NPQ™- RO
Nonverbal Personality Questionnaire
DEVELOPED BY SAMPO V. PAUNONEN, DOUGLAS N JACKSON and MICHAEL C. ASHTON

REPORT PREPARED FOR:
JOHN SAMPLE (Gender: MALE)
UNDERSTANDING THIS REPORT

This report will help in the better understanding of the preferences, attitudes, and behaviors characteristic for the evaluated person in key dimensions of his/her personality.

This report is intended for the use of psychologists, counsellors or other specialised professionals in their work with clients.

Although formulated like a stand-alone report, which especially in the second section (detailed report) may also be easily read by persons not trained in the usage of psychological tests, this report has been projected and developed in such a way as to offer assistance to the professional who is interpreting the test results.

These results should only be considered in conjunction with professional judgment, after a careful and detailed analysis, and only after corroborating these data with the results of an interview and of possible other psychometric instruments. Results contained in this report may be subject to alterations and special highlights as a function of such corroborations made by a specialised professional.

This report is based on the NPQ, an instrument that has been validated in a wide variety of research programs.

The Nonverbal Personality Questionnaire (NPQ) is a structured, nonverbal, omnibus measure of personality traits, that was constructed to measure normal personality characteristics. The questionnaire consists of 136 items, grouped on 16 content scales, which are based on Murray’s (1938) system of needs, and one validity scale.

WHAT INFORMATION DOES THIS REPORT INCLUDE?

In addition to the introductory section, the report contains two main sections:

1. The NPQ profile
2. The Detailed Report

1. The NPQ profile

The NPQ profile section contains charts of the scores characteristic for the evaluated person on the 17 scales of the NPQ. The 17 NPQ scales are grouped in the chart on the five meta-factors of personality commonly known as the Big Five and the individual scores for these five meta-factors are also computed and pictured in a chart below the NPQ scales.
Please note that some of the 17 NPQ scales are both pictured in the graph and load in the Big Five in a reversed way. This is due to the fact that this report pictures the scores in such a form as to represent socially acceptable behaviors with higher levels on the graph.

The scores for all the 17 NPQ scales and the 5 Big Five scales are represented in percentiles. Percentiles are values that divide cases according to values below which certain percentages of cases fall. For example, the 10th percentile for the Do scale is the value of the scale where 10% of the subjects score below and 90% above. Percentiles are computed based on a Romanian national-wide normative sample of N=1800 subjects (900 males and 900 females).

Please also note that the NPQ profile section contains two pages, one based in both scoring and graphic representation on the combined norms and one based on the specific norms, requested during the scoring process. Gender-specific, or more general scores, can be important depending on how the report is being used.

2. The Detailed Report section

The detailed report offers a drilldown of the characteristics ascertained through the Nonverbal Personality Inventory and already pictured in the charts in the NPQ profile section. The charts in this section and the subsequent comments are based on the combined norms.

This section has been developed in such a way as to offer assistance to the psychologist who is interpreting the results, as to minimize his/her need of reverting to the test manual.

This section may also be read by the evaluated person as part of a structured discussion or development program he/she is part of. However, considering the conclusions of this report should only be done after discussing them with a specialised professional.

This section contains for every one of the 17 NPQ scales one chart, capturing both the percentiles (above) and the raw scores (below), with a special marker where the evaluated person’s score has been computed. Also, below every chart one may read a description of typical behaviors for low and high scorers on the respective scale, as well as typical adjectival descriptions for these low and high scorers.
NPQ PROFILE. PERCENTILES
(for the 17 standard scales and the 5 Big Five personality factors)

Scoring based on: THE STANDARD ROMANIAN MALE NORMS (N=900ss)
NPQ PROFILE. PERCENTILES
(for the 17 standard scales and the 5 Big Five personality factors)

E1 E2 E3
(Af) (Ex) (Pi)

E2 A1 A2 A3
(Nu) (-Ag) (-Do)

E3 C1 C2 C3 C4
(Ac) (En) (Or) (-Im)

N1 N2
(Sr) (Su)

O1 O2 O3 O4
(Au) (Ts) (Se) (Un)

V1
(De)

E (Extraversion) 86
A (Agreeableness) 95
C (Conscientiousness) 149
N (Neuroticism) 56
O (Openness to Experience) 114
**D E T A I L E D   R E P O R T**

* This detailed report is based on the COMBINED norms.

