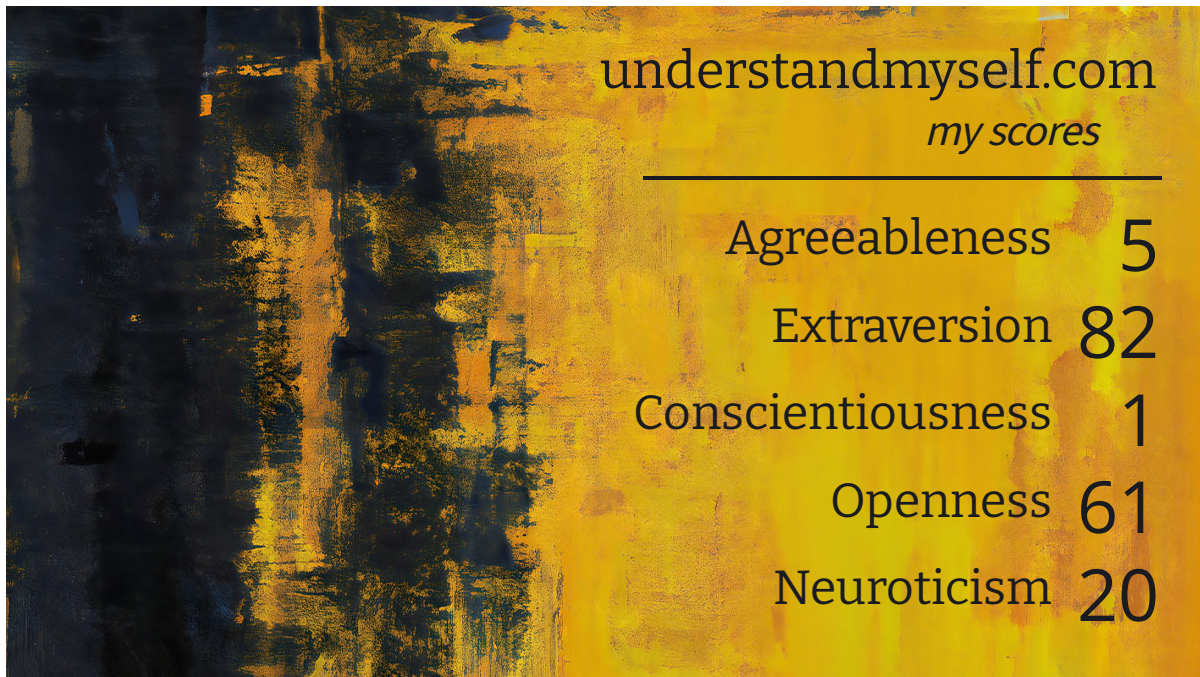


Understand Myself

Personality Assessment Report

Prepared for **Eryk Szymański**

The Understand Myself personality assessment and report is based on the Big Five Aspects Scale, the scientific model that describes your personality through the (Big Five) factors and each of their two aspects. This report describes where you stand in comparison to others in the general population on the these traits and aspects.



The traits and aspects of the Big Five personality model are:

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

In the original Big Five Aspects Scale model, the openness factor was entitled "Openness to Experience," and its aspects were called "Intellect" and "Openness". For the sake of clarity, we have deviated from this, and use "Openness" or "Openness to Experience" to refer to the factor level trait and "Intellect" and "Aesthetics" to refer to its aspects.

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).

Your scores are presented as percentiles. A percentile indicates where you stand on a particular trait with respect to the population. A percentile score of, say, 63, indicates that your score is as high or higher than 63% of the population.

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 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: Very Low

You are very low in agreeableness, which is the primary dimension of interpersonal interaction in the Big Five personality trait scientific model. The two aspects of agreeableness are compassion and politeness.

Your score puts you at the **5th** percentile for agreeableness. If you were one of 100 people in a room, you would be lower in agreeableness than **94** of them and higher in agreeableness than **5** of them.



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.

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.

Compassion: Low

You are low in compassion. Compassion is an aspect of agreeableness. The other aspect of agreeableness is politeness.

Your score puts you at the **16th** percentile for compassion. If you were one of 100 people in a room, you would be lower in compassion than **83** of them and higher in compassion than **16** of them.



Much 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 will engage in confrontation to do so.

They are substantially less concerned about helping other people. They make sure their own needs and interests are attended to, and are less willing to sacrifice for the sake of other people. This can make them harsh and unsympathetic. People might turn to them for the cold, hard truth, but not for a soft, patient, eternally-listening ear. They are less empathetic and caring. However, because they are not primarily other-oriented, they can often negotiate very 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. Politeness is an aspect of agreeableness. The other aspect of agreeableness is compassion.

