



NEO PDR™ Individual Planning Report

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Client name : Test Etsy
Client ID : 8844
Gender : -Not Specified-
Age : 25
Test date: 6/5/2023
Norms : Combined Gender, Adult

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Version: 3.31

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.

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

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

In response to changing demands, you can make quick decisions and act rapidly. You are probably best suited for assignments where quickness of response is more important than preciseness.

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

When Your Distinctive Characteristics Work to Your Disadvantage

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.

You tend to speak and act quickly, sometimes without considering the consequences. This tendency can lead to false starts, wasted efforts, and poor decisions. Others may view you as needlessly reactive and even careless. In general, you might consider approaching more issues with greater caution, thoroughness, and deliberation.

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.

When Your Distinctive Characteristics Work to Your Advantage

Often too sensitive and reactive to stress, you are seldom overconfident in the face of a challenge. It is unlikely that you will bite off more than you can chew.

You are very earnest and serious, avoiding wishful thinking. You are seldom swayed by the enthusiasm of others. Your serious nature can help to keep you and others on track.

You prefer novelty and variety so you will be open to new ideas. You are versatile and will be viewed by most as interesting and imaginative. Flexible and adaptable, you will adjust and respond well during times of rapid change.

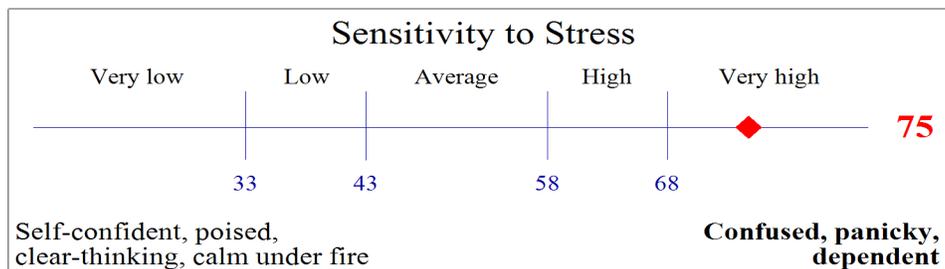
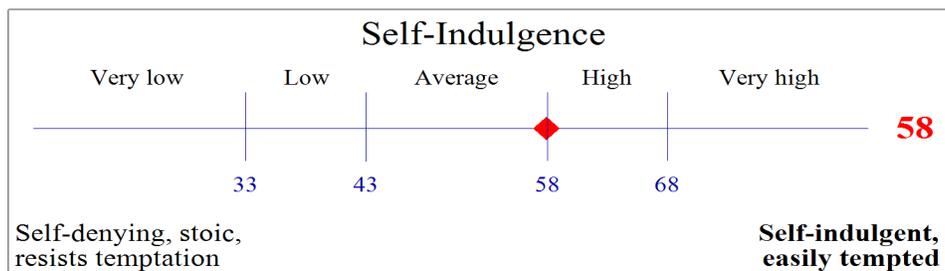
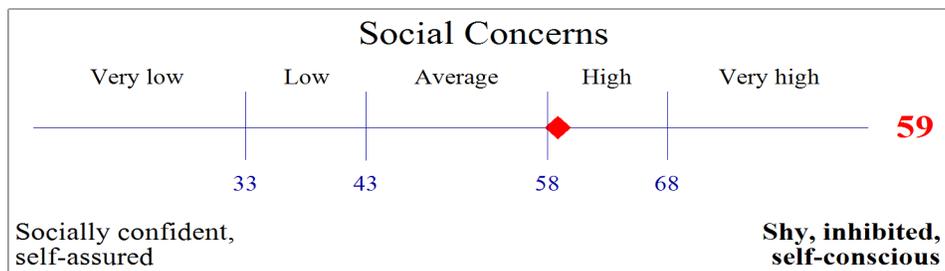
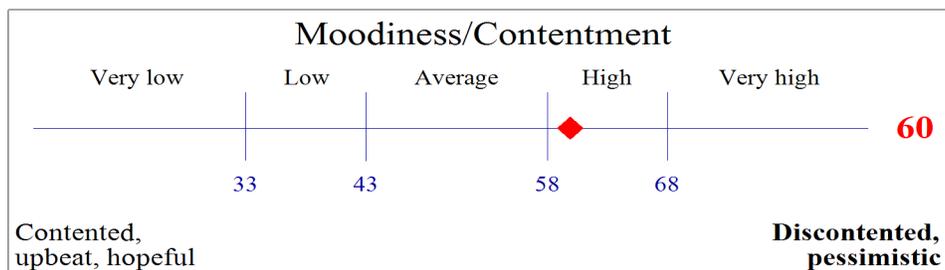
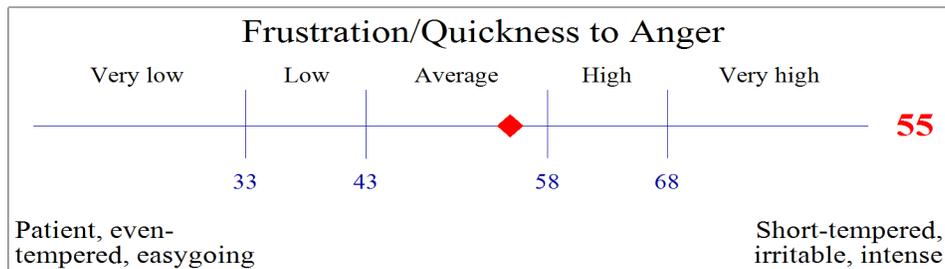
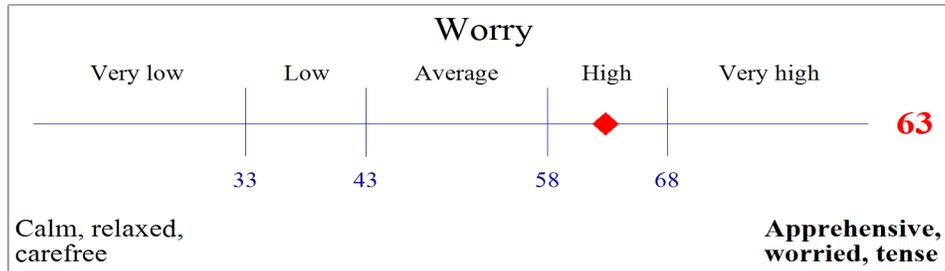
When Your Distinctive Characteristics Work to Your Disadvantage

