



MIPS[®] REVISED

MILLON[™] INDEX OF
PERSONALITY STYLES *REVISED*

MIPS[®] *Revised*

Millon[™] Index of Personality Styles *Revised*

Interpretive Report

Theodore Millon, PhD, DSc

Name: James Sample
ID Number: 98765
Age: 31
Gender: Male
Race: White
Marital Status: Never Married
Education: College Graduate
Date Assessed: 03/24/2011

PEARSON

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TRADE SECRET INFORMATION

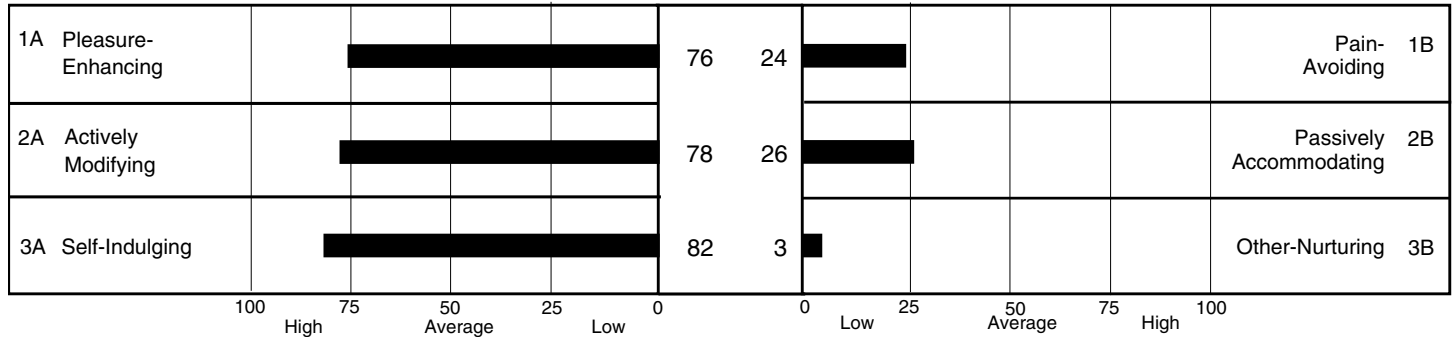
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MILLON™ INDEX OF PERSONALITY STYLES REVISED

