

CPI™

FORM 434

CONFIGURAL ANALYSIS REPORT AN INTERPRETATION OF SCALE COMBINATIONS

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Prepared for

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This program for interpreting the CPI™ instrument is intended for professional psychologists and others who are qualified to use complex multivariate tools of assessment. In addition to a general background in personality theory and assessment methodology, as well as supervised experience in the analysis of individual test data, persons using this program should be familiar with the CPI instrument itself, and with major sources of information concerning the inventory. These sources include, in particular, *The California Psychological Inventory™ Administrator's Guide* (Gough, 1987), *The California Psychological Inventory™ Manual* (Gough & Bradley, 1996), *The California Psychological Inventory™ Handbook* (Megargee, 1972), *A Practical Guide to CPI™ Interpretation* (McAllister, 1996), and *The CPI™ Applications Guide* (Meyer & Davis, 1992).

This narrative report has six parts or sections. In Part I, the reliability of the protocol is examined. In Part II, the protocol is classified with respect to type and level. In Part III, an analysis is presented of the individual's scores on the 20 folk concept scales. In Part IV, seven special purpose scales are described. In Part V, an estimate based on the CPI instrument is given of the way in which a benevolent and knowledgeable observer would describe this person on the 100 items in the California Q-set (Block, 1961). In Part VI, interpretive hypotheses derived from configurations or combinations of two or more scales are presented.



PART I

Reliability of the protocol

The protocol has been reviewed for unreliability, whether caused by an overly favorable self-portrait, an unduly critical self-representation, or the giving of too many atypical and possibly random responses. **The protocol shows no evidence of invalidity.** The number of items left blank was 2.

PART II

Classification for type and level

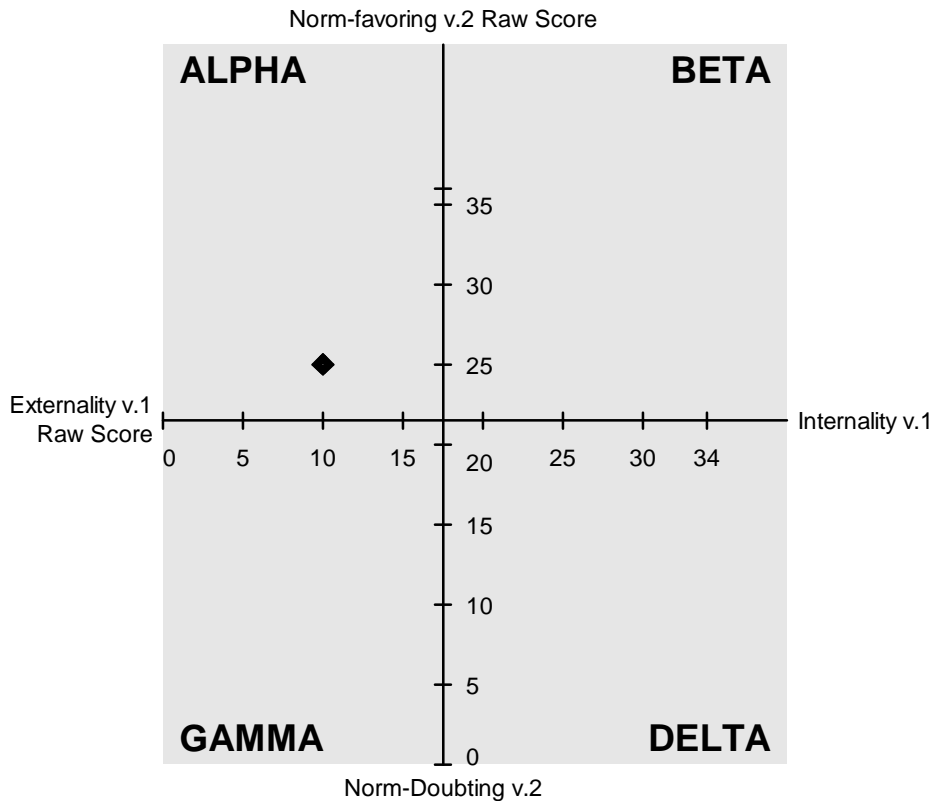
Psychometric and conceptual analyses of the CPI instrument have identified three basic dimensions underlying scores on the folk and special purpose scales. Two of these themes are manifestations of fundamental orientations—toward people and toward societal values. The third is an indicator of ego integration or competence as seen by others, or self-realization as seen by the respondent. Each dimension is assessed by a scale uncorrelated with (or orthogonal to) the other two. These vector or dimensional scales (called v.1, v.2, and v.3), taken together, define a theoretical model of personality structure called the 3-vector or cuboid model because of its geometric form.

