

BASIC TRAITS INVENTORY

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INDIVIDUAL PROFILE REPORT

DEVELOPED BY:

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NAME: Jane Sample
GENDER: Female
REPORT DATE: 15 January 2016

CONFIDENTIAL REPORT

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INTRODUCTION

The Basic Traits Inventory (BTI) is a South African-developed personality inventory that measures differences in personality traits. It is based on the Big Five factors of personality. The responses that the individual gave to the questions in the assessment are compared to those of other adults to give a description of their personality. It is not a test of intelligence or ability, and is not intended to diagnose psychiatric disorders. It does, however, give some idea about what makes the individual unique in how they think, feel, and interact with others.

PLEASE BEAR THE FOLLOWING POINTS IN MIND:

- The report describes the individual's likely personality style, but does not directly measure skills or ability.
- The results are based on the individual's description of their own personality, which may not necessarily reflect the way other people see them.
- The individual is unique and will have their own combination of relative strengths and areas for development.

THE REPORT INCLUDES THE FOLLOWING SECTIONS:

- Description of the scales (and interpretation guidelines)
- An individual profile
- Facet results

It is generally agreed that the best development processes are where the individual can leverage their strengths to mitigate their weaknesses. The first step to self-development is self-insight, and we trust that this feedback will provide the individual with that insight.

DESCRIPTION OF SCALES

This section provides a summary description of the 5 factors as well as the 24 facets that fall under each of the factors. The facets that make up each factor should provide more in-depth information about the nature of the overall factor score.

EXTRAVERSION	The degree to which an individual enjoys being around other people, likes excitement and stimulation and is cheerful in disposition.
ASCENDANCE	The degree to which a person enjoys entertaining and leading or dominating large groups of people.
LIVELINESS	The degree to which a person is bubbly, lively and energetic.
POSITIVE AFFECTIVITY	The tendency to frequently experience emotions such as joy, happiness, love, and be enthusiastic, optimistic and cheerful.
GREGARIOUSNESS	The tendency to have a need for frequent social interaction and a preference for being surrounded by people as opposed to being alone.
EXCITEMENT-SEEKING	The degree to which a person has a need for adrenaline-pumping experiences and stimulation from noisy places, bright colours or other such intense sensations.
NEUROTICISM	A person's emotional stability, and the general tendency to experience negative affect in response to their environment.
AFFECTIVE INSTABILITY	The tendency to be easily upset, have feelings of anger or bitterness and be emotionally volatile.
DEPRESSION	A tendency to experience guilt, sadness, and hopelessness, and to feel discouraged and dejected.
SELF-CONSCIOUSNESS	The degree to which a person is sensitive to criticism, and has frequent feelings of shame and embarrassment.
ANXIETY	The tendency to experience worry, nervousness, apprehensiveness, and tension.
CONSCIENTIOUSNESS	The degree of effectiveness and efficiency with which a person plans, organises and carries out tasks.
EFFORT	The tendency to set ambitious goals and work hard to meet them, and to be diligent and purposeful.
ORDER	The tendency to keep everything neat and tidy and in its proper place, and to be methodical.
DUTIFULNESS	The tendency to stick to principles, fulfil moral obligations and be reliable and dependable.
PRUDENCE	The tendency to think things through carefully, check the facts and have good sense.
SELF-DISCIPLINE	The tendency to start tasks immediately and carry them through to completion, and to be able to motivate oneself to complete unpleasant tasks.

OPENNESS TO EXPERIENCE	The extent to which people are willing to experience new or different things and are curious about themselves and the world.
AESTHETICS	The tendency to have an appreciation for art, music, poetry and beauty, without necessarily having artistic talent.
IDEAS	The degree to which a person has intellectual curiosity, enjoys considering new or unconventional ideas, and relishes philosophy and brain-teasers.
ACTIONS	The degree to which a person is willing to try new and different activities.
VALUES	The degree to which a person is willing to re-examine social, political and religious values.
IMAGINATION	The degree to which a person has a vivid imagination, enjoys fantasies and is creative-thinking.

