

CPI 260TM - RO

California Psychological Inventory

DEVELOPED BY HARRISON GOUGH

REPORT PREPARED FOR:
DEMO

QUESTIONNAIRE USED UNDER LICENSE BY:
Psychologist: CAMELIA IONESCU
Date: 2009-10-08
Identifier/serial number: 00167842



ANSWERS TO THE ITEMS

1. a	41. f	81. f	121. a	161. a	201. a	241. a
2. a	42. a	82. f	122. a	162. f	202. a	242. a
3. f	43. f	83. a	123. f	163. f	203. f	243. a
4. a	44. f	84. f	124. a	164. a	204. a	244. a
5. f	45. a	85. f	125. a	165. a	205. f	245. a
6. f	46. f	86. f	126. a	166. a	206. a	246. f
7. a	47. f	87. a	127. a	167. -	207. f	247. f
8. a	48. a	88. f	128. a	168. f	208. f	248. f
9. f	49. a	89. a	129. f	169. a	209. f	249. f
10. f	50. f	90. a	130. a	170. f	210. f	250. a
11. f	51. f	91. f	131. a	171. f	211. a	251. a
12. f	52. f	92. f	132. a	172. f	212. a	252. a
13. a	53. a	93. f	133. f	173. a	213. f	253. f
14. f	54. f	94. f	134. f	174. f	214. f	254. f
15. a	55. a	95. a	135. a	175. a	215. f	255. a
16. f	56. a	96. f	136. a	176. f	216. f	256. f
17. a	57. f	97. f	137. a	177. a	217. a	257. f
18. f	58. f	98. a	138. f	178. f	218. a	258. a
19. a	59. f	99. f	139. f	179. f	219. f	259. f
20. a	60. f	100. f	140. f	180. a	220. a	260. a
21. f	61. a	101. f	141. a	181. f	221. f	
22. a	62. a	102. a	142. a	182. f	222. f	
23. a	63. a	103. a	143. a	183. f	223. a	
24. f	64. f	104. a	144. a	184. f	224. f	
25. f	65. f	105. f	145. a	185. a	225. a	
26. f	66. a	106. a	146. f	186. f	226. f	
27. a	67. f	107. f	147. f	187. f	227. f	
28. a	68. f	108. a	148. a	188. f	228. a	
29. a	69. a	109. f	149. f	189. a	229. -	
30. f	70. a	110. f	150. f	190. f	230. a	
31. a	71. a	111. a	151. a	191. a	231. f	
32. f	72. a	112. a	152. f	192. f	232. a	
33. f	73. f	113. f	153. a	193. f	233. f	
34. a	74. a	114. f	154. a	194. a	234. a	
35. a	75. a	115. a	155. f	195. f	235. a	
36. f	76. f	116. a	156. a	196. a	236. a	
37. a	77. a	117. f	157. a	197. a	237. f	
38. a	78. f	118. f	158. a	198. f	238. f	
39. f	79. -	119. f	159. a	199. a	239. f	
40. f	80. f	120. a	160. f	200. f	240. f	

GENERAL STATISTICS (MODUS OPERANDI)

'true' answers: 124 out of 260 (47.69%)

'false' answers: 133 out of 260 (51.15%)

missing answers: 3 out of 260 (1.15%)

