

THE BIG FIVE Aspects Scale

HARRY WHITT

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

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

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

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

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

SUMMARY

↑ CONSCIENTIOUSNESS



90th percentile



You are more conscientious than 90 of 100 people

AGREEABLENESS



46th percentile



You are more agreeable than 46 of 100 people

NEUROTICISM



44th percentile



You are higher in neuroticism than 44 of 100 people

↑ EXTRAVERSION



99th percentile



You are more extraverted than 99 of 100 people

↑ OPENNESS TO EXPERIENCE



98th percentile



You are higher in openness to experience than 98 of 100 people

AGREEABLENESS:

TYPICAL

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

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



Your score puts you at the 46th percentile for agreeableness. If you were one of 100 people in a room, you would be more agreeable than 46 of them and less agreeable than 53 of them.

People with typical levels of agreeableness are seen by others as somewhat cooperative, warm and considerate. They look for and even sometimes see the best in others, and are reasonably interpersonally tolerant (an attitude that is much valued by agreeable people). They are no more sensitive than average to seeing someone's feelings get hurt and, although sometimes concerned about the emotional state of others, don't always prefer peace and harmony to conflict. They strike a good balance between submissiveness and dominance.

People with average levels of agreeableness are somewhat forgiving, accepting, flexible, gentle and patient. They sometimes feel pity for those who are excluded, punished or defeated. However, they are less likely than highly agreeable people to be taken advantage of by disagreeable people or those with criminal or predatory intent. They can be skeptical. They believe in cooperation, but also feel that competition, with its losers and winners, has its valid place. They are less likely to lose arguments (and will not typically avoid discussion) with less agreeable people. They can be quite good at bargaining for themselves, and at negotiating for more recognition or power. They are likely to have somewhat higher salaries and earn more money, in consequence. This may mean they are less likely to suffer from resentment or to harbour invisible anger, although this tendency may be increased, if they are high in neuroticism. In addition, because of their tendency to engage in conflict, when necessary, typically agreeable people are less prone 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 are often solved, and do not 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

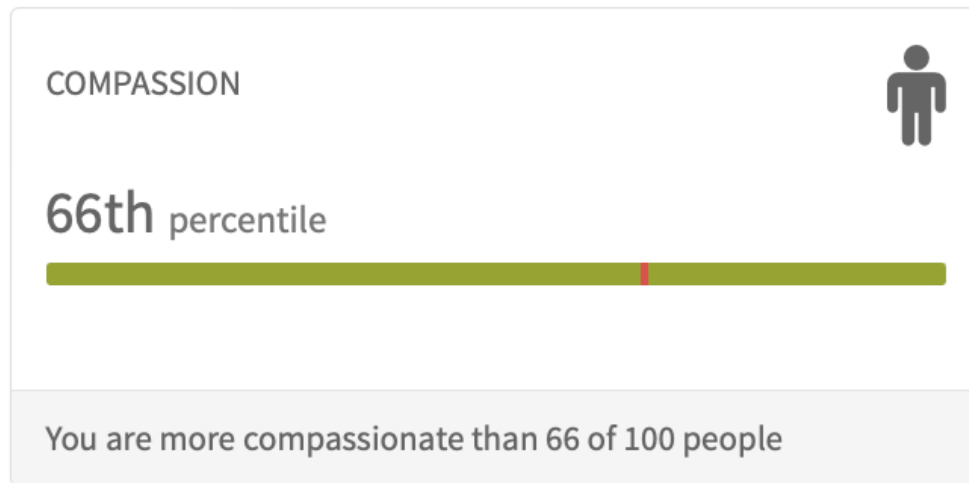
sexes. This provides strong evidence that biological factors rather than environment and learning account for the dissimilarity.

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.

Agreeableness has two aspects: compassion and politeness.

COMPASSION: MODERATELY HIGH



You are moderately high in compassion, which is one aspect of Agreeableness. Your score puts you at the 66th percentile for compassion. If you were one of 100 people in a room, you would be more compassionate than 66 of them and less compassionate than 33 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 LOW



You are moderately low in politeness, which is one aspect of Agreeableness. Your score puts you at the 26th percentile for politeness. If you were one of 100 people in a room, you would be less polite than 73 of them and more polite than 26 of them.

People who are moderately low in politeness are not particularly deferential to authority – nor are they markedly obedient. They can be respectful, but only to people who clearly deserve it, and they are willing to push back when challenged. They are not particularly uncomfortable confronting other people. People moderately low in politeness are not particularly motivated to avoid conflict, or to steer clear of conflict 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. 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 90th percentile for conscientiousness. If you were one of 100 people in a room, you would be more conscientious than 90 of them and less conscientious than 9 of them.

People very high in conscientious people 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.

Conscientiousness has two aspects: industriousness and orderliness.

