

NEOTM Five-Factor Inventory-3

Interpretive Report

Developed By

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and PAR Staff**

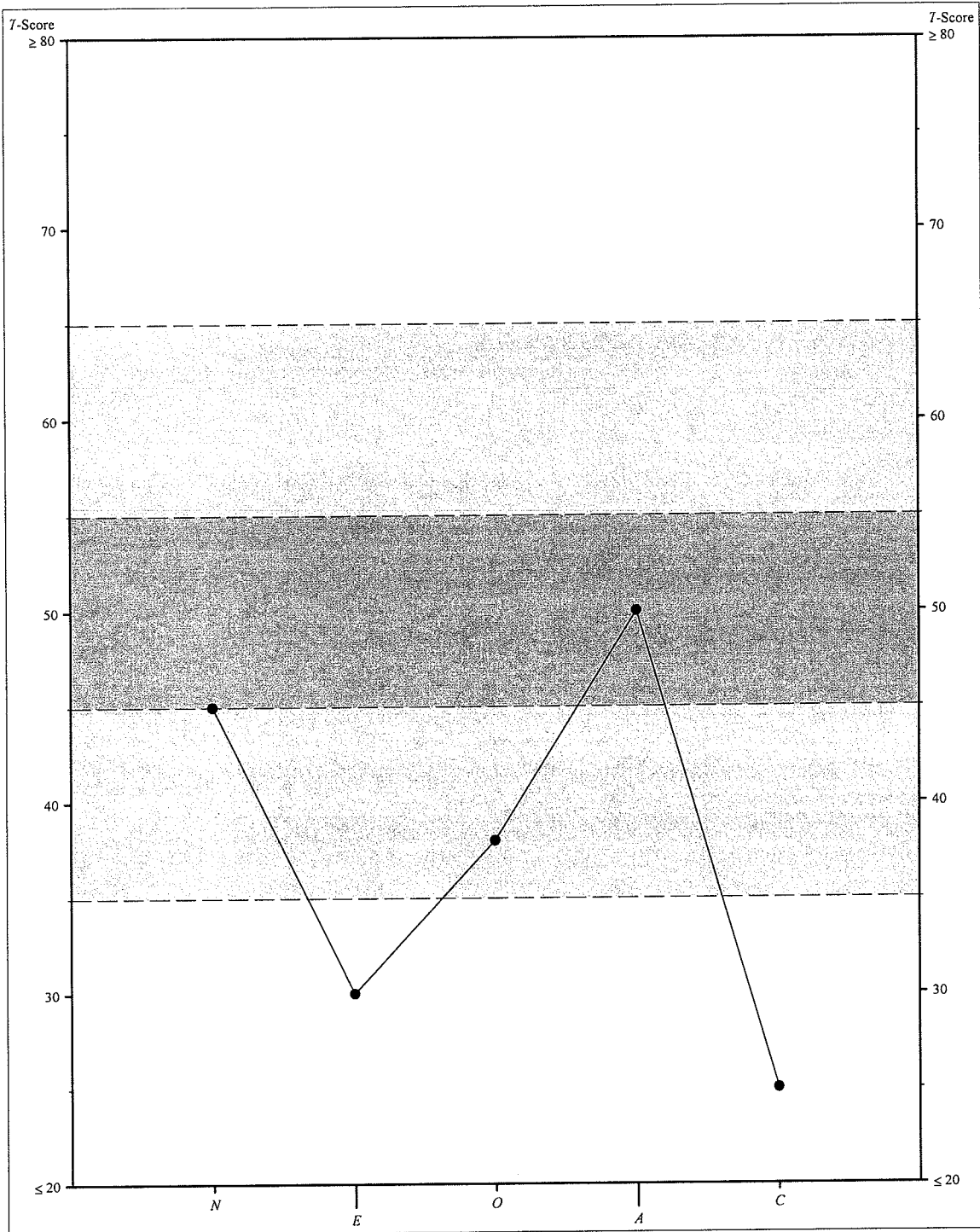
Client Information

Results For : Sample Client
Client ID : Sample 1234
Age : 41
Birthdate : 08/01/1969
Gender : Female
Test Form : S (NEO FFI-3)
Test Date : 08/16/2010

