

Six Factor Personality Questionnaire (SFPQ)

Basic Report

Prepared for: **Sam Sample**

Gender: **Male**

Age: **30**

Report Date: **November 8, 2004**

This report is based on your responses to the SFPQ, a measure designed to assess personality characteristics in terms of a number of traits that describe people to varying degrees. Your scores show how you compare with other people in terms of the characteristics measured by the SFPQ. Your unique pattern of high and low scores serves to differentiate you from other individuals. This pattern may act as a guide to understand the impact of personal characteristics on educational choices, career aspirations, job satisfaction and other aspects of your daily life.

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

Your SFPQ report is divided into a number of sections. On page 2, you will find a profile of your scores on the 6 factor scales and on the 18 facet scales. Studies have shown that the 18 facet scales may be grouped together into 6 meaningful factors. Descriptions of the scales are provided on pages 3-10. The last page of your report contains administrative indices that assist in indicating if you answered the questionnaire in a reliable manner.

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

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Your SFPQ Scale Profile

FACTOR SCALES

Scale	Raw	Female Male Combined			Combined Percentile									
		Pctile	Pctile	Pctile	0	10	20	30	40	50	60	70	80	90
EXTRAVERSION	53	39	33	36										
AGREEABLENESS	50	39	38	39										
INDEPENDENCE	57	80	58	69										
OPENNESS TO EXPERIENCE	62	82	86	84										
METHODICALNESS	62	50	53	52										
INDUSTRIOUSNESS	65	74	70	72										
CONSCIENTIOUSNESS(1)	64	66	66	66										

FACET SCALES

Scale	Raw	Female Male Combined			Combined Percentile									
		Pctile	Pctile	Pctile	0	10	20	30	40	50	60	70	80	90
Affiliation	16	14	19	17										
Dominance	17	40	24	32										
Exhibition	20	71	68	70										
Abasement	12	16	12	14										
Even-tempered	23	88	90	89										
Good-natured	15	16	14	15										
Autonomy	17	70	44	57										
Individualism	20	73	64	68										
Self Reliance	20	76	58	67										
Change	12	17	11	14										
Understanding	24	90	92	91										
Breadth of Interest	26	97	99	98										
Cognitive Structure	19	35	35	35										
Deliberateness	23	73	71	72										
Order	20	44	51	47										
Achievement	25	82	83	83										
Endurance	26	97	96	97										
Seriousness	14	12	10	11										

(1) Conscientiousness = (Methodicalness + Industriousness) / 2.

Your profile presented above consists of six factor scales printed in bold, each followed by three defining facet scales. A Conscientiousness score is also provided at the bottom of the profile, even though the SFPQ substitutes this concept with the separate attributes of Methodicalness and Industriousness.

The column of RAW scores indicate your total scores. The factor scale scores can range from 18 to 90, while the facet scale scores can range from 6 to 30.

The next three columns contain percentile scores. Percentiles are scores that are based on a normative sample. A percentile can vary from 0 to 99 and expresses the proportion of people in the normative sample who obtained a score lower or equal to yours. The three columns of percentiles presented above refer to large samples of women only, men only, and men and women combined.

SFPQ Scale Descriptions

EXTRAVERSION

- Description of high scores** Enjoys friendship of others; confident and comfortable in social situations; tries to control environment and influence or direct people; likes to have an audience and be the center of attention.
- Defining trait adjectives** Sociable, persuasive, expressive, neighborly, controlling, conspicuous, affiliative, authoritative, showy, amicable, assertive, pretentious
- Description of low scores** Has little interest in meeting new people or initiating conversation; avoids expressing opinions or assuming positions of power; prefers to go unnoticed and remain anonymous.
- Defining trait adjectives** Shy, following, modest, solitary, compliant, inconspicuous, reserved, sheepish, proper, secluded, supporting, humble

Affiliation

- Description of high scores** Enjoys being with friends and people in general; accepts people readily; makes efforts to win friendships and maintain associations with people.
- Defining trait adjectives** Neighborly, loyal, warm, amicable, good natured, friendly, companionable, genial, affable, cooperative, gregarious, hospitable, sociable, affiliative, good willed
- Description of low scores** Satisfied being alone; does not actively seek out the company of others; has little urge to meet new people; does not initiate conversations; keeps people at an arm's length.
- Defining trait adjectives** Abrupt, uncommunicative, unsociable, standoffish, aloof, inaccessible, alienated, unapproachable, unpropitious, laconic, introverted, non-participating

