

NPQTM - RO

Nonverbal Personality Questionnaire

DEVELOPED BY SAMPO V. PAUNONEN, DOUGLAS N JACKSON and MICHAEL C. ASHTON

REPORT PREPARED FOR:
JOHN SAMPLE (Gender: MALE)

QUESTIONNAIRE USED UNDER LICENSE BY:

Psychologist: DEMO

Administered on: 29/11/2005

Report generated on date/hour: 19.08.2006 / 13:22:48

Identifier/serial number: 00-XX-0000



UNDERSTANDING THIS REPORT

PURPOSE

This report will help in the better understanding of the preferences, attitudes, and behaviors characteristic for the evaluated person in key dimensions of his/her personality.

This report is intended for the use of psychologists, counsellors or other specialised professionals in their work with clients.

USAGE

Although formulated like a stand-alone report, which especially in the second section (detailed report) may also be easily read by persons not trained in the usage of psychological tests, this report has been projected and developed in such a way as to offer assistance to the professional who is interpreting the test results.

These results should only be considered in conjunction with professional judgment, after a careful and detailed analysis, and only after corroborating these data with the results of an interview and of possible other psychometric instruments. Results contained in this report may be subject to alterations and special highlights as a function of such corroborations made by a specialised professional.

FUNDAMENT

This report is based on the NPQ, an instrument that has been validated in a wide variety of research programs.

The Nonverbal Personality Questionnaire (NPQ) is a structured, nonverbal, omnibus measure of personality traits, that was constructed to measure normal personality characteristics. The questionnaire consists of 136 items, grouped on 16 content scales, which are based on Murray's (1938) system of needs, and one validity scale.

WHAT INFORMATION DOES THIS REPORT INCLUDE?

In addition to the introductory section, the report contains two main sections:

1. The NPQ profile
2. The Detailed Report

1. The NPQ profile

CHARTS

The NPQ profile section contains charts of the scores characteristic for the evaluated person on the 17 scales of the NPQ. The 17 NPQ scales are grouped in the chart on the five meta-factors of personality commonly known as the Big Five and the individual scores for these five meta-factors are also computed and pictured in a chart below the NPQ scales.

**REVERSED
SCORING FOR
SOME SCALES**

Please note that some of the 17 NPQ scales are both pictured in the graph and load in the Big Five in a reversed way. This is due to the fact that this report pictures the scores in such a form as to represent socially acceptable behaviors with higher levels on the graph.

PERCENTILES

The scores for all the 17 NPQ scales and the 5 Big Five scales are represented in percentiles. Percentiles are values that divide cases according to values below which certain percentages of cases fall. For example, the 10th percentile for the Do scale is the value of the scale where 10% of the subjects score below and 90% above. Percentiles are computed based on a Romanian national-wide normative sample of N=1800 subjects (900 males and 900 females).

NORMS

Please also note that the NPQ profile section contains two pages, one based in both scoring and graphic representation on the combined norms and one based on the specific norms, requested during the scoring process. Gender-specific, or more general scores, can be important depending on how the report is being used.

2. The Detailed Report section

INTENTION

The detailed report offers a drilldown of the characteristics ascertained through the Nonverbal Personality Inventory and already pictured in the charts in the NPQ profile section. The charts in this section and the subsequent comments are based on the combined norms.

This section has been developed in such a way as to offer assistance to the psychologist who is interpreting the results, as to minimize his/her need of reverting to the test manual.

This section may also be read by the evaluated person as part of a structured discussion or development program he/she is part of. However, considering the conclusions of this report should only be done after discussing them with a specialised professional.

