



NEO PDR™ Individual Planning Report

Generated by **PARiConnect**

by PsyPro Corporation and PAR Staff

Client name : Sample Client
Client ID : PAR Sample
Gender : Male
Age : 22
Test date: 09/21/2023
Organization or company name : PAR
Position : Sales
Norms : Gender Specific, Adult

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Version: 3.30.069

This report will help you to understand yourself better so you become more effective in your current situation and more prepared for future opportunities.

The statements in the report are based on your pattern of scores on the NEO-PI-3. These scores have been interpreted by a team of management psychologists.

Resist reading good or bad into any of the statements. Human characteristics can be good or bad, depending on situation or use. What may be an asset—strong assertiveness, for example—in one situation may prove a liability in another.

Remember also that we do not always respond the same way to all situations, even though our tendency to act in consistent patterns may be strong. Therefore, you may want to visualize yourself in several different situations you normally face in your life. This might help to clarify apparent contradictions in the report.

If parts of the report appear to be inaccurate or inconsistent, the possibility exists that in some instances you may not have thought about certain aspects of your behavior. If after reflection, the information still seems to be at odds with your experience, you may want to discuss the information with some people who know you well.

To receive the maximum benefit from this report, you will probably want to read it several times.



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Summary of Your Most Distinctive Characteristics

As you are aware, human characteristics have the potential to be both assets and liabilities. The trick always with truly distinctive characteristics is to recognize ways in which we can capitalize on their upside benefits while minimizing the effects of their downside potential. Understanding your distinctive characteristics will enable you to do things in a way that is most appropriate for the situation.

When Your Distinctive Characteristics Work to Your Advantage

Your pragmatic flexibility in ethics and morals permits you to adapt to the demands of the moment. This pragmatic quality could serve you well on assignments that need to be carried out in highly political environments.

A tough-minded individual who keeps your focus on what you need to accomplish, you are seldom deterred from your work objectives by the needs of others.

When Your Distinctive Characteristics Work to Your Disadvantage

Your inconsistent approach to some assignments will cause many to be unable to count on you. Uncertain in their knowledge of your level of commitment, some people may be cautious or wary of you. It would probably be helpful for you to track your commitments and show diligent follow through.

Your tough-mindedness and your general lack of compassion may cause you to overlook some of the more subtle human elements in many situations. As a consequence, you may be blindsided by emotional or people issues. You are unlikely to be emotionally supportive of your coworkers in their difficulties; you will often be seen by some as cold and uncaring. In general, you would likely benefit from developing a greater capacity for empathy.

When Your Distinctive Characteristics Work to Your Advantage

You seldom project much warmth in your relationships. You are well-suited for assignments where reserve and formality are desirable.

Frequently concerned about your level of competence, you are unlikely to get in over your head.

You prefer life and work routines that are calm and quiet. You avoid risky situations that might get you in over your head. You likely have greater tolerance for mundane or routine tasks that others might consider boring.

When Your Distinctive Characteristics Work to Your Disadvantage

Your characteristic formality, reserve, and coolness will cause many to keep their distance. You will probably miss out, therefore, on opportunities for involvement with others where you could otherwise gain their support and learn from their experiences.

Your tendency toward a lack of confidence will prevent you from taking on and succeeding at many tasks of which you are capable. This can also adversely impact the morale of others. You might want to increase your level of self-confidence through activities such as identifying and attaining reachable goals that cause you to stretch your abilities.

Rather consistently seeking safe courses of action, you may be too cautious to take advantage of opportunities. You may take longer than most to adjust to a noisy or otherwise stimulating environment.

