NEO PI-R™

NEO Psychological Inventory, Revised

DEVELOPED BY **Paul T. Costa, Jr., PhD & Robert R. McCrae, PhD**

REPORT PREPARED FOR:

JOHN SAMPLE

Gender: MALE

Age: 24

Occupation: -

This report was scored with THE ROMANIAN MALE NORMS, FORM S (N=1100ss)

Introduction

This report helps in better understanding key personality traits of the evaluated person. The description is based on the five key factors comprised in the Big Five personality model.

This report has been developed for the use of psychologists, counseling staff and other types of specialized professionals, in their work with their clients.

Although structured as 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 specialized professional.

This report is based on NEO PI-R, a psychometric instrument that has been validated in a wide variety of research programs.

The NEO PI-R (NEO Psychological Inventory, Revised) is a structured, verbal, omnibus measure of normal personality. The questionnaire consists in 240 items, grouped in 5 meta-factors, each having six distinct facets, characteristic for the Big Five model of personality.

What information may be found in this report?

In addition to this introductory section, the report contains four big sections:

    1. The NEO PI-R Summary,
    2. The NEO PI-R Profile,
    3. The NEO PI-R Detailed Report,
    4. The Modus Operandi details.

Each of these sections will begin with explanations about the meaning of the different data they offer.

Your NEO Summary

The NEO inventory measures five broad domains or dimensions of personality. The responses that you gave to the statements about your thoughts, feelings, and goals can be compared with those of other adults to give a description of your personality.

For each of the five domains, descriptions are given below for different ranges of scores. The descriptions that are checked provide descriptions of you, based on your responses to the inventory items.

The NEO inventory measures differences among normal individuals. It is not a test of intelligence or ability, and it is not intended to diagnose problems of mental health or adjustment.

It does, however, give you some idea about what makes you unique in your ways of thinking, feeling, and interacting with others.

This summary is intended to give you a general idea of how your personality might be described. It is not a detailed report. If you completed the inventory again, you might score somewhat differently. For most individuals, however, personality traits tend to be very stable in adulthood. Unless you experience major life changes or make deliberate efforts to change yourself, this summary should apply to you throughout your adult life.

Compared with the responses of other people, your responses suggest that you can be described as:

☐ Sensitive, emotional, and prone to experience feelings that are upsetting.

🟥 Generally calm and able to deal with stress, but you sometimes experience feelings of guilt, anger or sadness.

☐ Secure, hardy, and generally relaxed even under stressful conditions.

☐ Extraverted, outgoing, active, and high-spirited. You prefer to be around people most of the time.

☐ Moderate in activity and enthusiasm. You enjoy the company of others but you also value privacy.

🟥 Introverted, reserved, and serious. You prefer to be alone or with a few close friends.

☐ Open to new experiences. You have broad interests and are very imaginative.

☐ Practical but willing to consider new ways of doing things. You seek a balance between the old and the new.

🟥 Down-to-earth, practical, traditional, and pretty much set in your ways.

☐ Compassionate, good-natures, and eager to cooperate and avoid conflict.

☐ Generally warm, trusting, and agreeable, but you can sometimes be stubbord and competitive.

🟥 Hardheaded, skeptical, proud, and competitive. You tend to express your anger directly.

☐ Conscientious and well-organized. You have high standards and always strive to achieve your goals.

🟥 Dependable and moderately well-organized. You generally have clear goals but are able to set your work aside.

☐ Easygoing, not very well-organized, and sometimes careless. Your prefer not to make plans.

NEO Personality Inventory, Revised (NEO PI-R)
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The **NEO PI-R** Profile

The next page contains the NEO PI-R profile. This is a graphical representation of the scores characteristic for the evaluated person for the five factors and 30 facets measured by the NEO PI-R.

The 35 scales are graphically grouped from left to right, so that the five factor scores are presented first, followed by each of the six facets of every factor. The profile visually groups the factor scales and the facets so that the clusters are easily differentiated.

The profile is accompanied by both the numerical value of the data, and their graphic representation. All the scales are presented so that the high scores are placed in the upper side of the graphic, and the low scores are placed in the lower side of the graphic. This is a general procedure in the visual representation of scores from the NEO PI-R and from other tests that report data in standardized (T) scores.
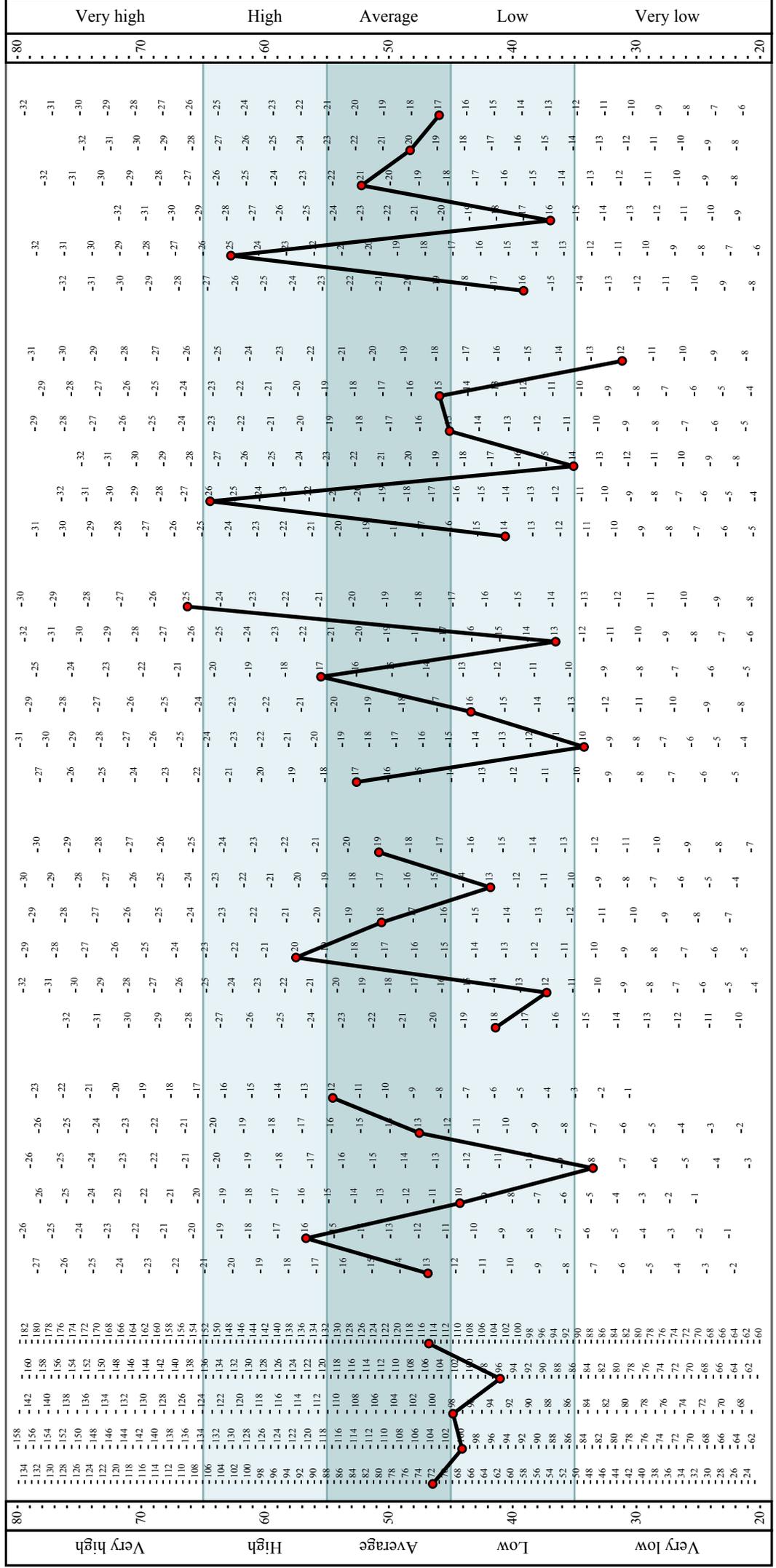
The NEO PI-R profile indicates, in the upper side, under the name of each scale, the raw score obtained for the scale in discussion. The profile is generated on the basis of this raw score, but it visually presents standardized T scores.

