

Attitudes toward Tattoos in the Workplace

Misty L. Mendez

Angelo State University

Abstract

This article examines the perceptions of tattoos in the workplace. Our hypothesis predicted there would be a difference between men and women in how tattoos are perceived in the workplace. A questionnaire was completed by undergraduate students to evaluate how they perceive tattoos. There was no significant difference in perceptions of men compared to women as they relate to tattoos in the workplace. However, there was a significant difference in the perceptions of the participants, regardless of gender, for individuals whose tattoos were visible compared to their perceptions of the same people picture without visible tattoos. Overall, while tattoos continue to become more and more popular; there continues to be a negative stigma associated with tattoos. How tattoos are perceived in the workplace may be important for applicants to consider as they begin to explore employment opportunities.

Attitudes toward Tattoos in the Work Place

Tattoos in the workplace are not always looked upon in a favorable light. In fact, visible tattoos can sometimes keep one from getting the job for which he or she may be applying. There is considerable evidence that supports that tattoos are becoming increasingly more popular in today's world. We wanted to know if attitudes about tattoos in the workplace were positive or negative; so we designed an experiment to be administered to students attending Angelo State University that will help identify the attitude participants have regarding tattoos. As rich as the history of tattooing is long, so are the negative perceptions associated with tattoos; so much so, that having a tattoo can result in first impressions that are often unfavorable.

Tattoos have an extensive history dating back longer than one might expect. Researchers mapped 61 tattoos on Iceman, a mummy that dates back 5300 years (Melis, Miccoli, Vigl, & Zink, 2015). Needless to say tattooing has seen some improvements since Iceman first applied coloring to his skin. In fact, tattooing has come a long way since Thomas Edison first invented the engraving pen, it was not much better than a rudimentary sewing machine topping out at 80 to 150 piercings of the skin per second (Genis, 2014, p. 163). There have been more advances in past years allowing for more piercings of the skin per second, allowing for the high definition tattoo if you will. One can now apply tattoos that can only be seen in black light and yes, for the regrettable endeavors there are methods to have tattoos removed. Tattooing has come a long way since Iceman.

Tattoos are applied for many reasons, which can include, but are not limited to: a rite of passage, for religious purposes, or as a demonstration of one's skills as a warrior. A tattoo can be chosen because it is pretty or because it gives the tattooed person a sense of empowerment over surviving a terrible ordeal, such as breast cancer. It can be applied in remembrance of a

loved one or to identify with, or show affiliation with, a particular group such as gang or club. As stated by Ellis (2015), tattoos are personal choice. In some cases they may be regrettable choices but they are pages in a story that can be very personal. Ellis goes on to describe the motivation behind tattooing as a “personal narrative that promotes self-coherence and esteem.” (p. 102) Tattoos are chosen for reasons that are seemingly endless. The decision to mark one’s own body with ink may be a way of self-expression. Consider this question: When does the non-verbal rhetoric illustrated on a person’s body outweigh the knowledge, skills, and abilities of the person?

A qualitative study conducted by Aimee Ellis (2015) used anecdotal data from a discussion board to provide an account from individuals who experienced firsthand the negative stigma that is associated with their own tattoos. One writer on the discussion board explained how he was reported to management for encouraging a customer’s child to get a tattoo, simply by having tattoos himself. Another writer described walking into a potential employer’s place of business and being told they do not hire people with tattoos. Some writers were more than honest about how they felt about tattoos. For example, Ellis provided one example in which the writer stated:

When I see a tattoo on a person my immediate impression is that this is someone who doesn’t care what people think, is easily manipulated, follows rather than leads, is prone to make poor decisions and who will bring nothing fresh to the table. I see and hear people using buzz words to express themselves; I see people who can emulate but do not create. They will follow but not lead. It’s not rocket science. Look where you see the most tattoos on people. I see prisons, gangs, rock groupies, enlisted armed services men and woman, drug addicts and alcoholics.

Despite such negative stigma associated with the act of getting a tattoo, they continue to become more and more popular. According to research, tattoos are growing in popularity (Lipscomb & Jones, 2009). Martin and Dula (2010), reported a 37% increase in the number of Americans with tattoos compared to 20 years ago. In the same article by Lipscomb and Jones, of 496 college business students, it was reported that 40.5% had some form of body art. Additionally, Laumann and Derick (2006) reported that “nearly one-fourth 24% of 500 individuals aged 18-50 had tattoos” (p. 101). The data continues to demonstrate the same trend; tattoos are increasingly becoming more popular.

