

Appendix A–

Example of some of the items from the NEO-PI-R

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1.	I am not a worrier.	0	1	2	3	4
2.	I really like most people I meet.	0	1	2	3	4
3.	I have a very active imagination.	0	1	2	3	4
4.	I tend to be cynical and skeptical of others' intentions.	0	1	2	3	4
5.	I'm known for my prudence and common sense.	0	1	2	3	4

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Appendix B –

Summary of NEO-PI-3 changes made and original NEO-PI-R item

Number	Item Number	NEO-PI-R	NEO-PI-3
1	121	I'm seldom apprehensive about the future.	I seldom feel nervous.
2	16	In dealing with other people, I always dread making a social blunder.	When I'm around people, I worry that I'll make a fool of myself.
3	136	I often feel inferior to others.	I often feel that I am not as good as others.
4	226	When people I know do foolish things, I get embarrassed for them.	I feel awkward around people.
5	21	I rarely overindulge in anything.	It doesn't bother me too much if I can't get what I want.
6	81	I have little difficulty resisting temptation.	I'm always in control of myself.
7	42	I sometimes fail to assert myself as much as I should.	Sometimes I don't stand up for my rights like I should.
8	17		I have a laid-back style in work and play.
9	47	When I do things, I do them vigorously.	I act forcefully and energetically.
10	202	I'm attracted to bright colours and flashy styles.	I like loud music.
11	57	I have sometimes experienced intense joy or ecstasy.	I have felt overpowering joy.
12	147	I don't consider myself especially "light-hearted."	I'm not happy-go-lucky.
13	8	Aesthetic and artistic concerns aren't very important to me.	I'm not really interested in the arts.
14	78	Once I find the right way to do something, I stick to it.	I like the old-fashioned methods I'm used to.
15	168	Sometimes I make changes around the house just to try something different.	I believe variety is the spice of life.
16	118	I believe that the different ideas of right and wrong that people in other societies have may be valid for them.	Our ideas of right and wrong may not be right for everyone in the world.
17	148	I believe that loyalty to one's ideals and principles is more important than "open-mindedness."	I believe that it's better to stick to your own principles than to be open-minded.
18	238	I believe that the "new morality" of permissiveness is no morality at all.	People should honour traditional values, not question them.
19	4	I tend to be cynical and skeptical of others' intentions.	Often, people aren't as nice as they seem to be.
20	219	I pride myself on my shrewdness in handling people.	I'm pretty slick when it comes to dealing with people.
21	229	I often get into arguments with my family and co-workers.	I sometimes get into arguments.
22	114	I try to be humble.	I'm not a show-off.
23	29	Political leaders need to be more aware of the human side of their policies.	When making laws and social policies, we need to think about who might be hurt.
24	59	I'm hard-headed and tough-minded in my attitudes.	I don't worry much about the homeless.
25	119	I have no sympathy for panhandlers.	I have no sympathy for beggars.
26	149	Human need should always take priority over economic considerations.	Human need is more important than economics.
27	5	I'm known for my prudence and common sense.	I'm known for my common sense.
28	35	I don't take civic duties like voting very seriously.	I sometimes act thoughtlessly.
29	125	I pride myself on my sound judgment.	I have good judgment.
30	185	I'm a very competent person.	I have many skills.
31	10	I would rather keep my options open than plan everything in advance.	I don't mind a little clutter in my room.
32	70	I am not a very methodical person.	I'm not a very orderly or methodical person.
33	160	I tend to be somewhat fastidious or exacting.	I'm picky about how jobs should be done.
34	105	Sometimes I cheat when I play solitaire.	I ignore a lot of silly little rules.
35	165	I adhere strictly to my ethical principles.	I follow my ethical principles strictly.
36	225	I'd really have to be sick before I'd miss a day of work.	I try to go to work or school even when I'm not feeling well.
37	20	I am easy-going and lackadaisical.	I'm not very ambitious.

