

# The Big Five Personality Test

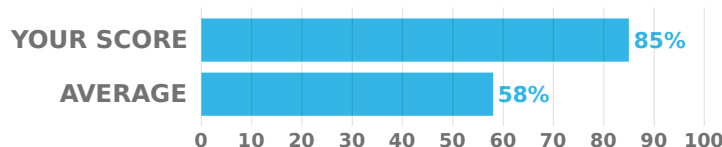
RESULTS FOR: MICHAEL G WALKER  
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## The Five Factors of Personality

Let's begin by looking at the five factors of personality in detail. For each factor, we'll explain how high and low scores manifest in daily life. You'll see your own scores on each dimension, and how they compare with the average score for all people who took the test.

### Openness

Openness describes an individual's tendency to think in complex, abstract ways. People who are high in Openness are abstract thinkers, while people who are low in Openness are concrete thinkers.



People who are high in Openness are comfortable with abstract ideas. They enjoy talking and thinking about theories and concepts, even if the concepts are unproven. They appreciate creative, original, innovative ideas, and enjoy thinking about the future and what it might hold. Because they appreciate ideas for their own sake, they usually enjoy the arts and other cultural pursuits. They are interested in having experiences that expand their minds and encourage them to think about things in a new way.

People who are low in Openness are concrete, straightforward thinkers. They distrust ideas and theories that do not have practical, real-world applications. They prefer tradition and conventional ways over new, untested ideas. They are more realistic than creative and often have difficulty imagining things that they have not personally experienced. Because of this, they may be uninterested in trying new experiences, preferring instead to stick with what they know.

#### People high in Openness are:

- Creative
- Unconventional
- Imaginative
- Original
- Artistic

#### People low in Openness are:

- Practical
- Traditional
- Conventional
- Conservative
- Habitual

### The science of Openness

Although little is known about how Openness might relate to our biology, scientists have theorized that this personality trait has to do with how the brain is networked.

According to the prevailing theory, people who are low in Openness have brains where tasks and concepts are kept relatively distinct. One concept is considered in isolation and does not lead to connections to other concepts. In contrast, people high in Openness have highly networked brains. Asking them to think about one concept touches

off a web of activation in the brain, leading them to think about many loosely associated concepts as well.

One study related Openness to the brain's default network, the term used to describe what the brain is doing when it is not actively focused on a task. Activities of the default network include daydreaming and letting the mind wander. Researchers at Harvard University showed that in people high in Openness, the default network is more efficient at processing information. This suggests that when their minds are in a state of wakeful rest, they are more apt to make conceptual connections and associations.

## Where you fit in

As a person high in Openness, you are more able than the average person to connect seemingly unrelated concepts. This makes you more creative and imaginative than average, and more likely to appreciate unusual ideas.

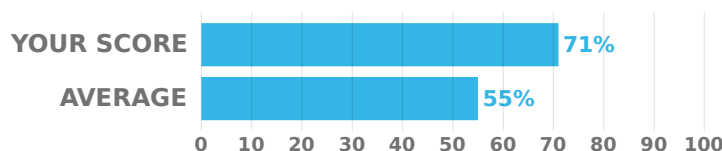
Because you are high in Openness, you are more likely to appreciate art, music, and various cultural activities. You may notice that you are more interested in such things than the average person. Your mind is better able to process loosely connected ideas, and so you are more apt to appreciate, say, a sculpture of an elephant built out of forks. While many people would find such a thing bizarre, you enjoy considering the meaning of things and working to understand how seemingly unrelated ideas might be connected.

People high in Openness tend to have an interest in novel ideas, and so are more likely to be politically progressive. However, Openness does not always correlate with a liberal stance; people high in Openness might equally be drawn to libertarianism, for instance, as a novel political ideology.

A very high degree of Openness has been shown to correlate with experiences of unusual phenomena, including hallucinations, extrasensory perception, and a belief in magic or the supernatural. Although not everyone who is high in Openness will have such experiences, as a person with a high degree of this trait, you are more likely to feel the mysterious forces of the universe at work.

## Conscientiousness

Conscientiousness describes a person's tendency to be persistent and determined in achieving their goals. People who are high in Conscientiousness tend to work hard to put their plans into action, while people who are low in this trait tend to change course and get distracted easily.



