




Psychology of Personality

Lesson 3.1: Homework

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Part 1) Take the NEO-FFM test:

- **Open** the  [NEO-FFM test](#) by clicking on its hyperlink.
(Requires Acrobat Reader)
- **Print** it.
- **Fill** it out.



Part 2) Score the NEO-FFM test:

The NEO-FFM personality inventory was designed to assess the five factors or dimensions of the five factor model (FFM) of personality that we will be examining in detail in the next chapter. Right now, though, let us look back and examine the inventory itself. There are 60 items, 12 for each scale. Every fifth item is from the same scale. Items 1, 6, 11, and so on assess Emotionality or Neuroticism (N). Items 2, 7, 12, and so on assess Extraversion (E). Items 3, 8, 13, and so on assess Openness to Experience (O). Items 4, 9, 14, and so on assess Agreeableness (A). Items 5, 10, 15, and so on assess Conscientiousness (C). A number of the items are reverse scored. For example, item 1 ("I am not a worrier") is reverse scored. The more you disagree, the higher your score on N. Item 27 ("I usually prefer to do things alone") is also reverse scored. The more you agree, the lower your score on E.

Okay, let's compute your scores. This takes a little time, but will really help you understand the mechanics of the test.

First, compute your score for N.

These are items: 1, 6, 11, 16, 21, 26, 31, 36, 41, 46, 51, 56.

Mark an "R" next to the reverse scored items: 1, 16, 31, 46.

For the non-reversed-scored items, SD=0, D=1, N=2, A=3, SA=4.

For the reversed-scored items, SD=4, D=3, N=2, A=1, SA=0.

The sum of all 12 items is your score for N.

Now, use the same procedure to compute your scores for E, O, A, and C. The following are the items for each scale, with the reverse-scored items in bold-faced type.

E: 2, 7, **12**, 17, 22, **27**, 32, 37, **42**, 47, 52, **57**.

O: **3**, **8**, 13, **18**, **23**, 28, **33**, **38**, 43, **48**, 53, 58.

A: 4, **9**, **14**, 19, **24**, **29**, 34, **39**, **44**, 49, **54**, 59.

C: 5, 10, **15**, 20, 25, **30**, 35, 40, **45**, 50, **55**, 60.

Part 3) Interpreting the NEO-FFM test:

But what do your scores mean? One common way to interpret test scores is to compare them to the scores of other people who have already a test. The other people who have taken the test are called a *normative sample*. The developers of the NEO have given the test to a large sample of adults of all ages in the United States. The following allows you to compare your scores to that normative sample.

Compared to males in the normative sample:

N: If you scored below 13 you are low (and below ¹²⁻⁷6 very low) on N. If you scored above 21 you are high (and above 29 very high) on N. Otherwise, you scored in the average range.

E: If you scored below 24 you are low (and below 18 very low) on E. If you

scored above 30 you are high (and above 36 very high) on E. Otherwise, you scored in the average range.

O: If you scored below 23 you are low (and below 18 very low) on O. If you scored above 30 you are high (and above 36 very high) on O. Otherwise, you scored in the average range.

A: If you scored below 29 you are low (and below 24 very low) on A. If you scored above 35 you are high (and above 40 very high) on A. Otherwise, you scored in the average range.

C: If you scored below 30 you are low (and below 25 very low) on C. If you scored above 37 you are high (and above 43 very high) on C. Otherwise, you scored in the average range.

Compared to females in the normative sample:

N: If you scored below 16 you are low (and below 8 very low) on N. If you scored above 25 you are high (and above 32 very high) on N. Otherwise, you scored in the average range.

E: If you scored below 25 you are low (and below 19 very low) on E. If you scored above 31 you are high (and above 37 very high) on E. Otherwise, you scored in the average range.

O: If you scored below 23 you are low (and below 18 very low) on O. If you scored above 30 you are high (and above 36 very high) on O. Otherwise, you scored in the average range.

A: If you scored below 31 you are low (and below 26 very low) on A. If you scored above 36 you are high (and above 41 very high) on A. Otherwise, you scored in the average range.

C: If you scored below 32 you are low (and below 26 very low) on C. If you scored above 38 you are high (and above 44 very high) on C. Otherwise, you scored in the average range.

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.

N

- People who score in the average range tend to be generally calm and able to deal with stress, but sometimes experience feelings of guilt, anger, and sadness
- People who score above average tend to be sensitive, emotional, and prone to experience upsetting feelings
- People who score below average tend to be secure, hardy, and generally relaxed even under stressful conditions

E

- People who score in the average range tend to be moderate in activity and enthusiasm. Enjoy the company of others but also value privacy.
- People who score above average tend to be extraverted, outgoing, active, and high-spirited; prefer to be around people most of the time.
- People who score below average tend to be introverted, reserved, serious; prefer to be alone or with a few close friends.

O

- People who score in the average range tend to be practical but willing to consider new ways of doing things; seek a balance between the old and the new.

- People who score above average tend to be open to new experiences; have broad interests and very imaginative.
- People who score below average tend to be down-to-earth, practical, traditional, and pretty much set in your ways.


A


- People who score in the average range tend to be generally warm, trusting, and agreeable, but you can sometimes be stubborn and competitive.
- People who score above average tend to be compassionate, good-natured, and eager to cooperate and avoid conflict.
- People who score below average tend to be hardheaded, skeptical, proud, and competitive; tend to express anger directly.

C

- People who score in the average range tend to be dependable, moderately well-organized; generally have clear goals but are able to set your work aside.
- People who score above average tend to be conscientious and well-organized; have high standards and always strive to achieve your goals.
- People who score below average tend to be easygoing, not very well-organized, sometimes careless; prefer not to make plans.

Part 4) Submit your homework:

Please complete and submit your homework for this module through  [Blackboard](#) **prior to its due date and time**. Late submittals will not be accepted.

Submit your homework by:
<p>Logging into  Blackboard and going to the psyc310 course.</p> <p>Going to the Assessments area.</p> <p>Choosing the homework for this lesson module</p> <p>Referring to this course's Help Pages for additional assistance.</p>

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