Results Summary and Reaction of International Personality Item Pool Representation of the NEO PI-RTM

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At a glance, the word personality seems simple to define as a person's qualities and characteristics. Nevertheless, Personality is much deeper and holds a significant role in how individuals carry themselves in professional and non-professional settings. The text *Assessment Procedures for Counselor and Helping Professional* defines Personality as the reasonably stable patterns of thoughts, emotions, and behaviors derived from both genetic predisposition and social learning that distinguish one person from another and crystalize over time. (Drummond, R. J., Sheperis, C. J., & Jones, K. D. 2020). Furthermore they

Due to the definition complexity of personality's, many assessment tools such as personality inventories have been created to measure all aspects. Personality inventories are commonly used to determine and measure the frame and components of a person's character or personality. Such assessments are known to be used by prospective employers, in educational settings, and for clinical treatment/diagnoses.   The International Personality Item Pool Representation of the NEO PI-R (IPIP-NEO) is a well-known online inventory. It utilizes the five-factor personality model, which results in outcomes that reflect where the participants fall in relation to the five broad personality domains. In addition, the inventory calculates your placement on the -field, five general fields, and 30 personality subfields

IPIP Result Scores

Extraversion 62 -Average-*indicating neither a subdued loner nor a jovial chatterbox. You enjoy time with others but also time alone.*

Friendliness   28
Gregariousness   27
Assertiveness   76
Activity Level   94
Excitement-Seeking   51
Cheerfulness   80

Agreeableness *55 Average, indicating some concern with others' Needs, but, generally, unwillingness to sacrifice yourself for others.*

Trust   28
Morality   52
Altruism   64
Cooperation   27
Modesty   87
Sympathy   59

Conscientiousness 57 *Average, reasonably reliable, organized, and self-controlled*

Self-Efficacy   44
Orderliness   66
Dutifulness   59
Achievement-Striving   59
Self-Discipline   38
Cautiousness   63

Neuroticism 58 *Average, indicating emotional reactivity is typical of the general population. Stressful and frustrating situations are somewhat upsetting to you, but you are generally able to get over these feelings and cope with these situations.*

Anxiety   77
Anger   62
Depression   55
Self-Consciousness   40
Immoderation   49

Vulnerability   53

Openness to Experience 14 *low, indicating thinking in plain and simple terms. Describe by others as down-to-earth, practical, and conservative.*

Imagination   24
Artistic Interests   6
Emotionality   47
Adventurousness   45
Intellect   45
Liberalism   1

Reaction

The initial reaction to the results was unfavorable as they seemed not to align with one perceived personality. The initial areas of concern were that fact that every was average and the secondly the score in the subcategory in Agreeable: Cooperation 27. As recommended by test provider the results were shared with persons known to the subject, this action resulted in agreement with overall results with the exception of *Agreeable: Cooperation*. Revesting the definitions of each category and sub-category allowed for more clarity and understanding of the generated scores. These tests benefit organizations hiring considerably, as they can analogize scores between possible prospects and find the most suitable person for the role. This tool can also be valuable in seeking insight into clinical diagnosis and treatment plans. The individual must understand and be honest when taking the assessment.

References

Drummond, R. J., Sheperis, C. J., & Jones, K. D. (2020). *Assessment Procedures for Counselor and Helping Professional* (9th ed.). Upper Saddle River, NJ: Pearson

http://www.personal.psu.edu/faculty/j/5/j5j/IPIP/ipipneo300.htm retrieved 2/2/23