

Jackson Personality Inventory-Revised
(JPI-R)
Basic Report

Name: **Sam Sample**
Gender: **Male**
Age: **30**
Report Date: **May 5, 2003**

This report is based on the responses you made when completing the JPI-R, a measure designed to assess personal qualities in terms of a number of traits that describe all people to varying degrees. Your scores show how you compare with other people in terms of the characteristics measured by the JPI-R. Your unique pattern of high and low scores serves to differentiate you from other individuals. An examination of this pattern may act as a guide to understanding the impact of personal characteristics on work, job satisfaction and other aspects of your daily life.

It is important to keep in mind that there are no right or wrong answers to the JPI-R, nor is one particular pattern of scores necessarily better than another. The JPI-R was not designed to focus on character flaws, deviance, or maladjustment. While the JPI-R is widely respected as a reliable assessment device, it is also important to recognize that no such measure will be one hundred percent accurate. You should evaluate your results in light of all available information.

Your JPI-R report is divided into a number of sections. On Page 2, you will find a profile of your scores on the 15 JPI-R scales. The following pages list the traits common to high and low scorers on each scale. Page 7 contains a profile of your scores on the more general JPI-R clusters, followed by descriptions of those clusters.

We suggest that you take time to study this report and, if possible, discuss your results with a knowledgeable professional.

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Your JPI-R Scale Profile

The profile below is based on your responses to the JPI-R. For a better understanding of your scores, study the definitions and scale descriptions that follow the profile.

Scale	Raw	Combined	Female	Male	Male Percent Graph									
		%ile	%ile	%ile	0	10	20	30	40	50	60	70	80	90
Complexity	14	90	88	92										
Breadth of Interest	19	96	96	96										
Innovation	18	86	90	84										
Tolerance	17	93	93	95										
Empathy	11	38	24	54										
Anxiety	2	2	1	4										
Cooperativeness	1	4	3	4										
Sociability	12	69	66	73										
Social Confidence	18	86	86	86										
Energy Level	18	92	96	88										
Social Astuteness	12	73	76	69										
Risk Taking	17	97	99	95										
Organization	14	66	66	69										
Traditional Values	3	4	3	4										
Responsibility	14	50	38	58										

RAW SCORE Your raw score for each scale is based on your responses to the statements that make up that scale. A high raw score indicates that you endorsed many of that scale's statements.

COMBINED PERCENTILE This score is determined by comparing your raw score for each scale with the corresponding scores of a representative group consisting of both men and women. Your score is the percentage of the people in the representative group who received a score equal to or less than your score.

FEMALE PERCENTILE This score is the percentage of women in the representative group who received a raw score equal to or less than your score. Use this score to determine how you compare to members of the opposite sex.

MALE PERCENTILE This score shows how you compare to members of your own sex. Your score is the percentage of men in the representative group who received a raw score equal to or less than yours. The bar graph at the right of your profile is based on this score.

JPI-R Scale Descriptions

While the JPI-R scales have been given names that best reflect what each scale measures, it can be misleading to rely only on the common meaning of each scale name. Instead, use the following descriptions of high and low scorers to help you understand the significance of your scores. If your score falls into the high, very high or extremely high range, you likely possess many of the traits of a high scorer. The higher your score, the greater the degree to which you possess the high scorer traits, and the more important those traits are likely to be in your overall personality profile. Conversely, a scale score in the low, very low or extremely low range indicates that you likely possess many of the traits listed for a low scorer on that scale. Again, the degree to which you possess those traits and the relative importance of those traits will depend on how low your score is. A score in the average range indicates that you may possess, to a moderate degree, some of the traits of a low scorer as well as some of the traits of a high scorer.

COMPLEXITY

Your percentile rank on the **Complexity** scale is 92, placing you in the extremely high range.

High Scorer Seeks intricate solutions to problems; is impatient with oversimplification; is interested in pursuing topics in depth regardless of their difficulty; enjoys abstract thought; enjoys intricacy.

Low Scorer Prefers concrete to abstract interpretations; avoids contemplative thought; uninterested in probing for new insight.

BREADTH OF INTEREST

Your percentile rank on the **Breadth of Interest** scale is 96, placing you in the extremely high range.

High Scorer Is attentive and involved; motivated to participate in a wide variety of activities; interested in learning about a diversity of things.

Low Scorer Has narrow range of interests; remains uninterested when exposed to new activities; has few hobbies; confined tastes.

INNOVATION

Your percentile rank on the **Innovation** scale is 84, placing you in the very high range.

High Scorer A creative and inventive individual, capable of originality of thought; motivated to develop novel solutions to problems; values new ideas; likes to improvise.

Low Scorer Has little creative motivation; seldom seeks originality; conservative thinker; prefers routine activities.

Scale Descriptions - Continued

TOLERANCE

Your percentile rank on the **Tolerance** scale is 95, placing you in the extremely high range.

High Scorer Accepts people even though their beliefs and customs may differ from his or her own; open to new ideas; free from prejudice; welcomes dissent.

