



# The Big Five Aspect Scale

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You have just completed assessing yourself with 100 phrases. Our systems have compared your-self-ratings to those of thousands of other people. Here are your results: You will see below where you stand in comparison to those others 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!

## Agreeableness: Very Low

You are very low in agreeableness, which is the primary dimension of Interpersonal interaction in the Big Five personality trait scientific model. 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.



## 6th percentile

You are less agreeable than 93 of 100 people

Your agreeableness score is **35**. This is a T Score. You can think of this as a score out of 100.

This score puts you at the **6th** percentile for agreeableness. If you were one of 100 people in a room, you would be less agreeable than **93** of them and more agreeable than **6** of them.

People with very low levels of agreeableness are seen by others as markedly competitive, colder, tougher and very much less empathic. They do not easily see the best in others, and are not particularly tolerant (an attitude that is much valued by agreeable people). They are very much less concerned about the emotional state of others, are uncommonly willing to engage in conflict, and will happily sacrifice peace and harmony to make a point or (if conscientious) to get things done. People may find them painfully straightforward and blunt. They tend very strongly towards dominance, rather than submission (particularly if also below average in neuroticism).

People with very low levels of agreeableness do not easily forgive. They are not accepting, flexible, gentle or patient. They don't easily feel pity for those who are excluded, punished or defeated, and tend to attribute such problems to weakness. They are also very unlikely to be taken advantage of by disagreeable, manipulative or otherwise troublesome people, or those with criminal or predatory intent. Their high levels of skepticism play a protective role, although it may often interfere with their ability to cooperate with or trust others whose intentions are genuinely good. They are also less likely to reward good behavior or to give credit where it is due. They can cooperate, when cooperation is in their clear self-interest, but very much appreciate competition, with its well-defined losers and winners. They do not easily lose arguments (or avoid discussions) with anyone, and can forthrightly enjoy the battle. They can be very good at bargaining for themselves, and at negotiating for more recognition or power, and are likely to have higher salaries and to earn more money, in consequence. People very low in agreeableness are therefore less likely to suffer from resentment or to harbour invisible anger. They let you know what they think, when they think it. In addition, because of their tendency to engage in conflict, when necessary, people low in agreeableness people tend not to sacrifice medium- to long-term stability and function for the sake of short-term peace. This means that problems that should be solved in the present are often solved, and do not accumulate counterproductively across time, although people close to those very low in agreeableness may often experience them as overbearing and uncaring.

Women are higher in agreeableness than men. The mean percentile for women in a general population (women and men) is 61.5. For men it is 38.5. The fact that men are lower in agreeableness than women helps explain their much higher rates of criminal incarceration (90% male). The primary difference between criminals and non-criminals is disagreeableness. If the typical criminal is more disagreeable than 98% of people in the general population, then almost all those criminals will be male. This difference in

agreeableness between men and women is largest in countries such as Norway and Sweden, where the most has been done to ensure equality of outcome between the sexes. This provides strong evidence that biological factors rather than environment and learning account for the dissimilarity.

Agreeableness, per se, is not strongly associated with political liberalism or conservatism, but this is because the aspects of agreeableness predict such political belief in opposite ways, and cancel each other out. Liberals are higher in aspect compassion, and conservatives in aspect politeness. However, alliance with the category of belief that has come to be known as politically correct is strongly predicted by agreeableness (particularly compassion [check this]). What this appears to mean is that agreeable people strongly identify with those they deem oppressed, seeing them, essentially, as exploited infants, and demonize those they see as oppressors, seeing them as cruel, heartless predators.

There are large differences between men and women in terms of spontaneous interest, and these also appear associated with agreeableness. Agreeable people, caring as they do for others, are more likely to enter professions associated with people, such as teaching and nursing, which are dominated by women. This is true even in the Scandinavian countries, where attempts to produce gender-equal societies has reached a maximum. Disagreeable people, by contrast, appear to prefer systematizing over empathizing, and are more interested in things – machines and technology. In consequence, professions such as engineering and trades associated with construction and machinery tend to be dominated by relatively disagreeable men.

Agreeableness has two aspects: compassion and politeness.

## Compassion: Very Low

You are very low in compassion, which is one aspect of Agreeableness. Your compassion score is **36**. This is a T Score. You can think of this as a score out of 100.