Highly Conscientious people are hardworking and responsible. They have a high degree of willpower and resist temptation and distraction to stay focused on their goals. Conscientious people are able to delay gratification, doing things that are difficult or boring in the moment in order to work toward a long-term achievement. They tend to be orderly, organized, and reliable.

People who are low in Conscientiousness are less interested in long-term goals and more interested in responding to the moment. They are more fun-loving than hardworking, and are easily distracted. People low in Conscientiousness tend to abandon plans easily when something more attractive arises. They are often disorganized and go about tasks in a haphazard manner.

**People high in Conscientiousness are:**

- Orderly

**People low in Conscientiousness are:**

- Spontaneous

- Dependable
- Determined
- Ambitious
- Dutiful
- Adaptable
- Impulsive
- Disorganized
- Haphazard

## The science of Conscientiousness

Conscientiousness seems to be fundamentally related to impulse control, or our ability to stop ourselves from doing what might be fun or appealing in the moment in order to pursue a more important long-term goal. We more often refer to this as willpower in everyday language.

Impulse control is associated with the frontal lobe of the brain, where our highest levels of thinking take place. The frontal lobes govern high-level planning, problem-solving, judgement, and other important cognitive abilities. The frontal lobes are the part of the brain that make us uniquely human; they take the more animalistic impulses sent by the rest of the brain ("There's food there! Eat it!") and modulate them to suit our more complex plans and goals ("I'm not going to eat this donut because I am trying to lose weight.").

In one brain imaging study, people high in Conscientiousness showed a higher level of activation in the frontal lobes when doing a task that required them to control their behavior. This suggests that the brain areas that are responsible for controlling impulses are more active in people high in Conscientiousness.

## Where you fit in

As a person high in Conscientiousness, you are very good at delaying gratification and resisting impulses in favor of your long-term plans. You are highly controlled and disciplined, and nearly always finish what you start.

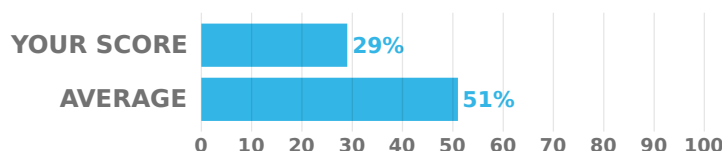
You are more likely to carefully consider the pros and cons of your decisions before making them, leading to fewer mistakes. You are generally cautious and careful.

Because of your high level of Conscientiousness, you are highly organized and maintain an orderly structure in all areas of your life. You likely keep both your home and your work areas neat and tidy. You tend to have systems for most aspects of your daily life, from how you do laundry to how you handle emails.

Due to your high level of self-control, you have a better chance at success in many areas of life. Highly Conscientious people are more likely to earn good salaries and achieve promotions at work. They are less likely to become addicted to drugs or alcohol, or damaging behaviors like gambling. Conscientious people also tend to live longer, probably because of their tendency to be more cautious.

## Extraversion

Extraversion describes a person's tendency to be energized by being around other people versus being by oneself. Extraverts are energized by socializing with others, while Introverts (people low in Extraversion) are energized by spending time alone.



Highly Extraverted people are outgoing, energetic, and friendly. They enjoy stimulation from other people and their environment, and gravitate to busy and active places. They express themselves easily and like to talk. Extraverts are enthusiastic about life and describe their experiences with colorful expressions of positive emotion.

Introverted people are reserved, calm, and low-key. They are easily overstimulated and avoid busy and noisy

environments as they find them to be overwhelming. They often find it difficult to express themselves and may prefer others to do the talking. They are generally placid and not easily excited.

**People high in Extraversion are:**

- Enthusiastic
- Energetic
- Excitable
- Friendly
- Gregarious

**People low in Extraversion are:**

- Reserved
- Calm
- Aloof
- Introspective
- Quiet

## The science of Extraversion

The fundamental basis of the trait of Extraversion appears to be the tendency to experience positive emotions. Highly Extraverted people feel more positive emotions, with more intensity, and more often.

In one brain imaging study, happy images like puppies and ice cream were shown to people with varying levels of Extraversion. The highly Extraverted subjects showed more activation in areas of the brain associated with positive emotion, showing that their brains were more responsive to happy stimuli.

On a chemical level, Extraversion appears to be associated with the neurotransmitter dopamine. Dopamine is sometimes called the “reward chemical,” because it is associated with behavior that leads us to seek rewards like attention, status, power, or pleasure. Highly Extraverted people appear to have an enhanced response to dopamine in the brain, making them more motivated to pursue rewards and more satisfied when they achieve them. People low in Extraversion appear to get less of a thrill out of positive experiences, and thus are less interested in spending a lot of energy chasing them.

