

# NEO-PI-3

NEO Personality Inventory – 3  
Personal Insight Report: Work Style

**Sample ECW**  
**ID 13235-4019**  
**Date 13/01/2016**

Self-report

## OVERVIEW

---

The test taker's age lies outside the range represented in the norm sample. Please keep this in mind when interpreting the results. You may like to refer to detailed information about this norm.

---

- 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:

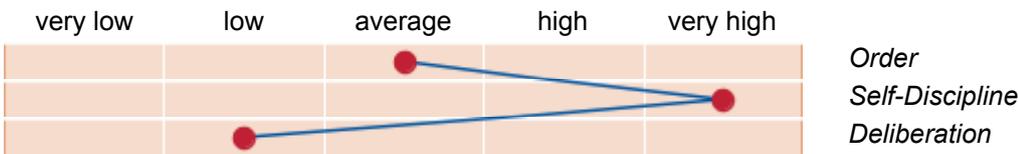
1. The NEO-PI-3 asks questions about your attitudes and typical style of behaving. Your responses have been compared with those of a reference group named 'UK Managerial and Professional'. In this way, we have been able to benchmark various characteristics you possess against this group. If we had used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

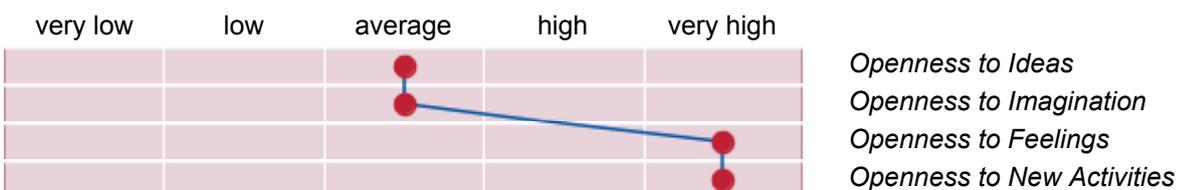
### Effectiveness at organising thoughts



You do not procrastinate in beginning tasks and you are motivated to follow through to completion even in the face of boredom or other distractions. You arrive at solutions and make decisions more quickly than most, which is an advantage when there are opportunities to be grasped. On the other hand, your responses to the questionnaire suggest that you recognise in yourself an occasional tendency to be hasty in your decision-making process; you may not fully consider the consequences before taking action or giving an opinion. This suggests that while you are fast and focused in how you gather the information required to make the decision, you may not always fully think through the implications of the facts at your disposal.

You may find yourself frustrated by those who deliberate over decisions, but both their style and your own are important in organisations. You can help those who deliberate for too long not to miss opportunities, but equally they can help you by pointing out the need for caution sometimes. It is important to be open to learning about the advantages of styles that are different from your own. You may need to manage this by making it clear to others who are more cautious than you that you have insight into this aspect of yourself and by actively finding ways to work together so that your approach and that of more cautious people complement rather than conflict with each other.

### Open-mindedness and originality



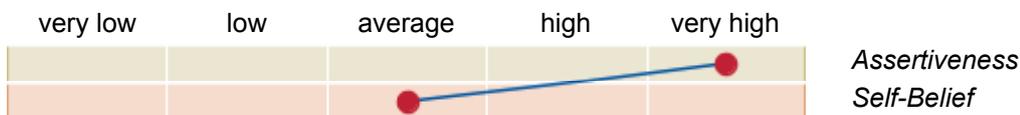
You describe yourself as very open to new experiences: trying new activities and going to new places.

You are likely to prefer novelty and variety to familiarity and routine. 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.

You show an average level of intellectual curiosity. In other words, you are receptive to the potential in new and unproven theoretical ideas and sometimes enjoy intellectual discussions or pursuits for their own sake, but equally you attach value to being practical and being responsive to what needs to be done now.

Similarly, your capacity for imagination is within the average range for the reference group. You don't let your mind wander into flights of fantasy at the expense of getting things done; you are pragmatic without being unimaginative.

### Confidence in problem-solving



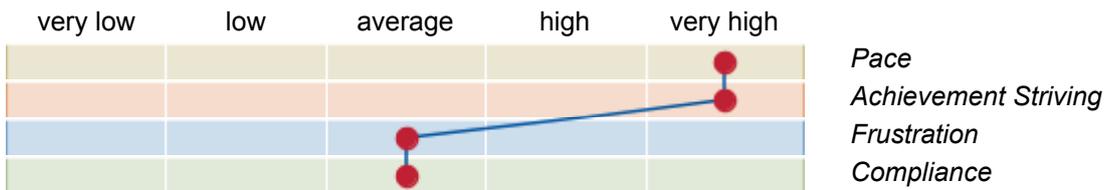
The extent to which you believe in your own capability and see yourself as an effective and prudent problem-solver falls within the typical range for the reference group. You take responsibility for your own decisions to the same extent as most.

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

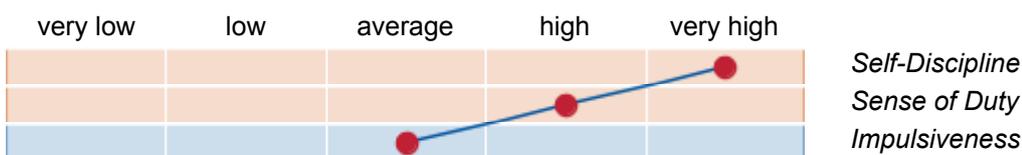


You are fast paced in your approach to work. You have a lot of energy and like to keep busy.

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.

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.