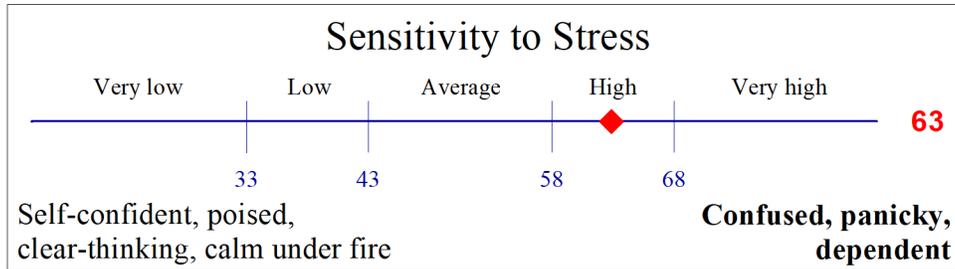
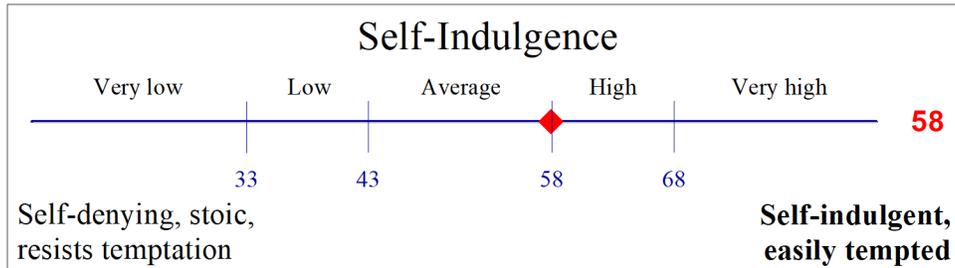
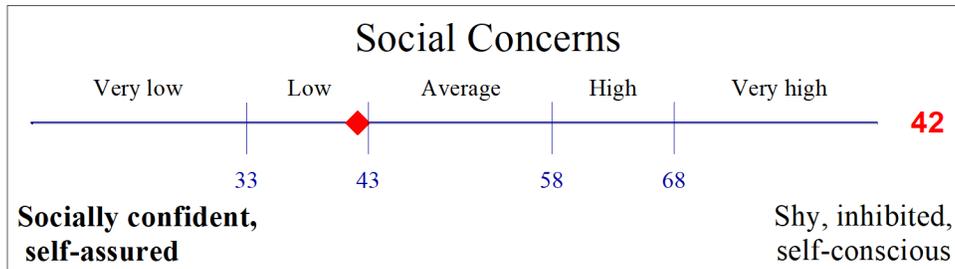
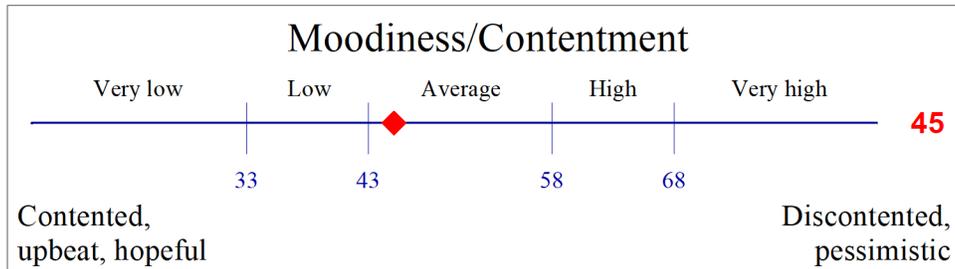
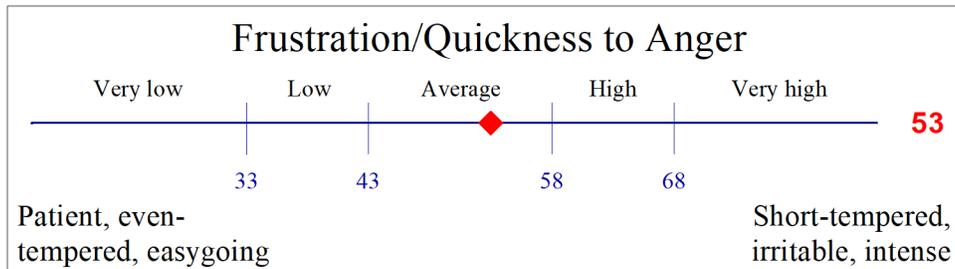
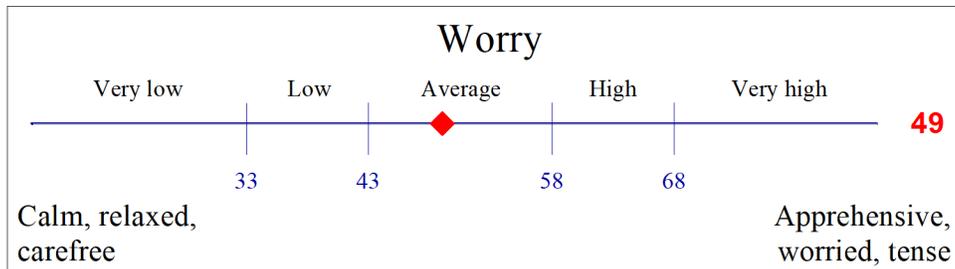
When Your Distinctive Characteristics Work to Your Advantage

Your reluctance to become involved in the problems and affairs of others permits you to keep a clearer focus on your task-related objectives than most people are capable of achieving. You will probably do well on assignments where a strong results orientation is essential.

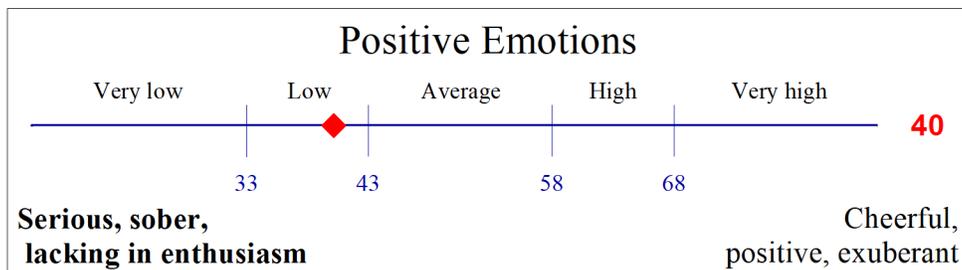
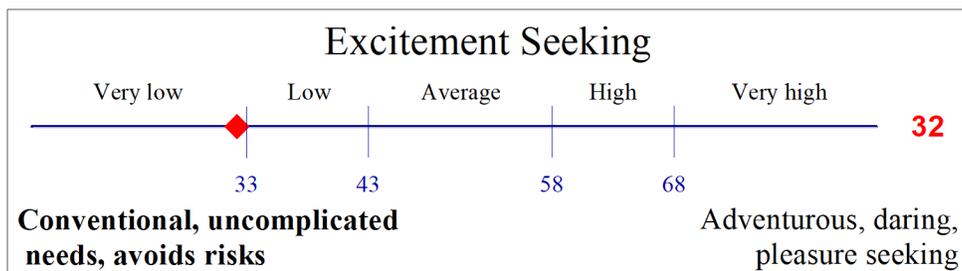
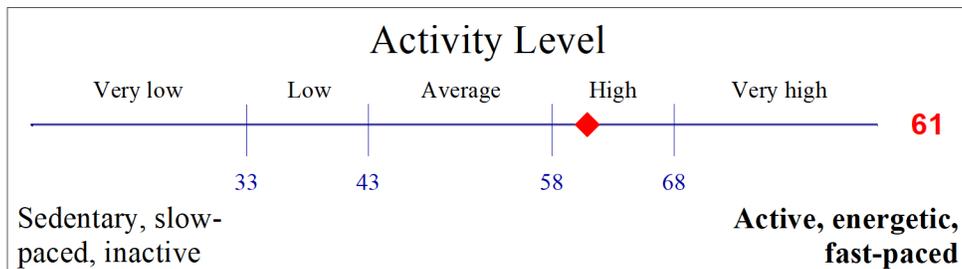
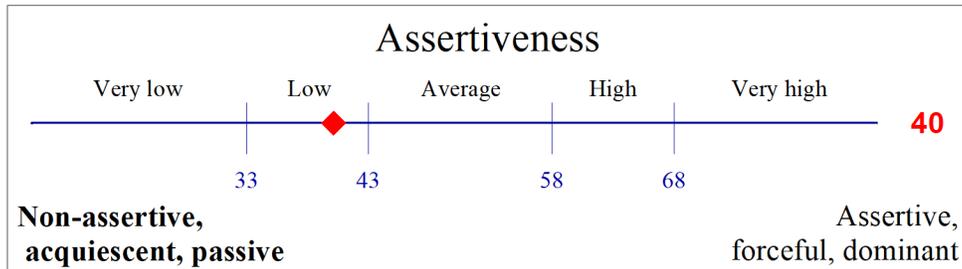
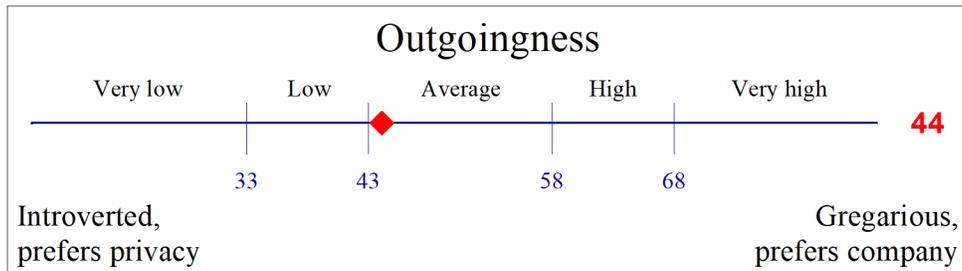
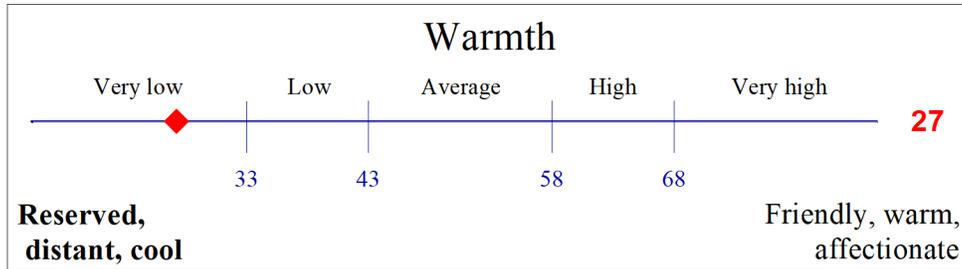
When Your Distinctive Characteristics Work to Your Disadvantage