Feelings of inadequacy can sometimes overtake you, particularly under stress. You may be too quick to become dependent on others and inefficient under pressure. You may hold yourself back needlessly.

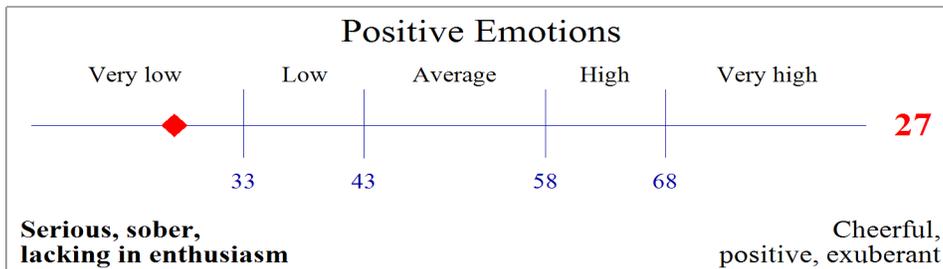
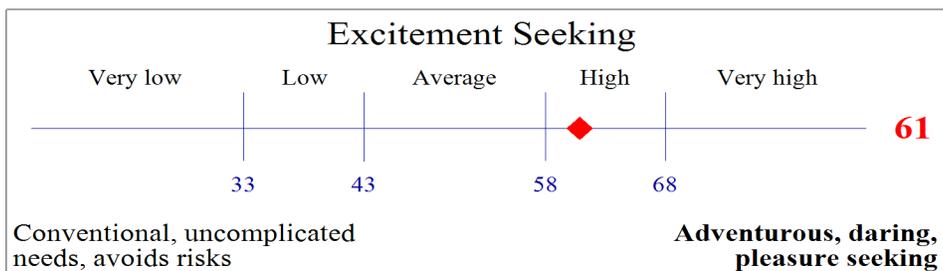
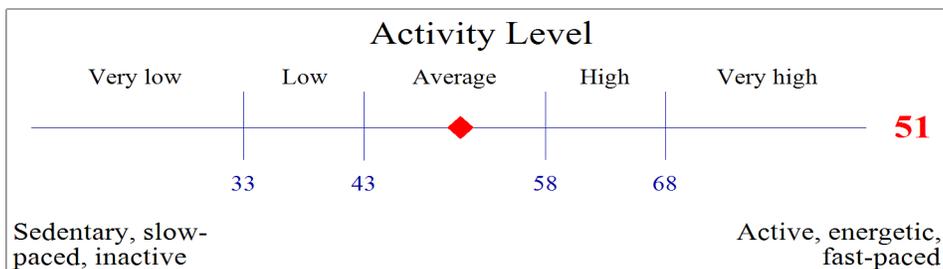
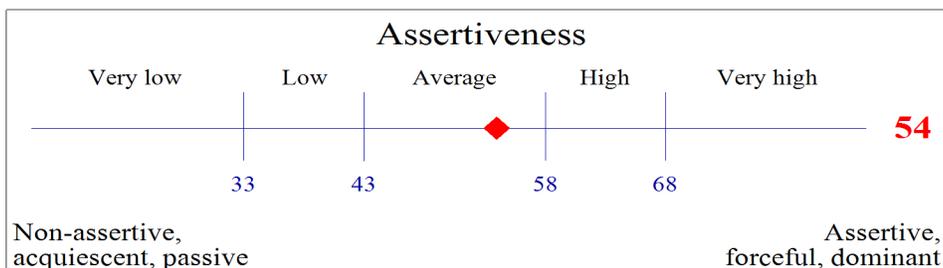
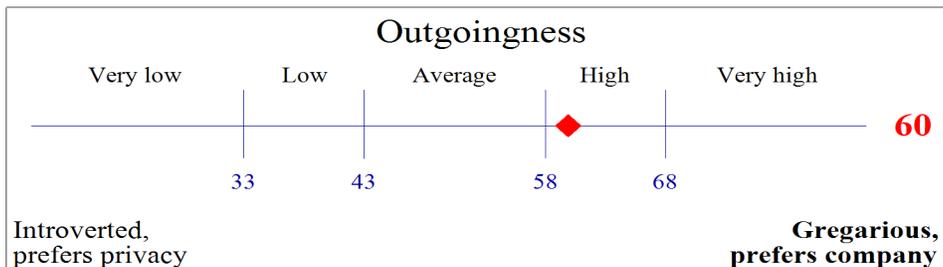
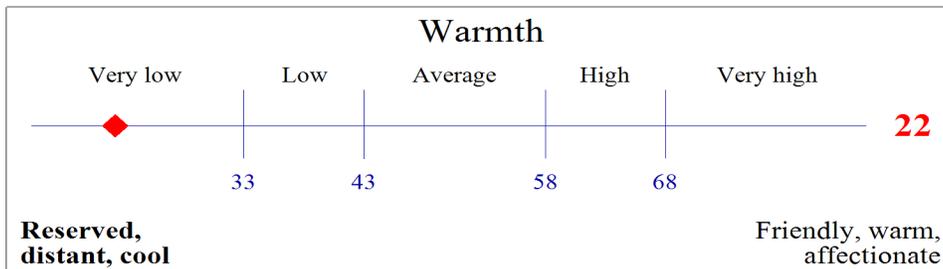
You may too often have a pessimistic outlook or an overly serious attitude. This can create a down mood and be a hindrance to high morale in your group.

