

# 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.

## Agreeableness: Typical

You are typical or average 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 **54th** percentile for agreeableness. If you were one of 100 people in a room, you would be more agreeable than **54** of them and less agreeable than **45** of them.

AGREEABLENESS  
**54th** percentile

You are more agreeable than 54 of 100 people

People with typical levels of agreeableness are seen by others as somewhat cooperative, warm and considerate. They look for and even sometimes see the best in others, and are reasonably interpersonally tolerant (an attitude that is much valued by agreeable people). They are no more sensitive than average to seeing someone's feelings get hurt and, although sometimes concerned about the emotional state of others, don't always prefer peace and harmony to conflict. They strike a good balance between submissiveness and dominance.

People with average levels of agreeableness are somewhat forgiving, accepting, flexible, gentle and patient. They sometimes feel pity for those who are excluded, punished or defeated. However, they are less likely than highly agreeable people to be taken advantage of by disagreeable people or those with criminal or predatory intent. They can be skeptical. They believe in cooperation, but also feel that competition, with its losers and winners, has its valid place. They are less likely to lose arguments (and will not typically avoid discussion) with less agreeable people. They can be quite good at bargaining for themselves, and at negotiating for more recognition or power. They are likely to have somewhat higher salaries and earn more money, in consequence. This may mean they are less likely to suffer from resentment or to harbour invisible anger, although this tendency may be increased, if they are high in neuroticism. In addition, because of their tendency to engage in conflict, when necessary, typically agreeable people are less prone to sacrifice medium- to long-term stability and function for the sake of short-term peace. This can mean 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: Moderately High

You are moderately high in politeness, which is one aspect of Agreeableness. Your score puts you at the **71st** percentile for politeness. If you were one of 100 people in a room, you would be more polite than **71** of them and less polite than **28** of them.

Moderately polite people tend to be deferential to authority, and are generally obedient. They are respectful and do not want to appear (or to be) pushy. They are more uncomfortable challenging other people than average. Moderately polite people will try to avoid conflict, and basically desire to steer clear of confrontations or fights.

POLITENESS  
**71st** percentile

You are more polite than 71 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 **98th** percentile for conscientiousness. If you were one of 100 people in a room, you would be more conscientious than **98** of them and less conscientious than **1** 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 **98th** percentile

You are more conscientious than 98 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 **96th** percentile for industriousness. If you were one of 100 people in a room, you would be more industrious than **96** of them and less industrious than **3** 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 **96th** percentile

You are more industrious than 96 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 **97th** percentile for orderliness. If you were one of 100 people in a room, you would be more orderly than **97** of them and less orderly than **2** 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 **97th** percentile

You are more orderly than 97 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: Low

You are low in extraversion, which is the primary dimension of positive emotion in the Big Five personality trait scientific model. You could also think of yourself as high in introversion. 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 **14th** percentile for extraversion. If you were one of 100 people in a room, you would be less extraverted than **85** of them and more extraverted than **14** of them.

People with low levels of extraversion are much less enthusiastic, talkative, assertive in social situations, or gregarious. They find social contact somewhat draining and tiring, and crave time alone to recharge. They are much less likely to plan parties, tell jokes, make people laugh, or volunteer for community activities. They are more likely to be depressed and to have lower levels of self-esteem (particularly if they are high in neuroticism). They tend to be much less optimistic about the past, present and future.

EXTRAVERSION **14th** percentile

You are less extraverted than 85 of 100 people

People who are low in extraversion find it easy to keep things to themselves. They are by no means compelled to share everything with everyone. They are not self-disclosing and do not warm up quickly to other people. They are much more comfortable with one-to-one interactions than in a group-oriented situation. They rarely speak up in meetings, and are particularly unlikely to speak first, although they will express an opinion if asked. They are much less likely to captivate and convince, especially in groups, and will rarely be the first to act in an ambiguous situation.

People who are low in extraversion are much better suited to occupations that require work alone or with a few other well-known individuals (such as computer programming or accounting). Jobs involving sales, persuasion, work in groups and public speaking are quite unlikely to appeal to them, and they are less likely to be successful at such things (particularly if they are also high in neuroticism).

People low in extraversion are unlikely to be impulsive, even when offered the opportunity to do something exciting or fun. They are therefore unlikely to sacrifice the future to the present, when something social or group-oriented beckons. They find it relatively easy to be alone to study and work. They are not easily distracted by opportunities to chat, joke and socialize. This is particularly the case if they are also high in conscientiousness. However, when people are introverted and conscientious, they are less productive than when extraverted and conscientiousness, perhaps because they have lower levels of energy. When introverted and comparatively unconscientiousness, however, they are more productive than when extraverted and unconscientious.

People low in extraversion are less dominant in social situations, particularly when 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. More introverted people are somewhat protected against such

tendencies.

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: Exceptionally Low

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

Individuals who are exceptionally low in enthusiasm are very quiet and remarkably un-excitable. They can be extremely hard to get to know, as they are neither chatty nor bubbly. When they do talk – and they do so rarely – it tends to be about things in which they find exceptional interest. They open up to other people with great difficulty, particularly in larger social gatherings or parties. They laugh very much more rarely than others. They clearly prefer solitude and find it difficult to enjoy themselves around other people. At most, they can handle social contact in tiny doses. They are extremely private people, on the loner side of the distribution, and are neither positive nor optimistic. They very actively avoid the spotlight and, if creative, may find performing aversive and draining. They seek out stimulation, excitement, activity or fun extraordinarily rarely (and, if they do so, very much prefer quieter activities). People exceptionally low in enthusiasm are highly solitary, finding it uncommonly difficult to generate a felt sense of excitement when offered the opportunity to engage in something that others might find engaging or entertaining.

