



NEO™ Personality Inventory-3

Interpretive Report

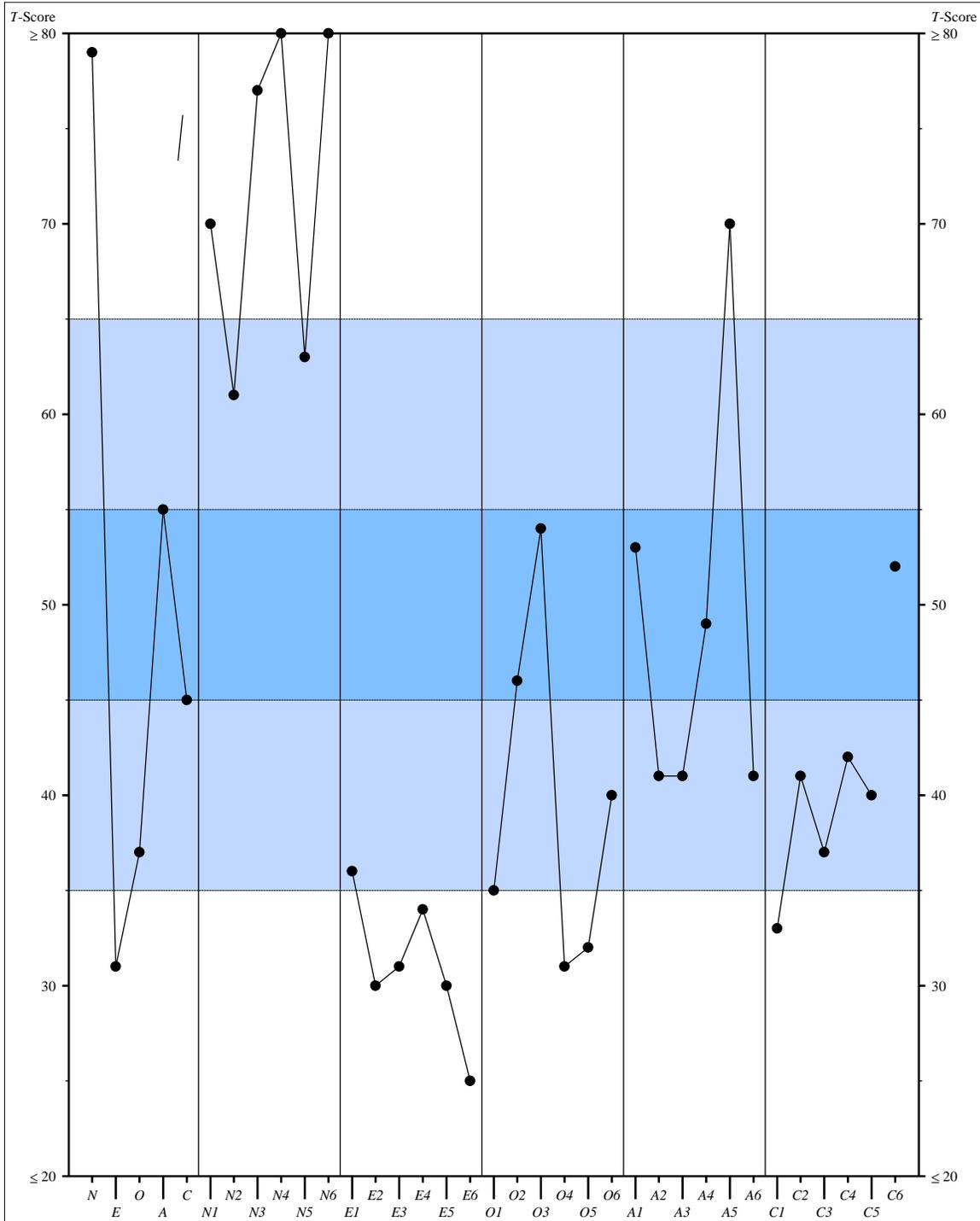
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by Paul T. Costa, Jr., PhD, Robert R. McCrae, PhD, and PAR Staff

Results for : Sample Client
Client ID : 1234
Age : 26
Gender: Female
Test form: S (NEO-PI-3)
Test date: 05/13/2013
Normative group: Adult / Combined Gender

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

NEO-PI-3 T-Score Profile



NEO-PI-3 Data Table

Scale	Raw score	T score	Range
Factors			
(N) Neuroticism	---	79	Very High
(E) Extraversion	---	31	Very Low
(O) Openness	---	37	Low
(A) Agreeableness	---	55	Average
(C) Conscientiousness	---	45	Average
Neuroticism Facets			
(N1) Anxiety	27	70	Very High
(N2) Angry Hostility	19	61	High
(N3) Depression	28	77	Very High
(N4) Self-Consciousness	30	83	Very High
(N5) Impulsiveness	21	63	High
(N6) Vulnerability	24	80	Very High
Extraversion Facets			
(E1) Warmth	16	36	Low
(E2) Gregariousness	7	30	Very Low
(E3) Assertiveness	7	31	Very Low
(E4) Activity	11	34	Very Low
(E5) Excitement-Seeking	7	30	Very Low
(E6) Positive Emotions	8	25	Very Low
Openness Facets			
(O1) Fantasy	10	35	Low
(O2) Aesthetics	14	46	Average
(O3) Feelings	22	54	Average
(O4) Actions	9	31	Very Low
(O5) Ideas	8	32	Very Low
(O6) Values	16	40	Low
Agreeableness Facets			
(A1) Trust	21	53	Average
(A2) Straightforwardness	16	41	Low
(A3) Altruism	20	41	Low
(A4) Compliance	16	49	Average
(A5) Modesty	28	70	Very High
(A6) Tender-Mindedness	17	41	Low
Conscientiousness Facets			
(C1) Competence	15	33	Very Low
(C2) Order	15	41	Low
(C3) Dutifulness	17	37	Low
(C4) Achievement Striving	16	42	Low
(C5) Self-Discipline	16	40	Low
(C6) Deliberation	19	52	Average

Validity Indices

Validity indices (i.e., A and C questions, total number of items missing, and response set) are within normal limits.

Basis of Interpretation

This report compares the respondent to other adult men and women. It is based on self-reports of the respondent.

