

NEO-PI-3

NEO Personality Inventory – 3
Primary Colours® Technical Report

Sample Report

ID 5835-11963

Date 27/02/2023

Self-report

OVERVIEW

This technical report contains confidential numerical scale and item-level data arising from completion of the NEO-PI-3. This information is restricted to those who are qualified to interpret it. This restriction maintains accuracy of interpretation by preventing misunderstandings of the data.

For test takers and assessors who are not qualified to interpret the NEO-PI-3, the results have been analysed into two descriptive narrative formats as follows:

- i) **The NEO-PI-3 Personal Insight Report** is a generic interpretation which describes typical behavioural style. It has broad application in a range of contexts.
- ii) **The Primary Colours® Leadership Report** is designed to provide both test taker and test user with insights into the compatibility between the test taker's personality and the tasks of leadership as delineated by the Primary Colours® Leadership Model, a registered trademark of Edgecumbe Consulting Group Ltd. It is intended for use as part of a supervised leadership coaching process and as a starting point for leadership development planning.

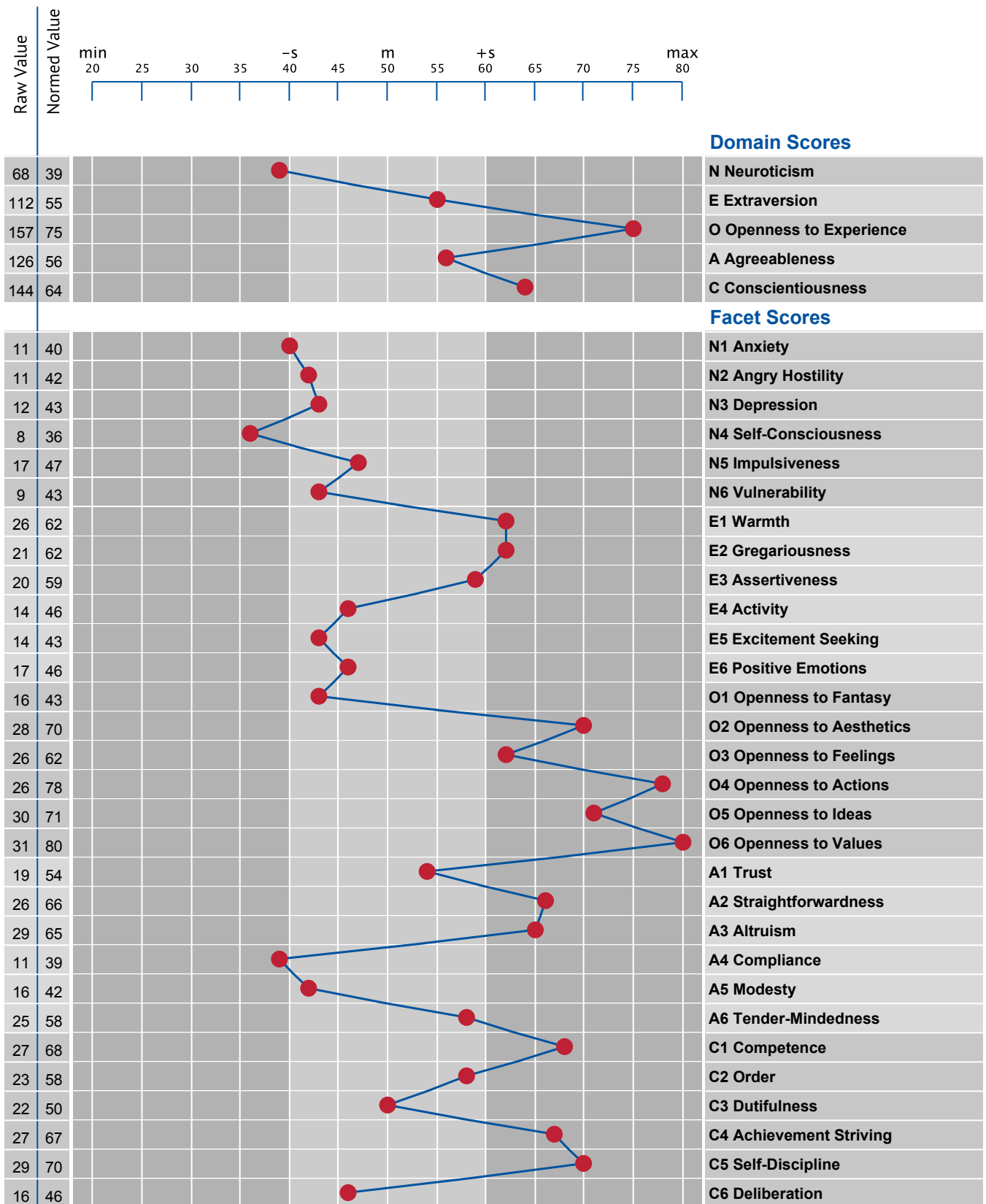
This NEO-PI-3 technical report has been tailored for use with the Primary Colours® Leadership Report, in which colour is associated with leadership tasks. Since a facet relevant to more than one leadership task will be coloured differently in different sections of the Leadership Report, no single colour can represent the facet. To avoid suggesting this or clashing with the leadership colours, the profile sheet presented herein uses shades of grey. By contrast, in the standard technical report and in the Personal Insight Report, facets are coloured according to the NEO domain to which they belong.

