

Understand Myself Big Five-test – taken 5 November, 2018

## 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 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.

### 1. Agreeableness: Very Low

You are very 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 **5th** percentile for agreeableness. If you were one of 100 people in a room, you would be less agreeable than **94** of them and more agreeable than **5** of them.

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

People with very low levels of agreeableness do not easily forgive. They are not accepting, flexible, gentle or patient. They don't easily feel pity for those who are excluded, punished or defeated, and tend to attribute such problems to weakness. They are also very unlikely to be taken advantage of by disagreeable, manipulative or otherwise troublesome people, or those with criminal or predatory intent. Their high levels of skepticism play a protective role, although it may often interfere with their ability to cooperate with or trust others whose intentions are genuinely good. They are also less likely to reward good behavior or to give credit where it is due. They can cooperate, when cooperation is in their clear self-interest, but very much appreciate competition, with its well-defined losers and winners. They do not easily lose arguments (or avoid discussions) with anyone, and can forthrightly enjoy the battle. They can be very good at bargaining for themselves, and at negotiating for more recognition or power, and are likely to have higher salaries and to earn more money, in consequence. People very low in agreeableness are therefore less likely to suffer from resentment or to harbour invisible anger. They let you know what they think, when they think it. In addition, because of their tendency to engage in conflict, when necessary, people low in agreeableness 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, although people close to those very low in agreeableness may often experience them as overbearing and uncaring.

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 **31st** percentile for compassion. If you were one of 100 people in a room, you would be less compassionate than **68** of them and more compassionate than **31** 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.

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: Exceptionally Low**

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

People who are exceptionally low in politeness challenge and confront authority – and they are not obedient. If they are respectful, it is grudgingly, and will only be manifested toward people who continually both deserve and demand it. They are comfortable confronting other people, and enjoy it. People extremely low in politeness are motivated to engage in conflict, and to seek out confrontation. They may have a strong tendency toward conduct-disordered, antisocial, delinquent, even criminal behavior, particularly if male and adolescent. They may find themselves very frequently in trouble with authority, in consequence. Their skepticism can make it extremely difficult for them to find a place in the middle or lower in hierarchies of power and dominance. They are hyper-dominant, rather than submissive (particularly if they are also low in neuroticism).

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.

## **2. Conscientiousness: Moderately Low**

You are moderately low 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 **23rd** percentile for conscientiousness. If you were one of 100 people in a room, you would be less conscientious than **76** of them and more conscientious than **23** of them.

People moderately low in conscientiousness are not particularly dutiful. They are by no means sloggers. They will only work hard if pushed, and don't mind wasting time. They are quite likely to procrastinate (particularly if they are also above average in neuroticism). If people with moderately low levels of conscientiousness commit to doing something, there is a good chance they will be late, or delayed, even if there isn't much reason for it. They tend to find and deliver excuses for their failure under such circumstances. They are not markedly decisive, neat, organized, future-oriented, or reliable, and they find themselves easily distracted.

People with moderately low levels of conscientiousness are less likely to obtain higher grades in academic settings (particularly if they are also less intelligent), and generally require substantial supervision to stay on task. For this reason, they make less than optimal managers and administrators. They do not feel compelled to do things by the book, however. This can perhaps be an advantage if they are engaged in creative tasks, where rules must be broken for advancement to take place. They are unlikely to make career accomplishment a primary goal, turning instead to pursuit of safety and security (if high in neuroticism), creative accomplishment (if high in openness), establishment of intimate relationships and friendships (if highly agreeable), or social success, excitement and fun (if extraverted).

People moderately low in conscientiousness tend to be relatively free of guilt, shame, self-disgust and self-contempt. Other people, however, may react negatively to their tendency to slack off (particularly if those other people are disagreeable and conscientious).

Individuals who are moderately low in conscientious are not particularly concerned by failure. They are not judgmental, to themselves or others, and tend towards situational explanations for disappointment, frustration or lack of success. They can handle periods of inactivity and unemployment with relative ease. They tend to downplay the relationship between hard work, diligence and success, believing that chance factors and luck in life play a determining role. They live, in large part, for leisure and very much look forward to time off. They can be good at relaxing, and living in the moment (particularly when low in neuroticism). They are less concerned than average with cleaning, moral purity and achievement. It's more fun to be at the beach or at a party

with a person moderately low in conscientiousness – but you might not want to invite them over on moving day.

