

The Primary Colors of Personality

Personality theory is by nature stereotyping, categorizing. Consequently it is, and might always be, more accurate in describing groups of people and (at best) most individuals than every single individual. If the system is good, those that don't fit the system's types will fit between one or more types, so you will at least be able to infer a description. Understanding this the reader can be more objective in approaching personality systems and reading personality descriptions, realistic that not everything will fit and that the misses don't bring down the overall usefulness of even the best system.

The history of documented personality theory dates back to the Greeks where Aristotle classified personality into 4 divisions. Since then countless other theories have been posited, many intentionally or unintentionally borrowing from previous attempts or covering similar territory. So if you study the history of personality theories you will find a relatively large amount of overlap between theories. The most consistent theme in this history might be the relative uselessness of most of the systems so I won't spend much time on them.

For most of that time personality theorists were operating more or less unempirically. They were drawing maps of personality based on hunches, personal observations, and guesses not based on large-scale empirical data. Just as Freud erred in some of his ideas based on the fact that he worked with such a narrow set of patients (wealthy neurotics, many of whom were women), many early personality theorists often were operating from even smaller sample sets. Now if you have ever seen ancient maps, with Europe occupying most of the globe, you know how wildly inaccurate they can be. The inaccuracy of these maps reflects a shortage of objective data. If I call one hundred people at random that were at an event, I would likely get a clearer picture than if I called ten or just relied on my own observation.

Some people are more perceptive than others. However, if you research the more intelligent people through history, you will find them to be more speculative and self-doubting by nature than the average person. So if the best and the brightest intellectually doubt themselves most, one must approach anyone with certain stances based on little data as cognitively deficient. In so far as a cognitively deficient person might work on a plane you ride on, an energy plant you live near, or a car you drive, an unscientific nature can impact your well being considerably. Do a search on the Internet for optical illusions to get a sense of how inaccurate internal perception can be, and why external empirical checks are essential in evading or at least minimizing self-delusion.

The history of astronomy reflects similar patterns of inaccurate theories based on little empirical evidence. As much as everyone wants to think they can be right based solely on internal cognition, whether out of laziness or sense of importance, it's just impossible. The more complex the question, the more ridiculous it is to assume blind accuracy. Astronomy became more accurate after empirical observations and the scientific method became the foundation.

Statistics (the collection and analysis of data) drive accurate personality models. Statistics is best seen as the most effective current known method to obtain a larger, more unbiased, picture of reality than personal experience can conjure. This does not preclude the remote possibility that someone can come up with a personality theory based solely on intuition. However, if that theory can't be proven scientifically, i.e. with empirical evidence, then it remains questionable at best.

The advent of scientific personality theory is the Big Five. The Big Five reflects a common pattern of five independent personality elements found by numerous personality researchers over the last fifty years when scientifically looking at data from personality self-descriptions and peer descriptions in multiple cultures. There is some level of disagreement about how best to label/describe these five elements but there is less disagreement about their existence. A few researchers think there might be more than five main personality components, a few think the number is smaller, but the majority of research favors a five-element model. The point of this text is not to say that a five-element model is the perfect personality model. The point is that it is the best model thus far in the history of personality theory and that it is a scientifically credible model. Thus, if you want to learn a model to better explain/understand your self and others, this is the best model at present to learn.

The best way to understand these five elements is to consider them the primary colors of personality. Just as one can produce millions of colors with just red, green, and blue, different combos of the five primary personality elements can explain millions of different personalities. With five dimensions it's difficult to impossible to give descriptions of every combination. If you rated each person as high, med, or low on each dimension that would yield 256 possible types. The fact that some people might have one element they prefer over the other four adds still another level of description.

As complex as describing personality can become, the important thing to understand is that the foundation of that complexity appears to be five easy to grasp elements - Extroversion, Orderliness, Emotional Stability, Accommodation, and Intellectual Curiosity. Understanding those elements will grant you greater access to understanding other people and yourself. Few people can accurately discern how much red, green, and blue are in the endless color combinations they might encounter in life, but they probably have a rough sense. If they understand color theory, then they have an even better sense. I think learning the five elements of personality will yield a similar sense of people which will enhance one's experience and understanding of life. It also provides a clear language to discuss personality.

In my own research I have attempted to create a more coherent version of this model to avoid the confusion and obfuscation that tends to afflict personality theories. This will be referred to as the Global 5 model, global because these personality elements are cross-cultural. The structure of the Global 5 model will feature two personality types or archetypes per element (10 personality archetypes total). Each type will represent the opposite ends of the spectrum for each element. For instance Element 1 (Extroversion)

contains the Social type and the Reserved type. The order of the elements will reflect their significance in the research record and my own research. For instance, Element 1, commonly described as Extroversion is the most statistically significant/influential personality element. More descriptive adjectives correlate to Extroversion than to the other five personality elements.

Personality Changeability

A big topic in personality theory is whether personality changes. At least based on personality research, there is a lot of change from infancy to age thirty at least in the measurable expression of personality. Age thirty seems to be the bottom of the ramp of measured personality flexibility for most, and the closer you are to thirty the less change there is. Those thirty and over tend to have a correlation between personality inventories of about ninety percent from year to year. Teenagers are more in the range of 50%. By the age of 30, most people are supporting themselves and on consistent career paths, both of which would seem to contribute to personality stability. The lack of change after thirty may mean that the changes while younger were superficial; to fit into a more diverse environment where one had less autonomy. Or it could reflect reduced mental flexibility. There is research to support the latter, but both could be true.

Gender

Most personality researchers agree that there are far greater differences between individuals regardless of gender than between men and women. I have encountered similar findings. The differences between men and women as groups are comparable to the differences between an orange and a tangerine whereas the differences between any random two individuals are on the level of different types of fruit entirely. To put the differences in numbers, one of the biggest differences I have found on a personality item between the average women and the average man is 46% on the item "I love science fiction". "I cry easily" had a difference of 36% between men and women. However, if you take the five global personality elements and divide everyone into 32 possible type combos, you find differences as high as 150-200% between types on some items.

The biggest differences between men and women are found in the extreme stereotyped versions of males and females, the fashion queen vs. the mechanic. However, most men and women are nothing like those stereotypes. In so far as those stereotypes might reflect extreme levels of the chemical differences between men and women, they may not be entirely worthless stereotypes. But they should be viewed with the perspective that they don't apply to many individuals and they might not be all that accurate. Thus, there are some notable differences between men and women on some items, but the differences overall are not as great as the differences between individuals in general.

Genetics

I would like to believe genetics play less of a role. However, if you read the research (or less scientifically observe yourself and others in time) genetics is far more predictive of how people turn out than individual will or environmental quality. Exceptions exist (and speak to potentials all humans have), but genetics remain at this present evolutionary stage the most significant predictive variable in intelligence and personality.

Sociopathic behavior seems to be one of the few demonstrated traits that show some environmental influences, but even then genetics plays a larger roll. The pop culture view, which stresses environment, has resulted in lots of people from unstable backgrounds blaming their environment. Logically, you would have to then believe that their parents were also victims of their environment, creating an absurd loop of blameless dysfunction.

The reality based on present research is, even if you were adopted out, you would not end up much different. In Minnesota two identical twins were adopted into different families, both grew up to be fire chiefs, only meeting later in life after they were both fire chiefs. I think individual internal will (ideally supplemented with knowledge of superior behavioral options) seems to be the only potential tool to change genetic tendencies so the focus on other people as the source of problems is a futile path of attention. (A greater emphasis and investment in scientific research would help distinguish optimal behavioral patterns.)

If you are an emotionally stable person and you want to destabilize your life and/or create unstable children, find yourself an emotionally unstable partner because the odds of that happening are far more likely than you stabilizing them and/or having stable children. Keep in mind, based on the statistics, the average male should expect and accept marginally less Emotional Stability from the average female. Beyond that, people get older, slower, and duller as the years progress but most people don't change much personality wise from the age of thirty on (and any changes before that might be superficial and non lasting).

Interplay of Personality Elements

This text will familiarize you with the five-element map which most, if not all, personality traits fall into. Just as the key to mastering color theory is understanding how colors mix, one must understand personality in the context of the mix of elements. Knowing only one or just a few elements tells you only so much about the person as a whole, and not having a good understanding of how the elements mix also limits your understanding of others. Even knowing four element scores of a person will not allow you to predict the fifth. The amount of combinations is endless so the burden of an advanced understanding will be on each individual to some degree, no book could ever adequately cover every possible element combo (although some personality systems claim to do as much).

Global 3 + 2

One of the grandfathers of personality theory and intelligence testing, Hans Eysenck, posited that there were only three main personality elements: Extroversion, Neuroticism, and Psychoticism. They correlate most strongly with Extroversion, Emotional Stability, and Orderliness in the Global 5. While the academic research results better support a five-element model, I have found that three of the five elements seem to be more robust. These three are, interesting enough, Extroversion, Emotional Stability, and Orderliness. I speculate that these three traits are intra-physiological or objective traits, which means they have to do with the individual physiology of each person. In the future, I predict these traits will be able to be reliably measured with physiological tests (in humans and animals). There are already positive research results on that front.

The other two traits as far as measurement of them goes (Accommodation and Intellectual Curiosity) are, I think, more extra-physiological or relative. Their measurement has more to do with your level of Accommodation and Intellectual Curiosity relative to others. The most intellectual, curious, philosophical primitive man would not rate very high relative to a modern human on the Intellectual Curiosity element.

