

NEO-PI-3

NEO Personality Inventory – 3
Feedback Chart

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Self-report

Your NEO-PI-3 Results

You completed a NEO-PI-3 questionnaire, which asked about your preferences and behavioural style. From your responses, it is possible to profile you in terms of what are called the ‘Big Five’ personality characteristics. The NEO-PI-3 is recognised as a ‘gold standard’ assessment of the Big Five. Following decades of psychology research, there is strong evidence to suggest that these five areas are the most reliable and accurate way of describing personality and individual differences across generations and geographies.

The charts on the following pages describe the behaviours that are typical of people sharing varying amounts of these personality characteristics. Each page summarises behaviours associated with one of the five factors. The factors have been colour-coded for ease of use.

EXTRAVERSION	Friendliness Sociability Assertiveness	Pace Excitement Seeking Positive Outlook
AGREEABLENESS	Trust Straightforwardness Altruism	Compliance Modesty Compassion
OPENNESS	Openness to Imagination Openness to Aesthetics Openness to Feelings	Openness to New Activities Openness to Ideas Openness to Values
CONSCIENTIOUSNESS	Self-Belief Order Sense of Duty	Achievement Striving Self-Discipline Deliberation
EMOTIONAL REACTIVITY	Apprehension Frustration Despondency	Self-Consciousness Impulsiveness Stress Proneness

Your responses to the NEO-PI-3 have been interpreted using a reference group named ‘UK Managerial and Professional’. The people in this group completed the questionnaire and their combined results have been used as a benchmark to show where your responses sit within the range of responses given by the group.

On the following pages, this comparison is shown graphically on a scale from 20 to 80 (‘T scores’). For each personality characteristic, the scale is calibrated so that 50 represents the average score in the reference group, approximately two-thirds of the group scored in the range 40–60 and can be expected to show mainly the behaviours described in the middle column, one-sixth of the group scored below this range (left-hand column) and one-sixth scored above this range (right-hand column). Where scores lie on or close to a column boundary, it can be expected that behaviour may reflect a blend of both adjacent columns.

There are no ‘good or ‘bad’ personalities or behaviours. All behaviour has the potential to be a benefit or a disadvantage, depending on the circumstances. This Feedback Chart encourages you to explore the upsides and downsides of your behaviour and how you can become more effective in your current situation and prepare for future challenges.

Everything reported in this analysis is based on what you have said about yourself. It may not always be accurate and it may not always be what you would like to hear. If you are uncertain about or disagree with some of the analysis, it will be useful to reflect on those aspects. Seeking feedback from people you trust can be a useful way of validating what the analysis suggests about how you come across to others.

EXTRAVERSION

The extent to which the individual invests energy into various aspects of the external environment.



FRIENDLINESS

<p>More focused on the task at hand than on getting to know people.</p>	<p>Invests as much energy as most in getting to know people and creating rapport.</p>	<p>Quickly builds rapport and is keen to get to know people on a personal level.</p>

SOCIABILITY

<p>Does not need to have people around; feels comfortable working alone.</p>	<p>Prefers a balance between time spent in the company of people and time spent alone.</p>	<p>Relishes teamwork and social networking; feels less comfortable working and spending time alone.</p>

ASSERTIVENESS

<p>More likely to hold back from expressing views and actively directing others.</p>	<p>Invests a typical amount of energy in expressing ideas, influencing others and taking a lead role.</p>	<p>Likes to influence and impress own ideas on others in a forceful manner; gravitates towards a leadership role.</p>

PACE

<p>Prefers a steady, well-paced approach and is unlikely to rush through tasks.</p>	<p>Pace of life is as fast as most people and has a typical sense of time urgency.</p>	<p>Has a strong sense of time urgency and has a very energetic approach towards tasks.</p>

EXCITEMENT SEEKING

<p>Prefers a familiar and steady environment; feels little need for risky or highly exciting activities.</p>	<p>Occasionally enjoys a stimulating environment that affords thrills and risks, but also feels motivated by normal day-to-day activities.</p>	<p>Needs and enjoys adrenaline stimulating activities and reaches optimum performance in a challenging environment.</p>

POSITIVE OUTLOOK

<p>Adopts a serious perspective and prudent approach; focuses on the serious issues.</p>	<p>Feels as optimistic and exuberant as most people. Shows typical levels of enthusiasm, humour and light-heartedness.</p>	<p>Quick to adopt an optimistic approach; experiences and shows positive emotions more frequently and intensely than most people.</p>

AGREEABLENESS

The role the individual adopts in relationships that affects the extent to which their decisions and actions are typically influenced by the perspectives, concerns and opinions of others.