Normative Group : Adult / Combined Gender

The following report is based on research using adult and adolescent samples and is intended to provide information on the basic dimensions of personality. The interpretive information contained in this report should be viewed as only one source of hypotheses about the individual being evaluated. No decisions should be based solely on the information contained in this report. This material should be integrated with all other sources of information in reaching professional decisions about this individual. This report is confidential and intended for use by qualified professionals only; it should not be released to the individual being evaluated. "Your NEO FFI-3 Summary" provides a report in lay terms that may be appropriate for feedback to the client.

NEO FFI-3 T-Score Profile



NEO FFI-3 Data Table

Scale	Raw Score	T Score	Range
(N) Neuroticism	17	45	Average
(E) Extraversion	16	30	Very Low
(O) Openness	21	38	Low
(A) Agreeableness	32	50	Average
(C) Conscientiousness	17	25	Very Low

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

Research suggests that the individual's personality profile is likely to be stable throughout adulthood. Barring catastrophic stress, major illness, or therapeutic intervention, this description will probably serve as a fair guide even in old age.

NEO FFI-3 Item Responses

Item Rsp.	Item Rsp.	Item Rsp.	Item Rsp.	Item Rsp.
1. SD	13. D	25. D	37. SD	49. D
2. D	14. SD	26. SD	38. D	50. SD
3. SD	15. D	27. D	39. SD	51. SD
4. D	16. D	28. SD	40. D	52. SD
5. D	17. SD	29. D	41. D	53. SD
6. SD	18. D	30. SD	42. D	54. SD
7. D	19. SD	31. D	43. D	55. D
8. SD	20. D	32. SD	44. D	56. SD
9. D	21. SD	33. D	45. D	57. D
10. SD	22. D	34. D	46. SD	58. SD
11. D	23. SD	35. SD	47. D	59. D
12. D	24. D	36. D	48. SD	60. SD

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

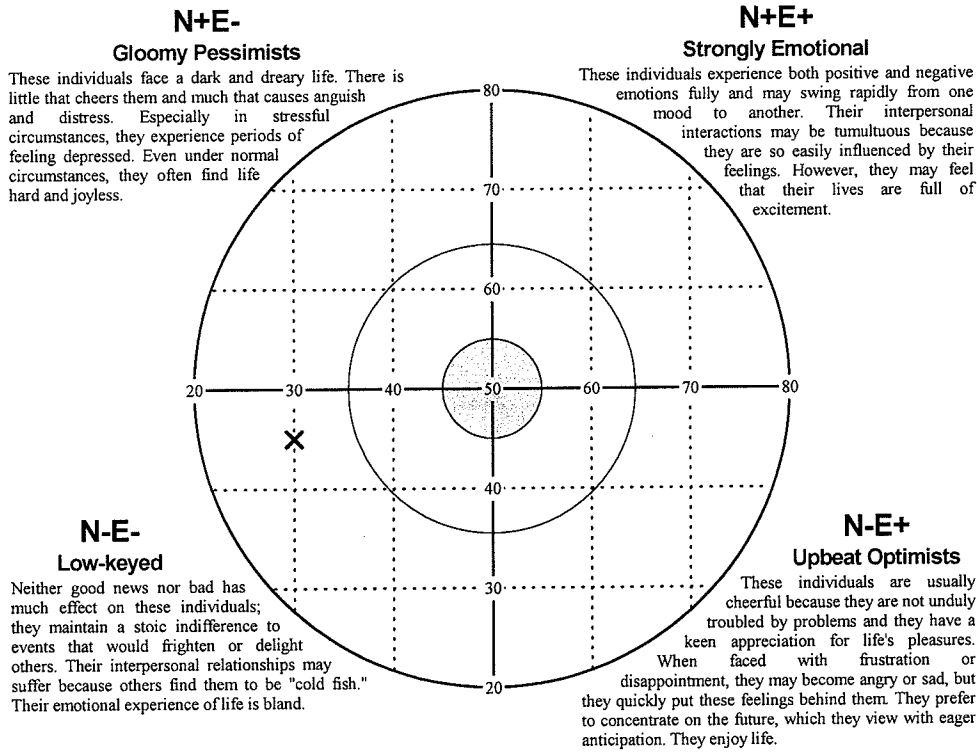
Broad personality factors are pervasive influences on thoughts, feelings, and actions, and combinations of factors provide insight into major aspects of people's lives, defining what can be called *personality styles*. For example, for many years psychologists have known that interpersonal interactions 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.

