

EXHIBIT 9.1 Sample Items Measuring Big Five Personality Dimensions

Please rate how accurately each statement describes you on a scale from 1 = "to no extent" to 5 = "to a very great extent."

Extraversion

- Am quiet around strangers. (reverse-scored)
- Take charge.
- Am skilled in handling social situations.

Agreeableness

- Have a soft heart.
- Insult people. (reverse-scored)
- Have a good word for everyone.

Conscientiousness

- Am always prepared.
- Pay attention to details.
- Am exacting in my work.

Emotional Stability

- Am relaxed most of the time.
- Seldom feel blue.
- Have frequent mood swings. (reverse-scored)

Openness to Experience

- Have a vivid imagination.
- Love to think up new ways of doing things.
- Try to avoid complex people. (reverse-scored)

SOURCE: International Personality Item Pool (pip.ori.org).

recommend keeping online personality tests as brief as possible. If the test takes more than 20 minutes, applicants may grow impatient. Second, it is important to assign applicants identification codes, to collect basic background data, and to break the test into sections. These steps increase accountability (lessening the odds of faking) and ensure that if the applicant loses the Internet connection while taking the test, the portions completed will not be lost. Third, strategies (which we discuss shortly) designed to reduce faking by applicants should be implemented. These steps are especially important for online testing. Finally, many experts recommend the use of "item banking" (variation in specific items used to measure each trait) to enhance test security; to further reduce faking, inform test takers that their online