



NEO PI-R Primary Colours

Technical Report

■ Sample 1

ID 180-272

Date 30/09/2013

HOGREFE



OVERVIEW

This technical report contains confidential numerical scale and item-level data arising from completion of the NEO PI-R. Access to 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-R, the results have been analysed into two descriptive narrative formats as follows:

- i) **The NEO PI-R 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 the Edgecumbe Consulting Group. It is intended for use as part of a supervised leadership coaching process and as a starting point for leadership development planning.

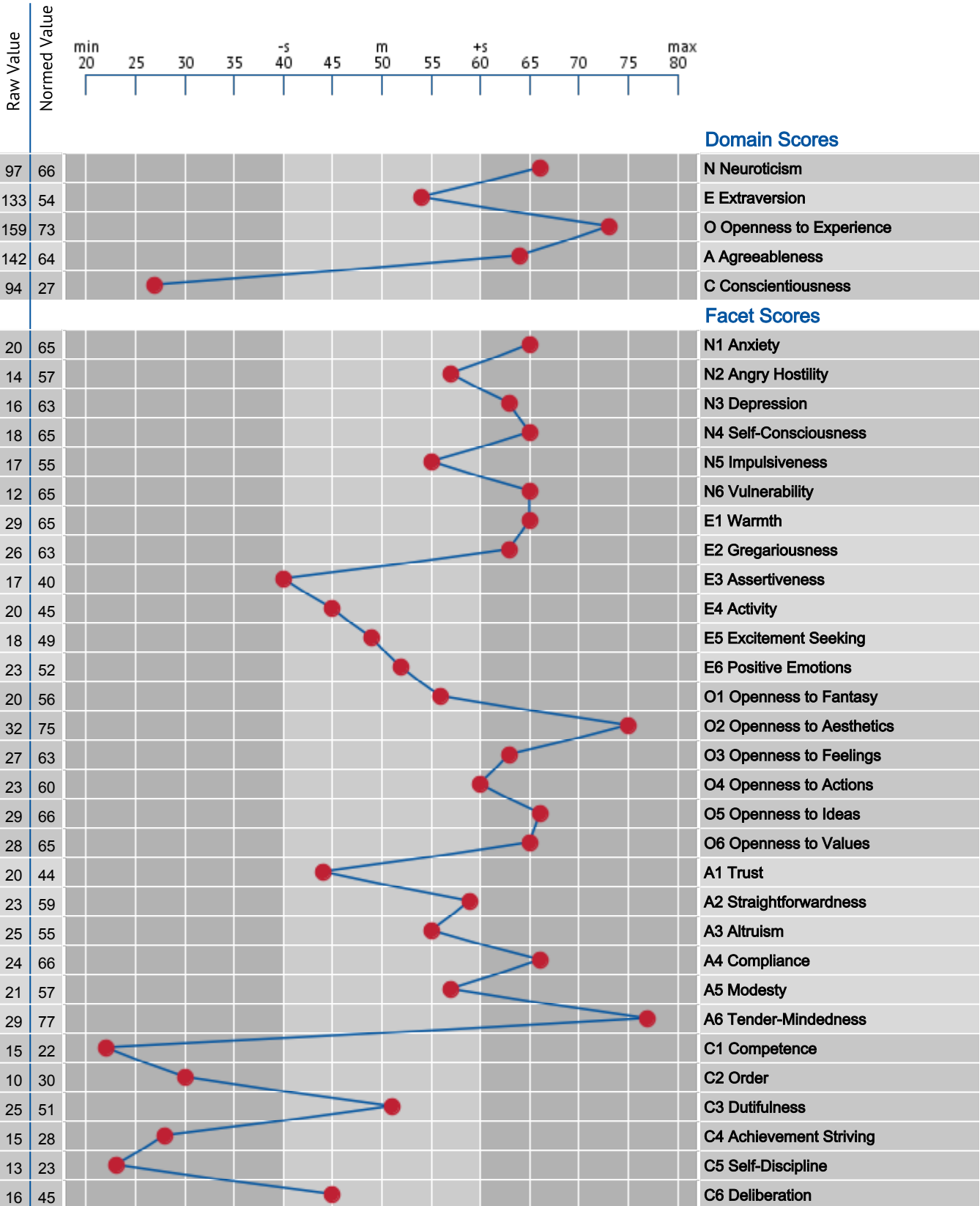
This NEO PI-R technical report has been tailored for use with the Primary Colours Leadership Report, in which colour is associated with leadership tasks. Since a facet relevant to more than one leadership task will be coloured differently in different sections of the Leadership Report, no single colour can represent the facet. To avoid suggesting this or clashing with the leadership colours, the profile sheet presented herein uses shades of grey. By contrast, in the standard technical report and in the Personal Insight Report, facets are coloured according to the NEO domain to which they belong.

