

CPI™

FORM 434

CONFIGURAL ANALYSIS REPORT AN INTERPRETATION OF SCALE COMBINATIONS

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Prepared for

PHILIP SAMPLE

(ID # 48125920)

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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 shows no evidence of invalidity.** The number of items left blank was 4.

PART II

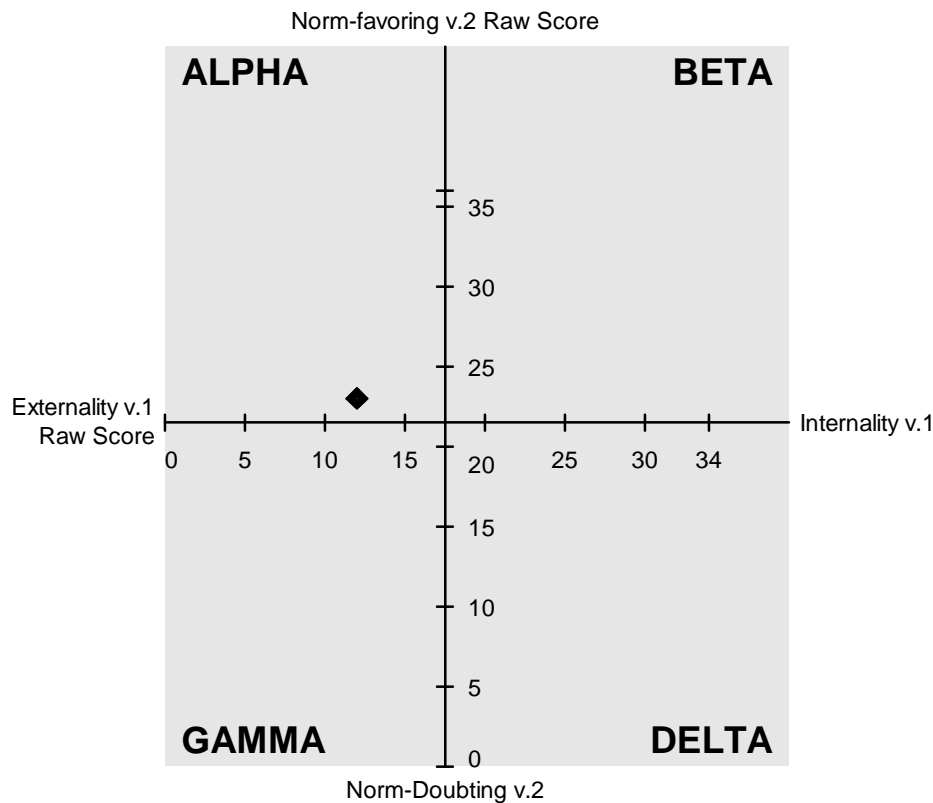
Classification for type and level

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 PHILIP SAMPLE

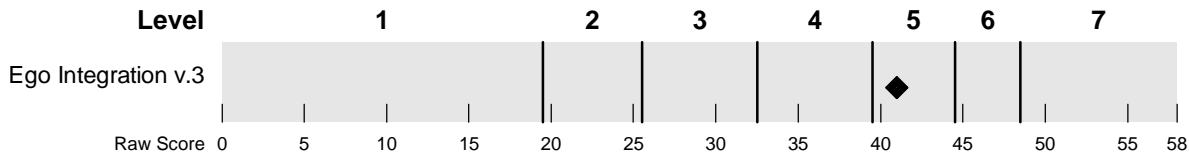
Classification for type:	Alpha		
Classification for level:	5		
Type and Level Scores:	Raw	Standard	
	12	39	v.1 (internality)
	23	52	v.2 (norm-favoring)
	41	60	v.3 (ego integration)



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

The Alpha type or lifestyle is defined by below average scores on vector 1, and above average scores on vector 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 (low scores on v.3), they are rigid in their beliefs, intolerant of those who think differently, authoritarian and punitive, and seemingly incapable of introspection or candid self-evaluation.

