

NEO Five-Factor InventoryTM

Interpretive Report

Developed By

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Client Information

Results For : Sample Example

Client ID : 454545

Age : 35

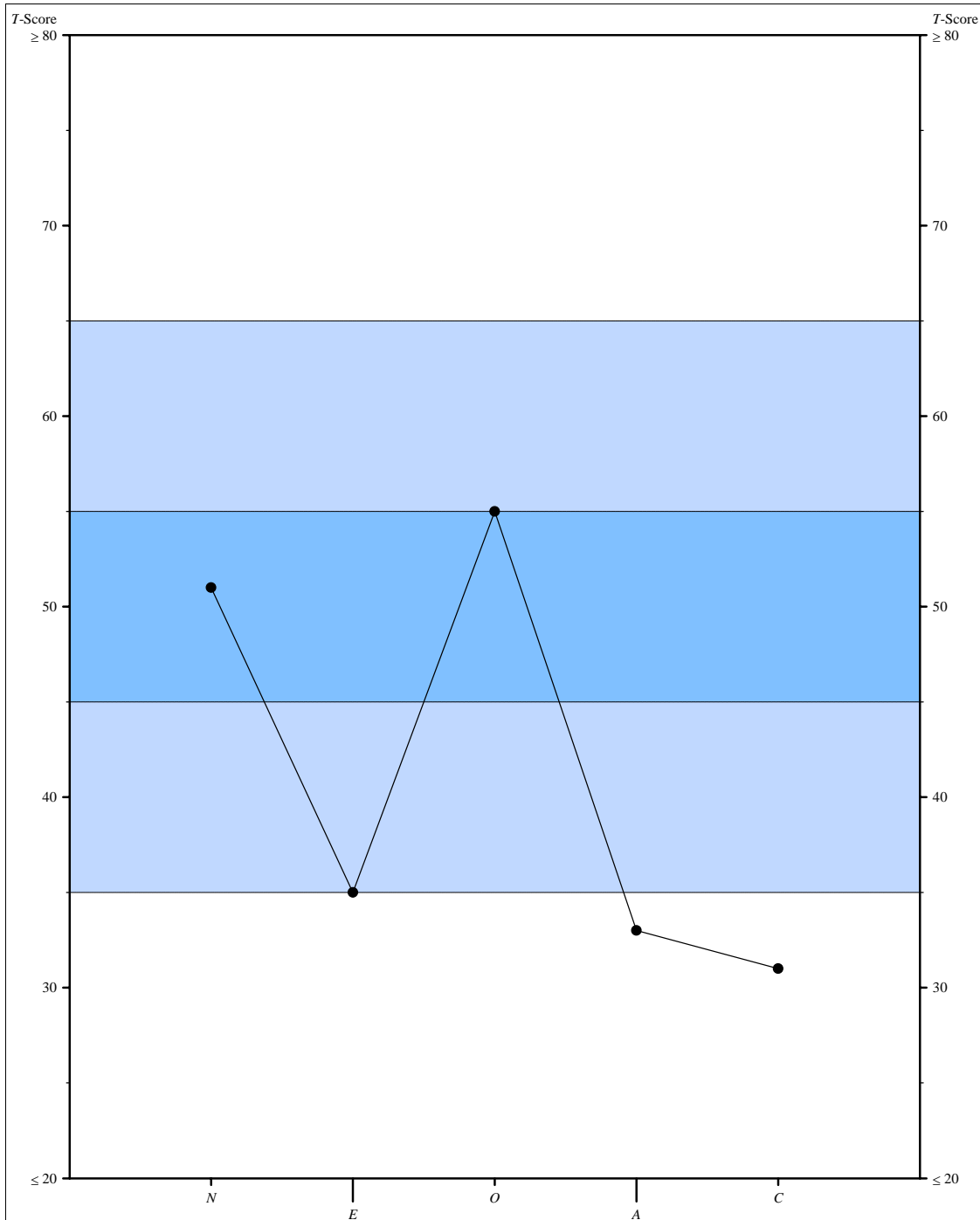
Gender : Male

Test Form : S (NEO-FFI)

Test Date : 12/05/2007

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 FFI Summary" provides a report in lay terms that may be appropriate for feedback to the client.