VALIDITY SCORES

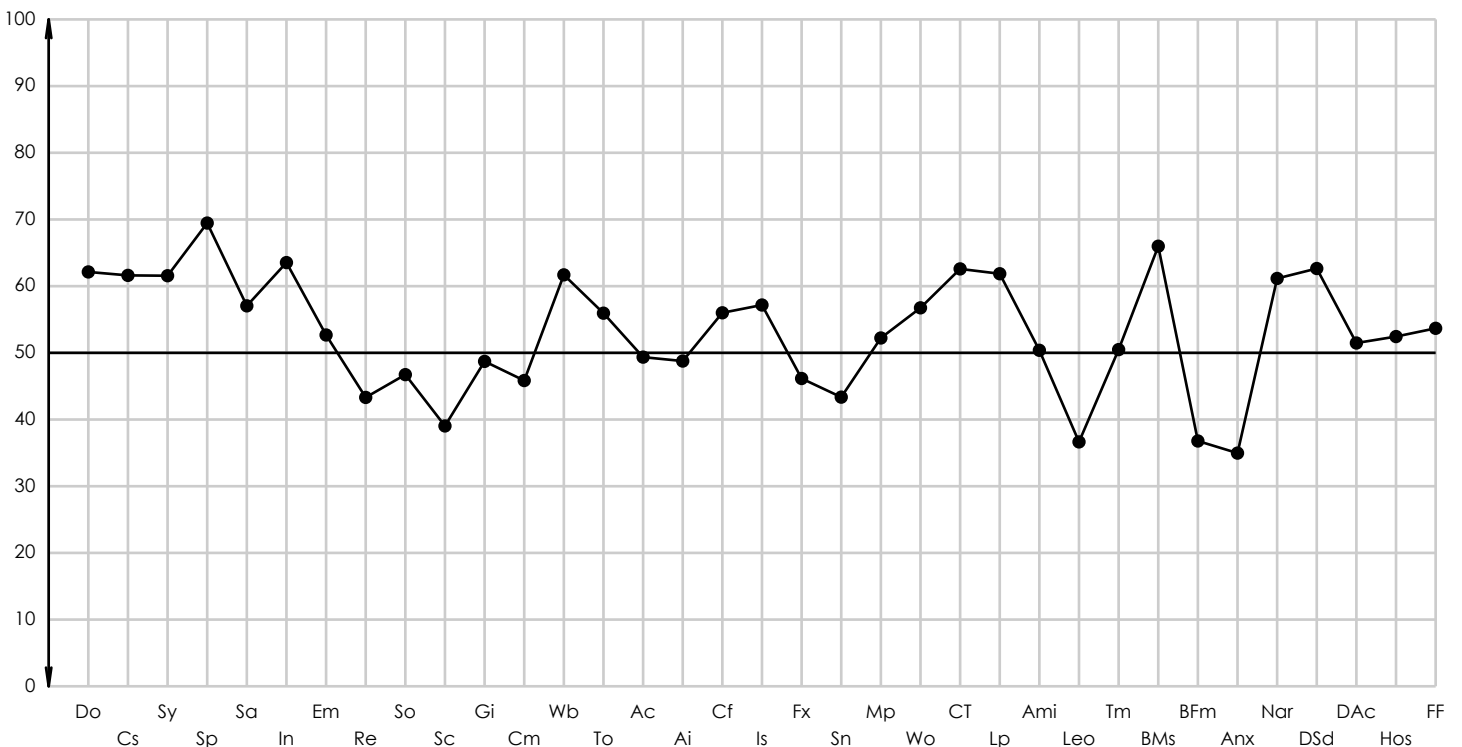
Fake Good: **56.57**
 Otherwise Invalid: **57.81**
 Random vs. Fake: **54.89**

RAW SCORES

Do : 27	Gi : 14	Mp : 14	Nar : 24
Cs : 18	Cm : 16	Wo : 17	DSd : 20
Sy : 20	Wb : 17	CT : 19	DAC : 15
Sp : 24	To : 12	Lp : 31	Hos : 10
Sa : 16	Ac : 20	Ami : 16	FF : 13
In : 19	Ai : 13	Leo : 13	
Em : 14	Cf : 22	Tm : 12	
Re : 13	Is : 14	BMs : 34	
So : 19	Fx : 6	BFm : 12	
Sc : 10	Sn : 12	Anx : 2	

CPI PROFILE

Scoring based on: THE STANDARD ROMANIAN FEMALE NORMS (N=1600ss)



