

Personality Research Form E (PRF-E)

Extended Report

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

The PRF was designed to assess personal qualities in terms of a selected number of traits which describe all people to varying degrees. The development of these measures was the result of many years of careful research, systematic investigation, and the accumulation of data from many thousands of people.

This report is based on the responses you made when completing the PRF. Your scores show how you compare with other people in terms of the characteristics measured by the PRF. Your unique pattern of high and low scores differentiates you from other individuals. An examination of this pattern may act as a guide to understanding the impact of personal characteristics on work and job satisfaction and on aspects of your daily life.

There are no right or wrong answers to the PRF, nor is one particular pattern of scores necessarily better than another. The PRF was not designed to focus on character flaws or deviance, or to highlight maladjustment. Rather, the PRF simply describes one's characteristics on a number of common traits that reflect certain consistencies in the way one is likely to behave in a wide variety of situations. While PRF scores can be a valuable tool in personal awareness, results provide only a partial description of your behavior.

A great deal of developmental work went into the PRF and it is widely respected as a reliable assessment device, but it is important to recognize that no such measure will be one hundred percent accurate. You should evaluate these results in light of all available information.

Your PRF report is divided into a number of sections. Page 2 contains interpretive comments based on your results. On page 3, you will find a profile of your scores on the 20 scales that comprise the PRF. Descriptions of these scales can be found on pages 4 through 7. Page 8 provides a profile of vocational preference scales, followed by information helpful in understanding this profile. Page 10 contains a table of your responses, and lists administrative indices showing how much confidence can be placed in your results.

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

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Interpretive Comments

Computerized validity checks on the reliability and plausibility of your responses indicate that you have answered statements purposefully and consistently.

Your responses, however, indicate a high degree of sensitivity to answering in a socially desirable manner and an avoidance in putting yourself in a less than totally favorable light.

Relating to others is of primary importance to you in both vocational and social settings. Characteristically, you are at ease with people and you are confident in assuming an influential role which will also place you at the center of attention. Your desire to assist in the personal lives of others is rooted in genuine feelings of compassion and a desire to help others, as well as in a desire to do what you perceive as socially proper. As a rule, you are very conscious of behavior that meets with social acceptance, both in others and in yourself. It is important to you to influence and control the decisions that others will make about their lives. You also go out of your way to make friends, and once won, you make an effort to maintain close ties. Your acquaintances are likely to see you as effective and persuasive in situations requiring the cooperation of others. You actively participate in social activities, enjoying the company of others a great deal. In these situations others usually find you interesting and entertaining.

PRF Personality Profile

The profile below presents your results for the 20 PRF personality scales. Study this profile and refer to the scale definitions on the following pages. A high score generally means that you can be described by the behaviors and qualities listed as part of that scale definition. A low score would indicate that you likely would not be similar to the description given for that scale, but rather that you are apt to possess attributes that would be considered opposite to those described by the scale definition. For example, while a high scorer on the Exhibition scale would be expected to enjoy winning the notice of other people, a low scorer would prefer equally to avoid appearances before groups.

In the profile below, the numbers under the column marked "Raw Score" indicate your score on each scale. The three groups of columns, "Male", "Female" and "Combined", show how your scores compare with the scores of people in a large sample (normative) group. There are two columns in each of these groups. The column marked "T" presents your score as a T score, standardized about a mean of 50 and a standard deviation of 10. Approximately 70% of all T scores fall between 40 and 60. The column marked "P" contains the percentile rank of your score. Your percentile rank indicates the percentage of people in the normative group that received a score equal to or lower than yours. Your combined percentiles are plotted on the profile.

Scale	Raw Score	Male		Female		Combined		Combined Percentile										
		T	P	T	P	T	P	0	10	20	30	40	50	60	70	80	90	100
Abasement	7	47	38	48	42	48	42											
Achievement	10	47	38	50	50	49	46											
Affiliation	16	71	98	68	96	69	97											
Aggression	6	46	34	47	38	47	38											
Autonomy	4	35	7	40	16	38	12											
Change	6	38	12	37	10	38	12											
Cognitive Structure	6	42	21	42	21	42	21											
Defendence	3	42	21	41	18	42	21											
Dominance	10	50	50	55	69	52	58											
Endurance	7	37	10	40	16	39	14											
Exhibition	13	63	90	62	88	63	90											
Harmavoidance	13	64	92	58	79	60	84											
Impulsivity	7	54	66	51	54	53	62											
Nurturance	12	58	79	53	62	56	73											
Order	1	36	8	34	5	35	7											
Play	10	55	69	53	62	54	66											
Sentience	13	60	84	58	79	59	82											
Social Recognition	6	46	34	44	27	45	31											
Succorance	11	64	92	56	73	60	84											
Understanding	12	55	69	57	76	56	73											

