



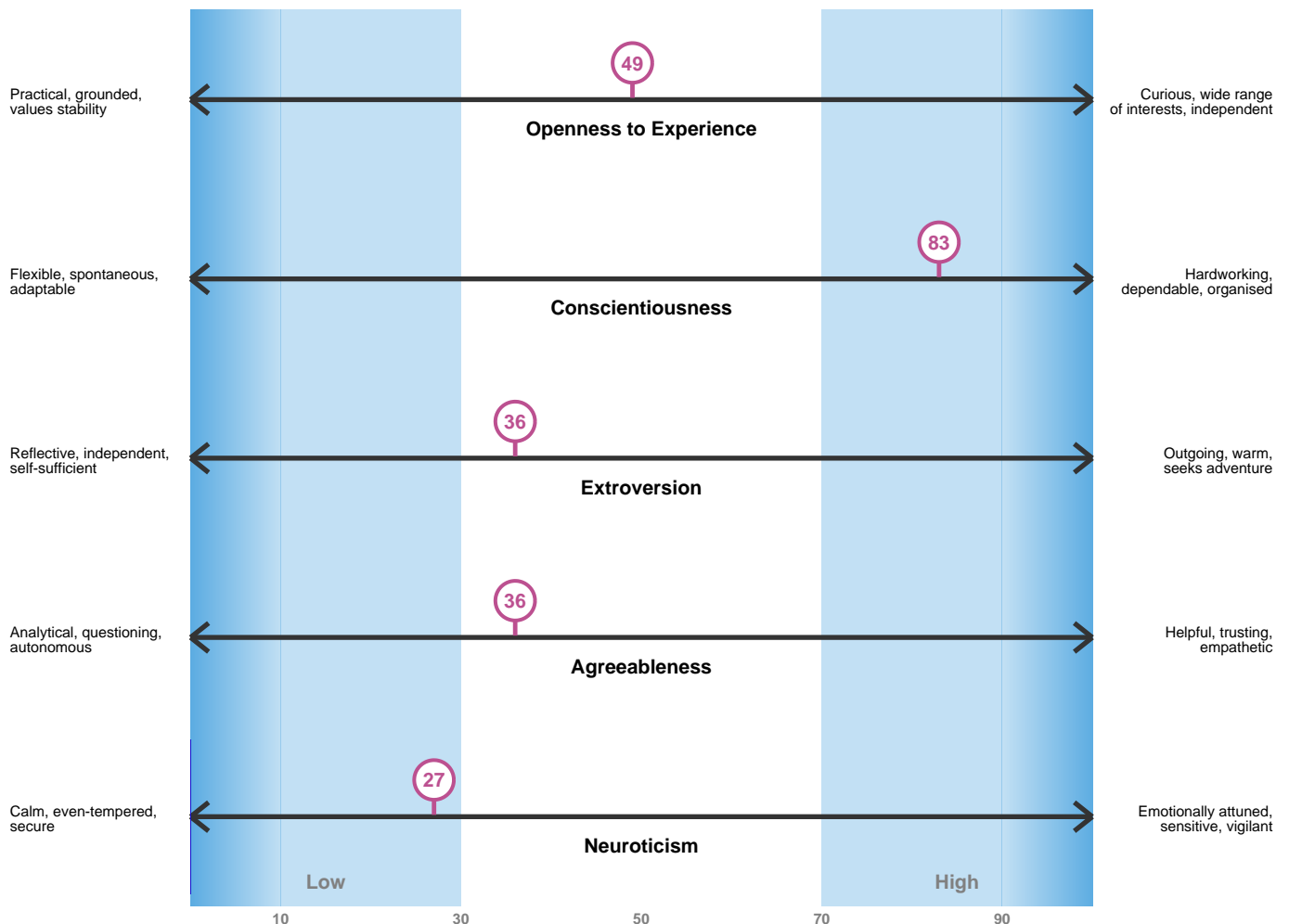
International Personality Item Pool - NEO - 120 item version (IPIP-NEO-120)

<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





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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

