

NEO PI-R™

NEO PERSONAL INSIGHT REPORT

Work Style

Name of respondent:

Evelyn NEO-PI-R

Date of completion:

21.06.2005 16:09

Assessed by:



Hogrefe

The Test Agency • Oxford

NEO PERSONAL INSIGHT REPORT: WORK STYLE

This report is based on your responses to the NEO Personality Inventory. Before reading the analysis, you should bear in mind the following points:

1. The NEO PI-R asks questions about your attitudes and typical style of behaving. Your responses have been compared to those typical of a representative sample of the British working population. In this way, we have been able to benchmark various characteristics you possess against this group. If we had used a different group for comparison, the analysis of your results may have turned out differently.
2. No value judgements are implied by the comments made. Human characteristics have the potential to be both assets and liabilities. The important thing is to recognise how you can capitalise on the benefits while minimising the disadvantages. The extent to which any particular characteristic is an advantage or a liability will depend on the context in which it is being applied. This report takes no account of context so it will be up to you to decide the extent to which the impact of your style is advantageous to the situation you are in (or aspire to be in).
3. Every effort has been made to present both potential upsides and potential downsides to the characteristics emerging from the analysis. It will be up to you to consider the extent to which these various pros and cons impact on you in your current environment and the extent to which they may impact on your future development.
4. Everything reported in this analysis is based on what you have said about yourself. It may not always be accurate and it may not always be what you would like to hear. If you are uncertain about or disagree with some of the analysis, it will be useful to reflect on those aspects. Seeking feedback from people you trust can be a useful way of validating what the analysis suggests about how you impact on others.
5. Remember also that we do not always respond the same in all situations so that it may be useful when reflecting on the analysis to visualise yourself in a variety of different situations you normally face in life.

STRUCTURE OF THIS REPORT

The analysis of your results is organised as follows:

PROBLEM SOLVING AND DECISION MAKING

Effectiveness at organising thoughts
Open-mindedness and originality
Confidence in problem-solving

PLANNING ORGANISING AND IMPLEMENTING

Action orientation
Conscientiousness
Openness to possibilities and alternatives.

STYLE OF RELATING TO OTHERS

Social energy
Attitude to others
Quality of relationships


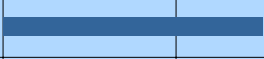
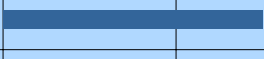
PERSONAL STYLE

Level of emotionality
Pattern of emotions

PROBLEM SOLVING AND DECISION MAKING

In this section we consider your approach to making decisions and problem solving. The questionnaire you completed does not assess your intellectual power (in other words it does not assess your mental ability or IQ, as it is sometimes referred to) but it does provide insights into how you approach problem solving and decision making. In other words, we are talking here about your thinking style.

Effectiveness at Organising Thoughts

C2 Order					
C5 Self-Discipline					
C6 Deliberation					
	Very Low	Low	Average	High	Very High


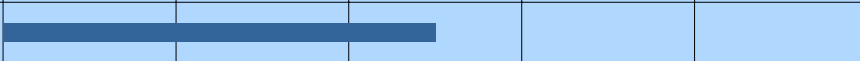
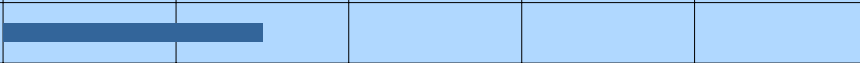
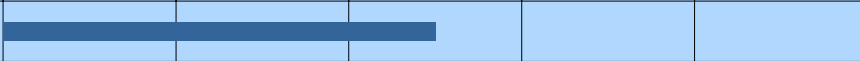
Based on your responses to the questionnaire, you do not deliberate long in arriving at solutions and making decisions, which is an advantage in the sense that you are likely to grasp opportunities. You may find yourself frustrated by those who deliberate longer than you do over decisions. More usefully you might consider ways to learn from the advantages and disadvantages that both styles bring, (quick decisions on the one hand and caution on the other). Both styles are important in organisations. You can help those who deliberate overlong not to miss opportunities but equally they can help you by pointing out the need for caution sometimes. It is important to be open to learning about the advantages of styles that are different from your own. You may need to manage this by making it clear to others that you have insight into this aspect of yourself. You may actively need to find ways to work together so that your approach and that of more cautious people complement rather than conflict with each other.