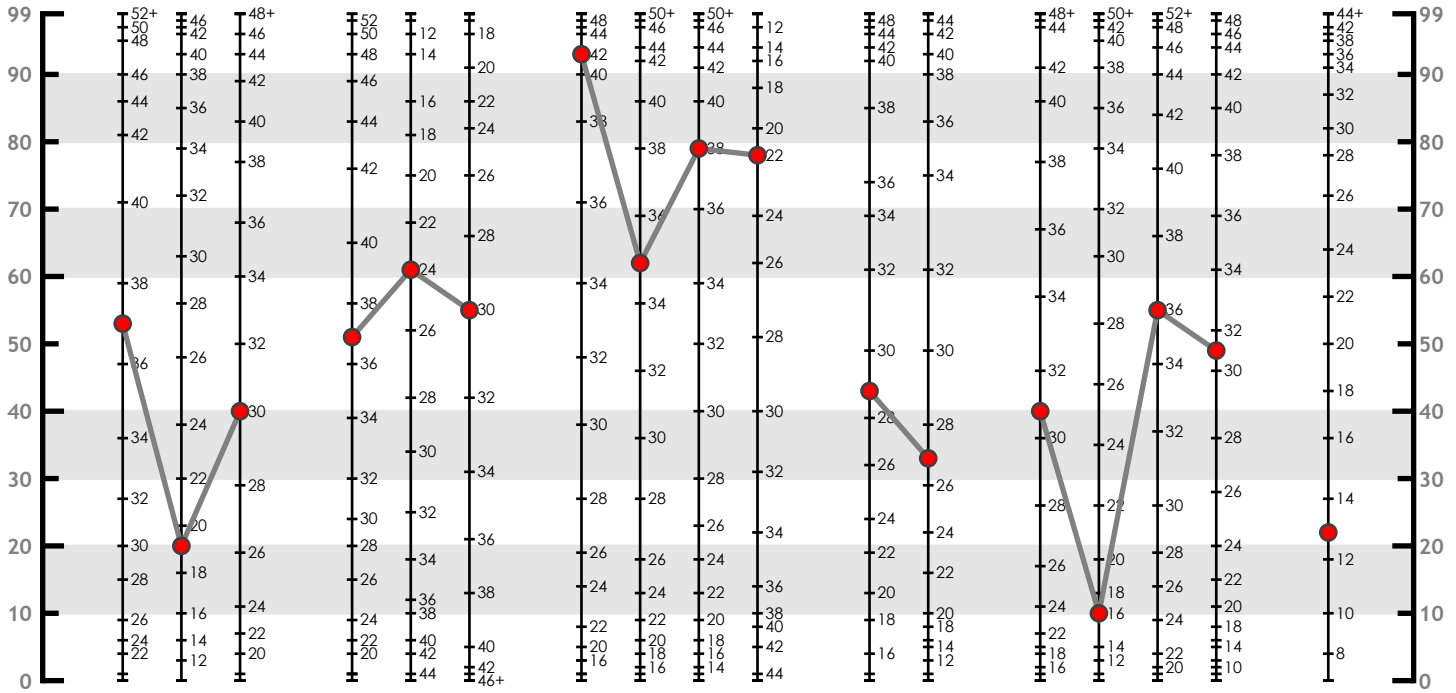
MEANING

This section contains for every one of the 17 NPQ scales one chart, capturing both the percentiles (above) and the raw scores (below), with a special marker where the evaluated person's score has been computed. Also, below every chart one may read a description of typical behaviors for low and high scorers on the respective scale, as well as typical adjectival descriptions for these low and high scorers.

Scoring based on: THE STANDARD ROMANIAN MALE NORMS (N=900ss)

NPQ PROFILE. PERCENTILES

(for the 17 standard scales and the 5 Big Five personality factors)



37 19 30
E1 E2 E3
 (Af) (Ex) (Pl)

37 24 30
A1 A2 A3
 (Nu) (-Ag) (-Do)

42 35 38 22
C1 C2 C3 C4
 (Ac) (En) (Or) (-Im)

29 27
N1 N2
 (Sr) (Su)

31 16 36 31
O1 O2 O3 O4
 (Au) (Ts) (Se) (Un)

13
V1
 (De)

E
 (Extraversion)

86

A
 (Agreeability)

95

C
 (Conscientiousness)