This score puts you at the **7th** percentile for compassion. If you were one of 100 people in a room, you would be less compassionate than **92** of them and more compassionate than **7** of them.

Very much less compassionate people are not oriented towards the problems of other people or other living things. They are not swayed by helplessness or cuteness. They are very willing to make other people experience negative emotion by engaging in conflict and competition. They want to win, and will engage in the confrontation necessary to do so. They are very much less concerned about helping other people. They make certain their own needs and interests are attended to, and are markedly unwilling to sacrifice for the sake of other people's comfort. This can make them both harsh and unsympathetic. People might turn to them for the cold, hard truth, but not for a soft, patient, eternally-listening ear. They are very much less empathetic and caring. However, because they are not primarily other-oriented, they negotiate very effectively on their own behalf, and are likely to get at least what they deserve and perhaps more (for their hard work, for example). In consequence, they are unlikely to harbor feelings of resentment or hidden anger.



**7th** percentile

You are less compassionate than 92 of 100 people

Those who are liberal, politically, score somewhat higher in compassion than conservatives.

Women are also higher in compassion than men. The mean percentile for women in a general population (women and men) is 61. For men it is 39.

## Politeness: Low

You are low in politeness, which is one aspect of Agreeableness. Your politeness score is **39**. This is a T Score. You can think of this as a score out of 100.

This score puts you at the **12th** percentile for politeness. If you were one of 100 people in a room, you would be less polite than **87** of them and more polite than **12** 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).

↓ POLITENESS



**12th** percentile

You are less polite than 87 of 100 people

Those who are liberal, politically, score somewhat lower in politeness than conservatives (the opposite pattern is seen with compassion).

Women are higher in politeness than men. The mean percentile for women in a general population (women and men) is 59. For men it is 41.

# Conscientiousness: Typical or Average

You are typical or average 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 conscientiousness score is **48**. This is a T Score. You can think of this as a score out of 100.

This score puts you at the **41st** percentile for conscientiousness. If you were one of 100 people in a room, you would be more conscientious than **41** of them and less conscientious than **58** of them.

CONSCIENTIOUSNESS



**41st** percentile

You are more conscientious than 41 of 100 people

People of average conscientious levels generally do their duty, although they are not sloggers. They are reliable, but waste some of their time and have some proclivity procrastinate (particularly if they are also above average in neuroticism). Most of the time, however, a person of average conscientiousness will deliver what he or she promises, and usually close to or on time and schedule. They are reasonably decisive, neat, organized, future-oriented, and reliable. They can maintain focus, but have some trouble fighting off distraction.

Typically conscientious people tend to obtain more moderate grades in academic settings (unless they are also highly intelligent). They make reasonably competent administrators and managers. Their performance in such situations would be improved by more diligence and focus, and through the use of careful scheduling. They mildly prefer to have everything in its proper place, but are by no means obsessed with detail.

Typically conscientious people are not particularly prone to guilt (although they may let things slide to the point where they have something to feel guilty about), and they are relatively free of shame, self-disgust and self-contempt.

Individuals who are typically conscientious do not react too negatively to failure. They can let themselves off the hook, and tend not to be too judgmental about their own faults, or those of others. They will suffer some shame and guilt when unemployed or otherwise unoccupied, particularly when that occurs through no fault of their own. People of average conscientiousness are reasonably committed to personal responsibility, but also believe that there is more to life than diligence, orderliness and duty. They think

that those who work hard should and usually will be rewarded, but also note that luck and chance play their role. They are not excessively preoccupied with hygiene, moral purity or achievement, and are unlikely to be micro-managers or over-controlling.

People with typical levels of conscientiousness people are no more likely to be political conservatives or liberals (although they will tilt towards the former if low in openness and the latter if high).

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

Conscientiousness has two aspects: industriousness and orderliness.

## Industriousness: Moderately High

You are exceptionally high in industriousness, which is one aspect of conscientiousness. Your industriousness score is **55**. This is a T Score. You can think of this as a score out of 100.


This score puts you at the **67th** percentile for industriousness. If you were one of 100 people in a room, you would be more industrious than **67** of them and less industrious than **32** of them.

Exceptionally industrious people are extremely likely to be successful in school and in administrative and managerial positions (particularly if they are intelligent). They live to work and always have to be doing something useful. They are extremely dutiful. They never put things off. They do not mess things up. They always finish what they start, and they do it on schedule. They are always considering how to accomplish more in less time, with fewer resources. They have focus.

