

NEO-PI-3

NEO Personality Inventory – 3
Technical Report

A Sample

ID 8603-231

Date 18/12/2015

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 Edgumbe 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.



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.

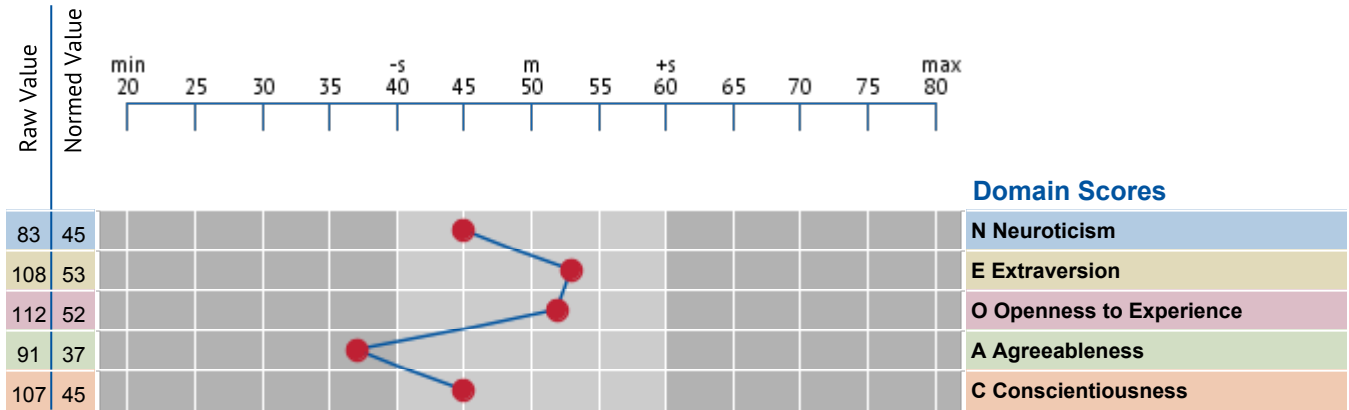
Structure of this report

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

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

PROFILE SHEET

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



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

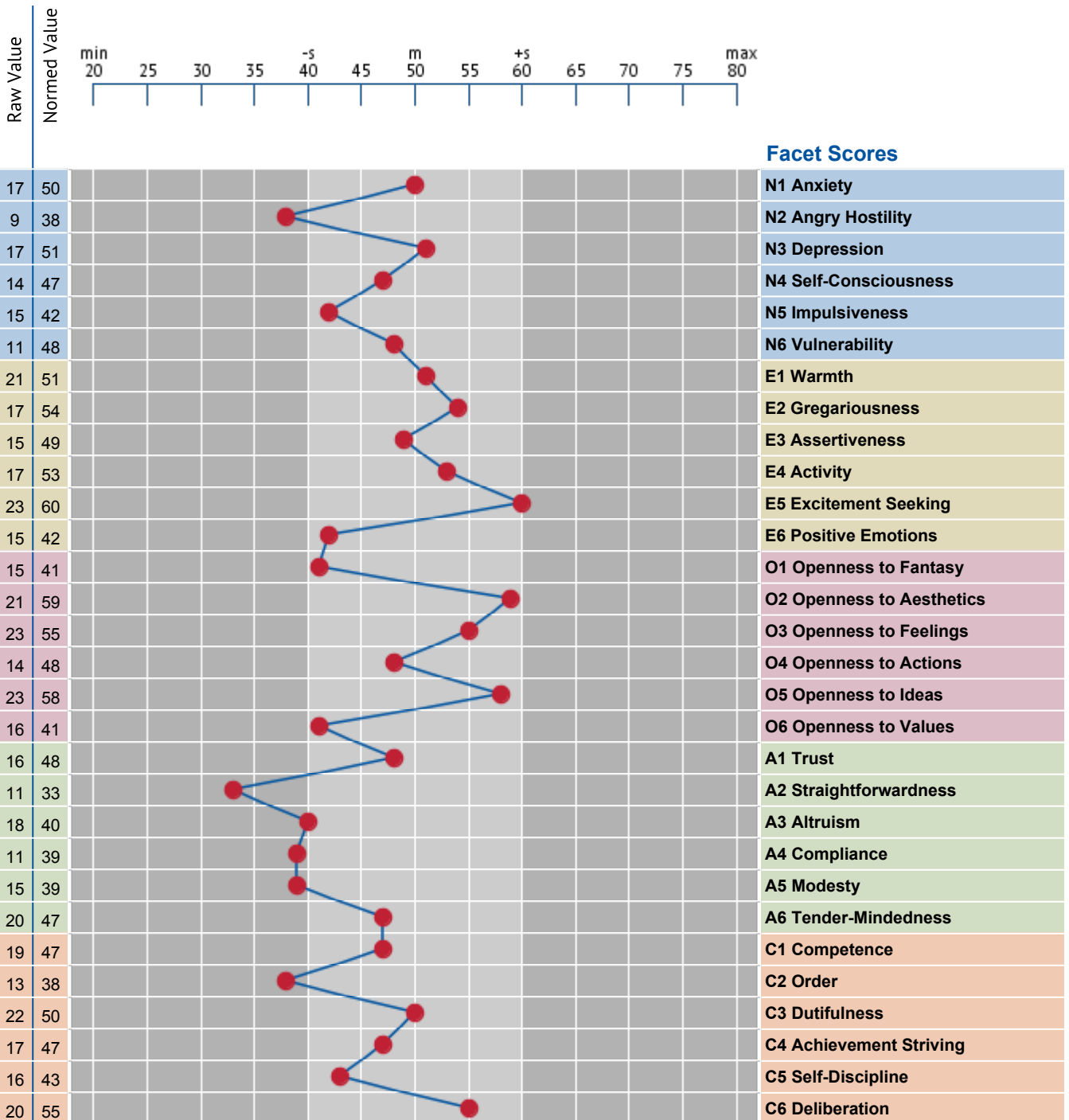


TABLE OF SCORES

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

Scale	Raw val	Normed val
Domain Scores		
N Neuroticism	83	45
E Extraversion	108	53
O Openness to Experience	112	52
A Agreeableness	91	37
C Conscientiousness	107	45