Dominance

- Description of high scores** Attempts to control environment and to influence or direct other people; expresses opinions forcefully; enjoys the role of leader and may assume it spontaneously.
- Defining trait adjectives** Governing, controlling, commanding, domineering, influential, persuasive, forceful, ascendant, leading, directing, dominant, assertive, authoritative, powerful, supervising
- Description of low scores** Avoids positions of power, authority, and leadership; does not like to direct other people; prefers not to impose own opinions on others; rarely expresses opinions other than to agree.
- Defining trait adjectives** Passive, obedient, yielding, deferential, following, compliant, receptive, quiet, conservative, obsequious

Exhibition

Description of high scores	Wants to be the center of attention; enjoys having an audience; engages in behavior that wins the notice of others; may enjoy being dramatic or witty.
Defining trait adjectives	Colorful, entertaining, unusual, spellbinding, exhibitionistic, conspicuous, noticeable, expressive, ostentatious, immodest, demonstrative, flashy, dramatic, pretentious, showy
Description of low scores	Avoids the attention of others; prefers to go unnoticed; does not try to amuse or entertain others; prefers to remain anonymous; restrained in words and actions.
Defining trait adjectives	Shy, inconspicuous, retiring, bashful, reserved, modest, self-conscious, demure, shrinking, diffident, blushing, reticent, quiet

AGREEABLENESS

Description of high scores	Is considerate, likable and cooperative; accepts criticism and blame; avoids confrontations and conflicts; is not easily offended.
Defining trait adjectives	Meek, easy-going, unguarded, humble, mild-mannered, accepting, obsequious, forgiving, open, apologetic, courteous, reasonable
Description of low scores	Enjoys combat and argument; is easily annoyed; takes offense easily; avoids apologizing.
Defining trait adjectives	Arrogant, aggressive, guarded, haughty, hot-tempered, touchy, conceited, irritable, defensive, proud, quarrelsome, suspicious

Abasement

Description of high scores	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.
Defining trait adjectives	Meek, self-accusing, self-blaming, self-belittling, surrendering, resigned, self-critical, humble, apologetic, acquiescent
Description of low scores	Refuses to take blame for others' mistakes; has a high self-opinion; does not experience guilt easily; does not allow others to take advantage of his or her good will; asserts own rights; avoids apologizing.
Defining trait adjectives	Vain, proud, haughty, self-assured, egotistical, self-promoting, arrogant, patronizing, conceited, cocky, unapologetic, unobliging, ungenerous

Even-tempered

Description of high scores	Imperturbable when faced with instigation to anger; avoids confrontations and conflicts; does not express hostility, either verbally or physically; is not concerned with "getting even"; is forgiving of others' mistakes.
Defining trait adjectives	Forgiving, easy-going, compliant, mild-mannered, peaceable, calm, quietly behaved, gracious, concordant, even-tempered, non-retributive, non-threatening
Description of low scores	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.
Defining trait adjectives	Aggressive, quarrelsome, irritable, argumentative, threatening, attacking, antagonistic, pushy, hot-tempered, easily angered, hostile, revengeful, belligerent, blunt, retaliative

Good-natured

Description of high scores	Is willing to concede mistakes; willingly changes own opinions; is not angered or upset by criticism; is vulnerable to attack or question; is not easily offended; has "nothing to hide".
Defining trait adjectives	Unoffended, unguarded, open, public, accepting, accommodating, reasonable, agreeable, affording, compatible, obliging, conciliatory
Description of low scores	Ready to defend self against real or imagined harm from other people; takes offense easily; does not accept criticism readily.
Defining trait adjectives	Self-protective, justifying, denying, defensive, self-condoning, suspicious, secretive, has a "chip on the shoulder," resists inquiries, protesting, wary, self-excusing, rationalizing, guarded, touchy

INDEPENDENCE

Description of high scores	Is self-determined and shows a high level of autonomy; enjoys being free in various situations; is unconcerned about reputation or others' praise or disapproval.
Defining trait adjectives	Self-reliant, willful, secure, sovereign, unconventional, independent, recalcitrant, offensive, self-assured
Description of low scores	Is willing and prefers to follow rules; is easily influenced and reliant on others for direction and support; concerned about reputation.
Defining trait adjectives	Obedient, approval seeking, dependent, conforming, socially sensitive, ingratiating, impressionable, proper, confiding, pliable, help-seeking