At the broadest level, personality can be described in terms of five basic dimensions or factors. NEO-PI-3 domain scores provide good estimates of these five factors by summing the six facets in each domain. Domain scores can be calculated easily by hand and are therefore used on the (hand-scored) Profile Form. More precise estimates of standing on the five factors, however, are provided by factor scores, which are a weighted combination of scores on all 30 facets (see Table 4 in the NEO™ Inventories Professional Manual). Factor scores are best calculated by computer.

Because factor scores have somewhat higher convergent and discriminant validity, they are used as the basis of this report. In general, domain T scores and factor T scores are very similar; occasionally, however, they differ. In these cases, the factor T score, which incorporates information from all 30 facets, is usually a more accurate description of the individual.

Factor scores are used to describe the individual at a global level, based on a composite of facet scale scores. To the extent that there is wide scatter among facet scores within a domain, interpretation of that domain and factor becomes more complex. Interpretive statements at the factor level may occasionally conflict with interpretive statements at the facet level. In these cases, particular attention should be focused on the facet scales and their interpretations.

Global Description of Personality: The Five Factors

The most distinctive feature of this individual's personality is her standing on the factor of Neuroticism. Individuals scoring in this range are prone to experience a high level of negative emotion and frequent episodes of psychological distress. They are moody, overly sensitive, and dissatisfied with many aspects of their lives. They are generally low in self-esteem and may have unrealistic ideas and expectations. They are worriers who typically feel insecure about themselves and their plans. Friends and neighbors of such individuals might characterize them as nervous, self-conscious, high-strung, and vulnerable in comparison with the average person. (It is important to recall that Neuroticism is a general personality dimension, and high Neuroticism scores in

themselves do not imply that the individual is suffering from any psychological disorder.)

This person is very low in Extraversion. Such people are quite introverted, preferring to do most things alone or with small groups of people. They avoid large, loud parties and do not enjoy meeting new people. They are usually quiet and unassertive in group interactions. They rarely experience strong positive feelings like joy or excitement. Those who know such people would probably describe them as reserved, serious, retiring, and loners. The fact that these individuals are introverted does not necessarily mean that they lack social skills--many introverts function very well in social situations, although they might prefer to avoid them. Note also that introversion does not imply introspection; these individuals are likely to be thoughtful and reflective only if they are also high in Openness.

Next, consider the individual's level of Openness. Low scorers like her prefer the familiar and conventional, and have little need for variety. They are not particularly sensitive to inner feelings and are reluctant to entertain new ideas unless they have a concrete reason. Their values are simple, traditional, and pragmatic. Peers rate such people as unadventurous and conventional. Closed individuals, as a rule, do not have many intellectual interests. However, this does not mean that they lack intellectual ability; it means only that they tend to direct their intelligence to a narrow circle of problems that are important to them.

This person is average in Agreeableness. People who score in this range are about as good-natured as the average person. They can be sympathetic, but can also be firm. They are trusting but not gullible, and ready to compete as well as to cooperate with others.

Finally, the individual scores in the average range in Conscientiousness. Women who score in this range have a normal level of need for achievement. They are able to set work/school aside in pursuit of pleasure or recreation. They are moderately well organized and fairly reliable, and have an average amount of self-discipline.

Detailed Interpretation: Facets of N, E, O, A, and C

Each of the five factors encompasses a number of more specific traits, or facets. The NEO-PI-3 measures six facets in each of the five factors. An examination of the facet scores provides a more detailed picture of the distinctive way that these factors are seen in this person.

Neuroticism

This individual is anxious, generally apprehensive, and prone to worry. She often feels frustrated, irritable, and angry at others and she is prone to feeling sad, lonely, and dejected. Embarrassment or shyness when dealing with people, especially strangers, is often a problem for her. She reports being poor at controlling her impulses and desires and she is unable to handle stress well.

Extraversion

This person is somewhat formal and distant in her relationships with others and she rarely enjoys large and noisy crowds or parties. She is reluctant to assert herself and prefers to stay in the background in meetings and group discussions. The individual has a low level of energy and prefers a slow and steady pace. Excitement, stimulation, and thrills have little appeal to her and she is less prone to experience feelings of joy and happiness than most women.

Openness

In experiential style, this individual is generally closed. She considers daydreaming and fantasy a waste of time, and has a limited imagination. She is like most people in her appreciation of beauty in music, art, poetry, and nature, and her feelings and emotional reactions are normal in variety and intensity. She seldom enjoys new and different activities and has a low need for variety in her life. She is not interested in intellectual pursuits for their own sake and she is conservative in her social, political, and moral beliefs.

Agreeableness

This person has moderate trust in others, but is not gullible, recognizing that people can sometimes be deceptive. She is willing at times to flatter or trick people into doing what she wants, and she tends to put her own needs and interests before others'. This individual holds her own in conflicts with others, but she is also willing to forgive and forget. She is humble, unassuming, and uncomfortable talking about her achievements. Compared to other people, she is hard-headed and tough-minded, and her social and political attitudes reflect her pragmatic realism.

Conscientiousness

This individual is sometimes inefficient or unprepared, and has not developed her skills and talents fully. She can be sloppy and disorganized, and she is sometimes less dependable and reliable and more likely to bend the rules than she should be. She has limited aspirations and might be considered somewhat lackadaisical or lazy. She sometimes finds it difficult to make herself do what she should, and tends to quit when tasks become too difficult. She is reasonably cautious, and generally thinks things through before acting.

Personality Correlates: Some Possible Implications

Research has shown that the scales of the NEO-PI-3 are related to a wide variety of psychosocial variables. These correlates suggest possible implications of the personality profile, because individuals who score high on a trait are also likely to score high on measures of the trait's correlates.

The following information is intended to give a sense of how this individual might function in a number of areas. It is not, however, a substitute for direct measurement. If, for example, there is a primary interest in medical complaints, an inventory of medical complaints should be administered in addition to the NEO-PI-3.

Coping and Defenses

In coping with the stresses of everyday life, this individual is likely to react with ineffective responses, such as hostile reactions toward others, self-blame, or escapist fantasies. She is more likely to use faith and less likely to use humor in responding to threats, losses, and challenges. In addition, she is somewhat less likely to use positive thinking and direct action in dealing with problems.

Somatic Complaints

This person may be overly sensitive in monitoring and responding to physical problems and illnesses. In medical evaluations, it may be particularly important to seek objective confirmation of symptom reports where possible.

