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Preliminary Validation of Ten-Item Personality Inventory in a sample From Nsukka in Southeastern Nigeria

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Abstract

This study examined the validation of the Ten-Item Personality Inventory (TIPI) in the Nigerian sample. A total of 517 students from University of Nigeria, Nsukka served as the participants in the study; 252 of them, representing 49% were males and 265 in number representing 51 % of them were made up of females. Their ages ranged from eighteen (18) to thirty-five (35) years and their mean age is 30.12 years. The standard deviation of their age is 5.88. Three instruments were employed in the research. They are; Ten-Item Personality Inventory, forty-four-item Big-Five Personality Inventory and Neuroticism domain of the SCL 90. The study is cross-sectional design. Factor analysis, pearson correlations, cronbach alpha and split-half reliabilities were adopted as the standard tools for testing the hypotheses. The results indicated that TIPI has construct validity at 63 ($p < .001$) significant level. On concurrent validity, the five domains of TIPI concurred with the five domains of the forty-four-item Big-Five Personality Inventory at .27, .42, .44, .16 and .25 ($p < .001$) significant level. On discriminant validity, the five domains of TIPI discriminated with Neuroticism domain of the SCL 90 except the Emotional Stability domain at -.43, -.24, -.05, .45 and -.51 ($p < 0.01$) significant level. Finally, on reliability, TIPI is reliable within the acceptable protocol with cronbach alpha of $r = .61$ and Split-half of $r = .67$.

Keywords: short big-five personality inventory, cross validation, discriminant and concurrent validity, Nigeria

INTRODUCTION

Personality is the dynamic organization of features owned by an individual that affect the person's cognition, motivation, and behavior in various situations (John, Donahue & Kentle, 1991). It is the totality of a

person's behaviour and cognitive qualities that distinguish one person from another (Colman, 2003). Also, it entails the totality of behavioural, emotional, social and cognitive characteristics that make an individual unique (Mao, Pan, Zhu, Yang, Dong & Zhou, 2018).



The manner through which one can know a person's position on a personality trait may involve a simple inquiring in a direct manner about the trait. Yet, this process is not consistent with the objective procedures for tapping an individual's trait (Pilarska, A2018). Though, the construct extraversion may be broadly known, it is non-straight-forward and simple to ask a person if he/she enjoys the companionship with others, goes to party often, is loquacious, sociable, outgoing, and passionate than asking "how extraverted he/she is" (Gosling, Rentfrow & Swann, 2003). This is the reason why it is necessary to inquire from somebody a straight question concerning an attribute than a lot of questions concerning numerous, constricted or parochial aspects of that trait leading to multiple items (Gosling et al, 2003, Brown & Cinamon, 2016).

Though, the widely acceptable answer and belief is that instruments with many items have higher psychometric properties than the ones with fewer. But, brief instruments always are not at the terrifying side when it comes to the issues of conducting research with them as well as participants' willingness to respond to them due to their fewer items (Buriseh, 1984a, 1984b, 1997).

The brief measure of personality (Tipi) comprises of ten items, each of them being a pair of adjectives (Gosling et al., 2003). The adjectives were not

selected out of the items of already existing measures but chosen in such a manner that they: (1) reflect as diverse characteristics constituting a given trait as possible; (2) constitute a description of both the negative and the positive pole of a given trait; (3) are not descriptions of extreme intensity of the trait; (4) do not contain negations; (5) minimize the redundancy of trait descriptors. Since its publication in 2003, the measure has been validated by many researchers in different cultures (Romero, Villar, Gómez-Fraguela, & López-Romero, 2012). It comprises ten pairs of adjectives constructed on a 7-point likert format the highest being 7 (strongly agree) and the lowest being 1 (strongly disagree). A person's result on each scale becomes the mean of two items, one of which is negatively keyed. The time of responding is very short and does not exceed five minutes (Romero et al, 2012).

Personality assessment is done with a personality inventory and it is necessary in diverse circumstances, beginning from scholastic study to practice in the specialties of Psychology. Differences across individuals with respect to human characteristics have been elaborately assessed by FFM (five-factor model) or 5 higher-order factors (Gosling et al, 2003, Bazy, Woehr & Borns, 2017). Though, one simple way to ascertain an individual's standing on a personality trait is to make an enquiry directly from



the individual; for example, how outgoing are you? Yet, a surer way is to engage in a scientific expedition. So also, a research done by another can only be validated through this same systematic (scientific) process of validation.

Validation is the process of assessing and evaluating the degree and extent to which a psychological scale accurately assesses the construct it was developed to assess (Egwu, & Nnedum, 2004; Ezeokana, Nnedum, Ezeliora, & Madu, 2010); it is the process of establishing the validity of a test (Colman, 2003). The essence of validation of a psychological instrument is essential since, any undue generalization either due to differences in ethnicity, gender, etc. is capable of destroying lives and organization among other life-threatening issues. According to Anastasi and Urbina (1997) validity involves insuring what a test measure and how well it does so. It also implies all that concerns how a psychological test measures what it purports to measure. So, every research instrument should have validity, but, the reality and circumstances surrounding research is that there are no ideal opportunities. This makes the researchers to always be in the dilemma of using a short instrument or carrying out a study without any instrument (Robins, Hendin, & Trzesniewski, 2001a).