PHILIP SAMPLE
ALPHA 5 MALE



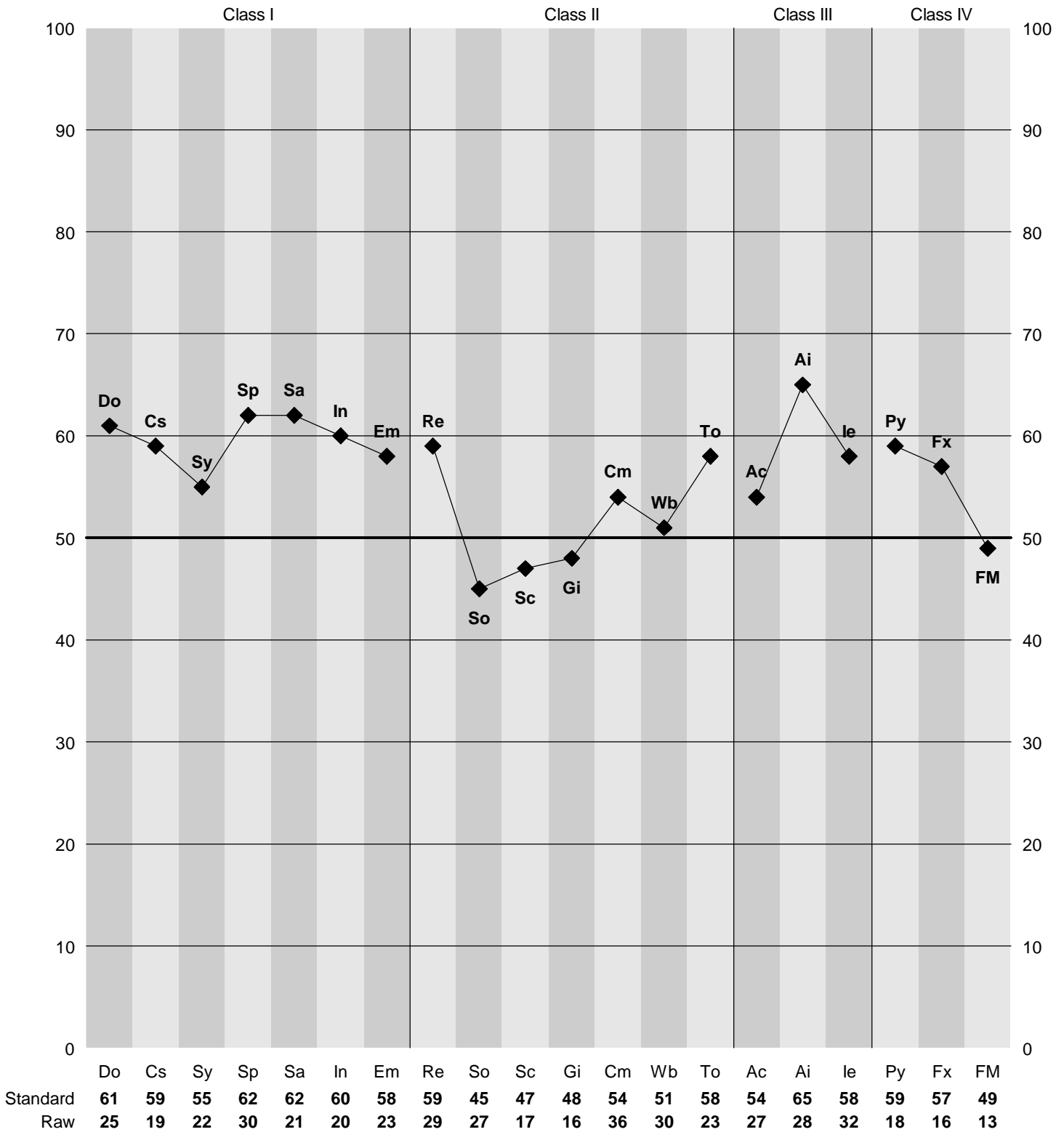
In regard to ego integration as indicated by the v.3 scale score, PHILIP SAMPLE is at **level 5**, suggesting **an above average** realization of the potentialities of his type. For persons at this level, one can expect above average initiative and self-confidence, along with moderately good leadership skills.

