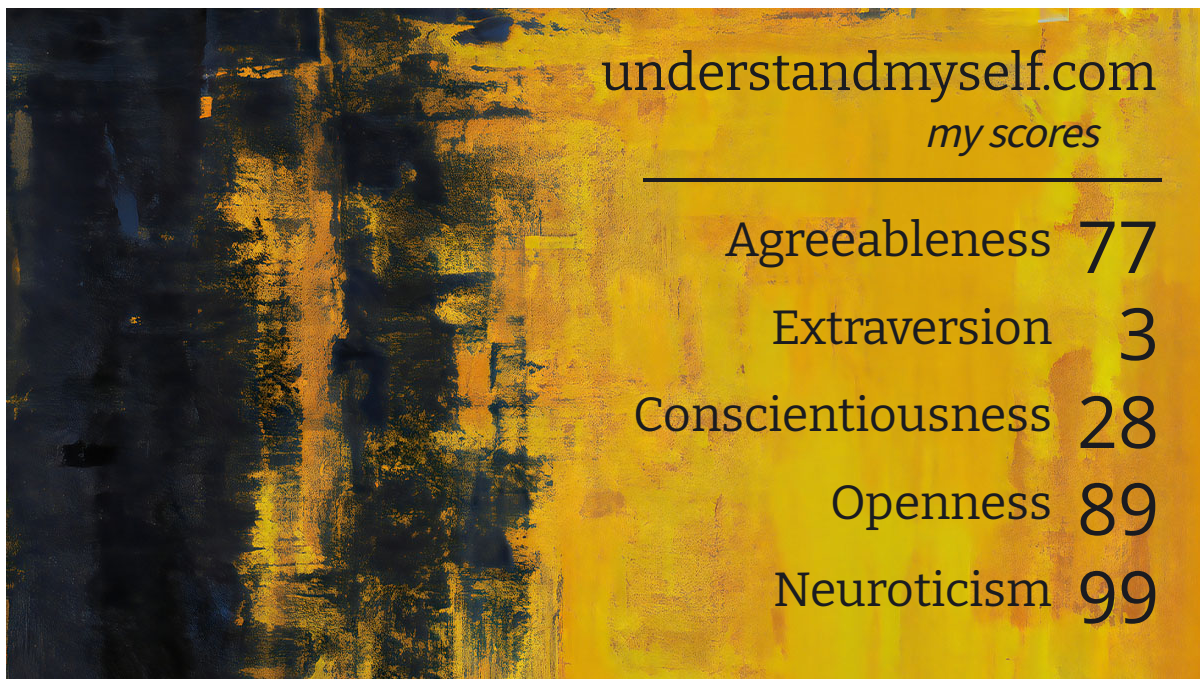


Understand Myself

Personality Assessment Report

Prepared for **Houssein Shaban**

The Understand Myself personality assessment and report is based on the Big Five Aspects Scale, the scientific model that describes your personality through the (Big Five) factors and each of their two aspects. This report describes where you stand in comparison to others in the general population on the these traits and aspects.



The traits and aspects of the Big Five personality model are:

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

In the original Big Five Aspects Scale model, the openness factor was entitled "Openness to Experience," and its aspects were called "Intellect" and "Openness". For the sake of clarity, we have deviated from this, and use "Openness" or "Openness to Experience" to refer to the factor level trait and "Intellect" and "Aesthetics" to refer to its aspects.

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).

Your scores are presented as percentiles. A percentile indicates where you stand on a particular trait with respect to the population. A percentile score of, say, 63, indicates that your score is as high or higher than 63% of the population.

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 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: Moderately High

You are moderately high in agreeableness, which is the primary dimension of interpersonal interaction in the Big Five personality trait scientific model. The two aspects of agreeableness are compassion and politeness.

Your score puts you at the **77th** percentile for agreeableness. If you were one of 100 people in a room, you would be higher in agreeableness than **77** of them and lower in agreeableness than **22** of them.



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.

People with moderately high levels of agreeableness are seen by others as cooperative, warm and considerate. They are 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 seeing someone's feelings get hurt, and are concerned about the emotional state of others, preferring peace and harmony. They tend somewhat towards submissiveness, rather than dominance (particularly if also below average in neuroticism).