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

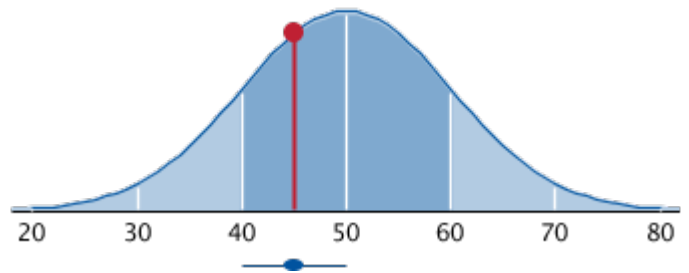
Scale	Raw val	Normed val
Facet Scores		
N1 Anxiety	17	50
N2 Angry Hostility	9	38
N3 Depression	17	51
N4 Self-Consciousness	14	47
N5 Impulsiveness	15	42
N6 Vulnerability	11	48
E1 Warmth	21	51
E2 Gregariousness	17	54
E3 Assertiveness	15	49
E4 Activity	17	53
E5 Excitement Seeking	23	60
E6 Positive Emotions	15	42
O1 Openness to Fantasy	15	41
O2 Openness to Aesthetics	21	59
O3 Openness to Feelings	23	55
O4 Openness to Actions	14	48
O5 Openness to Ideas	23	58
O6 Openness to Values	16	41
A1 Trust	16	48
A2 Straightforwardness	11	33
A3 Altruism	18	40
A4 Compliance	11	39
A5 Modesty	15	39
A6 Tender-Mindedness	20	47
C1 Competence	19	47
C2 Order	13	38
C3 Dutifulness	22	50
C4 Achievement Striving	17	47
C5 Self-Discipline	16	43
C6 Deliberation	20	55

SCALE DETAILS

N Neuroticism

UK Working Population - T Score (50+10z)

Raw val	83
Normed val	45
Missing vals	0
Confidence interval	[40 - 50]

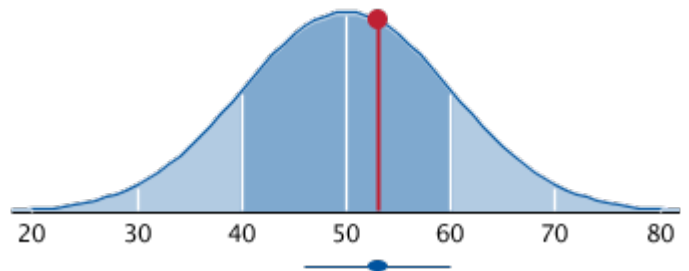


Intensity and frequency of negative emotions

E Extraversion

UK Working Population - T Score (50+10z)

Raw val	108
Normed val	53
Missing vals	0
Confidence interval	[46 - 60]

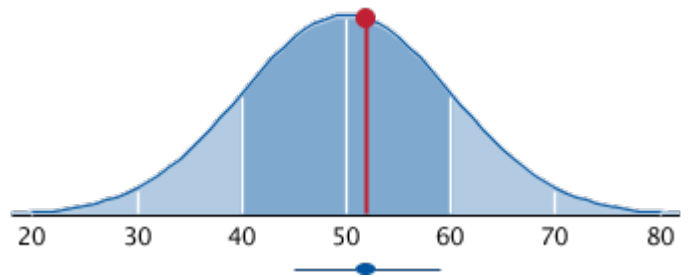


Amount of energy directed into the external environment; need for external stimulation

O Openness to Experience

UK Working Population - T Score (50+10z)

Raw val	112
Normed val	52
Missing vals	0
Confidence interval	[45 - 59]

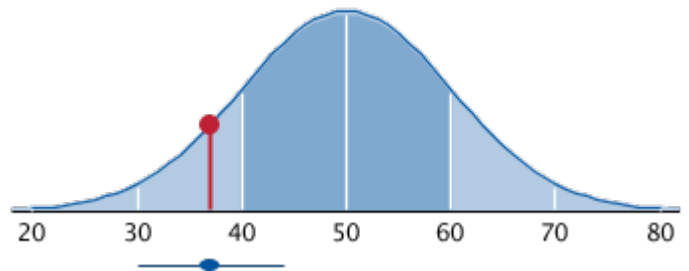


Receptivity to external and internal sources of input

A Agreeableness

UK Working Population - T Score (50+10z)

Raw val	91
Normed val	37
Missing vals	0
Confidence interval	[30 - 44]

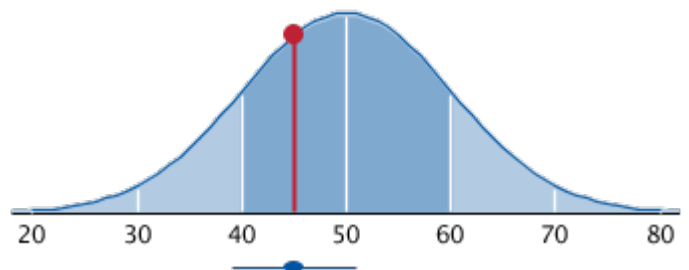


Role adopted in relationships; receptivity to the perspectives of others

C Conscientiousness

UK Working Population - T Score (50+10z)

Raw val	107
Normed val	45
Missing vals	0
Confidence interval	[39 - 51]

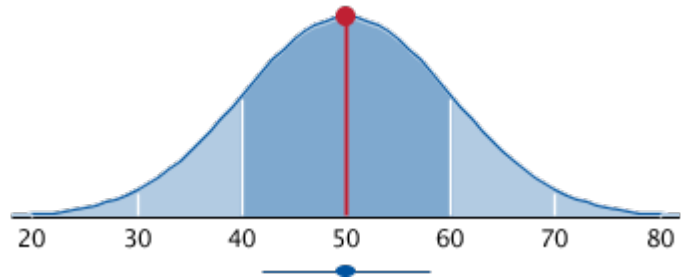


Strength of purpose and drive to goal accomplishment

N1 Anxiety

UK Working Population - T Score (50+10z)

Raw val	17
Normed val	50
Missing vals	0
Confidence interval	[42 - 58]

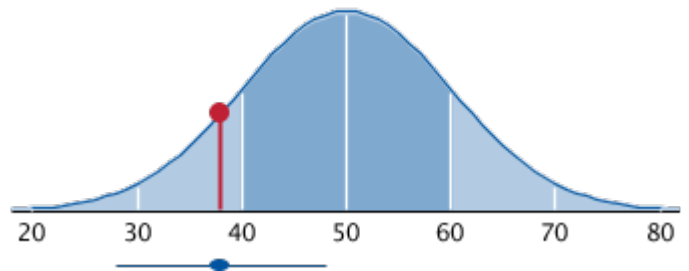


Apprehension; proneness to worrying generally

N2 Angry Hostility

UK Working Population - T Score (50+10z)

Raw val	9
Normed val	38
Missing vals	0
Confidence interval	[28 - 48]

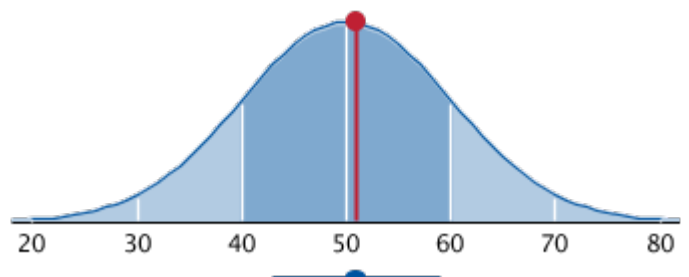


Tendency to experience anger and related states such as frustration and bitterness