CUBOID TYPE: **Gamma 5**

v1 = 4

v2 = 11

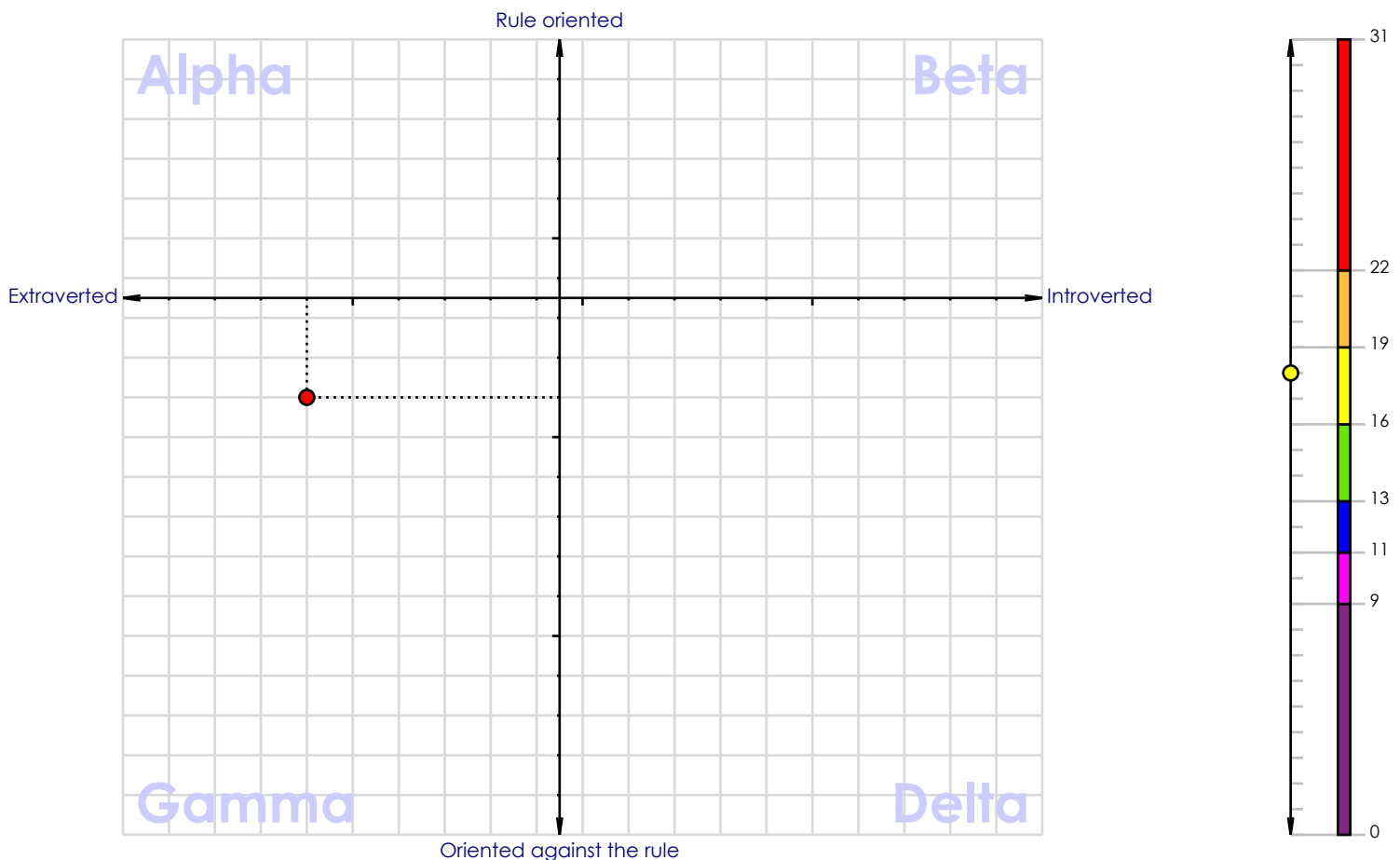
v3 = 18

TYPE DESCRIPTION

The GAMMAs are adventurous, restless persons, pleasure-seekers. They are oriented toward interpersonal relationships, but their judgments and decisions are strongly influenced by their individual perception. They are sceptical, and have the tendency to reject rather than accept traditional norms and values. At a high level of integration they may be innovative persons, creative leaders, features that are manifested in the capacity of making fast and final decisions.

At a lower level they are unruly, rebel or egotistical.

CUBOID MODEL VISUALISATION



DETAILED REPORT

This report is based on the answers to the CPI 260™ questionnaire. It includes information on the subject's perspective in life, on his/her perception about self, and on the comparisons that he/she draws with others into what regards a series of specific characteristics that are important in one's life and work. The purpose of this report is to provide the subject with a precise image about self, an image that will help him/her better understand the own personality and thus aid him/her to perfectly achieve current and long-term objectives.

GENERAL APPROACH TO THE QUESTIONNAIRE

The majority of people answer a questionnaire of this kind in a few certain ways. For example, the majority of people answer to almost everything or even to all items, very few items remain unanswered. To stray away from the general tendencies to answer means to influence the validity of the information and therefore the accuracy of the interpretation. For this reason, the first step in building this report is the certification of the answers provided by the respondent. The problems that may occur are generally the following:

- Overly favorable self-portrait;
- Unduly critical self-presentation;
- Too many atypical and possibly random responses.

