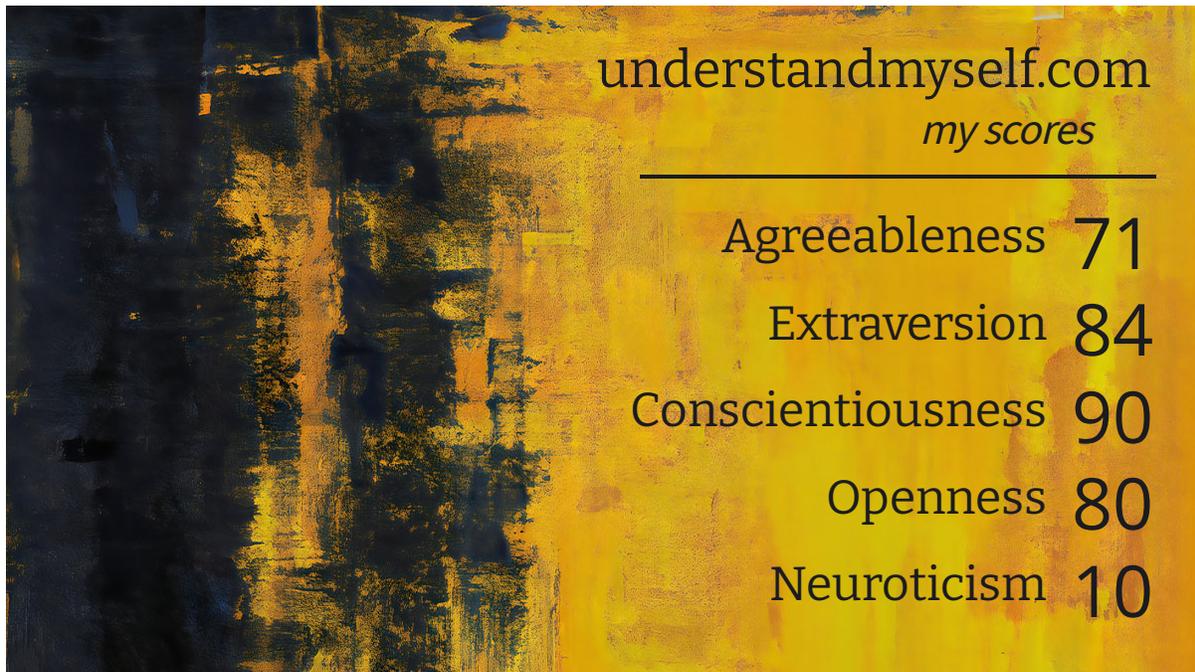


# Understand Myself

Personality Assessment Report

Prepared for **Ryan Zurrin**

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 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 **71st** percentile for agreeableness. If you were one of 100 people in a room, you would be higher in agreeableness than **71** of them and lower in agreeableness than **28** 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: Moderately High

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

Your score puts you at the **72nd** percentile for compassion. If you were one of 100 people in a room, you would be higher in compassion than **72** of them and lower in compassion than **27** of them.



Moderately compassionate people are interested in the problems of other people, and other living things. They are concerned about helping other people avoid negative emotion. They make time and do kind things for others, even when doing so may interfere with fulfilling their own needs and interests.

They have a noticeably soft side. Other people consider them sympathetic and nice, and will turn to them often for a listening ear. They are 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 may lead to feelings 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: Moderately High

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

Your score puts you at the **65th** percentile for politeness. If you were one of 100 people in a room, you would be higher in politeness than **65** of them and lower in politeness than **34** 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: Very High

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

Your score puts you at the **90th** percentile for conscientiousness. If you were one of 100 people in a room, you would be higher in conscientiousness than **90** of them and lower in conscientiousness than **9** 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 very high in conscientiousness are strikingly dutiful. They tend to be sloggers. They work uncommonly hard and hate wasting time. They are very unlikely to procrastinate (particularly if they are also below average in neuroticism). If a very conscientious person promises to do something, he or she will do it, regardless of circumstances, and without finding excuses. They are uncommonly decisive, neat, organized, future-oriented, and reliable. They are not easily distracted.