Your tendency for a self-centered approach to most things and your reluctance to offer your assistance to others will cause some to see you as a selfish person who is only willing to give when you believe you will receive something in return of at least equal value; many will be put off by this quality. Although your short-term objectives may be met, you will likely lose out in the long term due to the unwillingness of others to cooperate and support you. Learning to give without strings would probably be advantageous to you.

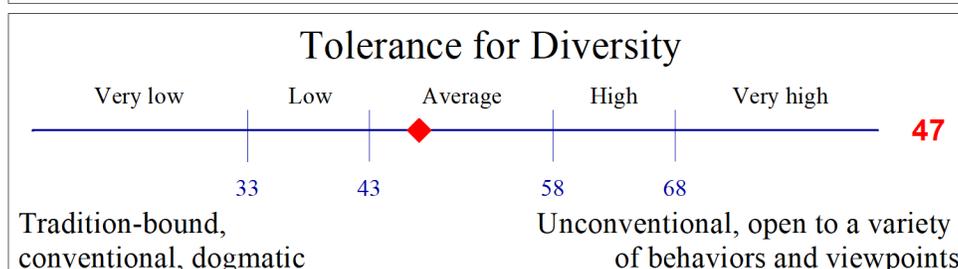
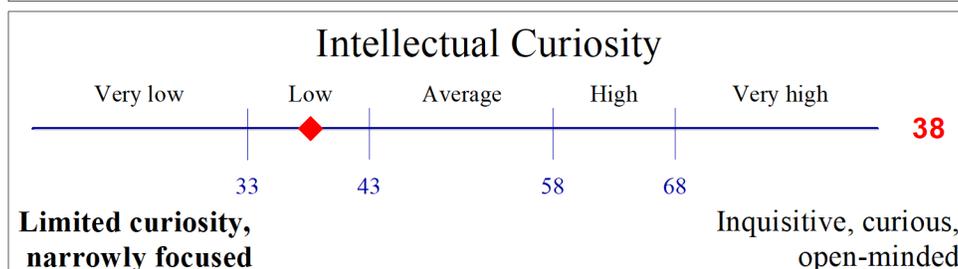
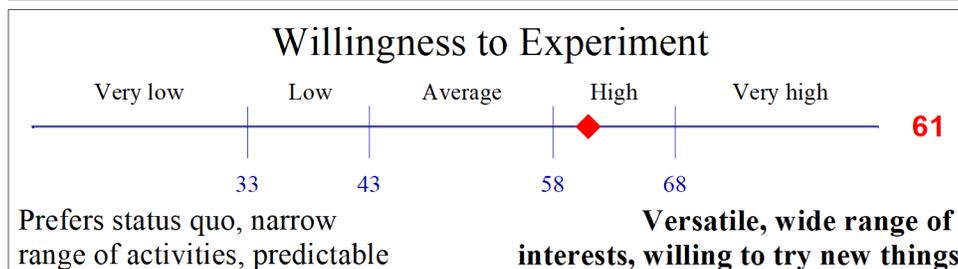
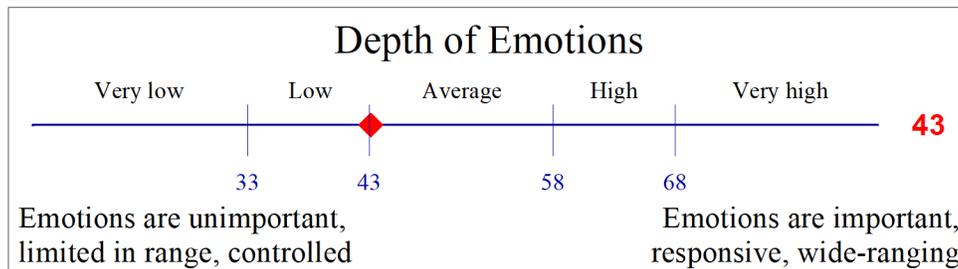
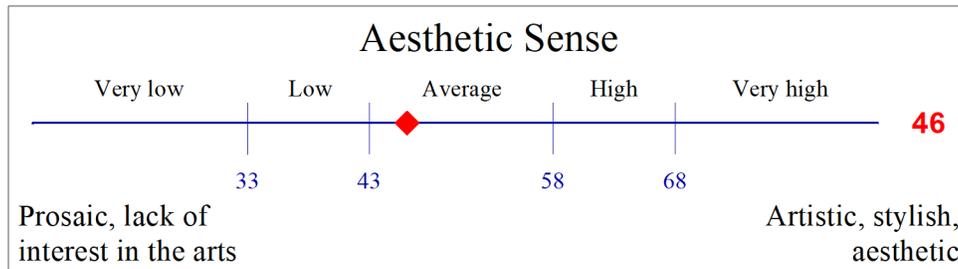
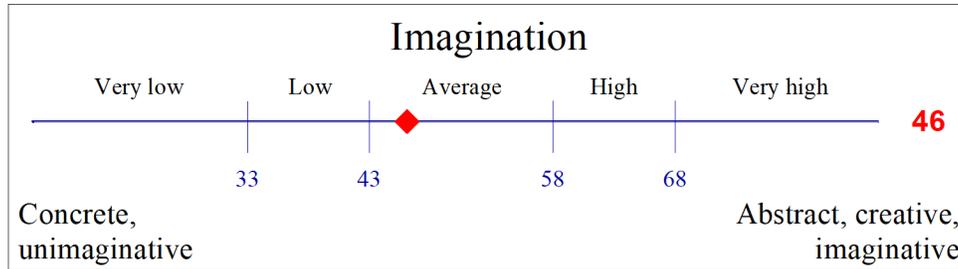
Profile Graphs for Emotional Reactions