PART III

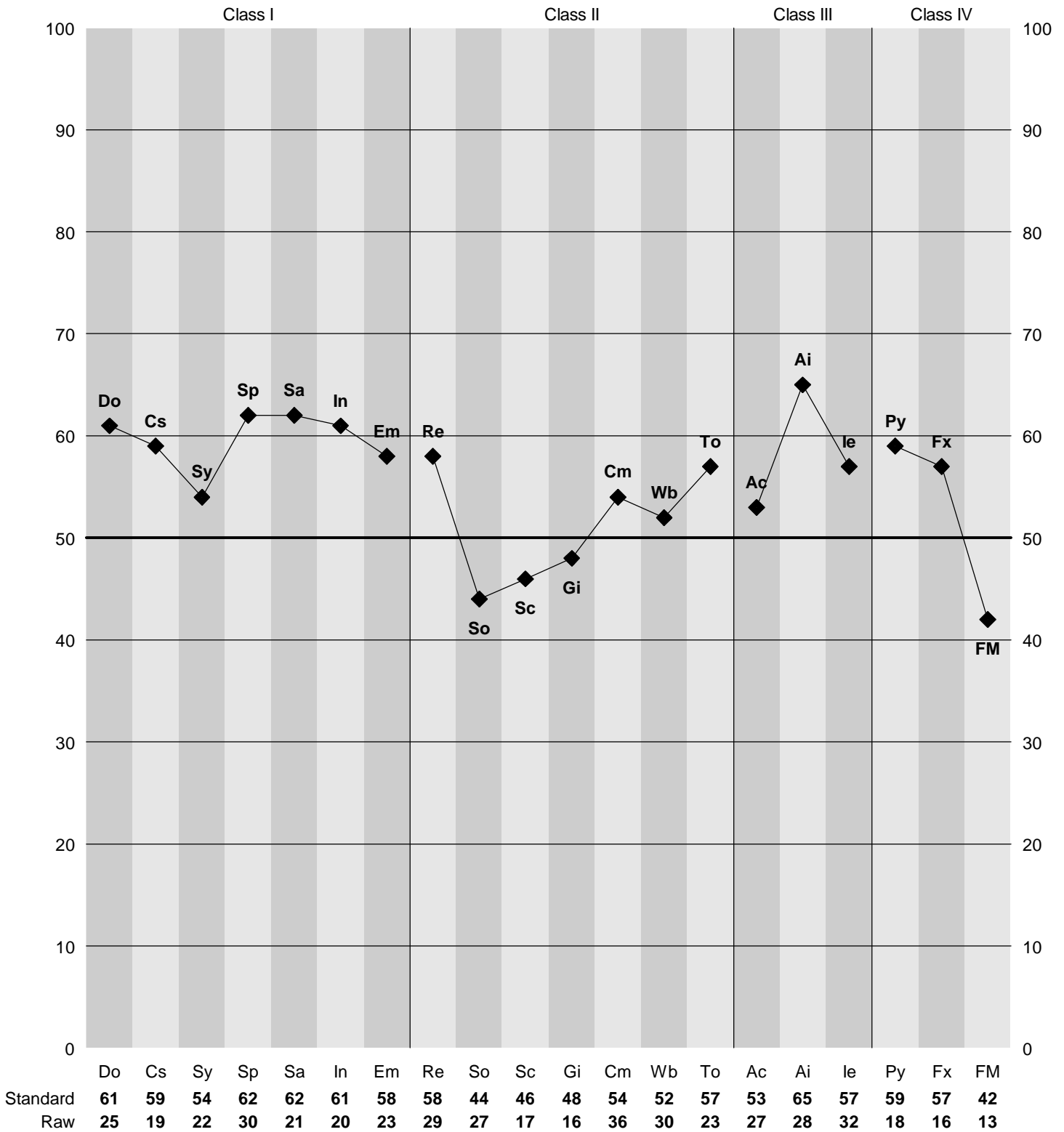
Interpretation of the 20 folk scales

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



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 PHILIP SAMPLE may now be proposed:

CLASS I SCALES

Dominance (Do) 61

- feels sure of self
- appears strong and self-confident to others
- has good leadership potential

Capacity for Status (Cs) 59

- is resourceful and self-confident
- shows ingenuity and versatility in dealing with problems
- has moderately strong desire for success and status

Sociability (Sy) 55

- is sociable and responsive to others
- is a good conversationalist
- adapts well to most social situations

Social Presence (Sp) 62

- is above average in poise and self-confidence
- has a good sense of humor
- is imaginative
- has broad interests