The first vector scale (v.1) assesses a continuum going from a participative, involved, and extraversive orientation at the low end, to a detached, internal, and introversive orientation at the high pole. The second vector scale (v.2) assesses a continuum going from a norm-questioning, rule-doubting orientation at one extreme, to a norm-accepting, rule-favoring orientation at the other. Bivariate classification according to scores on v.1 and v.2 gives rise to four lifestyles or ways of living, called the Alpha, Beta, Gamma, and Delta. When scores on v.1 and v.2 are close to the cutting points, lifestyle classifications may be ambiguous, and/or mutable. Each type or lifestyle has its own specific modes of self-actualization and its own specific modes of psychopathology. Level of ego integration or self-realization is indicated by scores on the v.3 scale. The higher the score on v.3, the greater the individual's sense of self-realization or fulfillment. The lower the score on v.3, the more likely that the respondent has feelings of inefficacy, alienation, and dissatisfaction.

CLASSIFICATIONS SPECIFIC TO JOHN SAMPLE

Classification for type: **Alpha**
Classification for level: **7**
Type and Level Scores:

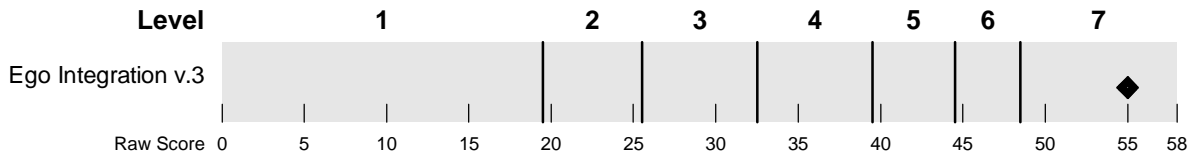
Raw	Standard	
10	36	v.1 (internality)
25	56	v.2 (norm-favoring)
55	75	v.3 (ego integration)



The scores on v.1 and v.2 obtained by JOHN SAMPLE place him in the Alpha quadrant, as shown above. The following brief description of the Alpha type gives some of the important implications of this classification.

The Alpha type or lifestyle is defined by below average scores on vector 1, and above average scores on vector 2. Alphas, therefore, tend to be involved, participative, entrepreneurial, and rule-favoring. At their best, they can be charismatic leaders and instigators of constructive social action. At their worst (low scores on v.3), they are rigid in their beliefs, intolerant of those who think differently, authoritarian and punitive, and seemingly incapable of introspection or candid self-evaluation.

JOHN SAMPLE
ALPHA 7 MALE



In regard to ego integration as indicated by the v.3 scale score, JOHN SAMPLE is at **level 7**, suggesting **an unusually favorable** realization of the potentialities of his type. For persons at this level, one can expect exceptional initiative, self-confidence, constructive ambition and decision-making skills, plus a talent for leadership.