Structure of this report

- Profile sheet
- Table of scores
- Item-level analysis
- Response statistics

Only qualified psychologists or appropriately trained test users should interpret psychometric test results. Please follow the relevant guidelines from the appropriate professional body.

NEO Personality Inventory – 3 | Self-report UK Working Population - T Score (50+10z)



Sample Report

Assessment date 27/02/2023 | Age 49;0* | H f

NEO Personality Inventory – 3 | Self-report
UK Working Population - T Score (50+10z)

Scale	Raw value	Normed value
Domain Scores		
N Neuroticism	68	39
E Extraversion	112	55
O Openness to Experience	157	75
A Agreeableness	126	56
C Conscientiousness	144	64
Facet Scores		
N1 Anxiety	11	40
N2 Angry Hostility	11	42
N3 Depression	12	43
N4 Self-Consciousness	8	36
N5 Impulsiveness	17	47
N6 Vulnerability	9	43
E1 Warmth	26	62
E2 Gregariousness	21	62
E3 Assertiveness	20	59
E4 Activity	14	46
E5 Excitement Seeking	14	43
E6 Positive Emotions	17	46
O1 Openness to Fantasy	16	43
O2 Openness to Aesthetics	28	70
O3 Openness to Feelings	26	62
O4 Openness to Actions	26	78
O5 Openness to Ideas	30	71
O6 Openness to Values	31	80
A1 Trust	19	54
A2 Straightforwardness	26	66
A3 Altruism	29	65
A4 Compliance	11	39
A5 Modesty	16	42
A6 Tender-Mindedness	25	58
C1 Competence	27	68
C2 Order	23	58
C3 Dutifulness	22	50
C4 Achievement Striving	27	67
C5 Self-Discipline	29	70
C6 Deliberation	16	46

No.	Item (abbreviated)	Response	Points	Time (sec)
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N1 Anxiety

1	No worrier	(3) neutral	2	10.2
31	Easily frightened	(2) disagree	1	2.4
61	Rarely fearful or anxious	(2) disagree	3	2.7
91	Often worry about things that might go wrong	(2) disagree	1	2.5
121	Seldom nervous about future	(4) agree	1	3.7
151	Often tense, jittery	(1) str. disagree	0	1.8
181	Don't get worried much	(2) disagree	3	3.4
211	Sometimes have frightening thoughts	(1) str. disagree	0	2.7

N2 Angry Hostility

6	Often angry with treatment by others	(2) disagree	1	4.8
36	Even-tempered person	(2) disagree	3	4.4
66	Known as hot-blooded, quick-tempered	(1) str. disagree	0	2.1
96	Not angered easily	(4) agree	1	4.9
126	Often intensely irritated by people I have to deal with	(1) str. disagree	0	3.7
156	Not considered touchy or temperamental	(4) agree	1	4.3
186	At times felt bitter, resentful	(4) agree	3	2
216	Easily frustrated by small things	(3) neutral	2	3.3

N3 Depression

11	Rarely feel lonely or downhearted	(2) disagree	3	2.6
41	Sometimes feel completely worthless	(4) agree	3	2.9
71	Seldom sad or depressed	(3) neutral	2	3.2
101	Too often feel discouraged when things go wrong	(1) str. disagree	0	3.7
131	Tend to blame myself when anything goes wrong	(2) disagree	1	2.6
161	Have low opinion of myself	(3) neutral	2	2.2
191	Sometimes things look bleak, hopeless	(2) disagree	1	2.5
221	Have sometimes felt deep guilt	(1) str. disagree	0	2.4