AGREEABLENESS	The degree to which an individual is able to get along with other people, and has compassion for others.
STRAIGHTFORWARDNESS	The tendency to be frank and sincere, as opposed to deceitful and manipulative.
COMPLIANCE	The degree to which a person defers to others, inhibits aggression and is able to “forgive and forget”.
PROSOCIAL TENDENCIES	The degree to which a person has a concern for the greater community, and willingly devotes time to help the less privileged.
MODESTY	The degree to which a person is humble and self-effacing.
TENDERMINDEDNESS	The tendency to have sympathy and concern for others.

INTERPRETATION GUIDELINES

The individual’s results are presented using scores that have an average score of 50.

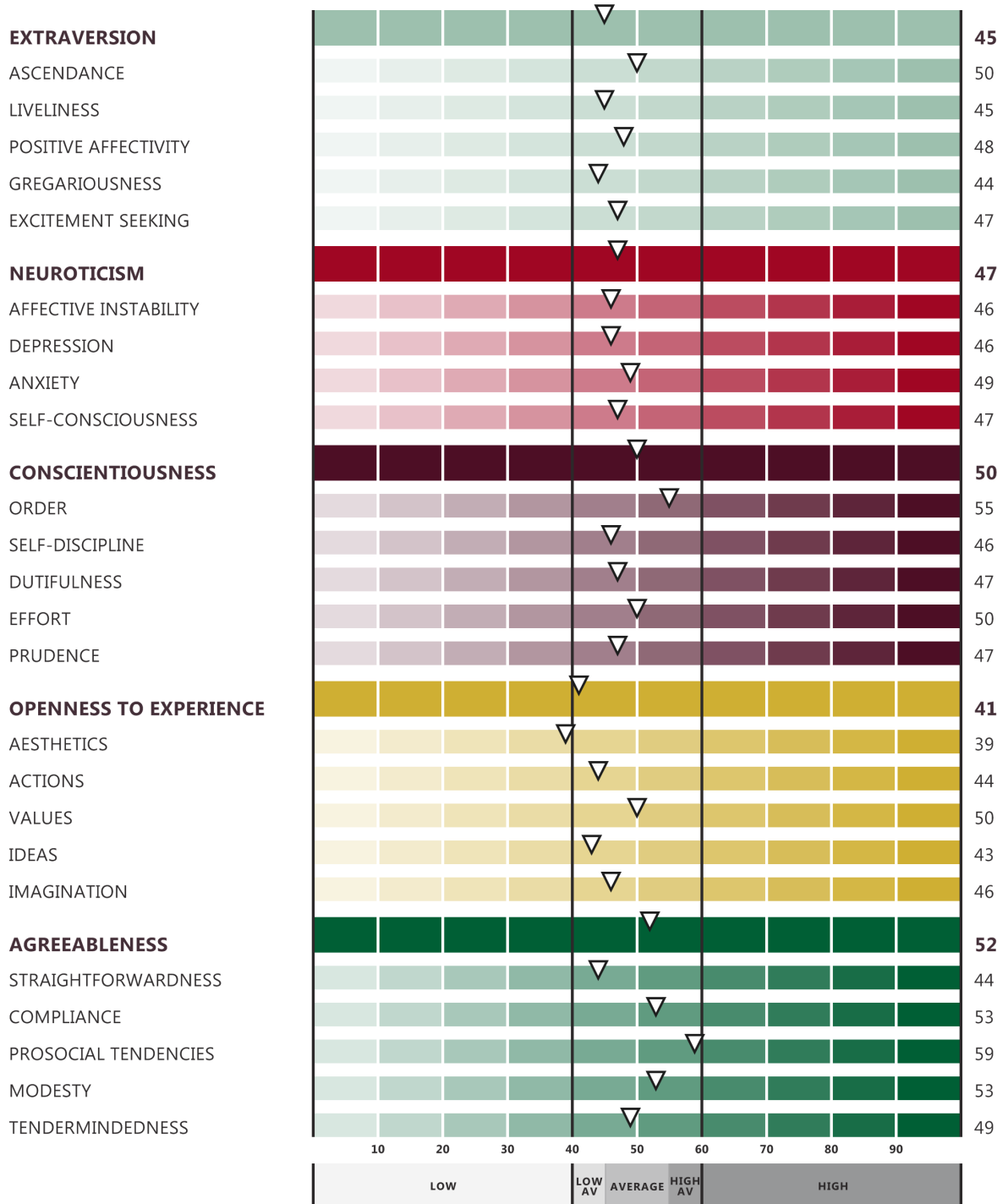
THE FOLLOWING INTERPRETATIONS APPLY TO THE INDIVIDUAL’S RESULTS:

