

# Revised NEO Personality Inventory™

## Interpretive Report

Developed By

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## Client Information

**Results For :** Sample Client

**Client ID :** 123456789

**Age :** 40

**Birthdate :** 02/03/1960

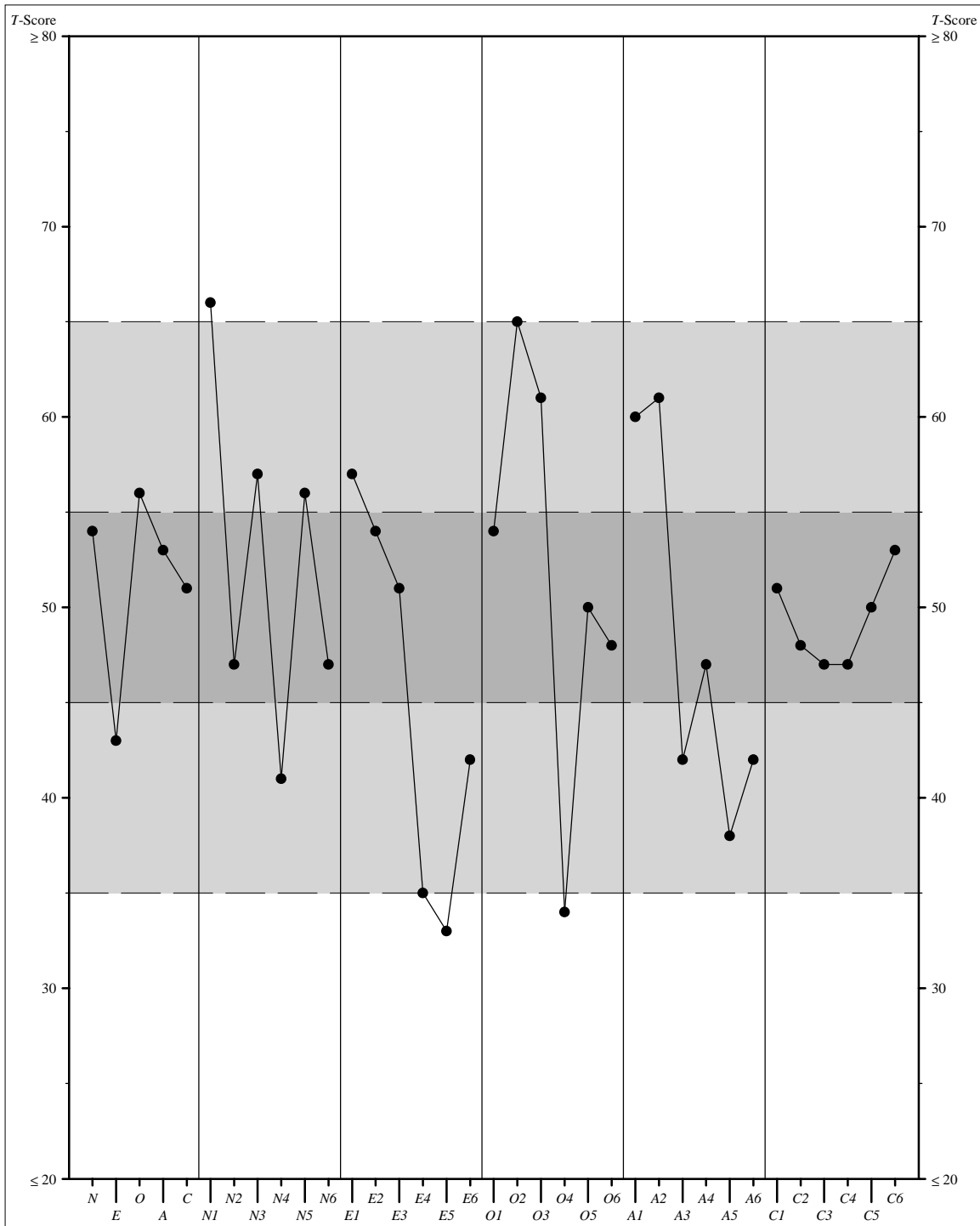
**Gender :** Male

**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.

# NEO PI-R™ T-Score Profile



## NEO PI-R™ Data Table

Scale	Raw Score	T Score	Range
<b>Factors</b>			
(N) Neuroticism	---	54	Average
(E) Extraversion	---	43	Low
(O) Openness	---	56	High
(A) Agreeableness	---	53	Average
(C) Conscientiousness	---	51	Average
<b>Neuroticism Facets</b>			
(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
<b>Extraversion Facets</b>			
(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
<b>Openness Facets</b>			
(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
<b>Agreeableness Facets</b>			
(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
<b>Conscientiousness Facets</b>			
(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, acquiescence, 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.

