

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

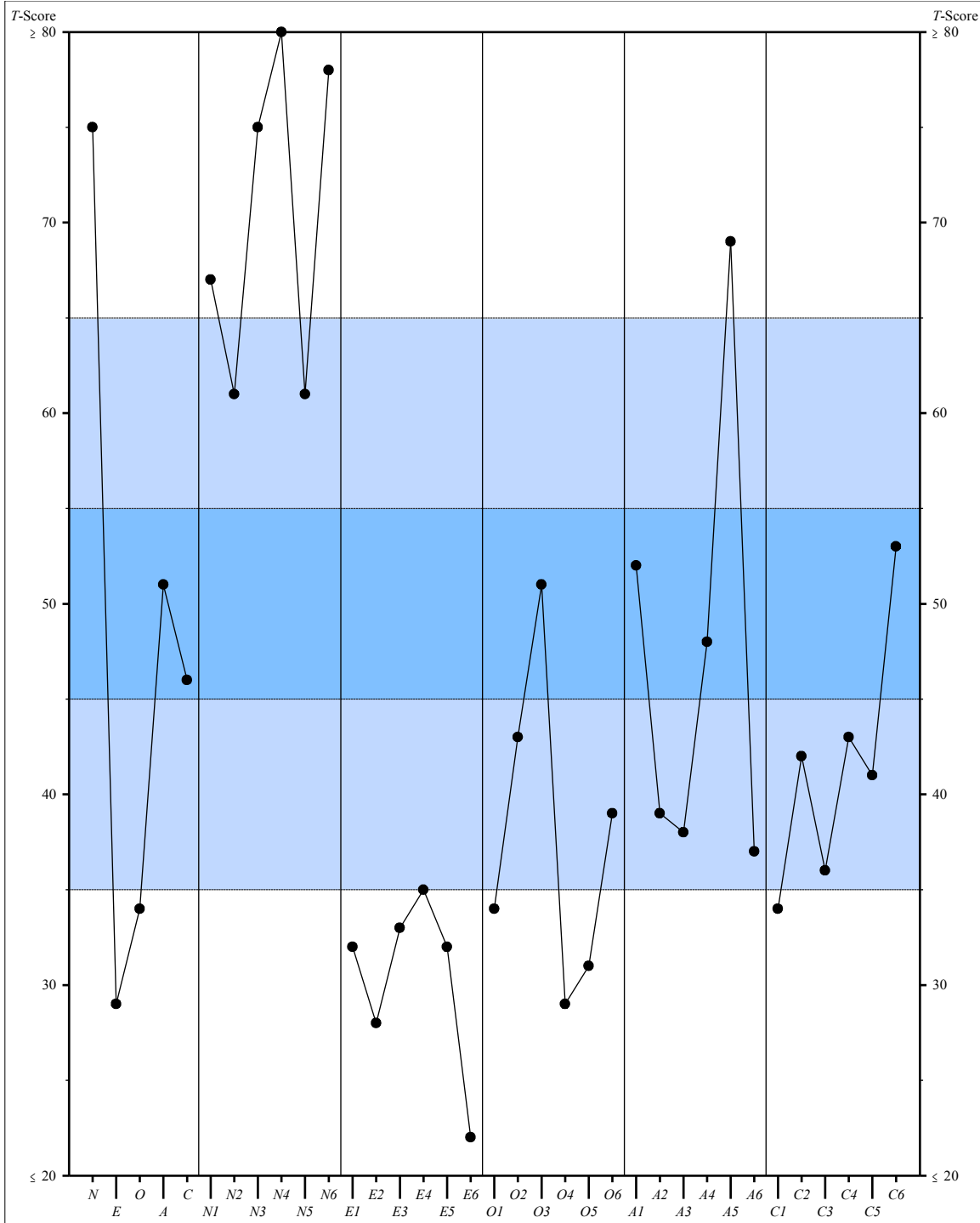
The following report is based on research using adult and adolescent samples and is intended to provide information on the basic dimensions of personality. The interpretive information contained in this report should be viewed as only one source of hypotheses about the individual being evaluated. No 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.