Global 5 - General Overview

Element 1 (Extroversion)

Social Personality Type

Reserved Personality Type

Personality Element 1 exists in one form or another in almost every personality system since Aristotle. The heart of Extroversion is living out loud and socially vs. living quietly and more reclusively. A high social element increases social activity and verbal interaction; a low social element decreases it. There are quiet people who wish they were more outgoing, but that will reveal itself on the other elements. All the social element tells you are things like: whether a person is at ease striking up conversation with anyone, whether they are more likely to go to a party than spend the night alone, and whether they are likely to share private things about themselves easily. The pure social element just measures whether someone is more social and outgoing or more quiet and reserved.

Social types have an advantage in society obviously but in a changing world they are less likely to be as progressive as some Reserved types because new ideas can make one socially unwelcome. Group dynamics tend to revolve around mirroring group values and ideas, and Reserved types are therefore better able to explore new ideas. Also, historically, the exploration of new ideas can be solitary work, which Social types desist and Reserved types prefer.

Element 2 - Emotional Stability

Limbic Personality Type

Calm Personality Type

The second most significant personality element is most commonly known as Emotional Stability. This element is closely tied to the limbic system, which is the primitive part of the brain governing instinct and emotion. While there seems to be a fairly equal amount of people on each side of the dividing line, most on the emotionally unstable end crave stability. A small amount of Limbic types consciously seem to cultivate their instability as a survival mechanism, comfortable playing the victim to be pitied, saved, rescued, etc.. A larger number of Limbic types may be operating like this without entirely knowing it. But I think most Limbic types are just genetically born more volatile and they don't know how to become stable or are so overwhelmed that even if there was a solution to their instability, they might not be receptive to it.

Calm types are able to manage internal or external stress without becoming emotionally and intellectually compromised. They are more optimistic; they fight through adversity. Calm types tend to have level emotions. Limbic types are more pessimistic, easily unsettled, upset, worried, and fear prone. They are more likely to cave to adversity. The temperamental boss, the quiet depressive, the paranoid schizophrenic all share emotional instability in common but they differ in their levels of the other four elements.

Element 3 - Orderliness

Organized Personality Type

Unstructured Personality Type

The last of the objective personality elements is orderliness. Occupying the extreme end of the Orderliness element is the neat freak, on the opposite end lays the slob. This is the personality element that inspired many fictional characters, the Odd Couple, the partners is the film and TV show Dragnet, as well as the main character in the recent TV serious Monk.

This element seems to be heavily influenced by brain hemispheric preference. The right and left-brains in humans have two entirely different processing methods. The right brain is more random and intuitive whereas the left-brain is more specific and logical. A right brain dominant person tends to miss the details and a left-brain dominant person tends to miss the big picture. The need of Organized types to keep everything organized can be explained by an inability to effectively sort out chaos, which a right-brained person is

more comfortable with. The tendency of Unstructured types to make little mistakes can also be explained by an inherent blindness to detail.

Element 4 - Accommodation

Accommodating Personality Type
Egocentric Personality Type

Accommodating types put others before themselves. Egocentric types attend to their own interests first. Accommodation does not equal altruism. Most Accommodating types would not be as nice to a stranger as someone close to them. While an Accommodating type is marginally more likely to be altruistic than an Egocentric, both types are essentially selfish because most human beings are. Accommodating types sacrifice themselves because they base their identity on the group, relationships, who they are bonded with. To hurt someone they identify with is like bludgeoning themselves. So they are only selfless to someone to the degree they identify with them, which is selfish to the degree they don't identify with everyone.

I suspect the degree of Accommodation in society may have some relationship to the level of tyranny in a society's political system. If everyone was an Egocentric you certainly could not run an effective dictatorship. The abused spouse is another example of Accommodation gone wrong. I think this is the least accurately understood personality element as most people think Egocentrism is far worse than Accommodation. Conveniently, most people score higher on Accommodation. Extreme Egocentrism leads to a Mad Max kind of world, which is hardly the ideal either. I tend to think both are equally misguided, the ideal being the middle in this element.

Element 5 – Intellectual Curiosity

Non-curious Personality Type
Inquisitive Personality Type

The Intellectual Curiosity element covers the spectrum from devotion to knowledge seeking to being completely intellectually disinterested. Inquisitive types live to know more; the current ideas and knowledge are never enough to satiate them. Non-curious types are less probing if not resistant to new ideas. They are more averse to change, as that requires mental alterations. Few would admit to being non-curious so this is another trait where self-deception is common. The extreme low end of this element would probably be someone who has brain damage in areas devoted to complex thought.

The Intellectual Curiosity element more than any other element has driven human civilization. It is the head that has taken man from knuckle dragging cave dweller to

present technological modernity, and it continues to direct the path to the future increasing quality and length of life. Yet, of the ten sub types, fewer people score as the Inquisitive personality type by far. Nevertheless, I speculate there are more inquisitive types today than one hundred or a thousand years ago. I think the numbers are tied to cognitive evolution, if/as it progresses so will the numbers of Inquisitive types. Non-curious types are not necessarily unintelligent (though some certainly), they just are not interested in cultivating their minds.

Global 5 – A Closer Look

Element 1 - The Social Element

Social Personality Type

General Patterns

Social types feel more comfortable around others. They feel more alive in groups and crowds, the larger the event, the more social energy, the more attention, the better. They also tend to be very talkative. It is hard for them to not talk if people are around, even if they are strangers. On the extreme end they are loud mouths or chatterboxes.

Social types assume that people (all people) like them or will like them. This explains their ease at striking up conversation with anyone and general comfort around others. Of course it could also be an internal rationalization to support their need for social interaction. In any case, the downside of this is if you don't like a Social type, they could possibly take this personally as you are damaging their internal self-image (an internal self-image that happens to be based more on the external world).

Thus Social types are more grounded in the external. They believe that the most interesting things happen externally. The external orientation of Social types causes them to be more superficial, materialistic, competitive, and image conscious. Social types value popularity because it gratifies their externally based self-esteem and ensures the access to social interaction that they crave.

Social types tend to be more impulsive and high energy. They can be prone to acting before thinking. They gravitate towards leadership. Their ease around others and desire to be found attractive makes politics very appealing. External markers of distinction can really mean something to them. Their external orientation contributes to a chameleon nature, allowing them to alter who they are to fit in.

The external and interactive nature of Social types makes them inherently more sexual. Female Social types tend to be very into make up and dressing in tight fitting clothing

(whoring it up if you will). Male Social types are also more likely to be preoccupied by physique. Social types dominate the bodybuilding scene. The pageant circuit is a haven for female Social types.

Social types tend to have lots of friends but fewer close friends. This is generally because their external orientation makes them less developed and sure of who they are internally, so there really is not as much of a coherent self to get close to. I think whether or not Social types are dependent on the energy drawn from being around others. Thus, the less of a group atmosphere there is, the more they feel apart from their identity. Being in a one on one setting for a Social type can be uncomfortable and under-stimulating because they are isolated from their main power source, the group.

The traditional definition of extroverts is people who get recharged being around others. Interestingly, research on heart patients has shown the lack of social interaction to be a mortality predictor in extroverts but not in introverts. So social interaction seems to be something that Social types need to be physically healthy. I think all humans, to some extent, including introverts are dependent on social stimulation. However, Social types stand out because they are more extreme in their social needs. In the future, I think there will be a better understanding that social interaction is most people's main form of cardiac exercise/stimulation (including reserved types). That is why extroverts and even many introverts are profoundly averse to long term isolation. To become more isolated and not replace that lost stimulation with physical exercise, results in real physical degeneration. I personally think it's better to be dependent on physical exercise than social interaction, because the former involves more freedom and autonomy. Nonetheless, humans are predisposed to the latter. There is nothing wrong with non-dependent social interaction, but I think social dependence is at the heart of many human problems.

I questioned high scoring Social types about the advantages and disadvantages of being extroverted as well as what they thought of introverts, these are some of their responses:

“I think it is almost always best in our society, to behave as an extrovert. Our society just rewards this kind of behavior. So in that respect being an extrovert has some practical advantages, like being able to ask for a raise on the job, negotiate a better deal on a new car etc. However, if an extrovert never takes the time to do a little introspection and contemplate themselves as individuals it can be very easy for them to just go through life playing roles and emulating the expectations of others.”

“Sometimes I wish that I could be satisfied hanging out with only one person at a party and not worry about all the other people I could talk to.”

“I think people who are less extroverted are less happy with themselves. I think that extroverts are people who are happy with themselves and their life.”

“The advantages of high extroversion is that I really feel I have a lot more friends because I relate to people by talking to them. When one has more friends, higher self-esteem is apparent and a positive outlook on life can be expressed. The disadvantages of extroversion is probably being too friendly with people and especially guys get the wrong impression that I'm ‘coming on to them’ or I have a bad habit of inadvertently flirting with people. I really don't think I could change because I often find myself speaking to everyone without thinking about it.”

“My main motivation in life is being ‘popular’ and well liked.”

“I feel sorry for people with low extroversion because I feel that they are missing out on knowledge and friendships they may have gained by being extroverted.”

“It's easy to make friends, but I have a tendency to get on peoples nerves. I've tried to be more reserved around people I know I irritate, but it never seems to work out.”

