Basic Traits Inventory (BTI)

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<table>
<thead>
<tr>
<th>PURPOSE</th>
<th>To measure the ‘Big Five’ factors of personality</th>
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<tr>
<td>ADMINISTER TO</td>
<td>Individuals 16 years and older</td>
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<tr>
<td>READING/EDUCATIONAL LEVEL</td>
<td>Grade 10 (NQF Level 2)</td>
</tr>
<tr>
<td>ADMINISTRATION TIME</td>
<td>30 – 40 minutes (193 items)</td>
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<td>SCORING OPTIONS</td>
<td>JvR Online/Data Capturing by Client Services</td>
</tr>
<tr>
<td>PUBLICATION DATE</td>
<td>2006</td>
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<tr>
<td>HPCSA</td>
<td>Submitted</td>
</tr>
<tr>
<td>TRAINING</td>
<td>None</td>
</tr>
<tr>
<td>LANGUAGES</td>
<td>English and Afrikaans</td>
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<tr>
<td>SA NORMS</td>
<td>Yes, updated for adolescents in 2018</td>
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The Basic Traits Inventory (BTI) is an easy to use, easy to understand personality inventory that has been developed in South Africa in order to assess the Big Five factors of personality.

ASSESSMENT SCALES
The BTI includes the following scales:

**Openness to Experience:**
Aesthetics, Ideas, Actions, Values and Imagination.

**Conscientiousness:**
Effort, Order, Prudence, Self-Discipline and Dutifulness.

**Extraversion:**
Ascendance, Gregariousness, Excitement-Seeking, Liveliness and Positive Affectivity.

**Agreeableness:**
Straightforwardness, Compliance, Tender-mindedness, Prosocial Tendencies and Modesty.

**Neuroticism:**
Depression, Anxiety, Affective Instability and Self-Consciousness
AREAS OF APPLICATION
The BTI can be used for the following purposes:

- Career counselling
- Recruitment and selection
- Individual development and counselling
- Research

REPORT OPTIONS
The following software reports are available:

- **BTI Individual Profile Report**: This report provides T-Scores and Stanines on factors and facets, as well as descriptions of all scales.
- **BTI Competency Report**: This report provides competency scores derived from the BTI scales.
- **BTI Package**: This includes the Individual Profile Report and Competency Report

SOUTH AFRICAN RESEARCH
The BTI is a South African-developed product. Professionals can choose between using General Norms, Police Norms or Student Norms. It has been well-researched in the South African context and has been demonstrated to work effectively across cultures and language groups. Research on the relationship between the BTI scales and emotional intelligence competencies, perceived career barriers, team culture, individualism and collectivism, willingness to attend HIV counselling, anger expression and driver safety in the South African context is available.