## Where you fit in

As a person low in Extraversion, also known as an Introvert, you are not easily excited by life. Although you may feel content, you rarely describe yourself as joyful or enthusiastic. You do not often experience strong desires.

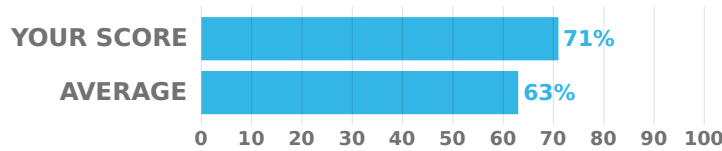
Because Introverts are not particularly excitable, they are less interested in pursuing the various thrills that life has to offer. You may notice that you are less motivated than other people to achieve things like money, status, adventure, romance, or popularity. You simply don’t get much of a kick out of achievements like this, so you don’t see a reason to spend a lot of time or energy going after them.

As an Introvert, you are likely to keep your social life fairly simple. You may find that dealing with people saps your energy and is often unrewarding. You prefer to interact with people you know well.

A common misconception about Introverts is that they are shy. However, shyness describes *anxiety* about socializing, which is more closely related to the trait of Neuroticism. In general, Introverts simply don’t have much interest in interacting with people. It is more accurate to describe them as *aloof*, rather than shy. As an Introvert, you probably feel that socializing is often not worth the trouble or energy it requires.

## Agreeableness

Agreeableness describes an individual’s tendency to put the needs of others ahead of their own needs. Highly Agreeable people are mostly concerned with getting along with others. People low in Agreeableness are mostly concerned with serving their own interests.



Highly Agreeable people are sympathetic, cooperative, and accommodating. They usually want to get along with other people more than they want to achieve their own individual goals, so they are willing to compromise to help others. They are altruistic and may spend significant time and energy helping other people.

People who are low in Agreeableness are competitive and self-interested. They do not care much about getting along with the group and are willing to upset others to pursue their own goals. They are disinterested in compromise and do not get satisfaction out of helping others selflessly. They prefer to feel that they have come out on top.

#### People high in Agreeableness are:

- Accommodating
- Helpful
- Sympathetic
- Selfless
- Altruistic

#### People low in Agreeableness are:

- Competitive
- Argumentative
- Self-Interested
- Rational
- Brash

## The science of Agreeableness

Agreeableness is very closely related to empathy, or the ability to understand and feel another person's emotions. Highly Agreeable people are highly empathetic, and naturally identify with the emotional experiences of others.

Empathy can be defined as the mirroring of another person's emotions in one's own mind. Highly Agreeable people experience this mirroring to a larger degree than other people; they genuinely feel sadness when they see someone crying, or get a boost to their own mood when watching someone laugh. As a consequence, highly Agreeable people find it especially rewarding to help others; they feel the echo of any positive feelings they are able to bring to someone else. People low in Agreeableness, on the other hand, do not feel a personal boost from bringing happiness to others, and consequently are less willing to put their energy into being helpful or altruistic.

Agreeableness has to do with two aspects of what is often termed emotional intelligence. Specifically, to be highly Agreeable, a person must be able to both conceptualize the emotions of others (understand how they might feel, what their concerns and priorities might be) and prioritize another person's feelings in their decision making. In short, they must be both aware and concerned about the feelings of others.

## Where you fit in

You are moderate in Agreeableness, and feel an average amount of empathy for others. You generally have a sense of what others are feeling, and show about as much concern as a typical person.

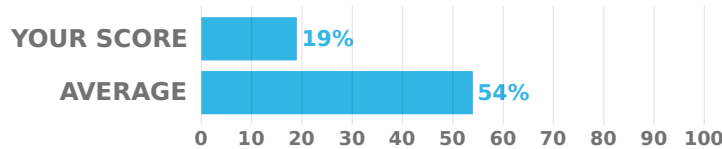
As a person who is moderately Agreeable, you are probably more compassionate in some situations than in others. You may care mostly about people who are close to you—family members, friends, and perhaps people in your immediate community. People who you do not know, or people very removed from you (for instance, people in other countries) may not attract much of your attention. Or, you may feel more compassion in situations of extreme suffering, while being less concerned about the everyday problems of others.