N3 Depression

UK Working Population - T Score (50+10z)

Raw val	17
Normed val	51
Missing vals	0
Confidence interval	[43 - 59]

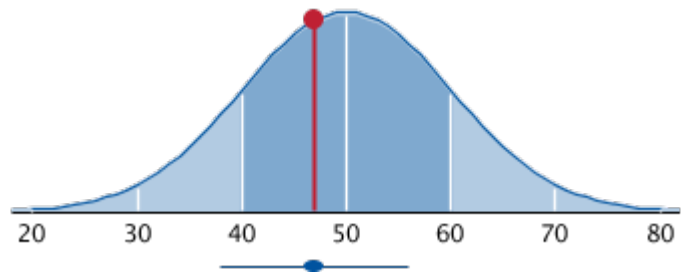


Tendency to feel discouraged and dejected; proneness to emotions such as guilt, sadness, despondency and loneliness

N4 Self-Consciousness

UK Working Population - T Score (50+10z)

Raw val	14
Normed val	47
Missing vals	0
Confidence interval	[38 - 56]

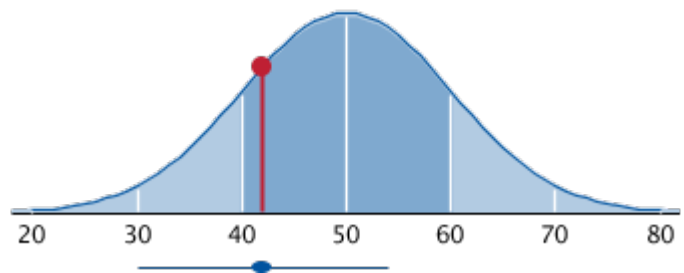


Shyness or social anxiety; tendency to experience shame and embarrassment

N5 Impulsiveness

UK Working Population - T Score (50+10z)

Raw val	15
Normed val	42
Missing vals	0
Confidence interval	[30 - 54]

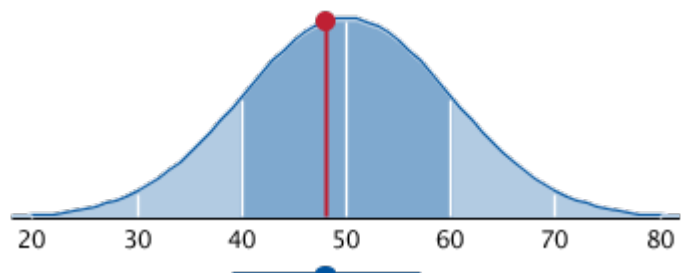


Tendency to act on cravings and urges rather than delaying gratification

N6 Vulnerability

UK Working Population - T Score (50+10z)

Raw val	11
Normed val	48
Missing vals	0
Confidence interval	[39 - 57]

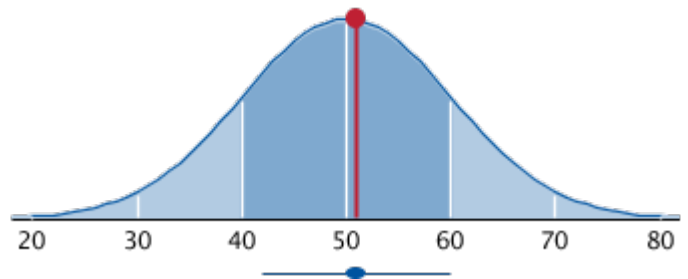


General susceptibility to negative stress

E1 Warmth

UK Working Population - T Score (50+10z)

Raw val	21
Normed val	51
Missing vals	0
Confidence interval	[42 - 60]

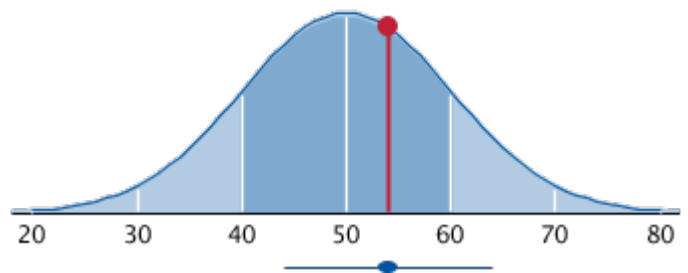


Readiness for interpersonal intimacy; interest in others; friendliness and cordiality of style

E2 Gregariousness

UK Working Population - T Score (50+10z)

Raw val	17
Normed val	54
Missing vals	0
Confidence interval	[44 - 64]

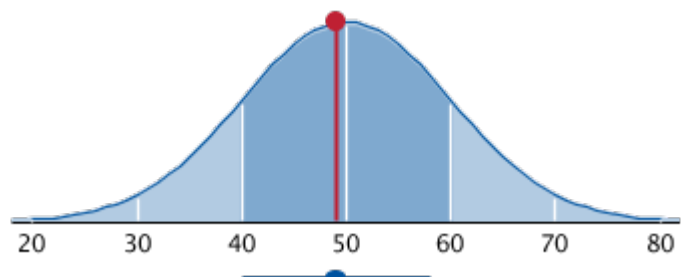


Preference for the company of others

E3 Assertiveness

UK Working Population - T Score (50+10z)

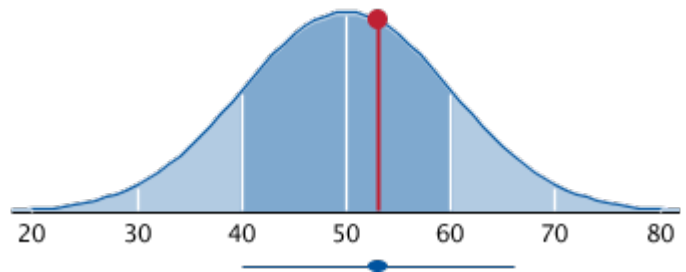
Raw val	15
Normed val	49
Missing vals	0
Confidence interval	[40 - 58]



Social ascendancy and forcefulness of expression

E4 Activity*UK Working Population - T Score (50+10z)*

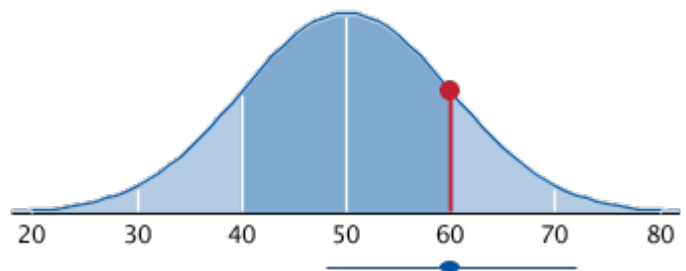
Raw val	17
Normed val	53
Missing vals	0
Confidence interval	[40 - 66]



