

NEO-PI-3

NEO Personality Inventory – 3
Personal Insight Report: Work Style

A Sample

ID 8603-231

Date 18/12/2015

Self-report

OVERVIEW



The response to item 241 was 'disagree', so the validity of these results is in doubt. This should be explored with the respondent before placing any reliance on the remaining responses.

- Introduction
- Problem-solving and decision-making
 - Effectiveness at organising thoughts*
 - Open-mindedness and originality*
 - Confidence in problem-solving*
- Planning, organising and implementing
 - Action orientation*
 - Conscientiousness*
 - Openness to possibilities and alternatives*
- Style of relating to others
 - Social energy*
 - Attitude to others*
 - Quality of relationships*
- Personal style
 - Level of emotionality*
 - Pattern of emotions*
- Next steps

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:

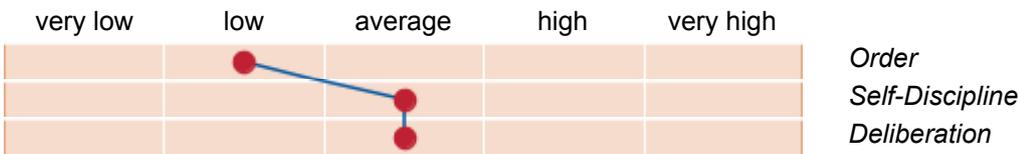
1. The NEO-PI-3 asks questions about your attitudes and typical style of behaving. Your responses have been compared with those of a reference group named 'UK Working Population'. In this way, we have been able to benchmark various characteristics you possess against this group. If we had used a different 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 focused and self-disciplined as most people when it comes to working an issue through to a resolution. You think through your decisions carefully but without being over-cautious. 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 sense 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.

You describe yourself as being less personally organised than most, so that the way you collect the information on which you need to make a decision may not be very systematic or ordered. Carried to an extreme, too high a level of orderliness can reduce flexibility but too low a level can reduce efficiency. It would be useful for you to consider whether your less ordered approach is reducing your efficiency and whether personal organisation may be an area where you might benefit from some development.

Open-mindedness and originality

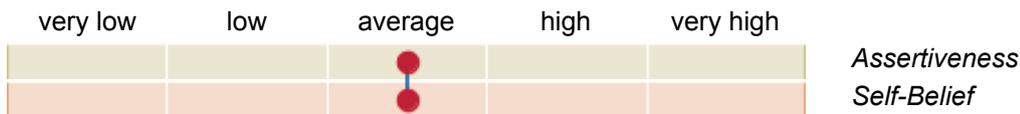


You are as receptive as most to new experiences on a practical level (trying new things, going to new places), and as open-minded as most about new or unconventional ideas.

You don't see yourself as an imaginative person. You tend to be pragmatic, preferring to keep focused on the task at hand and rarely allowing your mind to wander into flights of fantasy.

You are as receptive as most to your feelings and instincts about things; you will be aware of the less tangible aspects of decisions and situations without allowing these to cloud your objectivity.

Confidence in problem-solving



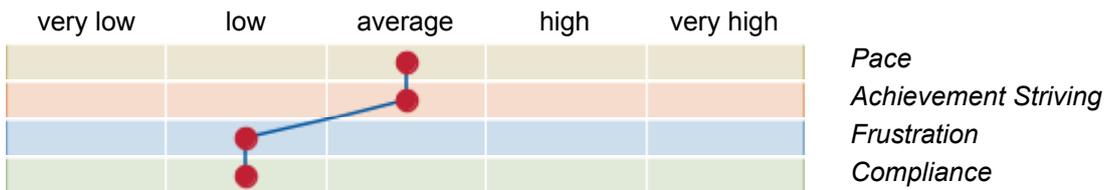
The extent to which you believe in your own capability and see yourself as an effective and prudent problem-solver falls within the typical range for the reference group. You take responsibility for your own decisions to the same extent as most.

In the way that you express your views, you are as assertive as most people. You don't impose your views in an overly forceful way; you are prepared to let others have their say and to defer to someone else's opinion when it is appropriate to do so.

Planning, organising and implementing

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

Action orientation



Your pace of working falls within the average range for the reference group. You are as driven as most people to get things done.

Personal achievement at work is important to you, but you do not neglect other areas of your life. You keep a healthy balance between the energy you invest in your work life and the energy you invest elsewhere.

You are slow to become angry or frustrated when things don't go in the right direction. 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.

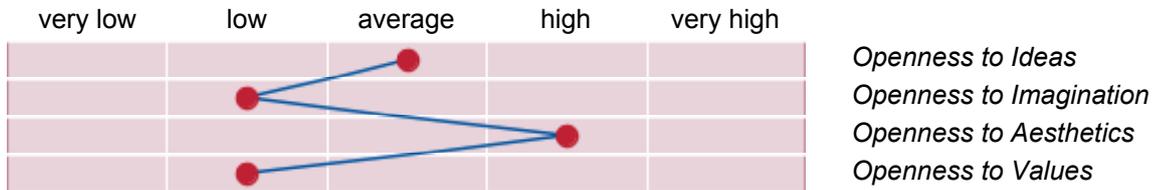
Conscientiousness



You are as self-disciplined as most people when it comes to following tasks through to completion in the face of boredom or other distractions.

You are as aware as most people of moral and ethical imperatives to fulfil obligations, so you will be aware of a sense of duty to those for whom you are working.