- Scores above **70** are **VERY HIGH**
- Scores above **60** are seen to be **HIGH**
- Scores between **55** and **60** are **HIGH AVERAGE**
- Scores between **45** and **55** are **AVERAGE**
- Scores between **40** and **45** are **LOW AVERAGE**
- Scores below **40** are seen to be **LOW**
- Scores below **30** are **VERY LOW**

There are strengths and weaknesses associated with both high and low scores, so any score must be interpreted with context in mind. The scores for the facets of the Basic Traits Inventory are presented on the next page. These facets provide an in-depth look into each of the Five Factors to give a better idea of the composition of the individual’s total score for each factor. Facet scores are interpreted in the same way as the factor scores.

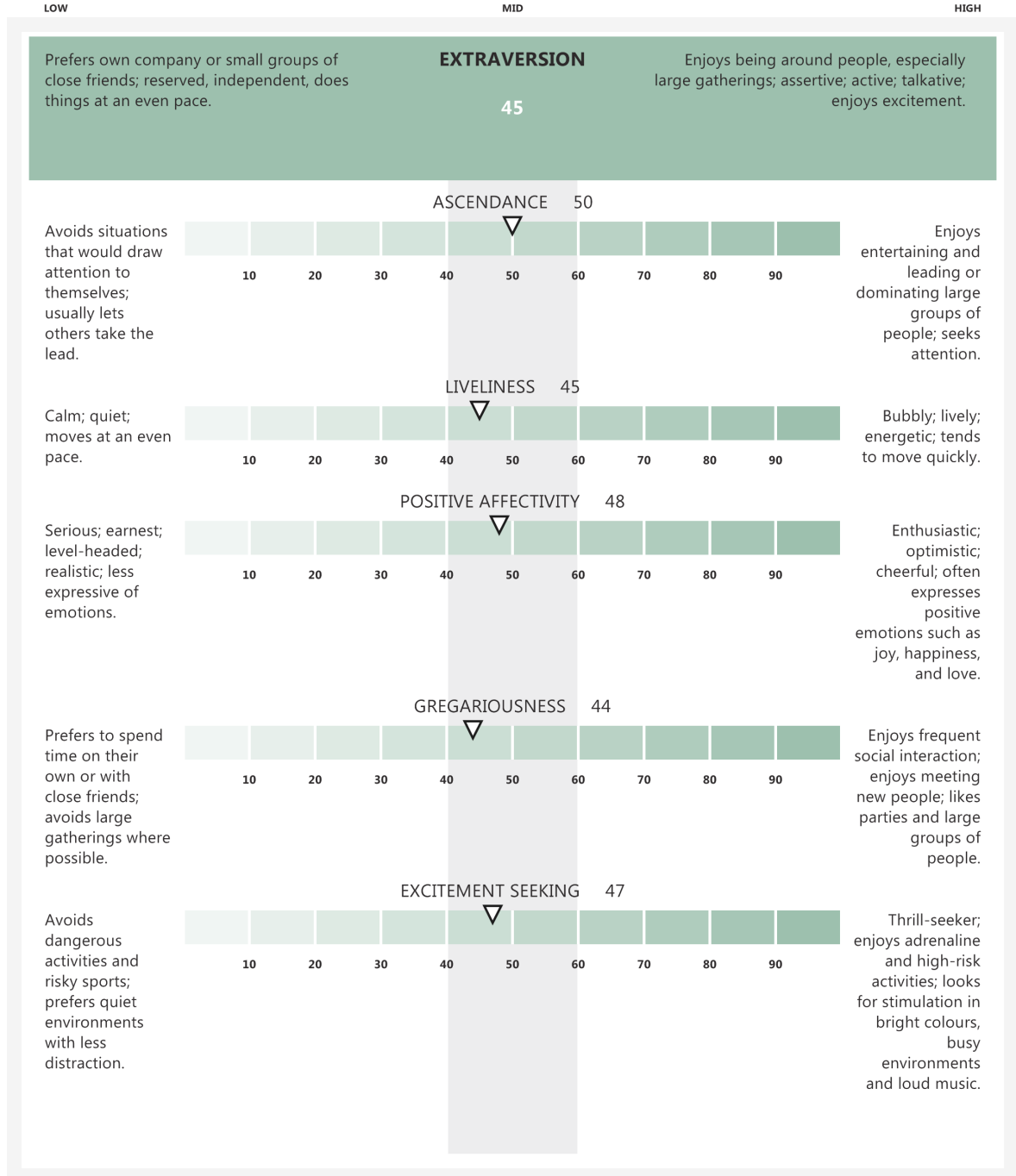
YOUR PROFILE OVERVIEW

The individual's profile scores are summarised in the table below. The triangle (▽) shows the score on that scale. This is an overview of the scores on the Big Five factors and their facets. The factor scores provide an indication of the general personality style that informs everyday attitudes, thoughts and behaviours. More specific behaviours are described by the facets measured by each factor. More information on the facets is provided in the next section called 'Facet Results'.



FACET RESULTS