Your score puts you at the **3rd** percentile for politeness. If you were one of 100 people in a room, you would be lower in politeness than **96** of them and higher in politeness than **3** 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.

Conscientiousness: Exceptionally Low

You are exceptionally low in conscientiousness, which is the primary dimension of dutiful achievement in the Big Five personality trait scientific model.

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



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. The two aspects of conscientiousness are industriousness and orderliness.

People exceptionally low in conscientiousness do not consider duty as a virtue or an obligation. Instead, they regard those who slog away diligently at their task as suckers, teacher's pets and boot-lickers. They will not even work hard if directly and continually pushed by outside forces (supervisors, spouses, friends, parents).

They can be exceptionally skilled at wasting time and slacking off and justifying it. They are almost certain to procrastinate (particularly if they are also above average in neuroticism). Even if they do commit to doing something, they will be late, or delayed, even when there is absolutely no reason for failing to deliver. They inevitably formulate and deliver excuses for their failure under such circumstances, blaming the situation for their problems with task focus and completion. They are not all decisive, neat, organized, future-oriented, or reliable, and they find themselves constantly and continually distracted.

People with exceptionally low levels of conscientiousness are very likely to obtain poor grades in academic settings (particularly if they are also less intelligent), and require far too much supervision to stay on task. For this reason, they make very poor managers and administrators. They are not 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. Exceptionally unconscientious people will not make a primary goal of career or education (or accomplishment in general), 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). Such people are the very opposite of achievement-oriented.

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

Individuals who are exceptionally low in conscientiousness appear completely unconcerned by failure. They are not at all judgmental, to themselves or others, and can easily and quickly find and formulate situational explanations for every instance of disappointment, frustration or lack of success. They can handle periods of inactivity and unemployment with total ease. They chronically and habitually downplay the relationship between hard work, diligence and success, insisting instead that chance factors and luck in life play the only determining roles. They live only for leisure and very much look forward to time off. They can be exceptionally good at relaxing, taking it easy, and living in the moment (particularly when low in neuroticism). They are completely unconcerned with cleaning, moral purity and achievement. It's far more fun to be at the beach or at a party with a person exceptionally low in conscientiousness – but you don't want to invite them over on moving day, or at any other time when something important has to be done, and done on time.

People exceptionally low in conscientiousness are much 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.

Industriousness: Very Low

You are very low in industriousness. Industriousness is an aspect of conscientiousness. The other aspect of conscientiousness is orderliness.

Your score puts you at the **8th** percentile for industriousness. If you were one of 100 people in a room, you would be lower in industriousness than **91** of them and higher in industriousness than **8** of them.



People who are very low in industriousness are very much 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 will be regarded as underachievers.

They focus very much less on work than others and are far more likely to procrastinate, miss deadlines, or fail to complete assignments or projects completely. They put off all responsibility, concentrating on fun, worry, relationships, excitement or creative endeavour. They aren't at all concerned with schedules, timelines or efficiency, and will have to be supervised excessively before their tasks will be completed. They lack focus and are far too-easily distracted.

People low in industriousness are not at all judgmental to themselves or others. They continually and habitually let people, including themselves, off the hook. They believe that people fail not because they don't apply themselves or work hard but because chance and luck play the only determining roles. They are very resistant to guilt, self-disgust or self-contempt, and have a completely laissez-faire, whatever-will-be-will-be attitude toward life.

Those who are liberal and those who are conservative 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 Low

You are exceptionally low in orderliness. Orderliness is an aspect of conscientiousness. The other aspect of conscientiousness is industriousness.

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



People exceptionally low in orderliness are never disturbed, upset or disgusted by mess, disorder and chaos. They appear almost completely blind to such things (or, if they do see them, they don't at all care).

They see the world in shades of grey, never in simple, straightforward black and white, and are extremely non-judgmental and devil-may-care in their attitudes toward themselves and others. They are contemptuous toward and positively hate schedules, lists, or routines and, even if they plan, never implement those plans, preferring to take things as they come, and letting chance determine the outcome. They are not oriented toward detail in any way and simply never abide by rules or procedures.

People who are exceptionally low in orderliness cannot tolerate or establish any routine or predictability whatsoever. Their schedules are remarkably loose, their time completely unscheduled, and disruption doesn't bother them in the least. They require continual and constant reminder and supervision to maintain any attention and focus whatsoever, and are continually distracted and off task. They can, however, tolerate the mess, disruption and intervening periods of chaos that may accompany creative endeavour.