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Appendix C –

Ethics Approval Letter

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

HUMAN RESEARCH ETHICS COMMITTEE (SCHOOL OF HUMAN & COMMUNITY DEVELOPMENT)

CLEARANCE CERTIFICATE

PROTOCOL NUMBER: MPSYC/09/002 IH

PROJECT TITLE:

Exploring the applicability of the NEO Personality Inventory-3 (NEO-PI-3) within a South African Context: A pilot study

INVESTIGATORS

Gregg Guy

DEPARTMENT

Psychology

DATE CONSIDERED

15/04/09

DECISION OF COMMITTEE*

Approved

This ethical clearance is valid for 2 years and may be renewed upon application

DATE: 01 June 2009

CHAIRPERSON 
(Professor K. Cockcroft)

cc Supervisor:

Sumaya Laher
Psychology

DECLARATION OF INVESTIGATOR (S)

To be completed in duplicate and one copy returned to the Secretary, Room 100015, 10th floor, Senate House, University.

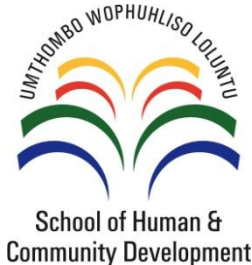
I/we fully understand the conditions under which I am/we are authorized to carry out the abovementioned research and I/we guarantee to ensure compliance with these conditions. Should any departure be contemplated from the research procedure, as approved, I/we undertake to submit a revised protocol to the Committee.

This ethical clearance will expire on 31 December 2010

PLEASE QUOTE THE PROTOCOL NUMBER IN ALL ENQUIRIES

Appendix D –

An example of the questionnaire given to lecturers at the University of the Witwatersrand. There were 130 items from the NEO-PI-R and 37 items from the NEO-PI-3 totaling 167 items within the questionnaire.



Psychology
School of Human & Community Development
University of the Witwatersrand
Private Bag 3, WITS, 2050
Tel: (011) 717 4500
Fax: (011) 717 4559



Dear Sir/Madam

My name is Gregg Quay, I am currently completing my master's degree at the University of the Witwatersrand and am conducting research into personality theory. Part of this research requests your responses on the questionnaire below.

Attached please find a questionnaire that should take approximately **30/40*** **MINUTES TO COMPLETE**. You will be required to place a tick in the appropriate column **identifying items** as either **linguistically inappropriate** (words/phrases are inappropriate for South African people especially those who are second language speakers) and/or **culturally inappropriate** (item not appropriate for the South African context, eg. barbeques instead of braais and going to Las Vegas instead of Sun City). Otherwise please leave the item blank if you feel it is unproblematic linguistically or culturally for a South African context.

I am not asking for any demographic information so your responses will remain confidential and should be anonymous. All completed questionnaires can be placed in Sumaya Laher's pigeonhole ideally within a week of receiving it. Should you have any further queries, you may e-mail me on greggquay@gmail.com.

Thank you for taking the time to read this.

Gregg Quay

0201344E

**time allowance for Lecturer Survey (No.1) = 40, Lecturer Survey (No.2) = 30*

Please complete the following questionnaire by reading the items and ticking the appropriate column if you find the phrasing or word in an item to be inappropriate (linguistically inappropriate and/or culturally inappropriate for the South African context). Otherwise leave the item blank if you feel the item is unproblematic linguistically or culturally for a South African context.

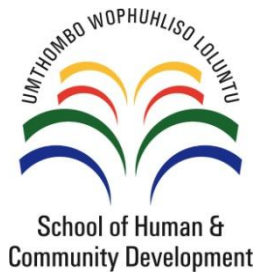
	Items	Linguistically inappropriate	Culturally Inappropriate
1.	I am not a worrier.		
2.	I tend to be cynical and skeptical of others' intentions.		
3.	I'm known for my prudence and common sense.		
4.	I shy away from crowds of people.		
5.	Aesthetic and artistic concerns aren't very important to me.		

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•	•	•	•	•	•	•

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Appendix E –

Permission letter to conduct research from Psychology II and Accounting I course coordinators



Psychology

School of Human & Community Development
University of the Witwatersrand
Private Bag 3, WITS, 2050
Tel: (011) 717 4500
Fax: (011) 717 4559



Dear Second Year Psychology Course Coordinator (Dr Esther Price),

My name is Gregg Quay, I am currently a Masters student studying Research Psychology at the University of the Witwatersrand, being supervised by Sumaya Laher. I intend conducting research into personality using a questionnaire. I intend approaching the second year psychology students to complete the questionnaire during lecture time. I will inform the students about the study and ethical aspects and will give out questionnaires to willing students. Students will not complete the questionnaires in class. They will complete it at their convenience. At most I will take five to ten minutes at the end of a second year lecture to chat to the students and hand out questionnaires. For two weeks after this, I will go back to the lecture venues to collect the questionnaires using a sealed box that will be placed at the entrance to the venue. Should approval be received from my internal presentation, I will be ready to collect data within the month should the relevant lecturers give permission to do so. If not, I will collect data at the start of the third block.

