Revised NEO Personality Inventory™

Interpretive Report

Developed By

Paul T. Costa, Jr., PhD,
Robert R. McCrae, PhD,
and PAR Staff

Client Information

Results For :	Sample Client
Client ID :	123456789
Age :	40
Birthdate :	02/03/1960
Gender :	Male
Test Form :	S
Test Date :	07/26/2000

The following report is based on research using normal adult 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 PI-R™ Summary" provides a report in lay terms that may be appropriate for feedback to the client.

PAR Psychological Assessment Resources, Inc. / 16204 North Florida Ave. / Lutz, FL 33549 / 1.800.331.8378 / www.parinc.com

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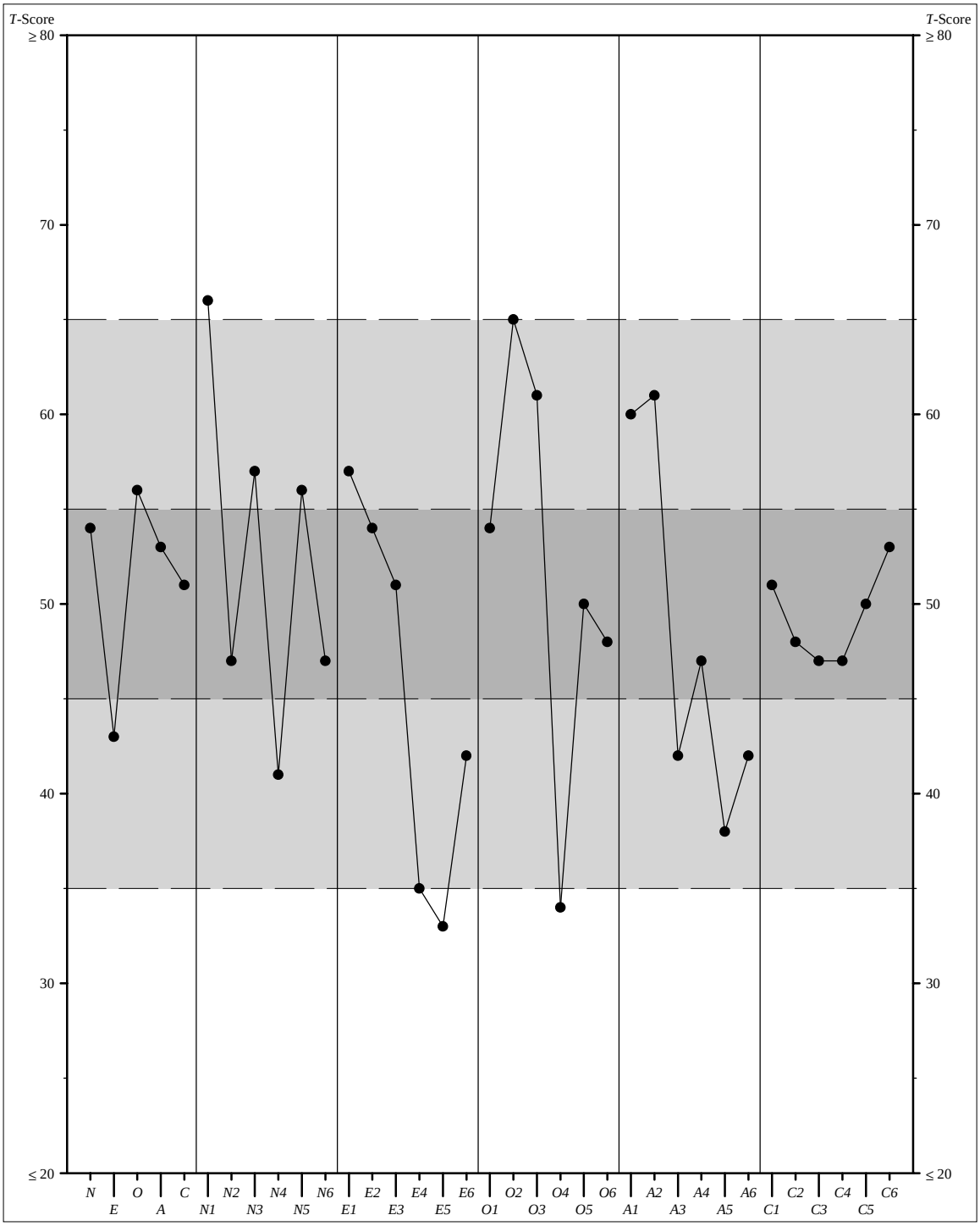
Version: 1.02 (1.50.025)

