Results for: Sample Client
Client ID: 1234
Age: 26
Gender: Female
Test form: S (NEO FFI-3)
Test date: 05/13/2013
Normative group: Adult / Combined Gender

This report is intended for use by qualified professionals only and is not to be shared with the examinee or any other unqualified persons.
NEO FFI-3 Data Table

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<tr>
<th>Scale</th>
<th>Raw score</th>
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<tr>
<td>(N) Neuroticism</td>
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<td>45</td>
<td>Average</td>
</tr>
<tr>
<td>(E) Extraversion</td>
<td>16</td>
<td>30</td>
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<tr>
<td>(O) Openness</td>
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<tr>
<td>(A) Agreeableness</td>
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<tr>
<td>(C) Conscientiousness</td>
<td>17</td>
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Validity Indices

Validity indices (i.e., B and C questions, and total number of items missing) are within normal limits.

Basis of Interpretation

This report compares the respondent to other adult men and women. It is based on self-reports of the respondent.

This report is based on a short version of the NEO™ Personality Inventory-3. It provides information on the five basic personality factors. More precise estimation of the factors and more detailed information about specific traits that define them can be obtained by administering the NEO-PI-3.

Global Description of Personality: The Five Factors

The most distinctive feature of this individual's personality is her standing on the factor of Conscientiousness. Women who score in this range have little need for achievement, putting personal interests or pleasure before business. They prefer not to make schedules, are often late for meetings and appointments, and have difficulty in finishing tasks. Their work is typically accomplished in a haphazard and disorganized fashion. They lack self-discipline, prefer play to work/school, and may seem aimless in setting goals for their lives. They have a relaxed attitude toward duties and obligations, and typically prefer not to make commitments. Raters describe such people as relatively careless, neglectful, unreliable, and negligent.

This person is very low in Extraversion. Such people are quite introverted, preferring to do most things alone or with small groups of people. They avoid large, loud parties and do not enjoy meeting new people. They are usually quiet and unassertive in group interactions. They rarely experience strong positive feelings like joy or excitement. Those
who know such people would probably describe them as reserved, serious, retiring, and loners. The fact that these individuals are introverted does not necessarily mean that they lack social skills—many introverts function very well in social situations, although they might prefer to avoid them. Note also that introversion does not imply introspection; these individuals are likely to be thoughtful and reflective only if they are also high in Openness.

Next, consider the individual’s level of Openness. Low scorers like her prefer the familiar and conventional, and have little need for variety. They are not particularly sensitive to inner feelings and are reluctant to entertain new ideas unless they have a concrete reason. Their values are simple, traditional, and pragmatic. Peers rate such people as unadventurous and conventional. Closed individuals, as a rule, do not have many intellectual interests. However, this does not mean that they lack intellectual ability; it means only that they tend to direct their intelligence to a narrow circle of problems that are important to them.

This person is average in Neuroticism. Individuals scoring in this range are average in terms of their emotional stability. They experience a normal amount of psychological distress and have a typical balance of satisfactions and dissatisfactions with life. They are neither high nor low in self-esteem. Their ability to deal with stress is as good as the average person’s.

Finally, the individual scores in the average range in Agreeableness. People who score in this range are about as good-natured as the average person. They can be sympathetic, but can also be firm. They are trusting but not gullible, and ready to compete as well as to cooperate with others.

**Personality Correlates: Some Possible Implications**

Research has shown that the scales of the NEO FFI-3 are related to a wide variety of psychosocial variables. These correlates suggest possible implications of the personality profile, because individuals who score high on a trait are also likely to score high on measures of the trait’s correlates.

The following information is intended to give a sense of how this individual might function in a number of areas. It is not, however, a substitute for direct measurement. If, for example, there is a primary interest in medical complaints, an inventory of medical complaints should be administered in addition to the NEO FFI-3.
### Coping and Defenses

In coping with the stresses of everyday life, this individual is not very likely to react with ineffective responses, such as hostile reactions toward others, self-blame, or escapist fantasies. She is more likely to use faith and less likely to use humor in responding to threats, losses, and challenges. In addition, she is somewhat less likely to use positive thinking and direct action in dealing with problems.