NEO Style Graphs

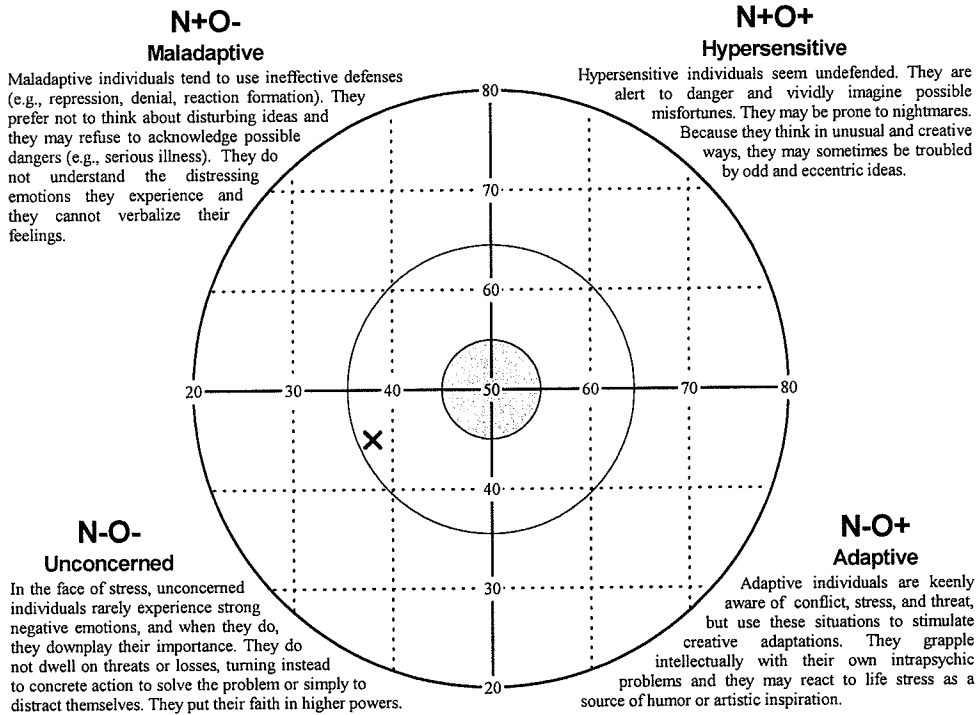
Style of Well-Being

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



Style of Defense

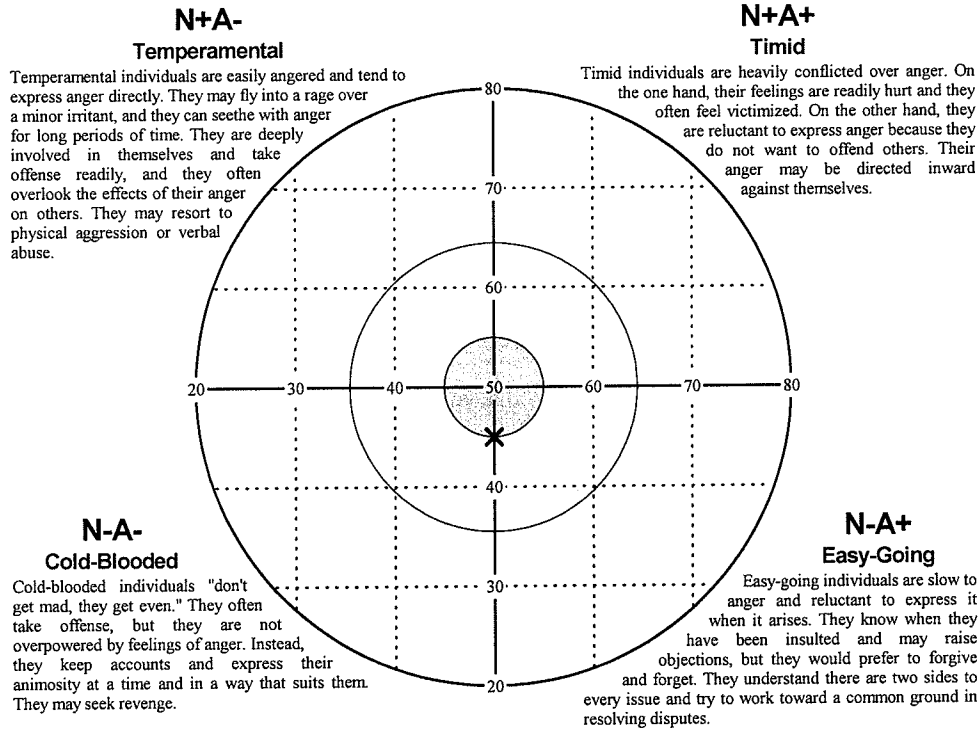
Vertical Axis: Neuroticism (= 45 T)
 Horizontal Axis: Openness (= 38 T)