PART III

Interpretation of the 20 folk scales

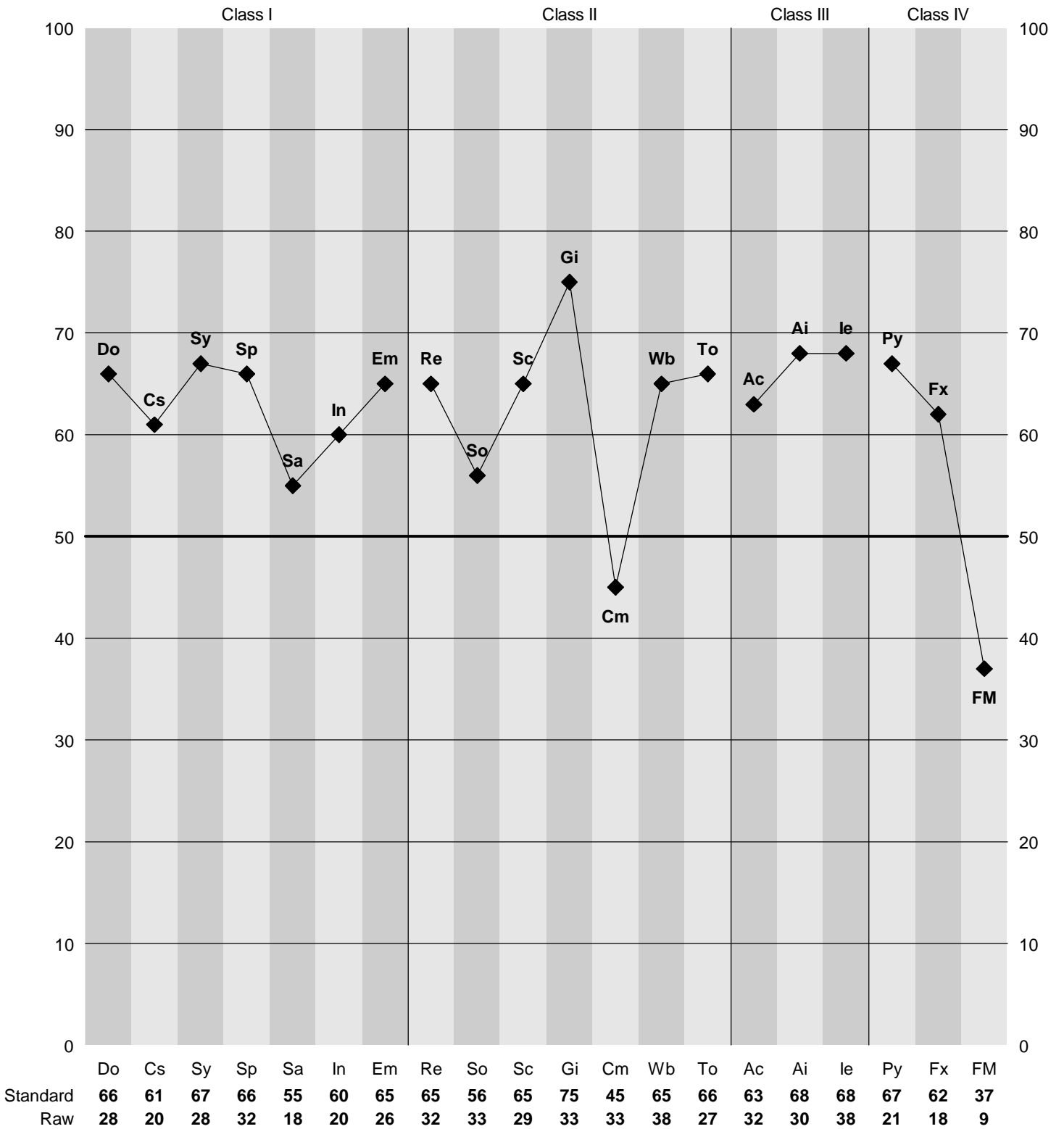
The type and level classifications given just above furnish initial guidance for interpreting this protocol. The specific comments presented here in Part III should be coordinated with the prior type/level heuristics. Let us now turn to the profile of 20 folk concept scales, attending to the four regions of the profile sheet, and to the scales within each sector. A professional, individuated interpretation can, of course, go farther than this, taking account of patterns and configurations among the scales. Two excellent sources of information for configural hypotheses are the monographs by McAllister (1996), and Meyer and Davis (1992). Important information can also be gleaned, however, from a sequential reading of the scales on the profile sheet. This analysis of each of the 20 scales will lead to more specific comments than can be derived from type and level alone.

