

The Big Five Aspect Scale

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 will be higher 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: Low

You are low 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:

↓ AGREEABLENESS



15th percentile

You are less agreeable than 84 of 100 people

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 **15th** percentile for agreeableness. If you were one of 100 people in a room, you would be less agreeable than **84** of them and more agreeable than **15** of them.

People with low levels of agreeableness are seen by others as competitive, colder, tougher and less empathic. They are less likely to look for the best in others, and are not particularly tolerant (an attitude that is much valued by agreeable people). They are less concerned about the emotional state of others, are willing to engage in conflict, and will sacrifice peace and harmony to make a point or (if conscientious) to get things done. People find them straightforward, even blunt. They strongly tend towards dominance rather than submission (particularly if also below average in neuroticism).

People with low levels of agreeableness are not forgiving, accepting, flexible, gentle or patient. They don't easily feel pity for those who are excluded, punished or defeated. It is also difficult for them to be taken advantage of by disagreeable, manipulative or otherwise troublesome people, or those with criminal or predatory intent. Their skepticism plays a protective role, although it can sometimes interfere with their ability to cooperate with or trust others whose intentions are genuinely good. They also be less likely to reward good behavior or to give credit where it is due. They can cooperate, when cooperation is in their interest, but very much appreciate competition, with its clear losers and winners. They will not easily lose arguments (or avoid discussions) with less agreeable people, and can enjoy the battle. They are generally good at bargaining for themselves, or at negotiating for more recognition or power and are likely to have higher salaries and to earn more money, in consequence. People low in agreeableness are therefore less likely to suffer from resentment or to harbour invisible anger. In addition, because of their tendency to engage in conflict, when necessary, people low in agreeableness tend not to sacrifice medium- to long-term stability and function for the sake of short-term peace. This means that problems that should be solved in the present are often solved, and do not accumulate counterproductively across time, although people close to those low in agreeableness may experience them as overbearing.

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 – machinery

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: Moderately Low

You are moderately low in compassion, which is one aspect of Agreeableness. Your score puts you at the **36th** percentile for compassion. If you were one of 100 people in a room, you would be less compassionate than **63** of them and more compassionate than **36** of them.

Less compassionate people are not primarily oriented towards the problems of other people or other living things. They are less swayed by cuteness. They are willing to make other people experience negative emotion by engaging in conflict and competition. They like to win, and are less concerned about helping other people. They make sure their own needs and interests are attended to, and are less likely to sacrifice for the sake of other people. This can make them appear harsh and unsympathetic. People might turn to them for the truth, but not for a soft, patient, eternally-listening ear. They are not markedly empathetic and caring. However, because they are not primarily other-oriented, they can often negotiate effectively on their own behalf, and are likely to get at least what they deserve (for their hard work, for example). In consequence, they are unlikely to harbor feelings of resentment or hidden anger.

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: Very Low

You are very low in politeness, which is one aspect of Agreeableness. Your score puts you at the **7th** percentile for politeness. If you were one of 100 people in a room, you would be less polite than **92** of them and more polite than **7** of them.

People who are very low in politeness are not at all deferential to authority – nor are they obedient. They can be respectful, grudgingly, but only to people who clearly deserve and demand it, and they are very markedly willing to push back when challenged. They are not uncomfortable confronting other people – in fact, they may enjoy it. People very low in politeness

COMPASSION



36th percentile

You are less compassionate than 63 of 100 people

↓ POLITENESS



7th percentile

You are less polite than 92 of 100 people

are not motivated to avoid conflict, or to steer clear of conflict or fights. They may find themselves frequently in trouble with authority, in consequence. Their skepticism can make it very difficult for them to find a place in the middle or lower in hierarchies of power and dominance. They tend very strongly to be dominant, rather than submissive (particularly if they are also low in neuroticism).

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 High

You are moderately high 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 **66th** percentile for conscientiousness. If you were one of 100 people in a room, you would be more conscientious than **66** of them and less conscientious than **33** of them.

Moderately conscientious people are dutiful. They tend to slog away at a task until finished. They work reasonably hard and do not want to waste time. They are less likely than average to procrastinate (particularly if they are also low in neuroticism). If a moderately conscientious person promises to do something, they will do it, and rarely be delayed. They tend to be relatively decisive, neat, organized, future-oriented, and reliable. They are not too-frequently distracted.