NEO PI-R™ *T*-Score Profile



NEO PI-R™ Data Table

Scale	Raw Score	*T* Score	Range
Factors			
(N) Neuroticism	---	54	Average
(E) Extraversion	---	43	Low
(O) Openness	---	56	High
(A) Agreeableness	---	53	Average
(C) Conscientiousness	---	51	Average
Neuroticism Facets			
(N1) Anxiety	21	66	Very High
(N2) Angry Hostility	11	47	Average
(N3) Depression	15	57	High
(N4) Self-Consciousness	10	41	Low
(N5) Impulsiveness	18	56	High
(N6) Vulnerability	8	47	Average
Extraversion Facets			
(E1) Warmth	25	57	High
(E2) Gregariousness	18	54	Average
(E3) Assertiveness	17	51	Average
(E4) Activity	11	35	Low
(E5) Excitement-Seeking	9	33	Very Low
(E6) Positive Emotions	16	42	Low
Openness Facets			
(O1) Fantasy	19	54	Average
(O2) Aesthetics	25	65	High
(O3) Feelings	24	61	High
(O4) Actions	10	34	Very Low
(O5) Ideas	20	50	Average
(O6) Values	20	48	Average
Agreeableness Facets			
(A1) Trust	25	60	High
(A2) Straightforwardness	25	61	High
(A3) Altruism	20	42	Low
(A4) Compliance	17	47	Average
(A5) Modesty	13	38	Low
(A6) Tender-Mindedness	17	42	Low
Conscientiousness Facets			
(C1) Competence	23	51	Average
(C2) Order	18	48	Average
(C3) Dutifulness	22	47	Average
(C4) Achievement Striving	18	47	Average
(C5) Self-Discipline	22	50	Average
(C6) Deliberation	19	53	Average

Validity Indices

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

Because the NEO PI-R™ Scored Data Entry option was used, no checks for missing items, acquiesence, nay-saying, or random responding could be made.

Basis of Interpretation

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

At the broadest level, personality can be described in terms of five basic dimensions or factors. NEO PI-R domain scores provide good estimates of these five factors by summing the six facets in each domain. Domain scores can be calculated easily by hand and are therefore used on the (hand-scored) Profile Form. More precise estimates of standing on the five factors, however, are provided by factor scores, which are a weighted combination of scores on all 30 facets (see Table 2 in the NEO PI-R™ Professional Manual). Factor scores are best calculated by computer.

Because factor scores have somewhat higher convergent and discriminant validity, they are used as the basis of this report. In general, domain *T* scores and factor *T* scores are very similar; occasionally, however, they differ. In these cases, the factor *T* score, which incorporates information from all 30 facets, is usually a more accurate description of the individual.

Factor scores are used to describe the individual at a global level, based on a composite of facet scale scores. To the extent that there is wide scatter among facet scores within a domain, interpretation of that domain and factor becomes more complex. Interpretive statements at the factor level may occasionally conflict with interpretive statements at the facet level. In these cases, particular attention should be focused on the facet scales and their interpretations.

Global Description of Personality: The Five Factors

The most distinctive feature of this individual's personality is his standing on the factor of Extraversion. Such people are somewhat introverted, preferring to do many things alone or with a small group of people. They avoid large, noisy parties and tend to be quiet and reserved in social interactions. Those who know such people would probably describe them as retiring and serious. 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.

This person is high in Openness. High scorers like him are interested in experience for its own sake. They enjoy novelty and variety. They are sensitive to their own feelings and have a greater than average ability to recognize the emotions of others. They have a high appreciation of beauty in art and nature. They are willing to consider new ideas and values, and may be somewhat unconventional in their own views. Peers rate such people as original and curious.

Next, consider the individual's level of 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.

This person is average 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.

Finally, the individual scores in the average range in Conscientiousness. Men who score in this range have a normal level of need for achievement. They are able to set work aside in pursuit of pleasure or recreation. They are moderately well organized and fairly reliable, and have an average amount of self-discipline.

Detailed Interpretation: Facets of N, E, O, A, and C

Each of the five factors encompasses a number of more specific traits, or facets. The NEO PI-R measures six facets in each of the five factors. An examination of the facet scores provides a more detailed picture of the distinctive way that these factors are seen in this person.

