

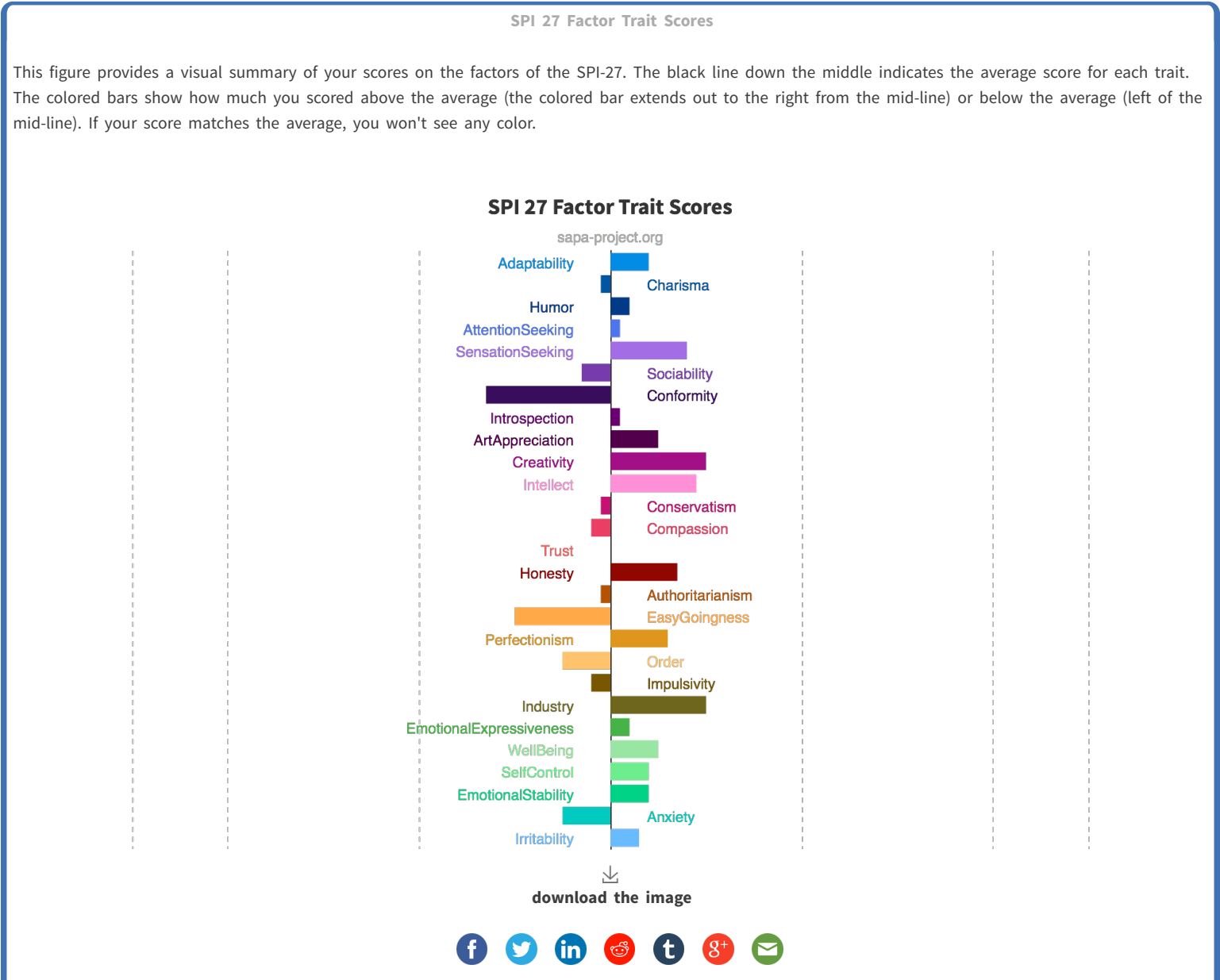
The SAPA Project

a personality assessment collaboratory

Your Personality Report

(scroll down to see the full report.)