You tend to become bored with the familiar and routine. You may seek change for its own sake, thus frustrating those with a need for stability and timely, complete closure. Consider the possible fallout from being so quick to change directions or being so eager to push the start button.

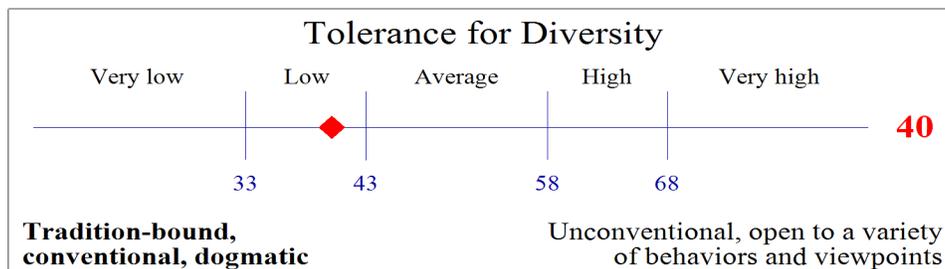
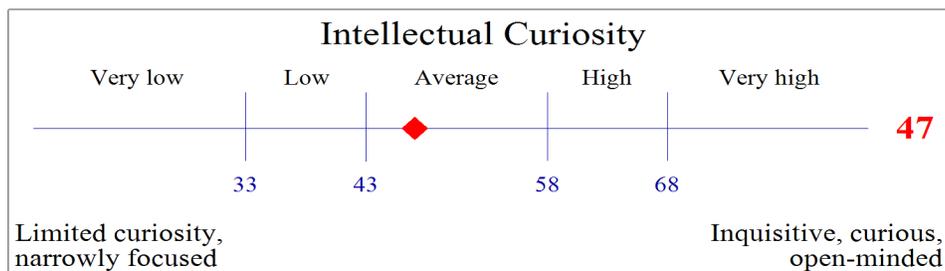
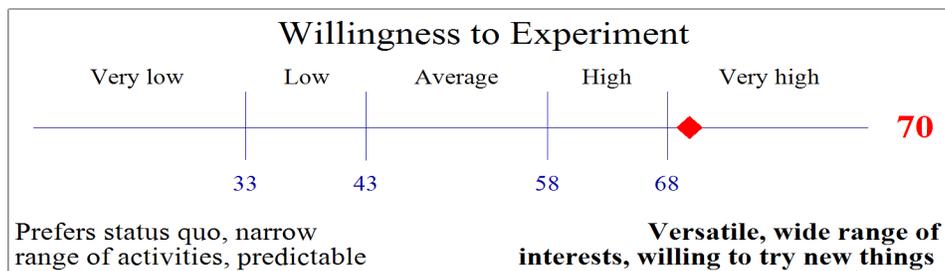
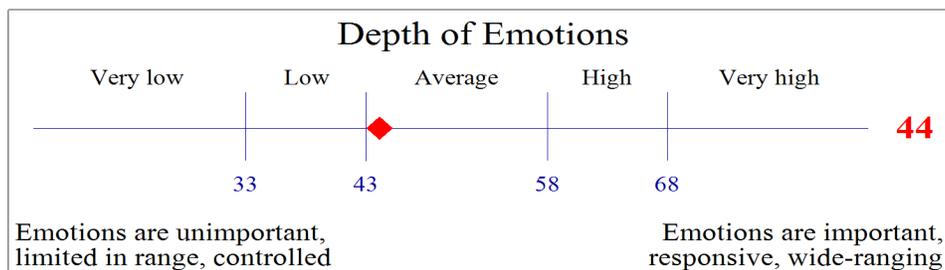
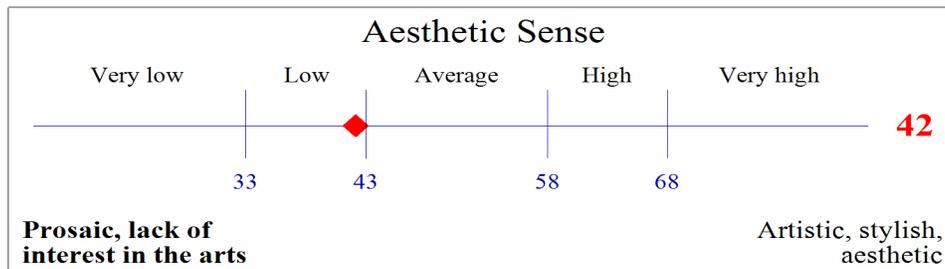
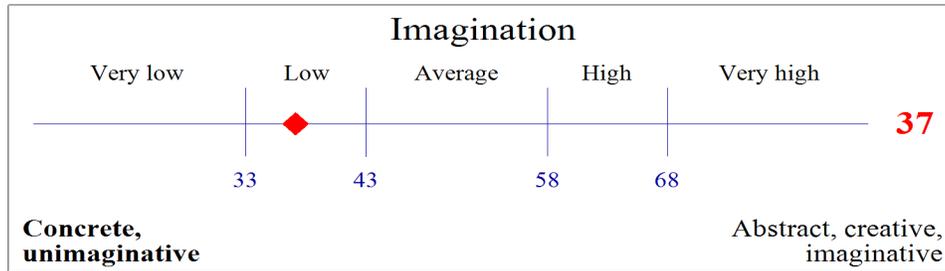
Profile Graphs for Emotional Reactions



