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

<table>
<thead>
<tr>
<th>Scale</th>
<th>Raw Score</th>
<th>T Score</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>(N) Neuroticism</td>
<td>25</td>
<td>60</td>
<td>High</td>
</tr>
<tr>
<td>(E) Extraversion</td>
<td>35</td>
<td>63</td>
<td>High</td>
</tr>
<tr>
<td>(O) Openness</td>
<td>31</td>
<td>57</td>
<td>High</td>
</tr>
<tr>
<td>(A) Agreeableness</td>
<td>29</td>
<td>44</td>
<td>Low</td>
</tr>
<tr>
<td>(C) Conscientiousness</td>
<td>30</td>
<td>43</td>
<td>Low</td>
</tr>
</tbody>
</table>

Validity Indices

Validity indices (i.e., B and C questions, and total number of items missing) are within normal limits.

Basis of Interpretation

This report compares the respondent to other adult men. It is based on self-reports of the respondent.

This report is based on a short version of the Revised NEO Personality Inventory™. It provides information on the five basic personality factors. More precise estimation of the factors and more detailed information about specific traits that define them can be obtained by administering the NEO PI-R™.

Global Description of Personality: The Five Factors

The most distinctive feature of this individual's personality is his standing on the factor of Extraversion. Such people enjoy the company of others and the stimulation of social interaction. They like parties and may be group leaders. They have a fairly high level of energy and tend to be cheerful and optimistic. Those who know such people would describe them as active and sociable.

This person is high in Neuroticism. Individuals scoring in this range are likely to experience a moderately high level of negative emotion and occasional episodes of psychological distress. They are somewhat sensitive and moody, and are probably dissatisfied with several aspects of their lives. They are rather low in self-esteem and somewhat insecure. Friends and neighbors of such individuals might characterize them as worriers or overly emotional in comparison with the average person. (It is important to recall that Neuroticism is a dimension of normal personality, and high Neuroticism scores in themselves do not imply that the individual is suffering from any psychological disorder.)

Next, consider the individual's level of Openness. High scorers like him are interested in experience for its own sake. They enjoy novelty and variety. They are sensitive to their own feelings and have a greater than average ability to recognize the emotions of others. They have a high appreciation of beauty in art and nature. They are willing to consider new ideas and values, and may be somewhat unconventional in their own views. Peers rate such people as original and curious.

This person is low in Conscientiousness. Men who score in this range have a fairly low need for achievement and tend not to organize their time well. They usually lack self-discipline and are
disposed to put pleasure before business. They have a relaxed attitude toward their responsibilities and obligations. Raters describe such people as relatively unreliable and careless.

Finally, the individual scores in the low range in Agreeableness. People who score in this range are relatively low in concern for others. They can often be brusque or thoughtless in their interactions. They tend to view other people and ideas from a critical standpoint. Their attitudes tend to be tough-minded in most situations. They are competitive and quite able to express hostile feelings directly. People might describe them as relatively stubborn or selfish. (Although antagonistic people such as these are generally not well-liked by others, they are often respected for their critical independence. Their emotional toughness and competitiveness can be assets in many social and business roles.)

**Personality Correlates: Some Possible Implications**

Research has shown that the scales of the NEO FFIT™ 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 FFIT™.

**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. He is more likely than most adults to use humor and less likely to use faith in responding to threats, losses, and challenges. In addition, he is somewhat more likely to use positive thinking and direct action in dealing with problems. His general defensive style can be characterized as maladaptive and self-defeating. He is more likely to present a defensive facade of superiority than to be self-sacrificing. He may use such defense mechanisms as acting out and projection.

**Somatic Complaints**

This individual may be somewhat oversensitive in monitoring and responding to physical problems and illnesses. He may sometimes exaggerate medical problems.

**Psychological Well-being**

Although his mood and satisfaction with various aspects of his life will vary with the circumstances, in the long run this individual is likely to feel both joys and sorrows frequently and be moderately happy overall. Because he is open to experience, his moods may be more intense and varied than those of the average man.

**Cognitive Processes**

This individual is likely to be more complex and differentiated in his thoughts, values, and moral judgments than others of his level of intelligence and education. He would also probably score higher on measures of ego development. Because he is open to experience, this individual is likely to perform better than average on tests of divergent thinking ability; that is, he can
generate fluent, flexible, and original solutions to many problems. He may be considered creative in his work or hobbies.

**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 arrogant, calculating, gregarious, sociable, and especially dominant and assured. His traits are associated with high standing on the interpersonal dimension of Status.

**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.

**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 (≈ 60 T)*

*Horizontal Axis: Extraversion (≈ 63 T)*

---

**N+E-**

Gloomy Pessimists

These people face a dark and dreary life. There is little that cheers them and much that causes anguish and distress. Especially under stressful circumstances, they may succumb to periods of clinical depression, and even when they are functioning normally, they often find life hard and joyless.

**N-E-**

Low-keyed

Neither good news nor bad has much effect on these people, they maintain a staid indifference to events that would frighten or delight others. Their interpersonal relationships may suffer because other people find them to be "cold fish." Their emotional experience of life is bland.