A good example of the benefits of brief instrument was demonstrated in the work reported by Robins, Trzesniewski, Tracy, Gosling and Potter (2002), to them, an on-line study on one item-instrument of self-esteem was used for those who would not stay on-line or do not have enough time for responding to instrument with many items and that was a good proof of the importance of short measure over long ones in carrying out a study. But, this cannot be possible except when the instrument has validity and reliability.

Research requiring respondents to indicate their traits and of others had a great of need of and can always leverage on the briefness of short measures. Studies on cognitive behaviour and group behaviours have also made use of brief instruments. Surveys, studies on long term bases experiential research can benefit from short instruments (Paulhus & Bruce, 1992; Robins et al, 2001a).

Instruments with one item normally have less psychometric properties than those with many items but, they have advantages than they. Their development eliminates various redundant items thereby removing tiredness, irritation and monotony which are obtainable when responding measures with many but, related items (Saucier, 1994; Robins et al, 2001a).

According to Burisch (1984b, 1997), brief instruments depression



measures have validity just the same as the one with many items. In one study, self and peer reports has convergent validity with the 9-item depression instrument in the vain as with the complete 50-item measure. The research contradicted the purported assumption which holds that multiple-item scales are psychometrically superior to the brief ones. Since, the psychometric inferiority of short instruments to the long ones is not as they are assumed, then, the beauty and attractiveness of short measure in research makes it relevant (Stajkovic, Bandura, Locke, Lee & Sergent, 2018). The ubiquitous presence of one-item instrument is another proof of the in-research activities. According to Campbell, Converse and Rodgers, (1976) it has used in the study of life satisfaction different studies. Diener (1984), and Sandvik, Diener, and Seidlitz, (1993) reported that brief measures have been used in studying subjective well-being. In another study, Russell, Weiss and Mendelsohn, (1989) reported that brief instruments have been used to conduct research on human affect. Benet-Martinez, Leu, Lee and Morris (2002) stated that short measures are useful when studying cultural or ethnic identity across cultures. Relationship studies have been carried out using brief instruments (Aron, Aron, & Danny, 1992). Pattern of attachment has been studied with the use of short measures (Hazan & Shaver,

1987). Other studies done with short instruments include; Self-esteem and intelligence (Paulhus, Lysy, & Yik, 1998; Robins, Tracy, Trzesniewski, Potter, & Gosling, 2001b). Indeed, instruments with fewer items are given more responses by the participants and they are of utmost importance when time factor is considered.

Though, there is need for a concise and properly validated FFM personality inventory due to various inherent problems in the existing ones owing to their multi-item nature, yet, none has been validated in this part of the world. Also, the existing multi-item counterparts are no more helping the clinical and research professionals due to the fact that many people are anti-research oriented; it becomes a herculean task to conduct a reliable and valid research with any of these multi-item inventories because, they (most of the people) always end up faking their responses by simply ticking any item or giving it to somebody else (Robins et al, 2001a); sometimes minors are given the instrument to respond to because, to them, they are too busy and the instrument is too lengthy for their limited time (Robins et al, 2001a).

Finally, when there is need to perform a research in short-term period, possibly because of limited time, there is no FFM personality inventory that is valid and reliable available in this part of the world, and because of this researchers



end up sampling a limited number of participants since many who would have responded always end up dumping them because of their multi-item nature (Paulhus & Bruce, 1992), due to the above problems, therefore, is a pressing need to validate a brief measure of Big-Five Personality Inventory (BFPI) in this part of the world.

The general aim of the research is to validate the Ten-Item Personality Inventory (TIPI) by Gosling et al (2003) using Nigerian sample. Specifically, this study is aimed at determining;

1. The construct validity of the instrument.
2. The concurrent validity of the instrument.
3. The discriminant validity of the instrument.
4. The reliability of the instrument.

The study will provide practitioners and researchers a valid and brief measure of Big-Five Personality Inventory in their practice and research respectively (Marcionetti & Rossier, 2016). Also, it will help curb and ameliorate fake responses due to the bulky nature of multi-item personality inventories. Finally, the study to will avail researchers an access to more current literature on validation research.

Theory and Hypotheses

The main theory that supports TIPI is the Big-Five Personality Theory. The

theory asserts that human personality has five dimensions and these domains are: Conscientiousness, Agreeableness, Neuroticism Openness to experience and Extroversion (Goldberg, 1981; Digman, 1990; Carver & Scheier, 2013, Zhang, 2016). These dimensions are characterized thus; Conscientiousness involves conformity to group and social values and norms and complying with principles and rules. Agreeableness entails exhibition of tolerant and harmonious associations with individuals. Neuroticism is characterized with psychological unsteadiness which involves emotional negativity such as fright, shame, guilt, unhappiness and anxiety.