The individual's facet scores give additional texture to their factor scores. They can help to build a meaningful picture of personality and highlight unique elements of the individual's personality profile.



LOW

MID

HIGH

Emotionally stable; calm; even-tempered; composed.

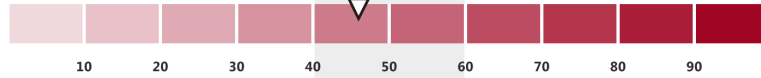
NEUROTICISM

Prone to irrational ideas; worries about most things; easily discouraged; experiences negative emotions; copes poorly with stress.

47

AFFECTIVE INSTABILITY 46

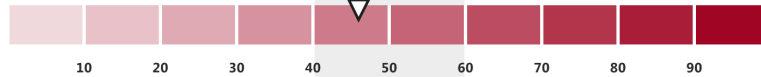
Even-tempered; handles stressful situations calmly; does not get flustered easily.



Gets upset easily; sensitive to perceived slights; prone to mood swings; may lose their temper easily.

DEPRESSION 46

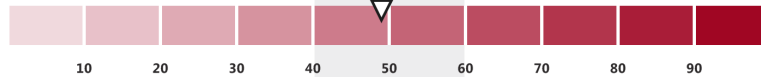
Avoids dwelling on past mistakes; not easily discouraged; experiences fewer negative emotions.



Prone to feelings of guilt, sadness, and hopelessness; withdraws to contemplate relationships and evaluate their position in life.

ANXIETY 49

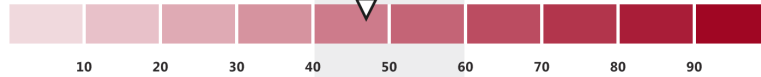
Relaxed; calm; collected; takes things in their stride.



Tense; worries easily and often; may panic in stressful situations. Vigilant; sensitive to minor changes in the environment.

SELF-CONSCIOUSNESS 47

Confident; selfassured; maintains composure when dealing with those in authority.



Sensitive to criticism; experience feelings of shame and embarrassment; intimidated by authority figures.

