



The Big Five Aspects Scale

Show/Hide Connections

You can connect your assessment with the assessment of another user who has already completed it. Once connected, you will each have access to a relationship report **that will include the assessment scores/results for both of you and a description of what you might expect from being in a romantic relationship with one another based on these scores.**

You can create a connection with another user's assessment by either accepting an invitation sent to you by the other user, or by sending an invitation to the other user. Once the invitation has been accepted, the assessments will be connected, and you will each have access to the other's scores and the relationship report.

If the other user has already sent you an invitation, it will be listed below.

To send an invitation to another user, use the Create Connection button.

To modify your relationship report settings (do not disturb, block list), **please click here.**

Create Connection

You have just completed assessing yourself with 100 phrases. Our systems have compared your-self-ratings to those of thousands of other people. You are being compared to men and women of all ages. This means that if you are young, your scores on neuroticism will be higher and on agreeableness and conscientiousness will be lower than if you were compared to people of your own age (with the reverse being true for older individuals). For men, their scores on agreeableness and on neuroticism will be lower than if they were just being compared to men. We decided to make the comparisons simple, so that you know where you stand in comparison to the typical person (with age and sex regarded as irrelevant).

Here are your results: You will see below where you stand in comparison to others in the general population on the major traits and their aspects:

- Agreeableness: Compassion and Politeness
- Conscientiousness: Industriousness and Orderliness
- Extraversion: Enthusiasm and Assertiveness
- Neuroticism: Withdrawal and Volatility
- Openness to Experience: Openness and Intellect

Remember that each personality trait and aspect (and your relative position with respect to them) has advantages and disadvantages. It is for that reason that variation exists in the human population: there is a niche for each personality configuration. Much of what constitutes success in life is therefore the consequence of finding the place in relationships, work and personal commitment that corresponds to your unique personality structure. Good luck with your expanded self-understanding!

Note also that if you find that the descriptions harsher than you might consider appropriate this may mean that you were more self-critical than necessary when completing the questions (remember, the results are based on your own self-report, compared to that of others). This can occur if you were feeling temporarily or chronically unhappy or anxious, or hungry, angry or judgmental when you completed the questions.

Agreeableness: High

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

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

Your score puts you at the **82nd** percentile for agreeableness. If you were one of 100 people in a room, you would be more agreeable than **82** of them and less agreeable than **17** of them.

People with high levels of agreeableness are seen by others as cooperative, warm and considerate. They are quite likely to look for and even sometimes to see the best in others, and are interpersonally tolerant (an attitude that is much valued by agreeable people). They do not like to see other people's feelings get hurt, and tend to be much concerned about the emotional state of others, preferring peace and harmony. They tend highly towards submissiveness rather than dominance (particularly if also above average in neuroticism).

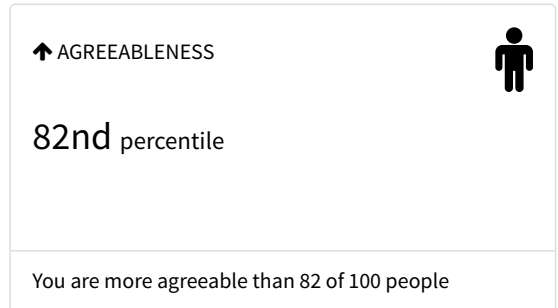
People with high levels of agreeableness are forgiving, accepting, flexible, gentle and patient. They feel pity for those who are excluded, punished or defeated. They tend to insist that people work cooperatively, and often believe that competition, with its losers and winners, is morally wrong. However, highly agreeable people can be taken advantage of, particularly by disagreeable people, including those with criminal or predatory intent. They will lose arguments (or even avoid discussions) with less agreeable people. They tend not to be very good at bargaining for themselves, or at negotiating for more recognition or power. They may have lower salaries and earn less money, in consequence. All of this can lead to resentment and hidden anger. Furthermore, because of their tendency to avoid or reduce conflict, highly agreeable people may sacrifice medium- to long-term stability and function for the sake of short-term peace. This can mean that problems that should be solved in the present accumulate counter-productively across time.

