Revised NEO Personality Inventory™

Interpretive Report

Developed By

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

Client Information

<table>
<thead>
<tr>
<th>Results For</th>
<th>Sample Example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Client ID</td>
<td>454545</td>
</tr>
<tr>
<td>Age</td>
<td>35</td>
</tr>
<tr>
<td>Gender</td>
<td>Male</td>
</tr>
<tr>
<td>Test Form</td>
<td>S</td>
</tr>
<tr>
<td>Test Date</td>
<td>12/05/2007</td>
</tr>
</tbody>
</table>

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.
NEO PI-R™ T-Score Profile

T-Score

≥ 80

≤ 20

N1

N2

N3

N4

E1

E2

E3

E4

E5

E6

O1

O2

O3

O4

O5

O6

A1

A2

A3

A4

A5

A6

C1

C2

C3

C4

C5

C6
### NEO PI-R™ Data Table

<table>
<thead>
<tr>
<th>Factors</th>
<th>Scale</th>
<th>Raw Score</th>
<th>T Score</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Neuroticism</td>
<td>(N)</td>
<td>---</td>
<td>50</td>
<td>Average</td>
</tr>
<tr>
<td>Extraversion</td>
<td>(E)</td>
<td>---</td>
<td>29</td>
<td>Very Low</td>
</tr>
<tr>
<td>Openness</td>
<td>(O)</td>
<td>---</td>
<td>49</td>
<td>Average</td>
</tr>
<tr>
<td>Agreeableness</td>
<td>(A)</td>
<td>---</td>
<td>40</td>
<td>Low</td>
</tr>
<tr>
<td>Conscientiousness</td>
<td>(C)</td>
<td>---</td>
<td>47</td>
<td>Average</td>
</tr>
</tbody>
</table>

#### Neuroticism Facets

| (N1) Anxiety    | 16 | 47 | Average |
| (N2) Angry Hostility | 22 | 62 | High    |
| (N3) Depression  | 18 | 55 | Average |
| (N4) Self-Consciousness | 15 | 47 | Average |
| (N5) Impulsiveness | 12 | 35 | Low     |
| (N6) Vulnerability | 22 | 71 | Very High |

#### Extraversion Facets

| (E1) Warmth      | 16 | 33 | Very Low |
| (E2) Gregariousness | 16 | 44 | Low      |
| (E3) Assertiveness | 14 | 44 | Low      |
| (E4) Activity    | 16 | 43 | Low      |
| (E5) Excitement-Seeking | 16 | 36 | Low     |
| (E6) Positive Emotions | 13 | 29 | Very Low |

#### Openness Facets

| (O1) Fantasy    | 19 | 48 | Average |
| (O2) Aesthetics | 20 | 53 | Average |
| (O3) Feelings   | 19 | 42 | Low      |
| (O4) Actions    | 17 | 53 | Average |
| (O5) Ideas      | 15 | 42 | Low      |
| (O6) Values     | 18 | 42 | Low      |

#### Agreeableness Facets

| (A1) Trust      | 12 | 35 | Low |
| (A2) Straightforwardness | 13 | 39 | Low    |
| (A3) Altruism   | 15 | 27 | Very Low |
| (A4) Compliance | 18 | 55 | Average |
| (A5) Modesty    | 14 | 41 | Low    |
| (A6) Tender-Mindedness | 17 | 42 | Low     |

#### Conscientiousness Facets

| (C1) Competence | 20 | 47 | Average |
| (C2) Order      | 17 | 48 | Average |
| (C3) Dutifulness | 14 | 32 | Very Low |
| (C4) Achievement Striving | 14 | 40 | Low |
| (C5) Self-Discipline | 23 | 58 | High    |
| (C6) Deliberation | 19 | 55 | Average |
Validity Indices

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

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 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.

This person is low in Agreeableness. People who score in this range are relatively low in concern for others. They can often be brusque or thoughtless in their interactions. They tend to view other people and ideas from a critical standpoint. Their attitudes tend to be tough-minded in most situations. They are competitive and quite able to express hostile feelings directly. People might describe them as relatively stubborn or selfish. (Although antagonistic people such as these are generally not well-liked by others, they are often respected for their critical independence. Their emotional toughness and competitiveness can be assets in many social and business roles.)

Next, consider the individual's level of 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.

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.