Your responses to the questionnaire suggest that you recognise in yourself a tendency sometimes to be overly hasty in your decision making process. You describe yourself as someone who is generally less personally organised than most so that when you gather information about an issue to be considered or a decision to be made you may not be very methodical in the way you go about it. The impact of your somewhat disordered approach is combined with a tendency to be easily distracted. You may find it difficult sometimes to make yourself focus on one issue at a time so that your attention switches before you have given yourself time to get to grips with an issue fully. Perhaps you have so much to do right now that you are over-stretched or perhaps you are under-stimulated. On the other hand, it may be that you are naturally distractible. It might be useful to reflect on why you are easily distracted. Other aspects of your temperament detailed later in this report may help you to do that and having done so it will be easier to reflect on how to modify an aspect of your approach that may be causing you to be less efficient than you could be.

It will be particularly important for you that you have systematically collected the information you need on which to base your decisions and you may need to work with and through other people to do this.

Certainly, by becoming more systematic in your approach to gathering information or working through others to help you to do this you may find you can manage your distractibility more effectively.

Open-mindedness and Originality

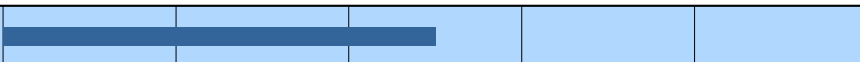

O5 Openness to Ideas					
O1 Openness to Imagination					
O3 Openness to Feelings					
O4 Openness to New Activities					
	Very Low	Low	Average	High	Very High

Your responses suggest that you are as receptive as most to new ideas and new experiences such that you are likely to achieve a balance between, on the one hand, appreciation of the possibilities offered by new ways of looking at things or doing things and, on the other, the value of the tried and true.

Generally, you are realistic in your thinking. While you have as much imagination as most people, you keep your mind on the task at hand rather than getting lost in your imagination.

You tend to receive and evaluate ideas and experiences in an unemotional way. Your interpretation of information is unlikely to be influenced by your feelings. While this increases your objectivity, it is important not to ignore the usefulness of less tangible aspects of decisions and situations which may be accessible only by listening to and trying to gain insight from your own or other people's instincts and feelings.

Confidence in Problem-Solving

E3 Assertiveness					
C1 Sense of Mastery					
	Very Low	Low	Average	High	Very High



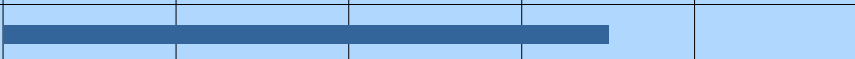
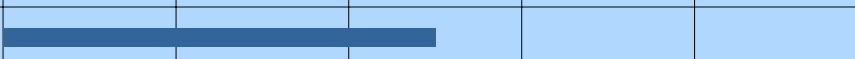
In the way that you express your views you are as assertive as most but you don't impose your views in an overly forceful way; you are prepared to let others have their say and to defer to someone else's opinion when it is appropriate to do so.

That said, you seem to have a lower than average faith in your own competence. Your responses suggest that you sometimes feel ill prepared or ineffective so that you may sometimes defer out of lack of faith in yourself rather than because your considered opinion suggests that someone else has made a valid point.

OPERATIONAL STYLE

This section explores how you go about determining an action plan and implementing it.