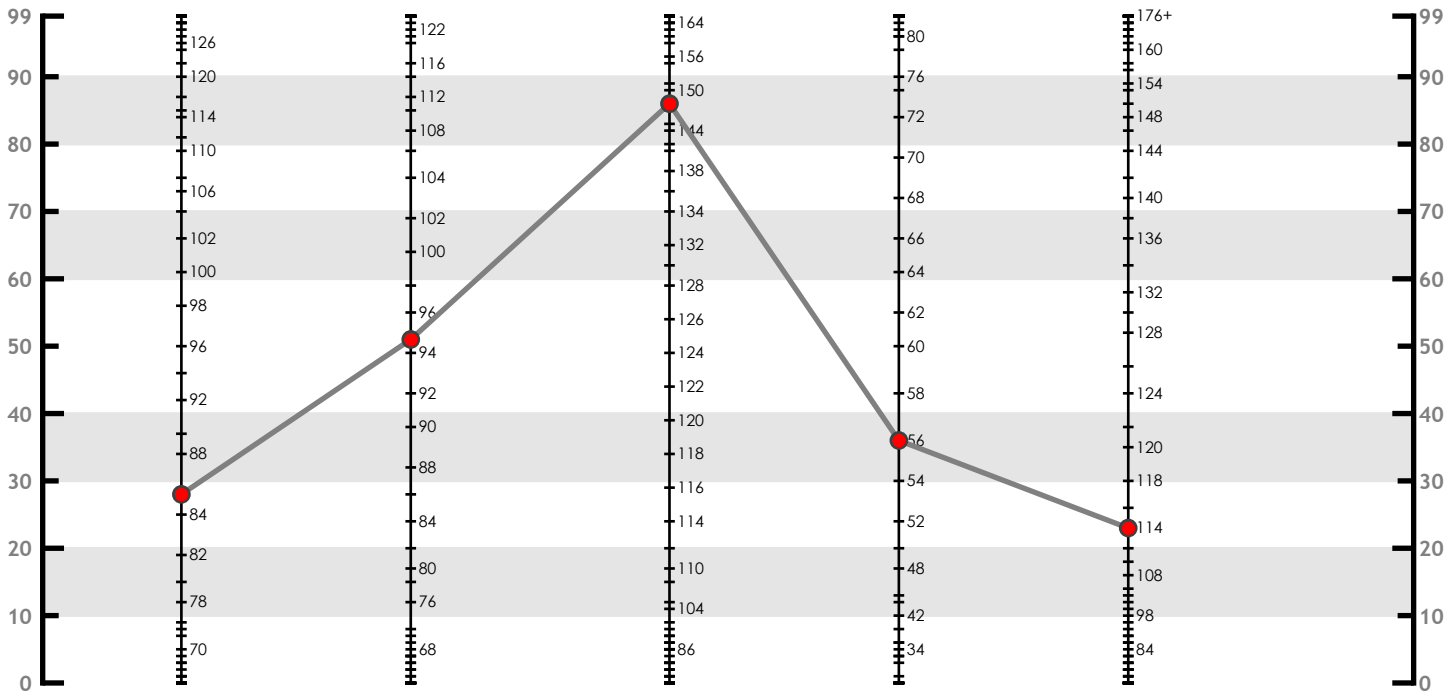
149

N
 (Neuroticism)

56

O
 (Openness to Experience)

