

AI-04541 NEO-PI Psychometric Test

What is NEO-PI ? What does the NEO acronym stand? Explain and deep dive. List all the questions and rating. Debug the results.

The **NEO-PI (NEO Personality Inventory)** is one of the most widely used and scientifically validated psychological instruments for assessing normal adult personality. Developed by psychologists **Paul Costa** and **Robert McCrae**, it operationalizes the **Five-Factor Model (FFM)** of personality—commonly known as the **Big Five**.

1. What Does the "NEO" Acronym Stand For?

The acronym **NEO** stands for:

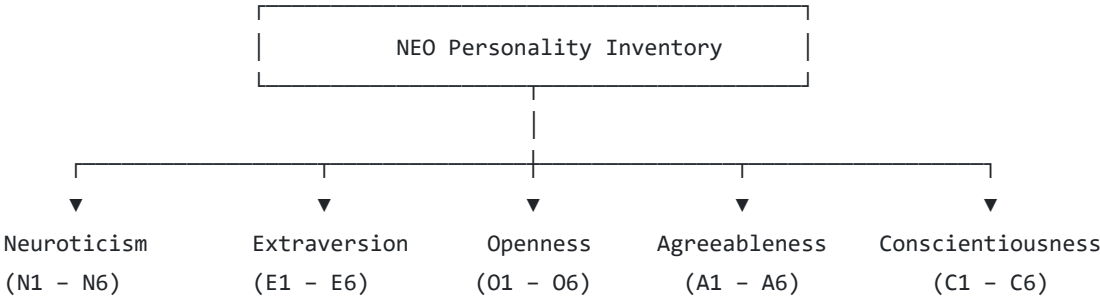
- **N – Neuroticism**
- **E – Extraversion**
- **O – Openness to Experience**

Historical Context

When Costa and McCrae published the original version of the inventory in 1978/1985, it only measured these initial three dimensions. When they later expanded the test to include **Agreeableness (A)** and **Conscientiousness (C)** in subsequent revisions (such as the **NEO PI-R** in 1992 and **NEO-PI-3** in 2005), they kept the trademark name **NEO** rather than adding "AC" to the acronym.

2. Deep-Dive: Architecture & Domains

The full test (NEO PI-R or NEO-PI-3) contains **240 items** designed to evaluate personality at two levels: **5 Broad Domains** and **30 Sub-Facets** (6 facets per domain, with 8 items dedicated to each facet).



The 5 Domains & 30 Facets Breakdown

Domain	Description	6 Sub-Facets
Neuroticism (N)	Measures emotional stability, tendency to experience anxiety, distress, and negative affect.	N1: Anxiety • N2: Angry Hostility • N3: Depression • N4: Self-Consciousness • N5: Impulsiveness • N6: Vulnerability

Extraversion (E)	Measures engagement with the external world, sociability, energy, and positive emotionality.	E1: Warmth • E2: Gregariousness • E3: Assertiveness • E4: Activity • E5: Excitement-Seeking • E6: Positive Emotions
Openness (O)	Measures cognitive curiosity, aesthetic sensitivity, imagination, and openness to novel ideas/values.	O1: Fantasy • O2: Aesthetics • O3: Feelings • O4: Actions • O5: Ideas • O6: Values
Agreeableness (A)	Measures interpersonal orientation, altruism, empathy, and willingness to cooperate.	A1: Trust • A2: Straightforwardness • A3: Altruism • A4: Compliance • A5: Modesty • A6: Tender-Mindedness
Conscientiousness (C)	Measures impulse control, goal-directed behavior, organization, and self-discipline.	C1: Competence • C2: Order • C3: Dutifulness • C4: Achievement Striving • C5: Self-Discipline • C6: Deliberation

3. Rating Scale & Sample Questions

The Rating Scale

Test-takers respond to statements using a **5-point Likert scale**:

Rating	Response Option
1	SD – Strongly Disagree
2	D – Disagree
3	N – Neutral / Neither Agree nor Disagree
4	A – Agree
5	SA – Strongly Agree

Intellectual Property & Items Listing

The exact 240 items of the official **NEO PI-R / NEO-PI-3** are commercial, proprietary test materials copyrighted by *Psychological Assessment Resources (PAR)*.

