

## NEO-PI-R

### I. Introduction to the NEO-PI-R

#### A. Designed to measure an individual's relative standings on the broad domains of the five factor personality model

- 1). Also known as the Big Five Personality Theory
- 2) based on factor analytic research on the structure of personality
- 2) concise measure of each of the domains and some of the facets for each of the domains

#### B. Two Versions

- 1) Form S
  - a. self-report
  - b. 240 items answered on a 5-point scale
  - c. for men and women of all ages over 17
- 2) Form R
  - a. observer ratings
  - b. 240 items answered on a 5-point scale
  - c. written in 3<sup>rd</sup> person for peer, spouse, or expert ratings

#### C. Measure of Normal Personality Traits

- 1) as opposed to the MMPI, which is more useful for detecting psychopathology
- 2) has demonstrated utility in both clinical and research settings

#### D. Shorter Version

- 1) NEO Five-Factor Inventory (NEO-FFI)
  - a. 60-item version of the NEO PI-R
  - b. scored for the 5 domains only

#### E. Appropriate Populations

- 1) may be used with individuals aged 17 or older
- 2) individuals suffering from disorders that impair their ability to complete self-report measures reliably and validly should not take the NEO PI-R
- 3) can be used with both clinical and normal populations
  - a. been used for vocational counseling, personnel selection, behavioral medicine, forensic evaluations, sexual dysfunctions, consultation, and general clinical practice
- 3) NEO PI-R does not provide all the information necessary for a complete psychological eval
  - a. you cannot get all information from a single test
  - b. do not make diagnoses based on information from a single test
  - c. in addition, you want to do a clinical interview, mental status examination, cognitive ability assessment, and/or medical exam in order to do a complete psychological evaluation
  - d. however, the NEO PI-R can be a part of the psychological evaluation
    1. kind of like breakfast cereal

#### F. Professional Requirements

- 1) NEO PI-R is a self-administered instrument
- 2) the administration and scoring can be performed by individuals who do not have formal training in clinical psychology, personality, or related fields
- 3) interpretation, on the other hand, requires professional training in psychological testing and measurement, in addition to familiarity with the materials and procedures presented in the NEO

## PI-R manual

## II. Administration &amp; Scoring of the NEO PI-R

## A. Administration

- 1) May be administered individually or in groups
- 2) testing environment should be comfortable and free of distractions and should provide adequate lighting
- 3) a flat surface to write on and a sharp pencil (#2 if you are going to do machine scoring outside of this class)
- 4) if the respondent wears glasses, be sure he/she has them on

## B. Directions

- 1) provide each respondent with the appropriate NEO PI-R booklet, a hand scoring answer sheet and a pencil
- 2) tell the respondent to turn to the first page of the item booklet and to read the instructions for completing the NEO PI-R
- 3) have the respondent complete the identifying information
  - a. be sure to note whether or not you are using an identification number
- 4) after the respondent has provided demographic info and read the instructions for completing the NEO PI-R, ask for questions
- 5) after questions, tell the respondent to turn to the third page of the booklet and begin.
- 6) there is no time limit for completion, though most respondents will take between 30 and 40 minutes
  - a. older respondents and those with limited reading skills will take longer to complete the NEO PI-R
- 7) Alternative administration procedures
  - a. in cases where the anonymity of the respondent must be guaranteed, the instructions for providing demographic info can be modified
  - b. the presence of an examiner is not required
    1. NEO PI-R has been used in research studies in which participants took the instrument home
    2. in cases where the client completes the NEO PI-R without the examiner around, the examiner is still responsible for protecting the integrity of the test by ensuring that all materials are returned
    3. administration and recording procedures can be modified to enable individuals with poor reading skills or visual impairment to complete the NEO PI-R
      - a) the examiner should read the items aloud and mark the client's responses in the response booklet

## C. Scoring

## 1) Missing Responses

- a. examine each answer sheet for missing responses before you let the respondent leave
- b. make the respondent complete any missing items prior to letting them go
- c. if the respondent is unsure how to answer the question, encourage the use of the *neutral* response
- d. if you cannot get in touch with the respondent (e.g., you inadvertently let her go), you need to decide if the data can be validly scored or not
- e. DO NOT SCORE OUT IF > 41 responses are missing
- f. if < 41 responses are missing, score the missing responses as *neutral* responses
- g. individual facet scores should be interpreted with caution if > 3 items are missing from that scale