NEO-FFI T-Score Profile



NEO-FFI Data Table

	Scale	Raw Score	T Score	Range
(N)	Neuroticism	25	51	Average
(E)	Extraversion	22	35	Low
(O)	Openness	31	55	Average
(A)	Agreeableness	21	33	Very Low
(C)	Conscientiousness	18	31	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 college age men and women. It is based on self-reports of the respondent.

This report is based on a short version of the Revised NEO Personality Inventory™. 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-R™.

Global Description of Personality: The Five Factors

The most distinctive feature of this individual's personality is his standing on the factor of Conscientiousness. Men 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, 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 careless, neglectful, unreliable, and negligent.

This person is very low in Agreeableness. People who score in this range are antagonistic and tend to be brusque or even rude in dealing with others. They are generally suspicious of other people and skeptical of others' ideas and opinions. They can be callous in their feelings. Their attitudes are tough-minded in most situations. They prefer competition to cooperation, and express hostile feelings directly with little hesitation. People might describe them as relatively stubborn, critical, manipulative, or selfish. (Although antagonistic people are generally not well-liked by others, they are often respected for their critical independence, and their emotional toughness and competitiveness can be assets in many social and business roles.)

Next, consider the individual's level 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 average in Openness. Average scorers like him value both the new and the familiar, and have an average degree of sensitivity to inner feelings. They are willing to consider new ideas on occasion, but they do not seek out novelty for its own sake.

Finally, the individual scores in the average range 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.

Personality Correlates: Some Possible Implications

Research has shown that the scales of the NEO FFI™ 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™.

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 likely to use both faith and humor 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. He is more likely to present a defensive facade of superiority than to be self-sacrificing. He may use such defense mechanisms as acting out and projection.

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.

Cognitive Processes

This individual is likely to be about average in the complexity and differentiation of his thoughts, values, and moral judgments as compared to others of his level of intelligence and education. He would also probably score in the average range 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 aloof, reserved, arrogant, calculating, and especially cold and unfeeling. His traits are associated with low standing on the interpersonal dimension of Love.