Here's the full report on your personality profile, including your scores on the 27 narrow traits of the SPI-27, your scores on the Big Five traits (the SPI-5), and your cognition score. [Click here for advice about saving your report.](#)



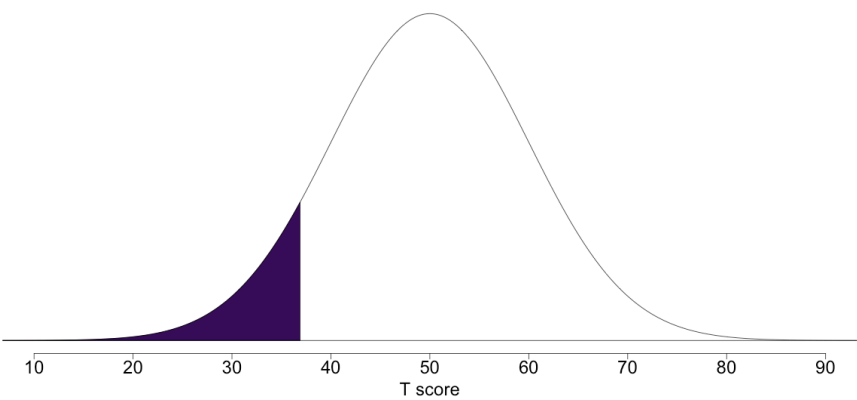
The next section gives more detailed descriptions of each trait and some thoughts about the meaning of your scores. By default, we only show the feedback for your 4 most extreme scores. **To see your scores on all of the factors, click the link at the bottom of this box.**

Conformity

The Conformity factor concerns an individual's self-perception of normalcy, as well as their desire to be seen as an ordinary or average person. The pressure to conform is strongly connected to group acceptance, and can emanate from many sources, including mainstream media, social institutions, families, and peers. In many cultures, being "normal" often means that one is more readily accepted and therefore likely able to access shared resources of both tangible

and immaterial nature. An individual high in Conformity may feel these pressures more keenly and have more of a desire to feel and be seen as normal. They typically have less interest in sticking out or in flaunting their differences. They probably feel more comfortable finding common ground with other and identifying with the interests of others. Conversely, an individual who is low in Conformity strives to be unique and would hate to be seen as ordinary or mainstream. They may pride themselves on thinking and acting outside the box.

Your score of 37 on Conformity places you higher than 10% of previous participants in this survey.



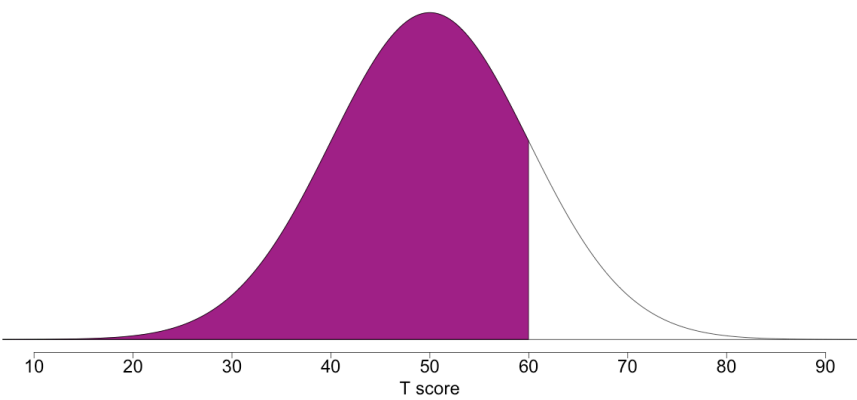
Your score on the Conformity scale indicates that you are low in Conformity. Most likely, you see yourself as a unique or even rebellious individual. Others may at times perceive you as being a bit strange or unusual, but this may not necessarily upset you. Your originality and creativity likely make you stand out in sharp relief against others, and you are certainly never boring. You are probably not overly concerned with fitting in, and may often sacrifice social commonality or agreement in the name of individuality and innovation.

