

CPI™

FORM 434

CONFIGURAL ANALYSIS REPORT AN INTERPRETATION OF SCALE COMBINATIONS

by Harrison Gough and Loring McAllister

Prepared for

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This program for interpreting the CPI™ instrument is intended for professional psychologists and others who are qualified to use complex multivariate tools of assessment. In addition to a general background in personality theory and assessment methodology, as well as supervised experience in the analysis of individual test data, persons using this program should be familiar with the CPI instrument itself, and with major sources of information concerning the inventory. These sources include, in particular, *The California Psychological Inventory™ Administrator's Guide* (Gough, 1987), *The California Psychological Inventory™ Manual* (Gough & Bradley, 1996), *The California Psychological Inventory™ Handbook* (Megargee, 1972), *A Practical Guide to CPI™ Interpretation* (McAllister, 1996), and *The CPI™ Applications Guide* (Meyer & Davis, 1992).

This narrative report has six parts or sections. In Part I, the reliability of the protocol is examined. In Part II, the protocol is classified with respect to type and level. In Part III, an analysis is presented of the individual's scores on the 20 folk concept scales. In Part IV, seven special purpose scales are described. In Part V, an estimate based on the CPI instrument is given of the way in which a benevolent and knowledgeable observer would describe this person on the 100 items in the California Q-set (Block, 1961). In Part VI, interpretive hypotheses derived from configurations or combinations of two or more scales are presented.



PART I

Reliability of the protocol

The protocol has been reviewed for unreliability, whether caused by an overly favorable self-portrait, an unduly critical self-representation, or the giving of too many atypical and possibly random responses. **The protocol reveals problems of the second kind, and may be an instance of “faking bad.” Any further interpretation should be carried out with strict caution. Further, JOHN SAMPLE has left too many items blank to assure the reliability of the interpretation.** The number of items left blank was 307. **This many unanswered items will tend to have a negative effect on the validity of folk, vector, and special purpose scales.**

PART II

Classification for type and level

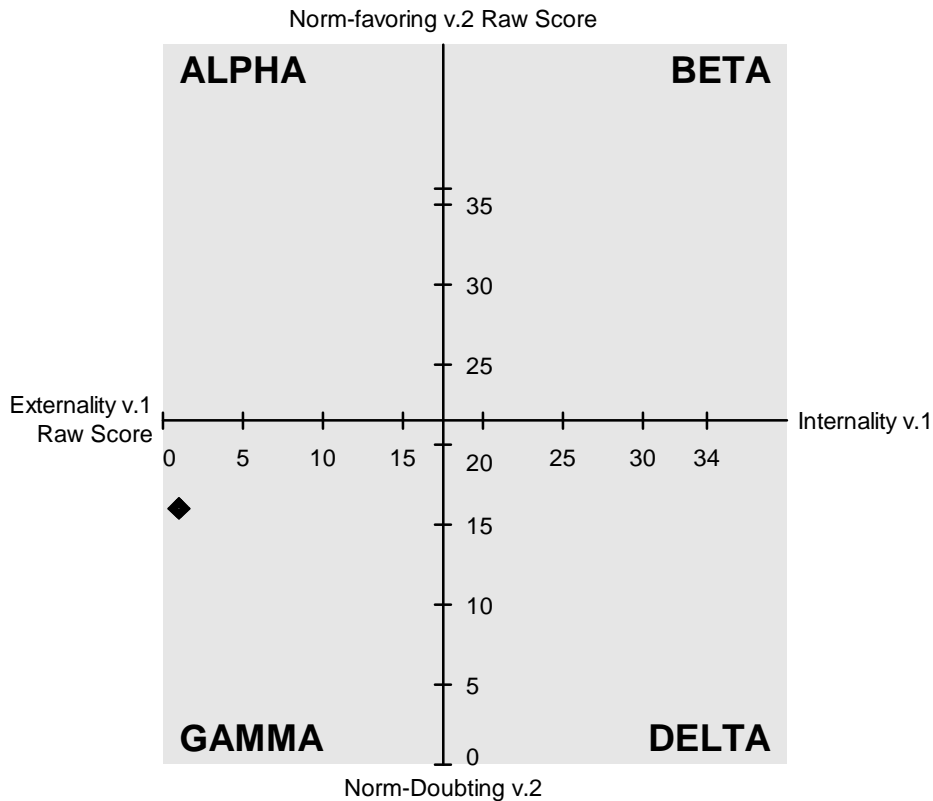
Psychometric and conceptual analyses of the CPI instrument have identified three basic dimensions underlying scores on the folk and special purpose scales. Two of these themes are manifestations of fundamental orientations—toward people and toward societal values. The third is an indicator of ego integration or competence as seen by others, or self-realization as seen by the respondent. Each dimension is assessed by a scale uncorrelated with (or orthogonal to) the other two. These vector or dimensional scales (called v.1, v.2, and v.3), taken together, define a theoretical model of personality structure called the 3-vector or cuboid model because of its geometric form.