Those who are who are exceptionally low in orderliness are remarkably much less likely to be political conservatives. Orderliness is the second-best predictor of conservatism, after openness.

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. The two aspects of extraversion are enthusiasm and assertiveness.

Your score puts you at the **82nd** percentile for extraversion. If you were one of 100 people in a room, you would be higher in extraversion than **82** of them and lower in extraversion than **17** of them.



Since extraversion and introversion are poles that denote the ends of the spectrum for this trait, you can also think of yourself as being low in introversion.

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.

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, working 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.

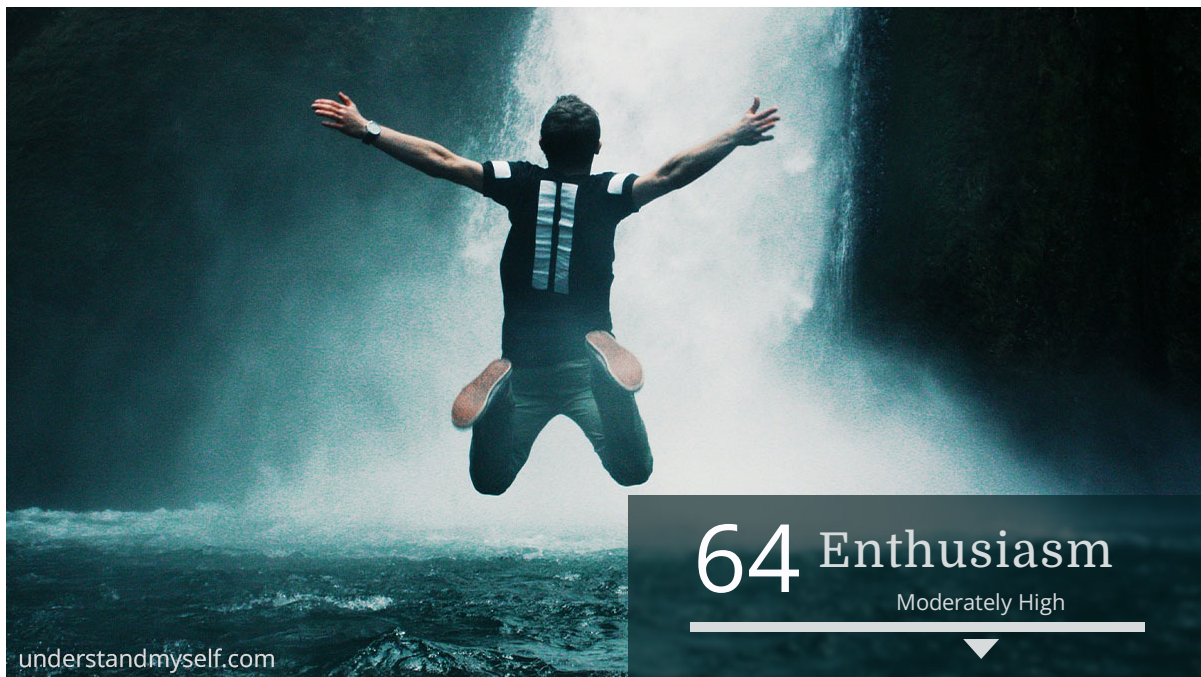
Those who are politically liberal are slightly less extraverted than conservatives.

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.

Enthusiasm: Moderately High

You are moderately high in enthusiasm. Enthusiasm is an aspect of extraversion. The other aspect of extraversion is assertiveness.

Your score puts you at the **64th** percentile for enthusiasm. If you were one of 100 people in a room, you would be higher in enthusiasm than **64** of them and lower in enthusiasm than **35** of them.



Individuals moderately high in enthusiasm are somewhat excitable, happy and easier to get to know. They will talk more about everything (particularly other people) than the typical person. They laugh or giggle more than average.

They would rather spend time around other people than alone, and they tend to like parties. They don't generally keep people at a distance, and are not too concerned with keeping things private. They are comparatively positive and optimistic. They warm up quickly to other people. They like stimulation, excitement, activity and fun. Enthusiastic people are gregarious, encouraging and people-loving, and tend to be quite positive about what might happen next.

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: High

You are high in assertiveness. Assertiveness is an aspect of extraversion. The other aspect of extraversion is enthusiasm.