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

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

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

Agreeableness has two aspects: compassion and politeness.



Compassion: High

You are high in compassion, which is one aspect of Agreeableness. Your score puts you at the **81st** percentile for compassion. If you were one of 100 people in a room, you would be more compassionate than **81** of them and less compassionate than **18** of them.

Highly compassionate people are much interested in the problems of other people, and other living things, particularly if they are young or helpless. They are quite concerned about helping other people avoid negative emotion. They make more time and do more kind things for others, even when doing so may interfere with fulfilling their own needs and interests. They have a markedly soft side. Other people consider them sympathetic and nice, and will turn to them often for a listening ear. They are highly empathetic and caring. However, because they are so other-oriented, they may find it difficult to negotiate on their own behalf, and may not get what they deserve (for their hard work, for example). This can lead to resentment.

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

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

Politeness: Moderately High

You are moderately high in politeness, which is one aspect of Agreeableness. Your score puts you at the **76th** percentile for politeness. If you were one of 100 people in a room, you would be more polite than **76** of them and less polite than **23** of them.

Moderately polite people tend to be deferential to authority, and are generally obedient. They are respectful and do not want to appear (or to be) pushy. They are more uncomfortable challenging other people than average. Moderately polite people will try to avoid conflict, and basically desire to steer clear of confrontations or fights.

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

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

Conscientiousness: Typical or Average

You are typical or average in conscientiousness, which is the primary dimension of dutiful achievement in the Big Five personality trait scientific model. Conscientiousness is a measure of obligation, attention to detail, hard work, persistence, cleanliness, efficiency and adherence to rules, standards and processes. Conscientious people implement their plans and establish and maintain order.

Your score puts you at the **52nd** percentile for conscientiousness. If you were one of 100 people in a room, you would be more conscientious than **52** of them and less conscientious than **47** of them.

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

↑ COMPASSION



81st percentile

You are more compassionate than 81 of 100 people

POLITENESS



76th percentile

You are more polite than 76 of 100 people

CONSCIENTIOUSNESS



52nd percentile

You are more conscientious than 52 of 100 people

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

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

Individuals who are typically conscientious do not react too negatively to failure. They can let themselves off the hook, and tend not to be too judgmental about their own faults, or those of others. They will suffer some shame and guilt when unemployed or otherwise unoccupied, particularly when that occurs through no fault of their own. People of average conscientiousness are reasonably committed to personal responsibility, but also believe that there is more to life than diligence, orderliness and duty. They think that those who work hard should and usually will be rewarded, but also note that luck and chance play their role. They are not excessively preoccupied with hygiene, moral purity or achievement, and are unlikely to be micro-managers or over-controlling.

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

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

Conscientiousness has two aspects: industriousness and orderliness.

Industriousness: Moderately Low

You are moderately low in industriousness, which is one aspect of conscientiousness. Your score puts you at the **32nd** percentile for industriousness. If you were one of 100 people in a room, you would be less industrious than **67** of them and more industrious than **32** of them.

People who are lower in industriousness are less likely to be successful in school and in administrative and managerial positions (particularly if they are also less intelligent). If they are highly intelligent, they are likely to be regarded as underachievers. They don't focus on work as much as others and are more likely to procrastinate, miss deadlines, or fail to complete assignments or projects completely. They have a tendency to put off responsibilities, concentrating more on fun, worry, relationships, excitement or creative endeavour. They aren't particularly concerned with schedules, timelines or efficiency, and may have to be supervised excessively before their tasks will be completed. They lack focus and are easily distracted.

People moderately low in industriousness are not judgmental to themselves or others. They tend to let people, including themselves, off the hook. They are less likely to believe that people fail because they don't apply themselves or work hard, assuming that chance and luck play the determining roles. They are not prone to guilt, self-disgust or self-contempt, and have a laissez-faire, whatever-will-be-will-be attitude toward life.

