

# CPI 260<sup>®</sup> CONFIGURAL REPORT

Including an Interpretation of Scale Configurations

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A configural analysis for  
**CATHERINE SAMPLE**  
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## INTRODUCTION

The CPI 260® Configural Report is intended for use by psychologists and others qualified to administer and interpret multivariate instruments. These qualifications include a knowledge of basic psychometrics, supervised experience in the interpretation of personality assessment data, and familiarity with major sources of information on the *California Psychological Inventory™* (CPI™). Among these sources may be mentioned the *CPI™ Manual, third edition* (Gough & Bradley, 1996/2002), *CPI 260® Manual* (Gough & Bradley, 2005), *CPI 260® Client Feedback Report Guide for Interpretation* (Devine, 2005), *CPI 260® Coaching Report for Leaders User's Guide* (Manoogian, 2002/2005), *CPI 260® Coaching Report for Leaders Advanced Guide for Interpretation* (Manoogian, 2006), and *A Practical Guide to CPI™ Interpretation, third edition* (McAllister, 1996).

This report has six sections as follows:

- Part I** An evaluation of the reliability of the protocol
- Part II** Classification of the client's Lifestyle and Level of Self-Realization
- Part III** Profiles of the 20 folk scales, based on gender-specific and total norms
- Part IV** Interpretive comments on all 26 CPI 260 scales
- Part V** Examination of 80 configurations of CPI 260 scales for presence or absence in the client's protocol
- Part VI** A Q-sort array of 50 interpersonal attributions to predict how an informed observer would describe the respondent

## PART I RELIABILITY OF THE PROTOCOL

The client's CPI 260 responses have been screened for four conditions that can have a negative effect on reliability: (1) too many items left blank, (2) an overly favorable pattern of responses, (3) an unduly self-critical pattern of responses, and (4) too many atypical and possibly random responses.

The number of unanswered items was 1.

No evidence of overly favorable, unduly self-critical, or random answering was detected.

## PART II CLASSIFICATION FOR LIFESTYLE AND LEVEL OF SELF-REALIZATION

Analyses of both early and current versions of the CPI have identified three basic orientations underlying the totality of scores, namely:

1. Toward others and the shared interpersonal world
2. Toward societal values and the rules of living
3. Toward self and one's own degree of self-actualization

Each of these dimensions is assessed by a scale, or vector, that is uncorrelated with the other two. Considered together, these three vectors define a theoretical model of personality structure, called the three-vector or cuboid model because of its geometric form.

**Vector 1 (v.1)** assesses a continuum going from a participative, involved, and extravertive orientation at one pole, to a detached, internal, and introvertive orientation at the other.

**Vector 2 (v.2)** assesses a continuum going from a norm-questioning, rule-doubting orientation at one pole, to a norm-accepting, rule-favoring orientation at the other.

Bivariate classification of scores on v.1 and v.2 defines four lifestyles or ways of living:

### **Alpha (Implementer)**

This lifestyle includes people who are interpersonally active and comfortable with social rules. *Alphas* step forward, take part, and do not hesitate to act. They believe that social rules are proper and should be obeyed. They are ambitious, goal-directed, strong in leadership potential, and well-organized.

At their best, *Alphas* can be charismatic leaders and initiators of constructive endeavors. At their worst, they can be opportunistic, manipulative, and hostile toward those who behave in rule-violating ways.

### **Beta (Supporter)**

This lifestyle includes people who are reserved in their behavior and supportive of social norms. *Betas* are caring, conscientious, patient, and well-organized. They value and protect their internal, private feelings, avoiding public display or disclosure. Their role is to preserve values and humanize the ways in which social rules are enforced.

At their best, *Betas* can be inspirational models of goodness, virtue, and tolerance. At their worst, they may be self-denying, lacking in self-esteem and confidence.

**Gamma (Innovator)**

This lifestyle includes people who are interpersonally active, but who see flaws and even absurdities in the way many things are done. *Gammas* are imaginative and often creative in their work. Their values are personal, not traditional or conventional.

At their best, *Gammas* are insightful creators of new ideas, new products, and new social forms. At their worst, they are rebellious, intolerant, self-indulgent, and disruptive.

**Delta (Visualizer)**

This lifestyle includes people who value their own privacy and who see many of society's conventions as arbitrary and unduly restrictive. *Deltas* are reflective and nonconforming. They see things differently from others, but for the most part keep these perspectives private. They are most comfortable working alone in fields such as the arts and abstract sciences.

At their best, *Deltas* are imaginative and esthetically perceptive and have a rich inner life. At their worst, they feel fragmented, alienated from others, and internally in conflict.