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



Highly assertive people are “take charge” types. They put their own opinions forward strongly, and tend to dominate and control social situations. Assertive people can be 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 generally wait for others to lead the way. They can be more impulsive than average, and can act 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.

Neuroticism: Low

You are 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. The two aspects of neuroticism are withdrawal and volatility.

Your score puts you at the **20th** percentile for neuroticism. If you were one of 100 people in a room, you would be lower in neuroticism than **79** of them and higher in neuroticism than **20** of them.



People with low levels of neuroticism rarely focus on the negative elements, anxieties and uncertainties of the past, present and future.

It is rare for them to face periods of time where they are unhappy, anxious and irritable, unless facing a serious, sustained problem. Even under the latter conditions, they cope well, don't worry too much, and recover quickly when stressed. They're good at keeping their head in a storm, and they seldom make mountains out of molehills.

They tend to have much higher levels of self-esteem, particularly when they are also average or above average in extraversion. They are at low risk for developing anxiety disorders and depression (again, particularly if average or above in extraversion).

When good things happen to them, people with low levels of neuroticism can accept it, without questioning whether or not they deserved it. They are usually satisfied with their relationships and careers. Overall, they are tolerant of stress, and can accept failure and setbacks as part of life. Low levels of neuroticism are associated with decreased concern about mental and physical health, much fewer physician and emergency room visits, and reduced absenteeism at work and at school (unless accompanied by very low levels of conscientiousness).

People with low levels of neuroticism can handle risk substantially better, without becoming unduly concerned. They are rarely concerned with security, and can more easily handle recreational, career, financial and social situations where the possibility of loss is higher. They find considering as well as implementing career changes and other transformations that could enhance their lives much less stressful.

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.

Withdrawal: Low

You are low in withdrawal. Withdrawal is an aspect of neuroticism. The other aspect of neuroticism is volatility.

Your score puts you at the **12th** percentile for withdrawal. If you were one of 100 people in a room, you would be lower in withdrawal than **87** of them and higher in withdrawal than **12** of them.



Individuals low in withdrawal rarely suffer from or are impeded by anticipatory anxiety. They can handle new, uncertain, unexpected, threatening or complex situations well. They are substantially less likely to avoid or withdraw in the face of the unknown and unexpected.

People with low levels of withdrawal tend not to feel sad, lonesome, disappointed and grief-stricken – and, if they do, not deeply nor for long. They experience much lower than normal levels of doubt and worry, embarrassment, self-consciousness and discouragement in the face of threat and punishment. They are quite resistant to and rarely worried about social rejection, and rarely feel hurt or threatened. Even when actually hurt, frightened, or anxious, they recover easily and quickly. People with low levels of withdrawal are not worriers. Technically, withdrawal has been associated with activity in the brain systems that regulate passive avoidance.

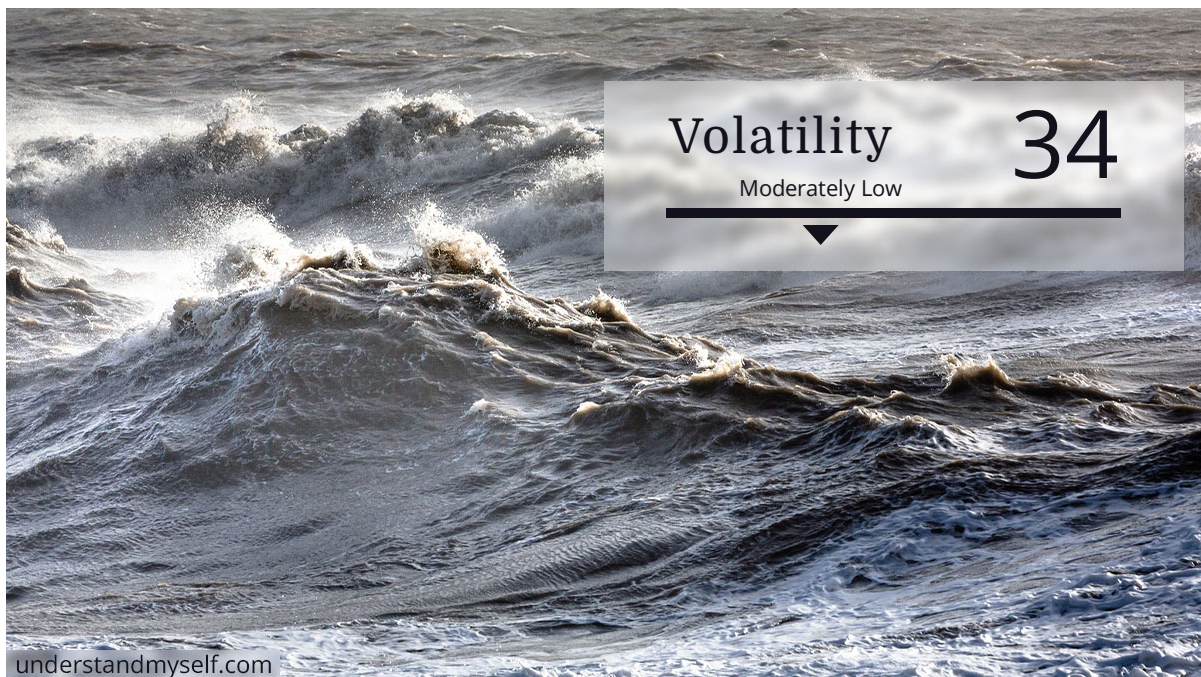
Those who are liberal, politically, are slightly higher in withdrawal than conservatives.

