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by Paul T. Costa, Jr., PhD, Robert R. McCrae, PhD, and PAR Staff

Score Report

Results for:	Sample Client
Client ID:	PAR Sample
Age:	17
Gender:	Female
Test form:	R
Test date:	09/21/2023
Normative group:	Adolescent Gender Specific

This report is intended for use by qualified professionals only and is not to be shared with the examinee or any other unqualified persons.

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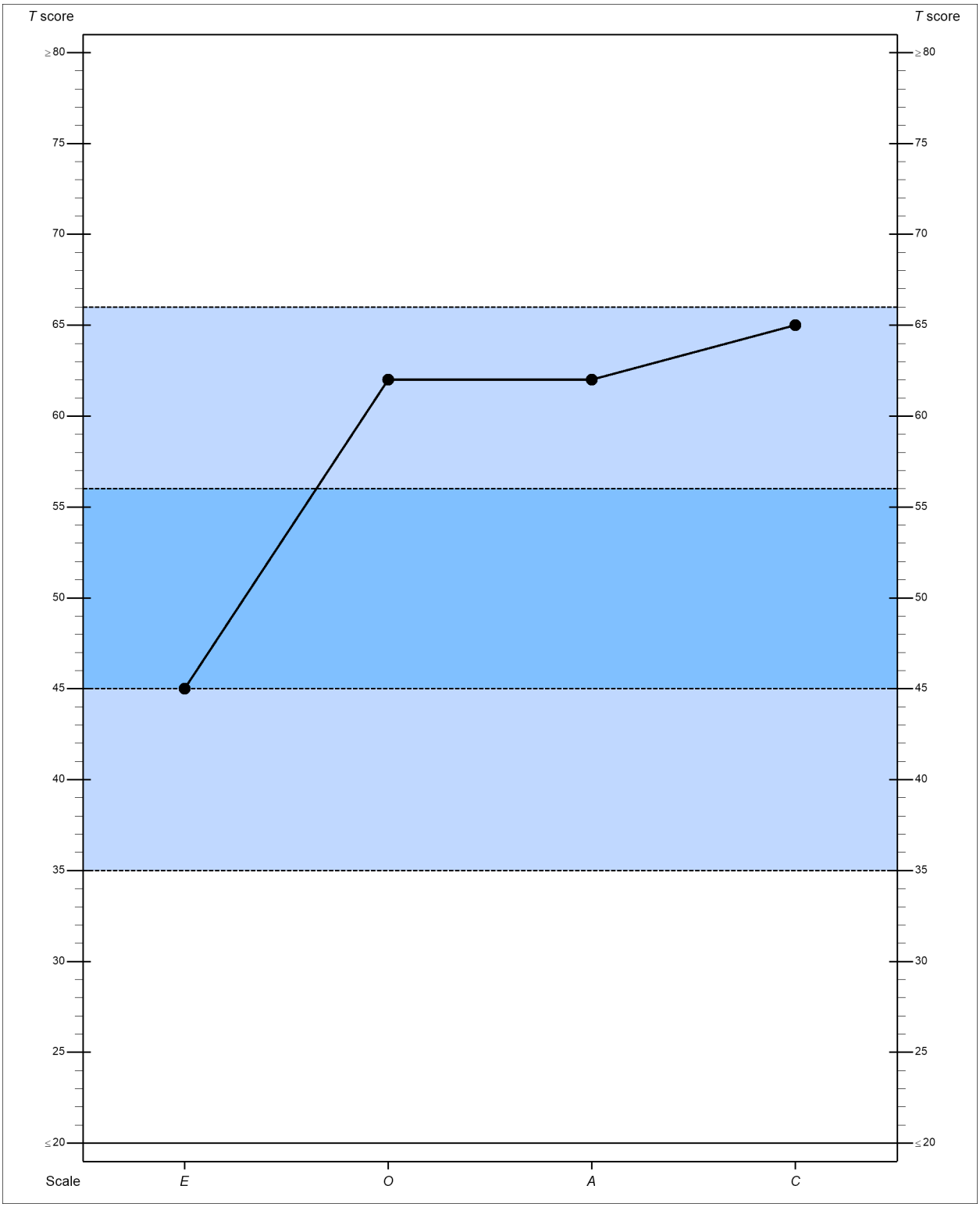
Version: 3.10.051

Validity Indices

The participant confirmed responding accurately and honestly.

End of Validity Section

NEO-FFI-3:4FV *T*-Score Profile



NEO-FFI-3:4FV Data Table

Scale	Raw score	T score	Range
Factors			
(E) Extraversion	27	45	Average
(O) Openness	35	62	High
(A) Agreeableness	36	62	High
(C) Conscientiousness	40	65	High

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 five other pairs of factors also define styles, and all six 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.