Neuroticism

This individual is anxious, generally apprehensive, and prone to worry. He sometimes feels frustrated, irritable, and angry at others and he is prone to feeling sad, lonely, and dejected. Embarrassment or shyness when dealing with people, especially strangers, is not a problem for him. He reports being poor at controlling his impulses and desires, but he is able to handle stress as well as most people.

Extraversion

This person is very warm and affectionate toward others and he sometimes enjoys large and noisy crowds or parties. He is as assertive as most men when the circumstances require. The individual has a low level of energy and prefers a slow and steady pace. Excitement, stimulation, and thrills have little appeal to him and he is less prone to experience feelings of joy and happiness than most men.

Openness

In experiential style, this individual is generally open. He has an average imagination and only occasionally daydreams or fantasizes. He is particularly responsive to beauty as found in music, art, poetry, or nature, and his feelings and emotional reactions are varied and important to him. He seldom enjoys new and different activities and has a low need for variety in his life. He has only a moderate level of intellectual curiosity and he is generally middle-of-the-road in his social, political, and moral beliefs.

Agreeableness

This person easily trusts others and usually assumes the best about anyone he meets. He is very candid and sincere and would find it difficult to deceive or manipulate others, but he tends to put his own needs and interests before others'. This individual holds his own in conflicts with others, but he is also willing to forgive and forget. He is quite proud of himself and his accomplishments, and happy to take credit for them. Compared to other people, he is hard-headed and tough-minded, and his social and political attitudes reflect his pragmatic realism.

Conscientiousness

This individual is reasonably efficient and generally sensible and rational in making decisions. He is moderately neat, punctual, and well organized, and he is reasonably dependable and reliable in meeting his obligations. He has a moderately high need for achievement, but he can also set work aside for recreation. He is average in self-discipline and generally finishes the tasks he starts. He is reasonably cautious, and generally thinks things through before acting.

Personality Correlates: Some Possible Implications

Research has shown that the scales of the NEO PI-R™ 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 PI-R™ .

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. He is more likely than most adults to use humor and less likely to use faith in responding to threats, losses, and challenges. In addition, he 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. He is prone neither to exaggerate nor to minimize physical symptoms and is fairly objective in assessing the seriousness of any medical problems that he might have.

Psychological Well-being

Although his mood and satisfaction with various aspects of his 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 he is open to experience, his moods may be more intense and varied than those of the average man.

Cognitive Processes

This individual is likely to be more complex and differentiated in his thoughts, values, and moral judgments than others of his level of intelligence and education. He would also probably score higher on measures of ego development. Because he is open to experience, this individual is likely to perform better than average on tests of divergent thinking ability; that is, he can generate fluent, flexible, and original solutions to many problems. He may be considered creative in his work or hobbies.

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. His traits are associated with low standing on the interpersonal dimensions of Love and Status.

Needs and Motives

Research in personality has identified a widely used list of psychological needs. Individuals differ in the degree to which these needs characterize their motivational structure. The respondent is likely to show high levels of the following needs : affiliation, harm avoidance (avoiding danger), nurturance, sentience (enjoyment of sensuous and aesthetic experiences), and understanding (intellectual stimulation). The respondent is likely to show low levels of the following needs : abasement, change, and play.

Clinical Hypotheses: Axis II Disorders and Treatment Implications

The NEO PI-R™ is a measure of personality traits, not psychopathology symptoms, but it is useful in clinical practice because personality profiles can suggest hypotheses about the disorders to which patients are prone and their responses to various kinds of therapy. This section of the NEO PI-R™ Interpretive Report is intended for use in clinical populations only. The hypotheses it offers should be accepted only when they are supported by other corroborating evidence.

Psychiatric diagnoses occur in men and women with different frequencies, and diagnoses are given according to uniform criteria. For that reason, information in this section of the Interpretive Report is based on Combined Gender norms.

Since Same Gender Norms were used for the Interpretive Report, there may be some apparent inconsistencies in score levels and interpretations.

Axis II Disorders

Personality traits are most directly relevant to the assessment of personality disorders coded on Axis II of the DSM-IV. A patient may have a personality disorder in addition to an Axis I disorder, and may meet criteria for more than one personality disorder. Certain diagnoses are more common among individuals with particular personality profiles; this section calls attention to diagnoses that are likely (or unlikely) to apply.

Borderline Personality Disorder. The most common personality disorder in clinical practice is Borderline, and the mean NEO PI-R™ profile of a group of patients diagnosed as having Borderline Personality Disorder provides a basis for evaluating the patient. Profile agreement between the patient and this mean profile neither suggests nor rules out a diagnosis of Borderline Personality Disorder; it is comparable to agreement seen in normal individuals.