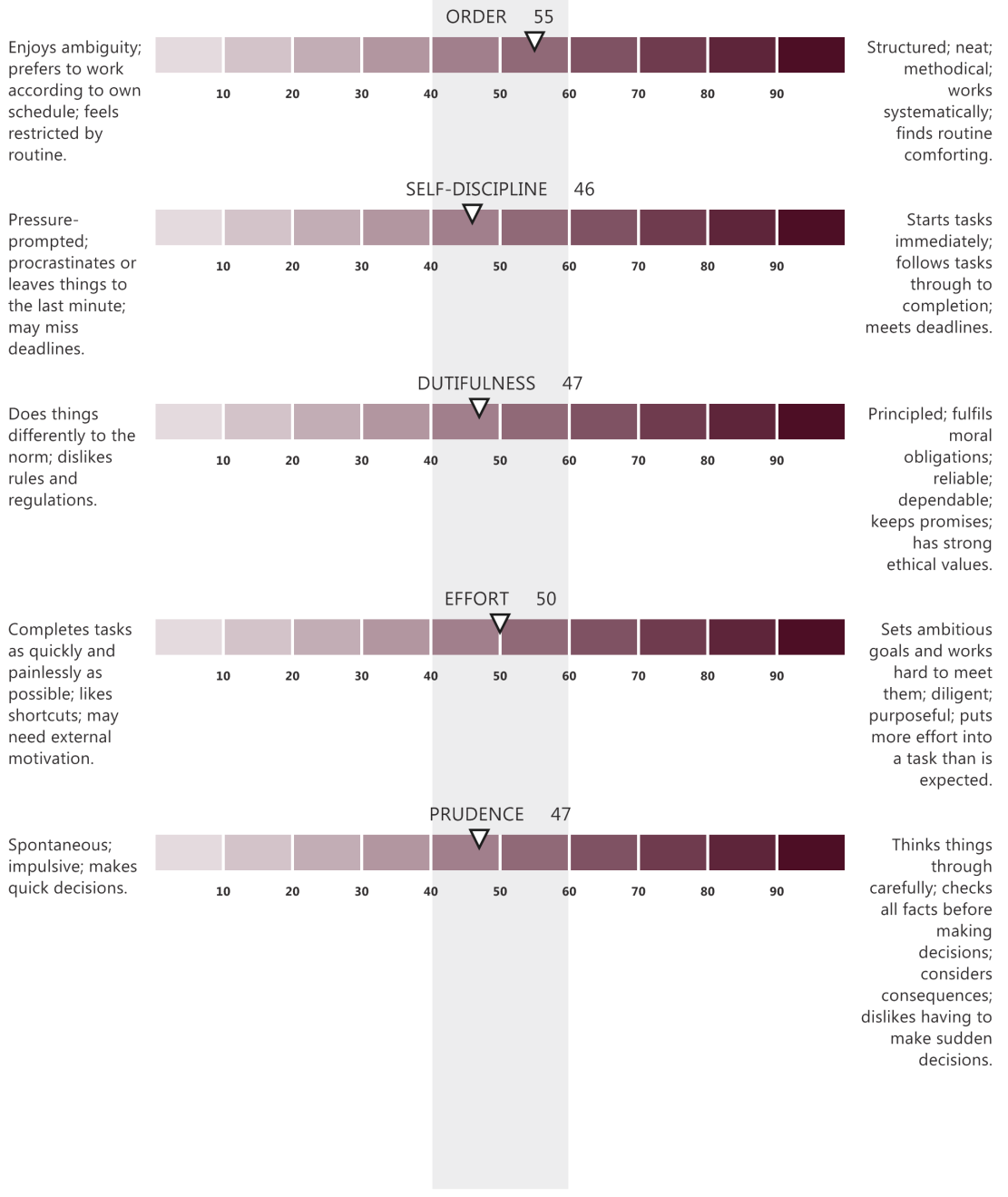
LOW

MID

HIGH

Relaxed; hedonistic; distractible; impulsive; rule-averse; expedient; prefers ambiguity to structure. **CONSCIENTIOUSNESS** Focused; strong-willed; determined; dependable; hardworking; achievement orientated; persevering.