Psychological Well-being

Although her mood and satisfaction with various aspects of her life will vary with the circumstances, in the long run this individual is likely to be more sensitive to life's problems than its rewards, and so be relatively unhappy. Because she is closed to experience, her moods may be less intense and varied than those of the average woman.

Cognitive Processes

This individual is likely to be less complex and differentiated in thoughts, values, and moral judgments than others of her level of intelligence and education. She would also probably score lower on measures of ego development.

Interpersonal Characteristics

Many theories propose a circular arrangement of interpersonal traits around the axes of Love and Status. Within such systems, this person would likely be described as modest, submissive, cold, unfeeling, and especially aloof and reserved. Her traits are associated with low standing on the interpersonal dimensions of Love and Status.

Needs and Motives

Research in personality has identified a widely used list of psychological needs. Individuals differ in the degree to which these needs characterize their motivational structure. The respondent is likely to show high levels of the following needs : abasement, aggression, harm avoidance (avoiding danger), and succorance (support and sympathy). The respondent is likely to show low levels of the following needs : achievement, affiliation, change, dominance, endurance (persistence), exhibition (attention), nurturance, order, play, and understanding (intellectual stimulation).

Stability of Profile

Given the individual's age, some changes in personality are possible over the next few years. However, this profile is likely to be useful as a rough guide to the individual's personality throughout adulthood.

NEO-PI-3 Item Responses

| Item Rsp. |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1. D | 25. A | 49. A | 73. A | 97. SD | 121. D | 145. N | 169. A | 193. A | 217. D |
| 2. SD | 26. A | 50. N | 74. N | 98. D | 122. N | 146. N | 170. D | 194. A | 218. D |
| 3. N | 27. SA | 51. A | 75. D | 99. N | 123. SD | 147. A | 171. SA | 195. N | 219. D |
| 4. SA | 28. D | 52. SA | 76. SA | 100. N | 124. D | 148. A | 172. A | 196. SA | 220. N |
| 5. A | 29. N | 53. N | 77. A | 101. A | 125. N | 149. N | 173. SA | 197. SD | 221. A |
| 6. D | 30. A | 54. A | 78. A | 102. A | 126. N | 150. D | 174. A | 198. A | 222. A |
| 7. A | 31. SA | 55. D | 79. N | 103. D | 127. SA | 151. A | 175. A | 199. D | 223. D |
| 8. D | 32. SD | 56. D | 80. A | 104. A | 128. A | 152. N | 176. D | 200. N | 224. A |
| 9. A | 33. D | 57. A | 81. D | 105. D | 129. A | 153. A | 177. D | 201. D | 225. A |
| 10. A | 34. A | 58. A | 82. SD | 106. D | 130. A | 154. A | 178. N | 202. A | 226. SA |
| 11. SD | 35. N | 59. SD | 83. D | 107. D | 131. A | 155. N | 179. A | 203. D | 227. D |
| 12. D | 36. SA | 60. A | 84. D | 108. SD | 132. SD | 156. D | 180. A | 204. A | 228. A |
| 13. A | 37. SD | 61. SD | 85. D | 109. N | 133. N | 157. D | 181. SD | 205. N | 229. A |
| 14. D | 38. A | 62. A | 86. A | 110. A | 134. N | 158. D | 182. D | 206. D | 230. D |
| 15. A | 39. A | 63. D | 87. A | 111. A | 135. D | 159. N | 183. A | 207. SA | 231. D |
| 16. A | 40. A | 64. D | 88. A | 112. SA | 136. SA | 160. A | 184. A | 208. A | 232. D |
| 17. D | 41. SA | 65. A | 89. D | 113. A | 137. N | 161. A | 185. D | 209. N | 233. N |
| 18. A | 42. A | 66. A | 90. D | 114. SA | 138. A | 162. A | 186. A | 210. D | 234. SD |
| 19. A | 43. SD | 67. A | 91. A | 115. D | 139. A | 163. D | 187. D | 211. A | 235. D |
| 20. SD | 44. N | 68. D | 92. N | 116. SD | 140. N | 164. N | 188. D | 212. N | 236. D |
| 21. A | 45. A | 69. D | 93. A | 117. D | 141. D | 165. A | 189. A | 213. A | 237. D |
| 22. SD | 46. SD | 70. N | 94. A | 118. N | 142. SD | 166. SD | 190. A | 214. A | 238. D |
| 23. SD | 47. D | 71. SD | 95. SA | 119. N | 143. D | 167. N | 191. SA | 215. N | 239. D |
| 24. SD | 48. D | 72. D | 96. D | 120. A | 144. SD | 168. A | 192. D | 216. SA | 240. N |

Validity Items

A. SA B. Yes C. Yes

Summary of Responses

SD: 10.42% D: 28.33% N: 16.67% A: 36.67% SA: 7.92% ?: 0.00%

Personality Style Graphs

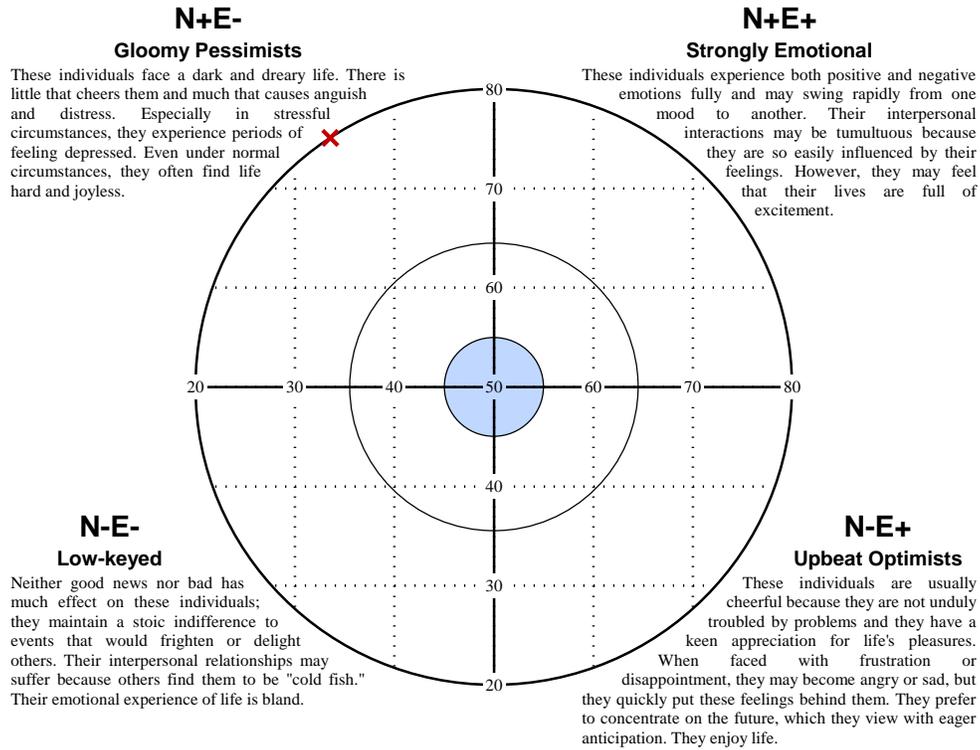
Broad personality factors are pervasive influences on thoughts, feelings, and actions, and combinations of factors provide insight into major aspects of people's lives, defining what can be called personality styles. For example, for many years psychologists have known that interpersonal interactions 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 nine other pairs of factors also define styles, and all ten 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.

