

NEO™ Personality Inventory-3

Interpretive Report

Developed By

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Client Information

Results For : Sample Client

Client ID : Sample 1234

Age : 41

Date of Birth : 08/01/1969

Gender : Female

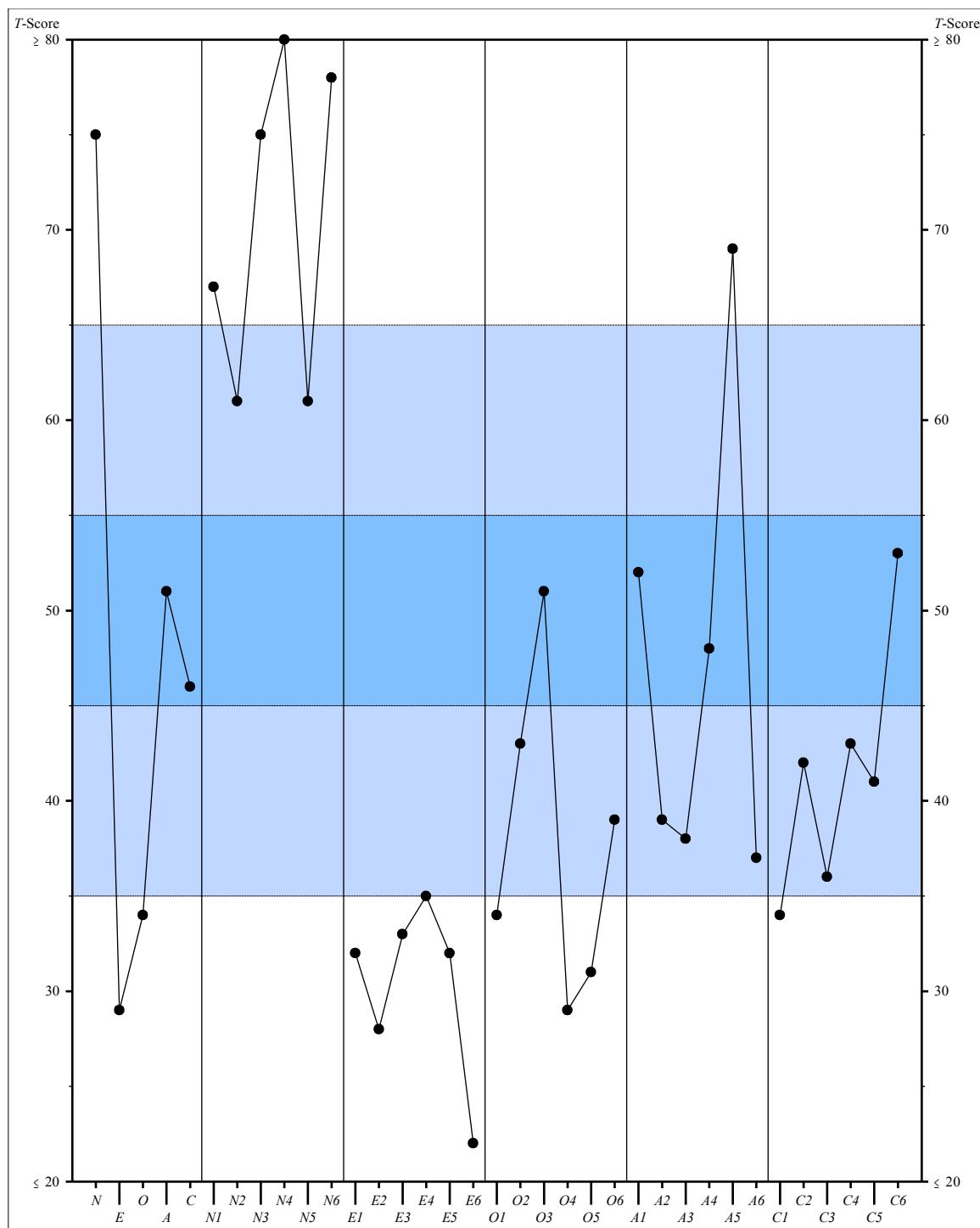
Test Form : S (NEO-PI-3)