50



LOW

MID

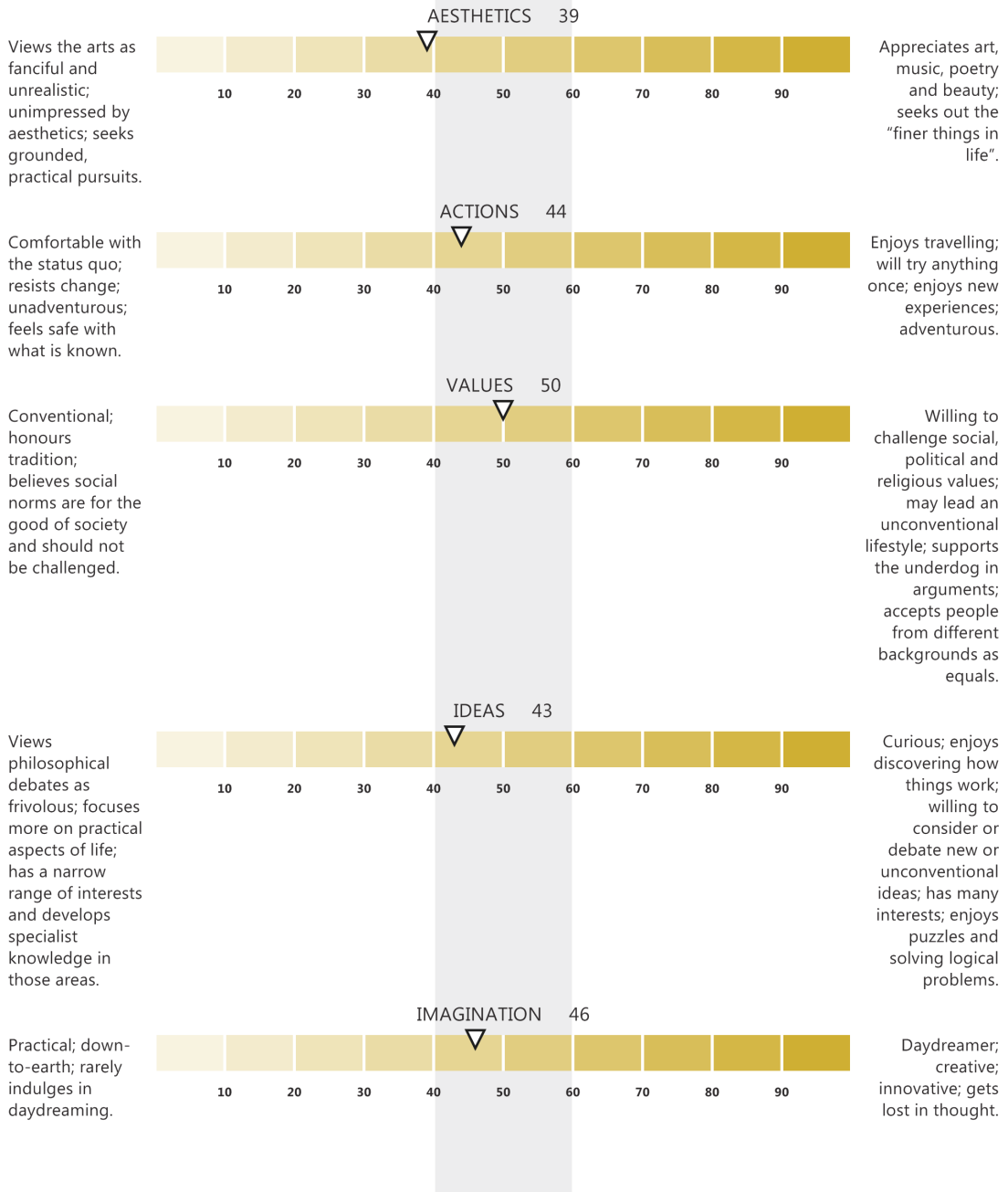
HIGH

Conventional; conservative; has a narrow scope of specific interests; upholds traditional values and ways of thinking.

OPENNESS TO EXPERIENCE

Curious about the world; considers new ideas and unconventional values; seeks out novel experiences; has a wide range of interests.

41



LOW

MID

HIGH

Sceptical of others intentions; manipulative; competitive; looks after own interests.

AGREEABLENESS

Sympathetic; straightforward; selfless; forgiving; eager to help.

52

STRAIGHTFORWARDNESS 44

Insincere; evasive; may manipulate the truth.



Frank; sincere; places high value in honesty; candid; sometimes tactless.

COMPLIANCE 53

Strong-willed; may cause conflict; independent; unwilling to take orders.



Avoid arguments; forgiving; looks to create harmony.

PROSOCIAL TENDENCIES 59

Concerned about own interests; indifferent; may contribute to charity by donation, not action.



Concerned about the welfare of others; often volunteers for charity work; kind; generous; helpful; considerate.

MODESTY 53

Shows off achievements; seeks praise and acknowledgement for accomplishments ; boastful.



Humble; unassuming; plays down own achievements; gives others credit for their efforts.

TENDERMINDEDNESS 49

Tough; task-orientated; impersonal; aloof; may not pick up on other's feelings.



Compassionate; understanding; empathetic; good listener; may be easily emotionally manipulated.

