

Nonverbal Personality Questionnaire (NPQ)

Report for:

Sam Sample
Male
August 15, 2010

Introduction

The NPQ 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 hundreds of people.

This report is based on the responses you made when completing the NPQ. Your scores show how you compare with other people in terms of the characteristics measured by the NPQ. 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 NPQ, nor is one particular pattern of scores necessarily better than another. The NPQ was not designed to focus on character flaws or deviance, or to highlight maladjustment. Rather, the NPQ 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 NPQ 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 NPQ 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 NPQ report is divided into two sections. On the next page, you will find a profile of your NPQ scores. Following pages contain descriptions of the NPQ scales.

NPQ Profile for Sam Sample

	Raw Score	-- Percentiles --			Male Percentile												
		Comb.	Fem.	Male	0	10	20	30	40	50	60	70	80	90	100		
Extraversion																	
Affiliation	44	70	66	75													
Exhibition	44	95	95	94													
Play	43	92	95	89													

	Raw Score	-- Percentiles --			Male Percentile												
		Comb.	Fem.	Male	0	10	20	30	40	50	60	70	80	90	100		
Agreeableness																	
Nurturance	38	37	29	52													
Aggression	42	99	99	98													
Dominance	43	98	98	97													

	Raw Score	-- Percentiles --			Male Percentile												
		Comb.	Fem.	Male	0	10	20	30	40	50	60	70	80	90	100		
Conscientiousness																	
Achievement	31	45	46	44													
Endurance	27	24	25	22													
Order	25	11	8	16													
Impulsivity	41	96	96	96													

	Raw Score	-- Percentiles --			Male Percentile												
		Comb.	Fem.	Male	0	10	20	30	40	50	60	70	80	90	100		
Social Dependency																	
Social Recognition	44	98	99	97													
Succorance	26	22	16	32													

	Raw Score	-- Percentiles --			Male Percentile												
		Comb.	Fem.	Male	0	10	20	30	40	50	60	70	80	90	100		
Openness to Experience																	
Autonomy	33	58	60	55													
Thrill-Seeking	46	98	98	97													
Sentience	38	38	33	47													
Understanding	25	11	8	16													

	Raw Score	-- Percentiles --			Male Percentile												
		Comb.	Fem.	Male	0	10	20	30	40	50	60	70	80	90	100		
Validity																	
Deviation	34	98	99	98													

NPQ Profile Description

The charts above list your raw scores for each of the NPQ scales, followed by percentile scores that first compare your scores to those of the entire NPQ normative sample, then the females in the normative sample, and finally the males in the normative sample. The male percentiles are also graphed. Your percentile scores show the percentage of people in the normative sample who received a raw score lower than your score.

NPQ Scale Descriptions

Achievement (Ac)

High Scorer: Works hard to attain excellence; willing to forgo leisure activities to achieve an academic, work-related, or physical goal.
industriousness, achieving, enterprising, productive, ambitious, diligent, productive, assiduous, studious, aspiring.

Low Scorer: Avoids challenging tasks in favor of easier work; prefers participating in leisure activities rather than in academic or work activities.
underachieving, unproductive, laidback, lackadaisical, unmotivated.

Affiliation (Af)

High Scorer: Seeks warm and positive human relations; enjoys being in the company of other people; a high scorer has a gregariousness towards others.
warm, friendly, gregarious, sociable, affiliative, warm, amiable, extraverted, companionable, neighborly, hospitable.

Low Scorer: Prefers to be alone, rather than in the company of others; rarely makes an effort to meet new people.
uncommunicative, unsociable, aloof, uncongenial, unapproachable, introverted, laconic.

Aggression (Ag)

High Scorer: Willing to strike out at others both verbally and physically when angered; is easily aggravated or annoyed.
quarrelsome, irritable, hot-tempered, aggressive, hostile, combative, destructive, belligerent, argumentative.

Low Scorer: Mild mannered and easy going; avoids engaging in verbal or physical confrontation, even when provoked; is forgiving.
peaceable, calm, eventempered, nonretributive, nonthreatening, compliant, easy-going.

Autonomy (Au)

High Scorer: Prefers to engage in adventurous activities alone; unconcerned about the opinions of others; may not conform to social norms of dress.
independent, autonomous, self-reliant; nonconforming; individualistic, self-sufficient.

Low Scorer: Tends to abide by social norms; prefers to engage in activities with other people; likes the security of a group.
dependent, conforming, other-reliant, compliant.

NPQ Scale Descriptions (continued)

Dominance (Do)

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

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

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

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

Endurance (En)

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

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

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

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

Exhibition (Ex)

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

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

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

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

Thrill-Seeking (Ts)

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

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

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

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

NPQ Scale Descriptions (continued)

Impulsivity (Im)

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

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

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

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

Nurturance (Nu)

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

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

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

aloof, uncaring, insensitive, dispassionate, unresponsive, unsacrificing.

Order (Or)

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

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

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

disorganized, untidy, chaotic, unstructured, undisciplined.

Play (Pl)

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

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

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

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

NPQ Scale Descriptions (continued)

Sentience (Se)

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

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

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

detached, imperceptive, unnoticing, unobservant, unsensual.

Social Recognition (Sr)

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

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

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

socially insensitive, individualistic, unostentatious, unassuming.

Succorance (Su)

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

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

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

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

Understanding (Un)

High Scorer: Interested in gaining knowledge through reading, observation, and experimentation in the arts and sciences

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

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

uninquisitive, unacademic, not curious, uninterested, unanalytical.

Deviation (De)

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

rebellious, deviant, disobedient, intractable, random responder.