However, in academic research, the **IPIP-NEO** (International Personality Item Pool, created by Dr. Lewis Goldberg) provides public-domain equivalents designed to measure the identical 30 facets. Below are representative sample items across the facets:

- **Neuroticism (N):** "I worry about things." / "I get stressed out easily." / "I panic easily."
- **Extraversion (E):** "I make friends easily." / "I am the life of the party." / "I feel comfortable around people."
- **Openness (O):** "I have a vivid imagination." / "I enjoy wild flights of fantasy." / "I carry the conversation to a higher level."
- **Agreeableness (A):** "I trust what people say." / "I sympathise with others' feelings." / "I take time out for others."
- **Conscientiousness (C):** "I am always prepared." / "I pay attention to details." / "I get chores done right away."

4. "Debugging" & Validating Test Results

When analyzing a completed NEO-PI administration, clinicians and researchers run specific **data audits / validity protocols** to ensure the test scores reflect genuine personality traits rather than testing artifacts, random guessing, or response biases.

Key Debugging Checks

1. Missing Data Threshold:

- **Rule:** If **>40 items** out of 240 are left blank, the administration is considered **invalid** and should not be scored.
- **Correction:** If between 1 and 40 items are missing, blank responses are typically imputed as neutral (rating = 3).

2. Acquiescence & Nay-Saying Biases:

- **Check:** Count total "Agree" + "Strongly Agree" responses (or "Disagree" + "Strongly Disagree") across the entire test.
- **Flag Condition:** If a respondent selects "Agree" / "Strongly Agree" on **>150 items** or **<50 items**, the test flags a potential *yea-saying* or *nay-saying* response bias. Because the test is balanced with reverse-scored items, extreme high or low agreement totals indicate careless responding.

3. Random Responding / Pattern Spotting:

- **Check:** Search for long consecutive strings of identical responses (e.g., 10+ consecutive "Neutral" answers) or repetitive geometric patterns on paper answer keys.

4. Honesty Verification Questions:

- Most administrations include validity screening questions at the end (e.g., *"Have you responded to every statement accurately and honestly?"*). A negative response flags the entire record for clinical review.

5. T-Score Normalization (\$Mean = 50, SD = 10\$):

- Raw scores for each domain and facet are converted into standardized **T-scores** based on normative age and gender samples:

$$T\text{-Score} = 50 + 10 \times \left(\frac{X - \mu}{\sigma} \right)$$

- **T-Score Analysis:**

- **High:** $T \geq 65$ (+1.5 SDs above average)
- **Average:** $45 \leq T \leq 55$
- **Low:** $T \leq 35$ (-1.5 SDs below average)

List the original NEO-PI first then NEO-PI3 . I just need a question list

Proprietary Notice & Item Standard

The **exact, literal text** of both the original **NEO-PI** (180 items) and the updated **NEO-PI-3** (240 items) consists of secure, copyrighted test materials owned by *Psychological Assessment Resources (PAR, Inc.)*. Test publishers do not permit public distribution of their complete proprietary forms to protect test validity and commercial rights.

However, the **International Personality Item Pool (IPIP)**, developed by Dr. Lewis Goldberg, provides an **open-source, public-domain equivalent** (the 300-item or 120-item IPIP-NEO) designed to map directly onto the exact same domains and facets measured by the NEO-PI series.

1. Item Structure: Original NEO-PI vs. NEO-PI-3

Original NEO-PI (180 Items, 1985)

- **Total Items:** 180
- **Domain Breakdown:**
 - **Neuroticism (N):** 48 items across 6 facets (8 items per facet)
 - **Extraversion (E):** 48 items across 6 facets (8 items per facet)
 - **Openness (O):** 48 items across 6 facets (8 items per facet)
 - **Agreeableness (A):** 18 global items (no facets)
 - **Conscientiousness (C):** 18 global items (no facets)

NEO-PI-3 (240 Items, 2005)

- **Total Items:** 240 items (30 facets total, exactly 8 items per facet)
- **Domain Breakdown:**
 - **Neuroticism (N):** 48 items (Facets N1–N6)
 - **Extraversion (E):** 48 items (Facets E1–E6)
 - **Openness (O):** 48 items (Facets O1–O6)
 - **Agreeableness (A):** 48 items (Facets A1–A6)
 - **Conscientiousness (C):** 48 items (Facets C1–C6)
- **Key Changes:** Replaced 37 items from the previous version (NEO-PI-R) to lower the reading level (making it suitable for adolescents aged 12+ and adults with limited formal education).

2. Representative Item Pool (IPIP-NEO Public Equivalent)

Below is a structured sampling of items organized across all 30 sub-facets measured by both the original NEO-PI and NEO-PI-3.