Very conscientious people are highly likely to obtain good grades in academic settings (particularly if they are also intelligent), and make extremely very good administrators and managers. They must have everything in its proper place – which has advantages and disadvantages – and are likely to be over-concerned with detail. They do things by the book. Very conscientious people are also strikingly guilt-prone (although they will organize their lives so they have little to feel guilty about). Very conscientious people are also hyper-susceptible to shame, self-disgust and self-contempt.

Individuals who are very highly conscientious react badly to failure (particularly if they are also high in neuroticism). They are typically judgemental and are disgusted by their own moral transgressions, as well as those of others. They suffer very high levels of shame and guilt when unemployed or otherwise unoccupied, even when that occurs through no fault of their own. Very conscientious people are primarily committed to personal responsibility. They have as an article of faith that those who work hard should and will be rewarded, and that those who don't work hard and strive deserve their failure. They can be over-concerned with hygiene, moral purity and achievement. They can be micro-managing and controlling.

Very conscientious people are more likely to be political conservatives, rather than liberal (particularly if they are also low 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: Moderately High

You are moderately high in industriousness. Industriousness is an aspect of conscientiousness. The other aspect of conscientiousness is orderliness.

Your score puts you at the **67th** percentile for industriousness. If you were one of 100 people in a room, you would be higher in industriousness than **67** of them and lower in industriousness than **32** of them.



Moderately industrious people are reasonably likely to be successful in school and in administrative and managerial positions (particularly if they are intelligent). They don't live to work, however, and do not always have to be doing something useful. They are generally quite dutiful, however, and tend not to put things off or mess them up.

They also tend to finish what they start, pretty much on schedule. Moderately industrious people have some genuine interest in considering how to accomplish more in less time, with fewer resources, and can focus consistently on the task at hand.

Moderately industrious people are quite likely to judge shirkers or people who are incompetent in a negative manner. They tend to believe that people fail because they don't apply themselves, or work hard enough. They are definitely capable of feeling a sense of personal failure and guilt if they do not live up to their duties. However, because they usually stay on schedule and accept responsibility, they generally avoid experience actual guilt.

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 **96th** percentile for orderliness. If you were one of 100 people in a room, you would be higher in orderliness than **96** of them and lower in orderliness than **3** 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.

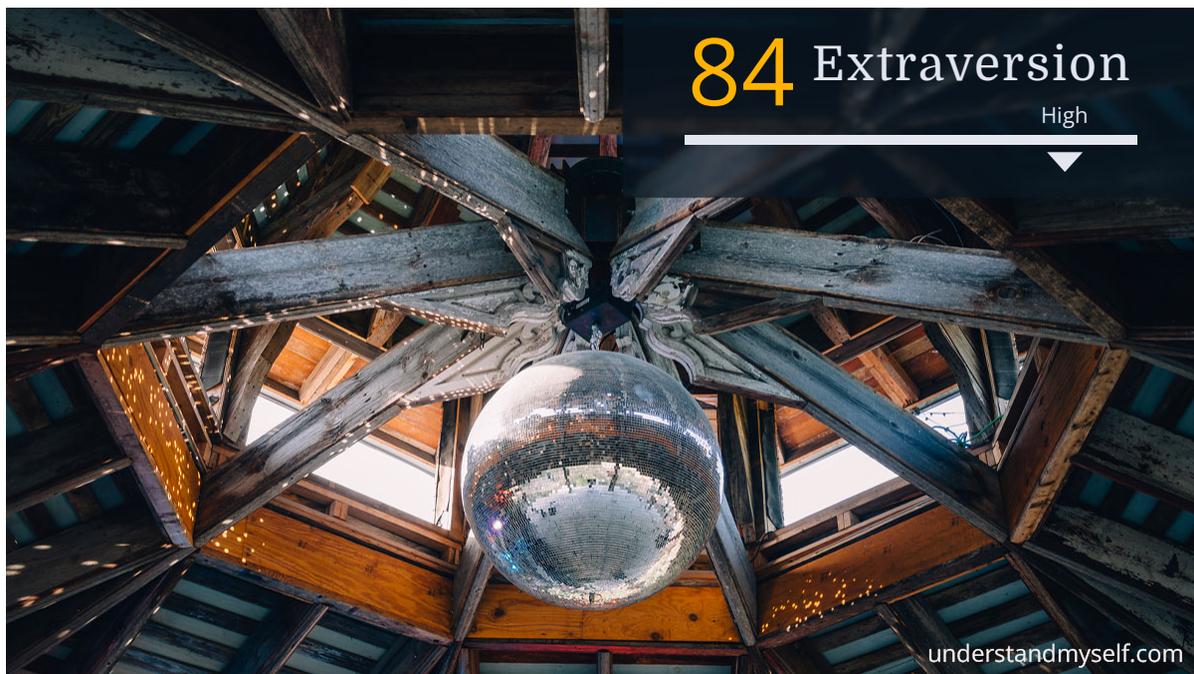
Those who are exceptionally orderly are remarkably more likely to be political conservatives. Orderliness is the second-best predictor of conservatism, after openness.