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 Item Responses

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

Validity Items

A. No B. Yes C. Yes

Summary of Responses

SD: 18.33% D: 21.67% N: 0.00% A: 23.33% SA: 36.67% ?: 0.00%

Personality Style Graphs

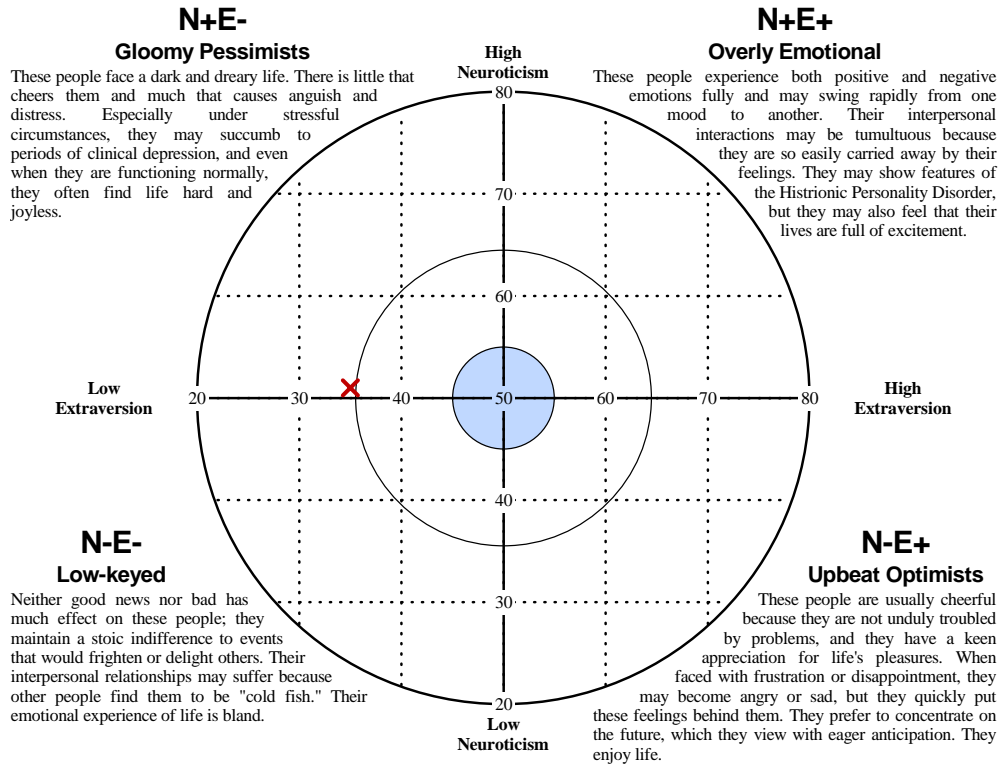
Broad personality factors are pervasive influences on thoughts, feelings, and actions, and combinations of factors provide insight into major aspects of people's lives, defining what can be called *personality styles*. For example, for many years psychologists have known that interpersonal interactions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

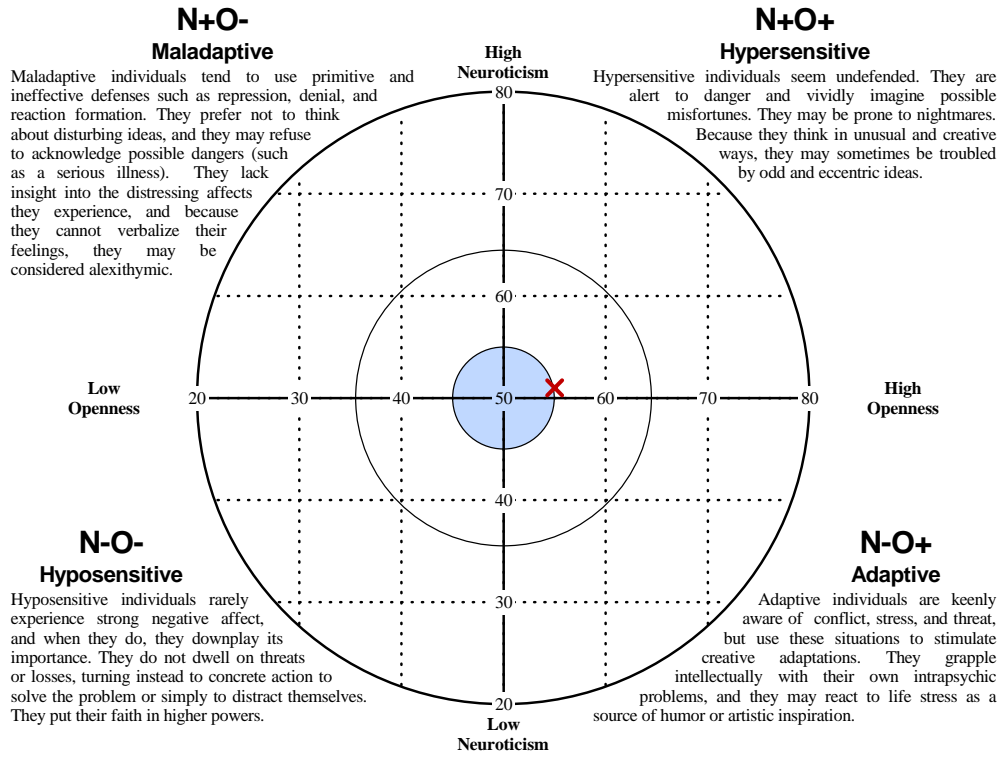
Vertical Axis: Neuroticism (= 51 T)
 Horizontal Axis: Extraversion (= 35 T)