Personality Style Graphs

Style of Interests

Vertical Axis: Extraversion (= 45 *T*)
Horizontal Axis: Openness (= 62 *T*)

E+O-

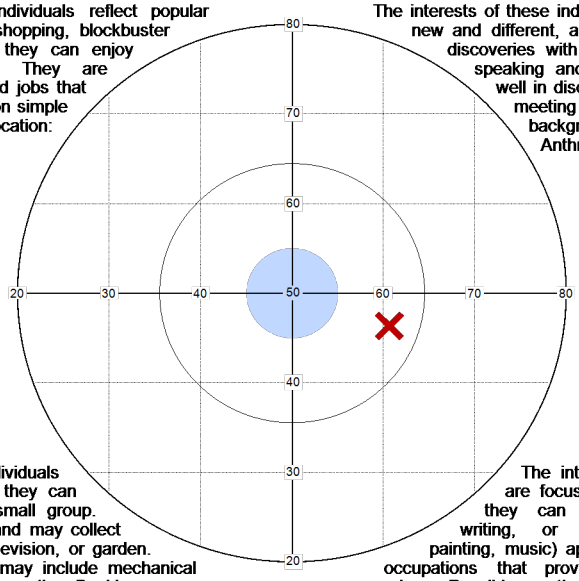
Mainstream Consumers

The interests of these individuals reflect 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+

Creative Interactors

The interests of these individuals revolve around the new and different, and they like to share their discoveries with others. They enjoy public speaking and teaching, and they fit in well in discussion groups. They enjoy meeting people from different backgrounds. Possible vocation: Anthropologist.



E-O-

Homebodies

The interests of these individuals 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+

Introspectors

The interests of these individuals are focused on ideas and activities they can pursue alone. Reading, writing, or creative hobbies (e.g., painting, music) appeal to them. They prefer occupations that provide both challenge and privacy. Possible vocation: Naturalist.

Style of Interactions

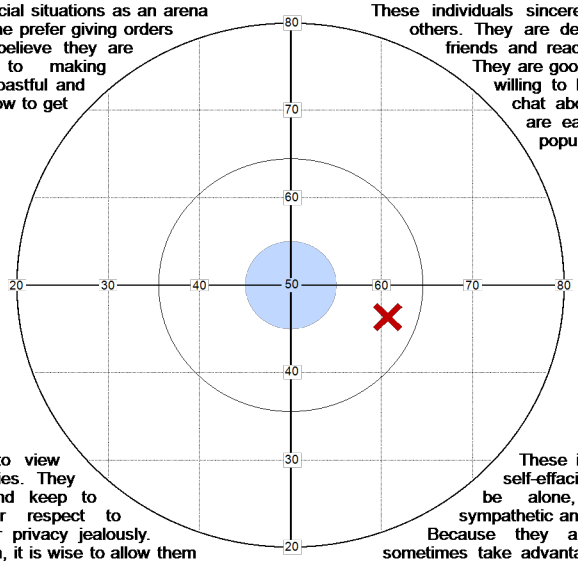
Vertical Axis: Extraversion (= 45 *T*)
Horizontal Axis: Agreeableness (= 62 *T*)

E+A-
Leaders

These individuals enjoy social situations as an arena in which they can shine. The prefer giving orders versus 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 individuals 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 individuals 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 individuals 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.

Style of Activity

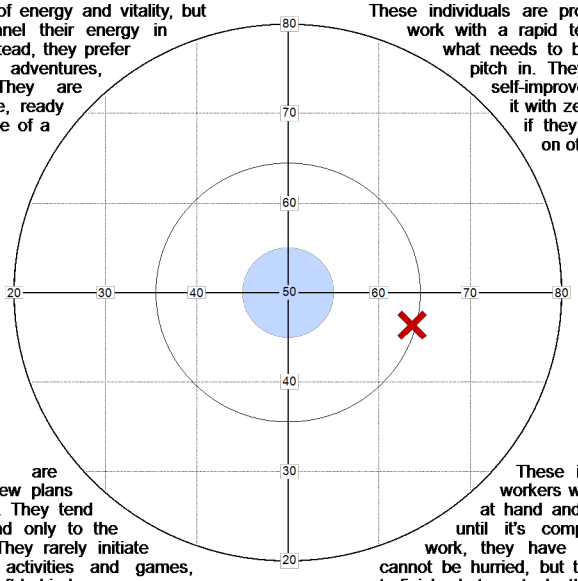
Vertical Axis: Extraversion (= 45 *T*)
Horizontal Axis: Conscientiousness (= 66 *T*)

E+C-
Funlovers

These individuals 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

These individuals 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

These individuals 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

These individuals 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 are assigned.