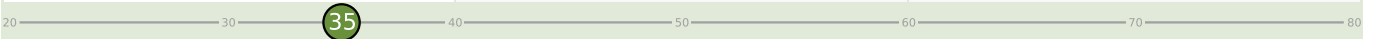
TRUST

<p>Expects hidden agendas, reads between the lines (sometimes too much) and unlikely to rely on support from others. Effective at investigating the drawbacks to proposals.</p>	<p>Generally assumes that people are trustworthy and sincere, but will be alert to a person's underlying intentions if there are real grounds for concern.</p>	<p>Trusting approach impacts positively on team morale and colleagues feel readily accepted. May overlook people's ulterior motives and intentions.</p>
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STRAIGHTFORWARDNESS

<p>Considers what information to hold back for reasons of diplomacy or negotiating power.</p>	<p>As aware as most people of the need for diplomacy. Considers what information should be shared and how best to express it.</p>	<p>Communicates openly and frankly so that colleagues know where they stand.</p>
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ALTRUISM

<p>Inclined not to become personally involved with others' problems; tends to take a step back and let people deal with their own concerns.</p>	<p>Offers help and becomes involved with others' problems to the same extent as most.</p>	<p>Very concerned with the welfare of others and is often actively involved with helping people. May put own needs in second place.</p>
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COMPLIANCE

<p>Competitive and maintains a firm stance in disagreements in order to win or prove a point. Rarely shirks away from conflict and keen to express demands.</p>	<p>As concerned as most with maintaining harmony and cooperation. Unlikely to provoke an argument but will stand up for own opinions in a confrontation.</p>	<p>Encourages cooperation, harmony and team goals. Prefers to 'forgive and forget' and is inclined to defer in order to avoid confrontation.</p>
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MODESTY

<p>Makes strengths and achievements known. May be effective at self-promotion or as an outspoken supporter of an organisation or campaign.</p>	<p>Likely to refer to skills and past achievements to the same extent as most and in a realistic way, without being too modest or boastful.</p>	<p>Very reluctant to share past achievements and personal successes with others. Inclined to be very modest and undersell contributions and capabilities.</p>
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COMPASSION

<p>Focuses on results rather than people's needs. Will make decisions that are rational but unpopular for the sake of achieving goals.</p>	<p>Feels compassion and sympathy as much as others but will also consider the rational and objective aspects before making a decision.</p>	<p>Frequently affected by the difficulties and needs of others; reluctant to make decisions that impact negatively on others.</p>
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OPENNESS

The tendency to proactively seek new experience for its own sake.



OPENNESS TO IMAGINATION

<p>Focuses on the here and now rather than inner imagination; attends to practical issues and concrete results.</p>	<p>Incorporates both inner imagination and attention to practical aspects when considering new possibilities.</p>	<p>Often becomes lost in thought. May generate creative solutions and add original elaborations to existing ideas.</p>
<p>A horizontal scale from 20 to 80 with major ticks every 10 units. A red circle containing the number 36 is positioned above the scale, centered between 30 and 40.</p>		

OPENNESS TO AESTHETICS

<p>Focuses on the practical aspects and cost effectiveness of ideas rather than aesthetic qualities.</p>	<p>As concerned as most people with how ideas will look once they have taken shape.</p>	<p>Attends to the appearance and presentation of ideas; some ideas may be idealistic.</p>
<p>A horizontal scale from 20 to 80 with major ticks every 10 units. A red circle containing the number 55 is positioned above the scale, centered between 50 and 60.</p>		