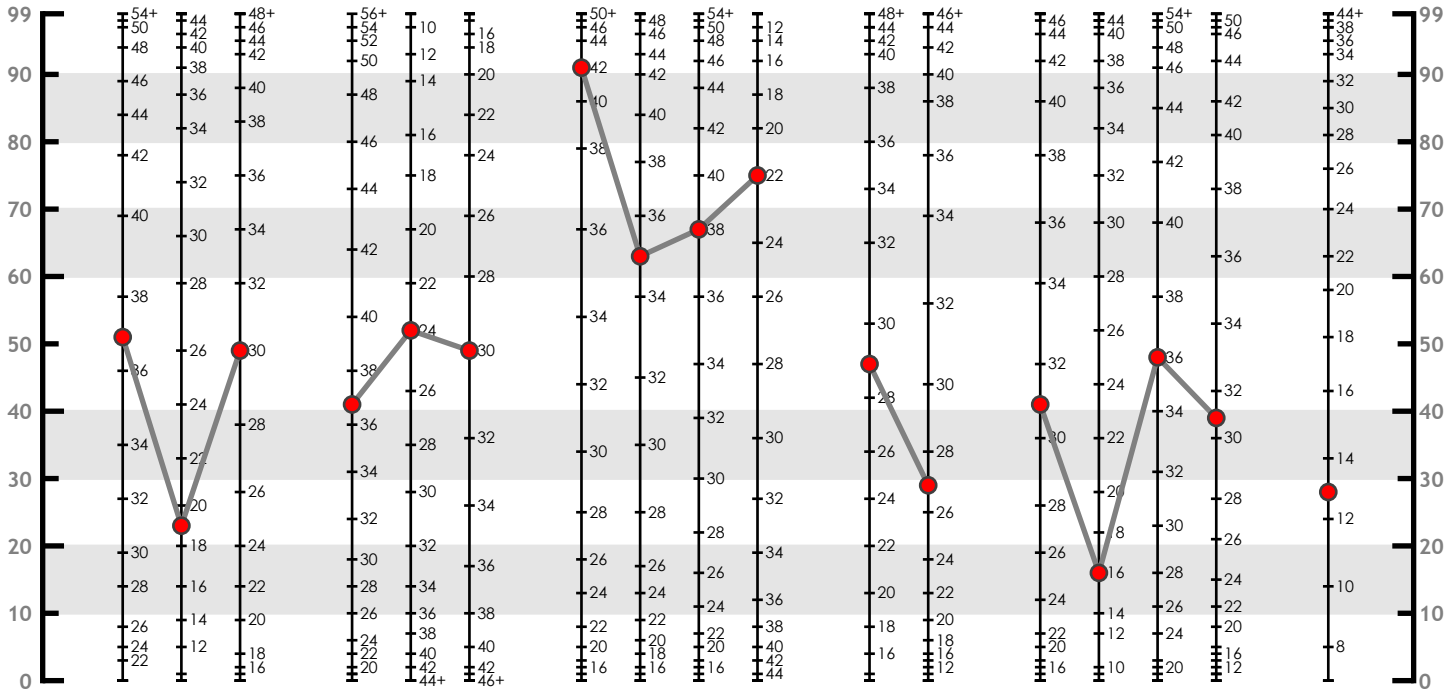
114



Scoring based on: THE STANDARD ROMANIAN COMBINED NORMS (N=1800ss)

NPQ PROFILE. PERCENTILES

(for the 17 standard scales and the 5 Big Five personality factors)



37 19 30
E1 E2 E3
 (Af) (Ex) (Pl)

37 24 30
A1 A2 A3
 (Nu) (-Ag) (-Do)

42 35 38 22
C1 C2 C3 C4
 (Ac) (En) (Or) (-Im)

29 27
N1 N2
 (Sr) (Su)

31 16 36 31
O1 O2 O3 O4
 (Au) (Ts) (Se) (Un)

13
V1
 (De)

E
 (Extraversion)

86

A
 (Agreeability)

95

C
 (Conscientiousness)

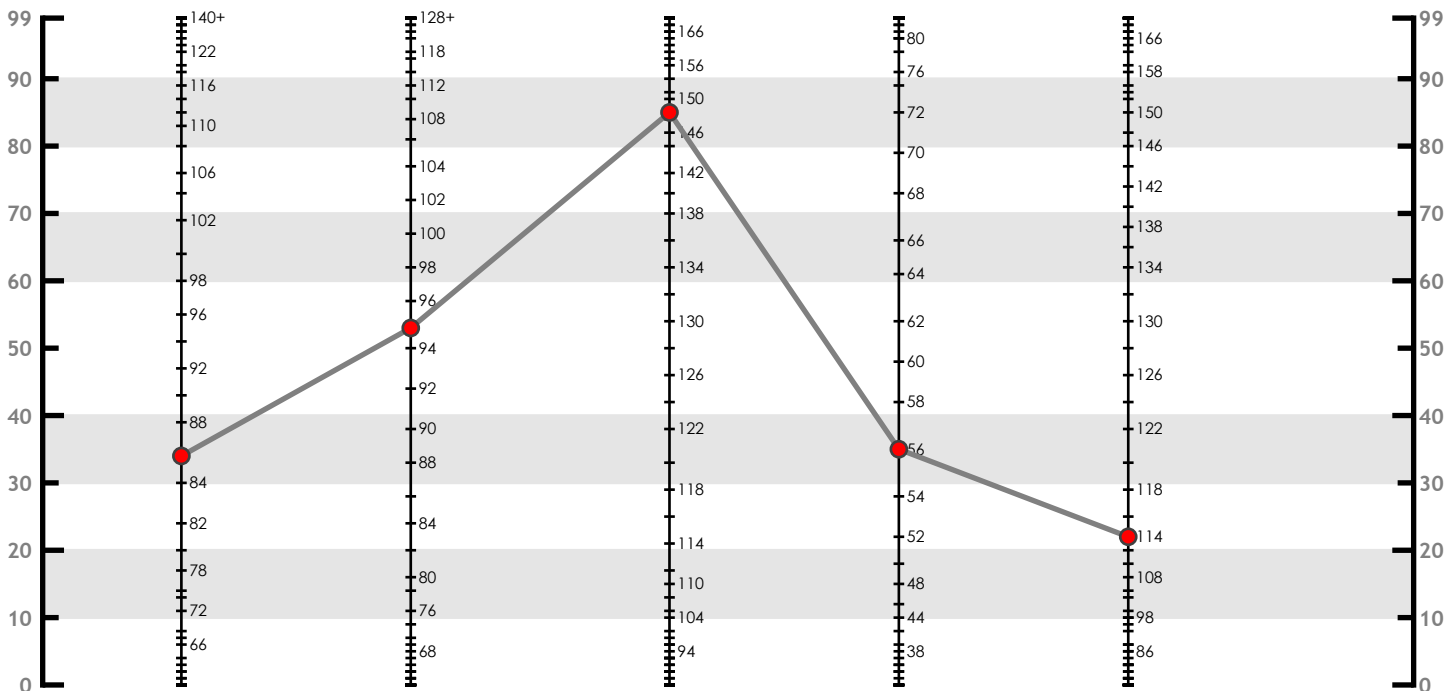
149

N
 (Neuroticism)