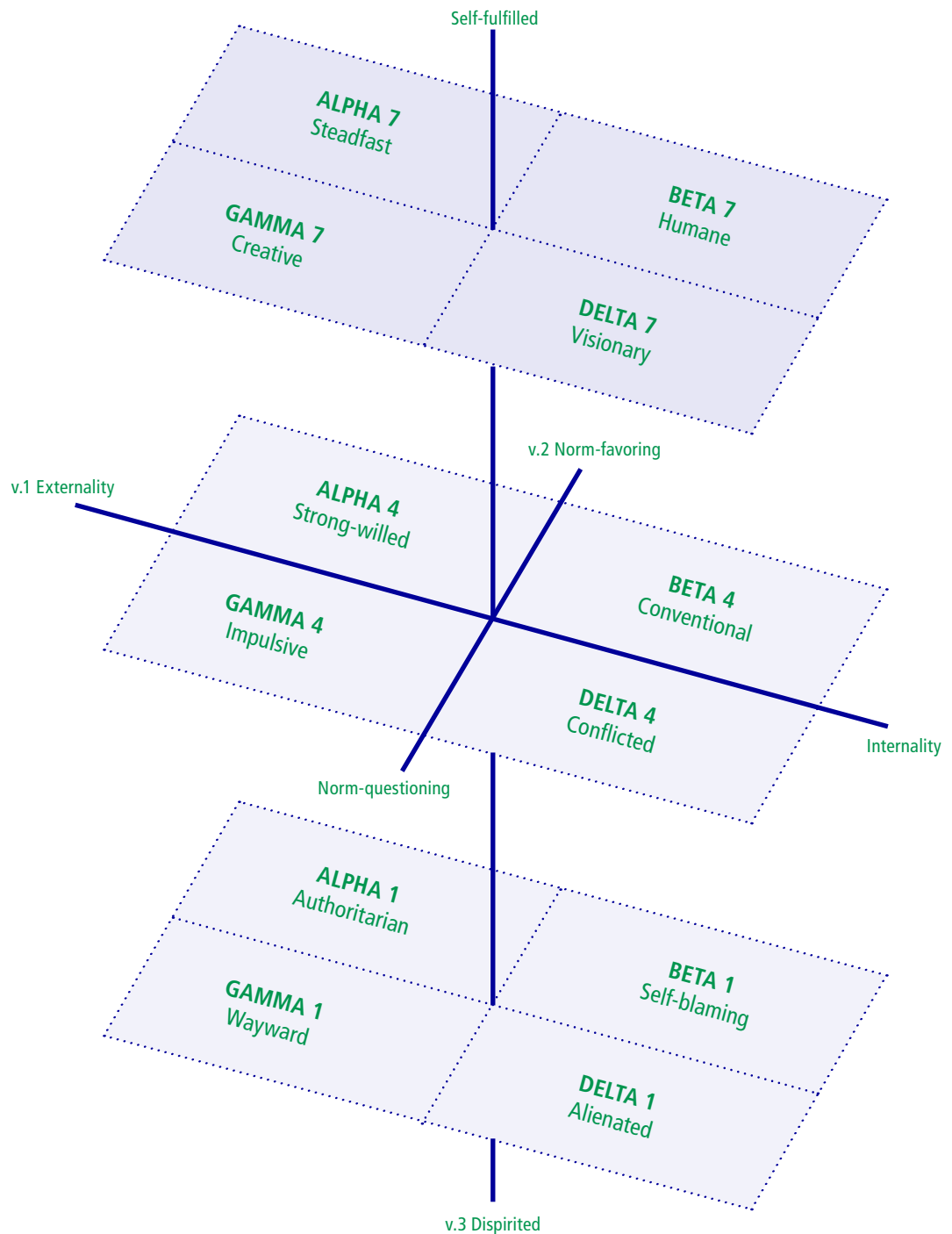
In the general population, approximately 25 percent of the people are classified in each of the four lifestyles.

When scores on v.1 and v.2 are close to the cutting points, lifestyle classifications may be ambiguous and/or mutable. Each lifestyle has its own specific modes of self-actualization and its own specific modes of dysfunctional behavior.

**Vector 3 (v.3)** assesses a continuum going from feelings of inefficacy, dissatisfaction, and alienation at the low end, to feelings of wholeness, competence, and integration at the high end. To the respondent, the score on v.3 is an expression of self-realization and fulfillment. To others, the v.3 score is an indicator of psychological competence. To the professional observer, the v.3 scale is a measure of ego integration and resilience.

The figure shown on the following page provides a graphic illustration of this three-dimensional model of personality structure.