NEO Style Graphs

Style of Defense

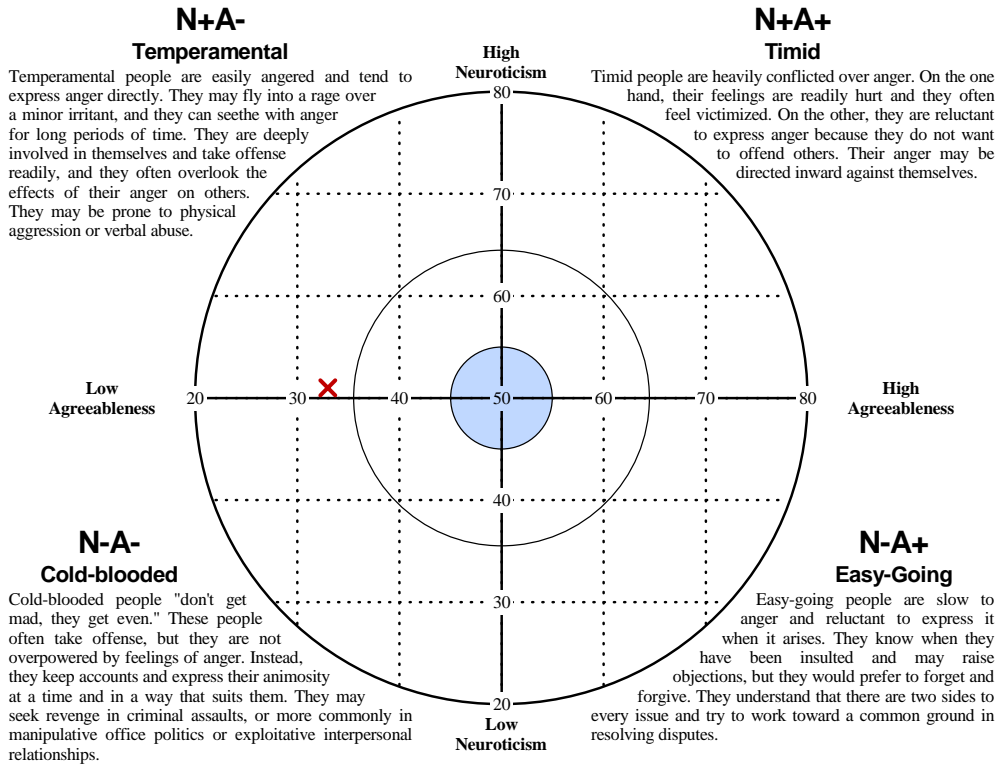
Vertical Axis: Neuroticism (= 51 T)
 Horizontal Axis: Openness (= 55 T)