56

O
 (Openness to Experience)

114

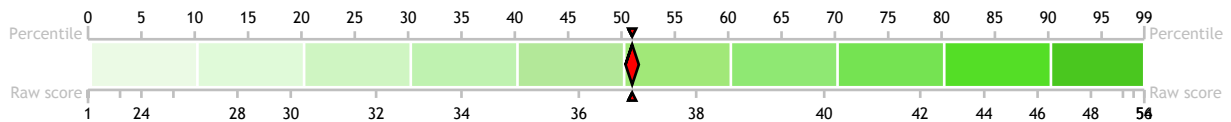


DETAILED REPORT

* This detailed report is based on the COMBINED norms.

** For usage of this detailed report, please consider the description contained in the introductory text to this file.

Af Affiliation | Percentile: 51 Raw score: 37 (E1)



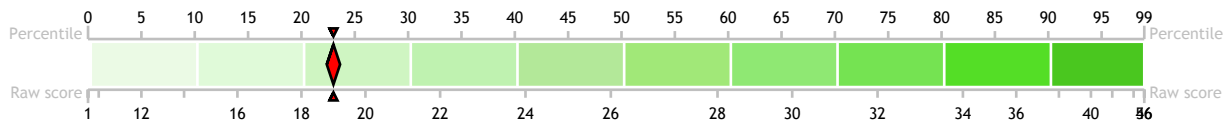
Prefers to be alone, rather than in the company of others; rarely makes an effort to meet new people.

Seeks warm and positive human relations; enjoys being in the company of other people; a high scorer has a gregariousness towards others.

uncommunicative, unsociable, aloof, uncongenial, unapproachable, introverted, laconic

warm, friendly, gregarious, sociable, affiliative, warm, amiable, extraverted, companionable, neighborly, hospitable

Ex Exhibition | Percentile: 23 Raw score: 19 (E2)



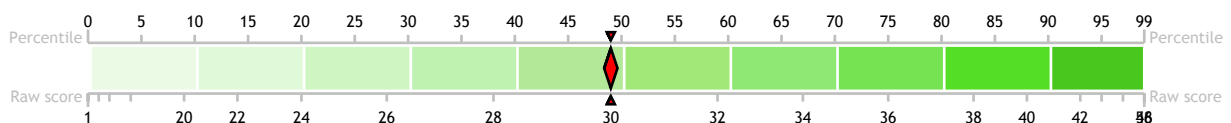
Prefers to blend in with the crowd; avoids public performances and actions that might gain the attention of others.

Enjoys being the center of attention; likes to perform in front of an audience; engages in humorous and/or risky behaviors to get noticed.

reserved, modest, bashful, shy, inconspicuous, retiring, selfconscious, demure, diffident, reticent, quiet

outgoing, entertaining, colorful, exhibitionistic, expressive, dramatic, showy, demonstrative, charming, humorous

Pl Play | Percentile: 49 Raw score: 30 (E3)



Does not seek out fun or sportive activities; tends to be serious-minded and does not enjoy pranks or jokes.

Seeks activities that are fun and pleasurable, such as sports and games; enjoys jokes and pranks.

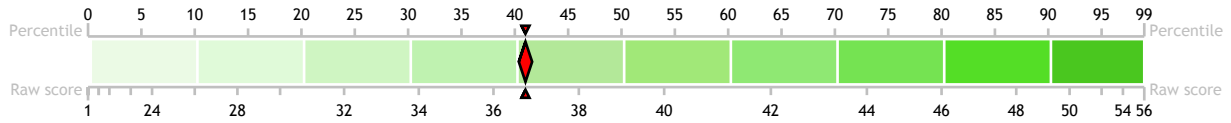
conservative, serious, conventional, unhumorous, sober, stable, sedate, austere

playful, jovial, pleasureseeking, merry, laughterloving, joking, prankish, sportive, fun loving, mirthful, jolly

Nu *Nurturance*

Percentile: 41
Raw score: 37

(A1)



Disinclined to help those in need; is insensitive to the plight of others.

Enjoys helping children, animals, and those in need; willing to come to the aid of the sick, infirm, or disabled.

