

NEO-PI-3

NEO Personality Inventory – 3
Personal Insight Report: Work Style

Sample Report

ID 13216-172

Date 22/12/2015

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:

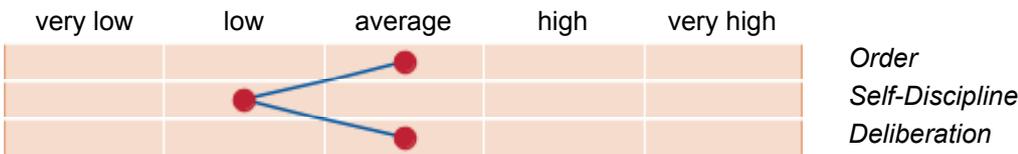
1. The NEO-PI-3 asks questions about your attitudes and typical style of behaving. Your responses have been compared with those of a reference group named 'UK Working Population'. In this way, we have been able to benchmark various characteristics you possess against this group. If we had used a different 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.

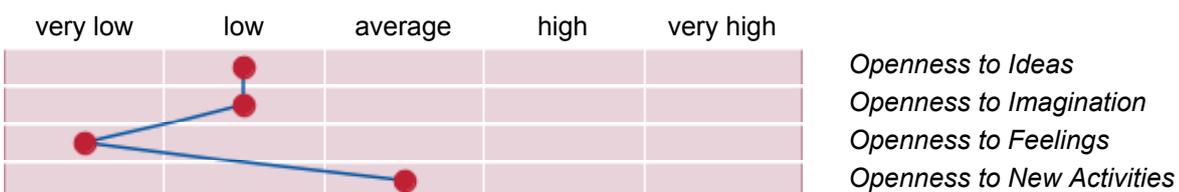
Effectiveness at organising thoughts



You think through your decisions as carefully as most people: you will give consideration to the consequences of what you say or do without 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 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 are as systematic and methodical as most people in the way you collect information on which to base your decisions. That said, you also describe yourself as being easily distracted, finding it difficult to make yourself do what you know you need to do, such that you procrastinate or switch your focus to other things. Sometimes your attention switches before you have given yourself time to get to grips with an issue fully. It may be that you are naturally distractible. Perhaps you have so much to do right now that you are over-stretched, or perhaps you are under-stimulated. It might be useful to reflect on why you are easily distracted. Other aspects of your temperament detailed later in this report may help you to do that and, having done so, it will be easier to reflect on how to modify this aspect of your approach, which may be causing you to be less efficient than you could be.

Open-mindedness and originality

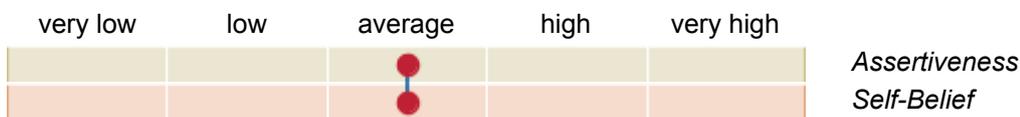


You are as open as most people in the reference group to trying new activities or going to new places. You probably like to achieve a balance between novelty and variety on the one hand, and familiarity and routine on the other.

Less interested than most in either intellectual discussion or imaginative flights of fancy, you are a pragmatic and task-focused person. You prefer to deal with what is tangible rather than what is abstract or the product of imagination. You will direct your thoughts along realistic lines rather than getting side-tracked by theoretical musings or by allowing your mind to wander. At work, you prefer to deal with what you know and what experience has taught you, rather than taking a risk with unproven ideas or experimental methods. You may need to guard against closing your mind to alternatives that seem to you to arise from unproven or fanciful notions.

You tend to receive and evaluate ideas and experiences in an unemotional way. Your interpretation of information is unlikely to be influenced by your feelings. While this increases your objectivity, it is important not to ignore the usefulness of the less tangible aspects of decisions and situations. These aspects may be accessible only by listening to and trying to gain insight from your own or other people's instincts and feelings.

Confidence in problem-solving



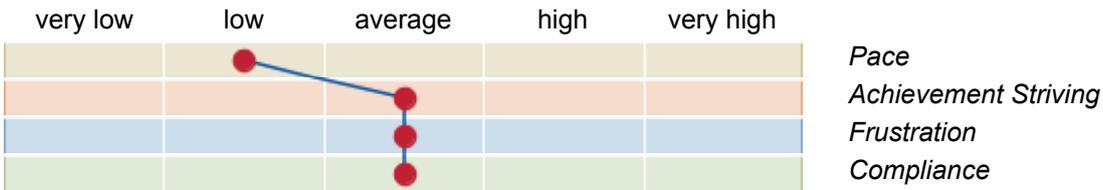
The extent to which you believe in your own capability and see yourself as an effective and prudent problem-solver falls within the typical range for the reference group. You take responsibility for your own decisions to the same extent as most.

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



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.

Your pace of work is likely to be on the relaxed side. Though not necessarily sluggish, you are unlikely to be fast paced or intense in your drive for results. Nevertheless, you take work seriously and work as hard as most people. Be aware of how you impact on others: your leisurely style may sometimes be perceived as a lack of interest in results.

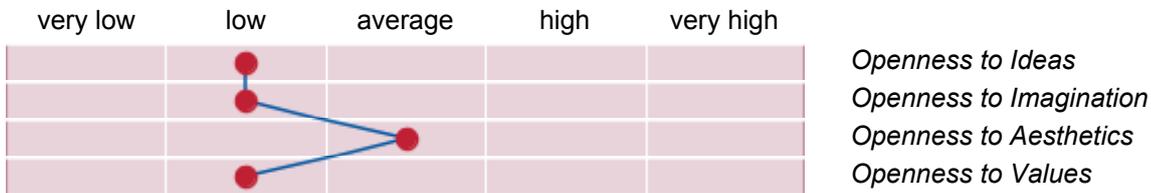
Like most people, you experience frustration when things do not go in the right direction, but you are no quicker to anger than most. Generally, you adopt a co-operative approach with others and try to maintain harmonious relationships, but you will not comply simply to avoid conflict. When you have genuine reason to be dissatisfied with another person’s performance or the way they are treating you, you will not avoid expressing this.