NEO Style Graphs

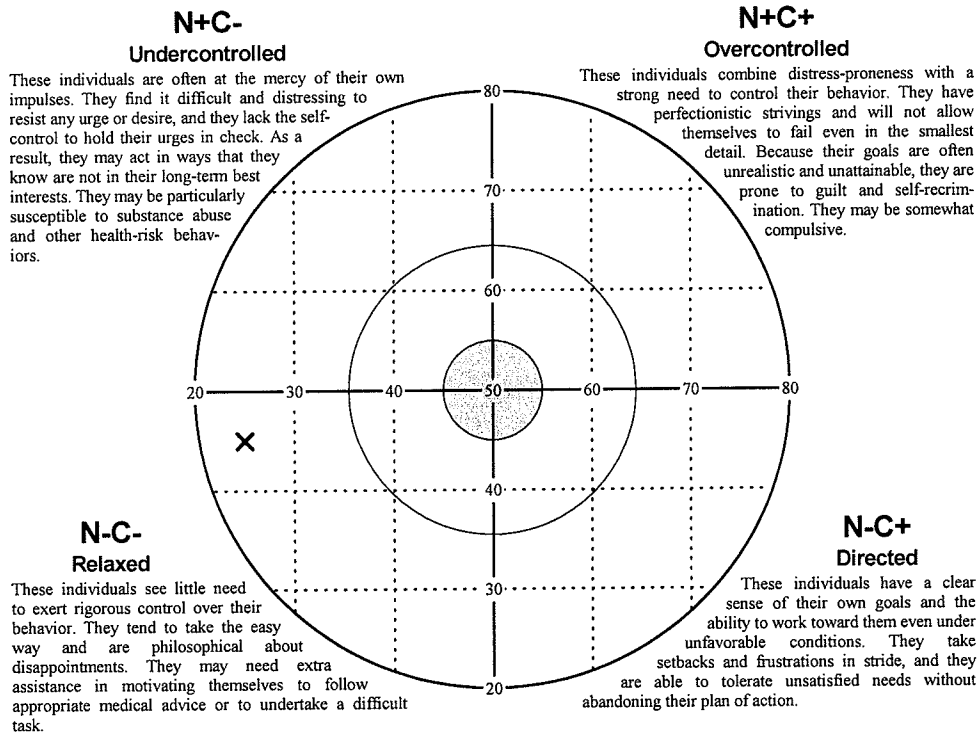
Style of Anger Control

Vertical Axis: Neuroticism (= 45 T)
 Horizontal Axis: Agreeableness (= 50 T)



Style of Impulse Control

Vertical Axis: Neuroticism (= 45 T)
 Horizontal Axis: Conscientiousness (= 25 T)