### Somatic Complaints

This person likely responds in a normal fashion to physical problems and illness. She is prone neither to exaggerate nor to minimize physical symptoms and is fairly objective in assessing the seriousness of any medical problems that she might have.

### Psychological Well-being

Although her mood and satisfaction with various aspects of her life will vary with the circumstances, in the long run this individual is likely to experience the normal course of positive and negative feelings and be generally content with life. Because she is closed to experience, her moods may be less intense and varied than those of the average woman.

### Cognitive Processes

This individual is likely to be less complex and differentiated in thoughts, values, and moral judgments than others of her level of intelligence and education. She would also probably score lower on measures of ego development.

### Interpersonal Characteristics

Many theories propose a circular arrangement of interpersonal traits around the axes of Love and Status. Within such systems, this person would likely be described as modest, submissive, cold, unfeeling, and especially aloof and reserved. Her traits are associated with low standing on the interpersonal dimensions of Love and Status.
Stability of Profile

Given the individual's age, some changes in personality are possible over the next few years. However, this profile is likely to be useful as a rough guide to the individual's personality throughout adulthood.
## NEO FFI-3 Item Responses

<table>
<thead>
<tr>
<th>Item</th>
<th>Rsp.</th>
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</table>

### Validity Items
- A. Yes
- B. Yes
- C. Yes

### Summary of Responses
- SD: 45.00%
- D: 55.00%
- N: 0.00%
- A: 0.00%
- SA: 0.00%
- ?: 0.00%
Personality Style Graphs

Broad personality factors are pervasive influences on thoughts, feelings, and actions, and combinations of factors provide insight into major aspects of people’s lives, defining what can be called personality styles. For example, for many years psychologists have known that interpersonal interactions can be conceptualized in terms of a circular ordering or circumplex, defined by the two axes of Dominance and Love, or by the alternative axes of Extraversion and Agreeableness. These two factors define a Style of Interactions.

The nine other pairs of factors also define styles, and all ten are represented in NEO Style Graphs. An "X" is placed on each graph to indicate where the respondent falls; the description of that quadrant applies to the respondent. Descriptions are likely to be most accurate if (1) the "X" is far from the center; (2) the "X" is near the diagonal passing through the center of the quadrant; and (3) all the facets in each domain show similar levels. If the "X" is placed in the central circle, then none of the descriptions is especially relevant. If the "X" is located near the horizontal or vertical axis, then both quadrants on that side of the circle may be descriptive. If there is marked scatter among the facets in a domain, then interpretation should focus on these facets rather than the domain and its combinations in Style Graphs.
**Style of Well-Being**

**Vertical Axis:** Neuroticism (= 45 T)
**Horizontal Axis:** Extraversion (= 30 T)

- **N+E- (Gloomy Pessimists):** These individuals face a dark and dreary life. There is little that cheers them and much that causes anguish and distress. Especially in stressful circumstances, they experience periods of feeling depressed. Even under normal circumstances, they often find life hard and joyless.

- **N+E+ (Strongly Emotional):** These individuals experience both positive and negative emotions fully and may swing rapidly from one mood to another. Their interpersonal interactions may be tumultuous because they are so easily influenced by their feelings. However, they may feel that their lives are full of excitement.

- **N-E- (Low-keyed):** Neither good news nor bad has much effect on these individuals; they maintain a stoic indifference to events that would frighten or delight others. Their interpersonal relationships may suffer because others find them to be “cold fish.” Their emotional experience of life is bland.

- **N-E+ (Upbeat Optimists):** These individuals are usually cheerful because they are not unduly troubled by problems and they have a keen appreciation for life's pleasures. When faced with frustration or disappointment, they may become angry or sad, but they quickly put these feelings behind them. They prefer to concentrate on the future, which they view with eager anticipation. They enjoy life.

- **N-O- (Maladaptive):** Maladaptive individuals tend to use ineffective defenses (e.g., repression, denial, reaction formation). They prefer not to think about disturbing ideas and they may refuse to acknowledge possible dangers (e.g., serious illness). They do not understand the distressing emotions they experience and they cannot verbalize their feelings.

- **N-O+ (Hypersensitive):** Hypersensitive individuals seem undefended. They are alert to danger and vividly imagine possible misfortunes. They may be prone to nightmares. Because they think in unusual and creative ways, they may sometimes be troubled by odd and eccentric ideas.