"I think the reward for conformity is that everyone likes you except yourself!"
— Rita Mae Brown

Creativity

The Creativity scale measures one's tendency to come up with new and different ideas, as well as one's interest in breaking from the mold and following less trodden paths, whether through work or hobbies. Creativity is not the same thing as intelligence, but rather a particular mode of thinking and expression. Individuals high in Creativity may be better at more creative jobs that allow room for creative expression than those which are heavily structured. They may also be better at divergent thinking, which entails coming up with multiple solutions to a single problem. This is distinguished from convergent thinking, which involves finding the single correct answer to a problem. Individual's lower in Creativity are by no means necessarily less smart, but may simply have more respect for previously established modes of thinking and an appreciation for simplicity and tradition.

Your score of 60 on Creativity places you higher than 84% of previous participants in this survey.



Your score on the Creativity scale indicates that you are very high in Creativity. It is likely that you are often bursting with interesting ideas, and that you tend to bring fresh insight to discussions. You may find new and exciting ideas frequently springing to mind even when simply going about your day. People may admire this ability to think out of the box and turn to you when new ideas are needed. Depending on your level of Sociability, it is possible that when you

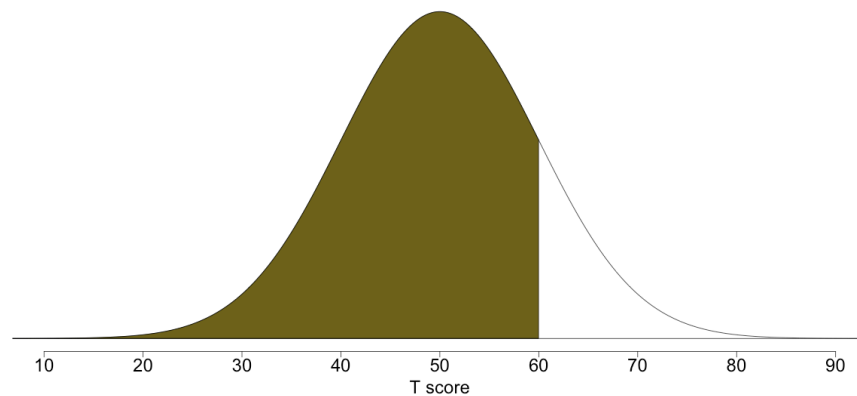
are with the right conversation partner(s), the interaction is rich and exciting as innovative ideas flow freely. At the same time, your penchant for novel thinking may make it more frustrating for you to perform mundane tasks or to do work that doesn't allow for creative expression.

"Creative thinking inspires ideas. Ideas inspire change."
— Barbara Januszkiewicz

Industry

Industry is characterized by the virtues of diligence and perseverance and industrious individuals tend to be hard-working, efficient, and reliable. When given a task, they typically get to work right away and make a point of completing the task promptly and successfully. Given their strong work ethic, industrious people tend to be pre-occupied, at times, with tasks that less-conscientious individuals do not value. Less industrious individuals are not necessarily unproductive, but they do tend to be more laid back and more easily disinterested when the going gets tough.

Your score of 60 on Industry places you higher than 84% of previous participants in this survey.



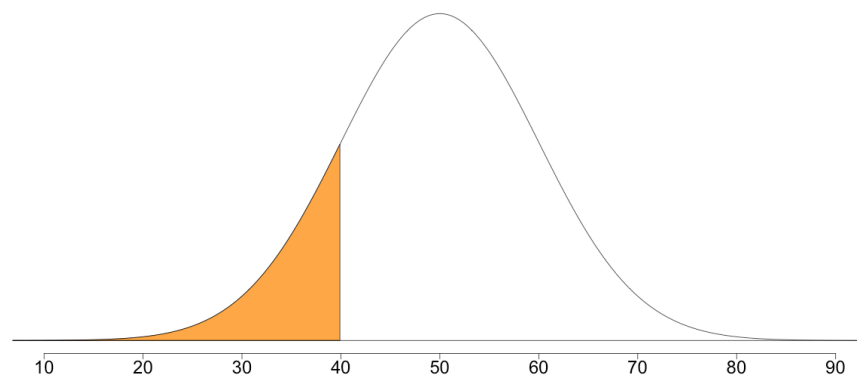
Your score on the Industry scale indicates that you are highly industrious. This suggests that you take your duties seriously and that you often take pleasure in a job well done. You likely view yourself as a reliable worker and take pains to avoid careless mistakes. You also probably feel as though your work is never done, and this can make it difficult to find time for relaxation.