INDUSTRIOUSNESS

67th percentile

You are more industrious than 67 of 100 people



Exceptionally industrious people are extremely likely to judge shirkers or people who are incompetent harshly, and to want them out of the way. They are extraordinarily likely to believe that people fail because they don't apply themselves or work hard enough. They feel extremely guilty rapidly if they do not do their duty. However, because they are generally stay on or ahead of schedule and accept their responsibilities, they rarely experience actual guilt.

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: Low


You are low in orderliness, which is one aspect of conscientiousness. Your score puts you at the **20th** percentile for orderliness. If you were one of 100 people in a room, you would be less orderly than **79** of them and more orderly than **20** of them.

People low in orderliness are not disturbed, upset or disgusted by mess, disorder and chaos. They simply don't notice such things (or, if they do, they don't care). They see the world in shades of grey, not in black and white, and are very non-judgmental and devil-may-care in their attitudes toward themselves and others. They don't use schedules, list, or routines and, even if they plan, rarely implement those plans, preferring to take things as they come, and let chance determine the outcome. They are not oriented toward detail and do not abide by rules or procedures.

↓ ORDERLINESS

20th percentile

You are less orderly than 79 of 100 people



People who are low in orderliness don't care for routine and predictability. Their schedules are loose, their time unscheduled, and disruption doesn't bother them. They require constant reminder and supervision to maintain attention and focus, and are too-easily distracted. They can, however, tolerate the mess, disruption and intervening periods of chaos that may accompany creative endeavour.

Those who are low in orderliness are 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: Very High

You are very high in extraversion, which is the primary dimension of positive emotion in the Big Five personality trait scientific model. Extraversion is a measure of general sensitivity to positive emotions such as hope, joy, anticipation and approach, particularly in social situations.

Your score puts you at the **95th** percentile for extraversion. If you were one of 100 people in a room, you would be more extraverted than **95** of them and less extraverted than **4** of them.

People with very high levels of extraversion are very enthusiastic, talkative, assertive in social situations, and gregarious. They are highly energized by social contact, and crave it. They find great pleasure in planning parties, telling jokes, making people laugh, and taking part in community activities. They typically have positive memories of the past, high levels of current self-esteem (particularly if they are low in neuroticism), and experience far above average optimism about the future.

↑ EXTRAVERSION



95th percentile

You are more extraverted than 95 of 100 people

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

People who are very high in extraversion make strikingly enthusiastic employees, and are very 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 at all suited to occupations that require a lot of isolated work (such as computer programming or accounting).

People very high in extraversion can also be highly impulsive, particularly when it comes to having fun in social situations. They tend strongly to sacrifice the future to the present, when something social or group-oriented beckons. It is hard for them to be alone and to study and work. They can be very 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 very high in extraversion are highly 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.

## Enthusiasm: Moderately High


You are moderately high in enthusiasm, which is one aspect of extraversion. Your score puts you at the **75th** percentile for enthusiasm. If you were one of 100 people in a room, you would be more enthusiastic than **75** of them and less enthusiastic than **24** of them.

Individuals moderately high in enthusiasm are somewhat excitable, happy and easier to get to know. They will talk more about everything (particularly other people) than the typical person. They laugh or giggle more than average. They would rather spend time around other people than alone, and they tend to like parties. They don't generally keep people at a distance, and are not too concerned with keeping things private. They are comparatively positive and optimistic. They warm up quickly to other people. They like stimulation, excitement, activity and fun. Enthusiastic people are gregarious, encouraging and people-loving, and tend to be quite positive about what might happen next.

ENTHUSIASM

75th percentile

You are more enthusiastic than 75 of 100 people



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

Women are higher in enthusiasm than men. The mean percentile for women in a general population (women and men) is 55. For men it is 45.

## Assertiveness: Exceptionally High

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


Exceptionally assertive people are “take charge” types. They put their own opinions forward extremely strongly, and constantly dominate and control social situations. Exceptionally assertive people can be extremely influential and captivating. They have the communication style that is often associated with

leadership. This is good when they are knowledgeable, competent and able, but not so good when they aren't. Assertive people are people of action. They don't wait for others to lead the way, but leap in, heedlessly. They can be impulsive, in consequence, and can act without thinking.