Autonomy

Description of high scores	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.
Defining trait adjectives	Unmanageable, free, autonomous, rebellious, unconstrained, individualistic, ungovernable, self-determined, non-conforming, non-compliant, resistant, recalcitrant
Description of low scores	Willingly accepts social obligations and attachments; prefers to follow rules imposed by people or by custom; listens to the advice and opinions of others; is amenable to being easily led or influenced; is reliant on others for direction.
Defining trait adjectives	Controllable, tractable, manageable, conforming, conventional, reconcilable, obedient, governable

Individualism

Description of high scores	Unconcerned about reputation or social standing; insensitive to others' praise or disapproval; does not necessarily conform to socially-approved norms in behavior and appearance.
Defining trait adjectives	Socially inappropriate, gruff, unconventional, ungracious, disagreeable, offensive, unstylish, willful, headstrong
Description of low scores	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.
Defining trait adjectives	Approval seeking, proper, well-behaved, socially sensitive, agreeable, obliging, recognition-seeking

Self Reliance

Description of high scores	Does not look to others for guidance or support; is able to maintain oneself without aid; has confidence in and exercises own judgement; confronts problems alone; does not seek advice or sympathy.
Defining trait adjectives	Secure, strong, self-sufficient, liberated, self-reliant, self-assured, confident, resolute, sanguine
Description of low scores	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.
Defining trait adjectives	Dependent, entreating, confiding, requesting, pleading, help-seeking, defenseless, support-seeking

OPENNESS TO EXPERIENCE

Description of high scores	Likes change and new experiences; is curious about many areas of knowledge; has a wide variety of interests.
Defining trait adjectives	Innovative, analytical, inquisitive, capricious, scrutinizing, curious, erratic, reflective, exploring
Description of low scores	Prefers routine and familiar activities; has difficulty adjusting to change; has little intellectual curiosity.
Defining trait adjectives	Predictable, practical, insular, invariable, sketchy, narrow, steadfast, superficial, confined

Change

Description of high scores	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.
Defining trait adjectives	Inconsistent, fickle, flexible, unpredictable, wavering, mutable, adaptable, changeable, irregular, variable, capricious, innovative, flighty, vacillating, inconstant
Description of low scores	Prefers a familiar, constant physical environment; has little urge to visit or live in new places; accepts routine; avoids variety; dislikes the unexpected; has difficulty in adjusting to changes in environment; seeks regularity and continuity.
Defining trait adjectives	Predictable, steadfast, invariable, uniform, constant, undeviating, inexorable, set-in-one's-ways, `homebody'; unchanging

Understanding

Description of high scores	Wants to understand many areas of knowledge; values synthesis of ideas, verifiable generalization, logical thought, particularly when directed at satisfying intellectual curiosity.
Defining trait adjectives	Inquiring, curious, analytical, exploring, intellectual, reflective, incisive, investigative, probing, logical, scrutinizing, theoretical, astute, rational, inquisitive
Description of low scores	Has little curiosity about academic or intellectual topics, cultural or scientific; prefers everyday activities and concerns; will not probe beyond the obvious or minimal information.
Defining trait adjectives	Uninterested, depthless, superficial, shallow, incurious, uninquisitive, non-intellectual, non-academic, matter-of-fact, operative

Breadth of Interest

Description of high scores	Is attentive and involved; motivated to participate in a wide variety of activities; interested in learning about a diversity of things.
Defining trait adjectives	Curious, interested, inquiring, involved, inquisitive, seeking, exploring
Description of low scores	Has narrow range of interests; remains uninterested when exposed to new activities; has few hobbies; confined tastes.
Defining trait adjectives	Inflexible, unobservant, narrow, insular, uninvestigative, confined, constricted

METHODICALNESS

Description of high scores	Does not like ambiguity; thinks before acting; is organized and neat.
Defining trait adjectives	Precise, prudent, organized, accurate, deliberative, scheduled, meticulous, purposeful, disciplined
Description of low scores	Accepts uncertainty and ambiguity; Tends to act on the spur of the moment; Not concerned with neatness or organization.
Defining trait adjectives	Vague, rash, messy, imprecise, spontaneous, untidy, inexact, impetuous, chaotic

Cognitive Structure

Description of high scores	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.
Defining trait adjectives	Precise, exacting, definite, meticulous, perfectionistic, clarifying, explicit, accurate, rigorous, literal, defining, seeks structure, avoids ambiguity
Description of low scores	Avoids making detailed plans or preparations; prefers not to follow a schedule; accepts uncertainty and ambiguity; may base decisions on uncertain information; does not engage in persistent or intense intellectual concentration.
Defining trait adjectives	Equivocal, vague, lax, ambiguous, indefinite, lacking in precision, imperspicuous, unscheduled, imprecise, unstructured, inexact, undisciplined