"I am a great believer in luck. The harder I work the more of it I seem to have."
— Coleman Cox

Easy-Goingness

Easy-Goingness relates to one's preferred pace of lifestyle. Whereas individuals who score highly in the Easy-Goingness trait are content to let life proceed at its own pace, those who score low tend to prefer to grab life by the horns. Whereas in some cultures someone who is high in Easy-Goingness may be criticized as lazy or layabout, in others such an individual is perceived as being content with the way they live their lives. Similarly, someone low in Easy-Goingness could be described as either a go-getter or as overly high-strung.

Your score of 40 on Easy-Goingness places you higher than 16% of previous participants in this survey.



I score

Your score on the Easy-Goingness scale indicates that you are somewhat lower in Easy-Goingness. Most likely, you prefer to be productive and mobile rather than to laze about and watch things pass you by. You may be fairly efficient and have more energy to tackle tasks.

"Get busy. Keep busy. It's the cheapest kind of medicine there is on this earth — and one of the best."
— Dale Carnegie

[Click here to SHOW/HIDE the rest of your SPI-27 scores.](#)

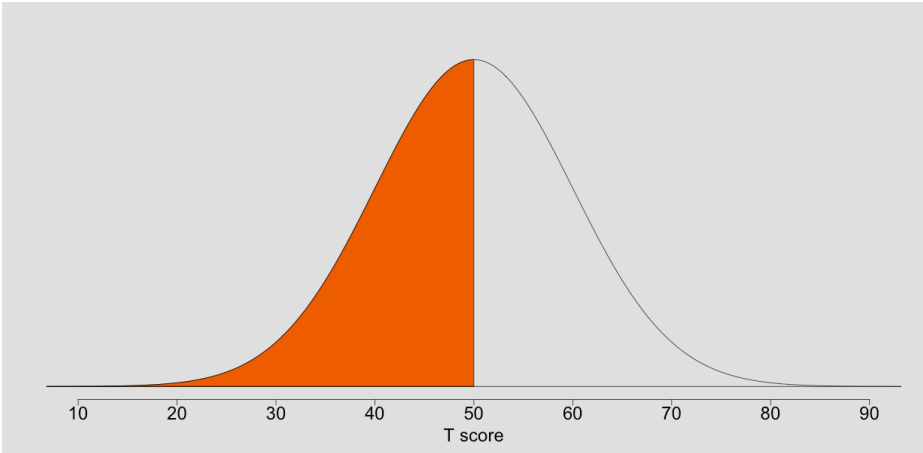
Big Five (SPI-5) Scores

All 5 of your Big Five (SPI-5) scores are shown below.

Agreeableness

Features of Agreeableness include compassion, trust, honesty, and politeness but the defining characteristic may well be empathy. It seems that the ability to recognize others' emotions contributes to all of these underlying traits as well as many other nuances of personality that are often associated with agreeable people. Agreeableness also reflects individual differences in cooperation and social harmony. While agreeable people are typically more popular than those low on Agreeableness, it is not popularity that motivates them so much as the desire to avoid (or reduce) conflict in their immediate environment. While this quality has several obvious benefits, Agreeableness is not necessarily useful in situations that are highly stressful or that frequently involve tough decisions. As a result, people who feel less need to be agreeable often make excellent scientists, critics, or soldiers.