---

**N+E+**

Overly Emotional

These people experience both positive and negative emotions fully and may swing rapidly from one mood to another. Their interpersonal interactions may be tumultuous because they are so easily carried away by their feelings. They may show features of the Histrionic Personality Disorder, but they may also feel that their lives are full of excitement.

**N-E+**

Upbeat Optimists

These people are usually cheerful because they are not unduly troubled by problems, and they have a keen appreciation for life's pleasures. When faced with frustration or disappointment, they may become angry or sad, but they quickly put these feelings behind them. They prefer to concentrate on the future, which they view with eager anticipation. They enjoy life.
Maladaptive individuals tend to use primitive and ineffective defenses such as repression, denial, and reaction formation. They prefer not to think about disturbing ideas, and they may refuse to acknowledge possible dangers (such as a serious illness). They lack insight into the distressing affects they experience, and because they cannot verbalize their feelings, they may be considered alexithymic.

Hypersensitive individuals seem undefended. They are alert to danger and vividly imagine possible misfortunes. They may be prone to nightmares. Because they think in unusual and creative ways, they may sometimes be troubled by odd and eccentric ideas.

Adaptive individuals are keenly aware of conflict, stress, and threat, but use these situations to stimulate creative adaptations. They grapple intellectually with their own intrapsychic problems, and they may react to life stress as a source of humor or artistic inspiration.
Style of Anger Control
Vertical Axis: Neuroticism (= 60 T)
Horizontal Axis: Agreeableness (= 44 T)

N+A-
Temperamental
Temperamental people are easily angered and tend to express anger directly. They may fly into a rage over a minor irritant, and they can seethe with anger for long periods of time. They are deeply involved in themselves and take offense readily, and they often overlook the effects of their anger on others. They may be prone to physical aggression or verbal abuse.

N-A-
Cold-blooded
Cold-blooded people "don't get mad, they get even." These people often take offense, but they are not overpowered by feelings of anger. Instead, they keep accounts and express their animosity at a time and in a way that suits them. They may seek revenge in criminal assaults, or more commonly in manipulative office politics or exploitative interpersonal relationships.

N+A+
Timid
Timid people are heavily conflicted over anger. On the one hand, their feelings are readily hurt and they often feel victimized. On the other, they are reluctant to express anger because they do not want to offend others. Their anger may be directed inward against themselves.

N-A+
Easy-Going
Easy-going people are slow to anger and reluctant to express it when it arises. They know when they have been insulted and may raise objections, but they would prefer to forget and forgive. They understand that there are two sides to every issue and try to work toward a common ground in resolving disputes.
Style of Impulse Control

**Vertical Axis:** Neuroticism (= 60 T)

**Horizontal Axis:** Conscientiousness (= 43 T)

### N+C-
**Undercontrolled**
These individuals are often at the mercy of their own impulses. They find it difficult and distressing to resist any urge or desire, and they lack the self-control to hold their urges in check. As a result, they may act in ways that they know are not in their long-term best interests. They may be particularly susceptible to substance abuse and other health risk behaviors.

### N+C+
**Overcontrolled**
These individuals combine distress-proneness with a strong need to control their behavior. They have perfectionistic strivings and will not allow themselves to fail even in the smallest detail. Because their goals are often unrealistic and unattainable, they are prone to guilt and self-recrimination. They may be susceptible to obsessive and compulsive behavior.

### N-C-
**Relaxed**
These individuals see little need to exert rigorous control over their behavior. They tend to take the easy way, and they are philosophical about disappointments. They may need extra assistance in motivating themselves to follow appropriate medical advice or to undertake any effortful endeavor.

### N-C+
**Directed**
These individuals have a clear sense of their own goals and the ability to work toward them even under unfavorable conditions. They take setbacks and frustrations in stride, and they are able to tolerate unsatisfied needs without abandoning their plan of action.
NEO Style Graphs

Style of Interests
Vertical Axis: Extraversion (= 63 T)
Horizontal Axis: Openness (= 57 T)

E+O-
Mainstream Consumers
Their interests reflect the popular favorites: parties, sports, shopping, blockbuster movies -- events where they can enjoy themselves with others. They are attracted to businesses and jobs that let them work with others on simple projects. Possible vocation: Salesperson

E-O-
Homebodies
Their interests are focused on activities they can pursue alone or with a small group. They are unadventurous and may collect stamps or coins, watch television, or garden. Their vocational interests may include mechanical or domestic work. Possible vocation: Bookkeeper

E+O+
Creative Interactors
Their interests revolve around the new and different and they like to share their discoveries with others. They enjoy public speaking and teaching and fit in well in discussion groups. They enjoy meeting people from different backgrounds. Possible vocation: Anthropologist

E-O+
Introspectors
Their interests are focused on ideas and activities they can pursue alone. Reading, writing, or creative hobbies like painting and music appeal to them. They prefer occupations that provide both challenge and privacy. Possible vocation: Naturalist
**NEO Style Graphs**

**Style of Interactions**

**Vertical Axis: Extraversion (= 63 T)**

**Horizontal Axis: Agreeableness (= 44 T)**

---

**E+A- Leaders**

These people enjoy social situations as an arena in which they can shine. They prefer giving orders to taking them and believe they are particularly well suited to making decisions. They may be boastful and vain, but they also know how to get people to work together.

