

1. The 11 Personality Subfactors

I. Factual Orientation (Thinking)

You prefer decisions based on facts, logic, and objective reasoning. You analyze situations rationally and tend to separate emotion from decision-making—well-suited for roles in strategy, analysis, law, or finance.

II. Factual Orientation (Feeling)

You make decisions guided by empathy, harmony, and personal values. You consider how outcomes affect people, making you a natural fit for human-centered fields like counseling, education, social work, or HR.

III. Excitability (Spontaneous)

You thrive in fast-paced environments and embrace spontaneity. You're flexible, energetic, and comfortable making quick decisions. Ideal for dynamic roles like entrepreneurship, media, travel, or events.

IV. Excitability (Deliberate)

You are composed and prefer to think before acting. You value preparation, structure, and thoughtful decision-making. This trait is beneficial in roles involving planning, operations, or crisis management.