

## Short Dispositional Insight Test

**Instruction:** Each of the words on the left side below describes a behavior or an attitude. Think about each word and circle the letter that corresponds to one of the personality traits (in the columns) that you think best describes the word. **Note:** The words can describe someone who is *high* or *low* on the personality trait. Circle the correct answer.

		Honesty-humility	Emotionality	Extraversion	Agreeableness	Conscientiousness	Openness to experience
1.	Sloppy	H	E	X	A	C	O
2.	Stubborn	H	E	X	A	C	O
3.	Conservative	H	E	X	A	C	O
4.	Vulnerable	H	E	X	A	C	O
5.	Sincere	H	E	X	A	C	O
6.	Shy	H	E	X	A	C	O

**Instruction:** 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.

	Leanne	Lucas	Sarah
	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
	Simon	Pieter	Vivian
	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

**Instruction:** The following items ask you to choose the trait that is most relevant in a given situation. *A trait is relevant in a situation 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 (for instance if somebody threatens you) will offer an opportunity for you to behave aggressively—or peacefully—towards the person who threatens you. Circle the best answer.

Which trait (of you) is relevant in the following situation?

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

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

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

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

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

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

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

Creativity      Organization      Forgiveness      Sociability      Sentimentality      Fairness

18. 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

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**Thank you for your participation.**

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