

# NEO™ Personality Inventory-3 (NEO™-PI-3)

## Basic Report for Business

### Client Information

*Results for:* **Sam Sample**

*Gender:* **Male**

*Age:* **30**

*Report Date:* **Sunday, May 12, 2024**

*Norms:* **Combined Gender, Adult**

The following report is intended to provide information on five basic dimensions of personality and their corresponding facets. The report is based on research using normal samples and is intended to provide information on the basic dimensions of personality. The results presented in this report should be integrated with all other sources of information before reaching any professional decisions about this individual. Decisions should never be based solely on the information contained in this report. This report is confidential and intended for use by qualified professionals only; it should not be released to the individual being evaluated.

On the following page, you will find T scores and percentile scores for each factor scale. This information is also provided for each facet scale, in addition to the raw score. The remaining pages of the report provide scale descriptions, item responses, and administrative indices.

## NEO-PI-3 Scale Scores

### Norms: Combined Gender, Adult

#### Factor Scales

			Percentile												
Scale		T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100	
(N)	NEUROTICISM	79	99												
(E)	EXTRAVERSION	31	2												
(O)	OPENNESS TO EXPERIENCE	37	9												
(A)	AGREEABLENESS	55	69												
(C)	CONSCIENTIOUSNESS	45	30												

#### Facet Scales

##### Neuroticism Facets

Neuroticism Facets				Percentile										
Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100
(N1) Anxiety	27	70	97	<div></div>										
(N2) Angry Hostility	19	61	86	<div></div>										
(N3) Depression	28	77	99	<div></div>										
(N4) Self-Consciousness	30	83	99	<div></div>										
(N5) Impulsiveness	21	63	90	<div></div>										
(N6) Vulnerability	24	80	99	<div></div>										

##### Extraversion Facets

Extraversion Facets				Percentile											
Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100	
(E1) Warmth	16	36	8	<div></div>											
(E2) Gregariousness	7	30	2	<div></div>											
(E3) Assertiveness	7	31	2	<div></div>											
(E4) Activity	11	34	5	<div></div>											
(E5) Excitement-Seeking	7	30	2	<div></div>											
(E6) Positive Emotions	8	25	0	<div></div>											

##### Openness to Experience Facets

Openness to Experience Facets

Scale	Raw Score	T Score	Percentile	Percentile										
				0	10	20	30	40	50	60	70	80	90	100
(O1) Fantasy	10	35	6											
(O2) Aesthetics	14	46	34											
(O3) Feelings	22	54	65											
(O4) Actions	9	31	2											
(O5) Ideas	8	32	3											
(O6) Values	16	40	15											

##### Agreeableness Facets

Agreeableness Facets				Percentile										
Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100
(A1) Trust	21	53	61	<div></div>										
(A2) Straightforwardness	16	41	18	<div></div>										
(A3) Altruism	20	41	18	<div></div>										
(A4) Compliance	16	49	46	<div></div>										
(A5) Modesty	28	70	97	<div></div>										
(A6) Tender-Mindedness	17	41	18	<div></div>										

##### Conscientiousness Facets

Conscientiousness Facets				Percentile											
Scale	Raw Score	T Score	Percentile	0	10	20	30	40	50	60	70	80	90	100	
(C1) Competence	15	33	4	<div></div>											
(C2) Order	15	41	18	<div></div>											
(C3) Dutifulness	17	37	9	<div></div>											
(C4) Achievement Striving	16	42	21	<div></div>											
(C5) Self-Discipline	16	40	15	<div></div>											
(C6) Deliberation	19	52	57	<div></div>											

## NEO-PI-3 Factor Scale Descriptions

### (N) NEUROTICISM

**Description of high scores:** Individuals who are high in neuroticism have a tendency to experience negative affects such as fear, sadness, embarrassment, anger, guilt, and disgust. They are also prone to irrational ideas, are less able to control their impulses, and tend to cope poorly with stress.

**Description of low scores:** Individuals who are low in neuroticism are emotionally stable. They are usually calm, even-tempered, relaxed, and able to face stressful situations without becoming upset or rattled.

