



The Big Five Aspects Scale

You have just completed assessing yourself with 100 phrases. Our systems have compared your-self-ratings to those of thousands of other people. You are being compared to men and women of all ages. This means that if you are young, your scores on neuroticism will be higher and on agreeableness and conscientiousness will be lower than if you were compared to people of your own age (with the reverse being true for older individuals). For men, their scores on agreeableness will be higher and on neuroticism will be lower than if they were just being compared to men. We decided to make the comparisons simple, so that you know where you stand in comparison to the typical person (with age and sex regarded as irrelevant).

Here are your results: You will see below where you stand in comparison to others in the general population on the major traits and their aspects:

- Agreeableness: Compassion and Politeness
- Conscientiousness: Industriousness and Orderliness
- Extraversion: Enthusiasm and Assertiveness
- Neuroticism: Withdrawal and Volatility
- Openness to Experience: Openness and Intellect

Remember that each personality trait and aspect (and your relative position with respect to them) has advantages and disadvantages. It is for that reason that variation exists in the human population: there is a niche for each personality configuration. Much of what constitutes success in life is therefore the consequence of finding the place in relationships, work and personal commitment that corresponds to your unique personality structure. Good luck with your expanded self-understanding!


Note also that if you find that the descriptions harsher than you might consider appropriate this may mean that you were more self-critical than necessary when completing the questions (remember, the results are based on your own self-report, compared to that of others). This can occur if you were feeling temporarily or chronically unhappy or anxious, or hungry, angry or judgmental when you completed the questions.

Agreeableness: Moderately Low

You are moderately low in agreeableness, which is the primary dimension of Interpersonal interaction in the Big Five personality trait scientific model. Agreeableness has two aspects: compassion and politeness, which will be explained separately. Agreeableness is a very complex trait, with marked positive and negative elements all along its distribution. Because of this, higher scores and lower scores need to be explained at the same time.

People high in agreeableness are nice: compliant, nurturing, kind, naively trusting and conciliatory. However, because of their tendency to avoid conflict, they often dissemble and hide what they think. People low in agreeableness are not so nice: stubborn, dominant, harsh, skeptical, competitive and, in the extreme, even predatory. However, they tend to be straightforward, even blunt, so you know where they stand.

Your score puts you at the **39th** percentile for agreeableness. If you were one of 100 people in a room, you would be less agreeable than **60** of them and more agreeable than **39** of them.

<p>AGREEABLENESS</p> <p>39th percentile</p>	
<p>You are less agreeable than 60 of 100 people</p>	

People with moderately low levels of agreeableness are seen by others as somewhat competitive, colder and less empathic. They are less likely to look for the best in others, and are not particularly tolerant (an attitude that is much valued by agreeable people). They are less concerned about the emotional state of others, willing to engage in conflict, and will sacrifice peace and harmony to make a point or (if conscientious) to get things done. People find them straightforward, even blunt. They tend towards dominance, rather than submission (particularly if also below average in neuroticism).

People with moderately low levels of agreeableness are not particularly forgiving, accepting, flexible, gentle or patient. They don't easily feel pity for those who are excluded, punished or defeated. They are also not easily taken advantage of by disagreeable, manipulative or otherwise troublesome people, or by those with criminal or predatory intent. Their skepticism plays a protective role, although it may interfere with their ability to cooperate with or trust others whose intentions are genuinely good. They can appreciate cooperation, but like competition, with its clear losers and winners. They will not easily lose arguments (or avoid discussions) with less agreeable people. They tend to be good at bargaining for themselves, or at negotiating for more recognition or power. They are likely to have higher salaries and to earn more money, in consequence. They are therefore less likely to suffer from resentment or to harbour invisible anger, although this tendency may be increased, if they are very high in neuroticism. In addition, because of their tendency to engage in conflict, when necessary, moderately disagreeable people tend not to sacrifice medium- to long-term stability and function for the sake of short-term peace. This means that problems that should be solved in the present are often solved, and do not accumulate counterproductively across time.