THE THREE-VECTOR MODEL



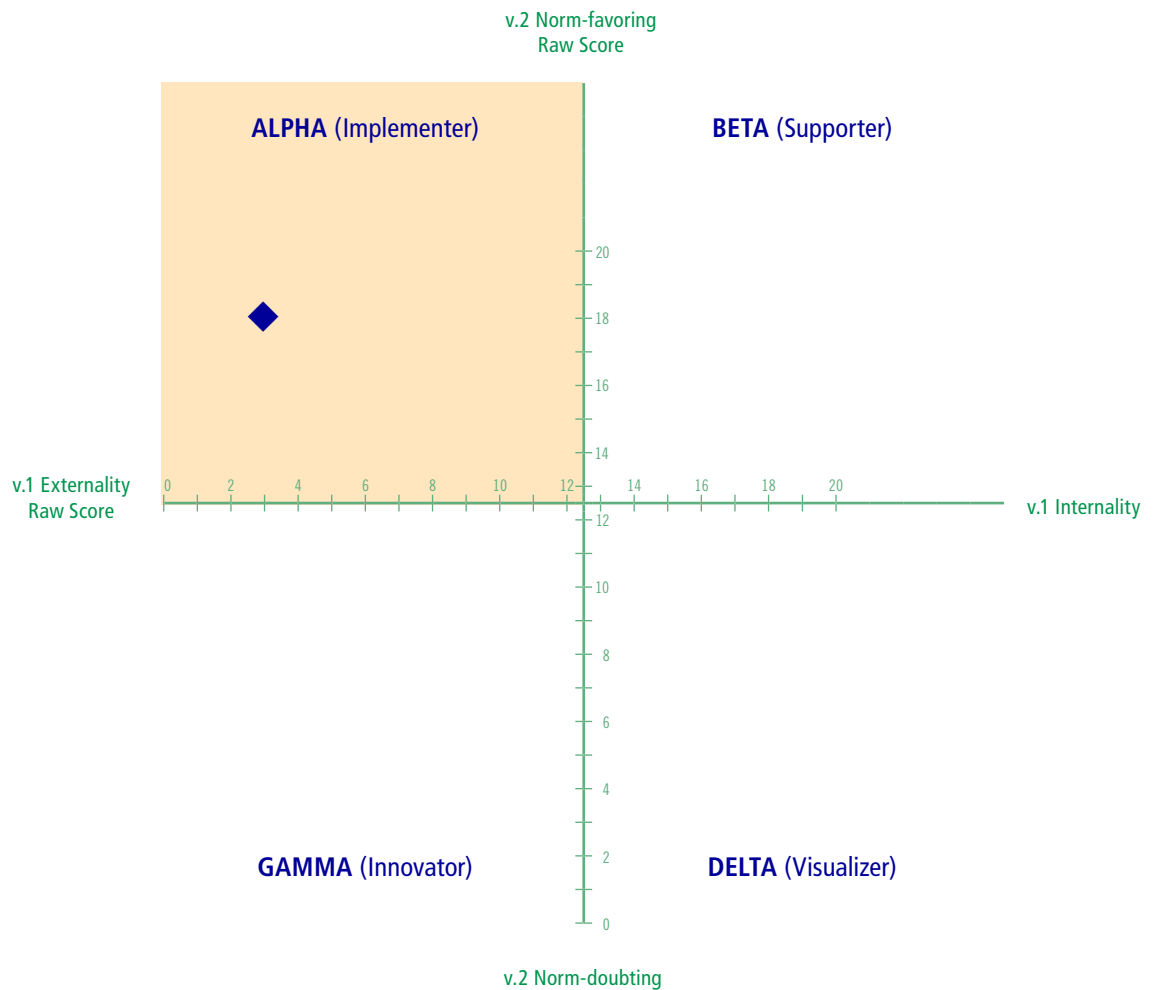
Note: Alpha = Implementer; Beta = Supporter; Gamma = Innovator; Delta = Visualizer.  
Source: Harrison G. Gough and Pamela Bradley, *CPI™ Manual*, 3rd ed. (Mountain View, CA: CPP, Inc., 1996/2002), 34.  
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## CLASSIFICATIONS SPECIFIC TO CATHERINE SAMPLE

Classification for Type: Alpha

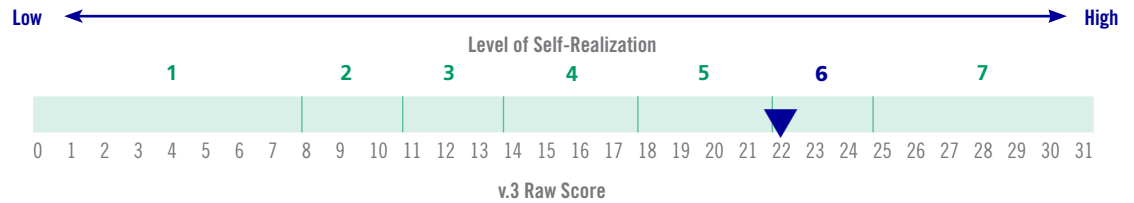
Classification for Level: 6

Type and Level Scores:	Raw	Standard	
	3	29	v.1 externality
	18	65	v.2 norm-favoring
	22	61	v.3 ego integration



The scores on v.1 and v.2 shown above place this client in the **Alpha, or Implementer,** quadrant. The Alpha lifestyle is defined by lower scores on v.1 and higher scores on v.2. Alphas, therefore, tend to be involved, participative, entrepreneurial, and rule-favoring. At their best, they can be charismatic leaders and instigators of constructive social action. At their worst, they are rigid in their beliefs, intolerant of those who think differently, authoritarian and punitive, and seemingly incapable of introspection or candid self-evaluation.