- **N-O- (Unconcerned):** In the face of stress, unconcerned individuals rarely experience strong negative emotions, and when they do, they downplay their importance. They do not dwell on threats or losses, turning instead to concrete action to solve the problem or simply to distract themselves. They put their faith in higher powers.

- **N-O+ (Adaptive):** Adaptive individuals are keenly aware of conflict, stress, and threat, but use these situations to stimulate creative adaptations. They grapple intellectually with their own intrapsychic problems and they may react to life stress as a source of humor or artistic inspiration.
Temperamental individuals are easily angered and tend to express anger directly. They may fly into a rage over a minor irritant, and they can seethe with anger for long periods of time. They are deeply involved in themselves and take offense readily, and they often overlook the effects of their anger on others. They may resort to physical aggression or verbal abuse.

Timid individuals are heavily conflicted over anger. On the one hand, their feelings are readily hurt and they often feel victimized. On the other hand, they are reluctant to express anger because they do not want to offend others. Their anger may be directed inward against themselves.

Cold-blooded individuals “don’t get mad, they get even.” They often take offense, but they are not overpowered by feelings of anger. Instead, they keep accounts and express their animosity at a time and in a way that suits them. They may seek revenge.

Easy-going individuals are slow to anger and reluctant to express it when it arises. They know when they have been insulted and may raise objections, but they would prefer to forgive and forget. They understand there are two sides to every issue and try to work toward a common ground in resolving disputes.

Undercontrolled individuals are often at the mercy of their own impulses. They find it difficult and distressing to resist any urge or desire, and they lack the self-control to hold their urges in check. As a result, they may act in ways that they know are not in their long-term best interests. They may be particularly susceptible to substance abuse and other health-risk behaviors.

Overcontrolled individuals combine distress-proneness with a strong need to control their behavior. They have perfectionistic strivings and will not allow themselves to fail even in the smallest detail. Because their goals are often unrealistic and unattainable, they are prone to guilt and self-reproach. They may be somewhat compulsive.

Relaxed individuals see little need to exert rigorous control over their behavior. They tend to take the easy way and are philosophical about disappointments. They may need extra assistance in motivating themselves to follow appropriate medical advice or to undertake a difficult task.

Directed individuals have a clear sense of their own goals and the ability to work toward them even under unfavorable conditions. They take setbacks and frustrations in stride, and they are able to tolerate unsatisfied needs without abandoning their plan of action.
NEO Style Graphs

Style of Interests

Vertical Axis: Extraversion (= 30 T)
Horizontal Axis: Openness (= 38 T)

E+O-
Mainstream Consumers
The interests of these individuals reflect popular favorites: parties, sports, shopping, blockbuster movies -- events where they can enjoy themselves with others. They are attracted to businesses and jobs that let them work with others on simple projects.
Possible vocation: Salesperson.

E-O-
Homebodies
The interests of these individuals are focused on activities they can pursue alone or with a small group. They are unadventurous and may collect stamps or coins, watch television, or garden. Their vocational interests may include mechanical or domestic work. Possible vocation: Bookkeeper.

E+O+
Creative Interactors
The interests of these individuals revolve around the new and different, and they like to share their discoveries with others. They enjoy public speaking and teaching, and they fit in well in discussion groups. They enjoy meeting people from different backgrounds. Possible vocation: Anthropologist.

E-O+
Introspectors
The interests of these individuals are focused on ideas and activities they can pursue alone. Reading, writing, or creative hobbies (e.g., painting, music) appeal to them. They prefer occupations that provide both challenge and privacy. Possible vocation: Naturalist.

Style of Interactions

Vertical Axis: Extraversion (= 30 T)
Horizontal Axis: Agreeableness (= 50 T)

E+A-
Leaders
These individuals enjoy social situations as an arena in which they can shine. They prefer giving orders versus taking them and believe they are particularly well-suited to making decisions. They may be boastful and vain, but they also know how to get people to work together.

E-A-
Competition
These individuals tend to view others as potential enemies. They are wary and distant and keep to themselves. They prefer respect to friendship and guard their privacy jealously. When interacting with them, it is wise to allow them the space they feel they need.