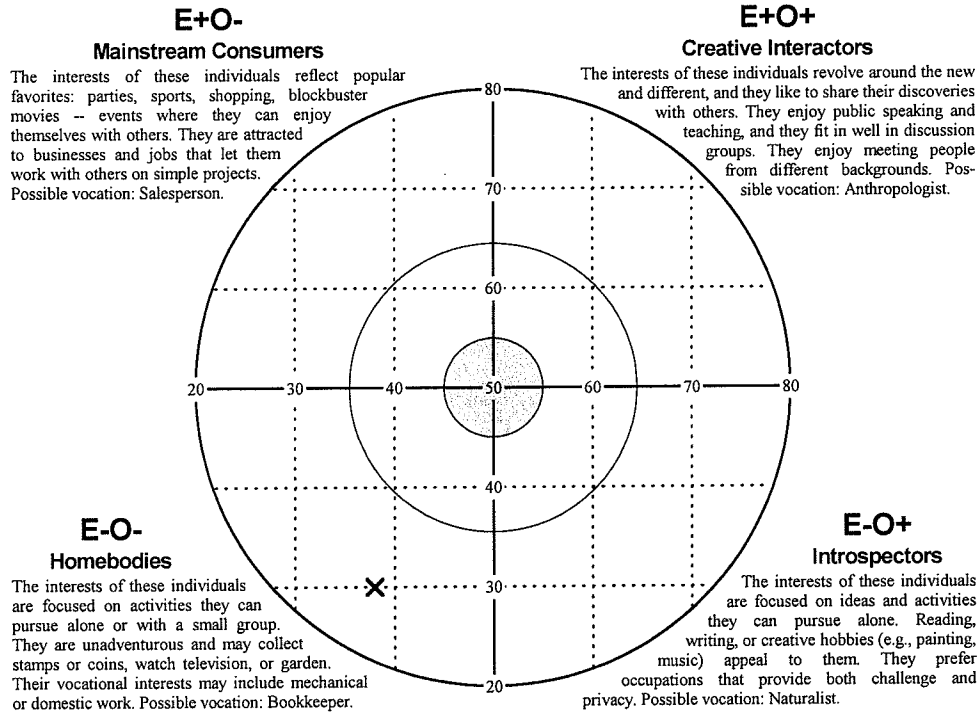


NEO Style Graphs

Style of Interests

Vertical Axis: Extraversion (= 30 T)

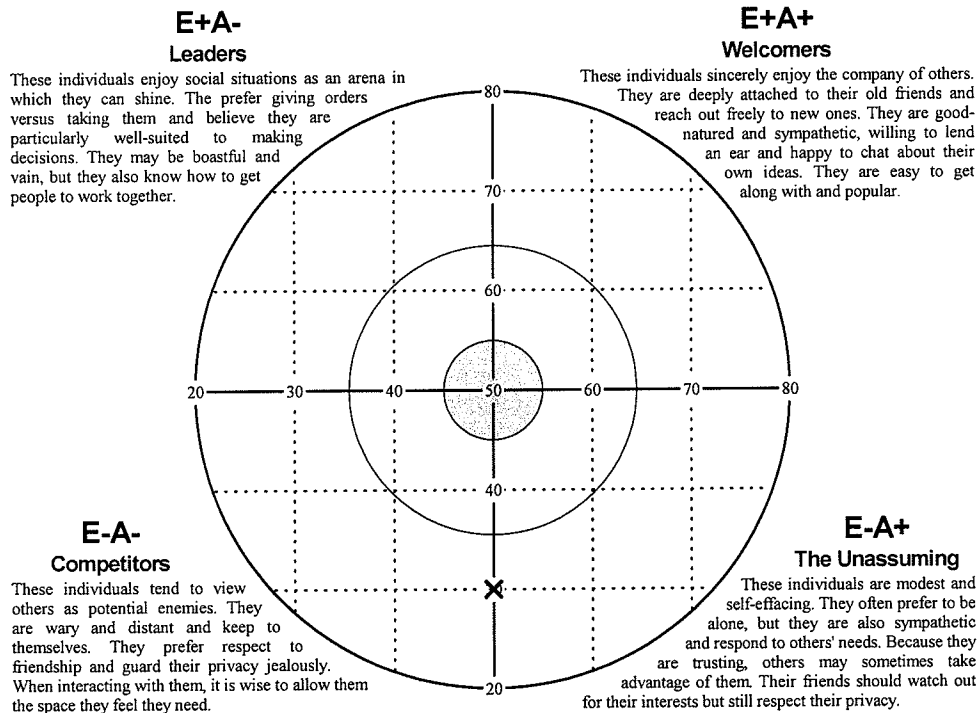
Horizontal Axis: Openness (= 38 T)