JOHN SAMPLE
ALPHA 7 MALE

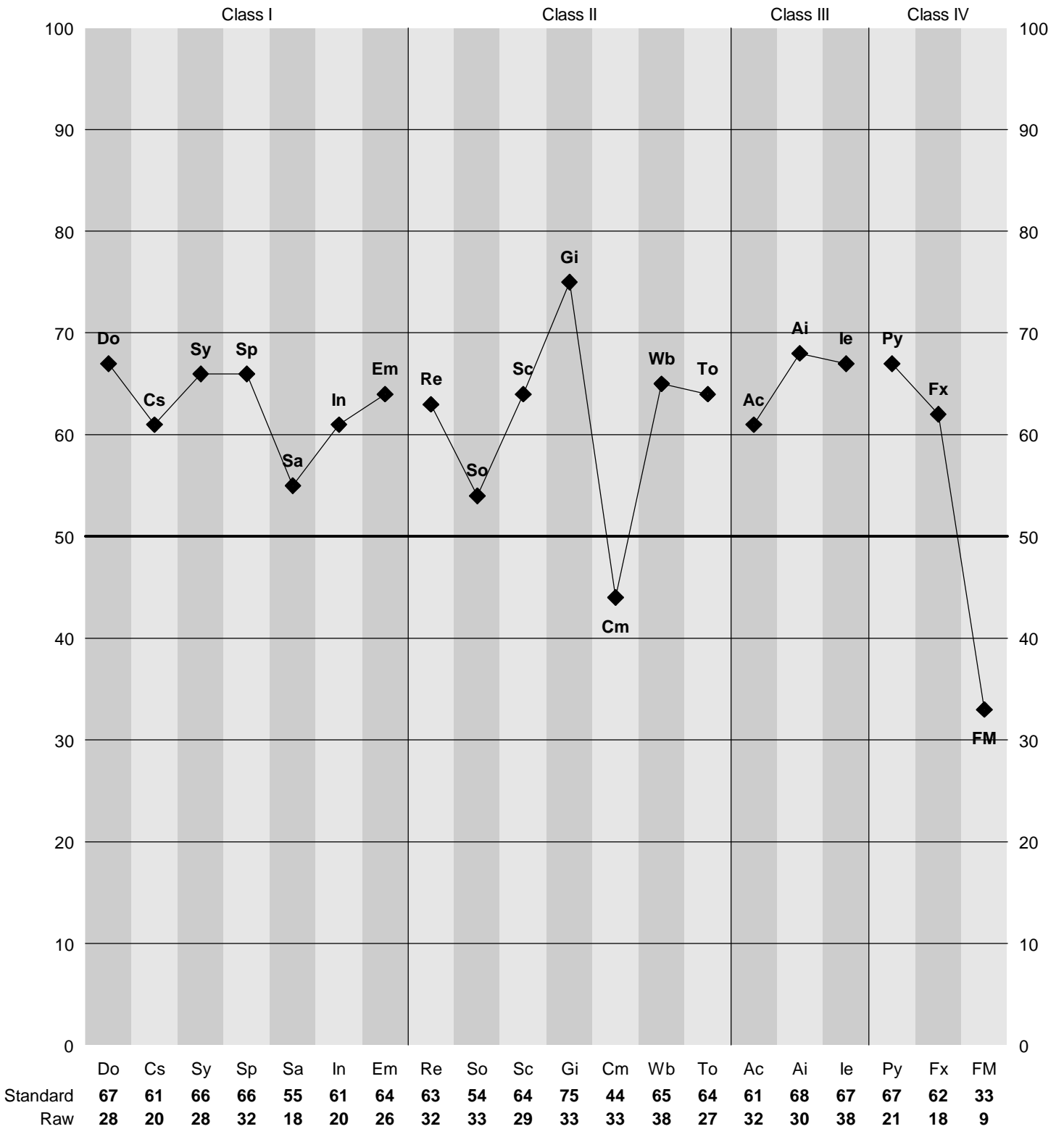
CPI™ Configural Analysis Report

1/15/04

PROFILE BASED ON NORMS FOR MALES



PROFILE BASED ON TOTAL NORMS



Class I Scales and Interpretation

The first sector of the profile contains scales assessing interpersonal style and manner of dealing with others. From an analysis of the seven scales in this region of the profile we can get an impression of how he approaches others, and of qualities such as self-confidence, poise, and initiative.

From the standard scores for each scale, some inferences about JOHN SAMPLE may now be proposed:

CLASS I SCALES

Dominance (Do) 66

- is assertive, forceful, and self-confident
- takes the initiative and gets things done
- is typically a leader; likes to give advice

Capacity for Status (Cs) 61

- is versatile, ambitious, and confident about own ability
- is capable of creating a good impression, but does not always do so
- enjoys social participation, but also values detachment and distance from others
- has a wide range of interests

Sociability (Sy) 67

- likes to be with people
- is often witty and animated
- has a stable, optimistic view of life
- gets along well with others

Social Presence (Sp) 66

- is spontaneous, versatile, and clever
- is verbally fluent and articulate, at ease in nearly any situation
- is adventurous; likes excitement

Self-Acceptance (Sa) 55

- is at ease and comfortable in most situations
- is good at avoiding interpersonal friction and conflict
- is usually liked and accepted by others

Independence (In) 60

- is determined, forceful, and goal-oriented
- impresses others as capable, but not necessarily as likable
- has good leadership potential and an effective way of dealing with others

Empathy (Em) 65

- is insightful concerning how others feel and think
- is quick to respond to social nuances
- is pleasant to be with
- has a wide range of interests
- is outgoing and sociable
- has progressive views on most issues

Class II Scales and Interpretation

The next sector of the profile contains scales pertaining to the internalization and endorsement of normative conventions, including norms related to self-presentation. From an analysis of scores in this region, we can obtain an impression of how he views social norms and how his conduct is affected by these considerations.

CLASS II SCALES

Responsibility (Re) 65

- is a conscientious, responsible, and reliable person with a strongly developed inner sense of ethics and personal integrity
- on the basis of these firm, individual values can, when indicated, stand against mere convention or orthodoxy

Socialization (So) 56

- is reliable, dependable, and conscientious; gets things done
- is industrious, equitable in temperament, seldom rash or capricious
- accepts own lot in life without complaint or resentment
- works well with others

Self-Control (Sc) 65

- exerts strong control over feelings and impulses, to the point of over-control
- has strong aggressive or hostile impulses, but is not fully aware of them
- on occasion may experience explosive release of anger
- typical behavior is moderate, subdued, and painstaking
- believes rules are right and proper, and thinks poorly of those who will not or cannot comply

Good Impression (Gi) 75

- has made an unusual and probably exaggerated effort to present self in a favorable light, as a pillar of probity and rectitude
- if this is not a deliberate dissimulation, the score presages a serious deficiency in self-understanding
- may try to exploit and manipulate others

Communality (Cm) 45

- has responded to a set of consensually-defined items somewhat differently from the way others respond
- may have strongly independent or nonconformist views
- may be new to the culture and not yet fully attuned to its modal beliefs

Well-Being (Wb) 65

- has a buoyant, upbeat view of his own physical and psychological functioning
- is good-natured, contented, and energetic
- is optimistic and confident about own ability to cope with the demands of everyday life

Tolerance (To) 66

- has fair-minded, tolerant, and benevolent social attitudes
- trusts others and gives them the benefit of any doubts
- takes philosophical and ethical issues seriously
- is seen by others as reasonable, clear-thinking, and insightful

Class III Scales and Interpretation

The third sector of the profile sheet contains three scales pertaining to cognitive/intellectual functioning and the need for achievement in either structured or open situations. From an analysis of scores in this region we can obtain an impression of how he behaves with respect to these matters.