NEO Style Graphs

Style of Anger Control

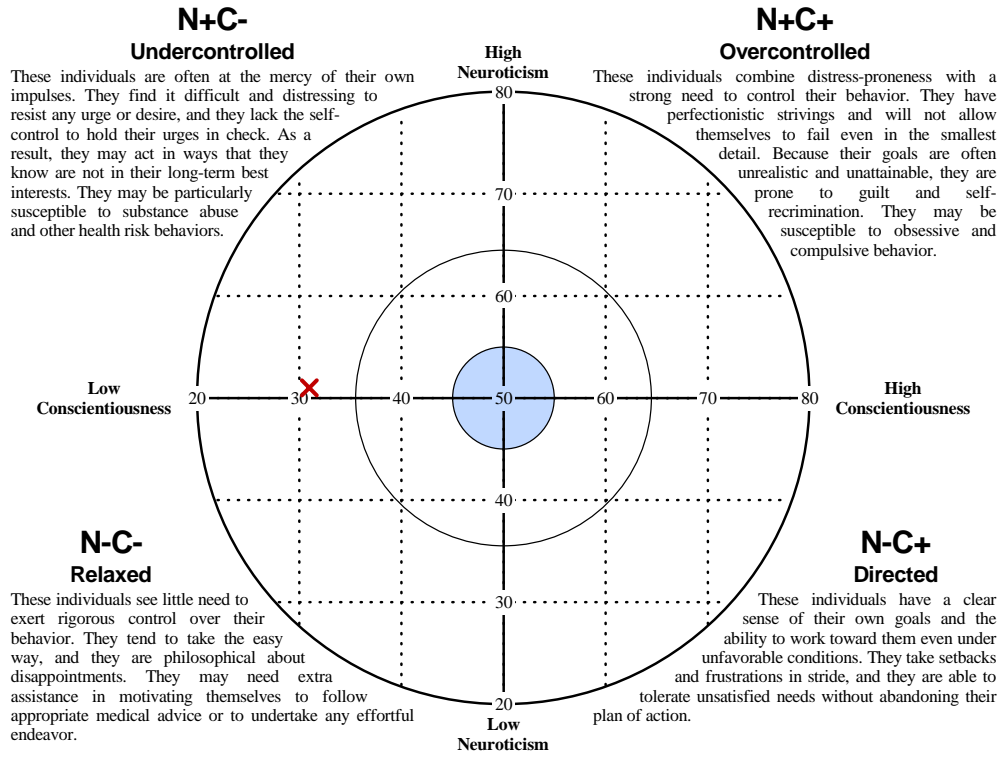
Vertical Axis: Neuroticism (= 51 T)
 Horizontal Axis: Agreeableness (= 33 T)



NEO Style Graphs

Style of Impulse Control

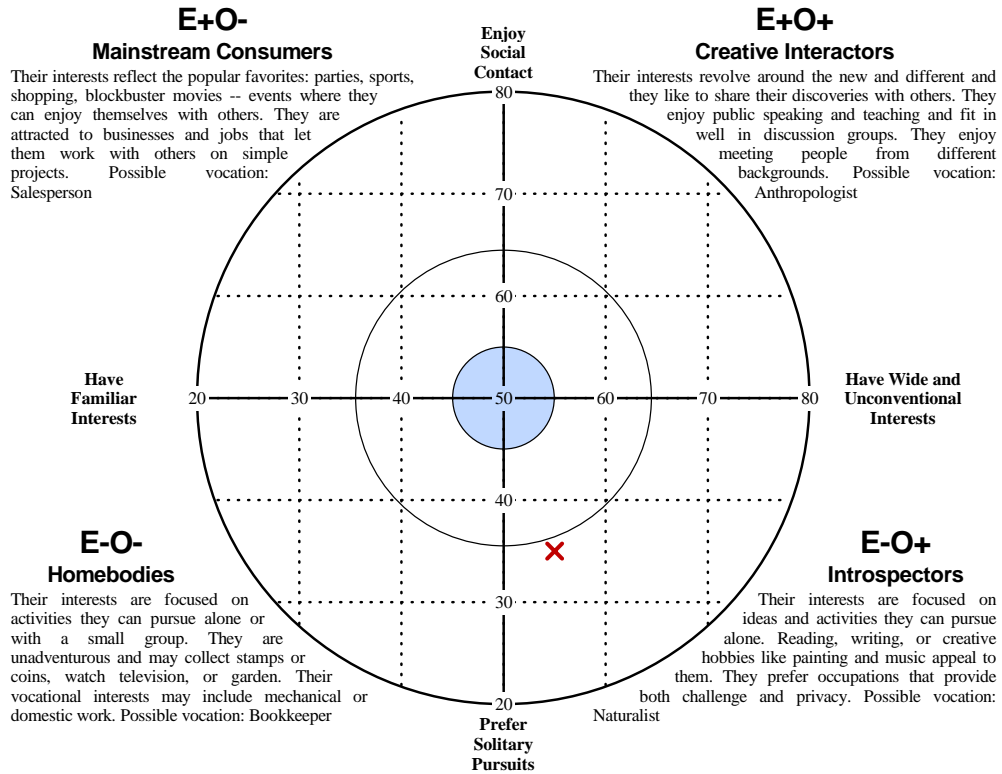
Vertical Axis: Neuroticism (= 51 T)
 Horizontal Axis: Conscientiousness (= 31 T)