Statistical analyses run on the answers have appreciated the pattern to be NORMAL.

THREE BASIC ORIENTATIONS

The interpretation of the CPI 260-RO questionnaire begins with three fundamental approaches:

1. Orientation toward other persons and the interpersonal experience
2. Orientation toward rules and conventional values
3. Orientation toward the own feelings.

The first two orientations are manifested in a behavior that is easily observable in the day-to-day life. The third one is related to one's own feelings of achievement and to one's level of satisfaction or content toward themselves. Each of these orientations are evaluated on a distinct scale.

The first scale assesses the person's manners of dealing with others, from the pleasure to have a social life, to be in the company of other persons, to have an active interpersonal style – on one pole, to the yearning for intimacy and to have a reserved and quiet social life – on the other pole.

The second scale assesses a continuum from rule-abiding to rule-challenging as a general mindset and behavior.

The third scale explains the feelings toward one's own self, and the feelings of confidence or lack of confidence one has toward the abilities to cope with the problems or the opportunities encountered in life.

FOUR LIFESTYLES

When computed together, the scores to the first two personality dimensions describe four ways of living, or four lifestyles. Generally, approximately 25% of the population may be included in one of the four manners of living.

They may be described as follows:

THE LIFESTYLE BASED ON IMPLEMENTATION which characterizes the persons that are interpersonally active and that accept the social norms by obeying them, agreeing with them. The persons that are characterized by this lifestyle take attitude, are very involved and don't hesitate to take action. They believe that the social rules are appropriate and must be respected. They are ambitious, objective-oriented, well organized and have strong leadership potential.

At the best case (high scores) they may be charismatic leaders and initiators of constructive efforts.

At the worst case (low scores) they may be opportunistic, manipulative, hostile, and opposing to those that bend the rules.

THE SUPPORTIVE LIFESTYLE includes persons who are reserved in their day-to-day behavior and act as supporters of social norms. The supportive persons are affective, conscientious, patient and well organized. They treasure and protect their personal feelings, avoiding public exposure and disclosures. Their role is to maintain traditional values and to humanize the manner in which the social rules are preserved.

At the best case (high scores) they may be models of inspiration, kindness, virtue and tolerance.

At the worst case (low scores) they may live in denial of their own self, by lacking a realistic perception about their own person and self-confidence.

THE INNOVATIVE LIFESTYLE includes those persons who are interpersonally active but that also may perceive the flaws and absurdities of many things. They are imaginative and often very creative in their work. Their values are personal, not traditional or conventional.

At the best case (high scores) they may be keen creators of new ideas, new products and new social norms.

At the worst case (low scores) they may be rebel, intolerant, self-indulgent and disruptive.

THE VISIONARY LIFESTYLE includes persons who value intimacy and that regard a great part of the social conventions as arbitrary and inappropriately restrictive. The persons characterized by this lifestyle are reflexive and nonconformist. They perceive things in a different manner than others, but keep these perspectives private. They are at their most comfortable in areas as art and abstract sciences.

