Revised NEO Personality Inventory™

Interpretive Report

Developed By

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

Client Information

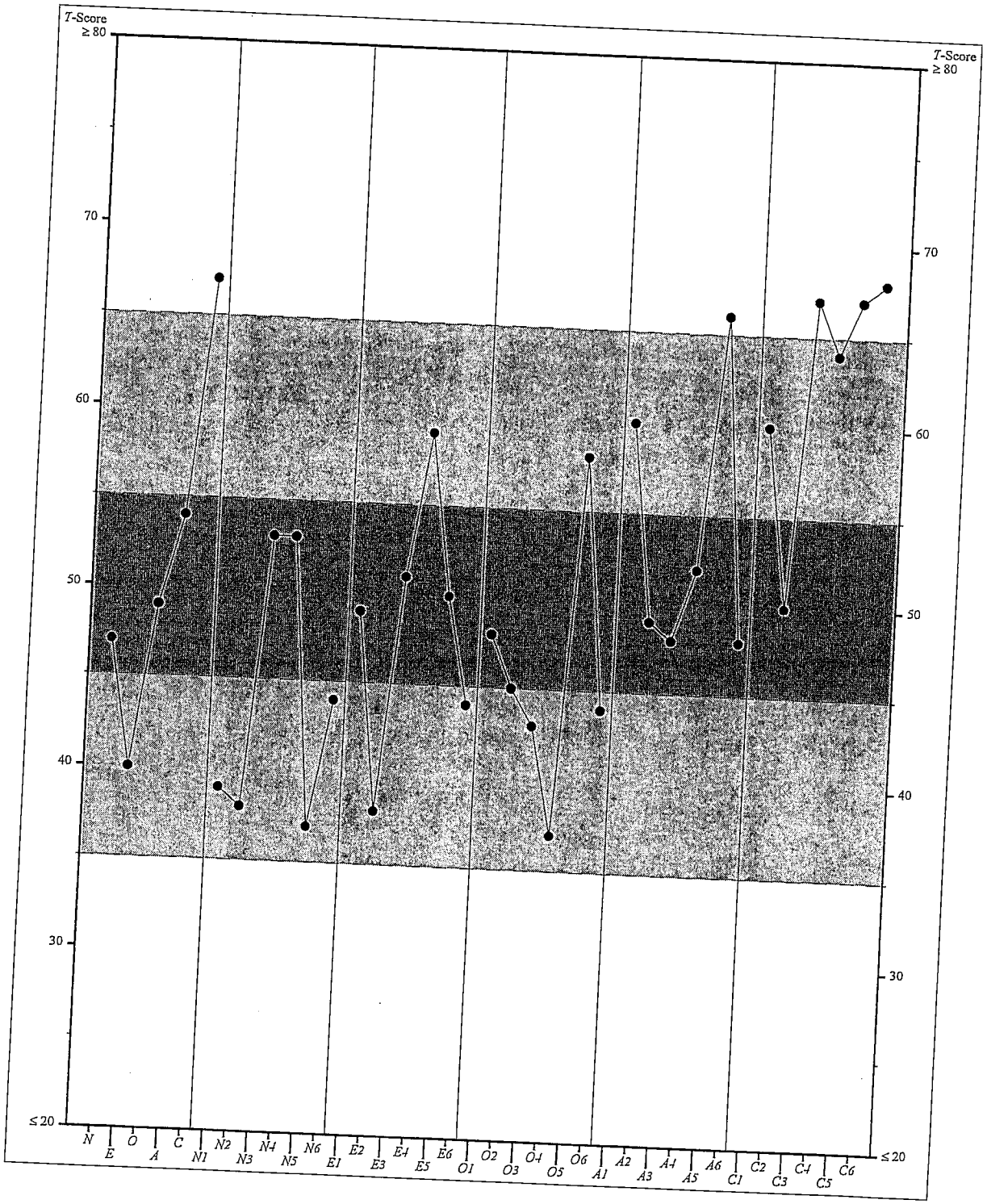
Results For :	ronald l. farris
Client ID :	463-92-6300
Age :	49
Birthdate :	02/08/1954
Gender :	Male
Test Form :	S
Test Date :	01/21/2004

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

PAR Psychological Assessment Resources, Inc. / P.O. Box 998 / Odessa, FL 33556 / Toll-Free 1-800-331-TEST
NEO PI-R™ : Interpretive Report Copyright © 1985, 1988, 1992, 1994, 2000 by Psychological Assessment Resources, Inc. All rights reserved. May not be reproduced in whole or in part in any form or by any means without written permission of Psychological Assessment Resources, Inc.