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Version: 2.00 (3.00.024)

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.	Item Rsp.	Item Rsp.	Item Rsp.	Item Rsp.	Item Rsp.	Item Rsp.	Item Rsp.	Item Rsp.	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

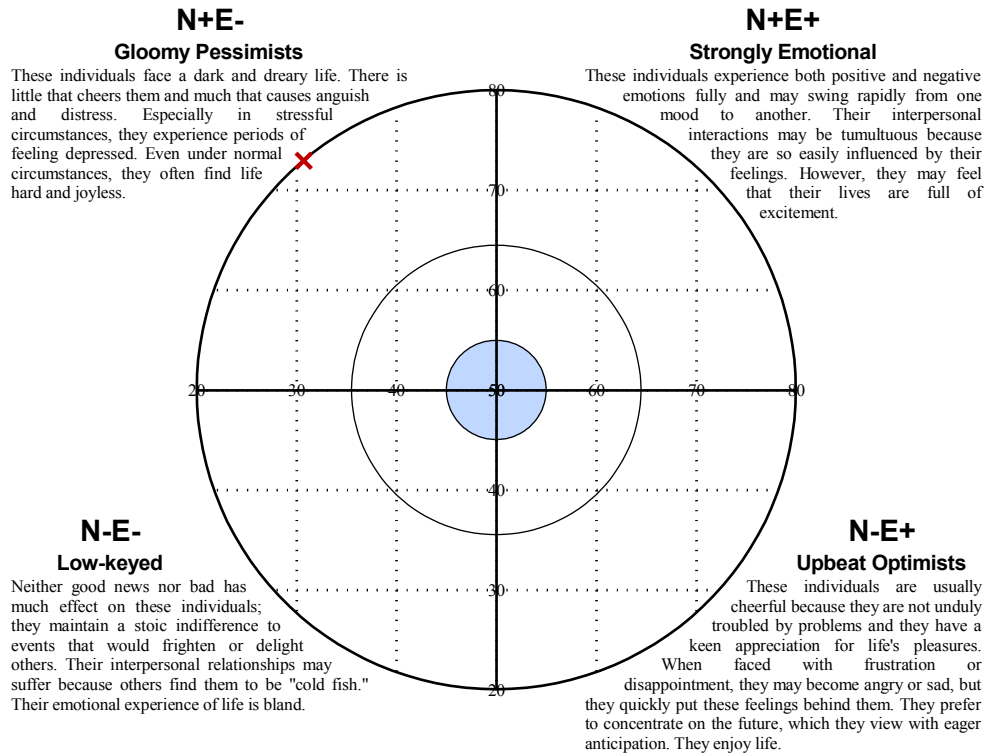
Broad personality factors are pervasive influences on thoughts, feelings, and actions, and combinations of factors provide insight into major aspects of people's lives, defining what can be called *personality styles*. For example, for many years psychologists have known that interpersonal interactions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

