

## NEO Lecture Jack B. Schaffer

### Domain Complexes

#### Interpersonal Style (Extraversion and Agreeableness)

Low E, Low A: Detached, aloof, skeptical, unfriendly, impersonal

High E, High A: Warm, agreeable, compassionate, accommodating, flexible, adaptable

Low E, High A: Unassuming, self-effacing, obliging, dislike leadership roles

High E, Low A: Dominant, assertive, self-confident, directing

#### Interpersonal Relationships (Neuroticism and Agreeableness)

Low N, High A: harmony in relationships

High N, Low A: discord/abuse in relationship

#### Emotional Well-Being (Neuroticism and Extraversion)

Low N, Low E: Placid, even-keeled, unflappable, detached

High N, High E: Excitable, volatile, experience both positive and negative emotions

Low N, High E (and high C): Strong, assured, confident, uninhibited, adaptive

High N, Low E: Distressed, overwhelmed, self-critical, insecure, negativistic

#### Competitive Performance (Neuroticism (N4) and Conscientiousness)

High N(4), High C: Ambitious, competitive, intense, but feel inadequate, achievement to overcome feeling inadequate

Low N, Low C: Easy-going, relaxed, reject conventional definitions of success, march to their own drummer

High N, Low C: Low self-esteem, fear of failure, avoid competition, inconsistent, lack

of achievement adds to feelings of inadequacy

Low N, High C: High achievers, stable, capable, dispassionate appearing, objective, methodical

Character (Agreeableness and Conscientiousness)

High A, High C: Moral, respectful, considerate, understanding, responsive, dependable

Low A, Low C: Egotistical, inconsiderate, self-absorbed, controlling, rebellious, hedonistic; achievement in life lower than parents'

High A, Low C: Nurturing, accepting, indulgent, superficial

Low A, High C: Ambitious, determined, stern, rigid, confrontative

Treatment (Extraversion and Openness)

High E, High O: Like talking about feelings, ideas; expressive, spontaneous, adventurous, dramatic, group treatment settings

Low E, Low O: Passive, inarticulate, unimaginative, reticent; more directive approaches

High E, Low O: Enjoy others, but not comfortable expressing inner experiences, verbose, pompous; problem-solving, goal-directed approaches

Low E, High O: Inner-directed, contemplative, introspective; depth approaches

Pattern of Activity (Extraversion and Conscientiousness)

High E, High C: Active, outgoing, competitive

Low E, Low C: Couch-potatoes

Attitudes (Openness and Agreeableness)

High O, High A: Open to and interested in others' viewpoints

Low O, Low A: Rigid, close-minded

Academic Performance (Openness and Conscientiousness)

High O, High C: Intellectually curious, competent, independent thinking, exploratory

Low O, Low C: Unskilled laborer

Low O, High C: Skilled laborer, engineer

Psychopathology

Low modesty, empathy, tender-mindedness, behavioral controls, compliance

High behavioral controls, anger/hostility

Especially important are:

Low deliberation, self-consciousness, warmth, A

High impulsivity, excitement seeking

Self-Acceptance

Low N, high C

Stress Coping

High N: emotion-focused problem solving strategies, use largely of denial, catharsis, relaxation, distraction

High E: likely to take action with thoughtfulness; problem-focused and emotion-focused problem solving; use of catharsis

High O: complex variety of strategies; low use of religious faith and distraction

High A: seek support from others

High C: problem-focused; planning

Health

C predicts life longevity

Low A: may be angry, hostile, which can affect health

High N: related to complaints of health problems, but not to documented symptoms

Less healthy life styles and behaviors

Hostility can be pathogenic

Lower treatment adherence

## B. Domains

Neuroticism: Emotional stability/adjustment vs. maladjustment; tendency to experience negative emotions; difficulty tolerating frustrated involved in not acting on one's urges and in inhibiting emotions; unrealistic expectations, perfectionistic.

High: general emotional distress; also cope more poorly than others; not a measure of psychopathology.

Low: stable, calm, even-tempered; lacks appropriate concern for potential problems, emotionally bland

Extraversion: Measure of sociability and social energy; quantity and intensity of interpersonal interaction

High: assertive, active, talkative, cheerful, optimistic. Like excitement and stimulation. Salesman-like. Fun-loving, high capacity for joy. Inappropriate self-disclosure and social friction, unable to spend time alone, overly dramatic in expression of emotions, reckless in excitement seeking, sometimes tries to dominate others, need for stimulation

Introverts prefer to be alone, not necessarily suffer from social anxiety, not unhappy

or pessimistic, independent, quiet, socially isolated, lacks support networks, flattened affect, sober, lacks joy, reluctant to assert self, shy, aloof

Openness: Degree to which a person is open to new experiences. Least developed of the domains.