Version: 1.02 (1.10.016)

NEO PI-R™ *T*-Score Profile



NEO PI-R™ Data Table

Scale	Raw Score	T Score	Range
Factors			
(N) Neuroticism	---	47	Average
(E) Extraversion	---	40	Low
(O) Openness	---	49	Average
(A) Agreeableness	---	54	Average
(C) Conscientiousness	---	67	Very High
Neuroticism Facets			
(N1) Anxiety	8	39	Low
(N2) Angry Hostility	7	38	Low
(N3) Depression	13	53	Average
(N4) Self-Consciousness	15	53	Average
(N5) Impulsiveness	10	37	Low
(N6) Vulnerability	7	44	Low
Extraversion Facets			
(E1) Warmth	22	49	Average
(E2) Gregariousness	10	38	Low
(E3) Assertiveness	17	51	Average
(E4) Activity	21	59	High
(E5) Excitement-Seeking	17	50	Average
(E6) Positive Emotions	17	44	Low
Openness Facets			
(O1) Fantasy	16	48	Average
(O2) Aesthetics	14	45	Average
(O3) Feelings	17	43	Low
(O4) Actions	11	37	Low
(O5) Ideas	24	58	High
(O6) Values	18	44	Low
Agreeableness Facets			
(A1) Trust	25	60	High
(A2) Straightforwardness	20	49	Average
(A3) Altruism	22	48	Average
(A4) Compliance	19	52	Average
(A5) Modesty	25	66	Very High
(A6) Tender-Mindedness	19	48	Average
Conscientiousness Facets			
(C1) Competence	26	60	High
(C2) Order	19	50	Average
(C3) Dutifulness	30	67	Very High
(C4) Achievement Striving	25	64	High
(C5) Self-Discipline	29	67	Very High
(C6) Deliberation	25	68	Very High

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 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 Conscientiousness. Men who score in this range lead very well-ordered lives, striving to meet their goals in a planful and deliberate manner. They have a high need for achievement. They are neat, punctual, and well organized, and can be relied upon to carry through on their commitments. They take moral, civic, and personal obligations quite seriously, and put business before pleasure. They have good self-discipline and have developed a number of competencies. Raters describe such people as careful, reliable, hardworking, and persevering.

This person is low in 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.

Next, consider the individual's level of 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.

This person is average 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.

Finally, the individual scores in the average range 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.

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 calm, relaxed, and generally free of worry. He seldom feels frustrated, irritable, and angry at others and 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 and he is able to cope well with stress.

Extraversion

This person is average in his level of warmth toward others, but he rarely enjoys large and noisy crowds or parties. He is as assertive as most men when the circumstances require. The individual has a high level of energy and likes to keep active and busy. Excitement, stimulation, and thrills have some appeal to him, but 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 seldom enjoys new and different activities and has a low need for variety in his life. He is interested in intellectual challenges and in unusual ideas and perspectives, but he is conservative in his social, political, and moral beliefs.

Agreeableness

This person easily trusts others and usually assumes the best about anyone he meets. He is generally frank and sincere, and he is reasonably considerate of others and responsive to requests for help. This individual holds his own in conflicts with others, but he is also willing to forgive and forget. He is humble, unassuming, and uncomfortable talking about his achievements. Compared to other people, he is average in his concern for those in need, and his social and political attitudes balance compassion with realism.

probably score in the average range ... of intelligence and education. He

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 : abasement, achievement, cognitive structure, endurance (persistence), order, and understanding (intellectual stimulation). The respondent is likely to show low levels of the following needs : change, impulsivity, play, and succorance (support and sympathy).

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 is lower than half the subjects' in the normative sample, suggesting that the patient is unlikely to have a Borderline Personality Disorder.

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.

