



Agreeableness

Taking care of others or
taking care of yourself.

Introduction to Agreeableness

This section of your profile describes your interactions with other people. The ways we communicate our feelings, beliefs and ideas to others are influenced by our cultural backgrounds, the way we were raised, and sometimes which side of the bed we got up on this morning. Some of us are very mindful of others making decisions we hope will be in their best interests, even if it means sometimes neglecting our own interests. Others of us believe each person should be responsible for themselves, taking deep pride in our own character and independence with a firm belief that others are best served by doing the same. The following describes how you engage with others; illustrating the dimension of your personality that determines your independence or your desire to reach out and touch others in meaningful ways.

You Are Best Described As:

USUALLY TAKING CARE OF YOURSELF

Words That Describe You:

Perceptive
Realistic
Demanding

Down-to-Earth
Hardnosed
Judgmental

Pragmatic
Skeptical

A General Description of How You Interact with Others

You are clearly a compassionate person; you believe that you should do unto others as you would have them do unto you, and you know that friends help their friends. But with you compassion is just one side of the coin; the other being a side that also expects others to hold up their end of the bargain. So you help others but it is with the expectation that others don't take advantage of you or try to put one over on you. In short, you expect others to treat you as you treat them.

And for those people who do ask for help when they should have taken responsibility for themselves? This is the time when your more hard-edged side comes out. You are skeptical of people when they expect others to bail them out of trouble; if they got themselves into the bind, they should work their way out of the trouble. If it's an emergency, or if it's a friend who has been there for you when you have had hard times, you are there in a quick minute. But you are a discerning person and to you there is a big difference between an emergency and a self-inflicted wound. You just look at the facts: how the situation developed, how serious the situation, and how they can or cannot get through things on their own. The history you have with the person and with similar situations will inform you whether this is or is not a time for you to get involved.

You also have some limits when it comes to being with people. Sure some people need to be with others all the time and seem to get recharged by helping out most anyone else. But that's not you. You know that you do best if you spend a fair amount of time on your own. Not that you are a loner, just that time spent by yourself is not wasted at all with you. You've come to understand that if you don't take good care of yourself, eventually you'll be not good to anyone, including yourself or others.

So your compassion is tempered by realism. Your sympathy for people in trouble is balanced by a critical evaluation of how they got themselves to the place they are. And you've learned to take good care of yourself, so you have something to give to your friends or others truly in need.

Negative Reactions Others May Have Toward You

Some people may see your practical style as lacking compassion. When your compassion is tempered, as it is at times by your discerning questions and careful consideration, it may seem to some like you have too much head and too little heart. And when you use time and energy to take care of yourself there will inevitably be some who see you as selfish and uncaring. But your approach is neither heady nor selfish. It is you. And unless your approach is causing you consistent problems in important relationships, there is really no reason to change. Your distinctive manner of having clear expectations for the relationships in which you will exert your energy is true to the core of you.

Positive Responses Others May Have Toward You

The truth is that most people respect someone who knows themselves and what they want. So even if some people don't get exactly what they want from you often they will leave with a deeper respect for you. Your frank and honest approach may help someone to help themselves when they didn't think this was possible, and they wind up better off: they're out of trouble, they did it on their own, and they have you to thank. And you were, again, true to yourself.



Openness

Curious or Contented

Introduction to Openness

How firmly committed are you to the ideas and beliefs that govern your thinking and guide your behavior? Some people trust their current ideas and beliefs the way a climber trusts the mountain; whichever way they move, whether the climb is on a familiar trail or over new ground, there is something solid beneath them, something they count on.

For others, new ideas, new solutions to old problems, new beliefs that replace tired convictions are like welcome wind in their sails. They can hardly wait to tack in a new direction and ride a new idea through uncharted waters. If it's new, it's interesting, and they're ready to explore.

The following paragraphs describe your responses to new ways of thinking and believing. How do you handle new information? Are you more like the climber on a familiar mountain or a sailor with a tiller in hand and a fresh breeze to propel you? How you integrate and process new information about the world and about others is a core aspect of your personality.

On the Openness Dimension you are:

SOMETIMES CURIOUS, SOMETIMES CONTENT

Words That Describe You:

Accepting
Flexible
Educated

Self-aware
Middle-of-the-road
Proper

Distinctive
Indecisive
Adaptable

A General Description of How You Approach New Information and Experiences

Like someone who can sleep comfortably on either side of the bed, you are equally at home with ideas and beliefs that you have held for a long time and with new ways of thinking and believing that grow out of your intellectual curiosity.

