

# CPI Scale Descriptions

## Section I

### Interpersonal Scales: Measures of poise, ascendancy, self-assurance, and interpersonal style

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**Do Dominance.** Measures leadership ability, dominance, persistence, and social initiative. **High** scorers are likely to be assertive, task-oriented, and competitive. They tend to show confidence and initiative in social undertakings and readily assume leadership roles when called upon to do so. **Low** scorers are typically unassuming, quiet, and not forceful. They may lack self-confidence.

**Cs Capacity for Status.** Measures qualities of ambition, status-orientation, and independent self-assurance. **High** scores reflect an interest in high-status positions and visible symbols of success. People with high scores generally are verbally fluent, have broad interests, and see themselves as fulfilling important roles at work and life in general. **Low** scores indicate social reticence and a preference for personal privacy and working alone.

**Sy Sociability.** Measures interest and participation in activities involving other people. **High** scores reflect an energetic, gregarious interest in people and a high level of interpersonal activity. High scoring individuals are talkative and optimistic. **Low** scores indicate social reticence and a preference for personal privacy and working alone.

**Sp Social Presence.** Identifies energetic individuals who are likely to behave with poise, wit, and spontaneity in their social behavior. **High** scorers rarely hesitate to voice their own views or opinions. They are clever, enthusiastic, and frequently use their skills to get attention and to influence others. **Low** scorers are more deliberate, self-restrained, socially anxious, and quiet.

**Sa Self-Acceptance.** Measures sense of personal worth, self-confidence, and orientation toward independent thinking and action. **High** scorers tend to be verbally fluent, outspoken, and self-assured; they view themselves in a positive way and they manifest a comfortable sense of self-worth. Extremely high scorers (70+) are often driven by a need to prove themselves and may be perceived by others as self-focused and opportunistic. **Low** scorers may be described as self-doubting, inhibited, and risk-averse; they often assume personal blame when things go wrong.

**In Independence.** Measures the potential for behaving autonomously, involving aspects of personal strength and resilience. Individuals scoring **high** on this scale typically demonstrate confident autonomy and appear mature, competent, resourceful, and self-reliant. They also may seem cool, detached, and aloof. Individuals who are submissive or dependent on others for signs of acceptance or support tend to score **low** on this scale. Low scores also identify modest, unpretentious individuals.

**Em Empathy.** One measure of interest in other people; in contrast to the Py scale, Em measures affiliativeness, supportive-ness, and active involvement with others. **High** scorers are usually likable, friendly people who are perceptive, empathetic, and responsive to the feelings and attitudes of those around them. **Low scorers** feel conservative, reserved, inhibited, and have narrow interests.

# CPI Scale Descriptions

## Section II

### **Interpersonal Scales: Measures of socialization, maturity, character, responsibility, and personal values.**

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**Re Responsibility.** Identifies persons of conscientious, responsible, and dependable dispositions. **High** scores reflect an orientation toward accepting responsibility and following through with obligations. They are self-disciplined, resourceful, and take duties seriously. **Low** scores are associated with impulsiveness and impatience with detail and follow-through. Such individuals may be distractible, temperamental, and daring.

**So Socialization.** Measures social maturity, integrity, and orientation to social norms. **High** scorers typically are sincere, dependable, conventional, and rule-abiding; they find it easy to conform to social norms and expectations. **Low** scorers are more likely to take risks, question rules and policies, take advantage of ethical or legal ambiguities, and have an early life history of difficulty with authority figures.

**Sc Self-control.** Measures self-regulation and control over displaying one's feelings and moods, especially anger, impulsivity, and self-centeredness. Individuals with **high** scores tend to be disciplined, thorough, planful and strict in their own work and expectations of others; high scores may reflect a suppression of impulses and feelings. **Low** scores can indicate persons who have strong feelings and emotions and make little attempt to hide them. Low scorers tend to be spontaneous, uninhibited, and trust their intuitions.

**Gi Good Impression.** Identifies persons capable of creating a favorable impression and who are concerned about how others react to them. **High** scores are associated with people who want to fit in and be accepted; to do so they may act in overly conventional and conforming ways.

These people are usually affiliative, cooperative, and responsive to others. Extremely high scores (70+) can indicate a deliberate attempt to present oneself in an overly positive light on the CPI. **Low** scores suggest that an individual is not overly concerned about what other people think, and will act as he or she pleases, even if this causes friction or problems. They may appear disinterested in the needs and wants of others.