Other Personality Disorders. Personality disorders can be conceptually characterized by a prototypic profile of NEO PI-R™ facets that are consistent with the definition of the disorder and its associated features. The coefficient of profile agreement can be used to assess the overall similarity of the patient's personality to other DSM-IV personality disorder prototypes.

It is unlikely that the patient has Paranoid Personality Disorder, Schizotypal Personality Disorder, Histrionic Personality Disorder, or Dependent Personality Disorder because the

patient's coefficients of profile agreement are lower than 50% of the subjects' in the normative sample.

Treatment Implications

This patient scores relatively low in Neuroticism, compared to other psychotherapy patients. His problems are likely to be due to a recent stressor or a difficult situation, and treatment may focus on dealing with those specific issues.

Because he is introverted, this patient probably finds it difficult to talk about his problems, and may be uncomfortable interacting with others. He may prefer more direct therapy that requires less spontaneous verbalization, and would probably prefer individual to group therapy.

This patient is open to experience, probably including the novel experience of psychotherapy. He tends to be introspective and psychologically-minded, and will probably be willing to try a variety of psychotherapeutic techniques. Free association, dream interpretation, and imaging techniques are likely to be congenial. Focusing on concrete solutions to problems may be more difficult for extremely open individuals.

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.

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 (= 54 *T*)

Horizontal Axis: Extraversion (= 43 *T*)

N+E-

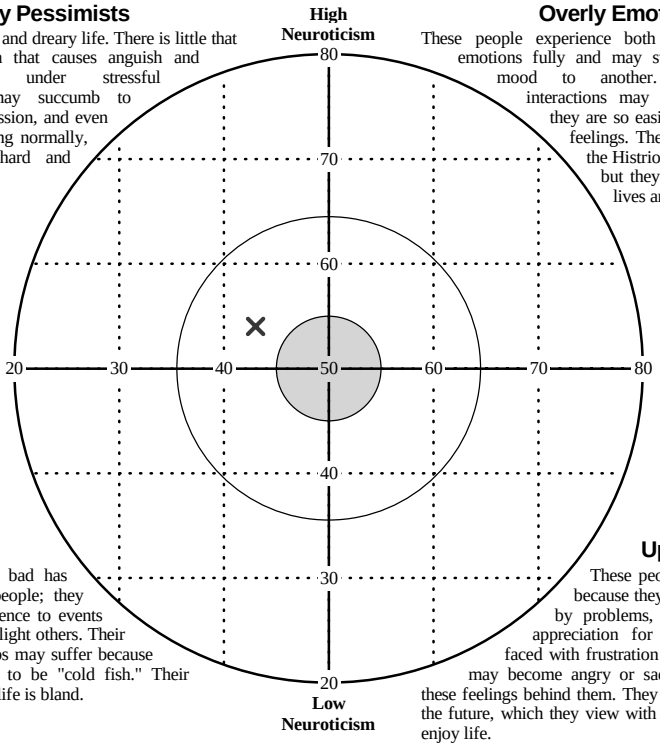
Gloomy Pessimists

These people face a dark and dreary life. There is little that cheers them and much that causes anguish and distress. Especially under stressful circumstances, they may succumb to periods of clinical depression, and even when they are functioning normally, they often find life hard and joyless.

N+E+

Overly Emotional

These people 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 carried away by their feelings. They may show features of the Histrionic Personality Disorder, but they may also feel that their lives are full of excitement.



N-E-

Low-keyed

Neither good news nor bad has much effect on these people; they maintain a stoic indifference to events that would frighten or delight others. Their interpersonal relationships may suffer because other people find them to be "cold fish." Their emotional experience of life is bland.

N-E+

Upbeat Optimists

These people 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.