People with moderately high levels of agreeableness are somewhat forgiving, accepting, flexible, gentle and patient. They tend to feel pity for those who are excluded, punished or defeated. They generally feel that people should work cooperatively, and are somewhat skeptical of competition, with its losers and winners. However, moderately agreeable people have to be careful not to be taken advantage of, particularly by disagreeable people, including those with criminal or predatory intent. They may also find it somewhat difficult to engage in arguments (and may even avoid discussions) with less agreeable people. They have to work at bargaining for themselves, or at negotiating for more recognition or power. They may have somewhat lower salaries and earn less money, in consequence. All of this can produce a tendency to resentment and hidden anger, particularly among those who are also high in neuroticism. Furthermore, because of their tendency to avoid or reduce conflict, moderately agreeable people may be tempted to sacrifice medium- to long-term stability and function for the sake of short-term peace. This can mean that problems that should be solved in the present can accumulate counterproductively across time.

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

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

There are large differences between men and women in terms of spontaneous interest, and these also appear associated with agreeableness. Agreeable people, caring as they do for others, are more likely to enter professions associated with people, such as teaching and nursing, which are dominated by women. This is true even in the Scandinavian countries, where attempts to produce gender-equal societies has reached a maximum.

Disagreeable people, by contrast, appear to prefer systematizing over empathizing, and are more interested in things – machines and technology. In consequence, professions such as engineering and trades associated with construction and machinery tend to be dominated by relatively disagreeable men.

Compassion: Typical or Average

You are typical or average in compassion. Compassion is an aspect of agreeableness. The other aspect of agreeableness is politeness.

Your score puts you at the **55th** percentile for compassion. If you were one of 100 people in a room, you would be higher in compassion than **55** of them and lower in compassion than **44** of them.



People who are typically compassionate people are reasonably interested in the problems of other people, and other living things. They are somewhat concerned about helping other people avoid negative emotion, but are willing to stand their ground, even when others get upset.

They make time and do kind things for others, but balance that with fulfilling their own needs and interests. They have a soft side, but are not pushovers. Other people consider them reasonably sympathetic and nice, and will sometimes turn to them for a listening ear. They can be empathetic and caring. However, they are not primarily other-oriented, so they can negotiate effectively on their own behalf. This helps ensure that they get what they deserve, and shields them from the development of 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: High

You are high in politeness. Politeness is an aspect of agreeableness. The other aspect of agreeableness is compassion.

Your score puts you at the **89th** percentile for politeness. If you were one of 100 people in a room, you would be higher in politeness than **89** of them and lower in politeness than **10** of them.



Highly polite people tend to be deferential to authority, and are generally obedient. They are respectful and hate to appear (or to be) pushy. They are uncomfortable challenging other people. Highly polite people will try diligently to avoid conflict, and have a more intense desire than average 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: Moderately Low

You are moderately low in conscientiousness, which is the primary dimension of dutiful achievement in the Big Five personality trait scientific model.

Your score puts you at the **28th** percentile for conscientiousness. If you were one of 100 people in a room, you would be lower in conscientiousness than **71** of them and higher in conscientiousness than **28** of them.



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. The two aspects of conscientiousness are industriousness and orderliness.

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

People with moderately low levels of conscientiousness are less likely to obtain higher grades in academic settings (particularly if they are also less intelligent), and generally require substantial supervision to stay on task. For this reason, they make less than optimal managers and administrators. They do not feel compelled to do things by the book, however. This can perhaps be an advantage if they are engaged in creative tasks, where rules must be broken for advancement to take place. They are unlikely to make career accomplishment a primary goal, turning instead to pursuit of safety and security (if high in neuroticism), creative accomplishment (if high in openness), establishment of intimate relationships and friendships (if highly agreeable), or social success, excitement and fun (if extraverted).

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

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

People moderately low in conscientiousness are more likely to be political liberals rather than conservatives. This is particularly true if they are also high in openness.

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

Industriousness: Exceptionally Low

You are exceptionally low in industriousness. Industriousness is an aspect of conscientiousness. The other aspect of conscientiousness is orderliness.

Your score puts you at the **0th** percentile for industriousness. If you were one of 100 people in a room, you would be lower in industriousness than **99** of them and higher in industriousness than **0** of them.



People who are exceptionally low in industriousness are extremely unlikely to be successful in school and in administrative and managerial positions (particularly if they are also less intelligent). If they are highly intelligent, they will almost certainly be regarded as underachievers, by themselves and others.

They don't regard work as worthwhile or important, and are almost certain to procrastinate, miss deadlines, or fail to complete assignments or projects completely. They shirk all responsibility, concentrating on fun, worry, relationships, excitement or creative endeavor. They aren't all concerned with or interested in schedules, timelines or efficiency, and are unlikely to complete their tasks even if supervised excessively. They lack focus and are far too easily and continually distracted.