NEO Style Graphs

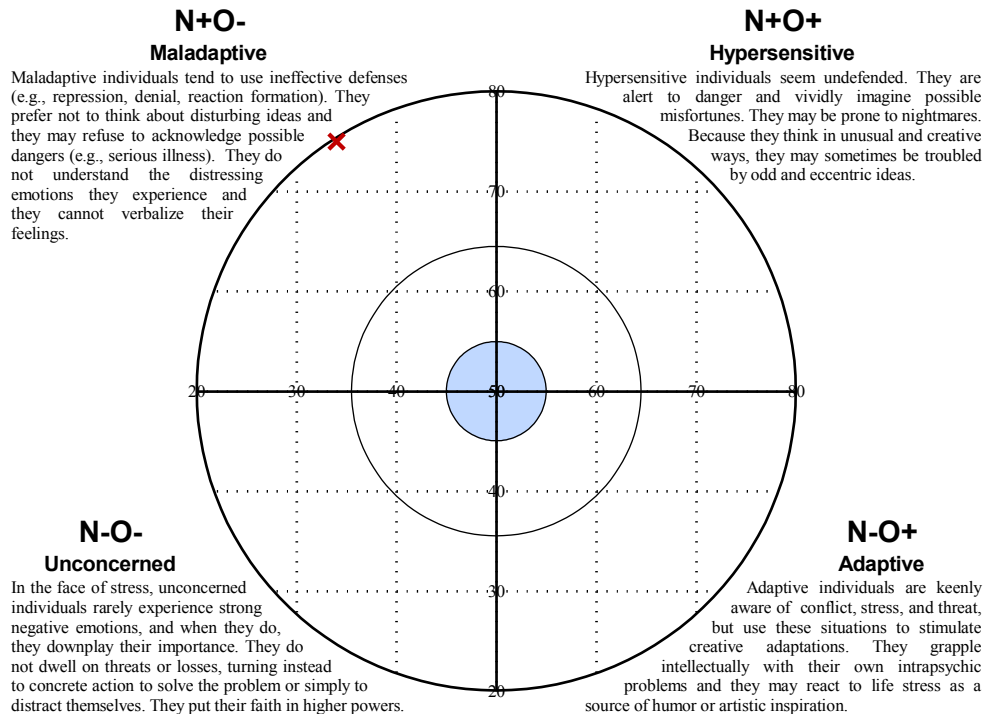
Style of Well-Being

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



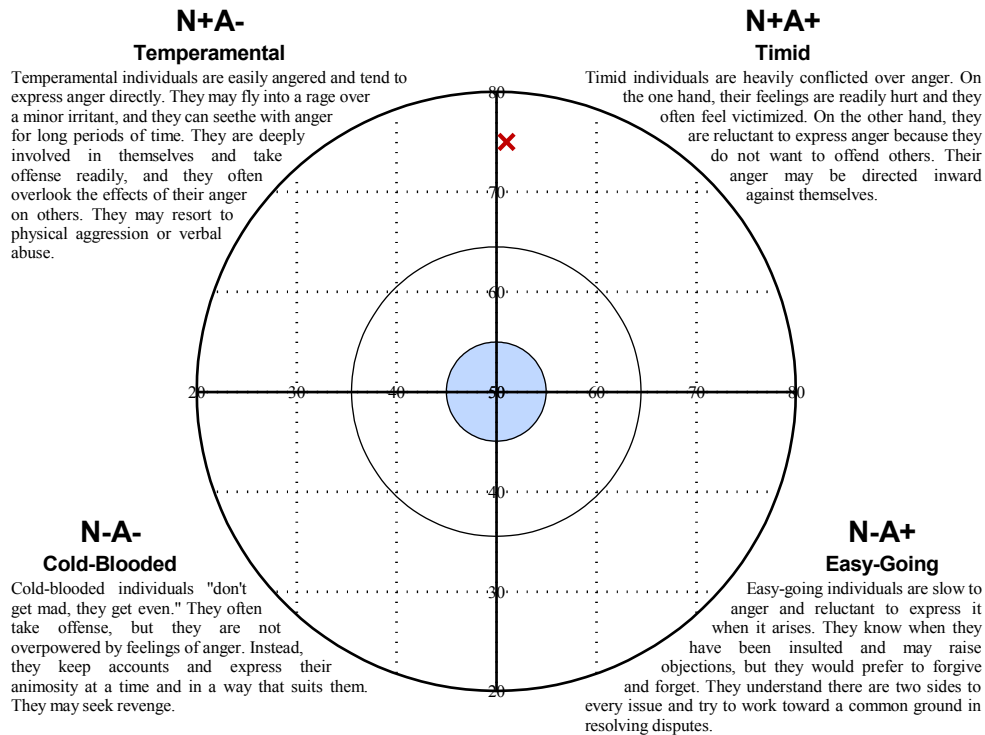
Style of Defense

Vertical Axis: Neuroticism (= 75 T)
 Horizontal Axis: Openness (= 34 T)