The T scores are standardized scores that take into account the scores obtained by other persons in the normative sample that has been used for the scoring of the test. The T scores have a mean of 50 and a standard deviation of 10. This means that a T score of 50 places the evaluated person at the mean of the normative sample. A volume of 67% of all the T scores fall between 40 and 60. Theoretically it is not possible to have T scores below 20 or above 80, and that is the reason why the visual profile does not show these intervals.

The profile also marks five intensity categories for each score. The interval 20-35 indicates VERY LOW scores. The interval 35-45 indicates LOW scores. The interval 45-55 indicates AVERAGE scores. The interval 55-65 indicates HIGH scores. The interval 65-80 indicates VERY HIGH scores.

This profile has been scored with: THE ROMANIAN MALE NORMS, FORM S (N=1100ss)

4

NEO PI-R
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Very high	High	Average	Low	Very low
80 — 70	60	50	40	30 — 20

Facet scores (raw)

Facet	Score
Deliberation (C6)	17
Self-Discipline (C5)	20
Achievement Striving (C4)	21
Dutifulness (C3)	16
Order (C2)	25
Competence (C1)	16
Tender-Mindedness (A6)	12
Modesty (A5)	15
Compliance (A4)	15
Altruism (A3)	14
Straightforwardness (A2)	26
Trust (A1)	14
Values (O6)	25
Ideas (O5)	13
Actions (O4)	17
Feelings (O3)	16
Aesthetics (O2)	10
Fantasy (O1)	17
Positive Emotions (E6)	19
Excitement-Seeking (E5)	13
Activity (E4)	18
Assertiveness (E3)	20
Gregariousness (E2)	12
Warmth (E1)	18
Vulnerability (N6)	12
Impulsiveness (N5)	13
Self-Consciousness (N4)	8
Depression (N3)	10
Angry Hostility (N2)	16
Anxiety (N1)	13

Domain scores (raw)

Domain	Score
Conscientiousness (C)	115
Agreeableness (A)	96
Openness (O)	86
Extraversion (E)	98
Neuroticism (N)	72

Very high	High	Average	Low	Very low
80 — 70	60	50	40	30 — 20

The **NEO PI-R** Detailed Report

The detailed report offers a drilldown of the characteristics ascertained through the NEO PI-R and already pictured in the NEO PI-R profile. The charts and the comments presented in this broader section are also based on the norms selected at the scoring of the test and indicated in the introductory part of the profile.

This section has been developed by psychologists in such a way as to offer assistance to the professionals who interpret the results and to minimize the reverting to the test manual.

This section may also be read by the evaluated person as part of a structured discussion with the psychologist or of a personal development program the evaluated person is part of. However, conclusions should be drawn on the basis of this report only after discussing the data with a specialized professional and only in conjunction with other data, obtained from other evaluations, like other structured assessments, qualitative inquiries etc.

The detailed section contains for each of the NEO PI-R scales one chart capturing both the raw scores (below) and the standardized T scores (above), with a special marker where the evaluated person's score has been computed. Also, below every chart one may read a short description of the scale, in order to understand the interpretative frame of the score. Some adjectival descriptions associated with the low and the high scores of the scale are also presented.

If the evaluated person obtains on a certain scale a high score, then there is a high probability that the person is to be described by the descriptions suggested for the high scores. The higher the score is, the more characteristic these descriptions are for the evaluated person. The same thing happens for low scores: the lower the score is, the more characteristic for the evaluated person are the typical descriptions for low scores.

Only the facet scales of the five factors of the NEO PI-R are represented in this section. Their order they are discussed in is the same with the order of visualisation in the NEO PI-R profile.

THE FACETS OF NEUROTICISM (N)

N1 *Anxiety*

Raw Score: 13
T Score: 47
Percentile: 38
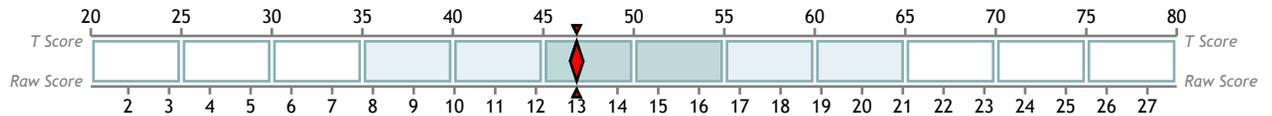
Anxious people are shy, fearful, nervous, tensed and restless. This scale does not measure specific fears or phobias, but high scorers are more likely to have such fears, as well as free-floating anxiety. On the other hand, low scorers are calm and relaxed.