People moderately low in conscientiousness are more likely to be political liberals rather than conservatives. This is particularly true if they are also high 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: Moderately Low**

You are moderately low in industriousness, which is one aspect of conscientiousness. Your score puts you at the **38th** percentile for industriousness. If you were one of 100 people in a room, you would be less industrious than **61** of them and more industrious than **38** of them.

People who are lower in industriousness are less likely to be successful in school and in administrative and managerial positions (particularly if they are also less intelligent). If they are highly intelligent, they are likely to be regarded as underachievers. They don't focus on work as much as others and are more likely to procrastinate, miss deadlines, or fail to complete assignments or projects completely. They have a tendency to put off responsibilities, concentrating more on fun, worry, relationships, excitement or creative endeavour. They aren't particularly concerned with schedules, timelines or efficiency, and may have to be supervised excessively before their tasks will be completed. They lack focus and are easily distracted.

People moderately low in industriousness are not judgmental to themselves or others. They tend to let people, including themselves, off the hook. They are less likely to believe that people fail because they don't apply themselves or work hard, assuming that chance and luck play the determining roles. They are not prone to guilt, self-disgust or self-contempt, and have a laissez-faire, whatever-will-be-will-be attitude toward life.

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: Low**

You are low in orderliness, which is one aspect of conscientiousness. Your score puts you at the **16th** percentile for orderliness. If you were one of 100 people in a room, you would be less orderly than **83** of them and more orderly than **16** of them.

People low in orderliness are not disturbed, upset or disgusted by mess, disorder and chaos. They simply don't notice such things (or, if they do, they don't care). They see the world in shades of grey, not in black and white, and are very non-judgmental and devil-may-care in their attitudes toward themselves and others. They don't use schedules, list, or routines and, even if they plan,

rarely implement those plans, preferring to take things as they come, and let chance determine the outcome. They are not oriented toward detail and do not abide by rules or procedures.

People who are low in orderliness don't care for routine and predictability. Their schedules are loose, their time unscheduled, and disruption doesn't bother them. They require constant reminder and supervision to maintain attention and focus, and are too-easily distracted. They can, however, tolerate the mess, disruption and intervening periods of chaos that may accompany creative endeavour.

Those who are low in orderliness are much less 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.

### **3. Extraversion: Typical or Average**

You are average 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 **57th** percentile for extraversion. If you were one of 100 people in a room, you would be more extraverted than **57** of them and less extraverted than **42** of them.

People with average levels of extraversion are not overly enthusiastic, talkative, assertive in social situations, or gregarious. They enjoy social contact, but are also happy spending time alone. They will plan parties occasionally, and make people laugh, but are often willing to let others take the lead in organizing social situations and entertaining. They have a balanced view of the past and the future, neither over-emphasizing nor dismissing the positive.

People with average levels of extraversion strike a good balance between privacy and self-disclosure. They can keep quiet, when necessary, and are unlikely to blurt out information that might be better kept to themselves. They will express their viewpoint in meetings, but are typically not the first to do so. They are not generally known as talkative. At times, they can be captivating and convincing, but are not so on a habitual basis. They are not often the first to act in ambiguous situations.

People with average levels of extraversion can fit well into a range of jobs. They are sociable enough to engage in jobs involving sales, persuasion, work in groups and public speaking (particularly if they are low in neuroticism), although they may sometimes find the continual public exposure fatiguing. However, they can also adapt themselves to occupations that require a lot of

isolated work (such as computer programming or accounting), as long as they also take time for socializing.

People with average levels of extraversion are not particularly impulsive, even when the opportunity to have fun in social situations beckons. They strike a balance between seeking fulfilment in the present and paying attention to the possibilities of the future. They don't find it difficult to be alone to study or work. They are less distracted than the very extraverted by opportunities to chat, joke and socialize, unless they are very 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 of average extraversion do not tend to dominate social situations, unless they are very 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 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: Moderately High**

You are moderately high in assertiveness, which is one aspect of extraversion. Your score puts you at the **68th** percentile for assertiveness. If you were one of 100 people in a room, you would be more assertive than **68** of them and less assertive than **31** of them.