INDUSTRIOUSNESS: MODERATELY HIGH

INDUSTRIOUSNESS



67th percentile



You are more industrious than 67 of 100 people

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

ORDERLINESS: EXCEPTIONALLY HIGH

↑ ORDERLINESS



96th percentile



You are more orderly than 96 of 100 people

You are exceptionally high in orderliness, which is one aspect of conscientiousness. Your score puts you at the 96th percentile for orderliness. If you were one of 100 people in a room, you would be more orderly than 96 of them and less orderly 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 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:

EXCEPTIONALLY HIGH

You are exceptionally 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.



Your score puts you at the 99th percentile for extraversion. If you were one of 100 people in a room, you would be more extraverted than 99 of them and less extraverted than 0 of them.

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

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

People who are exceptionally high in extraversion make very enthusiastic employees, and are exceptionally well-suited to jobs involving sales, persuasion, work in groups and public speaking (particularly, once again, if they are low in neuroticism). Conversely, they are very badly suited to occupations that require a lot of isolated work (such as computer programming or accounting).

People exceptionally high in extraversion can also be exceedingly impulsive, particularly when it comes to having fun in social situations. They are exceptionally likely to sacrifice the future to the present, when something social or group-oriented beckons. It is hard for them to be alone and to study and work. They can be exceptionally 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 exceptionally high in extraversion can be extremely 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.

Extraversion has two aspects: Enthusiasm and Assertiveness.

ENTHUSIASM: VERY HIGH

↑ ENTHUSIASM



95th percentile



You are more enthusiastic than 95 of 100 people

You are exceptionally high in enthusiasm, which is one aspect of extraversion. Your score puts you at the 95th percentile for enthusiasm. If you were one of 100 people in a room, you would be more enthusiastic than 95 of them and less enthusiastic than 4 of them.

Individuals who are very high in enthusiasm are uncommonly excitable, happy and easy to get to know. They will talk very rapidly about everything, particularly other people. They laugh or giggle frequently. They must be around people almost all the time, and they love parties. They cannot keep people at a distance, and keep nothing private. They are very positive and optimistic. They warm up very quickly to other people. They love – and crave – stimulation, excitement, activity and fun. Enthusiastic

people are gregarious, encouraging and people-loving, and they are strikingly 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: EXCEPTIONALLY HIGH



You are exceptionally high in assertiveness, which is one aspect of extraversion. Your score puts you at the 98th percentile for assertiveness. If you were one of 100 people in a room, you would be more assertive than 98 of them and less assertive than 1 of them.

Exceptionally assertive people are “take charge” types. They put their own opinions forward extremely strongly, and constantly dominate and control social situations. Exceptionally assertive people can be extremely 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 wait

for others to lead the way, but leap in, heedlessly. They can be impulsive, in consequence, and can act without thinking.

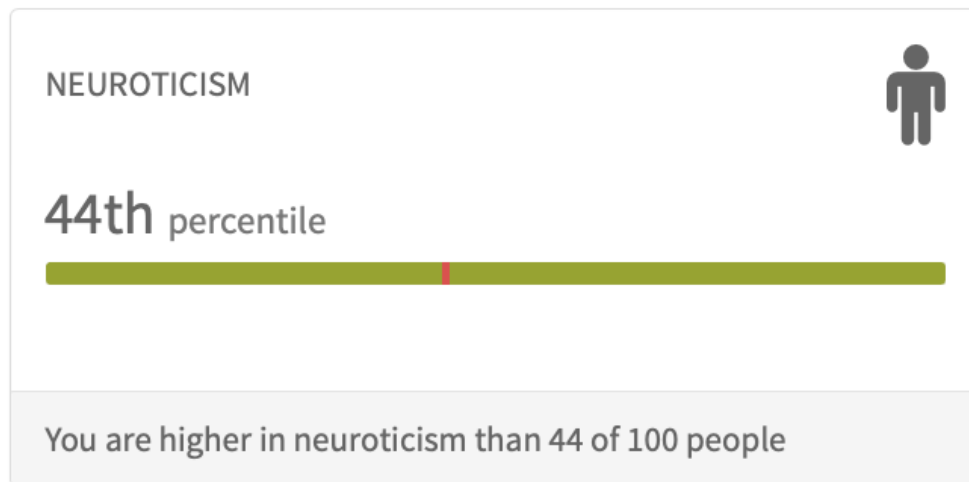
Liberals tend to be slightly less assertive than conservatives.

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:

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.



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

WITHDRAWAL



36th percentile



You are lower in withdrawal than 63 of 100 people

You are moderately low in withdrawal, which is one aspect of neuroticism. Your score puts you at the 36th percentile for withdrawal. If you were one of 100 people in a room, you would be lower in withdrawal than 63 of them and higher in withdrawal than 36 of them.