N4 Self-Consciousness

16	Worry about making a fool of self around others	(2) disagree	1	6.2
46	Feel comfortable around my boss, senior people	(4) agree	1	2.9
76	Worry about what others are thinking of me	(3) neutral	2	2.8
106	Not much embarrassed by being ridiculed, teased	(3) neutral	2	7
136	Have been so uncomfortable I wanted to hide	(1) str. disagree	0	2.5
166	Seldom feel self-conscious around people	(4) agree	1	5.3
196	If wronged someone, can hardly bear to face them again	(2) disagree	1	4.6
226	Feel awkward around people	(1) str. disagree	0	1.9

No.	Item (abbreviated)	Response	Points	Time (sec)
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N5 Impulsiveness

21	Seldom give in to my impulses	(3) neutral	2	5.8
51	Have trouble resisting cravings	(4) agree	3	3.7
81	Better at resisting temptation than most	(2) disagree	3	3.5
111	Sometimes overindulge regardless of impact on health	(4) agree	3	5.2
141	Not bothered if I can't get what I want immediately	(4) agree	1	4.9
171	When having my favourite foods, tend to eat too much	(2) disagree	1	3.2
201	Sometimes do on impulse what I later regret	(2) disagree	1	2.4
231	Always able to keep impulses under control	(2) disagree	3	4.6

N6 Vulnerability

26	Often feel helpless, wanting others to solve my problems	(2) disagree	1	2
56	Emotions pretty stable	(2) disagree	3	3.5
86	When under great stress, sometimes feel I'm going to pieces	(1) str. disagree	0	3.1
116	Keep cool head in emergencies	(4) agree	1	2.2
146	Often find it hard to make up my mind	(1) str. disagree	0	1.9
176	Can handle myself pretty well in crisis	(4) agree	1	1.7
206	When all is going wrong, can still make good decisions	(3) neutral	2	3.3
236	Capable of coping with most of my problems	(4) agree	1	2.2

E1 Warmth

2	Find it easy to smile, be outgoing with strangers	(4) agree	3	4.4
32	Don't get much pleasure chatting with people	(2) disagree	3	9.4
62	Have strong emotional attachments to friends	(5) str. agree	4	2.1
92	People think I don't show enough interest in their lives	(2) disagree	3	2.6
122	Really enjoy talking to people	(5) str. agree	4	3.4
152	Quickly get to know people	(4) agree	3	2.4
182	Known as warm, friendly person	(4) agree	3	1.6
212	Take personal interest in people I work with	(4) agree	3	2.1

E2 Gregariousness

7	Prefer jobs that let me work alone, unbothered	(2) disagree	3	2.7
37	Like to have lots of people around me	(2) disagree	1	2.9
67	Usually prefer to do things alone	(3) neutral	2	3.5
97	Enjoy parties with lots of people	(5) str. agree	4	1.9
127	Try to avoid crowds	(1) str. disagree	4	1.9
157	Would rather holiday at beach than isolated cabin in woods	(2) disagree	1	5.4
187	Social gatherings usually bore me	(2) disagree	3	1.9
217	Really feel need for other people if by myself for long	(4) agree	3	4.9

No.	Item (abbreviated)	Response	Points	Time (sec)
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E3 Assertiveness

12	Naturally take lead in group activities	(2) disagree	1	3.3
42	Don't find it easy to take charge of situation	(2) disagree	3	2.6
72	Have often taken the lead in groups	(4) agree	3	3
102	In meetings, usually let others talk	(2) disagree	3	2
132	People often look to me to make decisions	(3) neutral	2	2.2
162	Not interested in leading others	(2) disagree	3	3.5
192	In conversations, tend to talk the most	(2) disagree	1	1.9
222	Sometimes don't stand up for my rights	(1) str. disagree	4	4.1

E4 Activity

17	Laid-back style in work and play	(2) disagree	3	3.5
47	Have fast-paced life	(4) agree	3	2.7
77	Not as energetic as others	(3) neutral	2	2
107	Very active person	(3) neutral	2	3
137	My work likely to be unhurried, steady	(2) disagree	3	2.5
167	Usually seem in hurry	(2) disagree	1	1.8
197	Always need to be busy	(1) str. disagree	0	2.4
227	Often bursting with energy	(1) str. disagree	0	1.9