Because you are moderate in Agreeableness, when your needs are in conflict with the needs of others, you weight both sides equally. You are rarely willing to completely give up your agenda in favor of another person's, but neither

do you want to completely overpower the negotiation.

## Neuroticism

Neuroticism describes an individual's response to stress. Highly Neurotic people are susceptible to anxiety, depression, anger, and other negative emotions when subjected to stressful conditions. People low in Neuroticism resist stress and tend not to experience many negative emotions.



Highly Neurotic people struggle with negative emotions. They frequently feel anger, sadness, anxiety, self-consciousness, and other difficult feelings. They tend to be more vulnerable to stressors and less able to overcome problematic situations. They doubt their abilities and feel uncomfortable with themselves.

People who are low in Neuroticism are resilient and do not react easily to stress. They experience few negative emotions and cope well when life is difficult. They easily overcome stressful situations to get back on track. They are not often sad, angry, or depressed, and generally feel confident in themselves.

### People high in Neuroticism are:

- Vulnerable
- Unstable
- Anxious
- Moody
- Self-conscious

### People low in Neuroticism are:

- Stable
- Resilient
- Optimistic
- Self-Confident
- Carefree

## The science of Neuroticism

Neuroticism can be thought of as the corollary to Extraversion; where Extraversion describes the frequency and depth of positive emotions, Neuroticism describes a person's tendency to experience negative emotions like fear, anxiety, sadness, anger, and worthlessness.

Studies have demonstrated that people who are high in Neuroticism have a more dramatic response to negative stimuli. Their brains become more activated, for longer periods of time, when they are shown something sad, frightening, or distasteful.

Neuroticism has to do with what can be thought of as the "alarm system" of the brain. All of us need to be able to recognize danger and anticipate negative outcomes, but we vary in terms of how sensitive our personal alarm systems are. People high in Neuroticism are especially vigilant to the possibility of bad things happening. People who are low in Neuroticism are more likely to brush off danger signals, assuming that things will probably turn out just fine.

Although Neuroticism describes a personality trait, not a mental health diagnosis, people high in Neuroticism are nonetheless more likely to be diagnosed with disorders such as anxiety or depression. People low in this trait are more likely to recover easily from life stressors and avoid developing mental health conditions.

## Where you fit in

As a person who is low in Neuroticism, you experience less negative emotion than the average person. You rarely feel anxious, sad, or self-conscious, and are not troubled much by negative thoughts.

Because you are low in Neuroticism, you rarely interpret your environment as dangerous or threatening. In situations where others might become fearful, you feel that there is no reason to fret. You rarely worry about how things will turn out and go about your business without fear of negative consequences.

You are highly resilient under stress. Situations that would cause others anxiety do not tend to have the same effect on you. You are able to handle stressful life circumstances without becoming overly affected. Although you are not immune to mental health issues, you are much less likely than the average person to develop a condition like anxiety or depression.

## Your Personality Patterns

Your personality traits interact to create unique patterns of thought and behavior. In this section, you'll learn how your traits create key synergies that drive the way you think and live.

To describe your personality patterns, we use a circular graph called a circumplex. The circumplex is used by psychologists to illustrate how two traits intersect to create more complex patterns of thought and behavior. Each circumplex has four sections, with each section describing a typical pattern. The area of each section shows how well that pattern describes you. A larger area indicates a better fit for that pattern.

Some of your circumplex graphs will show a clear preference for one pattern. Others will show a more even spread over two or even three patterns. Where you have nearly equal scores for two or more patterns, you can expect that both patterns may describe you equally well.

### Core Pattern

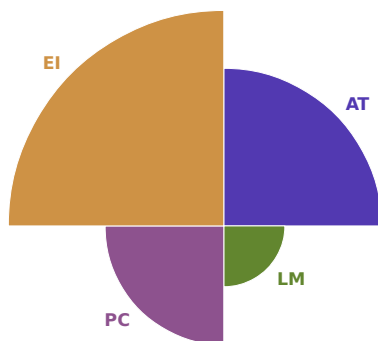
This circumplex describes the essential role you take on in approaching the world. This role is a reflection of your core values and motivations, as well as the way you think about things.

#### EMPATHIC IDEALIST

Uses insight and creativity to help others. Thinks about how the world could be a better and more beautiful place.

#### PRACTICAL CARETAKER

Helps other people in practical, everyday ways. Uses established institutions to maintain stability and security.