OPENNESS TO FEELINGS

<p>Less receptive to inner feelings: may disregard them or be unaware of them. Considers feelings to be of little importance; own emotions tend to be blunted with a strong tendency for objective analysis.</p>	<p>As receptive as most to own feelings but not to the point that they govern behaviour. The intensity and depth of feelings experienced are similar to those experienced by others.</p>	<p>Very aware of own feelings, which are experienced intensely. Uses inner feelings and those of others in order to understand a situation. Values emotions as an important part of life.</p>
<p>A horizontal scale from 20 to 80 with major ticks every 10 units. A red circle containing the number 47 is positioned above the scale, centered between 40 and 50.</p>		

OPENNESS TO NEW ACTIVITIES

<p>Prefers routine and rule-based environments; values a conventional approach. May find change difficult to adjust to and prefer to stay within comfort zone.</p>	<p>Embraces practical change and new experiences as much as most but values some familiarity and routine. Is not inclined to change something for the sake of it.</p>	<p>Receptive to new and unusual ways of doing things, especially when current skills have been mastered. Could be inclined to make changes to routine tasks just for the sake of it.</p>
<p>A horizontal scale from 20 to 80 with major ticks every 10 units. A red circle containing the number 40 is positioned above the scale, centered between 30 and 50.</p>		

OPENNESS TO IDEAS

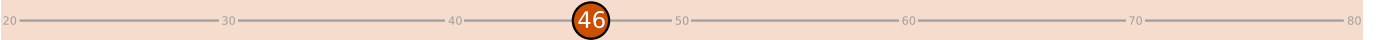
<p>Focuses on proven methods and develops realistic ideas that respond to the immediate environment. Less receptive towards theories and abstract concepts.</p>	<p>Interested in some theoretical discussion but also concerned with practical ideas that are immediately necessary.</p>	<p>Explores wide range of sources for gathering information and suggests original ideas. Enjoys debating, theorising and exploring new possibilities.</p>
<p>A horizontal scale from 20 to 80 with major ticks every 10 units. A red circle containing the number 49 is positioned above the scale, centered between 40 and 50.</p>		

OPENNESS TO VALUES

<p>Holds deeply rooted values which are very important to the individual.</p>	<p>As questioning as most about own beliefs, the reason for doing things in a certain way and the purpose of rules and authority.</p>	<p>Questions the purpose of rules and authority, often bringing new insights to a discussion. Prepared to examine own values and be very tolerant of people with alternative ideals.</p>
<p>A horizontal scale from 20 to 80 with major ticks every 10 units. A red circle containing the number 30 is positioned above the scale, centered between 20 and 30.</p>		

CONSCIENTIOUSNESS

Strength of purpose and drive to goal accomplishment.



SELF-BELIEF

<p>Doubts own capabilities and often feels unprepared to deal with life. Seeking regular feedback, along with support and advice from colleagues, will help the individual realise their potential.</p>	<p>Generally feels as capable and effective as others. May sometimes feel unprepared or that certain goals are out of reach. Likely to utilise support and advice from others on occasions.</p>	<p>Has a strong sense of self-belief unaffected by the opinions of others or the need to justify own actions. Feels in control of what happens and capable of dealing with most challenges.</p>
<p>20 — 30 — 40 — 47 — 50 — 60 — 70 — 80</p>		

ORDER

<p>Finds personal organisation more difficult than most and approach to tasks is less systematic and methodical. May find it difficult to organise and set up systems for checking quality and progress.</p>	<p>Typical level of personal organisation. As methodical as most in monitoring tasks, setting goals and providing clear instructions to colleagues, but does not become preoccupied with these aspects.</p>	<p>Places great importance on personal organisation and a methodical approach. Readily transforms goals into clear plans and monitors progress and quality of work. May become preoccupied with minor issues regarding order and systems.</p>
<p>20 — 30 — 37 — 40 — 50 — 60 — 70 — 80</p>		

