



What do we mean by the Big 5?

Authors	Big 5 Factor				
	Will	Energy	Affection	Control	Emotionality
Buckley (Facet5)					
Hogan (HPI)	Ambition	Sociability	Interpersonal Sensitivity	Prudence	(-) Adjustment
Cattell (16PF)	Independence	Exvia	Pathemia	Control	Anxiety
Eysenck (EPQ)		Extraversion	Tender Mindedness	Conservatism	Neuroticism
Gough (CPI)	Independent Thought	Social Extraversion	Sensitivity	Conventionality	Neuroticism
SHL (OPQ)	Vigorous	Extraversion	Abstract	Methodical	(-) Emotionally Stable
Costa & McRae (NEO-PI)	(-) Agreeableness	Extraversion	Openness	Conscientiousness	Neuroticism
Lee & Ashton (HEXACO)	(-) Agreeableness	Extraversion	Honesty/Humility + Openness	Conscientiousness	Emotionality
Paltiel (15FQ)	Independence - Agreeableness	Extraversion - Introversion	Pragmatism - Openness	Low Self Control - High Self Control	Low aNxiety – High aNxiety
Rust (RPQ)	Tough Minded - Agreeable	Introversion - Extroversion	Conforming - Creative	Unstructured – Detail Conscious	Confidence - Sensitive
Myers Briggs (MBTI)	T - F	E - I	S - N	J - P	
Margerison & McCann (TMI)	Organisers	Explorers	Advisors	Controllers	
Schein	Power	Achievement	Support	Role	
Handy	Power	Task	People	Role	
Kolb	(-) Accomodator	Diverger	Assimilator	Converger	
Honey & Mumford (LSQ)	(-) Reflector	Activist	(-) Pragmatist	Theorist	
Marston (DISC)	Dominance	Influencing		Compliance	
Schutz (FIRO-B) E=Expressed, W=Wanted	Control (E)	Inclusion (E & W)	Affection (E & W)		Control (W)