The patient's scores on N2: Angry Hostility, N3: Depression, N4: Self-Consciousness, E1: Warmth, E3: Assertiveness, E6: Positive Emotions, O3: Feelings, O6: Values, A3: Altruism, A4: Compliance, C2: Order, C3: Dutifulness, C4: Achievement Striving, and C6: Deliberation suggest the possibility of a Obsessive-Compulsive Personality Disorder. Obsessive-Compulsive Personality Disorder is relatively common in clinical practice; the patient's coefficient of profile agreement is higher than 90% of subjects' in the normative sample.

NEO PI-R™ Item Responses

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

Validity Items

A. SA B. Yes C. Yes

Summary of Responses

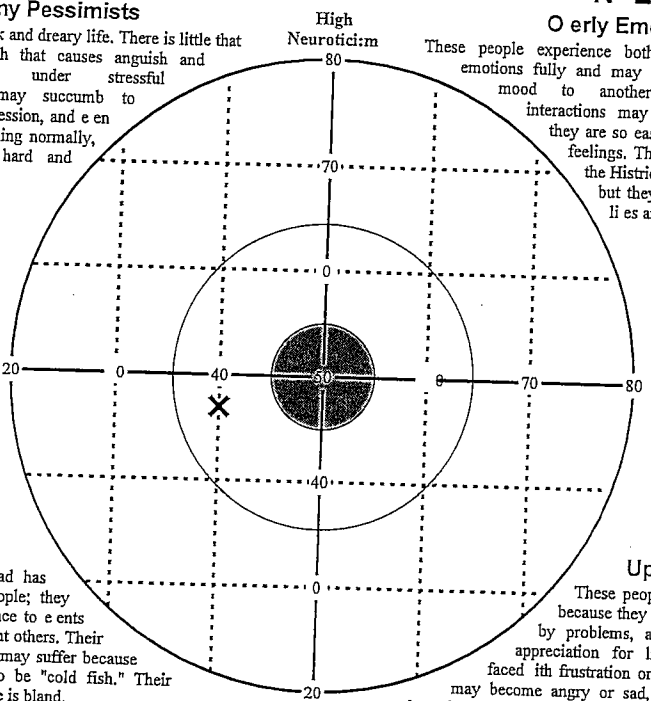
SD: 4.17% D: 22.08% N: 16.67% A: 37.92% SA: 19.17% ?: 0.00%

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.

Horizontal xi: xtraver:ion (= 4 *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 e en . hen they are functioning normally, they often find life hard and joyless.

N+E+

O erly Emotional

These people experience both positi e and negati e emotions fully and may s ing rapidly from one mood to another. Their interpersonal interactions may be tumultuous because they are so easily carried a ay by their feelings. They may sho features of the Histrionic Personality Disorder, but they may also feel that their li es are full of excitement.

N-E-

wo -keyed

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

N-E+

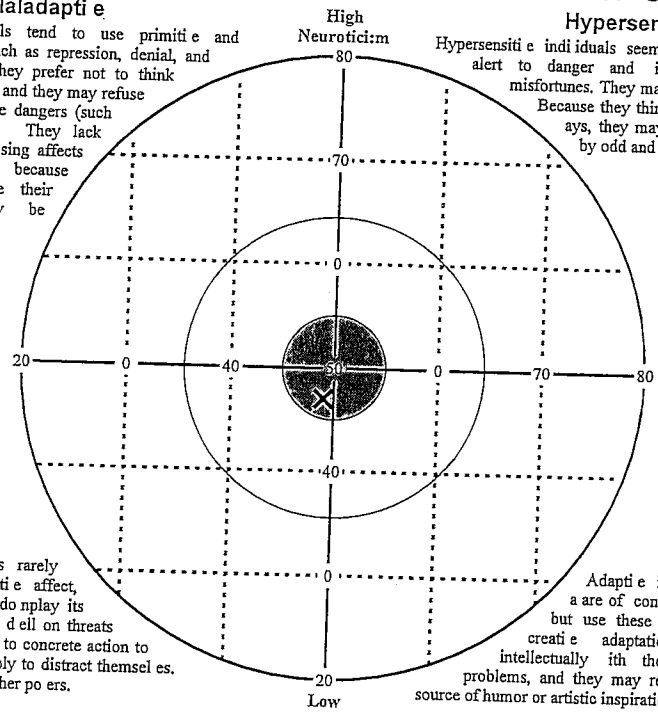
Upbeat Optimists

These people are usually cheerful because they are not unduly troubled by problems, and they ha e a keen appreciation for life's pleasures. When faced ith frustration or disappointment, they may become angry or sad, but they quickly put these feelings behind them. They prefer to concentrate on the future, hich they ie ith eager anticipation. They enjoy life.

