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A Review of the Clinical Utility and Psychometric Properties of the International Personality Item Pool – Neuroticism, Extraversion, Openness – 120 item version (IPIP-NEO-120): Gender-Specific Norms, Percentile Rankings, and Qualitative Descriptors

The International Personality Item Pool – Neuroticism, Extraversion, Openness – 120 item version (IPIP-NEO-120), developed by Johnson (2014), is a 120-item self-report personality inventory designed to assess the five-factor model of personality in older adolescents and adults (ages 16+). This technical review provides clinicians with comprehensive scoring frameworks, percentile rankings, and detailed interpretive guidelines. The document outlines the hierarchical structure of the five major factors (Openness to Experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism) and their 30 constituent facets, gender- and age-specific normative data derived from over 14,000 Australian participants, and a Socially Desirable Responding scale for assessing response validity. The review also presents 40 personality pattern types based on the Abridged Big Five-Dimensional Circumplex (AB5C) model. As a public-domain measure with strong psychometric properties, the IPIP-NEO-120 offers practical utility for clinical formulation, treatment planning, and providing clients with personalised feedback on their personality profile.

Click to view information on the [IPIP-NEO-120](#)

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Developer & Author

The International Personality Item Pool – Neuroticism, Extraversion, Openness – 120 item version (IPIP-NEO-120) was developed by Johnson (2014):

Johnson, J. A. (2014). Measuring thirty facets of the five factor model with a 120-item public domain inventory: Development of the IPIP-NEO-120. *Journal of Research in Personality*, 51, 78–89.
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This document was developed by NovoPsych to review contemporary literature and to describe original scoring methodologies and to provide interpretation material, enhance normative data and provide qualitative descriptors.

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Description

The International Personality Item Pool – Neuroticism, Extraversion, Openness – 120 item version (IPIP-NEO-120) is a 120-item self-report personality inventory for use by older adolescents and adults (ages 16+). Developed by Johnson (2014), this assessment provides a shorter alternative to the original 300-item IPIP-NEO while maintaining strong psychometric properties.

Measuring Personality with the IPIP-NEO-120

Personality is most frequently measured with the five factor model (FFM; McCrae, 2010). This represents regularities of thoughts, feelings, and behaviours in individuals expressed in five broad trait factors: (1) Openness, (2) Conscientiousness, (3) Extraversion, (4) Agreeableness, and (5) Neuroticism. These traits are often known by the acronym OCEAN.

The IPIP-NEO-120 measures the well-established FFM of personality and its associated facets:

1. **Openness** – The degree to which an individual is creative and imaginative or conventional and grounded. Made up of imagination, artistic interests, emotionality, adventurousness, intellect, and liberalism facets.
2. **Conscientiousness** – The measurement of an individual's ability to control their impulses. Made up of self-efficacy, orderliness, dutifulness, achievement striving, self-discipline, and cautiousness facets.
3. **Extraversion** – The extent to which someone is outgoing and enjoys interacting with the external world. Made up of friendliness, gregariousness, assertiveness, activity level, excitement seeking, and cheerfulness facets.
4. **Agreeableness** – The measure of social harmony, non-confrontation & cooperation that an individual may pursue. Made up of trust, morality, altruism, cooperation, modesty, and sympathy facets.
5. **Neuroticism** – The amount of negative feelings/emotions an individual may feel. Made up of anxiety, anger, depression, self-consciousness, immoderation, and vulnerability facets.

IPIP-NEO-120 Facets

Organising personality into five trait factors is often too general for certain purposes, such as when differentiating job candidates for a specific task or individualising clinical diagnoses. For instance, recognising that someone is high on the trait factor Extraversion could indicate that the person is sociable, happy, energetic, or dominant, or all of these. In other words, the scope and meaning of the term Extraversion is not universally defined. Another example of a multifaceted definition is Openness. There are several specific lower-order facet traits which could be more informative, such as Adventurousness in predicting the tendency to travel, or Intellect in predicting choice of education. Research and practice are therefore better served by using narrower and more specific traits, described as facets.

Facets should enable higher precision of analysis (see Ziegler & Bäckström, 2016). The IPIP-NEO instrument makes use of this by including a number of facet traits, consisting of dispositions towards certain behaviours, affects, and cognitions within each factor domain (see Zillig, Hemenover, & Dienstbier, 2002). The IPIP-NEO-120 consists of 6 facet traits for each one of the 5 trait factors.

Clinical Applications of the IPIP-NEO-120

Personality traits are important for many life outcomes, and have demonstrated predictive validity in subjective outcomes such as relationships and well-being (Roberts et al., 2007). Traits also relate to a variety of objective life outcomes, such as annual income and educational attainment, in nationwide samples (e.g., Kajonius & Carlander, 2017). Personality traits furthermore seem to be growing in importance in the context of individualism in modern society (Skirbekk & Blekesaune, 2014), and they are fairly stable and develop predictably throughout life (Briley & Tucker-Drob, 2014).

The scale can be useful for understanding broad traits of patients, clients, and colleagues in mental health settings or in non-clinical environments. The results can be provided directly to the respondent and can help provide feedback or be an aid in clinical formulations.

A focus on FFM in clinical settings has been of particular focus since the use of personality traits in the DSM-5 (American Psychiatric Association, 2013; Strus, Ciecuch, & Rowiński, 2014). Many psychologists today agree that the FFM framework can serve as a foundation for integrating common and abnormal personality traits (Markon, Krueger, & Watson, 2005).

Psychometric Properties

The IPIP-NEO-120 is a product of the International Personality Item Pool collaboration project (IPIP; Goldberg et al., 2006) and is a publicly available representation of the five-factor measurement model (Johnson, 2014), drawing 120 items from the International Personality Item Pool (IPIP; Goldberg et al., 2006). IPIP-NEO was built on open-source items correlating with the original NEO-PI-R (Costa & McCrae, 1995).

IPIP-NEO-120 Reliability

IPIP-NEO-120 was created seeking to optimise length, reliability, and validity in FFM measurement, and even surpassed the original IPIP-NEO-300 in mean facet reliability ($\alpha > .80$) (Johnson, 2014). The internal reliability (Cronbach's alpha) for the factors (and their corresponding facets) was as follows (Johnson, 2014):

- Openness to Experience: 0.81 (with facets ranging from 0.63 – 0.74)
- Conscientiousness: 0.90 (with facets ranging from 0.67 – 0.88)
- Extraversion: 0.89 (with facets ranging from 0.69 – 0.85)
- Agreeableness: 0.86 (with facets ranging from 0.71 – 0.85)
- Neuroticism: 0.90 (with facets ranging from 0.69 – 0.87)

IPIP-NEO-120 Validity

The original IPIP-NEO was designed to measure constructs similar to those in the NEO PI-R (Costa & McCrae, 1995). Therefore, the primary validity of the IPIP-NEO inventories is represented by the correlations between its scales and the corresponding scales of the NEO PI-R. Those correlations average .66 (.91 corrected for attenuation due to unreliability) for the 4-item scales from the IPIP-NEO-120 (Johnson, 2014).

IPIP-NEO-120 Factor Structure

The five-factor structure of the IPIP-NEO-120 has been confirmed in a large US public sample (Kajonius & Johnson, 2019). It was also clear that the five trait factors were supported by a substructure made up of facet traits, thus supporting a more nuanced facet structure. Openness was the one factor in the IPIP-NEO-120 that was more loosely structured, being composed of items constituting various facets such as Imagination, Liberalism, and Intellect (Kajonius & Johnson, 2019). Kajonius & Johnson (2019) found that there may be both independent facet traits (e.g., Modesty) as well as perhaps domain-convergent facet traits (e.g., Self-discipline and Friendliness) within each of the FFM trait factors. One example is that the facet traits Imagination, Emotionality, and Liberalism were weakly related to the general Openness factor. Another example is the Activity and Assertiveness facets in the Extraversion factor. In the IPIP-NEO-120, Openness seems to be more characterised by artistic (aesthetic) interests and intellectual endeavours, rather than emotions and politics, and Extraversion seems better characterised by social energy and positive temperaments, than being busy and assertive (which tended to sort under Conscientiousness; Kajonius & Johnson, 2019).

IPIP-NEO-120 Percentiles

Normative data was gathered from Johnson's IPIP-NEO data repository (Johnson, 2020) to enable the calculation of percentiles. This data was analysed by NovoPsych to determine appropriate Australian norms. Initial data from the repository ($N = 619,150$) was first filtered for some data errors where responses were 0 for some questions (given question responses need to be 1 to 5), and if any rows contained a 0 in a response, the whole row was removed (resultant $n = 410,376$). The age of clients was then used to remove data for clients who were below the age of 16 (resultant $n = 385,902$), and then data was filtered to only include data where the respondent was in Australia (resultant $n = 14,163$). These respondents were made up of 5,252 males (between the ages of 16 – 95) and 8,911 females (between the ages of 16 – 88). Given that the respondent age was skewed positively, with a mean age of 26.9, the data was binned into age groups to allow approximately equally sized groups ($n \sim 2,000$) for comparison. The resultant age groups were 16-17 year old ($n = 2,509$), 18-19 year olds ($n = 2,279$), 20-21 year olds ($n = 1,624$), 22-25 year olds ($n = 1,742$), 26-30 year olds ($n = 2,032$), 31-39 year olds ($n = 2,128$), and 40 year olds plus ($n = 1,849$). Percentiles for each factor and facet, based upon gender and age, were then created in the R statistical program (Version 4.2.0; R Core Team, 2022) using the cNORM package (Version 3.0.2; Lenhard & Lenhard, 2021). This method of norming estimates percentiles on the basis of the raw data without requiring assumptions about the distribution of the raw data. This method minimises bias arising from sampling and measurement error, while handling

marked deviations from normality, addressing bottom or ceiling effects and capturing almost all of the variance in the original norm data sample (Lenhard & Lenhard, 2021).

Scoring & Interpretation

IPIP-NEO-120 Factors & Facets

The IPIP-NEO-120 assesses an individual's personality across five major factors, each comprising 24 items that are further divided into 6 facets (4 items per facet):

1. **Openness to Experience:** Measures receptiveness to new ideas, imagination, and intellectual curiosity.
 - a. Imagination: Assesses the inclination to engage in vivid imagination and daydreaming (Items 3, 33, 63, 93).
 - b. Artistic Interests: Reflects the appreciation for art, beauty, and aesthetic experiences (Items 8, 38, 68, 98).
 - c. Emotionality: Measures the openness and expression of emotions and emotional experiences (Items 13, 43, 73, 103).
 - d. Adventurousness: Assesses the willingness to try new experiences and engage in adventurous activities (Items 18, 48, 78, 108).
 - e. Intellect: Reflects the openness to new ideas, intellectual curiosity, and interest in abstract thinking (Items 23, 53, 83, 113).
 - f. Liberalism: Measures the importance placed on ethical, philosophical, and moral principles (Items 28, 58, 88, 118).
2. **Conscientiousness:** Reflects how organised, responsible, and goal-oriented a person is.
 - a. Self-Efficacy: Reflects the belief in one's own capabilities to successfully accomplish tasks and goals (Items 5, 35, 65, 95).
 - b. Orderliness: Measures the preference for structure, organisation, and tidiness in one's environment (Items 10, 40, 70, 100).
 - c. Dutifulness: Reflects the sense of responsibility, duty, and obligation towards fulfilling tasks and commitments (Items 15, 45, 75, 105).
 - d. Achievement Striving: Assesses the drive for success, setting high personal standards, and working diligently towards goals (Items 20, 50, 80, 110).
 - e. Self-Discipline: Reflects the ability to control impulses, maintain focus, and persevere in the face of challenges (Items 25, 55, 85, 115).
 - f. Cautiousness: Measures the inclination to think carefully, consider alternatives, and approach decisions cautiously (Items 30, 60, 90, 120).
3. **Extraversion:** Measures the extent to which a person is outgoing, energetic, and sociable.
 - a. Friendliness: Assesses the inclination to be warm, affable, and friendly towards others (Items 2, 32, 62, 92).
 - b. Gregariousness: Reflects the enjoyment of being in social situations and seeking out the company of others (Items 7, 37, 67, 97).
 - c. Assertiveness: Measures the tendency to express opinions, desires, and needs confidently and directly (Items 12, 42, 72, 102).
 - d. Activity Level: Assesses the preference for being active, energetic, and engaged in physical and mental pursuits (Items 17, 47, 77, 107).
 - e. Excitement Seeking: Reflects the inclination to seek out novel, thrilling, and stimulating experiences (Items 22, 52, 82, 112).
 - f. Cheerfulness: Measures the tendency to experience positive emotions, joyfulness, and optimism (Items 27, 57, 87, 117).
4. **Agreeableness:** Assesses the level of compassion, cooperativeness, and kindness in an individual.
 - a. Trust: Reflects the tendency to believe in the sincerity and trustworthiness of others (Items 4, 34, 64, 94).
 - b. Morality: Measures the importance placed on adhering to ethical principles and values (Items 9, 39, 69, 99).
 - c. Altruism: Assesses the extent to which a person is inclined to selflessly help and support others (Items 14, 44, 74, 104).