Action Orientation

E4 Pace of Living					
C4 Achievement Striving					
N2 Frustration					
A4 Compliance					
	Very Low	Low	Average	High	Very High



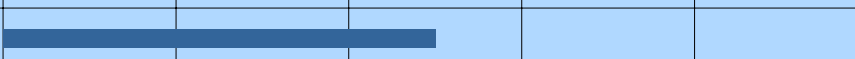
You describe your pace of work as being on the relaxed side. Though not necessarily sluggish, you are unlikely to be fast paced or intense in your drive for results.

You don't see yourself as an ambitious person. Personal achievement is not likely to be your main driver. Your motivation lies in other areas.

Be aware that in terms of how you impact on others, your leisurely style may be perceived as complacency or lack of interest in results.

While generally able to deal with things in an unemotional way, you are quick to become frustrated and irritated when things do not go in the right direction. Often your irritation is directed towards others. Your responses suggest that you are as concerned as most to maintain harmony in the working environment and generally try to adopt a co-operative approach. Given this and given that you tend to experience more irritation than most people, it might be helpful, when you experience such feelings to take a breath and ask yourself what is causing your frustration. Is it genuinely something to do with how others are behaving or is it to do with how you are interacting and communicating with them? Are you perhaps misinterpreting their behaviour; in other words, is your irritation justified? What do you need to do differently and what would you like others to do differently? Once you have answered these questions for yourself it becomes easier to find ways to communicate your frustrations in ways that won't seem hostile to the other party but which might resolve the issues that frustrate you.

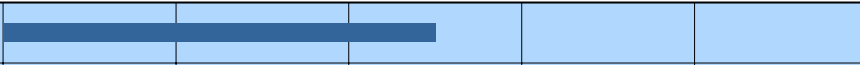
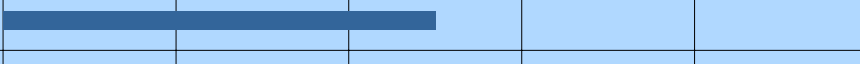
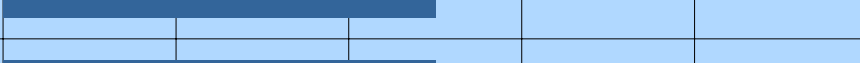

Conscientiousness

C5 Self-Discipline					
C3 Dutifulness					
N5 Impulsivity					
	Very Low	Low	Average	High	Very High

Sometimes you find it difficult to motivate yourself to begin tasks or follow them through to completion. Particularly, when the task is boring to you or there are other distractions, you may procrastinate or feel inclined to give up.

Your responses suggest that you don't see yourself as a person who is driven to perform out of a sense of duty. Overall it would seem that your strongest driver is personal interest in the task; when that is lacking, it may be difficult for you to apply yourself.

Openness to Possibilities and Alternatives

O5 Openness to Ideas					
O1 Openness to Imagination					
O2 Openness to Aesthetics					
O6 Openness to Values					
	Very Low	Low	Average	High	Very High

You show a typical level of curiosity about intellectual topics and theoretical ideas. You are as imaginative as most without being idealistic or impractical.

Where your values and beliefs are concerned, you are as willing as most to question your own assumptions and also those of authority figures.

STYLE OF RELATING TO OTHERS

This section explores how you interact with others in terms both of your emotional orientation to other people and the role you adopt in your interpersonal relationships. No value judgements are made about your style of working with others. It is accepted that a style that proves to be an asset in one situation may prove to be a liability in another. It is up to you to reflect on how your style influences the quality of your relationships in your current life situation.

Social Energy

E1 Friendliness					
E2 Sociability					
E3 Assertiveness					
N4 Self-Consciousness					
	Very Low	Low	Average	High	Very High

Your responses suggest that you like to achieve a balance between time spent alone and time spent with other people.

You describe your general style of interacting with people as formal and somewhat detached. In group situations, you are likely to focus your attention more on the activity or task in which the group is participating than on getting to know the individual group members.