Your score of 50 on Agreeableness places you higher than 50% of previous participants in this survey.



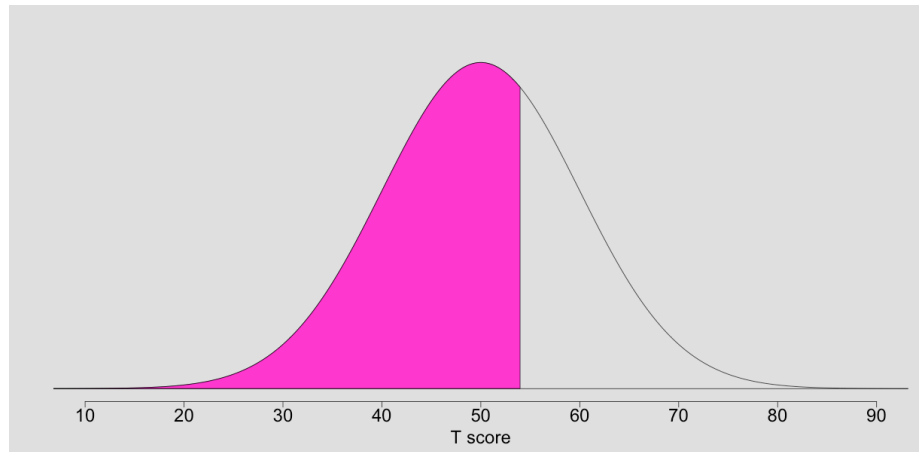
Your score on the Agreeableness scale indicates that you are relatively agreeable. You probably have an interest in others' needs and well-being, and you share in both their joys and their challenges. It may be that your compassion is limited to some individuals (perhaps friends and family) without extending to acquaintances or strangers. You are most likely pleasant, sympathetic, and cooperative. You may like doing things for others, especially when they are in need, sometimes even if this puts their needs ahead of your own. It's also likely you are less easily annoyed by others. You may sometimes lose your temper or make insulting judgments about the people with whom you interact, but for the most part you probably avoid judging or criticizing those around you. You can probably receive criticism without holding a grudge. Highly agreeable individuals value getting along with others. They are therefore considerate, friendly, generous, helpful, and willing to compromise their interests for the sake of others. Agreeable people also tend to have an optimistic view of human nature. They believe people are basically honest, decent, and trustworthy.

Conscientiousness

By definition, a conscientious individual is guided by an inner sense of what is "right" (this inner sense being known as one's "conscience"). While they may hold dramatically different opinions about the nature of socially acceptable behavior, conscientious individuals typically have reputations for being meticulous, thorough, and deliberate. Extreme conscientiousness can lead to unrealistic expectations and perfectionistic behaviors that are ultimately unproductive. Conscientiousness is most highly associated with Industry and Order, though it is also positively correlated with low impulsivity, authoritarian views, honest behavior and strong self-control. Most of these traits relate to self-discipline in one way or another, a feature which likely contributes to the similarity between Conscientiousness and traditional conceptions of "character." While some of the traits within Conscientiousness seem similar enough to be redundant, they

generally have unique relationships with other aspects of behavior. For example, Impulsivity relates to the general tendency to act without thinking while Self-Control is the ability to resist temptations and cravings.

Your score of 54 on Conscientiousness places you higher than 66% of previous participants in this survey.