- d. Cooperation: Reflects the willingness to work harmoniously with others and avoid conflicts (Items 19, 49, 79, 109).
 - e. Modesty: Measures the inclination to downplay one's own achievements and avoid self-promotion (Items 24, 54, 84, 114).
 - f. Sympathy: Assesses the ability to understand and feel compassion for others' emotions and experiences (Items 29, 59, 89, 119).
5. **Neuroticism:** Evaluates emotional stability, anxiety levels, and sensitivity to stress.
- a. Anxiety: Assesses the tendency to experience worry, unease, and nervousness (Items 1, 31, 61, 91).
 - b. Anger: Reflects the proneness to experience feelings of anger, irritation, and hostility (Items 6, 36, 66, 96).
 - c. Depression: Measures the tendency to experience sadness, low mood, and feelings of hopelessness (Items 11, 41, 71, 101).
 - d. Self-Consciousness: Assesses the level of self-awareness and concern about how one is perceived by others (Items 16, 46, 76, 106).
 - e. Immoderation: Reflects the inclination to engage in excessive or impulsive behaviour (Items 21, 51, 81, 111).
 - f. Vulnerability: Measures the sensitivity to stress, emotional reactivity, and susceptibility to negative emotions (Items 26, 56, 86, 116).

These factors and facets provide a comprehensive assessment of an individual's personality traits and help practitioners gain insights into various aspects of an individual's behaviour and preferences.

IPIP-NEO-120 Percentiles

Percentiles are also presented for each of the trait factors and facets that were calculated by NovoPsych based upon Australian data from 5,252 males (between the ages of 16 – 95) and 8,911 females (between the ages of 16 – 88) that were derived from data provided by Johnson (2020). Descriptors for each factor and facet are assigned based on percentile scores:

- High: Top 30% of scores (percentile of 70 or more)
- Average: Middle 40% of scores (percentile 30-70)
- Low: Bottom 30% of scores (percentile of 30 or less)

Percentiles are based upon gender and age, which were categorised into seven age groups:

- 16-17
- 18-19
- 20-21
- 22-25
- 26-30
- 31-39
- 40+

IPIP-NEO Pattern Types

In the narrative report, 'pattern types' may also be presented (if there are high and low scores on personality factors). These 'pattern types' are based on the Abridged Big Five-Dimensional Circumplex (AB5C; Hofstee, de Raad, & Goldberg, 1992) model of personality. These descriptions are based upon those provided by Johnson (n.d.).

IPIP-NEO Socially Desirable Responding

A socially desirable responding (SDR) scale is also presented (Items 39, 41, 45, 51, 75, 81, 101, 109), where a higher score (and percentile) may be indicative of impression management and/or self-deception. However, it is important for the clinician to look at these SDR results, especially in relation to other factors and facets in the assessment, to determine whether this is a type of response bias (where there is a tendency to give **overly** positive self-descriptions (Paulhus, 2002)) or if other factors and facets may indicate that self-descriptions aren't **overly** positive. So, although a higher score may be indicative of impression management and/or self-deception, it is important to use SDR result in conjunction with clinical judgement. The SDR results are classified as follows:

- High ('Review Response Validity'): 90th percentile or above
- Average ('Valid Response Profile'): between 10th and 90th percentile

- Low (Very Candid/Self-Critical): 10th percentile or below

IPIP-NEO-120 Interpretive Report Structure

The IPIP-NEO-120 generates a comprehensive interpretive report designed for ease of clinical interpretation. The report is organised to present results systematically, moving from broad personality factors to specific facets, with visual and narrative components at each level.

The report begins with a summary table displaying results for the five major personality factors. For each factor, the table shows the raw score, community percentile, and descriptor (based on the client's age and gender, if provided). Percentiles falling outside the Average range (i.e., High or Low) are highlighted in blue to draw attention to clinically relevant information.

Following the summary table, each factor is represented on a graph as a continuum with behavioural anchors at both extremes (e.g., for Extraversion: "Quiet, reserved, withdrawn" versus "Outgoing, warm, seeks adventure"), allowing clinicians to immediately contextualise what a client's score means in terms of real-world behaviour and functioning. The client's percentile score is plotted on each continuum to make it easy to identify which traits may be contributing to presenting concerns, which traits may serve as strengths or resources in treatment, and which personality domains warrant deeper exploration through the facet-level results.

After the Big Five overview, the report presents five tables with detailed facet-level information for each factor (raw score, community percentile, descriptor). Following the facet tables, a series of corresponding horizontal bar graphs, each consisting of seven horizontal bars reflecting the percentile scores, are presented: The top bar shows the overall factor score (demonstrating how the six facets each contribute), and the six bars below show each facet score.

Finally, a standalone table presents the SDR results showing the raw score, community percentile, and descriptor (Very Candid / Self-Critical, Valid Response Profile, or Review Response Validity). Following the tables and bar graph visualisations, the narrative report provides detailed written interpretations:

- Personality overview
- Socially desirability responding
- Pattern types (if applicable)

Supporting Information

Percentile Calculations

Percentiles for each factor and facet, based upon gender and age, were then created in the R statistical program (Version 4.2.0; R Core Team, 2022) using the cNORM package (Version 3.0.2; Lenhard & Lenhard, 2021). This method of norming estimates percentiles on the basis of the raw data without requiring assumptions about the distribution of the raw data. This method minimises bias arising from sampling and measurement error, while handling marked deviations from normality, addressing bottom or ceiling effects and capturing almost all of the variance in the original norm data sample (Lenhard & Lenhard, 2021).

Interpretive Text

In the narrative report for the IPIP-NEO-120 text is presented to describe the client at the factor level, and facet level descriptions are provided if the client scores in the low or high ranges. All text for factors and facets is presented below.

1. Openness to Experience

- **High:** Your score on Openness to Experience is high, indicating a strong inclination towards intellectual curiosity, creativity, and a preference for novelty and variety. You likely have a rich imagination, enjoy exploring new ideas and perspectives, and may have a deep appreciation for art and beauty. This trait suggests you are comfortable with the unfamiliar and often seek out fresh experiences and challenges for personal growth and learning.
- **Average:** Your score on Openness to Experience is in the average range, suggesting a balanced approach to novelty and tradition. You are likely comfortable with a mix of routine and novelty, open to new experiences and ideas, but not actively seeking them out all the time. You appreciate both concrete information and abstract concepts, allowing you to adapt depending on the situation and the demands of the environment.
- **Low:** Your score on Openness to Experience is low, suggesting that you appreciate routine and prefer familiar environments. You are likely pragmatic and down-to-earth, focusing more on concrete information rather than abstract theories or ideas. This trait also indicates you might prefer stability and familiar environments as opposed to novelty or exploring unfamiliar concepts.
- **Facet: Imagination**
 - **High:** Your imagination is high. To imaginative individuals, the real world is often too plain and ordinary. High scorers on this scale use fantasy as a way of creating a richer, more interesting world.
 - **Low:** Your imagination is low. Low scorers on this scale are more oriented to facts than fantasy.
- **Facet: Artistic Interests**
 - **High:** Your artistic interests is high. High scorers on this scale love beauty, both in art and in nature. They become easily involved and absorbed in artistic and natural events. They are not necessarily artistically trained or talented, although many will be.
 - **Low:** Your artistic interests is low. Low scorers lack aesthetic sensitivity and interest in the arts.
- **Facet: Emotionality**
 - **High:** Your emotionality is high. People high on Emotionality have good access to and awareness of their own feelings.
 - **Low:** Your emotionality is low. Low scorers are less aware of their feelings and tend not to express their emotions openly.
- **Facet: Adventurousness**
 - **High:** Your adventurousness is high. High scorers are eager to try new activities, travel to foreign lands, and experience different things. They find familiarity and routine boring.
 - **Low:** Your adventurousness is low. Low scorers tend to feel uncomfortable with change and prefer familiar routines.

- Facet: Intellect
 - High: Your intellect is high. High scorers on Intellect love to play with ideas. They are open-minded to new and unusual ideas, and like to debate intellectual issues. They enjoy riddles, puzzles, and brain teasers. Intellect should not be equated with intelligence. Intellect is an intellectual style, not an intellectual ability.
 - Low: You scored low on the intellect facet - this should not be equated with intelligence, as it refers to an intellectual style, not an intellectual ability. Low scorers on Intellect prefer dealing with either people or things rather than ideas. They may prefer practical, hands-on problem-solving over abstract or theoretical discussions.
- Facet: Liberalism
 - High: Your liberalism is high. Psychological liberalism refers to a readiness to challenge authority, convention, and traditional values. In its most extreme form, psychological liberalism may represent a tendency to question or challenge rules, show understanding toward those who break conventions, and have a higher tolerance for ambiguity and uncertainty. Psychological liberalism and conservatism are not identical to political affiliation, but certainly incline individuals toward certain political parties.
 - Low: Your liberalism is low. Psychological conservatism reflects a preference for stability, tradition, and established approaches. Psychological liberalism and conservatism are not identical to political affiliation, but can relate to general tendencies toward either valuing tradition or openness to change.