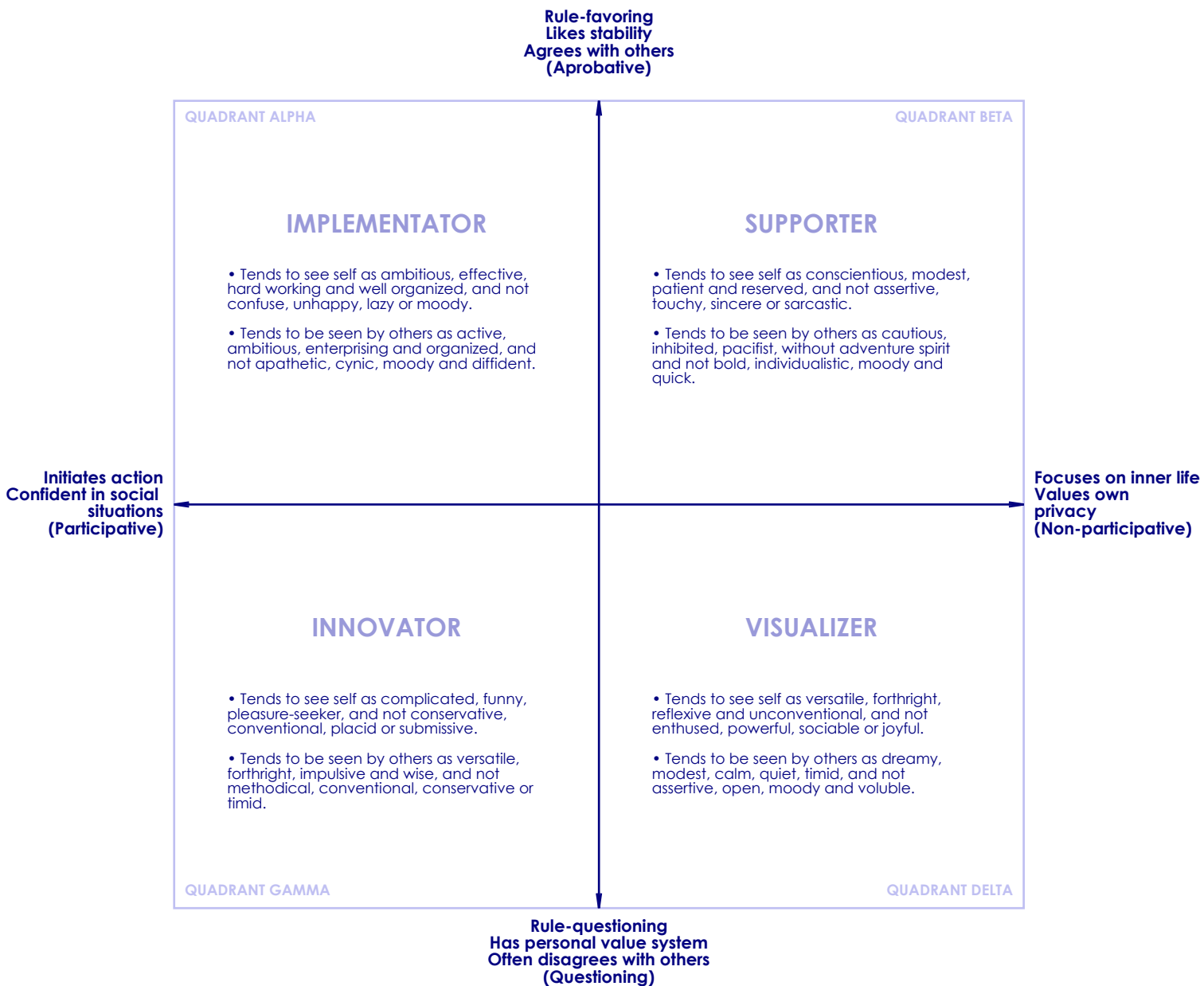
At the best case (high scores) they are imaginative, receptive to aesthetic items, and have a rich inner life.

At the worst case (low scores) they feel separated, alienated from others, and have inner conflicts.

THE LIFESTYLE DIAGRAM

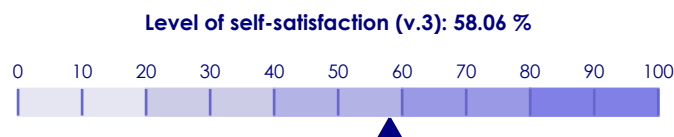
The diagram below provides specific information about how the persons from each of these lifestyles view themselves and are perceived by others. The diagram shows as well the manner in which the interpersonal orientations are combined in order to define four ways of living.

The answers to this questionnaire place the evaluated person in the Gamma quadrant, where the fundamental style is Inovatorul lifestyle.



LEVEL OF SELF-SATISFACTION

The third fundamental theme of this questionnaire is related to one's own sense of satisfaction toward the inner life and to one's feelings of accomplishment and self-achievement. The persons that are placed toward the negative pole of this evaluation tend to be unsatisfied with their current status and feel that their potential is not fulfilled or completed. The persons that obtain high scores tend to feel that they live to a superior level of potentiality and also that they can effectively cope with the requirements encountered in life. The evaluated person's score on this dimension is indicated by the blue triangle located on the line below.