Openness is the dispositional state which entails permitting new and novel thoughts to both internal and external environments (world) and related imaginary concepts; it involves being curious and high goal oriented. Extraversion indicates the degree to which an individual is disposed to engaging or interacting with others persons or individuals (Goldberg, 1990; Costa, McCrae & Dye, 1991; Hong, Paunonen & Slade, 2008; Ryckman, 2008). These Big Five dimensions are necessary in explaining the behaviours of humans from cradle to late adulthood in several cultures (John & Srivastava, 1999; McCrae & Costa, 2003). The Big Five traits even seem useful in describing



the personalities of other species, including; chimpanzees, dogs, cats, fish, and octopi (Gosling, 2008; Gosling & John, 1999; Weiss, King, & Figueredo, 2000). In order to prove this theory, many empirical works have been done by many researchers.

Two studies reported by Goldberg (1990), group of abridged related terms were employed. In a study, he obtained peer and personal ratings involving 475 familiar traits adjectives that were grouped into 131 groups of “tight synonym” of clusters. They had four groups of samples and their five-domain components were extremely related to one another as structurally established within the additional complete catalog of 1, 710 vocabularies and the outcomes the study showed that peer-ratings were same as those of the self-ratings. Saucier and Goldberg (1996b) conducted a study where they choosed 435 adjectives of human traits and with the help of factor analysis, their results replicated findings closely related to the Big-Five. Additionally, Saucier (1997) reported a study to show that Big-Five is the only personality inventory that possesses replicable domains or factors.

John (1990) reported a work on personality where he used human judges, and 300 terms which were involved Adjective Check List (ACL) by Gough and Heilbrun (1965) and these check list represented their regular language. In

their work, they conceptually generated the model description of the BFI. They employed a panel of judges made up of a total number of 10 members who had proper understandings of the generated model of descriptions and reviewed in details the certain related articles published as at their time of carrying out the study. These judges separately arranged a total of 300 numbers of items from the ACL which they put into the domains of the BFI. Their findings indicated that the inter-rater coefficient alpha reliabilities agreement ranged between .90 with respect fourth domain to .94 in fifth domain, showing that the judges arrived at unanimous and consensus agreement in accepting the five domains of the BFI. Furthermore, the study revealed that about 90% of the 300 items of ACL agreed with the dimensions of the BFI.

A wide-spread taxonomic study of the BFI was done by Goldberg (1990, 1992); the work involved the processes of distilling different lists of adjectives of human personality which have been published. This study gave rise to his 50-item inventory for BFI personality assessment which he called “transparent format” inventory. According to Pervin and John (1997), this inventory is mainly employed for instructional reasons or purposes. The instrument comprises of 10 bipolar adjective balances such as; quiet-talkative and was presented in a



transparent manner that makes it easier for response by participants, though, the most commonly research instrument used by researchers is the 100-item unipolar Trait Descriptive Adjectives known as (TDA). The TDA was developed by Goldberg (1992) through several research and it established a five –dimension of the BFI with very high internal consistency and its factor structure can be easily replicated by other researchers in separate studies.

Hofstee, Kiers, de Raad and Goldberg (1997) conducted a research to estimate the factor relatedness of the BFI. They dwelt on the comparisons of the BFI dimensions across cultures. The study presented 126 total number of words that could be translated into three languages; Dutch, English and German. They assessed the corresponding coefficients of the words in their pairs across the three languages and the outcomes of their study are revealing with high similarity across these languages except the Openness domains of English and Dutch which showed that the co-efficient exceeding .70. Surprisingly, they reported these similarities as “disappointing” Hofstee et al (1997; p. 27), but, this negative conclusion is not meant to be as it contradicted Ostendorf’s conclusions with regards to a direct comparison as reported in his research.

So, this pessimistic conclusion by these researchers is not acceptable since

no two languages are exactly the same and ‘perfect’ similarity should not be expected, besides, .70 alpha co-efficient is universally acceptable (Urbina, 2007), hence, their sheer neglect of true congruency. Moreso, the study reported that the Intellect/Openness domain proved German- English congruencies within the range of .84 and .93 which indicated superlative relationships between the languages. In the Dutch-English and Dutch- German, the similarities of their congruency co-efficient were very high and were substantially evidential mainly within the first four factors ranging from .88 to .97, but, the fifth domain ranged between .50 and .53. Finally, their results are very important with respect to trans-cultural/language comparison but, the reasons behind the fifth factor should be verified (Pervin & John, 1997).

In one study, Ostendorf (1990) reported the analyses of trait prototypes in German. The study incorporated about 500 hundred existing traits of the German dictionary with that of the English BFI and their correlations showed that there is a high convergence among their dimensions. But, the combination of these made it strenuous for research, though is proved that there is similarity between the two, hence, there is need to acknowledge that different traits can be interpreted convergently or divergently across cultures.