Test Date : 08/01/2010

Normative Group : Adult / Gender Specific

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

NEO-PI-3 T-Score Profile



NEO-PI-3 Data Table

Scale	Raw Score	T Score	Range
Factors			
(N) Neuroticism	---	75	Very High
(E) Extraversion	---	29	Very Low
(O) Openness	---	34	Very Low
(A) Agreeableness	---	51	Average
(C) Conscientiousness	---	46	Average
Neuroticism Facets			
(N1) Anxiety	27	67	Very High
(N2) Angry Hostility	19	61	High
(N3) Depression	28	75	Very High
(N4) Self-Consciousness	30	80	Very High
(N5) Impulsiveness	21	61	High
(N6) Vulnerability	24	78	Very High
Extraversion Facets			
(E1) Warmth	16	32	Very Low
(E2) Gregariousness	7	28	Very Low
(E3) Assertiveness	7	33	Very Low
(E4) Activity	11	35	Low
(E5) Excitement-Seeking	7	32	Very Low
(E6) Positive Emotions	8	22	Very Low
Openness Facets			
(O1) Fantasy	10	34	Very Low
(O2) Aesthetics	14	43	Low
(O3) Feelings	22	51	Average
(O4) Actions	9	29	Very Low
(O5) Ideas	8	31	Very Low
(O6) Values	16	39	Low
Agreeableness Facets			
(A1) Trust	21	52	Average
(A2) Straightforwardness	16	39	Low
(A3) Altruism	20	38	Low
(A4) Compliance	16	48	Average
(A5) Modesty	28	69	Very High
(A6) Tender-Mindedness	17	37	Low
Conscientiousness Facets			
(C1) Competence	15	34	Very Low
(C2) Order	15	42	Low
(C3) Dutifulness	17	36	Low
(C4) Achievement Striving	16	43	Low
(C5) Self-Discipline	16	41	Low
(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.

Basis of Interpretation

This report compares the respondent to other adult 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-3 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 4 in the NEO™ Inventories 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 her standing on the factor of Neuroticism. Individuals scoring in this range are prone to experience a high level of negative emotion and frequent episodes of psychological distress. They are moody, overly sensitive, and dissatisfied with many aspects of their lives. They are generally low in self-esteem and may have unrealistic ideas and expectations. They are worriers who typically feel insecure about themselves and their plans. Friends and neighbors of such individuals might characterize them as nervous, self-conscious, high-strung, and vulnerable in comparison with the average person. (It is important to recall that Neuroticism is a general personality dimension, and high Neuroticism scores in themselves do not imply that the individual is suffering from any psychological disorder.)

This person is very low in Extraversion. Such people are quite introverted, preferring to do most things alone or with small groups of people. They avoid large, loud parties and do not enjoy meeting new people. They are usually quiet and unassertive in group interactions. They rarely experience strong positive feelings like joy or excitement. Those who know such people would probably describe them as reserved, serious, retiring, and loners. The fact that these individuals are introverted does not necessarily mean that they lack social skills--many introverts function very well in social situations, although they might prefer to avoid them. Note also that

introversion does not imply introspection; these individuals are likely to be thoughtful and reflective only if they are also high in Openness.

Next, consider the individual's level of Openness. Very low scorers like her have a strong preference for the familiar and pragmatic. They like routine and are set in their ways, with little desire for change in themselves or their world. They are generally not responsive to inner feelings and are unmoved by art and beauty. Their respect for authority and their reluctance to question established values may make them defenders of tradition. Peers rate such people as down-to-earth, conforming, unadventurous, and conventional. Closed individuals, as a rule, do not have many intellectual interests. However, this does not mean that they lack intellectual ability; it means only that they tend to direct their intelligence to a narrow circle of problems that are important to them.

This person is average in Conscientiousness. Women who score in this range have a normal level of need for achievement. They are able to set work/school aside in pursuit of pleasure or recreation. They are moderately well organized and fairly reliable, and have an average amount of self-discipline.

Finally, the individual scores in the average range in Agreeableness. People who score in this range are about as good-natured as the average person. They can be sympathetic, but can also be firm. They are trusting but not gullible, and ready to compete as well as to cooperate with others.

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-3 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. She often feels frustrated, irritable, and angry at others and she is prone to feeling sad, lonely, and dejected. Embarrassment or shyness when dealing with people, especially strangers, is often a problem for her. She reports being poor at controlling her impulses and desires and she is unable to handle stress well.

Extraversion

This person is somewhat formal and distant in her relationships with others and she rarely enjoys large and noisy crowds or parties. She is reluctant to assert herself 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 her and she is less prone to experience feelings of joy and happiness than most women.

Openness

In experiential style, this individual is generally closed. She considers daydreaming and fantasy a waste of time, and has a limited imagination. She is seldom responsive to beauty as found in music, art, poetry, or nature, but her feelings and emotional reactions are normal in variety and

intensity. She seldom enjoys new and different activities and has a low need for variety in her life. She is not interested in intellectual pursuits for their own sake and she is conservative in her social, political, and moral beliefs.