#### ANALYTICAL THINKER

Solves logical problems with rational, complex analysis. Thinks about innovative ways to improve systems.

#### LOGICAL MECHANIC

Ensures accuracy and efficiency in logical systems. Uses proven methods to accomplish real-world goals.

### Interpersonal Pattern

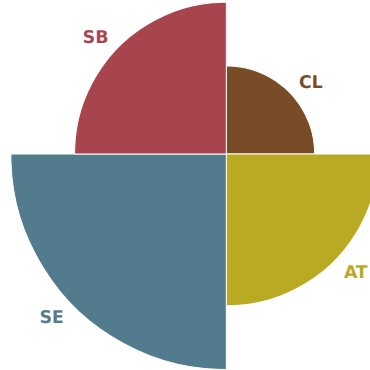
This circumplex describes the style you use in relating to others. This style governs the way you socialize and develop relationships.

## SOCIAL BUTTERFLY

Is friendly and amiable. Loves people and approaches them without hesitation.

## SYMPATHETIC EAR

Gentle and kind. Tends to be quiet and appreciate close, supportive relationships.



## COMMANDING LEADER

Takes command of situations with a blunt, dominant style. Likes to be in charge.

## ALOOF THINKER

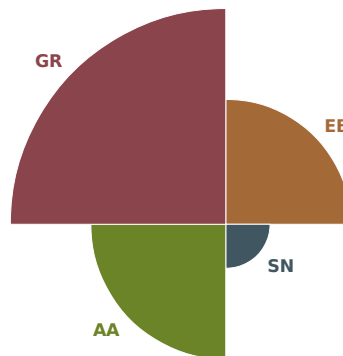
Maintains independence and distance from others. Selective about relationships.

## Social Pattern

This circumplex describes how you position yourself in relationship to social groups. Your pattern shows how you feel you fit in within the larger society.

## GLEEFUL REBELLION

Enjoys a feeling of uniqueness. Embraces alternative cultures and takes pleasure in being different. Likes showing individuality.



## ANXIOUS ALIENATION

Feels a sense of being uncomfortably different. Rarely meets others with common interests. Often feels alienated and excluded from society.

## EASY BELONGING

Feels a sense of belonging in social circles. Enjoys being surrounded by similar people and fitting in. Easily finds commonality with others.

## SAFETY IN NUMBERS

Seeks stability in belonging. Wants to feel similar to others to ease anxiety. Takes comfort in traditional institutions.

## Communication Pattern

This circumplex describes how you communicate your thoughts, experiences, and ideas to others. Your pattern reflects the information you choose to communicate as well as your style in doing so.

## SHARED VISION

Enjoys expressing ideas and vision. Loves to brainstorm and discuss possibilities. Tends to focus on future goals and abstract ideas.

## OPEN LINES

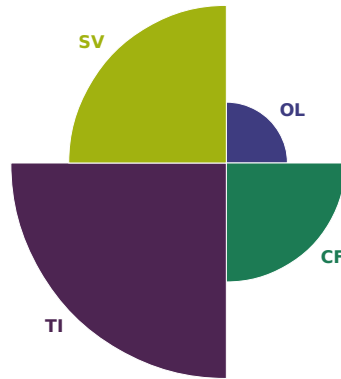
Freely communicates to keep everyone informed. Recounts events, shares information, and compares experiences with others.

## THOUGHTFUL INSIGHT

## CONCISE FACTS



Thinks deeply before speaking. Thoughtfully shares insights once they have been carefully considered. Tends to focus on interpretations.



Communicates when necessary to convey specific information. Dislikes talking for the sake of talking. Keeps discussions to essential facts.

## Emotional Pattern

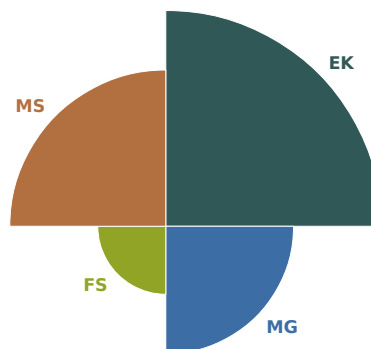
This circumplex describes your pattern of emotional experiences, specifically the emotions that are most often part of your experience of life.

### MOSTLY SUNNY

Tends to be mostly happy and content. Shrugs off stress and easily finds things to look forward to. Most emotional experiences are positive.