Those who are liberal and those who are conservatives appear equally industrious.

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

INDUSTRIOUSNESS



32nd percentile

You are less industrious than 67 of 100 people

Orderliness: Moderately High

You are moderately high in orderliness, which is one aspect of conscientiousness. Your score puts you at the **71st** percentile for orderliness. If you were one of 100 people in a room, you would be more orderly than **71** of them and less orderly than **28** of them.

Moderately orderly people are more disgust-sensitive than average, somewhat judgmental, and have a tendency towards more authoritarian political attitudes.

Moderately orderly people can be somewhat disturbed—even disgusted—by mess and chaos. They would rather keep everything tidy and organized. They think in comparatively black and white terms: things are basically good or bad, acceptable or

ORDERLINESS



71st percentile

You are more orderly than 71 of 100 people

unacceptable, with less room for grey areas. They tend both to make and stick to schedules. They like everything where it should be—and are happier if it stays where it should be. They are somewhat detail-oriented but tend not to be obsessive. They are generally aware of social rules and tend to abide by them. They like routine and prefer the predictable. They can be good at ensuring that complex, sensitive processes are managed properly and carefully.

Orderliness can constrain creativity, however, as creative endeavours often require mess, disruption and intervening periods of chaos, so moderately orderly people who are high in openness to experience may have some trouble letting go enough to indulge in their creativity.

Those who are moderately orderly are more likely to be political conservatives, particularly when low in openness to experience. The latter is the best predictor of conservative belief, while the former plays an additional determining role.

Women are more orderly than men. The mean percentile for women in a general population (women and men) is 54.5. For men it is 45.5. This may account for some of the trouble in relation to housework between women and men. Since women are, on average, more orderly, household disorder will trigger disgust and discomfort in them faster. This may happen with sufficient frequency so they end up doing a disproportionate share of such work (even though if they waited a bit longer their less orderly partners, often men, might end up equally troubled and motivated to fix the problem). Orderly people are more likely to have items such as event calendars, drawer organizers, laundry baskets, irons and ironing boards in their immediate environments.

Extraversion: Moderately Low

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

Your score puts you at the **22nd** percentile for extraversion. If you were one of 100 people in a room, you would be less extraverted than **77** of them and more extraverted than **22** of them.

People with moderately low levels of extraversion are not particularly enthusiastic, talkative, assertive in social situations, or gregarious. They tend to find excessive social contact draining and tiring, and crave time alone to recharge. They are less likely to plan parties, tell jokes, make people laugh, or volunteer for community activities. They are somewhat more likely to be depressed and to have lower levels of self-esteem (particularly if they are high in neuroticism). They are less optimistic about the past, present and future.

People who are moderately low in extraversion find it relatively easy to keep things to themselves. They are not compelled to share everything with everyone. They are not particularly self-disclosing and do not warm up quickly to other people. They are more comfortable with one-to-one interactions than in a group-oriented situation. They are rarely the first to speak in meetings, although they will express an opinion if asked. They are less likely to captivate and convince, and will rarely be the first to act in an ambiguous situation.

People who are moderately low in extraversion are better suited to occupations that require work alone or with a few other well-known individuals (such as computer programming or accounting). Jobs involving sales, persuasion, work in groups and public speaking are unlikely to appeal to them, and they are less likely to be successful at such things (particularly if they are also high in neuroticism).

People moderately low in extraversion are relatively unlikely to be impulsive, even when offered the opportunity to do something exciting or fun. They are therefore less likely to sacrifice the future for the present, when something social or group-oriented beckons. They find it relatively easy to be alone to study and work. They are not easily distracted by opportunities to chat, joke and socialize. This is particularly the case if they are also high in conscientiousness. However, when people are introverted and conscientious, they are less productive than when extraverted and conscientiousness, perhaps because they have lower levels of energy. When introverted and comparatively unconscientiousness, however, they are more productive than when extraverted and unconscientious.