E5 Excitement Seeking

22	Like to be where action is	(2) disagree	1	2.4
52	Wouldn't enjoy holiday in Las Vegas	(2) disagree	3	3.7
82	Love excitement of roller coasters	(1) str. disagree	0	2.1
112	Tend to avoid shocking or scary films	(4) agree	1	3.2
142	Often crave excitement	(1) str. disagree	0	2.1
172	Have sometimes done things just for 'kicks' or 'thrills'	(3) neutral	2	3.1
202	Get buzz from loud music	(5) str. agree	4	2.2
232	Like being part of crowd at sporting events	(4) agree	3	4.2

E6 Positive Emotions

27	Not one to burst with enthusiasm	(4) agree	1	4.9
57	Have felt overpowering joy	(4) agree	3	3.1
87	Rarely describe experiences as 'fantastic' or 'brilliant'	(2) disagree	3	3
117	Cheerful, high-spirited person	(4) agree	3	2.1
147	Not happy-go-lucky	(4) agree	1	3.8
177	Sometimes bubble with happiness	(2) disagree	1	3.9
207	No cheerful optimist	(3) neutral	2	5.1
237	Laugh easily	(4) agree	3	1.4

No.	Item (abbreviated)	Response	Points	Time (sec)
O1 Openness to Fantasy				
3	Very active imagination	(2) disagree	1	6.1
33	Try to keep my thoughts realistic, avoid flights of fancy	(2) disagree	3	4.6
63	Enjoy concentrating on daydream, letting it grow, develop	(1) str. disagree	0	4.4
93	Find hard to let mind wander without control, guidance	(2) disagree	3	4.2
123	Like to use imagination	(4) agree	3	1.6
153	Don't allow mind to drift off	(4) agree	1	4.2
183	Rarely enjoyed games of make-believe as child	(2) disagree	3	2.4
213	Don't like daydreaming	(3) neutral	2	6
O2 Openness to Aesthetics				
8	Not interested in arts	(1) str. disagree	4	2.6
38	Can get completely absorbed in music	(5) str. agree	4	2.9
68	Poetry has little or no effect on me	(1) str. disagree	4	3.1
98	Sometimes from poetry or art, feel chill or excitement	(5) str. agree	4	3.5
128	Watching ballet or modern dance bores me	(1) str. disagree	4	1.8
158	Certain kinds of music have endless fascination for me	(5) str. agree	4	2.3
188	Intrigued by patterns I find in art and nature	(4) agree	3	2.2
218	Enjoy poetry emphasising feelings, images, not storylines	(2) disagree	1	5.7
O3 Openness to Feelings				
13	Experience wide range of emotions or feelings	(4) agree	3	4.1
43	Rarely feel strong emotions	(2) disagree	3	2.1
73	Scents, talk of far places, can evoke strong feelings in me	(4) agree	3	2
103	Pay little attention to my feelings	(1) str. disagree	4	2.4
133	Without strong emotions, life would be uninteresting	(4) agree	3	4.5
163	Seldom notice moods, feelings from different environments	(2) disagree	3	5.5
193	Find easy to empathise – to feel what others feel	(5) str. agree	4	2.9
223	How I feel about things is important to me	(4) agree	3	2.1
O4 Openness to Actions				
18	Pretty set in my ways	(2) disagree	3	2.2
48	Often change how I do things to try something different	(4) agree	3	4.1
78	On holiday, prefer going back to place I know	(2) disagree	3	2.6
108	Often try new, foreign foods	(5) str. agree	4	2.3
138	Prefer to spend my time in familiar surroundings	(2) disagree	3	2.8
168	Spend time learning and developing new hobbies	(4) agree	3	1.7
198	Once find right way to do something, stick to it	(1) str. disagree	4	2.3
228	Follow exactly same route when go somewhere	(2) disagree	3	3.9

No.	Item (abbreviated)	Response	Points	Time (sec)
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O5 Openness to Ideas