Moderately assertive people are more “take charge” types. They put their own opinions forward, and are somewhat likely to dominate and control social situations. They can be influential and captivating. They have the communication style that is more often associated with leadership. This is good when they are knowledgeable, competent and able, but less good when they aren't. Moderately assertive people tend to be more action-oriented. They are less likely to wait for others to lead the way. Now and then they might be impulsive, in consequence, acting too quickly, without thinking.

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.

#### **4. Neuroticism: Moderately High**

You are moderately high 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 **76th** percentile for neuroticism. If you were one of 100 people in a room, you would be higher in neuroticism than **76** of them and lower in neuroticism than **23** of them.

People with moderately high levels of neuroticism are somewhat more likely to think that things have gone wrong in the past, are going wrong now, and will continue to go wrong into the future. They are also a bit more likely to be unhappy, anxious and irritable when just thinking or remembering, and when they encounter a genuine problem. They have lower than average levels of self-esteem, particularly when they are also low in extraversion. Neuroticism is a risk factor for anxiety disorders and depression.

You are higher in neuroticism than 76 of 100 people

Moderately high levels of neuroticism may interfere somewhat with both success and satisfaction in relationships and career, with the strongest effect on relationships. Moderately high levels of neuroticism are associated with slightly more concern about mental and physical health, as well as more physician and emergency room visits, and higher than average levels of absenteeism at work and at school (particularly if accompanied by below average levels of conscientiousness).

People with moderately high levels of neuroticism appear to be somewhat risk-averse, which means they will be less likely to pursue or enjoy recreational, career, financial and social situations where the possibility of loss is high. Such people appear to be concerned with maintaining their current status, rather than enhancing it. Perhaps this is a good strategy in genuinely dangerous or uncertain times.

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: Moderately High**

You are moderately high in withdrawal, which is one aspect of neuroticism. Your score puts you at the **67th** percentile for withdrawal. If you were one of 100 people in a room, you would be higher in withdrawal than **67** of them and lower in withdrawal than **32** of them.

Individuals moderately high in withdrawal may feel higher than average levels of anticipatory anxiety. This makes it more challenging for them to approach new, uncertain, unexpected, threatening or complex situations. They are somewhat more likely to avoid or withdraw in the face of the unknown and unexpected.

People moderately high in withdrawal are a bit more likely than average to feel sad, lonesome, disappointed and grief-stricken. They tend to somewhat higher levels of doubt and worry, become embarrassed a bit more easily, are self-conscious and may get discouraged more rapidly in the face of threat and punishment. They feel more anticipatory anxiety than the average person. They are somewhat sensitive to social rejection, and can feel more hurt than might be expected. Once hurt, frightened, or anxious, as well, it takes them somewhat longer to recover. Perhaps people moderately high in withdrawal are concerned that something bad might happen, while people moderately high in volatility (the other aspect of neuroticism) suffer more if something bad genuinely does happen. Technically, withdrawal has been associated with activity in the brain systems that regulate passive avoidance.

You are higher in withdrawal than 67 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: High**

You are high in volatility, which is one aspect of neuroticism. Your score puts you at the **80th** percentile for volatility. If you were one of 100 people in a room, you would be more volatile than **80** of them and less volatile than **19** of them.

Individuals high in volatility tend to vary in their mood. They can be irritable, reacting strongly to disappointment, frustration, pain and the threat of social isolation. They can lash out and are relatively easily annoyed. They are more likely to act out or verbally express their frustration, disappointment and irritability. They can be stirred up and upset and, once angry or irritated, take a longer than average time to calm down. They can be argumentative and lose their composure. They

can be provocative in a dispute (particularly if also low in agreeableness). Perhaps people high in volatility get upset if something bad does happen, while people high in withdrawal (the other aspect of neuroticism) suffer from more concern that something bad might happen. Technically, volatility has been associated with activity in the brain systems that regulate fight, flight or freeze.