NEO Style Graphs

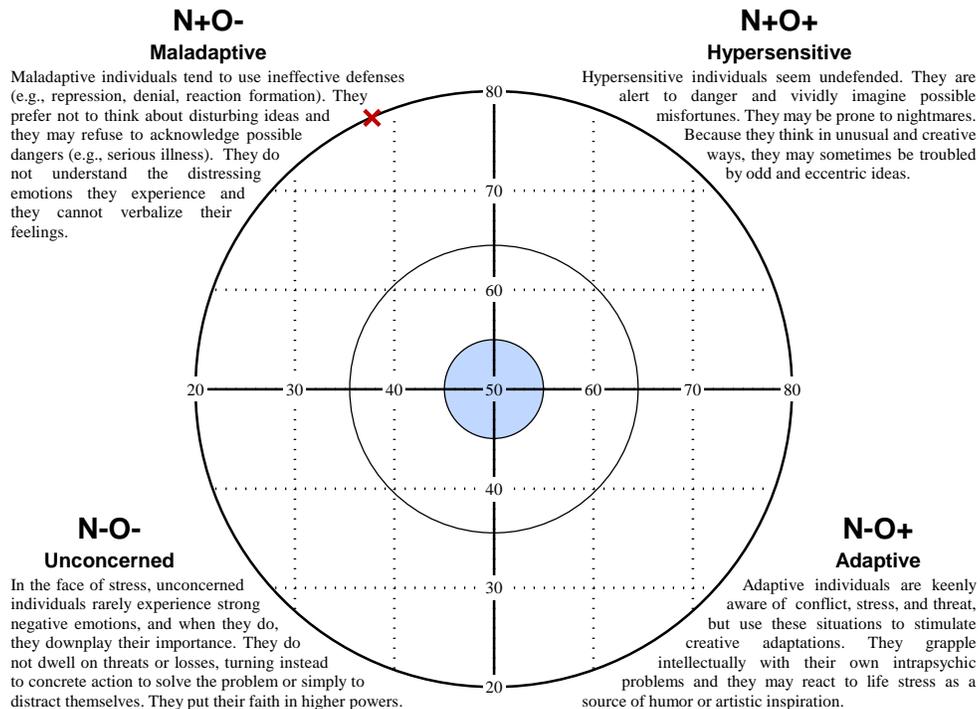
Style of Well-Being

Vertical Axis: Neuroticism (= 79 T)
Horizontal Axis: Extraversion (= 31 T)



Style of Defense

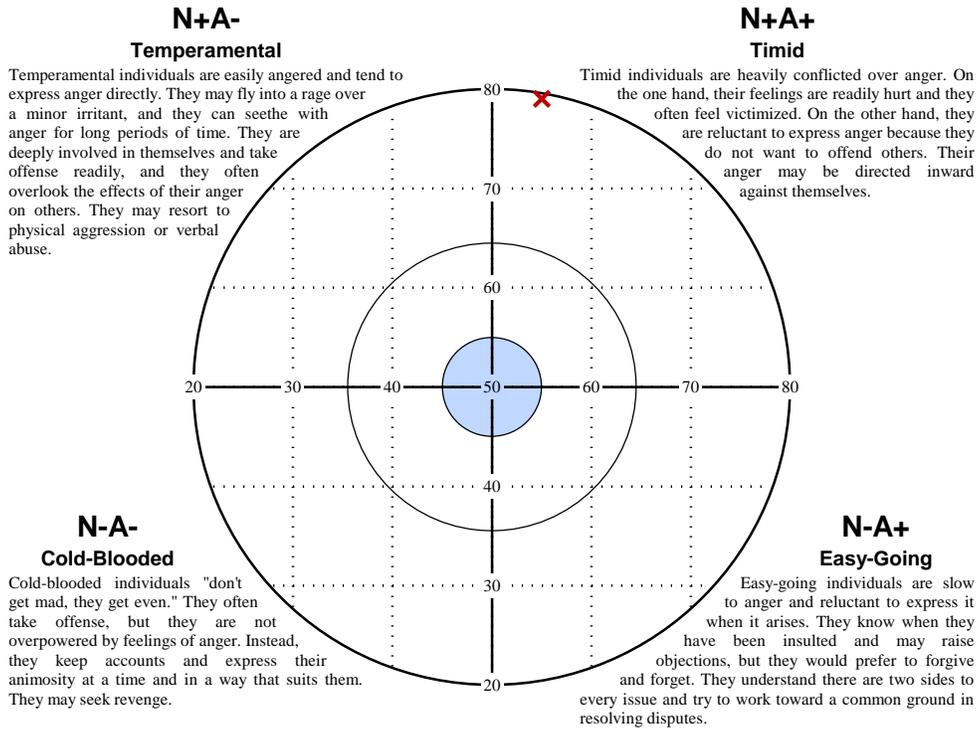
Vertical Axis: Neuroticism (= 79 T)
Horizontal Axis: Openness (= 37 T)



