

## Dispositional Insight Test

With this questionnaire we aim to gain insight in how you think about people and their behavior. Your participation in this research project is voluntary and you may withdraw at any time. The information you provide in this questionnaire will only be used for research purposes, and the answers to these questions will in no way be used for decision making. Your identity will be treated confidentially and will only be used to pair your answers from this questionnaire with your responses to other measures.

Please provide your signature below to indicate that you have read the information above and agree to these conditions.

\_\_\_\_\_  
Research Participant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Researcher

\_\_\_\_\_  
Date

When prompted, turn the page and answer the questions. Every series of questions will be preceded by instructions. There is no time limit for answering the questions. You may raise your hand if you have a question.

Thank you for participating in our research. Because of your contribution we can better understand how people think about the behavior of other people.

# Dispositional Insight Test

## Part A

**INSTRUCTIONS:** Below are descriptions of several personality traits. Study these briefly. With every description are a few phrases that describe both people who score low and high in this trait. Carefully read through each description and then proceed to the following instructions.

Personality Trait	Description
<b>Honesty-humility (H)</b>	Persons with high scores on the Honesty scale tend to avoid manipulating others for personal gain, to feel little temptation to break rules, to be uninterested in possessing lavish wealth and luxuries, and to feel no special entitlement to elevated social status or privilege. Conversely, persons with low scores on this scale tend to feel a strong sense of self-importance, to be motivated by material gain, to feel tempted to “bend” laws for personal profit, and to flatter others when this may be successful.
<b>Emotionality (E)</b>	Persons with high scores on the Emotionality scale tend to experience fear of physical dangers, to experience anxiety in response to life’s stresses, to feel a need for emotional support from others, and to feel sentimental attachments and empathic concern in relation to others. Conversely, persons with low scores on this scale tend to feel rather unemotional, detached, and independent with regard to their personal relationships, and to feel little anxiety or fear even under stressful or frightening circumstances.
<b>Extraversion (X)</b>	Persons with high scores on the Extraversion scale tend to feel confident when leading or addressing groups of people, to enjoy social gatherings and interactions, to feel positively about themselves, and to experience positive feelings of enthusiasm and energy. Conversely, persons with low scores tend to be rather reserved, to feel awkward when they are the center of social attention, to consider themselves unpopular, to be somewhat less lively than others, and to be rather indifferent to social activities.
<b>Agreeableness (A)</b>	Persons with high scores on the Agreeableness scale tend to compromise and cooperate with others, to be lenient in judging others, to remain patient and easily control one’s temper, and to forgive the wrongs that one has suffered. Conversely, persons with low scores tend to feel anger readily in response to mistreatment, to bear grudges against those who have insulted or deceived them, to be rather critical of others’ shortcomings, and to be stubborn in defending one’s point of view.
<b>Conscientiousness (C)</b>	Persons with high scores on the Conscientiousness scale tend to organize things (both time and physical surroundings), to work in a disciplined way toward one’s goals, to strive for accuracy and perfection in one’s tasks, and to deliberate carefully when making decisions. Conversely, persons with low scores tend to be unconcerned with orderly surroundings or schedules, to avoid difficult tasks or challenging goals, to be satisfied with work that contains some errors, and to make decisions on impulse or with little reflection.
<b>Openness to experience (O)</b>	Persons with high scores on the Openness to Experience scale tend to become absorbed in the beauty of art and nature, to feel intellectual curiosity in various domains of knowledge, to use one’s imagination freely in everyday life, and to take an interest in unusual ideas or people. Conversely, persons with low scores tend to be rather unimpressed by most works of art, to feel little interest in the natural or social sciences, to avoid creative pursuits, and to feel little attraction toward ideas that may seem radical or unconventional.

**Instructions:** Each of the words below describes one of the personality traits above. Think about each word and circle the letter that corresponds to the trait that you think best describes the word. The words can describe someone who scores high or low on the trait. Circle the correct answer.

