

NEO-PI-3

NEO Personality Inventory – 3
Personal Insight Report: Work Style

Sample Report
ID 5835-11963
Date 27/02/2023

Self-report

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NEO Personal Insight Report: Work Style

Introduction

This report is based on your responses to the NEO Personality Inventory – 3, UK Edition. When reading the analysis, you should bear in mind the following points:

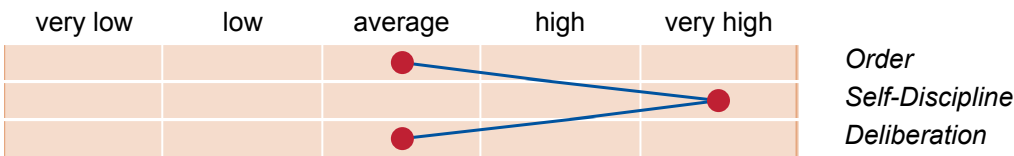
1. The NEO-PI-3 asks questions about your attitudes and typical style of behaving. Your responses have been compared with those of a reference group named 'UK Working Population'. In this way, we have been able to benchmark various characteristics you possess against this group. If we had used a different group for comparison, the analysis of your results might have turned out differently.
2. No value judgements are implied by the comments made. Human characteristics have the potential to be both assets and liabilities. The important thing is to recognise how you can capitalise on the benefits while minimising the disadvantages. The extent to which any particular characteristic is an advantage or a liability will depend on the context in which it is being applied. This report takes no account of context so it will be up to you to decide the extent to which the impact of your style is advantageous to the situation you are in (or aspire to be in).
3. Every effort has been made to present both potential upsides and potential downsides to the characteristics emerging from the analysis. It will be up to you to consider the extent to which these various pros and cons affect you in your current environment and the extent to which they may influence your future development.
4. 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.
5. Remember also that we do not always respond in the same way in all situations, so it may be useful, when reflecting on the analysis, to visualise yourself in a variety of different situations that you normally face in life.

The analysis of your results is organised over four main sections: 'Problem-solving and decision-making', 'Planning, organising and implementing', 'Style of relating to others' and 'Personal style'. It concludes with some recommendations for 'Next steps'.

Problem-solving and decision-making

In this section, we consider your approach to solving problems and making decisions. The questionnaire you completed does not assess your intellectual power (in other words, it does not assess your mental ability, or IQ as it is sometimes referred to) but it does provide insights into how you approach problem-solving and decision-making. In other words, we are talking here about your thinking style.

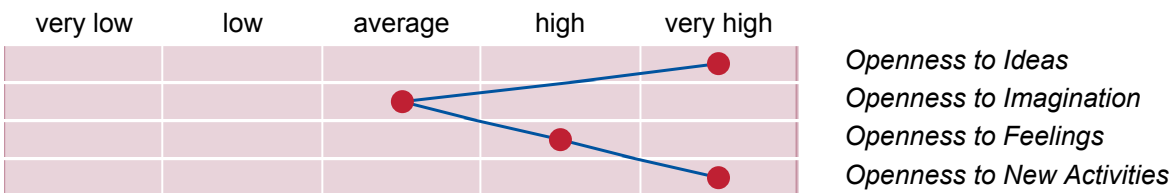
Effectiveness at organising thoughts



You are as systematic and methodical as most people in the way you collect information on which to base decisions, and you are very focused and self-disciplined in how you follow an issue through to a resolution.

You think through your decisions carefully but without being over-cautious and missing opportunities by deliberating for too long. In this way you may be able to act as a bridge between those who deliberate for too long and are over-cautious and those who rush to action and are in that way not cautious enough. You can probably see both points of view: on the one hand, the importance of being aware of what might go wrong and limiting the damage from incautious decisions, and on the other, the importance of not deliberating for so long that opportunities are missed.