Deliberateness

Description of high scores	Acts with deliberation; is on an even keel; ponders issues and decisions carefully; thinks before acting; avoids spontaneity.
Defining trait adjectives	Thoughtful, prudent, inhibited, restrained, patient, steady, pensive, deliberative, reflective, planful, purposeful, self-controlled
Description of low scores	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.
Defining trait adjectives	Hasty, rash, uninhibited, spontaneous, reckless, irrepressible, mercurial, impatient, incautious, hurried, impulsive, foolhardy, excitable, impetuous

Order

Description of high scores	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.
Defining trait adjectives	Neat, organized, tidy, systematic, well-ordered, disciplined, prompt, consistent, orderly, clean, methodical, scheduled, planful, unvarying, deliberate
Description of low scores	Prefers not to organize surroundings neatly; is not concerned with neatness; lacks regularity or uniformity.
Defining trait adjectives	Messy, erratic, impulsive, unstructured, arbitrary, random, haphazard, disordered, untidy, chaotic, unorganized

INDUSTRIOUSNESS

Description of high scores	Maintains high standards of work and aspires to reach challenging goals; persistent and unrelenting in work habits; is drawn more towards work than play; takes a serious approach to life.
Defining trait adjectives	Ambitious, persevering, serious, striving, determined, earnest, energetic, sober, aspiring, enduring, no-nonsense
Description of low scores	Does not have a high level of ambition; gives up quickly and loses drive over time; enjoys doing things for pleasure; has an easy-going attitude toward life.
Defining trait adjectives	Indolent, lackadaisical, fun-loving, unmotivated, lethargic, playful, unproductive, relaxed, whimsical

Achievement

Description of high scores	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.
Defining trait adjectives	Striving, accomplishing, capable, purposeful, attaining, industrious, achieving, aspiring, enterprising, self-improving, productive, driving, ambitious, resourceful, competitive
Description of low scores	Tends not to set ambitious goals; prefers easy work over difficult challenges; does not strive for excellence; may respond negatively to challenges and competition; overestimates or exaggerates obstacles.
Defining trait adjectives	Unmotivated, indolent, non-competitive, unproductive, enervated, underachieving, non-perfectionistic, lackadaisical

Endurance

Description of high scores	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.
Defining trait adjectives	Persistent, determined, steadfast, enduring, unfaltering, persevering, unremitting, relentless, tireless, dogged, energetic, has stamina, sturdy, zealous, durable
Description of low scores	Gives up quickly on a problem; unwilling to work long hours; loses drive or effectiveness over time; prefers to rest when faced with obstacles or difficulties; is discouraged when success is not forthcoming quickly.
Defining trait adjectives	Faltering, weary, unsteady, tired, lethargic, relaxed, nonchalant, flagging, distractable, unenergetic

Seriousness

Description of high scores	Is subdued in thought, appearance, and manner; takes a serious approach to life and to work; does not seek fun or amusement; avoids frivolity and idle pursuits.
Defining trait adjectives	Serious, sober, earnest, conservative, sedate, austere, grave, solemn, grim, somber, staid, prim
Description of low scores	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.
Defining trait adjectives	Playful, jovial, jolly, pleasure-seeking, merry, laughter-loving, joking, frivolous, prankish, sportive, mirthful, fun-loving, gleeful, carefree, blithe

Your SFPQ Responses

<u>Item Number</u>	<u>Responses</u>
1 - 10:	3 4 2 4 3 2 3 4 2 2
11 - 20:	4 2 4 2 5 2 3 4 4 2
21 - 30:	4 1 2 5 4 5 3 4 4 5
31 - 40:	2 2 4 4 2 4 3 5 4 4
41 - 50:	3 1 5 1 4 2 5 1 3 4
51 - 60:	2 2 4 4 4 1 3 3 4 4
61 - 70:	3 5 2 5 2 5 2 2 3 5
71 - 80:	3 4 4 4 4 4 5 1 2 3
81 - 90:	2 1 4 4 2 5 4 1 4 5
91 - 100:	4 4 4 2 4 2 4 3 1 2
101 - 108:	2 5 3 4 2 4 4 1

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree
- * = Unscorable Response

SFPQ Administrative Indices

Number of Unscorable Responses: **0**

This number of unscorable responses is acceptable.

Response Consistency Index: **0.78**

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