“I think there are mainly advantages to being extroverted, and very few disadvantages. I have no problem talking to people that I don't know, or voicing my opinions. I tend to get what I want a lot. Life is much more fun when you're extroverted! I used to get in trouble in school when I was younger because I talked all the time, but now I've learned to control it. Occasionally, I will say something rude about someone and they will find out... I tend to not be able to keep my mouth shut. But still, the advantages of being outgoing definitely outweigh the disadvantages, and I would never change the fact that I'm extroverted.”

“Well this might sound rude, but for the most part, I don't really like shy people. I just don't understand them! I don't know how they can make it through this world by being shy. If I try to talk to people and they don't talk back much, I take it as them being rude, even if they are just shy. It doesn't hurt to be extroverted, so I don't understand why everyone isn't.”

“Advantages would be friendliness, assertiveness, outgoingness, etc. Disadvantages would be not being very subtle, overly trusting, easily hurt because of being very dependant on others, etc. No, I wouldn't change my extroversion. I enjoy feeling completely comfortable with people and since most of life involves spending time with people it's useful not to have to spend an excessive amount of time alone.”

“Honestly, I have yet to see a down side to it. Sure some people are intimidated by me at first and think I take up too much space, but that usually changes as soon as they get to know me. Until then and those that don't come to like me are usually extroverts with low self esteem or seem to be slightly envious. The later I do understand because Yes, on the surface being outgoing, sociable and easily making new contacts does seem to make your life easier. However knowing a lot of people is not always the same as having a lot of friends.”

”As for the part ‘at the expense too often of developing your own individual interests and

internally based identity.' I have luckily escaped that fate by simply being genuinely interested in what people have to say. There is no better way of learning than by talking to someone who is passionate about that subject."

"Would I change it or could I? Well, I could always try to be a bit more quiet and reserved. Truly change? No! Pretend? Probably. But in the long run it would make me extremely unhappy. I need the energy of being center stage and having people around me."

"They (introverts) are so much harder to get to know and even if I usually understand them they often have a harder time understanding me. As friends they are great as we seem to level each other a bit, they have a calming effect on me and I get them to open up and dare to be seen. However I have found that when it comes to love and romance that kind of person bores me."

Reserved Personality Type

Reserved types (also known as introverts) prefer less interaction and more alone time compare to Social types. They are more likely to fear getting involved with others. They would rather observe than interact. Privacy is important to them. They describe themselves as more cerebral, shy, less sexual and physical than average. They are more likely to have a small number of close friends than numerous acquaintances. Reserved types think that more interesting things happen internally.

Reserved types tend to dress more modestly or neutrally because they do not like to attract a lot of attention. They are more likely to describe themselves as having been a nerd when younger, especially if they scored high on Intellect. Reserved types are more likely to think they are unattractive to others. This may be for physical reasons or intellectual ones. The reasons for being an outsider are many.

Traditionally, introversion is associated with being able to get recharged by being alone. I think, though, for most introverts that description is misleading. I think even introverts (most of them at least) are dependent on human connection/interaction, however they are more likely to be overwhelmed than extroverts by higher levels of interaction. For the Social type, the more the better, for the reserved type, a lower level is preferred. Since maintaining a lower level is not usually possible, getting away from others entirely becomes a method to achieve balance, to create a lower average level of stimulation.

I think Reserved types are also more likely to have different reasons for their introversion whereas Social types are more similar in their reasons for being outgoing. So even more than with Social types, you really need to understand how a reserved type scores on the other elements to understand why they are quiet. I think this is because Social types are more likely to identify with (and be like) others compared to reserved types. Reserved types tend to feel more like outsiders (and many probably are), and there can be countless

reasons for that. Some may feel inferior to most people (their introversion is about shame); others may feel superior (their introversion is about elitism).

While some Reserved types bemoan their outsider status others are very comfortable with it. This puts more intellectual Reserved types at a distinct advantage to Social types in exploring new ideas which might reduce one's social popularity. Their preference for solitary activity puts them at a distinct advantage in front of a computer or a lab set developing innovations.

The down side for Reserved types is missing out on worthwhile connections with others (especially other Reserved types) because they might hold back too much and say too little. In so far as social interaction seems to be one of the primary stimulants (as most people are too lazy to get aerobic exercise), Reserved types are more likely than Social types to be depressed. So if there is one thing Reserved types should be on guard against it is being too quiet/withholding with those they care about.

I asked those who scored low on extroversion about the advantages and disadvantages of being reserved as well as what they thought of extroverts, these are some of their responses:

"I scored low because I tend to not trust people. I grew up in a family where everyone seemed like one big happy family, but where, in reality, everyone was out to get everyone else."

"Advantages: I don't get myself in a lot of trouble; likewise, I can get myself out of a lot of trouble (because people don't expect things from me); I don't always have to rely on others; I get to sit back and watch people and study their personalities. Disadvantages: It hurts friends sometimes to think I don't trust them because I don't talk; it's more difficult to make friends; it grows on you- and you can't get rid of it later."

"I would definitely like to be more extroverted."

"I believe people of high extroversion to be interesting. Extroverted people who are friendly are easy to make friends with. Good or bad, highly extroverted people seem to have a lot of friends."

"Benefits: better understanding of other people, the situation. more at peace with yourself. able to be independent.

Costs: sometimes I have to work myself into the right mood... to get out there and make friends, to make a presentation."

"Everyone always thinks there's something wrong with me. They think that I'm depressed or not feeling well when I'm usually happy and feeling great. My parents (and my sister) are constantly telling me that I need to not be so shy and are always getting

mad at me whenever I don't talk that much to someone. I do wish that people would understand that it's just the way I am and that I do try to be more open, but it is very hard for me. I have a lot of trouble making friends because of this. However, being quiet and on my own a lot gives me a lot of time to think about many different things. I love exploring new ideas and how things might work in the world. I've become an observer over the years.”

“There are MANY disadvantages. Many people believe that I might think that I'm superior to everyone else. Many people refuse to speak with me and it is very hard to make friends. I haven't come across any advantages yet but I really hope I do. I would give anything to change this about myself but I've tried therapy and medicine and it only seemed to make it worse.”

“I think people with a high extroversion don't really understand those with low extroversion. They don't know why we are so reserved and they think it's some type of insult. I don't have a problem with people who talk a lot. I actually think that it helps me to loosen up and try and have a conversation.”

“I admire people who have high extroversion. They are lucky that they have the self-esteem to show themselves without thinking about themselves or being hurt. I just couldn't do that because I'm constantly thinking about everything, and am too self-conscious to do anything like that.”

“People with high extroversion get what they want or so it seems. Their nature is to act first and go for it usually without thinking and sometimes it works out for the best.”

“I can change at will... my job (military) requires me to be extroverted pretty much all day long, and I do this with no problems, but I can't wait 'till the end of the day to recharge away from others. Advantages? I can be the "gray man", doing my job quietly under the radar. Disadvantages? People mistake introversion with shyness or even incompetence, and large social gatherings are painful.”

“One of the disadvantages of low Extroversion would be that you might get passed by for opportunities because people do not notice you. Also people do not know what to expect from you and may not give you a chance, either because their expectations of you are too low or because they are not sure and would rather go with someone they know better.”

“The advantages are that I am a relatively good listener and don't always have to have something to say. Also only the people that I know well, know me well or know anything about me. The disadvantages are it is hard to make friends and fit in a group. I don't think I could change this without a lot of struggle because people just make me too nervous.”

“Advantages: I hear everything. I know things other people just don't because they were too busy talking to listen. I think talking is overrated. People should listen- they'll learn more. Disadvantages: It's harder to meet people. Some people think I'm stuck-up or absent-minded. But, Advantage: The friends I make are always absolutely friends for life.

I might make myself a LITTLE more talkative, but I'm well adjusted to this as it is, so it's all good. But like last night I went out with a guy and really didn't talk. I like him, so I hope me being quiet didn't put him off and that is the ONLY thing I'm worried about with that.”

“People who have High Extroversion are usually very annoying. They talk too damn much and usually about nothing. Most seem completely unable to read body language or catch subtle hints about anything. They don't listen. Very few people can really pull off High Extroversion and not be horrible about it so that I don't want to be around them anymore.”

Element 2 (Emotional Stability)

Calm Personality Type

General Patterns

Calm types are not easily frazzled. They may seem or actually have less emotion but that does not define this type. What defines Calm types is the ability to manage emotions. You can be full of emotions and still be a Calm type. The Calm type is just not ruled by their emotions. This element has gender differences. Women score about twenty percent lower on emotional stability.

Calm types recover quickly from setbacks in life; they are by nature optimistic and confident. They rarely lose their temper, remaining calm even when there is a crisis. Calm types report making more money and higher levels of physical security. They are less likely to suffer from depression, phobias, anxiety, or personality disorders. They also report getting sick less often than other types.

I think Emotional Stability is strongly influenced by physical fitness, as people who report that they exercise regularly tend to be more emotionally stable than those who don't. Research shows Emotional Stability gets lower as we age. Since fitness lowers with age, this would explain that. Lowered fitness may also explain part of gender gap, as women traditionally are not as physically active as men.

Some who score really high on Emotional Stability may have issues with irrational contentment. If you are cool with everything internally, you might have less motivation to fix problems and make the world better (so that is something to look out for).

I asked those who scored high on Emotional Stability about the advantages and disadvantages of being calm as well as what they thought of Limbic types, these are some of their responses:

“The biggest advantage is that I think things through and don't react immediately. “

“Emotional stability is an enormous advantage. I can think things through, I can listen to others, and although I have a huge range of emotions, I'm very responsive to advice and help, and also to my own inner voice which tells me that nothing can ever be worse than what I've survived. I take great joy in life, and my main motivation is to find even more joy, happiness and fun - and love, which I think is the best thing to give and to receive. The key is to actually like yourself, and I genuinely do.”