The first vector scale (v.1) assesses a continuum going from a participative, involved, and extraversive orientation at the low end, to a detached, internal, and introversive orientation at the high pole. The second vector scale (v.2) assesses a continuum going from a norm-questioning, rule-doubting orientation at one extreme, to a norm-accepting, rule-favoring orientation at the other. Bivariate classification according to scores on v.1 and v.2 gives rise to four lifestyles or ways of living, called the Alpha, Beta, Gamma, and Delta. When scores on v.1 and v.2 are close to the cutting points, lifestyle classifications may be ambiguous, and/or mutable. Each type or lifestyle has its own specific modes of self-actualization and its own specific modes of psychopathology. Level of ego integration or self-realization is indicated by scores on the v.3 scale. The higher the score on v.3, the greater the individual's sense of self-realization or fulfillment. The lower the score on v.3, the more likely that the respondent has feelings of inefficacy, alienation, and dissatisfaction.

CLASSIFICATIONS SPECIFIC TO JOHN SAMPLE

Classification for type: **Gamma**
Classification for level: **1**
Type and Level Scores:

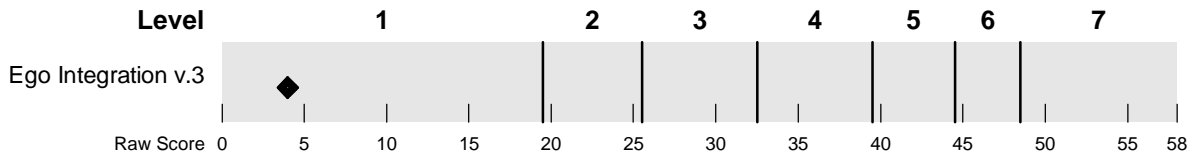
Raw	Standard	
1	21	v.1 (internality)
16	39	v.2 (norm-favoring)
4	21	v.3 (ego integration)



The scores on v.1 and v.2 obtained by JOHN SAMPLE place him in the Gamma quadrant, as shown above. The following brief description of the Gamma type gives some of the important implications of this classification.

The Gamma type or lifestyle is defined by below average scores on vector 1, and below average scores on vector 2. Gammas, therefore, tend to be involved, participative, and rule questioning. At their best, they are adept in spotting the flaws and incongruities in conventions, including those of the workplace, and nearly always are eager for change and innovation. They are also creative in their own thinking and behavior, and persuasive in convincing others that change is needed. At their worst (low scores on v.3), they resist the control or advice of others, and are apt to behave in impulsive and self-serving ways.

JOHN SAMPLE
GAMMA 1 MALE



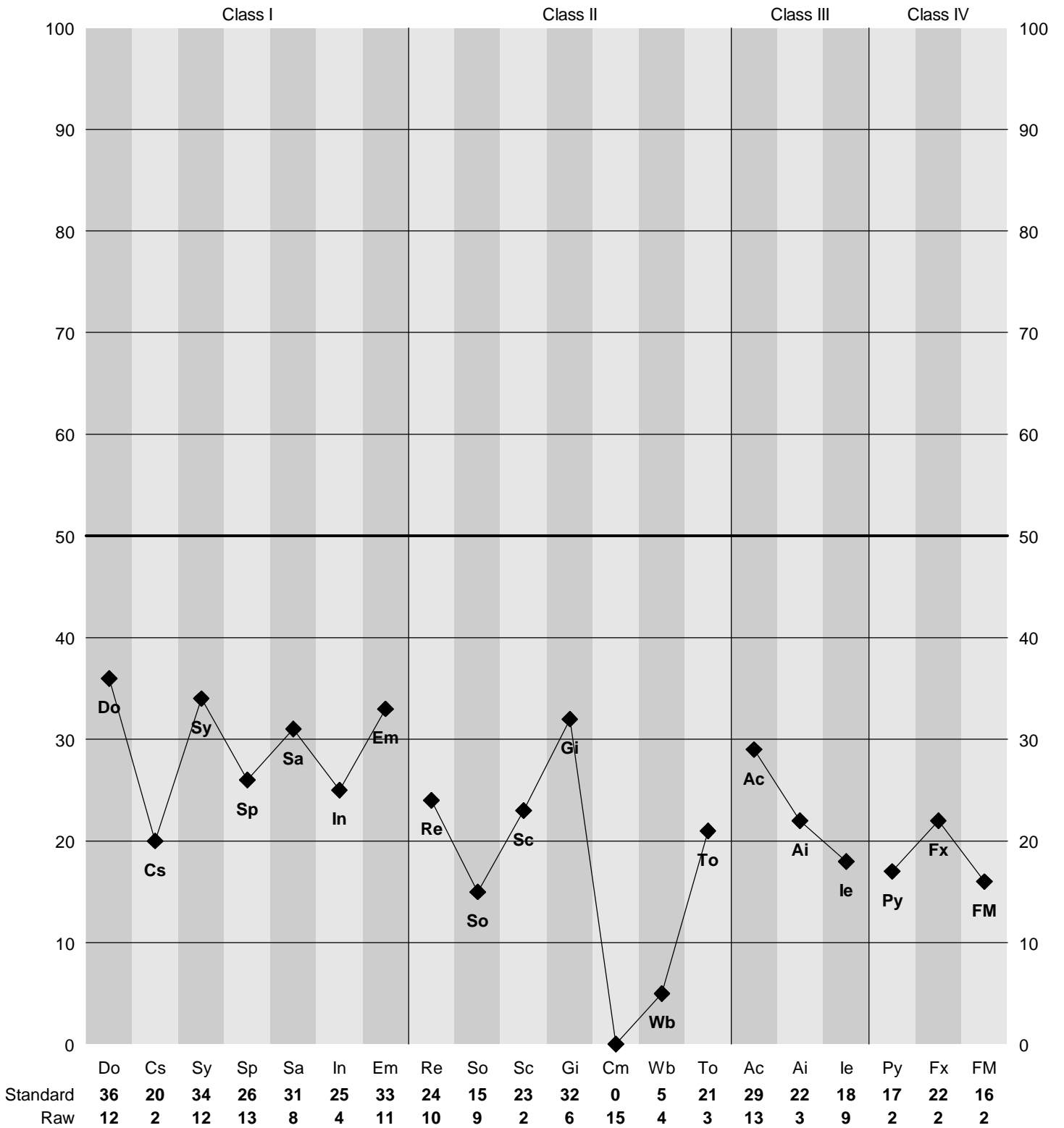
In regard to ego integration as indicated by the v.3 scale score, JOHN SAMPLE is at **level 1**, suggesting **poor integration and very little** realization of the potentialities of his type. For persons at this level, one can expect problems such as intolerance, rebelliousness, exaggerated sense of personal worth, inability to postpone gratification or reward, and opportunism.