		<b>Honesty- humility</b>	<b>Emotio- nality</b>	<b>Extra- version</b>	<b>Agree- ableness</b>	<b>Conscien- tiousness</b>	<b>Openness to experience</b>
1. Sloppy	H	E	X	A	C	O	
2. Insecure	H	E	X	A	C	O	
3. Patient	H	E	X	A	C	O	
4. Inventive	H	E	X	A	C	O	
5. Cheerful	H	E	X	A	C	O	
6. Stubborn	H	E	X	A	C	O	
7. Selfish	H	E	X	A	C	O	
8. Well-balanced	H	E	X	A	C	O	
9. Irresponsible	H	E	X	A	C	O	
10. Peaceful	H	E	X	A	C	O	
11. Talkative	H	E	X	A	C	O	
12. Conservative	H	E	X	A	C	O	
13. Vulnerable	H	E	X	A	C	O	
14. Sincere	H	E	X	A	C	O	
15. Punctual	H	E	X	A	C	O	
16. Original	H	E	X	A	C	O	
17. Withdrawn	H	E	X	A	C	O	
18. Superficial	H	E	X	A	C	O	
19. Boastful	H	E	X	A	C	O	
20. Thorough	H	E	X	A	C	O	
21. Irritable	H	E	X	A	C	O	
22. Trustworthy	H	E	X	A	C	O	
23. Steady	H	E	X	A	C	O	
24. Shy	H	E	X	A	C	O	

## Part B

**INSTRUCTIONS:** The following items contain descriptions of people, followed by traits that could be associated with these people. Circle the letter that fits with the best answer.

1. André always takes the time to listen to his friends and tends to quickly forgive their missteps. André will most likely also
  - A. be shallow and unimaginative
  - B. be emotionally stable
  - C. be conscientious and disciplined
  - D. be nice and friendly
  
2. Susan loves romantic movies and often gets teary while watching them. It is least likely that Susan also
  - A. has to cry when a good friend leaves for a long time
  - B. is creative
  - C. does not worry about her children
  - D. has a messy household
  
3. In prison, you are more likely to run into people who are less likely to tell the truth. Prisoners who do not tell the truth are probably also
  - A. aggressive and hardhearted
  - B. cold and inapproachable
  - C. undisciplined and thoughtless
  - D. untrustworthy and greedy
  
4. Herman is always modest and will never brag about his achievements. Herman will probably also
  - A. be interested in unconventional ideas
  - B. feel no need for power and status
  - C. have a rich social life
  - D. be gentle to others
  
5. Thomas often takes the lead in meetings and always exudes enthusiasm. He will most likely
  - A. tightly organize the meeting
  - B. try to manipulate the meeting
  - C. start a conversation with a new member of the department
  - D. come up with unexpected new ideas
  
6. Tim is very gentle and very concerned about others. It is least likely that he is also
  - A. accommodating
  - B. malleable
  - C. tolerant
  - D. extraverted

7. John's colleagues all describe him as efficient, accurate, and persistent. It is very probable that the following also applies to John
- A. he does not often give in to impulses
  - B. he needs a lot of people around him
  - C. he has a lot of sympathy for people who are less fortunate
  - D. he loves to fantasize and daydream
8. A colleague who tends to discuss philosophical issues is probably also more likely to
- A. make plans that he keeps
  - B. like dealing with strangers in a formal manner
  - C. do everything by the rules
  - D. make bold plans
9. Iris loves to live a withdrawn life and does not need social attention. It is least likely that Iris
- A. thinks she is an unpopular person
  - B. has a job that does not require much involvement with other people
  - C. is tough in her judgments about others
  - D. keeps to the background in others' company
10. Anja will never evade tax or otherwise unlawfully obtain money. It is least likely that Anja
- A. makes a lot of mistakes when she fills out her taxes
  - B. goes on vacation a lot
  - C. likes expensive and luxurious items
  - D. has a maid
11. Mountain climbers are generally not very fearful and worry less than others when something goes wrong. Mountain climbers are probably also more likely to
- A. go on vacation well-prepared
  - B. go on vacation in a war zone
  - C. become stressed when the weather rapidly changes
  - D. feel one with nature
12. During meetings at work, Linda brings the conversation to a higher level. She has a rich vocabulary and quickly picks up things. It is least likely that Linda also
- A. is a warm and friendly person
  - B. has a lively imagination
  - C. is full of ideas
  - D. takes the time to think things over
13. Britt tends to start studying for her exams as late as possible and then still lets herself get distracted by fun things instead of studying. Britt is probably also
- A. creative and unconventional
  - B. social and fun
  - C. unorganized and impulsive
  - D. anxious and afraid of failure