Agreeableness

This person has moderate trust in others, but is not gullible, recognizing that people can sometimes be deceptive. She is willing at times to flatter or trick people into doing what she wants, and she tends to put her own needs and interests before others'. This individual holds her own in conflicts with others, but she is also willing to forgive and forget. She is humble, unassuming, and uncomfortable talking about her achievements. Compared to other people, she is hard-headed and tough-minded, and her social and political attitudes reflect her pragmatic realism.

Conscientiousness

This individual is sometimes inefficient or unprepared, and has not developed her skills and talents fully. She can be sloppy and disorganized, and she is sometimes less dependable and reliable and more likely to bend the rules than she should be. She has limited aspirations and might be considered somewhat lackadaisical or lazy. She sometimes finds it difficult to make herself do what she should, and tends to quit when tasks become too difficult. She 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-3 are related to a wide variety of psychosocial variables. These correlates suggest possible implications of the personality profile, because individuals who score high on a trait are also likely to score high on measures of the trait's correlates.

The following information is intended to give a sense of how this individual might function in a number of areas. It is not, however, a substitute for direct measurement. If, for example, there is a primary interest in medical complaints, an inventory of medical complaints should be administered in addition to the NEO-PI-3.

Coping and Defenses

In coping with the stresses of everyday life, this individual is likely to react with ineffective responses, such as hostile reactions toward others, self-blame, or escapist fantasies. She is more likely to use faith and less likely to use humor in responding to threats, losses, and challenges. In addition, she is somewhat less likely to use positive thinking and direct action in dealing with problems.

Somatic Complaints

This person may be overly sensitive in monitoring and responding to physical problems and illnesses. In medical evaluations, it may be particularly important to seek objective confirmation of symptom reports where possible.

Psychological Well-being

Although her mood and satisfaction with various aspects of her life will vary with the circumstances, in the long run this individual is likely to be more sensitive to life's problems than its rewards, and so be relatively unhappy. Because she is closed to experience, her moods may be less intense and varied than those of the average woman.

Cognitive Processes

This individual is likely to be less complex and differentiated in thoughts, values, and moral judgments than others of her level of intelligence and education. She would also probably score lower on measures of ego development.

Interpersonal Characteristics

Many theories propose a circular arrangement of interpersonal traits around the axes of Love and Status. Within such systems, this person would likely be described as modest, submissive, cold, unfeeling, and especially aloof and reserved. Her traits are associated with low standing on the interpersonal dimensions of Love and Status.

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

Clinical Hypotheses: Axis II Disorders and Treatment Implications

The NEO-PI-3 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-3 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-3 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 is higher than 90% of subjects in the NEO PI-R normative sample, suggesting that the patient may have Borderline features or a Borderline Personality Disorder.

Other Personality Disorders. Personality disorders can be conceptually characterized by a prototypic profile of NEO-PI-3 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.

The patient's scores on N1: Anxiety, N3: Depression, N4: Self-Consciousness, N6: Vulnerability, E1: Warmth, E2: Gregariousness, E4: Activity, E5: Excitement Seeking, and O4: Actions suggests the possibility of an Avoidant Personality Disorder. Avoidant Personality Disorder is relatively common in clinical practice; the patient's coefficient of profile agreement is higher than 90% of the subjects' in the NEO PI-R normative sample.

The patient's scores on N1: Anxiety, N3: Depression, N4: Self-Consciousness, N6: Vulnerability, E3: Assertiveness, A3: Altruism, A4: Compliance, A5: Modesty, and C4: Achievement Striving suggest the possibility of a Dependent Personality Disorder. Dependent Personality Disorder is relatively common in clinical practice; the patient's coefficient of profile agreement is higher than 90% of subjects' in the NEO PI-R normative sample.

It is unlikely that the patient has Schizoid Personality Disorder or Histrionic Personality Disorder because the patient's coefficients of profile agreement are lower than 50% of the subjects' in the NEO PI-R normative sample.

Treatment Implications

Like most individuals in psychotherapy, this patient is high in Neuroticism. She is likely to experience a variety of negative emotions and to be distressed by many problems, and mood regulation may be an important treatment focus. Very high Neuroticism scores are associated with a poor prognosis and treatment goals should be appropriately modest.

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

This patient is closed to experience, and may have misgivings about the experience of psychotherapy. She tends to be pragmatic and literal-minded, and unused to discussing her feelings. Directive techniques, advice, and behavior modification are likely to be techniques the patient will easily understand. By contrast, free association, imagery, and more esoteric forms of therapy may be met with resistance.