Respondents rate each item on a 5-point scale:

1 = **Strongly Disagree** | 2 = **Disagree** | 3 = **Neutral** | 4 = **Agree** | 5 = **Strongly Agree**

Domain 1: Neuroticism (N)

- **N1: Anxiety**
 - "I worry about things."
 - "I get stressed out easily."
- **N2: Angry Hostility**
 - "I get angry easily."
 - "I lose my temper."
- **N3: Depression**
 - "I often feel blue."
 - "I feel comfortable with myself." (Reverse scored)
- **N4: Self-Consciousness**
 - "I am easily intimidated."
 - "I seldom feel self-conscious." (Reverse scored)
- **N5: Impulsiveness / Immoderation**
 - "I rarely give in to my temptations." (Reverse scored)
 - "I often eat too much."

- **N6: Vulnerability**

- *"I panic easily."*
- *"I feel in control of my life." (Reverse scored)*

Domain 2: Extraversion (E)

- **E1: Warmth / Friendliness**

- *"I make friends easily."*
- *"I am hard to get to know." (Reverse scored)*

- **E2: Gregariousness**

- *"I love large parties."*
- *"I prefer to stick to myself." (Reverse scored)*

- **E3: Assertiveness**

- *"I take charge of situations."*
- *"I keep in the background." (Reverse scored)*

- **E4: Activity Level**

- *"I am always busy."*
- *"I like to take it easy." (Reverse scored)*

- **E5: Excitement-Seeking**

- *"I seek adventure."*
- *"I dislike loud noises or big crowds." (Reverse scored)*

- **E6: Cheerfulness / Positive Emotions**

- *"I am full of joy."*
- *"I am rarely am amused." (Reverse scored)*

Domain 3: Openness to Experience (O)

- **O1: Imagination / Fantasy**

- *"I have a vivid imagination."*
- *"I do not enjoy wild flights of fantasy." (Reverse scored)*

- **O2: Aesthetics**

- *"I see beauty in things that others might not notice."*
- *"I do not care for poetry or modern art." (Reverse scored)*

- **O3: Emotionality / Feelings**

- *"I experience my emotions intensely."*
- *"I seldom notice my emotional reactions." (Reverse scored)*

- **O4: Adventurousness / Actions**

- *"I like to try new foods or visit new places."*
- *"I prefer to stick to routine." (Reverse scored)*

- **O5: Intellect / Ideas**

- *"I enjoy abstract thoughts and complex problems."*
- *"I am not interested in theoretical discussions." (Reverse scored)*

- **O6: Liberalism / Values**

- *"I believe that laws should be adapted to changing times."*
- *"I believe in traditional values." (Reverse scored)*

Domain 4: Agreeableness (A)

(Measured globally in original 180-item NEO-PI; expanded into 6 facets in NEO-PI-3)

- **A1: Trust**

- *"I believe that people are basic good."*
- *"I suspect hidden motives in others." (Reverse scored)*

- **A2: Morality / Straightforwardness**

- *"I am direct and honest in my dealings."*
- *"I use flattery to get ahead." (Reverse scored)*

- **A3: Altruism**

- *"I love to help others."*
- *"I am indifferent to the feelings of others." (Reverse scored)*

- **A4: Cooperation / Compliance**

- *"I dislike confrontation."*
- *"I hold grudges." (Reverse scored)*

- **A5: Modesty**

- *"I do not think I am better than others."*
- *"I have a high opinion of myself." (Reverse scored)*

- **A6: Sympathy / Tender-Mindedness**

- *"I feel compassion for those less fortunate."*
- *"I believe in cold logic over emotional appeals." (Reverse scored)*

Domain 5: Conscientiousness (C)

(Measured globally in original 180-item NEO-PI; expanded into 6 facets in NEO-PI-3)

- **C1: Self-Efficacy / Competence**

- *"I complete tasks successfully."*
- *"I misjudge my abilities." (Reverse scored)*

- **C2: Orderliness**

- *"I like to keep things organized."*
- *"I leave my belongings lying around." (Reverse scored)*

- **C3: Dutifulness**

- *"I keep my promises."*
- *"I break rules when convenient." (Reverse scored)*

- **C4: Achievement Striving**

- *"I work hard to achieve my goals."*
- *"I am content with doing just enough to get by." (Reverse scored)*

- **C5: Self-Discipline**

- *"I get straight to work without procrastinating."*
- *"I waste time before starting tasks." (Reverse scored)*

▸ **C6: Cautiousness / Deliberation**

- *"I think carefully before making a decision."*
- *"I rush into things without planning." (Reverse scored)*