↑ ASSERTIVENESS

98th percentile

You are more assertive than 98 of 100 people



Liberals tend to be slightly less assertive than conservatives.

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

## Neuroticism: Very Low

You are very 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 **6th** percentile for neuroticism. If you were one of 100 people in a room, you would be lower in neuroticism than **93** of them and higher in neuroticism than **6** of them.

People with very low levels of neuroticism almost never focus on the negative elements, anxieties and uncertainties of the past, present and future. It is very rare for them to face periods of time where they are unhappy, anxious and irritable, unless facing a serious, sustained, complex problem. Even under the latter conditions, they cope very well, don't worry, and recover quickly. They're very good at keeping their head in a storm, and they almost never make mountains out of molehills.

↓ NEUROTICISM

6th percentile

You are lower in neuroticism than 93 of 100 people



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

When good things happen to them, people with very low levels of neuroticism can appreciate it, without questioning whether or not they deserved it. They are unusually satisfied with their relationships and careers. Overall, they are very tolerant of stress, and can much more easily accept failure and setbacks as part of life. Very low levels of neuroticism are associated with markedly decreased concern about mental and physical health, far fewer physician and emergency room visits, and very infrequent absenteeism at work and at school (particularly if accompanied by average or above levels of conscientiousness).

People with very low levels of neuroticism can handle risk strikingly better. If they are average or high in extraversion or openness, they may even enjoy it. They are simply far less affected by uncertainty. They can much more easily handle recreational, career, financial and social situations where the possibility of loss is higher. They can consider and implement career changes and other transformations that could enhance their lives very easily.

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: Very Low

You are very low in withdrawal, which is one aspect of neuroticism. Your withdrawal score is **35**. This is a T Score. You can think of this as a score out of 100.

This score puts you at the **6th** percentile for withdrawal. If you were one of 100 people in a room, you would be lower in withdrawal than **93** of them and higher in withdrawal than **6** of them.

Individuals very low in withdrawal almost never suffer from or are impeded by anticipatory anxiety. They can handle new, uncertain, unexpected, threatening or complex situations very well. They are far less likely to avoid or withdraw in the face of the unknown and unexpected.

People with very low levels of withdrawal feel sad, lonesome, disappointed and grief-stricken very infrequently – and, if they do, do not feel those emotions deeply nor for long. Their lives tend to be markedly free of doubt, worry, embarrassment, self-consciousness and discouragement, even in the face of genuine threat and punishment. They are resistant to and rarely worried about social rejection, and almost never feel hurt or threatened. Even when actually hurt, frightened, or anxious, they recover strikingly easily and remarkably quickly. People with very low levels of withdrawal are simply not worriers. Technically, withdrawal has been associated with activity in the brain systems that regulate passive avoidance.

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

Women are higher in withdrawal than men. The mean percentile for women in a general population (women and men) is 60. For men it is 40.

## Volatility: Very Low

You are very low in volatility, which is one aspect of neuroticism. Your volatility score is **37**. This is a T Score. You can think of this as a score out of 100.

This score puts you at the **9th** percentile for volatility. If you were one of 100 people in a room, you would be less volatile than **90** of them and more volatile than **9** of them.

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

Even if highly provoked in a dispute, a person of very low volatility will rarely react in kind (particularly if also high in agreeableness). Such people remain calm and unperturbed even when highly stressed. Volatile people tend to get upset if something bad does happen, while people high in withdrawal (the other aspect of neuroticism) tend to be concerned that something bad might happen. Technically, volatility has been associated with activity in the brain systems that regulate fight, flight or freeze.

Volatility 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 High

You are very high 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 openness to experience score is **66**. This is a T Score. You can think of this as a score out of 100.

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

People with very high levels of openness to experience are extremely likely to be characterized by others as uncommonly smart, creative, exploratory, intelligent and visionary. They are strikingly interested in learning, and are constantly acquiring new abilities and skills. They are very curious and exploratory. They are very interested in abstract thinking, philosophy, and the meaning of belief systems and ideologies. They will seek out cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows. They are unusually likely to enjoy writing (or even to be driven to write). They enjoy complex, abstract ideas and love to confront and solve complex, abstract and multi-dimensional problems.