The Civil Rights Act of 1964, Title VII, states that, “employers cannot fail or refuse to hire, or discharge, anyone on the basis of their status in one of the five protected groups” (Muschinsky, 2012, p. 136). The five groups include race, sex, national origin, color, and religion. Tattoos are only protected, and loosely at best, if the tattoos have religious significance (Ellis, 2015). Totten, Lipscomb, and Jones (2009) describe one such case in which Red Robin Gourmet Burgers was sued by a server. The server took the famous burger company to court after being terminated for not covering his tattoos. His argument? His tattoos represented his religious beliefs in the Egyptian sun god, Ra. The company’s defense was that tattoos did not maintain the “family-friendly” image. Irony being what it is, points out that these days mothers are taking their daughters to get their first tattoos.

There is little empirical evidence available assessing attitudes towards tattoos in the workplace. However, with the idea of having a tattoo becoming increasingly less novel, people should think carefully about how it might affect their future career path. It is for that reason that we designed an experimental study to assess attitudes towards tattoos in the workplace. A questionnaire was designed that would allow participants to view both individuals with and

without visible tattoos; one picture for each set of questions. We predicted that that men and women would view tattoos differently. We felt that men and women would be motivated differently by their views. For example, women have worked very hard to be seen as equal to men in the workplace; perhaps women would view tattoos more conservatively than their male counterparts. Or perhaps because many women know what it feels like to be judged on their appearance, they would be more willing to look past the visible tattoos of an applicant and focus more on the skills the applicant possesses. As such, we predicted only that there would be a difference in how women and men would perceive individuals with tattoos. The independent variable in the present study was the presentation of visible tattoos or non-visible tattoos. The dependent variable measured was self-reported attitudes toward those with and without tattoos. In addition to identifying any gender differences in perceptions of tattoos, we predicted that the negative stigma associated with tattoos remains consistent and that participants would perceive individuals with tattoos as high in neuroticism; which is one of the Big Five personality traits. Lastly, we wanted to test whether those individuals who themselves possess one or more tattoos would perceive tattoos more favorable than those who did not have a tattoo.

Method

Participants

Participants for this study were recruited using the Sona System. The Sona system is an online database that connects researchers with a participant pool. In this case participants were selected from students in the Psychology department at Angelo State University. Of the 32 participants 37.5% were men and 62.5% were women. Participants ranged between 18 and 43 years of age ($M = 21.69$, $SD = 5.5$). Self-reported racial identities included 41.2% Caucasian,

35.3% Hispanic, 11.8% African America, 2.9% Native American, and 2.9% identified as other.

Two participants did not answer this question.

Design and Procedure

This study was a mixed design with between-subject and within-subject factors. Men and women (between-Ss) responded to photos of both tattooed individuals and non-tattooed individuals (within-Ss). Questionnaires were counterbalanced; both questionnaires included pictures of tattooed individuals and non-tattooed individual's. One version of the questionnaire illustrated three individuals; two individuals with visible tattoos and one individual without visible tattoos. The counterbalanced version of the questionnaire illustrated the same three individuals; however, if the individual's tattoos were visible in the first version of the questionnaire, then they were illustrated without visible tattoos in the counterbalanced version, and vice versa.

Pictures were solicited from the family and friends of one of the researchers. Each questionnaire included the same three people; these three individuals provided written consent for the researchers to use their photo for this research project. There were two versions of the questionnaire, each included photographs of the three individuals. In one version the person was pictured with visible tattoos and in the other questionnaire the tattoos would be covered.

The first picture on each questionnaire was a Hispanic man, age 45. In the picture where his tattoos are not visible, he has a mustache, is wearing a long sleeve grey shirt, black tie, and black slacks. The pictures was taken in an outdoor setting. The same gentleman was pictured in the second questionnaire. In this photo he has a mustache and beard, sitting down, and wearing a sleeveless shirt in which tattoos on both of his arms were visible. This picture was taken while indoors. He also had on a black cap and reading glasses. Both pictures were 3 in. x 3 in.