PART III

Interpretation of the 20 folk scales

The type and level classifications given just above furnish initial guidance for interpreting this protocol. The specific comments presented here in Part III should be coordinated with the prior type/level heuristics. Let us now turn to the profile of 20 folk concept scales, attending to the four regions of the profile sheet, and to the scales within each sector. A professional, individuated interpretation can, of course, go farther than this, taking account of patterns and configurations among the scales. Two excellent sources of information for configural hypotheses are the monographs by McAllister (1996), and Meyer and Davis (1992). Important information can also be gleaned, however, from a sequential reading of the scales on the profile sheet. This analysis of each of the 20 scales will lead to more specific comments than can be derived from type and level alone.

PROFILE BASED ON NORMS FOR MALES

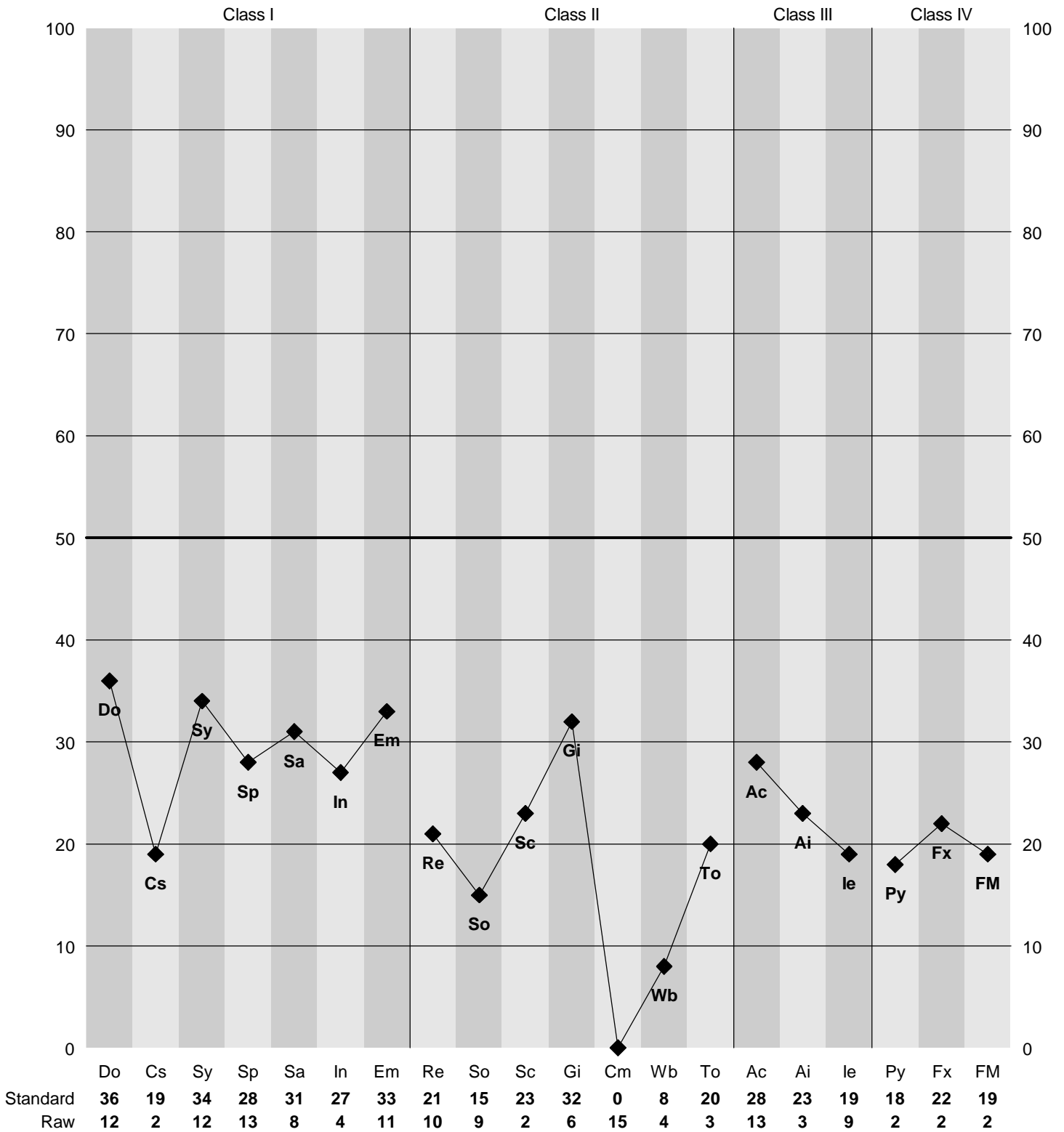


JOHN SAMPLE
 GAMMA 1 MALE

CPI™ Configural Analysis Report

7/6/05

PROFILE BASED ON TOTAL NORMS



Class I Scales and Interpretation

The first sector of the profile contains scales assessing interpersonal style and manner of dealing with others. From an analysis of the seven scales in this region of the profile we can get an impression of how he approaches others, and of qualities such as self-confidence, poise, and initiative.

From the standard scores for each scale, some inferences about JOHN SAMPLE may now be proposed:

CLASS I SCALES

Dominance (Do) 36

- feels unsure of self
- gives in readily to others
- is reluctant to initiate action or take the responsibility for doing something first in a group

Capacity for Status (Cs) 20

- is conventional and even commonplace in social attitudes
- feels ill-at-ease with others
- has many complaints
- feels mistreated and misunderstood

Sociability (Sy) 34

- is reserved and reticent in social situations
- tends to be pessimistic and discouraged about the future
- tries to avoid attention by behaving in an unassuming and unostentatious manner

Social Presence (Sp) 26

- feels inadequate
- keeps others at a distance, and tries to avoid attention
- has many worries, and is often anxious
- is poor at picking up nuances and subtleties in interpersonal exchanges

Self-Acceptance (Sa) 31

- feels inferior to others
- either avoids any kind of conflict or gives in
- is withdrawn and shy in behavior
- sets minimal goals for self and even then often anticipates failure

Independence (In) 25

- has problems of dependency
- lacks self-assurance and confidence
- tends to yield and to be submissive
- avoids confrontation