Adjectives associated with low scores
trustful, optimistic

Adjectives associated with high scores
anxious, worried, concerned, tensed, nervous

N2 *Angry Hostility*

Raw Score: 16
T Score: 57
Percentile: 76
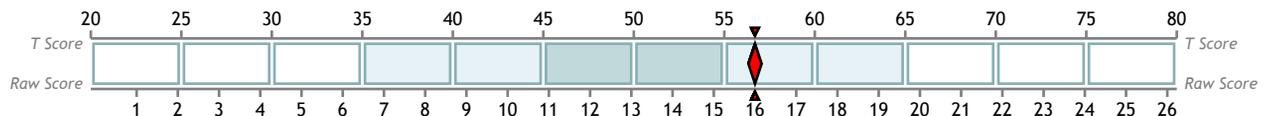
This facet represents the tendency to experience anger and negative emotions, such as frustration and bitterness. This scale measures the individual's readiness to experience anger. Its expression depends upon individual's level of Agreeableness. Disagreeable persons often score high on this scale. Low scorers are easygoing and slow to anger.

Adjectives associated with low scores
gentile

Adjectives associated with high scores
restless, irritable, anxious, excitable, moody, tensed

N3 *Depression*

Raw Score: 10
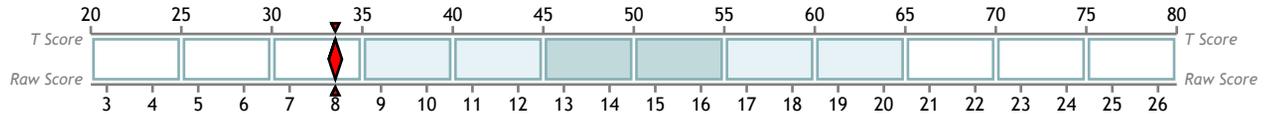T Score: 44
Percentile: 27
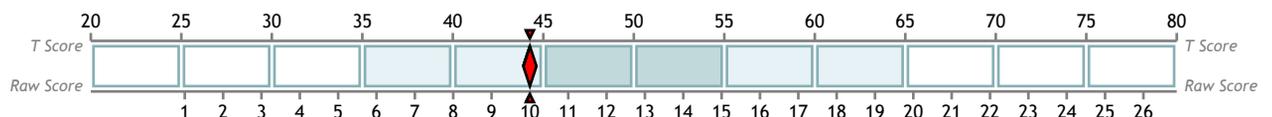
This scale measures normal individual differences in the tendency to experience depressive affect. High scorers are prone to feelings of guilt, sadness, hopelessness, and loneliness. They are easily discouraged and often dejected. Low scorers rarely experience such emotions, buy they are not necessarily cheerful and lighthearted, this positive characteristics being associated instead with Extraversion.

Adjectives associated with low scores
satisfied, trustful, confident

Adjectives associated with high scores
worried, pessimistic, indisposed, anxious

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N4 *Self-Consciousness*

Raw Score: 8
T Score: 34
Percentile: 5

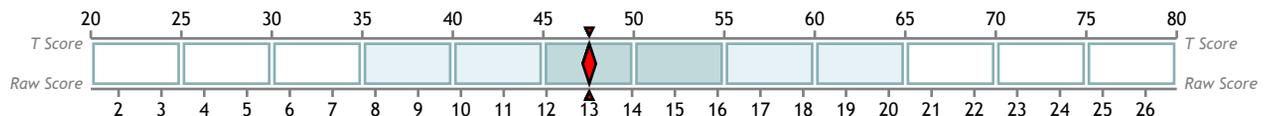| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	3	4 5	6 7	8 9	10 11	12 13	14 15	16 17	18 19	20 21	22 23	24 25	26	Raw Score

The emotions of shame and embarrassment form the core of this facet of N. Self-conscious individuals are uncomfortable around others, sensitive to ridicule, and prone to feelings of inferiority. Self-consciousness is akin to shyness and social anxiety, described by Fenigstein, Scheier and Buss (1975). Low scorers do not necessarily have poise or good social skills, but they are simply less disturbed by awkward social situations.

Adjectives associated with low scores
confident

Adjectives associated with high scores
self-conscious, shy, distrustful, defensive, , inhibited, anxious

N5 *Impulsiveness*

Raw Score: 13
T Score: 48
Percentile: 42

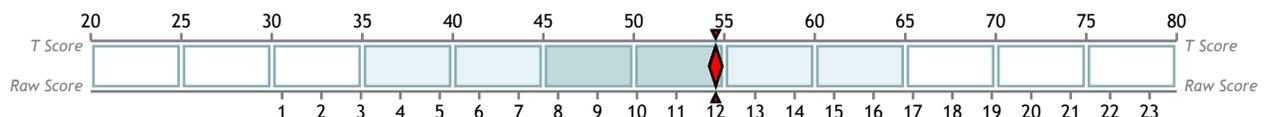| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	2 3	4 5	6 7	8 9	10 11	12 13	14 15	16 17	18 19	20 21	22 23	24 25	26	Raw Score

In the NEO PI-R, impulsiveness refers to the inability to control cravings and urges. Desires or yearnings (for food, cigarettes, possessions, a.s.o) are perceived by the high scorers as being so strong that the individual cannot resist them, although he or she may later regret the behavior. Low scorers find it easier to resist such temptations, having a high tolerance for frustration and the capacity to easier postpone gratifications. The term impulsive is used by many theorists to refer to many different and unrelated traits. Therefore, NEO PI-R impulsiveness should not be confused with spontaneity, risk-taking, or rapid decision time.

Adjectives associated with low scores
controlled

Adjectives associated with high scores
moody, irritable, sarcastic, self-centered, noisy, hasty, excitable

N6 *Vulnerability*

Raw Score: 12
T Score: 55
Percentile: 69

T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score		1 2	3 4	5 6	7 8	9 10	11 12	13 14	15 16	17 18	19 20	21 22	23	Raw Score

The final facet of N is vulnerability to stress. Individuals who score high on this scale feel unable to cope with stress, becoming dependent, hopeless, or panicked when facing emergency situations. Low scorers perceive themselves as capable of handling themselves in difficult situations and often have a healthy feeling of trust in their adaptive abilities.
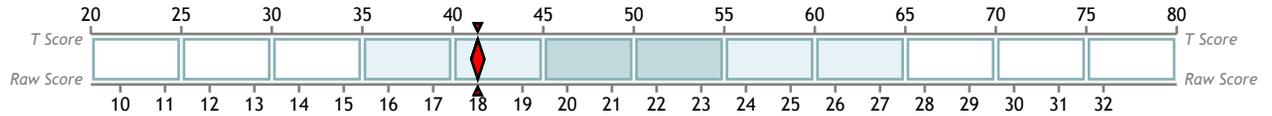
Adjectives associated with low scores
lucid, confident, trustful, operative, vigilant

Adjectives associated with high scores
negligent

THE FACETS OF EXTRAVERSION (E)