ENTHUSIASM **1st** percentile

You are less enthusiastic than 98 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: Moderately High

You are moderately high in assertiveness, which is one aspect of extraversion. Your score puts you at the **63rd** percentile for assertiveness. If you were one of 100 people in a room, you would be more assertive than **63** of them and less assertive than **36** 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.

ASSERTIVENESS

## 63rd percentile

You are more assertive than 63 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: 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.

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

### NEUROTICISM 11th percentile

You are lower in neuroticism than 88 of 100 people

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 substantively 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.

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

## Withdrawal: Moderately Low

You are moderately low in withdrawal, which is one aspect of neuroticism. Your score puts you at the **27th** percentile for withdrawal. If you were one of 100 people in a room, you would be lower in withdrawal than **72** of them and higher in withdrawal than **27** of them.

Individuals moderately low in withdrawal tend not to suffer from nor be impeded by anticipatory anxiety. They can handle new, uncertain, unexpected, threatening or complex situations quite well. They are not more likely to avoid or withdraw in the face of the unknown and unexpected.

People with moderately low levels of withdrawal occasionally feel sad, lonesome, disappointed and grief-stricken, but not too deeply, and not for too long. They experience lower than normal levels of doubt and worry, embarrassment, self-consciousness and discouragement in the face of threat and punishment. They are not particularly sensitive nor worried about social rejection, and don't easily feel hurt or threatened. Even when hurt, frightened, or anxious, they recover with relative ease and speed. People with moderately low levels of withdrawal are not particularly concerned that something bad is going to happen. Technically, withdrawal has been associated with activity in the brain systems that regulate passive avoidance.

WITHDRAWAL **27th** percentile

You are lower in withdrawal than 72 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: Very Low

You are very low in volatility, which is one aspect of neuroticism. Your score puts you at the **5th** percentile for volatility. If you were one of 100 people in a room, you would be less volatile than **94** of them and more volatile than **5** of them.

Individuals very low in volatility are highly stable and predictable in their moods. They are almost never irritable, and feel very little disappointment, frustration, pain and loneliness. People find them easy to be with and can very frequently relax around them. They almost never express their frustration, disappointment and irritability and appear very reasonable when they do so. Even on those infrequent occasions where they become stirred up, upset, angry or irritated, they calm down very quickly. They are not at all argumentative and very rarely lose their composure.

Even if highly provoked in a dispute, a person of very low volatility will rarely react in kind (particularly if also high in agreeableness). Such people remain calm and unperturbed even when highly 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  
**5th** percentile

You are less volatile than 94 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 Low

You are moderately low 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 **30th** percentile for openness to experience. If you were one of 100 people in a room, you would be lower in openness to experience than **69** of them and higher in openness to experience than **30** of them.

People with moderately low levels of openness to experience tend to be more conventional, conservative people. They are less known for their curiosity or interest in novelty or change. They tend to be comparatively disinterested in learning, particularly for its own sake, and tend to stick with what they know.

OPENNESS TO EXPERIENCE  
**30th** percentile

You are lower in openness to experience than 69 of 100 people

They do not typically engage in prolonged abstract thinking, and seldom consider philosophical issues, such as the meaning of belief systems and ideologies. They do not find it necessary to attend cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows, although they may do such things on occasion. They are less likely to enjoy writing, and tend to stay away from complex problems and abstract ideas.

They read somewhat less than the typical person, and tend to stick to more mainstream material when they do so. They have a narrower range of interests, and a more conventional vocabulary. They can think abstractly and learn when necessary, but are less intrinsically interested in doing so. They come up with new ideas relatively infrequently, and may sometimes have difficulty getting their thoughts across to

others (particularly if they average or below in extraversion). People moderately lower in openness tend to stay on the beaten path, and find satisfaction in the tried-and-true (particularly if they are high in orderliness). They tend more often to avoid difficult intellectual problems or challenges.

People moderately low in openness to experience can often adapt well to situations or occupations that are more routinized and predictable. Because of this, they have less trouble fitting in at the bottom of hierarchies. They can be better suited than those who are more open to entry-level, repetitive, rote positions, because they are rarely compelled to think up new ways to do things. It is not common for them to be considered creative or revolutionary thinkers. In consequence, they rarely shake things up, particularly if they are also agreeable and less assertive.

Individuals moderately low in openness to experience tend to be less entrepreneurial in spirit and more appreciative of conventional employment (particularly if average or above in conscientiousness). They have less interest in creating new ventures, whether for profit, curiosity, or 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 lower in openness to experience tend to have a narrower, more focused range of interests. This makes it somewhat easier for them to 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 moderately lower in openness less frequently undermine their own convictions or beliefs by excessive questioning (particularly if they are average or below in neuroticism). They tend not to be intellectual rebels, revolutionaries or protestors.

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: Moderately 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 moderately high in intellect, which is one aspect of openness to experience. Your score puts you at the **60th** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **60** of them and lower in intellect than **39** of them.

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 experience and situations.

INTELLECT  
**60th** percentile

You are higher in intellect than 60 of 100 people

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 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: Low

You are low in openness, which is one aspect of openness to experience. Your score puts you at the **13th** percentile for openness. If you were one of 100 people in a room, you would be lower in openness than **86** of them and higher in openness than **13** of them.

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

OPENNESS **13th** percentile

You are lower in openness than 86 of 100 people

People of low openness tend to be 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.