Pace of living and need to keep busy

E5 Excitement Seeking*UK Working Population - T Score (50+10z)*

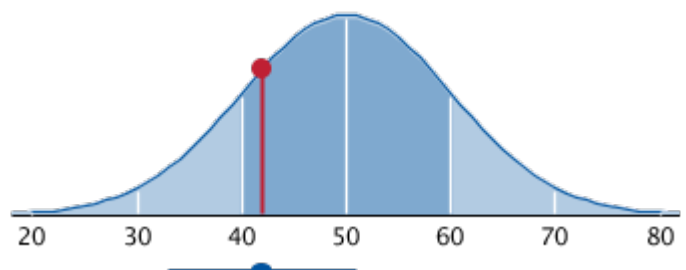
Raw val	23
Normed val	60
Missing vals	0
Confidence interval	[48 - 72]



Need for environmental stimulation

E6 Positive Emotions*UK Working Population - T Score (50+10z)*

Raw val	15
Normed val	42
Missing vals	0
Confidence interval	[33 - 51]

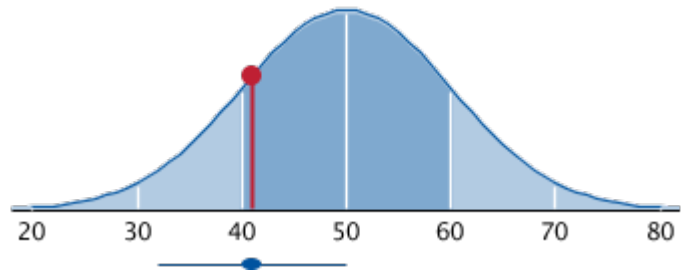


Frequency and intensity of positive emotions; tendency to feel cheerful or exuberant

01 Openness to Fantasy

UK Working Population - T Score (50+10z)

Raw val	15
Normed val	41
Missing vals	0
Confidence interval	[32 - 50]

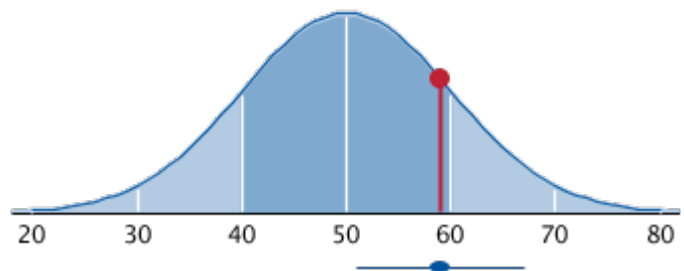


Receptivity to the inner world of imagination

02 Openness to Aesthetics

UK Working Population - T Score (50+10z)

Raw val	21
Normed val	59
Missing vals	0
Confidence interval	[51 - 67]

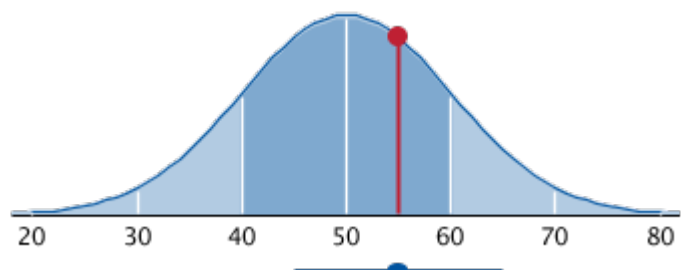


Appreciation of art and beauty

03 Openness to Feelings

UK Working Population - T Score (50+10z)

Raw val	23
Normed val	55
Missing vals	0
Confidence interval	[45 - 65]

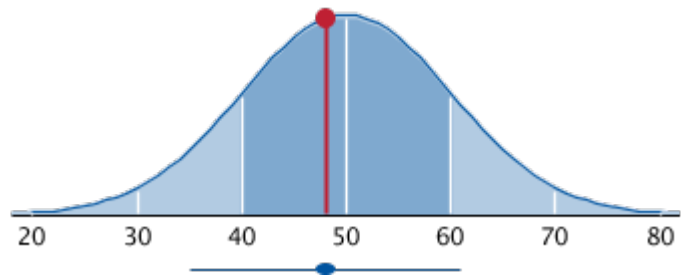


Receptivity to inner feelings and emotions

04 Openness to Actions

UK Working Population - T Score (50+10z)

Raw val	14
Normed val	48
Missing vals	0
Confidence interval	[35 - 61]

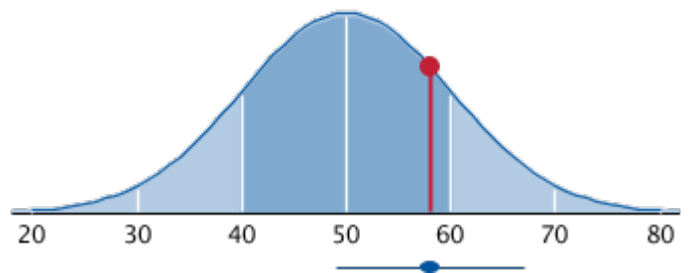


Openness to new activities and practical experiences

05 Openness to Ideas

UK Working Population - T Score (50+10z)

Raw val	23
Normed val	58
Missing vals	0
Confidence interval	[49 - 67]

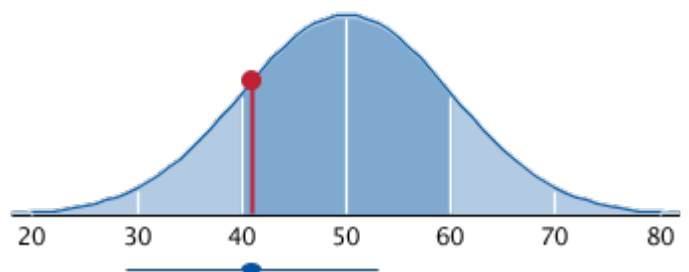


Intellectual curiosity

06 Openness to Values

UK Working Population - T Score (50+10z)

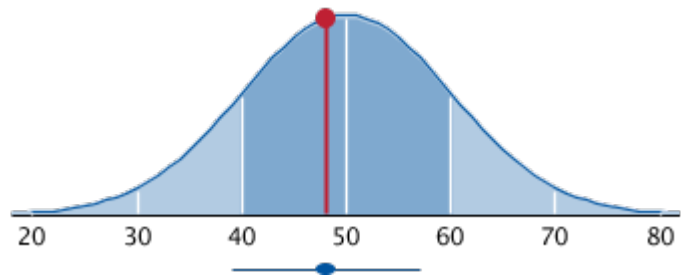
Raw val	16
Normed val	41
Missing vals	0
Confidence interval	[29 - 53]