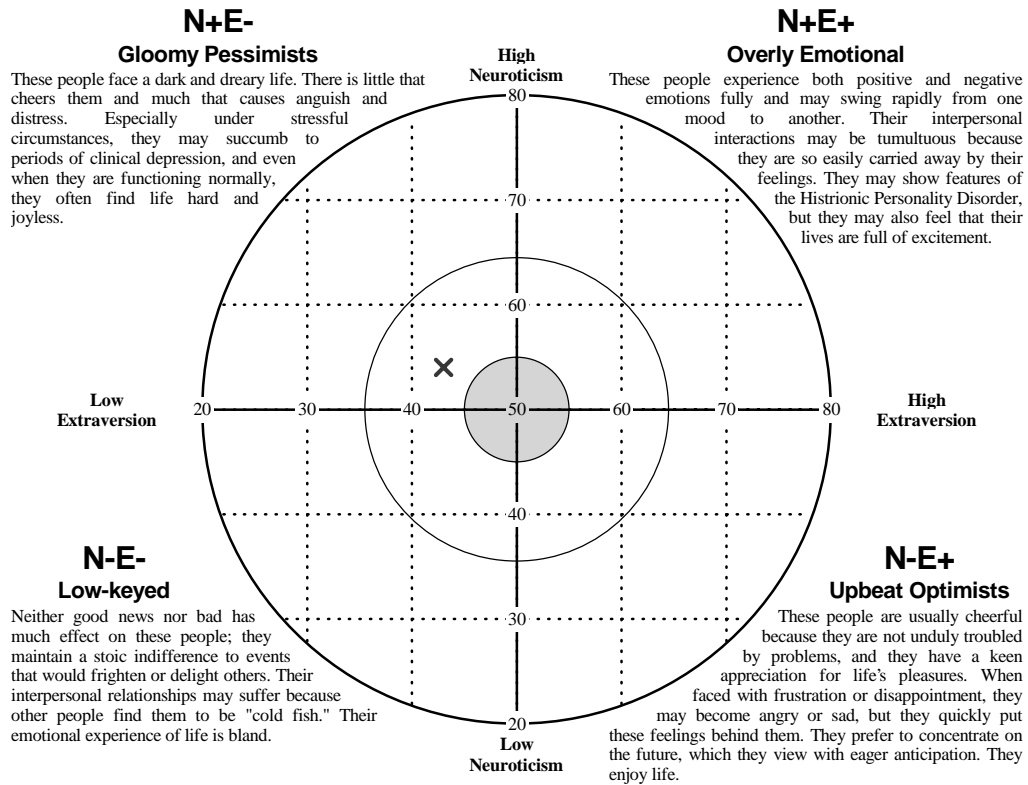


# NEO Style Graphs

## Style of Well-Being

Vertical Axis: Neuroticism (= 54 T)