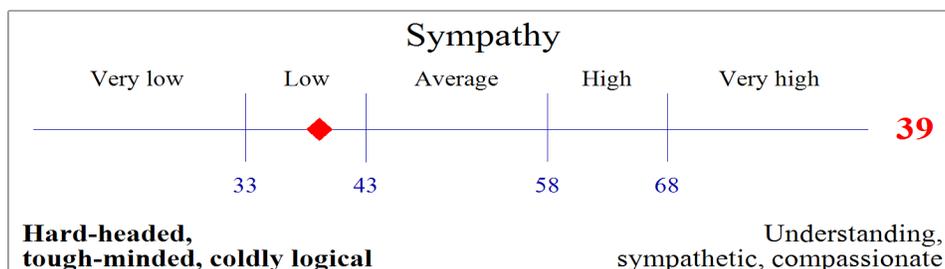
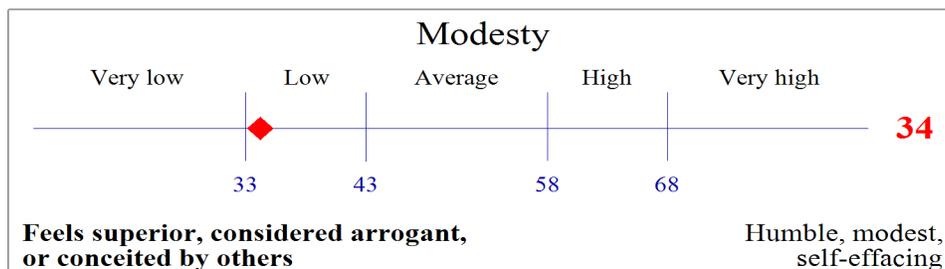
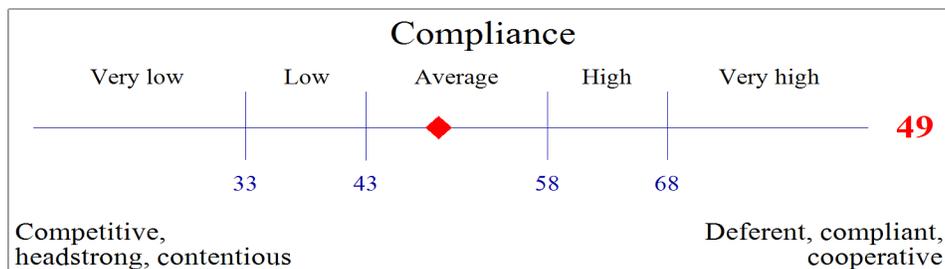
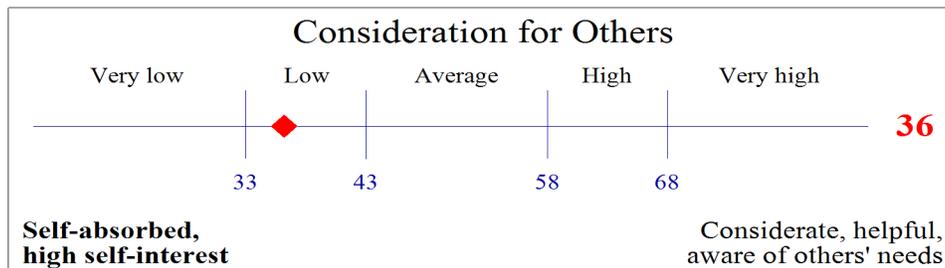
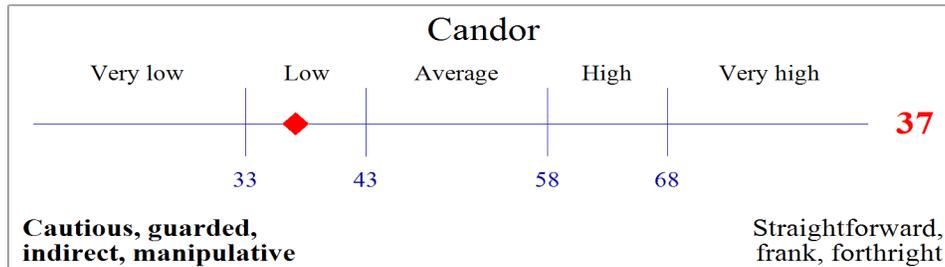
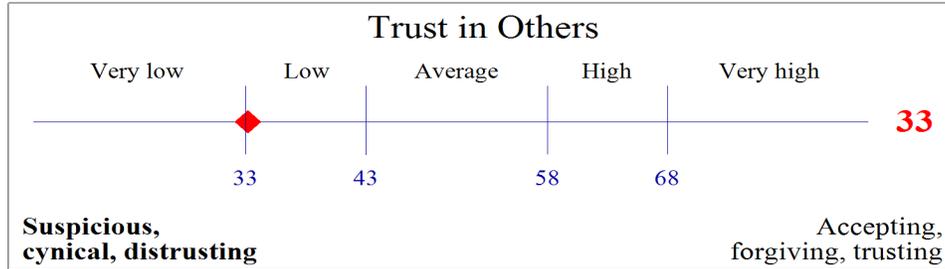
Profile Graphs for Interpersonal Patterns