23	Often enjoy playing with theories, abstract ideas	(5) str. agree	4	2.4
53	Find academic debate dull	(1) str. disagree	4	3
83	Enjoy 'mind-twister'-type puzzles	(4) agree	3	2.8
113	Little interest in speculating on universe, human condition	(1) str. disagree	4	2.6
143	Enjoy solving problems or puzzles	(4) agree	3	1.6
173	Can get bored with abstract, theoretical talk	(1) str. disagree	4	4.7
203	Have a lot of intellectual curiosity	(5) str. agree	4	1.8
233	Have wide range of intellectual interests	(5) str. agree	4	2

O6 Openness to Values

28	People should look to higher authorities for moral guidance	(1) str. disagree	4	4.3
58	Laws, social policies should change with changing world	(5) str. agree	4	3.9
88	Something is wrong with adults who still lack firm beliefs	(1) str. disagree	4	5.9
118	Tolerant of others' lifestyles	(4) agree	3	3
148	Sticking to your principles is better than an open mind	(1) str. disagree	4	4
178	Our right and wrong may not be right for everyone in world	(5) str. agree	4	4
208	If young people hear controversial views it will confuse them	(1) str. disagree	4	3.2
238	Traditional values should be honoured, not questioned	(1) str. disagree	4	4.5

A1 Trust

4	Find it difficult to trust people	(2) disagree	3	3.7
34	Most people basically well-intentioned	(2) disagree	1	4.6
64	Most people will take advantage of you if you let them	(1) str. disagree	4	6
94	Tend to assume best about people	(2) disagree	1	2.1
124	Suspicious when someone does something nice for me	(2) disagree	3	2
154	My first reaction is to trust people	(2) disagree	1	2.3
184	Most people I deal with are honest, trustworthy	(4) agree	3	4
214	Have good deal of faith in human nature	(4) agree	3	2.3

A2 Straightforwardness

9	Not crafty or sly	(5) str. agree	4	3.2
39	If necessary, willing to manipulate people to get what I want	(1) str. disagree	4	2.1
69	Couldn't deceive anyone even if I wanted	(2) disagree	1	3.2
99	At times I flatter so people do what I want	(1) str. disagree	4	2
129	Would hate to be thought of as two-faced	(5) str. agree	4	2.9
159	Sometimes trick people into doing what I want	(1) str. disagree	4	2.1
189	Being perfectly honest is a bad way to do business	(1) str. disagree	4	8
219	Pretty clever when dealing with people	(4) agree	1	2

No.	Item (abbreviated)	Response	Points	Time (sec)
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A3 Altruism

14	Not known for my generosity	(1) str. disagree	4	3.2
44	Go out of way to help others	(4) agree	3	2.4
74	Some people think me cold, calculating	(1) str. disagree	4	1.8
104	Generally try to be thoughtful, considerate	(5) str. agree	4	2.4
134	Some people think I'm selfish, self-centred	(1) str. disagree	4	1.8
164	Most people think I'm helpful	(4) agree	3	2.3
194	Think of myself as charitable	(5) str. agree	4	1.8
224	Try to give help to anyone in need	(4) agree	3	2.6

A4 Compliance

19	When insulted, I just try to forgive and forget	(4) agree	3	5.6
49	If someone starts fight, ready to fight back	(4) agree	1	3.9
79	Hesitate to express my anger even when justified	(2) disagree	1	6.5
109	Hard-headed, stubborn	(3) neutral	2	2.5
139	Rather cooperate with others than compete	(2) disagree	1	3.1
169	Can be sarcastic, cutting when needed	(4) agree	1	1.9
199	If don't like people, I let them know	(5) str. agree	0	4
229	Can be argumentative	(3) neutral	2	2.5

A5 Modesty

24	Don't mind bragging about my talents, accomplishments	(3) neutral	2	4.1
54	Tend to undersell myself, my achievements	(2) disagree	1	3
84	Don't get enough credit	(2) disagree	3	3.1
114	Am no better than anyone else	(3) neutral	2	4.7
144	Am better and I know it	(3) neutral	2	2.6
174	Not a show-off	(4) agree	3	3
204	Rather praise others than be praised myself	(2) disagree	1	2.9
234	Superior person	(3) neutral	2	2

A6 Tender-Mindedness

29	Making laws, we should consider who might lose out	(5) str. agree	4	3.4
59	No sympathy for beggars	(1) str. disagree	4	2.1
89	We can never do too much for the poor and elderly	(5) str. agree	4	2.8
119	Don't worry much about homeless	(1) str. disagree	4	2.2
149	Human need outweighs money	(4) agree	3	4.1
179	All human beings are worthy of respect	(2) disagree	1	2.9
209	Have sympathy for others less fortunate	(5) str. agree	4	2.4
239	People always deserve second chance	(2) disagree	1	2.7