Costa and McCrae (1992) reported the development of a 60-item NEO-FFI. This is the shortened edition generated from the application of factor analyzing the existing version of the NEO PI by Costa and McCrae (1985). The instrument comprises 12-item domains with 6 facets but, some factors dovetail into each other; an example includes the Agreeable domain which combined items from different facets of the instrument. The researchers reported an adequate mean reliability co-efficient of .78 and NEO PI-R significantly correlated with NEO-FFI indicating that they have high validity as the longer instruments.

In a study carried out by John (1990), two-hundred and eighty participants were employed of which 50% were females. They were drawn from the Institutes for Policy and Research (IPSR) in their groups of 10 to 15 within a weekend evaluation. Each of the participants were assessed by ten members of the staff based on the ACL and the results were subjected to factor analysis with respect to aggregated observer's judgment yielding convincing corroboration to the original prototype. All the items loaded substantially on the expected factors according to established hypotheses with 98 out of 112 items showing highest loading.

McCrae (1992) did a study to identify the items important in the definition of all the domains covering the

wide and various ranges of components of the Big-Five. In his study, the first domain comprises traits like; vigorous, courageous, self-confident, overriding, lively, passionate, sociable, gregarious, and boastful. Due to the wideness of the five domains, the diversity of the former descriptions of the dimensions was easily understood. Diverse researchers paid attention to the disparity of the domains or facet with respect to how much they are fitted to each of the factors. Their study showed that extraversion as a factor comprises about five different make ups which include, Sociability, Expressiveness, Dominance, Positive emotionality and Activity level. These make ups are not different from the facets of the BFI reported by previous researchers (Costa & McCrae, 1992). Contrarily to Costa and McCrae (1992), whose study provided a sixth facet termed Warmth, it was subsumed in the second domain of the instrument with previous studies assessing the term warmth as the component of Agreeableness domain and was agreed by all of the 10 members of the panel with the statistical value of .82 as the proof of its high relatedness to the agreeableness domain. Also, Altruism and Trust all loaded on this same factor in contrary to Distrust and Hostility which were further supported by (Costa and McCrae, 1992).

A study by John and Srivastava (1999) was based on comparing diverse



instruments on personality. The participants comprise a total number of 462 undergraduate students, with 39% of them being males from the Californian University. The participants completed the TDA of Goldberg (1992), NEO-FFI of Costa and McCrae (1992) and BFI. Their analysis was done with the MTMM (multi-trait multi-method) design which entails the three measures being treated as distinct from each other. Though, the researchers anticipated significant correlations among the measures, little difference was found mainly in the definition of Openness and Extraversion. Example, warmth component of the measure, added within the Extraversion, converged with the Agreeableness dimension of their instrument (Costa & McCrae, 1992).

John (1990) and Goldberg (1992) reported the adjectives of trait connected with warmth as correlating less with Extraversion domain than Agreeableness domain, indicating that warmth should be a component of Agreeableness and disparity existed within the fifth domain, because, Goldberg (1992) sees it as imagination or intellect thereby, accentuating the Openness domain more than the remaining four domains (Saucier, 1992). Consistently, the items that measure action and value components were not among the ones related to the Openness domain as reported by (Costa and McCrae, 1992).

Within the students of college, the initial BFI items meant to assess conservative against liberal values did not concur with the ones measuring Openness domain in the BFI instrument (John et al., 1991).

The reliabilities reported by John and Srivastava (1999) were remarkable for all these related instruments; it was never astonishingly that the lengthier TDA instruments possessed the greatest alpha values at .89, seconded by BFI at .83 and lastly by NEO-FFI at .79. Furthermore, among the measures, Openness and Agreeableness showed low reliability whereas, Conscientiousness, Extraversion and Neuroticism had the highest reliability. The instrument with the least reliability happened to be NEO-FFI and its Openness domain replicating the same and was supported by the findings of (Benet-Martinez & John, 1998).

Frontiers of Empirical Research on TIPI

TIPI is a brief measure comprising ten items, each of them being a pair of adjectives (Gosling et al., 2003). The adjectives were not selected out of the items of already existing measures but chosen in such a manner that they: (1) reflect as diverse characteristics constituting a given trait as possible; (2) constitute a description of both the negative and the positive pole of a given trait; (3) are not descriptions of extreme



intensity of the trait; (4) do not contain negations and (5) minimize the redundancy of trait descriptors. According to Muck, Hell and Gosling, (2007) and Romero, Villar, Gómez-Fraguela, and López-Romero (2012), since its publication in 2003, many researchers have adopted it for different studies including ones that involve cultures and adaptations and its development was done by Gosling et al (2003). In their study, they developed a brief measure that comprising 10 items which assesses personality in the Big-Five taxonomy (BFI). Three scales were used in their study and they established the convergent and discriminant validity as well as the reliability of the instrument.