14. Victoria's colleagues think she handles social situations well. She will probably also
- A. be mindful of administrative details
  - B. try to avoid "difficult people" at work
  - C. start conversations with strangers at parties or at work
  - D. wonder if she accidentally insulted a colleague
15. Joanne leans on other people and has a difficult time being without others who support and comfort her when needed. Joanne will probably also
- A. be gentle when assessing the problems of others
  - B. be very tense when she is waiting for an important decision to be made
  - C. be helpful to others
  - D. have little need to discuss her problems with others
16. Kobus always sets himself ambitious goals and is prepared to work hard to reach them. It is least likely that Kobus
- A. will try to avoid making mistakes at work
  - B. comes up with new ideas and original solutions in his work
  - C. quits when a task turns out to be too hard
  - D. likes parties
17. An instructor loves reading challenging scientific articles. He probably also likes the following:
- A. designing a new curriculum for a certain subject
  - B. organizing the Christmas party
  - C. checking to see if the attendance lists and logs of the course are updated
  - D. visiting students who are in the hospital on behalf of the school
18. Colleagues who have the tendency to think negatively about others and who are skeptical will probably also
- A. have a hard time imagining things
  - B. react strongly
  - C. get upset quickly
  - D. be dominant in most social interactions

## Part C

**INSTRUCTIONS:** In this part you will read descriptions of people. Read these descriptions and then choose the BEST answer to the questions that are asked.

**Bert** makes friends quickly and is always prepared to forgive someone who was unkind to him. He loves unconventional people who have weird ideas or strange habits. Bert is very messy and his room is always full of all sorts of stuff.

1. Which of the following statements most likely applies to Bert:

- A. He finds it difficult to accept the mistakes of others.
- B. He is very interested in people from a different culture.
- C. He tends to get emotional if a good friend moves to another country.

**Johnny** quickly gets tense if he is under pressure. He works very hard and makes sure that his work is groomed to perfection. In company he often has the loudest voice and he often makes fun of himself.

2. Which of the following statements most likely applies to Johnny:

- A. He checks his work repeatedly for mistakes.
- B. He does not often worry when something goes wrong.
- C. He gets angry when the pressure is too high.

**Sonja** likes to take the lead in groups and can come across as rather blunt. She tends not to watch what she says and tells others exactly what she is thinking. She works hard and expects others to do the same. She does not like people who have divergent opinions and is not interested in art.

3. Which of the following statements most likely applies to Sonja:

- A. She tends to take revenge when something is done to her.
- B. She has little need for the support of others.
- C. She finds it difficult to make contact with strangers.

**Bianca** is not interested in the problems of others and finds status important. She uses difficult words and makes clear remarks. She likes to plan things ahead of time, but does not take much time for others. Bianca has a positive attitude and will manipulate others to get her way.

4. Which of the following statements most likely applies to Bianca:

- A. She attaches more importance to cooperation than competition.
- B. She would not hurt a fly.
- C. She thinks she is quite special.

**Mark** always finishes his work on time and tries his best not to make mistakes. He rarely gets emotional and keeps calm. He is not interested in status or possessions. He does not like learning and is not interested in abstract ideas.

5. Which of the following statements most likely applies to Mark:

- A. He pushes others to do his work.
- B. He does not sense when other people get emotional.
- C. He keeps a close eye on other people's work.

**Melanie** prefers to keep people at a distance and does not like it when the focus is on her. She finds it hard to start a conversation and prefers to work alone. She is uninterested in other people and has little to talk about.

6. Which of the following statements most likely applies to Melanie:

- A. She has a tendency to bottle up her feelings.
- B. She can handle social situations well.
- C. She is perceptive and open to new ideas and experiences.

**Below, information is given about three individuals. In the questions that follow, match the name of the person that you think is most likely to match the description provided.**

<b>Leanne</b>	<b>Lucas</b>	<b>Sarah</b>
Always finishes her work on time. Is not interested in abstract ideas. Wants to be a member of an exclusive club. Does not like studying. Does her best not to make mistakes. Remains calm. Rarely becomes emotional.	Does not easily get annoyed by things. Rarely feels insulted. Is interested in alternative music. Remains in the background. Does not talk much. Senses what others want.	Starts conversations. Takes time for others. Never finishes her work. Sacrifices herself for others. Gets engrossed in her problems. Is quickly distracted. Is good at languages.