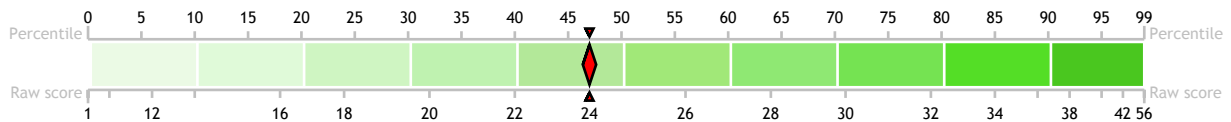
aloof, uncaring, insensitive, dispassionate, unresponsive, unsacrificing

caring, supporting, aiding, ministering, charitable, assisting, helpful, benevolent, altruistic

Ag *Aggression*

Percentile: 47
Raw score: 24

(-A2)



Mild mannered and easy going; avoids engaging in verbal or physical confrontation, even when provoked; is forgiving.

Willing to strike out at others both verbally and physically when angered; is easily aggravated or annoyed.

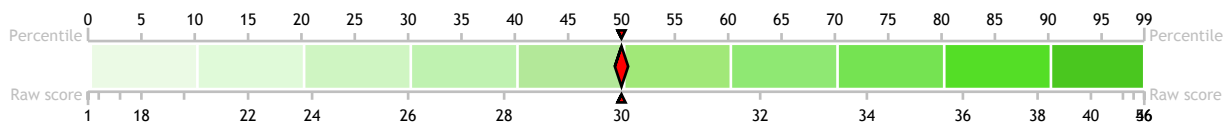
peaceable, calm, eventempered, nonretributive, nonthreatening, compliant, easy-going

quarrelsome, irritable, hot-tempered, aggressive, hostile, combative, destructive, belligerent, argumentative

Do *Dominance*

Percentile: 50
Raw score: 30

(-A3)



Follow directions of others and avoids role of leader; does not readily express own opinions or ideas.

Readily assumes the role of a leader; gives directions clearly and forcefully; capable of rallying people to act.

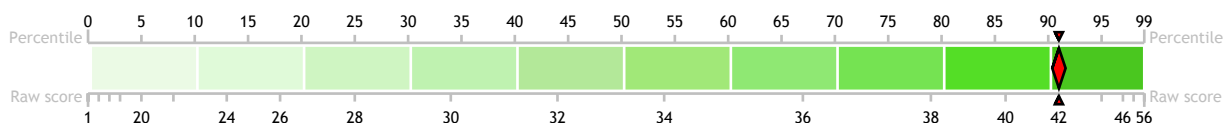
unauthoritative, unpersuasive, passive, unassertive, uninfluential, submissive, follower

governing, controlling, bossy, forceful, domineering, leading, directing, assertive, authoritative

Ac *Achievement*

Percentile: 91
Raw score: 42

(C1)



Avoids challenging tasks in favor of easier work; prefers participating in leisure activities rather than in academic or work activities.

Works hard to attain excellence; willing to forgo leisure activities to achieve an academic, work-related, or physical goal.

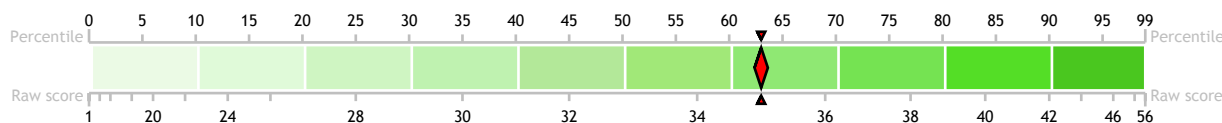
underachieving, unproductive, laidback, lackadaisical, unmotivated

industriousness, achieving, enterprising, productive, ambitious, diligent, productive, assiduous, studious, aspiring

En Endurance

Percentile: 63
Raw score: 35

(C2)



Tends to give up quickly when faced with a difficult problem or challenging situation; avoids time-intensive tasks; tires quickly.

Works tirelessly at difficult projects until complete; does not give up quickly on tasks, either physical or mental.

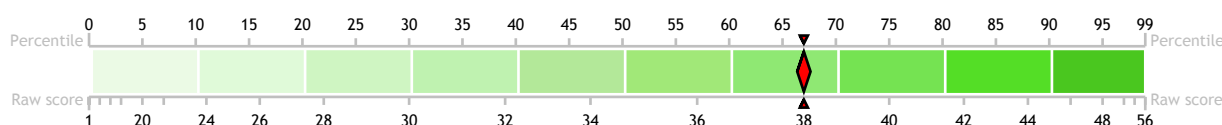
tired, lethargic, weary, distractable, unenergetic, dilatory, laidback

persistent, determined, persevering, unrelenting, tireless, energetic, has stamina

Or Order

Percentile: 67
Raw score: 38

(C3)



Not concerned with tidiness or organization; works and lives in messy and cluttered environment.