Style of Defen:e

Vertical xi: Neurotici:m (= 47 *T*)

Horizontal xi: Openne:: (= 49 *T*)



N+O-

Maladapti e

Maladapti e indi iduals tend to use primiti e and ineffecti e defenses such as repression, denial, and reaction formation. They prefer not to think about disturbing ideas, and they may refuse to ackno ledge possible dangers (such as a serious illness). They lack insight into the distressing affects they experience, and because they cannot erbalize their feelings, they may be considered alexithymic.

N+O+

Hypersensiti e

Hypersensiti e indi iduals seem undefended. They are alert to danger and i idly imagine possible misfortunes. They may be prone to nightmares. Because they think in unusual and creati e ays, they may sometimes be troubled by odd and eccentric ideas.

N-O-

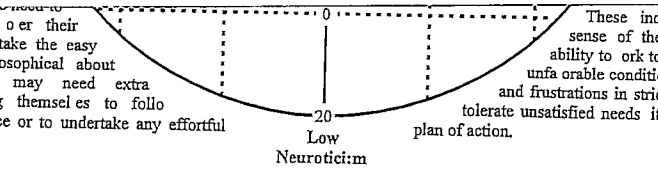
Hyposensiti e

Hyposensiti e indi iduals rarely experience strong negati e affect, and hen they do, they do nplay its importance. They do not d ell on threats or losses, turning instead to concrete action to sol e the problem or simply to distract themsel es. They put their faith in higher po ers.

N-O+

Adapti e

Adapti e indi iduals are keenly a are of conflict, stress, and threat, but use these situations to stimulate creati e adaptations. They grapple intellectually ith their o n intrapsychic problems, and they may react to life stress as a source of humor or artistic inspiration.

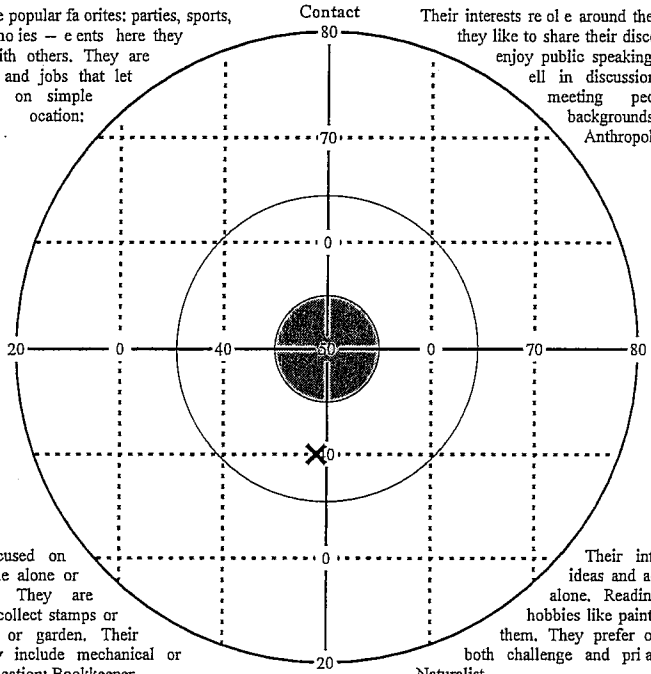


exert rigorous control o er their beha ior. They tend to take the easy ay, and they are philosophical about disappointments. They may need extra assistance in moti ating themsel es to follo appropriate medical ad ice or to undertake any effortful endea or.

These indi iduals ha e a clear sense of their o n goals and the ability to ork to ard them e en under unfa orable conditions. They take setbacks and frustrations in stride, and they are able to tolerate unsatisfied needs ithout abandoning their plan of action.