## 2) Validity Checks

- a. no standardized validity scales
  - 1. authors argue that dissimulation is generally not a problem and such scales have not been shown to actually increase the validity of the profiles
    - a) however, see Ballenger, Caldwell-Andrews, & Baer (2001) for an empirical examination of faking good responses
- b. Items A, B, and C on the answer sheet provide simple validity checks
- c. Item A
  - 1. asks if the respondent has completely and accurately completed the NEO PI-R
  - 2. 99% of respondents reply either *agree* or *strongly agree*
    - a) those who do not do so may not have been fully candid
    - b) may have responded carelessly
    - c) may have confused the response categories
  - 3. a response of *disagree* or *strongly disagree* normally invalidates the protocol
    - a) may want to discuss the respondent's answer with him/her and then make a decision about the validity of the information
      - i. i.e., may be valid if the respondent simply misread question
- d. Items B & C
  - 1. ask if the respondent has answered all of the questions and marked his or her responses in the correct spaces
  - 2. intended as prompts
  - 3. if Item B is answered "No", you want to ask the respondent why he or she chose not to answer all questions
  - 4. if Item C is answered "No", this indicates careless responding and indicates an invalid profile

## 3) Acquiescence

- a. all NEO PI-R scale items are roughly balanced to control for the effects of acquiescence
  - 1. responding either *agree* or *strongly agree* to all items
- b. clients who do this will receive average scores, not extreme scores
- c. in research, 99% of respondents agreed to fewer than 150 items
  - 1. if a respondent agreed to > 150 items, the NEO PI-R should be interpreted with caution

## 4) Nay-saying

- a. indicated by few *agree* or *strongly agree* responses
- b. in research, 99% of respondents agreed to more than 50 items
  - 1. if a respondent agreed to < 50 items, the NEO PI-R should be interpreted with caution

## 5) Random Responding

- a. most likely in a group setting when the examiner has not provided an adequate rationale for testing
- b. unmotivated test takers may respond in a haphazard manner just to complete the assignment
  - 1. combat this by presenting the NEO PI-R in a way that engages the client
- c. visually inspect the answer sheet to determine if one answer has been given repeatedly for a string of items
  - 1. research indicates that strings of answers longer than the following invalidate the profile and the NEO PI-R should be interpreted with caution
    - a) more than 6 *strongly disagree* responses in a row
    - b) more than 9 *disagree* responses in a row
    - c) more than 10 *neutral* responses in a row

- d) more than 14 *agree* responses in a row
- e) more than 9 *strongly agree* responses in a row

## 2) Calculating Scores

- a. hand scoring answer sheet
  1. tear off the top stub of the answer sheet and remove the top page
  2. locate the first row of items
  3. sum the values of the circled responses to these 8 items
  4. enter this number in the space labeled "N1"
    - a) raw score for the facet N1
  5. follow 1-4 to calculate the remaining facet scores
  6. after all facet scores have been calculated, add all the N's together
  7. put this in the DOMAIN RAW SCORE for N
    - a) this is the raw score for the N domain
  8. add up all the domain scores
- b. can be machine scored
  1. costs a lot of money that APSU doesn't give me
  2. better to understand what the computer is doing anyway

## 3) Profiling Scores

- a. use the Profile Forms to create T-scores
  1. based on different normative populations
    - a) adults and college-age populations
    - b) Form S (self-report) and Form R (other report)
  2. adult forms are for persons age 21 and older
  3. college forms are for persons aged 17 to 20, whether or not they attend college
  4. profiles are computed separately for males and females
    - a) when using Form R, use the gender of the person being rated as the determinant, not the gender of the person doing the rating
- b. directions:
  1. select the most appropriate comparison group
  2. complete the demographic info at the top of the form
  3. locate the raw score for the N domain at the bottom of the answer sheet and transcribe this score to the space at the top of the profile form labeled "Neuroticism"
  4. use similar procedures for the rest of the domain scores
  5. do the same thing for the facet (e.g., N1, N2, N3, N4, N5, & N6) scores
  6. check to make sure that when you add up the facet raw scores that this number equals the N domain raw score
    - a) if not, you've made a mistake somewhere—go back and fix it
  7. repeat for other domain and facet scores
  8. now, in the column under the N domain, locate the number that corresponds to the respondent's raw score and mark it with a dot
  9. repeat for all domain and facet scores
  10. connect the dots of the domain scales and the dots of the facet scales with a line to produce a graph of the client's scores
  11. the T-score is listed on both the right and left side of the profile page; read across to find out what each raw score equals
- c. Calculating and Using Factor Scores
  1. the domain scores that you have just calculated do conform to the factors that they are hypothesized to
  2. however, factor scores are much better from a psychometric point of view
  3. to calculate factor scores, you need to use the T-scores that the client got and the formulas on page 8 of the NEO PI-R manual.

a) you will not need to do this for class

#### D. Providing Feedback to the Client

- 1) the NEO PI-R is intended as a tool for professionals who have been trained in the use and interpretation of psychological tests
- 2) it is not generally appropriate, therefore, to provide clients with copies of their test scores, profiles, or interpretive reports
  - a. *can anyone think of a situation where this might be appropriate?*
    1. maybe therapy, if you thought your client would benefit from detailed feedback
- 3) individuals can benefit from suitably phrased descriptions of their personalities
  - a. examine the client's T-score for a given domain
    1. T-scores of 56 or higher are considered high, T-scores from 55 to 45 are considered average, and T-scores of 44 or lower are considered low
  - b. look up the descriptors for individuals who score in that range and incorporate this information into your feedback for the client
- 4) remember, when you give feedback to a client, you should never base your conclusions on a single instrument