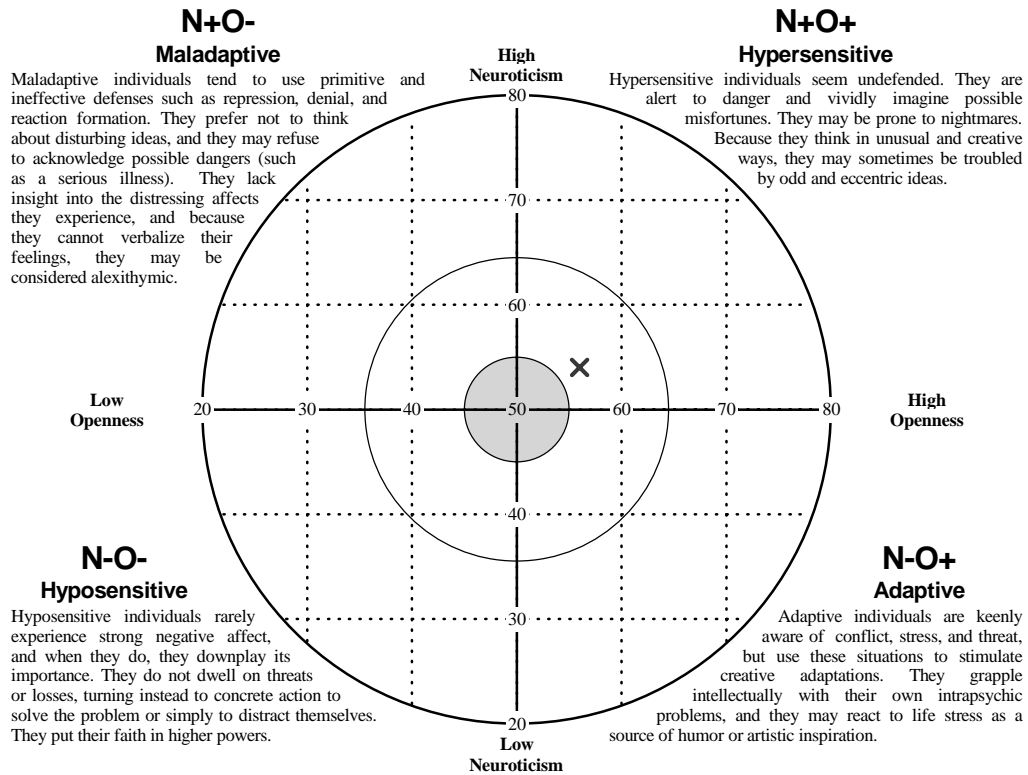
Horizontal Axis: Extraversion (= 43 T)



## Style of Defense

Vertical Axis: Neuroticism (= 54 T )

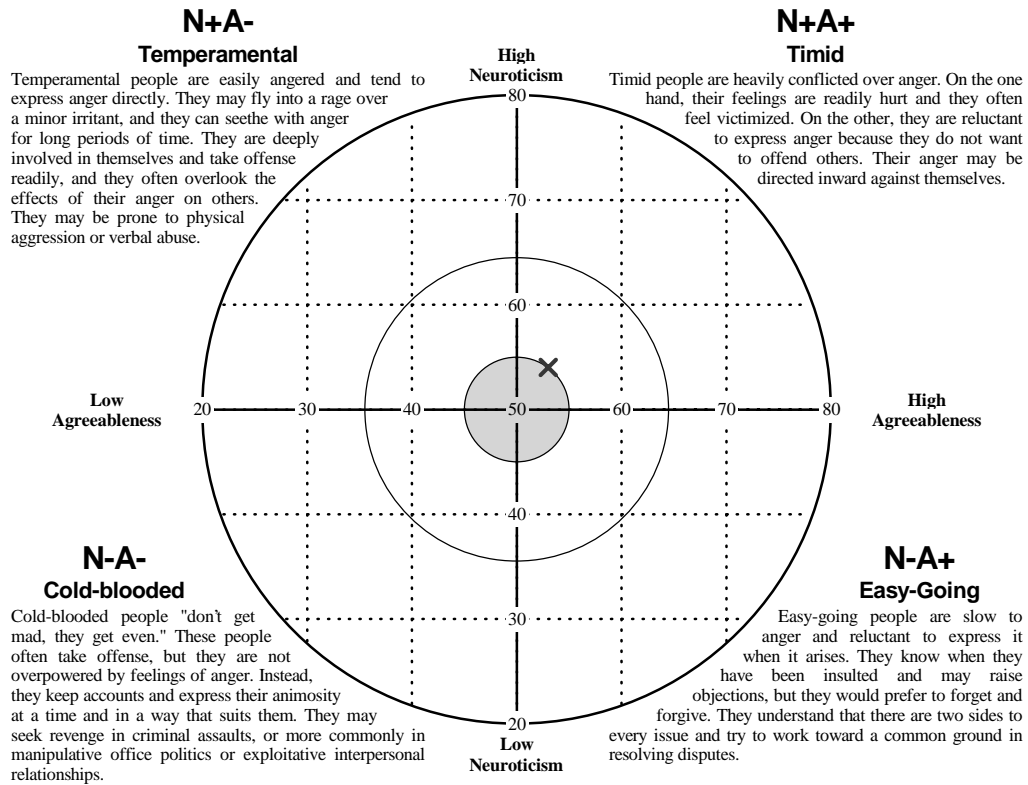
Horizontal Axis: Openness (= 56 T )