### FULL SPECTRUM

Feels a full range of emotions, from bursts of pure joy to the deepest sadness. Moods change easily and emotions are a central part of life.



### EVEN KEEL

Mostly calm and placid, experiencing few emotional spikes. Is rarely either very happy or very sad. Emotions do not play a large part in experience.

### MOSTLY GLOOMY

Tends to be somewhat glum. Rarely feels strong positive emotions like joy or excitement. Easily becomes anxious, sad, and/or angry.

## Motivation Pattern

This circumplex describes how you get and stay motivated. Your pattern reflects what drives you to take action and work toward goals.

### CONFIDENT DRIVE

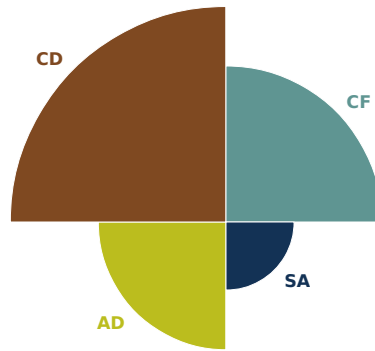
Enjoys chasing goals and realizing successes. Confident in own potential to achieve. Works hard and expects accomplishment.

### CAREFREE FUN

Prefers to avoid responsibility and enjoy life. Tends to abandon difficult projects when alternatives appear. Feels little pressure to work.

## ANXIOUS DILIGENCE

Highly motivated to achieve goals and avoid errors. Tendency to overwork. Feels relief when projects are completed correctly.



## SCATTERED ANXIETY

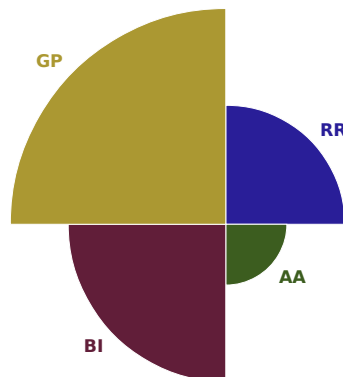
Has a difficult time focusing on work and staying motivated. Tends to worry about outcomes and have a hard time getting started.

## Productivity Pattern

This circumplex describes your style in approaching tasks and activities. Your pattern shows which tasks are most likely to attract your attention and effort.

### GRAND PLANS

Has big, innovative ideas and formulates plans to put those ideas into action. Persistent in chasing even the most ambitious goals.



### RELIABLE RESULTS

Does what is expected in an orderly, systematic manner. Wants to follow clear instructions to achieve correct outcomes.

### BRIGHT IDEAS

Most excited when exploring ideas and possibilities; less interested in taking action. Likes starting projects more than finishing them.

### ADAPTABLE ACTION

Wants to see quick results. Prefers straightforward, hands-on tasks that can be completed in a short time frame.

## Rewards Pattern

This circumplex describes your attitude towards the potential rewards that life has to offer: money, attention, status, power, and achievement. Your pattern describes your interest in achieving these rewards and your style in pursuing them.

### FOCUSED AMBITION

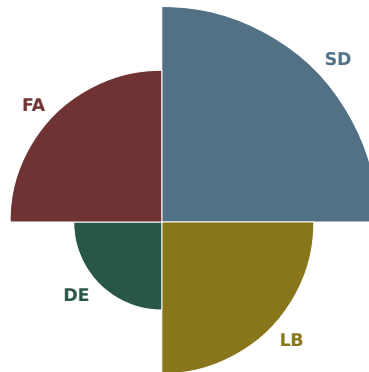
Desires many things in life and willing to work hard to get them. Seeks fame and fortune and is persistent in working to increase personal status and achievement.

### STEADY DRIVE

Driven by a sense of duty. Works toward goals out of sense of responsibility rather than anticipation of rewards. Persistent even when work is unexciting.

## DIZZY EXCITEMENT

Enthusiastic but lacking in follow-through. Impulsive and easily tempted by the promise of pleasure and attention from others. Hedonistic and distractible.



## LAID BACK

Has little need for excitement or achievement. Pleasures are low-key and often passive, i.e. food, reading, television. Uninterested in pursuing status, money, or attention.

## Esteem Pattern

This circumplex describes your attitude toward yourself and others. Your pattern reflects your esteem for yourself and for other people.

### OPEN ARMS

Is confident in the goodness of self and others. Gives trust freely, with no worries of being betrayed. Feels empowered to improve the lives of others.