SENSE OF DUTY

<p>Does not automatically feel a sense of duty to fulfil obligations imposed by society. May still be dependable but the drive to be so is not a result of feeling pressure from others. Feels comfortable flexing rules and cutting corners in order to achieve goals.</p>	<p>Feels as obliged as most to do the right thing according to society's standards. Endeavours to fulfil most obligations and is concerned with upholding ethical principles to the same extent as most people.</p>	<p>Aligns own activities with organisational demands. Feels obliged to fulfil all commitments, even those commitments that others have failed to meet. Feels very strongly about adhering to ethical principles.</p>
<p>20 — 30 — 40 — 50 — 55 — 60 — 70 — 80</p>		

ACHIEVEMENT STRIVING

<p>Looks for achievable rather than highly ambitious targets. Less driven than most to set goals or to struggle against the odds to achieve them.</p>	<p>Considers goals and personal achievement important, but balances this with focusing on areas of life such as leisure and family.</p>	<p>Has high aspirations, is driven to achieve significant results and is prepared to go the extra mile. However, stress levels may become high and other aspects of the individual's life may be neglected.</p>
<p>20 — 30 — 40 — 50 — 50 — 60 — 70 — 80</p>		

SELF-DISCIPLINE

<p>Will often procrastinate when beginning a task and flit from one undertaking to another. Feels comfortable moving from one particular course of action to another – rather than feeling driven to complete every task.</p>	<p>Feels as driven as most to see tasks through to completion and overcome obstacles in order to achieve results. Generally able to maintain focus on such tasks.</p>	<p>Motivated to maintain focus and complete a task despite distractions, boredom or difficulties. Occasionally spends too long ensuring the detail is right or feels compelled to complete a task when abandoning it would be more appropriate.</p>
<p>20 — 30 — 40 — 43 — 50 — 60 — 70 — 80</p>		

DELIBERATION

<p>Moves through issues quickly, often making decisions or taking action before all options and consequences are considered. Unlikely to miss opportunities due to procrastination.</p>	<p>Spends as much time as most gathering information and evaluating it before making a decision or taking action. May adapt length of deliberation depending upon the situation.</p>	<p>Minimises the risk of making an ineffective decision by carefully considering information from multiple sources. Thinks of the consequences before speaking or taking action but may deliberate over some issues far more than they merit.</p>
<p>20 — 30 — 40 — 50 — 54 — 60 — 70 — 80</p>		

EMOTIONAL REACTIVITY

Reported frequency and intensity of various emotions associated with discomfort or threat.



APPREHENSION

<p>Rarely worries about what might happen in the present and future. Tends not to dwell on things that might go wrong.</p>	<p>As inclined as most to worry about what might go wrong in the present and the future.</p>	<p>Feels worried and apprehensive about life in general; likely to dwell on things that might go wrong. Often expects the worst to happen.</p>

FRUSTRATION

<p>Patient and easy-going, seldom feels irritated or frustrated.</p>	<p>When things don't go in the right direction, feels frustrated and annoyed to an average extent.</p>	<p>Feels quickly irritated and frustrated; is less easy-going than most.</p>

DESPONDENCY

<p>When faced with setbacks, spends less time than most feeling discouraged or hopeless.</p>	<p>Occasionally feels discouraged and downhearted but gets back on track as quickly as most people.</p>	<p>Feels very discouraged when faced with setbacks and takes more time than most to recover.</p>

SELF-CONSCIOUSNESS

<p>Less intimidated than most people when mixing in social situations and feels comfortable in the spotlight.</p>	<p>Typical level of anxiety experienced in social situations; worries as much as most about being in the spotlight and not doing or saying the right thing.</p>	<p>Frequently feels anxious in social situations. Monitors own behaviour in social settings and worries about people's judgements and criticisms.</p>

IMPULSIVENESS

<p>Finds it easier than most people to resist cravings and temptations; has strong willpower.</p>	<p>Reports as much willpower as most when it comes to resisting impulses and delaying gratification.</p>	<p>Reports less willpower than most when it comes to resisting impulses or delaying gratification.</p>

STRESS PRONENESS

<p>Feels able to deal with stressful and difficult situations in a calm and capable manner without needing help from others. Considers self to be resilient, cool-headed and hardy.</p>	<p>Feels able to cope in the event of things going wrong to the same extent as most.</p>	<p>Describes self as being prone to experiencing stress. Values working in a calm environment in order to minimise levels of stress.</p>