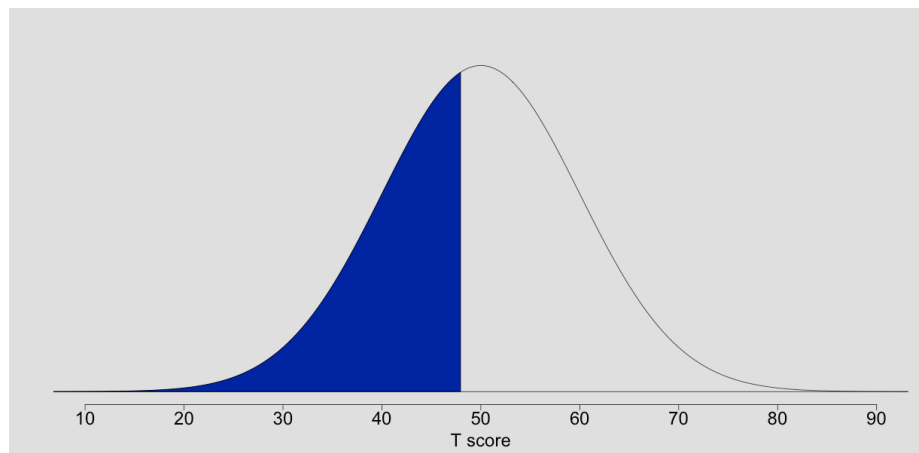


Your score on the Conscientiousness scale suggests that you are somewhat conscientious. You probably set clear goals on a regular basis and pursue them with determination. People likely regard you as reliable and hard-working, but probably not overzealous or perfectionistic. You may occasionally prefer to live for the moment and do what feels good now, instead of delaying gratification for the sake of longer-term objectives. You are probably good at detecting mistakes or inconsistencies in your environment. The most conscientious individuals tend to avoid trouble and achieve high levels of success through purposeful planning and persistence. On the negative side, they can be compulsive perfectionists and workaholics. Extremely conscientious individuals are also sometimes regarded as boring, due to their predictability and focus on work.

Extraversion

Extraversion is perhaps the most widely recognized feature of human personality. The popularized notion of Extraversion is mainly limited to the idea that extraverts seek out social interaction while introverts spend more time alone. Personality theorists suggest that the extraversion/introversion dimension is more accurately framed as a function of stimulation. Individuals who are more sensitive to outside stimuli (introverts) tend to prefer interacting in small groups. They also engage more often in independent, analytical, and cognitively-demanding activities. Extraverts are less sensitive to external stimuli and, as a result, seek more of it. They tend to enjoy large gatherings, act more gregariously, and are quick to assert themselves.

Your score of 48 on Extraversion places you higher than 42% of previous participants in this survey.



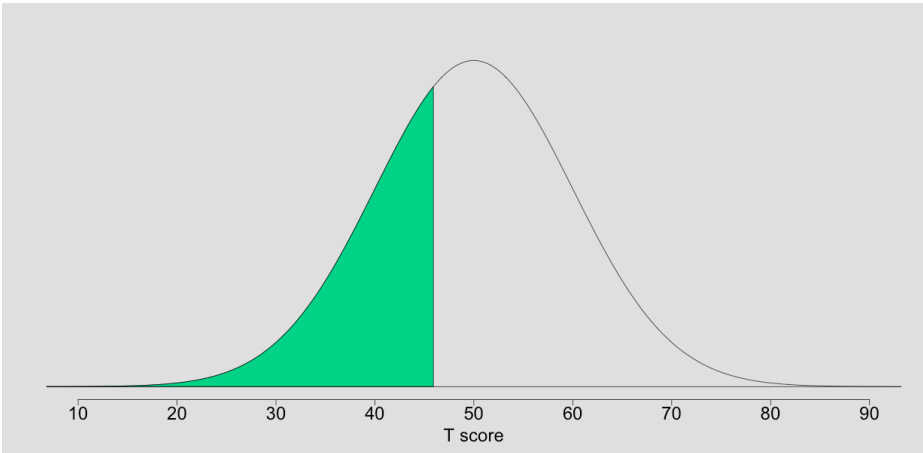
Your score on the Extraversion scale indicates that you are somewhat introverted. You are probably more reserved and quiet than most others. You may enjoy solitude and solitary activities a bit more than others, and your socializing may be restricted to a small circle of close friends. While you may occasionally enjoy large parties and meeting new people, it probably depends on the circumstances and your energy level. You are more likely to allow others to take charge so that you can avoid the spotlight, which has the advantage of being seen as less threatening by others. You may not be known as having a strong personality, but most likely you can still be effective at influencing others as long as you have time to gather your thoughts. The occasional avoidance of social interaction by introverts does not necessarily mean they are shy or depressed; these people simply need less stimulation than those who are more extraverted. This independence and willingness to be alone can sometimes be mistaken by others as unfriendliness or aloofness. However, many introverts

(especially those who score highly on Agreeableness) are quite pleasant when approached even though they do not actively seek out interaction.