NEO Style Graphs

Style of Interests

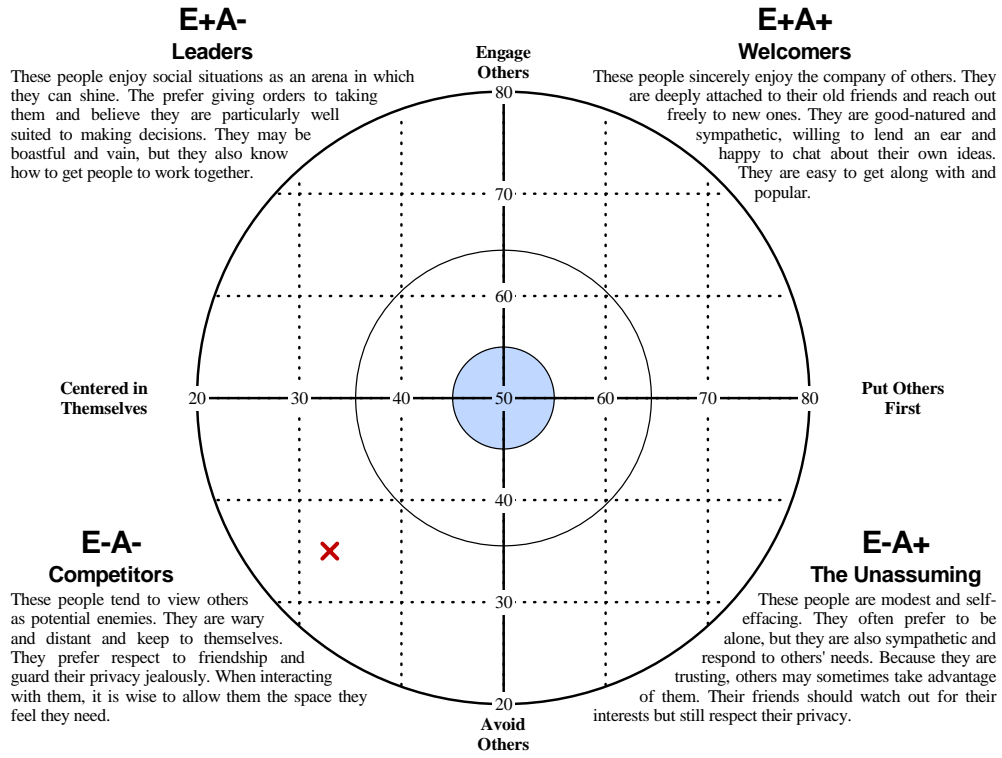
Vertical Axis: Extraversion (= 35 T)
 Horizontal Axis: Openness (= 55 T)



NEO Style Graphs

Style of Interactions

Vertical Axis: Extraversion (= 35 T)
 Horizontal Axis: Agreeableness (= 33 T)

