



# Jackson Personality Inventory™ – 3

## Core Report for Sam Sample



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# JPI-3 Core Report

## Respondent Information

<b>Name</b>	Sam Sample
<b>ID Number</b>	--
<b>Norm</b>	Optimized: Adult – Combined
<b>Report Date</b>	January 1, 2025

This report is intended for use by qualified professionals only and should not be shared with the respondent or any other unauthorized persons.

## About the Jackson Personality Inventory – 3

The Jackson Personality Inventory™ – 3 (JPI™-3) is a measure of personality that is used to assess individuals on several important traits related to their functioning in a wide variety of situations, including the workplace. It builds upon the popular Five-Factor Model of personality, which consists of personality traits that can be used to describe all individuals to varying degrees.

It is important to note that when it comes to personality, higher scores are not always better. There are unique strengths and potential constraints associated with each personality trait. As such, there are no “best” or “right” answers.

This report should be interpreted by a qualified professional and compared with other available sources of information about the test-taker. This report is confidential and should be treated as such.

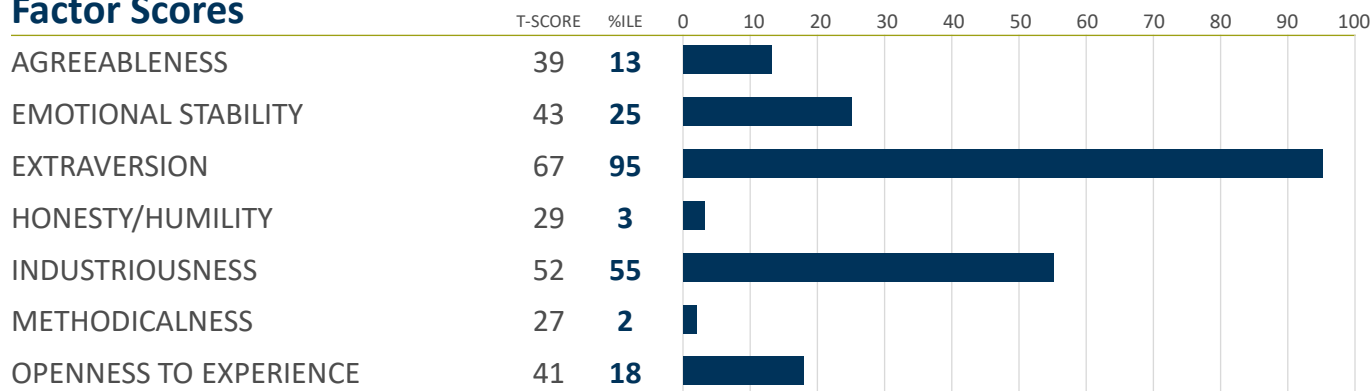
## Administrative Indices

<b>Impression Management</b>	Sam Sample received a score of 6 out of 6, suggesting that they responded in a way that would present a positive impression. Where possible, results should be validated with other sources of information.
<b>Infrequency</b>	Sam Sample received an Infrequency score of 2, indicating that they may have been rushing or responding in a careless manner. This may interfere with accuracy and interpretability of results.

# JPI-3 Overview of Results

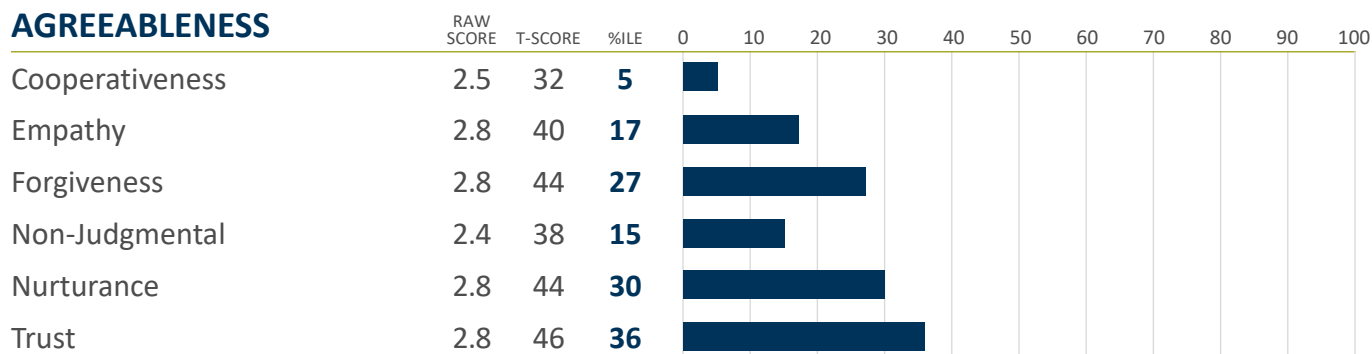
Norm Group  
Optimized: Adult – Combined

