

Cross-national comparison of personality profiles of Estonians, Latvians, and Lithuanians

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In the I/O field, the construction of scales to be deployed in multiple languages is a key issue for tests developers. The Personality Questionnaire NEO-TRI (NEC-L; 1999) was originally developed in Estonian by Tripod to measure five personality domains (Emotional Stability, Extraversion, Agreeableness, Conscientiousness, and Openness to Experience). In 2004, the inventory was adapted into Latvian and Lithuanian that belong to the Indo-European language family, while the Estonian belongs to the Finno-Ugric languages. The main goals of this study were to compare mean personality profiles and establish cross-cultural equivalence of these versions of the NEO-TRI based on the data collected via Tripod online assessment centre in Estonia, Latvia, and Lithuania during 2004-2011. The Estonian sample consisted of 10,207 individuals (59% females) with a mean age of 31.8 ($SD=8.20$) years. The Latvian version of the NEO-TRI was completed by 866 adults (60% females) with a mean age of 28.2 ($SD=6.67$) years and finally, the Lithuanian sample consisted of 794 individuals (45% females) with a mean age of 32 ($SD=7.04$) years. The results confirmed that the Latvian and Lithuanian versions of the NEO-TRI personality inventory had factor structures and psychometrical properties comparable to the original Estonian version of the NEO-TRI inventory.