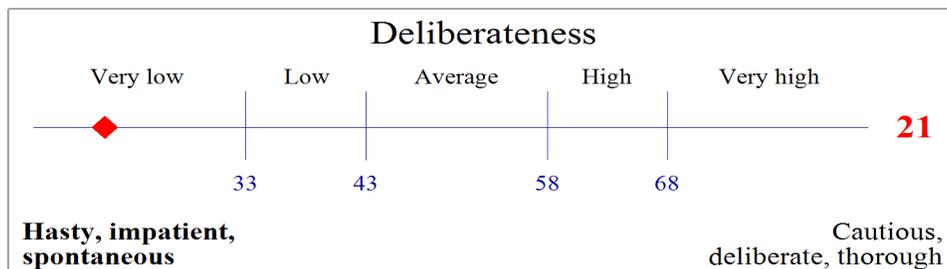
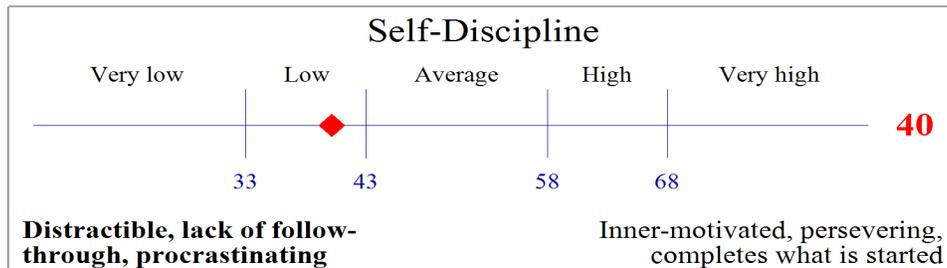
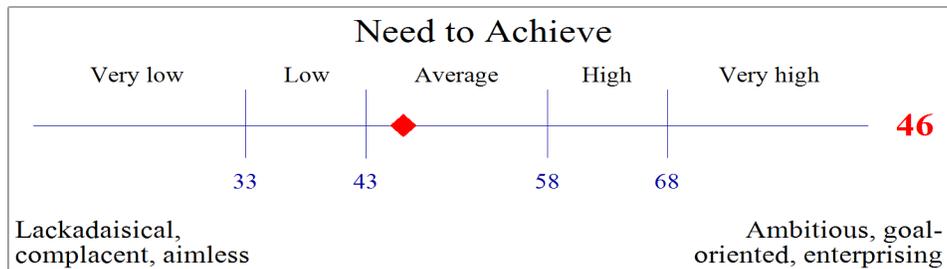
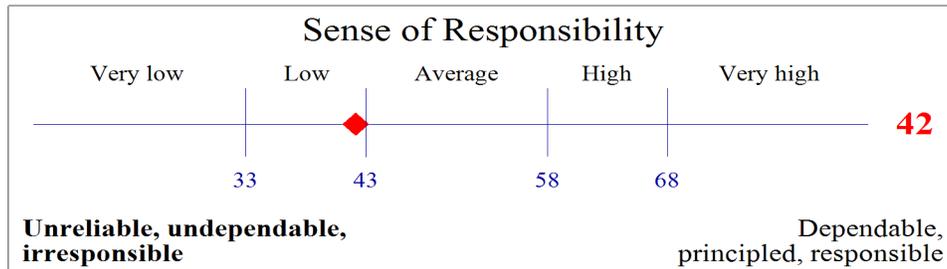
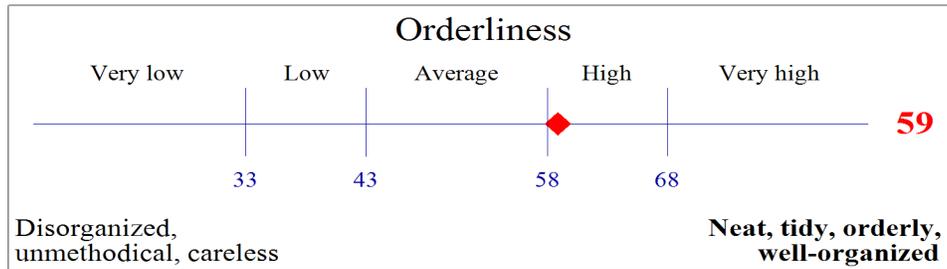
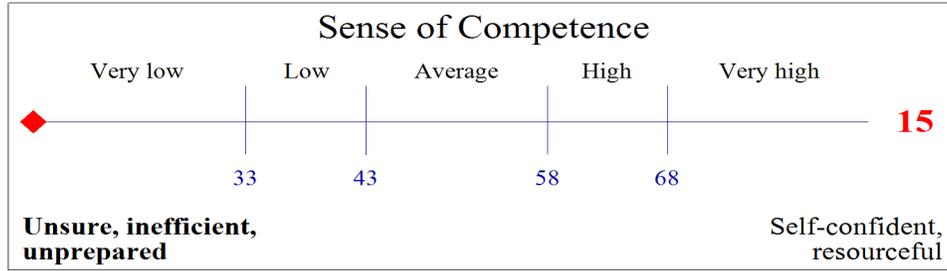
Profile Graphs for Openness to Change