# NEO Style Graphs

## Style of Anger Control

Vertical Axis: Neuroticism (= 54 T)  
 Horizontal Axis: Agreeableness (= 53 T)

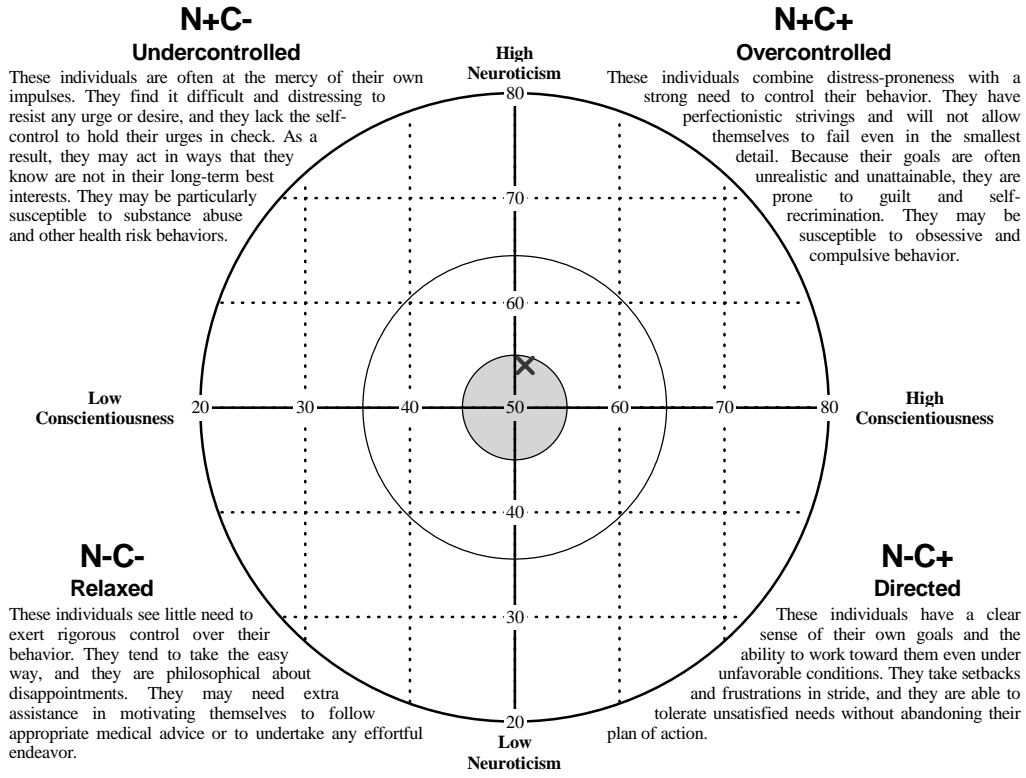


# NEO Style Graphs

## Style of Impulse Control

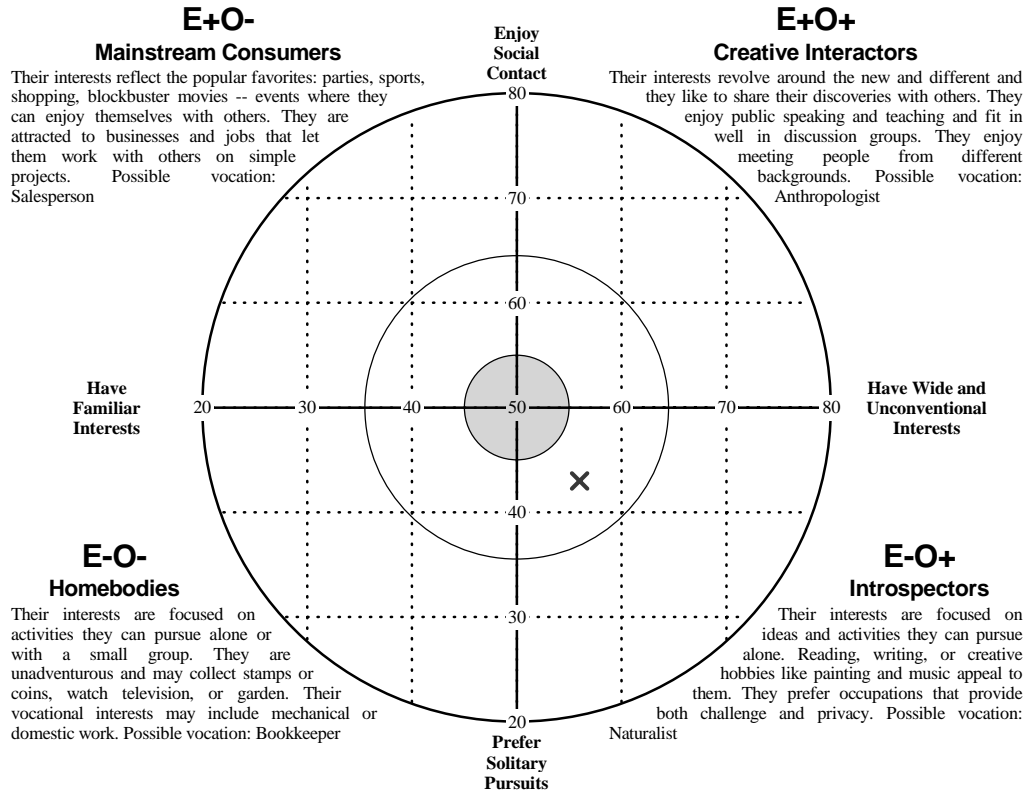