### (E) EXTRAVERSION

**Description of high scores:** Individuals who are high in extraversion are sociable; they like people and prefer large groups and gatherings. Extraverts are assertive, active, and talkative. They like excitement and stimulation and tend to be cheerful in disposition. They are upbeat, energetic, and optimistic.

**Description of low scores:** Individuals who are low in extraversion are reserved, independent, and even-paced. Introverts prefer to be alone. Although they are not given to the exuberant high spirits of extraverts, introverts are not unhappy or pessimistic.

### (O) OPENNESS TO EXPERIENCE

**Description of high scores:** Individuals who are high in openness to experience tend to have an active imagination, aesthetic sensitivity, attentiveness to inner feelings, preference for variety, intellectual curiosity, and independence of judgment. Open individuals are curious about both inner and outer worlds, and their lives are experientially richer than those of closed individuals. They are willing to entertain novel ideas and unconventional values, and they experience both positive and negative emotions more keenly than do closed individuals. Open individuals are willing to question authority and are prepared to entertain new ethical, social, and political ideas.

**Description of low scores:** Individuals who score low on openness to experience tend to be conventional in behavior and conservative in outlook. They prefer the familiar to the novel, and their emotional responses are somewhat muted. Individuals with low scores tend to be socially and politically conservative; this is not to be mistaken with intolerance or authoritarian aggression.

### (A) AGREEABLENESS

**Description of high scores:** Individuals who are high in agreeableness tend to be fundamentally altruistic. They tend to be sympathetic to others and eager to help them, and believe that others will be equally helpful in return.

**Description of low scores:** Low scorers are typically disagreeable or antagonistic, egocentric, skeptical of others' intentions, and competitive rather than cooperative.

### (C) CONSCIENTIOUSNESS

**Description of high scores:** Individuals who are high in conscientiousness are purposeful, strong-willed, and determined. They are typically involved in planning, organizing, and carrying out tasks. High conscientiousness is associated with academic and occupational achievement. High scorers are scrupulous, punctual, and reliable.

**Description of low scores:** Low scorers are less exacting in applying moral principles, and more lackadaisical in working toward their goals.

## NEO-PI-3 Facet Scale Descriptions

### Neuroticism Facets

#### (N1) Anxiety

Anxious individuals are apprehensive, fearful, prone to worry, nervous, tense, and jittery. The scale does not measure specific fears or phobias, but high scorers are more likely to have such fears, as well as free-floating anxiety. Low scorers are calm and relaxed. They do not dwell on things that might go wrong.

#### (N2) Angry Hostility

Angry hostility represents the tendency to experience anger and related states such as frustration and bitterness. This scale measures the individual's readiness to experience anger; whether the anger is expressed depends on the individual's level of Agreeableness. Note, however, that disagreeable people often score high on this scale. Low scorers are easy-going and slow to anger.

#### (N3) Depression

This scale measures 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, but they are not necessarily cheerful and lighthearted – characteristics associated instead with Extraversion.

#### (N4) Self-Consciousness

The emotions of shame and embarrassment form the core of this facet of Neuroticism. 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. Low scorers do not necessarily have poise or good social skills, they are simply less disturbed by awkward social situations.

#### (N5) Impulsiveness

Impulsiveness refers to the inability to control cravings and urges. Desires (e.g., for food, cigarettes, possessions) are perceived 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 and have a high tolerance for frustration. The Impulsiveness facet should not be confused with spontaneity, risk-taking, or rapid decision time.

#### (N6) Vulnerability

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.

### Extraversion Facets

#### (E1) Warmth

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.

## NEO-PI-3 Facet Scale Descriptions (continued)

### Extraversion Facets (continued)

#### (E2) Gregariousness

Gregarious people enjoy the company of others – “the more the merrier.” Low scorers on this scale tend to be loners who do not seek – or who even actively avoid – social stimulation.

#### (E3) Assertiveness

High scorers on this facet 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.

#### (E4) Activity

A high Activity score is seen in rapid tempo and vigorous movement, a sense of energy, and a need to keep busy. Active people lead fast-paced lives. Low scorers are more leisurely and relaxed in tempo, though they are not necessarily sluggish or lazy.

#### (E5) Excitement-Seeking

High scorers on this scale crave excitement and stimulation. They like bright colors and noisy environments. Excitement-Seeking is akin to some aspects of sensation seeking. Low scorers feel little need for thrills and prefer a lifestyle that high scorers might find boring.