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: High

You are high 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 **84th** percentile for extraversion. If you were one of 100 people in a room, you would be higher in extraversion than **84** of them and lower in extraversion than **15** 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 being low in introversion.

People with high levels of extraversion are comparatively enthusiastic, talkative, assertive in social situations, and gregarious. They are typically energized by social contact, and crave it. They take great pleasure in planning parties, telling jokes, making people laugh, and taking part in community activities. They are likely to have positive memories of the past, high levels of current self-esteem (particularly if they are low in neuroticism), and to feel positive and optimistic about the future.

People who are highly extraverted have a difficult time keeping things to themselves, and tend to tell everyone everything. They are self-disclosing (particularly if also high in neuroticism) and they warm up quickly to other people. They tend to speak first and most often in meetings. They can be captivating and convincing. They will often be the first to act.

People who are high in extraversion make enthusiastic employees, and are well-suited to jobs involving sales, persuasion, working in groups and public speaking (particularly, once again, if they are low in neuroticism). They are not as suited to occupations that require a lot of isolated work (such as computer programming or accounting).

People high in extraversion can also be impulsive, particularly when it comes to having fun in social situations. They are more likely than average to sacrifice the future to the present, when something social or group-oriented beckons. It is somewhat difficult for them to be alone and to study and work. They can be easily distracted by opportunities to chat, joke and socialize. This is particularly the case if they are also low in conscientiousness. When individuals are extraverted and conscientious, they are more productive than if they are introverted and conscientious. However, when they are introverted and unconscientious, they are more productive than they are when they are extroverted and unconscientious.

People high in extraversion are more 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.

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: Moderately High

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

Your score puts you at the **70th** percentile for enthusiasm. If you were one of 100 people in a room, you would be higher in enthusiasm than **70** of them and lower in enthusiasm than **29** of them.



Individuals moderately high in enthusiasm are somewhat excitable, happy and easier to get to know. They will talk more about everything (particularly other people) than the typical person. They laugh or giggle more than average.

They would rather spend time around other people than alone, and they tend to like parties. They don't generally keep people at a distance, and are not too concerned with keeping things private. They are comparatively positive and optimistic. They warm up quickly to other people. They like stimulation, excitement, activity and fun. Enthusiastic people are gregarious, encouraging and people-loving, and tend to be quite 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.

## Assertiveness: High

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

Your score puts you at the **88th** percentile for assertiveness. If you were one of 100 people in a room, you would be higher in assertiveness than **88** of them and lower in assertiveness than **11** 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.