You are more volatile than 80 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.

## **5. Openness to Experience: High**

You are 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 **85th** percentile for openness to experience. If you were one of 100 people in a room, you would be higher in openness to experience than **85** of them and lower in openness to experience than **14** of them.

People with high levels of openness to experience are much more likely than average to be characterized by others as smart, creative, exploratory, intelligent and visionary. They are highly interested in learning, and continually acquire new abilities and skills. They are very curious and exploratory. They find themselves unusually interested in abstract thinking, philosophy, and the meaning of belief systems and ideologies. They will seek out cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows. They are very likely to enjoy writing (or even to be driven to write). They enjoy complex, abstract ideas and love to confront and solve complex, abstract and multi-dimensional problems.

You are higher in openness to experience than 85 of 100 people

They are very likely to be prolific readers, with a strikingly wide range of interests. They have an atypically broad and deep vocabulary. They can think and learn very quickly. They are very proficient at formulating new ideas, and tend strongly to be articulate (particularly if average or above in extraversion). People high in openness can see old things in new ways. They can formulate any single problem in a highly diverse range of ways, and can generate a very large number of problem-solving solutions. They seek change, often to make things better, but also just for the sake of change.

People who are high in openness to experience are less well adapted to and tend to do less well in situations or occupations that are routinized and predictable. They do not fit in very well at the bottom of hierarchies. They are typically ill-suited to entry-level, repetitive, rote positions, because they are always thinking up new ways to do things, and such ideas are seldom welcome from someone at the bottom. They are radical thinkers. They shake things up, particularly if they are also

disagreeable and assertive. They are somewhat more likely to be revolutionary rebels (particularly if average or below in conscientiousness).

Individuals high in openness to experience tend strongly to be entrepreneurial in spirit, as well as smart and creative. They have much higher than average interest in creating new ventures, sometimes for profit, sometimes for curiosity, and sometimes for personal transformation. 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.

Because people who are high in openness to experience tend to be interested in almost everything, this can make it harder for them to settle on a single path in life, to specialize to a necessary degree, and to create an integrated identity. This problem can be exaggerated if they are high in neuroticism and/or low in conscientiousness. People characterized by the combination of high openness to experience and high neuroticism often 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: 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 high in intellect, which is one aspect of openness to experience. Your score puts you at the **86th** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **86** of them and lower in intellect than **13** of them.

People high in intellect are quite interested in ideas and abstract concepts. They enjoy being confronted with novel information, even when it is complex. They are substantially more curious and exploratory than average, and frequently like to tackle and solve problems. They will actively engage in and seek out and initiate issue-oriented discussions, and are likely to read, think about and want to discuss idea-centered books (most frequently non-fiction). They are generally articulate and can formulate ideas clearly and quickly (particularly if average or higher in extraversion). They have a wide vocabulary, and actively enjoy learning new things. People high in intellect will often

find and generate novel, creative concepts and voluntarily search for and adapt well to new experience and situations.

People high in intellect find complex, rapidly changing occupations to their liking and will generally do well at them (particularly if they are also high in conscientiousness and low in neuroticism). However, they are substantially less well-suited to stable, straightforward and more traditional occupations, where the rules don't change, and will experience frequent periods of boredom and 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 High**

You are moderately high in openness, which is one aspect of openness to experience. You put you at the **75th** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **75** of them and lower in openness than **24** of them.

The closest synonym for openness (rather than openness to experience, which encompasses openness and intellect) is creativity. Moderately open, creative people find beauty important. Without an outlet for their creative ability they may have some difficulty thriving. They like art or beautiful crafts. They are more sensitive to color and architectural form. They often enjoy collecting. They are comparatively imaginative, and may daydream and reflect on many things. They tend to enjoy music, perhaps of more than one genre, and may be somewhat musical or artistic themselves (both of these are rare in the general population). They can find themselves immersed in a book, or a movie, or in their own thoughts, and become somewhat oblivious to the outside world. They respond well to beauty, creativity and art.

Moderately open, creative people tend not to be impractical or flighty, however, despite their creative openness (unless they are particularly low in conscientiousness). At least moderate levels of openness appear 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.