Women are higher in agreeableness than men. The mean percentile for women in a general population (women and men) is 61.5. For men it is 38.5. The fact that men are lower in agreeableness than women helps explain their much higher rates of criminal incarceration (90% male). The primary difference between criminals and non-

criminals is disagreeableness. If the typical criminal is more disagreeable than 98% of people in the general population, then almost all those criminals will be male. This difference in agreeableness between men and women is largest in countries such as Norway and Sweden, where the most has been done to ensure equality of outcome between the sexes. This provides strong evidence that biological factors rather than environment and learning account for the dissimilarity.

Agreeableness, per se, is not strongly associated with political liberalism or conservatism, but this is because the aspects of agreeableness predict such political belief in opposite ways, and cancel each other out. Liberals are higher in aspect compassion, and conservatives in aspect politeness. However, alliance with the category of belief that has come to be known as politically correct is strongly predicted by agreeableness (particularly compassion). What this appears to mean is that agreeable people strongly identify with those they deem oppressed, seeing them, essentially, as exploited infants, and demonize those they see as oppressors, seeing them as cruel, heartless predators.

There are large differences between men and women in terms of spontaneous interest, and these also appear associated with agreeableness. Agreeable people, caring as they do for others, are more likely to enter professions associated with people, such as teaching and nursing, which are dominated by women. This is true even in the Scandinavian countries, where attempts to produce gender-equal societies has reached a maximum. Disagreeable people, by contrast, appear to prefer systematizing over empathizing, and are more interested in things – machines and technology. In consequence, professions such as engineering and trades associated with construction and machinery tend to be dominated by relatively disagreeable men.

Agreeableness has two aspects: compassion and politeness.

Compassion: Moderately Low

You are moderately low in compassion, which is one aspect of Agreeableness. Your score puts you at the **36th** percentile for compassion. If you were one of 100 people in a room, you would be less compassionate than **63** of them and more compassionate than **36** of them.

Less compassionate people are not primarily oriented towards the problems of other people or other living things. They are less swayed by cuteness. They are willing to make other people experience negative emotion by engaging in conflict and competition. They like to win, and are less concerned about helping other people. They make sure their own needs and interests are attended to, and are less likely to sacrifice for the sake of other people. This can make them appear harsh and unsympathetic. People might turn to them for the truth, but not for a soft, patient, eternally-listening ear. They are not markedly empathetic and caring. However, because they are not primarily other-oriented, they can often negotiate effectively on their own behalf, and are likely to get at least what they deserve (for their hard work, for example). In consequence, they are unlikely to harbor feelings of resentment or hidden anger.

COMPASSION

36th percentile



You are less compassionate than 63 of 100 people

Those who are liberal, politically, score somewhat higher in compassion than conservatives.

Women are also higher in compassion than men. The mean percentile for women in a general population (women and men) is 61. For men it is 39.

Politeness: Typical or Average

You are typical or average in politeness, which is one aspect of Agreeableness. Your score puts you at the **45th** percentile for politeness. If you were one of 100 people in a room, you would be more polite than **45** of them and less polite than **54** of them.

Typically polite people can be deferential to authority, but can also be challenging, when necessary. They are not particularly obedient. They can be respectful, but will also push back if pushed. They are not made uncomfortable by the necessity of standing up to other people. Typically polite people will avoid conflict, reasonably, but are not completely averse to confrontation.

POLITENESS



45th percentile

You are more polite than 45 of 100 people

Those who are liberal, politically, score somewhat lower in politeness than conservatives (the opposite pattern is seen with compassion).


Women are higher in politeness than men. The mean percentile for women in a general population (women and men) is 59. For men it is 41.

Conscientiousness: Exceptionally High

You are exceptionally high in conscientiousness, which is the primary dimension of dutiful achievement in the Big Five personality trait scientific model. Conscientiousness is a measure of obligation, attention to detail, hard work, persistence, cleanliness, efficiency and adherence to rules, standards and processes. Conscientious people implement their plans and establish and maintain order.

Your score puts you at the **99th** percentile for conscientiousness. If you were one of 100 people in a room, you would be more conscientious than **99** of them and less conscientious than **0** of them.

Exceptionally conscientious people are extremely dutiful. They are sloggers. They are made extraordinarily uncomfortable by inactivity. They work remarkably hard and hate wasting time. They are extremely unlikely to procrastinate (particularly if they are also below average in neuroticism). If an exceptionally conscientious person promises to do something, he or she will do it, regardless of circumstances, and without finding excuses. They are extraordinarily decisive, neat, organized, future-oriented, and reliable. They are not easily distracted. Other people may think of them as excessively focused on achievement, productivity and order.

