



# 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 unhappy or anxious, or hungry, angry or judgmental when you completed the questions.

## Agreeableness: Typical

You are typical or average in agreeableness, which is the primary dimension of Interpersonal interaction in the Big Five personality trait scientific model. Agreeableness has two aspects: compassion and politeness, which will be explained separately. Agreeableness is a very complex trait, with marked positive and negative elements all along its distribution. Because of this, higher scores and lower scores need to be explained at the same time.

People high in agreeableness are nice: compliant, nurturing, kind, naively trusting and conciliatory. However, because of their tendency to avoid conflict, they often dissemble and hide what they think. People low in agreeableness are not so nice: stubborn, dominant, harsh, skeptical, competitive and, in the extreme, even predatory. However, they tend to be straightforward, even blunt, so you know where they stand.

Your score puts you at the **43rd** percentile for agreeableness. If you were one of 100 people in a room, you would be more agreeable than **43** of them and less agreeable than **56** of them.

AGREEABLENESS



**43rd** percentile

You are more agreeable than 43 of 100 people

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

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

Women are higher in agreeableness than men. The mean percentile for women in a general population (women and men) is 61.5. For men it is 38.5. The fact that men are lower in agreeableness than women helps explain their much higher rates of criminal incarceration (90% male). The primary difference between criminals and non-criminals is disagreeableness. If the typical criminal is more disagreeable than 98% of people in the general population, then almost all those criminals will be male. This difference in agreeableness between men and women is largest in countries such as Norway and Sweden, where the most has been done to ensure equality of outcome between the sexes. This provides strong evidence that biological factors rather than environment and learning account for the dissimilarity.

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

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

associated with construction and machinery tend to be dominated by relatively disagreeable men.

Agreeableness has two aspects: compassion and politeness.

## Compassion: Moderately High

You are moderately high in compassion, which is one aspect of Agreeableness. Your score puts you at the **66th** percentile for compassion. If you were one of 100 people in a room, you would be more compassionate than **66** of them and less compassionate than **33** 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.

COMPASSION



**66th** percentile

You are more compassionate than 66 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 score puts you at the **21st** percentile for politeness. If you were one of 100 people in a room, you would be less polite than **78** of them and more polite than **21** 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



**21st** percentile

You are less polite than 78 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: Moderately Low

You are moderately 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 **31st** percentile for conscientiousness. If you were one of 100 people in a room, you would be less conscientious than **68** of them and more conscientious than **31** of them.

People moderately low in conscientiousness are not particularly dutiful. They are by no means sloggers. They will only work hard if pushed, and don't mind wasting time. They are quite likely to procrastinate (particularly if they are also above average in neuroticism). If people with moderately low levels of conscientiousness commit to doing something, there is a good chance they will be late, or delayed, even if there isn't much reason for it. They tend to find and deliver excuses for their failure under such circumstances. They are not markedly decisive, neat, organized, future-oriented, or reliable, and they find themselves easily distracted.

CONSCIENTIOUSNESS



## 31st percentile

You are less conscientious than 68 of 100 people

People with moderately low levels of conscientiousness are 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 less than 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 are unlikely to 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).

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

Individuals who are moderately low in conscientious are not particularly concerned by failure. They are not judgmental, to themselves or others, and tend towards situational explanations for disappointment, frustration or lack of success. They can handle periods of inactivity and unemployment with relative ease. They tend to downplay the relationship between hard work, diligence and success, believing 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 good at relaxing, and living in the moment (particularly when low in neuroticism). They are less concerned than average with cleaning, moral purity and achievement. It's more fun to be at the beach or at a party with a person moderately low in conscientiousness – but you might not want to invite them over on moving day.

People moderately low in conscientiousness are 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.

## Industriousness: Typical or Average

You are typical or average in industriousness, which is one aspect of conscientiousness. Your score puts you at the **50th** percentile for industriousness. If you were one of 100 people in a room, you would be more industrious than **50** of them and less industrious than **49** of them.

People of average industriousness are somewhat likely to be successful in school and in administrative and managerial positions (particularly if they are intelligent). They do not live to work, however, and do not always have to be doing something useful. They like their leisure time. Typically, they will do their duty, but they can put things off, and sometimes mess them up. Usually, but not always, they finish what they start, and they do it more or less on schedule, with some exceptions. They are no more concerned than average with efficiency or savings. They can focus on the task on hand, when there are high levels of motivation or pressure, but often find themselves distracted by something more entertaining, or interesting, or worrisome.

### INDUSTRIOUSNESS



**50th percentile**

You are more industrious than 50 of 100 people

People of average industriousness are not particularly judgemental to themselves or others. They like to live and let live. They are somewhat likely to believe that people fail because they don't apply themselves or work hard enough, but know that other considerations play a role. They tend to feel guilty, but not to an overwhelming degree, if they do not do their duty. They can, however, find themselves in a guilty position because they failed to perform a task on time or properly.