E1 *Warmth*

Raw Score: 18
T Score: 41
Percentile: 18

20	25	30	35	40	45	50	55	60	65	70	75	80

T Score

Raw Score

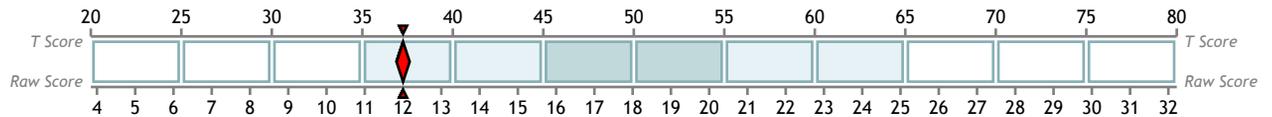| 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 |

Warmth is the facet of Extraversion most relevant to issues of interpersonal intimacy. Warm people are affectionate and friendly. They genuinely like people and easily form close attachments to others. Low scorers are neither hostile nor necessarily lacking in compassion, but they are more formal, reserved, and distant in manner than high scorers. Warmth is the facet of E that is closest to Agreeableness in interpersonal space, but it is distinguished by a cordiality and heartiness that is not part of Agreeableness.

Adjectives associated with low scores
distant

Adjectives associated with high scores
friendly, kind, sociable, glad, affectionate, open-hearted

E2 *Gregariousness*

Raw Score: 12
T Score: 37
Percentile: 10

20	25	30	35	40	45	50	55	60	65	70	75	80

T Score

Raw Score

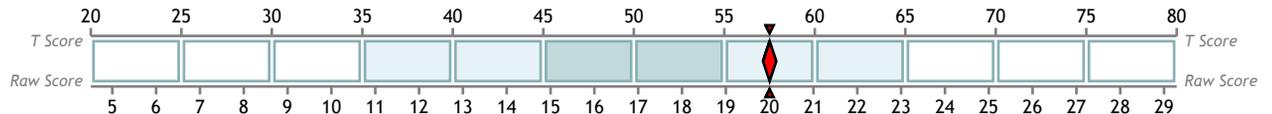| 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 |

The second aspect of E is gregariousness, that is the preference for other people's company. Gregarious people enjoy the company of others, and the more the merrier. Low scorers on this scale tend to be loners who do not seek, or even actively avoid social stimulation.

Adjectives associated with low scores
distant, withdrawn

Adjectives associated with high scores
sociable, open-hearted, epicurean, talkative, spontaneous

E3 *Assertiveness*

Raw Score: 20
T Score: 58
Percentile: 79

20	25	30	35	40	45	50	55	60	65	70	75	80

T Score

Raw Score

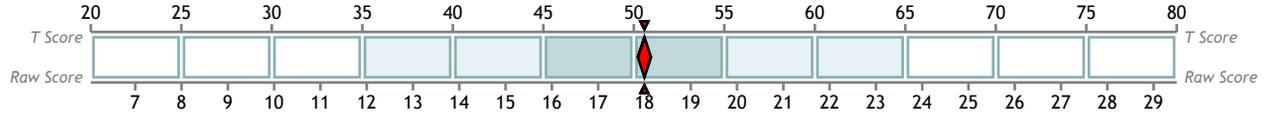| 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 |

High scorers on this scale are dominant, forceful, and socially ascendant. They speak without hesitation and often become group leaders. Low scorers prefer to keep in the background and let others do the talking, come up with ideas and propositions, assign tasks and lead group projects.

Adjectives associated with low scores
shy

Adjectives associated with high scores
aggressive, dominating, confident, strong, enthusiastic

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E4 *Activity*

Raw Score: 18
T Score: 51
Percentile: 54

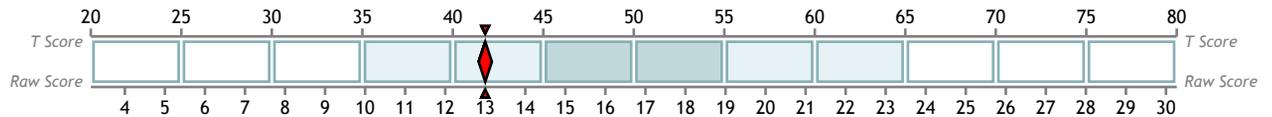| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score		7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Raw Score

High scorers is characteristic to people who have a rapid tempo in life. These persons are vigorous, energetic and need to be always busy. Active people lead fast-paced lives. Low scorers are more leisurely and relaxed in tempo, although they are not necessarily sluggish or lazy.

Adjectives associated with low scores
passive, inactive

Adjectives associated with high scores
energetic, hurried, fast, decided, enthusiastic, aggressive, active

E5 *Excitement-Seeking*

Raw Score: 13
T Score: 42
Percentile: 21

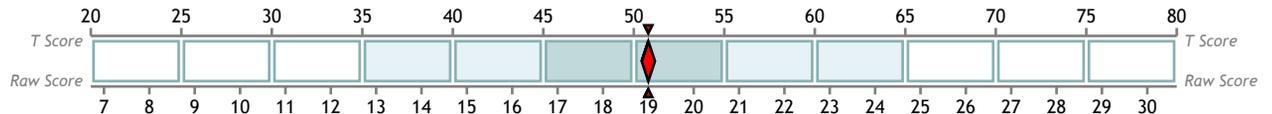| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Raw Score

High scorers on this scale crave exciement and stimulation. They like bright colors and noisy environments. Excitement-Seeking is akin to some aspects os sensation seeking (Zuckerman, 1979). Low scorers feel little need for thrills and prefer a life that high scorers might find boring.

Adjectives associated with low scores
controlled, withdrawn, puritan

Adjectives associated with high scores
epicurean, bold, adventurous, charming, presentable, courageous, smart

E6 *Positive Emotions*

Raw Score: 19
T Score: 51
Percentile: 54

T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Raw Score

The last facet of E assesses the tendency to experience positive emotions such as joy, happiness, love, and excitement. High scorers on the Positive Emotions scale laugh easily and often. They are cheerful and optimistic. Low scorers are not necessarily unhappy; they are merely less exuberant and high-spirited. Research (e.g. Costa & McCrae, 1980a) has shown that happiness and life satisfaction are related to both N and E, and that Positive Emotions is the facet of E most relevant to the prediction of happiness.
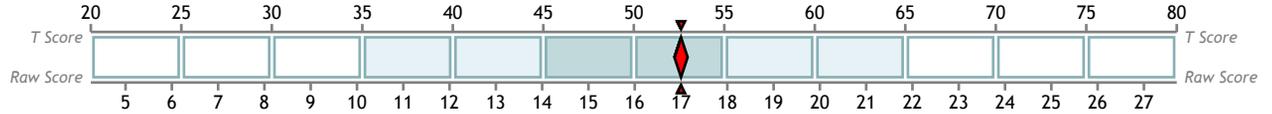
Adjectives associated with low scores
pessimistic, depressed

Adjectives associated with high scores
enthusiastic, waggish, bragging, spontaneous, epicurean, optimistic, cheerful

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THE FACETS OF OPENNESS (O)

O1 *Fantasy*

Raw Score: 17
T Score: 53
Percentile: 62

Individuals who are open to fantasy have a vivid imagination and an active fantasy life. They daydream not simply as an escape but as a way of creating for themselves an interesting inner world. They elaborate and develop their fantasies and believe that imagination contributes to a rich and creative life. Low scorers are more prosaic and prefer to keep their minds on the task at hand.