Self-Acceptance (Sa) 62

- is sure of self and at ease in most situations
- presents self well
- is verbally fluent
- is versatile in interpersonal relationships—can take the initiative or can defer to others

Independence (In) 60

- is determined, forceful, and goal-oriented
- impresses others as capable, but not necessarily as likable
- has good leadership potential and an effective way of dealing with others

Empathy (Em) 58

- enjoys life
- seems to understand others
- is not at all subdued or timid
- has many interests and a lively imagination

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) 59

- is a conscientious, well-organized person
- takes duties and obligations seriously
- is usually uncomplaining and in good spirits
- behaves in a cooperative, helpful way

Socialization (So) 45

- adapts to conventional demands with some reluctance
- often feels self to be out of step with modal views
- may behave in rebellious and even rule-violating ways
- impresses others as changeable, restless, and dissatisfied

Self-Control (Sc) 47

- is not strongly characterized by either over-control or under-control
- has a good balance between restraint and release of impulse

Good Impression (Gi) 48

- is not strongly characterized by concerns over making a good impression
- behaves in a more or less natural way, claiming some virtues while acknowledging some flaws

Communality (Cm) 54

- has responded to a set of consensually-defined items in approximate agreement with the modal pattern of answers

Well-Being (Wb) 51

- feels self to be about average in health and well-being
- takes a rational, realistic view of the problems of everyday living

Tolerance (To) 58

- is direct and open in behavior
- is tolerant concerning defects in others
- puts intellectual stress on being fair-minded and non-judgmental, even if internal feelings are critical
- is seen by others as honest and reliable

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) 54

- is not strongly characterized by either a need for conventional achievement or its absence
- usually performs about at the level to be expected from own talents and abilities
- is reasonably efficient and persevering

Achievement via Independence (Ai) 65

- has a wide range of interests, independent ways of thinking, and a strong desire to do well in settings where ingenuity and innovation are favored
- will show excellent achievement
- is intelligent, clear-thinking, and imaginative

Intellectual Efficiency (Ie) 58

- has good ability and applies self well
- takes the initiative and enjoys the challenge of new problems
- has confidence in self and in ability for coping with most situations

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 PHILIP SAMPLE from each scale are these:

CLASS IV SCALES

Psychological Mindedness (Py) 59

- has a certain talent for sensing what others may say or do
- has diverse but not necessarily well-integrated interests
- is probably above average in general ability
- is at least moderately ambitious
- is seen by others as independent, curious, and assertive

Flexibility (Fx) 57

- has a good balance of openness to change with appreciation of the merit of tradition
- adapts well to change, but can also persevere and carry through worthy effort from the past
- is intelligent and can think creatively

Femininity/Masculinity (FM) 49

- is not strongly characterized by either masculine attributes or their absence
- sees self as relatively normal or ordinary in regard to sex-role behavior

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)	22	57	57	• above average in managerial potential and talent
Work Orientation (Wo)	32	57	58	• above average in work orientation, diligence, and conscientiousness
Creative Temperament (CT)	22	54	54	• average in creative temperament
Leadership Potential (Lp)	50	56	56	• above average leadership skills and potential
Amicability (Ami)	19	45	44	• average in amicability, friendliness, and warmth
Law Enforcement Orientation (Leo)	30	62	64	• is comfortable with societal rules and regulations • accepts supervision easily • likes things to be well-organized and clearly structured • has pragmatic, utilitarian values
Tough-Mindedness (Tm)	26	60	61	• in decision-making, values facts and evidence more than emotions and feelings • thorough and industrious • holds firmly to own beliefs and opinions

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

- 96. Values own independence and autonomy. (6.92)
- 98. Is verbally fluent; can express ideas well. (6.85)
- 3. Has a wide range of interests. (6.66)
- 60. Has insight into own motives and behavior. (6.65)
- 80. Interested in members of the opposite sex. (6.60)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 8—Quite characteristic or salient

Item # Q-set item text and estimate placement value

- 64. Is socially perceptive of a wide range of interpersonal cues. (6.59)
- 92. Has social poise and presence; appears socially at ease. (6.47)
- 33. Is calm, relaxed in manner. (6.43)
- 71. Has high aspiration level for self. (6.29)
- 66. Enjoys esthetic impressions; is esthetically reactive. (6.26)
- 84. Is cheerful. (6.26)
- 35. Has warmth; has the capacity for close relationships; compassionate. (6.25)
- 28. Tends to arouse liking and acceptance in people. (6.22)