Prefers a working and living environment that is tidy and organized; dislikes clutter or confusion.

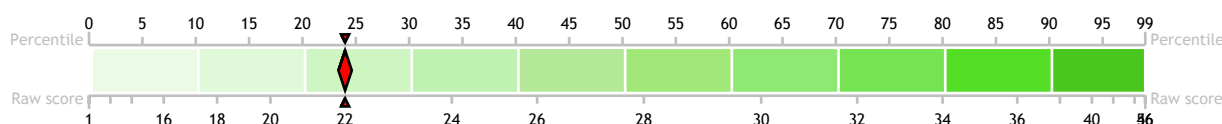
disorganized, untidy, chaotic, unstructured, undisciplined

neat, conscientious, tidy, clean, well ordered, methodical, disciplined

Im Impulsivity

Percentile: 24
Raw score: 22

(-C4)



Acts or responds only after careful thinking and planning; tends to be patient and not spontaneous.

Will react quickly to situations without much forethought or planning; tends to have a low frustration tolerance.

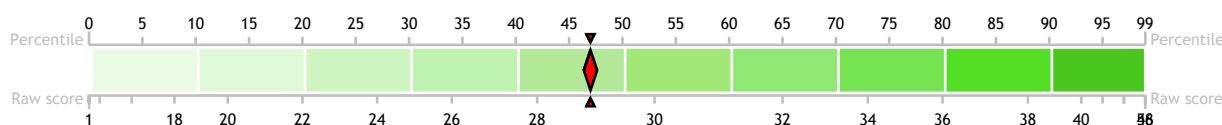
prudent, planful, predictable, inhibited, restrained, reflective, purposeful, selfcontrolled, thoughtful

hasty, rash, uninhibited, spontaneous, quickthinking, mercurial, impatient, unpredictable

Sr Social Recognition

Percentile: 47
Raw score: 29

(N1)



Unconcerned about social approval; not motivated to impress others or to display status.

Tries to gain the approval and esteem of others; draws attention to own accomplishments and possessions.

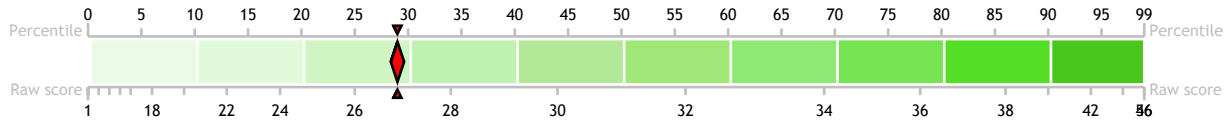
socially insensitive, individualistic, unostentatious, unassuming

status-seeker, needs respectability, seeks admiration and approval, socially sensitive, ostentatious

Su *Succorance*

Percentile: 29
Raw score: 27

(N2)



Does not rely on other people for support, guidance, or sympathy; prefers to deal with problems alone.

Frequently seeks out other people for help, advice, and reassurance; craves emotional support.

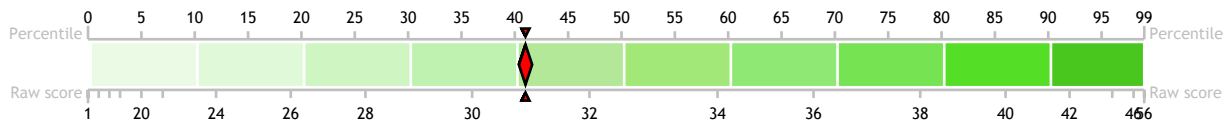
secure, self-sufficient, self-assured, self-reliant, self-supporting

seeks support, wants advice, helpless, confiding, clingy, needs affection, help-seeking

Au *Autonomy*

Percentile: 41
Raw score: 31

(O1)



Tends to abide by social norms; prefers to engage in activities with other people; likes the security of a group.

Prefers to engage in adventurous activities alone; unconcerned about the opinions of others; may not conform to social norms of dress.

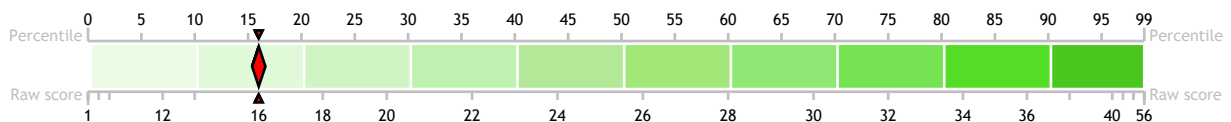
dependent, conforming, other-reliant, compliant

independent, autonomous, self-reliant; nonconforming; individualistic, self-sufficient

Ts *Thrill-Seeking*

Percentile: 16
Raw score: 16

(O2)



Avoids activities that might be risky, dangerous or harmful; is fearful.