- tries to please others and to win their approval
- is easily threatened and made anxious

Empathy (Em) 33

- has a distinct problem in relating to others
- seems to be unperceptive about how others feel and think, and about the impact of his own behavior
- finds it hard to deal with change and variety
- tends to behave in a deliberate and even rigid manner

Class II Scales and Interpretation

The next sector of the profile contains scales pertaining to the internalization and endorsement of normative conventions, including norms related to self-presentation. From an analysis of scores in this region, we can obtain an impression of how he views social norms and how his conduct is affected by these considerations.

CLASS II SCALES

Responsibility (Re) 24

- seems to lack a clear inner sense of responsibility
- ethical standards are opportunistic
- apt to behave in self-centered and self-aggrandizing ways
- is often moody and recalcitrant
- is prone to headstrong, precipitate behavior

Socialization (So) 15

- feels restricted and hemmed in by social conventions
- seems to have an urge or a need to break the rules
- does not plan well for the future
- overvalues immediate pleasure and rewards
- not very observant of the effect of his behavior on others
- is seen by others as self-indulgent and rebellious

Self-Control (Sc) 23

- has strong feelings with little inclination or ability to suppress or control them
- is undisciplined and impulsive in behavior
- reacts with irritation and resentment to limits or constraints
- is self-indulgent

Good Impression (Gi) 32

- has made an exaggerated and possibly fraudulent attempt to present self in a very unfavorable light
- if not a deliberate dissimulation, the score suggests unusually intense feelings of alienation, disillusionment, and distrust of others

Communality (Cm) -9

Well-Being (Wb) 5

- has a pessimistic view of his own physical and psychological functioning, to the point of exaggeration or neuroticization of problems
- could conceivably be faking by claiming to have more and more serious problems than in fact exist

Tolerance (To) 21

- has strong doubts about the integrity and ethicality of others
- feels bitter and resentful concerning own status
- has harsh, judgmental attitudes
- is seen by others as suspicious, self-centered, and intolerant

Class III Scales and Interpretation

The third sector of the profile sheet contains three scales pertaining to cognitive/intellectual functioning and the need for achievement in either structured or open situations. From an analysis of scores in this region we can obtain an impression of how he behaves with respect to these matters.