Open-mindedness and originality

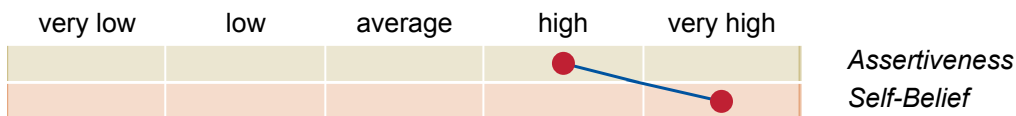


You describe yourself as very open to new experiences: trying new activities and going to new places. You are likely to prefer novelty and variety to familiarity and routine.

Your responses suggest that you are more intellectually curious than most. You are open to considering new and perhaps unconventional ideas. You enjoy intellectual pursuits and theoretical discussions for their own sake. That said, you are realistic in your thinking. While you have as much imagination as most people, you keep your mind on the task at hand rather than getting lost in fantasy.

You are very receptive to your own feelings about the environment or situation you are in. You feel things strongly and your strong emotions, when they arise, can influence your interpretation of the information before you. When managed effectively, your capacity to listen to your feelings and instinctive reactions can bring useful insights about the less tangible aspects of decisions and situations. Effective management here means ensuring that you remain consciously aware of what is feeling and what is fact and that you don't let your feelings about the facts reduce your objectivity.

Confidence in problem-solving



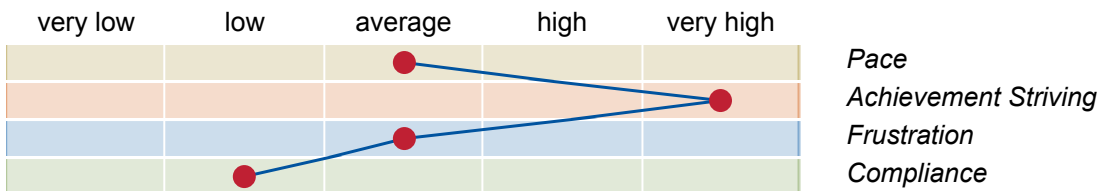
You have faith in your own capability, seeing yourself as an effective and prudent problem-solver, and you take responsibility for your own decisions.

Having formed your conclusions, you are more willing than most people to voice your views. You have an assertive style of expression and will often take the lead in discussions.

Planning, organising and implementing

This section explores your operational style: how you go about determining an action plan and implementing it.

Action orientation

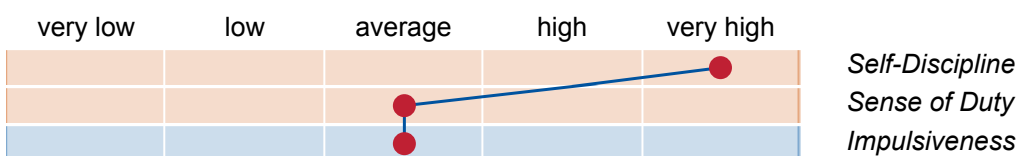


You aspire to achieve significant results in whatever you undertake and work hard to reach your goals. You are driven by personal achievement and put a high degree of effort into the accomplishment of your goals.

Your pace of working falls within the average range for the reference group. This suggests that you work steadily rather than frantically.

Like most people, you experience frustration when things do not go in the right direction, but you are no quicker to anger than most. That said, when you are dealing with other people, your competitive streak can often lead you to come across as confrontational or aggressive. You may benefit from working on expressing yourself in a less hostile way, so that others will respond more positively to what you suggest they need to do differently. Difficult interpersonal issues can be confronted without causing conflict. This may be an area where you could usefully develop your skills.

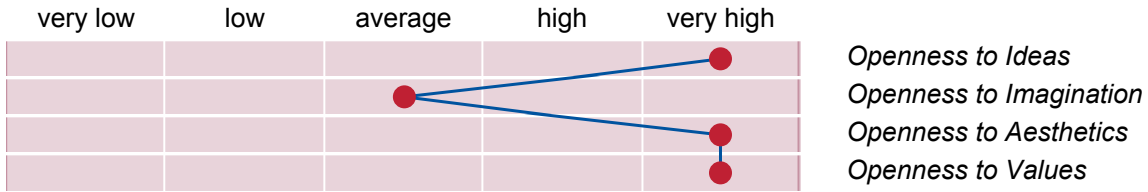
Conscientiousness



You are unlikely to be deterred from carrying tasks through to their completion. Your self-discipline ensures that you will follow through despite any boredom or other distractions. You have the motivation to get the job done.