Style of Intere:t:

Vertical xi: xtraver:ion (= 4 *T*)
Horizontal xi: Openne:: (= 49 *T*)



E+O-
Mainstream Consumers

Their interests reflect the popular fa orites: parties, sports, shopping, blockbuster mo ies – e ents here they can enjoy themsel es ith others. They are attracted to businesses and jobs that let them ork ith others on simple projects. Possible ocation: Salesperson

E+O+
Creati e Interactors

Their interests re ol e around the ne and different and they like to share their disco eries ith others. They enjoy public speaking and teaching and fit in ell in discussion groups. They enjoy meeting people from different backgrounds. Possible ocation: Anthropologist

E-O-
Homebodies

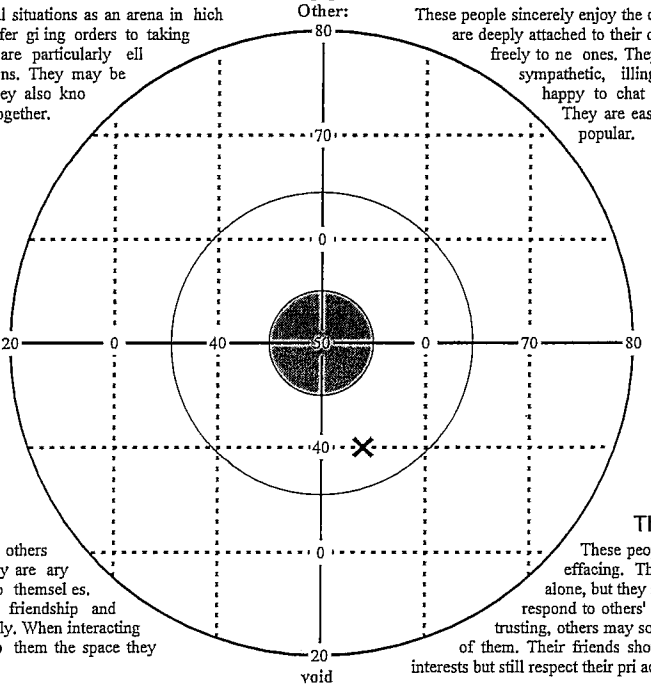
Their interests are focused on acti ities they can pursue alone or ith a small group. They are unad enturous and may collect stamps or coins, atch tele ision, or garden. Their ocational interests may include mechanical or domestic ork. Possible ocation: Bookkeeper

E-O+
Introspectors

Their interests are focused on ideas and acti ities they can pursue alone. Reading, riting, or creati e hobbies like painting and music appeal to them. They prefer occupations that pro ide both challenge and pri acy. Possible ocation: Naturalist

Style of Interaction:

Vertical xi: xtraver:ion (= 4 *T*)
Horizontal xi: greeablene:: (= 54 *T*)



E+A-
weaders

These people enjoy social situations as an arena in hich they can shine. The prefer gi ing orders to taking them and belie e they are particularly ell suited to making decisions. They may be boastful and ain, but they also kno ho to get people to ork together.

E+A+
Welcomers

These people sincerely enjoy the company of others. They are deeply attached to their old friends and reach out freely to ne ones. They are good-natured and sympathetic, illing to lend an ear and happy to chat about their o n ideas. They are easy to get along ith and popular.

E-A-
Competitors

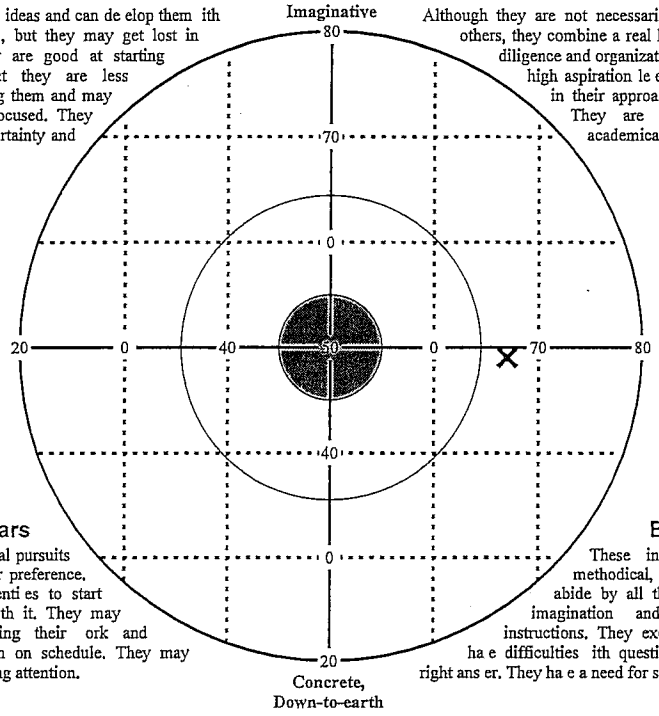
These people tend to ie others as potential enemies. They are ary and distant and keep to themsel es. They prefer respect to friendship and guard their pri acy jealously. When interacting ith them, it is ise to allo them the space they feel they need.