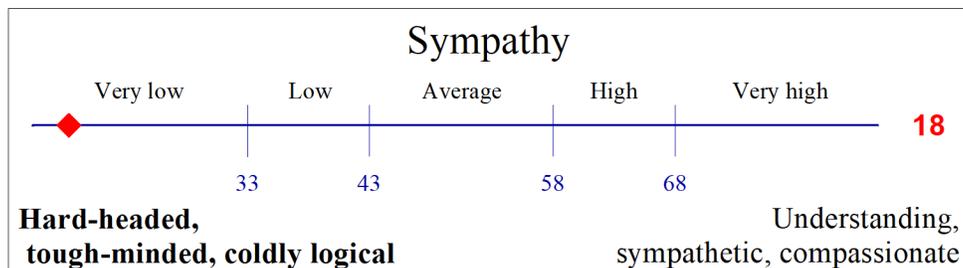
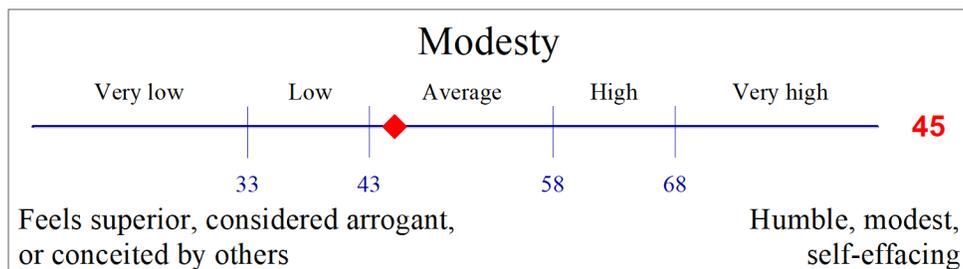
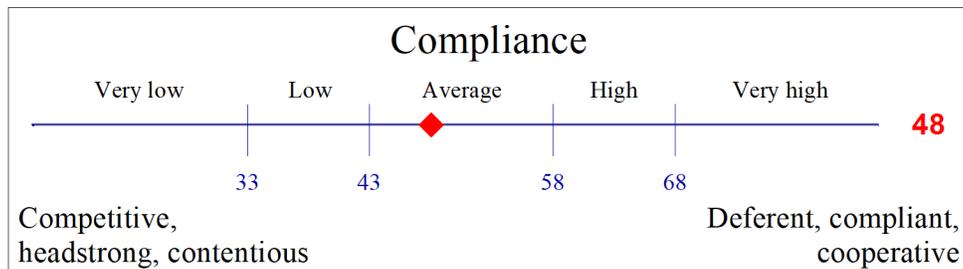
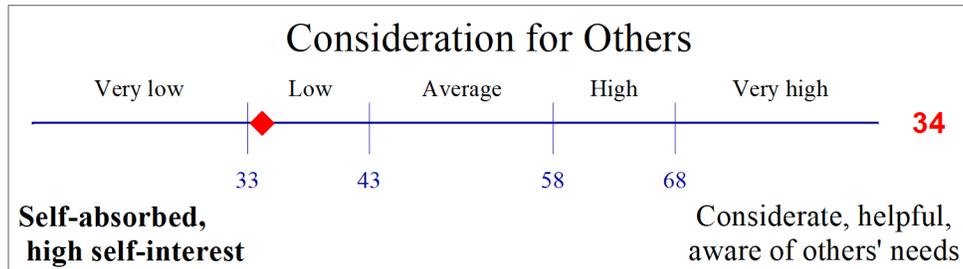
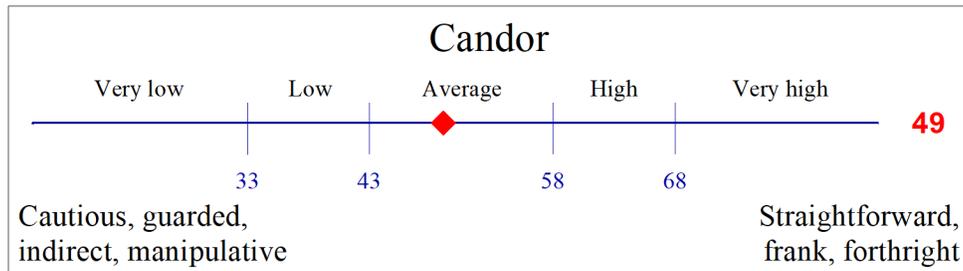
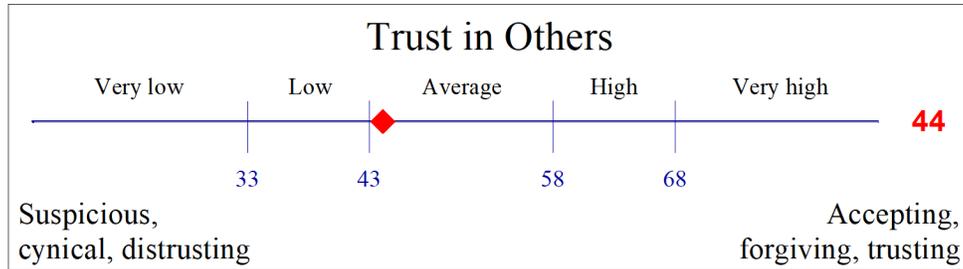
Profile Graphs for Interpersonal Patterns