People exceptionally low in industriousness are not at all judgmental to themselves or others. They continually and habitually let people, including themselves, off the hook. They insist that people fail not because they don't apply themselves or work hard but because chance and luck play the only determining roles. They are very resistant to guilt, self-disgust or self-contempt, and have a totally laissez-faire, whatever-will-be-will-be attitude toward life.

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

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

Orderliness: Exceptionally High

You are exceptionally high in orderliness. Orderliness is an aspect of conscientiousness. The other aspect of conscientiousness is industriousness.

Your score puts you at the **98th** percentile for orderliness. If you were one of 100 people in a room, you would be higher in orderliness than **98** of them and lower in orderliness than **1** of them.



Exceptionally orderly people are extremely disturbed and disgusted by mess and chaos. They keep everything extraordinarily tidy and organized. They think in remarkably black and white terms: things are good or bad, acceptable or unacceptable, with no grey areas. They make and stick to schedules.

They like everything exactly where it should be – and very much want to make sure it stays where it belongs. They are remarkably detail-oriented and, in the extreme, obsessive. They are extremely rule-abiding, and insist that rules are scrupulously observed. They can be very judgmental, harsh and punitive towards themselves and others if and when rules are broken or procedures ignored. They cannot live without routine and predictability. They can be extraordinarily good at ensuring that complex sensitive processes are managed properly and carefully.

Excessive orderliness can also constrain creativity (even among those high in openness) as creative endeavours often require mess, disruption and intervening periods of chaos.

Those who are exceptionally orderly are remarkably more likely to be political conservatives. Orderliness is the second-best predictor of conservatism, after openness.

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: Exceptionally Low

You are exceptionally low in extraversion, which is the primary dimension of positive emotion in the Big Five personality trait scientific model. Extraversion is a measure of general sensitivity to positive emotions such as hope, joy, anticipation and approach, particularly in social situations. The two aspects of extraversion are enthusiasm and assertiveness.

Your score puts you at the **3rd** percentile for extraversion. If you were one of 100 people in a room, you would be lower in extraversion than **96** of them and higher in extraversion than **3** of them.



Since extraversion and introversion are poles that denote the ends of the spectrum for this trait, you can also think of yourself as exceedingly introverted.

People with exceptionally low levels of extraversion are extraordinarily less enthusiastic, talkative, assertive in social situations, or gregarious. They find social contact rapidly draining and tiring, and uncontrollably crave time alone to recharge. They rarely plan parties, tell jokes, make people laugh, or volunteer for community activities. They are much more likely to be depressed and to have lower levels of self-esteem (particularly if they are high in neuroticism). They are generally much more pessimistic about the past, present and future.

People exceptionally low in extraversion keep almost everything to themselves, feeling no compulsion to share their general thoughts with other people. They are not at all self-disclosing, either, and warm up very slowly to other people. They are markedly uncomfortable in group-oriented situations, much preferring one-to-one interactions (again, particularly when high in neuroticism). They are very much less likely to speak up in meetings, will almost never speak first, and must be prodded for an opinion. They are remarkably less likely to captivate and convince, especially in groups, and will very rarely be the first to act in an ambiguous situation.

Those exceptionally low in extraversion are much more suited to occupations that require working alone or with a few other well-known individuals (such as computer programming or accounting). Jobs involving sales, persuasion, working in groups and public speaking do not at all appeal to them, and they are very unlikely to be successful at such things (particularly if they are also high in neuroticism and/or low in conscientiousness).

People exceptionally low in extraversion are, however, very rarely impulsive, even when offered the opportunity to do something particularly exciting or fun. They very rarely choose to sacrifice the future to the present, when something social or group-oriented beckons. They would much rather be alone to study and work. They do not find opportunities to chat, joke and socialize distracting. This is particularly the case if they are also high in conscientiousness. However, when people are very introverted and conscientious, they are less productive than when extraverted and conscientious, perhaps because they have lower levels of energy. When very introverted and comparatively unconscientious, however, they are more productive than when extraverted and unconscientious.

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

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

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

Enthusiasm: Low

You are low in enthusiasm. Enthusiasm is an aspect of extraversion. The other aspect of extraversion is assertiveness.

Your score puts you at the **21st** percentile for enthusiasm. If you were one of 100 people in a room, you would be lower in enthusiasm than **78** of them and higher in enthusiasm than **21** of them.