↑ CONSCIENTIOUSNESS


99th percentile

You are more conscientious than 99 of 100 people

Exceptionally conscientious people are extremely likely to obtain higher grades in academic settings (particularly if they are also intelligent), and make extremely good administrators and managers. They must have everything in its proper place, however – which has advantages and disadvantages – and are likely to be obsessed with detail. They do things exactly by the book. Exceptionally conscientious people are remarkably prone to guilt (although they are extremely likely to organize their lives so that they have little to feel guilty about). Extremely conscientious people are also extraordinarily susceptible to shame, self-disgust and self-contempt.

Individuals who are exceptionally conscientious can react catastrophically to failure (particularly if they are also above average in neuroticism). They are extremely judgemental and are easily disgusted by their own moral transgressions, as well as those of others. They suffer extreme shame and guilt when unemployed or otherwise unoccupied, even when that occurs through no fault of their own. Extremely conscientious people are exceptionally committed to personal responsibility. They are absolutely convinced that those who work hard should and will be rewarded, and that those who don't work hard and strive deserve their failure. They can be hyper-concerned with hygiene, moral purity and achievement. They can be very micro-managing and controlling.

Exceptionally conscientious people are much more likely to be political conservatives, rather than liberal (particularly if they are also low in openness).

Women are very slightly more conscientious than men. The mean percentile for women in a general population (women and men) is 51.5. For men it is 49.5.

Conscientiousness has two aspects: industriousness and orderliness.

Industriousness: Exceptionally High

You are exceptionally high in industriousness, which is one aspect of conscientiousness. Your score puts you at the **98th** percentile for industriousness. If you were one of 100 people in a room, you would be more industrious than **98** of them and less industrious than **1** of them.

Exceptionally industrious people are extremely likely to be successful in school and in administrative and managerial positions (particularly if they are intelligent). They live to work, and always have to be doing something useful. They do not at all like to sit around. They are extremely dutiful. They never put things off. They do not mess things up. They always finish what they start, and they do it on schedule. They are always obsessed with accomplishing more in less time, with fewer resources. They have exceptional focus.

↑ INDUSTRIOUSNESS



98th percentile

You are more industrious than 98 of 100 people

Exceptionally industrious people are extremely likely to judge shirkers or people who are incompetent harshly, and to want them out of the way. They are extraordinarily likely to believe that people fail because they don't apply themselves or work hard enough. They feel extremely guilty, rapidly, if they do not do their duty. However, because they are always stay on or ahead of schedule and accept their responsibilities, they rarely experience actual guilt. They cope remarkably badly with enforced leisure or unemployment.

Those who are liberal and those who are conservatives appear equally industrious.

Men are slightly more industrious than women. The mean percentile for men in a general population (women and men) is 51.5. For women it is 49.5.

Orderliness: Exceptionally High

You are exceptionally high in orderliness, which is one aspect of conscientiousness. Your score puts you at the **99th** percentile for orderliness. If you were one of 100 people in a room, you would be more orderly than **99** of them and less orderly than **0** of them.

Exceptionally orderly people are extremely disturbed and disgusted by mess and chaos. They keep everything extraordinarily tidy and organized. They think in remarkably black and white terms: things are good or bad, acceptable or unacceptable, with no grey areas. They make and stick to schedules. They like everything exactly where it should be – and very much want to make sure it stays where it belongs. They are remarkably detail-oriented and, in the extreme, obsessive. They are extremely rule-abiding, and insist that rules are scrupulously

observed. They can be very judgmental, harsh and punitive towards themselves and others if and when rules are broken or procedures ignored. They cannot live without routine and predictability. They can be extraordinarily good at ensuring that complex sensitive processes are managed properly and carefully.

↑ ORDERLINESS



99th percentile

You are more orderly than 99 of 100 people

Excessive orderliness can also constrain creativity (even among those high in openness) as creative endeavours often require mess, disruption and intervening periods of chaos.

Those who are exceptionally orderly are remarkably more likely to be political conservatives. Orderliness is the second-best predictor of conservatism, after openness to experience.