Structure of this report

- Profile sheet
- Table of scores
- 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.

NEO Personality Inventory - Revised | Standard
ECG Corporate 2012 - T Score (50+10z)



NEO Personality Inventory - Revised | Standard
ECG Corporate 2012 - T Score (50+10z)

Scale	Raw val	Normed val
Domain Scores		
N Neuroticism	97	66
E Extraversion	133	54
O Openness to Experience	159	73
A Agreeableness	142	64
C Conscientiousness	94	27
Facet Scores		
N1 Anxiety	20	65
N2 Angry Hostility	14	57
N3 Depression	16	63
N4 Self-Consciousness	18	65
N5 Impulsiveness	17	55
N6 Vulnerability	12	65
E1 Warmth	29	65
E2 Gregariousness	26	63
E3 Assertiveness	17	40
E4 Activity	20	45
E5 Excitement Seeking	18	49
E6 Positive Emotions	23	52
O1 Openness to Fantasy	20	56
O2 Openness to Aesthetics	32	75
O3 Openness to Feelings	27	63
O4 Openness to Actions	23	60
O5 Openness to Ideas	29	66
O6 Openness to Values	28	65
A1 Trust	20	44
A2 Straightforwardness	23	59
A3 Altruism	25	55
A4 Compliance	24	66
A5 Modesty	21	57
A6 Tender-Mindedness	29	77
C1 Competence	15	22
C2 Order	10	30
C3 Dutifulness	25	51
C4 Achievement Striving	15	28
C5 Self-Discipline	13	23
C6 Deliberation	16	45

No.	Item (abbreviated)	Response	Points	Time (sec)
N1 Anxiety				
1	No worrier	(2)	3	61.5
31	Easily frightened	(2)	1	2.6
61	Rarely fearful or anxious	(2)	3	2.5
91	Often feel tense, jittery	(4)	3	1.8
121	Seldom apprehensive about future	(4)	1	2.1
151	Often worry about things that might go wrong	(4)	3	2.7
181	Fewer fears than most people	(2)	3	3.3
211	Sometimes have frightening thoughts	(4)	3	3.3
N2 Angry Hostility				
6	Often get angry at way people treat me	(2)	1	2.5
36	Even-tempered person	(2)	3	2.7
66	Known as hot-blooded, quick-tempered	(4)	3	1.8
96	Not considered touchy or temperamental	(4)	1	6.1
126	Often disgusted with people I have to deal with	(2)	1	3.2
156	Not angered easily	(4)	1	7.3
186	At times felt bitter, resentful	(4)	3	2.7
216	Even minor annoyances can be frustrating to me	(2)	1	4.3
N3 Depression				
11	Rarely feel lonely or blue	(2)	3	3.6
41	Sometimes feel completely worthless	(4)	3	4.3
71	Seldom sad or depressed	(4)	1	2.6
101	Have sometimes experienced deep guilt or shame	(4)	3	3.7
131	Tend to blame myself when anything goes wrong	(4)	3	2.1
161	Have low opinion of myself	(2)	1	2.6
191	Sometimes things look pretty bleak, hopeless	(2)	1	4.2
221	Too often, when things go wrong, get discouraged, feel like giving up	(2)	1	5.5
N4 Self-Consciousness				
16	In dealing with people, always dread making social blunder	(4)	3	4.5
46	Seldom feel self-conscious around people	(2)	3	3.3
76	Have been so ashamed I just wanted to hide	(4)	3	3
106	Not much embarrassed by being ridiculed, teased	(4)	1	4.5
136	Often feel inferior to others	(4)	3	3.1
166	Feel comfortable around my bosses, authorities	(4)	1	2.4
196	If have said or done wrong thing to someone, can hardly bear to face them again	(2)	1	4
226	When people I know do foolish things, get embarrassed for them	(4)	3	2.9
N5 Impulsiveness				
21	Rarely overindulge in anything	(2)	3	2.8
51	Trouble resisting my cravings	(4)	3	2
81	Little difficulty resisting temptation	(4)	1	3.3
111	When having my favourite foods, tend to eat too much	(4)	3	2.6
141	Seldom give in to my impulses	(2)	3	2.8
171	Sometimes eat myself sick	(1)	0	2.8
201	Sometimes do on impulse what I later regret	(4)	3	3.1
231	Can always keep my feelings under control	(4)	1	3.1