Category 7—Fairly characteristic or salient

Item # Q-set item text and estimate placement value

- 44. Evaluates the motivation of others in interpreting situations. (6.21)
- 74. Is subjectively unaware of self-concern; feels satisfied with self. (6.21)
- 88. Is personally charming. (6.17)
- 26. Is productive; gets things done. (6.15)
- 81. Is physically attractive; good-looking. (6.13)
- 52. Behaves in an assertive fashion. (6.12)
- 51. Genuinely values intellectual and cognitive matters. (5.99)
- 56. Responds to humor. (5.97)
- 2. Is a genuinely dependable and responsible person. (5.93)
- 24. Prides self on being "objective," rational. (5.91)
- 69. Is sensitive to anything that can be construed as a demand. (5.90)
- 72. Concerned with own adequacy as a person, either at conscious or unconscious levels. (5.78)

Category 6—Somewhat characteristic or salient

Item # Q-set item text and estimate placement value

- 4. Is a talkative individual. (5.71)
- 18. Initiates humor. (5.70)
- 73. Tends to perceive many different contexts in sexual terms; eroticizes situations. (5.70)
- 58. Enjoys sensuous experiences (including touch, taste, smell, physical contact). (5.69)
- 57. Is an interesting, arresting person. (5.68)
- 31. Regards self as physically attractive. (5.66)
- 17. Behaves in a sympathetic or considerate manner. (5.50)
- 8. Appears to have a high degree of intellectual capacity. (5.47)
- 83. Able to see to the heart of important problems. (5.47)
- 1. Is critical, skeptical, not easily impressed. (5.42)
- 91. Is power oriented; values power in self or others. (5.42)
- 32. Seems to be aware of the impression he makes on others. (5.29)
- 54. Emphasizes being with others; gregarious. (5.24)
- 29. Is turned to for advice and reassurance. (5.22)
- 89. Compares self to others. Is alert to real or fancied differences between self and other people. (5.22)
- 62. Tends to be rebellious and non-conforming. (5.21)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 5—Relatively neutral or unimportant

Item # Q-set item text and estimate placement value

- 70. Behaves in an ethically consistent manner; is consistent with own personal standards. (5.12)
- 15. Is skilled in social techniques of imaginative play, pretending, and humor. (5.08)
- 16. Is introspective and concerned with self as an object. (5.07)
- 75. Has a clear-cut, internally consistent personality. (5.07)
- 77. Appears straightforward, forthright, candid in dealing with others. (5.05)
- 12. Tends to be self-defensive. (5.04)
- 82. Has fluctuating moods. (4.99)
- 27. Shows condescending behavior in relations with others. (4.95)
- 43. Is facially and/or gesturally expressive. (4.95)
- 85. Emphasizes communication through action and non-verbal behavior. (4.94)
- 95. Tends to proffer advice. (4.91)
- 11. Is protective of those close to him. (4.87)
- 67. Is self-indulgent. (4.86)
- 90. Is concerned with philosophical problems; e.g., religions, values, the meaning of life, etc. (4.73)
- 46. Engages in personal fantasy and daydreams, fictional speculations. (4.66)
- 48. Keeps people at a distance; avoids close interpersonal relationships. (4.66)
- 49. Is basically distrustful of people in general; questions their motivations. (4.57)
- 5. Behaves in a giving way toward others. (4.55)