High: Curious about both inner and outer worlds, appreciate experience for its own sake. Experience emotions keenly. Enjoy experiencing and exploring the unfamiliar. Unconventional, willing to question authority. Preoccupied with fantasy and daydreaming, lacks practicality, unstable goals, rebellious

Lower scorers are conventional, conservative, preferring familiar to novel. Not open to new information, results in denial as defense mechanism and higher risk taking. Difficulty adapting to change, not understand differing points of view, dogmatic, rigid, alexythymic, restricted range of interests, excessively conforms to authority

Agreeableness: Kinds of interpersonal interactions preferred, from compassionate to antagonistic.

High: Altruistic, trusting, sympathetic to others and eager to help them, softhearted. Higher degree of hypochondriasis as means of support seeking. Gullible, shows excessive candor, unable to stand up for self, easily taken advantage of

Low scorers are egocentric, skeptical, competitive, cynical, manipulative, willing to fight for one's own interests. Inconsiderate, alienates even friends, limited social support, lacks respect for social norms, inflated sense of self

Conscientiousness: Level of organization, persistence, and motivation in goal-directed behavior. Overachieves, workaholic absorption to exclusion of family and social life, compulsive, rigid self-discipline, inability to relax, lacks spontaneity

High: Purposeful, determined, strong-willed, fastidious, scrupulous, reliable, able to delay gratification. Compliance with others' wishes absent. Most predictive of educational achievement and occupational attainment.

Low more relaxed and lackadaisical. Underachiever, poor academic performance relative to abilities, disregards rules and responsibilities, undisciplined, aimless, unreliable, careless, hedonistic

Facet Scales

## Neuroticism:

### N1: Anxiety:

High: Nervous, anxious, apprehensive, fearful, inhibited, uncertain

Low: Calm, relaxed; may lack appropriate apprehension about real dangers, so fail to appreciate or recognize risks and consequences

### N2: Angry Hostility:

High: Readiness to experience anger (expression depends on level of Agreeableness); can be out of control, hypersensitive to criticism, argumentative

Low: Easygoing, slow to anger, may suppress anger, not sensitive to injustices

### N3: Depression:

High: Tendency to experience depressive affect, gloomy, pessimistic, sad, lonely, helpless

Low: Not necessarily cheerful, but not sad, feel worthwhile, hopeful; may fail to appreciate costs and consequences of losses and failures; because do not appear vulnerable, may lack social supports

### N4: Self-consciousness:

High: Feel shame, embarrassment, humiliation, uncomfortable around others, feel inferior, sensitive to rejection

Low: Not disturbed by awkward social situations, poised, secure; indifferent to opinions and reactions of others, may appear glib

### N5: Impulsiveness:

High: Inability to control cravings and urges; susceptible to cons and tricks, makes poor business decisions

Low: Able to resist temptations, high tolerance for frustration; excessively restrained, dull, lacks spontaneity

### N6: Vulnerability:

High: Vulnerable to stress, unable to cope with stress, dependent; easily

overwhelmed, feels helpless (like low K)

Low: Capable of handling difficult situations, resilient, cool-headed; feel invincible to danger, fail to recognize own limitations, fail to take appropriate precautions

### Extraversion:

#### E1: Warmth:

High: Able to develop interpersonal intimacy, affectionate, friendly, outgoing; can develop harmful or inappropriate attachments, poor boundaries

Low: Formal, reserved, distant; difficulty developing and sustaining personal, intimate relationships

#### E2: Gregariousness:

High: Prefers to be around others; intolerant to being alone, may place more emphasis on quantity of relationships than depth

Low: Prefers to be alone; socially withdrawn and isolated, lacking social network

#### E3: Assertiveness:

High: Leadership qualities, forceful, socially ascendant; dominant, bossy, dictatorial

Low: Stay in background, unassuming, reticent; resigned, ineffective, lacking influence, even in one's own life

#### E4: Activity:

High: High energy level, need to keep busy, fast paced life; often overextended, frenzied, distractible, prone to burn-out, driven to keep busy, unable to relax, can be annoying and exhausting to those around him/her