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-3 Item Responses

| Item Rsp. |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1. D | 25. A | 49. A | 73. A | 97. SD | 121. D | 145. N | 169. A | 193. A | 217. D | |
| 2. SD | 26. A | 50. N | 74. N | 98. D | 122. N | 146. N | 170. D | 194. A | 218. D | |
| 3. N | 27. SA | 51. A | 75. D | 99. N | 123. SD | 147. A | 171. SA | 195. N | 219. D | |
| 4. SA | 28. D | 52. SA | 76. SA | 100. N | 124. D | 148. A | 172. A | 196. SA | 220. N | |
| 5. A | 29. N | 53. N | 77. A | 101. A | 125. N | 149. N | 173. SA | 197. SD | 221. A | |
| 6. D | 30. A | 54. A | 78. A | 102. A | 126. N | 150. D | 174. A | 198. A | 222. A | |
| 7. A | 31. SA | 55. D | 79. N | 103. D | 127. SA | 151. A | 175. A | 199. D | 223. D | |
| 8. D | 32. SD | 56. D | 80. A | 104. A | 128. A | 152. N | 176. D | 200. N | 224. A | |
| 9. A | 33. D | 57. A | 81. D | 105. D | 129. A | 153. A | 177. D | 201. D | 225. A | |
| 10. A | 34. A | 58. A | 82. SD | 106. D | 130. A | 154. A | 178. N | 202. A | 226. SA | |
| 11. SD | 35. N | 59. SD | 83. D | 107. D | 131. A | 155. N | 179. A | 203. D | 227. D | |
| 12. D | 36. SA | 60. A | 84. D | 108. SD | 132. SD | 156. D | 180. A | 204. A | 228. A | |
| 13. A | 37. SD | 61. SD | 85. D | 109. N | 133. N | 157. D | 181. SD | 205. N | 229. A | |
| 14. D | 38. A | 62. A | 86. A | 110. A | 134. N | 158. D | 182. D | 206. D | 230. D | |
| 15. A | 39. A | 63. D | 87. A | 111. A | 135. D | 159. N | 183. A | 207. SA | 231. D | |
| 16. A | 40. A | 64. D | 88. A | 112. SA | 136. SA | 160. A | 184. A | 208. A | 232. D | |
| 17. D | 41. SA | 65. A | 89. D | 113. A | 137. N | 161. A | 185. D | 209. N | 233. N | |
| 18. A | 42. A | 66. A | 90. D | 114. SA | 138. A | 162. A | 186. A | 210. D | 234. SD | |
| 19. A | 43. SD | 67. A | 91. A | 115. D | 139. A | 163. D | 187. D | 211. A | 235. D | |
| 20. SD | 44. N | 68. D | 92. N | 116. SD | 140. N | 164. N | 188. D | 212. N | 236. D | |
| 21. A | 45. A | 69. D | 93. A | 117. D | 141. D | 165. A | 189. A | 213. A | 237. D | |
| 22. SD | 46. SD | 70. N | 94. A | 118. N | 142. SD | 166. SD | 190. A | 214. A | 238. D | |
| 23. SD | 47. D | 71. SD | 95. SA | 119. N | 143. D | 167. N | 191. SA | 215. N | 239. D | |
| 24. SD | 48. D | 72. D | 96. D | 120. A | 144. SD | 168. A | 192. D | 216. SA | 240. N | |

Validity Items

A. SA B. Yes C. Yes

Summary of Responses

SD: 10.42% D: 28.33% N: 16.67% A: 36.67% SA: 7.92% ?: 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.

Style of Well-Being

Vertical Axis: Neuroticism (= 75 T)
Horizontal Axis: Extraversion (= 29 T)

N+E-

Gloomy Pessimists

These individuals face a dark and dreary life. There is little that cheers them and much that causes anguish and distress. Especially in stressful circumstances, they experience periods of feeling depressed. Even under normal circumstances, they often find life hard and joyless.

N+E+

Strongly Emotional

These individuals 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 influenced by their feelings. However, they may feel that their lives are full of excitement.

N-E-

Low-keyed

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

N-E+

Upbeat Optimists

These individuals 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 (= 75 T)
Horizontal Axis: Openness (= 34 T)

N+O-

Maladaptive

Maladaptive individuals tend to use ineffective defenses (e.g., repression, denial, reaction formation). They prefer not to think about disturbing ideas and they may refuse to acknowledge possible dangers (e.g., serious illness). They do not understand the distressing emotions they experience and they cannot verbalize their feelings.