PRF Personality Scale Descriptions

Scale	Description of High Scorer
Abasement	<p>Shows a high degree of humility; accepts blame and criticism even when not deserved; willing to accept an inferior position; tends to be self-effacing.</p> <p>mEEK, self-accusing, self-blaming, obsequious, self-belittling, surrendering, resigned, self-critical, humble, apologizing, subservient, obedient, yielding, deferential, self-subordinating.</p>
Achievement	<p>Aspires to accomplish difficult tasks; maintains high standards and is willing to work toward distant goals; responds positively to competition; willing to put forth effort to attain excellence.</p> <p>striving, accomplishing, capable, purposeful, attaining, industrious, achieving, aspiring, enterprising, self-improving, productive, driving, ambitious, resourceful, competitive.</p>
Affiliation	<p>Enjoys being with friends and people in general; accepts people readily; makes efforts to win friendships and maintain associations with people.</p> <p>neighborly, loyal, warm, amicable, good-natured, friendly, companionable, genial, affable, cooperative, gregarious, hospitable, sociable, affiliative, good-willed.</p>
Aggression	<p>Enjoys combat and argument; easily annoyed; sometimes willing to hurt people to get own way; may seek to "get even" with people perceived as causing harm.</p> <p>aggressive, quarrelsome, irritable, argumentative, threatening, attacking, antagonistic, pushy, hot-tempered, easily-angered, hostile, revengeful, belligerent, blunt, retaliative.</p>
Autonomy	<p>Tries to break away from restraints, confinement, or restrictions of any kind; enjoys being unattached, free, not tied to people, places, or obligations; may be rebellious when faced with restraints.</p> <p>unmanageable, free, self-reliant, independent, autonomous, rebellious, unconstrained, individualistic, ungovernable, self-determined, non-conforming, noncompliant, undominated, resistant, lone-wolf.</p>

<p style="text-align: center;">PRF Personality Scale Descriptions <i>(Continued)</i></p>

Scale	Description of High Scorer
Change	<p>Likes new and different experiences; dislikes routine and avoids it; may readily change opinions or values in different circumstances; adapts readily to changes in environment.</p> <p>inconsistent, fickle, flexible, unpredictable, wavering, mutable, adaptable, changeable, irregular, variable, capricious, innovative, flighty, vacillating, inconstant.</p>
Cognitive Structure	<p>Does not like ambiguity or uncertainty in information; wants all questions answered completely; desires to make decisions based upon definite knowledge, rather than upon guesses or probabilities.</p> <p>precise, exacting, definite, seeks certainty, meticulous, perfectionistic, clarifying, explicit, accurate, rigorous, literal, avoids ambiguity.</p>
Defendence	<p>Ready to defend self against real or imagined harm from other people; takes offense easily; does not accept criticism readily.</p> <p>self-protective, justifying, denying, defensive, self-condoning, suspicious, secretive, has a "chip on the shoulder", resists inquiries, protesting, wary, self-excusing, rationalizing, guarded, touchy.</p>
Dominance	<p>Attempts to control environment, and to influence or direct other people; expresses opinions forcefully; enjoys the role of leader and may assume it spontaneously.</p> <p>governing, controlling, commanding, domineering, influential, persuasive, forceful, ascendant, leading, directing, dominant, assertive, authoritative, powerful, supervising.</p>
Endurance	<p>Willing to work long hours; doesn't give up quickly on a problem; persevering, even in the face of great difficulty; patient and unrelenting in work habits.</p> <p>persistent, determined, steadfast, enduring, unfaltering, persevering, unremitting, relentless, tireless, dogged, energetic, has stamina, sturdy, zealous, durable.</p>

<p style="text-align: center;">PRF Personality Scale Descriptions <i>(Continued)</i></p>