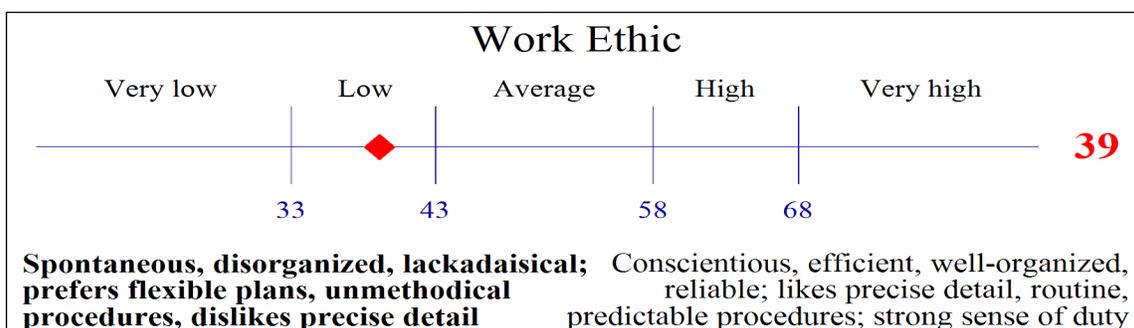
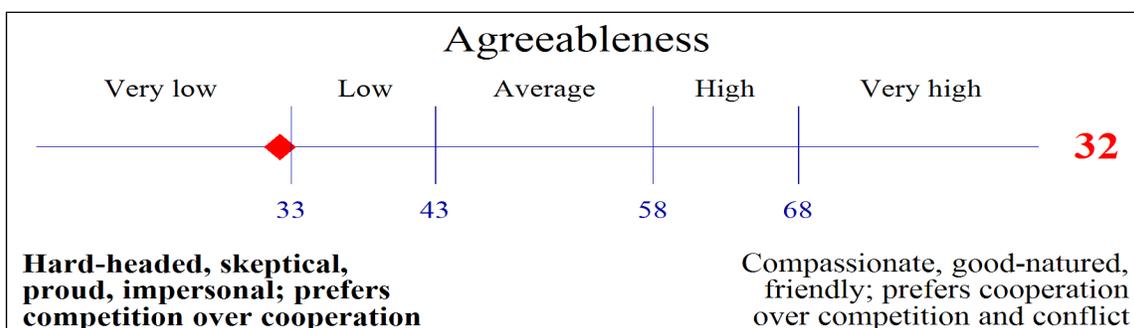
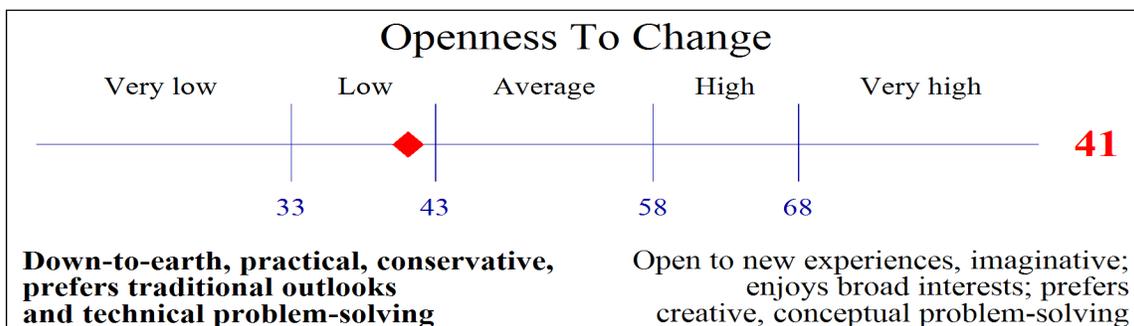
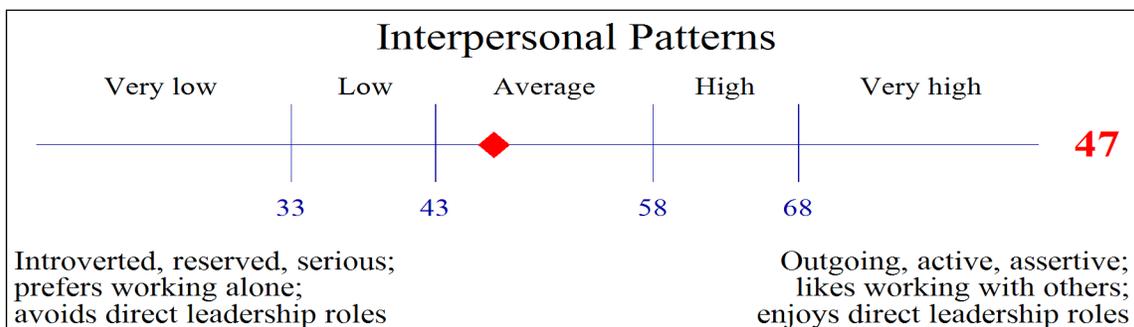
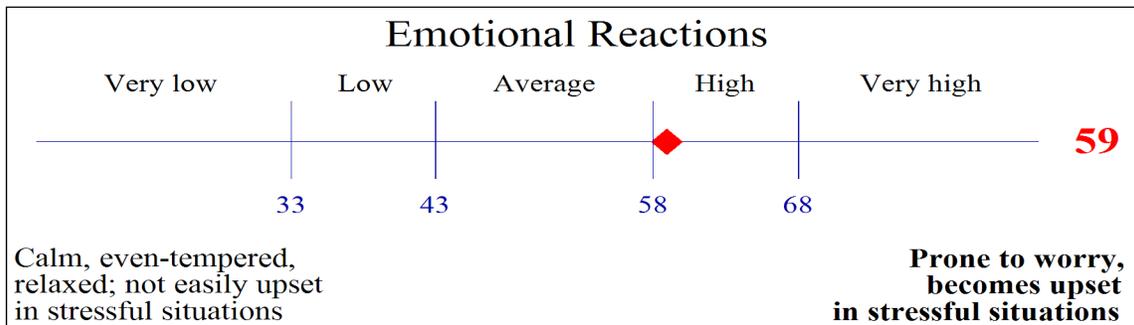
Profile Graphs for Agreeableness



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 reasonably well-organized and methodical in your approach to resolving 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. You are often impatient and hasty in your actions, and others will frequently view you as reactive or careless in your approach to resolving problems.