CLASS III SCALES

Achievement via Conformance (Ac) 63

- is ambitious and always tries to do well
- is conscientious and efficient in carrying out tasks and duties
- is intelligent and resourceful, and functions well in situations having clearly specified rules and procedures

Achievement via Independence (Ai) 68

- has a wide range of interests, independent ways of thinking, and a strong desire to do well in settings where ingenuity and innovation are favored
- will show excellent achievement
- is intelligent, clear-thinking, and imaginative

Intellectual Efficiency (Ie) 68

- is an intelligent, resourceful, clear-thinking person
- is verbally fluent, with a flair for discussion and analysis
- feels sure of self, equal to nearly any challenge
- has a stable, optimistic view of the future

Class IV Scales and Interpretation

The final sector of the profile sheet contains three scales that assess broadly stylistic or qualitative aspects of thinking and behavior. The scores on these scales have implications in their own right, but also serve to color or even modify the expectations attached to higher or lower scores on the preceding scales. The inferences proposed for JOHN SAMPLE from each scale are these:

CLASS IV SCALES

Psychological Mindedness (Py) 67

- is insightful about people, is a good judge of others
- is intelligent, and values intellectual endeavor
- has high personal aspirations and does well in most situations
- is somewhat individualistic; may be seen by others as lacking in warmth or compassion

Flexibility (Fx) 62

- adapts well to change and to new conditions
- easily becomes bored and impatient with routine and pedestrian events
- is clever and spontaneous, but also somewhat careless and erratic
- is seen by others as versatile and capable, but also as changeable and inconstant

Femininity/Masculinity (FM) 37

- is a forceful, vigorous, and robust person who prefers action to contemplation
- is not reflective or imaginative, takes things as they are
- copes well with stress and challenge, but less well with criticism and complications in interpersonal relationships

PART IV

Seven special purpose scales

From time to time, various special purpose scales and indices have been and will continue to be developed. These measures will not always be relevant to the purposes of testing, but in certain circumstances they may be quite informative. At the present time, seven special purpose scales are included in the Configural Analysis Report. Three of them (Managerial Potential, Work Orientation, and Law Enforcement Orientation) are directly related to occupational issues. The other four pertain to creativity, leadership, amicability, and the tender versus tough-minded continuum. Published accounts for Mp, Wo, CT, and Lp are cited in the references (see last page), and reports are being developed for Ami, Leo, and Tm.

SCALES AND INTERPRETATION

Scale	Raw Score	Standard Score for Males	Standard Score for Total Norms	Interpretation
Managerial Potential (Mp)	29	69	69	<ul style="list-style-type: none"> • well above average in managerial potential and talent • will be seen by others as enterprising, clear-thinking, and resourceful
Work Orientation (Wo)	39	70	70	<ul style="list-style-type: none"> • well above average in work orientation • will be seen by others as conscientious, moderate, and reliable
Creative Temperament (CT)	24	58	58	<ul style="list-style-type: none"> • above average in creative temperament; has esthetic interests
Leadership Potential (Lp)	59	64	64	<ul style="list-style-type: none"> • above average leadership skills and potential
Amicability (Ami)	34	72	71	<ul style="list-style-type: none"> • gets along well with others; is cooperative, fair-minded, and tactful • tries not to antagonize or irritate others • is seen as modest and appreciative
Law Enforcement Orientation (Leo)	32	67	69	<ul style="list-style-type: none"> • views law enforcement as legitimate, important, and worthy of respect • thinks well of people who work in this area • favors conservative values • is optimistic, self-confident, and dependable
Tough-Mindedness (Tm)	33	72	73	<ul style="list-style-type: none"> • independent, decisive, and assertive in judgment • self-confident and determined • values objective, analytic thinking

PART V

A Q-sort description based on the CPI™ instrument

In Part II of this narrative (the section giving the type and level), broad or orienting notions about this person were presented. Then in Part III (the profile of scores on the folk concept scales) and in Part IV (scores on the special purpose scales), more specific comments about this person's psychological attributes were given. Now, in Part V, we go on to a fully individuated reading of the protocol, making use of the 100 descriptive items found in Block's (1961) California Q-set. From the CPI instrument, an estimate has been made of how each of the 100 items would be Q-sorted by someone in a position to know this person, for example, a close friend, a parent, a spouse, a counselor, or a co-worker. The goal in this analysis is to give an accurate and benevolent description of the person tested.