## LEVEL OF SELF-REALIZATION



### Alpha 6

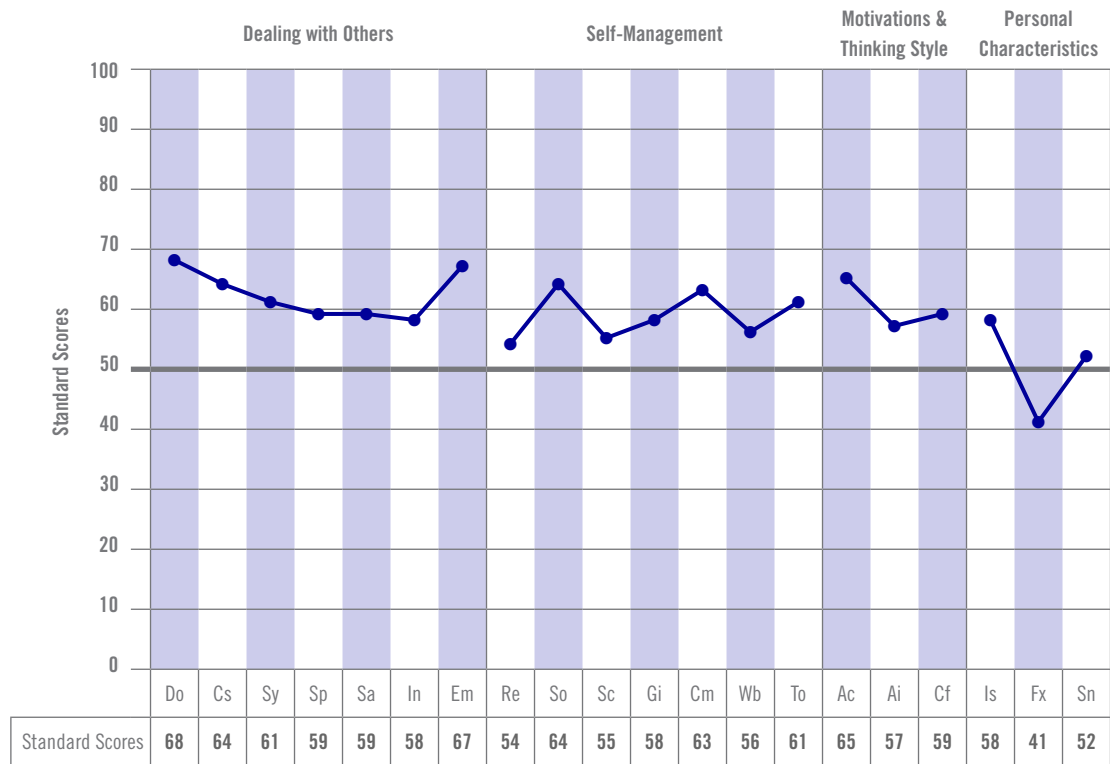
(Implementer)

The v.3 score shown above places this client at **level 6**, suggesting a **distinctly favorable** realization of the potentialities of this type. For persons at this level, one can expect superior initiative and self-confidence, along with good leadership skills.

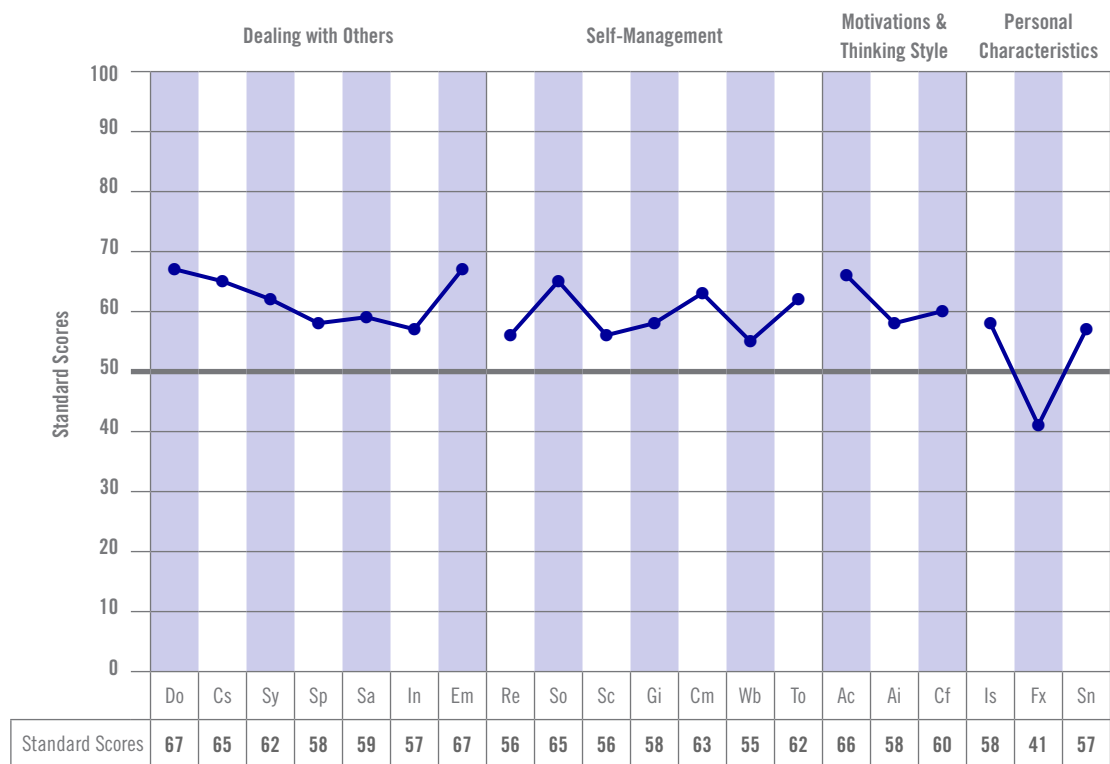
## PART III PROFILES OF THE 20 FOLK SCALES