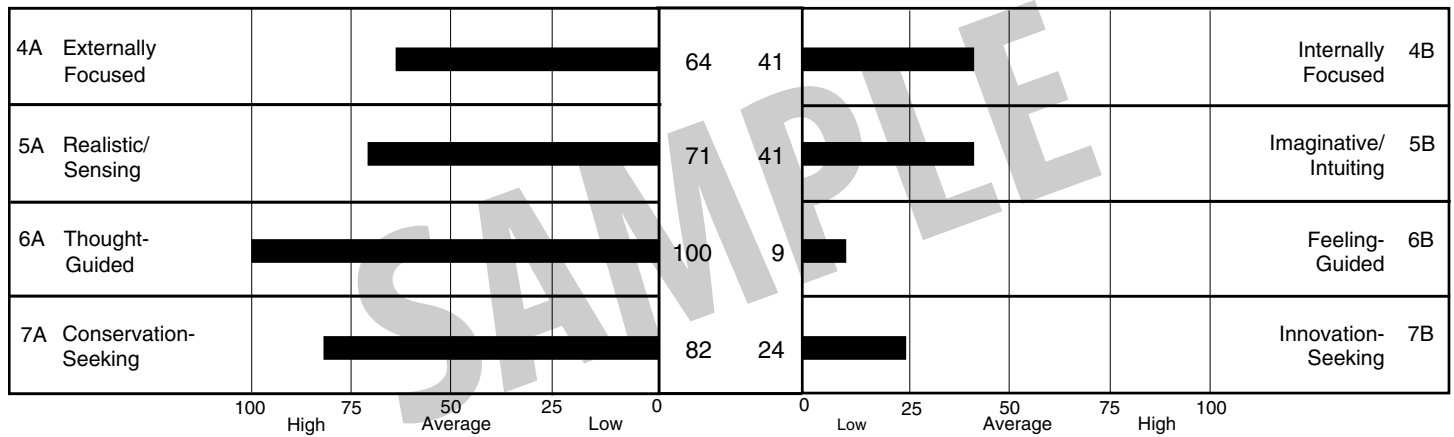
Profile of Prevalence Scores

Norm Group: Adult Male

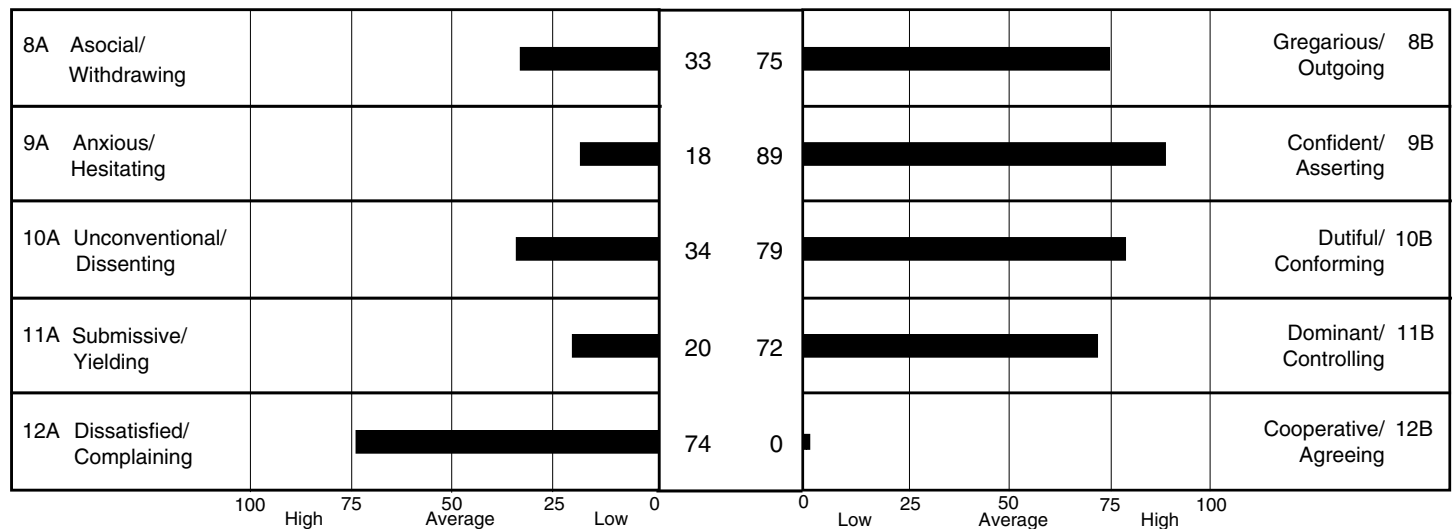
Motivating Styles



Thinking Styles



Behaving Styles



Negative Impression Raw Score: 2 (Average)
Positive Impression Raw Score: 1 (Low)

Consistency Raw Score: 4 (High)
Clinical Index T-Score: 55 (Average)

INTERPRETIVE SUMMARY

Positively oriented motivations moderately influence the respondent's outlook. Inclined to seek rewarding experiences in whatever environment he finds himself, he aims toward achieving that which he finds satisfying and fulfilling in life. His social and intellectual energies are stimulated by and organized around this pursuit. Generally optimistic toward his chances of success, he believes that good things are likely to come his way. Typically pleased with the world he has created for himself, he looks favorably on those around him, anticipating satisfactory relationships and positive outcomes from most interactions and endeavors.

For ways of dealing with his environment, he leans moderately toward taking charge of his life, making things happen rather than waiting for them to occur, modifying his environment and relationships, and arranging events to suit his needs and desires. He tends to actively pursue the good things in life by taking the initiative and intervening in the affairs of others. Continually and substantially transforming his environment, he is busy, conscientious, and practical, viewing his experiences as being determined by his own actions rather than by forces beyond his control.

Very oriented toward fulfilling his own needs and priorities before those of others, the respondent generally dislikes relying on others in his work and social relationships and usually makes his own decisions with little advice from others. Neither does he tend to be concerned about pleasing others, preferring to do things his own way and taking the consequences of doing so. Comfortable with himself as well as with the world he has created by virtue of his energy and will, he is able to function as a pragmatic, self-directed, and self-actualizing person.