E+A+
Welcomers
These individuals sincerely enjoy the company of others. They are deeply attached to their old friends and reach out freely to new ones. They are good-natured and sympathetic, willing to lend an ear and happy to chat about their own ideas. They are easy to get along with and popular.

E-A+
The Unassuming
These individuals are modest and self-effacing. They often prefer to be alone, but they are also sympathetic and respond to others' needs. Because they are trusting, others may sometimes take advantage of them. Their friends should watch out for their interests but still respect their privacy.
Style of Activity

Vertical Axis: Extraversion (= 30 T)
Horizontal Axis: Conscientiousness (= 25 T)

E+C-
Funlovers
These individuals are full of energy and vitality, but they find it hard to channel their energy in constructive directions. Instead, they prefer to enjoy life with thrills, adventures, and raucous parties. They are spontaneous and impulsive, ready to drop work for the chance of a good time.

E+C+
Go-Getters
These individuals are productive and efficient and work with a rapid tempo. They know exactly what needs to be done and are eager to pitch in. They might design their own self-improvement program and follow it with zeal. They may seem pushy if they try to impose their style on others.

E-C-
The Lethargic
These individuals are unenthusiastic and have few plans or goals to motivate them. They tend to be passive and respond only to the most pressing demands. They rarely initiate activities, and in group activities and games, they often find themselves left behind.

E-C+
Plodders
These individuals are methodical workers who concentrate on the task at hand and work slowly and steadily until it's completed. In leisure as in work, they have a measured pace. They cannot be hurried, but they can be counted upon to finish whatever tasks they are assigned.

Style of Attitudes

Vertical Axis: Openness (= 38 T)
Horizontal Axis: Agreeableness (= 50 T)

O+A-
Free-Thinkers
These individuals are critical thinkers who are swayed neither by tradition nor by sentimentality. They consider all views, but then make their own judgments about right and wrong. They are willing to disregard others' feelings to pursue their own idea of the truth.

O+A+
Progressives
These individuals take a thoughtful approach to social problems and are willing to try new solutions. They have faith in human nature and are confident that society can be improved through education, innovation, and cooperation. They believe in reason and being reasonable.

O-A-
Resolute Believers
These individuals have strong and unchanging beliefs about social policies and personal morality. Because they view human nature with considerable skepticism, they support strict discipline and a get-tough approach to social problems. They expect everyone to follow the rules.

O-A+
Traditionalists
These individuals rely on the values and beliefs of their family and heritage in seeking the best way for people to live. They feel that following the established rules without question is the best way to ensure peace and prosperity for everyone.
These individuals are attracted to new ideas and can develop them with imaginative elaborations, but they may get lost in flights of fancy. They are good at starting innovative projects, but they are less successful in completing them and may need help staying focused. They are able to tolerate uncertainty and ambiguity.

Although these individuals are not necessarily more intelligent than others, they combine a real love of learning with the diligence and organization to excel. They have a high aspiration level and are often creative in their approach to solving problems. They are likely to go as far academically as their gifts allow.

Academic and intellectual pursuits are not the strength or preference for these individuals. They need special incentives to start learning and to stick with it. They may need help in organizing their work and reminders to keep them on schedule. They may have problems maintaining attention.

These individuals are diligent, methodical, and organized, and they abide by all the rules. However, they lack imagination and prefer step-by-step instructions. They excel at rote learning but have difficulties with questions that have no one right answer. They have a need for structure and closure.

These individuals are giving, sympathetic, and genuinely concerned about others. However, their lack of organization and persistence means that they sometimes fail to follow through on their good intentions. They may be best at inspiring kindness and generosity in others.

These individuals work diligently for the benefit of the group. They are high in self-discipline and endurance, and they channel their efforts to the service of others. As volunteers, they are willing to take on difficult or thankless tasks and will stick to them until they get the job done.

These individuals are more concerned with their own comfort and pleasure than with the well-being of others. They tend to be weak-willed and are likely to have some undesirable habits they find difficult to correct.

These individuals are concerned first and foremost with their own needs and interests, and they are effective in pursuing their own ends. They may be highly successful in business or politics because of their single-minded pursuit of their own interests.

*** End of Report ***
NEO Style Graphs