“Some advantages would be that when everyone else is getting ready for disappointment and let-down I'm always holding out for the best and trying to keep everyone else's hopes high. A disadvantage is that sometimes I keep on holding out till that last second, and well hey, LET-DOWN. If I'd expect the worst all the time, maybe I'd be happier when things panned-out well.”

“You can generally see to the root of a dispute more easily because emotions don't get in the way and are able to see both sides of a problem, but it is often hard to commit to something because you can see the other sides story and reasons in addition to the fact that it can become harder to express your emotions because you are unused to them.”

“I think they (Limbic types) are people that tend to overreact in certain situations and are usually people that are hard to get along with. Probably not people you want as long term friends because something will set them off at some point in a relationship.”

“I think people with low Emotional Stability aren't bad people I just don't think that they are living very well. If they are always afraid of the worst, always double checking their route and never having any faith in people then they tend to get judgmental and bitter about people in general. The whole 'better safe than sorry' mindset just makes people scared and if you always give into your fear than it eventually paralyzes you and makes it so you can't see things for their true beauty; all you see is the worst.”

“Don't care! Don't believe in stress, etc. I believe people who get stressed do so because they're incompetent, or they're lying so they can get time off on full pay because they're lazy (same thing really).”

“They (Limbic types) need to open their eyes and get out and have some fun. A lot of things don't matter.”

“I have met a few people like that (Limbic) and I have no patience for them. For example a friend of mine, who was always whining to my about her life, she made the smallest

things sound like a catastrophe. She never noted that I might have been feeling kind of bad too; it was always about her.”

“Advantages? Things don't bother me like they do others. I don't hold grudges, and I expect that people are doing the best that they can and I don't get worked up over others' failings. Disadvantages? I have a hard time really getting upset when I probably need to - - while I'm not a doormat, I can see that the ability to really explode when things are wrong, wrong, wrong could be useful...”

“People who are emotionally unstable get blown away by their feelings and react in an irrational manner at times. They fail to see panic wastes time. They fail to see security is only an illusion. They do not understand it is pointless to worry about the future because every moment in their present thus spent is shaping their future. Of course they may have a better share of fun and enjoyment than me but then they are deprived of the bliss of neutralization.”

“People with low emotional stability are weak and lose control of not only their rational ability when put to the test but they cannot even follow their emotional intuition. In flight or fight they simply just fly, but the fact is, it's like trying to fly away inside a cage. They're not going anywhere, they're just freaking out!”

“People who have low emotional stability can train themselves into calmness and acceptance without losing 'edge' when and if they need it. If they don't, they're at great risk of missing out on what life has to offer, and of dying young, or losing their hippocampus through the lifelong effects of cortisol - the fear hormone.”

“I always wonder if they're (Limbic types) going to die young because everything is a crisis to them.”

Limbic Personality Type

General Patterns

Limbic types can feel like they are sinking, that the world is caving in on them. They are more likely to be anxious, fearful, paranoid, phobic, and depressed. They don't necessarily make this known to others, especially if they are introverted. If they are extroverted, you are more likely to know it (and you might wish they were introverted). Not only are they more prone to be basket cases emotionally or rage-aholics, even when things are great their moods can quickly shift to gloom, worry, or anger.

Most personality disorders as defined by the American Psychiatric Association correlate with emotional instability. You would likely have to score fairly low to fall into the range where you likely would be diagnosed with a personality disorder (and the personality disorder classification system is far from perfect or objective), but the lower

you score on emotional stability the closer you are to some of those disorder classifications.

Limbic types on average are less successful in careers since they get frustrated and give up when a Calm type would persevere. However, highly intelligent Limbic types can accomplish great things, just in a less steady manner, and it's less likely to make them any happier.

I think the best solution for Limbic types is regular aerobic exercise, like running or any leg-centric exercise, which raises the heart rate for an extended period of time. A higher resting heart rate is generally associated with higher limbic system reactivity; so increasing cardiac fitness would lower that reactivity. But if one is unwilling to exercise, I think medication is better than doing nothing as it serves as a controlled long-term way to raise heart rate, but it tends to not be as effective in the long term.

I asked those who scored low on Emotional Stability about the advantages and disadvantages of being Limbic as well as what they thought of Calm types, these are some of their responses:

“I have nearly lost my husband because of it and I truly have tried to change for what seems to be forever but it just wont go away. I know when I'm acting stupid and its very embarrassing but I cant stop it coming out event though my brain is sitting there going 'what the'.”

“I often dislike them (Calm types) even though I have no logical reason why! I consider them to be arrogant I guess but deep down I know there is nothing wrong with them.”

“The advantages - Being lonely and insecure make me analyze life more than what others do. Loneliness makes you wonder why you should bother to continue on in life. The greatest hope I can possibly see is a hope for heaven. Life doesn't mean much any other way. I don't know if that's an advantage, to see it in a way no one else does.”

“Motivated for what-- College, Retirement, Marriage, Divorce, Death? What's these other people's problem, can't they see it, how worthless any effort or motivation is? Everyone wants to strive for love and happiness, and pleasure. Why do you think so many people do drugs? Those who do find pleasure realize that reality itself offers no pleasure; therefore they turn to drugs to gain that pleasure that is nonexistent. Look at the divorce rate, everyone is sick of each other. All my life I've been told, people are generally good, set goals for your self, strive to be something in life, happiness is just around the corner. Nothing can be further from the truth. Now I'm trapped in this mindset to have to strive for something. If I was originally taught to strive for nothing, I would be worried about nothing. I would have no expectations to gain something. I would never have been let down. I suffer because of what the world has taught me to live for. “

“I envy them (Calm types) a ton. I have a friend who is always so happy and content and confident. I really hate him sometimes for that. I wish I could be that, since it would solve a lot of problems in my life.”

“Having low emotional stability is one of the biggest roadblocks in my life. I am too scared to do anything around people, especially people I don't know in a situation where I don't particularly know what is going on or how to react. I have very few friends; never more than 2 at a time. I have never had the courage to get a date EVER. (I'm 19 so that is very depressing sometimes). I tend to freak out in unpredictable situations so I do really stupid things that I regret a ton later. Getting away from my mom though has really helped me in that area. I feel like I can be myself more than I did when I lived with her.”

“An Advantage would be that I look good because I am consciously aware of my appearance. Disadvantages would be hurting myself to help myself. I think my self-esteem is rising by always driving myself crazy by worrying. I would like to change it, but it works for me and the way I live, so I don't mind being this way for the most part.”

“I think those people (Calm types) are strong and can really survive in the world and won't be knocked down. Jealousy kicks in then; I wish I had what they have sometimes.”

“The disadvantages are that I'm kept indoors because of my worrying, and the stress that comes with it. It never ends. I would change it for anything and I don't see any advantages.”

“The advantage is it allows me to be able to read other peoples emotions extremely well. Disadvantage is various anxiety disorders, and being traumatized easily.”

“Disadvantages: I am always worried, never can just 'chill.' Something is always on my mind, whether it is about me or someone else, I want to fix it. I'm very dependent on others, such as the friends in my life, for happiness.

Advantages: Being close with my friends is probably an advantage, because I surround myself with people that make me comfortable with myself.”

Element 3 (Orderliness)

Organized Personality Type

General Patterns

Organized types are left-brain dominant, detail oriented stiff (at the extreme), think Martha Stewart, Ralph Nader, or Spock. You would not want to party with them but they would make a great office manager or a person to bail you out of jail on time. Organized types thrive on structure. They are devout list makers and tend to follow the rules by nature (so they might hold getting thrown in jail against you). They work hard,

embrace responsibility, and prefer predictability. They value punctuality in themselves and others.

Organized types favor discipline and law an order, they prefer to be in organizations with a clearly defined chain of command. I think modern civilization likely has a left-brain bias. More people are willing to admit to being clean than messy. Structure and organization seem to be more common and respected than chaos and disorganization. Conservative is considered a more positive world than liberal.

Organized religion and Organized types tend to have an attraction to each other. Those into orthodox/traditional or regimented religions tend to score higher on orderliness.

Their planning orientation works well when things go as expected but people who over plan tend to be weak at improvisation and flexibility. Although the more cerebral Organized types can have multiple backup plans which can increase their response capability when plan a fails, as life is to some degree unpredictable and changing, you can't create backup plans for every scenario.

Organized types are able to focus their resources and accomplish goals, but they are not good at abandoning a goal that is not longer beneficial to them. The focus on planning and staying to the plan, keeps them from observing and pursuing better alternatives that develop in this constantly changing world.

I asked those who scored high on Orderliness about the advantages and disadvantages of being organized as well as what they thought of Unstructured types, these are some of their responses:

“My advantage is that I do meet ALL my deadlines. I set myself personal deadlines and usually meet them at earlier than anticipated. The disadvantage is that I can get stressed out if things are not going according to plan. I then tend to put in more hours at work for example to meet the deadlines.”

“I live with him (an Unstructured type). I don't mind as I think it calms me down. He is the yang to my yin. I have learnt that [after 10 years of marriage] I can live with some amount of chaos and I like that. He is not all that chaotic and I believe that we meet each other half way now which is great.”

“The advantage is that it always looks like you have everything together, but the main disadvantage is the constant maintenance which causes much stress for the person involved.”