2. Conscientiousness

- High: Your score on Conscientiousness is high, suggesting that you are responsible, organised, and reliable. You are likely to be very detail-oriented and plan things carefully, preferring to follow schedules and set routines. You approach tasks in a methodical and disciplined manner, consistently meeting deadlines, and your strong sense of duty often makes you a dependable team member or leader.
- Average: Your score on Conscientiousness is in the average range, suggesting that you strike a balance between spontaneity and discipline. You can stick to plans and be detail-oriented when it's necessary, but you also enjoy flexibility and are able to adapt to changes in your schedule or environment. While you understand the importance of deadlines and rules, you are not strictly bound by them and can relax when the situation allows.
- Low: Your score on Conscientiousness is low, which implies you might have a spontaneous, flexible, and carefree approach to life. You might prefer not to stick to strict schedules or plans, and may enjoy the freedom that comes with unpredictability. Sometimes, you may find detailed planning or firm deadlines less comfortable, and may prioritise being present-focused rather than preparing extensively for the future.
- Facet: Self-Efficacy
 - High: Your self-efficacy is high. Self-Efficacy describes confidence in one's ability to accomplish things. High scorers believe they have the capacity, drive, and self-control necessary for achieving success.
 - Low: Your self-efficacy is low. Low scorers may sometimes feel less confident in their ability to shape outcomes. They may occasionally feel less in control of circumstances, though this can shift depending on the situation and the supports available.
- Facet: Orderliness
 - High: Your orderliness is high. People with high scores on orderliness are well-organised. They like to live according to routines and schedules. They keep lists and make plans.
 - Low: Your orderliness is low. Low scorers tend to be less structured in their approach and may prefer flexibility over rigid organisation.
- Facet: Dutifulness
 - High: Your dutifulness is high. This scale reflects the strength of a person's sense of duty and obligation. Those who score high on this scale have a strong sense of moral obligation.
 - Low: Your dutifulness is low. This scale reflects the strength of a person's sense of duty and obligation. Low scorers find contracts, rules, and regulations overly confining. Others may sometimes perceive them as less bound by obligations or conventional expectations.

- Facet: Achievement Striving
 - High: Your achievement striving is high. Individuals who score high on this scale strive hard to achieve excellence. Their drive to be recognised as successful keeps them on track toward their lofty goals. They often have a strong sense of direction in life, but extremely high scores may be too single-minded and obsessed with their work.
 - Low: Your achievement striving is low. Low scorers may place less emphasis on external markers of success and are often content with meeting basic requirements rather than striving for high achievement.
- Facet: Self-Discipline
 - High: Your self-discipline is high. Self-discipline, what many people call will-power, refers to the ability to persist at difficult or unpleasant tasks until they are completed. People who possess high self-discipline are able to overcome reluctance to begin tasks and stay on track despite distractions.
 - Low: Your self-discipline is low. Self-discipline, what many people call will-power, refers to the ability to persist at difficult or unpleasant tasks until they are completed. Those with lower self-discipline may find it more challenging to persist with difficult or unpleasant tasks and may benefit from external structure or accountability to help maintain momentum.
- Facet: Cautiousness
 - High: Your cautiousness is high. Cautiousness describes the disposition to think through possibilities before acting. High scorers on the Cautiousness scale take their time when making decisions.
 - Low: Your cautiousness is low. Cautiousness describes the disposition to think through possibilities before acting. Low scorers may act or respond quickly, often relying on spontaneous reactions rather than deliberating multiple alternatives in advance.

3. Extraversion

- High: Your score on Extraversion is high, indicating that you are sociable, outgoing, and comfortable in interacting with others. You gain energy from being around people and enjoy engaging in social situations. You are likely to be talkative, assertive, and comfortable expressing your feelings and desires openly.
- Average: Your score on Extraversion is in the average range, meaning you appreciate both social interaction and personal solitude. You feel comfortable in social situations, but also value time alone to recharge. You are flexible in expressing yourself and are able to adjust your level of sociability to the demands of a situation, enjoying a good balance between talkativeness and introspection.
- Low: Your score on Extraversion is low, suggesting that you are more introverted and enjoy spending time alone or in small, intimate settings. You may find large social gatherings less energising and prefer to engage in thoughtful, focused activities. You might be quieter, more reserved, and contemplative, often spending time reflecting on your thoughts and feelings.
- Facet: Friendliness
 - High: Your friendliness is high. Friendly people genuinely like other people and openly demonstrate positive feelings toward others. They make friends quickly and it is easy for them to form close, intimate relationships.
 - Low: Your friendliness is low. Low scorers on Friendliness tend to be more selective in their social connections and may be perceived by others as reserved or preferring their own company.
- Facet: Gregariousness
 - High: Your gregariousness is high. Gregarious people find the company of others pleasantly stimulating and rewarding. They enjoy the excitement of crowds.
 - Low: Your gregariousness is low. Low scorers may sometimes feel less comfortable in large crowds and therefore prefer to seek out smaller or quieter social environments. They do not necessarily dislike being with people sometimes, but their need for privacy and time to themselves is much greater than for individuals who score high on this scale.

- Facet: Assertiveness
 - High: Your assertiveness is high. High scorers on assertiveness like to speak out, take charge, and direct the activities of others. They tend to be leaders in groups.
 - Low: Your assertiveness is low. Low scorers on assertiveness may be quieter or more reserved in group settings and may prefer to allow others to take the lead in group activities.
- Facet: Activity Level
 - High: Your facet activity level is high. Active individuals lead fast-paced, busy lives. They move about quickly, energetically, and vigorously, and they are involved in many activities.
 - Low: Your facet activity level is low. People who score low on this scale may prefer a slower, more leisurely and relaxed pace of life.
- Facet: Excitement Seeking
 - High: Your excitement seeking is high. High scorers on this scale are easily bored without high levels of stimulation. They love bright lights and hustle and bustle. They are likely to take risks and seek thrills.
 - Low: Your excitement seeking is low. Low scorers may find noisy or highly stimulating environments less comfortable and may prefer low-key or predictable activities.
- Facet: Cheerfulness
 - High: Your cheerfulness is high. This scale measures positive mood and feelings, not negative emotions (which are a part of the Neuroticism domain). People who score high on this scale typically experience a range of positive feelings, including happiness, enthusiasm, optimism, and joy.
 - Low: Your level of cheerfulness is low. This scale measures positive mood and feelings, not negative emotions (which are a part of the Neuroticism domain). Low scorers on this scale tend to have a more even or subdued emotional tone, and may express positive feelings in quieter, less exuberant ways.

4. Agreeableness

- High: Your score on Agreeableness is high, indicating that you have a strong interest in others' needs and well-being. You are likely to be empathetic, considerate, friendly, and cooperative. You prefer to avoid conflicts and are likely to go out of your way to help others, being generally well-liked due to your compassionate and understanding nature.
- Average: Your score on Agreeableness is in the average range, meaning you have a balance between taking care of your own needs and considering the needs of others. You can be cooperative and compassionate when it's necessary, but you're also capable of asserting yourself and expressing your own needs. You are able to maintain a good balance between empathy and self-interest.
- Low: Your score on Agreeableness is low, suggesting you may prioritise your own perspectives or goals over those of others. You may be more cautious or discerning about others' intentions and are comfortable navigating competition or direct communication. You might come off as straightforward, even blunt, as you value clarity and honesty, and can make tough decisions without being overly influenced by interpersonal pressures.
- Facet: Trust
 - High: Your trust is high. A person with high trust assumes that most people are fair, honest, and have good intentions.
 - Low: Your trust is low. People low in trust may be more cautious in assuming others' intentions and may expect people to act in their own self-interest.
- Facet: Morality
 - High: Your morality is high. High scorers on this scale see no need for pretence or manipulation when dealing with others and are therefore candid, frank, and sincere. People find it relatively easy to relate to the straightforward high-scorers on this scale.
 - Low: Your morality is low. Low scorers may be more pragmatic about social interactions and believe that complete transparency is not always practical or appropriate in every situation. People generally find it more difficult to relate to the low-scorers on this scale. It should be made clear that low scorers are not unprincipled or immoral; they are simply more guarded and less willing to openly reveal the whole truth.

- Facet: Altruism
 - High: Your altruism is high. Altruistic people find helping other people genuinely rewarding. Consequently, they are generally willing to assist those who are in need. Altruistic people find that doing things for others is a form of self-fulfilment rather than self-sacrifice.
 - Low: Your altruism is low. Low scorers on this scale may be more selective about when and how they offer assistance and tend to prioritise their own responsibilities before extending help to others.
- Facet: Cooperation
 - High: Your cooperation is high. Individuals who score high on this scale dislike confrontations. They are perfectly willing to compromise or to deny their own needs in order to get along with others.
 - Low: Your cooperation is low. Those who score low on this scale tend to stand firm on their positions and may be less willing to accommodate others' preferences in order to avoid conflict.
- Facet: Modesty
 - High: Your modesty is high. High scorers on this scale do not like to claim that they are better than other people. In some cases this attitude may derive from low self-confidence or self-esteem. Nonetheless, some people with high self-esteem find immodesty unseemly.
 - Low: Your modesty is low. Those who score low on modesty are comfortable acknowledging their strengths and achievements, though others may sometimes perceive this confidence as self-promotion.
- Facet: Sympathy
 - High: Your sympathy is high. People who score high on this scale are tender-hearted and compassionate. They feel the pain of others vicariously and are easily moved to pity.
 - Low: Your sympathy is low. Low scorers tend to maintain emotional distance when confronted with others' difficulties, which may allow them to remain objective in challenging situations. They pride themselves on making objective judgments based on reason. They are more concerned with truth and impartial justice than with mercy.

5. Neuroticism

- High: Your score on Neuroticism is high, indicating that you may tend to experience some emotions more intensely and may be more sensitive to stress or worry. You might sometimes interpret ordinary situations as more stressful and find minor frustrations more activating, which can lead to fluctuations in mood. While this can bring challenges, your emotional sensitivity also allows you to have a rich and nuanced emotional life.
- Average: Your score on Neuroticism is in the average range, which means you are likely to have a balance of emotional highs and lows. You are generally calm and emotionally stable, but can still experience periods of worry, stress, or negative emotions, particularly in response to life's ups and downs. Your level of emotional sensitivity allows you to be resilient, while still being in tune with your emotions and the emotions of others.
- Low: Your score on Neuroticism is low, suggesting that you are emotionally stable and generally calm, even in stressful situations. You likely handle pressure well and may experience fewer fluctuations in emotional intensity. This emotional resilience allows you to stay focused and effective in high-stress situations, but it's essential to remember that it's still okay to acknowledge and express your feelings when you do experience them.
- Facet: Anxiety
 - High: Your Anxiety is high. You tend to worry frequently and may often anticipate potential problems or negative outcomes. You are likely to feel uneasy in uncertain situations and experience stress more readily than most people.
 - Low: Your Anxiety is low. You tend to feel calm and untroubled in most situations, rarely worrying or fearing negative outcomes.
- Facet: Anger
 - High: Your anger is high. People who score high in anger experience strong emotional reactions when things do not go their way. They have a heightened awareness of fairness and may feel frustrated or disappointed when they perceive they are being treated inequitably.

IPIP-NEO-120 Personality Pattern Types

At the end of the narrative report, 'pattern types' may also be presented (if there are high and low scores on personality factors). These pattern types are based on the Abridged Big Five-Dimensional Circumplex (AB5C; Hofstee, de Raad, & Goldberg, 1992) model of personality. These descriptions are based upon those provided by Johnson (n.d.), but some pattern descriptions have been modified by NovoPsych to be less pejorative or more descriptive. There are 40 pattern types based on factor combinations. Pattern types are assigned when a client scores in the extreme range on two factors:

- **High** = Percentile ≥ 70
- **Low** = Percentile ≤ 30

Up to 4 matching pattern types are displayed in the report, ordered by the extremity of scores (greatest deviation from 50th percentile first). The text for all 40 possible pattern types are presented below.

Pattern Group 1: Extraversion × Agreeableness

	High Agreeableness	Low Agreeableness
High Extraversion	PERSONABLE TYPE	ASSERTIVE-INFLUENCER TYPE
Low Extraversion	HARMONIOUS-COOPERATIVE TYPE	INDEPENDENT-DISTANT TYPE

Pattern 1.1: PERSONABLE TYPE

(High E, High A)

Personable Types enjoy interacting with other people. Personable individuals frequently experience and express positive emotions and are therefore typically well-liked by others. They derive satisfaction from helping, and are well-suited for careers in the helping professions (counselling, teaching, nursing, human services). They are described by others as cheerful, confident, sociable, vigorous, enthusiastic, and friendly.

