

# Big 5 Personality Test Questions and Answers

By [AssessGrow](#)

## Questions

### Instructions for Candidates:

Please read each statement carefully and select the response that best reflects how much you agree or disagree with it. There are no right or wrong answers.

### Answer Options:

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

### 1. I enjoy exploring new ideas and concepts.

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

### 2. I keep my tasks and responsibilities well-organized.

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**3. I feel energized when I interact with a group of people.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**4. I tend to avoid conflict and try to keep things peaceful.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**5. I often worry about things that might go wrong.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**6. I enjoy creative activities like writing, drawing, or playing music.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**7. I plan ahead and prefer not to leave things until the last minute.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral

- D. Agree
- E. Strongly Agree

**8. I find it easy to strike up conversations with strangers.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**9. I usually try to see things from other people's perspectives.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**10. I get stressed easily when under pressure.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**11. I am curious about how things work, even if they don't relate to my job.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**12. I make sure to double-check my work for errors.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**13. I enjoy being in the spotlight.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**14. I try to avoid upsetting people, even when I'm frustrated.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**15. I often feel tense or on edge.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**16. I enjoy thinking about philosophical or theoretical ideas.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral

- D. Agree
- E. Strongly Agree

**17. I like to follow a schedule and stick to it.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**18. I talk a lot when I'm around people I don't know well.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**19. I try to make people feel comfortable, even if I don't know them.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**20. I get discouraged easily, even by small setbacks.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**21. I enjoy learning about art, literature, or culture outside my daily work.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**22. I feel uncomfortable when things are messy or disorganized.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**23. I often seek out social events or gatherings.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**24. I am willing to go out of my way to help someone in need.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**25. I get nervous when I have to meet new people.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral

- D. Agree
- E. Strongly Agree

**26. I enjoy trying foods from different cultures.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**27. I stick to my commitments, even when it's inconvenient.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**28. I feel energized after spending time in a crowd.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**29. I forgive others quickly when they make mistakes.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**30. I often ruminate on things I wish I'd done differently.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**31. I am open to changing my opinions when presented with new evidence.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**32. I feel uncomfortable when I don't have a clear plan.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**33. I look forward to opportunities where I can speak in front of others.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**34. I avoid criticizing people, even when I think they're wrong.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral



- D. Agree
- E. Strongly Agree

**35. I often feel uncertain about my abilities.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**36. I find inspiration in music, poetry, or art.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**37. I usually complete tasks before they are due.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**38. I enjoy being around people more than being alone.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**39. I feel guilty if I hurt someone's feelings, even unintentionally.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**40. I tend to feel emotionally overwhelmed in high-pressure situations.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**41. I enjoy solving complex problems that don't have a clear answer.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**42. I feel uneasy when my routine is disrupted.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**43. I often take the lead in group conversations.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral

- D. Agree
- E. Strongly Agree

**44. I often go out of my way to make others feel valued.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**45. I frequently feel nervous in social situations.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**46. I find beauty in things others might overlook.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**47. I rarely need reminders to finish tasks.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**48. I actively seek out new people to connect with.**

- A. Strongly Disagree

- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**49. I am quick to support others when they're struggling.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

**50. I often experience strong emotional reactions, even to small things.**

- A. Strongly Disagree
- B. Disagree
- C. Neutral
- D. Agree
- E. Strongly Agree

# Big Five Personality Test – Scoring System & Employer Guidelines

## 1. Scoring Scale for Each Question

Each answer maps to a numerical value:

Response	Score
A. Strongly Disagree	1
B. Disagree	2
C. Neutral	3
D. Agree	4
E. Strongly Agree	5

## 2. Trait Breakdown

There are 50 total questions, with **10 questions per trait**:

Trait	Question Numbers
Openness	1, 6, 11, 16, 21, 26, 31, 36, 41, 46

Conscientiousness 2, 7, 12, 17, 22, 27, 32, 37, 42, 47

Extraversion 3, 8, 13, 18, 23, 28, 33, 38, 43, 48

Agreeableness 4, 9, 14, 19, 24, 29, 34, 39, 44, 49

Neuroticism 5, 10, 15, 20, 25, 30, 35, 40, 45, 50

### 3. Reverse-Scored Items (Optional – For Balanced Measurement)

You can optionally reverse-score a few items (i.e., high agreement = low trait score) to reduce response bias. Here are suggested items to reverse:

Trait	Reverse-Scored Questions
Openness	26
Conscientiousness	42
Extraversion	25 (cross-trait item; affects interpretation in social anxiety)
Agreeableness	34
Neuroticism	None (higher = more emotional instability, no need to reverse)

**How to reverse-score:**

<b>Original Score</b>	<b>Reverse Score</b>
1	5
2	4
3	3
4	2
5	1

#### **4. Calculating Trait Scores**

- Add up the scores for the **10 questions per trait**
- Maximum per trait: **50**
- Minimum per trait: **10**

<b>Trait Score Range</b>	<b>Interpretation</b>
10–20	Low expression of trait

21–30                      Moderate/average

31–40                      High

41–50                      Very High

## 5. Interpreting the Results (Hiring Guidelines)

Here's how to understand what different scores might suggest in a hiring context:

Trait	High Score Indicates	Roles Where This is a Plus
<b>Openness</b>	Curious, imaginative, open to change	Creative roles, R&D, strategy, design
<b>Conscientiousness</b>	Reliable, structured, detail-oriented	Operations, accounting, legal, project management
<b>Extraversion</b>	Outgoing, sociable, energetic	Sales, customer service, leadership, team-driven environments
<b>Agreeableness</b>	Cooperative, empathetic, considerate	HR, support, teaching, healthcare
<b>Neuroticism</b>	Emotionally reactive, anxious, sensitive	(Low score preferred for high-stress jobs) – emergency services, leadership, security roles



## 6. Best Practices for Employers

- **Don't use it as a pass/fail tool.** Use it to inform interviews, team fit, and coaching.
- **Pair results with other assessments** like cognitive tests or integrity assessments.
- **Use cutoffs only where job-fit is trait-critical.** E.g., high conscientiousness for compliance-heavy roles.
- **Respect privacy and consent.** Let candidates know how results will be used.
- **Consider using a scoring sheet or automation** (happy to help you build one in Excel, Google Sheets, or Typeform).