Adjectives associated with low scores
well-grounded, realistic

Adjectives associated with high scores
dreamy, imaginative, waggish, roguishly, idealistic, artistic, complicated

## O2 *Aesthetics*

Raw Score: 10
T Score: 34
Percentile: 5
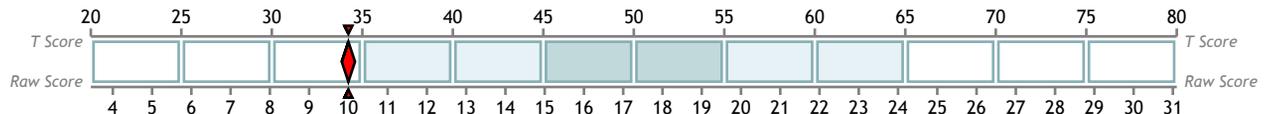
High scorers on this scale have a deep appreciation for art and beauty. They are moved by poetry, absorbed in music, and intrigued by art. They need not have artistic talent, nor even necessarily what most people would consider good taste; but for many of them, their interest in the arts will lead them to develop a wider knowledge and appreciation than that of the average individual. Low scorers are relatively insensitive to and uninterested in art and beauty.

Adjectives associated with low scores
realistic

Adjectives associated with high scores
imaginative, artistic, original, enthusiastic, inventive, idealistic, versatile

O3 *Feelings*

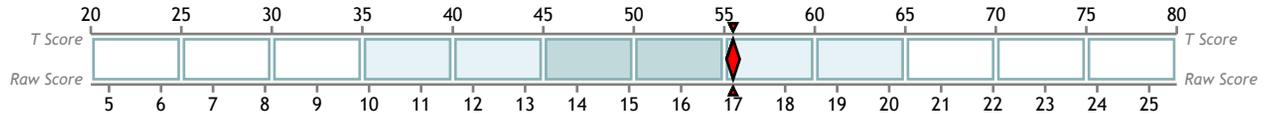Raw Score: 16
T Score: 43
Percentile: 24
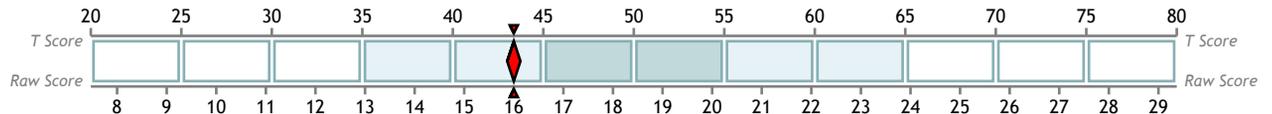
Openness to feelings implies receptivity to one's own inner feelings and emotions and the evaluation of emotion as an important part of life. High scorers experience deeper and more differentiated emotional states and feel both happiness and unhappiness more intensely then others. Low scorers have somewhat blunted affects and do not believe that feeling states are of much importance.

Adjectives associated with low scores
withdrawn, non affectionate

Adjectives associated with high scores
excitable, spontaneous, introspective, imaginative, affectionate, talkative, open-hearted

NEO PI-R™

O4 *Actions*

Raw Score: 17
T Score: 55
Percentile: 69

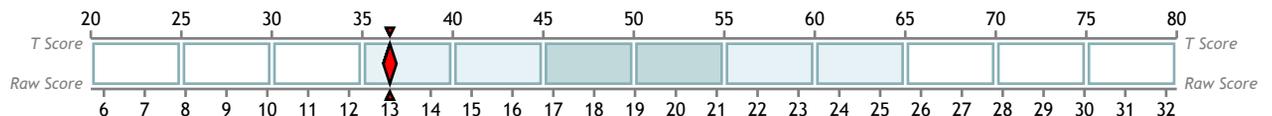| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Raw Score

Openness is seen behaviorally in the willingness to try different activities, go new places, or eat unusual foods. High scorers on this scale prefer novelty and variety to familiarity and routine. Over time, they may engage in a series of different hobbies. Low scorers find change difficult and prefer to stick with the tried-and-true.

Adjectives associated with low scores
moderate

Adjectives associated with high scores
curious, imaginative, adventurous, optimistic, talkative, open-hearted, versatile

O5 *Ideas*

Raw Score: 13
T Score: 37
Percentile: 10

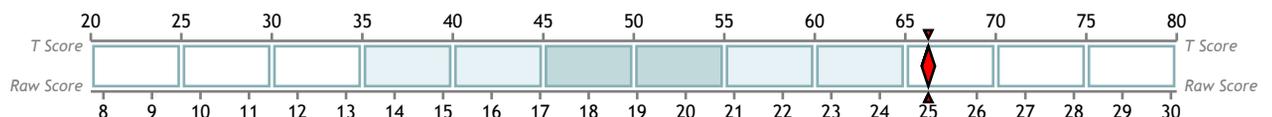| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	Raw Score

Intellectual curiosity in an aspect of Openness that has long been recognized (Fiske, 1949). This trait is seen not only in an active pursuit of intellectual interests for their own sake, but also in open-mindedness and a willingness to consider new, perhaps unconventional ideas. High scorers enjoy both philosophical arguments and brain-teasers. Openness to ideas does not necessarily imply high intelligence, although it can contribute to the development of intellectual potential. Low scorers on the scale have limited curiosity and, even when highly intelligent, narrowly focus their resources on limited topics.