Firstly, they assessed its discriminant and convergent validity and secondarily established the test-retest reliability six weeks after the first administration. The study which had two samples (1 and 2) reviewed that sample one comprises a total number of 1813 participants from Texas University who were undergraduates. Among them, 65% were females and 35% were males. Further description of the sample showed that Asian were 18%, Hispanics were 12.7%, Whites were 62.3%, other culture were made up of the remaining 6.5%. The norm values of the instrument were gotten by six-week test retest of a 180-member sample group who responded to NEO-PI-R by Costa and McCrae (1992)

and TIPI. This second sample was made up of 69.9% of females and 30.1% of males. Whereas, Asian, Hispanic, White and other ethnicities were; 17.3%, 11%, 63.6% and 8.1% respectively. They obtained absolute mean convergent correlation of .77, indicating that the instrument has similar convergences when compared with other long measures (Gosling et al, 2003).

The reliability coefficients obtained for the domains of the instrument were; 0.77, 0.71, 0.76, 0.70 and 0.62 for extroversion, agreeableness, consciousness, neuroticism and openness respectively. Also, the external correlates showed that the instrument has the highest number of expected correlations with the domains of NEO Personality Inventory Revised (NEO-PI-R) and the Big-Five Inventory (BFI). The validity of the measure was further based on the variable external to it. The reliability the instrument was below the precision level which is 0.70 (Urbina, 2007), but, was supported by Gosling et al. (2003) who stated that it near impossible to have reliability in measures with limited number of items as exemplified by TIPI.

The German king of TIPI was developed by Muck, Hell and Gosling (2007) which is known as Ten-Item Personality Inventory-German (TIPI-G), the sample size of 180 were employed in the study for personal assessment and the sample of 359 were employed for the



peer assessment. They obtained reliability coefficients of the domains ranging from 0.42 to 0.67 and hetero-evaluation of 0.42 to 0.80 was obtained. Furthermore, the NEO-PI-R and TIPI-G correlations were comparable to the results reported by Gosling et al. (2003), showing that their relationships were very significant within the range of -0.76 to 0.69.

A research done by Denissen, Geenen, Selfhout and Van Aken (2008) was with the original version of TIPI-G. In the study, the instrument was adapted with new item developed for the openness domain and that was called TIPI-r. The measure was given together with a BFI to undergraduates that numbered 205, in order to carry out peer assessment and self-evaluation of TIPI-G. The study established the test retest reliability that is between the ranges of 0.58 to 0.75 in self-assessment and 0.83 to 0.96 in hetero-evaluation. Formerly reported two research presented data that were related to correlations obtained between BFI factors and TIPI-r factors and explained the expected collaboration between the measures that are evaluated for corresponding magnitude. In addition to their study, they were of view of establishing considerable differences across the dimensions of measure in relative of gender and age.

With respect to the obtained data, the dependability of the measures proves

to be small or fair in various research that adopted TIPI as a research instrument, and that seems to be the constraint of this brief measure. But, the fact still remains that the instrument has been proven to be valid across many researches. Furthermore, in consonance with the peculiarity of measures with limited number of items, the psychometric properties of the instrument have been justified by many researches.

Chiorri, Bracco, Piccinno, Modafferi and Battini (2014) in their study adopted an exploratory type of factor analysis (EFA) to test factorial validity of the Italian Ten Item Personality Inventory(I-TIPI). In their words, if the expected five-factor structure were supported, they could go on and test the other psychometric properties of the inventory. Otherwise, a thorough examination of the possible causes of a lack of conformity to the expected structure would be needed. They administered the I-TIPI along with a short socio-demographic schedule, to 189 participants (females = 72%, mean age 28 ± 9 years, range 18-65, median educational level high school diploma) and were recruited from an advertisement placed for the purpose of the study.

They noted that I-TIPI instructions were not consistent with the English version, since the opening sentence "Adesso le leggerò alcuni tratti di carattere che possono corrispondere o no



a lei" (literally means: "Now I will read you some character traits that may or may not apply to you") is not a correct translation of the original "Here are a number of personality traits that may or may not apply to you". Besides, it implies that the items cannot be read from a hard copy of the questionnaire but read by an interviewer. Hence, they modified the first words with "Qui di seguito troverà" ("Here you will find"), leaving the remainder unchanged.

To them, grounding on the theoretical structure of the TIPI, they performed a principal axis (exploratory) factor analysis with established five the number of factors to be extracted, Promax-rotated. Eigenvalues extracted four factors instead of five (eigenvalues were 1.86, 1.78, 1.57, 1.18, 0.85, 0.81, 0.66, 0.45, 0.43, 0.41) and the pattern matrix (available from the corresponding author) showed that Extraversion items loaded substantively (i.e., higher than .30) on the first factor, but an Agreeableness item loaded substantively only on the second factor together with Neuroticism items. Three items of three different scales loaded substantively on the third factor, while only one item loaded on the fourth factor. The items for Conscientiousness loaded as the fifth factor, but the 3rd item loaded on the third factor also. Although Cronbach's α s and correlations among items of the same scale were consistent with literature (E:

$\alpha=.65$, $r=.48$; A: $\alpha=.23$, $r=.14$; C: $\alpha=.44$, $r=.31$; N: $\alpha=.39$, $r=.24$), but, the factor solution did not appear to be so.

