**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: “Don’t worry about things that have already happened”   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 not really interested in 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: “Seldom 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: “Am wary of 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 little to contribute”   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: “Keep my cool”   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: “Avoid crowds”   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 not like concerts”   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: “Take advantage of 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 not bothered by messy 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: “Feel comfortable with 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: “Don’t like 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: “Experience very few emotional highs and lows”   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 my back on 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: “Do the opposite of what is asked”   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 not bothered by difficult social situations”   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: “Let things proceed at their own pace”   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: “Dislike new foods”   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 back at 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: “Do just enough work to get by”   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: “Never spend more than I can afford”   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: “Would never go hand gliding or bungee jumping”   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 not interested in theoretical discussions”   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: “Boast about my virtues”   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 difficulty starting tasks”   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: “Readily overcome setbacks”   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 not easily amused”   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 we should be tough on crime”   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 people should fend for themselves”   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 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: “Adapt easily to new situations”   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: “Keep others at a distance”   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 difficulty imagining 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: “Believe that people are essentially evil”   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: “Don’t see the consequences of 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: “Rarely complain”   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 quiet”   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 not enjoy watching dance performances”   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: “Obstruct others’ plans”   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 not bothered by disorder”   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 very pleased with 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: “Hold back my opinions”   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: “Don’t understand people who get emotional”   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: “Take no time for 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: “Misinterpret the facts”   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 able to stand up for 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: “React slowly”   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 attached to conventional ways”   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: “Hold a grudge”   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: “Put little time and effort into my work”   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: “Never splurge”   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: “Dislike loud music”   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: “Avoid difficult reading material”   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: “Make myself the center of attention”   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: “Postpone decisions”   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 calm even in tense situations”   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 joke around”   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 stand during the national anthem”   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 stand weak 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: “Often make last minute plans”   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 | |