Adjectives associated with low scores
disinterested, conservative

Adjectives associated with high scores
idealistic, interested, curious, original, imaginative, introspective

O6 *Values*

Raw Score: 25
T Score: 66
Percentile: 95

T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	Raw Score

Openness to Values means the readiness to reexamine social, political, and religious values. Closed individuals tend to accept authority and honor tradition and as a consequence are generally conservative, regardless of political party affiliation. Openness to Values may be considered the opposite of dogmatism (Rokeach, 1960).
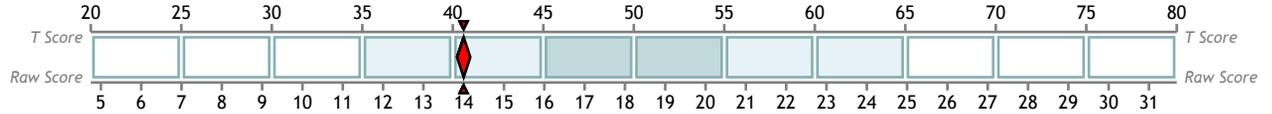
Adjectives associated with low scores
conservative, cautious

Adjectives associated with high scores
unconventional, rakish

NEO PI-R™

THE FACETS OF AGREABILITY (A)

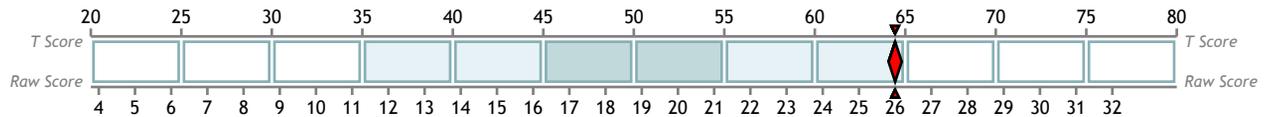## A1 *Trust*

Raw Score: 14
T Score: 41
Percentile: 18

20	25	30	35	40	45	50	55	60	65	70	75	80

T Score

Raw Score

5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

The first facet of Agreeableness is Trust. High scorers have a disposition to believe tat others are honest and well-intentioned. Low scorers on this scale tend to be cynical and skeptical and to assume that others may be dishonest or dangerous.

Adjectives associated with low scores
suspicious, cautious, pessimistic, insensitive

Adjectives associated with high scores
forgiving, credulous, peaceful

A2 *Straightforwardness*

Raw Score: 26
T Score: 64
Percentile: 92

20	25	30	35	40	45	50	55	60	65	70	75	80

T Score

Raw Score

4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32
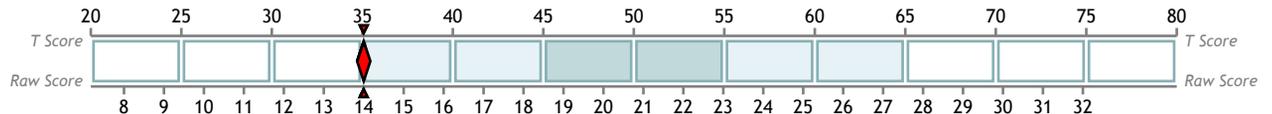
Straightforward individuals, that is, those individuals with high scores on this scale are frank, sincere, and ingenuous. Low scorers on this scale are more willing to manipulate others through flattery, craftiness, or deception. They view these tactics as necessary social skills and may regard more straightforward people as naive. When interpreting this scale (as well as other A and C scale), it is particularly important to recall that scores reflect standing relative to other individuals. A low scorer on this scale is more likely to stretch the truth or to be guarded in expressing his or her true feelings, but this should not be interpreted to mean that he or she is a dishonest or manipulative person. In particular, this scale should not be regarded as a lie scale, either for assessing the validity of the test itself, or for making prediction about honesty in employment or other settings.

Adjectives associated with low scores
complicated, pretentious, manipulative, unsettling, misleading, artful, despotic

Adjectives associated with high scores
constant, sincere

A3 *Altruism*

Raw Score: 14
T Score: 35
Percentile: 7

20	25	30	35	40	45	50	55	60	65	70	75	80

T Score

Raw Score

8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32

High scorers on the Altruism scale have an active concern for others' welfare as shown in generosity, consideration of others, and a willingness to assist others in need of help. Low scorers on this scale are somewhat more self-centered and are reluctant to get involved in the problems of other.

Adjectives associated with low scores
egocentric

Adjectives associated with high scores
cordial, pitiful, gentile, generous, gentle, tolerant

A4 *Compliance*

Raw Score: 15
T Score: 45
Percentile: 31
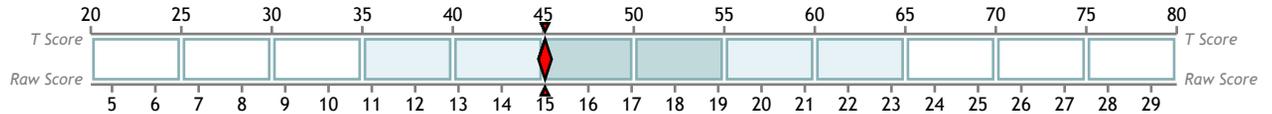
This facet of Agreeableness concerns characteristic reactions to interpersonal conflict. The high scorer tends to defer to others, to inhibit aggression, and to forgive and forget. Compliant people are meek and mild. The low scorer is aggressive, prefers to compete rather than cooperate, and has no reluctance to express anger when necessary.
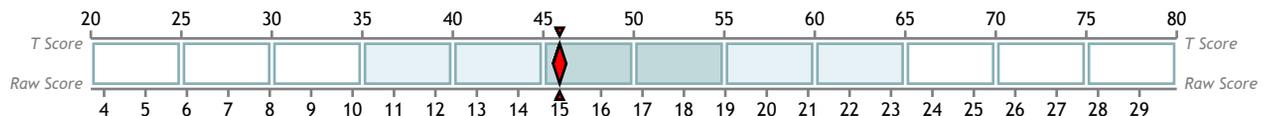
Adjectives associated with low scores
obstinate, demanding, stubborn, anxious, impatient, intolerant, brutal, insensitive

Adjectives associated with high scores
sensible, tolerant

A5 *Modesty*

Raw Score: 15
T Score: 46
Percentile: 34

High scorers on this scale are humble and self-effacing although they are not necessarily lacking in self-confidence or self-esteem. Low scorers believe they are superior people and may be considered conceited or arrogant by others. A pathological lack of modesty is part of the clinical conception of narcissism.

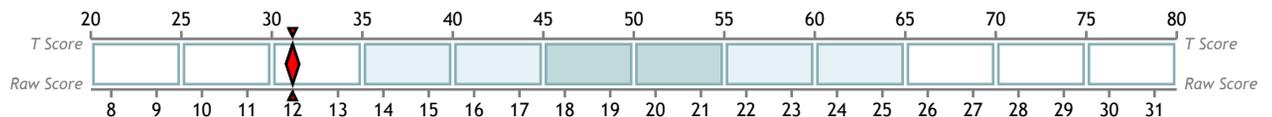**Adjectives associated with low scores**
affected, manipulative, assertive, quarrelsome, confident, aggressive, idealistic

Adjectives associated with high scores
modest

A6 *Tender-Mindedness*

Raw Score: 12
T Score: 31
Percentile: 3

This facet scale measures attitudes of sympathy and concern for others. High scorers are moved by others' needs and emphasize the human side of social policies. Low scorers are more hardheaded and less moved by appeals to pity. They would consider themselves realists who make rational decisions based on cold logic.