Readiness to re-examine own values and those of authority figures

A1 Trust*UK Working Population - T Score (50+10z)*

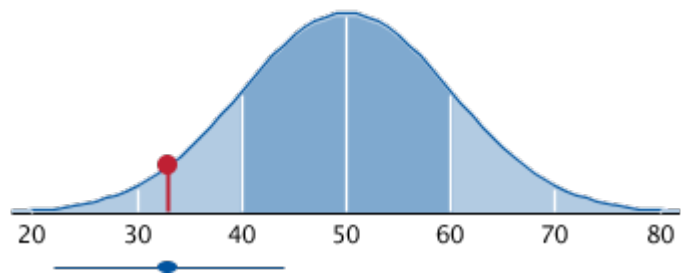
Raw val	16
Normed val	48
Missing vals	0
Confidence interval	[39 - 57]



Belief in the sincerity and good intentions of others

A2 Straightforwardness*UK Working Population - T Score (50+10z)*

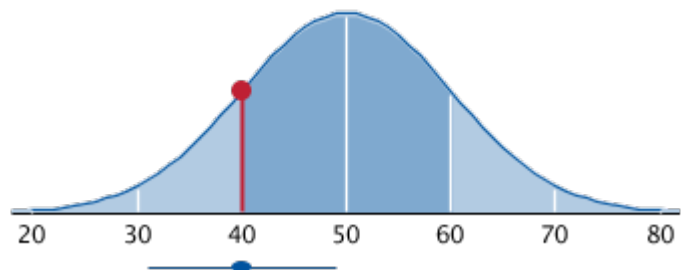
Raw val	11
Normed val	33
Missing vals	0
Confidence interval	[22 - 44]



Frankness in expressing oneself

A3 Altruism*UK Working Population - T Score (50+10z)*

Raw val	18
Normed val	40
Missing vals	0
Confidence interval	[31 - 49]

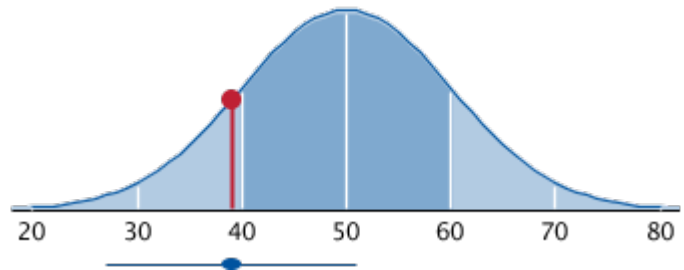


Willingness to assist; active concern for the welfare of others

A4 Compliance

UK Working Population - T Score (50+10z)

Raw val	11
Normed val	39
Missing vals	0
Confidence interval	[27 - 51]

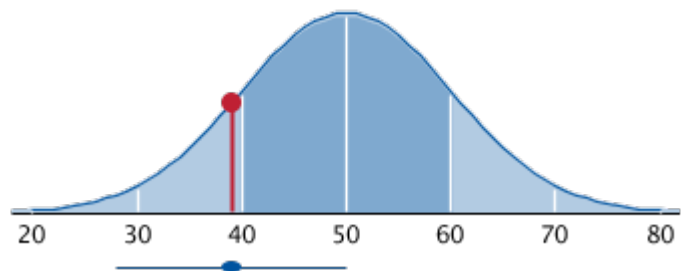


Prioritisation of harmonious relations over interpersonal conflict; tendency to defer rather than confront

A5 Modesty

UK Working Population - T Score (50+10z)

Raw val	15
Normed val	39
Missing vals	0
Confidence interval	[28 - 50]

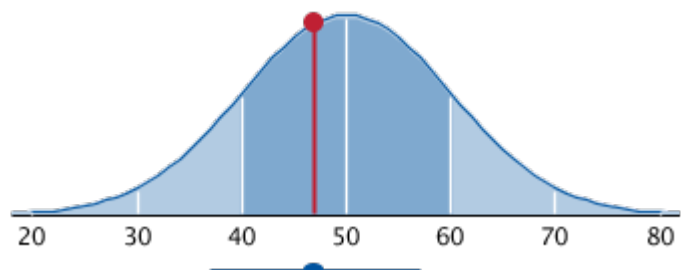


Self-effacement; tendency to downplay own achievements

A6 Tender-Mindedness

UK Working Population - T Score (50+10z)

Raw val	20
Normed val	47
Missing vals	0
Confidence interval	[37 - 57]

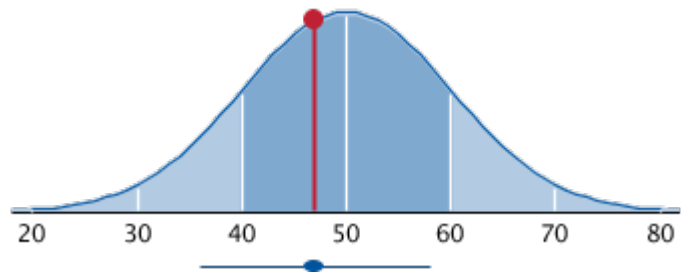


Sympathy with the human condition; compassion

C1 Competence

UK Working Population - T Score (50+10z)

Raw val	19
Normed val	47
Missing vals	0
Confidence interval	[36 - 58]

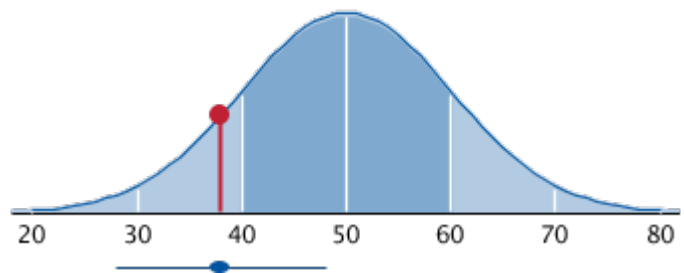


Sense of mastery; belief in own efficacy

C2 Order

UK Working Population - T Score (50+10z)

Raw val	13
Normed val	38
Missing vals	0
Confidence interval	[28 - 48]

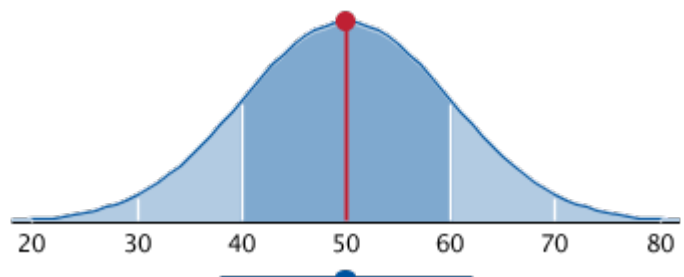


Personal organisation

C3 Dutifulness

UK Working Population - T Score (50+10z)

Raw val	22
Normed val	50
Missing vals	0
Confidence interval	[38 - 62]