CLASS III SCALES

Achievement via Conformance (Ac) 29

- has serious difficulties in applying self to any kind of regular, scheduled, or structured work
- is an under-achiever or non-achiever in school
- tends to be careless and disorderly
- feels self to be victimized, put-upon, and unappreciated

Achievement via Independence (Ai) 22

- is below average in ability, and ineffective in the use of talents
- is seen by others as commonplace and shallow
- tends to be literal-minded, lacking in imagination
- is unsure of self, doubts own ability

Intellectual Efficiency (Ie) 18

- tends to be apathetic and indifferent toward any use of own intellectual abilities
- appears to others as dull, commonplace, and easily distracted or confused
- is apt to be marginal in academic or work settings; a problem to self and others

Class IV Scales and Interpretation

The final sector of the profile sheet contains three scales that assess broadly stylistic or qualitative aspects of thinking and behavior. The scores on these scales have implications in their own right, but also serve to color or even modify the expectations attached to higher or lower scores on the preceding scales. The inferences proposed for JOHN SAMPLE from each scale are these:

CLASS IV SCALES

Psychological Mindedness (Py) 17

- has primarily conventional, narrow views and is intolerant of new or different perspectives
- has a poor understanding of others
- is often seen by them as prejudiced, defensive, and difficult
- has poor morale, does not feel at all optimistic about the future

Flexibility (Fx) 22

- has strongly conservative and conventional views, and is intolerant of those who differ
- is not at all spontaneous or imaginative
- feels self to be misunderstood and under-valued by others
- finds it hard to express own views and feelings

Femininity/Masculinity (FM) 16

- is an adventurous, aggressive, and determined person, but not very perceptive about the vulnerabilities and inner feelings of others
- can be unsympathetic and domineering
- is relatively uninterested in esthetic or contemplative phenomena
- is seen by others as very masculine, but also as somewhat conventional and shallow

PART IV

Seven special purpose scales

From time to time, various special purpose scales and indices have been and will continue to be developed. These measures will not always be relevant to the purposes of testing, but in certain circumstances they may be quite informative. At the present time, seven special purpose scales are included in the Configural Analysis Report. Three of them (Managerial Potential, Work Orientation, and Law Enforcement Orientation) are directly related to occupational issues. The other four pertain to creativity, leadership, amicability, and the tender versus tough-minded continuum. Published accounts for Mp, Wo, CT, and Lp are cited in the references (see last page), and reports are being developed for Ami, Leo, and Tm.

SCALES AND INTERPRETATION

Scale	Raw Score	Standard Score for Males	Standard Score for Total Norms	Interpretation
Managerial Potential (Mp)	6	31	31	<ul style="list-style-type: none"> • well below average in managerial potential and talent • will be seen by others as apathetic, confused, and dissatisfied
Work Orientation (Wo)	7	12	13	<ul style="list-style-type: none"> • well below average in work orientation • will be seen by others as careless, distractible, rebellious, and temperamental
Creative Temperament (CT)	3	20	20	<ul style="list-style-type: none"> • low in creative temperament; values stability, tradition, and order • will be seen by others as cautious, conservative, and conventional
Leadership Potential (Lp)	19	26	27	<ul style="list-style-type: none"> • avoids leadership roles; defers to others, and stays in the background • will be seen by others as awkward, distractible, and withdrawn
Amicability (Ami)	7	23	23	<ul style="list-style-type: none"> • is disaffected to the point of cynicism • tends to be quarrelsome and negativistic • is self-indulgent and self-seeking
Law Enforcement Orientation (Leo)	10	13	15	<ul style="list-style-type: none"> • tends to resist authority • enjoys taking risks • thinks in idiosyncratic and unconventional ways • has many dissatisfactions with contemporary sociopolitical trends
Tough-Mindedness (Tm)	5	24	26	<ul style="list-style-type: none"> • easily distracted • given to day-dreaming and personal fantasies • seen by others as soft-hearted and generous, but also as nervous and self-defeating

PART V

A Q-sort description based on the CPI™ instrument

In Part II of this narrative (the section giving the type and level), broad or orienting notions about this person were presented. Then in Part III (the profile of scores on the folk concept scales) and in Part IV (scores on the special purpose scales), more specific comments about this person's psychological attributes were given. Now, in Part V, we go on to a fully individuated reading of the protocol, making use of the 100 descriptive items found in Block's (1961) California Q-set. From the CPI instrument, an estimate has been made of how each of the 100 items would be Q-sorted by someone in a position to know this person, for example, a close friend, a parent, a spouse, a counselor, or a co-worker. The goal in this analysis is to give an accurate and benevolent description of the person tested.