“People with low orderliness could have many different reasons for this, but my gut reaction would be that they are irresponsible and are ungrateful for their possessions.”

“The advantages are pretty limitless, I think it's certainly impressive on a career front and at home it's an easy way to keep life organized. I wouldn't change it for the world, I only truly consider myself flexible when it comes to friends (but I manage to do what I have to do before going out anyways).”

“The advantages of being a neat freak are, by far, knowing where everything is, I hate looking for stuff. I can't really see many disadvantages in being organized maybe the name calling because you are always the one with tissues in your purse and also you are the one who people call when they loose all control of their own mess and then they usually call you mom or Monica.”

“Lets just say I don't want to live with them (unstructured types) but they can and are my friends.”

“Advantage; things go smoother, life flows better. Disadvantage; I become impatient in non-orderly environment.”

“They (unstructured types) make me nervous, I want to shake them up, let them see how much simpler life is with order in it.”

“Advantages of orderliness: I tend to be more practical and logical than my peers. The trait also builds a sense of urgency and priority.”

”Disadvantages: As a result of the orderliness, I have noticed some obsessive-compulsive behavior, nothing too serious. Of course, I can never work in an environment that is messy. I would have to clean it up first and then complete whatever task I had to get done.”

“People with a low sense of orderliness have a low sense of priority and/or prioritizing and a short attention span.”

“Advantages are getting things done right the first time and getting them done effectively and on time. Disadvantages for me would be my lack of spontaneity and inability at times to deal with people who aren't orderly. I find myself getting easily frustrated when I am making plans with someone or working with someone who cannot get organized. No I would not change this about myself because it works for me, but I would like to be more spontaneous at times.”

“As for people with low orderliness I admire their ability to live their life the way they do, because I know I couldn't do it. And I don't want to work closely with them, or have an intimate relationship because I know it would be difficult.”

“The advantages are that I am always on time and I usually over excel, but the disadvantages are that I am very anal, I have to in bed by a certain time or in the morning,

I tell myself that I cannot function. I also have to have everything a certain way or I get extremely upset.”

“I enjoy being organized. It gives me a great sense of purpose and fulfillment. However, I would like to be more spontaneous and carefree.”

“I find I am sometimes drawn to people with low orderliness, as I feel I can help them put their lives in order, or achieve their plans, or even clean their house! However, sometimes when I am irritable, I cannot stand to be around people who are not orderly. I feel I have to get away, in an environment that I feel I have control over, for example, my bedroom or the gym.”

“According to me, there are no disadvantages when you are orderly. It's something I want to keep with me throughout. Having a plan keeps you in focus and avoids digression.”

“I can be less orderly if I want to. I love being organized and having things planned and neat and tidy though. My husband has no sense of orderliness at all so we both have to compromise a bit a lot of the time.”

“An advantage of high orderliness is that I get good grades and get jobs done. A disadvantage of high orderliness is that environments without structure stress me out. I get very anxious and nervous and I worry a lot when an environment lacks order.”

“I find it very hard to understand how people cannot be orderly. Like in school, if someone else couldn't find their homework or a pencil or couldn't keep a clean locker I didn't understand. You'd be able to find your homework if you keep it in a labeled binder or folder. You could find a pencil if you carry a pencil pouch. And I honestly don't understand how someone's locker can be a mess. I mean, all you do is take books out of your locker and when you're done with them, you slide them back into their slots. It's not that difficult.”

“I usually think they (unstructured types) are lazy or childish.”

“There is kind of a disappointment associated with messy people. It leads me to believe that they are scatter-brained and irresponsible.”

Unstructured Personality Type

General Patterns

The unstructured personality type is a right-brained, spontaneous, random, diversionary, fun over work character. Unstructured types are more likely to be experimental and abstract which makes them well suited for environments and tasks that need exploration and/or improvisation. They don't like repetitive detail work, craving instead variety. They are more likely to break the rules, either because they don't like them or they forgot

what they were. Detail forgetfulness is common in this type, as is being late, and losing things. They are more playful than average, and can be, more than any other type, lazy slackers.

The lack of left brained structure makes them more versatile and risk tolerant. Unstructured types are the adventurers, stunt pilots, entrepreneurs, abstract artists, and absurd humorists of the world. Because the verbal functions of the brain are in the left hemisphere, right-brained unstructured types tend to be more non-verbal or at least less wordy. But they tend to be more gifted visually, spatially, and musically. They are also able to say more in fewer words, especially if they are more cerebral. This is because the right brain excels at recognizing the larger patterns, the big picture.

The counter productive habits of Unstructured types are their inability to finish things, jumping from one project/venture/interest to another before they ever develop any expertise or fruits. For the Unstructured type the next project always seems more interesting especially when they encounter too much work in their current project. This makes them to some degree unreliable and flighty.

I asked those who scored low on orderliness about the advantages and disadvantages of being unstructured as well as what they thought of organized types, these are some of their responses:

“An advantage is that I am not constantly worrying of it. A disadvantage is the factor I can never find things and I loose many assignments and such from that way of doing things. However, I would never change this trait.”

“Some (organized types) are normal but once in a while a clean house truly scares me. I like such things to look lived in and not like one has never set foot in the area.”

“I'm not disorderly to the point that it negatively affects my life, but I just naturally am averse to routine. I like to do a different thing everyday - go a different route, try a different restaurant... I used to be much less orderly, but now I don't think anyone would notice it. I used to get an adrenaline rush from leaving things until the last minute and barely pulling it off. Just makes things more interesting. I have always moved from one thing to the next a bit too easily and perhaps not fulfilled my obligations to particular things.“

“Advantages: I think you give yourself more of a chance to "live life" because you don't really feel the restraints of deadlines and such like others.

Disadvantages: It doesn't work in the real world unless you're a celebrity. I'm going to college for an extra year just to graduate and I'm never on time to anything, which annoys my boss to the max.”

”I don't know if I can change my disorderliness or not. I tell myself I'm going to class

today but then on the walk up I find something I want to do more. I tell myself I'll be on time to work but then I'm half an hour late because I wanted to finish a TV program.”

“They (organized types) might be kind of uptight but I admire them for their perseverance and ability to keep a schedule and fit in.”

“Some disadvantages are others do not like some of tactics, like not being on time, not taking things seriously; Life is too short to be a hard ass all the time. Then again, some advantages include: not feeling so stressed (excluding the times that people PRESSURE me to make decisions, and be responsible), I find fun things to do, and I am most times considered weird, but that is not a bad thing.”

“A disadvantage is you can't always find stuff, but it's not as stressful as trying to keep everything in order; It would be extremely hard to become a highly organized person because I can't stand people that are that anal about things because it's a waste of time.”

“Advantages: plans don't go wrong (cuz you don't have them). It's fun. It's hard to be disappointed if you don't plan out what will happen. Planning everything out and analyzing everything sucks all of the enjoyment out of everything. Disadvantages: I'm not good with long-term commitments. Routine BORES me.”

“Ummmmm I think if you're too organized you don't have fun. That being said they'd probably say ill never accomplish anything. Well to each his own. Besides, the universe needs people like them to balance out people like me”

“They (organized types) must be stressed out, take a chill pill and relax for once, nothing has to be so perfect.”

“If I could change having low orderliness I'm not sure or not if I would. Life is about taking chances and living with some risks. If everything is always planned out, what's the fun in that? Yet, I probably could use a little bit of orderliness here and there but definitely not always. My advantage is that everything comes spontaneously, its exciting! But some one who had orderliness may be much more secure because the know just what to expect.”

“The advantage of low order in your life allows the individual to practice versatile and constantly changing scenarios in life. Disadvantages outweigh the advantages as mess curtails your productivity and lowers hygiene standards.”

“I find it fun just to improvise, humor, when its prepared. It's just not funny, it's so... I just don't like it. When it's completely out of the blue I find it far more interesting. When somebody is prepared and knows what's coming and how to deal with it, I wonder how they manage to have fun.”

“I think the reason I have a low score in orderliness because I don't like order, obviously. However, I do have reasons, for example, at work, I hate doing the same dam thing every

day, it just seems like such a waste of valuable time and useless (I work at a minimum wage job cause I'm a student in high school still). Maybe genetics affect my low orderliness, but I don't think so. I was always a good kid and wasn't a punk or anything, I always listened to my teachers and parents and so on. However, my environment definitely has affected me. I live in Newport Beach and most of my friends are rich fucks, and they don't have to work for their money. To me, though, \$7 is not worth an hour of my time! Also, school has affected my orderliness a lot. At my school, the teachers have been going on and on about being an entrepreneur since I was a freshman, and I'm a senior now and they still go on and on about how being an entrepreneur is the greatest thing ever. Well that's great, except that they have never taught me SHIT about thinking outside the box, like an entrepreneur must. A good entrepreneur sees opportunities in certain situations/circumstances, where others just can't see it. My point is this, how can the teachers expect us to think 'outside the box' when all they do is give us stupid busy work straight out of the textbook."

Element 4 (Accommodation)

Accommodating Personality Type

General Patterns

Accommodating types are the nicer people of the world. However, they are not, by idealistic definition, altruistic. They ultimately tend to be selfish in regards to whom they are willing to be accommodating for (which depends on who they have more of a sympathetic connection with). They will sacrifice their life for those that they feel for at the expense of those they don't have as much of an emotional connection with. They still are more likely to be nice to a stranger, but ultimately they are more other-centric with those they feel closer too. This is hardly selfless in the ultimate sense. In fact, I suspect that having a majority of Accommodating types may be a key for more tyrannical and exploitive political systems to take hold. The same nature which makes them put everyone they know before themselves can make them tolerate the selfish (and destructive) behavior of those close to them. Or, alternately they might tolerate a destructive regime if doing so ensured the safety of those they cared for.