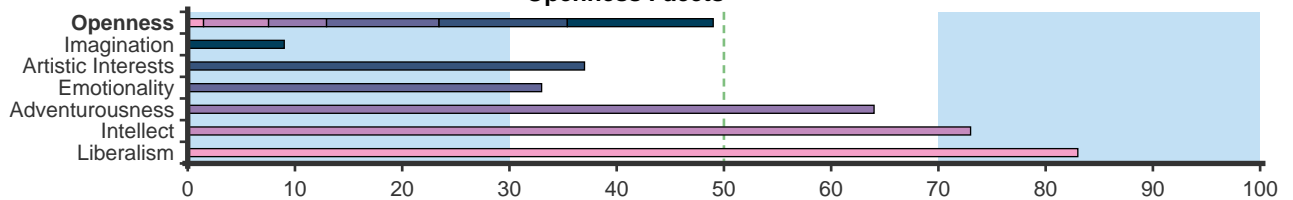


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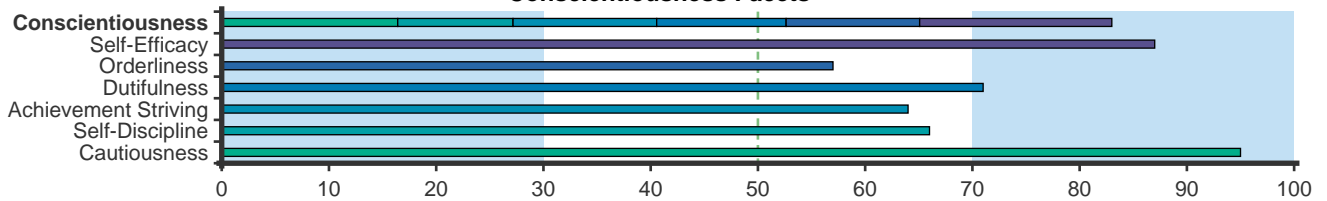
5. Neuroticism Facets

	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

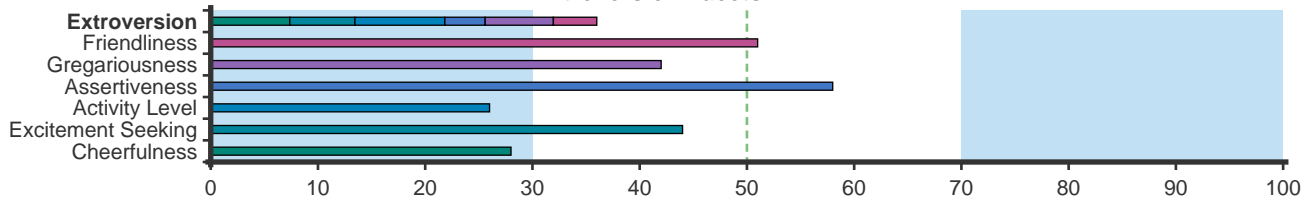
Openness Facets



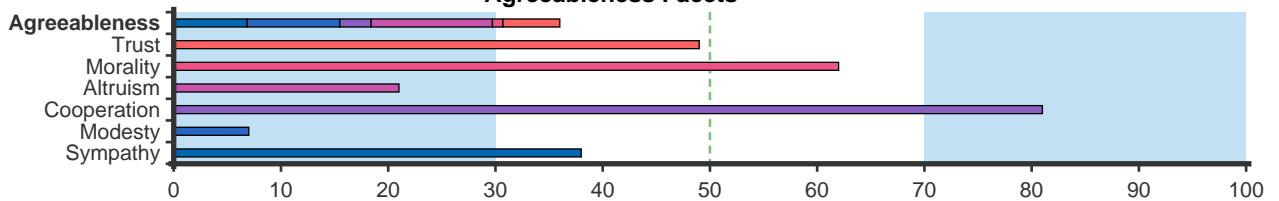
Conscientiousness Facets



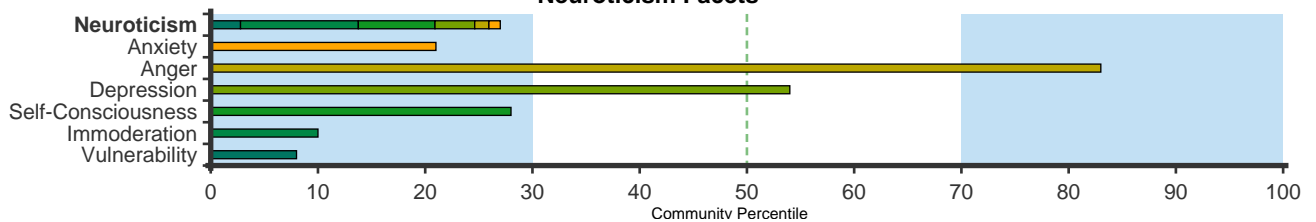
Extroversion Facets



Agreeableness Facets



Neuroticism Facets



Community Percentile



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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



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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



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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.

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



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- 31-39
- 40+

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.).

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

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



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	- Pattern types (if applicable)
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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
14	Love to help others.	1	2	3	4	5
15	Keep my promises.	1	2	3	4	5



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Client Responses (cont.)

		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



Client Name | Generic Client

Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
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
52	Seek adventure.	1	2	3	4	5
53	Avoid philosophical discussions.	5	4	3	2	1



Client Name | Generic Client

Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
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
71	Am often down in the dumps.	1	2	3	4	5
72	Take control of things.	1	2	3	4	5



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Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
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
90	Rush into things.	5	4	3	2	1
91	Get stressed out easily.	1	2	3	4	5



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Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
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
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



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Client Responses (cont.)

		Very Inaccurate	Moderately Inaccurate	Neither Accurate nor Inaccurate	Moderately Accurate	Very Accurate
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