#### (E6) Positive Emotions

The last facet of Extraversion assesses the tendency to experience positive emotions such as joy, happiness, love, and excitement. High scorers laugh easily and often. They are cheerful and optimistic. Low scorers are not necessarily unhappy; they are merely less exuberant and high-spirited.

### Openness to Experience Facets

#### (O1) Fantasy

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 an interesting inner world for themselves. 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.

#### (O2) Aesthetics

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.

#### (O3) Feelings

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 keenly than others do. Low scorers have somewhat muted affects and do not believe that feeling states are of much importance.

## NEO-PI-3 Facet Scale Descriptions (continued)

### Openness to Experience Facets (continued)

#### (O4) Actions

Openness is seen behaviorally in the willingness to try different activities, go to 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.

#### (O5) Ideas

Intellectual curiosity is an aspect of Openness that has long been recognized. 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, though it can contribute to the development of intellectual potential. Low scorers on the scale have limited curiosity and, if highly intelligent, narrowly focus their resources on limited topics.

#### (O6) Values

Openness to Values assesses the readiness to reexamine social, political, and religious values. Closed individuals tend to accept authority and to honor tradition and, as a consequence, are generally conservative, regardless of political party affiliation. Openness to Values may be considered the opposite of dogmatism.

### Agreeableness Facets

#### (A1) Trust

High scorers are disposed to believe that 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.

#### (A2) Straightforwardness

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 naïve. 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.

#### (A3) Altruism

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 others.

#### (A4) Compliance

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 to cooperate, and has no reluctance to express anger when necessary.

## NEO-PI-3 Facet Scale Descriptions (continued)

### Agreeableness Facets (continued)

#### (A5) Modesty

High scorers on this scale are humble and self-effacing, though 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.

#### (A6) Tender-Mindedness

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 sympathetic appeals to pity. They would consider themselves realists who make rational decisions based on cold logic.

### Conscientiousness Facets

#### (C1) Competence

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.

#### (C2) Order

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.

#### (C3) Dutifulness

High scorers on this scale adhere strictly to their ethical principles and scrupulously fulfill their moral obligations as they understand them. Low scorers are more casual about such matters and may be somewhat undependable or unreliable.

#### (C4) Achievement Striving

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.

#### (C5) Self-Discipline

High scorers are able to begin tasks and carry them through to completion, despite boredom or other distractions. They can motivate themselves to get the job done. Low scorers procrastinate in beginning chores and are easily discouraged and eager to quit.

#### (C6) Deliberation

Deliberation reflects 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.

## Item Responses

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1-20: 2 1 3 5 4 2 4 2 4 4 1 2 4 2 4 4 2 4 4 1  
21-40: 4 1 1 1 4 4 5 2 3 4 5 1 2 4 3 5 1 4 4 4  
41-60: 5 4 1 3 4 1 2 2 4 3 4 5 3 4 2 2 4 4 1 4  
61-80: 1 4 2 2 4 4 4 2 2 3 1 2 4 3 2 5 4 4 3 4  
81-100: 2 1 2 2 2 4 4 4 2 2 4 3 4 4 5 2 1 2 3 3  
101-120: 4 4 2 4 2 2 2 1 3 4 4 5 4 5 2 1 2 3 3 4  
121-140: 2 3 1 2 3 3 5 4 4 4 4 1 3 3 2 5 3 4 4 3  
141-160: 2 1 2 1 3 3 4 4 3 2 4 3 4 4 3 2 2 2 3 4  
161-180: 4 4 2 3 4 1 3 4 4 2 5 4 5 4 4 2 2 3 4 4  
181-200: 1 2 4 4 2 4 2 2 4 4 5 2 4 4 3 5 1 4 2 3  
201-220: 2 4 2 4 3 2 5 4 3 2 4 3 4 4 3 5 2 2 2 3  
221-240: 4 4 2 4 4 5 2 4 4 2 2 2 3 1 2 2 2 2 2 3  
241-241: 5

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## Validity Items

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*I have tried to answer all of these questions honestly and accurately.* **Strongly Agree**

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## Administrative Indices

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*Missing Responses:* **0**

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