Vertical Axis: Neuroticism (= 54 T)

Horizontal Axis: Conscientiousness (= 51 T)



Style of Interests

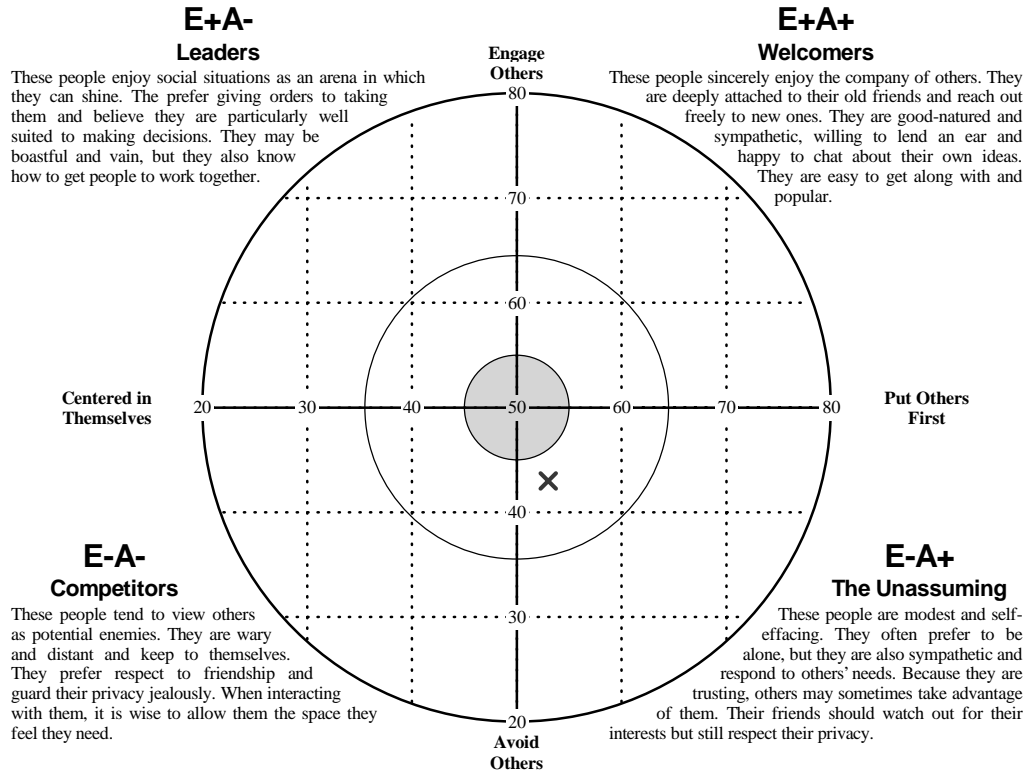
Vertical Axis: Extraversion (= 43 T)  
 Horizontal Axis: Openness (= 56 T)