Block's method calls for placing the items in nine groupings, according to relevance or saliency. The five items believed to be most descriptive are placed in Category 9, then the eight items believed to be next in descriptive relevance are placed in Category 8. This sorting is continued down to Category 1, which contains the five items considered to be least relevant or salient. If the category numbers (9, 8, 7, etc.) are used as scores for each item, the Q-sorting based on the CPI instrument can be correlated with any other Q-sorting of this person.

In the text below, each Q-set item is identified by its number, and at the end of the item (in parentheses) the estimate based on the CPI instrument is given.

Q-SORTED DESCRIPTIONS

Category 9—Extremely characteristic or salient

Item # Q-set item text and estimate placement value

- 52. Behaves in an assertive fashion. (7.54)
- 98. Is verbally fluent; can express ideas well. (7.48)
- 92. Has social poise and presence; appears socially at ease. (7.40)
- 54. Emphasizes being with others; gregarious. (7.14)
- 57. Is an interesting, arresting person. (7.08)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 8—Quite characteristic or salient

Item # Q-set item text and estimate placement value

- 84. Is cheerful. (6.98)
- 74. Is subjectively unaware of self-concern; feels satisfied with self. (6.97)
- 18. Initiates humor. (6.84)
- 33. Is calm, relaxed in manner. (6.78)
- 17. Behaves in a sympathetic or considerate manner. (6.77)
- 26. Is productive; gets things done. (6.77)
- 35. Has warmth; has the capacity for close relationships; compassionate. (6.62)
- 28. Tends to arouse liking and acceptance in people. (6.59)

Category 7—Fairly characteristic or salient

Item # Q-set item text and estimate placement value

- 91. Is power oriented; values power in self or others. (6.59)
- 71. Has high aspiration level for self. (6.52)
- 63. Judges self and others in conventional terms such as "popularity," "the correct thing to do," social pressures, etc. (6.48)
- 43. Is facially and/or gesturally expressive. (6.37)
- 88. Is personally charming. (6.35)
- 81. Is physically attractive; good-looking. (6.34)
- 24. Prides self on being "objective," rational. (6.32)
- 80. Interested in members of the opposite sex. (6.25)
- 4. Is a talkative individual. (6.17)
- 15. Is skilled in social techniques of imaginative play, pretending, and humor. (6.08)
- 96. Values own independence and autonomy. (6.08)
- 58. Enjoys sensuous experiences (including touch, taste, smell, physical contact). (6.03)

Category 6—Somewhat characteristic or salient

Item # Q-set item text and estimate placement value

- 97. Is emotionally bland; has flattened affect. (5.99)
- 56. Responds to humor. (5.97)
- 64. Is socially perceptive of a wide range of interpersonal cues. (5.89)
- 44. Evaluates the motivation of others in interpreting situations. (5.87)
- 2. Is a genuinely dependable and responsible person. (5.85)
- 72. Concerned with own adequacy as a person, either at conscious or unconscious levels. (5.78)
- 77. Appears straightforward, forthright, candid in dealing with others. (5.75)
- 8. Appears to have a high degree of intellectual capacity. (5.68)
- 1. Is critical, skeptical, not easily impressed. (5.66)
- 20. Has a rapid personal tempo; behaves and acts quickly. (5.65)
- 3. Has a wide range of interests. (5.65)
- 60. Has insight into own motives and behavior. (5.62)
- 67. Is self-indulgent. (5.58)
- 32. Seems to be aware of the impression he makes on others. (5.57)
- 95. Tends to proffer advice. (5.49)
- 66. Enjoys esthetic impressions; is esthetically reactive. (5.48)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 5—Relatively neutral or unimportant

Item # Q-set item text and estimate placement value

- 7. Favors conservative values in a variety of areas. (5.44)
- 75. Has a clear-cut, internally consistent personality. (5.42)
- 69. Is sensitive to anything that can be construed as a demand. (5.39)
- 31. Regards self as physically attractive. (5.34)
- 25. Tends toward over-control of needs and impulses; binds tensions excessively; delays gratification unnecessarily. (5.32)
- 83. Able to see to the heart of important problems. (5.30)
- 53. Various needs tend toward relatively direct and uncontrolled expression; unable to delay gratification. (5.28)
- 94. Expresses hostile feelings directly. (5.25)
- 29. Is turned to for advice and reassurance. (5.22)
- 86. Handles anxiety and conflicts by, in effect, refusing to recognize their presence; repressive or dissociative tendencies. (5.20)
- 70. Behaves in an ethically consistent manner; is consistent with own personal standards. (5.12)
- 90. Is concerned with philosophical problems; e.g., religions, values, the meaning of life, etc. (5.09)
- 11. Is protective of those close to him. (5.08)
- 89. Compares self to others. Is alert to real or fancied differences between self and other people. (5.01)
- 93. Behaves in a masculine style and manner. (5.01)
- 61. Creates and exploits dependency in people. (5.00)
- 41. Is moralistic. (4.87)
- 73. Tends to perceive many different contexts in sexual terms; eroticizes situations. (4.71)

