

PSI-120 INSIGHT REPORT

A Personality Description

for

Example

Date of Testing: 05-13-09

Date of Report: 5-21-2009

An interpretation based on scores from the
Personal Styles Inventory
by J. T. Kunce, C. S. Cope, and R. M. Newton

Report prepared by
Educational & Psychological Consultants, Inc.
1715 West Worley Street, Suite A
Columbia, MO 65203
www.epc-psi.com

Copyright (c) 1991-2003. All Rights Reserved.

(Version 060, Profile 57599415153692421)

PERSONAL STYLES INTERPRETATION

The results of the Personal Styles Inventory, the "PSI-120," provide information about three different aspects of behavior: styles of emotion, styles of action, and styles of thinking. In this report we describe personality in terms of typical, everyday behavior, not psychopathology. Then we interpret the results of the PSI-120 as they may relate to personal adjustment in terms of current situations, coping strategies, and potential for making behavioral change.

The Personal Styles Model

The personal styles model of personality (*Figure 1*) provides the structure for describing this individual's personality. The model proposes three domains of behavior: styles of emotion, styles of action, and styles of thinking. Definitions for the personal styles are provided in the Appendix.

(*Figure 1*) shows the arrangement of the 8 styles in each domain. The location of each style signifies its relationship to other styles. For example, in the domain for styles of emotion:

- (1) styles next to each other are similar, e.g., *Enthusiastic* and *Expansive*.
- (2) styles depicted opposite to each other are distinctly different, e.g., *Sympathetic* and *Self-willed*.
- (3) styles at the left represent "stability oriented behaviors, e.g., *Sympathetic* and *Patient*.
- (4) styles at the right represent "change oriented" behaviors, e.g., *Confronting* and *Self-willed*.
- (5) styles at the top represent "externally oriented" (extroverted) behaviors, e.g., *Enthusiastic* and *Expansive*.
- (6) styles at the bottom represent "internally oriented" (introverted) behaviors, e.g., *Modest* and *Private*.

Results of the Personal Styles Inventory

Overview. The most characteristic PSI-120 personal styles are: an *Expansive, confident* style of emotion, a *Restless, searching* style of action, and an *Analytical, skeptical* style of thinking. Emotionally, the general tendency is to be very assertive and self-assured. Behaviorally, the tendency is to be energetic and spontaneous. At present, this person may feel a need to be independent and often pursuing individual interests. Cognitively, the tendency is to be very inventive and logical.

Personal Styles In this report we use the following terms to describe how styles may be exhibited:

Pervasive styles are exhibited consistently and in many situations.

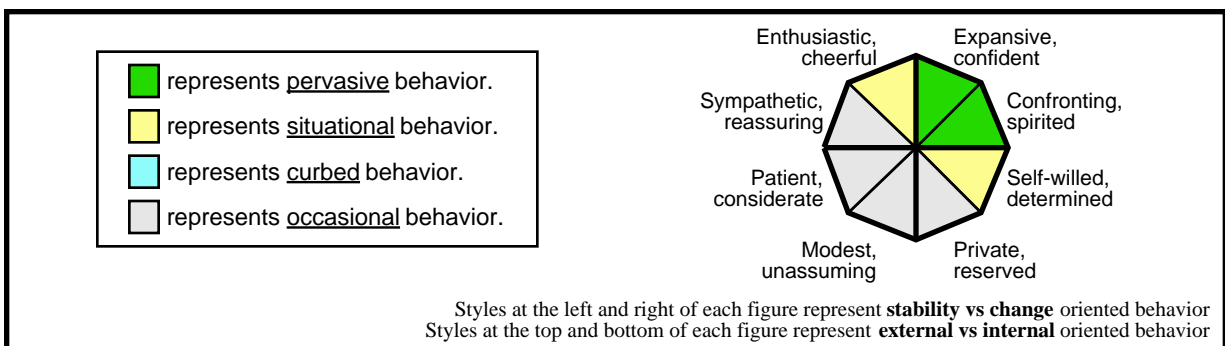
Situational styles represent learned behavior readily exhibited in many situations

Curbed styles represent underlying, natural behaviors that are downplayed or undeveloped.

Ocassional styles are exhibited relatively infrequently. Pervasive styles tend to be enduring characteristics. Situational and curbed styles may eventually become pervasive or occasional. Occasional styles seldom become pervasive.