Scale	Description of High Scorer
Exhibition	<p>Wants to be the center of attention; enjoys having an audience; engages in behavior which wins the notice of others; may enjoy being dramatic or witty.</p> <p>colorful, entertaining, unusual, spellbinding, exhibitionistic, conspicuous, noticeable, expressive, ostentatious, immodest, demonstrative, flashy, dramatic, pretentious, showy.</p>
Harmavoidance	<p>Does not enjoy exciting activities, especially if danger is involved, avoids risk of bodily harm; seeks to maximize personal safety.</p> <p>fearful, withdraws from danger, self-protecting, pain-avoidant, careful, cautious, seeks safety, unadventurous, apprehensive, precautionary, timorous, avoids risks, attentive to danger, stays out of harm's way, vigilant.</p>
Impulsivity	<p>Tends to act on the "spur of the moment" and without deliberation; gives vent readily to feelings and wishes; speaks freely; may be volatile in emotional expression.</p> <p>hasty, rash, uninhibited, spontaneous, reckless, irrepressible, quick-thinking, mercurial, impatient, incautious, hurried, impulsive, foolhardy, excitable, impetuous.</p>
Nurturance	<p>Gives sympathy and comfort; assists others whenever possible; interested in caring for children, the disabled, or the infirm; offers a "helping hand" to those in need; readily performs favors for others.</p> <p>sympathetic, paternal, helpful, benevolent, encouraging, caring, protective, comforting, maternal, supporting, aiding, ministering, consoling, charitable, assisting.</p>
Order	<p>Concerned with keeping personal effects and surroundings neat and organized; dislikes clutter, confusion, lack of organization; interested in developing methods for keeping materials methodically organized.</p> <p>neat, organized, tidy, systematic, well-ordered, disciplined, prompt, consistent, orderly, clean, methodical, scheduled, planful, unvarying, deliberate.</p>

<p style="text-align: center;">PRF Personality Scale Descriptions <i>(Continued)</i></p>

Scale	Description of High Scorer
Play	<p>Does many things "just for fun;" spends a good deal of time participating in games, sports, social activities, and other amusements; enjoys jokes and funny stories, maintains a light-hearted, easy-going attitude toward life.</p> <p>playful, jovial, jolly, pleasure-seeking, merry, laughter-loving, joking, frivolous, prankish, sportive, mirthful, fun-loving, gleeful, carefree, blithe.</p>
Sentience	<p>Notices smells, sounds, sights, tastes, and the way things feel; remembers these sensations and believes that they are an important part of life; is sensitive to many forms of experience; may maintain an essentially hedonistic or aesthetic view of life.</p> <p>aesthetic, enjoys physical sensations, observant, earthy, aware, notices environment, feeling, sensitive, sensuous, open to experience, perceptive, responsive, noticing, discriminating, alive to impressions.</p>
Social Recognition	<p>Desires to be held in high esteem by acquaintances; concerned about reputation and what other people think, works for the approval and recognition of others.</p> <p>approval seeking, proper, well-behaved, seeks recognition, courteous, makes good impression, seeks respectability, accommodating, socially proper, seeks admiration, obliging, agreeable, socially sensitive, desirous of credit, behaves appropriately.</p>
Succorance	<p>Frequently seeks the sympathy, protection, love, advice, and reassurance of other people; may feel insecure or helpless without such support; confides difficulties readily to a receptive person.</p> <p>trusting, ingratiating, dependent, entreating, appealing for help, seeks support, wants advice, helpless, confiding, needs protection, requesting, craves affection, pleading, help-seeking, defenseless.</p>
Understanding	<p>Wants to understand many areas of knowledge; values synthesis of ideas, verifiable generalizations and logical thought, particularly when directed at satisfying intellectual curiosity.</p> <p>inquiring, curious, analytical, exploring, intellectual, reflective, incisive, investigative, probing, logical, scrutinizing, theoretical, astute, rational, inquisitive.</p>

PRF Vocational Preference Profile

As a result of research done with the PRF, eight **vocational preference scales** have been derived. These eight broad dimensions describe **work styles** - that is, orientations to the work world that take into account both personality attributes and work interests. The profile below shows your PRF scores on these eight vocational preference scales. A high score next to a scale name suggests that your personality is consistent with the profile of persons in that work category. The larger the value of the percentile, the more characteristic of your work orientation that theme will be. A low percentile score means that your work style is not likely to be similar to the one described by that scale. Descriptions for the eight vocational preference scales can be found on the pages that follow.

In the profile below, the numbers under the column marked "Raw Score" indicate your score on each scale. The three groups of columns, "Male", "Female" and "Combined", show how your scores compare with the scores of people in a large sample (normative) group. There are two columns in each of these groups. The column marked "T" presents your score as a T score, standardized about a mean of 50 and a standard deviation of 10. Approximately 70% of all T scores fall between 40 and 60. The column marked "P" contains the percentile rank of your score. Your percentile rank indicates the percentage of people in the normative group that received a score equal to or lower than yours. Your combined percentiles are plotted on the profile.