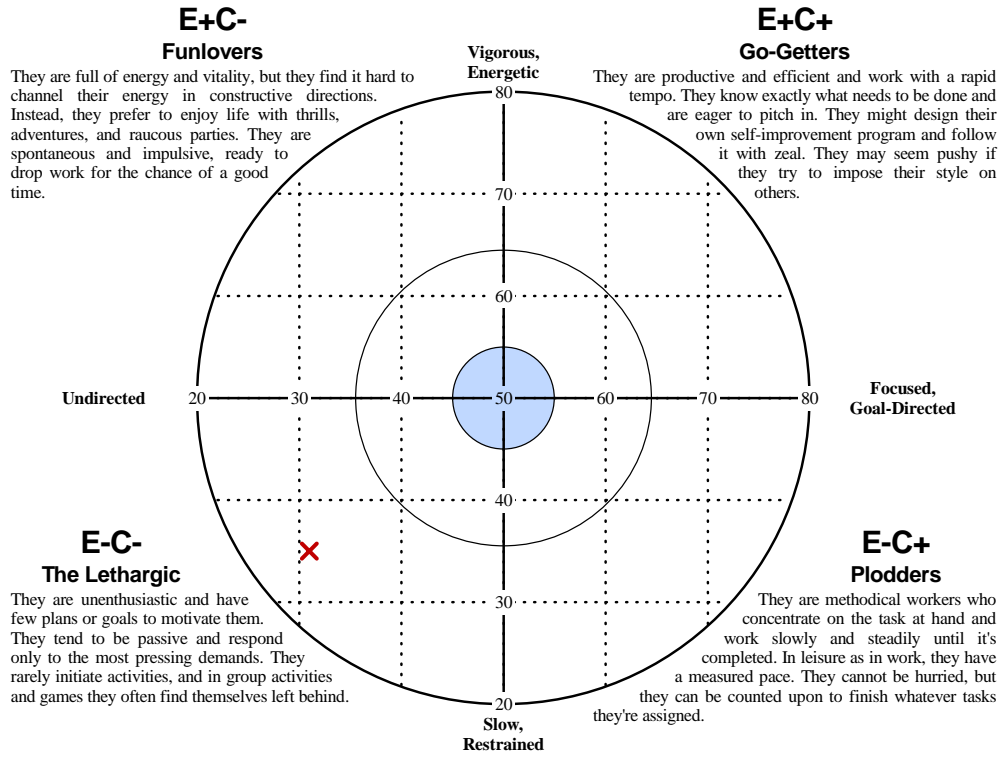


NEO Style Graphs

Style of Activity

Vertical Axis: Extraversion (= 35 T)

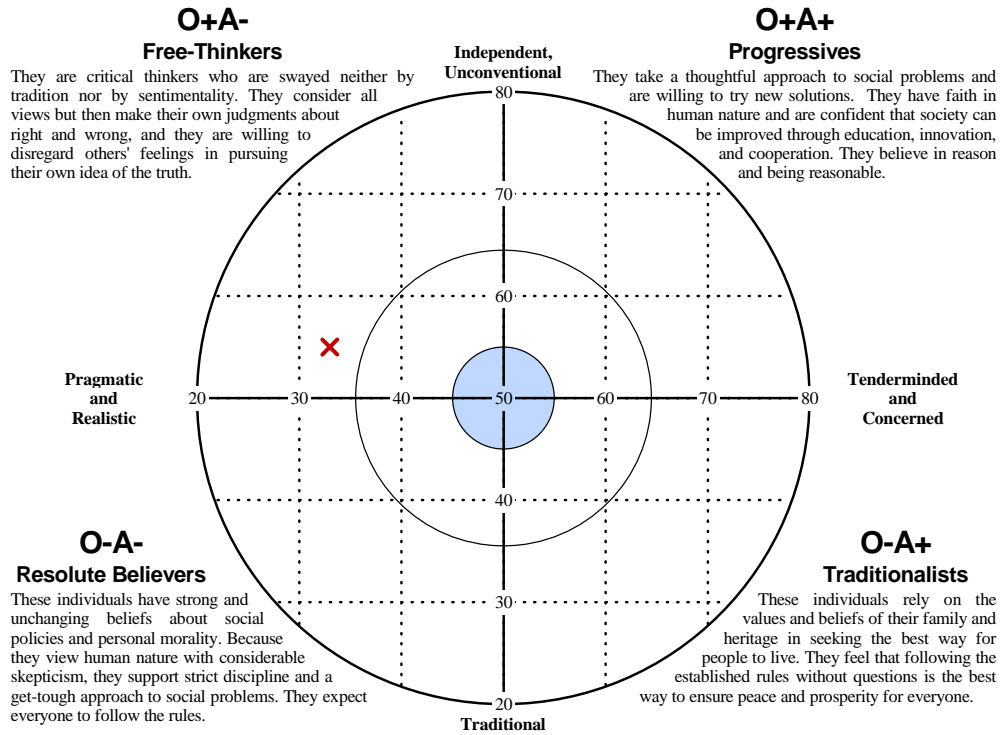
Horizontal Axis: Conscientiousness (= 31 T)