Picture two on both questionnaires was of a White woman, age 28. In one version of the questionnaire she was leaning on a concrete wall, and wearing a skirt approximately 3 inches above her knees. She had on a black shirt tucked in and was wearing sun glasses. She had tattoos visible on her shoulder next to her collar bone, her right upper arm and her left thigh. This picture was 2.25 in. x 4.75 in. The same woman was pictured in the second version of the questionnaire. In this photo she is wearing a blouse however due to how the photo is cropped the very little of the blouse is visible. She is wearing reading glasses. No tattoos were visible. This picture was 3.5 in. x 3 in.

The third picture in both questionnaires was a Black man, age 28. In one version of the questionnaire he was wearing a red button up shirt and a black vest with black slacks. He has a mustache and beard in both photos. There are no tattoos visible in this picture. This picture was 2 in. x 3 in. In the second version of the questionnaire the same gentleman was wearing a sleeveless shirt with a design on the front of the shirt, wearing a chain around his neck, and holding his phone. His tattoos were visible on his right arm above his elbow with some tattoos visible on his right forearm. He also had tattoos visible on his left forearm and some visible tattoos on his left bicep. This picture was 2 in. x 3.25 in. All photos are included in the attached appendices.

Our dependent variable was participants' perceptions of people with tattoos in the workplace. Both questionnaires involved the same 10 questions. The first nine questions were designed to measure a workplace construct such as dependability and honesty. Each of the first nine questions were followed by four options using a Likert type scale where greater numbers reflected more positive attitude. One example is: *Which salary range is the person picture most likely to receive each year? 1 = 0-\$19,999, 2 = \$20,000-\$39,999, 3 = \$40,000-\$59,999, or 4 =*

\$60,000. Another example is: *The person pictures was recently evaluated on job performance. How was he/she rated? 1 = poor performance, 2 = fair performance, 3 = acceptable performance, or 4 = exceptional performance.* The last question asked participants to rate which personality trait best represented the person pictured. Please see the Appendix for a full list of all questions used in this study.

During each research session the following steps were followed by each researcher in exactly the same sequence. First, participants were asked to be seated and thanked for volunteering. Next as a group they were addressed and the purpose of the study was explained. They were told they would be asked to answer questions about three pictures. Once the summary had been provided they were each asked to sign a consent for participation. Once signed, the consents were collected and placed in envelope. Participants were asked if they had any questions before the questionnaires were distributed. If there were no questions, the participants were told that a debriefing form would be available by the door and instructed to take one upon exiting the research room. Lastly, the participants were given a questionnaire. Upon completion of the questionnaire participants were asked to place their questionnaires in the enveloped provided. This was to ensure the participants' confidentiality of responses.

Results

We began our research with the question: Will there be a difference in the attitudes of men and women as it relates to the negative perception or stigma associated with tattoos in the workplace. In order to find the answer to my question I used a Repeated Measures Analysis of Variance (ANOVA) with a within-subject factor of the responses to tattooed and non-tattooed photos. The between subjects factor was the gender of the participants. An averaged variable was computed for responses to the tattooed photos and another average variable was computed

for responses to the non-tattooed photos. Lower scores indicated more negative attitudes while higher scores supported a more positive attitude towards tattoos in the work place. The within-subjects factor was used to evaluate responses by the participants for both questions related to individuals with tattoos and individuals without tattoos. The between-subjects factor was used to evaluate, a very important component for answering our hypothesis, the gender of the participant. SPSS software was used to assist with data analysis.

Ratings by men in response to the tattooed photos ($M = 2.45$, $SD = .61$) revealed no significant difference compared to ratings by women in response to the tattooed photos ($M = 2.46$, $SD = .40$); and ratings by men in response to the non-tattooed photos ($M = 2.84$, $SD = .46$) showed no difference than ratings by women in response to the non-tattooed photos ($M = 2.85$, $SD = .32$), $F(1, 30) < 1$, ns. This required us to accept the null hypothesis that there was no significant difference in the attitudes between men and women towards tattoos in the workplace. However, results did show there was a significant main effect for tattoo versus no-tattoo photos. Overall, participants rated pictures of individuals with tattoos more negatively ($M = 2.46$, $SD = .48$) than pictures of the same individuals without tattoos ($M = 2.84$, $SD = .37$), $F(1, 30) = 12.91$, $p = .001$, $\eta^2 = .30$. Additional data was collected to identify how many tattoos, if any, each participant had. According to the results, 52.9% of participants did not have a tattoo, 29.4% of participants reported having between one and four tattoos, 14.7% of participants reported having between 4 and 8 tattoos, and 2.9% reported having eight or more tattoos. A simple linear regression was calculated to predict attitudes towards tattoos in the workplace based on the number of tattoos of the participant. A regression test was run and results indicate that the number of tattoos a person did not predict how he or she will perceive tattoos, $\beta = .25$, $t(33) = 1.47$, $p = .14$.