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: Moderately High

You are moderately 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 **63rd** percentile for extraversion. If you were one of 100 people in a room, you would be more extraverted than **63** of them and less extraverted than **36** of them.

People with moderately high levels of extraversion are quite enthusiastic, talkative, assertive in social situations, and gregarious. They are often energized by social contact, and crave it. They typically like to plan parties, tell jokes, make people laugh and participate in community activities. They are somewhat more likely to have positive memories of the past, above-average levels of current self-esteem (particularly if they are low in neuroticism), and to feel optimism about the future.

EXTRAVERSION



63rd percentile

You are more extraverted than 63 of 100 people

People who are moderately extraverted don't often keep things to themselves, tending instead to share what they are thinking with everyone. They are self-disclosing (particularly if also high in neuroticism) and they warm fairly rapidly to other people. They are among the first to speak in meetings. They can be captivating and convincing. They are likely to be among the first to act in an ambiguous situation.

People who are moderately high in extraversion make more enthusiastic employees, and tend to be well-suited to jobs involving sales, persuasion, work in groups and public speaking (particularly, once again, if they are low in neuroticism). They are somewhat less suited to occupations that require a lot of isolated work (such as computer programming or accounting).

People moderately high in extraversion have a tendency to be impulsive, particularly when it comes to having fun in social situations. They are somewhat more likely to sacrifice the future to the present, when something social or group-oriented beckons. It can be difficult for them to be alone and to study and work. They can find themselves 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 moderately high in extraversion are comparatively 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.

## Enthusiasm: Moderately High

You are moderately high in enthusiasm, which is one aspect of extraversion. Your score puts you at the **70th** percentile for enthusiasm. If you were one of 100 people in a room, you would be more enthusiastic than **70** of them and less enthusiastic than **29** 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



**70th** percentile

You are more enthusiastic than 70 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: Typical or Average

You are typical or average in assertiveness, which is one aspect of extraversion. Your score puts you at the **52nd** percentile for assertiveness. If you were one of 100 people in a room, you would be more assertive than **52** of them and less assertive than **47** 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.

ASSERTIVENESS



**52nd** percentile

You are more assertive than 52 of 100 people

Liberals tend to be slightly less assertive than conservatives.

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

## Neuroticism: Low

You are low in neuroticism, which is the primary dimension of negative emotion in the Big Five personality trait scientific model. Neuroticism is a measure of general sensitivity to negative emotions such as pain, sadness, irritable or defensive anger, fear and anxiety.

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

People with low levels of neuroticism rarely focus on the negative elements, anxieties and uncertainties of the past, present and future. It is rare for them to face periods of time where they are unhappy, anxious and irritable, unless facing a serious, sustained problem. Even under the latter conditions, they cope well, don't worry too much, and recover quickly when stressed. They're good at keeping their head in a storm, and they seldom make mountains out of molehills.

◀ NEUROTICISM



**13th** percentile

You are lower in neuroticism than 86 of 100 people

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

When good things happen to them, people with low levels of neuroticism can accept it, without questioning whether or not they deserved it. They are usually satisfied with their relationships and careers. Overall, they are tolerant of stress, and can accept failure and setbacks as part of life. Low levels of neuroticism are associated with decreased concern about mental and physical health, much fewer physician and emergency room visits, and reduced absenteeism at work and at school (unless accompanied by very low levels of

conscientiousness).

People with low levels of neuroticism can handle risk substantively better, without becoming unduly concerned. They are rarely concerned with security, and can more easily handle recreational, career, financial and social situations where the possibility of loss is higher. They find considering as well as implementing career changes and other transformations that could enhance their lives much less stressful.

Neuroticism is not a powerful predictor of political belief, either conservative or liberal.

Females tend to be higher in neuroticism than males. The typical woman is higher in neuroticism than 60% of the general population of men and women combined. In part, this may be why women report more unhappiness in their relationships, at work, in school and with their health than men, on average, and why women initiate 70% of all divorces. This difference in neuroticism between men and women appears to emerge at puberty. It is largest in countries such as Norway and Sweden, where the most has been done to ensure equality of outcome between the sexes. This provides strong evidence that biological factors rather than environment and learning account for the dissimilarity.

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

## Withdrawal: Very Low

You are very low in withdrawal, which is one aspect of neuroticism. Your score puts you at the **8th** percentile for withdrawal. If you were one of 100 people in a room, you would be lower in withdrawal than **91** of them and higher in withdrawal than **8** 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.

◀ WITHDRAWAL



8th percentile

You are lower in withdrawal than 91 of 100 people

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

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

## Volatility: Moderately Low

You are moderately low in volatility, which is one aspect of neuroticism. Your score puts you at the **25th** percentile for volatility. If you were one of 100 people in a room, you would be less volatile than **74** of them and more volatile than **25** of them.

Individuals moderately low in volatility tend to not to 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 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



**25th** percentile

You are less volatile than 74 of 100 people

Volatility is not strongly related to political preference, either liberal or conservative.