Block's method calls for placing the items in nine groupings, according to relevance or saliency. The five items believed to be most descriptive are placed in Category 9, then the eight items believed to be next in descriptive relevance are placed in Category 8. This sorting is continued down to Category 1, which contains the five items considered to be least relevant or salient. If the category numbers (9, 8, 7, etc.) are used as scores for each item, the Q-sorting based on the CPI instrument can be correlated with any other Q-sorting of this person.

In the text below, each Q-set item is identified by its number, and at the end of the item (in parentheses) the estimate based on the CPI instrument is given.

Q-SORTED DESCRIPTIONS

Category 9—Extremely characteristic or salient

Item # Q-set item text and estimate placement value

- 74. Is subjectively unaware of self-concern; feels satisfied with self. (7.93)
- 84. Is cheerful. (7.69)
- 92. Has social poise and presence; appears socially at ease. (7.51)
- 54. Emphasizes being with others; gregarious. (7.46)
- 63. Judges self and others in conventional terms such as "popularity," "the correct thing to do," social pressures, etc. (7.41)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 8—Quite characteristic or salient

Item # Q-set item text and estimate placement value

- 26. Is productive; gets things done. (7.38)
- 52. Behaves in an assertive fashion. (7.23)
- 71. Has high aspiration level for self. (7.21)
- 98. Is verbally fluent; can express ideas well. (7.16)
- 33. Is calm, relaxed in manner. (7.13)
- 80. Interested in members of the opposite sex. (7.12)
- 28. Tends to arouse liking and acceptance in people. (6.96)
- 18. Initiates humor. (6.94)

Category 7—Fairly characteristic or salient

Item # Q-set item text and estimate placement value

- 97. Is emotionally bland; has flattened affect. (6.77)
- 81. Is physically attractive; good-looking. (6.74)
- 3. Has a wide range of interests. (6.66)
- 35. Has warmth; has the capacity for close relationships; compassionate. (6.62)
- 17. Behaves in a sympathetic or considerate manner. (6.56)
- 24. Prides self on being "objective," rational. (6.52)
- 7. Favors conservative values in a variety of areas. (6.51)
- 56. Responds to humor. (6.46)
- 32. Seems to be aware of the impression he makes on others. (6.43)
- 91. Is power oriented; values power in self or others. (6.36)
- 83. Able to see to the heart of important problems. (6.33)
- 64. Is socially perceptive of a wide range of interpersonal cues. (6.31)

Category 6—Somewhat characteristic or salient

Item # Q-set item text and estimate placement value

- 96. Values own independence and autonomy. (6.25)
- 51. Genuinely values intellectual and cognitive matters. (6.22)
- 2. Is a genuinely dependable and responsible person. (6.19)
- 8. Appears to have a high degree of intellectual capacity. (6.19)
- 4. Is a talkative individual. (6.17)
- 88. Is personally charming. (6.17)
- 43. Is facially and/or gesturally expressive. (6.13)
- 15. Is skilled in social techniques of imaginative play, pretending, and humor. (6.08)
- 57. Is an interesting, arresting person. (6.03)
- 75. Has a clear-cut, internally consistent personality. (5.93)
- 58. Enjoys sensuous experiences (including touch, taste, smell, physical contact). (5.86)
- 31. Regards self as physically attractive. (5.82)
- 77. Appears straightforward, forthright, candid in dealing with others. (5.75)
- 5. Behaves in a giving way toward others. (5.74)
- 6. Is fastidious. (5.69)
- 72. Concerned with own adequacy as a person, either at conscious or unconscious levels. (5.60)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 5—Relatively neutral or unimportant

Item # Q-set item text and estimate placement value

- 20. Has a rapid personal tempo; behaves and acts quickly. (5.53)
- 29. Is turned to for advice and reassurance. (5.53)
- 95. Tends to proffer advice. (5.49)
- 25. Tends toward over-control of needs and impulses; binds tensions excessively; delays gratification unnecessarily. (5.49)
- 67. Is self-indulgent. (5.40)
- 66. Enjoys esthetic impressions; is esthetically reactive. (5.23)
- 93. Behaves in a masculine style and manner. (5.22)
- 60. Has insight into own motives and behavior. (5.21)
- 94. Expresses hostile feelings directly. (5.10)
- 90. Is concerned with philosophical problems; e.g., religions, values, the meaning of life, etc. (5.09)
- 11. Is protective of those close to him. (5.08)
- 41. Is moralistic. (5.07)
- 44. Evaluates the motivation of others in interpreting situations. (5.00)
- 69. Is sensitive to anything that can be construed as a demand. (4.87)
- 89. Compares self to others. Is alert to real or fancied differences between self and other people. (4.81)
- 27. Shows condescending behavior in relations with others. (4.69)
- 70. Behaves in an ethically consistent manner; is consistent with own personal standards. (4.63)
- 86. Handles anxiety and conflicts by, in effect, refusing to recognize their presence; repressive or dissociative tendencies. (4.61)