## Factor Scores

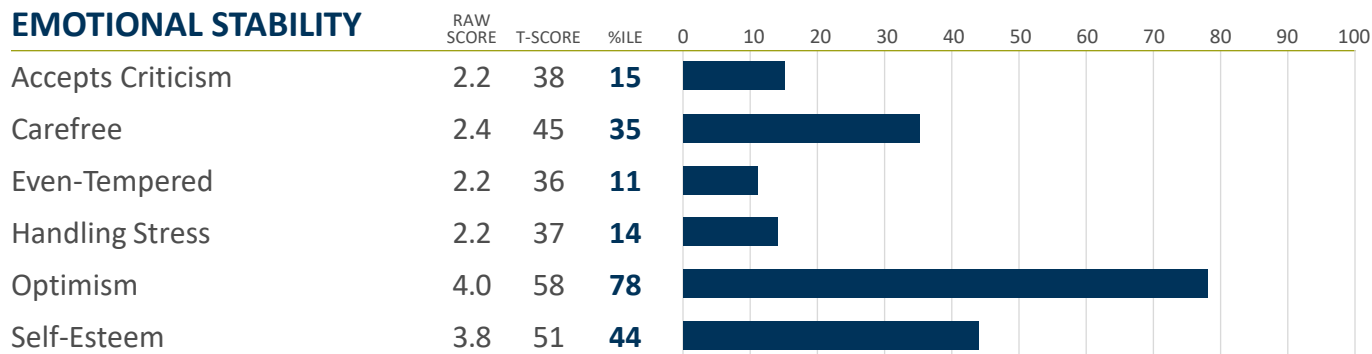


## Facet Scores

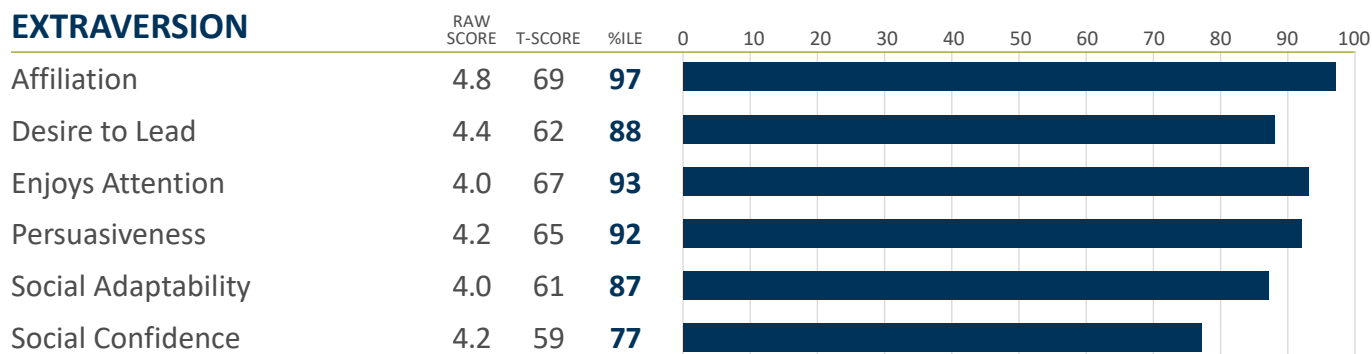
### AGREEABLENESS



### EMOTIONAL STABILITY



### EXTRAVERSION



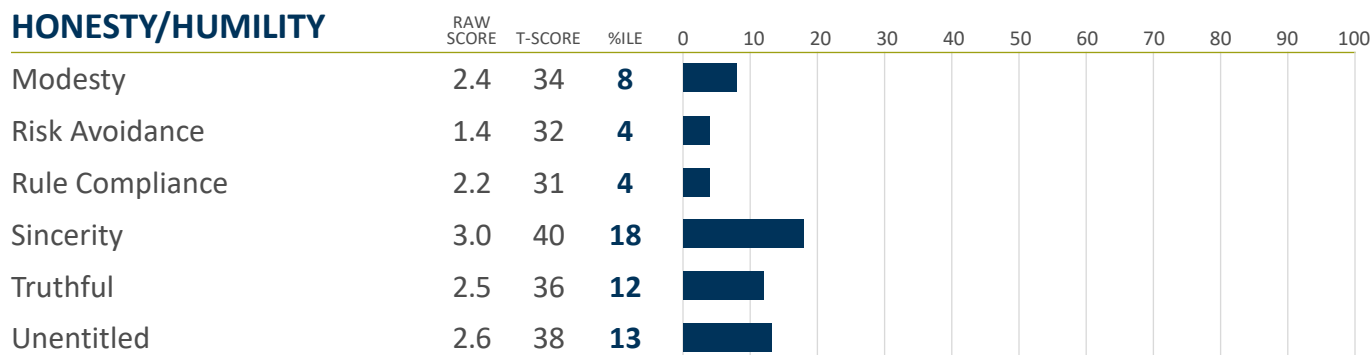
Raw Scores reflect the average score out of 5 for each scale.