Style of Attitudes

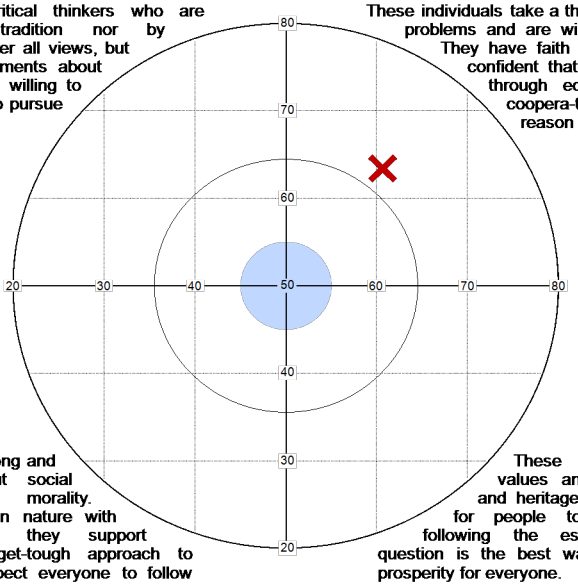
Vertical Axis: Openness (= 62 *T*)
Horizontal Axis: Agreeableness (= 62 *T*)

O+A-
Free-Thinkers

These individuals 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. They are willing to disregard others' feelings to pursue their own idea of the truth.

O+A+
Progressives

These individuals 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 coopera-tion. They believe in reason and being reasonable.



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 question is the best way to ensure peace and prosperity for everyone.

Style of Learning

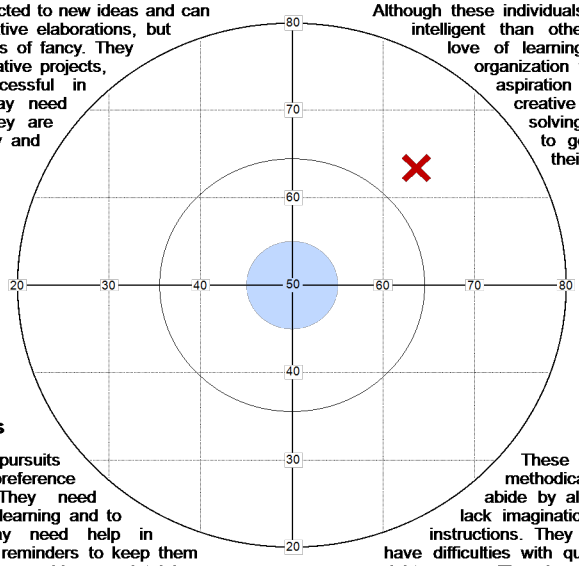
Vertical Axis: Openness (= 62 *T*)
Horizontal Axis: Conscientiousness (= 65 *T*)

O+C-
Dreamers

These individuals are attracted to new ideas and can develop them with 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 staying focused. They are able to tolerate uncertainty and ambiguity.

O+C+
Good Students

Although these individuals 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 the strength or preference for these individuals. 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. However, 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.

Style of Character

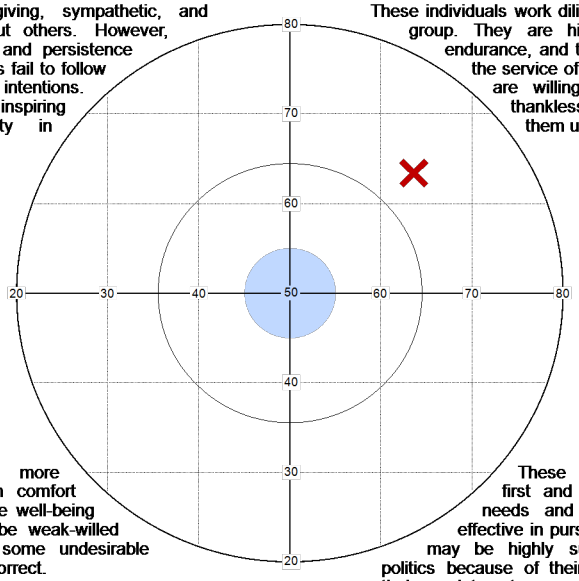
Vertical Axis: Agreeableness (= 62 *T*)
Horizontal Axis: Conscientiousness (= 65 *T*)

A+C-
Well-Intentioned

These individuals 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

These individuals 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

These individuals 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

These individuals 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.

NEO-FFI-3:4FV Item Responses

Item	Rsp	Item	Rsp	Item	Rsp	Item	Rsp	Item	Rsp	Item	Rsp
1.	N	9.	N	17.	N	25.	A	33.	N	41.	N
2.	A	10.	A	18.	A	26.	D	34.	A	42.	SA
3.	SA	11.	SD	19.	N	27.	A	35.	A	43.	SD
4.	A	12.	D	20.	SA	28.	A	36.	SD	44.	SD
5.	A	13.	A	21.	A	29.	SA	37.	D	45.	N
6.	SA	14.	N	22.	D	30.	N	38.	SD	46.	A
7.	D	15.	N	23.	N	31.	SD	39.	A	47.	SD
8.	N	16.	A	24.	SD	32.	A	40.	A	48.	SA

Validity Items

A. Have you responded accurately and honestly? Y

Summary of Responses

SD: 16.67% D: 10.42% N: 25.00% A: 35.42% SA: 12.50%

*** End of Report ***