- |  |        |       |       |
|--|--------|-------|-------|
| 7. Finds him/herself less important than others. | Leanne | Lucas | Sarah |
| 8. Works according to a fixed routine.           | Leanne | Lucas | Sarah |
| 9. Can handle criticism well.                    | Leanne | Lucas | Sarah |

<b>Simon</b>	<b>Pieter</b>	<b>Vivian</b>
Is good at many things, is full of ideas, and likes to start conversations. Sympathizes with the feelings of others.	Rarely feels depressed and has no fears. Makes plans, keeps to these plans, and works with schedules. Makes friends easily.	Is a taciturn person. Makes time for others. Cannot handle a lot of information and prefers to do things in a fixed, pre-determined way.

Circle the name of the person that you find most consistent with the descriptions given.

- |                               |       |        |        |
|-------------------------------|-------|--------|--------|
| 10. Will not worry quickly.   | Simon | Pieter | Vivian |
| 11. Keeps to the background.  | Simon | Pieter | Vivian |
| 12. Has a lively imagination. | Simon | Pieter | Vivian |

## Part D

**INSTRUCTIONS:** In the next section, you need to think about how situations allow traits to manifest in behavior. Each of the following asks you to choose the SITUATION that is most relevant to the given trait. A situation is relevant to a trait if the situation can be expected to “provoke” the trait in some form of a behavioral response. For example, a situation that makes “aggression” relevant will include an opportunity for someone to behave aggressively toward another. An example item follows to make this idea clear.

*Example:* which of the following situations is most relevant for the trait ‘need for change’?

- A. You have been living in your apartment for two years and all the furniture is still in the same place. Your landlord has asked you to have the apartment repainted and is prepared to do it at your convenience.
- B. You are eating alone in a restaurant when you overhear some strangers talking about someone you knew in high school.
- C. You bump into an athlete you know who was largely responsible for his team losing in a recent game.

*Answer:* can you tell that the correct answer is A? This situation creates the possibility of rearranging the apartment, causing the trait ‘need for change’ to be relevant.

**INSTRUCTIONS:** Use these traits descriptions to help you answer the questions that follow.

Trait	High Scorer	Low Scorer
<b>Creativity</b>	People who score high actively seek new solutions to problems and express themselves in art.	People who score low have little inclination for original thought.
<b>Organization</b>	People who score high keep things tidy and prefer a structured approach to tasks.	People who score low tend to be sloppy and haphazard.
<b>Forgiveness</b>	People who score high are usually ready to trust others again and to re-establish friendly relations after having been treated badly.	People who score low tend to “hold a grudge” against those who have offended them.
<b>Sociability</b>	People who score high enjoy talking, visiting, and celebrating with others.	People who score low generally prefer solitary activities and do not seek out conversation.
<b>Sentimentality</b>	People who score high feel strong emotional attachments and an empathic sensitivity to the feelings of others.	People who score low feel little emotion when saying good-bye, in reaction to the concerns of others, or when reliving memories.
<b>Fairness</b>	People who score high are unwilling to take advantage of other individuals or of society at large.	People who score low are willing to gain by cheating or stealing.

**INSTRUCTIONS: Read each item carefully. Circle the best answer. Refer to the descriptions of the traits provided above as often as needed.**

1. Which of the following situations is most relevant to the trait *organization*?
  - A. Because of a wrongly-timed phone call you will probably be late to an appointment.
  - B. The office space for your new project team needs to be furnished.
  - C. On your way home, you pass someone having car trouble.
  
2. Which of the following situations is most relevant to the trait *sentimentality*?
  - A. You have had a job where you worked alone for two years. Your boss offers you the chance to do the same work, but with a group of colleagues.
  - B. You have to write a review about the work of someone you know well.
  - C. A friend tells you that he/she is getting married next summer.
  
3. Which of the following situations is most relevant to the trait *sociability*?
  - A. You have budgeted time and money for an ongoing recreational activity. You receive a brochure from your tourist office and see that you can still choose between rowing, skating, painting, or flower arranging.
  - B. A friend is looking for a roommate, mostly because he/she cannot afford to live alone. You found two ideal candidates. The only difference between the two is that one loves deep conversations and the other prefers to keep things simple.
  - C. The company you work for wants to reorganize the office and is considering an open-floor office.
  
4. Which of the following situations is most relevant to the trait *fairness*?
  - A. You are rich enough to hire a tax advisor who can ensure you will pay less tax.
  - B. You hear that there is a vacancy at work for a problem analyst. You have the required experience and your salary would stay the same.
  - C. You are surfing the internet and come across incriminating information about a colleague you do not like.
  