Two profiles of this client's 20 CPI 260 scale scores are presented in this section. The first is based on gender-specific norms, and the second on total norms. Helpful information can be gathered from study of both. A folk concept can be defined as a consensual way of identifying and understanding the behavior of self and others used in the daily lives of all people, everywhere. The folk scales on the CPI 260 instrument are intended to assess concepts of this kind. There are also patterns and configurations of these scales that skilled interpreters of the inventory discern in their work with individuals. The monographs of McAllister (1996) and Meyer and Davis (1992) provide useful information regarding these configurations. In Part IV, comments will be made on the 20 folk scales and on 6 additional work-related scales.

PROFILE AND STANDARD SCORES FOR THE FOLK SCALES: FEMALE NORMS



PROFILE AND STANDARD SCORES FOR THE FOLK SCALES: TOTAL NORMS





## PART IV INTERPRETIVE COMMENTS ON THE CPI 260® SCALE SCORES

This section of the Configural Report provides descriptions associated with the client's scores on all 26 of the CPI 260 scales. In order to maximize the relevance and accuracy of these interpretive comments, cutting scores are derived from standardized, gender-based norms, with means of 50 and standard deviations of 10.

### DEALING WITH OTHERS

Seven scales assessing interpersonal style and manner of dealing with others

#### Dominance (Do)

**Purpose:** *To assess prosocial interpersonal dominance, strength of will, and perseverance in pursuit of consensual goals*

**Score: 68**

- Assertive, forceful, and self-confident
- Effective in persuading others to accept duties and responsibilities
- Takes the initiative, gets things done
- Indefatigable in pursuing shared, prosocial goals

#### Capacity for Status (Cs)

**Purpose:** *To measure personal qualities associated with and that lead to high social status, including ambition and self-confidence*

**Score: 64**

- Likes the good life
- Willing to take risks
- Ambitious, enterprising, has initiative
- Has a talent for original thinking

#### Sociability (Sy)

**Purpose:** *To identify people who are outgoing, are socially affiliative, and enjoy social participation*

**Score: 61**

- A good conversationalist
- Enjoys the company of others
- Has a good sense of humor
- Feels able to cope well with most situations

**Social Presence (Sp)**

**Purpose:** *To identify people who are self-assured, comfortable being the center of attention, and socially adroit*

**Score: 59**

- Imaginative, has broad interests
- Above average in poise and self-confidence
- Adventurous, likes excitement
- Expresses views easily and with clarity

**Self-acceptance (Sa)**

**Purpose:** *To identify people with high self-esteem, a strong sense of personal worth, and optimism*

**Score: 59**

- Presents self well, is socially competent
- Optimistic about personal prospects
- Self-assured and self-confident
- Likable, elicits positive reactions from others

**Independence (In)**

**Purpose:** *To assess the twin elements of psychological strength and interpersonal detachment, including self-sufficiency and self-direction*

**Score: 58**

- Seen by others as capable, but not necessarily likable
- Has a strong sense of self-sufficiency
- Decisive, does not equivocate or delay
- Can work well with others, but can also work independently

**Empathy (Em)**

**Purpose:** *To identify people with a talent for understanding how others feel and think, and who display warmth and tactfulness in their dealings with others*

**Score: 67**

- Responds quickly to interpersonal cues and nuances
- Relates to others in a warm, supportive way
- Has progressive views on most issues
- Likes new experiences, has many interests

## SELF-MANAGEMENT

Seven scales pertaining to the internalization and endorsement of normative conventions including norms related to self-presentation and adaptation to societal expectations

### Responsibility (Re)

**Purpose:** *To identify people who are aware of societal rules and who can and do comply with them when it is appropriate*

**Score: 54**

- Usually industrious and hardworking
- Unpretentious, not self-promoting
- Conscientious, reliable
- Realistic in what he or she expects of self and others

### Social Conformity (So)

**Purpose:** *To assess the degree to which societal norms have been internalized and become autonomously operational*

**Score: 64**

- A stable, rule-following person
- Has conventional even if admirable beliefs
- Organized, efficient, gets things done
- Typically behaves in a modest, self-disciplined way

### Self-control (Sc)

**Purpose:** *To assess a continuum going from undercontrol and freedom from repression at one pole, to overcontrol and suppression of affect at the other*

**Score: 55**

- Somewhat constrained, keeps emotions under strict control
- Does not adapt well to fluid or fast-moving situations
- Reliable and dependable
- Tends to be quiet and reserved, seldom if ever exuberant or demonstrative

### Good Impression (Gi)

**Purpose:** *First, for very high scores, to identify overly strong attempts to create a favorable impression; and second, to identify people whose style of self-presentation emphasizes ingratiation and compliance*

**Score: 58**

- Tries to do well and to live up to expectations
- Tends to be deferential to those of higher rank or authority, but demanding of those ranking lower
- In most situations, behaves in a tactful, modest way
- Wants to be accepted by others and to be seen as a conscientious and upright person