Enjoys engaging in exciting, risky and/or dangerous activities; not overly concerned with personal safety.

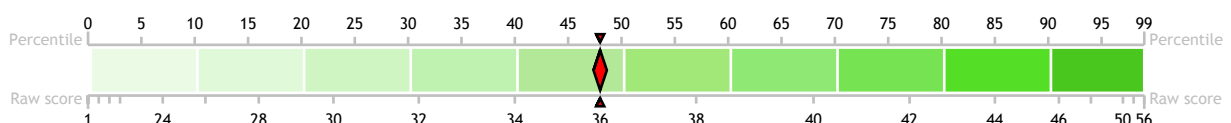
self-protecting, careful, cautious, wary, timorous, apprehensive, guarded, unadventurous, afraid, hesitant, skittish, timid

fearless, adventurous, daring, brave, audacious, courageous, risk-taker

Se *Sentience*

Percentile: 48
Raw score: 36

(O3)



Unconcerned or unresponsive to situations that stimulate the senses; is not interested in aesthetics.

Engages in activities that arouse the senses, such as tasting food, smelling flowers, listening to music, and viewing art.

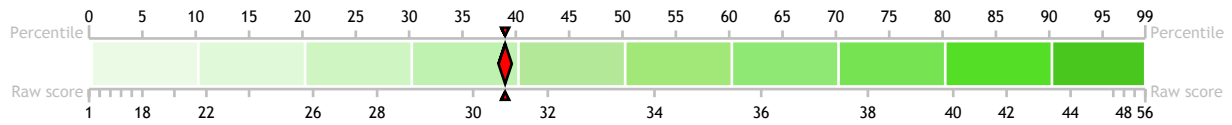
detached, imperceptive, unnoticing, unobservant, unsensual

aesthetic, enjoys physical sensations, earthy, aware, feeling, sensitive, open to experiences

Un *Understanding*

Percentile: 39
Raw score: 31

(O4)



Disinclined to engage in academic activities or reading that would further own knowledge.

Interested in gaining knowledge through reading, observation, and experimentation in the arts and sciences.

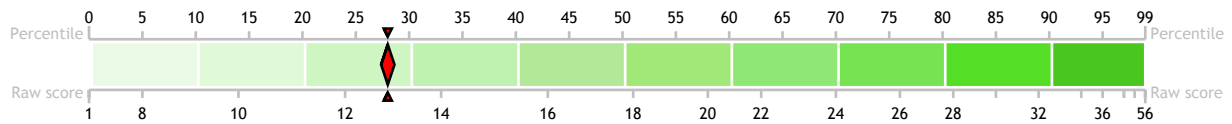
uninquisitive, unacademic, not curious, uninterested, unanalytical

inquiring, curious, analytical, exploring, intellectual, examining, investigative, probing, inquisitive

De *Deviance*

Percentile: 28
Raw score: 13

(V1)



Does not have socially deviant behavior, is conventional, common, normal, socially inserted.

Admits to socially deviant behaviors, such as stealing and destroying property; high scores may result from careless or random responding or purposeful distortion.

normal, conventional

rebellious, deviant, disobedient, intractable, random responder

© 2004, Sigma Assessment Systems, Inc. All rights reserved in all parts and accessories.

No part of this test or associated materials, like manual or of the test booklets, answer forms, or reports associated with it may be printed or reproduced by any means, electronic, mechanical, or photographic, or portrayed, translated, or included in any information storage and retrieval system, or used to print or otherwise reproduce a computer-generated interpretation, without permission in writing from the publisher.

Published simultaneously in the United States by Sigma Assessment Systems, Inc. and in Canada by Research Psychologists Press, Inc.



Sigma Assessment Systems, Inc.
511 Fort Street, Suite 435, PO Box 610984, Port Huron, MI 48061-0984
Research Psychologists Press, Inc.
700 Richmond Street, Suite 202, PO Box 3292, Station B, London, ON N6A 4K3

Published and distributed in Romania under license by D&D Consultants Grup, SRL.



D&D Consultants Grup, SRL
Strada Zambilelor nr. 41, Sector 2, Bucuresti, ZIP 023782
Tel/Fax (+4) 021 242 89 63

This test may not be resold, under-licensed, re-distributed or by any other means transferred or used in any other mode or by any other person or entity than the one it was licensed to. Any violation of this condition automatically cancels the legal license for usage and leads to legal measures against the parts involved in the copyright infringement, according to the copyright law.