

CPI Profile**CPI and SPECTRUM CPI 260 Instrument Scales**

Spectrum CPI 260 scales	CPI scales	Description (measure of)
Dominance (Do)	Dominance (Do)	Prosocial interpersonal power and influence
Capacity for Status (Cs)	Capacity for Status (Cs)	Ambition for challenge and social status
Sociability (Sy)	Sociability (Sy)	Social participation
Social Presence (Sp)	Social Presence (Sp)	Poise and comfort with attention and recognition
Self-acceptance (Sa)	Self-acceptance (Sa)	Sense of personal worth and self-confidence
Independence (In)	Independence (In)	Self-sufficiency and self-directedness
Empathy (Em)	Empathy (Em)	Capacity to understand and respond to others needs
Responsibility (Re)	Responsibility (Re)	Conscientiousness and follow-through
Social Conformity (So)	Socialization (So)	Conformance with norms and customs
Self-control (Sc)		Cautiousness and self-regulation
Good Impression (GI)	Good Impression (GI)	Tact and positive self-presentation
Communality (Cm)	Communality (Cm)	Conventionality of behavior and attitudes
Well-being (Wb)	Well-being (Wb)	Overall sense of health and optimism
Tolerance (To)	Tolerance (To)	Open mindedness and respect for others
Achievement via Conformance (Ac)	Achievement via Conformance (Ac)	Motivation within organized settings
Achievement via Independence (AI)	Achievement via Independence (AI)	Motivation within unstructured settings
Conceptual Fluency (Cf)	Intellectual Efficiency (ie)	Comfort with intellectual and conceptual matters
Insightfulness (is)	Psychological Mindedness (Py)	Analytical insight into the motivations of others
Flexibility (Fx)	Flexibility (Fx)	Adaptability and comfort with change
Sensitivity (Sn)	Femininity/Masculinity (FM)	Tough- verses tender-mindedness
Participating/Private (v.1)	Externality/Internality (v.1)	Extraversion versus Introversion
Approving/Questioning (v.2)	Norm-doubting/Norm-favoring (v.2)	Rule-following versus rule-questioning
Fulfillment (v.3)	Ego-Integration (v.3)	Fulfillment of personal potential
Managerial Potential (Mp)	Managerial Potential (Mp)	Inclination for supervisory responsibilities
Work Orientation (Wo)	Work Orientation (Wo)	Sense of dedication to work
Creative Temperament (CT)	Creative Temperament (CT)	Individualization and capacity for innovativeness
Leadership (Lp)	Leadership (Lp)	Initiative and effectiveness in leading others
Amicability (Ami)	Amicability (Ami)	Cooperation and friendliness
Law Enforcement Orientation (Leo)	Law Enforcement Orientation (Leo)	Conventional and practical values

Measures of Poise, Self-Assurance, and Interpersonal Proclivities

Scale Name		Implications of Higher and Lower Scales
Do (Dominance)	Higher	confident, assertive, dominant, task-oriented
	Lower	cautious, quiet, hesitant to take the initiative
Cs (Capacity for Status)	Higher	ambitious, wants to be a success, has many interests
	Lower	unsure of self, dislikes direct competition, uncomfortable with uncertainty or complexity
Sy (Sociability)	Higher	sociable, likes to be with people, outgoing
	Lower	shy, often inhibited, prefers to stay in the background in social situations
Sp (Social Pressure)	Higher	self-assured, spontaneous, versatile, verbally fluent, pleasure seeking
	Lower	reserved, hesitant to express own views or opinions, self-denying
Sa (Self-acceptance)	Higher	has good opinion of self, sees self as talented and personally attractive, talkative
	Lower	self-doubting, readily assumes blame when things go wrong, often thinks others are better, gives in easily
In (Independence)	Higher	self-sufficient, resourceful, detached, persistent in seeking goals, whether others agree or not
	Lower	lacks self-confidence, seeks support from others, tries to avoid conflict, has difficulty in making decisions
Em (Empathy)	Higher	comfortable about self and well-accepted by others, perceptive of social nuances, understands how others feel, optimistic
	Lower	unempathic, skeptical about the intentions of others, defensive about own feelings and desires, has limited range of interests