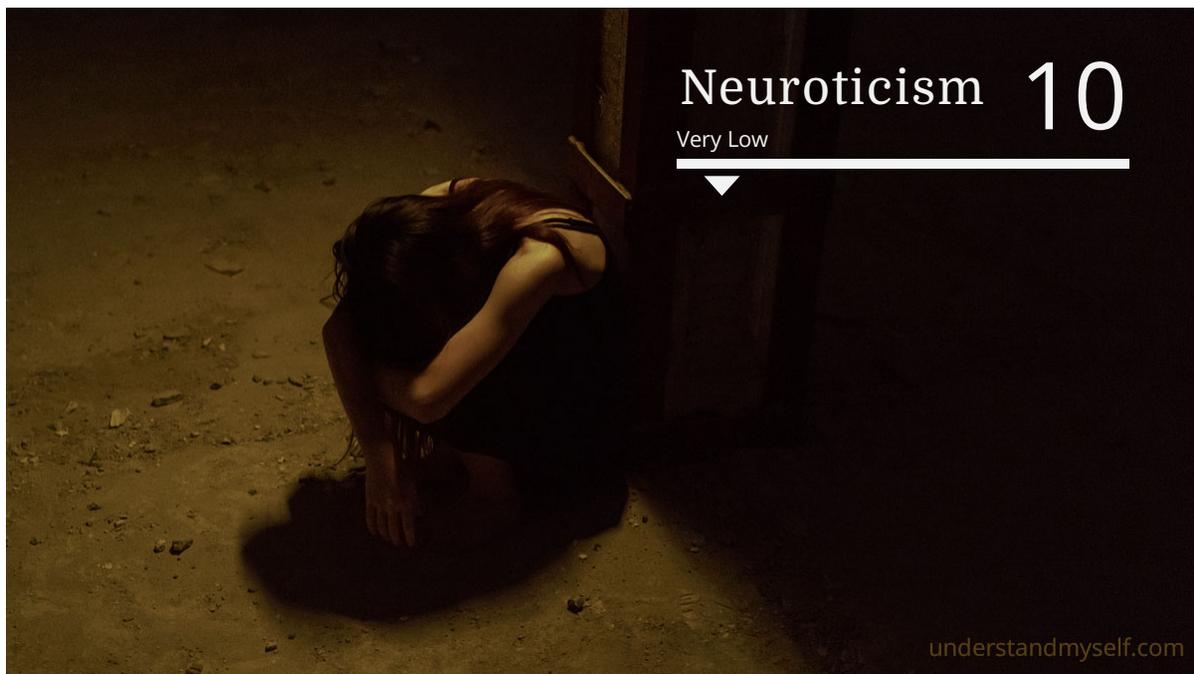
Liberals tend to be slightly less assertive than conservatives.

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.

## Neuroticism: Very Low

You are very low 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 **10th** percentile for neuroticism. If you were one of 100 people in a room, you would be lower in neuroticism than **89** of them and higher in neuroticism than **10** of them.



People with very low levels of neuroticism almost never focus on the negative elements, anxieties and uncertainties of the past, present and future.

It is very rare for them to face periods of time where they are unhappy, anxious and irritable, unless facing a serious, sustained, complex problem. Even under the latter conditions, they cope very well, don't worry, and recover quickly. They're very good at keeping their head in a storm, and they almost never make mountains out of molehills.

They have very much higher levels of self-esteem, particularly when they are also average or above average in extraversion. They are at much lower risk for developing anxiety disorders and depression (again, particularly if average or above in extraversion).

When good things happen to them, people with very low levels of neuroticism can appreciate it, without questioning whether or not they deserved it. They are unusually satisfied with their relationships and careers. Overall, they are very tolerant of stress, and can much more easily accept failure and setbacks as part of life. Very low levels of neuroticism are associated with markedly decreased concern about mental and physical health, far fewer physician and emergency room visits, and very infrequent absenteeism at work and at school (particularly if accompanied by average or above levels of conscientiousness).

People with very low levels of neuroticism can handle risk strikingly better. If they are average or high in extraversion or openness, they may even enjoy it. They are simply far less affected by uncertainty. They can much more easily handle recreational, career, financial and social situations where the possibility of loss is higher. They can consider and implement career changes and other transformations that could enhance their lives very easily.

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: Very Low

You are very low in withdrawal. Withdrawal is an aspect of neuroticism. The other aspect of neuroticism is volatility.

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



Individuals very low in withdrawal almost never suffer from or are impeded by anticipatory anxiety. They can handle new, uncertain, unexpected, threatening or complex situations very well. They are far less likely to avoid or withdraw in the face of the unknown and unexpected.