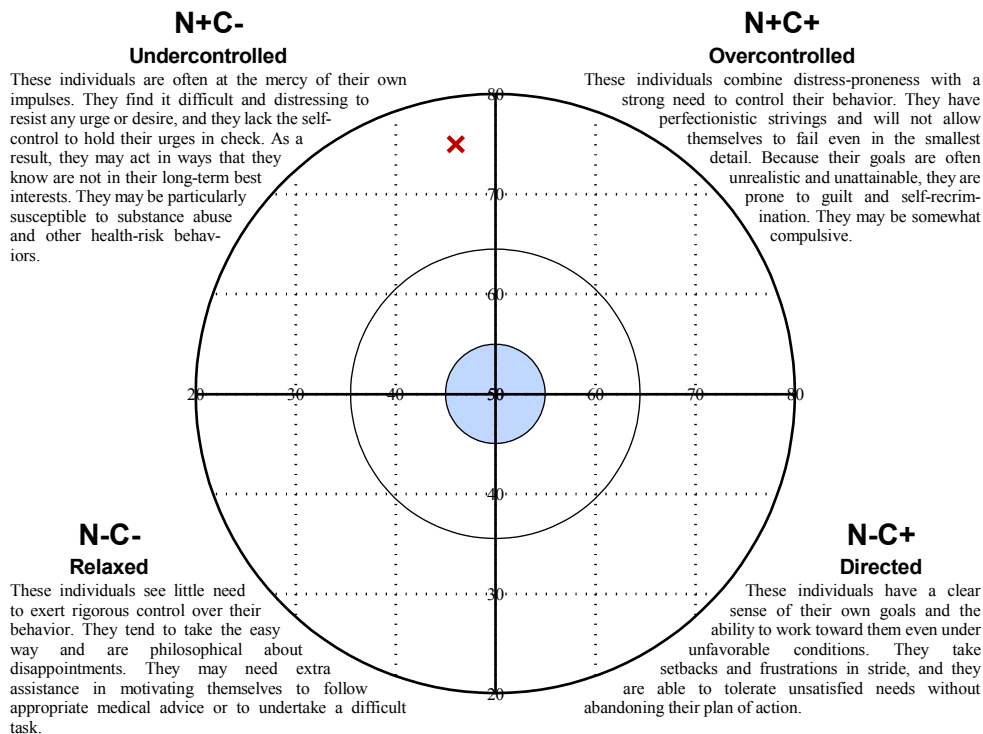
Style of Anger Control

Vertical Axis: Neuroticism (= 75 T)
Horizontal Axis: Agreeableness (= 51 T)



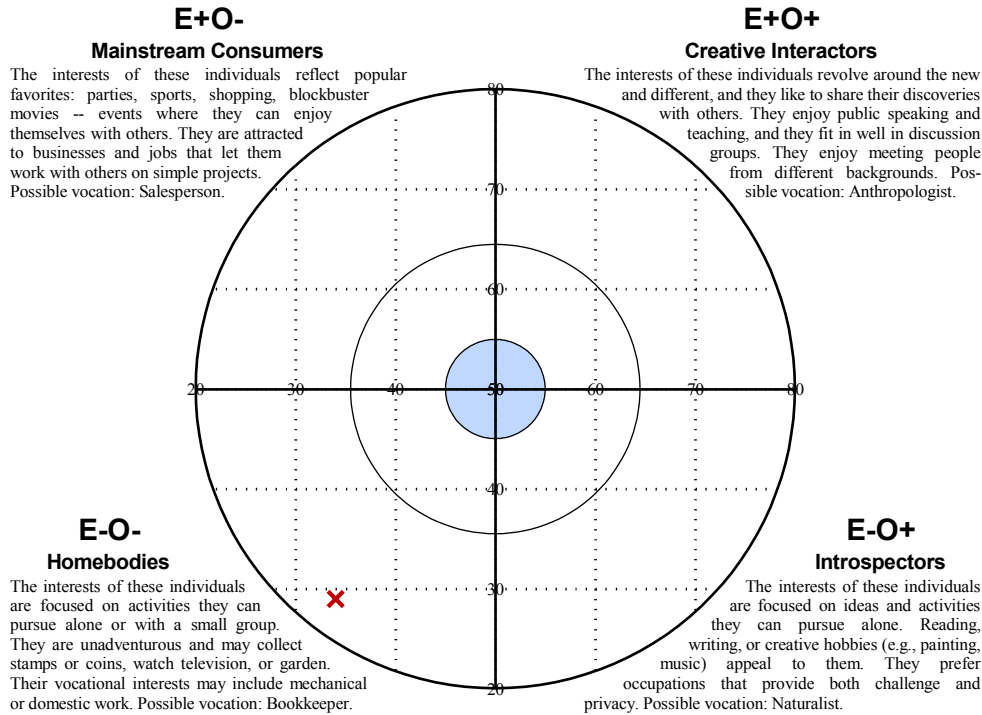
Style of Impulse Control

Vertical Axis: Neuroticism (= 75 T)
Horizontal Axis: Conscientiousness (= 46 T)