Accommodating types are very trusting, caring, and considerate of others. They are more likely to be empaths, able to pick up on the emotions of others. They are more likely to be humanitarians, interested in raising the quality of life for everyone (especially if they score high on the Intellect element). Extroverted Accommodating types tend to be touchy feely types but introverted ones usually are not.

Accommodating types are less materialistic and driven to make money. They are often drawn to careers where helping others is central. They are more tolerant, less prone to racism and violence towards others. Hurting someone else hurts them. They tend to be modest and avoid self-flattery. They find it more difficult to be dishonest or manipulative. Accommodating types are often drawn to religion because of the common

altruistic themes in many religions. Communism and Socialism are altruistic political philosophies so they can be more appealing to Accommodating types. Accommodating types are not pure altruists but they are more altruistic than other types so those values attract them.

The non-constructive aspects of Accommodation are irrational selflessness, martyrdom. Forging an identity based on the needs of others results in an anemic sense of self. Extreme Accommodating types don't know where they start and others end. If you don't have sufficient self-development, then you can't really effectively determine how best to help others. Accommodating types get taken advantage of because they are not good at saying no much less discerning when to say no.

I asked those who scored high on Accommodation about the advantages and disadvantages of being altruistic as well as what they thought of egocentric types, these are some of their responses:

“One advantage I have found is that people are very willing to trust and open up to me. I make friends easily and rarely lose them. The biggest disadvantage is that people can easily take advantage of me. I am known for being "cute and sweet" and people will sometimes take their anger out on me because they know that I'm not emotionally strong enough to fight back. I'm slowly learning that although I am friendly, lots of people aren't, and I can't expect everyone to treat me the way I treat others. Which sucks.”

“It's difficult for me to understand people who aren't friendly. I don't see why they have to be mean. It just seems easier to be nice and smile. I'm not talking about people who stand up for what they believe, because I admire them because I'm usually not strong enough to do that. But people who are mean just to be mean confuse me, I think they don't want any personal relationships because they are afraid of getting hurt.”

“People tend to take advantage of my Accommodation in that I find it hard to say no to others; I don't think I would change though because it is a gift in a way, and being kind is it's own reward.”

“Some of the advantages are more people tend to like you, rely on you, and its a good feeling to me.... however some of the down sides are people become TOO reliant on you, and you end up getting used a lot more often. But no... helping people all of the time is something that I feel I must do.”

“I think that in general, people with low Accommodation are more controlling, more rude, or self-centered.”

“There are obvious advantages of having an altruistic nature, for one you make much needed friends quite easily, two you have the ability to talk your way in or out of a situation with ease, and the power to influence people is always helpful. Being extremely friendly can, however, prevent you from expressing your true emotions about

someone/something. For example if someone pisses me off, unless they are a really close friend, I won't give them what they deserve, like a quick retort or shot to the face.”

“Advantages are that I like to give and make others happy and see them smile. Disadvantages are that I'm sometimes taken for granted and people always expect me to be there for them without fail, even if I'm the one who actually needs someone.”

“Advantages are that I am very devoted to the people I love, and therefore tend to form strong, intense bonds. Disadvantages are that I tend to be overly trusting and am easily taken advantage of. I would not change this quality if given the opportunity.”

“I think that my high score on Accommodation is contributed mostly to my environment. I grew up in the Catholic Church and was taught most of my life to put others first and have lived my life by that. Most of the people, especially more recently, have been the examples of this teaching, and have influenced me in how I lead my life. I think one main advantage of having a high Accommodation score is that people around you tend to calm down more. I've noticed in my classroom that when people think more of others than of themselves, the atmosphere is a lot lighter and more comfortable. I'm not sure of any disadvantages, except that people might take it as a chance to take advantage of the overly friendly person. I don't think I could be unfriendly if I wanted to. It just doesn't appeal to me and I don't think you can get very far in life thinking only of yourself.”

“When I know that I have done something to help someone that I love I feel more complete. Although at times I ignore my own needs for those of others. Even if I could change this about my self I don't think I would.”

“Advantage is that it feels GREAT to be kind to others, and being altruistic promotes a happy mood and a good nature... makes life better. Disadvantage leads to vulnerability for being taken advantage of.”

“I think that they (egocentric types) most likely are not happy with themselves. I feel sorry for them... mean people suck!”

“There are way too many people in the world today with low Accommodation. I find that most of the people that I come in contact with on a daily basis are rude, selfish, and inconsiderate. I sometimes wonder if these people will ever find true happiness. I have found that the saying that ‘it is better to give than receive’ could not be a truer statement.”

“I think in general, People with low Accommodation are more takers than givers, stereotypically, at least. Not necessarily self-absorbed, but rather they aren't as concerned about other people as someone like me is.”

Egocentric Personality Type

General Patterns

Egocentrics put themselves first. They loathe serving others. They tend to think everyone should just take care of themselves, forget about others. They have less or in some cases no empathy and sympathy for others. They can be selectively caring of those close to them, but only because they see them as an extension of themselves or as something, which brings them happiness or pleasure. Even then they are unlikely to put the happiness of those 'loved' ones ahead of their own. They can be generous when they think it advances their goals, but their generosity is merely a means to an end, never self-compromising.

Capitalism, racism, fascism, sadism are all egocentric fueled ideologies. Egocentrics tend to seek a position of dominance in social affairs especially if they are extroverted. They are generally unwilling to compromise. Even accepting the middle ground means weakening their position and giving power to someone else. Thus, power issues are significant in the behavior and minds of Egocentrics. Machiavelli's *The Prince* is a bible for some Egocentrics. They are often interested in any tools, which offer the potential to manipulate and control others. Mafia culture is popular among Egocentrics.

The healthy aspect of Egocentrism is being true to your self, knowing who you are. The unhealthy aspect is ignoring and not caring about others. As much as some Egocentrics think they are independent, few people in the world are. The state of others affects everyone to some degree. So it is actually in anyone's self-interest to invest some level of concern in others. Further, Egocentrics are so self-biased that they can fail to see their own flaws and errors, often sticking to faulty personal beliefs to their own peril.

I asked those who scored low on Accommodation about the advantages and disadvantages of being Egocentric as well as what they thought of altruistic types, these are some of their responses:

"The advantage to a low level of Accommodation is a reduced feeling of conscience and guilt, as well as the ability to experience absolute happiness despite the situation of others. The main disadvantage is a strong feeling of alienation from others, which at times can be disconcerting but is generally outweighed by the benefits conferred by low Accommodation."

"Those with high Accommodation are limiting their possible happiness by investing it in others; it is my belief that one's own strength must be solely relied upon to ensure happiness."

"I'm not accommodating, so why would I want to help you?" (stated one Egocentric when questioned)

"I am superior to the people around me and I sure want them to know it."

“Well the advantages are I don’t really care about what others say. but its really hard to find people who like you so I don’t have a lot of friends. I hide my narcissism very well i think and am actually a very submissive person and I cannot stand telling people what to do. I take orders fairly well even though I usually know I’m better than the person telling me what to do I just keep my mouth shut.”

“Advantages: It's harder to get hurt by someone you don't really care that much about.
Disadvantages: The obvious-it can be lonely. I only have a few CLOSE friends, the ones you can count on through thick and thin.”

“I'm suspicious of people who are too altruistic. What is their motivation? I think they are fake and kind of creepy.”

“An advantage of low Accommodation is the ability to be alone if you want to and people don't try to get involved with your problems. A disadvantage is of course loneliness. If I put an effort toward it I know I could really be friendly, I just chose not to because I'm selfish.”

“Advantages are that I don’t usually get caught up in other people problems
disadvantages are other people view me as angry and mad.”

“My Accommodation very much depends on the environment I am in. I based this test upon my life generally in work etc. When I travel which is my main love and motivation I am very different. Like-minded people whilst traveling and people of different cultures are much more interesting to me. My lack of Accommodation that this test shows is not strictly accurate. I am different at work in order to get ahead, to earn more money to get what I want which is to travel and have fun. I also make no effort to stay friends with people that I don't really like. I think some people do.”

“Advantage: It is much easier to speak the truth. Example: You and a friend are shopping. Your friend tries something on that looks like hell on them--you'd say, what? Probably what everyone else says, ‘It don't look that bad’ or ‘You sure you like that’ or something KIND. Me, IF my opinion were asked, I'd say, ‘It looks like hell on you.’
Disadvantages: hmm, yah, people see me as cold-hearted, insensitive, mean, cruel, uncaring, etc...and I don't care (an advantage??)
Why would I change if I could? I am content and comfortable in my own skin! I can't help others aren't. And honestly, that isn't my concern...when I look in the mirror, I don't see THEM, I see ME!

“I think it (Accommodation) can come across, in some cases, as desperateness...like you need a friend so you will do anything...I think that’s stupid...even if you are desperate...don’t show it...let them come to you...and if they really want to then they will. It may also come across as quite scary...like your forcing yourself upon someone...not a nice thing to do or experience.”

“I have little regard for dyed in the wool Accommodating types, in some way I even see them as masochists more than helpful beings.”