Style of Interactions

Vertical Axis: Extraversion (= 30 T)

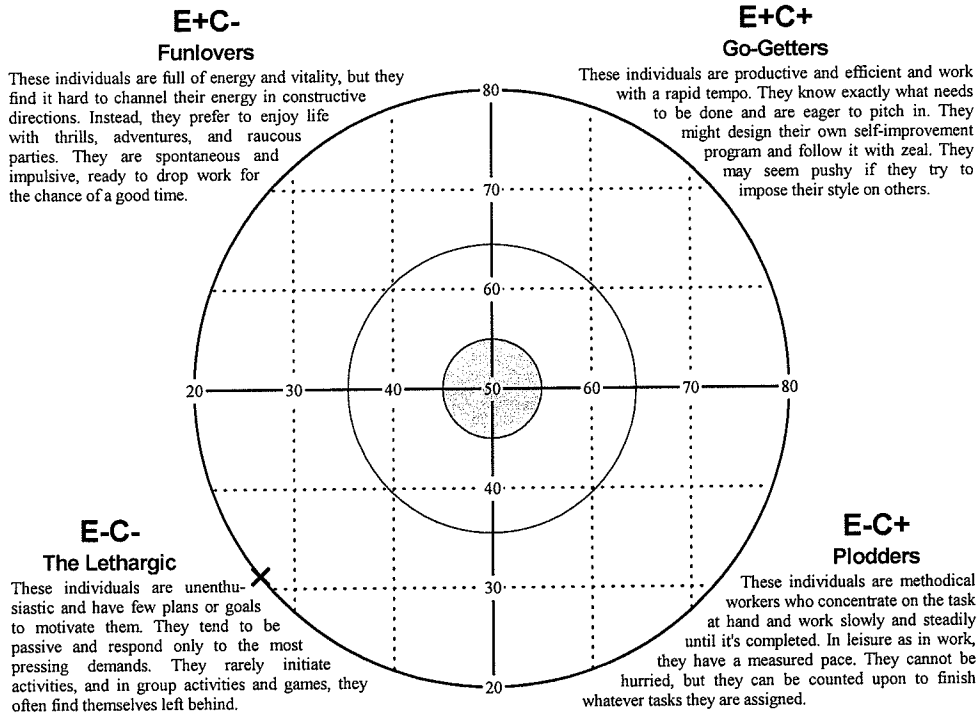
Horizontal Axis: Agreeableness (= 50 T)