Styles of emotion. Results of the Inventory, described in terms of normal behavior, indicate that the most characteristic style of emotion is *Expansive, confident*, being a very expressive and self-assured person, enjoying performing in public situations. Another style is to be *Confronting, spirited* by reacting quickly and spontaneously to events as they occur. In addition, it may be important at the present time to this individual to express emotions in *Enthusiastic, cheerful* and in *Self-willed, determined* ways.

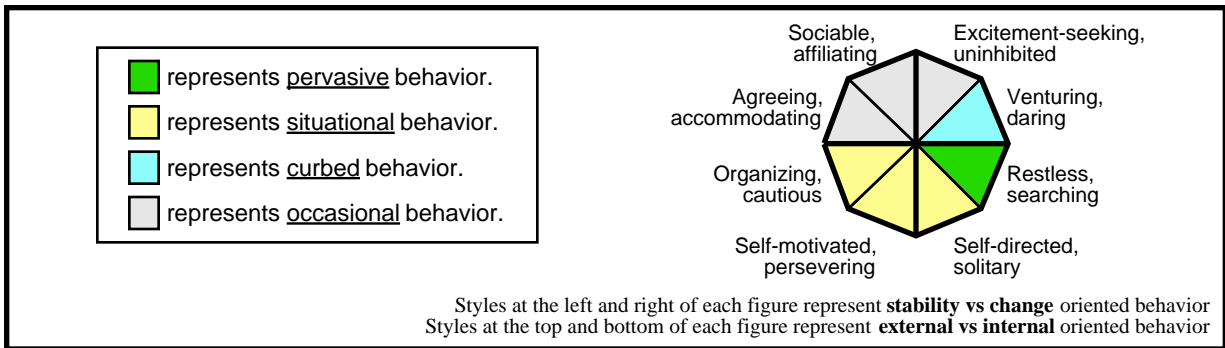
Figure 2. Styles of Emotion



The styles in an octagon are arranged so that similar styles are next to each other; the dissimilar styles are opposite each other. Styles at the left are "Stability oriented" behaviors (i.e., *Sympathetic* and *Patient*). Styles at the right are "Change oriented" behaviors (i.e., *Confronting* and *Self-Willed*). Styles at the top (*Enthusiastic* and *Expansive*) signify behaving in external oriented "extroverted" ways. Styles at the bottom (*Modest* and *Private*) signify internal oriented "introverted" behaviors.

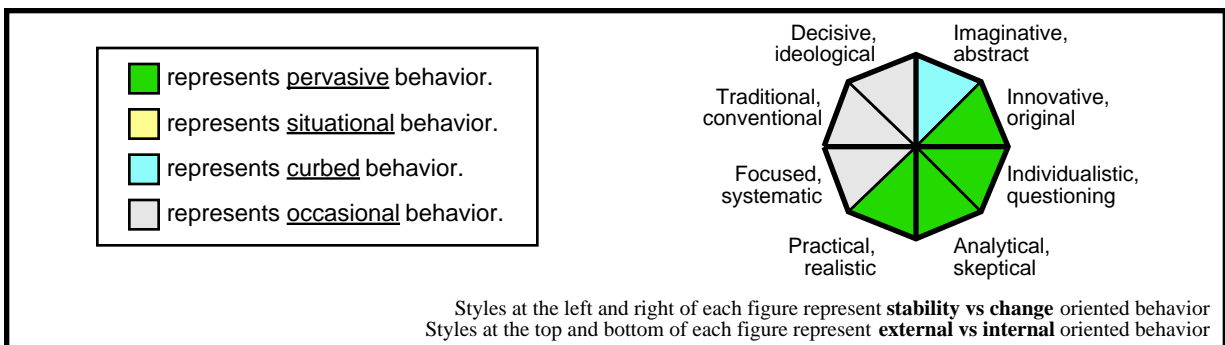
Styles of action. The most characteristic style of action as measured by the Inventory is *Restless, searching*, seeking out situations with few daily routines, becoming impatient with set schedules and timetables. Current circumstances may have created a need to act in restless and independent ways. At the time of the current evaluation this person also may be exhibiting a *Self-directed, solitary* in retiring and somewhat aloof ways., a *Self-motivated* style in orderly and somewhat compulsive ways., and an *Organizing, cautious* style in controlled and overly prepared ways ways. This person may curb acting in ways that are *Venturing, daring*.