Conscientiousness



Moral and ethical imperatives to fulfil your obligations are as important to you as they are to most people. That said, your responses suggest that you sometimes find it difficult to motivate yourself to begin tasks or follow them through to completion. Particularly when the task is boring or there are other distractions, you may procrastinate or feel inclined to give up.

Openness to possibilities and alternatives



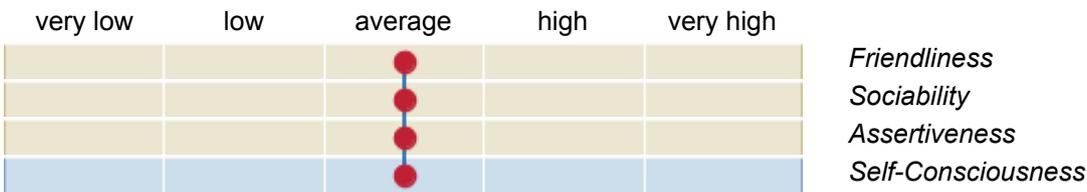
You describe yourself as someone who is not particularly interested in theory or intellectual discussion of ideas. You will not be inclined to explore possibilities at a theoretical level but will prefer to focus on proven ideas with which you have familiarity. You are prosaic in your approach, focusing on what is practical and workable.

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

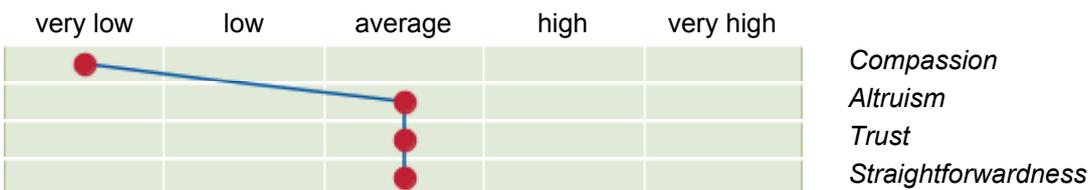


Your responses suggest that you like to achieve a balance between the time you spend with others and the time you spend alone.

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



Your responses suggest that you are as willing as most to get actively and personally involved in assisting people who need your help. You will not, however, allow yourself to be swayed in your decisions about the best course of action by appeals to your sympathy. You see yourself as a realist who makes decisions based on logic.

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

You give as much thought as most to how the words you use, and the way you say them, will be received by other people. This suggests that you will come across as straightforward without seeming ingenuous.

Quality of relationships



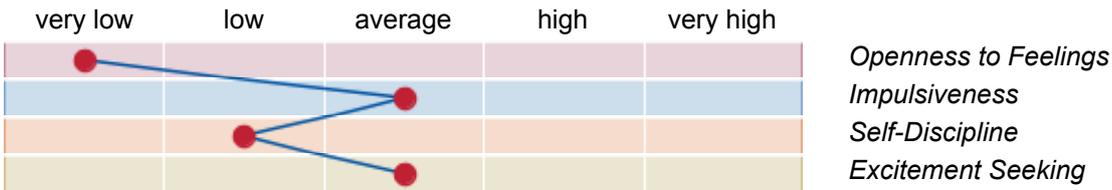
You are as concerned as most to preserve harmonious relations with others. You will usually balance your drive to compete with a desire to be co-operative and accommodating.

You have a typical level of 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

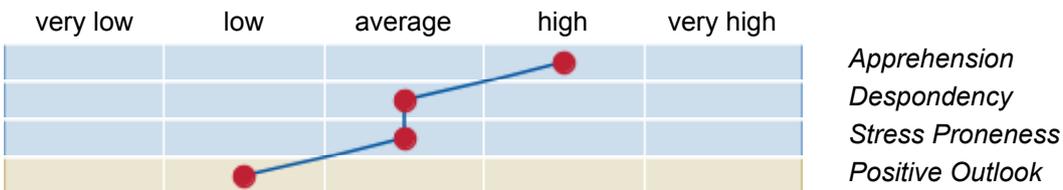


You describe yourself as relatively unemotional and less likely than most people to allow your feelings to guide your decisions.

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.

Your responses suggest that you deal with disappointments and setbacks as well as the next person, being no more prone to discouragement or downheartedness than most in the reference group. That said, you do not see yourself as particularly light-hearted or exuberant; you report experiencing positive emotions with less intensity than most in the reference group. This does not imply that you are necessarily unhappy, but you may be less generally optimistic in your outlook than most people report themselves to be. Indeed, you describe a greater tendency than most to feel apprehensive or anxious before the event. This attitude can be useful if it drives you to identify and prepare for potential future

problems, but it can increase feelings of vulnerability to negative stress. Your reported experience of vulnerability or stress proneness is within the average range, suggesting that your anxiety and tendency to be less optimistic do not detract from your sense of being able to cope with what life throws at you. Even so, it may be worth thinking about what underlies your anxiety or apprehension when it occurs.

Becoming more conscious of the thoughts, attitudes, or beliefs that underlie anxiety and apprehension is the first step in learning to manage these emotions. It is the thoughts we have about events rather than the events themselves that influence our emotions, but often these thoughts are so automatic that we aren't conscious of them. When we deliberately focus on our automatic thoughts about events or situations, we become able to identify self-defeating attitudes or beliefs and challenge them so that they lose their power.

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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