People moderately low in extraversion tend to be less dominant in social situations, particularly if they are also low in agreeableness. Less agreeable extraverts tend to be self-centered – something that can be made worse if they are also low in conscientiousness. More introverted people are somewhat protected against such tendencies.

Those who are politically liberal are slightly less extraverted than conservatives.

EXTRAVERSION



22nd percentile

You are less extraverted than 77 of 100 people

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

Extraversion has two aspects: Enthusiasm and Assertiveness.

Enthusiasm: Moderately Low

You are moderately low in enthusiasm, which is one aspect of extraversion. Your score puts you at the **30th** percentile for enthusiasm. If you were one of 100 people in a room, you would be less enthusiastic than **69** of them and more enthusiastic than **30** of them.

Individuals who are moderately low in enthusiasm are rarely excitable, not particularly easy to get to know, and not known for their talkative nature. When they do talk, it tends only to be about things in which they find particular interest. They do not easily open up to people, particularly in larger social gatherings or parties. They laugh more rarely than others. They tend to prefer solitude, although they can enjoy themselves around other people, in moderation. They are more private people, and are not particularly positive or optimistic. They do not crave the spotlight and, if creative, may find performing less desirable. They rarely seek out stimulation, excitement, activity or fun (and, if they do so, prefer quieter activities). People moderately low in enthusiasm are not gregarious or people-loving, and are not particularly positive about what might happen next.

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

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

ENTHUSIASM



30th percentile

You are less enthusiastic than 69 of 100 people

Assertiveness: Low

You are low in assertiveness, which is one aspect of extraversion. Your score puts you at the **22nd** percentile for assertiveness. If you were one of 100 people in a room, you would be less assertive than **77** of them and more assertive than **22** of them.

People low in assertiveness are not known to be “take charge” types. They put their own opinions forward rarely and with reservation, and do not typically attempt to dominate and control social situations. Such people tend not to be or captivating in social groups. They manifest much less of the communication style that is often associated with leadership. This can be a handicap when they are knowledgeable, competent and able, but causes less trouble when they aren’t. Those low in assertiveness are much less likely to be people of spontaneous action. They don’t leap in heedlessly and, in consequence, tend to allow others to lead the way. They are much less impulsive, in consequence, and hardly ever act without thinking.

Liberals tend to be slightly less assertive than conservatives.

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

↓ ASSERTIVENESS



22nd percentile

You are less assertive than 77 of 100 people

Neuroticism: Very High

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

↑ NEUROTICISM



91st percentile

Your score puts you at the **91st** percentile for neuroticism. If you were one of 100 people in a room, you would be higher in neuroticism than **91** of them and lower in neuroticism than **8** of them.

You are higher in neuroticism than 91 of 100 people

People with very high levels of neuroticism are more likely to think that things have gone wrong in the past, are going wrong now, and will continue to go wrong into the future. They are also more likely to be unhappy, anxious and irritable when just thinking or remembering, and when they encounter a genuine problem. They have very low levels of self-esteem, particularly when they are also low in extraversion. Neuroticism is a risk factor for anxiety disorders and depression.

Very high levels of neuroticism are likely to interfere with both success and satisfaction in relationships and career, with the strongest effect on relationships. Very high levels of neuroticism are associated with exaggerated concern about mental and physical health, far more frequent physician and emergency room visits, and atypically high levels of absenteeism at work and at school (particularly if accompanied by below average levels of conscientiousness).

People with very high levels of neuroticism appear to be fundamentally risk-averse, which means they will avoid recreational, career, financial and social situations where the possibility of loss is high. Such people appear to be very much concerned with maintaining their current status, rather than enhancing it. Perhaps this is a good strategy in genuinely dangerous or uncertain times.