# JPI-3 Overview of Results *continued*

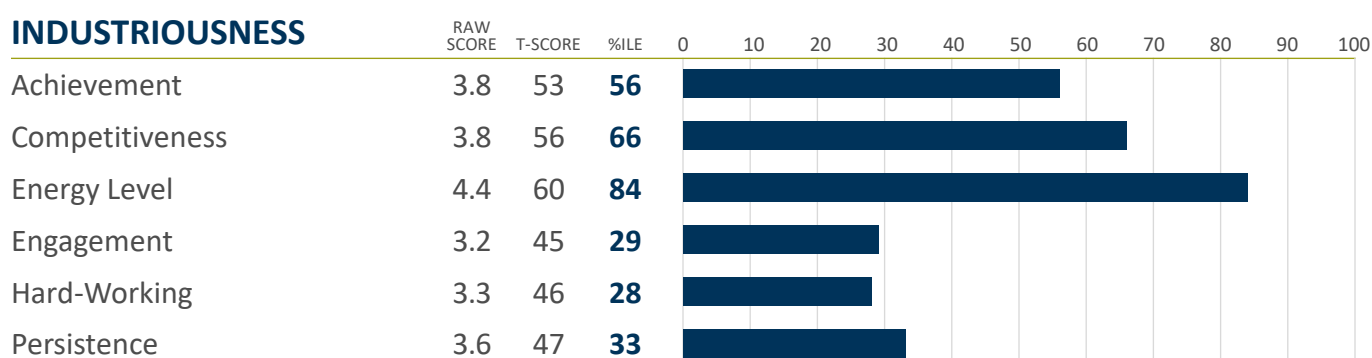
Optimized: Adult – Combined Norm Group

## Facet Scores *continued*

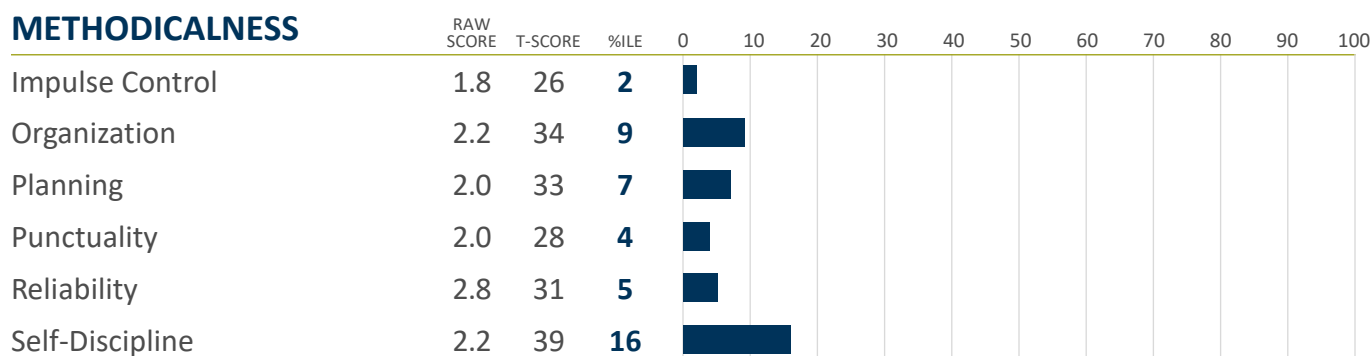
### HONESTY/HUMILITY



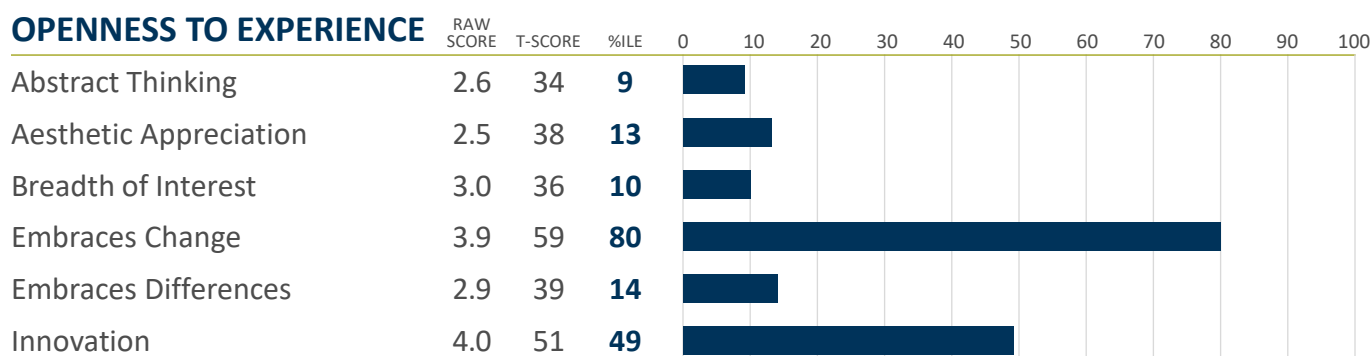
### INDUSTRIOUSNESS



### METHODICALNESS



### OPENNESS TO EXPERIENCE



Raw Scores reflect the average score out of 5 for each scale.