Pattern 1.2: ASSERTIVE-INFLUENCER TYPE

(High E, Low A)

Assertive-Influencers are individuals who naturally assume leadership roles, deriving satisfaction from steering outcomes and maximising efficiency. They exhibit a decisive and persistent approach, underpinned by a strong sense of self-confidence. However, their result-oriented focus can sometimes overshadow their attention to the feelings of others. As a result, others may occasionally perceive them as somewhat forthright or strong-willed. This personality type is often perceived as self-confident and persistent, but they may benefit from developing greater awareness of others' perspectives to maintain positive and robust relationships with those around them.

Pattern 1.3: HARMONIOUS-COOPERATIVE TYPE

(Low E, High A)

Harmonious-Cooperative individuals are often characterised by their dedication to positive social interactions and their ability to align with others' needs and desires. They exude a calm and agreeable demeanour, striving for peace and harmony in their interactions. Their gentleness and adaptability make them easy to work with, and their patient nature is often appreciated by others. However, they may sometimes be perceived as somewhat reserved, as their strong desire for social acceptance can lead them to defer to others' preferences. In general, they are seen as serene, collaborative, composed, and warm, with a strong preservation instinct that lends stability to their relationships.

Pattern 1.4: INDEPENDENT-DISTANT TYPE

(Low E, Low A)

Independent-Distant individuals typically prefer solitude and may show less overt interest in others. While they can sometimes seem detached or even disinterested, they often maintain a critical and analytical viewpoint, standing apart as thoughtful and introspective individuals. Their preference for their own company means they are comfortable with solitude, and they tend to adopt a questioning or discerning stance toward new information or people. While they may

sometimes be perceived as solitary, reserved, or private, their independent nature also fosters a level of self-reliance that others may find admirable. Despite their seeming introversion, they can also display caution in their interactions, reflecting a deeper level of thoughtfulness and introspection.

Pattern Group 2: Extraversion × Conscientiousness

	High Conscientiousness	Low Conscientiousness
High Extraversion	ENTERPRISING TYPE	SPONTANEOUS-IMPULSIVE TYPE
Low Extraversion	DILIGENT-INDUSTRIOUS TYPE	PEACEFUL EXPLORER TYPE

Pattern 2.1: ENTERPRISING TYPE

(High E, High C)

Enterprising Types strive for success as defined by conventional social standards. They are ambitious, competitive, achievement-oriented, purposeful, leader-like, and willing to move into positions of authority. Their probability of success in leadership roles will increase with higher scores on Agreeableness, Emotional Stability, and Openness.

Pattern 2.2: SPONTANEOUS-IMPULSIVE TYPE

(High E, Low C)

Spontaneous-Impulsive Types are individuals with an energetic charisma that naturally captures attention. Their zest for life often leads them to embrace the unorthodox and the unexpected, displaying a certain flamboyance and comfort with taking risks that can be seen as quite vibrant and distinct. They enjoy and actively seek social interaction, thriving in situations where they can express themselves openly and without reservation. Although their behaviour may sometimes be perceived as spontaneous or changeable, it's this very spontaneity that makes them adaptable, outgoing, and uniquely expressive. They're often described by others as candid, sociable, and even somewhat audacious in their actions and interactions.

Pattern 2.3: DILIGENT-INDUSTRIOUS TYPE

(Low E, High C)

Diligent-Industrious Types are individuals who demonstrate a balanced mix of pragmatism and discipline. They excel in environments that require structure, order, and self-regulation, often preferring to work on individual tasks rather than in group settings. Their respect for rules, societal norms, and traditional methods, combined with their self-driven work ethic, results in a reliable and efficient approach to tasks. They have a certain introverted charm, taking pride in their work and delivering consistently without needing close supervision. Others often describe them as scholarly, cooperative, persistent, reserved, and highly dependable. Their dedication to their work and orderly lifestyle often leads to considerable respect and admiration from their peers and supervisors.

Pattern 2.4: PEACEFUL EXPLORER TYPE

(Low E, Low C)

Peaceful Explorer Types are individuals who navigate life with a calm and relaxed approach, preferring to move at a pace that suits them best. They may not be driven by intense ambition or energy, and instead, they favour flexibility and open-ended explorations. While their direction in life might sometimes seem less defined, they value tranquillity and patience, and they can be quite contemplative. Others might describe them as easy-going, open-ended, patient, and unhurried. Although their relaxed nature can sometimes be misinterpreted as lacking urgency, their ability to stay calm in turbulent times is often appreciated. They are most at ease in situations that allow them to maintain their own tempo without being rushed.

Pattern Group 3: Extraversion × Neuroticism

	High Neuroticism	Low Neuroticism
High Extraversion	SOCIALLY SELF-CONFIDENT TYPE	EXPRESSIVE-ENERGETIC TYPE
Low Extraversion	CONTENTED TYPE	REFLECTIVE RESILIENT TYPE

Pattern 3.1: SOCIALLY SELF-CONFIDENT TYPE

(High E, Low N)

Socially Self-Confident Types are extroverts with high levels of energy and self-confidence. Their personality traits make them well-suited for leadership and supervisory roles. They are seen by others as enterprising, vigorous, self-assured, sociable, and active.

Pattern 3.2: EXPRESSIVE-ENERGETIC TYPE

(High E, High N)

Expressive-Energetic Types are vivacious individuals who embrace a broad spectrum of emotions, often expressed freely and openly. They embody a unique blend of high-spiritedness and emotional engagement, which may contribute to noticeable shifts in mood. However, their lively spirit and emotional richness can be engaging and exciting to others. While their mood variations may sometimes feel intense, they can harness this dynamism to their advantage, demonstrating adaptability, innovation, fervour, and vitality. They can be described as versatile, unorthodox, vibrant, excitable, and occasionally highly reactive, yet their energetic enthusiasm often serves as a beacon of inspiration for those around them.

Pattern 3.3: CONTENTED TYPE

(Low E, Low N)

Contented Types are individuals who have achieved a state of serenity and tranquillity, rising above the day-to-day problems of life. They embrace their present circumstances, preferring stability and security over the constant pursuit of getting ahead. Instead of joining the rat-race or climbing the social or professional ladder, they seek satisfaction in maintaining a comfortable lifestyle, often with a respectable job in their hometown. Their preference for calm, peaceful environments contributes to their tranquil and steady disposition. They are often perceived as principled, reliable, and modest, embodying a certain ethical integrity. Despite being unexcitable and unassuming, their ability to remain unperturbed in the face of challenges and their contentment with life as it is can be a source of inspiration for others.

Pattern 3.4: REFLECTIVE RESILIENT TYPE

(Low E, High N)

Reflective Resilient Types are introspective individuals who may find their current life circumstances challenging, sometimes feeling limited in their ability to make improvements. While they might be perceived as unambitious or passive, this often stems from a cautious approach to life rather than a lack of drive. They are not necessarily content with their current circumstances but possess a deep understanding of their situation, cultivated through their tendency towards introspection. They may present as solitary or introverted, but this often masks a quiet resilience, enabling them to remain thoughtful and patient even in difficult times. Others often perceive them as modest, careful, and sensitive, appreciating their realistic outlook and the insight their introspective nature brings.

Pattern Group 4: Extraversion × Openness

	High Openness	Low Openness
High Extraversion	ENCHANTING VISIONARY TYPE	BOLD EXPRESSIVE TYPE
Low Extraversion	INTELLECTUAL EXPLORER TYPE	STEADY TRADITIONALIST TYPE

Pattern 4.1: ENCHANTING VISIONARY TYPE

(High E, High O)

Enchanting Visionary Types are charismatic extraverts whose intelligence and worldliness often present as wit and charm. Their dramatic flair makes them engaging and even theatrical, naturally drawing people towards them. However, their straightforward nature means they don't shy away from expressing disagreement when necessary. They can swiftly and candidly communicate their thoughts, adding an edge to their otherwise charismatic persona. People typically describe them as innovative, articulate, confident, and future-oriented, with a charismatic charm that's hard to ignore. However, they can also be seen as critical and intense, reflecting their passionate commitment to their visions.

Pattern 4.2: BOLD EXPRESSIVE TYPE

(High E, Low O)

Bold Expressive Types are extroverts who confidently share their thoughts and engage in lively conversations. Their enthusiasm for discussion sometimes leads them to speak before fully considering all angles of a topic. Their energetic and effusive nature, coupled with a lack of restraint, can occasionally lead them to make exaggerated or premature claims, adding an element of unpredictability to their interactions. While their dynamism and enthusiasm are often seen as vibrant and adventurous, they can also be perceived as overconfident and self-focused, especially when they stray from convention or prematurely dismiss others' viewpoints.

Pattern 4.3: INTELLECTUAL EXPLORER TYPE

(Low E, High O)

Intellectual Explorer Types are introspective individuals with a profound intellectual curiosity. They may often be found in their own company, engaged in deep thought or absorbing new information. Their passion for knowledge and understanding not only shapes their own world but also commands respect from others who appreciate their depth of learning. While they are often described as scholarly, well-read, persevering, and diligent, their preference for solitude and contemplation can also render them somewhat reserved and calm. Their rule-abiding nature further amplifies their commitment to their intellectual pursuits.

Pattern 4.4: STEADY TRADITIONALIST TYPE

(Low E, Low O)

Steady Traditionalist Types often exhibit a preference for the familiar and a tendency to reflect on the past, with less inclination to engage energetically with new people or innovative ideas. They may not prioritise imaginative or novelty-seeking pursuits, often favouring to align with others or stick to established behaviours. While some might perceive this as a lack of ambition, their agreeableness and easy-going nature makes them cooperative and comfortable companions. They are frequently described by others as nostalgic, cautious, and, in their own way, content.

Pattern Group 5: Agreeableness × Conscientiousness

	High Conscientiousness	Low Conscientiousness
High Agreeableness	COMPROMISING TYPE	SOCIAL HARMONIZER TYPE
Low Agreeableness	PRINCIPLED LEADER TYPE	INDEPENDENT NONCONFORMIST TYPE

Pattern 5.1: COMPROMISING TYPE

(High A, High C)

Compromising Types are oriented toward getting along with others. Valuing interpersonal harmony, they are more likely to compromise than confront in a difficult situation. They are described by other people as cooperative, persevering, composed, trustworthy, empathic, agreeable, reliable, practical, consistent, grounded, and steady.

Pattern 5.2: SOCIAL HARMONIZER TYPE

(High A, Low C)

Social Harmonizer Types are easy-going individuals who favour harmonious relations with their social circles. They might be seen as somewhat casual and perhaps not the most ambitious, often avoiding strong opinions or conflicts. Instead, they delight in simply spending time with their friends and associates, creating a relaxed and open-minded atmosphere. While they may prioritise social connection over rigid adherence to rules or academic pursuits, their outgoing nature and social flexibility makes them adaptable and enjoyable company.

Pattern 5.3: PRINCIPLED LEADER TYPE

(Low A, High C)

Principled Leader Types are highly disciplined and achievement-oriented individuals who prioritise tasks and uphold strong principles. This sometimes leads to a style that can be viewed as more task-focused than relationship-focused. They maintain a high standard not just for others, but also for themselves, displaying considerable initiative that often propels them into positions of authority. Working within established systems, they believe in advancing through diligence and hard work. While they generally avoid unnecessary risks, their leadership style is no-nonsense, practical, and straightforward. They are often described by others as learned, intense, reserved, and highly focused.