Category 4—Somewhat uncharacteristic or salient

Item # Q-set item text and estimate placement value

- 53. Various needs tend toward relatively direct and uncontrolled expression; unable to delay gratification. (4.54)
- 7. Favors conservative values in a variety of areas. (4.48)
- 25. Tends toward over-control of needs and impulses; binds tensions excessively; delays gratification unnecessarily. (4.48)
- 86. Handles anxiety and conflicts by, in effect, refusing to recognize their presence; repressive or dissociative tendencies. (4.46)
- 59. Is concerned with own body and the adequacy of its physiological functioning. (4.39)
- 20. Has a rapid personal tempo; behaves and acts quickly. (4.37)
- 93. Behaves in a masculine style and manner. (4.37)
- 94. Expresses hostile feelings directly. (4.36)
- 100. Does not vary roles; relates to everyone in the same way. (4.36)
- 87. Interprets basically simple and clear-cut situations in complicated and particularizing ways. (4.35)
- 13. Is sensitive to anything that can be construed as criticism or an interpersonal slight. (4.29)
- 6. Is fastidious. (4.28)
- 76. Tends to project his own feelings and motivations onto others. (4.27)
- 41. Is moralistic. (4.26)
- 9. Is uncomfortable with uncertainty and complexities. (4.15)
- 65. Characteristically pushes and tries to stretch limits; sees what he can get away with. (4.10)

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Q-SORTED DESCRIPTIONS (CONTINUED)

Category 3—Fairly uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 38. Has hostility towards others. (4.09)
- 97. Is emotionally bland; has flattened affect. (3.83)
- 39. Thinks and associates to ideas in unusual ways; has unconventional thought processes. (3.74)
- 79. Tends to ruminate and have persistent, preoccupying thoughts. (3.73)
- 21. Arouses nurturant feelings in others. (3.63)
- 37. Is guileful and deceitful, manipulative, opportunistic. (3.57)
- 63. Judges self and others in conventional terms such as "popularity," "the correct thing to do," social pressures, etc. (3.56)
- 23. Extrapunitive; tends to transfer or project blame. (3.53)
- 10. Anxiety and tension find outlet in bodily symptoms. (3.52)
- 99. Is self-dramatizing; histrionic. (3.47)
- 50. Is unpredictable and changeable in behavior and attitudes. (3.45)
- 68. Is basically anxious. (3.37)

Category 2—Quite uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 36. Is subtly negativistic; tends to undermine and obstruct or sabotage. (3.33)
- 47. Has a readiness to feel guilty. (3.30)
- 42. Reluctant to commit self to any definite course of action; tends to delay or avoid action. (3.27)
- 34. Over-reactive to minor frustrations; irritable. (3.26)
- 19. Seeks reassurance from others. (3.11)
- 40. Is vulnerable to real or fancied threat; generally fearful. (3.10)
- 61. Creates and exploits dependency in people. (3.08)
- 30. Gives up and withdraws where possible in the face of frustration and adversity. (3.04)

Category 1—Extremely uncharacteristic or negatively salient

Item # Q-set item text and estimate placement value

- 22. Feels a lack of personal meaning in life. (2.93)
- 45. Has a brittle ego-defense system; has a small reserve of integration; would be disorganized and maladaptive when under stress or trauma. (2.75)
- 78. Feels cheated and victimized by life; self-pitying. (2.74)
- 55. Is self-defeating. (2.68)
- 14. Genuinely submissive; accepts domination comfortably. (2.42)

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 PHILIP 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

- | | |
|---|-------------------------|
| ■ High | Moderate to Low |
| Dominance 61 | Socialization 45 |
| Self-acceptance 62 | |
| • is likely to be creative and original | |

SPECULATIVE HYPOTHESES

■ **High**

Dominance 61

Self-acceptance 62

- is assertively and straightforwardly cocky, egotistical, and arrogant
- has a high opinion of self and may sometimes underestimate the difficulty of things or overestimate own capabilities

■ **High**

Dominance 61

Social Presence 62

Self-acceptance 62

- may be seen as an assertive, competitive individual who displays dominance in an active, out-front, energetic manner
- is likely to have a strong need to win and may be seen as cocky and egotistical

■ **High**

Dominance 61

Self-acceptance 62

Achievement via Independence 65

- is likely to be an independent performer who needs to run his own show
- appears creative or original
- may need to be seen as both powerful and unique
- may be a sophisticated entrepreneur, an actor, or a politician, who is skilled at manipulating people

■ **High**

Social Presence 62

Self-acceptance 62

- may be insecure and possess a strong need to prove himself
- is likely to fear failure or rejection and may have difficulty bouncing back from mistakes or lack of success
- may be a prima donna who can easily be swayed by flattery
- may be a good salesperson

■ **High**

Independence 60

Achievement via Independence 65

- may be independent and a lone wolf, preferring to gain success through his own endeavors rather than through others
- is non-affiliative in orientation

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