Moderately conscientious people are more likely than average to obtain higher grades in academic settings (particularly if they are also intelligent), and to make competent administrators and managers. They like to have everything in its proper place, but are not particularly obsessed with detail. They tend to do things by the book. Moderately conscientious people are somewhat prone to guilt (although they organize their lives so that they have comparatively little to feel guilty about). They are also more sensitive than average to shame, self-disgust and self-contempt.

Individuals who are moderately conscientious react comparatively poorly to failure (particularly if they are above average in neuroticism). They tend to be judgemental and can be disgusted by their own moral transgressions, as well as those of others. They suffer higher than normal levels of shame and guilt when unemployed or otherwise unoccupied, even when that occurs through no fault of their own. Moderately conscientious people are committed

CONSCIENTIOUSNESS



66th percentile

You are more conscientious than 66 of 100 people

to the idea of personal responsibility. They believe that hard work and diligence will and should be rewarded, and tend to think that those who don't succeed deserve their failure. They value hygiene, moral purity and achievement. Now and then they might micro-manage and exert too much control.

Moderately conscientious people are slightly more likely to be political conservatives, rather than liberal (particularly if they are also below average 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.

Conscientiousness has two aspects: industriousness and orderliness.

Industriousness: High

You are high in industriousness, which is one aspect of conscientiousness. Your score puts you at the **85th** percentile for industriousness. If you were one of 100 people in a room, you would be more industrious than **85** of them and less industrious than **14** of them.

Highly industrious people are likely to be successful in school and in administrative and managerial positions (particularly if they are intelligent). They value work highly and typically want to be doing something useful. They are dutiful, and tend not to put things off. They do not often mess things up. They always finish what they start, and they do it on schedule. They are frequently figuring out how to accomplish more in less time, with fewer resources. They have focus.

Highly industrious people are also likely to judge shirkers or people who are incompetent quite harshly, and to want them out of the way. They are likely to believe that people fail because they don't apply themselves or work hard enough. They feel guilty, rapidly, if they do not do their duty. However, because they typically stay on or ahead of schedule and accept their responsibilities, they rarely experience actual guilt.

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



85th percentile

You are more industrious than 85 of 100 people

Orderliness: Moderately Low

You are moderately low in orderliness, which is one aspect of conscientiousness. Your score puts you at the **36th** percentile for orderliness. If you were one of 100 people in a room, you would be less orderly than **63** of them and more orderly than **36** of them.

People moderately low in orderliness are neither disturbed nor

disgusted by mess and chaos. They tend simply not to notice such things. They see the world in shades of grey, rather than black and white, and are non-judgmental in their attitudes toward themselves and others. They rarely use schedules, list, or routines and, even if they plan, tend not to implement those plans, preferring to take things as they come, and let chance determine the outcome. They are not oriented toward detail and take neither rules nor procedures too seriously.

ORDERLINESS



36th percentile

You are less orderly than 63 of 100 people

People who are moderately low in orderliness care less than average for routine and predictability. Their schedules are loose and disruption doesn't bother them. They require almost constant reminder and supervision to maintain attention and focus, and are easily distracted. They can, however, tolerate the mess, disruption and intervening periods of chaos that may accompany creative endeavour.

Those who are below average in orderliness are less likely to be political conservatives. Orderliness is the second-best predictor of conservatism, after openness to experience.

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 **31st** percentile for extraversion. If you were one of 100 people in a room, you would be less extraverted than **68** of them and more extraverted than **31** 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

EXTRAVERSION



31st percentile

You are less extraverted than 68 of 100 people

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 to 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 conscientious, perhaps because they have lower levels of energy. When introverted and comparatively unconscientious, 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.

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: Exceptionally Low

You are exceptionally low in enthusiasm, which is one aspect of extraversion. Your score puts you at the **2nd** percentile for enthusiasm. If you were one of 100 people in a room, you would be less enthusiastic than **97** of them and more enthusiastic than **2** of them.