You seem to worry more than most about how you are coming across to other people and can become overly concerned about the possibility of looking foolish or making mistakes in a social context. Particularly in large or unfamiliar social gatherings you may feel ill at ease when the spotlight falls on you.

Despite your tendency to feel self-conscious, you are as likely to express what you think as most people. You don't force your opinions on others; you let others have their say. Sometimes you take the lead and at other times you let others do the talking. However, you may worry in retrospect about how you came across and what others thought of you.

Attitude to Others

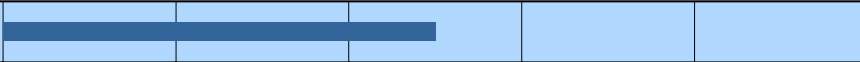



A6 Compassion					
A3 Altruism					
A1 Trust					
A2 Straightforwardness					
	Very Low	Low	Average	High	Very High

You are typical of most people in the extent to which you are moved by human needs and also typical of most in your willingness to get personally and actively involved in other people's problems. This suggests that you will recognise the difficulties of others and be sympathetic to them but not to the extent of allowing your sympathy to sway your decisions or getting so personally involved that you neglect your own priorities.

You have a natural inclination to question the motives behind what people say and do rather than just accepting this at face value. Probably, you will not be easy to fool and will be alert to hidden agendas. At times you may read too much between the lines and doubt a person's sincerity when there is no reason to do so.

You give as much thought as most to how the words you use and the way you phrase them will impact on other people. This suggests that you will come across as straightforward without seeming ingenuous.

Quality of Relationships

A4 Compliance					
E3 Assertiveness					
A5 Modesty					
C1 Sense of Mastery					
	Very Low	Low	Average	High	Very High

You are as concerned as most to preserve harmonious relations with others. You will usually balance your drive to compete with a desire to be co-operative and accommodating.

You seem to have a relatively low opinion of your own abilities often feeling unprepared and ineffective but this does not seem to detract from your willingness to talk about your achievements. If you manage this right, you will effectively sell yourself. However, you may need to be careful not to exaggerate the importance of your contributions and guard against being seen by others as a 'show-off'.

PERSONAL STYLE

Each of us has a unique emotional signature to our personality. In this section we explore your emotions and general outlook on life.

Level of Emotionality

O3 Openness to Feelings					
N5 Impulsivity					
E5 Excitement-Seeking					
C5 Self-Discipline					
	Very Low	Low	Average	High	Very High

You describe yourself as relatively unemotional and less likely than most people to allow your feelings to guide your decisions.

You are not an impulsive person nor are you overly controlled. You are can tolerate frustration and delay satisfaction of your needs to the same extent as most people.

You don't feel a high need for excitement in the sense of risky activities or thrill seeking. Indeed you are more likely to avoid such situations or activities and the sensation of an adrenaline rush that they provide.

Pattern of Emotions

N1 Anxiety					
N3 Despondency					
N6 Stress Proneness					
E6 Positive Outlook					
	Very Low	Low	Average	High	Very High

Through the questionnaire you were asked to report the frequency or intensity with which you feel different types of emotions. This section is not about the extent to which you outwardly express these emotions but rather your internal experience of them.

Your responses suggest that you are no more prone to feelings of anxiety or apprehension than most and that you deal with set backs and disappointments as well as the next person; you don't usually allow your emotions to get stuck in a down frame of mind for long.

That said, you do not appear to see yourself as a particularly exuberant or high spirited person; you report experiencing positive emotion with less intensity than do most people. The overall pattern of your scores suggests that while you are not unhappy, you may be less optimistic than most. This may be an advantage if it drives you to spot potential future problems and limit the potential damage from them. However it can make you feel more vulnerable. Indeed you report more feelings of vulnerability and more sensitivity to negative stress than most in the comparison group. Although it is unlikely that you allow such feelings to overwhelm you or drag you down it will be important to have supportive people around you.