## Style of Interactions

Vertical Axis: Extraversion (= 43 T)

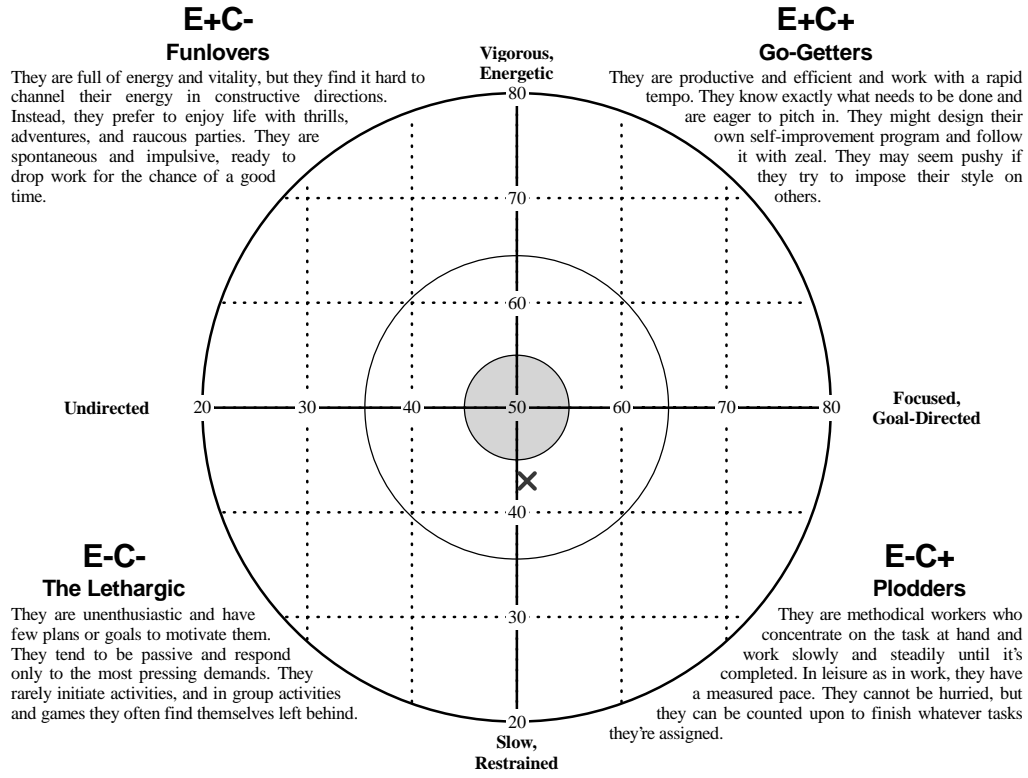
Horizontal Axis: Agreeableness (= 53 T)



## Style of Activity

Vertical Axis: Extraversion (= 43 T)

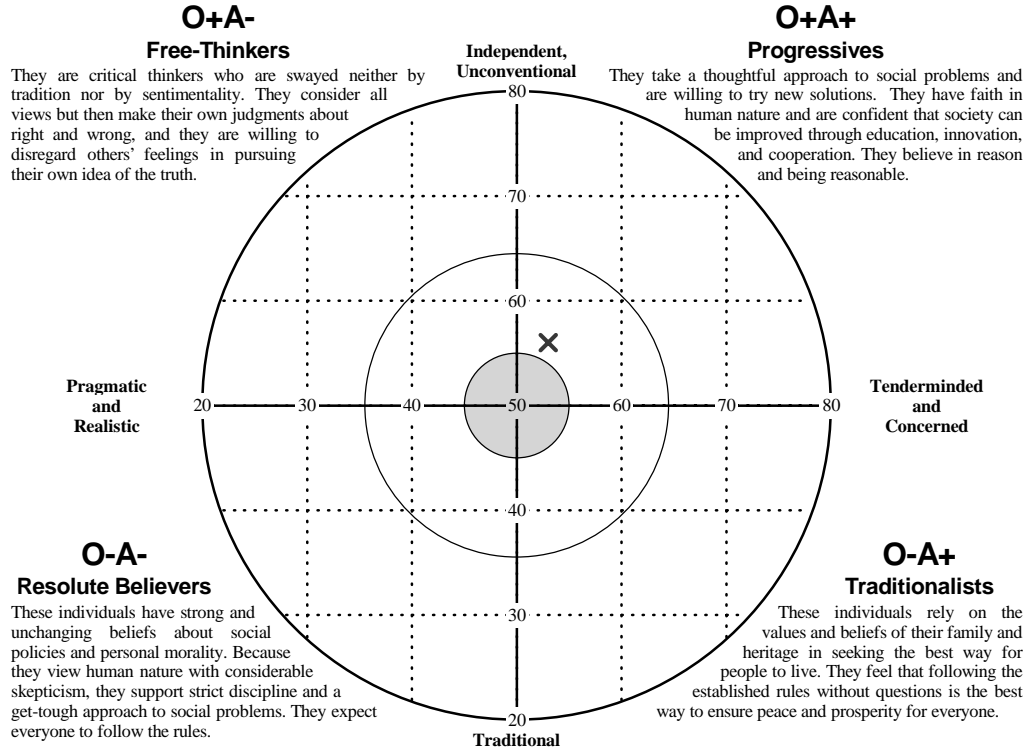
Horizontal Axis: Conscientiousness (= 51 T)