Low Scorer Entertains only opinions consistent with his or her own; makes quick value judgments about others; might resist those with different opinions; rejects people from different intellectual, ethnic, religious, cultural or social backgrounds; identifies closely with those sharing his or her beliefs; critical of substandard performance.

EMPATHY

Your percentile rank on the **Empathy** scale is 54, placing you in the average range.

High Scorer Tends to identify closely with other people and their problems; values close emotional ties with others; concerned about others; upset by others' misfortunes.

Low Scorer Emotionally aloof; does not allow feelings to intrude on decision making; prefers impersonal to personal relationships; displays little compassion for other people's problems; has trouble relating to people; is emotionally unresponsive to those around him or her.

ANXIETY

Your percentile rank on the **Anxiety** scale is 4, placing you in the extremely low range.

High Scorer Tends to worry over inconsequential matters; more easily upset than the average person; apprehensive about the future.

Low Scorer Remains calm in stressful situations; takes things as they come without worrying; can relax in difficult situations; usually composed and collected.

COOPERATIVENESS

Your percentile rank on the **Cooperativeness** scale is 4, placing you in the extremely low range.

High Scorer Is susceptible to social influence and group pressures; tends to modify behavior to be consistent with standards set by others; follows suit; fits in.

Low Scorer Refuses to go along with the crowd; unaffected and unswayed by others' opinions; independent in thought and action.

Scale Descriptions - Continued

SOCIABILITY

Your percentile rank on the **Sociability** scale is 73, placing you in the high range.

- High Scorer** Will eagerly join a variety of social groups; seeks both formal and informal association with others; values positive interpersonal relationships; actively social.
- Low Scorer** Keeps to him- or herself; has a limited number of friends and acquaintances; avoids social activities.

SOCIAL CONFIDENCE

Your percentile rank on the **Social Confidence** scale is 86, placing you in the very high range.

- High Scorer** Confident in dealing with others; not easily embarrassed or influenced by others; shows presence in interpersonal situations; possesses aplomb.
- Low Scorer** Feels awkward among people, especially strangers; ill at ease socially; prefers to remain unnoticed at social events; opinion of him- or herself as a group member is moderate or low; lacks self-confidence; easily embarrassed.

ENERGY LEVEL

Your percentile rank on the **Energy Level** scale is 88, placing you in the very high range.

- High Scorer** Is active and spirited; possesses reserves of strength; does not tire easily; capable of intense work or recreational activity for long periods of time.
- Low Scorer** Tires quickly and easily; avoids strenuous activities; lacks stamina; requires a good deal of rest; slow to respond; avoids tasks requiring sustained effort.

SOCIAL ASTUTENESS

Your percentile rank on the **Social Astuteness** scale is 69, placing you in the high range.

- High Scorer** Is skillful at persuading others to achieve a particular goal, sometimes by indirect means; occasionally seen as manipulative of others, but is ordinarily diplomatic; socially intelligent.
- Low Scorer** Tactless when dealing with others; socially naive and maladroit; speaks in a direct, straightforward manner; insensitive of the effects of his or her behavior on others.

Scale Descriptions - Continued

RISK TAKING

Your percentile rank on the **Risk Taking** scale is 95, placing you in the extremely high range.

High Scorer Enjoys gambling and taking a chance; willingly exposes self to situations with uncertain outcomes; enjoys adventures having an element of peril; takes chances; unconcerned with danger.

Low Scorer Cautious about unpredictable situations; unlikely to bet; avoids situations of personal risk, even those with great rewards; doesn't take chances regardless whether the risks are physical, social, monetary or ethical.

ORGANIZATION

Your percentile rank on the **Organization** scale is 69, placing you in the high range.

High Scorer Makes effective use of time; completes work on schedule; is not easily distracted.

Low Scorer Frequently procrastinates, easily distracted; falls behind in assignments or duties; often loses things; personal effects frequently in disarray; handles situations in an unsystematic, unpredictable way; rarely plans before doing things.

TRADITIONAL VALUES

Your percentile rank on the **Traditional Values** scale is 4, placing you in the extremely low range.

High Scorer Values traditional customs and beliefs; his or her values may be seen by others as "old-fashioned;" takes a rather conservative view regarding contemporary standards of behavior; opposed to change in social customs.

Low Scorer Critical of tradition; liberal or radical attitudes regarding behavior; questions laws and precedents; acts in an unconventional manner; believes that few things should be censored.

RESPONSIBILITY

Your percentile rank on the **Responsibility** scale is 58, placing you in the average range.

High Scorer Feels a strong obligation to be honest and upright; experiences a sense of duty to other people; has a strong and inflexible conscience.

Low Scorer Apathetic about helping others; frequently breaks a promise; takes little interest in community projects; can't be relied on to meet obligations; refuses to be held to answer for his or her actions.

Your JPI-R Cluster Profile

Studies have shown that the 15 JPI-R scales may be grouped together into 5 meaningful clusters. Your scores on these 5 clusters, shown in the profile below, can give you a more general picture of your personality pattern. To understand your scores on these clusters, it is important that you study the definitions and cluster descriptions that follow your profile.