Women are more orderly than men. The mean percentile for women in a general population (women and men) is 54.5. For men it is 45.5. This may account for some of the trouble in relation to housework between women and men. Since women are, on average, more orderly, household disorder will trigger disgust and discomfort in them faster. This may happen with sufficient frequency so they end up doing a disproportionate share of such work (even though if they waited a bit longer their less orderly partners, often men, might end up equally troubled and motivated to fix the problem). Orderly people are more likely to have items such as event calendars, drawer organizers, laundry baskets, irons and ironing boards in their immediate environments.

Extraversion: High

You are high in extraversion, which is the primary dimension of positive emotion in the Big Five personality trait scientific model. Extraversion is a measure of general sensitivity to positive emotions such as hope, joy, anticipation and approach, particularly in social situations.

Your score puts you at the **88th** percentile for extraversion. If you were one of 100 people in a room, you would be more extraverted than **88** of them and less extraverted than **11** of them.

People with high levels of extraversion are comparatively enthusiastic, talkative, assertive in social situations, and gregarious. They are typically energized by social contact, and crave it. They take great pleasure in planning parties, telling jokes, making people laugh, and taking part in community activities. They are likely to have positive memories of the past, high levels of current self-esteem (particularly if they are low in neuroticism), and to feel positive and optimistic about the future.

↑ EXTRAVERSION



88th percentile

You are more extraverted than 88 of 100 people

People who are highly extraverted have a difficult time keeping things to themselves, and tend to tell everyone everything. They are self-disclosing (particularly if also high in neuroticism) and they warm up quickly to other people. They tend to speak first and most often in meetings. They can be captivating and convincing. They will often be the first to act.

People who are high in extraversion make enthusiastic employees, and are well-suited to jobs involving sales, persuasion, work in groups and public speaking (particularly, once again, if they are low in neuroticism). They are not as suited to occupations that require a lot of isolated work (such as computer programming or accounting).

People high in extraversion can also be impulsive, particularly when it comes to having fun in social situations. They are more likely than average to sacrifice the future to the present, when something social or group-oriented beckons. It is somewhat difficult for them to be alone and to study and work. They can be easily distracted by opportunities to chat, joke and socialize. This is particularly the case if they are also low in conscientiousness. When individuals are extraverted and conscientious, they are more productive than if they are introverted and conscientious. However, when they are introverted and unconscientious, they are more productive than they are when they are extroverted and unconscientious.

People high in extraversion are more dominant in social situations, particularly if they are also low in agreeableness. Less agreeable extraverts tend to be self-centered – something that can be made worse if they are also low in conscientiousness.

Those who are politically liberal are slightly less extraverted than conservatives.

Women are slightly more extraverted than men. The mean percentile for women in a general population (women and men) is 52. For men it is 48.

Extraversion has two aspects: Enthusiasm and Assertiveness.

Enthusiasm: Typical or Average

You are typical or average in enthusiasm, which is one aspect of extraversion. Your score puts you at the **41st** percentile for enthusiasm. If you were one of 100 people in a room, you would be more enthusiastic than **41** of them and less enthusiastic than **58** of them.

Individuals who are average in enthusiasm have their excitable moments, are sometimes happy, and are reasonably easy to get to know, but they are essentially moderate in their positive emotion. They will talk about things or people they find particularly interesting, but tend to keep more quiet, otherwise. They laugh and joke,

but not excessively. They don't crave the spotlight. They enjoy parties, in moderation, and generally like to be around people, but they can spend time alone. They don't warm up immediately to others, particularly in groups, and they can keep their own affairs private. They like excitement, but only in moderate doses. They are moderately positive about the past and future.

ENTHUSIASM



41st percentile

You are more enthusiastic than 41 of 100 people

Enthusiasm is not strongly associated with political preference, either conservative or liberal.

Women are higher in enthusiasm than men. The mean percentile for women in a general population (women and men) is 55. For men it is 45.

Assertiveness: Exceptionally High

You are exceptionally high in assertiveness, which is one aspect of extraversion. Your score puts you at the **98th** percentile for assertiveness. If you were one of 100 people in a room, you would be more assertive than **98** of them and less assertive than **1** of them.