Scale	Raw Score	Male		Female		Combined		Combined Percentile										
		T	P	T	P	T	P	0	10	20	30	40	50	60	70	80	90	100
Technically-Oriented																		
Achievement	44	42	21	49	46	46	34											
Human Relations																		
Management	66	72	99	69	97	70	98											
Organization and																		
Planfulness	41	43	24	42	21	43	24											
Verbal Expression	55	57	76	57	76	57	76											
Practical	10	27	1	30	2	28	1											
Aggressive																		
Leadership	31	41	18	45	31	43	24											
Aesthetic/Intellectual																		
Interest	34	46	34	47	38	46	34											
Social Contact	36	62	88	59	82	60	84											

PRF Vocational Preference Scale Descriptions

Technically Oriented Achievement -- People who score highly on this scale enjoy work that is technical or abstract and challenging. They will set high standards and resolutely work toward them on their own. Typical occupations would include engineers, chemists, physicists, computer programmers and production managers.

Human Relations Management -- High scorers look for work settings that allow them to put their concern for others' welfare into practice. Jobs that involve exercising influence or control, and giving advice appeal to such people. Professions such as personnel manager, guidance counselor, public administrator, and minister fall into this category.

Organization and Planfulness -- Those receiving high scores on this scale prefer jobs that have a definite routine, calling for careful planning, attention to detail and organization. This scale encompasses such occupations as accountants, bookkeepers, and office clerks.

Verbal Expression -- High scorers on this scale enjoy jobs where self-direction, versatility and adaptability are valued, with freedom from rules and restraints. Jobs that place one in the spotlight and demand quick wittedness and spontaneity more than adherence to systematic planning are preferred. Occupations in this category include journalists, lawyers, advertising executives and clinical psychologists.

Practical -- People who score highly on this scale like jobs that emphasize practical skills and goals over those involving conceptual or artistic pursuits. They particularly enjoy working outdoors and are not at all intimidated by activities involving potential physical risk. Included in this group would be veterinarians, forestry workers, farmers and fish and game wardens.

Aggressive Leadership -- Those whose scores are high on this scale enjoy work that involves exercising authority, and leading and directing others. They prefer having the opportunity to make decisions freely and independently, and are motivated when goals are a challenge to meet. Jobs that require close supervision of others, such as that of army officer would be included here.

Aesthetic/Intellectual -- High scorers tend to be most satisfied in jobs that allow satisfaction of their great curiosity, challenging their creative and intellectual abilities. As well, the job should provide change, variety and flexibility. Such professions as musicians, doctors, architects and physical recreation directors are in this category.

Social Contact -- People who score highly on this scale look for jobs where the emphasis is on social skills - dealing with other people rather than with ideas or things. They prefer work that is not particularly stressful and where goals are readily attainable. Professionals in this category would include pharmacists and insurance salespeople.

PRF Administrative Indices

Reliability Index: **0.80**

The Reliability Index is an indication of how consistent you were when you completed the PRF. Your Reliability Index indicates that you responded consistently.

Unscorable Responses: **0**

This number of unscorable responses is acceptable.

Desirability Score: **15**

Your Desirability Score indicates that you may have tried to present an overly favorable picture of yourself and your PRF results should be interpreted with caution.

Infrequency Score: **0**

Your Infrequency Score indicates that you responded in a careful, purposeful manner.

Your PRF Responses

<u>Item Number</u>	<u>Responses</u>
1 - 25:	T F F F T F F T T T T T F F F F T F F F F T F F T
26 - 50:	T F F F F T T F T T T T T F T F F T F F T F F T T
51 - 75:	F T F T T F T F F F T F T F F T F F T T F T F F F
76 - 100:	T F T F F T F F T T F F F F F F T T F F F T F T F
101 - 125:	F F F T T F F F T T T F T F T F F F T F F T F T T
126 - 150:	T T F F T F F F F F F T F T T F F F T F F F T T T
151 - 175:	F F F T F T T T F F F F F F F T F F F T F F T T T
176 - 200:	F F F F F F T F T F F F F F F T F F F T T T F
201 - 225:	T F T T F F F F F T F T T T F F F T T F F T T F F F
226 - 250:	T T T T F T F F F F F T F F T T F F F T F F F F F
251 - 275:	F F F F T T T F T F F F F F F F F T F T T T F T
276 - 300:	F F F F T T F F F F T T F T F F T T F F F F T F T
301 - 325:	T T F T T T F F T F F T F F T F T F F T T F T F
326 - 350:	T T F T T F F T F F T T T T F F T T F T T F T T T
351 - 352:	T F

T = True
F = False
* = Omitted item