Individuals moderately low in withdrawal tend not to suffer from nor be impeded by anticipatory anxiety. They can handle new, uncertain, unexpected, threatening or complex situations quite well. They are not more likely to avoid or withdraw in the face of the unknown and unexpected.

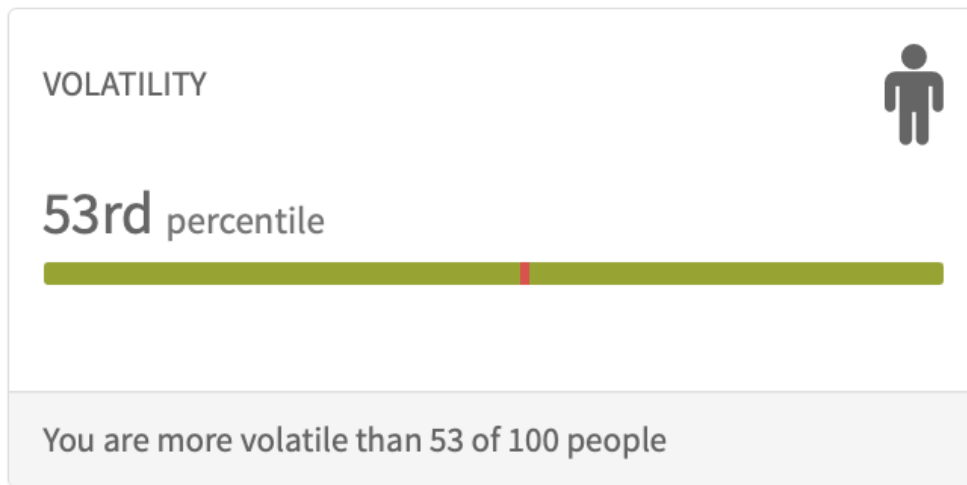
People with moderately low levels of withdrawal occasionally feel sad, lonesome, disappointed and grief-stricken, but not too deeply, and not for too long. They experience lower than normal levels of doubt and worry, embarrassment, self-consciousness and discouragement in the face of threat and punishment. They are not particularly sensitive nor worried about social rejection, and don't easily feel hurt

or threatened. Even when hurt, frightened, or anxious, they recover with relative ease and speed. People with moderately low levels of withdrawal are not particularly concerned that something bad is going to 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: TYPICAL OR AVERAGE



You are typical or average in volatility, which is one aspect of neuroticism. Your score puts you at the 53rd percentile for volatility. If you were one of 100 people in a room, you would be more volatile than 53 of them and less volatile than 46 of them.

Individuals average in volatility tend to not vary abnormally in their mood. They are not particularly irritable, and feel no more than typical levels of disappointment, frustration, pain and social isolation. They express their frustration, disappointment and irritability reasonably and not excessively often. Even when stirred up and upset or angry or irritated, they calm down relatively quickly. They are no more argumentative than average and infrequently lose their composure.

If provoked in a dispute, a person of average volatility may react in kind (particularly if also low in agreeableness). However, such people generally 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.

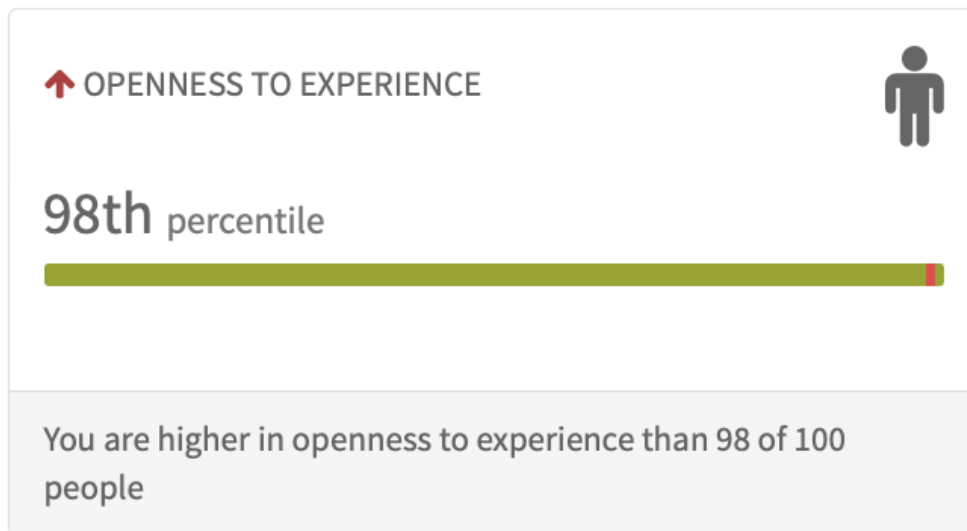
Volatility is not strongly related to political preference, either liberal or conservative.