Pattern 5.4: INDEPENDENT NONCONFORMIST TYPE

(Low A, Low C)

Independent Nonconformist Types are individuals who, with a strong focus on their own priorities, may demonstrate less inclination to follow conventional expectations or social norms. Depending on the extent of their independent decision-making, they might range from simply assertive to more challenging in their interactions. Others may perceive this type as unconventional, steadfast, variable in mood, unpredictable, and self-reliant. They can be regarded as independent, confident, and assertive, though others may sometimes find their self-directed approach challenging to work with in collaborative settings.

Pattern Group 6: Agreeableness × Neuroticism

	High Neuroticism	Low Neuroticism
High Agreeableness	PLEASANT TYPE	PASSIONATE EMPATH TYPE
Low Agreeableness	STABLE REALIST TYPE	EMOTIONALLY DYNAMIC TYPE

Pattern 6.1: PLEASANT TYPE

(High A, Low N)

Pleasant Types are generally characterised by steady moods and frequent positive emotions. They are almost universally liked. They are described by others as confident, cheerful, relaxed, tolerant, composed, calm, good-natured, poised, persevering, vigorous, enterprising, extroverted, warm, trustworthy, empathic, conscientious, cooperative, grounded, practical, consistent, and down-to-earth.

Pattern 6.2: PASSIONATE EMPATH TYPE

(High A, High N)

Passionate Empath Types are deeply in touch with their own array of emotions, encompassing both the positive and negative spectrum. These individuals, irrespective of their gender, exhibit traits that are often associated with emotional sensitivity. They are perceived by others as being sentimental, affectionate, and intuitive, with a soft and gentle demeanour. Their fervent passion and emotional awareness may lead them to be seen as romantic, deeply feeling, and highly trusting of others. They are able to experience and express a rich diversity of feelings, nurturing their empathetic nature.

Pattern 6.3: STABLE REALIST TYPE

(Low A, Low N)

Stable Realist Types tend to favour emotional equanimity and practical decision-making. They maintain composure in challenging situations and prefer to approach problems with objectivity rather than emotional reactivity. They pride themselves on their practicality and emotional balance, often remaining unaffected amidst emotional turmoil. Others perceive them as calm, resilient, unassuming, and emotionally steady.

Pattern 6.4: EMOTIONALLY DYNAMIC TYPE

(Low A, High N)

Emotionally Dynamic Types may experience a wide range of emotions, including some that feel intense or challenging, and may express fewer positive feelings. They tend to be emotionally complex in their emotional makeup, showcasing adaptability even amidst emotional turmoil. They might be seen as reflective, focused, restless for change, introspective, and determined, all of which speaks to their multifaceted emotional landscape. Their demeanour might sometimes be perceived as being cautious, reserved, highly reactive, independent, meticulous, and slightly introverted. This emotional dynamism can also make them appear as prone to worry, tension, impatience, or nervousness, and they might be seen as somewhat withdrawn, variable in engagement, self-reliant, less attached to routine, and firm in their decisions.

Pattern Group 7: Agreeableness × Openness

	High Openness	Low Openness
High Agreeableness	TOLERANT TYPE	AMIABLE CONFORMIST TYPE
Low Agreeableness	INDEPENDENT INNOVATOR TYPE	RESOLUTE PRACTICAL TYPE

Pattern 7.1: TOLERANT TYPE

(High A, High O)

Tolerant Types are open to, and accepting of, differences in other people. They care about the feelings of others and tend to take their opinions into account when making decisions. Their social skills are reasonably well-developed, and they normally relate well to others in both co-worker and supervisory roles. They are described by others with such terms as good-natured, empathic, genial, tactful, diplomatic, calm, and poised.

Pattern 7.2: AMIABLE CONFORMIST TYPE

(High A, Low O)

Amiable Conformist Types tend to favour aligning with the general consensus, often valuing social harmony over independent or critical thinking. They are usually comfortable in situations where they can follow well-established norms and are not expected to challenge the status quo. In their interactions, they often come across as straightforward, down-to-earth, cooperative, and easy-going. Their accommodating nature and willingness to assist can make them seem supportive and dependable. They might also be perceived as non-confrontational, agreeable, and even deferential due to their tendency to prioritise group dynamics over personal viewpoints.

Pattern 7.3: INDEPENDENT INNOVATOR TYPE

(Low A, High O)

Independent Innovator Types consider themselves to be highly individualistic and typically feel intellectually ahead of their peers. This strong sense of individuality might sometimes be perceived as unconventional. They are often complex, richly informed, imaginative, and industrious, with a creativity that may lead to them being seen as distinctive. However, their industrious nature and wealth of knowledge gain them respect among their peers. They appreciate their uniqueness and aren't afraid to embrace their own ideas, making them an integral part of any diverse community.

Pattern 7.4: RESOLUTE PRACTICAL TYPE

(Low A, Low O)

Resolute Practical Types are self-sustained individuals who value independence and aren't shy about showing their annoyance with others, which can sometimes make interpersonal interactions challenging. They tend to hold firm views and may find it challenging to adapt to perspectives that differ significantly from their own. Their characteristics can be encapsulated with terms such as direct, self-reliant, forthright, and candid in their communications. Although their approach may not hinder roles demanding practical or technical skills, it could potentially limit their effectiveness in supervisory positions and their relations with others. However, their firmness and self-reliance are often seen as assets in settings that require decisiveness and autonomy.

Pattern Group 8: Conscientiousness × Neuroticism

	High Neuroticism	Low Neuroticism
High Conscientiousness	PERSISTENT TYPE	METICULOUS VISIONARY TYPE
Low Conscientiousness	EASYGOING OPTIMIST TYPE	CREATIVE NONCONFORMIST TYPE

Pattern 8.1: PERSISTENT TYPE

(High C, Low N)

Persistent Types are industrious, steady individuals who thrive in structured environments, driven by their conscientiousness and commitment. Their natural rule-abiding nature, coupled with their composure, makes them reliable and trustworthy. They respect tradition and predictability, favouring established methods and fostering stability in their teams. Their straightforward, down-to-earth demeanour inspires confidence in others.

Pattern 8.2: METICULOUS VISIONARY TYPE

(High C, High N)

Meticulous Visionary Types are detail-oriented individuals with a strong desire for structure and order. However, their emotional complexity can sometimes make it challenging for them to attain the predictability and organisation they seek, leading to periods where their high standards potentially feel difficult to meet. They are typically characterised by others with descriptors such as particular, well-informed, shy, introverted, and introspective. They often strive to navigate the delicate balance between their need for precision and their emotional variance.

Pattern 8.3: EASYGOING OPTIMIST TYPE

(Low C, Low N)

Easygoing Optimist Types are affable, uncomplicated, and positive individuals. They display a carefree attitude towards rules, schedules, and routines, without necessarily showing resistance or hostility towards authority. Others often characterise them with terms such as relaxed, self-assured, extroverted, and open-minded. Their straightforward and uplifting disposition can be refreshing in a world often filled with complexity and stress.

Pattern 8.4: CREATIVE NONCONFORMIST TYPE

(Low C, High N)

Creative Nonconformist Types display emotional complexity, influencing both their cognitive frameworks and social connections. They may demonstrate traits of spontaneity, creativity, and a tendency to lose track of details. In group contexts, they may come across as lively, inquisitive, sociable, and expressive. On the job, their variable emotional intensity might present challenges for colleagues and supervisors. Nevertheless, they bring a unique perspective and dynamism to their surroundings. They are often described by others as unconventional, adaptable, intricate, imaginative, flexible, emotionally diverse, persistent, independent, and spontaneous. Their unorthodox approach might be viewed as a double-edged sword, bringing both fresh ideas and unpredictability.

Pattern Group 9: Conscientiousness × Openness

	High Openness	Low Openness
High Conscientiousness	ENLIGHTENED TRADITIONALIST TYPE	CONVENTIONAL TYPE
Low Conscientiousness	INNOVATIVE IDEALIST TYPE	SPONTANEOUS ADVENTURER TYPE

Pattern 9.1: ENLIGHTENED TRADITIONALIST TYPE

(High C, High O)

Enlightened Traditionalist Types are imaginative and innovative in their thinking, while also valuing established practices and familiar structures. They utilise their intellectual skills to make positive contributions to the common good. Exuding a sense of dignity, refinement, and a hint of reserve, they excel at perceiving and analysing complexities quickly and accurately, enabling them to find efficient ways to reach their objectives. These individuals are highly detail-oriented, well-suited to tasks that require intense concentration, self-discipline, and meticulous attention to detail. They are often described by others as law-abiding, persistent, well-read, empathetic, trustworthy, industrious, demonstrating leadership, respectful of traditions, quiet, and reserved.

Pattern 9.2: CONVENTIONAL TYPE

(High C, Low O)

Conventional types are tradition-oriented people who prefer established methods and procedures over improvisation or innovation. They value consistency and reliability in their approach. They are quite responsible and can be relied on to follow directions and get the job done. They are described by others as agreeable, simple, and down-to-earth.

Pattern 9.3: INNOVATIVE IDEALIST TYPE

(Low C, High O)

Innovative Idealist Types are unconventional nonconformists who take pride in their distinctiveness and originality. Rather than being overtly challenging of norms, they are marked by their imaginative, individualistic tendencies and may not always prioritise practicality or widely shared approaches. However, their unique perspectives often contribute fresh insights and ideas. They are frequently described by others as complex, inventive, and discerning.

Pattern 9.4: SPONTANEOUS ADVENTURER TYPE

(Low C, Low O)

Spontaneous Adventurer Types may prefer active, hands-on environments. As students, they may have been less engaged, finding traditional classroom settings restrictive, which could have affected their academic performance. As adults, they're seen as lively and candid, with their impulsivity often driving them towards adventure and exploration. Preferring action and dynamism over desk-bound work, they might be viewed as unconventional or informal. They are often described by others as unorthodox, talkative, outgoing, non-restrictive, energetic, adventurous, self-focused, and spontaneous.

Pattern Group 10: Neuroticism × Openness

	High Openness	Low Openness
High Neuroticism	CLEAR-THINKING TYPE	GROUNDED REALIST TYPE
Low Neuroticism	SENSITIVE TYPE	TRADITIONALIST TYPE

Pattern 10.1: CLEAR-THINKING TYPE

(Low N, High O)

Clear-thinking types are well-adjusted, intelligent individuals. They approach problems in a calm, matter-of-fact way, and feel confident about their ability to solve problems. They are described by others with such terms as intelligent, poised, forward-looking, innovative, ingenious, persevering, and enterprising.

Pattern 10.2: GROUNDED REALIST TYPE

(Low N, Low O)

Grounded Realist Types may cope well with stress by focusing on the here and now, rather than overthinking or ruminating. They concentrate on what's happening in their immediate surroundings, sticking closely to the values and perspectives that are typical of their local area. Within their community, they are often seen as pragmatic and filled with common sense. However, outside their local area, they might be perceived as less focused on introspection, straightforward, and somewhat traditional in outlook.

Pattern 10.3: SENSITIVE TYPE

(High N, High O)

Sensitive types are insightful but emotionally sensitive. They pay attention to, and are strongly affected by, things that happen in the world around them. They open themselves to their environment; consequently, they enjoy many positive sensory experiences, but on the other hand, they are susceptible to having their feelings hurt. They are described by others as complex and imaginative.

Pattern 10.4: TRADITIONALIST TYPE

(High N, Low O)

Traditionalist Types can sometimes feel anxious when confronted with notions or experiences that extend beyond their established understanding or comfort zones. To manage this, they anchor themselves in the past and may exhibit reticence towards novel or unfamiliar ideas. They are often characterised by others as cautious, apprehensive, meticulous, reminiscing, drawn to simplicity, self-reflective, reliable within their routines, and somewhat reluctant to embrace change.