NEXT STEPS

It may be helpful for you to consolidate the information in this report by considering the following questions:

1. List the key strengths that have emerged from this analysis and the extent to which you agree that they are strengths for you.
2. To what extent are you capitalising on these key strengths and how might you capitalise on them more?
3. List the key areas of development that have emerged from this report and the extent to you which you agree that they are areas for development.
4. To what extent are these development needs relevant to your current context or future career aims?
5. What actions might you take to capitalise on your strengths and remedy any development needs relevant to your career aims?

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Missing	Raw value	TRV	NEO-PI-R - NEO Personality Inventory- Revised - (Standard)												
			Theoretical raw value scale												
			min									max			
			0	10	20	30	40	50	60	70	80	90	100		
0	15	47						47							N1 Anxiety
0	17	53						53							N2 Angry-Hostility
0	15	47						47							N3 Depression
0	17	53						53							N4 Self-Consciousness
0	18	56						56							N5 Impulsivity
0	15	47						47							N6 Vulnerability
0	14	44						44							E1 Warmth
0	23	72								72					E2 Gregariousness
0	18	56								56					E3 Assertiveness
0	13	41						41							E4 Activity
0	11	34						34							E5 Excitement-Seeking
0	15	47						47							E6 Positive Emotions
0	14	44						44							O1 Openness to Fantasy
0	16	50						50							O2 Openness to Aesthetics
0	16	50						50							O3 Openness to Feelings
0	17	53						53							O4 Openness to Actions
0	16	50						50							O5 Openness to Ideas
1	24	75								75					O6 Openness to Values
0	12	38						38							A1 Trust
0	17	53						53							A2 Straightforwardness
0	24	75								75					A3 Altruism
0	14	44						44							A4 Compliance
0	12	38						38							A5 Modesty
1	16	50						50							A6 Tender-Mindedness
0	10	31						31							C1 Competence
0	12	38						38							C2 Order
0	15	47						47							C3 Dutifulness
0	17	53						53							C4 Achievement Striving
0	14	44						44							C5 Self-Discipline
1	10.3	32						32							C6 Deliberation
	97	51						51							N Neuroticism
	94	49						49							E Extraversion
	103	54						54							O Openness to Experience
	95	49						49							A Agreeableness
	78.3	41						41							C Conscientiousness

Item evaluation

(Item filter: Typical items)

N2 Angry-Hostility				
No	Item	Response	Points	Time
126	I often get disgusted with people I have to deal with.	5 strongly agree	4	2.5 s
186	At times I have felt bitter and resentful.	5 strongly agree	4	2 s
216	Even minor annoyances can be frustrating to me.	5 strongly agree	4	1.6 s

N5 Impulsivity				
No	Item	Response	Points	Time
111	When I am having my favourite foods, I tend to eat [...]	5 strongly agree	4	1.6 s

E1 Warmth				
No	Item	Response	Points	Time
152	I find it easy to smile and be outgoing with strangers.	5 strongly agree	4	1.7 s

E2 Gregariousness				
No	Item	Response	Points	Time
7	I shy away from crowds of people.	1 strongly disagree	4	1.2 s
97	I really feel the need for other people if I am by [...]	5 strongly agree	4	1.9 s

E3 Assertiveness				
No	Item	Response	Points	Time
72	I have often been a leader of groups I have belonged [...]	5 strongly agree	4	1.7 s
132	Other people often look to me to make decisions.	5 strongly agree	4	1.6 s
192	In conversations, I tend to do most of the talking.	5 strongly agree	4	1.5 s

E4 Activity				
No	Item	Response	Points	Time
197	My life is fast-paced.	5 strongly agree	4	2.1 s

E6 Positive Emotions				
No	Item	Response	Points	Time
117	Sometimes I bubble with happiness.	5 strongly agree	4	2.1 s
237	I laugh easily.	5 strongly agree	4	1.3 s

O1 Openness to Fantasy				
No	Item	Response	Points	Time
93	I don't like to waste my time daydreaming.	1 strongly disagree	4	1.7 s