COUNSELLOR'S SECTION

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The McCall's T-scores given below provide an indication of the individual's standing on each of the factors and facets of the Basic Traits Inventory. The scales have an average score of 50. Scores between 40 and 60 are within the average range. Stanines are also given for each factor and facet. The number of omitted items is provided for each scale. If there are 3 or more items missing for a facet, or over 10 items missing for a factor, the results should be interpreted with caution.

FACTOR	T-SCORE	STANINE	OMITTED
EXTRAVERSION	45	4	0
ASCENDANCE	50	5	0
LIVELINESS	45	4	0
POSITIVE AFFECTIVITY	48	5	0
GREGARIOUSNESS	44	4	0
EXCITEMENT SEEKING	47	4	0
NEUROTICISM	47	4	0
AFFECTIVE INSTABILITY	46	4	0
DEPRESSION	46	4	0
ANXIETY	49	5	0
SELF-CONSCIOUSNESS	47	4	0
CONSCIENTIOUSNESS	50	5	0
ORDER	55	6	0
SELF-DISCIPLINE	46	4	0
DUTIFULNESS	47	4	0
EFFORT	50	5	0
PRUDENCE	47	4	0
OPENNESS TO EXPERIENCE	41	3	0
AESTHETICS	39	3	0
ACTIONS	44	4	0
VALUES	50	5	0
IDEAS	43	4	0
IMAGINATION	46	4	0
AGREEABLENESS	52	5	0
STRAIGHTFORWARDNESS	44	4	0
COMPLIANCE	53	6	0
PROSOCIAL TENDENCIES	59	7	0
MODESTY	53	6	0
TENDERMINDEDNESS	49	5	0
SOCIAL DESIRABILITY SCORE*	56	6	0

* Social Desirability is the extent to which a person will attempt to create a positive impression of themselves with others.

ITEM RESPONSES

1.	da	40.	da	79.	A	118.	a	157.	da
2.	a	41.	d	80.	a	119.	a	158.	a
3.	a	42.	d	81.	a	120.	a	159.	a
4.	da	43.	d	82.	a	121.	da	160.	da
5.	da	44.	d	83.	A	122.	da	161.	a
6.	da	45.	D	84.	a	123.	d	162.	da
7.	da	46.	D	85.	da	124.	a	163.	a
8.	A	47.	D	86.	a	125.	da	164.	a
9.	a	48.	da	87.	da	126.	a	165.	a
10.	da	49.	D	88.	A	127.	d	166.	a
11.	da	50.	D	89.	A	128.	da	167.	da
12.	da	51.	d	90.	A	129.	da	168.	a
13.	da	52.	d	91.	A	130.	d	169.	da
14.	a	53.	d	92.	a	131.	da	170.	a
15.	da	54.	d	93.	a	132.	a	171.	A
16.	da	55.	da	94.	a	133.	da	172.	A
17.	da	56.	d	95.	A	134.	a	173.	da
18.	a	57.	D	96.	da	135.	da	174.	A
19.	a	58.	a	97.	da	136.	A	175.	A
20.	A	59.	da	98.	a	137.	da	176.	a
21.	da	60.	d	99.	A	138.	da	177.	da
22.	a	61.	da	100.	A	139.	a	178.	a
23.	da	62.	d	101.	a	140.	da	179.	d
24.	da	63.	d	102.	a	141.	da	180.	A
25.	da	64.	da	103.	da	142.	A	181.	a
26.	da	65.	d	104.	a	143.	da	182.	da
27.	a	66.	d	105.	a	144.	a	183.	a
28.	da	67.	da	106.	a	145.	A	184.	da
29.	a	68.	d	107.	da	146.	da	185.	a
30.	da	69.	da	108.	a	147.	da	186.	da
31.	d	70.	d	109.	a	148.	A	187.	a
32.	d	71.	da	110.	A	149.	da	188.	a
33.	D	72.	d	111.	a	150.	a	189.	a
34.	da	73.	d	112.	a	151.	a	190.	a
35.	d	74.	d	113.	a	152.	da	191.	a
36.	d	75.	d	114.	da	153.	a	192.	a
37.	da	76.	d	115.	da	154.	a	193.	a
38.	d	77.	a	116.	a	155.	da		
39.	da	78.	da	117.	a	156.	da		