You are as aware as most people of moral and ethical imperatives to fulfil obligations so that your focus on results is likely to be driven not only by your own self-discipline and your own standards, but also by a sense of duty to those for whom you are working.

Openness to possibilities and alternatives



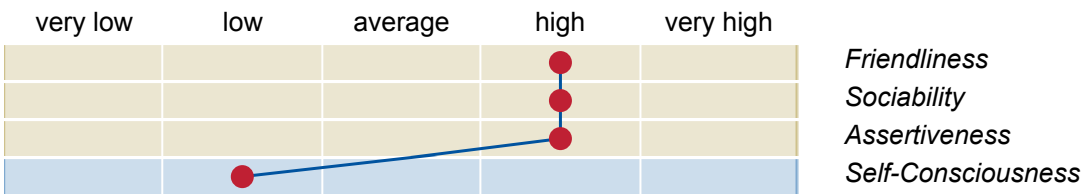
Your approach to work assignments may often reflect your high degree of intellectual curiosity about a wide variety of topics. You enjoy theoretical discussions and are open to new ideas and methods. You are as imaginative as most without being idealistic or impractical. You have an appreciation for artistic expression and aesthetics, which you may also bring to bear on your work and working environment. In these ways, you can be expected to bring new insights to situations.

Where your values and beliefs are concerned, you are by no means dogmatic in your approach. You are willing to question both your own assumptions and those of authority figures.

Style of relating to others

This section explores how you interact with others in terms of both your emotional orientation to other people and the role you adopt in your interpersonal relationships. No value judgements are made about your style of working with others. It is accepted that a style that proves to be an asset in one situation may prove to be a liability in another. It is up to you to reflect on how your style influences the quality of your relationships in your current life situation.

Social energy

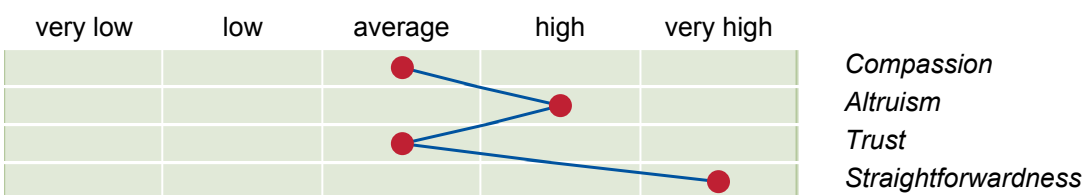


You describe yourself as an outgoing person who enjoys being in the company of other people. You express a strong preference for doing things as part of a group rather than doing things on your own. You will enjoy informal networking and socialising.

When interacting with others, you are likely to come across as attentive and interested. You genuinely like people and quickly form close attachments.

You easily take the lead in groups and can be forceful in the way you express your views.

Attitude to others



Generally, you are as moved by human needs and concerns as most people in the reference group. This suggests that you will recognise the difficulties of others and be sympathetic to them, but not to the extent of allowing your sympathy to sway your decisions.

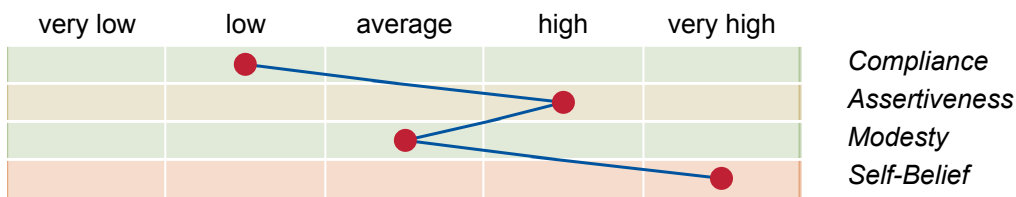
When it comes to getting actively and personally involved in individual people’s problems, your responses suggest that you are more willing than most to help all you can.