Your sense of who you are and what your place is in the world around you rests on values and principles that are the solid ground you walk upon. You've tested them, they work for you, and much of the time you are content to trust them, that is, until some provocative new idea slips in from a conversation, book or some flight of your active imagination. "Hmmm. What's this. Never thought of it before." And off you go, exploring.

Since you love to learn, you've always been teachable; you absorb new information, which means you are well-educated in things that matter to you. Sometimes your intellectual exploring will lead you back to where you started; the "next new thing" proves too shallow or impractical to you. But once in a while a new idea or belief will dislodge you from the ground you've stood upon; it is so compelling and persuasive that you step away from the tried-and-true and embrace this notion that is brand new to you.

Because you hold both solid beliefs and are open to new ideas, you are accepting of other people and other ways of thinking and believing. You are flexible enough to listen to something new and different, or

something outside of your comfort zone; if it works for you, you'll take it in, and if not, you'll let it go. In this sense, you know who you are: you are neither closed-minded nor wildly open-minded, but walk somewhere near the middle of the intellectual road.

Negative Reactions Others May Have Toward Your Style of Thinking

Not everyone will be thrilled by your flexible, middle-of-the-road ways of thinking and believing. A few people are so taken with flights of imagination into whatever is new that they might find your commitment to long-standing values and beliefs too confining, if not too boring. Oh well; so be it. They'll just have to be in free-flight without you.

Others are content with the ideas that have served them and their culture well; they're not excited by the prospect of moving on. And some people are afraid of new ways of thinking because they are somewhat fragile; they have trouble maintaining their current worlds and don't want someone like you, for instance pushing out the edges of their intellectual cosmos. So don't be surprised if your solid values sometimes make people distrust you as an explorer, or if your flexible and open mind sometimes gets you criticized by people who walk away from the very same explorations that you find refreshing.

Positive Responses Others May Have Toward You

Many others will find you trustworthy and therefore an attractive companion on the intellectual journey. They will appreciate the combination in you of open-mindedness and a commitment to the tried-and-true. In an intellectual climate sometimes dominated by the extremes of either wild innovation or dug-in traditionalism, your moderate views and your proper acceptance of a wide range of possibilities will be a distinctive and refreshing quality. Because you join your curiosity to strong foundational ideas and beliefs and practical solutions to problems, people will trust your occasional explorations into new territories to be reliable, and not "something new for newness sake".

You are accepting of others, flexible in your own intellectual commitments, well-informed in areas that matter to you, and comfortably aware of who you are and where you stand. This combination will make you a desirable companion on the intellectual journey for many, many people.



Emotional Stability

Steady or Responsive

Introduction to Emotional Stability

We're born with the capacity to feel deeply, so it's as natural as breathing to experience a range of emotions. Fear and joy and sadness, anger and shame and disgust lie somewhere within each of us. Ah, but to what extent do we control these emotions, and to what extent do they control us? How you answer this question of how your emotions play out in your life has a great deal to do with your levels of personal satisfaction and with the character of your relationships with others. Do you manage your emotions well, keeping them in check with your thinking and your willpower, or are you someone who lets emotions have their way, giving in to the wild dance of feelings? The following paragraphs describe your emotional range in terms of being a person who is emotionally steady or someone who is responsive to whatever feelings swell up in you.

On Emotional Stability you are:

SOMETIMES STEADY, SOMETIMES RESPONSIVE

Words That Describe You:

Adaptable
Engaged
Able to Cope

Passionate
Perceptive
Flexible

Receptive
Aware
Avid

A General Description of Your Reactivity

In some ways, you've got the best of emotional worlds. When emotions rise up from inside you or are brought forth from a conversation by a friend, you know how to engage them. You deal with sadness, fear, joy, anger - whatever comes up - in ways that are perceptive and flexible. You can adapt to whatever level of emotion is appropriate to the moment. At other times, you are able to cope with your emotions in a more reserved manner. Because you are aware of what does and does not make emotional sense in a particular situation, you will decide when it is an appropriate time to express your emotions and when it would be best to keep them to yourself.

All of this gives you a rich emotional life. You are free to express your passions about certain subjects with appropriate people. But you are also emotionally adaptable; if the conversation needs to be more cerebral, you'll keep it "in your head" and talk calmly through whatever issue is on the table. This emotional awareness serves you well. You seldom get in over your head, either by opening up to the wrong person or by triggering in someone else's emotions they may not be able to deal with.