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

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

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

Withdrawal: Very High

You are very high in withdrawal, which is one aspect of neuroticism. Your score puts you at the **93rd** percentile for withdrawal. If you were one of 100 people in a room, you would be higher in withdrawal than **93** of them and lower in withdrawal than **6** of them.

Individuals very high in withdrawal may feel extreme levels of anticipatory anxiety. This makes it very much more challenging for them to approach new, uncertain, unexpected, threatening or complex situations. They are instead very much more likely to avoid or withdraw in the face of the unknown and unexpected.

People very high in withdrawal are unusually more likely to feel sad, lonesome, disappointed and grief-stricken. They have very high levels of doubt and worry, become embarrassed easily, are self-conscious and get discouraged rapidly in the face of threat and punishment. Their anticipatory anxiety is very likely to be general. They are very sensitive to social rejection, and can be easily hurt. Once hurt, frightened, or anxious, as well, it takes them a long time to recover. Perhaps people very high in withdrawal are extremely concerned that something bad might happen, while people very high in volatility (the other aspect of neuroticism) get very upset if something bad does happen. Technically, withdrawal has been associated with activity in the brain systems that regulate passive avoidance.

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

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

↑ WITHDRAWAL



93rd percentile

You are higher in withdrawal than 93 of 100 people

Volatility: High

You are high in volatility, which is one aspect of neuroticism. Your score puts you at the **84th** percentile for volatility. If you were one of 100 people in a room, you would be more volatile than **84** of them and less volatile than **15** of them.

Individuals high in volatility tend to vary in their mood. They can be irritable, reacting strongly to disappointment, frustration, pain and the threat of social isolation. They can lash out and are relatively easily annoyed. They are more likely to act out or verbally express their frustration, disappointment and irritability. They can be stirred up and upset and, once angry or irritated, take a longer than average time to calm down. They can be argumentative and lose their composure. They can be provocative in a dispute (particularly if also low in agreeableness). Perhaps people high in volatility get upset if something bad does happen, while people high in withdrawal (the other aspect of neuroticism) suffer from more concern that something bad might happen. Technically, volatility has been associated with activity in the brain systems that regulate fight, flight or freeze.

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

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

↑ VOLATILITY



84th percentile

You are more volatile than 84 of 100 people

Openness to Experience: Typical or Average

You are typical or average in openness to experience, which is the primary dimension of creativity, artistic interest and intelligence (particularly verbal intelligence) in the Big Five personality trait scientific model. Openness to experience is a measure of interest in novelty, art, literature, abstract thinking, philosophy as well as sensitivity to aesthetic emotions and beauty.

Your score puts you at the **53rd** percentile for openness to experience. If you were one of 100 people in a room, you would be higher in openness to experience than **53** of them and lower in openness to experience than **46** of them.

People with typical levels of openness to experience are as smart and creative as others, on average. They are not generally characterized as exploratory or visionary, but have their moments of insight and realization. They are sometimes interested in learning for its own sake and show some interest in acquiring new abilities and skills. They are not overwhelmingly curious, and are not strikingly interested in abstract thinking, philosophy, or the meaning of belief systems and ideologies. They will attend cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows, but do not find themselves compelled to do so. They sometimes enjoy writing and will occasionally enjoy encountering and trying to solve a complex problem, or explore abstract ideas.

They tend to read an average amount – but more mainstream material. They have a normal range of interests, and a reasonable vocabulary. They can think and learn reasonably quickly. They sometimes find themselves formulating new ideas, and are articulate enough to get their thoughts across (particularly if average or above in extraversion). People average in openness now and then see old things in new ways, but are also satisfied with the tried-and-true. They can solve day-to-day problems well, and sometimes seek out a more difficult challenge.

People who are average or typical in openness to experience can adapt reasonably well to situations or occupations that are routinized and predictable. They have little trouble fitting in at the bottom of hierarchies. They can be better suited than those who are more open to entry-level, repetitive, rote positions, because they aren't compelled to think up new ways to do things. They are not uncreative thinkers, but are less commonly known as creative or revolutionary. They rarely shake things up, particularly if they are also agreeable and less assertive.