### III. Interpretation

#### A. The Five Domains

- 1) the first step in interpretation of the NEO PI-R profile is to examine the five domain scores to understand personality at the broadest level
- 2) Remember that the domains are called the high end of the continuum. So, for example, we call it the Neuroticism scale, not the Emotional Stability scale. But, remember, too, that, with the exception of the Neuroticism scale, there is no right or wrong score, just higher or lower. Each dimension has its own place in the world (and some would even say that of Neuroticism).
- 2) **Neuroticism (N)** vs. Emotional Stability
  - a. contrasts adjustment or emotional stability with maladjustment or neuroticism
  - b. T-scores of 56 or greater indicate a tendency to experience negative affects such as fear, sadness, embarrassment, anger, guilt, and disgust
  - c. individuals with T-scores of 56 or greater also tend to be prone to irrational ideas, to be less able to control their impulses, and to cope more poorly than others with stress
  - d. in general, T-scores of > 55 are indicative of individuals who are sensitive, emotional, and prone to experience feelings that are upsetting.
  - e. high N scores are associated with higher levels of stress, using avoidant coping strategies to deal with this stress, and a poorer quality of life
    1. people with high N scores are less likely to use humor coping, positive reinterpretation, and acceptance as coping strategies. They are also less likely to plan for coping and use active coping strategies
    2. they tend to deal with stressors by venting and becoming disengaged from the problem
  - f. people with high N scores tend to be more worrisome, nervous, emotional, insecure, and have feelings of inadequacy
  - g. keep in mind that, while Neuroticism is associated with psychological disorders, it is possible to get a high N domain score and not have any psychological disorder
  - h. conversely, not all psychiatric categories imply a high N (so, you can have a psychological disorder and not have an elevated N domain score)
  - i. in general, T-scores of 45-55 are indicative of individuals who are generally calm and able to deal with stress; however, some times they experience feelings of guilt, anger, or sadness

- j. individuals who have T-scores of 44 or less are emotionally stable
- k. in general, T-scores of 44 or less are indicative of individuals who are usually calm, even-tempered, and relaxed, who are able to face stressful situations without becoming upset or rattled
- l. people with low N scores tend to be more relaxed, unemotional, secure, and self-satisfied

### 3) **Extraversion (E)** vs. Introversion

- a. contrasts extraversion with introversion
- b. T-scores of > 55 are indicative of individuals who are sociable, like people, and prefer large groups and gatherings.
- c. T-scores of > 55 are also indicative of individuals who are assertive, active, talkative, like excitement and stimulation, and tend to be cheerful in disposition.
- d. T-scores of > 55 are indicative of individuals who are upbeat, energetic, and optimistic
- e. in general, T-scores of > 55 describe individuals who are extraverted, outgoing, active, and high-spirited. They prefer to be around people most of the time.
- f. high E scores are correlated with high levels of quality of life
- g. people with high E scores are typically sociable, active, talkative, person-oriented, and optimistic
- h. coping strategies used by people high in E
  - 1. positive reinterpretation, active coping, instrumental social support seeking
- i. in general, T-scores of 45-55 describe individuals who are moderate in activity and enthusiasm. They enjoy the company of others, but also value privacy
- j. T-scores of < 45 are indicative of individuals who are reserved, independent, even-paced, and prefer to be alone
- k. individuals with T-scores < 45 may describe themselves as being shy, but do not necessarily suffer from social anxiety
- l. T-scores of < 45 are indicative of individuals who do not have exuberating high spirits, but these folks are not unhappy or pessimistic, either; typically even-keeled is a very good descriptor
- m. in general, T-scores < 45 are indicative of individuals who are introverted, reserved, and serious. They prefer to be alone or with a few close friends
- n. a person with a low E score tends to be more reserved, unenthusiastic, task-oriented, & quiet

### 4) **Openness to Experience (O)** vs. Close-Mindedness

- a. openness to experience
- b. T-scores of > 55 are indicative of individuals who have an active imagination, aesthetic sensitivity, attentiveness to inner feelings, preference for variety, intellectual curiosity, and independence of judgment
- b. T-scores > 55 are indicative of individuals who are curious about both inner and outer worlds, and report experientially rich lives. Such individuals are willing to entertain novel ideas and unconventional values, and experience both positive and negative feelings more intensely than do closed individuals
- c. O scores are weakly correlated to both education and intelligence
  - 1. O is especially related to aspects of intelligence, such as divergent thinking, that contribute to creativity
  - 2. however, O does not equal intelligent
    - a) there are intelligent people who are not open to new experiences
    - b) conversely, there are open people who are not very intelligent
  - 3. still, in order to be open, there has to be some level of intelligence
    - a) people who are low in intelligence, their systems are overwhelmed by the very rich environments that are attractive to people who are open to experiences
  - 3. looking at a factor analysis point of view, intelligence tends to form a 6<sup>th</sup> factor outside of personality