NEO Style Graphs

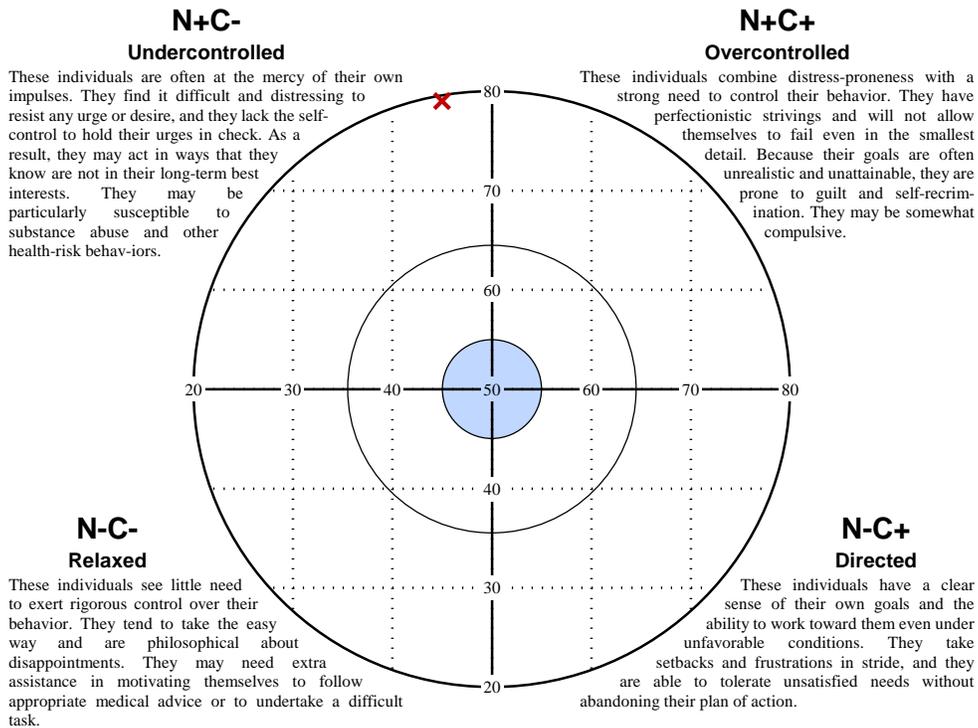
Style of Anger Control

Vertical Axis: Neuroticism (= 79 T)
Horizontal Axis: Agreeableness (= 55 T)



Style of Impulse Control

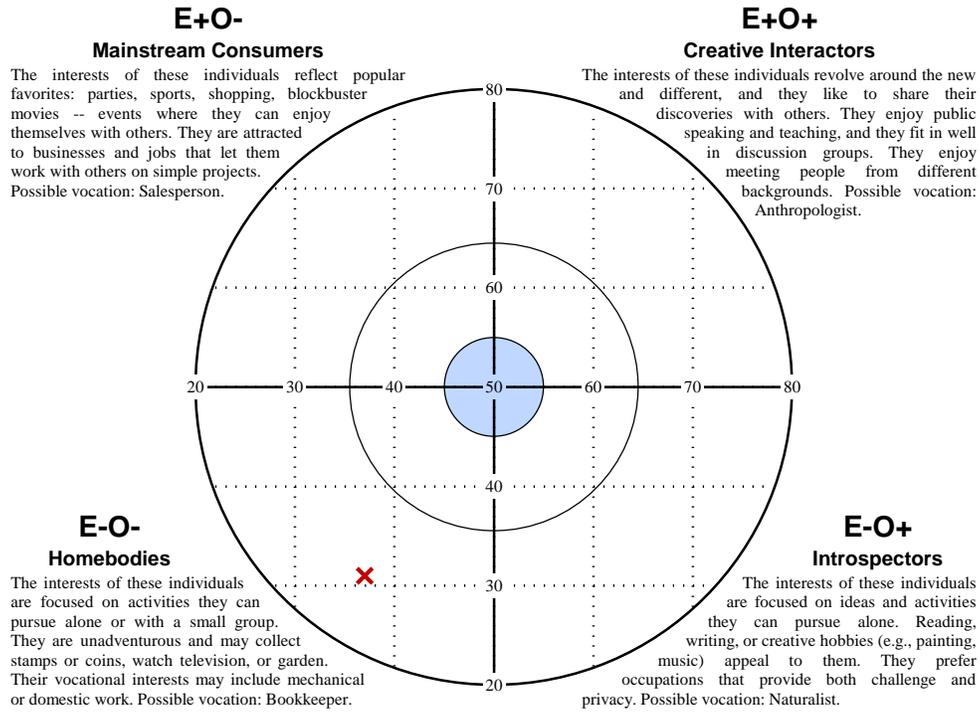
Vertical Axis: Neuroticism (= 79 T)
Horizontal Axis: Conscientiousness (= 45 T)



NEO Style Graphs

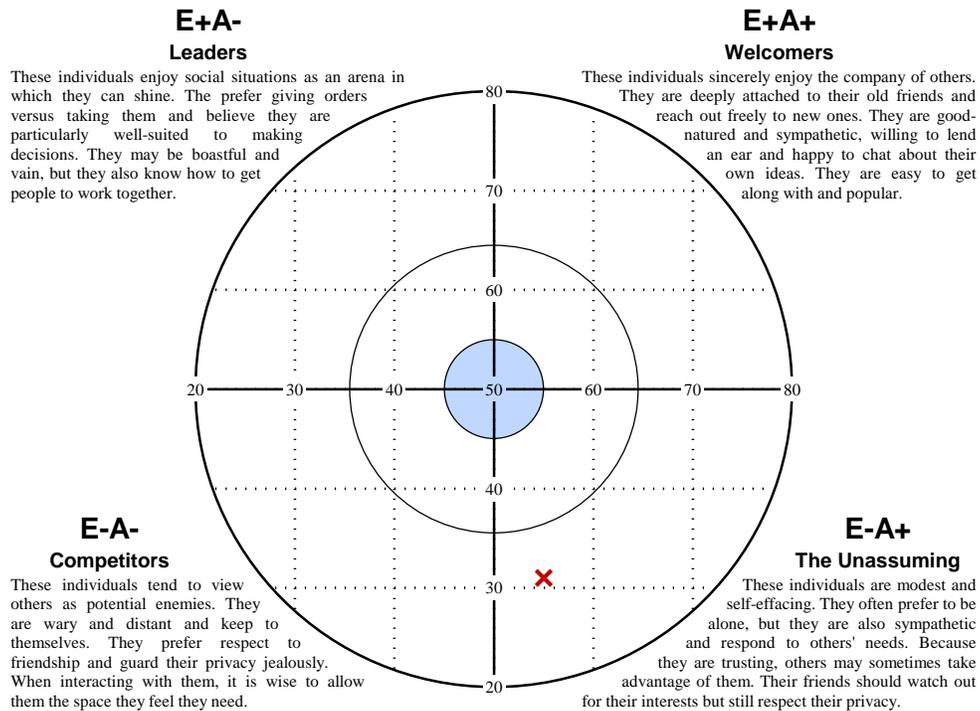
Style of Interests

Vertical Axis: Extraversion (= 31 T)
Horizontal Axis: Openness (= 37 T)