Category 4—Somewhat uncharacteristic or salient

Item # Q-set item text and estimate placement value

- 61. Creates and exploits dependency in people. (4.57)
- 19. Seeks reassurance from others. (4.55)
- 73. Tends to perceive many different contexts in sexual terms; eroticizes situations. (4.54)
- 53. Various needs tend toward relatively direct and uncontrolled expression; unable to delay gratification. (4.54)
- 76. Tends to project his own feelings and motivations onto others. (4.48)
- 1. Is critical, skeptical, not easily impressed. (4.47)
- 12. Tends to be self-defensive. (4.43)
- 85. Emphasizes communication through action and non-verbal behavior. (4.42)
- 38. Has hostility towards others. (4.40)
- 99. Is self-dramatizing; histrionic. (4.39)
- 100. Does not vary roles; relates to everyone in the same way. (4.36)
- 16. Is introspective and concerned with self as an object. (4.35)
- 59. Is concerned with own body and the adequacy of its physiological functioning. (4.14)
- 23. Extrapunitive; tends to transfer or project blame. (3.87)
- 46. Engages in personal fantasy and daydreams, fictional speculations. (3.65)
- 9. Is uncomfortable with uncertainty and complexities. (3.65)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 3—Fairly uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 65. Characteristically pushes and tries to stretch limits; sees what he can get away with. (3.65)
- 13. Is sensitive to anything that can be construed as criticism or an interpersonal slight. (3.63)
- 82. Has fluctuating moods. (3.56)
- 48. Keeps people at a distance; avoids close interpersonal relationships. (3.50)
- 21. Arouses nurturant feelings in others. (3.37)
- 62. Tends to be rebellious and non-conforming. (3.24)
- 68. Is basically anxious. (3.24)
- 37. Is guileful and deceitful, manipulative, opportunistic. (3.23)
- 10. Anxiety and tension find outlet in bodily symptoms. (3.00)
- 79. Tends to ruminate and have persistent, preoccupying thoughts. (2.98)
- 87. Interprets basically simple and clear-cut situations in complicated and particularizing ways. (2.95)
- 47. Has a readiness to feel guilty. (2.93)

Category 2—Quite uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 49. Is basically distrustful of people in general; questions their motivations. (2.80)
- 39. Thinks and associates to ideas in unusual ways; has unconventional thought processes. (2.74)
- 36. Is subtly negativistic; tends to undermine and obstruct or sabotage. (2.72)
- 50. Is unpredictable and changeable in behavior and attitudes. (2.62)
- 30. Gives up and withdraws where possible in the face of frustration and adversity. (2.58)
- 34. Over-reactive to minor frustrations; irritable. (2.48)
- 40. Is vulnerable to real or fancied threat; generally fearful. (2.43)
- 14. Genuinely submissive; accepts domination comfortably. (2.42)

Category 1—Extremely uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 42. Reluctant to commit self to any definite course of action; tends to delay or avoid action. (2.40)
- 45. Has a brittle ego-defense system; has a small reserve of integration; would be disorganized and maladaptive when under stress or trauma. (2.27)
- 55. Is self-defeating. (1.97)
- 22. Feels a lack of personal meaning in life. (1.79)
- 78. Feels cheated and victimized by life; self-pitying. (1.38)

PART VI

Configural analysis

A scale combinations interpretation

Part VI is based closely upon *A Practical Guide to CPI™ Interpretation, Third Edition* (McAllister, 1996). These interpretive hypothesis are derived from configurations of two or more scales, and are presented here in two distinct sections. Hypotheses derived from empirical research will be considered first, followed by more speculative hypotheses developed by McAllister and his colleagues. In general, comments will be restricted only to those configurations on which JOHN SAMPLE has obtained extreme scores.

A disclaimer is in order: As scale configurations are inherently less stable than scores on individual scales, the remaining comments, particularly those in the speculative section, must be considered as tentative.

EMPIRICALLY BASED HYPOTHESES

■ **High**

Dominance 66

Capacity for Status 61

Social Presence 66

- appears to be an executive type who seeks attention through the power of being in charge
- enjoys being at the center of attention
- is likely to be a spirited, high-energy go-getter who is both persuasive and socially charismatic

■ **High**

Dominance 66

Sociability 67

- exhibits strong, out-front leadership qualities
- appears outgoing; demonstrates initiative
- is likely to exercise dominance through people
- is likely to enjoy directing, advising, and coordinating the activities of others

■ **High**

Dominance 66

Good Impression 75

- may have difficulty saying “no”
- may be a yes-person or a people-pleaser
- is likely to attempt to fit in, and to try to say and do everything right
- may refrain from revealing his true feelings
- as a leader, is likely to be benevolent, deriving satisfaction from initiating actions that do positive things for others
- may seek to be tactful in asserting self in order to sustain the personal regard of others