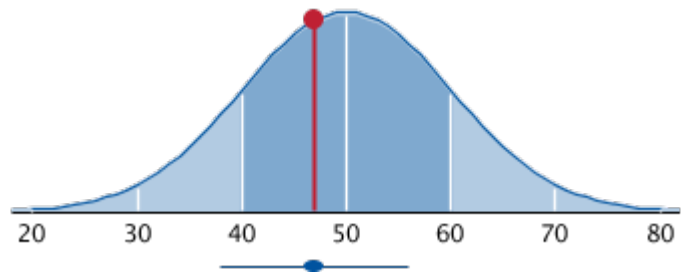


Adherence to ethical principles and commitment to moral obligations; sense of duty

C4 Achievement Striving

UK Working Population - T Score (50+10z)

Raw val	17
Normed val	47
Missing vals	0
Confidence interval	[38 - 56]

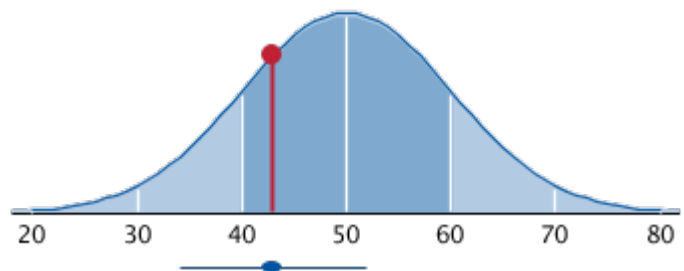


Need for personal achievement

C5 Self-Discipline

UK Working Population - T Score (50+10z)

Raw val	16
Normed val	43
Missing vals	0
Confidence interval	[34 - 52]

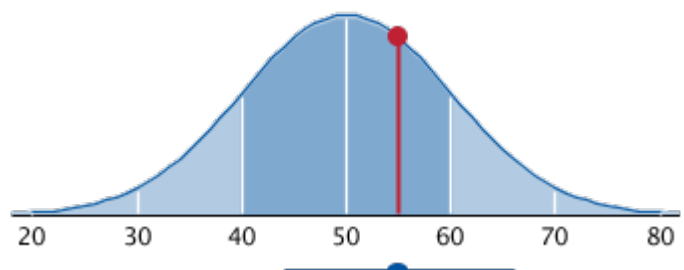


Capacity to begin tasks and follow through to completion despite boredom or distractions

C6 Deliberation

UK Working Population - T Score (50+10z)

Raw val	20
Normed val	55
Missing vals	0
Confidence interval	[44 - 66]



Tendency to think things through before acting or speaking

ITEM-LEVEL ANALYSIS

No.	Item (abbreviated)	Response	Points	Time (sec)
N1 Anxiety				
1	No worrier	(4) agree	1	4.4
31	Easily frightened	(4) agree	3	4.8
61	Rarely fearful or anxious	(5) str. agree	0	2.9
91	Often worry about things that might go wrong	(5) str. agree	4	2
121	Seldom nervous about future	(4) agree	1	4.6
151	Often tense, jittery	(5) str. agree	4	12.3
181	Don't get worried much	(4) agree	1	3.1
211	Sometimes have frightening thoughts	(4) agree	3	7.8
N2 Angry Hostility				
6	Often angry with treatment by others	(2) disagree	1	4.8
36	Even-tempered person	(5) str. agree	0	2
66	Known as hot-blooded, quick-tempered	(4) agree	3	2.2
96	Not angered easily	(4) agree	1	4.7
126	Often intensely irritated by people I have to deal with	(3) neutral	2	3.9
156	Not considered touchy or temperamental	(5) str. agree	0	3.9
186	At times felt bitter, resentful	(2) disagree	1	8.7
216	Easily frustrated by small things	(2) disagree	1	5.9
N3 Depression				
11	Rarely feel lonely or downhearted	(5) str. agree	0	12.9
41	Sometimes feel completely worthless	(4) agree	3	1.6
71	Seldom sad or depressed	(5) str. agree	0	4.3
101	Too often feel discouraged when things go wrong	(4) agree	3	14.4
131	Tend to blame myself when anything goes wrong	(4) agree	3	7.1
161	Have low opinion of myself	(2) disagree	1	4.3
191	Sometimes things look bleak, hopeless	(5) str. agree	4	2.8
221	Have sometimes felt deep guilt	(4) agree	3	7.8
N4 Self-Consciousness				
16	Worry about making a fool of self around others	(3) neutral	2	4.5
46	Feel comfortable around my boss, senior people	(5) str. agree	0	3.4
76	Worry about what others are thinking of me	(4) agree	3	1.9
106	Not much embarrassed by being ridiculed, teased	(4) agree	1	3.8
136	Have been so uncomfortable I wanted to hide	(4) agree	3	2.2
166	Seldom feel self-conscious around people	(4) agree	1	9.8
196	If wronged someone, can hardly bear to face them again	(4) agree	3	10.8
226	Feel awkward around people	(2) disagree	1	2.3

No.	Item (abbreviated)	Response	Points	Time (sec)
N5 Impulsiveness				
21	Seldom give in to my impulses	(3) neutral	2	4.4
51	Have trouble resisting cravings	(4) agree	3	4.4
81	Better at resisting temptation than most	(5) str. agree	0	6.9
111	Sometimes overindulge regardless of impact on health	(5) str. agree	4	5
141	Not bothered if I can't get what I want immediately	(5) str. agree	0	5.2
171	When having my favourite foods, tend to eat too much	(5) str. agree	4	7.8
201	Sometimes do on impulse what I later regret	(2) disagree	1	4.7
231	Always able to keep impulses under control	(4) agree	1	7.9
N6 Vulnerability				
26	Often feel helpless, wanting others to solve my problems	(3) neutral	2	2.2
56	Emotions pretty stable	(4) agree	1	4.9
86	When under great stress, sometimes feel I'm going to pieces	(3) neutral	2	2.5
116	Keep cool head in emergencies	(4) agree	1	3.9
146	Often find it hard to make up my mind	(4) agree	3	2.3
176	Can handle myself pretty well in crisis	(4) agree	1	6
206	When all is going wrong, can still make good decisions	(5) str. agree	0	1.7
236	Capable of coping with most of my problems	(4) agree	1	2.7
E1 Warmth				
2	Find it easy to smile, be outgoing with strangers	(4) agree	3	1.8
32	Don't get much pleasure chatting with people	(4) agree	1	3.3
62	Have strong emotional attachments to friends	(4) agree	3	2.3
92	People think I don't show enough interest in their lives	(3) neutral	2	2.1
122	Really enjoy talking to people	(5) str. agree	4	3.2
152	Quickly get to know people	(4) agree	3	4.7
182	Known as warm, friendly person	(2) disagree	1	3.7
212	Take personal interest in people I work with	(5) str. agree	4	6.1
E2 Gregariousness				
7	Prefer jobs that let me work alone, unbothered	(1) str. disagree	4	3.7
37	Like to have lots of people around me	(3) neutral	2	2
67	Usually prefer to do things alone	(5) str. agree	0	2.7
97	Enjoy parties with lots of people	(5) str. agree	4	4.6
127	Try to avoid crowds	(4) agree	1	5.8
157	Would rather holiday at beach than isolated cabin in woods	(2) disagree	1	7.5
187	Social gatherings usually bore me	(3) neutral	2	6.9
217	Really feel need for other people if by myself for long	(4) agree	3	2.5