Style of Interactions

Vertical Axis: Extraversion (= 31 T)
Horizontal Axis: Agreeableness (= 55 T)

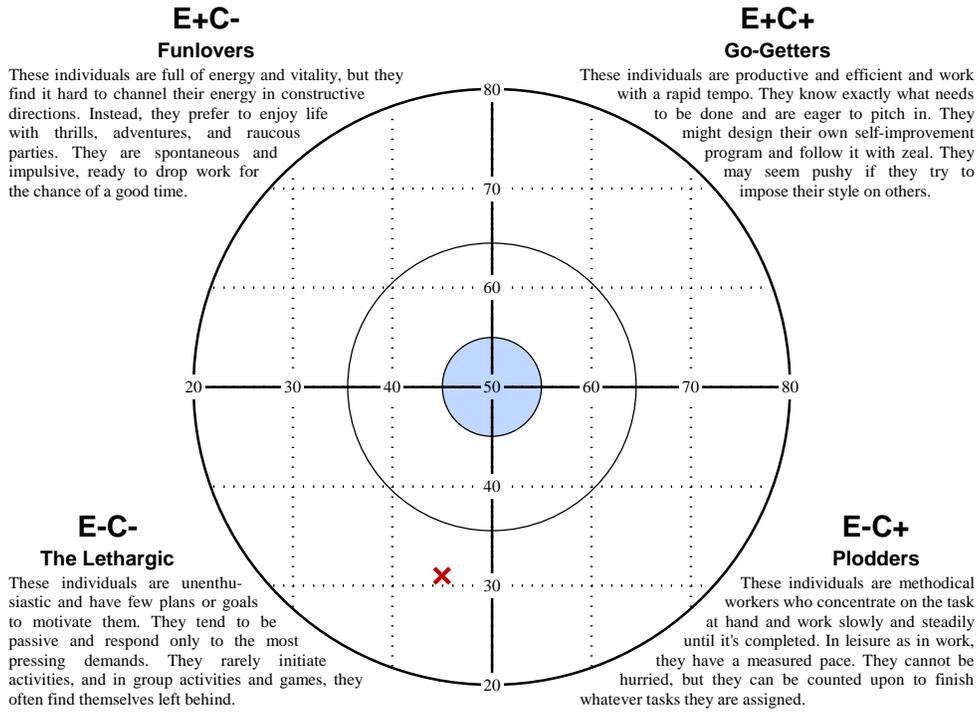


NEO Style Graphs

Style of Activity

Vertical Axis: Extraversion (= 31 T)

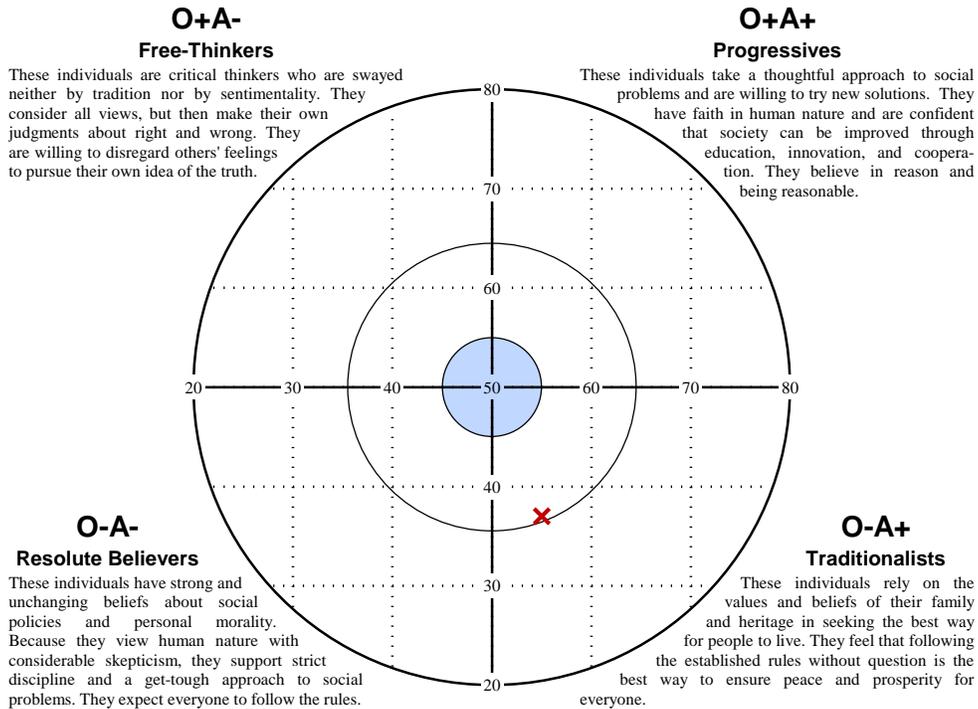
Horizontal Axis: Conscientiousness (= 45 T)



Style of Attitudes

Vertical Axis: Openness (= 37 T)

Horizontal Axis: Agreeableness (= 55 T)