In order to determine if a personality type was associated with the individuals pictured with tattoos those pictures in which the tattoos were visible were isolated and frequency statistics were compiled. For the first male picture the majority of participants who answered the question rated the individual as most likely to score high in openness. For the second male picture, the majority of participants rated the individual as most likely to score high in extraversion. For the female picture, the majority of participants rated the individual as most likely to score highest in openness. Our prediction that the majority of participants would rate the individuals with visible tattoos highest in neuroticism was not supported.

Discussion

Our question was whether men and women would perceive tattoos in the workplace differently. We found that there was no difference in how men and women perceived tattoos in the workplace. We did, however, see that attitudes towards the pictures of the tattooed individuals were viewed more negatively than pictures of the same people when their tattoos were not visible. Martin found the same findings in his 2010 research. Negative stigma for tattoos still exist; a perception that is held equally among both men and women.

The results of this study do not support our hypothesis. We felt there would be some difference in the perceptions of men and women, although we did not know if men would perceive tattoos more negatively than women, men would perceive tattoos more positively than women, or vice versa. In general, when interviewing for a position the gender of the interviewer will likely not be enough to help one determine if his or her visible tattoos will negatively affect his or her chances of being hired. However, in our analysis there was a significant difference in how tattoos were perceived in general. Participants perceived the pictures with visible tattoos as more negative than the pictures in which the tattoos were not visible. One could generalize that

when interviewing the same stigma could be associated with his or her own visible tattoos and perhaps affect the outcome of the interview. As Lipscomb and Jones (2009) noted, tattoos are becoming increasingly more popular; but, it does not appear that perceptions of tattoos are improving, at least not perceptions of tattoos in the workplace. One should consider how tattoos may affect how well he or she is being perceived in a job interview. While I would have liked to have the participant pool more representative of the general population in terms of men and women, I do not see that it would have made a difference; the average scores for both genders was too similar to expect much of a change.

Limitations of our study included photo selection, gender of the subjects in each photo, nature and placement of tattoos, and number of subjects used in the questionnaire. First, photos used in this study were friends and family of the researchers. As such, these specific photographs were not standardized. In the future, utilization of photos should be selected from random entries based on prescribed criteria. Second, the nature of the tattoos should be consistent across all photographs. The content of the tattoos themselves can be reason enough for bias (i.e. a swastika would likely be consider more negative than that of a sugar skull or a butterfly). The goal of our study was to determine attitudes towards tattoos, not the values of the person who is tattooed. Additionally, the location of the tattoos on the person pictured should be considered for future studies. Tattoos on ones arms and legs may be seen more acceptable than tattoos on one's neck and/or face. The pictures used for this study only presented pictures of individuals whose tattoos were in more discrete locations on their arms and legs, yet none of the pictures illustrated tattoos on the neck or face, which might have affected the results. Next, in this study six pictures from three individuals were used; two men and one woman. Future studies might consider utilizing photos from an equal number of men and women. By not ensuring an

equal number of men and women in this study our results might have been affected. There might have been some characteristic of the photographed woman other than the tattoo that participants were focusing on. Removal of the above mentioned limitation could yield different results in future studies.

This topic is important today because there are limited protections in place to protect people who have visible tattoos, and if the tattoos are not for religious reasons there is no protection in place. Having the knowledge of how one will be perceived if he or she chooses to have tattoos applied in areas that are visible may ultimately help him or her make an informed decision. Future studies on this topic might consider how the photos are selected. For example: how the pictured individuals are chosen, the content of the tattoos that are visible, how many tattoos are visible or where on the body are the tattoos located, etc. I would also suggest having two women and two men pictured in the questionnaire to have both men and women equally presented.

