NEO-PI-3

NEO Personality Inventory 3

Populations

- Revised for use in age 12 and above, but different norms for different age groups
  - Adolescents, college-age

- Many different language translations

- 5th grade or above reading level

- Can be given individually or in groups

- Both self (S) and other (R) rater forms

Use

- Developed to operationalize Costa and McCrae's Five-Factor Model

- Measures the five factors of personality
  - Six facets for each factor (30 total)
  - Facts can be seen as subscales for each domain (Factor)

Clinical Uses

- Understanding the client
- Help with diagnostic issues
- Empathy and rapport establishment
- Feedback and increasing insight into own behavior
- Anticipating course of therapy
- Selecting optimal treatment

Five Factor Model

- Factor I – Extraversion

- Factor II – Agreeableness

- Factor III – Conscientiousness

- Factor IV – Neuroticism

- Factor V – Openness to Experience

Facets of Extraversion

- Warmth (E1)
- Gregariousness (E2)
- Assertiveness (E3)
- Activity (E4)
- Excitement-seeking (E5)
- Positive Emotions (E6)

Facets of Agreeableness

- Trust (A1)
- Straightforwardness (A2)
- Altruism (A3)
- Compliance (A4)
- Modesty (A5)
- Tender-mindedness (A6)

Facets of Conscientiousness

- Competence (C1)
- Order (C2)
- Dutifulness (C3)
- Achievement Striving (A4)
- Self-discipline (C5)
- Deliberation (C6)

Facets of Neuroticism

- Anxiety (N1)
- Anger/Hostility (N2)
- Depression (N3)
- Self-consciousness (N4)
- Impulsiveness (N5)
- Vulnerability (N6)

Facets of Openness

- Fantasy (O1)
- Aesthetics (O2)
- Feelings (O3)
- Actions (O4)
- Ideas (O5)
- Values (O6)

Scoring

- There are computer-scoring programs, but easy to score by hand

- If 40+ missing, do not score measure

- If 3+ missing on any Facet, do not score that Facet

- Handscoring very similar to PAI

Strengths

- Strong theoretical basis

- Examines broad aspects of personality

- Both a self- and other-report version

- Wording is statement rather than rating based

- Strong reliability and validity data

Weaknesses

- Little focus on maladaptive traits

- Seems to be sensitive to group differences (better on 3rd version, but still new)

- Concern among some over the ordering of domains and facets