Negative Reactions Others May Have Toward You

When it comes to dealing with emotions we all meet some people with whom we don't match well. You bring a balanced approach to your emotional life. As such, those who are at the extremes are most likely to have a negative reaction to you. Those who live in their emotions may feel you tend to "live in your head" while those who go through life as an emotional rock may feel that you are a bit too "touchy feely" for their approach.

And of course it is always possible that because you do balance your emotional approach to life you may misread others - we all do at times. So there have undoubtedly been those times when you have misread cues and stayed in your head with someone who hoped for a more open emotional approach or you may have opened up emotionally with someone who keeps their emotions bottled up. But these things happen and since you do have a good balance of being in touch with your emotions and not being overly impacted by emotional swings, you undoubtedly are able to adapt.

Another potential problem is that as people get to know you well, they will discover that you have a great balance between emotional expression and emotional control. If they don't have this balance they may wind up envying you. They can't express feelings as well as you, or they are too often out of emotional control and resent you for your ability to cope so well with the very emotions that may trip them up.

Positive Responses Others May Have Toward You

Many people will be grateful to find a friend like you who can stay in control when emotions verge on chaos, but who can also go into the tangle of emotions when it is safe and appropriate to do so. Because of your ability to engage them at whatever level they are comfortable, to adapt to whatever changes in emotion emerge in the conversation, and to cope so well with all of it - well, they'll be very glad they found a person like you. You may, in fact, wind up as something of an emotional mentor. Your awareness of the emotional temperature of a situation, your ability to adapt to either heat or cold, and your ability to cope with whatever winds up happening in the conversation could be models for them to follow as they come to terms with their own emotional worlds.



Conscientiousness

Focused or Flexible

Introduction to Conscientiousness

It's a work day, breakfast is over, and you're dressed and ready. So how will you approach the tasks at hand? Some people work best with a clear schedule, a set of priorities and a due date for every step in the process. Others are, shall we say, less regimented. They approach a task with as much imagination as organization, and with a willingness to bend and modify in order to exercise some urge of creativity.

How about you? Do you walk in a straight line toward a clear goal, or are you more likely to dance your way down whatever path will get you wherever it is you're headed? The following paragraphs describe ways in which you approach the tasks life brings to you, and to what extent you are focused or flexible in how you choose to proceed.

Your approach toward your obligations is:

FLEXIBLE

Words That Describe You:

Spontaneous	Natural
Intuitive	Somewhat Disorganized
Perceptive	Unpredictable At Times

A General Description of How You Interact with Others

When there's a job to be done, like most people you want to know what the goal is and when it's to be completed. For you, that's a start. Next you want to know what the plan is to get to the goal. So you lay out a plan, or at least the major points of a plan: "Organize the kitchen sometime this spring" or "Get the project at work done as soon as possible." You don't need an in-depth specification of every little detail; in fact you prefer not to work that way. You lay out your goals, develop a general plan, and then you get things done.

You believe in intuition as well as organization. As such, you trust impulses as much as strategies and you value spontaneity as much as you do efficiency. In a word, you like to keep it flexible. When you set out to accomplish a task, you prefer to have some room to maneuver. Like an artist, you find that the best way to reach a goal is not always in a straight line. Some of the most productive times for you are the unplanned moments of inspiration and creativity that just come to you. While you do keep to a general plan, those times of pure vision and originality are what really drive you.

Some of the people who rely completely on an organized approach to getting things done may be surprised at your efficiency. But there is a definite method to your approach. With a creative flair that others may not have anticipated, the original plan gets met and there are often a few extra accomplishments along the way. Your comfort zone starts with a task and a plan but it also requires the freedom to be able to go with your instincts and impulses so that you can not just accomplish the task, you also have the option to explore something brand new along the way.

Negative Reactions Others May Have Toward You

People may have problems with your style for two reasons. First, you don't always follow the rules or go along with detailed plans, whether at work or at home. Those who need the details to stay on task just don't quite understand how you are going to get it all done. Second, while you get things done - the way you veer off course at times and use your creativity may leave others wondering what went on. Some people find all this creativity and thinking "out-of-the-box" at odds with their desire to follow a clear course. And this causes not only some confusion it may also spark some anger toward you at times. Even you would likely admit that living and working with you takes someone who is able to let you do your thing at times. If someone is really tied to a rigid approach to how things should get done, there is clearly the potential for some conflict with you.

Every workplace and home does need a modicum of reliability and a decent amount of order and organization if it is to accommodate the mix of people who work or live there. That leads to a serious question for you: Are there times when your creative, though at times unpredictable, style keeps others off balance? Are there some plans that should be sacred, some space always well organized, some charts left as designed? Are there are some things you could change that would allow those who live and work with you to feel more in control; changes that wouldn't impinge on your creative processes? If others are finding your style to be difficult to deal with you may want to consider how you can all work together most efficiently.