E-A+
The Unassuming

These people are modest and self-effacing. They often prefer to be alone, but they are also sympathetic and respond to others' needs. Because they are trusting, others may sometimes take ad antage of them. Their friends should atch out for their interests but still respect their pri acy.

Style of Learning

Vertical xi: Openne:: (= 49 *T*)
Horizontal xi: Con:cientiou:ne:: (= 67 *T*)



O+C-
Dreamers

They are attracted to ne ideas and can de elop them ith imaginati e elaborations, but they may get lost in flights of fancy. They are good at starting inno ati e projects, but they are less successful in completing them and may need help in staying focused. They are able to tolerate uncertainty and ambiguity.

O+C+
Good Students

Although they are not necessarily more intelligent than others, they combine a real lo e of learning ith the diligence and organization to excel. They ha e a high aspiration le el and are often creati e in their approach to sol ing problems. They are likely to go as far academically as their gifts allo .

O-C-
Reluctant Scholars

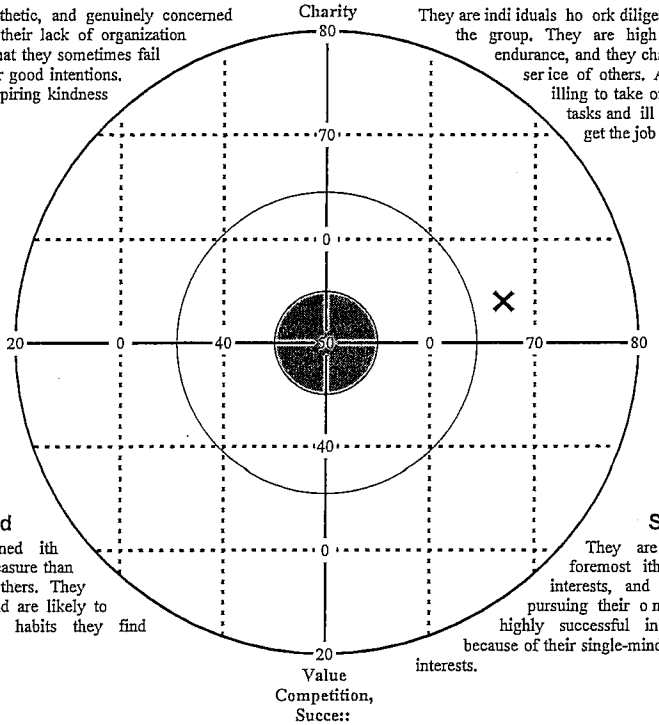
Academic and intellectual pursuits are not their strength or preference. They need special incenti es to start learning and to stick ith it. They may need help in organizing their ork and reminders to keep them on schedule. They may ha e problems maintaining attention.

O-C+
By-the-Bookers

These indi iduals 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 ha e difficulties ith questions that ha e no one right ans er. They ha e a need for structure and closure.

Style of Character

Vertical xi: greeablene:: (= 54 *T*)
Horizontal xi: Con:cientiou:ne:: (= 67 *T*)



A+C-
Well-Intentioned

They are gi ing, sympathetic, and genuinely concerned about others. Ho e er, their lack of organization and persistence means that they sometimes fail to follo through on their good intentions. They may be best at inspiring kindness and generosity in others.

A+C+
Effecti e Altruists

They are indi iduals ho ork diligently for the benefit of the group. They are high in self-discipline and endurance, and they channel their efforts to the ser ice of others. As olunteers, they are illing to take on difficult or thankless tasks and ill stick to them until they get the job done.

A-C-
Undistinguished

They are more concerned ith their o n comfort and pleasure than ith the ell-being of others. They tend to be eak- illed and are likely to ha e some undesirable habits they find difficult to correct.

A-C+
Self-Promoters

They are concerned first and foremost ith their o n needs and interests, and they are effecti e in pursuing their o n ends. They may be highly successful in business or politics because of their single-minded pursuit of their o n interests.