Exceptionally assertive people are “take charge” types. They put their own opinions forward extremely strongly, and constantly dominate and control social situations. Exceptionally assertive people can be extremely influential and captivating. They have the communication style that is often associated with leadership. This is good when they are knowledgeable, competent and able, but not so good when they aren't. Assertive people are people of action. They don't wait for others to lead the way, but leap in, heedlessly. They can be impulsive, in consequence, and can act without thinking.

↑ ASSERTIVENESS



98th percentile

You are more assertive than 98 of 100 people

Liberals tend to be slightly less assertive than conservatives.

Women are slightly less assertive than men. The mean percentile for women in a general population (women and men) is 48. For men it is 52.

Neuroticism: Exceptionally Low

You are exceptionally low in neuroticism, which is the primary dimension of negative emotion in the Big Five personality trait scientific model. Neuroticism is a measure of general sensitivity to negative emotions such as pain, sadness, irritable or defensive anger, fear and anxiety.

Your score puts you at the **1st** percentile for neuroticism. If you were one of 100 people in a room, you would be lower in neuroticism than **98** of them and higher in neuroticism than **1** of them.

People with exceptionally low levels of neuroticism virtually never focus on the negative elements, anxieties and uncertainties of the past, present and future. It is extremely rare for them to face periods of time where they are unhappy, anxious and irritable, unless facing a serious, sustained, complex problem. Even under the latter conditions, they cope remarkably well, very rarely worry, and recover extraordinarily quickly. They always keep their head in a storm, and they never make mountains out of molehills.

↓ NEUROTICISM



1st percentile

You are lower in neuroticism than 98 of 100 people

They have exceptional levels of self-esteem, particularly when they are also average or above average in extraversion. They are resistant to anxiety disorders and depression (again, particularly if average or above in extraversion).

When good things happen to them, people with exceptionally low levels of neuroticism can appreciate it, and do not question whether or not they deserved it. They are extraordinarily satisfied with their relationships and careers. Overall, they are extremely tolerant of stress, and tend to breeze through even the more severe failures and setbacks of life. Exceptionally low levels of neuroticism are associated with an absence of concern about mental and physical health, very rare visits to the physician or emergency room visits, and almost no absenteeism at work and at school (particularly if accompanied by average or above levels of conscientiousness).

People with extremely low levels of neuroticism are very good at tolerating risk. If they are average or high in extraversion or openness, they may even enjoy it. They remain calm in the face of even extreme uncertainty. They can thrive in recreational, career, financial and social situations where the possibility of loss is higher. They can

consider and implement career changes and other transformations that could enhance their lives with exceptional ease.

Neuroticism is not a powerful predictor of political belief, either conservative or liberal.

Females tend to be higher in neuroticism than males. The typical woman is higher in neuroticism than 60% of the general population of men and women combined. In part, this may be why women report more unhappiness in their relationships, at work, in school and with their health than men, on average, and why women initiate 70% of all divorces. This difference in neuroticism between men and women appears to emerge at puberty. It is largest in countries such as Norway and Sweden, where the most has been done to ensure equality of outcome between the sexes. This provides strong evidence that biological factors rather than environment and learning account for the dissimilarity.

Trait neuroticism is made up of the aspects withdrawal and volatility.

Withdrawal: Exceptionally Low

You are exceptionally low in withdrawal, which is one aspect of neuroticism. Your score puts you at the **2nd** percentile for withdrawal. If you were one of 100 people in a room, you would be lower in withdrawal than **97** of them and higher in withdrawal than **2** of them.

Individuals exceptionally low in withdrawal virtually never suffer from or are impeded by anticipatory anxiety. They can handle new, uncertain, unexpected, threatening or complex situations extremely well, from the emotional perspective. They are extremely unlikely to avoid or withdraw in the face of the unknown and unexpected.

People with exceptionally low levels of withdrawal feel sad, lonesome, disappointed and grief-stricken very infrequently – and, if they do, feel those emotions briefly and to a much lesser degree. Their lives tend to be markedly free of doubt, worry, embarrassment, self-consciousness and discouragement, even in the face of genuine threat and punishment. They are resistant to and rarely worried about social rejection, and almost never feel hurt or threatened. Even when actually hurt, frightened, or anxious, they recover strikingly easily and remarkably quickly. People with very low levels of withdrawal are simply not worriers. Technically, withdrawal has been associated with activity in the brain systems that regulate passive avoidance.