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International Personality Item Pool - NEO - 120 item version (IPIP-NEO-120)

Instructions:

The following statements describe people's behaviours. Please select how accurately each statement describes you. Describe yourself as you generally are now, not as you wish to be in the future. Describe yourself as you honestly see yourself, in relation to other people you know of the same sex as you are, and roughly your same age.

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
1	Worry about things.	1	2	3	4	5
2	Make friends easily.	1	2	3	4	5
3	Have a vivid imagination.	1	2	3	4	5
4	Trust others.	1	2	3	4	5
5	Complete tasks successfully.	1	2	3	4	5
6	Get angry easily.	1	2	3	4	5
7	Love large parties.	1	2	3	4	5
8	Believe in the importance of art.	1	2	3	4	5
9	Use others for my own ends.	5	4	3	2	1
10	Like to tidy up.	1	2	3	4	5
11	Often feel blue.	1	2	3	4	5
12	Take charge.	1	2	3	4	5
13	Experience my emotions intensely.	1	2	3	4	5
14	Love to help others.	1	2	3	4	5
15	Keep my promises.	1	2	3	4	5



	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate	
16	Find it difficult to approach others.	1	2	3	4	5
17	Am always busy.	1	2	3	4	5
18	Prefer variety to routine.	1	2	3	4	5
19	Love a good fight.	5	4	3	2	1
20	Work hard.	1	2	3	4	5
21	Go on binges.	1	2	3	4	5
22	Love excitement.	1	2	3	4	5
23	Love to read challenging material.	1	2	3	4	5
24	Believe that I am better than others.	5	4	3	2	1
25	Am always prepared.	1	2	3	4	5
26	Panic easily.	1	2	3	4	5
27	Radiate joy.	1	2	3	4	5
28	Tend to vote for liberal (progressive) political candidates.	1	2	3	4	5
29	Sympathise with the homeless.	1	2	3	4	5
30	Jump into things without thinking.	5	4	3	2	1
31	Fear for the worst.	1	2	3	4	5
32	Feel comfortable around people.	1	2	3	4	5
33	Enjoy wild flights of fantasy.	1	2	3	4	5
34	Believe that others have good intentions.	1	2	3	4	5
35	Excel in what I do.	1	2	3	4	5



	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate	
36	Get irritated easily.	1	2	3	4	5
37	Talk to a lot of different people at parties.	1	2	3	4	5
38	See beauty in things that others might not notice.	1	2	3	4	5
39	Cheat to get ahead.	5	4	3	2	1
40	Often forget to put things back in their proper place.	5	4	3	2	1
41	Dislike myself.	1	2	3	4	5
42	Try to lead others.	1	2	3	4	5
43	Feel others' emotions.	1	2	3	4	5
44	Am concerned about others.	1	2	3	4	5
45	Tell the truth.	1	2	3	4	5
46	Am afraid to draw attention to myself.	1	2	3	4	5
47	Am always on the go.	1	2	3	4	5
48	Prefer to stick with things that I know.	5	4	3	2	1
49	Yell at people.	5	4	3	2	1
50	Do more than what's expected of me.	1	2	3	4	5
51	Rarely overindulge.	5	4	3	2	1
52	Seek adventure.	1	2	3	4	5
53	Avoid philosophical discussions.	5	4	3	2	1
54	Think highly of myself.	5	4	3	2	1
55	Carry out my plans.	1	2	3	4	5



	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate	
56	Become overwhelmed by events.	1	2	3	4	5
57	Have a lot of fun.	1	2	3	4	5
58	Believe that there is no absolute right or wrong.	1	2	3	4	5
59	Feel sympathy for those who are worse off than myself.	1	2	3	4	5
60	Make rash decisions.	5	4	3	2	1
61	Am afraid of many things.	1	2	3	4	5
62	Avoid contact with others.	5	4	3	2	1
63	Love to daydream.	1	2	3	4	5
64	Trust what people say.	1	2	3	4	5
65	Handle tasks smoothly.	1	2	3	4	5
66	Lose my temper.	1	2	3	4	5
67	Prefer to be alone.	5	4	3	2	1
68	Do not like poetry.	5	4	3	2	1
69	Take advantage of others.	5	4	3	2	1
70	Leave a mess in my room.	5	4	3	2	1
71	Am often down in the dumps.	1	2	3	4	5
72	Take control of things.	1	2	3	4	5
73	Rarely notice my emotional reactions.	5	4	3	2	1
74	Am indifferent to the feelings of others.	5	4	3	2	1
75	Break rules.	5	4	3	2	1



	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
76 Only feel comfortable with friends.	1	2	3	4	5
77 Do a lot in my spare time.	1	2	3	4	5
78 Dislike changes.	5	4	3	2	1
79 Insult people.	5	4	3	2	1
80 Do just enough work to get by.	5	4	3	2	1
81 Easily resist temptations.	5	4	3	2	1
82 Enjoy being reckless.	1	2	3	4	5
83 Have difficulty understanding abstract ideas.	5	4	3	2	1
84 Have a high opinion of myself.	5	4	3	2	1
85 Waste my time.	5	4	3	2	1
86 Feel that I'm unable to deal with things.	1	2	3	4	5
87 Love life.	1	2	3	4	5
88 Tend to vote for conservative political candidates.	5	4	3	2	1
89 Am not interested in other people's problems.	5	4	3	2	1
90 Rush into things.	5	4	3	2	1
91 Get stressed out easily.	1	2	3	4	5
92 Keep others at a distance.	5	4	3	2	1
93 Like to get lost in thought.	1	2	3	4	5
94 Distrust people.	5	4	3	2	1
95 Know how to get things done.	1	2	3	4	5



	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate	
96	Am not easily annoyed.	5	4	3	2	1
97	Avoid crowds.	5	4	3	2	1
98	Do not enjoy going to art museums.	5	4	3	2	1
99	Obstruct others' plans.	5	4	3	2	1
100	Leave my belongings around.	5	4	3	2	1
101	Feel comfortable with myself.	5	4	3	2	1
102	Wait for others to lead the way.	5	4	3	2	1
103	Don't understand people who get emotional.	5	4	3	2	1
104	Take no time for others.	5	4	3	2	1
105	Break my promises.	5	4	3	2	1
106	Am not bothered by difficult social situations.	5	4	3	2	1
107	Like to take it easy.	5	4	3	2	1
108	Am attached to conventional ways.	5	4	3	2	1
109	Get back at others.	5	4	3	2	1
110	Put little time and effort into my work.	5	4	3	2	1
111	Am able to control my cravings.	5	4	3	2	1
112	Act wild and crazy.	1	2	3	4	5
113	Am not interested in theoretical discussions.	5	4	3	2	1
114	Boast about my virtues.	5	4	3	2	1
115	Have difficulty starting tasks.	5	4	3	2	1



	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
116	5	4	3	2	1
117	1	2	3	4	5
118	5	4	3	2	1
119	5	4	3	2	1
120	5	4	3	2	1

Developer Reference:

Johnson, J. A. (2014). Measuring thirty facets of the five factor model with a 120-item public domain inventory: Development of the IPIP-NEO-120. *Journal of Research in Personality*, 51, 78–89.
<https://doi.org/10.1016/j.jrp.2014.05.003>

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Sample Result



Assessment powered by
NovoPsych

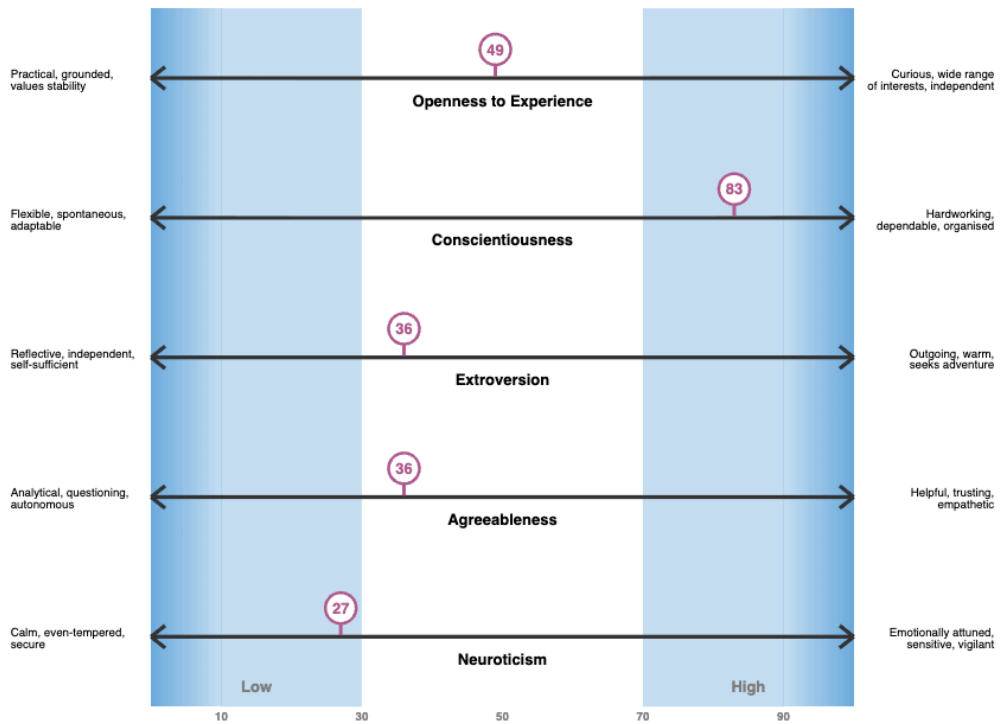
International Personality Item Pool - NEO - 120 item version (IPIP-NEO-120)

<i>Client Name</i>	Generic Client	<i>Date administered</i>	22 Nov 2025
<i>Date of birth (age)</i>	17 Feb 1975 (50)	<i>Time taken</i>	7 min 37s
<i>Assessor</i>	Dr David Hegarty		

Big 5 Factors

	Score (24 - 120)	Community Percentile	Descriptor
Openness to Experience	83	49	Average
Conscientiousness	105	83	High
Extroversion	75	36	Average
Agreeableness	85	36	Average
Neuroticism	50	27	Low

Big 5 Personality Factors Community Percentiles





Client Name | Generic Client

1. Openness to Experience Facets

	Score (4-20)	Community Percentile	Descriptor
Imagination	9	9	Low
Artistic Interests	13	37	Average
Emotionality	13	33	Average
Adventurousness	15	64	Average
Intellect	18	73	High
Liberalism	15	83	High

2. Conscientiousness Facets

	Score (4-20)	Community Percentile	Descriptor
Self-Efficacy	19	87	High
Orderliness	14	57	Average
Dutifulness	18	71	High
Achievement Striving	18	64	Average
Self-Discipline	16	66	Average
Cautiousness	20	> 95	High

3. Extroversion Facets

	Score (4-20)	Community Percentile	Descriptor
Friendliness	14	51	Average
Gregariousness	10	42	Average
Assertiveness	16	58	Average
Activity Level	11	26	Low
Excitement Seeking	11	44	Average
Cheerfulness	13	28	Low