Category 4—Somewhat uncharacteristic or salient

Item # Q-set item text and estimate placement value

- 99. Is self-dramatizing; histrionic. (4.69)
- 51. Genuinely values intellectual and cognitive matters. (4.64)
- 59. Is concerned with own body and the adequacy of its physiological functioning. (4.59)
- 5. Behaves in a giving way toward others. (4.55)
- 6. Is fastidious. (4.45)
- 85. Emphasizes communication through action and non-verbal behavior. (4.42)
- 65. Characteristically pushes and tries to stretch limits; sees what he can get away with. (4.32)
- 19. Seeks reassurance from others. (4.31)
- 12. Tends to be self-defensive. (4.31)
- 27. Shows condescending behavior in relations with others. (4.30)
- 16. Is introspective and concerned with self as an object. (4.11)
- 100. Does not vary roles; relates to everyone in the same way. (4.10)
- 46. Engages in personal fantasy and daydreams, fictional speculations. (4.10)
- 38. Has hostility towards others. (4.07)
- 82. Has fluctuating moods. (4.03)
- 9. Is uncomfortable with uncertainty and complexities. (3.98)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 3—Fairly uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 23. Extrapunitive; tends to transfer or project blame. (3.87)
- 13. Is sensitive to anything that can be construed as criticism or an interpersonal slight. (3.74)
- 76. Tends to project his own feelings and motivations onto others. (3.65)
- 79. Tends to ruminate and have persistent, preoccupying thoughts. (3.63)
- 48. Keeps people at a distance; avoids close interpersonal relationships. (3.63)
- 47. Has a readiness to feel guilty. (3.54)
- 68. Is basically anxious. (3.50)
- 39. Thinks and associates to ideas in unusual ways; has unconventional thought processes. (3.49)
- 62. Tends to be rebellious and non-conforming. (3.48)
- 34. Over-reactive to minor frustrations; irritable. (3.46)
- 87. Interprets basically simple and clear-cut situations in complicated and particularizing ways. (3.42)
- 10. Anxiety and tension find outlet in bodily symptoms. (3.41)

Category 2—Quite uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 21. Arouses nurturant feelings in others. (3.37)
- 49. Is basically distrustful of people in general; questions their motivations. (3.33)
- 50. Is unpredictable and changeable in behavior and attitudes. (3.12)
- 45. Has a brittle ego-defense system; has a small reserve of integration; would be disorganized and maladaptive when under stress or trauma. (3.07)
- 36. Is subtly negativistic; tends to undermine and obstruct or sabotage. (2.93)
- 14. Genuinely submissive; accepts domination comfortably. (2.89)
- 30. Gives up and withdraws where possible in the face of frustration and adversity. (2.70)
- 40. Is vulnerable to real or fancied threat; generally fearful. (2.43)

Category 1—Extremely uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 37. Is guileful and deceitful, manipulative, opportunistic. (2.41)
- 42. Reluctant to commit self to any definite course of action; tends to delay or avoid action. (2.40)
- 55. Is self-defeating. (2.32)
- 22. Feels a lack of personal meaning in life. (1.93)
- 78. Feels cheated and victimized by life; self-pitying. (1.72)

PART VI

Configural analysis

A scale combinations interpretation

Part VI is based closely upon *A Practical Guide to CPI™ Interpretation, Third Edition* (McAllister, 1996). These interpretive hypothesis are derived from configurations of two or more scales, and are presented here in two distinct sections. Hypotheses derived from empirical research will be considered first, followed by more speculative hypotheses developed by McAllister and his colleagues. In general, comments will be restricted only to those configurations on which JOHN SAMPLE has obtained extreme scores.

A disclaimer is in order: As scale configurations are inherently less stable than scores on individual scales, the remaining comments, particularly those in the speculative section, must be considered as tentative.

EMPIRICALLY BASED HYPOTHESES

■ **Low**

Dominance 36

Sociability 34

- may be withdrawn
- is likely to avoid contact with others
- may not stand up for self in social settings

■ **Low**

Dominance 36

Good Impression 32

- may appear resentful, dissatisfied, disgruntled, moody, inhibited, and even reclusive

■ **Low**

Self-acceptance 31

Well-being 5

Well-being lower than Self-acceptance

- may appear emotionally distressed and lacking in confidence
- is self-reliant due to distrust of others

■ **Low**

Responsibility 24

Socialization 15

Intellectual Efficiency 18

Femininity/Masculinity 16

- may exhibit solitary delinquent, antisocial behavior

JOHN SAMPLE
GAMMA 1 MALE

- **Low**
Responsibility 24
Socialization 15
Self-control 23
Good Impression 32
Tolerance 21
Achievement via Conformance 29
Achievement via Independence 22
Intellectual Efficiency 18

The validity of this description is further supported by the following low scores: Communality (-9), Well-being (5).