Figure 3. Styles of Action



Styles of thinking. This person exhibits a variety of thinking styles which, depending on the situation, may differ considerably from each other. Inventory scores show that the most characteristic styles of thinking are: *Individualistic, questioning*, viewing events in a questioning and unique way, tending to re-evaluate and re-examine existing ideas, *Analytical, skeptical* tending to "try-it-oneself" before believing it, and *Practical, realistic*, viewing events in a matter-of-fact way, focusing on the practical implications. Another style is to be *Innovative, original* by considering ideas from many points of view. Although not readily evident at the present time, this person may have an underlying characteristic of being *imaginative, abstract*.

Figure 4. Styles of Thinking



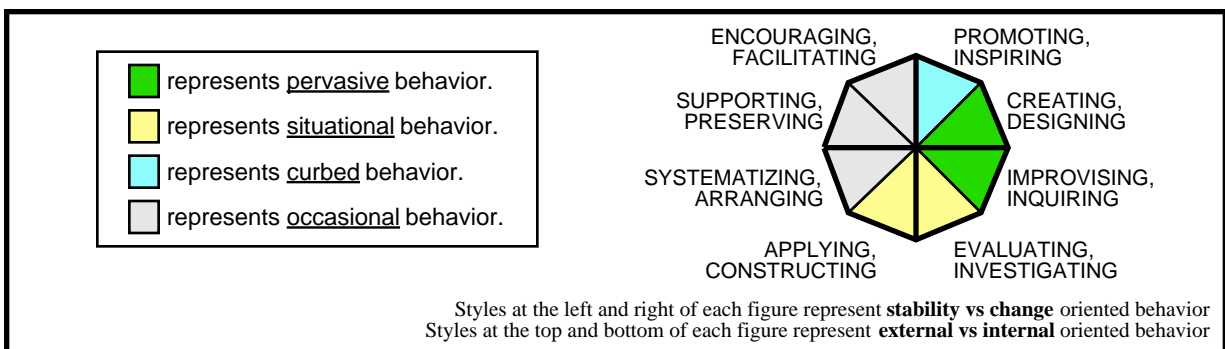
Personality Traits

A total of 8 personality traits are made using PSI-120 scores for personal styles. Each trait represents a composite of the styles having the same location in each of the three domains, see *Figure 5*). The traits and associated styles are depicted in relation to the stability-change and external-internal dimensions. An individual's traits may not reflect unique attributes when the person has, for example, externally oriented emotional styles and "opposite" internally oriented styles of action.

Figure 5. Personal Styles Model of Personality Traits

Results. *Figure 6* shows the PSI-120 results for personality traits. This person's most characteristic traits are *Creating, designing* and *Improvising, inquiring*. Another trait is *Promoting, inspiring*. An individual with these traits often thinks up different ways of action, enjoys being the center of attention, and thinks of possibilities in imaginative and creative ways.

Figure 5. Personality Traits



These traits often signify preferences and capabilities for everyday activities such as innovating, negotiating, persuading, and experimenting. Currently, preferences for activities such as analyzing and exploring may be emphasized. Satisfactions with everyday life will depend, in part, on the fit between these attributes and current vocational and avocational activities.

Implications for Personal Adjustment

The results of the PSI-120 have implications for describing an individual's personal adjustment in terms of current situations, typical coping strategies, and the potential for behavioral change. The differences among the various scale scores provide the basis for making these implications. Because situations change, the relevance of this information should be considered in relation to this individual's present and past circumstances.

Current Situations

Results of the Inventory indicate that some of this person's ways of behaving at present may differ somewhat from those in the past. Behaviorally, a *Self-directed, solitary* style may be emphasized by avoiding contact with others even if contact is desirable; a *Self-motivated, persevering* style may be emphasized by becoming overly involved with one's own activities; and an *Organizing, cautious* style may be emphasized by becoming somewhat rigid in action according to set procedures. Cognitively, an *imaginative, abstract* style of thinking may be somewhat inhibited.

Any personal style has the potential for being viewed as unfavorable by some people. For example, this person's characteristic *Expansive, confident* style of emotion could be interpreted by some individuals as being overly talkative and controlling. The *Restless, searching* style of action may be seen as

becoming unsettled and dissatisfied with established routines. The *Analytical,skeptical* cognitive style may be perceived as overly evaluating situations and postponing decisions. It is important, therefore, for individuals to recognize such possibilities and to cope effectively if they should occur.