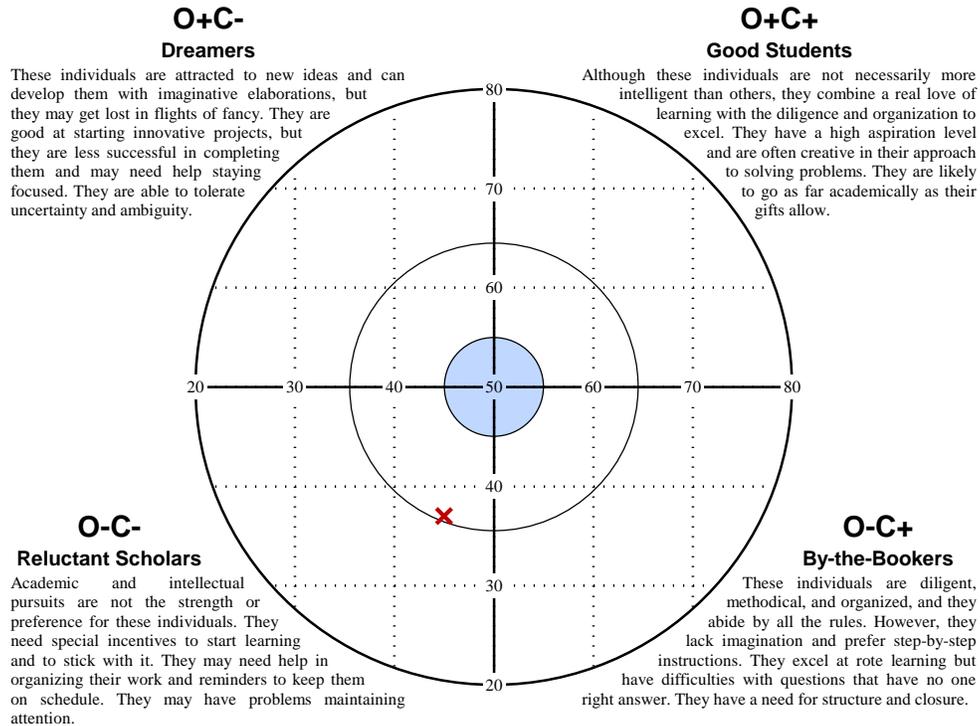


NEO Style Graphs

Style of Learning

Vertical Axis: Openness (= 37 T)

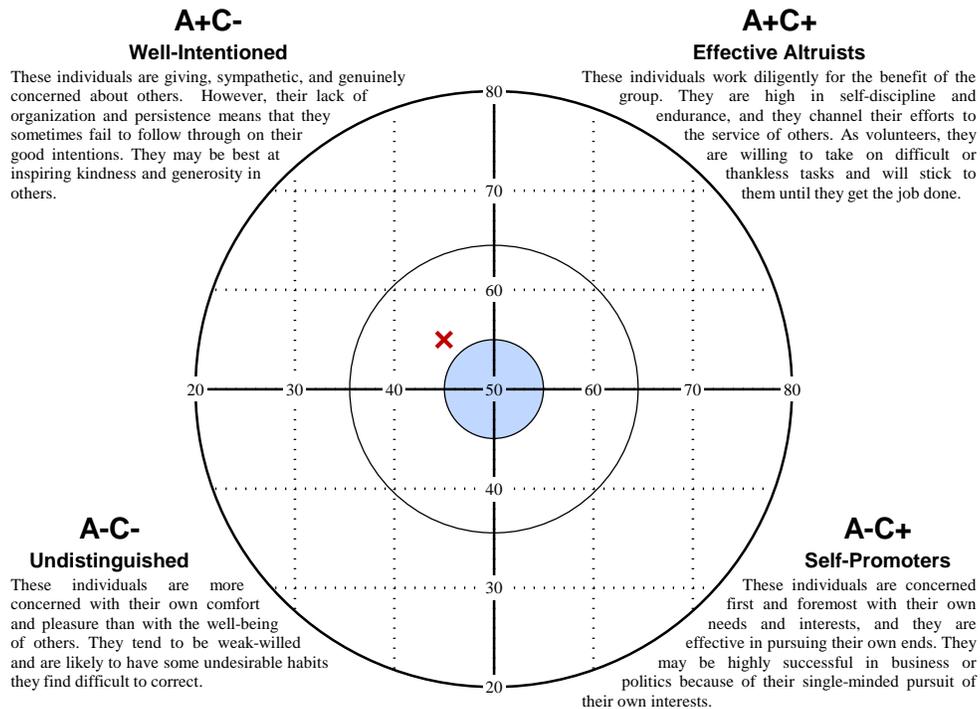
Horizontal Axis: Conscientiousness (= 45 T)



Style of Character

Vertical Axis: Agreeableness (= 55 T)

Horizontal Axis: Conscientiousness (= 45 T)



NEO Problems in Living Checklist

NEO Problems in Living Checklist

Personality traits can contribute to distress and to a variety of impairments, including problems in emotional, interpersonal, experiential, attitudinal, and motivational functioning. Different traits predispose individuals to different kinds of problems. This NEO Problems in Living Checklist section provides a catalogue of potential problems based on NEO-PI-3 factor and facet scores. Factors and their facets are sorted in order of decreasing salience (as defined by absolute distance from the mean), and a list of problems relevant to this personality profile is given based on high ($T > 55$) or low ($T < 45$) scores. The clinician must then determine which, if any, of the suggested problems is clinically significant for this particular client. Pertinent problems can be checked off for future reference. *This section of the Interpretive Report is not a summary of findings about the client, but a customized guide to further inquiry.*

Neuroticism

N: Neuroticism

T score

79

Women scoring in this range may experience the following problems:

- Chronic negative affects, including anxiety, fearfulness, tension, irritability, anger, dejection, hopelessness, guilt, and shame.
- Difficulty in inhibiting impulses (e.g., eating, drinking, smoking, spending money).
- Irrational beliefs (e.g., unrealistic expectations, perfectionistic demands on self, unwarranted pessimism).
- Unfounded somatic complaints.
- Helplessness and dependence on others for emotional support and decision making.
- Inability to accept criticism.
- Emotional instability; mood swings.
- Unstable relationships.

N4: Self-Consciousness

T score

83

Women scoring in this range may experience the following problems:

- Intense feelings of chagrin and embarrassment; feeling mortified, humiliated, ashamed, or disgraced in the presence of others.

NEO Problems in Living Checklist

- Avoidance of social situations.
- Poor social skills.
- Distorted body image; excessive concerns about body appearance.
- Sense of being an imposter.
- Speech anxiety; stage fright.

N6: Vulnerability

T score

80

Women scoring in this range may experience the following problems:

- Dissociative, psychotic, anxiety, or mood disorder symptomatology when experiencing stress.
- Inability to cope with stress; responds with panic, helplessness, and dismay to even minor stressors.
- Emotional instability.
- Interpersonal neediness or dependency.
- Psychosomatic complaints.

N3: Depression

T score

77

Women scoring in this range may experience the following problems:

- Suicidal thoughts.
- Chronic feelings of gloom, hopelessness, and pessimism.
- Sense of worthlessness, helplessness, and excessive guilt.
- Excessive complaints.
- Self-punitive thoughts and behaviors.
- Loneliness, perceived lack of social support.
- Lack of satisfaction or meaning in life.
- Excessive optimism and activity used to mask depression.