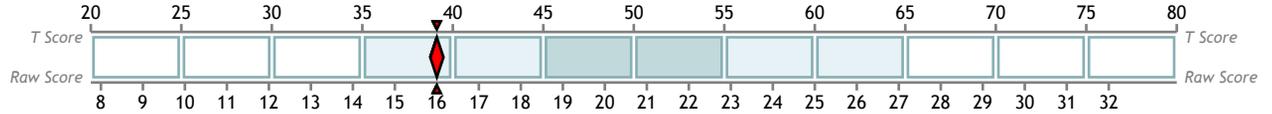**Adjectives associated with low scores**
inconstant

Adjectives associated with high scores
friendly, cordial, empathic, pitiful, gentile, gentle

THE FACETS OF CONSCIENTIOUSNESS

C1 *Competence*

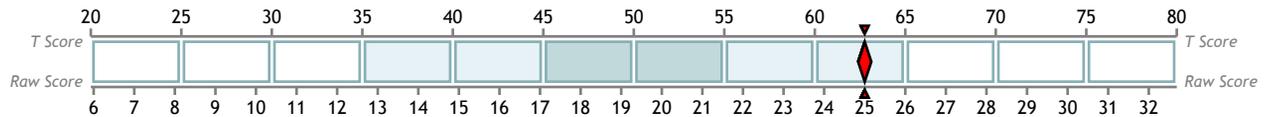Raw Score: 16
T Score: 39
Percentile: 14

T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	Raw Score

Competence refers to the sense that one is capable, sensible, prudent, and effective. High scorers on this scale feel well-prepared to deal with life. Low scorers have a lower opinion of their abilities and admit that they are often unprepared and inept. Of all the C facet scales, competence is most highly associated with self-esteem and internal focus of control (Costa, McCrae, & Dye, 1991).

Adjectives associated with low scores
confused

Adjectives associated with high scores
effective, confident, perfectionist, versatile, smart

C2 *Order*

Raw Score: 25
T Score: 63
Percentile: 90

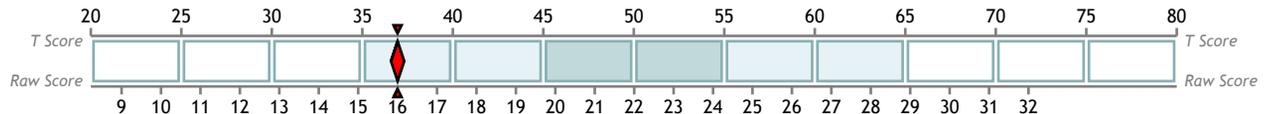| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	Raw Score

High scorers on this scale are neat, tidy, and well-organized. They keep things in their proper places. Low scorers are unable to get organized and describe themselves as unmethodical. Carried to an extreme, high Order might contribute to a Compulsive Personality Disorder.

Adjectives associated with low scores
inattentive, negligent

Adjectives associated with high scores
organized, meticulous, effective, accurate, methodic

C3 *Dutifulness*

Raw Score: 16
T Score: 37
Percentile: 10

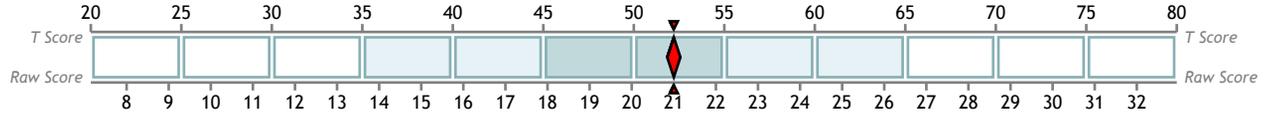| T Score	20	25	30	35	40	45	50	55	60	65	70	75	80	T Score
Raw Score	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	Raw Score

In one sense, conscientious means "governed by conscience", and that aspect of C is assessed as Dutifulness. High scorers on this scale adhere strictly to their ethical principles and scrupulously fulfill their moral obligations. Low scorers are more casual about such matters and may be somewhat undependable or unreliable.

Adjectives associated with low scores
defensive, bewildered, careless, easy-going, absent, quarrelsome

Adjectives associated with high scores
meticulous, scrupulous

NEO PI-R

NEO Personality Inventory, Revised (NEO PI-R)

Paul T. Costa, Jr., Ph.D. & Robert R. McCrae, Ph.D.

C4 *Achievement Striving*

Raw Score: 21
T Score: 52
Percentile: 58

Individuals who score high on this facet have high aspiration levels and work hard to achieve their goals. They are diligent and purposeful and have a sense of direction in life. Very high scorers, however, may invest too much in their careers and become workaholics. Low scorers are lackadaisical and perhaps even lazy. They are not driven to succeed. They lack ambition and may seem aimless, but they are often perfectly content with their low levels of achievement.

Adjectives associated with low scores
disinterested, unmotivated,

Adjectives associated with high scores
conscientious, ambitious, diligent, enterprising, decided, tenacious

C5 *Self-Discipline*

Raw Score: 20
T Score: 48
Percentile: 42
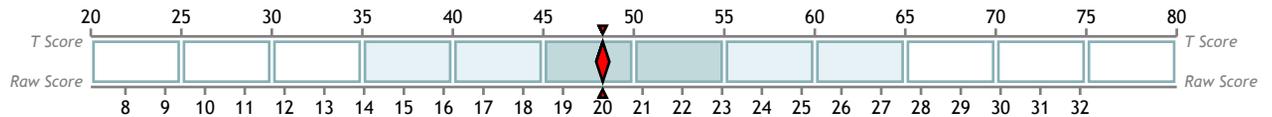
Self-Discipline means the ability to begin tasks and carry them through completion despite boredom and other distraction. High scorers have the ability to motivate themselves to get the job done. Low scorers procrastinate in beginning chores and are easily discouraged and eager to quit.