### TAKE CHARGE

Prefers to rely on own abilities. Sees self as more capable, competent, intelligent than average. Does what is needed without waiting for others.

### ANXIOUS AFFECTION

Relies on others for support and comfort. Feels less competent and worthy than others, and works to be helpful and accommodating in order to gain acceptance.

### LONE WOLF

Sees people as fundamentally weak and untrustworthy. Interactions with others are often unpleasant. Tends to suffer alone, believing others will be of no help.

## Your Traits in Action

Now we'll look at how your personality traits express themselves in all areas of life, from your daily routine to your relationships and your work life. Each section covers one key area and explains how your individual traits influence your experiences in this aspect of life.

## Your Inner Life

Your personality governs the most fundamental things about you, including how you think, what you value, and what motivates you. This section explores how your traits drive your internal life.

## **How does your mind work?**

You have a highly creative and imaginative way of thinking and you often see connections that others do not. You are uninterested in the dull facts of a situation, preferring instead to interpret its meaning and implications. You have unusual ideas and sometimes perceive things that other people are not aware of. You are easily absorbed by fantasy and enjoy envisioning alternate realities as well as possibilities for the future.

You are preoccupied with goal-setting and achievement and most of your thoughts revolve around planning and completing tasks. You are a structured, orderly thinker, and rarely waste time on unproductive daydreaming.

## **What do you value?**

Your ideal world is a kind, equitable one, where people treat each other fairly and with compassion. You value justice and mercy in equal measure, believing that people should be forgiven when it is reasonable to do so. You do your best to make the world a better place, although you also work toward your own personal achievements. You want to distinguish yourself, but you do not want to step on any toes to do so.

You have a genuine love of ideas, and value originality, creativity, and imagination. It is important to you to have consistent opportunities to learn new things and improve your mind. You value intellectual challenge, depth of thought, and insight. Because of your interest in enlightenment and novel ideas, you place great value on artistic and cultural endeavors. You believe that the improvement of the mind is an important and worthy goal.

## **What motivates you?**

You are highly goal-oriented and motivated to achieve. You tend to have lots of long-term goals and work steadily toward them. You feel most content when you are completing tasks and feel highly satisfied by a job well done. You like to feel that you lead an orderly, purposeful, productive life.

You are unmotivated by many of the things that other people pursue: money, power, status, fame. Instead, your focus on the things that you personally enjoy. Although you are rarely enthusiastic about things, this does not mean you are unmotivated; it simply means that you feel a quieter drive to achieve the things that truly matter to you. You tend to do things because they are in accord with your values and interests, rather than to gain the attention or admiration of others.

You are most motivated when you have the opportunity to create something new. Rote, routine tasks are supremely uninteresting to you, and you are rarely able to stir up any excitement for activities that are straightforward. However, when you are asked to innovate, you will marshal all your resources to come up with a novel, original idea.

## **Your Social Life**

Your traits drive the way you relate to others—people in general, as well as friends and loved ones. Your traits affect the way others see you, what you seek out in connections with others, and the common themes that tend to arise for you across all your relationships.

## **What do you need from your relationships?**

You need little from other people and are generally self-sufficient. You develop relationships selectively, and only when you feel a true, deep connection with another person. Your primary goal in relationships is to have a mutual understanding, which may often be unspoken. You are content to give your friends and loved ones plenty of space and appreciate when they do the same. Although you often prefer to be on your own, this does not mean that you do not value your relationships. In fact, when you do connect with a like-minded person, you treasure your bond.

You need relationships which are supportive but not overwhelming. You expect your friends to be there for you in times of need, and will happily return the favor. However, you also appreciate your independence, and you want some element of freedom to do your own thing without getting a group consensus. You can be competitive with

your friends, and sometimes like to feel challenged by the people around you. Ultimately, though, you want a sense of trust and comfort from your relationships.

### **What kinds of people do you connect with?**

You tend to seek out relationships with people who you feel will help you to grow or learn in some way. You are not afraid of developing friendships with people who have different views or life experiences, as you are eager to learn from diverse viewpoints. On the other hand, you avoid people who you perceive as boring, close-minded, or conformist. People who cannot discuss interesting ideas are of no interest to you.

You seek out supportive friendships with a good balance of give and take. You prefer friends who are caring but mostly self-sufficient; overly needy people will tend to exhaust your kindness. You don't mind being around people who are a bit tough or challenging, but you avoid overly aggressive or selfish people, as you are wary of being taken advantage of.