4. Agreeableness Facets

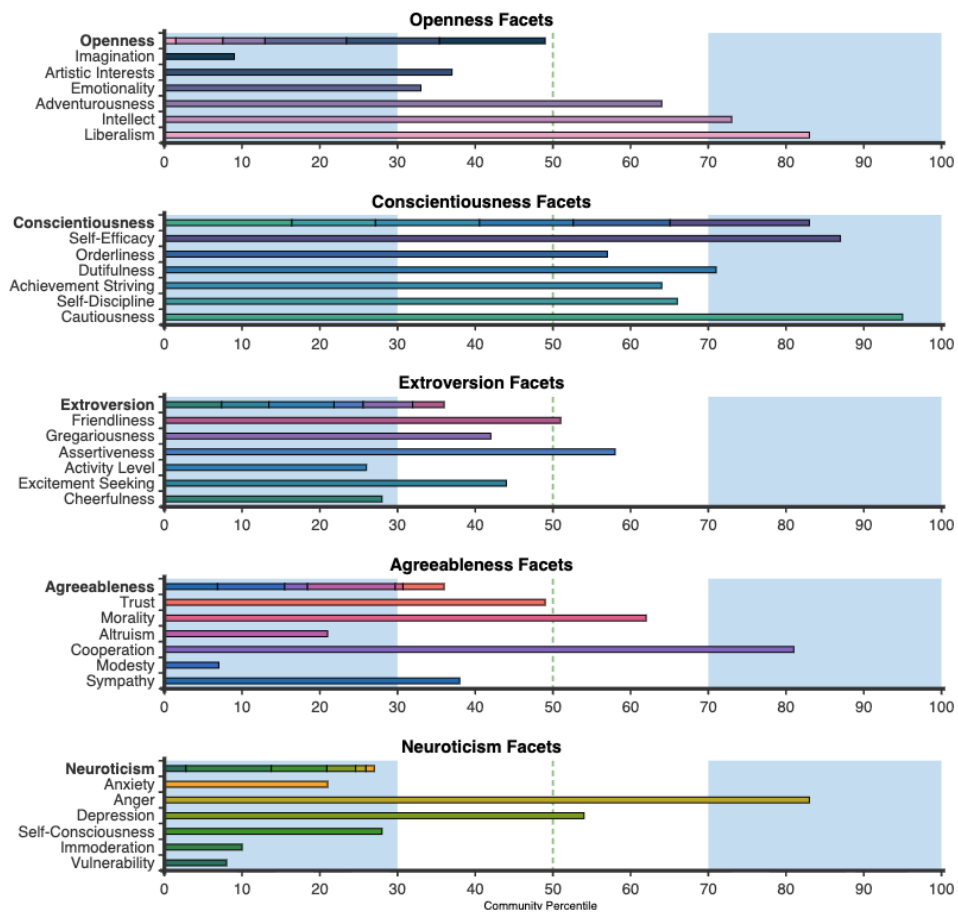
	Score (4-20)	Community Percentile	Descriptor
Trust	14	49	Average
Morality	17	62	Average
Altruism	14	21	Low
Cooperation	19	81	High
Modesty	7	7	Low
Sympathy	14	38	Average



Client Name | Generic Client

5. Neuroticism Facets

	Score (4-20)	Community Percentile	Descriptor
Anxiety	7	21	Low
Anger	15	83	High
Depression	9	54	Average
Self-Consciousness	9	28	Low
Immoderation	6	10	Low
Vulnerability	4	< 8	Low





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Social Desirability Responding

	Raw Score (8-40)	Community Percentile	Descriptor
Score	40	> 98	Review Response Validity

Note. For more detail regarding response validity, refer to the Socially Desirable Responding section in the Interpretation text below.

Interpretation

The results of the International Personality Item Pool NEO-120 (IPIP-NEO-120), as completed on 22 November 2025, are presented below. Results are interpreted using normative data for males in the 40+ age range.

Personality Overview

1. Openness to Experience Factor. Your score on Openness to Experience is in the average range, suggesting a balanced approach to novelty and tradition. You are likely comfortable with a mix of routine and novelty, open to new experiences and ideas but not actively seeking them out all the time. You appreciate both concrete information and abstract concepts, allowing you to adapt depending on the situation and the demands of the environment. Your imagination is low. Low scorers on this scale are more oriented to facts than fantasy. Your intellect is high. High scorers on Intellect love to play with ideas. They are open-minded to new and unusual ideas, and like to debate intellectual issues. They enjoy riddles, puzzles, and brain teasers. Intellect should not be equated with intelligence. Intellect is an intellectual style, not an intellectual ability. Your liberalism is high. Psychological liberalism refers to a readiness to challenge authority, convention, and traditional values. In its most extreme form, psychological liberalism may represent a tendency to question or challenge rules, show understanding toward those who break conventions, and have a higher tolerance for ambiguity and uncertainty. Psychological liberalism and conservatism are not identical to political affiliation, but certainly incline individuals toward certain political parties.

2. Conscientiousness Factor: Your score on Conscientiousness is high, suggesting that you are responsible, organised, and reliable. You are likely to be very detail-oriented and plan things carefully, preferring to follow schedules and set routines. You approach tasks in a methodical and disciplined manner, consistently meeting deadlines, and your strong sense of duty often makes you a dependable team member or leader. Your self-efficacy is high. Self-Efficacy describes confidence in one's ability to accomplish things. High scorers believe they have the capacity, drive, and self-control necessary for achieving success. Your dutifulness is high. This scale reflects the strength of a person's sense of duty and obligation. Those who score high on this scale have a strong sense of moral obligation. Your cautiousness is high. Cautiousness describes the disposition to think through possibilities before acting. High scorers on the Cautiousness scale take their time when making decisions.

3. Extraversion Factor. Your score on Extraversion is in the average range, meaning you appreciate both social interaction and personal solitude. You feel comfortable in social situations, but also value time alone to recharge. You are flexible in expressing yourself and are able to adjust your level of sociability to the demands of a situation, enjoying a good balance between talkativeness and introspection. Your facet activity level is low. People who score low on this scale may prefer a slower and more leisurely and relaxed pace of life. Your level of cheerfulness is low. This scale measures positive mood and feelings, not negative emotions (which are a part of the Neuroticism domain). Low scorers on this scale tend to have a more



Client Name	Generic Client
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even or subdued emotional tone, and may express positive feelings in quieter, less exuberant ways.

4. Agreeableness Factor. Your score on Agreeableness is in the average range, meaning you have a balance between taking care of your own needs and considering the needs of others. You can be cooperative and compassionate when it's necessary, but you're also capable of asserting yourself and expressing your own needs. You are able to maintain a good balance between empathy and self-interest. Your altruism is low. Low scorers on this scale may be more selective about when and how they offer assistance and tend to prioritise their own responsibilities before extending help to others. Your cooperation is high. Individuals who score high on this scale dislike confrontations. They are perfectly willing to compromise or to deny their own needs in order to get along with others. Your modesty is low. Those who score low on modesty are comfortable acknowledging their strengths and achievements, though others may sometimes perceive this confidence as self-promotion.

5. Neuroticism Factor. Your score on Neuroticism is low, suggesting that you are emotionally stable and generally calm, even in stressful situations. You likely handle pressure well and may experience fewer fluctuations in emotional intensity. This emotional resilience allows you to stay focused and effective in high-stress situations, but it's essential to remember that it's still okay to acknowledge and express your feelings when you do experience them. Your anxiety is low. Persons low in anxiety are generally calm and fearless. Your anger is high. Persons who score high in anger experience strong emotional reactions when things do not go their way. They have a heightened awareness of fairness and may feel frustrated or disappointed when they perceive they are being treated inequitably. This scale measures the tendency to feel angry; whether or not the person expresses annoyance and hostility depends on the individual's level on agreeableness. Your facet of self-consciousness is low. Individuals low in self-consciousness tend to display a high level of self-assurance and confidence in various situations. They are comfortable being themselves and do not constantly worry about how others perceive them or seek validation from others. Your immoderation is low. Low scorers may experience fewer strong urges or impulses and may find it easier to prioritise longer-term goals over immediate rewards. Your vulnerability is low. Low scorers tend to feel more steady, confident, and clear-thinking when stressed.

Socially Desirable Responding

Your level of socially desirable responding is high (above approx. 90th percentile), which may indicate a tendency to present oneself in an overly favourable light (Paulhus, 2002). Clinicians should review the validity of the overall profile by examining whether there are unusually low scores on Neuroticism and its facets (especially Anxiety, Depression, Anger), alongside unusually high scores on Agreeableness and Conscientiousness. If this pattern is present, the results may reflect response bias rather than genuine personality characteristics. If the profile shows more typical variation across factors, the elevated result may reflect authentic positive adjustment.

Pattern Types

Pattern 8.1 PERSISTENT TYPE (High C, Low N)

Persistent Types are industrious, steady individuals who thrive in structured environments, driven by their conscientiousness and commitment. Their natural rule-abiding nature, coupled with their composure, makes them reliable and trustworthy. They respect tradition and predictability, favouring established methods and fostering stability in their teams. Their straightforward, down-to-earth demeanour inspires confidence in others.



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Scoring and Interpretation Information

For comprehensive information on the IPIP-NEO-120, [see here](#).

The IPIP-NEO-120 assesses an individual's personality across five major factors, each comprising 24 items that are further divided into 6 facets (4 items per facet):

1. Openness to Experience: Measures receptiveness to new ideas, imagination, and intellectual curiosity.

- Imagination: Assesses the inclination to engage in vivid imagination and daydreaming (Items 3, 33, 63, 93).
- Artistic Interests: Reflects the appreciation for art, beauty, and aesthetic experiences (Items 8, 38, 68, 98).
- Emotionality: Measures the openness and expression of emotions and emotional experiences (Items 13, 43, 73, 103).
- Adventurousness: Assesses the willingness to try new experiences and engage in adventurous activities (Items 18, 48, 78, 108).
- Intellect: Reflects the openness to new ideas, intellectual curiosity, and interest in abstract thinking (Items 23, 53, 83, 113).
- Liberalism: Measures the importance placed on ethical, philosophical, and moral principles (Items 28, 58, 88, 118).

2. Conscientiousness: Reflects how organised, responsible, and goal-oriented a person is.

- Self-Efficacy: Reflects the belief in one's own capabilities to successfully accomplish tasks and goals (Items 5, 35, 65, 95).
- Orderliness: Measures the preference for structure, organisation, and tidiness in one's environment (Items 10, 40, 70, 100).
- Dutifulness: Reflects the sense of responsibility, duty, and obligation towards fulfilling tasks and commitments (Items 15, 45, 75, 105).
- Achievement Striving: Assesses the drive for success, setting high personal standards, and working diligently towards goals (Items 20, 50, 80, 110).
- Self-Discipline: Reflects the ability to control impulses, maintain focus, and persevere in the face of challenges (Items 25, 55, 85, 115).
- Cautiousness: Measures the inclination to think carefully, consider alternatives, and approach decisions cautiously (Items 30, 60, 90, 120).

3. Extraversion: Measures the extent to which a person is outgoing, energetic, and sociable.

- Friendliness: Assesses the inclination to be warm, affable, and friendly towards others (Items 2, 32, 62, 92).
- Gregariousness: Reflects the enjoyment of being in social situations and seeking out the company of others (Items 7, 37, 67, 97).
- Assertiveness: Measures the tendency to express opinions, desires, and needs confidently and directly (Items 12, 42, 72, 102).
- Activity Level: Assesses the preference for being active, energetic, and engaged in physical and mental pursuits (Items 17, 47, 77, 107).
- Excitement Seeking: Reflects the inclination to seek out novel, thrilling, and stimulating



Client Name	Generic Client
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experiences (Items 22, 52, 82, 112).

- Cheerfulness: Measures the tendency to experience positive emotions, joyfulness, and optimism (Items 27, 57, 87, 117).

4. Agreeableness: Assesses the level of compassion, cooperativeness, and kindness in an individual.

- Trust: Reflects the tendency to believe in the sincerity and trustworthiness of others (Items 4, 34, 64, 94).