---

**E-A+ Welcomers**

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

---

**E-A- Competitors**

These people tend to view others as potential enemies. They are wary and distant and keep to themselves. They prefer respect to friendship and guard their privacy jealously. When interacting with them, it is wise to allow them the space they feel they need.

---

**E-A+ The Unassuming**

These people are modest and self-effacing. They often prefer to be alone, but they are also sympathetic and respond to others’ needs. Because they are trusting, others may sometimes take advantage of them. Their friends should watch out for their interests but still respect their privacy.
**NEO Style Graphs**

**Style of Activity**

*Vertical Axis: Extraversion (= 63 T)*  
*Horizontal Axis: Conscientiousness (= 43 T)*

---

**E+C- Funlovers**

They are full of energy and vitality, but they find it hard to channel their energy in constructive directions. Instead, they prefer to enjoy life with thrills, adventures, and raucous parties. They are spontaneous and impulsive, ready to drop work for the chance of a good time.

---

**E+C+ Go-Getters**

They are productive and efficient and work with a rapid tempo. They know exactly what needs to be done and are eager to pitch in. They might design their own self-improvement program and follow it with zeal. They may seem pushy if they try to impose their style on others.

---

**E-C- The Lethargic**

They are unenthusiastic and have few plans or goals to motivate them. They tend to be passive and respond only to the most pressing demands. They rarely initiate activities, and in group activities and games they often find themselves left behind.

---

**E-C+ Plodders**

They are methodical workers who concentrate on the task at hand and work slowly and steadily until it's completed. In leisure as in work, they have a measured pace. They cannot be hurried, but they can be counted upon to finish whatever tasks they're assigned.
Style of Attitudes

Vertical Axis: Openness (≈ 57 T )
Horizontal Axis: Agreeableness (≈ 44 T )

**O+A- Free-Thinkers**
They are critical thinkers who are swayed neither by tradition nor by sentimentality. They consider all views but then make their own judgments about right and wrong, and they are willing to disregard others’ feelings in pursuing their own idea of the truth.

**O-A- Resolute Believers**
These individuals have strong and unchanging beliefs about social policies and personal morality. Because they view human nature with considerable skepticism, they support strict discipline and a get-tough approach to social problems. They expect everyone to follow the rules.

**O-A+ Traditionalists**
These individuals rely on the values and beliefs of their family and heritage in seeking the best way for people to live. They feel that following the established rules without questions is the best way to ensure peace and prosperity for everyone.

**O+A+ Progressives**
They take a thoughtful approach to social problems and are willing to try new solutions. They have faith in human nature and are confident that society can be improved through education, innovation, and cooperation. They believe in reason and being reasonable.

---

**Pragmatic and Realistic**

**Independent, Unconventional**
Style of Learning

Vertical Axis: Openness (= 57 \text{T})
Horizontal Axis: Conscientiousness (= 43 \text{T})

**O+C-**
Dreamers
- They are attracted to new ideas and imaginative elaborations, but they may get lost in flights of fancy. They are good at starting innovative projects, but they are less successful in completing them and may need help in staying focused. They are able to tolerate uncertainty and ambiguity.

**O+C+**
Good Students
- Although they are not necessarily more intelligent than others, they combine a real love of learning with the diligence and organization to excel. They have a high aspiration level and are often creative in their approach to solving problems. They are likely to go as far academically as their gifts allow.

**O-C-**
Reluctant Scholars
- Academic and intellectual pursuits are not their strength or preference. They need special incentives to start learning and to stick with it. They may need help in organizing their work and reminders to keep them on schedule. They may have problems maintaining attention.

**O-C+**
By-the-Bookers
- These individuals are diligent, methodical, and organized, and they abide by all the rules. But they lack imagination and prefer step-by-step instructions. They excel at rote learning but have difficulties with questions that have no one right answer. They have a need for structure and closure.
**NEO Style Graphs**

**Style of Character**

**Vertical Axis: Agreeableness** (= 44 T)

**Horizontal Axis: Conscientiousness** (= 43 T)

---

**A+C-**

- **Well-Intentioned**
  - They are giving, sympathetic, and genuinely concerned about others. However, their lack of organization and persistence means that they sometimes fail to follow through on their good intentions. They may be best at inspiring kindness and generosity in others.

---

**A+C+**

- **Effective Altruists**
  - They are individuals who work diligently for the benefit of the group. They are high in self-discipline and endurance, and they channel their efforts to the service of others. As volunteers, they are willing to take on difficult or thankless tasks and will stick to them until they get the job done.

---

**A-C-**

- **Undistinguished**
  - They are more concerned with their own comfort and pleasure than with the well-being of others. They tend to be weak-willed and are likely to have some undesirable habits they find difficult to correct.

---

**A-C+**

- **Self-Promoters**
  - They are concerned first and foremost with their own needs and interests, and they are effective in pursuing their own ends. They may be highly successful in business or politics because of their single-minded pursuit of their own interests.