The research reported by Carvalho, Nunes, Primi, and Nunes (2012) was based on analyzing the internal configuration, accuracy and disparities of TIPI across age and gender. A total number of 404 participants from a high school in São Paulo, Brazil with the average age of 15.9 were involved in the study. Their study was able to establish three factors instead of the expected five factors and they are related to construct of adjustment problems, social desirability and emotional stability, the reliability ranged between 0.41 and 0.63.

Carvalho and Primi (2008) in their study adapted and translated TIPI and developed the Brazilian version of the scale. In their study, they drew participants from the people below and above eighteen years of age who responded to the instrument with the space of 5 minutes. Prior, the study, the filled an informed consent whereas, those below eighteen years were stood in for by official guardians. They did their data analyses using confirmatory factor analysis, the accuracy of the study proved that there was difference between men and women whereas, other results factor such as age comparisons across gender were assessed using analysis of variance.

Furthermore, in their analysis, the included only those within the age range



of 15 to 17 years with SPSS version 12 as the statistical package for data analysis fixed at 95% confidence interval. They verified whether the sample was appropriate to the factor analysis with Kaiser-Meyer-Olkin (KMO) and Bartlett's sphericity test. The KMO test showed that the data was satisfactory for the analysis at 0.66 and it was significantly inconsonance with Bartlett's test at 0.001 ($\chi^2 = 471.882$; $gl = 45$) indicating the adequacy of correlations across the factors (Howell, 2002), but, the relationships across the factors with respect to their magnitudes showed they were lower than 0.20 when analyzed with principal component and varimax extraction, so, they proceeded into using orthogonal rotation and items for the factors loadings averaged at 3.0

The study reported by Łaguna, Bak, Purc, Mielniczuk and Oleb (2014) on TIPI was meant to develop the polish version of this brief measure of this BFI. They called this TIPI-Polish (TIPI-P). A total sample of 500 bilingual students participated in the study and the original version of TIPI was converted to polish with the aim of assessing the psychometric properties of the scale. The study provided a test retest reliability of the after 2 weeks, but, the internal consistency of scale was low in consonance with the original instrument. The correlations between the scale and NEO-FFI established that the instrument

has discriminant and convergent validity with the conclusion that the scale is a useful tool in conducting scientific research among students.

Jonason, Teicher and Schmitt (2011) reported a study on the validation of TIPI. They administered three scales for their work which are; a one-item instrument measuring selfesteem which was suitable as well as a substitute for the conventional selfesteem instrument by (Rosenberg, 1965) with ten items, TIPI and Socio-sexuality scales. In their study, for the validation of this ten-item instrument of Big-Five, respondents answered the questions posed to them which prepared in a likert format. The results on the internal consistency of the domains were not high; Conscientiousness, $\alpha = .36$, Agreeableness, $\alpha = .20$, Neuroticism, $\alpha = .31$, Openness, $\alpha = .18$ and Extraversion, $\alpha = .61$. They used Socio-sexuality Orientation Index (SOI) by (Simpson & Gangestad, 1991) which has seven items to assess the Psychology of mating among the participants. The researchers reported the alpha of .77 for SOI and their oentire findings proved that TIPI has validity; detail analysis of the findings showed that, SOI and extraversion has positive correlations, SOI and agreeableness has opposite correlations, extraversion and selfesteem have positive relationships, neuroticism and selfesteem



have negative relationships and SOI with Openness have positive relationships.

Furthermore, Jonason, et al (2011) also, reported a study on the nomological validity of TIPI. The study comprises a total number of 360 students of Psychology and 61% of them were females. Their minimum age was 18 years and their maximum age was 50 years with mean age of 21 years and standard deviation of 4. They correlated TIPI with the single-item instrument for self-esteem and due the high value of the alpha; they concluded that TIPI possess nomological validity with respect to other related instruments. Summarily, many literatures have been reviewed on TIPI as an instrument and on Big-Five as a theory with many empirical findings, but, none of them obviously was able to solve the problems indentified above, hence, the need for this study.

The following research research questions are considered in the study;

1. Will TIPI exhibit construct validity?
2. Will TIPI exhibit concurrent validity?
3. Will TIPI exhibit discriminant validity?
4. Will TIPI exhibit stronge reliability?

The following research research hypotheses are considered in the study;

1. TIPI will demonstrate construct validity
2. TIPI will demonstrate concurrent validity

3. TIPI will demonstrate discriminant validity
4. TIPI exhibit stronge reliability?

METHOD

A number of 517 undergraduate students (both males and females) from different levels, Departments and Faculties of UNN were selected in a convenience sampling and voluntarily participated in the study. Their age ranged between eighteen (18) and thirty-five (40) years. Males are 252 in number representing 49%, while, females are 265 in number representing 51 %. Their mean age was 30.1064 with the standard deviation approximating 5.9.