No.	Item (abbreviated)	Response	Points	Time (sec)
E3 Assertiveness				
12	Naturally take lead in group activities	(4) agree	3	1.6
42	Don't find it easy to take charge of situation	(5) str. agree	0	2
72	Have often taken the lead in groups	(5) str. agree	4	6
102	In meetings, usually let others talk	(4) agree	1	24.6
132	People often look to me to make decisions	(5) str. agree	4	10
162	Not interested in leading others	(4) agree	1	4.6
192	In conversations, tend to talk the most	(2) disagree	1	12.7
222	Sometimes don't stand up for my rights	(4) agree	1	2.1
E4 Activity				
17	Laid-back style in work and play	(4) agree	1	4.4
47	Have fast-paced life	(4) agree	3	2.6
77	Not as energetic as others	(5) str. agree	0	2.8
107	Very active person	(4) agree	3	3.8
137	My work likely to be unhurried, steady	(5) str. agree	0	2
167	Usually seem in hurry	(5) str. agree	4	1.5
197	Always need to be busy	(4) agree	3	6.4
227	Often bursting with energy	(4) agree	3	5.4
E5 Excitement Seeking				
22	Like to be where action is	(4) agree	3	3
52	Wouldn't enjoy holiday in Las Vegas	(4) agree	1	2.1
82	Love excitement of roller coasters	(4) agree	3	10.4
112	Tend to avoid shocking or scary films	(4) agree	1	2.1
142	Often crave excitement	(4) agree	3	2.7
172	Have sometimes done things just for 'kicks' or 'thrills'	(5) str. agree	4	11.5
202	Get buzz from loud music	(5) str. agree	4	4.2
232	Like being part of crowd at sporting events	(5) str. agree	4	13.2
E6 Positive Emotions				
27	Not one to burst with enthusiasm	(4) agree	1	6.6
57	Have felt overpowering joy	(4) agree	3	2.9
87	Rarely describe experiences as 'fantastic' or 'brilliant'	(5) str. agree	0	3
117	Cheerful, high-spirited person	(4) agree	3	3.2
147	Not happy-go-lucky	(3) neutral	2	1.8
177	Sometimes bubble with happiness	(4) agree	3	3.1
207	No cheerful optimist	(4) agree	1	3.1
237	Laugh easily	(3) neutral	2	3.2

No.	Item (abbreviated)	Response	Points	Time (sec)
O1 Openness to Fantasy				
3	Very active imagination	(4) agree	3	1.6
33	Try to keep my thoughts realistic, avoid flights of fancy	(4) agree	1	11.2
63	Enjoy concentrating on daydream, letting it grow, develop	(4) agree	3	4.1
93	Find hard to let mind wander without control, guidance	(4) agree	1	4
123	Like to use imagination	(5) str. agree	4	3.8
153	Don't allow mind to drift off	(4) agree	1	2.9
183	Rarely enjoyed games of make-believe as child	(4) agree	1	16.8
213	Don't like daydreaming	(4) agree	1	2.7
O2 Openness to Aesthetics				
8	Not interested in arts	(2) disagree	3	3.2
38	Can get completely absorbed in music	(4) agree	3	4.5
68	Poetry has little or no effect on me	(4) agree	1	2.4
98	Sometimes from poetry or art, feel chill or excitement	(5) str. agree	4	3.4
128	Watching ballet or modern dance bores me	(5) str. agree	0	38.7
158	Certain kinds of music have endless fascination for me	(4) agree	3	63.7
188	Intrigued by patterns I find in art and nature	(4) agree	3	2.9
218	Enjoy poetry emphasising feelings, images, not storylines	(5) str. agree	4	2.1
O3 Openness to Feelings				
13	Experience wide range of emotions or feelings	(5) str. agree	4	6.1
43	Rarely feel strong emotions	(3) neutral	2	2.2
73	Scents, talk of far places, can evoke strong feelings in me	(4) agree	3	1.8
103	Pay little attention to my feelings	(2) disagree	3	2.4
133	Without strong emotions, life would be uninteresting	(4) agree	3	6.5
163	Seldom notice moods, feelings from different environments	(4) agree	1	1.9
193	Find easy to empathise – to feel what others feel	(4) agree	3	1.7
223	How I feel about things is important to me	(5) str. agree	4	6.6
O4 Openness to Actions				
18	Pretty set in my ways	(2) disagree	3	3.8
48	Often change how I do things to try something different	(3) neutral	2	1.7
78	On holiday, prefer going back to place I know	(4) agree	1	3.4
108	Often try new, foreign foods	(4) agree	3	2.4
138	Prefer to spend my time in familiar surroundings	(4) agree	1	5.1
168	Spend time learning and developing new hobbies	(4) agree	3	2.9
198	Once find right way to do something, stick to it	(5) str. agree	0	2
228	Follow exactly same route when go somewhere	(4) agree	1	2.5

No.	Item (abbreviated)	Response	Points	Time (sec)
O5 Openness to Ideas				
23	Often enjoy playing with theories, abstract ideas	(5) str. agree	4	2.4
53	Find academic debate dull	(2) disagree	3	3.5
83	Enjoy 'mind-twister'-type puzzles	(5) str. agree	4	1.9
113	Little interest in speculating on universe, human condition	(3) neutral	2	3.1
143	Enjoy solving problems or puzzles	(4) agree	3	6.2
173	Can get bored with abstract, theoretical talk	(4) agree	1	18.6
203	Have a lot of intellectual curiosity	(4) agree	3	2.8
233	Have wide range of intellectual interests	(4) agree	3	4.1
O6 Openness to Values				
28	People should look to higher authorities for moral guidance	(4) agree	1	2.7
58	Laws, social policies should change with changing world	(4) agree	3	2.7
88	Something is wrong with adults who still lack firm beliefs	(4) agree	1	2.3
118	Tolerant of others' lifestyles	(5) str. agree	4	10.2
148	Sticking to your principles is better than an open mind	(4) agree	1	1.8
178	Our right and wrong may not be right for everyone in world	(4) agree	3	6.1
208	If young people hear controversial views it will confuse them	(3) neutral	2	1.7
238	Traditional values should be honoured, not questioned	(4) agree	1	3.2
A1 Trust				
4	Find it difficult to trust people	(3) neutral	2	2.5
34	Most people basically well-intentioned	(4) agree	3	3.2
64	Most people will take advantage of you if you let them	(5) str. agree	0	4.1
94	Tend to assume best about people	(2) disagree	1	2.4
124	Suspicious when someone does something nice for me	(5) str. agree	0	9.5
154	My first reaction is to trust people	(4) agree	3	31.2
184	Most people I deal with are honest, trustworthy	(5) str. agree	4	6.1
214	Have good deal of faith in human nature	(4) agree	3	5.1
A2 Straightforwardness				
9	Not crafty or sly	(4) agree	3	4.5
39	If necessary, willing to manipulate people to get what I want	(5) str. agree	0	4.5
69	Couldn't deceive anyone even if I wanted	(4) agree	3	9.5
99	At times I flatter so people do what I want	(4) agree	1	2.2
129	Would hate to be thought of as two-faced	(4) agree	3	2.1
159	Sometimes trick people into doing what I want	(5) str. agree	0	2.2
189	Being perfectly honest is a bad way to do business	(5) str. agree	0	4.1
219	Pretty clever when dealing with people	(4) agree	1	7.4