- d. a high O score, while implying unconventionality, a willingness to question authority, and a willingness to consider new ideas, does not indicate that the individual is unprincipled
  - 1. a person with a high O score may apply his or her evolving value system as conscientiously as a traditional person does
- e. in general, T-scores > 55 are indicative of individuals who are open to new experiences. They have broad interests and are very imaginative.
- f. people with high O scores tend to be curious, creative, original, imaginative, untraditional, and have a wide spectrum of interests
- g. coping strategies used by people high in O:
  - 1. O scores are positively associated with active coping and positive reinterpretation
  - 2. O scores are negatively associated with behavioral disengagement and denial
- h. in general, T-scores of 45-55 are indicative of individuals who are practical but willing to consider new ways of doing things. They seek a balance between the old and the new
- i. T-scores < 45 are indicative of individuals who tend to be conventional in behavior and conservative in outlook. They prefer the familiar to the novel, and their emotional responses are somewhat muted
- j. T-scores < 45 are indicative of individuals who have a narrow scope of interests
- k. although individuals with T-scores < 45 are conservative, they should not be viewed as authoritarian (unless there are other indicators of authoritarianism)
  - 1. also a low score does not imply hostile intolerance or authoritarian aggression (this is more similar to extremely low scores on Agreeableness)
- l. in general, individuals with T-scores < 45 are down-to-earth, practical, traditional, and pretty much set in their ways.
- m. while it may appear that individuals with high O scores are psychologically more healthy, the value of openness or closedness depends on the requirements of the situation
  - 1. both open and closed individuals perform useful functions in society
- n. individuals with low O scores tend to be more conventional, unanalytical and unimaginative

#### 5) Agreeableness (A) vs. Antagonism

- a. primarily a dimension of interpersonal tendencies (like E)
- b. T-scores > 55 are indicative of individuals who are fairly altruistic, sympathetic to others and eager to help them, and believe that others will be helpful in return
- c. in general, T-scores > 55 are indicative of individuals who are compassionate, good-natured, and eager to cooperate and avoid conflict
- d. high A scores are negatively associated with perceived levels of stress
- e. coping strategies used by people with high A scores:
  - 1. A scores are positively related to positive reinterpretation and instrumental support seeking
  - 2. A scores are negatively related to alcohol/drug disengagement
- e. in general, T-scores of 45-55 are indicative of individuals who are generally warm, trusting, and agreeable, but can sometimes be stubborn and competitive.
- f. T-scores < 45 are indicative of individuals who are egocentric, skeptical of others' intentions, and competitive rather than cooperative
- g. in general, T-scores < 45 are indicative of individuals who are hardheaded, skeptical, proud, and competitive. They tend to express their anger directly.
- h. it's tempting to label high scores as more desirable and psychologically healthy, but it would be wrong to conclude this
  - 1. the readiness to fight for one's convictions does have its place in our society
    - a) in the courtroom; on the battlefield
  - 2. skeptical and critical thinking contribute to accurate analysis in the scientific

community

a) I am always harping on students to increase critical thinking skills

3. neither dimension is more psychologically harmful than the other

a) low scores are associated with Narcissistic, Antisocial, and Paranoid Personality Disorders

b) however, high scores are associated with dependent Personality Disorder

#### 6) **Conscientiousness (C)** vs. Undirectedness

a. this scale measures control of impulses and self-control, especially as related to the process of planning, organizing, and carrying out of tasks

b. T-scores > 55 are indicative of individuals who are purposeful, strong-willed, and determined.

1. few successful musicians or professional athletes get where they do with a low C score

c. T-scores > 55 are associated with academic and occupational achievement

d. on the down side, T-scores > 55 can also be indicative of individuals who have annoying fastidiousness, compulsive neatness, or workaholic behavior

e. T-scores > 55 are also indicative of individuals who are scrupulous, punctual, or reliable

f. in general, T-scores > 55 are indicative of individuals who are conscientious and well-organized. They have high standards and always strive to achieve their goals.

g. people with high C scores are not stressed by logistical concerns, decision-making, or relational conflicts

h. individuals with high C scores tend to be organized, reliable, hard working, disciplined, punctual, and ambitious

i. in general, T-scores of 45-55 are indicative of individuals who are dependable and moderately well-organized. They generally have clear goals but are able to set their work aside.

j. T-scores < 45 are indicative of people who tend to be disorganized, careless, unsystematic, inefficient, undependable, impractical, negligent, inconsistent, haphazard, and sloppy

k. T-scores < 45 are indicative of individuals who are less exacting in applying their moral principles, more lackadaisical in working toward their career and educational goals, and are more hedonistic and interested in sex

l. in general, T-scores < 45 are indicative of individuals who are easygoing, not very well-organized, and sometimes careless. They prefer not to make plans.

m. low C scores are also indicative of persons who use maladaptive coping styles

n. people with low C scores tend to be unreliable, lazy and careless

#### B. The Facet Scales

1) each of the five domains is represented by six more specific scales that measure facets of the domain