## JPI-3 Factor Scale Descriptions

	Description of High Scorers	Description of Low Scorers
<b>AGREEABLENESS</b>	Gets along easily with others; demonstrates a genuine desire to help those in need; tends to be forgiving, non-judgmental, and willing to trust others	Opinionated, confrontational, and disinclined to help others; may struggle to form close personal connections; critical and often unwilling to forgive perceived wrongdoings
<b>EMOTIONAL STABILITY</b>	Holds positive views of themselves and of the future; tends to be calm, patient, composed, and confident; unlikely to be upset or offended by criticism	Holds generally low opinions of themselves; likely to be hurt or offended by criticism; expects negative things to happen in the future; tends to worry; may become overwhelmed in stressful situations
<b>EXTRAVERSION</b>	Prefers being part of a group; enjoys being the center of attention or taking on leadership roles; tends to navigate social situations with confidence; skilled at persuading others; appropriately modifies behavior to fit the situation	Prefers solitary activities; may feel uncomfortable or shy in group settings; unlikely to adjust behavior based on the situation; struggles to persuade others; tends to prefer the role of follower than leader
<b>HONESTY/HUMILITY</b>	Tends to be truthful; willing to follow rules; avoids taking risks; straightforward with others; unlikely to brag or be boastful; does not expect to receive special treatment	Willing to flatter, deceive, or cheat to accomplish a particular goal; tends to take chances; may be unwilling to follow rules; tends to feel they are more deserving than others; may be considered boastful or arrogant
<b>INDUSTRIOUSNESS</b>	Tends to strive for excellence and set challenging goals; pursues goals with determination and perseverance; works long hours; pushes themselves to be the best; derives purpose and meaning from their work	Tends to set relatively low expectations for themselves; avoids comparing themselves to others; unlikely to set challenging goals; does just enough to get by; may lack energy or drive to persevere through obstacles; does not derive enjoyment from their work
<b>METHODICALNESS</b>	Well-organized, punctual, and demonstrates initiative; often schedules their time and acts with deliberation; can be counted on to meet deadlines; follows through on commitments	Takes immediate action without planning; quick to make decisions; postpones or defers work; may fall short of meeting their obligations on time
<b>OPENNESS TO EXPERIENCE</b>	Has a wide variety of interests; frequently enjoys thinking deeply about various topics; enjoys new and different experiences; likes working with those who hold different or opposing opinions; tends to be creative and imaginative	Has a narrow range of interests; avoids discussions with those who hold different opinions; prefers routine and things that are familiar; avoids tasks that require originality; may not adjust well to change