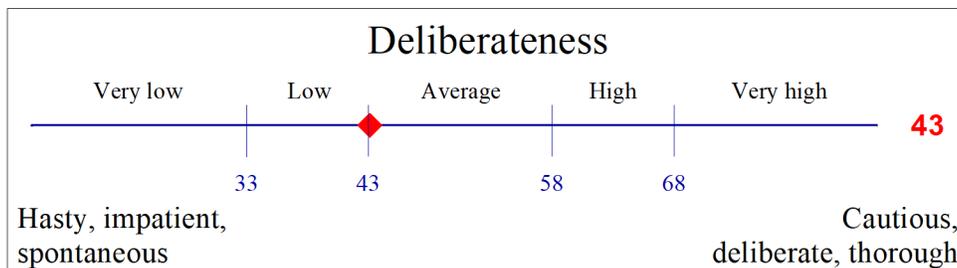
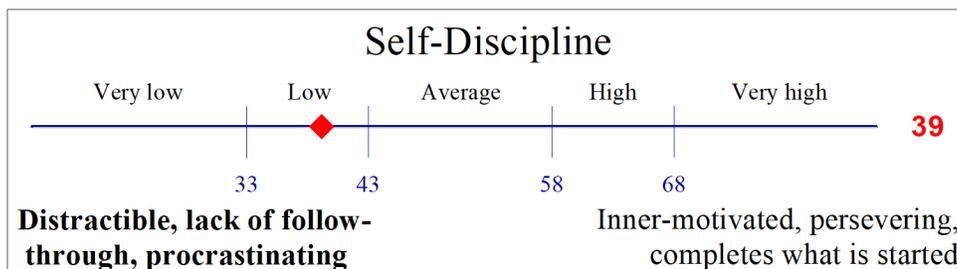
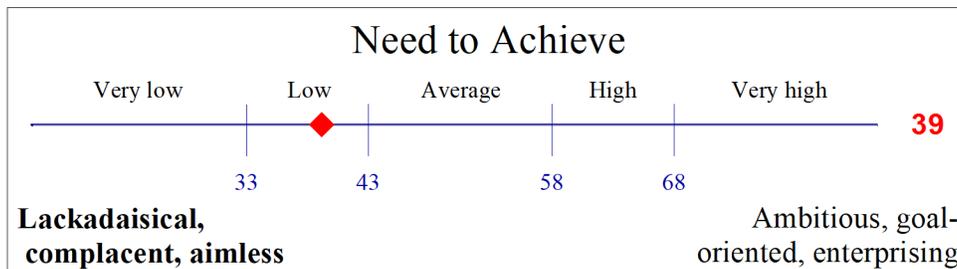
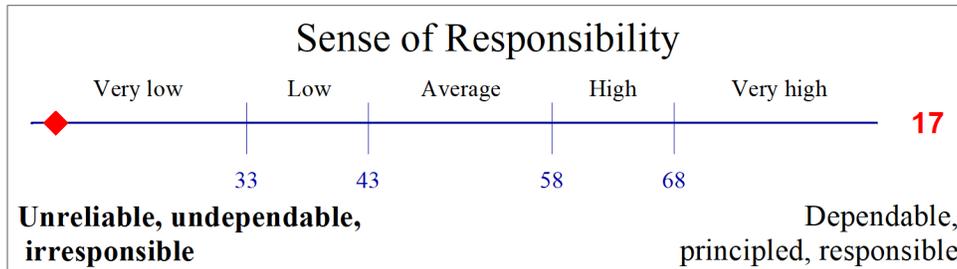
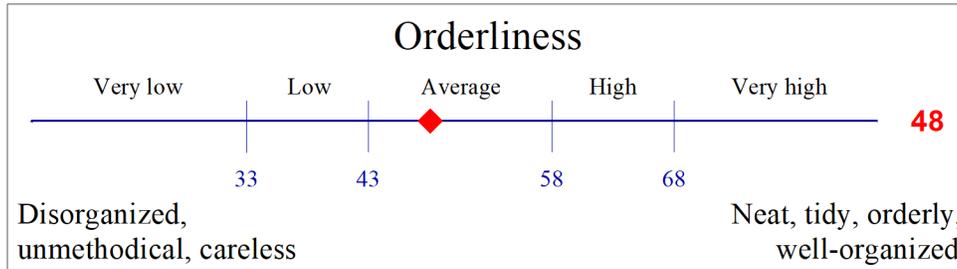
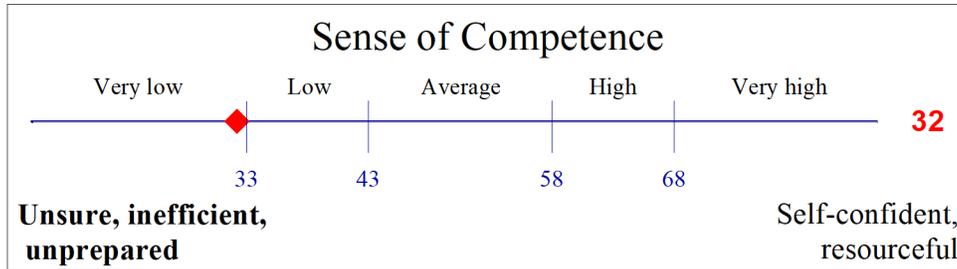
Profile Graphs for Openness to Change