↓ WITHDRAWAL



2nd percentile

You are lower in withdrawal than 97 of 100 people

Those who are liberal, politically, are slightly higher in withdrawal than conservatives.

Women are higher in withdrawal than men. The mean percentile for women in a general population (women and men) is 60. For men it is 40.

Volatility: Exceptionally Low

You are exceptionally low in volatility, which is one aspect of neuroticism. Your score puts you at the **1st** percentile for volatility. If you were one of 100 people in a room, you would be less volatile than **98** of them and more volatile than **1** of them.

Individuals exceptionally low in volatility are extraordinarily stable and predictable in their moods. They are virtually never irritable, and very rarely experience disappointment, frustration, pain and loneliness. People find them extremely easy and calming. They very infrequently express their frustration, disappointment and irritability and appear remarkably reasonable when they do so. Even on those unusually infrequent occasions where they become stirred up, upset, angry or irritated, they calm down almost immediately. They are not at all argumentative and almost never lose their composure.

Even if exceptionally provoked in a dispute, a person of very low volatility will rarely react in kind (particularly if also average or above in agreeableness). Such people remain calm and unperturbed even when extraordinarily stressed. Volatile people tend to get upset if something bad does happen, while people high in withdrawal (the other aspect of neuroticism) tend to be concerned that something bad might happen. Technically, volatility has been associated with activity in the brain systems that regulate fight, flight or freeze.

↓ VOLATILITY



1st percentile

You are less volatile than 98 of 100 people

Volatility is not strongly related to political preference, either liberal or conservative.

Women are higher in volatility than men. The mean percentile for women in a general population (women and men) is 57.5. For men it is 42.5.

Openness to Experience: Moderately High

You are moderately high in openness to experience, which is the primary dimension of creativity, artistic interest and intelligence (particularly verbal intelligence) in the Big Five personality trait scientific model. Openness to experience is a measure of interest in novelty, art, literature, abstract thinking, philosophy as well as sensitivity to

aesthetic emotions and beauty.

Your score puts you at the **68th** percentile for openness to experience. If you were one of 100 people in a room, you would be higher in openness to experience than **68** of them and lower in openness to experience than **31** of them.

People with moderately high levels of openness to experience are somewhat more likely than average to be characterized by others as smart, creative, exploratory, intelligent and visionary. They tend to be more interested in learning and in acquiring new abilities and skills. They are curious and exploratory. They find themselves interested in abstract thinking, philosophy, and the meaning of belief systems and ideologies. They attend cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows. They are likely to enjoy writing. They enjoy complex, abstract ideas more than the average person, and like to confront and solve problems.

OPENNESS TO EXPERIENCE



68th percentile

You are higher in openness to experience than 68 of 100 people

They are likely to be readers, with a wider range of interests. They have a broader and deeper vocabulary. They can think and learn quite quickly. They are comparatively proficient at formulating new ideas, and tend to be articulate (particularly if average or above in extraversion). People moderately high in openness can sometimes see old things in new ways. They can formulate problems in a diverse range of ways, and can typically generate a reasonable number of problem-solving solutions. They enjoy change, often to make things better, but also just for the sake of change.

People who are moderately high in openness to experience are somewhat less well adapted to situations or occupations that are routinized and predictable. They have some trouble fitting in at the bottom of hierarchies. They are less suited to entry-level, repetitive, rote positions, because they often think up new ways to do things, and such ideas are seldom welcome from someone at the bottom. They are creative thinkers. They tend to shake things up a bit, particularly if they are also disagreeable and assertive, and may be attracted to more revolutionary ideas (particularly if below average in conscientiousness).

Individuals moderately high in openness to experience tend to be entrepreneurial in spirit, as well as smarter and more creative. They have more than average interest in creating new ventures, sometimes for profit, sometimes for curiosity, and sometimes for personal transformation. At least moderately high levels of openness to experience appear necessary to the formation and leadership of business and other forms of complex organization, although conscientiousness appears required for the attention to detail and process management that such organizations also always need.