CPI Profile**Measures of Normative Orientation and Values**

Scale Name		Implications of Higher and Lower Scales
Re (Responsibility)	Higher	responsible, reliable, ethically perceptive, serious about duties and obligations
	Lower	undisciplined, careless, indifferent to personal obligations
So (Socialization)	Higher	conscientious, well-organized, finds it easy to accept and conform to normative rules, seldom gets in trouble
	Lower	resists rules, does not like to conform, often rebellious, gets into trouble easily, has unconventional views and attitudes
Sc (Self-control)	Higher	tries to control emotions and temper, suppresses hostile feelings, takes pride in being self-disciplined
	Lower	has strong feelings and emotions and makes little effort to hide them, problems of under control and impulsivity
Gi (Good impressions)	Higher	wants to make a good impression; tries to do what will please others, sometimes to the point of being obsequious and sycophantic; short of this level, tends to be conventional, formal and conservative
	Lower	insists on being himself or herself, even if this causes friction or problems; dissatisfied in many situations
Cm (Community)	Higher	fits in easily, reasonable, sees self as a quite average person, makes little effort to change things
	Lower	sees self as different from others, not conventional or conforming; often changeable and moody, extremely low scores suggest careless or random answering

CPI Profile**Measures of Normative Orientation and Values (continued)**

Wb (well-being)	Higher	feels self to be in good physical and mental health; optimistic about the future, cheerful
	Lower	concerned about health and/or personal problems
To (Tolerance)	Higher	is tolerant of others' beliefs and values, even when different from or counter to their own beliefs; fair-minded, reasonable and tactful
	Lower	distrustful, fault-finding, and extrapunitive

CPI Profile**Measures of Cognitive and Intellectual Functioning**

Scale Name		Implications of Higher and Lower Scales
Ac (Achievement via Conformance)	Higher	has strong drive to do well; likes to work in settings where tasks and expectations are clearly defined; efficient and well-organized
	Lower	has difficulty in doing best work in settings that have strict rules and regulations; easily distracted; tends to stop working when things do not go well
Ai (Achievement via Independence)	Higher	has strong drive to do well; likes to work in settings that encourage freedom and individual initiative; clear thinking and intelligent
	Lower	has difficulty in doing best work in settings that are vague, poorly defined, and lacking in precise specifications; has limited interests in intellectual or cognitive endeavors
Ie (Intellectual Efficiency)	Higher	efficient in use of intellectual abilities; can keep on at a task where others might give up or get discouraged; insightful and resourceful
	Lower	has a hard time getting started on cognitive tasks, and seeing them through to completion; has difficulty in expressing ideas

CPI Profile

Measures of Role and Personal Style

Scale Name		Implications of Higher and Lower Scales
Py (Psychological Mindedness)	Higher	insightful and perceptive; understands the feelings of others, but is not necessarily supportive or nurturing
	Lower	more interested in the practical and concrete than the abstract; looks more at what people do than how they feel or think; apathetic and seemingly unmotivated
Fx (Flexibility)	Higher	flexible, likes change and variety, easily bored by routine and everyday experience; may be impatient and even erratic; clever and imaginative, but also careless and loosely organized
	Lower	not changeable; likes a steady pace and well - organized and predictable situations; conventional and conservative
F/M (Femininity / Masculinity)	Higher	among males, high scorers tend to be seen as high-strung, sensitive, and esthetically reactive; females with high scores tend to be seen as sympathetic, warm, and modest, but also dependent
	Lower	decisive, action-oriented; shows initiative; not easily subdued; rather unsentimental; tough-minded