Logical, organized, practical, and concerned with the tangible and the present, the respondent seeks to impose a clear structure upon his life, to operate efficiently, and to make impersonal, objective decisions and judgments. Assuming a take-charge attitude with people, he attempts as well to be systematic, consistent, and conscientious in all of his actions. Firmly avoiding any display of indecisiveness or vacillation, he endeavors to act in a responsible and dependable manner and is also self-assured and confident of the correctness of his opinions. Perhaps overly assertive and power-oriented at times, he is nevertheless likely to be a good organizer of others, an administrator who can blend task-orientation with effective leadership. This effectiveness is apparent in his knowing when and how to be affable and accommodating and when and how to supervise and direct. Strongly inclined to reason matters through, he seeks to ensure that his own behaviors and those of others conform with carefully thought-out rules and principles. Enjoying the authoritative role of leader or executive, he often acts in a crisp and decisive manner, especially when faced with situations that are characterized by ambiguity or uncertainty.

He strongly prefers to deal with the concrete, that which can be appraised through the senses, and readily attends to the observable and factual. Although he comfortably tolerates mundane routines and uninspired labors, ideas or tasks that cannot be translated into the tangible, assigned to the practical, or related to the here and now are avoided or delegated to others. Preferring tasks and activities that have visible, quick results, he likes to perform them himself, thus seeing that they are done effectively and with dispatch. He often gains the respect of others, owing to his reliability and seriousness in ensuring that shared tasks are not only completed but also completed on schedule. In achieving these ends, he will organize the steps and resources involved as well as apply the logic and analysis required for success. Because of his efficient style, he prefers to undertake jobs that are well-structured and to work with

people who are as energetic and strongly task-oriented as he is. Setting priorities is important to his style in both work and social relationships. Mentally, if not physically, checking off lists of things to be done, he ensures that the ultimate result is achieved in a systematic manner.

For the most part, achieving a goal is more important to him than considering the needs and habits of those involved. He can be demanding or even overbearing when faced with inefficiency or laziness. On the other hand, he can usually avoid such problems by preparing the groundwork well in advance and by using well-developed social skills. Nevertheless, he might fail to listen to views contrary to his own or exhibit a lapse of sensitivity to the feelings and wishes of those with whom he lives and works. Such tendencies could result in difficulties that he could have averted with a more caring and less self-concerned attitude. Though he is normally easy to get along with, when difficult decisions are to be made, he prefers to be surrounded by those who are yielding and compliant.

Quietly self-assured, the respondent may feel special in all regards, not only competent, talented, and accomplished, but also effective in achieving self-fulfillment and in leading others to achieve fulfillment. Along with having faith in himself, he is also ambitious and driven to attain bold aspirations. Goal-directed, pragmatic, hardworking, and conscientious, he has the discipline and persistence to pursue goals until they are achieved as well as the skills to attract and motivate others to join him in this pursuit. Whereas others, equally competent, might be sidetracked by self-doubt or tangential distractions, he has both the confidence and the single-minded purposefulness to overcome setbacks and diversions in order to obtain what he believes is his due. He is a potentially gifted if serious leader, readily delegating responsible tasks to others and giving them considerable freedom to work independently, as he prefers for himself, as long as they acknowledge who really controls matters and who has the ultimate say when differences arise. Problems could arise, however, if followers too often seek credit or unduly question his authority. Setting high standards of attainment and responsibility for himself as well as for those who are associated with him, he strives to reach the best that he can.

RAW SCORES

100 Percent of items answered

Pleasure-Enhancing (1A)	31	Conservation-Seeking (7A)	51
Pain-Avoiding (1B)	9	Innovation-Seeking (7B)	22
Actively Modifying (2A)	39	Asocial/Withdrawing (8A)	14
Passively Accommodating (2B)	12	Gregarious/Outgoing (8B)	45
Self-Indulging (3A)	27	Anxious/Hesitating (9A)	4
Other-Nurturing (3B)	17	Confident/Asserting (9B)	50
Externally Focused (4A)	31	Unconventional/Dissenting (10A)	17
Internally Focused (4B)	11	Dutiful/Conforming (10B)	52
Realistic/Sensing (5A)	21	Submissive/Yielding (11A)	11
Imaginative/Intuiting (5B)	21	Dominant/Controlling (11B)	28
Thought-Guided (6A)	38	Dissatisfied/Complaining (12A)	34
Feeling-Guided (6B)	15	Cooperative/Agreeing (12B)	16
Clinical Index Raw Score	39.6		

End of Report

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ITEM RESPONSES

1: 1	2: 2	3: 1	4: 1	5: 2	6: 1	7: 2	8: 2	9: 2	10: 1
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