## Style of Attitudes

Vertical Axis: Openness (= 56 T)

Horizontal Axis: Agreeableness (= 53 T)

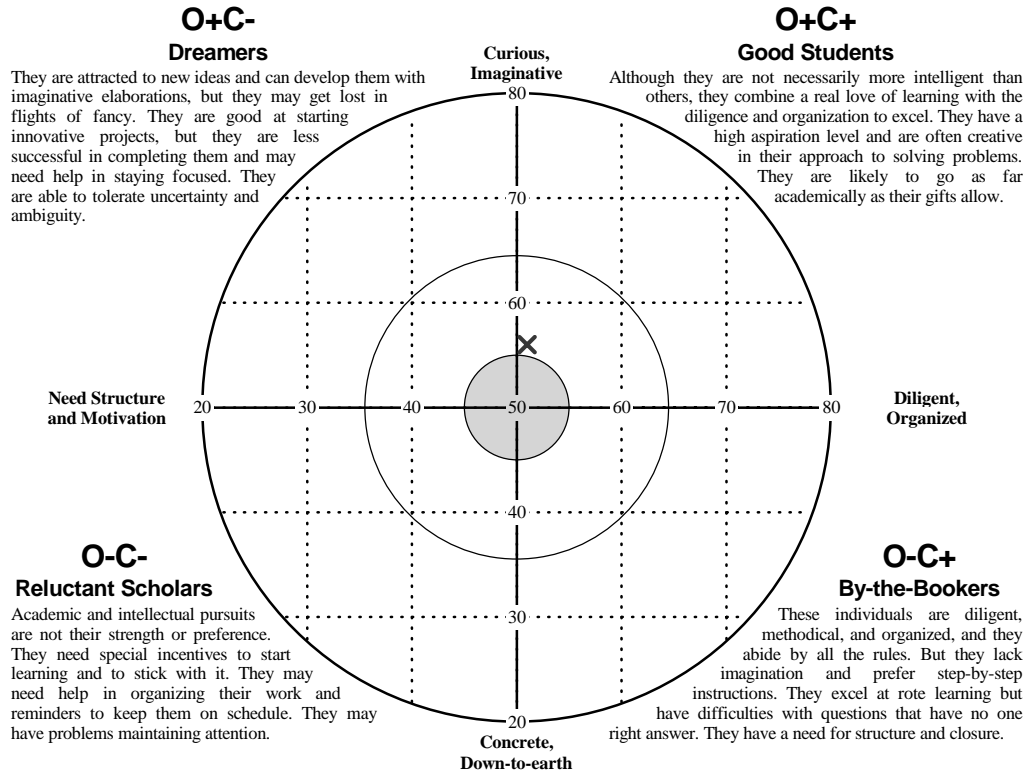




## Style of Learning

Vertical Axis: Openness (= 56 T)

Horizontal Axis: Conscientiousness (= 51 T)



## Style of Character

Vertical Axis: Agreeableness (= 53 T)

Horizontal Axis: Conscientiousness (= 51 T)