This person appears capable of exhibiting distinctly different ways of behaving. Specifically, Inventory scores indicate that this individual is able to express emotions openly and sometimes dramatically (*Expansive,confident* ways) but also to think about things in *Practical,realistic* practical ways. Consequently, some misunderstandings may occur if this person believes one of these ways is characteristic and someone else sees the other way as characteristic. The capability of shifting from one behavioral style to a markedly different style, however, can serve as an effective means of coping.

Coping Strategies

This individual may tend to cope effectively with difficult situations by becoming assertive, by seeking out novel situations and taking risks, and by placing importance on understanding ideas and concepts. Any of the ways an individual expresses emotions, does things, and thinks may pose difficulties in coping with particular situations. Results from the Inventory indicate that it may be important for this person to be able to exhibit the following behaviors when appropriate, e.g., to be unpretentious and listen to the ideas, concerns and interests of others (a *Modest,unassuming* style), to go along with the group when consensus is needed (an *Agreeing,accommodating* style), and to acknowledge the value of established traditions and procedures (a *Traditional,conventional* style).

Potential for Behavioral Change

Personality characteristics tend to stay more or less the same over time. If considered important, however, it may be easy for this person consistently to express feelings openly and enthusiastically (an *Enthusiastic,cheerful* style) and to spend time in solitary activities (a *Self-directed,solitary* style) because these behaviors are already more or less characteristic. On the other hand, it could be somewhat difficult to consistently act in very *Modest,unassuming* and very *Traditional,conventional* ways because these personal styles are some of the least characteristic.

This person may find considerable satisfaction from spending time and effort, vocationally or avocationally, in activities such as analyzing and investigating, directing and persuading, and creating and improvising. In contrast, this individual may find it less satisfying to spend much time and energy in situations that require being very tolerant and accepting, very cautious and orderly, and very procedural and systematic.

Additional Information

Much of the information in the INSIGHT REPORT may be relevant and readily understood, but some findings and interpretations may raise questions. Information in the figures and in the Appendix (i.e., personal style definitions) can be useful in understanding the findings. Furthermore, we recommend discussing the information in this report with a psychologist or counselor to enhance your understanding of your personal styles, your reactions to current situations, and your interactions with others.

Appendix A. Definitions for the 24 personal styles

Styles of Emotion

Sympathetic, reassuring: a tender and soft-hearted person, reacting emotionally in tune with the feelings of others.

Enthusiastic, cheerful: a very lively and open person, seeing the bright side of everything, even failures.

Expansive, confident: a very expressive and self-assured person, enjoying performing in public situations.

Confronting, spirited: an aggressive and forceful person, reacting quickly and strongly to events as they occur.

Self-willed, determined: a somewhat unyielding and persistent person, becoming quite annoyed with demands made by others.

Private, reserved: a sensitive and somewhat critical person, being private and controlled in openly expressing feelings.

Modest, unassuming: a self-restrained and somewhat shy person, avoiding attention and being free of vanity and boastfulness.

Patient, considerate: usually a very calm and courteous person, holding back personal feelings to avoid offending others.

Styles of Action

Agreeing, accommodating: seeks out activities that are well-organized, actively supporting their rules and regulations.

Sociable, affiliating: seeks out and joins many group activities, being a good team member and supporter.

Excitement-seeking, uninhibited: seeks out many exciting activities such as participating actively in games, sports, and/or lively events.

Venturing, daring: seeks out risky and dangerous activities, displaying bold and occasionally impulsive behavior.

Restless, searching: seeks out situations with few daily routines, becoming impatient with set schedules and timetables.

Self-directed, solitary: seeks out many activities that can be done alone, being quite comfortable working by oneself.

Self-motivated, persevering: seeks out activities of personal interest, getting so absorbed that one becomes quite unaware of external events.

Organizing, cautious: seeks security through order and control, guarding against unnecessary risks by being well-prepared.

Styles of Thinking

Traditional, conventional: views events in conservative and accepting ways, tending to focus on certainties and stability.

Decisive, ideological: views events from a definite set of beliefs or ideas, tending to place much importance on opinions of experts.

Imaginative, abstract: views events in idealistic or artistic ways, tending to think in very broad and sometimes dramatic terms.

Innovative, original: views events from a wide variety of angles, tending to think up different or new ways of doing things.

Individualistic, questioning: views events in a questioning and unique way, tending to re-evaluate and reexamine existing ideas.

Analytical, skeptical: views events in an analytical and logical way, tending to "try-it-oneself" before believing it.

Practical, realistic: views events in a matter-of-fact way, focusing on the practical implications.

Focused, systematic: views events in a systematic and organized way, using careful, well-planned and precise procedures.