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: Moderately Low

You are moderately low in volatility. Volatility is an aspect of neuroticism. The other aspect of neuroticism is withdrawal.

Your score puts you at the **34th** percentile for volatility. If you were one of 100 people in a room, you would be lower in volatility than **65** of them and higher in volatility than **34** of them.



Individuals moderately low in volatility tend not to vary much in their mood. They are not particularly irritable, and feel lower levels of disappointment, frustration, pain and social isolation. People find them easy to be around.

They express their frustration, disappointment and irritability quite reasonably and not very often. Even when stirred up and upset or angry or irritated, they calm down quickly. They are less argumentative than average and rarely lose their composure.

If overly provoked in a dispute, a person that is moderately low in volatility may react in kind (particularly if also low in agreeableness). However, such people tend to remain calm and unperturbed, even when 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 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: Moderately High

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

Your score puts you at the **61st** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **61** of them and lower in openness than **38** of them.



People with moderately high levels of openness 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.

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 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 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 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 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 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 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 than conservatives.

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

Intellect: Moderately High

You are moderately high in intellect. Intellect is an aspect of openness. The other aspect of openness is aesthetics.

Your score puts you at the **72nd** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **72** of them and lower in intellect than **27** of them.



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.

People moderately high in intellect tend to be quite interested in ideas and abstract concepts. They often enjoy being confronted with novel information, even when it is complex. They tend to be more curious and exploratory than average, and frequently like to tackle and solve problems. They will actively engage in issue-oriented discussions, and tend to read idea-centered books (most frequently non-fiction). They tend to be quite articulate and can formulate ideas reasonably clearly and quickly (particularly if average or higher in extraversion). They have a wider vocabulary, and like to learn new things. People moderately high in intellect will seek out and generate novel, creative concepts and actively find and adapt well to new experiences and situations.

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

Liberals are higher in intellect than conservatives (although the biggest difference between the two is openness 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 aesthetics, 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.

Aesthetics: Typical or Average

You are typical or average in aesthetics. Aesthetics is an aspect of openness. The other aspect of openness is intellect.

Your score puts you at the **44th** percentile for aesthetics. If you were one of 100 people in a room, you would be higher in aesthetics than **44** of them and lower in aesthetics than **55** of them.



In the original Big Five Aspects Scale model, the openness factor was entitled "Openness to Experience," and its aspects were called "Intellect" and "Openness". For the sake of clarity, we have deviated from this, and use "Openness" or "Openness to Experience" to refer to the factor level trait and "Intellect" and "Aesthetics" to refer to its aspects.

Generally speaking, a person's aesthetics score reflects their creativity. People who are average in aesthetics find beauty reasonably important. They may enjoy an outlet for their creative ability, but will not wither away without it. They can appreciate art or beautiful crafts. They are somewhat sensitive to color and architectural form. They sometimes enjoy collecting, but it is rare for them to pursue it passionately. They are reasonably imaginative, and may daydream and reflect on occasion. They tend to enjoy music, often of the more conventional popular forms, and may be somewhat musical or artistic themselves (both of these are rare in the general population). They do not generally become so immersed in a book, or a movie, or in their own thoughts, that they lose touch with the outside world. They are interested in but by no means obsessed with beauty, creativity and art.

They tend to be quite stable and reasonably conventional (particularly if they are also average or above in conscientiousness). At least moderate levels of creativity 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 aesthetics than conservatives (although the biggest difference between the two is openness at the trait level).

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