Style of Defense

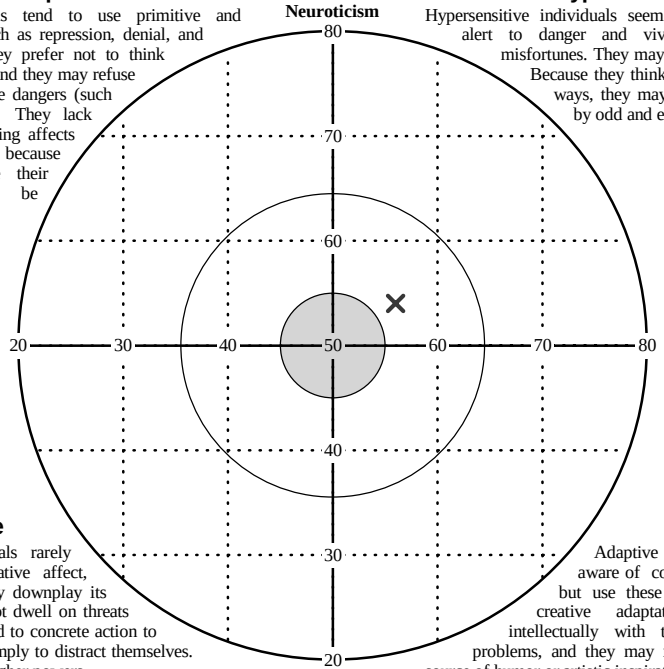
Vertical Axis: Neuroticism (= 54 *T*)
Horizontal Axis: Openness (= 56 *T*)

N+O-
Maladaptive

Maladaptive individuals tend to use primitive and ineffective defenses such as repression, denial, and reaction formation. They prefer not to think about disturbing ideas, and they may refuse to acknowledge possible dangers (such as a serious illness). They lack insight into the distressing affects they experience, and because they cannot verbalize their feelings, they may be considered alexithymic.

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-
Hyposensitive

Hyposensitive individuals rarely experience strong negative affect, and when they do, they downplay its 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.

Style of Anger Control

Vertical Axis: Neuroticism (= 54 *T*)

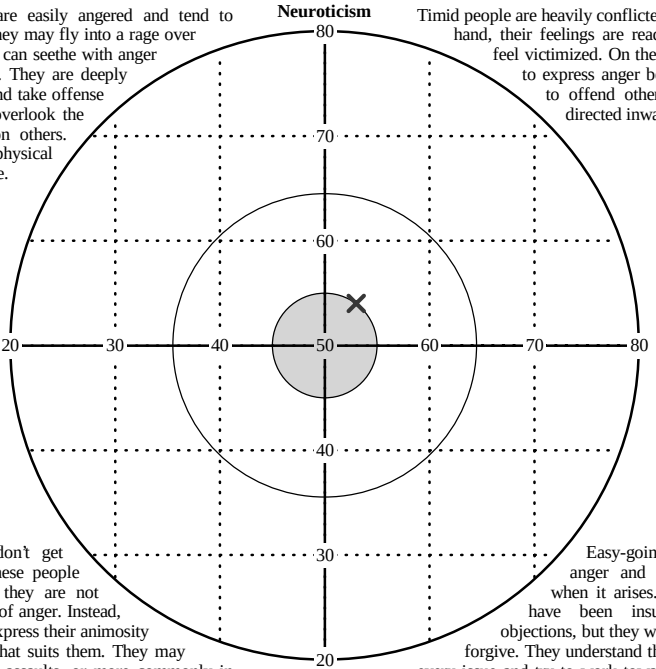
Horizontal Axis: Agreeableness (= 53 *T*)

N+A-
Temperamental

Temperamental people 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 be prone to physical aggression or verbal abuse.

N+A+
Timid

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



N-A-
Cold-blooded

Cold-blooded people "don't get mad, they get even." These people 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 in criminal assaults, or more commonly in manipulative office politics or exploitative interpersonal relationships.

N-A+
Easy-Going

Easy-going people 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 forget and forgive. They understand that there are two sides to every issue and try to work toward a common ground in resolving disputes.

Style of Impulse Control

Vertical Axis: Neuroticism (= 54 *T*)

Horizontal Axis: Conscientiousness (= 51 *T*)