They are uncommonly likely to be prolific readers, with an unusually wide range of interests. They have an uncommonly broad and deep vocabulary. They can think and learn with striking speed. They are frequently proficient at formulating new ideas, and very strongly tend to be articulate (particularly if average or above in extraversion). People very high in openness can see old things in strikingly new ways. They can formulate any single problem in an uncommonly diverse range of ways, and can generate an atypically large number of problem-solving solutions. They will continually seek change, often to make things better, but also just for the sake of change.

People who are very high in openness to experience are not well adapted to and do not do well in situations or occupations that are routinized and predictable. They do not fit in at all well at the bottom of hierarchies. They are uncommonly ill-suited to entry-level, repetitive, rote positions, because they are always thinking up new ways to do things, and such ideas are seldom welcome from someone at the bottom. They are very radical thinkers. They shake things up, particularly if they are also disagreeable and assertive. They are more likely to be revolutionary rebels (particularly if average or below in conscientiousness).

Individuals very high in openness to experience are entrepreneurial in spirit, as well as smart and creative. They have very much higher than average interest in creating new ventures, sometimes for profit, sometimes for curiosity, and sometimes for personal transformation. Very 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.

Because people who are very high in openness to experience tend to be interested in everything, this can make it hard for them to settle on a single path in life, to specialize to a necessary degree, and to create an integrated identity. This is particularly dangerous if they are high in neuroticism and/or low in conscientiousness. People characterized by the combination of high openness to experience and high neuroticism continually undermine their own convictions and beliefs by incessant questioning and make themselves lost and anxious. Open, unconscientious people tend to be “under-achievers” (particularly if also above average in neuroticism). Such people appear to have the capability to succeed, can learn quickly, and are creative, but they seldom implement their ideas.

Openness to experience is the dimension that best predicts political allegiance (with conscientiousness, particularly the aspect of orderliness, coming in at second place). Those who are liberal, politically, are very much more likely to be high in openness to experience than conservatives.

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

Trait openness to experience is made up of the aspects of intellect and openness.

# Intellect: Very High

You are very high in intellect, which is one aspect of openness to experience. Your intellect score is **66**. This is a T Score. You can think of this as a score out of 100.

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

People very high in intellect are bright, smart and intelligent. Intellect is actually best measured with IQ tests, rather than with a self-report personality test, although there is an element of curiosity in intellect, as well as raw ability. People very high in intellect learn with uncommon rapidity. They can handle and very much like a lot of information. They are uncommonly curious, and like to continually solve complex problems. They habitually engage in complex, philosophical discussions, and typically enjoy challenging, difficult, complex books, most often non-fiction. They strongly tend to be articulate and can formulate ideas extremely clearly and quickly (particularly if average or higher in extraversion). They have an uncommonly wide vocabulary, and are continually learning new things. They are very quick to understand a new idea or situation.

Intellect (intelligence, when measured with IQ tests) is the single best predictor of competence and performance in complex jobs (better than conscientiousness or low neuroticism). This is because complex jobs change continually, and present complicated, novel problems, and people high in intellect can learn and adapt quickly and like to solve problems.

Liberals are higher in intellect than conservatives (although the biggest difference between the two is openness to experience at the trait level).

Women are lower than men in intellect (although not in IQ). This is probably a difference in interest: people high in intellect, compared to openness, are more likely to prefer the sciences to the arts. The mean percentile for women in a general population (women and men) is 45. For men it is 55.

# Openness: High

You are high in openness, which is one aspect of openness to experience. Your openness score is **60**. This is a T Score. You can think of this as a score out of 100.

This score puts you at the **84th** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **84** of them and lower in openness than **15** of them.

The closest synonym for openness (rather than openness to experience, which encompasses openness and intellect) is creativity. Highly open, creative people love beauty. They need an outlet for their creative ability, or they have difficulty thriving. They want to be surrounded by art or beautiful crafts. They are sensitive to color and architectural form. They like to collect things. They are imaginative, and like to daydream and reflect on things. They are affected comparatively deeply by music, often of many genres,

and may be musical or artistic themselves (both of these are rare in the general population). They can get thoroughly immersed in a book, or a movie, or in their own thoughts, and become somewhat oblivious to the outside world. They respond strongly to beauty, creativity and art.

Highly open, creative people can be impractical and flighty, however (particularly if low in conscientiousness). It can be extremely difficult to transform creativity into money, or into a career. High levels of openness are, furthermore, necessary for entrepreneurial success, and often prove 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.