Regards,

Gregg Quay

0201344E
083 633 8032
greggquay@gmail.com

Approved by: _____

Signed: _____

Date: _____

Supervisor details:

Sumaya Laher

Lecturer - Psychology, School of Human & Community Development
University of the Witwatersrand, Private Bag 3, WITS, 2050, South Africa
Tel +2711 717 4532
Fax +2711 717 4559
sumaya.laher@wits.ac.za

Appendix F –

Signed PAR Permission Agreement



Creating Connections, Changing Lives.

16204 N. FLORIDA AVENUE • LUTZ, FLORIDA 33549
Telephone: 813.966.3003 • Fax: 813.966.2548 • Email: info@par191.com

Sent Via Email: Sumaya.Laher@wits.ac.za; greggquy@gmail.com

August 17, 2009

Mr. Gregg Quay
University of Witwatersrand
Psychology-SHCD
Private Bag 3
Wits, Johannesburg 2025
South Africa

Dear Mr. Quay:

In response to your recent request, permission is hereby granted to you to modify and use items from the NEO Personality Inventory-Revised (NEO PI-R) and incorporate the 37 items from the Appendix to McCrae, Costa and Martin (2005) to make the NEO-PI-3 (modified English version for South Africa) and to reproduce up to a total of 100 copies for use only in your research study titled, *Adapting the NEO-PI-3 for the South African Context – A Pilot Study Using a South African Student Sample*. If additional copies are needed, it will be necessary to write to PAR for further permission. Any translation of the modified version requires a separate Agreement with PAR, which must be fully executed prior to the start of the translation.

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NEO-PI-3 Quay Laher modified for South Africa - 2009.doc



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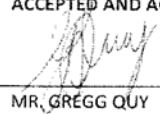
- (4) One copy of any of the material reproduced will be sent to the Publisher to indicate that the proper credit line has been used.

TWO COPIES of this Permission Agreement should be signed and returned to me, along with your payment for \$215.00 USD for the royalty/license fee, to indicate your agreement with the above restrictions. I will then sign it for PAR and return a fully executed copy to you for your records.

Sincerely,

Vicki M. Mark
Permissions Specialist
vmark@parinc.com
1-800-331-8378 (phone)
1-800-727-9329 (fax)

ACCEPTED AND AGREED:

BY: 
MR. GREGG GUY

DATE: 08/09/2009

ACCEPTED AND AGREED:

BY: 
VICKI MARK

DATE: September 9, 2009

PAYMENT RECEIVED: WT

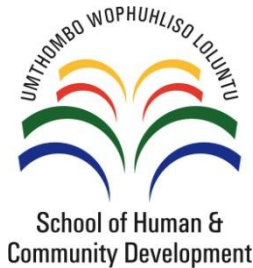
SIGNATURE OF PROFESSOR REQUIRED:

I hereby agree to supervise this student's use of these materials. I also certify that I am qualified to use and interpret the results of these tests as recommended in the *Standards for Educational and Psychological Testing*, and I assume full responsibility for the proper use of all materials used per this Agreement.

BY: 
MS. SUMAYA LAHER

Appendix G –

Final Questionnaire – Modified version of the NEO-PI-3



Psychology

School of Human & Community Development
University of the Witwatersrand
Private Bag 3, WITS, 2050
Tel: (011) 717 4500 Fax: (011) 717 4559



Dear Sir / Madam

My name is Gregg Quay, I am currently completing my master's degree at the University of the Witwatersrand and am conducting research into personality theory and assessment. Part of this research requests your responses on the questionnaire below. It should take you approximately 45 minutes to complete the questionnaire. I understand that this is a substantial investment of your time. However your response is valuable as it will contribute towards a broader study on the understanding of personality in a South African context and will have an impact on research nationally and internationally. I would therefore like to invite you to participate in this research.