No.	Item (abbreviated)	Response	Points	Time (sec)
N6 Vulnerability				
26	Often feel helpless and want someone else to solve my problems	(2)	1	3.4
56	Feel capable of coping with most of my problems	(4)	1	3.1
86	When under great stress, sometimes feel I'm going to pieces	(4)	3	3.5
116	Keep cool head in emergencies	(4)	1	1.7
146	Often hard for me to make up my mind	(4)	3	2.7
176	Can handle myself pretty well in crisis	(4)	1	2.3
206	When everything seems to be going wrong, can still make good decisions	(4)	1	3.4
236	Pretty stable emotionally	(4)	1	1.5
E1 Warmth				
2	Really like most people I meet	(4)	3	7.6
32	Don't get much pleasure chatting with people	(1)	4	4.3
62	Known as warm, friendly person	(5)	4	2.3
92	Many think of me as somewhat cold, distant	(1)	4	3.6
122	Really enjoy talking to people	(5)	4	2.7
152	Find it easy to smile, be outgoing with strangers	(4)	3	3
182	Strong emotional attachments to friends	(4)	3	4.5
212	Take personal interest in people I work with	(5)	4	2.5
E2 Gregariousness				
7	Shy away from crowds	(1)	4	2.9
37	Like to have lots of people around me	(5)	4	2.9
67	Usually prefer to do things alone	(2)	3	3.2
97	Really feel need for other people if by myself for long	(4)	3	4
127	Prefer jobs that let me work alone, unbothered	(2)	3	4.7
157	Would rather holiday at popular beach than isolated cabin in woods	(2)	1	4.5
187	Social gatherings usually bore me	(1)	4	2.4
217	Enjoy parties with lots of people	(5)	4	3.6
E3 Assertiveness				
12	Dominant, forceful, assertive	(2)	1	1.7
42	Sometimes assert myself less than I should	(4)	1	4
72	Have often been leader of groups belonged to	(4)	3	5.3
102	In meetings, usually let others talk	(4)	1	2.4
132	People often look to me to make decisions	(4)	3	2.2
162	Would rather go my own way than be leader of others	(3)	2	4.3
192	Tend to do most of talking in conversations	(4)	3	2.5
222	Don't find easy to take charge of situation	(2)	3	4.2
E4 Activity				
17	Leisurely style in work and play	(4)	1	1.9
47	Do things vigorously	(4)	3	2.7
77	My work is likely to be slow but steady	(4)	1	2.9
107	Often feel bursting with energy	(4)	3	2.6
137	Not as quick and lively as other people	(2)	3	4.4
167	Usually seem in hurry	(4)	3	2.1
197	My life is fast-paced	(4)	3	2.6
227	Very active person	(4)	3	4


