.
175. When a project gets too difficult, I’m inclined to start a new one.
176. I can handle myself pretty well in a crisis.
177. I am a cheerful, high-spirited person.
178. I consider myself broad-minded and tolerant of other people’s lifestyles.
179. I believe all human beings are worthy of respect.
180. I rarely make hasty decisions.
181. I have fewer fears than most people.
182. I have strong emotional attachments to my friends.
183. As a child I rarely enjoyed games of make believe.
184. I tend to assume the best about people.
185. I'm a very competent person.
186. At times I have felt bitter and resentful.
187. Social gatherings are usually boring to me.
188. Sometimes when I am reading poetry or looking at a work of art, I feel a chill or wave of excitement.
189. At times I bully or flatter people into doing what I want them to.
190. I'm not compulsive about cleaning.
191. Sometimes things look pretty bleak and hopeless to me.
192. In conversations, I tend to do most of the talking.
193. I find it easy to empathize—to feel myself what others are feeling.
194. I think of myself as a charitable person.
195. I try to do jobs carefully, so they won't have to be done again.
196. If I have said or done the wrong thing to someone, I can hardly bear to face them again.
197. My life is fast-paced.
198. On a vacation, I prefer going back to a tried and true spot.
199. I'm hard-headed and stubborn.
200. I strive for excellence in everything I do.
201. Sometimes I do things on impulse that I later regret.
202. I'm attracted to bright colors and flashy styles.
203. I have a lot of intellectual curiosity.
204. I would rather praise others than be praised myself.
205. There are so many little jobs that need to be done that I sometimes just ignore them all.
206. When everything seems to be going wrong, I can still make good decisions.
207. I rarely use words like "fantastic!" or "sensational!" to describe my experiences.
208. I think that if people don't know what they believe in by the time they're 25, there's something wrong with them.
209. I have sympathy for others less fortunate than me.
210. I plan ahead carefully when I go on a trip.
211. Frightening thoughts sometimes come into my head.
212. I take a personal interest in the people I work with.
213. I would have difficulty just letting my mind wander without control or guidance.
214. I have a good deal of faith in human nature.
215. I am efficient and effective at my work.
216. Even minor annoyances can be frustrating to me.
217. I enjoy parties with lots of people.
218. I enjoy reading poetry that emphasizes feelings and images more than story lines.
219. I pride myself on my shrewdness in handling people.
220. I spend a lot of time looking for things I've misplaced.
221. Too often, when things go wrong, I get discouraged and feel like giving up.
222. I don't find it easy to take charge of a situation.
223. Odd things—like certain scents or the names of distant places—can evoke strong moods in me.
224. I go out of my way to help others if I can.
225. I'd really have to be sick before I'd miss a day of work.
226. When people I know do foolish things, I get embarrassed for them.
227. I am a very active person.
228. I follow the same route when I go someplace.
229. I often get into arguments with my family and co-workers.
230. I'm something of a "workaholic."
231. I am always able to keep my feelings under control.
232. I like being part of the crowd at sporting events.
233. I have a wide range of intellectual interests.
234. I'm a superior person.
235. I have a lot of self-discipline.
236. I'm pretty stable emotionally.
237. I laugh easily.
238. I believe that the "new morality" of permissiveness is no morality at all.
239. I would rather be known as "merciful" than as "just."
240. I think twice before I answer a question.