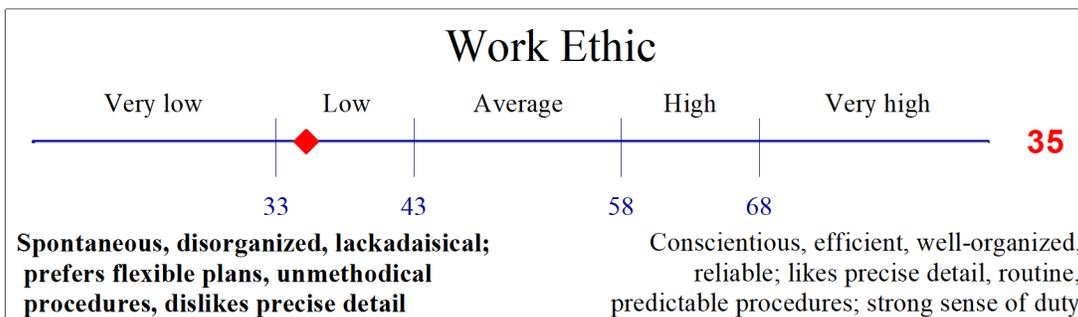
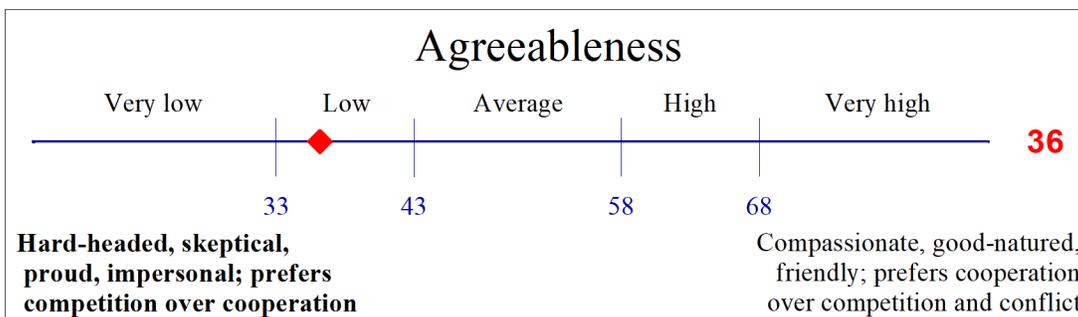
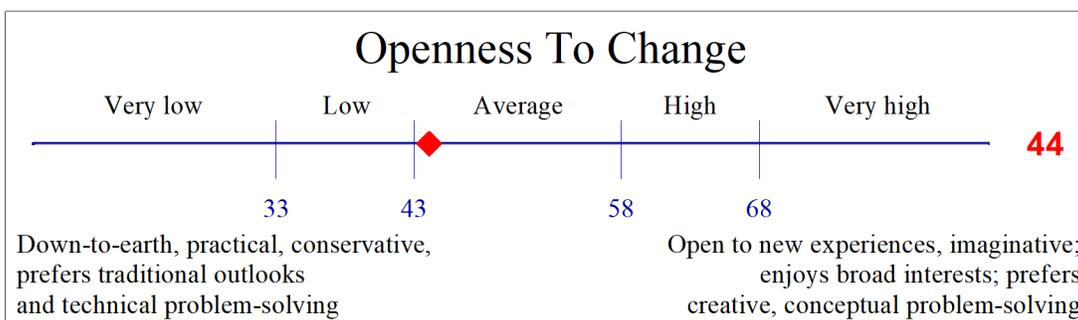
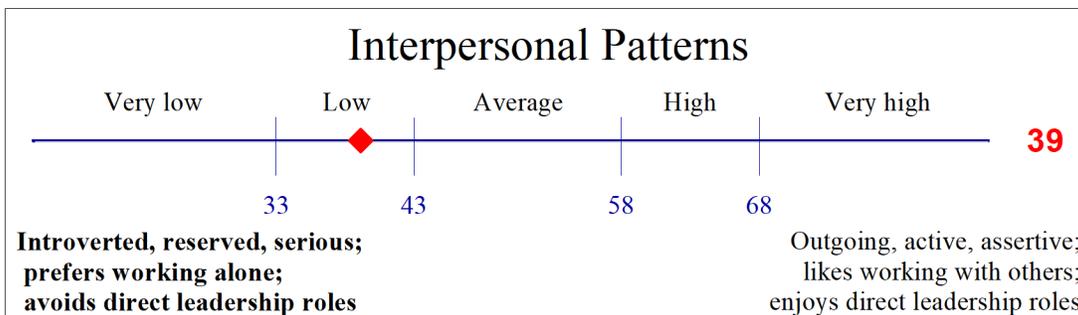
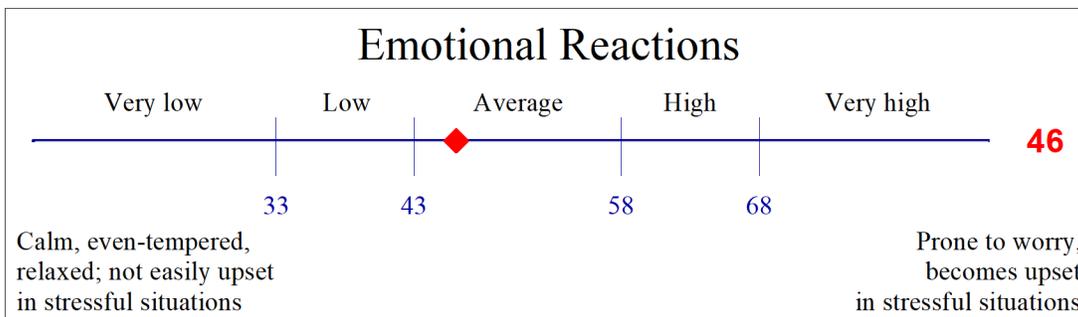
Profile Graphs for Agreeableness