Positive Responses Others May Have Toward You

The truth is that your work style gets things done, often with more beauty, fun, creativity and imagination than others could ever manage. But your style is very unique to you. Flexibility is essential to your style. With your creativity and flexibility the path you take to any goal can make everyone's accomplishments more inventive and enjoyable. Bringing some extra enjoyment to people's work can be a real asset; one you may want to use more consciously.

Deep down inside there's also another truth you should consider. A lot of people wish they had some of whatever it is that you've got. They get so bogged down reading the committee notes or checking the project calendar that they seldom just cut loose and let their impulses run. They neglect their intuition to the point that it barely whispers - that is, until you come along with yours shouting out loud and remind everyone in the room that there's something to listen to besides the original plan and the orderly, organized path laid out to get there. So not only do you enhance the accomplishments of the group, you also enhance the lives of each member willing to find in themselves the spontaneity that is your trademark personal characteristic.



Extraversion

Outgoing or Reserved

Introduction to Extraversion

Some days you want to hang out by yourself, not answer the phone, and make the world go away. The next day you e-mail everyone, schedule lunch with a friend, and try to find an evening gathering to take part in. It may be the phases of the moon, or something you ate; some days are just like that. In actuality, your desire to be with others or to be alone reflects something deep in your personality. Some of us are more comfortable by ourselves or with one or two friends, while others of us crave the crowd and can't stand it when the house is empty or the phone doesn't ring. The following paragraphs describe your fundamental desires about being with other people; whether you are generally an outgoing person or more reserved, if you seek adventures with others, if you tend toward assertiveness or kindness.

When it comes to Extraversion you are:

SOMETIMES OUTGOING, SOMETIMES RESERVED

Words That Describe You:

Moderate
Amiable
Laid-back

Temperate
Relaxed
Poised

Civil
Uncommitted
Pleasant

A General Description of How You Interact with Others

Lucky you! You enjoy your own company as much as you enjoy the company of others. You are a great conversationalist and thrive in the wonderful kinds of connections you know how to have with your family and friends. You also equally enjoy your own company, whether sitting in a favorite chair with your book and soft music playing or meandering in the woods by yourself. You like coming home to your family or your roommate; but if no one is home, you find quiet, solitary time to be just as pleasurable. What a great combination to enjoy being outgoing and to be just as comfortable being reserved. Lucky you!!

Because you are so amiable and relaxed, you are comfortable with almost any group of family or friends. Whether they are pumped up and lively or calm and subdued, you remain at ease. If someone needs to take over the conversation, you are comfortable taking the lead; you can also lay back and let someone else be in charge. If the conversation gets rowdy, your moderate demeanor will often draw it down to a more temperate level. If someone in the group loses their cool, you will most likely maintain your poise, and if they get nasty you know how to keep a civil tongue.

You may find yourself out of balance on occasion. If you're alone too much, you may need to get in touch with someone. If you spend too much time with your family and friends, you may need to sneak off for a day by yourself, to putter and read and clear your head of the noise of too much conversation. When you're at your best, you live with a rhythm of time with others, time alone, time with others, time alone. It's a satisfying, comfortable balance. Lucky you!

Negative Reactions Others May Have Toward You

You may occasionally run into problems with other people. Since not everyone is as balanced as you are, close friends and family may get frustrated with you, or you with them. They may be more sociable and outgoing, and find you too laid-back and relaxed. They want conversations to be lively and passionate while you keep things amiable and civil. Or others may be more quiet and reserved than you, and when you're in one of your more animated moments they may wish you would back off. You may be ready to put more energy into a conversation than they are comfortable with.

And your balance may be a problem. Other people may be consistently more sociable or more reserved than you, and find you too hard to read, some may even say you ride the fence. Others may find themselves envious of your ability to be outgoing at times, and at other times comfortably reserved. If you pay attention to pick up these cues you will be in a better position to know how you want to interact with such folks.

Positive Responses Others May Have Toward You

Most people will truly appreciate your flexibility in social situations. They will like you for your amiable warmth and your willingness to engage, and for your ability to sit back and let others take the lead or the spotlight. They will appreciate ways in which you temper what could become intemperate moments; by remaining poised and relaxed when others' temperatures are rising, you keep things civil and sane.

You are as good at listening and following as you are at talking and leading, and people will often appreciate your ability to adapt to the situation. Because you are sometimes outgoing and sometimes reserved, you will make most people comfortable in your presence, and they will truly enjoy your company.