“Surprisingly enough, I've been associated with a couple of very well known charitable organizations for many years (as a contractual bookkeeper) and my opinion of the members of the boards of directors are that they're more motivated by what their involvement benefits are (public exposure, spring boarding political careers, etc) than what they might be able to do to help those who should benefit from the organizations' missions.”

Element 5 (Intellect)

Inquisitive Personality Type

General Patterns

Inquisitive types are the mad scientists, academics, philosophers, inventors, researchers, questioners, and thinkers of the world. They are cerebral, bookish, analytical, scientific and searching. They believe in questioning everything, which tends to make them subversive by nature (even though it's not necessarily always their goal, more of an effect on independent mindedness). They are more likely to be atheists or agnostic, and even the spiritual among them tend to detest organized religions. They are the architects of modern civilization, from Aristotle to Einstein, and in so far as the world progresses, they will continue to lead it.

Inquisitives do score higher on intelligence tests but the advantage is not so huge for this trait to be about organic intelligence alone. The Inquisitive type is more about prioritizing learning, thinking, and ideas. You can certainly have average intelligence and be an Inquisitive. Some very smart Egocentrics care more about making money than ideas, which is why they are not Inquisitives.

One danger Inquisitives face is starving for their ideas. So it is important for inquisitives to take care of their physical needs enough so that they can continue exploring their ideas. The ideas and knowledge seeking of Inquisitives can also put them in danger depending on their environment. The irreverent nature of an Inquisitive does not often work well in police states or religiously repressed societies.

I asked those who scored high on Inquisitiveness about the advantages and disadvantages of being Inquisitive as well as what they thought of Non-curious types, these are some of their responses:

“The advantages are always being able to see outside of the box, the many possibilities. The disadvantages are sometimes not being able to settle on just one thing, a lot of gray areas. Many things in this world would not exist if it were not for open-minded individuals. I will never change.”

“People who are not open minded are aggravating. It is frustrating sometimes when someone cannot see the obvious, because of their "ingrained" beliefs.”

“Knowing more, seeing other flaws, seeing things unbiased, and being more rounded. I would not change it.”

“I think they are pathetic people who can't accept that there are views other than their own which transcend those that they know. I think the main reason people are close minded is fear that something else may be superior to what they know/are.

“I love to be curious, I love doubt, and of course I love to investigate, it's my mission in this life.”

“I can easily see things from multiple perspectives and find it easy to identify with others and to resolve conflicts with them.”

“I tend to think that close-minded people have very limited experience, and that they are fearful people.”

“I think they (Non-curious types) are uneducated and sheltered.”

“Advantages-superior problem solving abilities, the ability to see both sides of an issue, I don't feel threatened by new or different ideas.

Disadvantages - Others are often threatened by someone that thinks differently. I sometimes find it necessary to manipulate my superiors at work so that they think my ideas are theirs in order to prevent their feeling threatened.”

“They (Non-curious types) are often short sighted and resistant to innovation. Down right puritanical in their religious beliefs meaning that they tend towards one of two extremes - Right wing bible thumpers or devout atheists.”

“Disadvantage - over identify with others, relativism, difficult to make decisions, advantage - broader perspective, can see things not everyone can. Wouldn't change it.”

“Pursuit of inspiration, desire to see the future, furthering of mankind through technology and progressive social strategies.”

“I see them (Non-curious types) as trapped.”

“I think they (Non-curious types) are the biggest threat to my vision of the future. It is they who are responsible for every war and nearly every injustice.”

“I'm not a fan, seeing as it makes it harder for me to have an enjoyable and extensive conversation with them, and they don't understand me like I'd want them to. My illustrations, for example, and writing, often confuse those whom are close-minded and take things literally, for what they think they see.”

“It's often times difficult to have conversations with people because I tend to always be thinking intellectually. Most of the time small talk and fun/joking conversation seems more appropriate. In general, relating to people is a big problem: I usually have to alter my thinking in order to be more people acceptable. One more thing is its impracticality because when doing some work tasks it becomes easy for me to get sidetracked on every intellectual adventure rather than just get the task at hand done. I find the primary advantage is that I can concentrate on my studies for a long time and free myself of prejudices and assumptions.”

“Advantages: open to alternatives, "thinking outside the box", more open to those who live different lives or see the world in different ways than I do.

Disadvantages: The conflicts that come from encountering and dealing with close-minded people, and the occasional requirement of remaining silent on this or that topic so as to work with someone to achieve some end.”

“I think they close themselves off to possibilities that would enhance their lives. I think the set of people who oppress those who are different are mostly, if not completely made up of close-minded individuals who can't see past the bounds they've decided are "normal" (a word they conflate with emotionally-laden words like "moral" or "good" or "right").”

“Advantages: You pretty much know any angle someone has and what they are thinking before they even know themselves quite a lot of the time.

Disadvantages: "Befriending 'evil'" means understanding the pain of the unpopular and there are few things more horrific in terms of feelings than the pain of the unpopular, and so, by being open-minded you expose yourself to an understanding of the worst things in the world and it really eats at you.”

“In the sense of the lack of groundedness in specific meanings of things, it's made life an adventure in good and bad ways. I spend a lot of time thinking rather than doing. When I take action, it tends to be unconventional. I'm in a constant state of OJT, even in the simplest things.“

”However, and this is important, it's made me extremely valuable to a lot of people. I'm a

classic out-of-the-box thinker. I work in both marketing and organizational consulting, and because I resist the obvious and look for things that are based on my self-accumulated sense of values, I can provide a lot of insight and, often, action paths toward objectives.”

“The advantage to being open-minded is that I see things clearer than others, and, because I do not judge others, I do not judge myself. That is freedom. I wouldn't change it for anything - I would feel like I was stuck in a meaningless life if I did- like I was just another person with blinders on. The disadvantage is that most people are not open-minded, in fact, don't even realize how close-minded they are - and so they view me as a radical, a little strange, etc. The only disadvantages are outside influences, never anything with-in myself.”

“Sometimes I feel sorry for them, because I think of them as frightened and boxed into a cell of their own making - HOWEVER- when they start infringing on other individual's rights I get very angry and frustrated - I feel impotent and don't understand what's wrong with people - I think we aren't that far along in evolution.”

Non-curious Personality Type

General Patterns

Non-curious types tend to have limited intellectual inquisitiveness and awareness. They tend to be less articulate and seem to generally have a less developed capacity for thought and reflection. They are less likely to look below the surface of things. They are more likely to be religiously conservative.

In the Jung personality systems a Non-curious type is basically a Sensor. Sensor is an apt descriptive adjective because Non-curious types are defined more by their physical senses than their mind. They tend to self-report themselves as being more physical than cerebral. Interestingly, a Non-curious type self reports as being far less likely to date someone they find physically unattractive compared to an Inquisitive. Non-curious types are less able to look beyond the surface because their awareness is more wired to the tangible, what can be experienced by the physical senses. This makes them more practical but also can make them cruder, blind to the bigger picture, the subtext, the unseen patterns of life.

There are certainly intelligent Non-curious types. They just are not interested in developing their mental capacity to any great degree. Many Non-curious types express an admiration for Inquisitives and say they would like to be more inquisitive (as you will read below).

Based on some of the Inquisitive type comments there seems to be a lot of negativity towards Non-curious types. Based on my questioning of Non-curious types I think that criticism may not be entirely fair. Thus far I have only questioned people who scored

really low on Intellectual Curiosity, many of whom might just be or feel very intellectually ungifted. I think if you are not very bright, the capitalist/darwinian world does not afford you much opportunity to cultivate the mind. Minimum wage culture does not allow for much time/energy to indulge the mind. This is a reality many middle and upper class intellectuals simply don't understand/grasp. For the segment of Inquisitives that are gifted intellectually, they have occupational advantages over others that are largely the result of genetics.

Anyone concerned with the dangers of a more Non-curious culture should work to raise quality of life and opportunity among the poor. The fact that you can work 40+ hours a week in many jobs and still live in squalor is not the recipe for a more erudite cosmopolitan population.

"I guess not being open-minded makes things more controllable. I think I could change this if I had constant encouragement and good experiences to reflect upon."

"The advantages are that you can stay much more focused on the task at hand. The disadvantage is it prevents you from further knowledge and would hinder the advancement of the human race. (I know, kind of extreme)
Yes, I would change it if I could, I would like to be more open-minded."

"I am a person who likes tradition and doesn't like change. I think sometimes in my mind if I don't acknowledge progress or changing of things I think they won't happen, but they do. I think I can try to be more open-minded but my nature won't change I will never like change."

"I think they (inquisitives) are very lucky."

"I think that open-mindedness is hard to change. The only disadvantage I can see from being closed-minded is that you may miss out on something really good and exciting. I try not to miss out on things like that. So I guess you could say I am trying to change"

"I don't know if I could change my open-mindedness. In a sense, I think that the way people are today in pushing so many things on you, it is not always good to be open-minded. On the contrary, I do think that I should try to become more open-minded."

"Too high open-mindedness I think allows an individual to be apt to hearing and accepting so many different random things that it causes instability and the shifting of their thoughts at any given new idea."

"Well, I think what contributes to my low open-mindedness is that I'm a Christian and not really willing to compromise that for a new lifestyle or to try new things that I know wouldn't be good for me. The advantages of low open-mindedness are that you know your limits and what you will and will not do. I don't think there are any disadvantages for me,

but there may be for other people. I think that people who have high open-mindedness may be easier to get along with since they are open to a lot of different things and lifestyles.”