N+C-

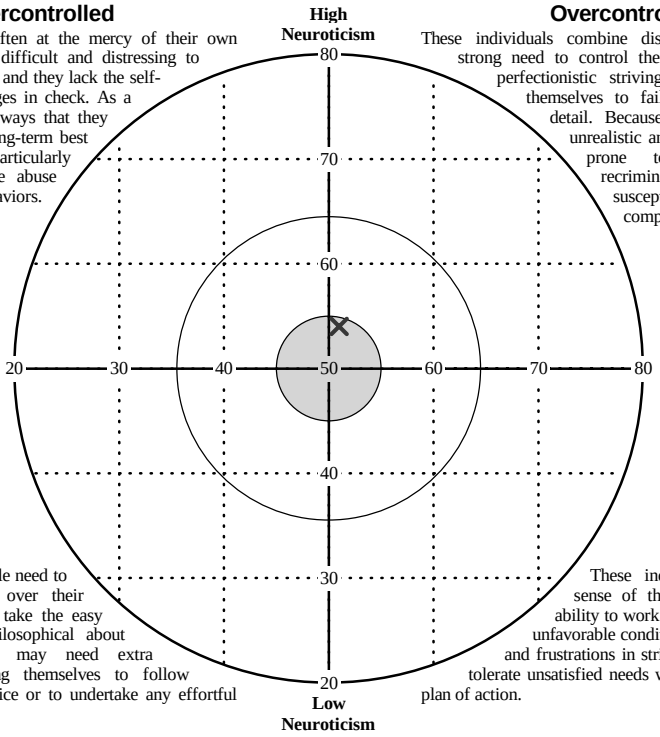
Undercontrolled

These 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.

N+C+

Overcontrolled

These 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-recrimination. They may be susceptible to obsessive and compulsive behavior.



N-C-

Relaxed

These individuals see little need to exert rigorous control over their behavior. They tend to take the easy way, and they are philosophical about disappointments. They may need extra assistance in motivating themselves to follow appropriate medical advice or to undertake any effortful endeavor.

N-C+

Directed

These 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.

Style of Interests

Vertical Axis: Extraversion (= 43 *T*)

Horizontal Axis: Openness (= 56 *T*)

E+O-

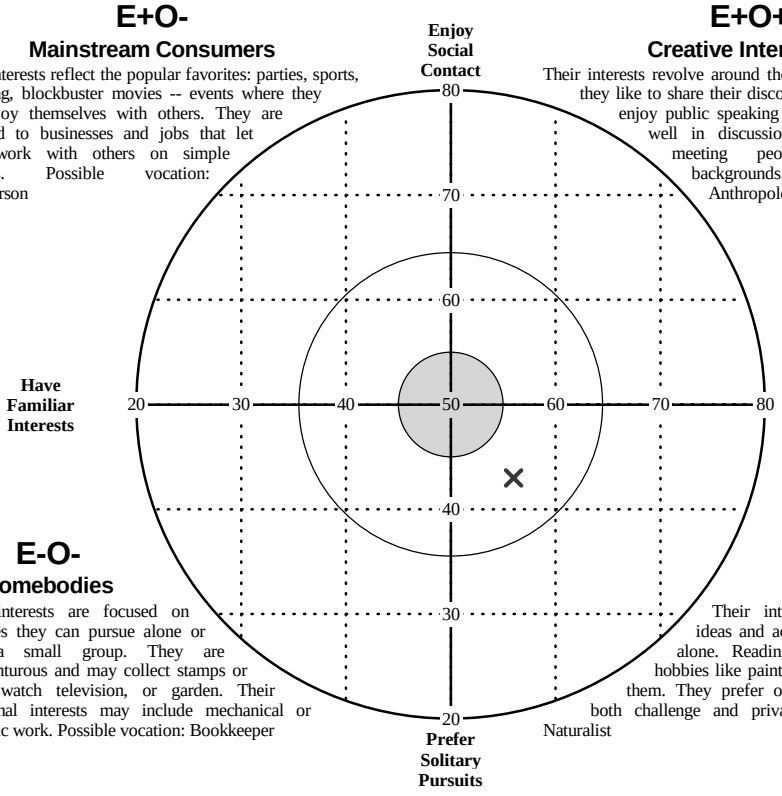
Mainstream Consumers

Their interests reflect the 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+

Creative Interactors

Their interests revolve around the new and different and they like to share their discoveries with others. They enjoy public speaking and teaching and fit in well in discussion groups. They enjoy meeting people from different backgrounds. Possible vocation: Anthropologist



E-O-

Homebodies

Their interests 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+

Introspectors

Their interests are focused on ideas and activities they can pursue alone. Reading, writing, or creative hobbies like painting and music appeal to them. They prefer occupations that provide both challenge and privacy. Possible vocation: Naturalist

Style of Interactions

Vertical Axis: Extraversion (= 43 *T*)