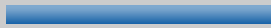

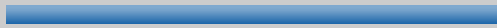
No.	Item (abbreviated)	Response	Points	Time (sec)
E5 Excitement Seeking				
22	Often crave excitement	(2)	1	4.6
52	Wouldn't enjoy holiday in Las Vegas	(3)	2	2.8
82	Have sometimes done things just for "kicks" or "thrills"	(4)	3	2.9
112	Tend to avoid shocking or scary films	(5)	0	2.5
142	Like to be where action is	(4)	3	1.9
172	Love excitement of roller coasters	(4)	3	2.6
202	Attracted to bright colours, flashy styles	(4)	3	3.8
232	Like being part of crowd at sporting events	(4)	3	1.9
E6 Positive Emotions				
27	Have never literally jumped for joy	(1)	4	3.1
57	Have sometimes experienced intense joy or ecstasy	(4)	3	2.5
87	No cheerful optimist	(2)	3	3.6
117	Sometimes bubble with happiness	(4)	3	3
147	Don't consider myself especially "light-hearted"	(4)	1	3.1
177	Cheerful, high-spirited person	(4)	3	1.7
207	Rarely use words like "fantastic!" or "sensational!" to describe my experiences	(2)	3	4
237	Laugh easily	(4)	3	1.5
O1 Openness to Fantasy				
3	Very active imagination	(4)	3	1.8
33	Try to keep my thoughts realistic, avoid flights of fancy	(2)	3	4.1
63	Have active fantasy life	(4)	3	2.6
93	Don't like to waste time daydreaming	(4)	1	3.5
123	Enjoy concentrating on daydream and exploring all its possibilities	(4)	3	3.8
153	If mind drifting to daydreams, usually concentrate on some work or activity instead	(4)	1	3.6
183	As child rarely enjoyed games of make believe	(2)	3	6.9
213	Difficulty just letting mind wander without control or guidance	(2)	3	17.1
O2 Openness to Aesthetics				
8	Aesthetic, artistic concerns not very important to me	(1)	4	5.5
38	Sometimes completely absorbed in music listened to	(5)	4	2.8
68	Watching ballet or modern dance bores me	(1)	4	3.1
98	Intrigued by patterns I find in art and nature	(5)	4	4.4
128	Poetry has little or no effect on me	(1)	4	2.5
158	Certain kinds of music have endless fascination for me	(5)	4	3.3
188	Sometimes, reading poetry or looking at work of art, feel chill or wave of excitement	(5)	4	4.2
218	Enjoy reading poetry that emphasises feelings, images more than story lines	(5)	4	2.5
O3 Openness to Feelings				
13	Without strong emotions, life would be uninteresting to me	(4)	3	3.1
43	Rarely feel strong emotions	(1)	4	3.2
73	How I feel about things is important to me	(4)	3	2.9
103	Seldom pay heed to my feelings of the moment	(2)	3	2.8
133	Experience wide range of emotions or feelings	(4)	3	2.8
163	Seldom notice moods or feelings that different environments produce	(1)	4	3.1