2) advantages of facet scales

a. ensures that the items used to measure the domains will cover as wide a range of relevant thoughts, feelings, and actions as possible

b. having several independent factors permits internal replication of the findings

1. e.g., each of the facets of N are associated with negative affect and lower life satisfaction, which gives you more confidence in the construct validity of the domain of N

c. individual differences can be seen within domains

1. idiosyncrasy

d. examination of facet scales can provide a more fine-grained analysis of persons or groups

- e. detailed info from the facet scores can be useful in interpreting constructs and formulating theories

### 3) Neuroticism Facets

#### a. N1: Anxiety

1. individuals with T-scores > 55 tend to be apprehensive, fearful, prone to worry, nervous, tense, and jittery
2. while N1 does not specifically measure fears, individuals with T-scores > 55 tend to have such fears, as well as free-floating anxiety
3. T-scores of 45-55 are indicative of individuals who have normal levels of anxiety
4. T-scores < 45 are indicative of individuals who are calm and relaxed. They do not dwell on things that might go wrong
5. T-scores < 45 are indicative of individuals who are relaxed, unconcerned, and cool

#### b. N2: Angry Hostility

1. T-scores > 55 are indicative of individuals who experience anger and related states such as frustration and bitterness. They may be quick to anger.
  - a) note that this is the *experience* of anger; the *expression* of anger is another thing all together
2. T-scores > 55 are indicative of individuals who are bitter and angry
3. T-scores of 45-55 are indicative of individuals who have a normal level of experienced anger
4. T-scores < 45 are indicative of individuals who are easygoing, even-tempered, and slow to anger

#### c. N3: Depression

1. T-scores > 55 are indicative of individuals who are prone to feelings of guilt, sadness, hopelessness, and loneliness. They are easily discouraged and often dejected.
2. T-scores > 55 are indicative of individuals who are pessimistic, glum, and despondent
3. T-scores of 45-55 are indicative of individuals who have typical levels of depression
4. T-scores < 45 are indicative of individuals who rarely experience depressive feelings, but who are not necessarily cheerful and lighthearted
5. T-scores < 45 are indicative of individuals who are optimistic

#### d. N4: Self-Consciousness

1. T-Scores > 55 are indicative of individuals who feel uncomfortable around others, are sensitive to ridicule, and are prone to feelings of inferiority. They are shy and socially anxious
2. T-Scores > 55 are indicative of individuals who are timid and easily embarrassed
3. T-scores of 45-55 are indicative of individuals who have feelings of shame and embarrassment at times, but are not overwhelmed by these feelings.
4. T-scores < 45 are indicative of individuals who are not disturbed by awkward social situations. This does not mean, however, that these folks necessarily have poise of good social skills; they are just less embarrassed by their social *faux pas*.
5. T-scores < 45 are indicative of individuals who are self-assured, glib, shameless, and who have superficial charm

#### e. N5: Impulsiveness

1. T-Scores > 55 are indicative of individuals who cannot control their cravings and urges. Desires are perceived as being so strong that the individuals cannot resist them, although they may later regret the behaviors.
2. T-Scores > 55 are indicative of individuals who are tempted and feel a sense of

urgency

3. T-Scores of 45-55 are indicative of individuals who may have some problems with cravings or urges, but typically are able to control them
4. T-scores < 45 are indicative of persons who find it easier than others to resist temptations and have a high tolerance for frustration
5. T-scores < 45 are indicative of persons who are controlled and restrained
6. note that the term impulsiveness is used by different theorists in different manners; it should not be confused with spontaneity, risk-taking, or rapid decision time

**f. N6: Vulnerability**

1. T-scores > 55 are indicative of individuals who feel unable to cope with stress, and become dependent, hopeless or panicked when facing emergency situations
2. T-scores > 55 are indicative of individuals who feel fragile and helpless
3. T-scores of 45-55 are indicative of individuals who sometimes feel stressed or panicked, but are able to handle emergency situations most of the time
4. T-scores < 45 are indicative of individuals who perceive themselves as capable of handling themselves in difficult situations
5. T-scores < 45 are indicative of individuals who are stalwart, brave, fearless, and unflappable

**4) Extraversion Facets**

**a. E1: Warmth**

1. this scale indicates interpersonal intimacy
2. T-scores > 55 are indicative of individuals who are affectionate and friendly. They genuinely like people and easily form close attachments to others
3. T-scores of 45-55 are indicative of individuals who are moderately affectionate and friendly and who may not easily form close attachments to others
4. T-scores < 45 are indicative of individuals who are neither hostile nor lacking in compassion, but are more formal, reserved, and distant in manner than high scorers
5. T-scores < 45 are indicative of individuals who are aloof, indifferent, and cold