## JPI-3 Facet Scale Descriptions

AGREEABLENESS	Description of High Scorers	Description of Low Scorers
<b>Cooperativeness</b>	Easy to get along with; willing to be flexible and compromise; goes to great lengths to cooperate; accommodates people's wishes; avoids conflict	Refuses to give in or compromise; gets into arguments rather than shying away from confrontation; stubborn and opinionated
<b>Empathy</b>	Identifies closely with people and takes on their emotions; upset by others' misfortunes; values close emotional ties with others; demonstrates compassion and sympathy	Not particularly affected by other people's emotions; displays little compassion or concern for others' problems; may have trouble connecting with others
<b>Forgiveness</b>	Willing to forgive wrongdoings; gives others second chances; moves past disagreements without holding a grudge	Holds a grudge; slow to accept apologies; wants enemies to suffer
<b>Non-Judgmental</b>	Accepts people without judging or criticizing them; avoids quick judgments when meeting someone new	Critical of others; quick to judge others who make a mistake; tends to form immediate opinions about people
<b>Nurturance</b>	Feels compelled to help others; assists others whenever possible; interested in caring for people in need	Disinclined to help others; tends to avoid caring for those who are in need of assistance
<b>Trust</b>	Believes other people are generally trustworthy and well-intentioned; has confidence in others; sees most people as honest and reliable	Naturally suspicious of people's motives and intentions; cynical about whether others can be relied upon; generally suspicious and untrusting of others

PAGES 7 TO 12: FACETS SCALE DESCRIPTIONS  
OMITTED FROM SAMPLE

## Appendix Summary Of Raw Responses

### JPI-3 Responses

Key	1					2					3					4					5				
	Strongly Disagree					Disagree					Neutral					Agree					Strongly Agree				
Item Number	Responses																								
1 – 25	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2
26 – 50	2	3	4	5	1	2	3	4	1	2	3	4	5	1	2	3	4	5	1	2	3	4	4	5	1
51 – 75	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	1	2	3	4	5	1	1	2	3
76 – 100	4	1	2	3	4	5	1	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	3	4	5
101 – 125	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	5	2	3	4	5	1	2	3	4
126 – 150	1	2	3	4	5	1	2	5	1	2	3	4	1	2	3	4	5	1	2	3	4	5	1	2	3
151 – 175	3	4	5	1	2	3	4	2	3	4	5	1	2	3	4	5	1	2	3	4	1	2	3	4	5
176 – 200	5	1	2	3	4	1	2	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4
201 – 225	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	1	5	2	3	4	5
226 – 237	3	4	1	2	2	3	4	5	1	2	3	4													