



The Big Five Aspects Scale

Show/Hide Connections

You can connect your assessment with the assessment of another user who has already completed it. Once connected, you will each have access to a relationship report **that will include the assessment scores/results for both of you and a description of what you might expect from being in a romantic relationship with one another based on these scores.**

You can create a connection with another user's assessment by either accepting an invitation sent to you by the other user, or by sending an invitation to the other user. Once the invitation has been accepted, the assessments will be connected, and you will each have access to the other's scores and the relationship report.

If the other user has already sent you an invitation, it will be listed below.

To send an invitation to another user, use the Create Connection button.

To modify your relationship report settings (do not disturb, block list), **please click here.**

Create Connection

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

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 **46th** percentile for agreeableness. If you were one of 100 people in a room, you would be more agreeable than **46** of them and less agreeable than **53** of them.

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

AGREEABLENESS



46th percentile

You are more agreeable than 46 of 100 people

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 High

You are moderately high in compassion, which is one aspect of Agreeableness. Your score puts you at the **77th** percentile for compassion. If you were one of 100 people in a room, you would be more compassionate than **77** of them and less compassionate than **22** of them.

Moderately compassionate people are interested in the problems of other people, and other living things. They are concerned about helping other people avoid negative emotion. They make time and do kind things for others, even when doing so may interfere with fulfilling their own needs and interests. They have a noticeably soft side. Other people consider them sympathetic and nice, and will turn to them often for a listening ear. They are empathetic and caring. However, because they are so other-oriented, they may find it difficult to negotiate on their own behalf, and may not get what they deserve (for their hard work, for example). This may lead to feelings of resentment.

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.

COMPASSION



77th percentile

You are more compassionate than 77 of 100 people

Politeness: Low

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

People who are low in politeness are not deferential to authority – nor are they obedient. They can be respectful, but only to people who clearly deserve and demand it, and they are markedly willing to push back when challenged. They are not particularly uncomfortable confronting other people. People low in politeness are not motivated to avoid conflict, or to steer clear of conflict or fights. They may find themselves quite frequently in trouble with authority. Their skepticism may make it difficult for them to find a place in the middle or lower in hierarchies of power and dominance. They tend strongly to be 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.

↓ POLITENESS



16th percentile

You are less polite than 83 of 100 people

Conscientiousness: Low

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

Your score puts you at the **13th** percentile for conscientiousness. If you were one of 100 people in a room, you would be less conscientious than **86** of them and more conscientious than **13** of them.

People low in conscientiousness do not regard duty as particularly important, and they don't like to slog away at their tasks. They will only work hard if pushed, generally by outside forces (supervisors, spouses, friends, parents) and don't mind wasting time. They are highly likely to procrastinate (particularly if they are also above average in neuroticism). Even when people with low levels of conscientiousness commit to doing something, there is a good chance they will be late, or delayed, even when there is no real reason for it. They tend to formulate and deliver excuses for their failure under such circumstances, typically blaming the situation for the problem. They are not decisive, neat, organized, future-oriented, or reliable, and they find themselves too-easily distracted.

People with low levels of conscientiousness are much less likely to obtain higher grades in academic settings (particularly if they are also less intelligent), and generally require substantial supervision to stay on task. For this reason, they make sub-optimal managers and administrators. They do not feel compelled to do things by the book, however. This can perhaps be an advantage, if they are engaged in creative tasks, where rules must be broken for advancement to take place. They will rarely make career accomplishment a primary goal, turning instead to pursuit of safety and security (if high in neuroticism), creative accomplishment (if high in openness), establishment of intimate relationships and friendships (if highly agreeable), or social success, excitement and fun (if extraverted). Such people are by no means achievement-oriented.

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

Individuals who are low in conscientious tend not to be concerned by failure. They are not judgmental, to themselves or others, and find and formulate situational explanations for disappointment, frustration or lack of success. They can handle periods of inactivity and unemployment with comparative ease. They downplay the relationship between hard work, diligence and success, assuming instead that chance factors and luck in life play a determining role. They live, in large part, for leisure and very much look forward to time off. They can be very good at relaxing, and living in the moment (particularly when low in neuroticism). They are much less concerned than average with cleaning, moral purity and achievement. It's far more fun to be at the beach or at a party with a person low in conscientiousness – but you might not want to invite them over on moving day.

People low in conscientiousness are substantively more likely to be political liberals rather than conservatives. This is particularly true if they are also high in openness.

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

Conscientiousness has two aspects: industriousness and orderliness.