DETAILED RESULTS

In this section is presented in detail the image / profile of the scores obtained by the evaluated person on each of the 26 individual measurements that are grouped in 5 categories:

1. Interaction with others
2. Personal management
3. Motivation and thinking style
4. Personal characteristics
5. Work related evaluations

NORM / SAMPLE

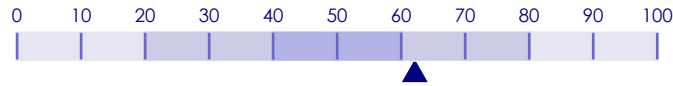
The scores are reported in a standardized manner, based on THE STANDARD ROMANIAN FEMALE NORMS (N=1600ss).

For every scale, 50 is the average standard (T) score. The lower the score, the more relevant are the comments on the left side of the graphic. The higher the score, the more relevant are the comments on the right side on the graphic.

DEALING WITH OTHERS

Dominance (Do): T = 62.13

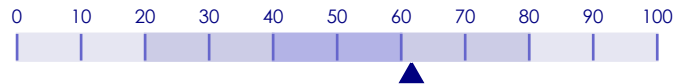
Not assertive, uncomfortable in showing authority, hesitant in decision making, irresponsible behavior



Likes to be responsible, self-confident, persuasive, task-oriented, dominant

Capacity for status (Cs): T = 61.61

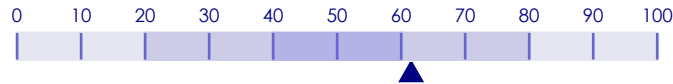
Lacks self-confidence, does not like competition, does not take on major responsibilities or status, often feels that life is unfair



Ambitious, yearning for success, wanting a prosperous life, wide range of interests

Sociability (Sy): T = 61.56

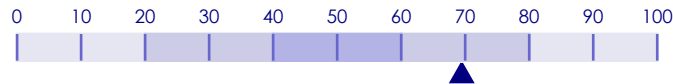
Not gregarious, prefers to stay in the background, feels uneasy in many social situations, avoids making decisions, keeps people at a distance.



Highly sociable and drawn towards people, enjoys meeting new people and being in new situations, optimistic, socially competent.

Social presence (Sp): T = 69.46

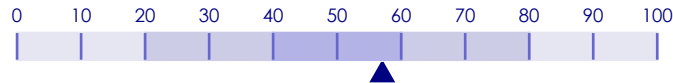
Cautious, does not seek attention, appears somewhat inhibited, has a readiness to feel guilty.



Seeks social attention and recognition, likes to play to an audience, spontaneous, witty, not easily embarrassed.

Self-acceptance (Sa): T = 57.05

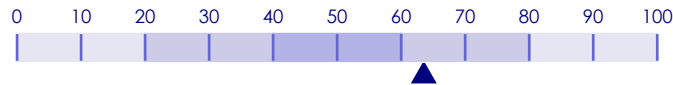
Blames self when things go wrong, often thinks others are better, has doubts about own ability, tends to withdraw from social contact.



Confident, self-assured, presents self with conviction, likes to talk, projects high sense of own personal worth.

Independence (In): T = 63.53

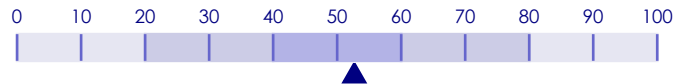
Seeks support from others, defers to others, avoids taking a stand, tends to give up when things go wrong.



Has a strong sense of self-sufficiency, resourceful, keeps a certain distance between self and others, resolute.

Empathy (Em): T = 52.68

Not good at judging other people, somewhat withdrawn, uncomfortable with change and uncertainty, often feels misunderstood.

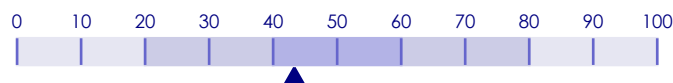


Likeable, understands the feelings of others, versatile, adventurous, has good social skills.

SELF-MANAGEMENT

Responsibility (Re): T = 43.31

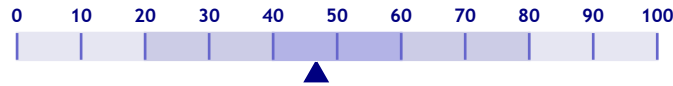
Somewhat indifferent to duties and obligations, dislikes routine work, tends to be careless, often impatient.



Conscientious, takes duties seriously, considerate of others, reliable, gets things done.

Social conformity (So): T = 46.73

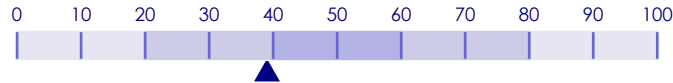
Not readily accepting of social rules and conventions, questions authority, tends to blame others when things go wrong, easily annoyed or irritated.