O2 Openness to Aesthetics				
No	Item	Response	Points	Time
128	Poetry has little or no effect on me.	1 strongly disagree	4	1.6 s

O6 Openness to Values				
No	Item	Response	Points	Time
178	I consider myself broad-minded and tolerant of other [...]	5 strongly agree	4	2.8 s

A3 Altruism				
No	Item	Response	Points	Time
134	I'm not known for my generosity.	1 strongly disagree	4	1.5 s

A4 Compliance				
No	Item	Response	Points	Time
19	I would rather cooperate with others than compete [...]	5 strongly agree	4	1.6 s

A5 Modesty				
No	Item	Response	Points	Time
204	I would rather praise others than be praised myself.	5 strongly agree	4	1.6 s

C3 Dutifulness				
No	Item	Response	Points	Time
15	I try to perform all the tasks assigned to me conscientiously.	5 strongly agree	4	1.8 s

C4 Achievement Striving				
No	Item	Response	Points	Time
50	I have a clear set of goals and work towards them [...]	5 strongly agree	4	1.7 s
230	I'm something of a "workaholic".	5 strongly agree	4	1.5 s

C5 Self-Discipline				
No	Item	Response	Points	Time
115	I have trouble making myself do what I should.	1 strongly disagree	4	1.6 s

Frequency of response steps: (5 step(s))

Step	Distribution of responses	
Step 1	11%	
Step 2	25%	
Step 3	26%	
Step 4	26%	
Step 5	12%	

Frequency of response steps: (2 step(s))

Step	Distribution of responses	
Step 1	50%	
Step 2	50%	

Repetition index:

Repetitions: 2 (maximum with 240 items: 28680); Index: 0

Analysis of response times per item (seconds)

		Median response time (s) for all items: 2.0	Standard deviation: 0.6		
Displayed: Ipsative median for scales (high value = long duration).					
			Ipsative median time		
		Time (s)	0%	50%	100%
1	N1 Anxiety	1.9		◆	
2	N2 Angry-Hostility	2.0		◆	
3	N3 Depression	1.8		◆	
4	N4 Self-Consciousness	2.0		◆	
5	N5 Impulsivity	2.2		◆	
6	N6 Vulnerability	2.0		◆	
7	E1 Warmth	2.0		◆	
8	E2 Gregariousness	1.8		◆	
9	E3 Assertiveness	1.5		◆	
10	E4 Activity	1.8		◆	
11	E5 Excitement-Seeking	2.2		◆	
12	E6 Positive Emotions	2.0		◆	
13	O1 Openness to Fantasy	2.2		◆	

Median response time (s) for all items: 2.0		Standard deviation: 0.6			
Displayed: Ipsative median for scales (high value = long duration).					
		Ipsative median time			
		Time (s)	0%	50%	100%
14	O2 Openness to Aesthetics	1.8		◆	
15	O3 Openness to Feelings	1.8		◆	
16	O4 Openness to Actions	1.6		◆	
17	O5 Openness to Ideas	2.1		◆	
18	O6 Openness to Values	2.9			◆
19	A1 Trust	1.9		◆	
20	A2 Straightforwardness	1.9		◆	
21	A3 Altruism	1.5		◆	
22	A4 Compliance	2.0		◆	
23	A5 Modesty	1.9		◆	
24	A6 Tender-Mindedness	2.6			◆
25	C1 Competence	2.1		◆	
26	C2 Order	1.6		◆	
27	C3 Dutifulness	1.9		◆	
28	C4 Achievement Striving	2.0		◆	
29	C5 Self-Discipline	1.7		◆	
30	C6 Deliberation	2.5			◆
31	N Neuroticism	0.0	◆		
32	E Extraversion	0.0	◆		
33	O Openness to Experience	0.0	◆		
34	A Agreeableness	0.0	◆		
35	C Conscientiousness	0.0	◆		

Number of early responses: 49; Number of "No response": 3