** For usage of this detailed report, please consider the description contained in the introductory text to this file.

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### Af  (E1)  Affiliation

<table>
<thead>
<tr>
<th>Percentile</th>
<th>Raw score</th>
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<tbody>
<tr>
<td>24</td>
<td>37</td>
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</table>

**Percentile:** 51  
**Raw score:** 37

**Description:**

Prefers to be alone, rather than in the company of others; rarely makes an effort to meet new people. 

- uncommunicative, unsociable, aloof, ungenial, unapproachable, introverted, laconic

**Description:**

Seeks warm and positive human relations; enjoys being in the company of other people; a high scorer has a gregariousness towards others.

- warm, friendly, gregarious, sociable, affiliative, warm, amiable, extraverted, companionable, neighborly, hospitable

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### Ex  (E2)  Exhibition

<table>
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<tr>
<th>Percentile</th>
<th>Raw score</th>
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<td>24</td>
<td>19</td>
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**Percentile:** 23  
**Raw score:** 19

**Description:**

Prefers to blend in with the crowd; avoids public performances and actions that might gain the attention of others.

- reserved, modest, bashful, shy, inconspicuous, retiring, selfconscious, demure, diffident, reticent, quiet

**Description:**

Enjoys being the center of attention; likes to perform in front of an audience; engages in humorous and/or risky behaviors to get noticed.

- outgoing, entertaining, colorful, exhibitionistic, expressive, dramatic, showy, demonstrative, charming, humorous

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### Pl  (E3)  Play

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<th>Percentile</th>
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<td>30</td>
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</table>

**Percentile:** 49  
**Raw score:** 30

**Description:**

Does not seek out fun or sportive activities; tends to be serious-minded and does not enjoy pranks or jokes.

- conservative, serious, conventional, unhumorous, sober, stable, sedate, austere

**Description:**

Seeks activities that are fun and pleasurable, such as sports and games; enjoys jokes and pranks.

- playful, jovial, pleasureseeking, merry, laughterloving, joking, prankish, sportive, fun loving, mirthful, jolly
### Nu: Nurturance

**Percentile:** 41  
**Raw score:** 37

Disinclined to help those in need; is insensitive to the plight of others.  
- aloof, uncaring, insensitive, dispassionate, unresponsive, unsacrificing

Enjoys helping children, animals, and those in need; willing to come to the aid of the sick, infirm, or disabled.  
- caring, supporting, aiding, ministering, charitable, assisting, helpful, benevolent, altruistic

### Ag: Aggression

**Percentile:** 47  
**Raw score:** 24

Mild mannered and easy going; avoids engaging in verbal or physical confrontation, even when provoked; is forgiving.  
- peaceable, calm, eventempered, nonretributive, nonthreatening, compliant, easy-going

Willing to strike out at others both verbally and physically when angered; is easily aggravated or annoyed.  
- quarrelsome, irritable, hot-tempered, aggressive, hostile, combative, destructive, belligerent, argumentative

### Do: Dominance

**Percentile:** 50  
**Raw score:** 30

Follow directions of others and avoids role of leader; does not readily express own opinions or ideas.  
- unauthoritative, unpersuasive, passive, unassertive, uninfluential, submissive, follower

Readily assumes the role of a leader; gives directions clearly and forcefully; capable of rallying people to act.  
- governing, controlling, bossy, forceful, domineering, leading, directing, assertive, authoritative

### Ac: Achievement

**Percentile:** 91  
**Raw score:** 42

Avoids challenging tasks in favor of easier work; prefers participating in leisure activities rather than in academic or work activities.  
- underachieving, unproductive, laidback, lackadaisical, unmotivated

Works hard to attain excellence; willing to forgo leisure activities to achieve an academic, work-related, or physical goal.  
- industriousness, achieving, enterprising, productive, ambitious, diligent, productive, assiduous, studious, aspiring
### En (C2): Endurance

- **Percentile:** 63
- **Raw score:** 35

**Tends to give up quickly when faced with a difficult problem or challenging situation; avoids time-intensive tasks; tires quickly.**

- **Words for lower Endurance:** tired, lethargic, weary, distractable, unenergetic, dilatory, laidback
- **Words for higher Endurance:** persistent, determined, persevering, unrelenting, tireless, energetic, has stamina

### Or (C3): Order

- **Percentile:** 67
- **Raw score:** 38

**Not concerned with tidiness or organization; works and lives in messy and cluttered environment.**

- **Words for lower Order:** disorganized, untidy, chaotic, unstructured, undisciplined
- **Words for higher Order:** neat, conscientious, tidy, clean, well ordered, methodical, disciplined