Individuals average in openness to experience may be entrepreneurial in spirit, but they also appreciate conventional employment. They have no more than average interest in creating new ventures, whether for profit, curiosity, or personal transformation. At least moderately high levels of openness to experience appear necessary to the formation and leadership of business and other forms of complex organization, although conscientiousness appears required for the attention to detail and process management that such organizations also always need.

People typical in openness to experience have an average range of interests. This makes it relatively easy for them to settle on a single path in life, to specialize to a necessary degree, and to create an integrated identity (unless they are very high or above in neuroticism and/or very low or below in conscientiousness). People characterized by the combination of moderately high openness to experience and very high or above levels of neuroticism

OPENNESS TO EXPERIENCE



53rd percentile

You are higher in openness to experience than 53 of 100 people

can undermine their own convictions and beliefs by questioning and making themselves lost and anxious. Open, unconscientious people tend to be “under-achievers” (particularly if also above average in neuroticism). Such people appear to have the capability to succeed, can learn quickly, and are creative, but they can have some trouble implementing their ideas.

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

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

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

Intellect: Typical or Average

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

You are typical or average in intellect, which is one aspect of openness to experience. Your score puts you at the **54th** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **54** of them and lower in intellect than **45** of them.

People typical in intellect can be interested in ideas and abstract concepts. They don't mind and sometimes enjoy being confronted with novel information, however, even if it is complex. They are as curious as the average person, and occasionally like to tackle and solve intellectual problems. They are sometimes compelled to engage in philosophical discussions, and to enjoy complex books (most frequently non-fiction), but more straightforward issues and topics are generally sufficient. They are acceptably articulate and can formulate and communicate their ideas reasonably well (particularly if average or higher in extraversion). They have a vocabulary of normal breadth and depth, and can enjoy learning new things. Occasionally they will seek out or generate novel, creative concepts and find and adapt well to new experiences and situations.

People typical or average in intellect sometimes find complex, rapidly changing occupations less to their liking and are reasonably likely to do well at them (particularly if they are also high in conscientiousness and low in neuroticism). They are also well-suited to stable, straightforward and more traditional occupations, where the rules for success are well-defined and tend not to change, although they may experience sporadic periods of boredom in such positions.

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

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

INTELLECT



54th percentile

You are higher in intellect than 54 of 100 people

Openness: Typical or Average

You are average in openness, which is one aspect of openness to experience. Your score puts you at the **51st** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **51** of them and lower in openness than **48** of them.

The closest synonym for openness (rather than openness to experience, which encompasses openness and intellect) is creativity. People who are average in openness or creativity find beauty reasonably important. They may enjoy an outlet for their creative ability, but will not wither away without it. They can appreciate art or beautiful crafts. They are somewhat sensitive to color and architectural form. They sometimes enjoy collecting, but it is rare for them to pursue it passionately. They are

OPENNESS



51st percentile

You are higher in openness than 51 of 100 people

reasonably imaginative, and may daydream and reflect on occasion. They tend to enjoy music, often of the more conventional popular forms, and may be somewhat musical or artistic themselves (both of these are rare in the general population). They do not generally become so immersed in a book, or a movie, or in their own thoughts, that they lose touch with the outside world. They are interested in but by no means obsessed with beauty, creativity and art.

People of typical or average openness tend to be quite stable and reasonably conventional (particularly if they are also average or above in conscientiousness). At least moderate levels of openness tend to be necessary for entrepreneurial success, and prove comparatively useful at the top of hierarchies, even in very conservative occupations such as banking, accounting and law, which need creative people in leadership positions to provide new vision and direction.

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

Women are higher in openness than men. The mean percentile for women in a general population (women and men) is 56.5. For men it is 44.5.