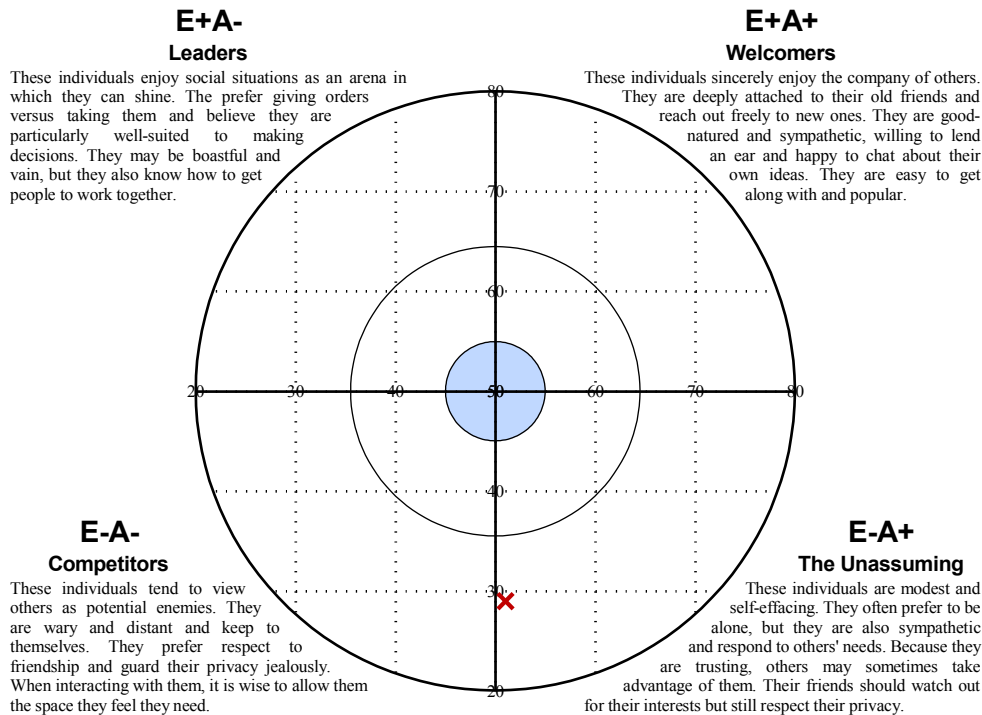
Style of Interests

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



Style of Interactions

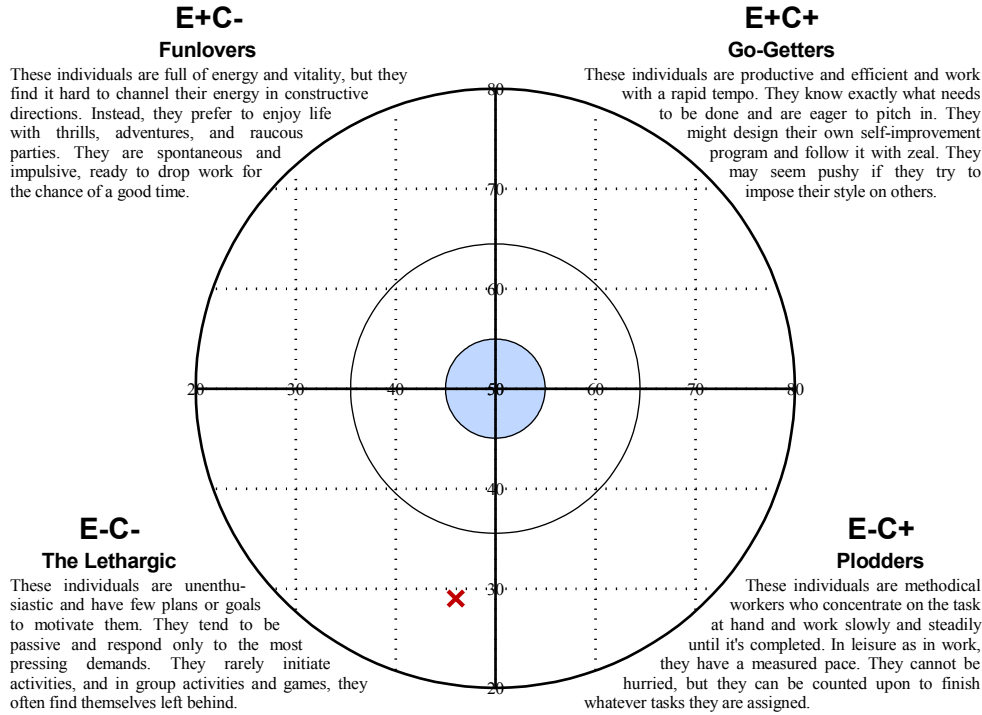
Vertical Axis: Extraversion (= 29 T)
 Horizontal Axis: Agreeableness (= 51 T)