You generally assume that people are trustworthy and sincere, while being alert to any genuine

grounds to be suspicious of their motives.

Your style of expression is straightforward, open and sincere. The direct and forthright style of your approach means that others will know where they stand with you. At times this may not be to your advantage; you may err on the side of not giving enough thought to how your words will be received by the other party, or how best to phrase what you have to say in order to get the reaction you want.

Quality of relationships



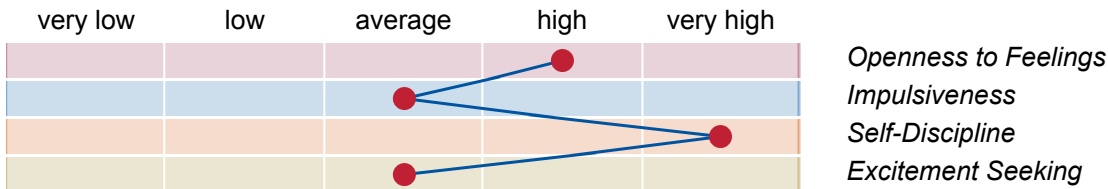
You prefer to win rather than compromise and can impact as aggressive in your style of expression. You express your views in a forceful way and will stand your ground even if it causes interpersonal conflict.

You have confidence in your own abilities and are as willing as most to talk about your achievements. You neither exaggerate nor undersell the importance of your contributions.

Personal style

Each of us has a unique emotional signature to our personality. In this section, we explore your emotions and general outlook on life.

Level of emotionality

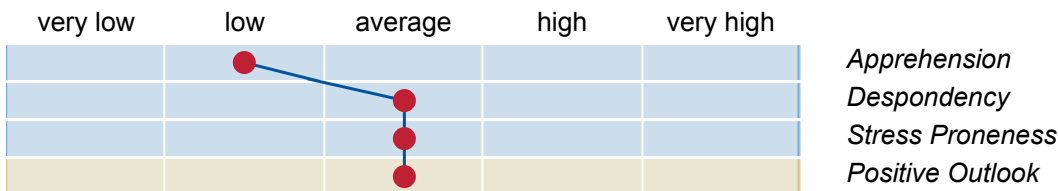


Your feelings are important to you. More than most people, you feel the highs and lows. You listen to your feelings and use them to guide your decision-making.

You are not an impulsive person nor are you overly controlled. You can tolerate frustration, and delay satisfaction of your needs, to the same extent as most people.

Your level of need for environmental stimulation and excitement is within the average range for the reference group.

Pattern of emotions



Through the questionnaire you were asked to report the frequency or intensity with which you feel different types of emotions. This section is not about the extent to which you outwardly express these emotions but rather your internal experience of them.

You describe experiencing positive emotions with broadly the same intensity as do most people. Your outlook is likely to be generally optimistic. Your responses suggest that you are no more likely to feel dejected or discouraged than most, and you report fewer feelings of anxiety or apprehension than is typical for the reference group.

While you are not immune to feelings of vulnerability arising from the stress that life's demands can cause, your generally positive attitude and your realism in dealing with setbacks contribute to your

resilience.

Next steps

It may be helpful for you to consolidate the information in this report by considering the following:

1. List the key strengths that have emerged from this analysis and the extent to which you agree that they are strengths for you.
2. To what extent are you capitalising on these strengths and how might you capitalise on them more?
3. List the key areas of development that have emerged from this report and the extent to you which you agree that they are areas for development.
4. To what extent are these development needs relevant to your current situation or future career aims?
5. What actions might you take to capitalise on your strengths and remedy any development needs relevant to your career aims?

CUSTOM FIELDS

Field name	List field content
Sample Report	
Data consent	Accepted, 27.02.2023 16:56:25