**b. E2: Gregariousness**

1. T-scores > 55 are indicative of individuals who enjoy the company of others, and enjoy being with large crowds of people
2. T-scores > 55 are indicative of individuals who are sociable, outgoing, and involved
3. T-scores of 45-55 are indicative of individuals who enjoy being with others but also do like time to themselves
4. T-scores < 45 are indicative of individuals who tend to be loners who do not seek—and who may actively avoid—social stimulation
5. T-scores < 45 are indicative of individuals who are withdrawn and isolated

**c. E3: Assertiveness**

1. T-scores > 55 are indicative of individuals who are dominant, forceful, and socially ascendant. They speak without hesitation and often become group leaders
2. T-scores of 45-55 are indicative of individuals who have typical levels of assertiveness. They sometimes take the lead, but other times are content to follow
3. T-scores < 45 are indicative of individuals who prefer to keep in the background and let others do the talking
4. T-scores < 45 are indicative of individuals who are unassuming, quiet, and resigned

**d. E4: Activity**

1. T-scores > 55 are indicative of individuals who exhibit a rapid tempo and vigorous movement, have a sense of energy about them, and have a need to keep busy. They tend to lead fast-paced lives.
2. T-scores > 55 are indicative of individuals who are active, energetic, and vigorous
3. T-scores of 45-55 are indicative of individuals who do enjoy doing things, but who also take time to smell the roses.
4. T-scores < 45 are indicative of individuals who are more leisurely and relaxed in tempo, although they are not necessarily sluggish or lazy
5. T-scores < 45 are indicative of individuals who are passive and lethargic

**e. E5: Excitement-Seeking**

1. T-scores > 55 are indicative of individuals who crave excitement and stimulation. They like bright colors and noisy environments
2. T-scores > 55 are indicative of individuals who are daring and reckless
3. T-scores of 45-55 are indicative of individuals who do like excitement at times but who also enjoy sedate activities as well
4. T-scores < 45 are indicative of individuals who feel little need for thrills and prefer a life that high scorers might find boring
5. T-scores < 45 are indicative of individuals who are cautious, monotonous, and dull
6. Excitement-seeking is like sensation seeking (for those of you who know what sensation seeking is...)

**f. E6: Positive Emotions**

1. T-scores > 55 are indicative of individuals who are high-spirited and often experience positive emotions, such as joy, happiness, love, and excitement. They laugh easily and often, and are cheerful and optimistic
2. T-scores of 45-55 are indicative of individuals who do experience positive emotions, but not to the same degree as higher scorers.
3. T-scores < 45 are indicative of individuals who are not necessarily unhappy; they are just much less exuberant and high-spirited
4. T-scores < 45 are indicative of individuals who are placid and anhedonic

**5) Openness Facets**

- a. facets of O are designated by the aspect or area of experience to which the client is open

1. usually described as “openness to...” (e.g., “openness to fantasy)

**b. O1: Fantasy**

1. T-scores > 55 are indicative of individuals who have a vivid imagination and an active fantasy life. They daydream not simply as a matter of escape but as a way of creating for themselves an interesting inner world. They elaborate and develop their fantasies and believe that imagination contributes to a rich and creative life.
2. T-scores > 55 are indicative of individuals who are imaginative, dreamers, and unrealistic
3. T-scores of 45-55 are indicative of individuals who have less of a fantasy life than higher scorers.
4. T-scores < 45 are indicative of individuals who are more prosaic and prefer to keep their minds on the task at hand.
5. T-scores < 45 are indicative of individuals who are practical and concrete

**c. O2: Aesthetics**

1. T-scores > 55 are indicative of individuals who have a deep appreciation for art and beauty. They are moved by poetry, absorbed in music, and intrigued by art. They don't necessarily have artistic or musical talent, nor even what

others might call good taste; but, for many of them, their interest in the arts will lead to the development of a wider knowledge and appreciation than that of the average individual.

2. T-scores of 45-55 are indicative of individuals who enjoy artistic pleasures, but not to the extent of high scorers
3. T-scores < 45 are indicative of individuals who are relatively insensitive to and uninterested in art and beauty

**d. O3: Feelings**

1. T-scores > 55 are indicative of individuals who are receptive to their own feelings and emotions and evaluate emotion as an important part of life. They experience deeper and more differentiated emotional states and feel both positive and negative emotions more intensely than others
2. T-scores > 55 are indicative of individuals who are responsive and sensitive
3. T-scores of 45-55 are indicative of individuals who experience typical levels of emotions
4. T-scores < 45 are indicative of individuals who have somewhat blunted affects and do not believe that feeling states are of much importance
5. T-scores < 45 are indicative of individuals who are unresponsive and constricted

**e. O4: Actions**

1. T-scores > 55 are indicative of individuals who are willing to try different activities, go new places, or eat unusual foods. These individuals prefer novelty and variety to familiarity and routine. Over time, they may engage in a number of different hobbies.
2. T-scores > 55 are indicative of individuals who are unpredictable and unconventional
3. T-scores of 45-55 are indicative of individuals who do enjoy trying some new activities, but who also derive pleasure from a sense of a routine
4. T-scores < 45 are indicative of individuals who find change difficult and prefer to stick with the tried-and-true
5. T-scores < 45 are indicative of individuals who are habitual, stubborn, and prefer routine