People with very low levels of withdrawal feel sad, lonesome, disappointed and grief-stricken very infrequently – and, if they do, do not feel those emotions deeply nor for long. Their lives tend to be markedly free of doubt, worry, embarrassment, self-consciousness and discouragement, even in the face of genuine threat and punishment. They are resistant to and rarely worried about social rejection, and almost never feel hurt or threatened. Even when actually hurt, frightened, or anxious, they recover strikingly easily and remarkably quickly. People with very low levels of withdrawal are simply not worriers. 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. Volatility is an aspect of neuroticism. The other aspect of neuroticism is withdrawal.

Your score puts you at the **17th** percentile for volatility. If you were one of 100 people in a room, you would be lower in volatility than **82** of them and higher in volatility than **17** 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 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 **80th** percentile for openness. If you were one of 100 people in a room, you would be higher in openness than **80** of them and lower in openness than **19** 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: High

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

Your score puts you at the **82nd** percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than **82** of them and lower in intellect than **17** 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 high in intellect are quite interested in ideas and abstract concepts. They enjoy being confronted with novel information, even when it is complex. They are substantially more curious and exploratory than average, and frequently like to tackle and solve problems. They will actively engage in and seek out and initiate issue-oriented discussions, and are likely to read, think about and want to discuss idea-centered books (most frequently non-fiction). They are generally articulate and can formulate ideas clearly and quickly (particularly if average or higher in extraversion). They have a wide vocabulary, and actively enjoy learning new things. People high in intellect will often find and generate novel, creative concepts and voluntarily search for and adapt well to new experiences and situations.

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

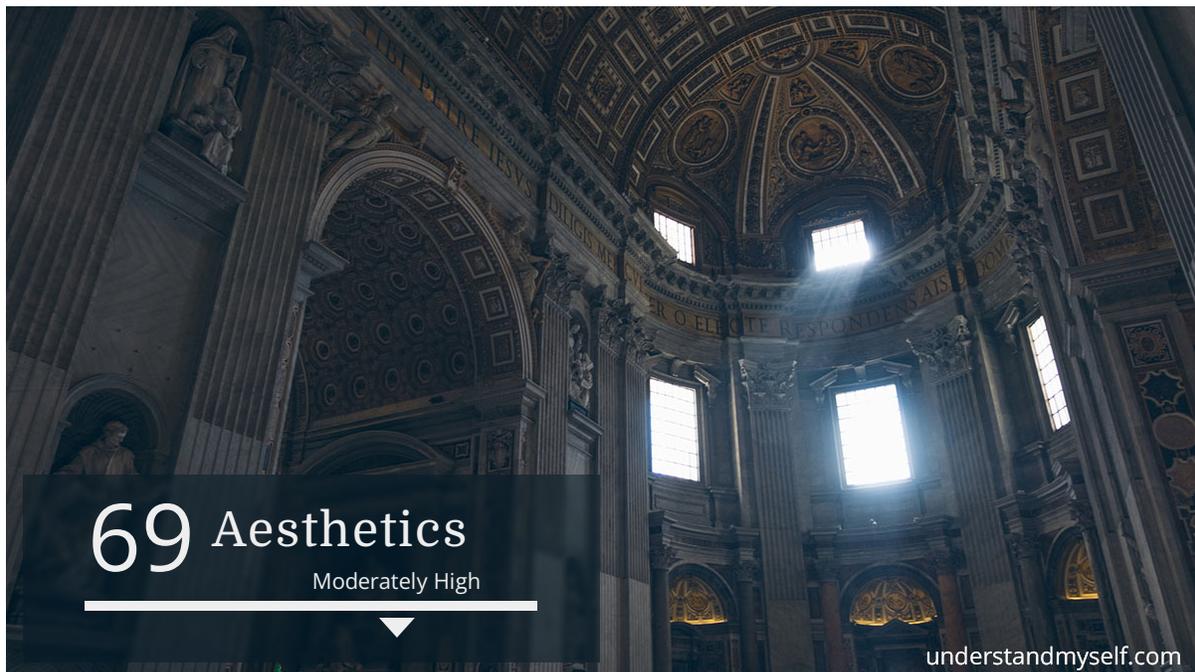
Liberals are higher in intellect than conservatives (although the biggest difference between the two is openness at the trait level).

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 **69th** percentile for aesthetics. If you were one of 100 people in a room, you would be higher in aesthetics than **69** of them and lower in aesthetics than **30** 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.