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-

Unconcerned

In the face of stress, unconcerned individuals rarely experience strong negative emotions, and when they do, they downplay their 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 (= 75 T)

Horizontal Axis: Agreeableness (= 51 T)

N+A-

Temperamental

Temperamental individuals 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 resort to physical aggression or verbal abuse.

N+A+

Timid

Timid individuals are heavily conflicted over anger. On the one hand, their feelings are readily hurt and they often feel victimized. On the other hand, 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 individuals "don't get mad, they get even." They often take offense, but they are not overwhelmed 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.

N-A+

Easy-Going

Easy-going individuals 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 forgive and forget. They understand 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 (= 75 T)

Horizontal Axis: Conscientiousness (= 46 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 somewhat compulsive.

N-C-

Relaxed

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

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 (= 29 T)
Horizontal Axis: Openness (= 34 T)

E+O-

Mainstream Consumers

The interests of these individuals reflect 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

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

E-O-

Homebodies

The interests of these individuals 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

The interests of these individuals are focused on ideas and activities they can pursue alone. Reading, writing, or creative hobbies (e.g., painting, music) appeal to them. They prefer occupations that provide both challenge and privacy. Possible vocation: Naturalist.

Style of Interactions

Vertical Axis: Extraversion (= 29 T)
Horizontal Axis: Agreeableness (= 51 T)

E+A-

Leaders

These individuals enjoy social situations as an arena in which they can shine. They prefer giving orders versus 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 individuals 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 individuals 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 individuals 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 (= 46 T)

E+C-

Funlovers

These individuals 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

These individuals 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

These individuals 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

These individuals 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 are assigned.

Style of Attitudes

Vertical Axis: Openness (= 34 T)

Horizontal Axis: Agreeableness (= 51 T)

O+A-

Free-Thinkers

These individuals 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. They are willing to disregard others' feelings to pursue their own idea of the truth.

O+A+

Progressives

These individuals 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 question is the best way to ensure peace and prosperity for everyone.

Style of Learning

Vertical Axis: Openness (= 34 T)

Horizontal Axis: Conscientiousness (= 46 T)

O+C-

Dreamers

These individuals 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 staying focused. They are able to tolerate uncertainty and ambiguity.

O+C+

Good Students

Although these individuals 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 the strength or preference for these individuals. 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. However, 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 (= 51 T)

Horizontal Axis: Conscientiousness (= 46 T)

A+C-

Well-Intentioned

These individuals 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

These individuals 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

These individuals 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

These individuals 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.

NEO Problems in Living Checklist

Personality traits can contribute to distress and to a variety of impairments, including problems in emotional, interpersonal, experiential, attitudinal, and motivational functioning. Different traits predispose individuals to different kinds of problems. This NEO Problems in Living Checklist section provides a catalogue of potential problems based on NEO-PI-3 factor and facet scores. Factors and their facets are sorted in order of decreasing salience (as defined by absolute distance from the mean), and a list of problems relevant to this personality profile is given based on high ($T > 55$) or low ($T < 45$) scores. The clinician must then determine which, if any, of the suggested problems is clinically significant for this particular client. Pertinent problems can be checked off for future reference. *This section of the Interpretive Report is not a summary of findings about the client, but a customized guide to further inquiry.*

Neuroticism

N: Neuroticism

T score **75**

Women scoring in this range may experience the following problems:

- Chronic negative affects, including anxiety, fearfulness, tension, irritability, anger, dejection, hopelessness, guilt, and shame.
- Difficulty in inhibiting impulses (e.g., eating, drinking, smoking, spending money).
- Irrational beliefs (e.g., unrealistic expectations, perfectionistic demands on self, unwarranted pessimism).
- Unfounded somatic complaints.
- Helplessness and dependence on others for emotional support and decision making.
- Inability to accept criticism.
- Emotional instability; mood swings.
- Unstable relationships.

N4: Self-Consciousness

T score **80**

Women scoring in this range may experience the following problems:

- Intense feelings of chagrin and embarrassment; feeling mortified, humiliated, ashamed, or disgraced in the presence of others.
- Avoidance of social situations.
- Poor social skills.
- Distorted body image; excessive concerns about body appearance.
- Sense of being an imposter.
- Speech anxiety; stage fright.

N6: Vulnerability

T score **78**

Women scoring in this range may experience the following problems:

- Dissociative, psychotic, anxiety, or mood disorder symptomatology when experiencing stress.
- Inability to cope with stress; responds with panic, helplessness, and dismay to even minor stressors.
- Emotional instability.
- Interpersonal neediness or dependency.
- Psychosomatic complaints.

Remaining pages of the Checklist deleted for sample report purposes