People moderately high in openness to experience tend to be interested in many things. However, they can still typically settle on a single path in life, to specialize to a necessary degree, and to create an integrated identity (unless they are very high or above in neuroticism and/or very low or below in conscientiousness). People

characterized by the combination of moderately high openness to experience and very high or above levels of neuroticism can undermine their own convictions and beliefs by questioning and making themselves lost and anxious. Open, unconscientious people tend to be “under-achievers” (particularly if also above average in neuroticism). Such people appear to have the capability to succeed, can learn quickly, and are creative, but they can have some trouble implementing their ideas.

Openness to experience is the dimension that best predicts political allegiance (with conscientiousness, particularly the aspect of orderliness, coming in at second place). Those who are liberal, politically, are very much more likely to be high in openness to experience than conservatives.

Women and men differ very little in openness to experience at the trait level, although there are differences in the aspect levels.

Trait openness to experience is made up of the aspects of intellect and openness.

Intellect: Very High

Note: Do not confuse the personality aspect of Intellect with IQ. Intellect is a measure of interest in abstract ideas, essentially, while IQ is a measure of processing speed, verbal ability, working memory, and problem solving capacity, and is better measured with a formal IQ test. It is perfectly possible to have a high IQ and a low score on the personality trait of Intellect (or the reverse).

You are very high in intellect, which is one aspect of openness to experience. Your score puts you at the **92nd** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **92** of them and lower in intellect than **7** of them.

People very high in intellect are notably interested in ideas and abstract concepts. They crave exposure to novel information, even when it is complex. They are highly curious and exploratory, and actively want to find, tackle and solve challenging problems. They will much more frequently seek out and initiate issue-oriented discussions, and are very likely to read, think about and want to discuss idea-centered books (generally non-fiction). They are markedly articulate, and can formulate ideas clearly and quickly (particularly if average or higher in extraversion). They have a broad and wide vocabulary, and continually want to learn new things. People very high in intellect will constantly find and generate novel, creative concepts and voluntarily search for and adapt very well to new experience and situations.

↑ INTELLECT



92nd percentile

You are higher in intellect than 92 of 100 people

People very high in intellect find complex, rapidly changing occupations necessary and will generally excel at them (particularly if they are also high in conscientiousness and low in neuroticism). However, they are very much less well-suited to stable, straightforward and more traditional occupations, where the rules don't change, and will experience frequent periods of boredom and intolerable levels of frustration in such positions.

Liberals are higher in intellect than conservatives (although the biggest difference between the two is openness to experience at the trait level).

Women are lower than men in intellect (although not in IQ). This is probably a difference in interest: people high in intellect, compared to openness, are more likely to prefer the sciences to the arts. The mean percentile for women in a general population (women and men) is 45. For men it is 55.

Openness: Moderately Low

You are moderately low in openness, which is one aspect of openness to experience. Your score puts you at the **26th** percentile for openness. If you were one of 100 people in a room, you would be lower in openness than **73** of them and higher in openness than **26** of them.

The closest synonym for openness (rather than openness to experience, which encompasses openness and intellect) is creativity. People moderately low in openness or creativity do not find beauty particularly important. They tend not to require an outlet for their creative ability, and will certainly not wither away without it. They don't particularly appreciate art or beautiful crafts, and are less sensitive to color and architectural form. They are not typically collectors, and very rarely pursue it passionately. They are less imaginative, more rarely daydream and reflect less often than average. If they enjoy music or other art forms, their taste tends toward the conventional and popular. They are less often musical or artistic themselves (both of these are rare in the general population). They do not generally become immersed in a book, or a movie, or in their own thoughts.

OPENNESS



26th percentile

You are lower in openness than 73 of 100 people

People of moderately low openness tend to be quite stable and conventional (particularly if they are also average or above in conscientiousness). At least moderate levels of openness tend to be necessary for entrepreneurial success, and prove comparatively useful at the top of hierarchies, even in very conservative occupations such as banking, accounting and law, which need creative people in leadership positions to provide new vision and direction.

Liberals are higher in openness than conservatives (although the biggest difference between the two is openness to experience, at the trait level).

Women are higher in openness than men. The mean percentile for women in a general population (women and men) is 56.5. For men it is 44.5.

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