No.	Item (abbreviated)	Response	Points	Time (sec)
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C1 Competence

5	Efficient, effective at my work	(5) str. agree	4	1.9
35	Sometimes act unwisely	(2) disagree	3	5.1
65	Make informed, sensible decisions	(4) agree	3	2.1
95	Don't seem completely successful at anything	(1) str. disagree	4	3
125	Have good judgement	(4) agree	3	2.3
155	Often come to situations less well prepared than others	(1) str. disagree	4	2.5
185	Am good at many things	(4) agree	3	1.9
215	Known for common sense	(4) agree	3	1.5

C2 Order

10	Don't mind if room is a bit untidy	(1) str. disagree	4	5.4
40	Keep my belongings neat, clean	(5) str. agree	4	2.1
70	Not very orderly, methodical	(2) disagree	3	3
100	Like to keep everything in place, know where it is	(4) agree	3	2.2
130	Never seem able to get organised	(1) str. disagree	4	1.9
160	Fussy about how things should be done	(2) disagree	1	2.6
190	Not compulsive about cleaning	(4) agree	1	6.2
220	Spend lot of time looking for things I've misplaced	(2) disagree	3	2.7

C3 Dutifulness

15	Try to get to work even when unwell	(2) disagree	1	6.5
45	At times less dependable, reliable than I should be	(2) disagree	3	2
75	Pay debts promptly, fully when I can	(4) agree	3	2.2
105	Ignore lots of silly little rules	(2) disagree	3	2.9
135	When I make a commitment, I can be counted on	(4) agree	3	3.7
165	Follow my ethics strictly	(4) agree	3	2.2
195	Try to do jobs carefully, so needn't be done again	(4) agree	3	2.2
225	Perform all tasks given to me conscientiously	(4) agree	3	1.7

C4 Achievement Striving

20	Don't feel driven to get ahead	(1) str. disagree	4	2.8
50	Always push self to achieve	(4) agree	3	2.8
80	Let self-improvement programmes slide early, usually	(2) disagree	3	4.5
110	Work hard to accomplish my goals	(5) str. agree	4	1.5
140	Not very ambitious	(1) str. disagree	4	2.3
170	Have clear set of goals that are important to achieve	(5) str. agree	4	2.4
200	Strive for excellence in everything I do	(4) agree	3	4.3
230	Something of 'workaholic'	(3) neutral	2	3.4

No.	Item (abbreviated)	Response	Points	Time (sec)
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C5 Self-Discipline

25	Pretty good at pacing self to get things done on time	(4) agree	3	3.3
55	Have trouble making myself do what I should	(1) str. disagree	4	2.9
85	Almost always finish project once started	(5) str. agree	4	2.3
115	Easily distracted from boring little tasks	(2) disagree	3	2.8
145	Productive person, always get job done	(5) str. agree	4	2.6
175	When project gets too difficult, inclined to start new one	(1) str. disagree	4	3.3
205	Waste a lot of time before settling down to work	(1) str. disagree	4	2
235	Have lots of self-discipline	(4) agree	3	1.7

C6 Deliberation






30	Over years, have done some pretty stupid things	(2) disagree	3	7.1
60	Rarely make hasty decisions	(4) agree	3	10.7
90	Often do things on spur of moment	(2) disagree	3	1.8
120	Always consider consequences before acting	(2) disagree	1	2.4
150	Occasionally act first and think later	(4) agree	1	3.4
180	Think things through before coming to decision	(3) neutral	2	2.2
210	Plan ahead carefully when go on trip	(4) agree	3	2.3
240	Think twice before answer question	(1) str. disagree	0	2.3

(Auxiliary)

241	Have tried to answer all these questions honestly, accurately	(5) str. agree	4	2.2
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Number of missing responses		0	
Total item response time			12:50

Distribution of responses

Step		
1	21 %	
2	29 %	
3	10 %	
4	28 %	
5	12 %	

Page focus events

No page focus events were detected during this test.

Page focus events occur when a test taker switches away from the test to another window on the computer. For a detailed explanation, please consult the Hogrefe Testsystem Glossary.

CUSTOM FIELDS

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