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 TO EXPERIENCE:

EXCEPTIONALLY HIGH

You are exceptionally 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 98th percentile for openness to experience. If you were one of 100 people in a room, you would be higher in openness to experience than 98 of them and lower in openness to experience than 1 of them.

People with exceptionally high levels of openness to experience are almost always characterized by others as extremely smart, creative, exploratory, intelligent and visionary. They are extremely interested in learning, and are constantly acquiring new abilities and skills. They are extremely curious and exploratory. They are exceptionally interested in abstract thinking, philosophy, and the meaning of belief systems and ideologies. They live for 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 deeply love to confront and solve complex, abstract and multi-dimensional problems.

They are almost always prolific readers, and are interested in a vast range of topics. They have an exceptionally broad and deep vocabulary. They can think and learn remarkably quickly. They are unusually proficient at formulating new ideas, and can be exceptionally articulate (particularly if average or above in extraversion). People exceptionally high in openness can see old things in remarkable ways. They can think outside of the box. When they hear or come up with an idea, many other ideas are usually triggered. They can formulate any single problem in an exceptionally diverse range of ways, and can generate a tremendously large number of problem-solving solutions. They will constantly seek change, often to make things better, but also just for the sake of change.

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

Individuals exceptionally high in openness to experience are entrepreneurial in spirit, as well as smart and creative. They can be overwhelmingly interested in creating new ventures, sometimes for profit, sometimes for curiosity, and sometimes for personal transformation. Exceptionally high levels of openness to experience appear necessary to the formation and leadership of business and other forms of complex organization, although conscientiousness appears required for the attention to detail and process management that such organizations also always need.

Because people who are exceptionally high in openness to experience are interested in absolutely everything, they can find it hard 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 above average in neuroticism and/or below average in conscientiousness. People characterized by the combination of high openness to experience and high neuroticism constantly 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.

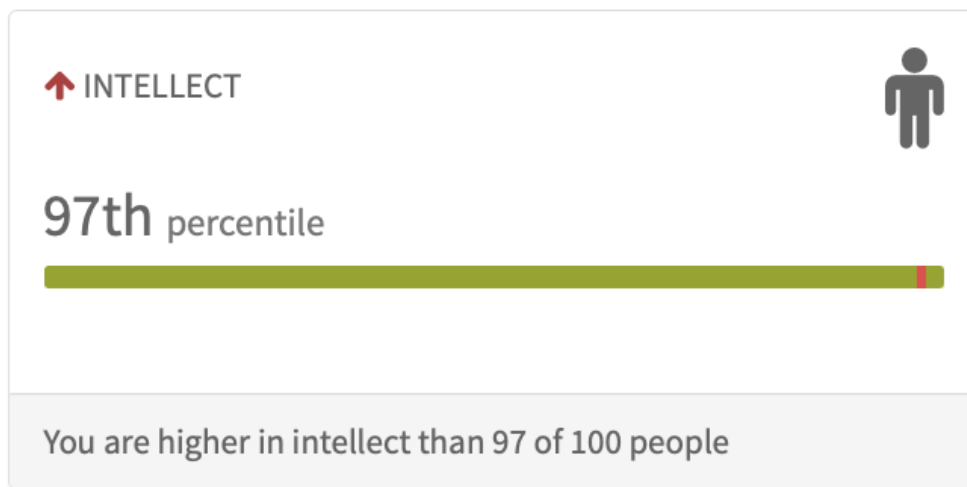
Openness to experience is the dimension that best predicts political allegiance (with conscientiousness, particularly the aspect of orderliness, coming in at second place). Those who are liberal, politically, are very much more likely to be high in openness to experience than conservatives.

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 97th percentile for intellect. If you were one of 100 people in a room, you would be higher in intellect than 97 of them and lower in intellect than 2 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.

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: VERY HIGH



You are very high in openness, which is one aspect of openness to experience. Your score puts you at the 95th percentile for openness. If you were one of 100 people in a room, you would be higher in openness than 95 of them and lower in openness than 4 of them.

The closest synonym for openness (rather than openness to experience, which encompasses openness and intellect) is creativity. Very open, creative people love beauty. They require an outlet for their creative ability, or they cannot thrive. They need to be surrounded by art or beautiful crafts. They are strikingly sensitive to color and architectural form. They very much like to collect things, now and then to the point of obsession. They are very imaginative, and love to daydream and reflect on things. They are uncommonly affected by music, often of many genres, and may be musical or artistic themselves (both of these are rare in the general population). They can get unusually immersed in a book, or a movie, or in their own thoughts, and become oblivious to the outside world. They respond very strongly to beauty, creativity and art.

Very open, creative people can be impractical and flighty, however (particularly if low in conscientiousness). It can be extremely difficult to transform creativity into money, or into a career. High levels of openness are, furthermore, necessary for entrepreneurial success, and often prove 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.