**Instructions**

Rate the desirability of each characteristic at each of the five levels (very undesirable, undesirable, neutral, desirable, and very desirable). You’re rating how desirable a trait is in others.

You may want to think about the behavior of people who have this trait and then rate the desirability.

Circle your response.

**Example Item:**

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| Characteristic: “I am sometimes irritated by people who ask favors of me”  How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

In this instance, the characteristic “I am sometimes irritated be people who ask favors of me” would be very undesirable if someone was Extremely high (i.e. someone who gets very irritated by people who ask them of favors), undesirable if someone was both above average and neutral in this characteristic, and desirable if someone was below average or extremely low in this characteristic.

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| 1. Characteristic: “Jump into things without thinking”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Suffer from others’ sorrows”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Believe in one true religion”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Laugh my way through life”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Can’t make up my mind”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Get to work at once”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Seldom toot my own horn”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Can handle a lot of information”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Enjoy being part of a loud crowd”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Go on binges”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Plunge into tasks with all my heart”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Have a sharp tongue”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Like to begin new things”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Can manage many things at the same time”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Am afraid to draw attention to myself”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Tell the truth”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Am concerned about others”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Enjoy examining myself and my life”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Seek to influence others”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Have a low opinion of myself”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Love order and regularity”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Use others for my own ends”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Love flowers”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Involve others in what I’m doing”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Am often in a bad mood”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Am sure of my ground”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Believe that people are basically moral”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Like to get lost in thought”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Act comfortably with others”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Get stressed out easily”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Stick to my chosen path”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Value cooperation over competition”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Believe that criminals should receive help rather than punishment”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Express childlike joy”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Feel that I’m unable to deal with things”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Start tasks right away”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Consider myself an average person”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Have a rich vocabulary”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Love action”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Do things I later regret”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Turn plans into actions”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Hate to seem pushy”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Interested in many things”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Do a lot in my spare time”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Find it difficult to approach others”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Pay my bills on time”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Love to help others”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Am passionate about causes”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Can talk others into doing things”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Am often down in the dumps”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Want everything to be ‘just right’”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Use flattery to get ahead”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “See beauty in things that others might not notice”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Enjoy being part of a group”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Get upset easily”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Handle tasks smoothly”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Trust what people say”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Love to daydream”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Feel comfortable around people”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |

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| 1. Characteristic: “Am afraid of many things”   How desirable is it to be:   1. **Extremely High** in this characteristic (top 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Above Average** in this characteristic (top 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Average** in this characteristic:  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Below Average** in this characteristic (bottom 30%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable |  1. **Extremely Low** in this characteristic (bottom 1%):  |  |  |  |  |  | | --- | --- | --- | --- | --- | | Very Undesirable | Undesirable | Neutral | Desirable | Very Desirable | |