Comfortably accepts ordinary rules and conventions, finds it easy to conform, favors traditional methods and ideas.

Selfcontrol (Sc): T = 39.04

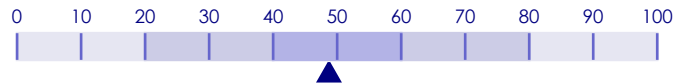
Willing to take risks, has strong feelings and emotions, speaks out when angry or annoyed, may leap before looking.



Pauses for thought before acting, tries to control emotions and temper, takes pride in being self-disciplined, cautious.

Good impression (Gi): T = 48.72

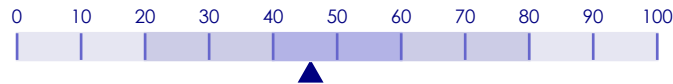
Not very much concerned about image presented to others, skeptical, frank, may be individualistic.



Careful to present a favorable image to others, deferential to those in authority, complies with rules of polite behavior.

Communality (Cm): T = 45.85

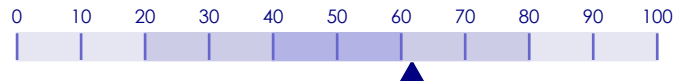
Has many unusual responses, personal preferences and ideas differ from those of others, may have answered the questions carelessly.



Has very few unusual responses, sees self as essentially similar to others, has a practical outlook.

Well-being (Wb): T = 61.69

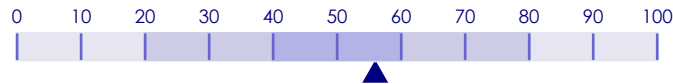
Not entirely comfortable in current situation, may be worried about health and personal problems, tends to be anxious, not optimistic about the future.



Generally satisfied with life situation, cheerful, feels self to be in good physical and emotional health, feels competent to deal with life's demands.

Tolerance (To): T = 55.95

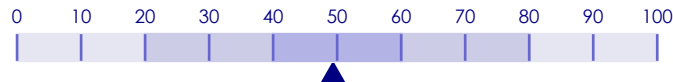
Tends to be critical of others' beliefs and opinions, may appear self-centered and resentful of the good fortune of others, feels unappreciated.



Open-minded, reasonable, respectful of the rights and beliefs of others, not biased or dogmatic.

MOTIVATIONS AND THINKING STYLE**Achievement via conformance (Ac): T = 49.36**

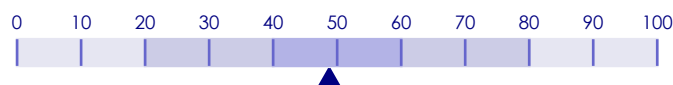
Has difficulty doing best work in highly structured and regulated settings, does not like to conform, tends to be an underachiever.



Strongly motivated to achieve particularly in clearly defined and structured settings, goal-oriented, has efficient work habits.

Achievement via independence (Ai): T = 48.77

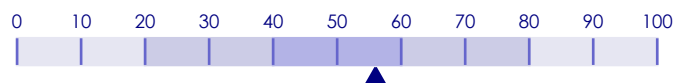
Has difficulty doing best work in situations that are vague and unstructured, wants others to specify goals and methods, has a low level of initiative.



Strongly motivated to achieve, particularly in open and fluid situations, prefers work allowing for initiative and independent thinking, good at defining personal goals.

Intellectual efficiency (Cf): T = 56.00

Activity-oriented, prefers dealing with tangible matters rather than concepts or abstractions, lacks confidence in own ability, has limited interests.

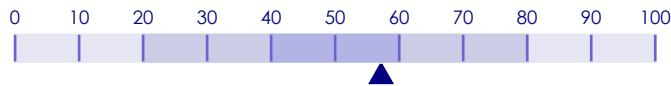


Comfortable and confident in handling intellectual and conceptual matters, verbally fluent, thinks ahead.

PERSONAL CHARACTERISTICS

Psychological mindedness (Is): T = 57.17

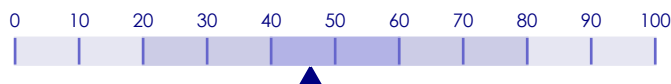
Has difficulty predicting how others will feel and react, not very interested in the dynamics of behavior, looks more at what people do than at what they think.