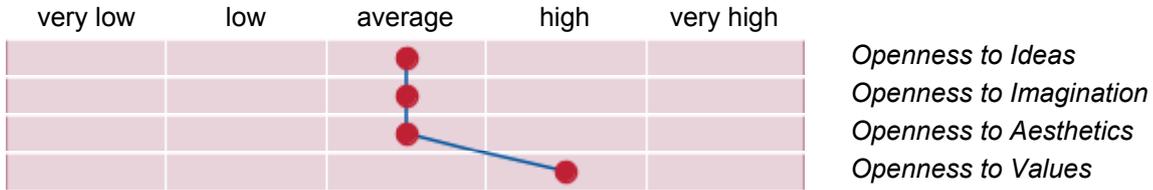
### Conscientiousness



You are unlikely to be deterred from carrying tasks through to 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.

Your self-discipline is combined with a strong sense of duty. The moral responsibility to fulfil your obligations and adhere to ethical principles in doing so is likely to be important to you.

### Openness to possibilities and alternatives



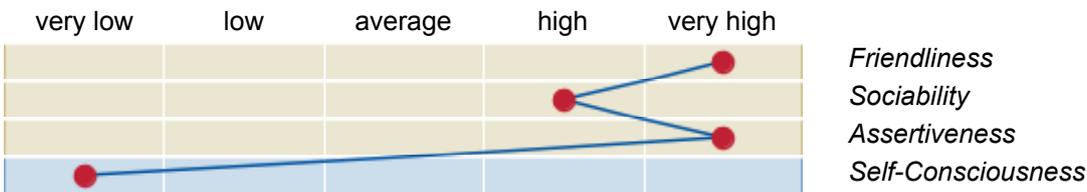
You show a typical level of curiosity about intellectual topics and theoretical ideas. You are as imaginative as most without being idealistic or impractical.

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

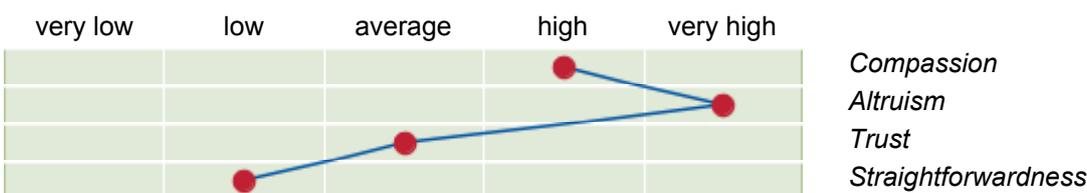


You describe yourself as an outgoing person who enjoys being in the company of other people. You express a strong preference for doing things as part of a group rather than doing things on your own. You will enjoy informal networking and socialising.

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



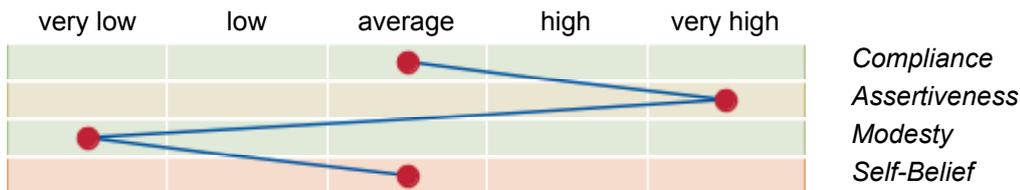
You are a compassionate person with an active concern for the welfare of others. You are more moved than most by human need in general and more willing than most to get personally involved in individual people's problems.

As someone who listens to your feelings and senses them strongly, you may need to guard against being swayed from your own priorities, or the decisions that are right for you, by other people's appeals to your sympathy or by becoming over-involved in their problems.

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



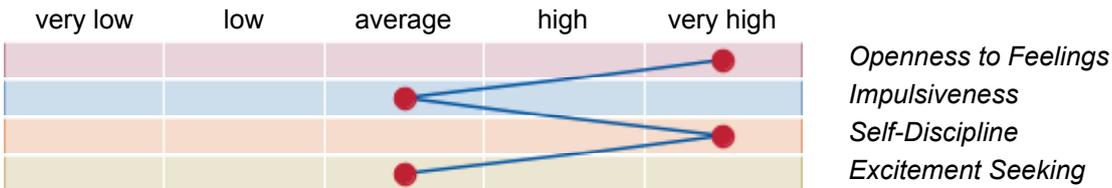
You are as concerned as most to preserve harmonious relations with others. You will usually balance your drive to compete with a desire to be co-operative and accommodating.

You 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

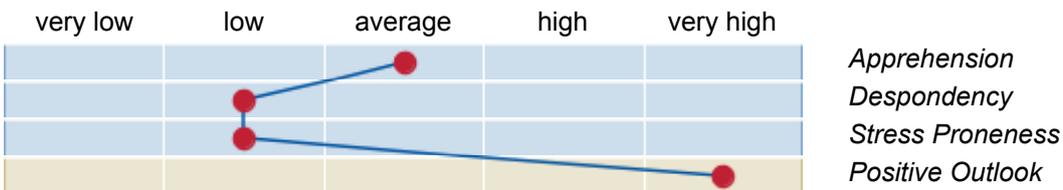


Your feelings are important to you. More than most people, you feel the highs and lows. You listen to your feelings and use them to guide your decision-making.

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 a greater intensity than do most people. You laugh easily and can be high-spirited or exuberant. Your responses suggest that you rarely feel dejected or discouraged and that you are no more anxious or apprehensive than the next person. You see yourself as more than capable at handling stressful situations.

## 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?

© 2015 Hogrefe Ltd

Hogrefe Ltd is the publisher of the UK version of the NEO Personality Inventory, and distributes it worldwide except in North America, based upon an exclusive licensing arrangement between Hogrefe Ltd and Psychological Assessment Resources (PAR), Inc.