Individuals who are low in enthusiasm are not excitable. They are also much less easy to get to know, as they are not chatty or bubbly. When they do talk, it tends to be about things in which they find particular interest.

They open up to other people with some difficulty, particularly in larger social gatherings or parties. They laugh much more rarely than others. They prefer solitude and, although they can enjoy themselves around other people, it has to be in small doses. They are much more private people, and are not markedly positive or optimistic. They avoid the spotlight and, if creative, may find performing much less desirable and draining. They rarely seek out stimulation, excitement, activity or fun (and, if they do so, prefer quieter activities). People low in enthusiasm are not gregarious or people-loving, and find it more difficult to generate a felt sense of excitement when offered the opportunity to engage in something that others might find engaging or entertaining.

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

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

Assertiveness: Exceptionally Low

You are exceptionally low in assertiveness. Assertiveness is an aspect of extraversion. The other aspect of extraversion is enthusiasm.

Your score puts you at the **1st** percentile for assertiveness. If you were one of 100 people in a room, you would be lower in assertiveness than **98** of them and higher in assertiveness than **1** of them.



People exceptionally low in assertiveness are not “take charge” types. They put their own opinions forward very rarely and with reservation, and do not dominate and control social situations. This is particularly true if they are high in agreeableness.

Such people are not known for their ability to captivate social groups, and manifest extremely little of the communication style often associated with leadership. This can be a pronounced handicap when they are knowledgeable, competent and able, but causes much less trouble when they aren't. Those exceptionally low in assertiveness are not people of action. They virtually never leap in heedlessly and, in consequence, allow others to lead the way. They are very much less impulsive, in consequence, and virtually never 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.

Neuroticism: Exceptionally High

You are exceptionally 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. The two aspects of neuroticism are withdrawal and volatility.

Your score puts you at the **99th** percentile for neuroticism. If you were one of 100 people in a room, you would be higher in neuroticism than **99** of them and lower in neuroticism than **0** of them.



People with exceptionally 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 unusually low levels of self-esteem, particularly when they are also low in extraversion. Neuroticism is a risk factor for anxiety disorders and depression.

Exceptionally high levels of neuroticism are likely to interfere with both success and satisfaction in relationships and career, with the strongest effect on relationships.

Exceptionally high levels of neuroticism are associated with constant concern about mental and physical health, far more physician and emergency room visits, and very frequent absenteeism at work and at school (particularly if accompanied by below average levels of conscientiousness).

People with exceptionally high levels of neuroticism appear to be extremely 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 unusually 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.

Withdrawal: Exceptionally High

You are exceptionally high in withdrawal. Withdrawal is an aspect of neuroticism. The other aspect of neuroticism is volatility.

Your score puts you at the **98th** percentile for withdrawal. If you were one of 100 people in a room, you would be higher in withdrawal than **98** of them and lower in withdrawal than **1** of them.



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

People exceptionally high in withdrawal are unusually more likely to feel sad, lonesome, disappointed and grief-stricken. They have exceptionally 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 extremely 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 exceptionally high in withdrawal are extremely concerned that something bad might happen, while people exceptionally 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.

Volatility: Exceptionally High

You are exceptionally high in volatility. Volatility is an aspect of neuroticism. The other aspect of neuroticism is withdrawal.

Your score puts you at the **98th** percentile for volatility. If you were one of 100 people in a room, you would be higher in volatility than **98** of them and lower in volatility than **1** of them.



Individuals exceptionally high in volatility tend to vary a great deal in their mood. They can be extremely irritable, reacting quite strongly to disappointment, frustration, pain and the threat of social isolation.

They can lash out and are unusually easily annoyed. They are likely to act out or verbally express their frustration, disappointment and irritability. They can be exceptionally easily stirred up and upset and, once angry or irritated, take a comparatively long time to calm down. They may be argumentative and can lose their composure.

Volatile people tend to get upset if something bad does happen, while people high in withdrawal (the other aspect of neuroticism) tend to be concerned that something bad might happen. Technically, volatility has been associated with activity in the brain systems that regulate fight, flight or freeze.

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

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

Openness: High

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

Your score puts you at the **89th** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **89** of them and lower in openness than **10** of them.



People with high levels of openness are much more likely than average to be characterized by others as smart, creative, exploratory, intelligent and visionary.