**f. O5: Ideas**

1. T-scores > 55 are indicative of individuals who actively pursue intellectual interests for their own sake, are open-minded, and willing to consider new, perhaps unconventional, ideas. They enjoy both philosophical arguments and brain-teasers.
2. T-scores > 55 are indicative of individuals who are often perceived as odd, peculiar, strange, and indiscriminate
3. T-scores of 45-55 are indicative of individuals who are somewhat open-minded, but who may also exhibit some characteristically close-minded traits.
4. T-scores < 45 are indicative of individuals who have limited curiosity and, if highly intelligent, narrowly focus their resources on limited topics
5. T-scores < 45 are indicative of individuals who are pragmatic and rigid
6. Openness to ideas is not necessarily indicative of intelligence, although it can contribute to the development of intellectual potential

**g. O6: Values**

1. T-scores > 55 are indicative of individuals who are ready to reexamine their social, political, and religious values.
2. T-scores > 55 are indicative of individuals who are broadminded and permissive
3. T-scores of 45-55 are indicative of individuals who are somewhat ready to examine their social, political, and religious values, or are ready to reexamine some of these values, but not others

4. T-scores < 45 are indicative of individuals who tend to accept authority and honor tradition and, as a consequence, are generally conservative, regardless of political party affiliation
5. T-scores < 45 are indicative of individuals who are traditional, dogmatic, and inflexible
6. Openness to Values can be considered the opposite of dogmatism

## 6) Agreeableness Facets

### a. A1: Trust

1. T-scores > 55 are indicative of individuals who have a disposition to believe that others are honest and well-intentioned
2. T-scores > 55 are indicative of individuals who are trusting and gullible
3. T-scores of 45-55 are indicative of individuals who think others have good intentions, but who also realize that there are some individuals and some instances where this is not the case
4. T-scores < 45 are indicative of individuals who tend to be cynical and skeptical and who assume that others may be dishonest or dangerous
5. T-scores < 45 are indicative of individuals who are suspicious and paranoid

### b. A2: Straightforwardness

1. T-scores > 55 are indicative of individuals who are frank, sincere, ingenuous, honest, and naive
2. T-scores of 45-55 are indicative of individuals who are typically honest and sincere, but who might bend the truth at times to avoid hurting the feelings of others or to avoid getting in to trouble or to get their own way.
3. T-scores < 45 are indicative of individuals who are more willing to manipulate others through flattery, craftiness, or deception. They view these tactics as necessary social skills and may regard more straightforward people as naive. While they may be more likely to stretch the truth or be more guarded in expressing their feelings, they are not necessarily dishonest or manipulative
4. T-scores < 45 are indicative of individuals who are cunning, manipulative, and deceptive. They may be pathological liars.
5. keep in mind that this scale is relative to other people.
  - a) this scale should not be regarded as a Lie scale, either for assessing test validity or for making predictions about honesty in other settings

### c. A3: Altruism

1. T-scores > 55 are indicative of individuals who have an active concern for others' welfare as shown in generosity, consideration of others, and a willingness to assist others in need of help.
2. T-scores > 55 are indicative of individuals who are giving and sacrificial
3. T-scores of 45-55 are indicative of individuals who are usually concerned about others, but who may pick and choose when to help and when not to help
4. T-scores < 45 are indicative of individuals who are more self-centered and are reluctant to get involved in the problems of others
5. T-scores < 45 are indicative of individuals who are selfish, stingy, greedy, and exploitive

### d. A4: Compliance

1. T-scores > 55 are indicative of individuals who tend to defer to others, inhibit aggression, and to forgive and forget. They tend to be meek, mild, cooperative, and docile
2. T-scores of 45-55 are indicative of individuals who are typically more aggressive, but who does give in some times
3. T-scores < 45 are indicative of individuals who are aggressive, prefer to compete rather than cooperate, and has no reluctance to express anger when

necessary

4. T-scores < 45 are indicative of individuals who are oppositional and combative

**e. A5: Modesty**

1. T-scores > 55 are indicative of individuals who are humble, self-effacing, and meek, although they are not necessarily lacking in self-confidence or self-esteem.
2. T-scores of 45-55 are indicative of individuals who tend toward humbleness, but who do believe they are superior to some other people.
3. T-scores < 45 are indicative of individuals who believe they are superior to others and may be considered conceited or arrogant by others.
4. T-scores < 45 are indicative of individuals who are confident, boastful, and arrogant
5. T-scores < 45 are indicative of individuals who have a grandiose sense of self-worth

**f. A6: Tender-Mindedness**

1. T-scores > 55 are indicative of individuals who are moved by others' needs and emphasize the human side of social policies.
2. T-scores > 55 are indicative of individuals who are empathic and soft-hearted
2. T-scores of 45-55 are indicative of individuals who have typical levels of sympathy and concern for others.
3. T-scores < 45 are indicative of individuals who
  - a) are more hardheaded and less moved by appeals to pity. They consider themselves realists who make rational decisions based on cold logic
  - b) are callous and ruthless
  - c) lack empathy, remorse or guilt