**Communality (Cm)**

**Purpose:** *To assess a continuum going from erratic or random answering at one pole, to close agreement with ordinary beliefs and conventions at the other*

**Score: 63**

- Has responded in a modal way to a set of consensually defined items
- Sees self as "normal," not different from others
- Has mostly pragmatic, commonsense views

**Well-being (Wb)**

**Purpose:** *To assess feelings of physical and psychological well-being*

**Score: 56**

- Good level of energy
- Not a worrier, adapts well to daily demands
- Industrious, usually a hard worker

**Tolerance (To)**

**Purpose:** *To assess attitudes of tolerance, forbearance, and respect for others, stemming from ethical convictions about the worth of all people*

**Score: 61**

- Thinks about social problems in a rational, logical way
- Tolerant concerning the misbehavior of others
- Not dogmatic, does not insist that everyone agrees with his or her beliefs
- A person who can be trusted

## MOTIVATIONS AND THINKING STYLE

Three scales related to goal-seeking behavior and to the effective use of cognitive abilities

### Achievement via Conformance (Ac)

**Purpose:** *To assess achievement potential in well-defined and structured situations, along with a general desire to do well*

**Score: 65**

- Has a strong drive for achievement
- Resourceful, can function well in clearly structured settings
- Productive, gets things done on time
- Planful, organized, and efficient

### Achievement via Independence (Ai)

**Purpose:** *To assess achievement potential in open, minimally defined situations, in which ingenuity and initiative are required for successful performance*

**Score: 57**

- Thinks in analytic and logical ways
- Good at explaining things
- Tends to be bored by routine, repetitive work
- Intellectually curious, likes to examine issues from many perspectives

### Conceptual Fluency (Cf)

**Purpose:** *To identify people who deal easily with abstract and complex concepts and who have confidence in their own talent*

**Score: 59**

- Has good judgment, thinks clearly
- Articulate, verbally fluent
- Examines conceptual issues from a broad perspective
- Has a wide range of interests

## PERSONAL CHARACTERISTICS

Three scales assessing broadly stylistic aspects of thinking and behavior that color or even modify the expectations attached to higher or lower scores on the preceding scales

### Insightfulness (Is)

**Purpose:** *To identify people who think analytically about themselves and others, see beneath surface cues, and are interpersonally perceptive*

**Score: 58**

- Can think intuitively, has good imagination
- Psychologically alert, senses what others think
- Verbally expressive
- Intellectually competitive

### Flexibility (Fx)

**Purpose:** *To assess a continuum going from resistance to change and dislike of uncertainty at one pole, to a desire for change and innovation at the other*

**Score: 41**

- Sees carefree or lighthearted behavior by others as unbecoming and frivolous
- Has firm beliefs about what is right and wrong, does not like them to be questioned
- Does not loosen up and relax easily
- Has difficulty controlling his or her temper

### Sensitivity (Sn)

**Purpose:** *To assess a continuum going from tough-minded practicality and relative inattention to personal feelings at one pole, to sensitivity, solicitude for others, and a sense of own vulnerability at the other*

**Score: 52**

- Ambivalent about own autonomy, hesitant to assert own independence
- Generous, willing to help others
- Modest, not flamboyant
- Whenever possible, avoids interpersonal conflict

## ADDITIONAL WORK-RELATED MEASURES

Six scales dealing with specific aspects of work and occupational environments

### Managerial Potential (Mp)

**Purpose:** *To identify people with an interest in management and who have effective interpersonal skills and good judgment in executive roles*

**Score: 70**

- Has good interpersonal skills
- Effective in explaining managerial decisions
- Thinks clearly and objectively
- Enterprising, forward-looking

### Work Orientation (Wo)

**Purpose:** *To identify people with a dutiful work ethic and a strong sense of commitment to their responsibilities*

**Score: 55**

- Reasonable, accepts things as they are
- Generally optimistic
- Has efficient work habits

### Creative Temperament (Ct)

**Purpose:** *To identify people of an imaginative, creative temperament, with both the need and talent for visualizing new and different ways of doing things*

**Score: 51**

- Adapts well to change and variety
- Can improvise and do things in different ways
- Somewhat impatient in slow-moving situations

### Leadership (Lp)

**Purpose:** *To identify people who have good leadership skills, who aspire to positions of leadership, and who will be accepted as leaders by others*

**Score: 66**

- Good leadership potential, knows how to make decisions and communicate
- Gregarious, works well with others
- Poised, self-confident, deals well with stress and pressure
- Has high aspirations, wants to succeed

**Amicability (Ami)**

**Purpose:** *To identify people who are amicable, friendly, and considerate of others, who try to avoid conflicts, and who seldom become angry or irritated*

**Score: 59**

- Cooperative, works well with others
- Willing to follow the rules, reliable
- Fair-minded, lenient in judging others
- Moderate, keeps emotions in check

**Law Enforcement Orientation (Leo)**

**Purpose:** *To identify people who view law enforcement and societal rules favorably, who believe punishment for violation of such rules is deserved, and who are well-suited for work in the law enforcement field*

**Score: 57**

- Adapts easily to rules and regulations
- Has conservative views and values
- Evaluates situations from an objective, pragmatic perspective
- Optimistic and self-confident



## PART V

### CPI 260® SCALE CONFIGURATIONS

In this section, the client's profile will be reviewed for the presence or absence of 80 CPI 260 scale configurations. These are configurations that expert interpreters of the inventory have found to be informative. All of those present for this client are reported below.