Your Open-Mindedness and Creativity

You are willing to entertain new ideas and solutions, but will not get carried away with curiosity or intellectual pursuits. You are more down-to-earth in your problem solving than you are innovative. Your emotions will influence your decisions about as frequently and as heavily as is characteristic of most people.

Your Confidence in Problem Solving

After forming your conclusion, you are as willing to speak up as the average person. 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. While sometimes very open and candid in expressing your frustrations, on other occasions, you will be hesitant to communicate these feelings. The intensity and pace you apply to your work are representative of the typical person. Seeking novelty and variety, you often become bored with the familiar and routine. You are adventurous and versatile, and will be viewed as an interesting person who is often involved in a wide variety of activities.

Moderately ambitious and achievement-oriented, you are as career-oriented as most people. You want to be successful, but will only push yourself so far to achieve success. You tend to be shrewd and calculating in your approach to people. Having your own agenda, you may manipulate others to serve your own ends and be reluctant to discuss some issues openly and frankly. Sometimes compliant in the face of confrontation, you can also become demanding and competitive in some circumstances. You tend to view yourself as a realist who makes decisions based on rational logic rather than emotional appeal. In some instances, you may be seen as cold or uncaring, and thus, perhaps unfriendly. You have little sympathy for those who are unwilling to try or who cannot produce. You often take a serious, even pessimistic, view of the situation you are in. Consequently, you often find reasons to defer taking action.

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. You are probably not bound by a strict code of duty and responsibility. As a result, others may sometimes see you as unreliable and undependable on important matters. You are neat, tidy, and generally well-organized. You prefer to have things in their proper place. You will be seen by others as methodical and orderly. However, you may sometimes become distracted by small details that seem out of place and then lose focus on the big picture. Your responses to situations are likely to be hasty and spontaneous. You are seldom cautious or deliberate in how you go about resolving matters. You tend to speak without considering the consequences and may often be seen by others as having put your foot in your mouth. 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

Your interest in exploring new ideas and your willingness to utilize new methods are representative of the average person. You are only moderately curious or inquisitive. You are inclined to stress the concrete aspects of your work as opposed to more artistic forms of expression. You tend to be conservative, most often preferring to accept authority and honor tradition rather than to question the status quo.

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 and will come across as outgoing and gregarious most of the time. You thrive in most group settings and may experience some frustration if required to work alone. You sometimes take the lead, at other times let others do the talking. You often feel shy, socially self-conscious and lacking in smooth social skills. However, this is not always clearly evident. Some may see your shyness as aloofness.

How Accommodating You Are to Others

You tend to believe you are better than others and will sometimes express this. You run the risk, therefore, of being seen as conceited or arrogant. You will usually balance your drive to compete with a desire to be cooperative and accommodating. While you may recognize the difficulties of others, you will seldom allow yourself to be moved by their plight. You are more results-oriented than compassionate under most circumstances.

How Trusting You Are Toward Others

You tend to be skeptical of others and may be suspicious of their intentions. You are cautious in extending your trust. 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 more rigid than you are flexible. More than the average person, you are sure that you can tell right from wrong when facing issues with shades of gray. You will seldom question authority. Tending to be guarded and restrained, you will seldom be very candid, forthright, and open in your communications.

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. Your level of energy and activity matches that of people in general, and your pace is usually moderate. You often crave excitement and stimulation, and are likely to create it if you perceive it lacking. You may be seen as pushy or disruptive, but also as somewhat charming or spunky.

The Patterns of Your Emotions

You are more apprehensive than most people but will seldom be overwhelmed by your concerns. However, you will expend larger amounts of time and energy being concerned about events than will most people, and your behavior will often reveal this tension. Your judgment and the timing of your actions will sometimes be impaired by your undue concern about what might go wrong. 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. While you will sometimes be very open and candid in expressing your frustration and anger, on other occasions, you will be closed and restrained in communicating these feelings. Therefore, others will often be uncertain about how to read you and how to approach you on delicate issues. You often feel discouraged. Your outlook is more pessimistic than hopeful. Because you may often feel alone in your situation, you may need assistance in identifying and utilizing the resources available to help you improve your plight. You may often feel inadequate in coping effectively with stressful situations. You can frequently feel vulnerable and hopeless under pressure and in need of help in order to resolve troublesome situations. Others will frequently view you as panicking too easily in your response to stressful events in your life or work. Particularly when under stress, you are apt to act impulsively.

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. Frequently impatient and hasty, you tend to act or speak without considering the consequences. As a result, others may view you as too reactive or careless. However, you might also be seen as spontaneous and able to make quick decisions when necessary.

Your Outlook on Life

You tend to be conventional in your stands on most matters. You generally believe you know right from wrong and seldom question either your assumptions or the established authority. Having somewhat limited aesthetic sensitivities, you have less appreciation for artistic things than does the average person. You are a serious individual who is seldom exuberant. Seldom are you optimistic, and most will see you as a very serious and somber person.

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 ***