Future studies might consider surveying employers and hiring authorities to determine any negative perceptions toward tattoos in the workplace. The information collected from employers could provide validity to the data that has been collected in this study. Additionally, I would like to see if there are certain fields or professionals in which tattoos pose less of an issue, such as the healthcare field.

Jesse James is famous and has seen much success for customizing motorcycles. He is also covered in tattoos. Tattoos are fun; they are beautiful, sexy, wicked, heartbreaking, and sometimes inspirational. Not everyone has the skill set such as the one I described for Mr. James and, therefore, it would be wise to be thoughtful in the placement of body art. The choices made today may have lasting implications on how one provides for oneself and family in the future.

References

- Ellis, A. D. (2015). A picture is worth one thousand words: Body art in the workplace. *Employee Responsibilities and Rights Journal*, 27(2), 101-113. doi:10.1007/s10672-014-9254-1
- Genis, D. (2014). Permanent irony. *Newsweek Global*, 163(17), 56.
- Lipscomb, T. J., Jones, M. I., & Totten, J. W. (2008). Body art: Prevalence, search and evaluation among university business students. *Services Marketing Quarterly*, 28(4), 42-65.
- Martin, B. S. (2010). More than skin deep: Perceptions of, and stigma against, tattoos. *College Student Journal*, 44(1), 200-206.
- Muschinsky, P. M. (2012). *Psychology Applied to Work*. Summerfield, NC: Hypergraphic Press.
- Samadelli, M. M., Melis, M. M., Miccoli, M., Vigl, E. R., & Zink, A. A. (2015). Complete mapping of the tattoos of the 5300-year-old Tyrolean Iceman. *Journal of Cultural Heritage*, 16(5), 753-758.
- Totten, J. W., Lipscomb, T. J., & Jones, M. A. (2009). Attitudes towards and stereotypes of persons with body art: Implication for marketing management. *Academy of Marketing Studies Journal*, 13(2), 77-96.

Appendix A
Survey Questions
Tattoos in the Work Place

Picture 1



Question 1: Which salary range is the person picture most likely to receive each year?

- a) 0 - \$19,999
- b) \$20,000 - \$39,999
- c) \$40,000 – \$59,999
- d) \$60,000

Question 2: Which position is the person pictured most likely to be successful?

- a) Construction worker
- b) Food service worker
- c) Senator
- d) Doctor

Question 3: Which level within an organization is the person picture more likely to hold?

- a) Worker
- b) Supervisor
- c) Manager
- d) Owner/CEO

Question 4: Would you promote the person pictured?

- a) Never
- b) Not likely
- c) Possibly
- d) Very likely

Question 5: How likely is the person pictured to report an accident on the job?

- a) Not likely
- b) Somewhat likely
- c) Possibly
- d) Very likely

Question 6: The person pictured was recently evaluated on job performance. How was he/she rated?

- a) Poor performance
- b) Fair performance
- c) Acceptable performance
- d) Exceptional performance

Question 7: It is Monday morning and it is time to get up and get ready for work. Did the person pictured:

- a) Call In
- b) Show up late
- c) Arrive on time
- d) Arrive early

Question 8: This year the person pictured changed his/her job. How long was he/she at his/her last job?

- a) Less than 6 months
- b) Between 6 months and one year
- c) Over one year but less than five years
- d) Over five years

Question 9: The person pictured had a disagreement on how to resolve a problem at work. Did he/she:

- a) Force his/her opinion
- b) Refused to address the problem
- c) Concede

d) Compromise

Question 10: Which of the 5 personality traits do you think the person pictured would rate the highest?

- a) Neuroticism
- b) Extraversion
- c) Openness
- d) Agreeableness
- e) Conscientiousness

Picture 2



Question 1: Which salary range is the person picture most likely to receive each year?

- a) 0 - \$19,999
- b) \$20,000 - \$39,999
- c) \$40,000 – \$59,999
- d) \$60,000

Question 2: Which position is the person pictured most likely to be successful?

- a) Construction worker
- b) Food service worker
- c) Senator
- d) Doctor

Question 3: Which level within an organization is the person picture more likely to hold?

- a) Worker
- b) Supervisor
- c) Manager
- d) Owner/CEO

Question 4: Would you promote the person pictured?