“You said that I scored very low on the open-mindedness portion. I don't know that it... It's not that I'm not open-minded as much as I am only in pursuit of some higher knowledge only about, well one thing, when the survey asks are you intellectual...no I'm not, I think its not because I don't want to be smart I think that it's because that just doesn't really matter much to me.

“I think an advantage to being the way that I am is that I know where I stand and even though it says I'm not open-minded I do listen to what others have to say and respect their opinions, they just don't usually sway mine if I still feel they are correct.”

“Low open-mindedness can be good because the person is firm in what they believe in- this is good if they have strong reasoning and thinking and happen to think/believe in something good. Disadvantages could be that you always think that you are right, which is pride and you don't have many friends because you reject their ideas/opinions (but that isn't always the case. That could just be a character issue.) I could change if I was exposed to more open-minded people that I liked and if they exerted their positive influence on me.”

“I think they tend to be not as realistic and not as firm in what they believe. They may not have strong opinions and may be easily influenced by others and media. However, it may help them in their careers depending on what they do.”

“The advantages of low open-mindedness are that I stick up for my own beliefs and fight for them. The disadvantages are that when I am wrong I may seclude, argue or get people mad at me.”

“Low levels of open-mindedness have many disadvantages, such as scoring lower on creative assignments, just because of being traditional. I do not think that this trait could be changed.”

The Multidimensional Profile

What you have previously read in this text are the five sets of goal posts, which cover the five basic dimensions of human personality. Where someone exists on average on these five goal posts will determine their overall personality profile.

The simplest multi-dimensional model that one can derive from the Global 5, is 32 profiles, based on scoring high or low on each element. Not everyone will fall into the following 32 profiles. That's not the goal. There are not 5, 9, 16, 32, or even 1000 profiles of people in the world, there is an endless number (if a perfectly exact description is the goal). The goal of 32 descriptions is just to define a reasonable amount of personality zones in the Global 5 system. If you don't fit any of those zones, at least you can infer, from the types you fall between, a general description. Consider the 32 profiles a low-resolution map of the entire personality landscape. Additionally, I have composed 10 profiles describing the primary types. All the profiles can be found at the end of this text.

Global 5 Multidimensional Type Architecture

SLOAN Notation Key

Social or Reserved
Limbic or Calm
Organized or Unstructured
Altruistic or Egocentric
Non-curious or Inquisitive

SLOAN Notation Example

RCUEI = Reserved, Calm, Unstructured, Egocentric, Inquisitive

SLOAN+ Key

Uppercase Letter = Strong preference
Lowercase Letter = Mild preference
X = no preference on average
|*|= your primary type

SLOAN+ Notation Example

S|C|Xan = strongly Social, primary type Calm, neither Organized nor Unstructured, mildly Altruistic, mildly Non-curious

Notes on other Personality Systems and Tests

Myers-Briggs, Socionics, Jung

The Myers-Briggs, Socionics, and Jung systems (similar typologies based on the ideas of Carl Jung) have a reasonable amount in common with the Big 5. They might be best thought of as weak Big 4s. There is a moderate to high correlation between the four Myers-Briggs traits and four of the Big Five traits (Extroversion, Intellect, Accommodation, and Orderliness). The problem with the Myers-Briggs system, the most prominent of the three, is that whereas the Big 5 elements measures distinct traits, the Myers-Briggs contains less distinct elements. This is not surprising since the system is based on the intuitive observations of Carl Jung not on empirical statistical research.

The biggest problem I have with the MBTI is the T/F (Thinking/Feeling) trait. It combines elements of Accommodation, Intellect, and Emotional Stability (with the strongest correlation being Accommodation). The problem is, based on actual personality research, these three traits don't correlate at all so they have no business being measured together in one trait. For example, based on actual personality research, an analytical person is as likely to describe themselves (or be described by others) as unstable as they are to describe themselves as stable. The same is true for Altruistic or Egocentric typing, each are equally as possible. According to the structure of the Myers-Briggs system though, these three traits are linked. This means that some Ts are objective intellectuals, some are unsympathetic jerks, and some are both. You have no way of telling from their test score. This hinders the descriptive value of the system. The N/S dichotomy, which comes closest to the Intellect element, is biased towards right-brained (Unstructured type) intellectuals. The I/E dichotomy is a pretty close match to the Extroversion element. The J/P dichotomy is also pretty close to the Orderliness element.

Global 5	Global 5 Sloan Notation	Jung/MBTI/Kiersey	Strength of correlation
Extroversion	S ocial/ R eserved	I nvert/ E xvert	High
Emotional Stability	L imbic/ C alm	F eeling/ T hinking	Very Low
Orderliness	O rganized/ U nstructured	J udging/ P erceiving	High
Accommodation	A ccommodating/ E cocentric	F eeling/ T hinking	Medium
Intellect	N on-curious/ I nquisitive	S ensing/ I ntuition	Medium-High

Semi-Correlating Descriptions

Jung/MBTI/Kiersey	Global 5
INFP	RCUAI , RLUAI
INTP	RCUEI , RLUEI
INFJ	RCOAI , RLOAI
INTJ	RCOEI , RLOEI
ISTJ	RCOEN , RLOEN
ISFJ	RCOAN , RLOAN
ISTP	RCUEN , RLUEN
ISFP	RCUAN , RLUAN
ENFP	SCUAI , SLUAI
ENTP	SCUEI , SLUEI
ENFJ	SCOAI , SLOAI
ENTJ	SCOEI , SLOEI
ESTJ	SCOEN , SLOEN
ESFJ	SCOAN , SLOAN
ESTP	SCUEN , SLUEN
ESFP	SCUAN , SLUAN

Another questionable aspect of some of the Jung systems is that each of the sixteen types supposedly has a Jungian function preference order. There are eight Jungian Functions (Ne, Ni, Se, Si, Te, Ti, Fe, Fi). However, there is no empirical evidence affirming this theory. Further, Socionics and Myers-Briggs systems have different ordering.

Despite the flaws, I think the various Jung systems were the best descriptive personality systems prior to the discovery of the Big 5. I think the writings on the various types are still useful if you fall under one of the sixteen Jung types (see above chart for correlating types). However, the flaws keep these systems from being reliable enough personality assessment tools to use as an alternative to a Big Five inventory.

The Enneagram

The Enneagram is a personality system that arose from a mystical intellectual building on the work of past mystics. It suggests there are nine independent personality types. Unfortunately, there is no evidence of this, in fact, the evidence clearly points to only five independent elements. I do think Enneagram descriptions can be useful/interesting for

those that fit within the nine non-independent personality types. However, the system is full of a lot of additional elements that strain credibility to the point of absurdity. The system in some ways is less complicated than the Jung systems as you only have to remember one element (your type), this makes it more appealing to some. The system is also strained by the inconsistency of type descriptions among authors. The lack of an empirical basis makes it impossible to say which author's version is the real Enneagram or more accurate. I think anything the Enneagram describes can be found in the Global 5, so I don't see any reason to tolerate the considerable flaws of the Enneagram.

The strongest correlations between the Global 5 and the Enneagram are as follows:

Type 1 – Orderliness element

Type 2 – Accommodation element

Type 3 – Extroversion element

Type 4 – Emotional Stability element (negative correlation)

Type 5 – Intellectual element, Extroversion element (negative correlation)

Type 6 – Emotional Stability element (negative correlation)

Type 7 – Extroversion element

Type 8 – Extroversion element, Accommodation element (negative correlation)

Type 9 – Emotional Stability element, Accommodation element

Cattell 16pf

The 16pf measures sixteen fairly distinct but not independent traits. That means many of the traits correlate with each other to some degree. The 16pf also generates scores based on the test author's interpretation of the Big 5 factors.

Eysenck Test

The Eysenck Personality system is basically a Big 3 test. It has a lie scale, which shares some similarities to the Accommodation Element but the core of the test measures Extroversion, Neuroticism (Emotional Stability), and Psychoticism (Orderliness).

Commercial Big 5 Tests

The NEO Inventory

This is a lengthy test based on the Big 5 theory. However it adds six sub-traits for each Big 5 factor (testing 30 traits in total). This renders the impression that all behaviors can fit into one of the five Big 5 dimensions. Unfortunately, the reality is, far more behaviors exist as combinations of the Big 5, not necessarily with any single Big 5 element being more dominant. Tests that only include traits, which correlate more with one of the Big 5 factors, like the NEO paint a deceptively simple and inaccurate picture of the personality landscape.

Furthermore, the sub-traits tend to have significant correlations on one or more of the other four factors. The result is less of a solid picture of where someone scores on the core Big 5 elements as the non-independent sub trait results can falsely skew the perception of where test takers reside on the independent Big 5 elements. I might have an average score on the most statistically independent trait of a certain factor, but by scoring high on the other five sub-traits I appear to score higher on that Factor overall.

What is the Best Personality Type?

I think this is a question with no definitive answer. I will speculate and I hope that future research can add clarity on this question but I am not in the camp of pop culture personality theorists that maintains all personalities are equally grand. I think it is strongly advantageous to be Emotionally Stable and Inquisitive. Emotionally Stable types tend to have better physical health and financial security. Inquisitive types are largely responsible for determining the future of society. I speculate (less strongly) that being in the middle on Orderliness and Accommodation is optimal. A moderately Orderly person is able to be productive and accomplish tasks while remaining flexible so as to change paths when beneficial. A moderately Accommodating type is able to balance and work in the best interests of the world and themselves. I am undecided on what the ideal is for Extroversion, possibly the middle range.

For more info visit <http://similarminds.com> or contact info@sminds.com