Individuals who are exceptionally low in enthusiasm are very quiet and remarkably un-excitable. They can be extremely hard to get to know, as they are neither chatty nor bubbly. When they do talk – and they do so rarely – it tends to be about things in which they find exceptional interest. They open up to other people with great difficulty, particularly in larger social gatherings or parties. They laugh very much more rarely than others. They clearly prefer solitude and find it difficult to enjoy

↓ ENTHUSIASM



2nd percentile

You are less enthusiastic than 97 of 100 people

themselves around other people. At most, they can handle social contact in tiny doses. They are extremely private people, on the loner side of the distribution, and are neither positive nor optimistic. They very actively avoid the spotlight and, if creative, may find performing aversive and draining. They seek out stimulation, excitement, activity or fun extraordinarily rarely (and, if they do so, very much prefer quieter activities). People exceptionally low in enthusiasm are highly solitary, finding it uncommonly 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: High

You are high in assertiveness, which is one aspect of extraversion. Your score puts you at the **85th** percentile for assertiveness. If you were one of 100 people in a room, you would be more assertive than **85** of them and less assertive than **14** of them.

Highly assertive people are “take charge” types. They put their own opinions forward strongly, and tend to dominate and control social situations. Assertive people can be influential and captivating. They have the communication style that is often associated with leadership. This is good when they are knowledgeable, competent and able, but not so good when they aren't. Assertive people are people of action. They don't generally wait for others to lead the way. They can be more impulsive than average, and can 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



85th percentile

You are more assertive than 85 of 100 people

Neuroticism: Typical or Average

You have typical levels of 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



42nd percentile

Your score puts you at the **42nd** percentile for neuroticism. If you were one of 100 people in a room, you would be higher in neuroticism than **42** of them and lower in neuroticism than **57** of them.

People with typical or average levels of neuroticism have a balanced view of the happiness and sadness of the past, present and future. Sometimes they are unhappy, anxious and irritable, particularly when facing a genuine problem, but they generally cope well and don't worry too much.

They have normal levels of self-esteem, particularly when they are also average or above average in extraversion. They are not particularly at risk for developing anxiety disorders and depression.

People with average or typical levels of neuroticism are able to experience the consequences of success and to be appropriately satisfied in relationships and career. Average levels of neuroticism are associated with no more than average concern about mental and physical health, a typical number of physician and emergency room visits, and an expected degree of absenteeism at work and at school (unless accompanied by very low levels of conscientiousness).

People with average levels of neuroticism appear to neither seek risk out, nor avoid it. They are interested in security, but can also handle recreational, career, financial and social situations where the possibility of loss is higher. Such people appear to be concerned both with maintaining their current status, as well as enhancing it. This is a reasonable strategy in genuinely dangerous or uncertain times and better times alike.

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: Moderately High

You are moderately high in withdrawal, which is one aspect of neuroticism. Your score puts you at the **76th** percentile for withdrawal. If you were one of 100 people in a room, you would be higher in withdrawal than **76** of them and lower in withdrawal than **23** of them.

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

You are higher in neuroticism than 42 of 100 people

WITHDRAWAL



76th percentile

You are higher in withdrawal than 76 of 100 people

People moderately high in withdrawal are a bit more likely than average to feel sad, lonesome, disappointed and grief-stricken. They tend to somewhat higher levels of doubt and worry, become embarrassed a bit more easily, are self-conscious and may get discouraged more rapidly in the face of threat and punishment. They feel more anticipatory anxiety than the average person. They are somewhat sensitive to social rejection, and can feel more hurt than might be expected. Once hurt, frightened, or anxious, as well, it takes them somewhat longer to recover. Perhaps people moderately high in withdrawal are concerned that something bad might happen, while people moderately high in volatility (the other aspect of neuroticism) suffer more if something bad genuinely 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: Low

You are low in volatility, which is one aspect of neuroticism. Your score puts you at the **14th** percentile for volatility. If you were one of 100 people in a room, you would be less volatile than **85** of them and more volatile than **14** of them.

Individuals low in volatility are stable and predictable in their moods. They are not irritable, and feel much less disappointment, frustration, pain and loneliness. People find them easy to get along with and can often relax around them. They rarely express their frustration, disappointment and irritability and appear reasonable when they do so. Even on the rare occasions they become stirred up, upset, angry or irritated, they calm down quickly. They are much less argumentative than average and rarely lose their composure.