They are highly interested in learning, and continually acquire new abilities and skills. They are very curious and exploratory. They find themselves unusually interested in abstract thinking, philosophy, and the meaning of belief systems and ideologies. They will seek out cultural events such as movies, concerts, dance recitals, plays, poetry readings, gallery openings and art shows. They are very likely to enjoy writing (or even to be driven to write). They enjoy complex, abstract ideas and love to confront and solve complex, abstract and multi-dimensional problems.

They are very likely to be prolific readers, with a strikingly wide range of interests. They have an atypically broad and deep vocabulary. They can think and learn very quickly. They are very proficient at formulating new ideas, and tend strongly to be articulate (particularly if average or above in extraversion). People high in openness can see old things in new ways. They can formulate any single problem in a highly diverse range of ways, and can generate a very large number of problem-solving solutions. They seek change, often to make things better, but also just for the sake of change.

People who are high in openness are less well adapted to and tend to do less well in situations or occupations that are routinized and predictable. They do not fit in very well at the bottom of hierarchies. They are typically ill-suited to entry-level, repetitive, rote positions, because they are always thinking up new ways to do things, and such ideas are seldom welcome from someone at the bottom. They are radical thinkers. They shake things up, particularly if they are also disagreeable and assertive. They are somewhat more likely to be revolutionary rebels (particularly if average or below in conscientiousness).

Individuals high in openness tend strongly to be entrepreneurial in spirit, as well as smart and creative. They have much higher than average interest in creating new ventures, sometimes for profit, sometimes for curiosity, and sometimes for personal transformation. High levels of openness 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.

Because people who are high in openness tend to be interested in almost everything, this can make it harder for them to settle on a single path in life, to specialize to a necessary degree, and to create an integrated identity. This problem can be exaggerated if they are high in neuroticism and/or low in conscientiousness. People characterized by the combination of high openness and high neuroticism often 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 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 than conservatives.

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

Intellect: Very High

You are very high in intellect. Intellect is an aspect of openness. The other aspect of openness is aesthetics.

Your score puts you at the **92nd** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **92** of them and lower in intellect than **7** of them.



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.

People very high in intellect are notably interested in ideas and abstract concepts. They crave exposure to novel information, even when it is complex. They are highly curious and exploratory, and actively want to find, tackle and solve challenging problems. They will much more frequently seek out and initiate issue-oriented discussions, and are very likely to read, think about and want to discuss idea-centered books (generally non-fiction). They are markedly articulate, and can formulate ideas clearly and quickly (particularly if average or higher in extraversion). They have a broad and wide vocabulary, and continually want to learn new things. People very high in intellect will constantly find and generate novel, creative concepts and voluntarily search for and adapt very well to new experiences and situations.

People very high in intellect find complex, rapidly changing occupations necessary and will generally excel at them (particularly if they are also high in conscientiousness and low in neuroticism). However, they are very much less well-suited to stable, straightforward and more traditional occupations, where the rules don't change, and will experience frequent periods of boredom and intolerable levels of frustration in such positions.

Liberals are higher in intellect than conservatives (although the biggest difference between the two is openness 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 aesthetics, 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.

Aesthetics: Moderately High

You are moderately high in aesthetics. Aesthetics is an aspect of openness. The other aspect of openness is intellect.

Your score puts you at the **75th** percentile for aesthetics. If you were one of 100 people in a room, you would be higher in aesthetics than **75** of them and lower in aesthetics than **24** of them.



In the original Big Five Aspects Scale model, the openness factor was entitled "Openness to Experience," and its aspects were called "Intellect" and "Openness". For the sake of clarity, we have deviated from this, and use "Openness" or "Openness to Experience" to refer to the factor level trait and "Intellect" and "Aesthetics" to refer to its aspects.

Generally speaking, a person's aesthetics score reflects their creativity. People who are moderately high in aesthetics find beauty important. Without an outlet for their creative ability they may have some difficulty thriving. They like art or beautiful crafts. They are more sensitive to color and architectural form. They often enjoy collecting. They are comparatively imaginative, and may daydream and reflect on many things. They tend to enjoy music, perhaps of more than one genre, and may be somewhat musical or artistic themselves (both of these are rare in the general population). They can find themselves immersed in a book, or a movie, or in their own thoughts, and become somewhat oblivious to the outside world. They respond well to beauty, creativity and art.

They tend not to be impractical or flighty, however, despite their creative openness (unless they are particularly low in conscientiousness). At least moderate levels of creativity appear necessary for entrepreneurial success, and prove comparatively useful at the top of hierarchies, even in very conservative occupations such as banking, accounting and law, which need creative people in leadership positions to provide new vision and direction.

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

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