NEO Style Graphs

Style of Attitudes

Vertical Axis: Openness (= 55 T)
 Horizontal Axis: Agreeableness (= 33 T)

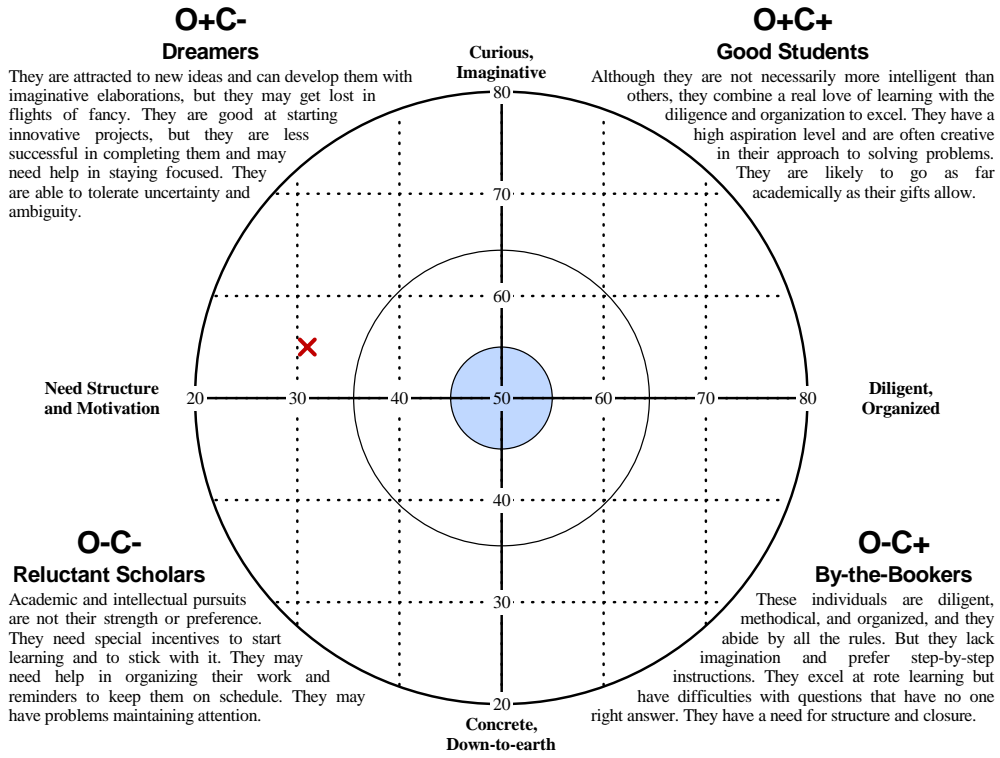


NEO Style Graphs

Style of Learning

Vertical Axis: Openness (= 55 T)

Horizontal Axis: Conscientiousness (= 31 T)



NEO Style Graphs

Style of Character

Vertical Axis: Agreeableness (= 33 T)

Horizontal Axis: Conscientiousness (= 31 T)