No.	Item (abbreviated)	Response	Points	Time (sec)
O3 Openness to Feelings				
193	Find easy to empathise - to feel what others feel	(5)	4	2.8
223	Odd things – like certain scents, names of distant places – can evoke strong moods in me	(4)	3	3.2
O4 Openness to Actions				
18	Pretty set in my ways	(1)	4	4.8
48	Think interesting to learn, develop new hobbies	(4)	3	2.8
78	Once find right way to do something, stick to it	(2)	3	3.9
108	Often try new, foreign foods	(4)	3	2.3
138	Prefer to spend my time in familiar surroundings	(4)	1	3.2
168	Sometimes make changes around house just to try something different	(4)	3	3.2
198	On holiday, prefer returning to tried, trusted spot	(2)	3	3.7
228	Follow same route when go somewhere	(2)	3	3.9
O5 Openness to Ideas				
23	Often enjoy playing with theories, abstract ideas	(5)	4	4.5
53	Find philosophical arguments boring	(1)	4	3.1
83	Enjoy solving problems or puzzles	(4)	3	3.8
113	Sometimes lose interest when people talk about very abstract, theoretical matters	(2)	3	4.2
143	Enjoy "mind-twister"-type puzzles	(4)	3	1.8
173	Little interest in speculating on nature of universe or human condition	(1)	4	3.3
203	Have a lot of intellectual curiosity	(5)	4	4.1
233	Have wide range of intellectual interests	(5)	4	2.7
O6 Openness to Values				
28	Letting students hear controversial speakers only confuses, misleads them	(1)	4	5.4
58	Laws and social policies should change with needs of changing world	(5)	4	3.5
88	We should look to our religious authorities for decisions on moral issues	(1)	4	4.5
118	Other societies' different ideas of right and wrong may be valid for them	(5)	4	4.2
148	Loyalty to one's ideals, principles is more important than "open-mindedness"	(2)	3	4.6
178	Broad-minded, tolerant of other people's lifestyles	(4)	3	2.7
208	People should know what they believe in by age 25	(2)	3	7.4
238	The "morality" of permissiveness is no morality at all	(2)	3	4.7
A1 Trust				
4	Tend to be cynical, sceptical of others' intentions	(5)	0	2.7
34	Most people basically well-intentioned	(3)	2	5.1
64	Most people will take advantage of you if you let them	(2)	3	4.2
94	Most people I deal with are honest, trustworthy	(4)	3	3
124	Suspicious when someone does something nice for me	(2)	3	3.8
154	My first reaction is to trust people	(4)	3	2.3
184	Tend to assume best about people	(4)	3	4
214	Have good deal of faith in human nature	(4)	3	2.3

No.	Item (abbreviated)	Response	Points	Time (sec)
A2 Straightforwardness				
9	Not crafty or sly	(4)	3	4.5
39	If necessary, willing to manipulate people to get what I want	(1)	4	3
69	Couldn't deceive anyone even if I wanted	(4)	3	2.6
99	Perfect honesty is a bad way to do business	(2)	3	4
129	Would hate to be thought of as hypocrite	(4)	3	3.3
159	Sometimes trick people into doing what I want	(2)	3	2.1
189	At times I bully or flatter so people do what I want	(2)	3	4.8
219	Pride myself on shrewdness in handling people	(4)	1	4
A3 Altruism				
14	Some people think I'm selfish, egotistical	(2)	3	2.9
44	Try to be courteous to everyone I meet	(4)	3	2.7
74	Some people think me cold, calculating	(1)	4	3.6
104	Generally try to be thoughtful, considerate	(4)	3	3.7
134	Not known for my generosity	(2)	3	3.1
164	Most people I know like me	(4)	3	2.8
194	Think of myself as charitable	(4)	3	2.3
224	Go out of my way to help others if I can	(4)	3	2.3
A4 Compliance				
19	Rather cooperate with others than compete	(5)	4	4
49	Can be sarcastic, cutting when needed	(4)	1	2.8
79	Hesitate to express my anger even when justified	(4)	3	2.9
109	If don't like people, I let them know	(2)	3	2.6
139	When insulted, I just try to forgive and forget	(4)	3	4.4
169	If someone starts fight, ready to fight back	(2)	3	4.1
199	Hard-headed, stubborn	(1)	4	2.9
229	Often get into arguments with family, co-workers	(2)	3	2.3
A5 Modesty				
24	Don't mind bragging about my talents, accomplishments	(2)	3	4.2
54	Rather not talk about myself, my achievements	(2)	1	3.1
84	Better than most people, and know it	(3)	2	3.8
114	Try to be humble	(4)	3	4.2
144	Have very high opinion of myself	(2)	3	2.7
174	Am no better than others, no matter what their condition	(5)	4	12.7
204	Rather praise others than be praised myself	(4)	3	4.6
234	Superior person	(3)	2	2.8
A6 Tender-Mindedness				
29	Political leaders need more awareness of human side of their policies	(5)	4	6.7
59	Hard-headed, tough-minded in my attitudes	(1)	4	2.5
89	We can never do too much for the poor and elderly	(5)	4	3.2
119	No sympathy for beggars	(2)	3	4.3
149	Human need should always take priority over economic considerations	(5)	4	3.8
179	All human beings are worthy of respect	(5)	4	3
209	Sympathy for others less fortunate	(4)	3	3
239	Rather be known as "merciful" than "just"	(4)	3	4.6
C1 Competence				
5	Known for prudence, common sense	(2)	1	3.6