For each configuration, its rate of occurrence for men and women in our basic norm samples (3,000 men; 3,000 women) is reported. Following this, five adjectives observers frequently use to describe persons whose profiles reveal the configuration are given, along with five adjectives seldom used to describe these persons. Selection of the adjectives is based on analyses in samples of 806 men and 550 women who were described on the Adjective Check List (ACL; Gough & Heilbrun, 1983), by panels of observers. Descriptions on the 300 ACL items were then correlated with the present-absent dichotomy for each configuration.

#### **Configuration 11: Dominance $\geq$ 60, Flexibility $\leq$ 44**

*General population base rates: 5.6% men, 4.7% women*

Men with this configuration are often described as *opportunistic, boastful, aggressive, self-seeking, and shrewd*. They are seldom described as *reflective, unassuming, trusting, quiet, or tolerant*.

Women with this configuration are often described as *rigid, conservative, conventional, nagging, and fault-finding*. They are seldom described as *unaffected, informal, sensitive, tolerant, or submissive*.

#### **Configuration 16: Sociability $\geq$ 58, Tolerance $\geq$ 56, Insightfulness $\geq$ 56**

*General population base rates: 7.0% men, 9.0% women*

Men with this configuration are often described as *enterprising, quick, ambitious, energetic, and active*. They are seldom described as *silent, shy, reserved, stolid, or awkward*.

Women with this configuration are often described as *enterprising, energetic, full of initiative, active, and outgoing*. They are seldom described as *retiring, withdrawn, silent, slow, or timid*.

#### **Configuration 17: Sociability $\geq$ 59, Tolerance $\geq$ 57, Amicability $\geq$ 57**

*General population base rates: 5.7% men, 8.0% women*

Men with this configuration are often described as *adaptable, natural, organized, tactful, and mature*. They are seldom described as *awkward, cynical, complicated, gloomy, or silent*.

Women with this configuration are often described as *energetic, active, sociable, efficient, and confident*. They are seldom described as *retiring, moody, withdrawn, resentful, or timid*.

**Configuration 27: Empathy  $\geq$  58, Social Conformity  $\geq$  56, Tolerance  $\geq$  56**

*General population base rates: 5.5% men, 6.6% women*

Men with this configuration are often described as *optimistic, resourceful, adaptable, natural, and tactful*. They are seldom described as *rude, bitter, worrying, peculiar, or tense*.

Women with this configuration are often described as *active, enterprising, confident, energetic, and enthusiastic*. They are seldom described as *moody, absent-minded, gloomy, unambitious, or pessimistic*.

**Configuration 33: Empathy  $\geq$  59, Managerial Potential  $\geq$  59, Leadership  $\geq$  59**

*General population base rates: 8.0% men, 8.1% women*

Men with this configuration are often described as *outgoing, self-confident, resourceful, versatile, and enterprising*. They are seldom described as *quiet, shy, awkward, cautious, or inhibited*.

Women with this configuration are often described as *self-confident, enterprising, ambitious, clear thinking, and outgoing*. They are seldom described as *withdrawn, quiet, retiring, slow, or awkward*.

**Configuration 41: Social Conformity  $\geq$  58, Good Impression  $\geq$  56, Conceptual Fluency  $\geq$  56**

*General population base rates: 7.9% men, 5.4% women*

Men with this configuration are often described as *industrious, organized, conventional, moderate, and tactful*. They are seldom described as *rebellious, temperamental, individualistic, cynical, or careless*.

Women with this configuration are often described as *appreciative, organized, realistic, stable, and wholesome*. They are seldom described as *dissatisfied, moody, distrustful, disorderly, or confused*.

**Configuration 47: Well-being  $\geq$  56, Flexibility  $\leq$  44**

*General population base rates: 9.6% men, 8.6% women*

Men with this configuration are often described as *formal, fussy, stingy, bossy, and conservative*. They are seldom described as *curious, sensitive, reflective, sympathetic, or tolerant*.

Women with this configuration are often described as *conventional, conservative, methodical, conscientious, and wholesome*. They are seldom described as *imaginative, independent, tolerant, curious, or forgetful*.

**Configuration 50: Tolerance  $\geq$  60, Achievement via Conformance  $\geq$  57, Flexibility  $\leq$  49**

*General population base rates: 4.3% men, 3.3% women*

Men with this configuration are often described as *conventional, conservative, unassuming, and inhibited*, and as having *narrow interests*. They are seldom described as *individualistic, complicated, impulsive, informal, or clever*.

Women with this configuration are often described as *conservative, wholesome, formal, poised, and dignified*. They are seldom described as *informal, imaginative, rebellious, original, or adventurous*.