### Im (-C4): Impulsivity

- **Percentile:** 24
- **Raw score:** 22

**Acts or responds only after careful thinking and planning; tends to be patient and not spontaneous.**

- **Words for lower Impulsivity:** prudent, planful, predictable, inhibited, restrained, reflective, purposeful, self-controlled, thoughtful
- **Words for higher Impulsivity:** hasty, rash, uninhibited, spontaneous, quick-thinking, mercurial, impatient, unpredictable

### Sr (N1): Social Recognition

- **Percentile:** 47
- **Raw score:** 29

**Unconcerned about social approval; not motivated to impress others or to display status.**

- **Words for lower Social Recognition:** socially insensitive, individualistic, unostentatious, unassuming
- **Words for higher Social Recognition:** status-seeker, needs respectability, seeks admiration and approval, socially sensitive, ostentatious
**Su** Succorance  
Percentile: 29  
Raw score: 27

Does not rely on other people for support, guidance, or sympathy; prefers to deal with problems alone.

Frequently seeks out other people for help, advice, and reassurance; craves emotional support.

secure, self-sufficient, self-assured, self-reliant, self-supporting

seeks support, wants advice, helpless, confiding, clingy, needs affection, help-seeking

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**Au** Autonomy  
Percentile: 41  
Raw score: 31

Tends to abide by social norms; prefers to engage in activities with other people; likes the security of a group.

Prefers to engage in adventurous activities alone; unconcerned about the opinions of others; may not conform to social norms of dress.

dependent, conforming, other-reliant, compliant

independent, autonomous, self-reliant; nonconforming; individualistic, self-sufficient

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**Ts** Thrill-Seeking  
Percentile: 16  
Raw score: 16

Avoids activities that might be risky, dangerous or harmful; is fearful.

Enjoys engaging in exciting, risky and/or dangerous activities; not overly concerned with personal safety.

self-protecting, careful, cautious, wary, timorous, apprehensive, guarded, unadventurous, afraid, hesitant, skittish, timid

fearless, adventurous, daring, brave, audacious, courageous, risk-taker

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**Se** Sentience  
Percentile: 48  
Raw score: 36

Unconcerned or unresponsive to situations that stimulate the senses; is not interested in aesthetics.

Engages in activities that arouse the senses, such as tasting food, smelling flowers, listening to music, and viewing art.

detached, imperceptive, unnoticing, unobservant, unsensual

aesthetic, enjoys physical sensations, earthy, aware, feeling, sensitive, open to experiences
Nonverbal Personality Questionnaire™
Paunonen, Jackson & Ashton, 2002

Un Understanding
Percentile: 39
Raw score: 31

Percentile
Raw score

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 99
1 18 22 26 28 30 32 34 36 38 40 42 44 46 48 50 52 54 56

Disinclined to engage in academic activities or reading that would further own knowledge.
uninquistive, unacademic, not curious, uninterested, unanalytical

Interested in gaining knowledge through reading, observation, and experimentation in the arts and sciences.
inquirirg, curious, analytical, exploring, intellectual, examining, investigative, probing, inquisitive

De Deviance
Percentile: 28
Raw score: 13

Percentile
Raw score

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 99
1 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38 40 42 44 46 48 50 52 54 56

Does not have socially deviant behavior, is conventional, common, normal, socially inserted.
normal, conventional

Admits to socially deviant behaviors, such as stealing and destroying property; high scores may result from careless or random responding or purposeful distortion.
rebellion, deviant, disobedient, intractable, random responder
ANSWERS TO THE ITEMS


(7): '3'  (32): '3'  (57): '4'  (82): '5'  (107): '4'  (132): '2'
(9): '4'  (34): '1'  (59): '1'  (84): '4'  (109): '2'  (134): '2'

(12): '2'  (37): '2'  (62): '6'  (87): '6'  (112): '4'
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(17): '1'  (42): '1'  (67): '6'  (92): '3'  (117): '4'
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(25): '1'  (50): '2'  (75): '2'  (100): '3'  (125): '3'

GENERAL STATISTICS (MODUS OPERANDI)

# of '7' responses: 0 out of 136 (0.00%)
# of '6' responses: 15 out of 136 (11.03%)
# of '5' responses: 28 out of 136 (20.59%)
# of '4' responses: 33 out of 136 (24.26%)
# of '3' responses: 23 out of 136 (16.91%)
# of '2' responses: 29 out of 136 (21.32%)
# of '1' responses: 8 out of 136 (5.88%)
# of missing answers: 0 out of 136 (0.00%)

RAW SCORES

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