- a) Never
- b) Not likely
- c) Possibly
- d) Very likely

Question 5: How likely is the person pictured to report an accident on the job?

- a) Not likely
- b) Somewhat likely
- c) Possibly
- d) Very likely

Question 6: The person pictured was recently evaluated on job performance. How was he/she rated?

- a) Poor performance
- b) Fair performance
- c) Acceptable performance
- d) Exceptional performance

Question 7: It is Monday morning and it is time to get up and get ready for work. Did the person pictured:

- a) Call In
- b) Show up late
- c) Arrive one time
- d) Arrive early

Question 8: This year the person pictured changed his/her job. How long was he/she at his/her last job?

- a) Less than 6 months
- b) Between 6 months and one year
- c) Over when year but less than five years
- d) Over five years

Question 9: The person pictured had a disagreement on how to resolve a problem at work. Did he/she:

- a) Force his/her opinion
- b) Refused to address the problem
- c) Concede
- d) Compromise

Question 10: Which of the 5 personality traits do you think the person pictured would rate the highest?

- a) Neuroticism
- b) Extraversion
- c) Openness
- d) Agreeableness
- e) Conscientiousness

Picture 3



Question 1: Which salary range is the person picture most likely to receive each year?

- a) 0 - \$19,999
- b) \$20,000 - \$39,999
- c) \$40,000 – \$59,999
- d) \$60,000

Question 2: Which position is the person pictured most likely to be successful?

- a) Construction worker
- b) Food service worker
- c) Senator
- d) Doctor

Question 3: Which level within an organization is the person picture more likely to hold?

- a) Worker
- b) Supervisor
- c) Manager
- d) Owner/CEO

Question 4: Would you promote the person pictured?

- a) Never
- b) Not likely
- c) Possibly
- d) Very likely

Question 5: How likely is the person pictured to report an accident on the job?

- a) Not likely
- b) Somewhat likely
- c) Possibly
- d) Very likely

Question 6: The person pictured was recently evaluated on job performance. How was he/she rated?

- a) Poor performance
- b) Fair performance
- c) Acceptable performance
- d) Exceptional performance

Question 7: It is Monday morning and it is time to get up and get ready for work. Did the person pictured:

- a) Call In
- b) Show up late
- c) Arrive one time
- d) Arrive early

Question 8: This year the person pictured changed his/her job. How long was he/she at his/her last job?

- a) Less than 6 months
- b) Between 6 months and one year
- c) Over when year but less than five years
- d) Over five years

Question 9: The person pictured had a disagreement on how to resolve a problem at work. Did he/she:

- a) Force his/her opinion
- b) Refused to address the problem
- c) Concede
- d) Compromise

Question 10: Which of the 5 personality traits do you think the person pictured would rate the highest?

- a) Neuroticism
- b) Extraversion
- c) Openness
- d) Agreeableness
- e) Conscientiousness

Please complete YOUR demographic information.

Gender: _____ Ethnicity: _____ Age: _____

How many tattoos do you have?

- a) 0
- b) 1 to 4
- c) 4 to 8
- d) 8 or more

Appendix B
Survey Questions
Tattoos in the Work Place

Picture 1



Question 1: Which salary range is the person picture most likely to receive each year?

- a) 0 - \$19,999
- b) \$20,000 - \$39,999
- c) \$40,000 – \$59,999
- d) \$60,000

Question 2: Which position is the person pictured most likely to be successful?

- a) Construction worker
- b) Food service worker
- c) Senator
- d) Doctor

Question 3: Which level within an organization is the person picture more likely to hold?

- a) Worker
- b) Supervisor
- c) Manager
- d) Owner/CEO

Question 4: Would you promote the person pictured?

- a) Never
- b) Not likely
- c) Possibly
- d) Very likely

Question 5: How likely is the person pictured to report an accident on the job?

- a) Not likely
- b) Somewhat likely
- c) Possibly
- d) Very likely

Question 6: The person pictured was recently evaluated on job performance. How was he/she rated?

- a) Poor performance
- b) Fair performance
- c) Acceptable performance
- d) Exceptional performance

Question 7: It is Monday morning and it is time to get up and get ready for work. Did the person pictured:

- a) Call In
- b) Show up late
- c) Arrive one time
- d) Arrive early

Question 8: This year the person pictured changed his/her job. How long was he/she at his/her last job?