**Configuration 58: Achievement via Conformance  $\geq$  59, Flexibility  $\leq$  45**

*General population base rates: 7.0% men, 6.6% women*

Men with this configuration are often described as *conservative, conventional, stern, steady, and dull*. They are seldom described as *reflective, sensitive, curious, thoughtful, or understanding*.

Women with this configuration are often described as *conservative, rigid, conventional, methodical, and cautious*. They are seldom described as *curious, adventurous, charming, independent, or informal*.

## PART VI

### AN INDIVIDUALIZED Q-SORT DESCRIPTION

Reported below is an array of 50 Interpersonal Q-Sort (IQS; Gough, 1958) items, intended to predict what a knowledgeable and perceptive observer would say about the respondent. The items are grouped into seven clusters:

- 3 statements very likely to be true
- 6 statements quite likely to be true
- 9 statements somewhat likely to be true
- 14 statements in a neutral or middle category
- 9 statements somewhat unlikely to be true
- 6 statements quite unlikely to be true
- 3 statements very unlikely to be true

The IQS array based on this client's CPI 260 protocol is as follows.

#### **Category 7.** *Descriptions very likely to be true*

- 49. Is an effective leader; able to elicit the response and cooperation of others
- 25. Well-organized, capable, patient, and industrious; values achievement
- 13. A conscientious and serious-minded person

#### **Category 6.** *Descriptions quite likely to be true*

- 1. Forceful, self-assured, and confident
- 43. Verbally fluent; expresses self easily and clearly
- 5. Enterprising and outgoing; enjoys social participation
- 29. Efficient; able to mobilize personal resources quickly and effectively
- 39. A good listener, draws other people out; has a knack for getting others to "be themselves"
- 15. Honest, straightforward, mature; has realistic outlook

#### **Category 5.** *Descriptions somewhat likely to be true*

- 9. Poised and self-confident; not troubled by pressure or criticism
- 23. Gets along well with others; able to "fit in" easily in most situations
- 19. Tolerant, permissive, considerate, and charitable
- 46. Overly concerned with success; too dominated by personal ambition
- 41. Has a talent for creative and original thinking
- 45. Has highly developed inner sense of ethics and morality; deeply humanitarian and altruistic
- 3. Ambitious; likely to succeed in most things undertaken
- 17. Patient, self-controlled; exercises restraint
- 36. Active, robust in manner; hard-headed and forthright in judgment

**Category 4. Descriptions in a neutral or middle zone**

- 30. Worried, preoccupied; feels tense and nervous
- 31. Observant and perceptive; quick to respond to the subtleties and nuances in the behavior of others
- 27. Independent, intelligent, and self-reliant; values achievement
- 37. Is a likable person, interesting and pleasant to be with
- 35. Gentle, considerate, tactful in dealing with others; appreciative and helpful
- 21. Eager to please; attentive to the needs and wants of others
- 8. Restless and changeable; thinks and behaves differently from others
- 6. Shrewd, self-centered; inclined to be selfish and opportunistic
- 7. Clever and imaginative; a spontaneous and entertaining person
- 42. Critical and outspoken; disparages other people and their ideas
- 44. Given to moods; often difficult and recalcitrant
- 38. Is vain, self-centered, and egotistical
- 18. Deliberate, methodical, inflexible
- 47. Warm and unpretentious in behavior; a comfortable and uncomplicated person

**Category 3. Descriptions somewhat unlikely to be true**

- 40. Self-pitying and martyr-like; tries to make others feel guilty
- 48. Wedded to routine; made anxious by change and uncertainty
- 11. Alert, energetic; has a positive attitude; seldom complains
- 2. Impulsive, uninhibited; easily angered and irritated
- 28. Easily embarrassed; feels inferior and inadequate
- 26. Unimaginative, literal-minded, slow and deliberate
- 33. Quick and alert; likes the new and different; impatient with and critical of delay or hesitation
- 20. Submissive; gives in easily; lacking in self-confidence
- 12. Dull; lacking in ability and understanding

**Category 2. Descriptions quite unlikely to be true**

- 22. Unambitious, commonplace; has conventional views
- 4. Distrustful, cynical; dissatisfied with many things; indifferent to the worries and problems of others
- 34. Headstrong, rebellious, resentful of others; lacking in self-discipline; apt to behave rashly or destructively
- 24. Awkward, ill-at-ease, shy
- 16. Unassuming, inhibited; bland and colorless in behavior
- 32. Lazy, indifferent about duties and obligations; generally undependable and immature

**Category 1. Descriptions very unlikely to be true**

- 10. Undependable; poorly motivated; has difficulty in working toward prescribed goals
- 50. Coarse and vulgar; inclined to behave in a crude and impolite fashion
- 14. Poorly organized; unable to concentrate attention and effort on intellectual matters

## CONCLUDING REMARKS

From the information provided in this report, the CPI 260 interpreter should be able to formulate a useful and comprehensive portrait of the individual tested. Intuitive skills, professional experience, and training in the use of the CPI assessments will all contribute to the accuracy and insightfulness with which this is done. The authors and publisher of this report welcome comments, criticisms, and suggestions for improvement. Our goal, shared with those who use the report, is to make it as accurate and informative as possible.

## REFERENCES AND RESOURCES

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