- Morality: Measures the importance placed on adhering to ethical principles and values (Items 9, 39, 69, 99).

- Altruism: Assesses the extent to which a person is inclined to selflessly help and support others (Items 14, 44, 74, 104).

- Cooperation: Reflects the willingness to work harmoniously with others and avoid conflicts (Items 19, 49, 79, 109).

- Modesty: Measures the inclination to downplay one's own achievements and avoid self-promotion (Items 24, 54, 84, 114).

- Sympathy: Assesses the ability to understand and feel compassion for others' emotions and experiences (Items 29, 59, 89, 119).

5. Neuroticism: Evaluates emotional stability, anxiety levels, and sensitivity to stress.

- Anxiety: Assesses the tendency to experience worry, unease, and nervousness (Items 1, 31, 61, 91).

- Anger: Reflects the proneness to experience feelings of anger, irritation, and hostility (Items 6, 36, 66, 96).

- Depression: Measures the tendency to experience sadness, low mood, and feelings of hopelessness (Items 11, 41, 71, 101).

- Self-Consciousness: Assesses the level of self-awareness and concern about how one is perceived by others (Items 16, 46, 76, 106).

- Immoderation: Reflects the inclination to engage in excessive or impulsive behaviour (Items 21, 51, 81, 111).

- Vulnerability: Measures the sensitivity to stress, emotional reactivity, and susceptibility to negative emotions (Items 26, 56, 86, 116).

These factors and facets provide a comprehensive assessment of an individual's personality traits and help practitioners gain insights into various aspects of an individual's behaviour and preferences.

IPIP-NEO-120 Percentiles

Percentiles are also presented for each of the trait factors and facets that were calculated by NovoPsych based upon Australian data from 5,252 males (between the ages of 16 – 95) and 8,911 females (between the ages of 16 – 88) that were derived from data provided by Johnson (2020). Descriptors for each factor and facet are assigned based on percentile scores:

- High: Top 30% of scores (percentile of 70 or more)

- Average: Middle 40% of scores (percentile 30-70)

- Low: Bottom 30% of scores (percentile of 30 or less)

Percentiles are based upon gender and age, which were categorised into seven age groups:

- 16-17

- 18-19

- 20-21

- 22-25



Client Name	Generic Client
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- 26-30
- 31-39
- 40+

IPIP-NEO Pattern Types

In the narrative report, 'pattern types' may also be presented (if there are high and low scores on personality factors). These 'pattern types' are based on the Abridged Big Five-Dimensional Circumplex (AB5C; Hofstee, de Raad, & Goldberg, 1992) model of personality. These descriptions are based upon those provided by Johnson (n.d.).

IPIP-NEO Socially Desirable Responding

A socially desirable responding (SDR) scale is also presented (Items 39, 41, 45, 51, 75, 81, 101, 109), where a higher score (and percentile) may be indicative of impression management and/or self-deception. However, it is important for the clinician to look at these SDR results, especially in relation to other factors and facets in the assessment, to determine whether this is a type of response bias (where there is a tendency to give overly positive self-descriptions (Paulhus, 2002)) or if other factors and facets may indicate that self-descriptions aren't overly positive. So, although a higher score may be indicative of impression management and/or self-deception, it is important to use SDR result in conjunction with clinical judgement. The SDR results are classified as follows:

- High ('Review Response Validity'): 90th percentile or above
- Average ('Valid Response Profile'): between 10th and 90th percentile
- Low (Very Candid/Self-Critical): 10th percentile or below

IPIP-NEO-120 Interpretive Report Structure:

The IPIP-NEO-120 generates a comprehensive interpretive report designed for ease of clinical interpretation. The report is organised to present results systematically, moving from broad personality factors to specific facets, with visual and narrative components at each level.

The report begins with a summary table displaying results for the five major personality factors. For each factor, the table shows the raw score, community percentile, and descriptor (based on the client's age and gender, if provided). Percentiles falling outside the Average range (i.e., High or Low) are highlighted in blue to draw attention to clinically relevant information.

Following the summary table, each factor is represented on a graph as a continuum with behavioural anchors at both extremes (e.g., for Extraversion: "Quiet, reserved, withdrawn" versus "Outgoing, warm, seeks adventure"), allowing clinicians to immediately contextualise what a client's score means in terms of real-world behaviour and functioning. The client's percentile score is plotted on each continuum to make it easy to identify which traits may be contributing to presenting concerns, which traits may serve as strengths or resources in treatment, and which personality domains warrant deeper exploration through the facet-level results.

After the Big Five overview, the report presents five tables with detailed facet-level information for each factor (raw score, community percentile, descriptor). Following the facet tables, a series of corresponding horizontal bar graphs, each consisting of seven horizontal bars reflecting the percentile scores, are presented: The top bar shows the overall factor score (demonstrating how the six facets each contribute), and the six bars below show each facet score.

Finally, a standalone table presents the SDR results showing the raw score, community



Client Name | Generic Client

percentile, and descriptor (Very Candid / Self-Critical, Valid Response Profile, or Review Response Validity). Following the tables and bar graph visualisations, the report provides detailed written interpretations:

1. Personality overview
2. Socially desirability responding
3. Pattern types (if applicable)

Client Responses

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
1	Worry about things.	1	2	3	4	5
2	Make friends easily.	1	2	3	4	5
3	Have a vivid imagination.	1	2	3	4	5
4	Trust others.	1	2	3	4	5
5	Complete tasks successfully.	1	2	3	4	5
6	Get angry easily.	1	2	3	4	5
7	Love large parties.	1	2	3	4	5
8	Believe in the importance of art.	1	2	3	4	5
9	Use others for my own ends.	5	4	3	2	1
10	Like to tidy up.	1	2	3	4	5
11	Often feel blue.	1	2	3	4	5
12	Take charge.	1	2	3	4	5
13	Experience my emotions intensely.	1	2	3	4	5



Client Name | Generic Client

Client Responses (cont.)

	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
14 Love to help others.	1	2	3	4	5
15 Keep my promises.	1	2	3	4	5
16 Find it difficult to approach others.	1	2	3	4	5
17 Am always busy.	1	2	3	4	5
18 Prefer variety to routine.	1	2	3	4	5
19 Love a good fight.	5	4	3	2	1
20 Work hard.	1	2	3	4	5
21 Go on binges.	1	2	3	4	5
22 Love excitement.	1	2	3	4	5
23 Love to read challenging material.	1	2	3	4	5
24 Believe that I am better than others.	5	4	3	2	1
25 Am always prepared.	1	2	3	4	5
26 Panic easily.	1	2	3	4	5
27 Radiate joy.	1	2	3	4	5
28 Tend to vote for liberal (progressive) political candidates.	1	2	3	4	5
29 Sympathise with the homeless.	1	2	3	4	5
30 Jump into things without thinking.	5	4	3	2	1
31 Fear for the worst.	1	2	3	4	5
32 Feel comfortable around people.	1	2	3	4	5



Client Name | Generic Client

Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
33	Enjoy wild flights of fantasy.	1	2	3	4	5
34	Believe that others have good intentions.	1	2	3	4	5
35	Excel in what I do.	1	2	3	4	5
36	Get irritated easily.	1	2	3	4	5
37	Talk to a lot of different people at parties.	1	2	3	4	5
38	See beauty in things that others might not notice.	1	2	3	4	5
39	Cheat to get ahead.	5	4	3	2	1
40	Often forget to put things back in their proper place.	5	4	3	2	1
41	Dislike myself.	1	2	3	4	5
42	Try to lead others.	1	2	3	4	5
43	Feel others' emotions.	1	2	3	4	5
44	Am concerned about others.	1	2	3	4	5
45	Tell the truth.	1	2	3	4	5
46	Am afraid to draw attention to myself.	1	2	3	4	5
47	Am always on the go.	1	2	3	4	5
48	Prefer to stick with things that I know.	5	4	3	2	1
49	Yell at people.	5	4	3	2	1
50	Do more than what's expected of me.	1	2	3	4	5
51	Rarely overindulge.	5	4	3	2	1



Client Name | Generic Client

Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
52	Seek adventure.	1	2	3	4	5
53	Avoid philosophical discussions.	5	4	3	2	1
54	Think highly of myself.	5	4	3	2	1
55	Carry out my plans.	1	2	3	4	5
56	Become overwhelmed by events.	1	2	3	4	5
57	Have a lot of fun.	1	2	3	4	5
58	Believe that there is no absolute right or wrong.	1	2	3	4	5
59	Feel sympathy for those who are worse off than myself.	1	2	3	4	5
60	Make rash decisions.	5	4	3	2	1
61	Am afraid of many things.	1	2	3	4	5
62	Avoid contact with others.	5	4	3	2	1
63	Love to daydream.	1	2	3	4	5
64	Trust what people say.	1	2	3	4	5
65	Handle tasks smoothly.	1	2	3	4	5
66	Lose my temper.	1	2	3	4	5
67	Prefer to be alone.	5	4	3	2	1
68	Do not like poetry.	5	4	3	2	1
69	Take advantage of others.	5	4	3	2	1
70	Leave a mess in my room.	5	4	3	2	1



Client Name | Generic Client

Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
71	Am often down in the dumps.	1	2	3	4	5
72	Take control of things.	1	2	3	4	5
73	Rarely notice my emotional reactions.	5	4	3	2	1
74	Am indifferent to the feelings of others.	5	4	3	2	1
75	Break rules.	5	4	3	2	1
76	Only feel comfortable with friends.	1	2	3	4	5
77	Do a lot in my spare time.	1	2	3	4	5
78	Dislike changes.	5	4	3	2	1
79	Insult people.	5	4	3	2	1
80	Do just enough work to get by.	5	4	3	2	1
81	Easily resist temptations.	5	4	3	2	1
82	Enjoy being reckless.	1	2	3	4	5
83	Have difficulty understanding abstract ideas.	5	4	3	2	1
84	Have a high opinion of myself.	5	4	3	2	1
85	Waste my time.	5	4	3	2	1
86	Feel that I'm unable to deal with things.	1	2	3	4	5
87	Love life.	1	2	3	4	5
88	Tend to vote for conservative political candidates.	5	4	3	2	1
89	Am not interested in other people's problems.	5	4	3	2	1



Client Name | Generic Client

Client Responses (cont.)

	Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
90	5	4	3	2	1
91	1	2	3	4	5
92	5	4	3	2	1
93	1	2	3	4	5
94	5	4	3	2	1
95	1	2	3	4	5
96	5	4	3	2	1
97	5	4	3	2	1
98	5	4	3	2	1
99	5	4	3	2	1
100	5	4	3	2	1
101	5	4	3	2	1
102	5	4	3	2	1
103	5	4	3	2	1
104	5	4	3	2	1
105	5	4	3	2	1
106	5	4	3	2	1
107	5	4	3	2	1
108	5	4	3	2	1



Client Name | Generic Client

Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
109	Get back at others.	5	4	3	2	1
110	Put little time and effort into my work.	5	4	3	2	1
111	Am able to control my cravings.	5	4	3	2	1
112	Act wild and crazy.	1	2	3	4	5
113	Am not interested in theoretical discussions.	5	4	3	2	1
114	Boast about my virtues.	5	4	3	2	1
115	Have difficulty starting tasks.	5	4	3	2	1
116	Remain calm under pressure.	5	4	3	2	1
117	Look at the bright side of life.	1	2	3	4	5
118	Believe that we should be tough on crime.	5	4	3	2	1
119	Try not to think about the needy.	5	4	3	2	1
120	Act without thinking.	5	4	3	2	1