**7) Conscientiousness Facets**

**a. C1: Competence**

1. T-scores > 55 are indicative of individuals who feel well-prepared to deal with life. They feel they are capable, sensible, prudent, and effective. They tend to have high self-esteem and an internal locus of control.
2. T-scores > 55 are indicative of individuals who are efficient and perfectionistic
3. T-scores of 45-55 are indicative of individuals who usually feel prepared to deal with life but who may also feel that they are incapable and ineffective at times
4. T-scores < 45 are indicative of individuals who
  - a) have a lower opinion of their abilities and who admit that they are often unprepared and inept. They tend to have low self-esteem and an external locus of control.
  - b) are lax and negligent
  - c) are irresponsible

**b. C2: Order**

1. T-scores > 55 are indicative of individuals who are neat, tidy, and well-organized. They keep things in their proper places. Carried to an extreme, high scores can be indicative of a Compulsive Personality Disorder
2. T-scores > 55 are indicative of individuals who are methodical and ordered
3. T-scores of 45-55 are indicative of individuals who have an average level of order to their lives, but who also have some disarray
4. T-scores < 45 are indicative of individuals who are unable to get organized and who describe themselves as unmethodical
5. T-scores < 45 are indicative of individuals who are haphazard, disorganized, and sloppy

**c. C3: Dutifulness**

1. T-scores > 55 are indicative of individuals who adhere strictly to their ethical principles and scrupulously fulfill their moral obligations.

2. T-scores > 55 are indicative of individuals who are reliable, dependable, and rigid
3. T-scores of 45-55 are indicative of individuals who are governed by their conscience an average amount.
4. T-scores < 45 are indicative of individuals who
  - a) are more casual about their ethical principles and who may be somewhat undependable and/or unreliable.
  - b) are casual, irresponsible, undependable, and unethical
  - c) have many short marital relationships

**d. C4: Achievement Striving**

1. T-scores > 55 are indicative of individuals who are ambitious, have high aspiration levels and work hard to achieve their goals. They are diligent and purposeful and have a sense of direction in life.
  - a) very high scores may invest too much in their careers and become workaholics.
2. T-scores of 45-55 are indicative of individuals who have moderate goals and spend a moderate amount of energy working toward them. They are not too upset if they do not meet their goals.
3. T-scores < 45 are indicative of individuals who are lackadaisical and perhaps even lazy. They are not driven to succeed. They lack ambition and may seem aimless, but they are often perfectly content with their low levels of achievement
4. T-scores < 45 are indicative of individuals who are aimless and desultory

**e. C5: Self-Discipline**

1. T-scores > 55 are indicative of individuals who have the ability to motivate themselves and get a job done. They are able to initiate tasks and carry them through to completion despite boredom and other distractions.
2. T-scores > 55 are indicative of individuals who are devoted, dogged, and perseverative
3. T-scores of 45-55 are indicative of individuals who have average levels of self-discipline—they are able to initiate and complete most tasks, but may be distracted from time to time along the way.
4. T-scores < 45 are indicative of individuals who procrastinate in beginning chores and who are easily discouraged and eager to quit
  - a) this is not impulsiveness
    - i. people high in impulsiveness cannot resist doing what they don't want to do
    - ii. people low in self-discipline cannot force themselves to do what they want to do
5. T-scores < 45 are indicative of individuals who are negligent and hedonistic

**f. C6: Deliberation**

1. T-scores > 55 are indicative of individuals who are cautious and deliberate. They think carefully before acting.
2. T-scores > 55 are indicative of individuals who are reflective, thorough, and ruminative
3. T-scores of 45-55 are indicative of individuals who may not be as cautious and deliberate. They may not think things all the way through some times before they act.
4. T-scores < 45 are indicative of individuals who
  - a) are hasty and often speak or act without considering the consequences. At best, they are spontaneous and are able to make snap decisions when necessary.
  - b) are impulsive, careless, hasty, and rash

**C. Interpreting Profiles**

- 1) plot the scores on a profile form to see the overall configuration of the client's personality relative to the normative sample
  - 2) identify the most salient domains and facets
    - a. that would be those with T-scores above 55
  - 3) note which traits are distinctive for the individual
  - 4) you should try to make sense of the profile by examining how the distinctive domain and facet scales interact
    - a. look at the relationship of facet scales across domains
      1. e.g., antagonistic people, in addition to scoring low on the six A facets, would also tend to score high on N2: Angry Hostility and low on E1: Warmth
- D. Summarizing the Interpretation
- 1) Interpret first the Domain Score that is most discrepant from average
    - a. include an interpretation of the Facet Scores that drive the Domain Score
  - 2) Continue with such an interpretation until you reach the least discrepant Domain Score