### **What kind of friend are you?**

You are a caring friend who is concerned with the needs and feelings of those who are close to you. You are supportive when your friends need you, although you rarely allow them to wallow. You want to enjoy your social time, and you may run out of patience for people who are overly needy.

You are good at taking care of your relationships while also maintaining your boundaries. While you believe in being kind and helpful, you do not believe in being a doormat. You may be very accommodating to people you care about, but you rarely let yourself be taken advantage of.

You are quiet and unassuming and do not demand a lot of attention from your friends. You don't need constant interaction, but you do seek true connection. You usually prefer to have a few friendships which are deep and genuine rather than a wide circle of lesser acquaintances. You maintain your independence in relationships, allowing your friends plenty of space—and expect that they will do the same for you. You often take on the role of listener in your relationships, and will typically only take the floor when encouraged to do so.

## **Your Work Life**

The type of work you choose, whether you find it satisfying, and even the jobs you'll be talented at are all heavily influenced by your personality traits. Understanding who you are can help you to choose a career that suits you. If you've already chosen your career path, you can gain a better understanding of the jobs, roles, and workplaces that will suit you based on your personality traits.

### **What do you want out of your career?**

For you, work is primarily a place to achieve. You are strongly driven and ambitious and want a career that allows you to accomplish frequent and continued successes. You work hard and seek a work environment where that work pays off. You like to have plenty of opportunities to prove yourself, and you always rise to the occasion.

You seek a job that is consistent with your values and allows you to feel good about what you do each day, while still allowing you a measure of personal success. You probably do not desire to work in a helping occupation such as teaching or nursing, but neither do you want a career that is completely meaningless or, worse, actually detrimental to society. You want to use your talents in a way that allows you to achieve success and feel positively about your contribution to the world.

You want to get along with your coworkers and appreciate feeling that you have a good rapport. You enjoy competition sometimes, but in general, you like a cooperative atmosphere.

You seek a career that is intellectually challenging and allows you to use the full capacities of your mind. You enjoy working with complex, multi-layered concepts and solving knotty problems.

You dislike routine and repetition in your work, and want the freedom to try new approaches and learn about new

things. Because of your need for variety and intellectual growth, you are prone to changing jobs or even careers when you feel you are stagnating. You're most satisfied with your work when you feel you are able to develop within your career and continually explore new horizons.

### **What are your natural talents?**

You have a high degree of independence and can focus well on solitary tasks. You do not depend on the encouragement or attention of others to get the job done, instead working according to your own internal drives. You are especially good at work that requires quiet thought and focus. You are rarely distracted by office politics or drama, and maintain a composed demeanor.

You are good at thinking about things in novel, creative ways. You will often come up with ideas that are totally unexpected and offer a fresh take on old problems. You are forward-thinking and keep the big picture in mind. You excel at positions that require creativity, imagination, and innovation.

You are good at balancing a focus on tasks and a focus on people at work. You are most likely known as a cooperative teammate, but you do not let your relationships at work take priority over doing your job. You prioritize getting your work done, but make sure that you also take time to appreciate the people you work with.

You are an unflagging worker and excel when persistence and determination are required. You do not need a quick payoff for your efforts, and can maintain your drive on long, demanding projects. You equally excel in environments that require long hours and a heavy workload. / You are good at creating order and structure. Your organizational skills are excellent and you are able to keep complex projects coordinated in an orderly, logical manner.

### **What kinds of roles and workplaces suit you?**

You like to work with smart, imaginative, unconventional people in an environment that encourages new ideas. Overly traditional or process-oriented workplaces bore you, as you want to be able to bring originality to your work. You may be drawn to careers in the arts, technology, the sciences, or in more creative areas and industries of the business world. Whatever you choose, you want a role where your vision is appreciated.

Your ideal career allows you to work primarily on your own, solving problems and pursuing goals on your own schedule. You dislike having to interact with others on a regular basis, as you feel that you work best alone.

Your ideal workplace will be one where an individualist work style is appreciated. You will be stymied in workplaces where raucous team sessions are the norm and group brainstorming is expected. Instead, look for calm workplaces with plenty of quiet space to work.

You appreciate order and organization, and want a workplace that is as structured as you are. You like to be able to plan things carefully, and seek a workplace where those plans can be carried out as intended. You are frustrated by chaotic workplaces where expectations and plans change frequently, and do best to avoid unpredictable environments.