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 occasionally nervous or apprehensive, but no more so than the average individual. He often feels frustrated, irritable, and angry at others, but he has only the occasional periods of unhappiness that most people experience. Embarrassment or shyness when dealing with people, especially strangers, is only occasionally a problem for him. He reports being good at controlling his impulses and desires, but he is unable to handle stress well.

Extraversion

This person is somewhat formal and distant in his relationships with others and he rarely enjoys large and noisy crowds or parties. He is reluctant to assert himself and prefers to stay in the background in meetings and group discussions. 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 somewhat open. He has an average imagination and only occasionally daydreams or fantasizes. He is like most people in his appreciation of beauty in music, art, poetry, and nature, but his feelings and emotional reactions are muted and unimportant to him. He sometimes enjoys new and different activities and has a moderate need for variety in his life. He is not interested in intellectual pursuits for their own sake and he is conservative in his social, political, and moral beliefs.

Agreeableness

This person tends to be cynical, skeptical, and suspicious, and has a low opinion of human nature. He is willing at times to flatter or trick people into doing what he wants, and 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, but he is sometimes less dependable and reliable and more likely to bend the rules than he should be. He has limited aspirations and might be considered somewhat lackadaisical or lazy. He is determined, persistent, and able to force himself to do what is necessary. 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 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.

**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: aggression, harm avoidance (avoiding danger), order, and succorance (support and sympathy). The respondent is likely to show low levels of the following needs: abasement, achievement, affiliation, dominance, endurance (persistence), nurturance, and play.

**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 PI-R™ Item Responses

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>D</td>
<td>25.</td>
<td>SA</td>
<td>49.</td>
<td>SA</td>
<td>73.</td>
<td>SD</td>
<td>97.</td>
<td>SA</td>
<td>121.</td>
<td>SA</td>
<td>145.</td>
<td>SA</td>
<td>169.</td>
<td>SD</td>
<td>193.</td>
<td>SA</td>
<td>217.</td>
<td>SA</td>
<td>121.</td>
<td>SA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>D</td>
<td>26.</td>
<td>SA</td>
<td>50.</td>
<td>SA</td>
<td>74.</td>
<td>SD</td>
<td>98.</td>
<td>SA</td>
<td>122.</td>
<td>SA</td>
<td>146.</td>
<td>SA</td>
<td>170.</td>
<td>SD</td>
<td>194.</td>
<td>SA</td>
<td>218.</td>
<td>SA</td>
<td>122.</td>
<td>SA</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Validity Items

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>A.</td>
<td>SA</td>
</tr>
<tr>
<td>B.</td>
<td>Yes</td>
</tr>
<tr>
<td>C.</td>
<td>Yes</td>
</tr>
</tbody>
</table>

### Summary of Responses

- SD: 15.83%
- D: 22.08%
- N: 7.50%
- A: 31.25%
- SA: 23.33%
- ?: 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 (≈ 50 T)
Horizontal Axis: Extraversion (≈ 29 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-
Low-keyed
Neither good news nor bad has
much effect on these people; they
maintain a stony 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+
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+
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.
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.

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.

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.

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 (= 50 T)

**Horizontal Axis:** Agreeableness (= 40 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 (= 50 T)

**Horizontal Axis:** Conscientiousness (= 47 T)

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.

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.

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.

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 (= 29 T )
Horizontal Axis: Openness (= 49 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-**
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:

**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

*Vertical Axis: Extraversion (E) 29 T*

*Horizontal Axis: Openness (O) 49 T*

Enjoy Social Contact

Prefer Solitary Pursuits

Have Wide and Unconventional Interests

Have Familiar Interests

Naturalist
**Style of Interactions**

**Vertical Axis: Extraversion** (= 29 T)

**Horizontal Axis: Agreeableness** (= 40 T)

**E+A- Leaders**
These people enjoy social situations as an arena in which they can shine. They 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- 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+ 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+ 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 (= 29 T )
Horizontal Axis: Conscientiousness (= 47 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 is 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 (= 49 T)
Horizontal Axis: Agreeableness (= 40 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- 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+ 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+ 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 (= 49 T)**

**Horizontal Axis: Conscientiousness (= 47 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- 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+ 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+ 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.
**NEO Style Graphs**

**Style of Character**

**Vertical Axis: Agreeableness (= 40 T)**

**Horizontal Axis: Conscientiousness (= 47 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-**

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+**

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+**

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.

**Value Kindness, Charity**

20 30 40 50 60 70 80

**Value Competition, Success**

20 30 40 50 60 70 80