Low: Leisurely, relaxed, deliberate; idle, sedentary, passive, apathetic, lethargic

#### E5: Excitement-Seeking:

High: Crave excitement and stimulation; reckless, careless, foolhardy

Low: Cautious, staid, uninterested in thrills; life may be dull, monotonous;

mechanical in pleasure activities

E6: Positive Emotions:

High: Experience joy, happiness, excitement, love, cheerful, optimistic; overemotional, overreactive to minor events, may appear euphoric or manic

Low: Lack exuberance and high-spiritedness, not necessarily unhappy, unenthusiastic, placid, serious; severe, austere, stern, unable to enjoy self, grim

Openness to Experience:

O1: Fantasy:

High: Active fantasy life, vivid imagination, interesting and rich inner world; preoccupied with fantasies, may appear to live in a dream world

Low: Lacks interest in fantasy, practical, realistic; sterile imagination

O2: Aesthetics:

High: Appreciation for art and beauty, enjoy poetry, music, art; may be preoccupied with aesthetics to detriment of social and occupational functioning

Low: Insensitive to and unappreciative of art and beauty; unable to relate to others who have such interests

O3: Feelings:

High: Receptive to own inner emotions, see emotions as important part of life; excessively preoccupied with emotionality, experiences exaggerated mood states

Low: View emotions as unimportant, is unaware of emotions; blunted, emotionally constricted

O4: Actions:

High: Willing to try different activities, enjoys working in unstructured situations; unpredictable in plans and interests, switch careers

Low: Find change difficult, structured, prefer routine; avoids change in daily routine, which can become repetitive and rigid

O5: Ideas:

High: Intellectually curious, open-minded, open to unconventional ideas; preoccupied with strange or unrealistic ideas

Low: Limited curiosity, pragmatic, factually oriented, “bottom-line” people; fail to appreciate new solutions, concrete, does better with straightforward problems, traditional, old-fashioned, resistant to new ideas

#### O6: Values:

High: Readiness to reexamine values, tolerant, broad-minded, nonconforming; lacks clear or coherent guiding belief system or convictions, can be excessively unconventional and permissive

Low: Dogmatic, conservative, conforming; intolerant of alternative belief systems, may be prejudiced and bigoted

#### Agreeableness:

##### A1: Trust:

High: Believe others to be honest, well-intentioned; gullible, shows excessive candor, unable to stand up for self, easily taken advantage of

Low: cynical, skeptical, pessimistic, suspicious; readily perceives malevolent intentions in benign behaviors, often argumentative, feels mistreated

##### A2: Straightforwardness:

High: Frank, sincere, ingenuous, candid; naively reveal personal secrets and insecurities to others, unable to be clever or shrewd

Low: Sees tactics as necessary social skill, shrewd, clever, charming; deceptive, dishonest, deceives others for own advantage

##### A3: Altruism:

High: Active concern for others' welfare, generous, soft-hearted, take others' needs into consideration in own actions; sacrificial, often exploited or victimized due to failure to consider own needs and rights

Low: Self-centered, reluctant to get involved in problems of others, snobbish; greedy, stingy, exploitative

A4: Compliance:

High: Manage conflict by deferring to others, forgiving, meek; docile, submissive, often exploited or victimized as result of failure to protect self

Low: Aggressive, prefer competition to cooperation, stubborn, demanding, hard-hearted; defiant, resistant to authority, contentious, combative, intimidating

A5: Modesty:

High: Humble, self-effacing, unassuming; meek, self-denigrating, fail to appreciate own positive attributes

Low: Believe selves to be superior to others, conceited, arrogant; boastful, pretentious, sense of entitlement

A6: Tender-Mindedness:

High: Attitude of sympathy and concern for others, understand the plight of others, warm, kind, gentle; can be maudlin, excessively depressed, pitying

Low: Realists who make rational decisions based on cold logic, intolerant, cold, opinionated; callous, merciless toward others, unmoved by pain of others, sees others plight as function of their own actions

Conscientiousness:

C1: Competence:

High: Capable, prudent, effective, confident, intelligent; perfectionistic, value competence to detriment of other attributes or activities

Low: Low opinion of own abilities, inept, confused, most associated with self-esteem and internal locus of control; lax, unskilled

C2: Order:

High: Tidy, well-organized, precise, efficient; preoccupied with rules, order, sometimes resulting in tasks not getting done, compulsive

Low: Disorganized, impulsive, careless; sloppy, slipshod

C3: Dutifulness:

High: Adhere strictly to own ethical principles, dependable, thorough; rigid

adherence to rules, failure to recognize ethical dilemmas, place duty above all other principles

Low: Casual, undependable, unreliable, lazy; at times immoral and unethical

C4: Achievement Striving:

High: High aspiration levels, hard-working, goal-directed, diligent, ambitious, industrious; excessively devoted to career or productivity, workaholic, friends and family relationships may be sacrificed

Low: Lackadaisical, lack ambition, aimless, content with low levels of achievement; drifts from job to job and aspiration to aspiration

C5: Self-Discipline:

High: Able to stick to goals through boredom and distractions, able to motivate selves, organized, capable, efficient; single-minded doggedness for trivial or inconsequential tasks or goals

Low: Lack motivation to accomplish goals; employment unstable, excessively self-indulgent, lazy

C6: Deliberation:

High: Think before acting, cautious, deliberate, mature; can ruminate about all possible consequences so decisions not made on time or ineffectively

Low: Hasty, spontaneous, make snap decisions; fails to consider consequences, even for life's important decisions, can result in harmful consequences

## NEO Personality Patterns

- Emotional Life
  - Status: N1, N2, N3, E6
  - Openness to dealing with: O3
  - Subjective response to: N4

- Mode of expression: C5, C6, A4, E4, O4, O1, E3
- Internal urges (needs)
  - Status: N5, E5
  - Control over: C5, C6, C
- Interpersonal Style
  - Attitudes to others: A1, A3, A6
  - Interpersonal style/attitude: E1, E2
  - Dependency: N, N1, N3, low N2, N6
  - Antagonism: Low A, N2, low E1
  - Behavioral expression: E3, A4, N4, E4, O6, A5
- Personal goals
  - Level: C4, C1
  - Ability to reach goals: C2, C3, C5, C6, E4
  - Interpersonal implications: A5, O, E6
  - Subjective feelings about: N4
- Cognitions
  - Flexibility: O5, O6, O1
  - Goals and cognitions: C3, C4
- Coping
  - N6, E6, C, O1, N4, O4
- Psychological Well-being
  - N, E6
- Psychological prognosis

- N, C, O3, A4

## I. Development

Based on the 5 factor theory of personality, based on traits identified in the literature

Some question about whether 5 factors the right number, some suggest 7.

Created large # of items to measure the five personality constructs, administered to large sample and factor analyzed results.

Personality traits arranged in hierarchies, from broad to narrow, so both domain and facet traits should be assessed

Items on current test based on level of factor loading

Convergent and divergent validity evaluated - consistent support as measure of Five Factor Model.

## II. Psychometrics

Normative sample 500 men and 500 women, stratified by age and race and comparison with census figures for educational level

Reliability:

Generally quite good considering only 8 items per facet. NEO scores over 6 years, AC scores over 3 years. Given that time frame, minimum acceptable between .5 and .6, above .6 quite good. Tender-Mindedness and Actions below .60, so require a bit of caution.

Validity

Because it is theory based and factor analysis derived, content validity should be high

Most of research is to evaluate construct validity by measuring convergent and divergent validity, whether correlates highly with other measures of the same trait and low correlation with measures of a different trait.

Great deal of data on comparing with other personality measures, consistently supportive (Table 6).

Strong evidence of convergence and divergence between self-reports and spouse ratings and test scores (Show overhead,

Table 2-5: diagonal is convergent data, off-diagonal is divergent data.

Table 11 from Manual

Older adults slightly lower on N, E, O, (all  $r = -.12$ ) slightly higher on A, C ( $r = .17, .09$ )

Women higher on N ( $r = .14$ ) and A ( $r = .21$ )

Higher education associated with O ( $r = .19$ ).

### III. Administration & Scoring

240 items, 5 point Likert scale, strongly agree to strongly disagree

No time limit, typically about 30 minutes

Form for patient and observer

Validity checks - 3 questions about how answered questions

Domain scores and Facet scores

### IV. Interpretation

A. T scores

Average: Mean  $\pm 5$  T score points

High and Low: Average  $\pm 10$  T score points

Very high and very low:  $> \pm 15$  T score points from mean

No cut-off points.

The question has been address whether the NEO can be used to evaluate personality disorders. There do seem to be some patterns consistent with certain Axis II disorders - not cover in this course. However, the more deviation from the mean there is, the more likely the negative aspects of a characteristic are to express themselves. Perhaps less deviation from the mean is required for Neuroticism scales.