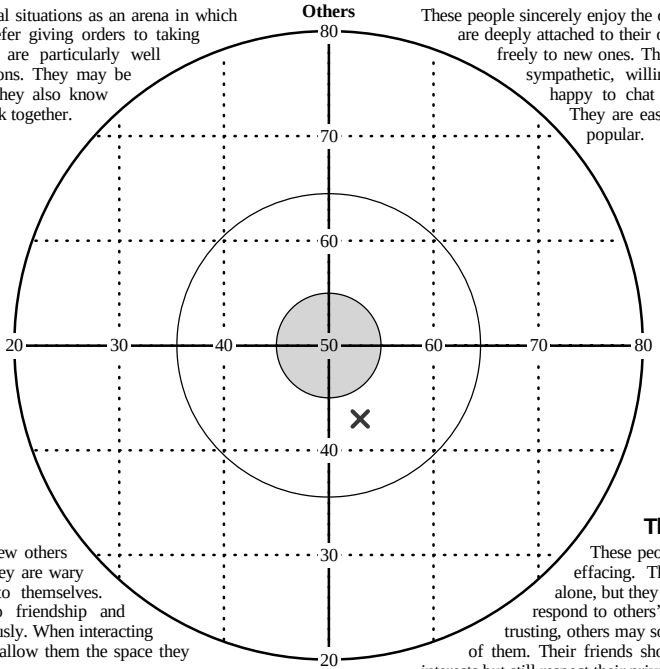
Horizontal Axis: Agreeableness (= 53 *T*)

E+A-
Leaders

These people enjoy social situations as an arena in which they can shine. The prefer giving orders to 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+
Welcomers

These people 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-
Competitors

These people 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+
The Unassuming

These people 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 (= 43 *T*)

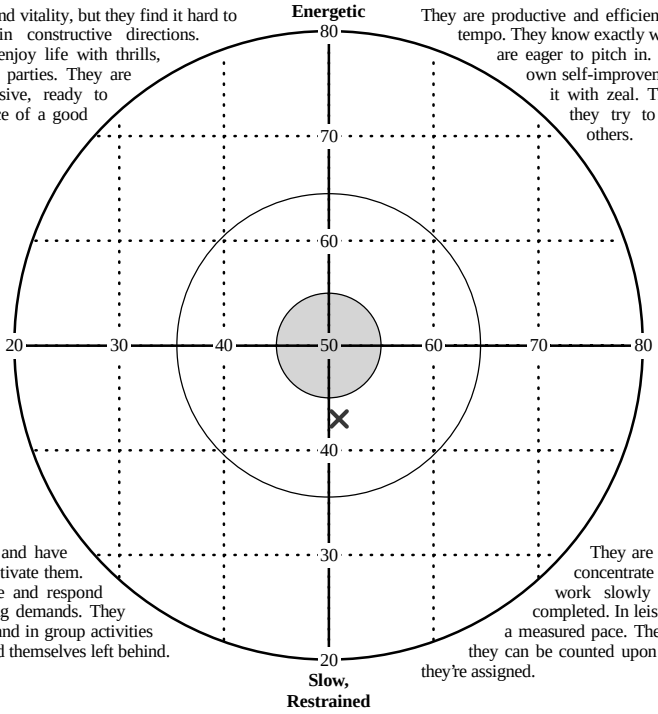
Horizontal Axis: Conscientiousness (= 51 *T*)

E+C-
Funlovers

They 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

They 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

They 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.

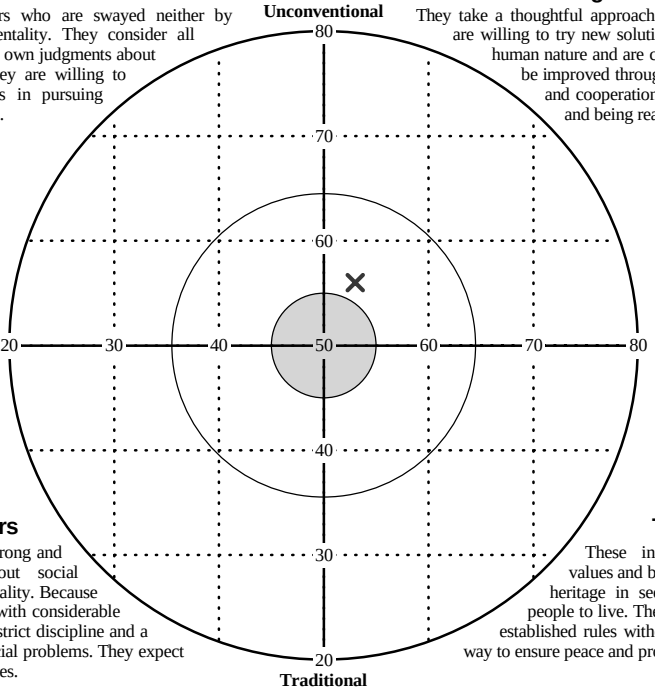
E-C+
Plodders

They 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're assigned.