Your responses will remain confidential and anonymity is guaranteed. At no time will I know who you are since the questionnaire requests no identifying information. Completion and return of the questionnaire will be considered to indicate permission for me to use your responses for the research project. Should you choose not to participate, this will not be held against you in any way. As I am only interested in group trends, and have no way of linking any individual's identity to a particular questionnaire, I will not be able to give you individual feedback. If you have any further questions or require feedback on the progress of the research, please feel free to contact me. My contact details appear below.

Thank you for considering taking part in the research project. Please detach and keep this sheet.

Mr. G. S. Quay
greggquy@gmail.com

Mrs. S. Laher
011 717 4532

Demographic Information

(Please cross the option that applies to you, where appropriate)

1. Age: _____
2. Gender: ☐ MALE ☐ FEMALE
3. Faculty in which you are registered: _____
4. Degree currently completing: _____
5. Year of study: _____

6. Population group:

(This specific response is required for purposes of this research and is not meant to offend any research participant)

☐ BLACK ☐ WHITE ☐ INDIAN ☐ COLOURED ☐ OTHER

If other, please specify _____

7. Religious Affiliation:

☐ CHRISTIANITY ☐ ISLAM ☐ JUDAISM ☐ HINDUISM
☐ TRADITIONAL AFRICAN RELIGION ☐ NO RELIGIOUS AFFILIATION
☐ OTHER

If other, please specify _____

8. Home language:

AFRIKAANS	ENGLISH	isiNDEBELE	sePEDI
siSWATI	seSOTHO	xiTSONGA	seTSWANA
tshiVENDA	isiXHOSA	isiZULU	OTHER

If other, please specify: _____

9. If English is not your home language, please rate your English reading skills with 1 being 'not so good' and 5 being 'excellent'.

1	2	3	4	5
---	---	---	---	---

10. If English is not your home language, please rate your English understanding/ comprehension skills with 1 being 'not so good' and 5 being 'excellent'.

1	2	3	4	5
---	---	---	---	---

11. Have you ever taken a psychological test before?

YES

NO

12. If yes, can you rate your familiarity with psychological testing processes from 1 to 5 with 1 being 'somewhat familiar' and 5 being 'very familiar'.

1	2	3	4	5
---	---	---	---	---

13. If someone who knows you well (eg. Spouse, lover, best friend, parent) were to describe you as a person in 5 words, what would they be?

1. _____
2. _____
3. _____
4. _____
5. _____

14. Culture is a difficult concept to define particularly in a country like South Africa where the population is so diverse. However in research, some researchers choose to define it according to language groupings (eg. Isizulu culture), others according to religious groupings (eg. Christian culture), while others opt for population group (eg. White culture). Please indicate the cultural grouping that you identify with:

15. List 5 words that describe people generally within your cultural grouping:

1. _____
2. _____
3. _____
4. _____
5. _____

1. This questionnaire contains 240 statements. Please read each item carefully and place a cross (X) on the answer that best corresponds to your agreement or disagreement. The responses range from 0 to 4 with **0 indicating 'Strongly Disagree' and 4 indicating 'Strongly Agree'**. There are no right or wrong answers, and you do not need to be an 'expert' to complete this questionnaire. Describe yourself honestly and state your opinions as accurately as possible. Please answer every item.
2. If you find the phrasing or word in an item to be inappropriate either linguistically and/or culturally for the **South African context**, then please place a tick in the appropriate column. If you think the item is fine as it stands, please leave the column/s blank.

		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Linguistically Inappropriate	Culturally Inappropriate
1.	I am not a worrier.	0	1	2	3	4		
2.	I really like most people I meet.	0	1	2	3	4		
3.	I have a very active imagination.	0	1	2	3	4		
4.	Often, people aren't as nice as they seem to be.	0	1	2	3	4		
5.	I'm known for my common sense.	0	1	2	3	4		

•	•	•	•	•	•	•
•	•	•	•	•	•	•
•	•	•	•	•	•	•

• **PLEASE ANSWER THE THREE QUESTIONS ON THE NEXT PAGE**

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If you identified any items or words you did not understand (linguistically inappropriate), briefly indicate specifically why they were difficult to understand.

If you identified any items as culturally inappropriate, briefly indicate specifically why they were inappropriate for a South African culture.

What in your opinion is this instrument measuring?

THANK YOU FOR YOUR CO-OPERATION!