No.	Item (abbreviated)	Response	Points	Time (sec)
C1 Competence				
35	Don't take civic duties like voting seriously	(4)	1	3.7
65	Keep informed, usually make intelligent decisions	(4)	3	10.5
95	Often come into situations not fully prepared	(4)	1	6.6
125	Pride myself on my sound judgement	(2)	1	3.8
155	Don't seem completely successful at anything	(2)	3	5.8
185	Very competent person	(3)	2	3.7
215	Efficient, effective at my work	(4)	3	2.4
C2 Order				
10	Rather keep my options open than plan everything in advance	(4)	1	5
40	Keep my belongings neat, clean	(2)	1	2.9
70	Not very methodical person	(4)	1	2.5
100	Like to keep everything in place, know where it is	(2)	1	2.6
130	Never seem able to get organised	(4)	1	2.2
160	Somewhat fastidious or exacting	(4)	3	4.7
190	Not compulsive about cleaning	(4)	1	3.8
220	Spend lot of time looking for things I've misplaced	(4)	1	3.1
C3 Dutifulness				
15	Try to perform all assigned tasks conscientiously	(4)	3	5.9
45	At times less dependable, reliable than I should be	(4)	1	3.1
75	Pay my debts promptly, in full	(5)	4	2.3
105	Sometimes cheat when playing card games on my own	(2)	3	4.3
135	When I make a commitment, I can be counted on	(5)	4	5.6
165	Adhere strictly to my ethical principles	(4)	3	3.4
195	Try to do jobs carefully, so needn't be done again	(4)	3	3.3
225	Would really have to be sick to miss a day's work	(5)	4	8.3
C4 Achievement Striving				
20	Easy-going, lackadaisical	(4)	1	3.2
50	Have clear goals, work to them in orderly way	(2)	1	3.1
80	When start self-improvement program, usually let it slide after few days	(4)	1	4.3
110	Work hard to accomplish my goals	(4)	3	1.7
140	Don't feel driven to get ahead	(4)	1	2.2
170	Strive to achieve all I can	(3)	2	2.4
200	Strive for excellence in everything I do	(4)	3	2.3
230	Something of "workaholic"	(4)	3	3
C5 Self-Discipline				
25	Pretty good at pacing myself to get things done on time	(2)	1	3.9
55	Waste lot of time before settling down to work	(4)	1	3.3
85	Productive person, always get job done	(4)	3	2.5
115	Have trouble making myself do what I should	(4)	1	2.5
145	Almost always finish started project	(2)	1	2.8
175	When project gets too difficult, inclined to start new one	(1)	4	3.2
205	So many little jobs need to be done that sometimes just ignore them all	(4)	1	4.1
235	Have lot of self-discipline	(2)	1	3.1
C6 Deliberation				
30	Over years, have done some pretty stupid things	(4)	1	3.5

No.	Item (abbreviated)	Response	Points	Time (sec)
C6 Deliberation				
60	Think things through before coming to decision	(4)	3	2.3
90	Occasionally act first and think later	(4)	1	2.4
120	Always consider consequences before acting	(4)	3	2.4
150	Often do things on spur of moment	(2)	3	3.9
180	Rarely make hasty decisions	(2)	1	7.9
210	Plan ahead carefully when go on trip	(2)	1	3.9
240	Think twice before answer question	(4)	3	6.6
(Auxiliary)				
241	Have tried to answer all these questions honestly, accurately	(5)	4	3

Step	Distribution of responses	
1	9 %	
2	27 %	
3	3 %	
4	50 %	
5	12 %	