Three instruments employed for the research were; the Ten-Item Personality Inventory (TIPI) by Gosling et al (2003), they provided the original psychometric of the instrument. They reported the concurrent validity of Extraversion of .76, Agreeableness of .66, Conscientiousness of .70, Emotional Stability of .71 and Openness of .43 with the BFI domains of John and Srivastava (1999). The reliability of the instrument was also reported by them as test retest of .72. A forty-four-item BFI by John, Donahue and Kentle (1991), they provided the original psychometric properties but, Umeh (2004) provided the psychometric properties for the Nigerian sample. He reported the concurrent validity of .75 and .85 with BFI of (Costa



& McCrae, 1992) as well as Goldberg (1992) with the discriminant validity of Extraversion of .05, Agreeableness of .13, Conscientiousness of .11, Neuroticism of .39 and Openness of .24. The reliabilities of the instrument are Cronbach Alpha of .80 and Test-retest of .85. The instrument has a likert response pattern; 1= Disagree Strongly, 2= Disagree a little, 3= Neither disagree or agree, 4=Agree a little, 5= Agree Strongly.

A 7-item neuroticism domain (Domain J) of the SCL 90 by Derogatis, Lipman and Covi (1973), they provided the original psychometric properties but, Erinoso (1996) provided the psychometric properties for the Nigerian sample. He reported the concurrent validity of .47 with Retirement Stress Inventory by Omoluabi (1996). The Cronbach Alpha reliability of .77 was also reported.

A letter was collected from the Department of psychology, UNIZIK and sent to the hospital for formal permission. Immediately the hospital's ethical committee approved the letter with the evidence of ethical clearance certificate, the researcher brought out some days and

went to the school and shared the questionnaires using convenience sampling technique. Six-hundred questionnaires were shared, five-hundred and twenty-five were returned but, five-hundred and seven-teen were valid. At the end of collection and collation, the valid ones were analyzed for the study.

The research is a survey and a cross-sectional design was adopted. The statistics used include; Confirmatory Factor Analysis, Cronbach Alpha, Split-Half and Pearson Correlations. The results of the study were indicated below;

Table 1: A table of mean and standard deviation of males and females on TIPI

Source	Mean	SD	n
MALES	5.4488	.33178	252
FEMALES	5.5758	.31143	265
TOTAL	5.5139	.32743	517

The table above indicates that males have higher mean and standard deviation than females, whereas, females are higher than males in N (number).



Figure 1: A scree plot showing confirmatory factor analysis of TIPI

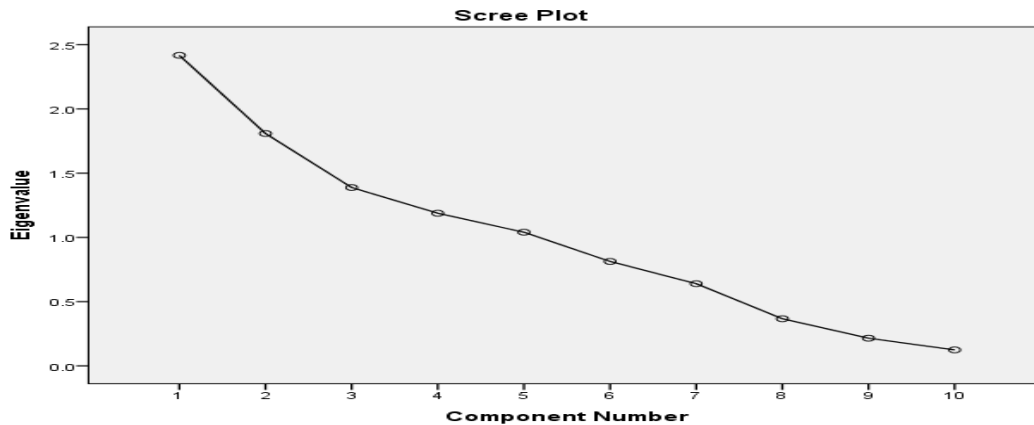


Table 2: A table of construct validity between TIPI and John Oliver’s 44 item BFI

The table above indicates that TIPI has a positive confirmatory factor analysis in support of the five domains of the

instrument at eigenvalue value greater than one.

The table above indicates that TIPI has construct validity when correlated with John Oliver’s 44-item BFI at .627 ($p < .001$).

SOURCE	JOHN OLIVER
TIPI	.627**

Table 3 : A table of concurrent validity among the five domains of TIPI and five domains of John Oliver’s 44 item BFI

SOURCE	EJ	AJ	CJ	NJ	OJ
EG	.271**				
AG		.419**			
CG			.436**		
ESG				.163**	
OG					.251**

The table above indicates that the five domains of TIPI have concurrent validity with the five domains of John Oliver’s 44-item BFI at ($P < 0.01$)



Table 4: A table of discriminant validity among the five domains of TIPI and SCL 90

SOURCE	SCL 90	SCL 90	SCL 90	SCL 90	SCL 90
EG	-.428**				
AG		-.243**			
CG			-.047		
ESG				.447**	
OG					-.505**

The table above indicates that the five domains of TIPI have discriminant validity with the domain J of the SCL90 at (P<0.01), except the ESG domain due to their positive relationship.