Adjectives associated with low scores
indolent, absent

Adjectives associated with high scores
organized, effective, energetic, serious, hardworking

C6 *Deliberation*

Raw Score: 17
T Score: 46
Percentile: 34
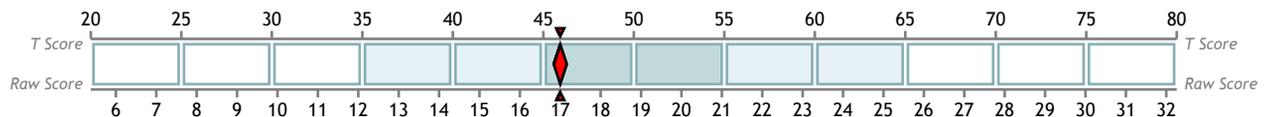
The final facet of C is Deliberation, that is the tendency to think carefully before acting. High scorers on this facet are cautious and deliberate. Low scorers are hasty and often speak or act without considering the consequences. At best, low scorers are spontaneous and able to make snap decisions when necessary.

Adjectives associated with low scores
*hasty, impulsive, careless, impatient, immature, capricious*

Adjectives associated with high scores
elaborated, thoughtful

NEO PI-R™

NEO Personality Inventory, Revised (NEO PI-R)
Paul T. Costa, Jr., Ph.D. & Robert R. McCrae, Ph.D.

ANSWERS TO THE ITEMS

(1): '-'	(26): '0'	(51): '0'	(76): '0'	(101): '0'	(126): '1'	(151): '1'	(176): '2'	(201): '2'	(226): '1'
(2): '2'	(27): '0'	(52): '0'	(77): '0'	(102): '2'	(127): '2'	(152): '0'	(177): '2'	(202): '1'	(227): '2'
(3): '2'	(28): '0'	(53): '0'	(78): '2'	(103): '3'	(128): '2'	(153): '2'	(178): '2'	(203): '2'	(228): '1'
(4): '1'	(29): '0'	(54): '-'	(79): '-'	(104): '2'	(129): '3'	(154): '2'	(179): '3'	(204): '3'	(229): '0'
(5): '2'	(30): '0'	(55): '2'	(80): '1'	(105): '0'	(130): '0'	(155): '-'	(180): '2'	(205): '0'	(230): '2'
(6): '1'	(31): '1'	(56): '3'	(81): '0'	(106): '-'	(131): '2'	(156): '0'	(181): '1'	(206): '2'	(231): '2'
(7): '2'	(32): '0'	(57): '2'	(82): '1'	(107): '2'	(132): '2'	(157): '-'	(182): '2'	(207): '1'	(232): '2'
(8): '0'	(33): '3'	(58): '2'	(83): '2'	(108): '1'	(133): '2'	(158): '0'	(183): '0'	(208): '0'	(233): '1'
(9): '3'	(34): '1'	(59): '-'	(84): '2'	(109): '3'	(134): '-'	(159): '0'	(184): '1'	(209): '2'	(234): '2'
(10): '0'	(35): '-'	(60): '2'	(85): '3'	(110): '3'	(135): '2'	(160): '2'	(185): '2'	(210): '2'	(235): '2'
(11): '2'	(36): '0'	(61): '1'	(86): '2'	(111): '1'	(136): '1'	(161): '2'	(186): '1'	(211): '1'	(236): '3'
(12): '2'	(37): '2'	(62): '2'	(87): '2'	(112): '2'	(137): '0'	(162): '0'	(187): '0'	(212): '2'	(237): '2'
(13): '0'	(38): '2'	(63): '2'	(88): '0'	(113): '2'	(138): '3'	(163): '0'	(188): '0'	(213): '1'	(238): '0'
(14): '2'	(39): '0'	(64): '2'	(89): '3'	(114): '1'	(139): '0'	(164): '1'	(189): '0'	(214): '1'	(239): '2'
(15): '-'	(40): '2'	(65): '3'	(90): '2'	(115): '0'	(140): '-'	(165): '2'	(190): '0'	(215): '3'	(240): '2'
(16): '0'	(41): '0'	(66): '3'	(91): '1'	(116): '2'	(141): '3'	(166): '1'	(191): '2'	(216): '2'	
(17): '2'	(42): '2'	(67): '3'	(92): '0'	(117): '2'	(142): '2'	(167): '1'	(192): '2'	(217): '1'	
(18): '2'	(43): '0'	(68): '2'	(93): '2'	(118): '1'	(143): '1'	(168): '3'	(193): '2'	(218): '0'	
(19): '2'	(44): '1'	(69): '2'	(94): '0'	(119): '-'	(144): '1'	(169): '2'	(194): '3'	(219): '0'	
(20): '0'	(45): '2'	(70): '2'	(95): '0'	(120): '1'	(145): '2'	(170): '3'	(195): '3'	(220): '0'	
(21): '2'	(46): '1'	(71): '2'	(96): '-'	(121): '1'	(146): '2'	(171): '1'	(196): '0'	(221): '0'	
(22): '1'	(47): '0'	(72): '2'	(97): '-'	(122): '2'	(147): '2'	(172): '0'	(197): '3'	(222): '0'	
(23): '-'	(48): '1'	(73): '1'	(98): '0'	(123): '1'	(148): '0'	(173): '3'	(198): '0'	(223): '2'	
(24): '1'	(49): '2'	(74): '1'	(99): '2'	(124): '0'	(149): '2'	(174): '1'	(199): '0'	(224): '2'	
(25): '3'	(50): '3'	(75): '3'	(100): '3'	(125): '2'	(150): '2'	(175): '-'	(200): '3'	(225): '0'	

GENERAL STATISTICS (MODUS OPERANDI)

'0' answers: 76 out of 240 (31.67%)

'1' answers: 44 out of 240 (18.33%)

'2' answers: 91 out of 240 (37.92%)

'3' answers: 29 out of 240 (12.08%)

'4' answers: 0 out of 240 (0.00%)

missing answers: 16 out of 240 (6.67%)
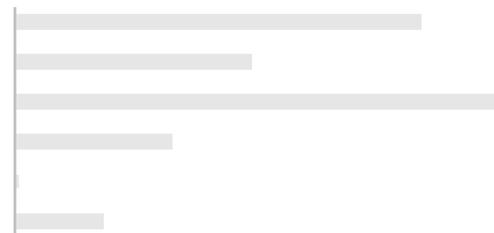
RAW SCORES

Scale	N1	N2	N3	N4	N5	N6	E1	E2	E3	E4	E5	E6	O1	O2	O3	O4	O5	O6
Raw score	13	16	10	8	13	12	18	12	20	18	13	19	17	10	16	17	13	25
Missing answers	1	1	0	1	0	0	0	2	0	0	0	0	0	0	0	0	1	0

Scale	A1	A2	A3	A4	A5	A6	C1	C2	C3	C4	C5
Raw score	14	26	14	15	15	12	16	25	16	21	20
Missing answers	0	0	1	1	1	2	2	0	1	1	1