Style of Activity

Vertical Axis: Extraversion (= 29 T)

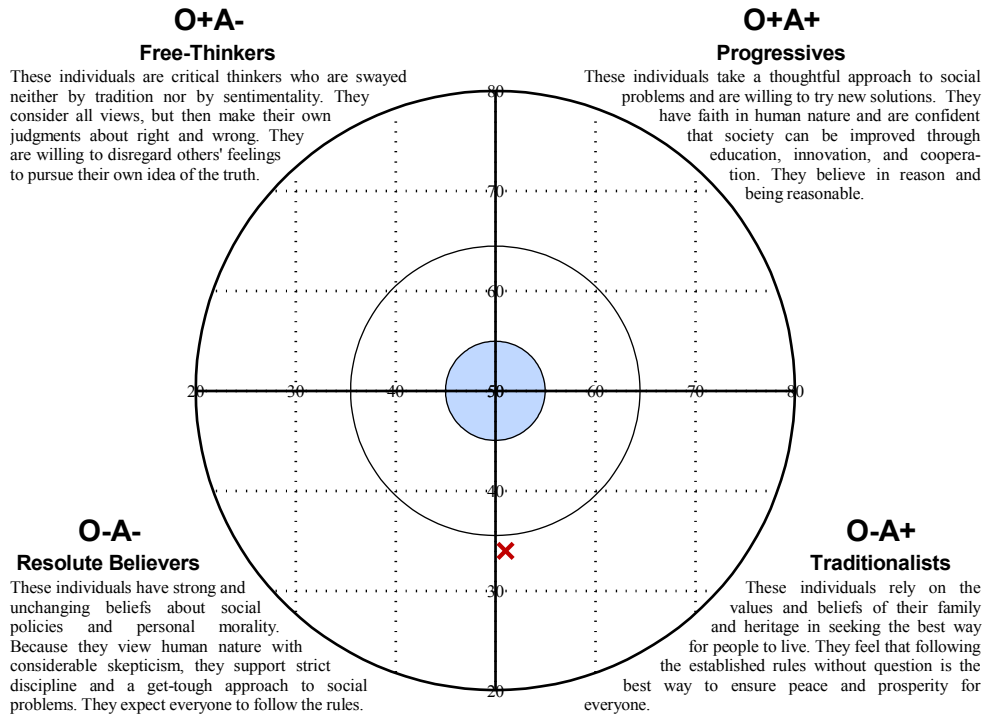
Horizontal Axis: Conscientiousness (= 46 T)



Style of Attitudes

Vertical Axis: Openness (= 34 T)

Horizontal Axis: Agreeableness (= 51 T)