Table 5: A table of reliability of TIPI

SOURCE	RELIABILITY	N OF ITEMS
CRONBACH'S ALPHA	.61	10
SPLIT-HALF	.67	10 (5 ^a vs 5 ^b)

The table above indicates that TIPI has acceptable reliability.

The hypothesis one stated that TIPI will have construct validity. The results above (figure 1 and table 7) showed that both confirmatory factor analysis that extracted five domains and the relationship between TIPI and John Oliver's BFI at .627 (p<0.01) support the assertion, hence, the hypothesis is accepted.

The hypothesis two stated that TIPI will have concurrent validity. The results above as shown in table 8, indicates that the five domains of both TIPI John Oliver's BFI have concurrent validity as following; .27**, .42**, .44**, .16** and .25** respectively at (p<0.01). These support

the assertion; hence, the hypothesis is accepted.

The hypothesis three stated that TIPI will have discriminant validity. The results above as shown in table 9, indicates that the five domains of TIPI have discriminant validity with SCL 90 (Domain J) as following; -.43**, -.24**, -.05, .45** and -.51** respectively at (p<0.01); these support the assertion; hence, the hypothesis is accepted.

The hypothesis four stated that TIPI will be reliable. The results above as shown in table 10 indicates that it has Cronbach Alpha of r =.61 and Split=Half of r =.67. These support the assertion; hence, the hypothesis is accepted.



CONCLUSION

The outcome of this study which was based on the validation of the Ten-Item Personality Inventory (TIPI) in the Nigerian sample. The result indicated that TIPI has construct validity in the Nigerian sample. This means that the first hypothesis was confirmed. The interpretation of this result is that TIPI as a BFI can be used in Nigeria for personality research and diagnosis and this is in consonance with the findings of Gosling et al (2003) which showed that TIPI has construct validity across different cultures and ethnicities of the world such as; Hispanics, Asians, Whites and Blacks nationalities.

In addition, the Confirmatory Factor Analysis supports the construct validity of the instrument. As indicated by the scree plot, five domains were extracted at eigenvalue greater than one using the Varimax Rotation and it is consistent with the findings of Gosling et al, (2003) and Chiorri et al, (2014) in their Factor Analysis to assess the factorial validity of the instrument. They concluded that the instrument has factorial validity, though, it has limited number of items.

Also, the result indicated that TIPI has concurrent validity in the Nigerian sample. This means that the second hypothesis was confirmed. The interpretation of this result is that any of the five domains of TIPI can be used independently in Nigeria for any research

or diagnosis if the need be and it is in agreement with the findings of Muck et al (2007) in their concurrent validation of TIPI using undergraduates. They concluded that the instrument has concurrent validity across its domains after correlating them with the domains of the domains of another BFI.

Furthermore, the result indicated that TIPI has discriminant validity in the Nigerian sample. This means that the third hypothesis was confirmed. This is consistent with the study of Jonason et al (2011). They reported a study on concurrent and discriminant validity of TIPI using Self-esteem. They found that Self-esteem has a concurrent validity with Extraversion but, has a discriminant validity with Neuroticism (Emotional Stability; ES), showing that construct such as Self-esteem which concurs with the normal (positive) domains of BFI such Extraversion will naturally discriminate with the abnormal (negative) domain of BFI which is the ES and vice versa.

Finally, the result indicated that TIPI has acceptable reliability in the Nigerian sample. This means that the fourth hypothesis was confirmed. The interpretation of this result is that the consistency of the instrument over time is of no doubt, and it is consistent with the work of Denissen et al (2008) whose study on the reliability of TIPI showed that its test-retest ranged from 0.58 to



0.75. Laguna et al (2014) supported this finding in their work on TIPI. 500 hundred students participated in their study and they concluded that it has an acceptable test-retest reliability in consistent with Gosling et al (2003) and can be used for scientific research.

Though, the research, replicated the validity and reliability of TIPI, the limitation is that the precision level of the reliability is less than .70 as recommended by Urbina (2007), but, it is consistent with all short instruments which measures a broad-range of traits as acknowledged by (Gosling et al, 2003). The validation process was in accordance with the psychometric criteria (Egwu, & Nnedum, 2004; Ezeokana, Nnedum, Ezeliora, & Madu, 2010)

More research should be done in the area of personality inventories as it (personality) is one of the commonest psychological constructs that cut across all humans and specialties in the field of Psychology. Also, research should be directed in developing personality inventories that are mother-tongue oriented to enhance success of personality research/ diagnosis in Nigeria.

The findings of the research have great implications on personality research and clinical diagnoses. The instrument being valid will allow the researchers to leverage on its brevity whenever there is a limited time for research delivery. It

will reduce the degree of fake responses and enhance speedy, accurate and timely delivery of diagnoses by Clinical Psychologists and allies.

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