- is viewed as cynical, distrustful, intolerant, prejudiced, suspicious, and vindictive

- **Low**
Responsibility 24
Socialization 15
Achievement via Conformance 29

The validity of this description is further supported by the following low scores: Self-control (23), Good Impression (32), Communality (-9), Well-being (5), Tolerance (21).

- This configuration is strongly suggestive of possible antisocial or asocial behavior as found in delinquents or criminals.

- **Low**
Socialization 15
Self-control 23

The validity of this description is further supported by the following low scores: Well-being (5), Tolerance (21).

- this pattern has been associated with problem police officers who have been disciplined for serious job infractions

- **Low**
Socialization 15
Femininity/Masculinity 16

- appears self-confident, decisive, and independent, but is also likely to be seen as impulsive, opinionated, and headstrong
- may demonstrate rebellious qualities or tend to chafe at constraints or demands
- may be seen as exploitive, irresponsible, or lazy
- may mask underlying insecurities by using a very direct communication style

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■ **Low**

Tolerance 21

Achievement via Conformance 29

Achievement via Independence 22

Intellectual Efficiency 18

Psychological-mindedness 17

Flexibility 22

- may be of low intelligence
- may possess restricted or narrow intellectual interests, sometimes secondary to emotional distress

■ **Low**

Achievement via Conformance 29

Achievement via Independence 22

The validity of this description is further supported by the low score on Intellectual Efficiency (18).

- may not be highly committed
- tends to be oriented toward physical work
- is likely to be practical
- probably dislikes paperwork
- may be intuitive and trial-and-error oriented
- is usually hands-on and task-oriented with a short-term focus
- may be careless, indifferent, restless, or shallow
- in clinical populations, feelings of dejection will frequently result in lowered elevations on these scales.

SPECULATIVE HYPOTHESES

■ **Low**

Dominance 36

Capacity for Status 20

Sociability 34

Social Presence 26

Self-acceptance 31

- probably does not want to be in the spotlight
- may dislike metropolitan settings
- may shy away from significant interpersonal involvements
- is not highly socially visible
- may appear unassertive, private, insulated, and somewhat reluctant to interact with others
- may not be able to work well with many types of personalities
- may appear ill at ease socially, and lacking in social confidence
- is probably not a leader or a dominant type, but instead appears suggestible and easily led by others

■ **Low**

Dominance 36

Responsibility 24

- may be careless, irresponsible, apathetic, and suggestible

JOHN SAMPLE
GAMMA 1 MALE

- **Low**
Dominance 36
Intellectual Efficiency 18

 - is probably not a “self-starter,” and may need prodding

- **Low**
Capacity for Status 20
Self-control 23
Well-being 5

 - may act frightened or overwhelmed
 - appears self-defeating, overly subjective, and likely to evidence errors in judgment

- **Low**
Capacity for Status 20
Responsibility 24

 - may appear indifferent to others, apathetic, and undependable

- **Low**
Independence 25
Achievement via Independence 22

 - is probably not strongly independent
 - is likely to affiliate with others, and to seek success through conforming
 - may appear very dependent on outside structure or assistance

- **Low**
Empathy 33
Psychological-mindedness 17

 - appears withdrawn, emotionally unresponsive, and uninterested in the subtle dynamics underlying his own and others' behavior

- **Low**
Responsibility 24
Socialization 15

 - may appear self-centered, self-seeking, and expedient
 - ethical standards may appear idiosyncratic
 - may have a tendency to test and break rules and regulations
 - may not operate within the parameters set by others
 - may postpone fulfilling basic responsibilities in favor of more flashy endeavors

- **Low**
Responsibility 24
Socialization 15
Self-control 23

 - in addition to the characteristics associated with the configuration for low Re and low So, is likely to be a strong risk-taker

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■ **Low**

Responsibility 24

Self-control 23

- may be fast moving, but scatterbrained, poorly organized, and an inconsistent planner
- may be impulsive, and lack patience with details

■ **Low**

Responsibility 24

Achievement via Conformance 29

Intellectual Efficiency 18

- may have poor work habits and a lack of discipline
- may need freedom
- may appear immature or rebellious
- lacks loyalty or commitment other than to himself

■ **Low**

Socialization 15

Self-control 23

- may be excitable, aggressive, demanding and self-centered
- may be stubborn and hard to manage
- may need controls but resist them
- may be a "mover and shaker" who thrives on new challenges but also may be low in impulse control
- is likely to get into trouble

■ **Low**

Good Impression 32

Femininity/Masculinity 16

- may appear blunt, direct, and even abrasive, but is nonetheless able to live with the emotional consequences of his own actions and decisions

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