No.	Item (abbreviated)	Response	Points	Time (sec)
A3 Altruism				
14	Not known for my generosity	(4) agree	1	1.5
44	Go out of way to help others	(2) disagree	1	1.6
74	Some people think me cold, calculating	(1) str. disagree	4	5.5
104	Generally try to be thoughtful, considerate	(4) agree	3	4.2
134	Some people think I'm selfish, self-centred	(5) str. agree	0	2.3
164	Most people think I'm helpful	(4) agree	3	2.3
194	Think of myself as charitable	(4) agree	3	11.1
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	(2) disagree	1	5.1
49	If someone starts fight, ready to fight back	(5) str. agree	0	1.9
79	Hesitate to express my anger even when justified	(3) neutral	2	2.3
109	Hard-headed, stubborn	(4) agree	1	2.3
139	Rather cooperate with others than compete	(5) str. agree	4	3.7
169	Can be sarcastic, cutting when needed	(4) agree	1	3.1
199	If don't like people, I let them know	(4) agree	1	3.1
229	Can be argumentative	(4) agree	1	4.5
A5 Modesty				
24	Don't mind bragging about my talents, accomplishments	(4) agree	1	2.3
54	Tend to undersell myself, my achievements	(1) str. disagree	0	6
84	Don't get enough credit	(4) agree	1	2.4
114	Am no better than anyone else	(4) agree	3	4.9
144	Am better and I know it	(5) str. agree	0	3.9
174	Not a show-off	(4) agree	3	8.7
204	Rather praise others than be praised myself	(4) agree	3	7.7
234	Superior person	(1) str. disagree	4	2.5
A6 Tender-Mindedness				
29	Making laws, we should consider who might lose out	(5) str. agree	4	4.7
59	No sympathy for beggars	(4) agree	1	5.1
89	We can never do too much for the poor and elderly	(5) str. agree	4	5
119	Don't worry much about homeless	(5) str. agree	0	4.2
149	Human need outweighs money	(2) disagree	1	1.8
179	All human beings are worthy of respect	(4) agree	3	4.2
209	Have sympathy for others less fortunate	(5) str. agree	4	6.9
239	People always deserve second chance	(4) agree	3	1.4

No.	Item (abbreviated)	Response	Points	Time (sec)
C1 Competence				
5	Efficient, effective at my work	(4) agree	3	4.2
35	Sometimes act unwisely	(4) agree	1	4.7
65	Make informed, sensible decisions	(3) neutral	2	1.9
95	Don't seem completely successful at anything	(2) disagree	3	15.7
125	Have good judgement	(4) agree	3	2.2
155	Often come to situations less well prepared than others	(4) agree	1	13.4
185	Am good at many things	(4) agree	3	4.9
215	Known for common sense	(4) agree	3	2.7
C2 Order				
10	Don't mind if room is a bit untidy	(5) str. agree	0	8.2
40	Keep my belongings neat, clean	(2) disagree	1	2.4
70	Not very orderly, methodical	(4) agree	1	13.5
100	Like to keep everything in place, know where it is	(5) str. agree	4	7.8
130	Never seem able to get organised	(4) agree	1	2.7
160	Fussy about how things should be done	(4) agree	3	4.2
190	Not compulsive about cleaning	(4) agree	1	5.4
220	Spend lot of time looking for things I've misplaced	(3) neutral	2	2.3
C3 Dutifulness				
15	Try to get to work even when unwell	(5) str. agree	4	1.6
45	At times less dependable, reliable than I should be	(4) agree	1	2.2
75	Pay debts promptly, fully when I can	(5) str. agree	4	3.5
105	Ignore lots of silly little rules	(5) str. agree	0	2.6
135	When I make a commitment, I can be counted on	(4) agree	3	2
165	Follow my ethics strictly	(4) agree	3	3.9
195	Try to do jobs carefully, so needn't be done again	(5) str. agree	4	12.1
225	Perform all tasks given to me conscientiously	(4) agree	3	4.2
C4 Achievement Striving				
20	Don't feel driven to get ahead	(4) agree	1	2.2
50	Always push self to achieve	(4) agree	3	1.8
80	Let self-improvement programmes slide early, usually	(4) agree	1	3.9
110	Work hard to accomplish my goals	(4) agree	3	2.6
140	Not very ambitious	(4) agree	1	7.8
170	Have clear set of goals that are important to achieve	(5) str. agree	4	2.1
200	Strive for excellence in everything I do	(4) agree	3	4.3
230	Something of 'workaholic'	(2) disagree	1	4

No.	Item (abbreviated)	Response	Points	Time (sec)
C5 Self-Discipline				
25	Pretty good at pacing self to get things done on time	(4) agree	3	7.3
55	Have trouble making myself do what I should	(2) disagree	3	4.2
85	Almost always finish project once started	(2) disagree	1	4.5
115	Easily distracted from boring little tasks	(5) str. agree	0	3.3
145	Productive person, always get job done	(5) str. agree	4	2
175	When project gets too difficult, inclined to start new one	(5) str. agree	0	4.6
205	Waste a lot of time before settling down to work	(4) agree	1	4.4
235	Have lots of self-discipline	(5) str. agree	4	3.4
C6 Deliberation				
30	Over years, have done some pretty stupid things	(4) agree	1	2.7
60	Rarely make hasty decisions	(5) str. agree	4	1.8
90	Often do things on spur of moment	(4) agree	1	3.5
120	Always consider consequences before acting	(4) agree	3	3.1
150	Occasionally act first and think later	(5) str. agree	0	1.7
180	Think things through before coming to decision	(5) str. agree	4	5.8
210	Plan ahead carefully when go on trip	(4) agree	3	4.4
240	Think twice before answer question	(5) str. agree	4	1.5
(Auxiliary)				
241	Have tried to answer all these questions honestly, accurately	(2) disagree	1	3
Number of missing responses			0	
Total item response time				19:44

RESPONSE STATISTICS

Step	Distribution of responses	
1	2 %	
2	10 %	
3	7 %	
4	54 %	
5	28 %	