↓ CONSCIENTIOUSNESS



13th percentile

You are less conscientious than 86 of 100 people

Industriousness: Moderately Low

You are moderately low in industriousness, which is one aspect of conscientiousness. Your score puts you at the **27th** percentile for industriousness. If you were one of 100 people in a room, you would be less industrious than **72** of them and more industrious than **27** of them.

People who are lower in industriousness are less likely to be successful in school and in administrative and managerial positions (particularly if they are also less intelligent). If they are

INDUSTRIOUSNESS



27th percentile

highly intelligent, they are likely to be regarded as underachievers. They don't focus on work as much as others and are more likely to procrastinate, miss deadlines, or fail to complete assignments or projects completely. They have a tendency to put off responsibilities, concentrating more on fun, worry, relationships, excitement or creative endeavour. They aren't particularly concerned with schedules, timelines or efficiency, and may have to be supervised excessively before their tasks will be completed. They lack focus and are easily distracted.

You are less industrious than 72 of 100 people

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

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

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

Orderliness: Very Low

You are very low in orderliness, which is one aspect of conscientiousness. Your score puts you at the **9th** percentile for orderliness. If you were one of 100 people in a room, you would be less orderly than **90** of them and more orderly than **9** of them.

↓ ORDERLINESS



9th percentile

People very low in orderliness are not at all disturbed, upset or disgusted by mess, disorder and chaos. They just don't notice such things (or, if they do, they don't at all care). They see the world in shades of grey, not in black and white, and are extremely non-judgmental and devil-may-care in their attitudes toward themselves and others. They never use and positively dislike schedules, list, or routines and, even if they plan, almost never implement those plans, preferring to take things as they come, and letting chance determine the outcome. They are not at all oriented toward detail and very rarely abide by rules or procedures.

You are less orderly than 90 of 100 people

People who are very low in orderliness cannot tolerate or establish any routine or predictability. Their schedules are extremely loose, their time completely unscheduled, and disruption doesn't bother them in the least. They require constant reminder and supervision to maintain attention and focus, 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 very low in orderliness are remarkably much less likely to be political conservatives. Orderliness is the second-best predictor of conservatism, after openness to experience.

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

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

↑ EXTRAVERSION



emotions such as hope, joy, anticipation and approach, particularly in social situations.

Your score puts you at the **86th** percentile for extraversion. If you were one of 100 people in a room, you would be more extraverted than **86** of them and less extraverted than **13** of them.

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

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

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

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

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

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

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

Extraversion has two aspects: Enthusiasm and Assertiveness.

86th percentile

You are more extraverted than 86 of 100 people

Enthusiasm: Very High

You are exceptionally high in enthusiasm, which is one aspect of extraversion. Your score puts you at the **95th** percentile for enthusiasm. If you were one of 100 people in a room, you would be more enthusiastic than **95** of them and less enthusiastic than **4** of them.

Individuals who are very high in enthusiasm are uncommonly excitable, happy and easy to get to know. They will talk very rapidly about everything, particularly other people. They laugh or giggle frequently. They must be around people almost all the time, and they love parties. They cannot keep people at a distance, and keep nothing private. They are very positive and optimistic. They warm up very quickly to other people. They love – and crave – stimulation, excitement, activity and fun. Enthusiastic people are gregarious, encouraging and people-loving, and they are strikingly positive about what might happen next.

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

↑ ENTHUSIASM



95th percentile

You are more enthusiastic than 95 of 100 people

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: Typical or Average

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

People of average assertiveness will sometimes take charge, spontaneously, but often let others step in first. They can put forward their own opinions but do not feel compelled to do so. They are not particularly dominant and do not generally strive to control social situations. At times, they can act in an influential or captivating manner, but it is not habitual. They can act, in ambiguous situations, but will often let others lead the way. They tend not to be particularly impulsive, and tend not to 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.

ASSERTIVENESS



58th percentile

You are more assertive than 58 of 100 people

Neuroticism: Moderately Low

You are moderately 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 **34th** percentile for neuroticism. If you were one of 100 people in a room, you would be lower in neuroticism than **65** of them and higher in neuroticism than **34** of them.

People with moderately low levels of neuroticism tend not to focus on the negative elements, anxieties and uncertainties of the past, present and future. They can have periods of time where they are unhappy, anxious and irritable, particularly when facing a serious, sustained problem, but they generally cope well, don't worry too much, and recover comparatively quickly when stressed. They're pretty good at keeping their head in a storm, and they tend not to mountains out of molehills.

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

When good things happen to them, people with moderately low levels of neuroticism can accept it, without wondering if they deserved it. They generally tend to be satisfied with their relationships and careers. Overall, they are quite tolerant of stress, and can accept failure and setbacks as part of life. Moderately low levels of neuroticism are associated with less concern about mental and physical health, fewer physician and emergency room visits, and a lower than average degree of absenteeism at work and at school (unless accompanied by very low levels of conscientiousness).