Openness to possibilities and alternatives



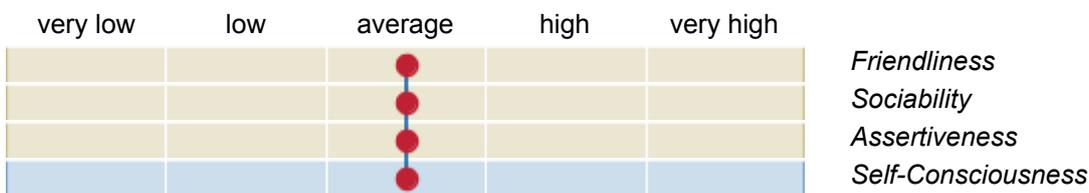
You show a typical level of curiosity about intellectual topics and theoretical ideas. You are not idealistic or impractical and will be prosaic in your evaluation of novel ideas. Your approach to work assignments and your work environment may often reflect your aesthetic sensitivities and your appreciation for artistic expression.

In discussions or situations which impinge on your value system, you can become closed to alternative ways of viewing things and may in those circumstances come across as dogmatic. You attach importance to traditional values and strongly hold to these.

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

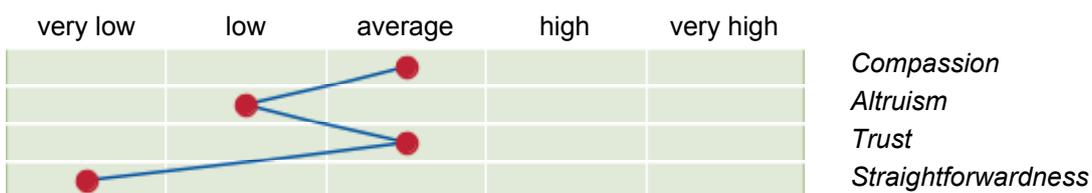


Your responses suggest that you like to achieve a balance between the time you spend with others and the time you spend alone.

When interacting with others, you are likely to be as friendly as most people. You show a typical level of interest in and attentiveness towards other people.

You are as likely to express what you think as most people. You don't force your opinions; sometimes you take the lead and at other times you let others do the talking.

Attitude to others

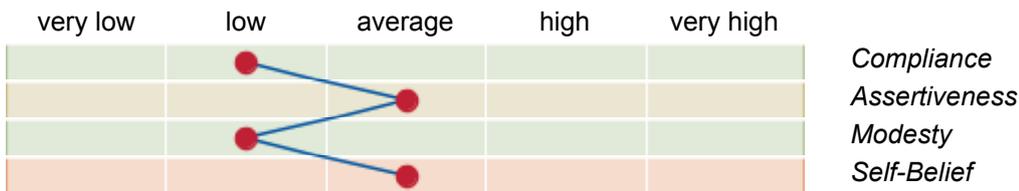


You are as moved by human needs and concerns as most people in the reference group. This suggests that you will recognise the difficulties of others and be sympathetic to them, but not to the extent of allowing your sympathy to sway your decisions. Indeed, you are less willing than most people to get personally and actively involved in other people's problems, and certainly will not compromise your own priorities by getting caught up in them.

You generally assume that people are trustworthy and sincere, while being alert to any genuine grounds to be suspicious of their motives.

You are careful about how you express things, anticipating the likely impact of your words on others and phrasing what you say to increase the likelihood of getting the reaction you want.

Quality of relationships



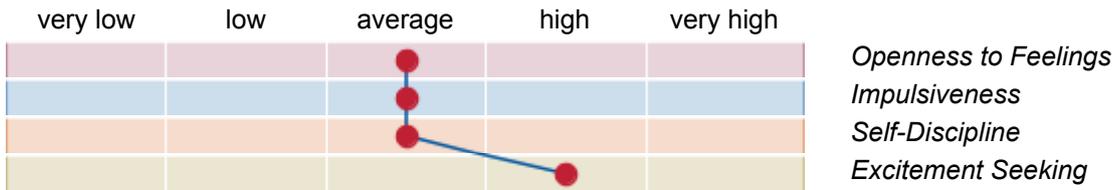
You see yourself as a competitive person who prefers to win rather than to compromise. When there is a difference of opinion, you are not one to back down simply to keep the peace or to avoid interpersonal conflict. You will confront conflict head on and are prepared to express anger.

You don't see yourself as a modest person. You willingly talk about your achievements, and if you manage this right you will sell yourself effectively. However, you may need to be careful not to exaggerate the importance of your contributions, and to guard against being seen by others as a 'show-off'.

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

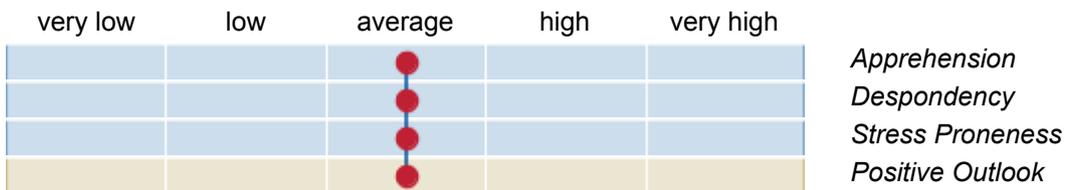


You are as attuned to your emotions as most people. Your feelings are likely to be a factor in the decisions you make, but you are not overly emotional.

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.

You enjoy exciting and stimulating environments or activities involving some risk. You enjoy the sensation of an adrenaline rush.

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. You are likely to be generally optimistic in your outlook. Your responses suggest that you are no more likely to feel dejected, discouraged or anxious than most.

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 disappointment 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 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?

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