If thoroughly provoked in a dispute, a person of low volatility may react in kind (particularly if also low in agreeableness). However, such people remain calm and unperturbed, even when stressed. 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

↓ VOLATILITY



14th percentile

You are less volatile than 85 of 100 people

men) is 57.5. For men it is 42.5.

Openness to Experience: Very High

You are very high 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 **92nd** percentile for openness to experience. If you were one of 100 people in a room, you would be higher in openness to experience than **92** of them and lower in openness to experience than **7** of them.

People with very high levels of openness to experience are extremely likely to be characterized by others as uncommonly smart, creative, exploratory, intelligent and visionary. They are strikingly interested in learning, and are constantly acquiring new abilities and skills. They are very curious and exploratory. They are very 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 unusually 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 uncommonly likely to be prolific readers, with an unusually wide range of interests. They have an uncommonly broad and deep vocabulary. They can think and learn with striking speed. They are frequently proficient at formulating new ideas, and very strongly tend to be articulate (particularly if average or above in extraversion). People very high in openness can see old things in strikingly new ways. They can formulate any single problem in an uncommonly diverse range of ways, and can generate an atypically large number of problem solving solutions. They will continually seek change, often to make things better, but also just for the sake of change.

People who are very high in openness to experience are not well adapted to and do not do well in situations or occupations that are routinized and predictable. They do not fit in at all well at the bottom of hierarchies. They are uncommonly 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 very radical thinkers. They shake things up, particularly if they are also disagreeable and assertive. They are more likely to be revolutionary rebels (particularly if average or below in conscientiousness).

Individuals very high in openness to experience are entrepreneurial in spirit, as well as smart and creative. They have very much higher than average interest in creating new ventures, sometimes for profit, sometimes for curiosity, and sometimes for personal transformation. Very high levels of openness to experience appear necessary to the formation and leadership of business and other forms of complex organization, although conscientiousness:

↑ OPENNESS TO EXPERIENCE



92nd percentile

You are higher in openness to experience than 92 of 100 people

appears required for the attention to detail and process management that such organizations also always need.

Because people who are very high in openness to experience tend to be interested in everything, this can make it hard for them to settle on a single path in life, to specialize to a necessary degree, and to create an integrated identity. This is particularly dangerous if they are high in neuroticism and/or low in conscientiousness. People characterized by the combination of high openness to experience and high neuroticism continually undermine their own convictions and beliefs by incessant questioning and make 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 seldom implement 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: Exceptionally High

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 exceptionally high in intellect, which is one aspect of openness to experience. Your score puts you at the **96th** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **96** of them and lower in intellect than **3** of them.

People exceptionally high in intellect are obsessed by engaging with ideas and abstract concepts. They require exposure to novel information, particularly when it is complex and sophisticated. They are extremely curious and exploratory, and actively need to find, tackle and solve challenging problems. They will constantly seek out and initiate issue-oriented discussions, and tend to compulsively read, think about and discuss idea-centered books (generally non-fiction). They are notably articulate, and can formulate ideas very clearly and exceptionally quickly (particularly if average or higher in extraversion). They have a much broader and wider vocabulary, and continually require themselves to learn new things. People exceptionally high in intellect will continually find and generate novel, creative concepts and voluntarily search for and adapt exceptionally well to new experience and situations.

↑ INTELLECT



96th percentile

You are higher in intellect than 96 of 100 people

People exceptionally high in intellect find complex, rapidly changing occupations absolutely necessary and will excel at them (particularly if they are also high in conscientiousness and low in neuroticism). However, they are not at all suited to stable, straightforward and more traditional occupations, where the rules don't change, and will experience continual periods of boredom and intolerable levels of frustration in such positions. They are much more suited to entrepreneurial/creative enterprises (particularly if also high in the openness aspect of Openness to Experience).

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.

Openness: Moderately High

You are moderately high in openness, which is one aspect of openness to experience. Your score puts you at the **75th** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **75** of them and lower in openness than **24** of them.

The closest synonym for openness (rather than openness to experience, which encompasses openness and intellect) is creativity. Moderately open, creative people 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.

Moderately open, creative people tend not to be impractical or flighty, however, despite their creative openness (unless they are particularly low in conscientiousness). At least moderate levels of openness 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 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.

OPENNESS



75th percentile

You are higher in openness than 75 of 100 people