People with moderately low levels of neuroticism can handle risk better without becoming unduly concerned. They are less concerned with security, and can handle recreational, career, financial and social situations where the possibility of loss is higher. This makes it easier for them to consider as well as implement career changes and other transformations that could enhance their lives.

NEUROTICISM



34th percentile

You are lower in neuroticism than 65 of 100 people

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 **36th** percentile for withdrawal. If you were one of 100 people in a room, you would be lower in withdrawal than **63** of them and higher in withdrawal than **36** 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.

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.

WITHDRAWAL



36th percentile

You are lower in withdrawal than 63 of 100 people

Volatility: Moderately Low

You are moderately low in volatility, which is one aspect of neuroticism. Your score puts you at the **34th** percentile for volatility. If you were one of 100 people in a room, you would be less volatile than **65** of them and more volatile than **34** of them.

Individuals moderately low in volatility tend to not 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 of average 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

VOLATILITY



34th percentile

You are less volatile than 65 of 100 people

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 to Experience: Very Low

You are very 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 **9th** percentile for openness to experience. If you were one of 100 people in a room, you would be lower in openness to experience than **90** of them and higher in openness to experience than **9** of them.

People with very low levels of openness to experience are very conventional, conservative people. They are not at all known for their curiosity or interest in novelty or change. They are disinterested in learning, particularly for its own sake, and almost always stick with what they know.

They almost never engage in prolonged abstract thinking, and rarely consider philosophical issues, such as the meaning of belief systems and ideologies. They very rarely attend cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows, failing to find them at all meaningful or engaging. They don't enjoy writing, and stay well away from complex problems and abstract ideas.

They read much less than the typical person, and stick to mainstream material when they do so. They have a very narrow range of interests, and a conventional and somewhat restricted vocabulary. They have difficulty with abstract thinking and learn much less quickly, as well as being less intrinsically interested in doing so. They come up with new ideas very infrequently, and have difficulty getting their thoughts across to others (particularly if they are average or below in extraversion). People very much lower in openness to experience love to stay on the beaten path, and find satisfaction in the tried-and-true (particularly if they are average or above in orderliness). They actively avoid difficult intellectual problems or challenges.

People very low in openness to experience can often adapt well to situations or occupations that are more routinized and predictable (unless below average in conscientiousness). Because of this, they have very little trouble fitting in at the bottom of hierarchies. They are much 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. They are almost never creative or revolutionary thinkers. They almost never shake things up (particularly if they are also agreeable and less assertive).

Individuals very low in openness to experience are much less entrepreneurial in spirit and much more appreciative of conventional employment (particularly if average or above in conscientiousness). They have almost no 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 very low in openness to experience have a much narrower and more focused range of interests. This makes it much 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 exceptionally high in neuroticism and/or very low in conscientiousness). People very low in openness to experience also almost never undermine their own convictions or beliefs by excessive questioning (particularly if they are average or below in neuroticism). They are not 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.

↓ OPENNESS TO EXPERIENCE



9th percentile

You are lower in openness to experience than 90 of 100 people

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: Low

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.

You are low in intellect, which is one aspect of openness to experience. Your score puts you at the **14th** percentile for intellect. If you were one of 100 people in a room, you would be lower in intellect than **85** of them and higher in intellect than **14** of them.

People low in intellect are unlikely to be engaged with ideas and abstract concepts. They are less interested in learning philosophical concepts, seeing little use in them. People low in intellect do not appreciate too much information, particularly if it is complex. They are substantially less intellectually curious, and infrequently tackle and solve complex abstract problems. They are unlikely to engage in issue-oriented discussions, or to enjoy reading idea-centered books. They can be less articulate (particularly if average or lower in extraversion), experiencing some trouble formulating and communicating their ideas. They tend to have a vocabulary of less than normal breadth and depth, and are likely to stick with the tried-and-true, rather than learning new ideas and skills. They are less likely to enjoy being exposed to novel, creative concepts and are relatively uninterested in adapting to or seeking out new experiences and situations.

People low in intellect rarely find complex, rapidly changing occupations to their liking, and are therefore more likely to fail at them (unless very high in conscientiousness and very low in neuroticism). They are much better suited to stable, straightforward and more traditional occupations, where the rules for success are well-defined and tend not to change.

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.

↓ INTELLECT



14th percentile

You are lower in intellect than 85 of 100 people

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

↓ OPENNESS



13th percentile

You are lower in openness than 86 of 100 people

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.

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.