Style of Attitudes

Vertical Axis: Openness (= 56 *T*)

Horizontal Axis: Agreeableness (= 53 *T*)



O+A-
Free-Thinkers

They 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, and they are willing to disregard others' feelings in pursuing their own idea of the truth.

O+A+
Progressives

They 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 questions is the best way to ensure peace and prosperity for everyone.

Style of Learning

Vertical Axis: Openness (= 56 *T*)

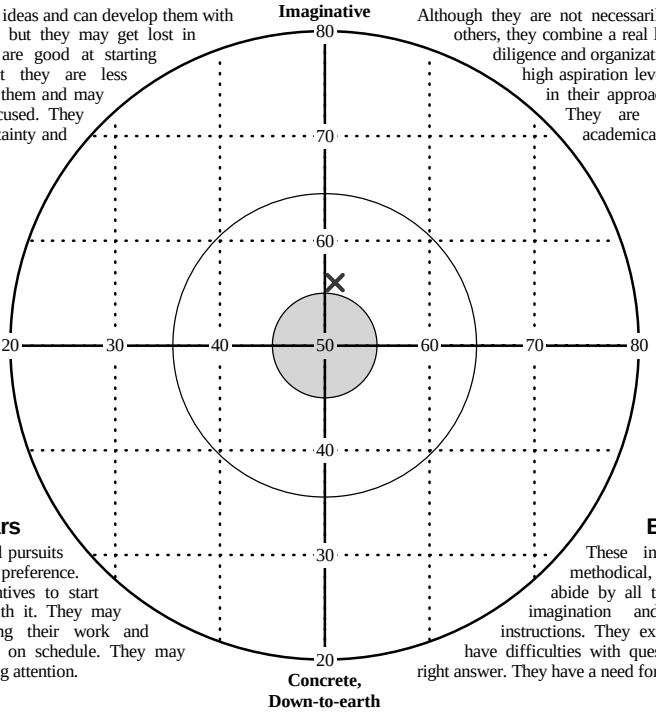
Horizontal Axis: Conscientiousness (= 51 *T*)

O+C-
Dreamers

They 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 in staying focused. They are able to tolerate uncertainty and ambiguity.

O+C+
Good Students

Although they 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.



O-C-
Reluctant Scholars

Academic and intellectual pursuits are not their strength or preference. 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.

O-C+
By-the-Bookers

These individuals are diligent, methodical, and organized, and they abide by all the rules. But 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.

Style of Character

Vertical Axis: Agreeableness (= 53 *T*)

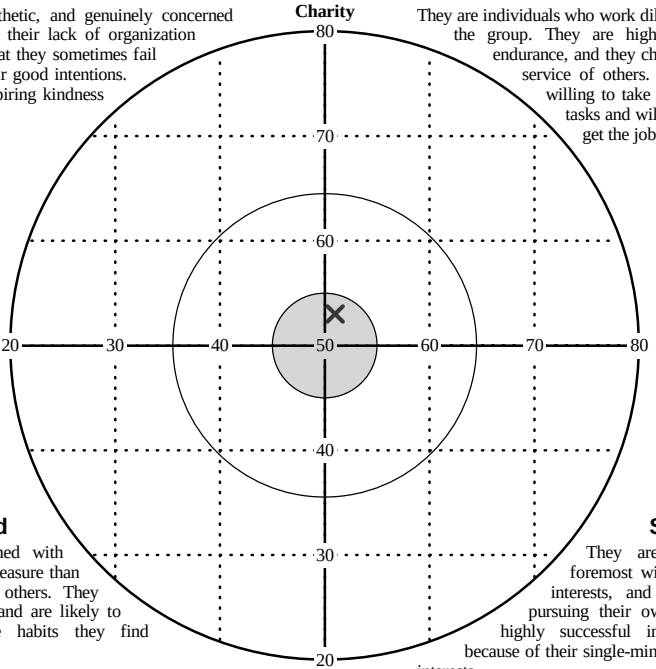
Horizontal Axis: Conscientiousness (= 51 *T*)

A+C-
Well-Intentioned

They 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.

A+C+
Effective Altruists

They are individuals who 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.



A-C-
Undistinguished

They 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.

A-C+
Self-Promoters

They 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.