Neuroticism

The trait of Neuroticism is marked by elevated reactivity to stress and the more frequent experience of emotions that most people view as negative or unpleasant — anxiety, sadness, frustration, fear, and anger. Neurotic individuals view the world as relatively more threatening and dangerous. Historically, use of the label neuroticism (or neurotic, as an adjective) stemmed from the idea that individuals behave in ways that are more or less affected by neuroses — nervous disorders. While the term neurosis is now rarely used by health professionals, the term Neuroticism is still used for the personality trait relating to the persistent tendency to be in a negative mood state. Some people feel that this label is unnecessarily negative, though the truth is that nearly everyone behaves neurotically from time to time and most neurotic behaviors are within socially acceptable limits. Individuals with low levels of neuroticism are less likely to become upset by stress and spend relatively less time feeling worried, scared, and angry — but just about everyone experiences these emotions sometimes. It's no surprise that highly neurotic individuals are at risk for a range of mental health concerns, but more recent research suggests that these risks also extend to several physical health concerns.

Your score of 46 on Neuroticism places you higher than 34% of previous participants in this survey.

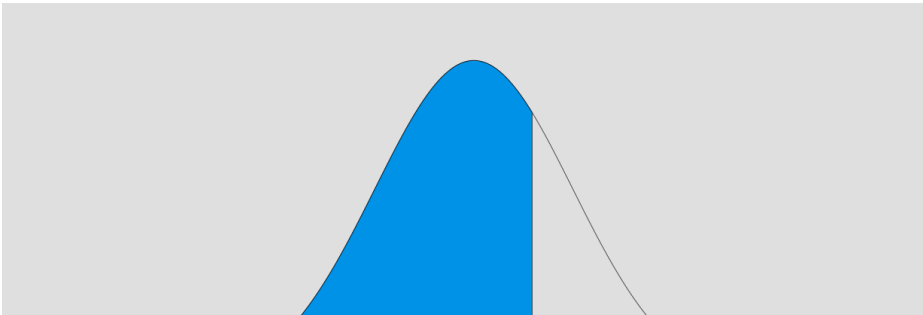


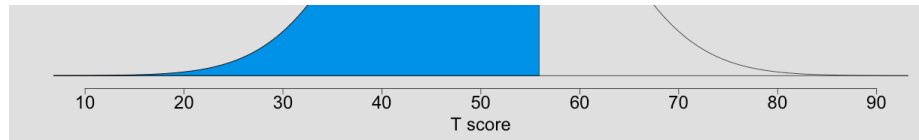
Your score on the Neuroticism scale indicates that you are more even tempered than most people. This suggests that you generally experience fewer emotional swings throughout the day and that you react less strongly to stressful events. While you regularly feel negative emotions (fear/worry, sadness, irritability, anger), you likely experience them less often and less intensely than most people. You may still get very upset on rare occasions, but others probably appreciate your relatively calm demeanor.

Openness

Openness is probably the most broadly encompassing factor of personality. In fact, many people are surprised to learn that the two most widely studied aspects (Intellect and Openness to New Experiences) are highly positively correlated. This positive association can be explained by the fact that both aspects share the common trait of being willing to engage with new ideas. Openness is also associated with traits such as Creativity, Art Appreciation, Introspection, (low) Conformity, and Adaptability. Openness is often presented as healthier or more mature by psychologists, who are often themselves very open. However, open and conventional styles of thinking are useful in different environments. For example, the intellectual style of an open person may be useful for endeavors that reward novelty, but the more conventional approach of an individual who is low on openness often leads to superior job performance in occupations that emphasize procedure and compliance.