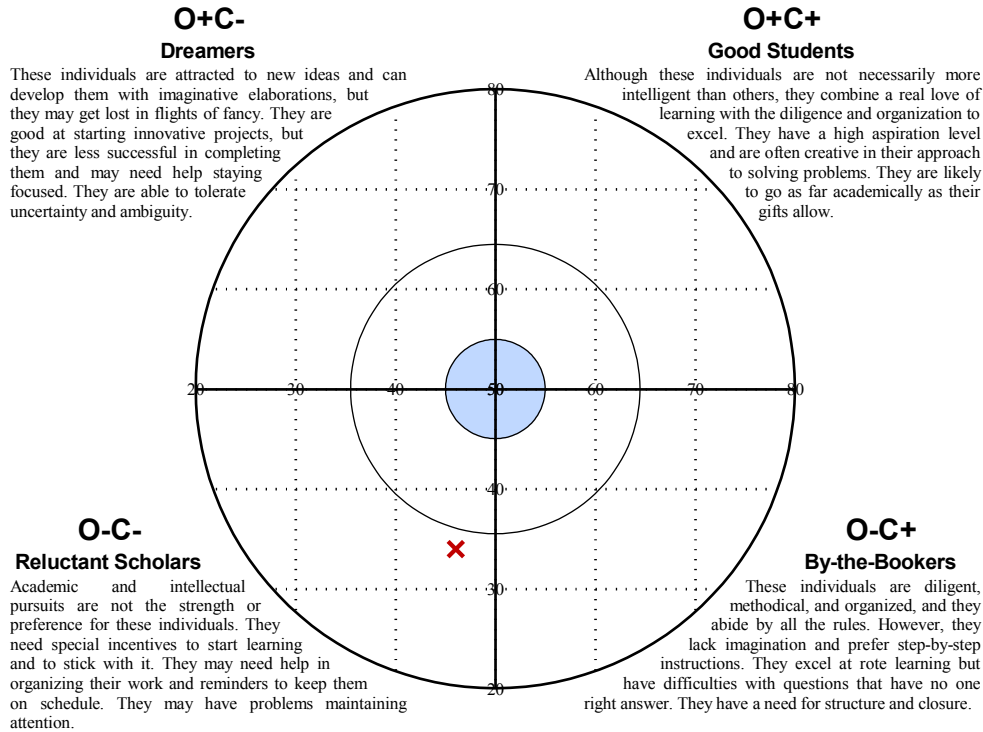


NEO Style Graphs

Style of Learning

Vertical Axis: Openness (= 34 T)

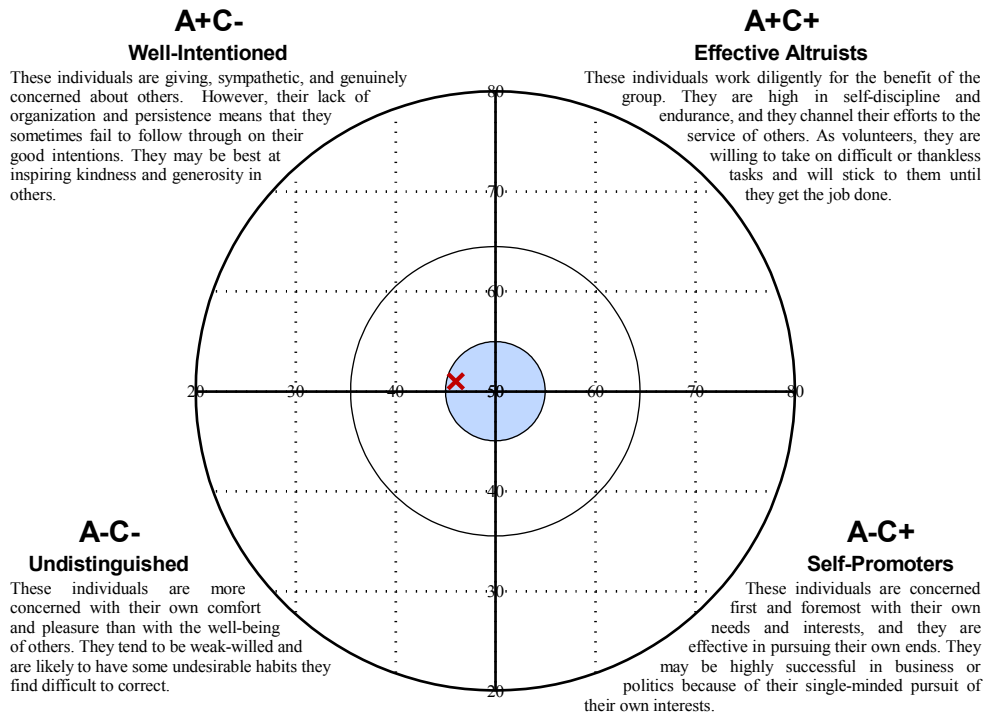
Horizontal Axis: Conscientiousness (= 46 T)



Style of Character

Vertical Axis: Agreeableness (= 51 T)

Horizontal Axis: Conscientiousness (= 46 T)



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