Profile Graphs for Work Ethic



Profile Graphs for All Domains



Your Problem Solving Skills

This section describes your problem-solving and decision-making styles. No attempt has been made to determine your intellectual power or IQ. The inventory you took is not equipped to make such determinations. It does, however, provide insight as to how you think, solve problems, and make decisions.

Ability to Organize Your Thoughts

You are typical of the average person in the degree of preciseness and organization you use to resolve problems. From time to time, you procrastinate in beginning your analyses. You may easily become discouraged by difficult problems and be too quick to cease your efforts to resolve them. In addition, your strong desires may sometimes undermine your judgment. Nonetheless, you try to balance the need for a quick decision with thoughtful deliberation in resolving problems.

Your Open-Mindedness and Creativity

Characteristically conservative in your thinking about most subjects, you tend to have a rather limited interest in new concepts and prefer to focus on conventional wisdom and knowledge when solving problems. Even so, you are about as imaginative as most people. You can entertain new ways of doing things while seeing the value of proven ideas and methods. Your emotions will influence your decisions about as frequently and as heavily as is characteristic of most people.

Your Confidence in Problem Solving

You may be hesitant to speak up on a matter even though you have decided what action needs to be taken. Often unsure of yourself, you probably harbor a high degree of uncertainty and self-doubt. You often feel unprepared to handle problems, assuming that you will be unsuccessful in resolving them.

Your Planning, Organizing, and Implementation Skills

This section of the report discusses how you go about analyzing situations, determining an action plan, and implementing that plan.

Your Orientation toward Action

You deal with frustrating delays about as well as the average person. You are active and energetic. Your pace, however, will be misinterpreted by some as being pushy. You may not take enough time to celebrate or reward accomplishments. You are willing to engage in new approaches and activities. You have a desire for novelty and variety. You tend to be bored by familiarity and routine.

You seem to be somewhat lacking in ambition and have a relatively low drive to achieve significant success and status. Some will see you as indifferent. You will discuss some issues in an open and frank manner, but at other times, you will be more guarded in expressing your true feelings. Sometimes compliant in the face of confrontation, you can also become demanding and competitive in some circumstances. You view yourself as a realist who makes decisions based on rational logic rather than emotional appeal. You are often insensitive to the needs of others and are seldom dissuaded from your planned course of action because of the adverse effect your actions may have on the other party. You are not one to let emotion or sentimentality get in the way of what you believe needs to be done. More often than not, you take a serious and sober view toward things. Since you are more likely to see problems than opportunities, you may be prone to see reasons to delay taking action on the matter.

Your Level of Competence and Conscientiousness

You may often feel inept, unprepared, and perhaps even incompetent. You often lack confidence in your ability to deal effectively with work and life issues. Lacking a strong sense of duty, you are likely to be seen as careless or indifferent. As you are customarily casual in most moral and ethical matters, you may need to work harder to counteract others' perceptions of you as undependable or unreliable. You are typical of the average person in your ability to carry out your assignments in a well-organized and methodical manner. You are reasonably cautious and deliberate in your approach to most things, although at times, you may act spontaneously. You may have some trouble getting yourself started on assignments. Somewhat easily discouraged, you may cease your efforts prematurely. You may be seen as somewhat unmotivated or undisciplined.

Your Openness to Different Possibilities and Alternatives

Rather limited in your interest in new ideas and concepts, you are comfortable with the status quo. You may lack curiosity and will be seen by some as closed-minded. Your

aesthetic sense is in the average range and is not likely to be a significant influence on your approach to your work. You often accept prevailing value systems, but you are also willing to consider new assumptions and new ways of looking at things.

Your Style of Relating to Others

Living in an interdependent culture, you can achieve your career goals only with the help and support of others. Effective human relations skills are essential for success in your work and life. Your patterns of relating to other people are discussed in this section of your report. Reflect on how your characteristics influence your interpersonal relationships. This report makes no value judgments about your style of working with other people. As in many situations, a style that proves to be an asset to good relationships in one situation may prove to be a liability in another. Reflect on how these characteristics influence the quality of different relationships in your life.

How Outgoing You Are

You are often very reserved with other people. You are frequently detached in your dealings with others—you are more comfortable making an appointment than just dropping in. People usually see you as cool and distant. You enjoy the company of others, but also enjoy your alone time; your needs for social contact and privacy are evenly balanced. You are probably uncomfortable when you are in charge of a group. You usually seek to remain in the background. You feel confident and effective in most social situations; more than most, you feel reasonably comfortable in an awkward social situation.