Your score of 56 on Openness places you higher than 73% of previous participants in this survey.





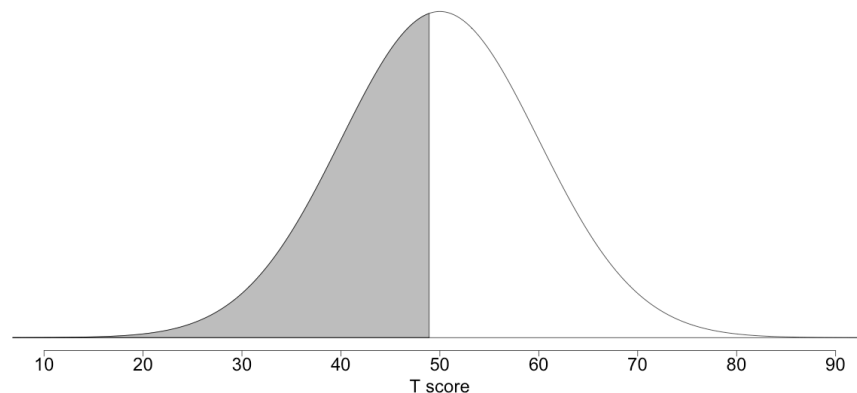
Your score on the Openness scale indicates that you are somewhat open to new experiences and intellectual pursuits. You may be comfortable handling quite a bit of information and you also may enjoy thinking about complicated problems or issues. You likely have some appreciation for the arts. You may also be more interested by unconventional ideas than most other people. It is also possible that others consider you to be, at times, both creative and perhaps a little unusual. Generally speaking, open people are intellectually curious, appreciative of art, and sensitive to beauty. Compared to more conventional people, they tend to think and act in individualistic and non-conforming ways. Another characteristic of the open cognitive style is a tendency to think in symbols and abstractions far removed from concrete experience, such as mathematical, logical, or geometric thinking; artistic and metaphorical use of language; music composition or performance; or one of the many visual or performing arts.

Cognition

While there are several competing theories in cognitive ability research, there is also growing consensus that abilities are best organized hierarchically. In other words, each of the many different components of cognitive ability involve different sets of skills and these components are typically organized according to similarities among the tasks/skills involved. On the most narrow level, it is often difficult to distinguish between the skills used to accomplish a given task, but on the broadest level (at the top of the hierarchy), general skill sets are more plainly evident. For example, the skills required for different types of verbal tasks are more similar than those required for verbal and spatial tasks.

The items given here include several different types and we are actively working to develop more. In order to keep the test short, each participant is only administered a subset of the question types. Current question types include Letter and Number Series, Matrix Reasoning, Three-Dimensional Rotations, Verbal Reasoning (which includes general knowledge, logic and arithmetic questions), Figural Analogies, Two-Dimensional Rotations, Compound Remote Associates, Additions and Subtractions, Propositional Reasoning, and Emotion Recognition.

At this time, we are only giving feedback based on your responses to the Letter and Number Series items, the Three-Dimensional Rotation items, the Matrix Reasoning items, and the Verbal Reasoning items. This is because we don't yet have a big enough sample to generate representative norms for the other item types. Your responses have contributed to the development of these norms for future test-takers.



Based on the 8 responses you gave for the item types with norms (see above), your Cognition score was 49. This means that your score was higher than 46% of previous participants in this survey. The average score for Cognition is 50. While scores on these items are positively correlated with commercial IQ measures, we discourage participants from considering their score to be a proxy for such measures. This "test" differs from most commercial tests in terms of brevity and the fact that it is administered online without a time limit in an un-proctored setting. It is important to take these factors into account when comparing your performance against the average. We recognize that many participants would like to know the correct responses for these cognitive ability items, but we do not currently make this information available in order to maintain the validity of the questions.



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