N1: Anxiety

T score

70

Women scoring in this range may experience the following problems:

- "Nerves:" chronically anxious, tense, or jittery.
- Excessive worry, inhibition, and uncertainty.

NEO Problems in Living Checklist

- Extreme efforts to avoid dangers that adversely affect decisions and actions.

N5: Impulsiveness

T score

63

Women scoring in this range may experience the following problems:

- Excessive eating, drinking, smoking or spending.
- Susceptibility to cons, tricks, and poor business decisions.
- Poor inhibition of impulse, leading to binge eating, gambling, excessive use of drugs and alcohol.
- Poor emotional control leading to self-mutilation or suicide attempts.
- Sexual promiscuity.
- Inability to modify behavior regardless of consequences.

N2: Angry Hostility

T score

61

Women scoring in this range may experience the following problems:

- Episodes of intense and poorly controlled rage and fury.
- Hypersensitivity and touchiness; overreacting with anger to annoyances, criticisms, rejections, or frustrations.
- Hostility that provokes arguments, disputes, and conflicts.

Extraversion

E: Extraversion

T score

31

Women scoring in this range may experience the following problems:

- Social isolation, interpersonal detachment, and lack of support networks.
- Flattened affect; lack of joy and zest for life.
- Reluctance to assert self or assume leadership roles, even when qualified.
- Social inhibition and shyness.
- Lack of an active and satisfying sexual life.

E6: Positive Emotions

T score

25

Women scoring in this range may experience the following problems:

NEO Problems in Living Checklist

- Inability to enjoy self at happy social events.
- No sense of humor.
- Undue pessimism.

E2: Gregariousness

T score

30

Women scoring in this range may experience the following problems:

- Social isolation; no apparent social support network due to social withdrawal.

E5: Excitement Seeking

T score

30

Women scoring in this range may experience the following problems:

- Habitual, mechanical, routine, and monotonous activities.
- Missed opportunities due to unwillingness to take chances.

E3: Assertiveness

T score

31

Women scoring in this range may experience the following problems:

- Little influence or authority at work and for decisions that affect own personal life.
- Difficulty assuming leadership roles.
- Difficulty expressing wishes and setting limits.
- Inability to stand up for own rights; easily bullied.

E4: Activity

T score

34

Women scoring in this range may experience the following problems:

- Idle, sedentary, and passive behavior; appears apathetic, inert, and lethargic.
- Lack of energy to pursue goals.

E1: Warmth

T score

36

Women scoring in this range may experience the following problems:

- Difficulty developing or sustaining personal, intimate relationships.
- Pervasive indifference to other people; lack of personal interest in others.
- Difficulty expressing feelings.
- Lack of social support.

NEO Problems in Living Checklist

Openness

O: Openness

T score

37

Women scoring in this range may experience the following problems:

- Difficulty adapting to social or personal change.
- Low tolerance or understanding of different points of view or lifestyles.
- Emotional blandness and inability to understand own feelings.
- Alexithymia.
- Constricted range of interests.
- Insensitivity to art and beauty.
- Excessive conformity to authority.
- Stereotypical beliefs and expectations.
- Lack of creativity and imagination.
- Lack of an active and satisfying sexual life.

O4: Actions

T score

31

Women scoring in this range may experience the following problems:

- Unwillingness to alter normal routine even when it interferes with goal pursuits.
- Inability to adapt to change and technological innovation.
- Lack of hobbies.

O5: Ideas

T score

32

Women scoring in this range may experience the following problems:

- Failure to appreciate or recognize new solutions; blanket rejection of creative or innovative ideas as too strange or “crazy.”
- Repeated use of old, failed solutions to new problems.
- Concrete thinking.
- Lack of intellectual curiosity.

NEO Problems in Living Checklist

O1: Fantasy

T score

35

Women scoring in this range may experience the following problems:

- Lack of any interest in fantasy or daydreams; sterile imagination.
- Inability to enjoy activities, arts, or games that involve fantasy or imagination.

O6: Values

T score

40

Women scoring in this range may experience the following problems:

- Dogmatism and closed-mindedness with respect to moral, ethical, or religious belief system.
- Intolerance of alternative belief systems.
- Prejudice and bigotry.
- Excessive conventionality.

Agreeableness

A5: Modesty

T score

70

Women scoring in this range may experience the following problems:

- Self-denigration; failure to appreciate or acknowledge own talents, abilities, attractiveness, or other positive attributes.
- Inhibition that interferes with potential accomplishments or rewards.

A2: Straightforwardness

T score

41

Women scoring in this range may experience the following problems:

- Machiavellian behavior; manipulates, cons, or deceives others for personal profit or advantage.
- Reputation as untrustworthy or a "user."
- Pathological lying.
- Infidelity.

A3: Altruism

T score

41

Women scoring in this range may experience the following problems:

- Greed and selfishness.

NEO Problems in Living Checklist

- Envy.
- Insensitivity to others' needs and feelings.
- Reputation as a miser.

A6: Tender-Mindedness

T score

41

Women scoring in this range may experience the following problems:

- Inability to sympathize with others.
- Heartless rationality.

Conscientiousness

C1: Competence

T score

33

Women scoring in this range may experience the following problems:

- Low self-esteem.
- Inability to enjoy challenges and accomplishments.
- Limited skills and underdeveloped potentials.

C3: Dutifulness

T score

37

Women scoring in this range may experience the following problems:

- Unreliability; breaks promises and fails to meet commitments.
- Unethical or immoral behavior.
- Disregard for rules (e.g., illegal parking, speeding).
- Chronic pattern or history of unpaid debts.

C5: Self-Discipline

T score

40

Women scoring in this range may experience the following problems:

- Difficulty concentrating and maintaining attention.
- Poor academic or job performance due to unfinished tasks.
- Difficulty budgeting money.
- Poor health habits.
- Inability to change maladaptive behaviors.

NEO Problems in Living Checklist

C2: Order

T score

41

Women scoring in this range may experience the following problems:

- Disorganization in personal and professional life; items and time lost.
- Job performance or academic achievement impaired by sloppy work.

C4: Achievement Striving

T score

42

Women scoring in this range may experience the following problems:

- Aimlessness; lacks clear goals, plans, or direction in life.
- Educational or occupational underachievement.

***** End of Report *****