How Accommodating You Are to Others

You are not one to brag about your accomplishments, but you are willing to talk about them when appropriate. You are rather typical of most people in your degree of modesty. You will usually balance your drive to compete with a desire to be cooperative and accommodating. Your decision-making is based upon cold facts, not on the emotional appeal of others. You are seen by most as hard-headed and coldly logical.

How Trusting You Are Toward Others

You are usually about midway between skepticism and trust. You are willing to extend your trust to others, but do so with an average degree of caution. You tend to be more self-centered than altruistic in your willingness to help others. In most instances, you look out for your own interests first and measure the cost to yourself of helping others before offering your assistance.

The Quality of Your Relationships

You are fairly typical of most people in your ability to understand and accept others whose principles differ from your own. About as straightforward as the average person, you can be both open and guarded in your communications, depending upon the situation.

Your Personal Style

Each of us has a unique emotional signature to our personality. In this section of the report, your special combination of emotional qualities is discussed. Emotions are neither good nor bad. They can be assets or liabilities, depending as much on the situation as on the particular emotion you are experiencing. Reflect on these statements in relation to situations you have been in when emotional patterns, such as those presented here, have surfaced. Ask yourself which of these patterns have usually been assets in handling the situations you recall. Which patterns have been liabilities in handling them effectively?

Your Level of Emotion

Your ability to experience your emotions is characteristic of the typical individual. You may find it difficult to resist temptation and are quicker than the average person to act on impulse, even when you recognize that you may later regret your actions. You like to keep busy. You are seen by most as an active, energetic, and fast-paced individual. You avoid risky situations and activities that are highly exciting and stimulating. Your pattern of activities will be viewed by most as boring or bland.

The Patterns of Your Emotions

You show neither great concern nor optimism about the future. You are as apprehensive about what might go wrong as the average person. You are fairly typical of the average person in experiencing anger and frustration. When you are upset with people or events in your life, you generally recognize your anger. Your periods of feeling discouraged are fairly typical of the experiences of most people. Your emotions seldom get stuck in a down frame of mind, and you deal with discouraging events as well as the next person. Although you can cope with some pressure situations, more typically, you will feel inadequate. You may request the assistance of others when most would say you have the skills to deal with the situation on your own. At times, you may have trouble resisting your impulses.

Your Control of Emotions

Frequently feeling a lack of competence, you may be often very unsure of yourself. You often feel confused, uncertain, and filled with self-doubt. You have a relatively limited ability to discipline yourself and to persevere with difficult or boring tasks. You tend to become discouraged easily and to procrastinate in starting demanding projects. You characteristically balance prudent deliberation with quick action.

Your Outlook on Life

You are willing to question your rationale for some of your values while holding firmly to others. At times, you simply accept authority without question, but on other occasions, you will question conventional thinking. You are rather typical of the average person in your aesthetic sensitivities and your appreciation for different forms of artistic expression. While you may enjoy some art forms, you are unlikely to be artistically sophisticated. You are more serious than the average person and will be less exuberant than most people. You are more likely to see problems than opportunities and tend to view the glass as half-empty. However, you are not necessarily an unhappy individual.

Concluding Suggestions

This report represents a consensus interpretation of the meaning and possible implications of your scores on the NEO-PI-3. This report was developed by a team of management psychologists. Its sole purpose is to provide you with information regarding how you described yourself in the inventory, and, as a consequence, how others may perceive you.

This report focuses on behaviors. We can change behavior if we choose to and if we are willing to work at the change. The report describes your performance on a single assessment instrument. To gain maximum benefit from it, this measure should be interpreted within the context of other factors and with the assistance of a trained professional.

There will probably be many things in the report that make you feel good about yourself. There may be a few things that concern you. That is to be expected. Everyone has some areas in which they are most effective and other areas that need improvement. Furthermore, a strength in one situation may be a weakness in another. For example, aggressively pushing for what one wants may lead to success in one situation, but fail in another. As a consequence, we recommend the report be interpreted and applied within the context or environment in which you currently function, or desire to function.

This report does not pretend to be 100% accurate, nor should it be taken as an absolute—all measurements contain some error. Furthermore, people can and do change. Use what is helpful to you. Reflect on ways you can leverage qualities that will support you in achieving your goals. Reflect on ways you might compensate for qualities that may impede your progress toward your goals. Occasionally, you may see statements in this report that do not appear to be totally consistent with each other. This is likely to occur if you have an unexpected combination of scores. Consider sharing this picture of yourself with trusted friends or coworkers, especially those findings that surprise you or those with which you take issue. This report is designed as a tool for your growth; use it for your benefit.

Next Steps

This section is designed to help you make the most of this report. Some of you will know exactly what to do with this information. For these people, the next steps are clearly obvious. Others of you, however, may be uncertain how to best utilize this information about yourself. In a few cases, some people may even feel overwhelmed by it. Regardless of which of these cases best describes you, you might find the following suggestions to be helpful in gaining maximum benefit from your report.

If you are uncertain about or disagree with some of the information, we suggest that you reflect on those specific areas, searching through a wide variety of situations in your past where the “troublesome” descriptions might fit. If you find any of these, contrast these with other situations where you have behaved differently from how the report has described you. You might also consider discussing these aspects of your report with someone who knows you well.

Remember that a recurring theme in your report is that behavioral patterns are not intrinsically good or bad. Every characteristic has the potential to be both. Pay particular attention to the concluding sections of your report where your most distinctive characteristics are summarized. Reflect on how you can reinforce the upside potential of your most distinctive qualities while also thinking about what steps you can take to minimize the effect of their downside potential.

As you read your report, frequently ask yourself, “What is the significance of this information relative to my personal and career development? What type of assignments am I best suited for? In what type of work environment am I most likely to be successful and satisfied?”

If you wish for more information about specific occupations, you might want to reference the Occupational Outlook Handbook and the Dictionary of Occupational Titles (U.S. Department of Labor, Bureau of Labor Statistics), available in most reference libraries.

*** End of Report ***