Women are higher in volatility than men. The mean percentile for women in a general population (women and men) is 57.5. For men it is 42.5.

# Openness to Experience: Moderately High

You are moderately 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 score puts you at the **64th** percentile for openness to experience. If you were one of 100 people in a room, you would be higher in openness to experience than **64** of them and lower in openness to experience than **35** of them.

People with moderately high levels of openness to experience are somewhat more likely than average to be characterized by others as smart, creative, exploratory, intelligent and visionary. They tend to be more interested in learning and in acquiring new abilities and skills. They are curious and exploratory. They find themselves interested in abstract thinking, philosophy, and the meaning of belief systems and ideologies. They attend cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows. They are likely to enjoy writing. They enjoy complex, abstract ideas more than the average person, and like to confront and solve problems.

OPENNESS TO EXPERIENCE



**64th** percentile

You are higher in openness to experience than 64 of 100 people

They are likely to be readers, with a wider range of interests. They have a broader and deeper vocabulary. They can think and learn quite quickly. They are comparatively proficient at formulating new ideas, and tend to be articulate (particularly if average or above in extraversion). People moderately high in openness can sometimes see old things in new ways. They can formulate problems in a diverse range of ways, and can typically generate a reasonable number of problem-solving solutions. They enjoy change, often to make things better, but also just for the sake of change.

People who are moderately high in openness to experience are somewhat less well adapted to situations or occupations that are routinized and predictable. They have some trouble fitting in at the bottom of hierarchies. They are less suited to entry-level, repetitive, rote positions, because they often think up new ways to do things, and such ideas are seldom welcome from someone at the bottom. They are creative thinkers. They tend to shake things up a bit, particularly if they are also disagreeable and assertive, and may be attracted to more revolutionary ideas (particularly if below average in conscientiousness).

Individuals moderately high in openness to experience tend to be entrepreneurial in spirit, as well as smarter

and more creative. They have more than average interest in creating new ventures, sometimes for profit, sometimes for curiosity, and sometimes for personal transformation. At least moderately high levels of openness to experience appear necessary to the formation and leadership of business and other forms of complex organization, although conscientiousness appears required for the attention to detail and process management that such organizations also always need.

People moderately high in openness to experience tend to be interested in many things. However, they can still typically settle on a single path in life, to specialize to a necessary degree, and to create an integrated identity (unless they are very high or above in neuroticism and/or very low or below in conscientiousness). People characterized by the combination of moderately high openness to experience and very high or above levels of neuroticism can undermine their own convictions and beliefs by questioning and making 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 can have some trouble implementing 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: Moderately High

Note: Do not confuse the personality aspect of Intellect with IQ. Intellect is a measure of interest in abstract ideas, essentially, while IQ is a measure of processing speed, verbal ability, working memory, and problem solving capacity, and is better measured with a formal IQ test. It is perfectly possible to have a high IQ and a low score on the personality trait of Intellect (or the reverse).

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

People moderately high in intellect tend to be quite interested in ideas and abstract concepts. They often enjoy being confronted with novel information, even when it is complex. They tend to be more curious and exploratory than average, and frequently like to tackle and solve problems. They will actively engage in issue-oriented discussions, and tend to read idea-centered books (most frequently non-fiction). They tend to be quite articulate and can formulate ideas reasonably clearly and quickly (particularly if average or higher in extraversion). They have a wider vocabulary, and like to learn new things. People moderately high in intellect will seek out and generate novel, creative concepts and actively find and adapt well to new experience and situations.

INTELLECT

**60th percentile**

You are higher in intellect than 60 of 100 people

People moderately high in intellect tend to find complex, rapidly changing occupations to their liking and are likely to do well at them (particularly if they are also high in conscientiousness and low in neuroticism). However, they are less well-suited to stable, straightforward and more traditional occupations, where the rules don't change, and are likely to experience frequent periods of boredom in such positions.

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

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

## Openness: Moderately High

You are moderately high in openness, which is one aspect of openness to experience. You puts you at the **63rd** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **63** of them and lower in openness than **36** of them.

The closest synonym for openness (rather than openness to experience, which encompasses openness and intellect) is creativity. Moderately open, creative people find beauty important. Without an outlet for their creative ability they may have some difficulty thriving. They like art or beautiful crafts. They are more sensitive to color and architectural form. They often enjoy collecting. They are comparatively imaginative, and may daydream and reflect on many things. They tend to enjoy music, perhaps of more than one genre, and may be somewhat musical or artistic themselves (both of these are rare in the general population). They can find themselves immersed in a book, or a movie, or in their own thoughts, and become somewhat oblivious to the outside world. They respond well to beauty, creativity and art.

OPENNESS

**63rd percentile**

You are higher in openness than 63 of 100 people

Moderately open, creative people tend not to be impractical or flighty, however, despite their creative openness (unless they are particularly low in conscientiousness). At least moderate levels of openness appear 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.