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■ **High**

Sociability 67

Self-control 65

Good Impression 75

Well-being 65

Tolerance 66

Achievement via Conformance 63

Intellectual Efficiency 68

- may use defense mechanisms based on repression
- is likely to avoid persons, projects, and events that might arouse anxiety

■ **Moderate to High**

Self-acceptance 55

Well-being 65

Well-being higher than Self-acceptance

- is likely to be reasonably self-accepting
- relies on the judgment of significant others to make final decisions
- appears loyal, and may be oblivious to the faults of significant others

■ **High**

Tolerance 66

Achievement via Conformance 63

Achievement via Independence 68

Intellectual Efficiency 68

Psychological-mindedness 67

Flexibility 62

- is likely to be intelligent and to have strong intellectual interests

■ **High**

Achievement via Conformance 63

Achievement via Independence 68

- appears mature, inventive, efficient, organized, and stable
- has broad interests
- is independent, yet able to conform
- puts pressure on self to do well at whatever is undertaken
- evidences considerable determination, tenacity, and high expectations of self and others

SPECULATIVE HYPOTHESES

■ **High**

Dominance 66

Empathy 65

Psychological-mindedness 67

- tempers dominance with a degree of sensitivity to others
- is assertive and dominant, though not likely to come off as overly authoritarian or heavy-handed

■ **High**

Dominance 66

Sociability 67

Social Presence 66

Empathy 65

- is effective as a team builder and team leader
- can integrate different opinions and keep team members on track

■ **High**

Dominance 66

- is domineering, pushy, and blunt
- can be insensitive and impatient toward others

Low

Femininity/Masculinity 37

■ **High**

Capacity for Status 61

Sociability 67

Well-being 65

- appears to be affiliative

■ **High**

Capacity for Status 61

Sociability 67

Good Impression 75

- may manifest a mild arrogance
- may be perceived as manipulating higher-status persons to get attention

■ **High**

Capacity for Status 61

Social Presence 66

- may seem arrogant
- is likely to need attention, recognition, and power

JOHN SAMPLE
ALPHA 7 MALE

- **High**
Capacity for Status 61
Responsibility 65
 - appears efficient, determined, persevering, and resourceful in meeting challenges

- **High**
Independence 60
Achievement via Independence 68
 - may be independent and a lone wolf, preferring to gain success through his own endeavors rather than through others
 - is non-affiliative in orientation

- **High**
Empathy 65
Psychological-mindedness 67
 - is likely to be quite effective at reading others and responding accurately to their needs

- **High** **Low**
Empathy 65 **Femininity/Masculinity 37**
 - is likely to perceive and understand the feelings, needs, and concerns of others, but may mask his empathic capabilities behind a more competitive, tough-minded demeanor
 - may create a confused identity in the eyes of others who sense that he is capable of empathy but does not show it consistently

- **High**
Responsibility 65
Self-control 65
Good Impression 75
 - is likely to be dutiful and to have a strong sense of obligation, to follow the system or leader, and to be concerned about meeting the expectations of others
 - may be motivated to “fit in”
 - may need to be assured of success

- **High**
Responsibility 65
Achievement via Conformance 63
 - appears to prefer structure
 - will follow rules and guidelines with little deviation

- **High**
Self-control 65
Intellectual Efficiency 68
 - may be a perfectionist who gets mired in details
 - is averse to taking risks
 - is likely to be a thinker rather than a doer who bases decisions on past experiences

JOHN SAMPLE
ALPHA 7 MALE

- **High**
Good Impression 75
Psychological-mindedness 67

 - may appear aloof, and create distance between himself and others, although he needs signs of acceptance from them

- **High**
Tolerance 66
Psychological-mindedness 67
Flexibility 62

 - is able to assume a broad perspective
 - can look beyond the confines of his job or position
 - quickly recognizes even subtle cues that signal changes in the environment

- **High**
Achievement via Conformance 63
Achievement via Independence 68
Intellectual Efficiency 68

 - is likely to learn new things easily
 - appears able to work within a structure
 - is likely to prefer a measure of individual freedom
 - may not like close supervision
 - appears quick, adept, resourceful, generally efficient, and well-organized

- **High**
Achievement via Independence 68
Flexibility 62

 - is likely to be independent, versatile, innovative, and adaptable
 - craves variety and change in his work
 - may sometimes take on too much
 - might occasionally overlook details
 - tends to move quickly from one task or project to the next and can be distractible
 - may not exhibit consistent follow-through

- **High**
Achievement via Independence 68
Psychological-mindedness 67

 - tends to be very rational, analytical, clear-thinking, and logical
 - appreciates and deals effectively with complex issues

- **High**
Intellectual Efficiency 68
Psychological-mindedness 67

 - may appear aloof and detached
 - is likely to be intellectually efficient, but may respect people in general rather than on an individual person basis
 - may appear to dislike one-on-one interaction
 - is more task than people-oriented
 - may be out of touch with his own feelings and is unlikely to get involved with other peoples' needs

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