NEO Style Graphs

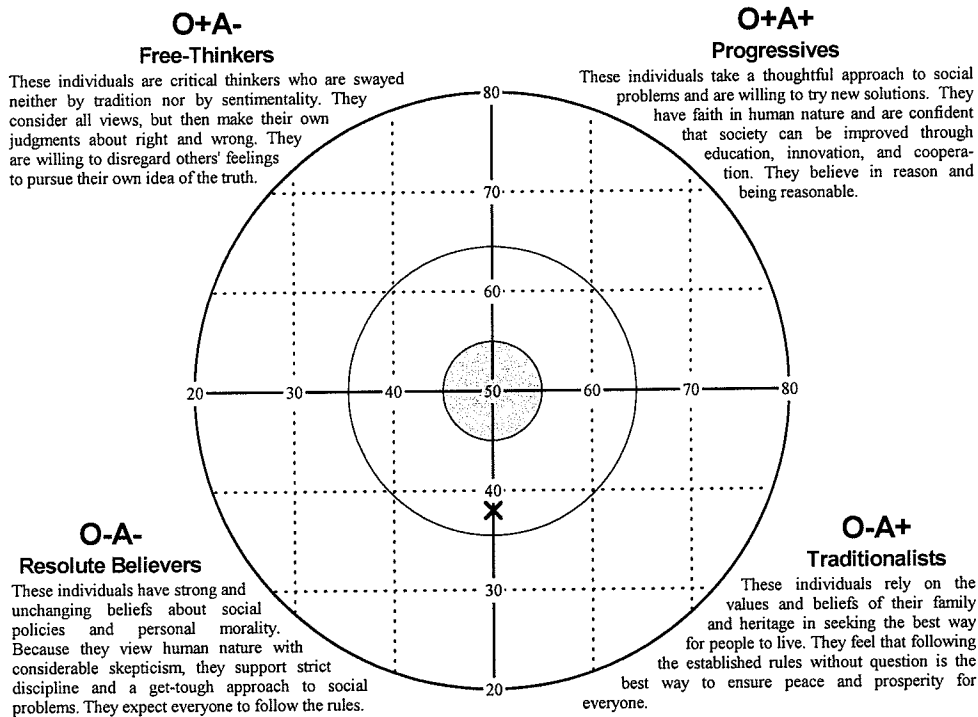
Style of Activity

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



Style of Attitudes

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

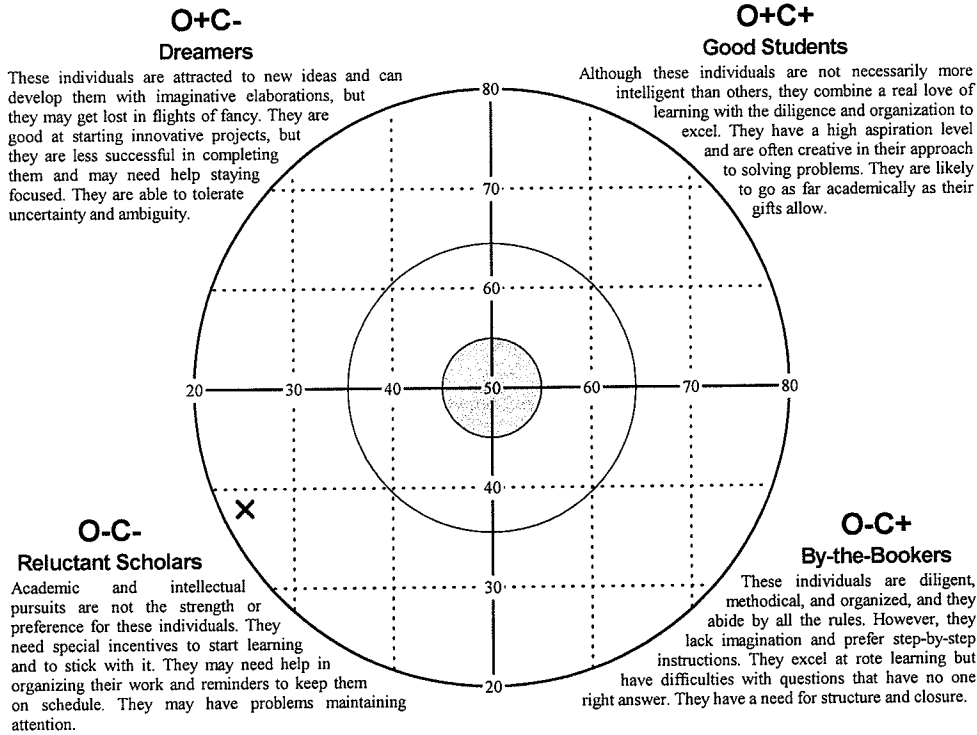


NEO Style Graphs

Style of Learning

Vertical Axis: Openness (= 38 T)

Horizontal Axis: Conscientiousness (= 25 T)



Style of Character

Vertical Axis: Agreeableness (= 50 T)

Horizontal Axis: Conscientiousness (= 25 T)