Has analytic insight into people and their motivations, forms impressions quickly, not always warm or sympathetic.

Flexibility (Fx): T = 46.15

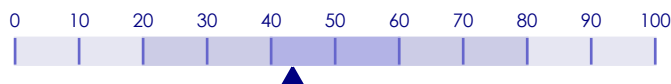
Prefers predictability and consistency, uncomfortable with ambiguity, programmed and planful, well-organized.



Likes change and variety, finds ordinary routine boring, quick-thinking and clever.

Femininity/Masculinity (Sn): T = 43.36

Tough-minded, actionoriented, somewhat insensitive to others' feelings, aggressive.

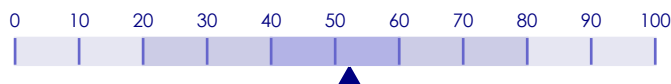


Sensitive to others' feelings, tends to interpret events from a personal perspective, often feels vulnerable, has a strong need for affiliation.

WORK-RELATED MEASURES

Managerial potential (Mp): T = 52.23

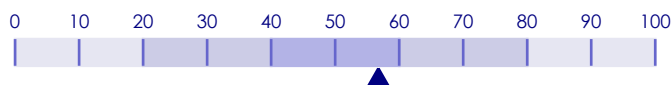
Not very ambitious, may be erratic in decision-making, puts own interests first, reacts defensively to criticism.



Deals effectively with people, shares credit with others, good at explaining decisions, has good judgment.

Work orientation (Wo): T = 56.75

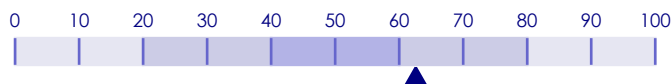
Restless, distractible, often careless, not a steady worker, has fluctuating moods.



Reliable worker, readily accepts subordinate roles, not self-seeking, has modest aspirations, seldom complains.

Creative Temperament (CT): T = 62.59

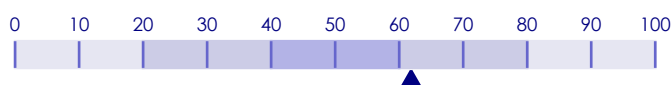
Prudent, avoids risk, prefers the traditional ways of doing things, dependable at work.



Likes what is new and different, thinks in unconventional ways, likes to think "outside the box," has a rapid personal tempo.

Leadership (Lp): T = 61.86

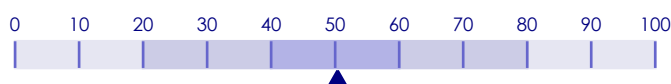
Avoids positions of leadership, low in persistence, doubts own competence, has trouble dealing with stress.



Has good leadership skills, likes to take positions of leadership, deals effectively with stress and pressure, forceful and self-assured.

Amicability (Ami): T = 50.38

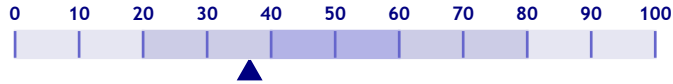
Impatient, not tactful, questions the motives of others, easily annoyed, not a team worker.



Cooperative, appreciative of others, not assertive or aggressive, tries hard to get along well with coworkers, not self-seeking or self-promoting.

Law enforcement orientation (Leo): T = 36.64

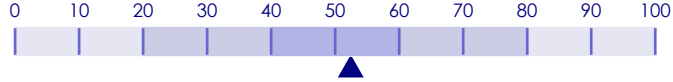
Sees law enforcement practices as too strict and severe, likes to take chances, tends to be nonconforming, somewhat pessimistic and dissatisfied.



Supports firm and strict law enforcement practices, well-suited for work in the law enforcement field, evaluates problems from a practical and commonsense standpoint.

Hostility (Hos): T = 52.44

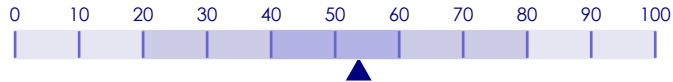
In a great shape for action, healthy and able to work.



Hypochondriac tendencies, immaturity, often accuses in vain.

Fighter Factor (FF): T = 53.68

Relaxed, not agitated, preoccupied with own personal tranquility; gives up easily when confronted, always on the defensive.



Ever in motion, fighting spirit, preoccupied by the desire to win, creates effective attack strategies.

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