Scale	Raw	Combined	Female	Male	Male Percent Graph									
		%ile	%ile	%ile	0	10	20	30	40	50	60	70	80	90
Analytical	68	97	97	97										
Emotional	14	4	1	7										
Extroverted	48	90	92	88										
Opportunistic	29	96	99	90										
Dependable	31	24	18	31										

RAW SCORE Your raw score for each scale is the total of your raw scores on each of the scales that make up that cluster.

COMBINED PERCENTILE This score is determined by comparing your score for each cluster with the corresponding scores of a representative group consisting of both men and women. Your score is the percentage of the people in the representative group who received a raw score equal to or less than your score.

FEMALE PERCENTILE This score indicates the percentage of women in the representative group who received a raw score equal to or less than your score. Use this score to determine how you compare to members of the opposite sex.

MALE PERCENTILE This score shows how you compare to members of your own sex. Your score is the percentage of men in the representative group who received a raw score equal to or less than yours. The bar graph at the right of your profile is based on this score.

JPI-R Cluster Descriptions

The following cluster descriptions list the JPI-R scales that make up each cluster, as well as some of the traits found in high and low scorers. Also listed is the range into which your cluster score falls. Use this range to determine how strongly the high and/or low score traits apply to you. For more information on the scale scores that make up each of your cluster scores, refer back to the profile on Page 2 of this report.

ANALYTICAL

Your percentile rank on the **Analytical** cluster is 97, placing you in the extremely high range.

Your score on this cluster is derived from your scores on the JPI-R COMPLEXITY, BREADTH OF INTEREST, INNOVATION and TOLERANCE scales. If you score high on this cluster of four scales, you might be expected to consider arguments from multiple points of view and may be inclined towards drawing distinctions among otherwise related elements of information. On the other hand, if you score low on this cluster, you might be expected to think of things in more black-and-white terms and to prefer straightforward, linear interpretations of events.

EMOTIONAL

Your percentile rank on the **Emotional** cluster is 7, placing you in the extremely low range.

This second cluster includes the JPI-R EMPATHY, ANXIETY and COOPERATIVENESS scales. A high score on this cluster indicates that you may express your feelings readily and that you may have difficulty hiding your emotions, especially under stressful conditions. If your score is low, you may be relatively unaffected by emotionally arousing situations and by social pressure.

EXTROVERTED

Your percentile rank on the **Extroverted** cluster is 88, placing you in the very high range.

The JPI-R SOCIABILITY, SOCIAL CONFIDENCE and ENERGY LEVEL scales make up this cluster. A high score on this cluster suggests that you are outgoing, sociable and active. A low score indicates that you may be more introverted and less active.

OPPORTUNISTIC

Your percentile rank on the **Opportunistic** cluster is 90, placing you in the very high range.

Your score on this cluster is based on your scores on the JPI-R SOCIAL ASTUTENESS and RISK TAKING scales. If you scored high on this cluster, you may be described as diplomatic, persuasive, skeptical, worldly and charming. A low score suggests that you may be more direct, less adventurous and less uncritical of the self-serving intentions of others.

Cluster Descriptions - Continued

DEPENDABLE

Your percentile rank on the **Dependable** cluster is 31, placing you in the low range.

This cluster includes the JPI-R ORGANIZATION, TRADITIONAL VALUES and RESPONSIBILITY scales. If your score on this cluster is high, you may tend to be methodical, predictable, systematic, conservative and mature in your attitudes. Should you score low, you may be considered to be more liberal-minded and flexible in your thinking, but less organized in your work habits.

JPI-R Administrative Indices

Unscorable Responses: 0

Responses to all items were scored.

Response Consistency Index: 0.95

Your Response Consistency Index falls in the normal range, indicating that you have responded consistently.

Infrequency Score: 19

Your Infrequency Score falls in the normal range.

Summary of JPI-R Responses

<u>Item Number</u>	<u>Responses</u>
1 - 20:	T F T F T T T F T F F T T T F F T F F T
21 - 40:	F T F T F T T F F T T F T F T F F T F F
41 - 60:	F F T T F T T F T T F T F F T T T F F T
61 - 80:	T F F F T T F F T F T F T T F F T F T T
81 - 100:	F T T F T F T F F T T F T F T T F F T F
101 - 120:	T F F T T F T T T T F T F F T T T T F F
121 - 140:	T T T T T T F T T F T F T T T F T F F T
141 - 160:	F T F F T F T T F F F F T F T T F T T F
161 - 180:	F F T T T F T F T F F T T F T F T F T F
181 - 200:	F F T F T T F F T F F F T T T T T F T T
201 - 220:	F T T F T T T F F F F F T F T T F F T F
221 - 240:	T T T T T F T F T T F T T F T F T T T F
241 - 260:	T F T F T T F F T T T F T T T F T F T T
261 - 280:	F T T F T F T T F F T F T F T T F T T F
281 - 300:	T F T T T T T F T T T T T F T F F T T F

T = indicates a TRUE response.
F = indicates a FALSE response.
* = omitted item