5. Which of the following situations is most relevant to the trait *forgiveness*?
  - A. A former employee has started working for a competitor and has won over a desirable client. You run into the client and remember certain negative incidents involving the former employee.
  - B. You see that it is one o'clock (the time at which you always have lunch) and that some of your colleagues are walking in the direction of the cafeteria.
  - C. You see that your colleague has been working nonstop since this morning.
  
6. Which of the following situations is most relevant to the trait *organization*?
  - A. The company you work for is in financial difficulties and considers firing employees who are not performing well.
  - B. You received a new desk and have to unpack the boxes.
  - C. You just heard that your supervisor did not get a promotion she was expecting.
  
7. Which of the following situations is most relevant to the trait *fairness*?
  - A. Due to a mistake at your bank you have been refunded too much money.
  - B. A team member you depend on lets unanswered emails pile up, which also negatively affects your colleagues.
  - C. You just heard that your supervisor did not get the promotion she was expecting.

8. Which of the following situations is most relevant to the trait *sentimentality*?
- A. You are doing something and keep getting disturbed by people.
  - B. On your way home you pass someone having car trouble.
  - C. Before you spend the evening with a good childhood friend, you come across a collection of pictures from that time.
9. Which of the following situations is most relevant to the trait *sociability*?
- A. You receive a phone call that one of your good friends is in the hospital after a bad accident.
  - B. You are invited to drinks where many people from your field of work whom you do not know will be present.
  - C. It is three days before Christmas and you still have to buy presents for approximately ten people. You do not have much time.
10. Which of the following situations is most relevant to the trait *creativity*?
- A. You have some extra money left and have to decide what to invest it in.
  - B. Your manager has suggested that employees can improve the quality of their work by becoming a member of a commission for quality improvement. You hear some colleagues talking about starting up such a commission.
  - C. At a company raffle you win a free drawing/painting course that you can exchange for a sum of money.
11. Which of the following situations is most relevant to the trait *forgiveness*?
- A. A direct colleague made a mistake which damaged your company and you have to fill in a review form about him.
  - B. You speak to your financial advisor and have to choose between three alternatives. One of the options is a basic savings account.
  - C. A colleague and also good friend has problems with his supervisor and asks for your advice.
12. Which of the following situations is most relevant to the trait *creativity*?
- A. When you ask your boss for advice he often says, 'I do not have a clear answer'.
  - B. You have had a job where you worked alone for two years. Your boss offers you the chance to do the same work, but with a group of colleagues.
  - C. You are asked to provide input for business innovation.

The following items are similar to the items in the previous section. However, these ask you to choose the trait that is most relevant to the given situation. Once again, a trait is relevant to a situation if the situation can be expected to provoke the trait in some form of a behavioral response. To help clarify, an example item is listed below.

**Example:** *You have been working under the supervision of a senior co-worker for six months. You know your job as well as you will ever know it. The senior co-worker has found another job and the department head has said she is thinking of finding someone else to supervise you.*

Sociability      Sentimentality      Organization      Need for autonomy

**Answer:** **Need for autonomy** is the correct answer because this situation provides the person an opportunity to ask the head of the department to let him/her work without supervision.

**INSTRUCTIONS:** Read each item carefully. Circle the best answer. Refer to the descriptions of the traits provided much as needed.

13. You bump into a colleague who has – behind your back – blamed you for something that was not true to your supervisor.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

14. After an exam for a course you hear other students, who you have only met briefly, discuss whether they should have lunch in a restaurant nearby.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

15. You have the choice to work on a project alone or in a group.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

16. You are asked to come up with alternative ideas to recruit a client.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

17. You are given responsibility over an archive that has not been touched in many years.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

18. As the person in charge, you can split the profits that your company has made among you and your employers at your own discretion.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

19. A good friend tells you that he is moving to another country for a long time.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

20. You are allowed to bring a piece of art that you just purchased abroad over the border without paying import duty.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

21. You can choose to go to an action movie or an equally rated romantic movie.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

22. At a company outing you have to conjure up a theatrical performance on the spot.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

23. You can file a lawsuit against your doctor who made a mistake that caused you physical and psychological harm.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

24. The cleaners at your company are on strike which is causing the trash to pile up.

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

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**Thank you for your participation.**

**Please make sure you have answered all questions.**

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