

NEO PI-R™ SCALES	LOWER SCORE DESCRIPTION	HIGHER SCORE DESCRIPTION
NEUROTICISM SCALES		
N1- Anxiety	Calm, Relaxed; Do not dwell on things that might go wrong	Anxious, Apprehensive, Fearful; Prone to worry, nervous, tense, and jittery.
N2 –Angry Hostility	Easygoing, Slow to Anger	Readiness to Experience Anger; Disagreeable, frustrated, bitter
N3 –Depression	Rarely experience depressive emotions	Guilt, sadness, hopelessness, loneliness; Easily discouraged, often dejected
N4 – Self-Consciousness	Less disturbed by awkward social situations	Uncomfortable around others; Shame, embarrassment, sensitive to ridicule, prone to feelings of inferiority, shyness, social anxiety
N5 - Impulsiveness	High tolerance for frustration; Easy to resist temptation	Inability to control cravings and urges; Desires so strong that they cannot be resisted
N6 - Vulnerability	Capable of handling themselves in difficult situations	Vulnerability to stress; Unable to cope with stress, becoming dependent, hopeless or panicked when facing emergency situations
EXTRAVERSION SCALES		
E1 – Warmth	More formal, reserved and distant in manner; Neither hostile nor necessarily lacking in compassion	Affectionate, Friendly; Generally like people and easily form close attachments to others.
E2 - Gregariousness	Loners who do not seek – or even actively avoid- social stimulation	Enjoy the company of others, the more the merrier
E3 - Assertiveness	Prefer to keep in the background and let others do the talking	Dominant, forceful, and socially ascendant; Speak without hesitation and often become group leaders.
E4 – Activity	Leisurely, relaxed in tempo	Rapid tempo and vigorous movement; Sense of energy, and a need to keep busy. Lead fast-paced lives.

E5 – Excitement-Seeking	Feel little need for thrills	Crave excitement and stimulation; Like bright colors and noisy environments
E6 – Positive Emotions	Less exuberant and high-spirited; Not necessarily unhappy.	Tendency to experience positive emotions; Laugh easily and often. Cheerful and optimistic.

OPENNESS SCALES

O1 – Fantasy	Keep their mind on the task at hand; More straightforward.	Open to fantasy; Have a vivid imagination and an active fantasy life. Daydream not only for escape but to create an interesting inner world.
O2 –Aesthetics	Relatively insensitive to and uninterested in art and beauty.	Deep appreciation for art and beauty; Moved by poetry, absorbed in music, and intrigued by art. Interest in the arts. Not necessarily artistic ability.
O3 – Feelings	Have somewhat subdued feelings; Do not believe that feeling states are of much importance.	Experience deeper and more differentiated emotional states; Feel happiness and unhappiness more intensely than others.
O4 – Actions	Find change difficult, prefer to stick to the 'tried and true'	Prefer novelty and variety to familiarity and routine
O5 – Ideas	Limited curiosity; If highly intelligent, narrowly focus their resources on limited topics	Enjoy philosophical arguments and brain-teasers; Intellectually curious, open-mindedness, willingness to consider new, unconventional ideas.
O6 – Values	Accepting of authority, honor tradition; Generally conservative.	Readiness to re-examine social, political and religious values.

AGREEABLENESS SCALES

A1- Trust	Tend to be cynical and skeptical; Can assume others are dishonest or dangerous.	Believe that others are honest and well-intentioned.
A2 – Straight forwardness	Willing to manipulate others through flattery, craftiness or	Frank, sincere and ingenuous.

	deception. May regard others as naïve. Guarded in expressing feelings.	
A3 – Altruism	More self-centered, reluctant to get involved with others' problems	Active concern for others' welfare; Shown in generosity, consideration of others, and a willingness to assist others in need of help.
A4 – Compliance	Aggressive; Prefers to compete rather than co-operate, and has no reluctance to express anger when necessary	Defer to others; Inhibits aggression, tends to forgive and forget. Meek and mild.
A5 – Modesty	Believe they are superior; May be considered conceited or arrogant by others.	Humble and self-effacing, not necessarily lacking in self-confidence and self-esteem
A6 – Tender-Mindedness	More hard-headed, consider themselves realists; Less moved by appeals to pity, make decisions based on cold logic.	Moved by others' needs; Emphasize the human side of social politics

CONSCIENTIOUSNESS SCALES

C1 – Competence	Lower opinion of their abilities; Admit that they are often unprepared and inept.	Feel well prepared to deal with life; Believe themselves to be capable, sensible, prudent and effective.
C2- Order	Unable to get organized, less methodical	Neat, Tidy, Well Organized; Keep things in their proper places
C3 – Dutifulness	More casual about principles; May be somewhat undependable or unreliable.	Adhere strictly to ethical principles; Scrupulously fulfil their moral obligations
C4 - Achievement Striving	Not driven to succeed; Lackadaisical, perhaps even lazy. Lack ambition and may seem aimless, content with low levels of achievement.	Have high aspiration levels and work hard to achieve their goals. Diligent, purposeful and have a sense of direction in life. Very High Score: potentially workaholic.
C5 – Self-Discipline	Procrastinate, easily discouraged, eager to quit.	Ability to motivate themselves to get the job done. Begin tasks and carry

		them through to completions despite boredom and other distractions.
C6 – Deliberation	Hasty, often speak or act without considering the consequences. At best, low scorers are spontaneous and able to make snap decisions when necessary.	Cautious, deliberate, think carefully before acting.