

NEO PI-R™

NEO PERSONAL INSIGHT REPORT
Work Style

Name of respondent:

A.Sample

Date of completion:

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Assessed by:

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NEO PERSONAL INSIGHT REPORT: WORK STYLE

This report is based on your responses to the NEO Personality Inventory. Before reading the analysis, you should bear in mind the following points:

1. The NEO PI-R asks questions about your attitudes and typical style of behaving. Your responses have been compared to those typical of a representative sample of the British 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 may 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 impact on you in your current environment and the extent to which they may impact on 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 impact on others.
5. Remember also that we do not always respond the same in all situations so that it may be useful when reflecting on the analysis to visualise yourself in a variety of different situations you normally face in life.

STRUCTURE OF THIS REPORT

The analysis of your results is organised as follows:

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

PROBLEM SOLVING AND DECISION MAKING

In this section we consider your approach to making decisions and problem solving. 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

C2 Order					
C5 Self-Discipline					
C6 Deliberation					
	VeryLow	Low	Average	High	VeryHigh

You are as well organised as most in your approach to finding appropriate solutions. You will be reasonably systematic and methodical in the way you gather information and you are as self-disciplined as most people in terms of keeping your mind focused on the issue at hand.

In thinking through your decisions you won't be over-cautious and miss opportunities by deliberating too long but at the same time you will give consideration to the consequences of what you say or do.

Open-mindedness and Originality

O5 Openness to Ideas					
O1 Openness to Imagination					
O3 Openness to Feelings					
O4 Openness to New Activities					
	VeryLow	Low	Average	High	VeryHigh

You are as receptive as most to new experiences on a practical level, (trying new things, going to new places), although you are less likely to enjoy theoretical discussion about new or unproven ideas preferring to respond practically to what needs to be done rather than spending time theorising about experimental methods and new ways of thinking.

Generally, you are realistic in your thinking. While you have as much imagination as most people, you keep your mind on the task at hand rather than getting lost in fantasy.

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 less tangible aspects of decisions and situations which 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

E3 Assertiveness					
C1 Sense of Mastery					
	VeryLow	Low	Average	High	VeryHigh

You have as much faith in your own capability as most people seeing yourself as being reasonably effective and prudent in your problem-solving and taking responsibility for your own decisions.

Having formed your conclusions you are more willing than most to voice your views. You have an assertive style of expression and will often take the lead in discussions.

OPERATIONAL STYLE

This section explores how you go about determining an action plan and implementing it.

Action Orientation

E4 Pace of Living					
C4 Achievement Striving					
N2 Frustration					
A4 Compliance					
	VeryLow	Low	Average	High	VeryHigh

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 achieve your goals.

In general, you do not see yourself as an emotional person but you are quick to become frustrated and irritated with others when things do not go in the right direction. When your frustration or anger is caused by other people, you will openly express this and can often be confrontational or aggressive in the way you do so. You may benefit from working on expressing your frustration in a less hostile way such that others will respond more positively to what you suggest they need to do differently. When you feel angry, irritated or frustrated with others, ask yourself what is causing that emotion; is it genuinely something to do with how others are behaving or is it to do with how you are interacting and communicating with them? Are you perhaps misinterpreting their behaviour; in other words, is your irritation justified? What do you need to do differently and what would you like others to do differently? Once you have answered these questions for yourself it becomes easier to find ways to communicate your frustrations in ways that won't seem hostile to the other party but which might resolve the issues. Performance issues can be confronted without causing conflict. This may be an area where you could usefully develop your skills.

Conscientiousness

C5 Self-Discipline					
C3 Dutifulness					
N5 Impulsivity					
	VeryLow	Low	Average	High	VeryHigh

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

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

Openness to Possibilities and Alternatives

O5 Openness to Ideas					
O1 Openness to Imagination					
O2 Openness to Aesthetics					
O6 Openness to Values					
	VeryLow	Low	Average	High	VeryHigh

You describe yourself as someone who is not particularly interested in theory or intellectual discussion of ideas so that you won't be inclined to explore possibilities at a theoretical level. You will prefer to focus on proven ideas with which you have familiarity. You will be as imaginative as most in terms of applying these.

Where your values and beliefs are concerned, you are as willing as most to question your own assumptions and also those of authority figures.

STYLE OF RELATING TO OTHERS

This section explores how you interact with others in terms both of 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

E1 Friendliness					
E2 Sociability					
E3 Assertiveness					
N4 Self-Consciousness					
	VeryLow	Low	Average	High	VeryHigh

You describe yourself as being on the reserved side and somewhat detached or formal in your dealings with people. You are more of a loner than a people person. Time spent alone is likely to be important to you and you will often choose not to socialise.

In a work situation, you are not a natural net worker and aspects of your role that require informal socialising may be less satisfying for you. Your strength is that you will deal well with those aspects of the role requiring you to work independently; you are not dependent on other people.

In group situations, you are likely to focus your attention more on the activity or task in which the group is participating than on getting to know the individual group members. It is likely that you will often be the one directing the group; you are an assertive person who tends naturally to take a leadership role.

Attitude to Others

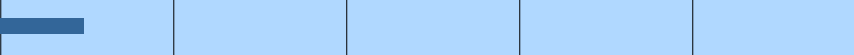

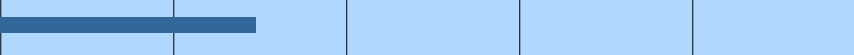

A6 Compassion					
A3 Altruism					
A1 Trust					
A2 Straightforwardness					
	VeryLow	Low	Average	High	VeryHigh

You see yourself as a realist who makes decisions based on logic. You are unlikely to be swayed in your decisions by appeals to your sympathy, describing yourself as more results oriented than compassionate. You are more reluctant than most to become involved in other people's problems.

You have a natural inclination to question people's motives rather than just accepting what they say and do at face value. You will not be easy to fool and will be alert to hidden agendas. At times you may read too much between the lines and can doubt a person's sincerity when there is no reason to do so.

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

A4 Compliance					
E3 Assertiveness					
A5 Modesty					
C1 Sense of Mastery					
	VeryLow	Low	Average	High	VeryHigh

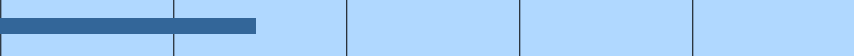

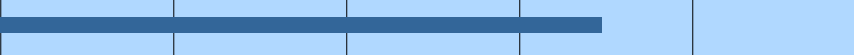

You prefer to win rather than compromise and can impact as aggressive in your style of expression. You express your views in a forceful way and will stand your ground even if it causes interpersonal conflict.

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

O3 Openness to Feelings					
N5 Impulsivity					
E5 Excitement-Seeking					
C5 Self-Discipline					
	VeryLow	Low	Average	High	VeryHigh

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 are 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

N1 Anxiety					
N3 Despondency					
N6 Stress Proneness					
E6 Positive Outlook					
	VeryLow	Low	Average	High	VeryHigh

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 the same intensity as do most people. You probably have a generally optimistic 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 from the stress that life's demands can cause, your balanced attitude and realism in dealing with disappointment increase your resilience.

NEXT STEPS

It may be helpful for you to consolidate the information in this report by considering the following questions:

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 key 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 context 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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