- a) Less than 6 months
- b) Between 6 months and one year
- c) Over when year but less than five years
- d) Over five years

Question 9: The person pictured had a disagreement on how to resolve a problem at work. Did he/she:

- a) Force his/her opinion
- b) Refused to address the problem
- c) Concede

d) Compromise

Question 10: Which of the 5 personality traits do you think the person pictured would rate the highest?

- a) Neuroticism
- b) Extraversion
- c) Openness
- d) Agreeableness
- e) Conscientiousness

Picture 2



Question 1: Which salary range is the person picture most likely to receive each year?

- a) 0 - \$19,999
- b) \$20,000 - \$39,999
- c) \$40,000 – \$59,999
- d) \$60,000

Question 2: Which position is the person pictured most likely to be successful?

- a) Construction worker
- b) Food service worker
- c) Senator
- d) Doctor

Question 3: Which level within an organization is the person picture more likely to hold?

- a) Worker
- b) Supervisor
- c) Manager
- d) Owner/CEO

Question 4: Would you promote the person pictured?

- a) Never
- b) Not likely
- c) Possibly
- d) Very likely

Question 5: How likely is the person pictured to report an accident on the job?

- a) Not likely
- b) Somewhat likely
- c) Possibly
- d) Very likely

Question 6: The person pictured was recently evaluated on job performance. How was he/she rated?

- a) Poor performance
- b) Fair performance
- c) Acceptable performance
- d) Exceptional performance

Question 7: It is Monday morning and it is time to get up and get ready for work. Did the person pictured:

- a) Call In
- b) Show up late
- c) Arrive on time
- d) Arrive early

Question 8: This year the person pictured changed his/her job. How long was he/she at his/her last job?

- a) Less than 6 months
- b) Between 6 months and one year
- c) Over one year but less than five years
- d) Over five years

Question 9: The person pictured had a disagreement on how to resolve a problem at work. Did he/she:

- a) Force his/her opinion
- b) Refused to address the problem
- c) Concede
- d) Compromise

Question 10: Which of the 5 personality traits do you think the person pictured would rate the highest?

- a) Neuroticism
- b) Extraversion
- c) Openness
- d) Agreeableness
- e) Conscientiousness

Picture 3



Question 1: Which salary range is the person picture most likely to receive each year?

- a) 0 - \$19,999
- b) \$20,000 - \$39,999
- c) \$40,000 – \$59,999
- d) \$60,000

Question 2: Which position is the person pictured most likely to be successful?

- a) Construction worker
- b) Food service worker
- c) Senator
- d) Doctor

Question 3: Which level within an organization is the person picture more likely to hold?

- a) Worker
- b) Supervisor
- c) Manager
- d) Owner/CEO

Question 4: Would you promote the person pictured?

- a) Never
- b) Not likely
- c) Possibly
- d) Very likely

Question 5: How likely is the person pictured to report an accident on the job?

- a) Not likely
- b) Somewhat likely
- c) Possibly
- d) Very likely

Question 6: The person pictured was recently evaluated on job performance. How was he/she rated?

- a) Poor performance
- b) Fair performance
- c) Acceptable performance
- d) Exceptional performance

Question 7: It is Monday morning and it is time to get up and get ready for work. Did the person pictured:

- a) Call In
- b) Show up late
- c) Arrive one time
- d) Arrive early

Question 8: This year the person pictured changed his/her job. How long was he/she at his/her last job?

- a) Less than 6 months
- b) Between 6 months and one year
- c) Over when year but less than five years
- d) Over five years

Question 9: The person pictured had a disagreement on how to resolve a problem at work. Did he/she:

- a) Force his/her opinion
- b) Refused to address the problem
- c) Concede
- d) Compromise

Question 10: Which of the 5 personality traits do you think the person pictured would rate the highest?

- a) Neuroticism
- b) Extraversion
- c) Openness
- d) Agreeableness
- e) Conscientiousness

Please complete YOUR demographic information.

Gender: _____ Ethnicity: _____ Age: _____

How many tattoos do you have?

- a) 0
- b) 1 to 4
- c) 4 to 8
- d) 8 or more