**Cm Communality.** Indicates the degree to which an individual's reactions and responses correspond to common patterns of responding to CPI items. Persons scoring **above average** on this scale tend to fit in easily and see themselves as similar to other people. They are generally tactful, reliable, and have good common sense. **Low** scorers may be seen as impatient, changeable, complicated, imaginative, defensive, disorderly, or inattentive.

**Wb Sense of Well-being.** This scale measures satisfaction with one's self and one's life situation. **High** scorers are usually energetic, alert, in good physical and emotional health, and feel optimistic about the future. **Low** scorers may be concerned about health, work or personal problems, or their social supports. These concerns may be in reaction to either short-lived transient situations or ongoing issues.

**To Tolerance.** Measures permissive, accepting, and non-judgmental social beliefs and attitudes. On the **high** end, scores reflect progressive and humanitarian sentiments. These values may be expressed by people who are open-minded, diplomatic, trusting, and genuinely sincere or by those who are insincere and merely putting up a front. On the **low** end, scores indicate skepticism, distrust, or intolerance of others' views and opinions. These people prefer not to rely on others unnecessarily.

# CPI Scale Descriptions

## Section III

### Measures of Achievement and Intellectual Efficiency

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**Ac Achievement via Conformance.** Identifies people with a strong drive to do well and who are motivated to work in situations where tasks and expectations are clearly defined, performance is structured, and the criteria for success are specified. **High** scorers are cooperative, efficient, organized, persistent, and industrious. **Low** scorers are disinterested in following the beaten path and may be cynical, uncooperative, aloof, opinionated, and feel stressed by pressure to conform.

**Ai Achievement via Independence.** Identifies people with a strong drive to do well and who are motivated to work in situations that encourage individual initiative and freedom. **High** scoring individuals are intelligent, curious, forceful, demanding, and foresighted, and may chafe against strict rules and highly defined expectations. **Low** scoring individuals are inhibited, submissive, cautious, and may lack self-insight.

**Ie Intellectual Efficiency.** Measures the ease and efficiency with which individuals apply their intellectual abilities. **High** scorers are clear-thinking, progressive, planful, resourceful, alert, and tend to place a high value on intellectual matters. **Low** scorers are easygoing and unambitious; they may have a hard time getting started on tasks and seeing them through to completion.

# CPI Scale Descriptions

## Section IV

### Measures of Personal Style and Interest Modes

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**Py Psychological Mindedness.** Measures interest in motives, experiences, and personalities of others; unlike the Em scale, it reflects a cool reserve in interactions with others. **High** scorers have more interest in why people do things than in what they do. They often enjoy the complexities evident in human personality, motivation, and behavior. **Low** scorers attend to the practical and overt aspects of relationships and tend to more openly display warmth and sympathy toward others.

**Fx Flexibility.** Indicates the degree of flexibility and adaptability of a person's thinking and social behavior. **High** scorers like change and variety and prefer to avoid routine. Others may see them as unpredictable or impatient. **Low**

scorers are cautious, deliberate, guarded, and methodical. They may be seen as stubborn, rigid, and resistant to change.

**F/M Femininity/Masculinity.** Measures general sensitivity, dependency needs, and aesthetic interests. **High** scorers tend to be cautiously conforming individuals who may be fastidious, somewhat impractical, tender-minded, and artistically inclined. **Low** scorers tend to be tough-minded, practical, hard-headed individuals who prefer instrumental activities, and who are likely to reject dependence on others.

# CPI Scale Descriptions

## Section V

### Vector Scales: Overall Summary

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**v.1 Internality.** Measures basic interpersonal orientation toward people; inward or outward focus. **High** scorers are focused inward, toward the world of ideas; they are more introverted than extroverted. They appear reserved, modest, and prefer to take personal action rather than initiate decisive social action. **Low** scorers are focused outward, toward the world of people and things; they are seen as outgoing, dominant, confident, talkative, and as having poise and presence.

**v.2 Norm Favoring.** Measures basic orientation toward rules and generally accepted norms. **High** scorers are more likely to favor or abide by social norms than to reject them. They are seen as organized, conscientious, conventional, dependable, methodical, and controlled. **Low**

scorers are seen as sensitive, curious, individualistic, restless, pleasure-seeking, rebellious, and self-indulgent.

**v.3 Personal Integration.** Designed to measure level of "self-realization"; how successfully an individual has lived up to his or her potential. **High** scorers are characterized as optimistic, mature, insightful, imaginative, logical and relatively free of trouble and conflict. **Low** scorers are seen as temperamental, unsure of self, unambitious, dissatisfied, and uncomfortable with uncertainty or complexity.