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Psychology 106
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April 28, 2003
Monday, 7 PM

Five Factor Constellations and Popular Personality Types

Around the coffee klatch and the water cooler, gossip often turns to control freaks, hot heads, power mongers, egomaniacs, and people with low self-esteem. The five-factor model of personality asserts that personality differences can be described by the five independent factors of openness, conscientiousness, extraversion, agreeableness, and neuroticism. How do these five factors combine to create some of the popularly described personality types?

Personality

Zimbardo defines personality as the psychological qualities that bring continuity to an individual's behavior in different situations and at different times. It is the thread of continuity in an individual in different situations. Some theories attribute personalities to stable patterns known as traits, types, and temperaments. Traits are the stable personality characteristics that are presumed to exist within the individual and guide his or her thoughts and actions under various conditions. (Zimbardo).

Not all words that describe individual behavior describe personality traits. Individuals can be described by (John 1999):

- Enduring *Traits* such as *Irascible*,
- *Internal States* such as *furious,*
- *Physical traits* such as *trembling*,
- *Activities* such as *screaming*,
- *Effects on others* such as *frightening*,
- *Roles they play* such as *murderer*, and
- *Social evaluations* such as *unacceptable*

The simple idea that humans introduce words into their language to describe interesting aspects of the world around them has led many researchers to embrace the lexical hypothesis, which states (De Raad):

Those individual differences that are of most significance in the daily transactions of persons with each other will eventually become encoded into their language. The more important is such a difference, the more people will notice it and wish to talk of it, with the result that eventually they will invent a word for it.

Several efforts to understand and develop a common vocabulary for describing traits begin with this lexical hypothesis.

Allport and Odbert (1936 from De Raad) searched the second edition of the unabridged *Webster's New International Dictionary* for potential personality descriptors. They collected 17,953 terms that applied to human behavior. These words were classified into four groups representing personal traits, temporary traits, social evaluations, and metaphorical or doubtful terms. The result was a 134 page long list, including 4,504 words classified as trait terms. Cattell then collected this list of terms into groups of synonyms and antonyms, resulting in 160 categories of synonyms. He then reduced this to a list of 35 variables that are represented as bipolar trait clusters. This list is shown in Appendix A on page 9.

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The Five Factor Model

Norman (1967 from De Raad) felt that to overcome some unfortunate shortcuts taken by Cattell in arriving at his list of 35 trait clusters, he had to return to the original list of 17,953 terms found by Allport and Odbert. He also augmented the list with terms taken from *Webster's Third New International Dictionary*. He then excluded terms that described temporary states and activities, social roles, relationships and effects, evaluative terms, and obscure, ambiguous or anatomical terms. What remained was the list of stable traits that Norman concentrated on. He used a factorial analysis of peer ratings on the 20 scales in his model in three of four different samples of male college students. (For a brief introduction to factor analysis, read the description of factors and colors beginning on page 10). He then extracted five factors from those samples. The resulting model, shown in the table below, gained considerable support and also drew considerable criticism.

Norman's Five Factor Model (1963, from De Raad)

Factor Name	Positive Pole	Negative Pole[1]
Extraversion	1 talkative 2 frank, open 3 adventurous 4 sociable	- silent - secretive - cautious - reclusive
Agreeable	5 good-natured 6 not jealous 7 mild, gentle 8 cooperative	- irritable - jealous - headstrong - negativistic
Conscientiousness	9 fussy, tidy 10 responsible 11 scrupulous 12 persevering	- careless - undependable - unscrupulous - quitting, fickle
Emotional Stability	13 poised 14 calm 15 composed 16 not hypochondriacal	- nervous, tense - anxious - excitable - hypochondriacal
Culture	17 artistically sensitive 18 intellectual 19 polished, refined 20 imaginative	- insensitive - unreflective, narrow - crude, boorish - simple, direct

Additional work by Goldberg, Hofstee, and De Raad resulted in the following American-English five-factor structure (De Raad):

I Extraversion/Surgency	Talkative, extroverted Aggressive, verbal Sociable, bold Assertive, social Unrestrained, confident	Shy, quiet Introverted, silent Untalkative, bashful Reserved, withdrawn Timid, unaggressive
II Agreeableness	Sympathetic, kind Warm, understanding Soft-hearted, helpful	Cold, unsympathetic Unkind, rude Harsh, inconsiderate

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[1] These headings are not intended to reflect o the social acceptability or any other value of these factors.

	Considerate, cooperative Trustful, affectionate	Insensitive, insincere Hard, uncharitable
III Conscientiousness	Organized, neat Orderly, systematic Efficient, responsible Precise, through Practical, dependable	Disorganized, disorderly Careless, unsystematic Inefficient, sloppy Haphazard, inconsistent Impractical, negligent
IV Emotional Stability	Unenvious, relaxed Unexcitable, patient Undemanding, imperturbable Unselfconscious, uncritical Masculine, optimistic	Moody, temperamental Jealous, touchy Envious, irritable Fretful, emotional Self-pitying, nervous
V Intellect	Creative, intellectual Imaginative, philosophical Artistic, complex, Inventive, intelligent Innovative, deep	Uncreative, unimaginative Unintellectual, unintelligent Simple, unreflective Shallow, imperceptive Unsophisticated, uniquisitive.

Similar lexical studies have been completed in several languages. These include Dutch, Roman Italian, Triestian Italian, German, Hungarian, Czech, Polish, and Filipino. General agreement and some interesting differences have resulted from this cross cultural analysis.

Other work has used other terms for the five factors. Some of these names are shown in Appendix B on page 11.

Various instruments have been developed to measure these factors. One important instrument is the NEO-PI, developed by Costa & McCrae. (John 1999). Each of the five traits is decomposed into six facets, for a total of 30 facets. These are shown in Appendix C on page 12.

Another instrument for measuring the five factors is the BFI – The Big Five Inventory by Oliver P. John. This instrument uses only 44 questions as a self-assessment. The questions, rearranged according to the factor they assess, are shown in Appendix D on page 13.

John Johnson has provided descriptions of the five factors and 30 facets, integrating the work of many researchers. His descriptions are provided in Appendix E beginning on page 14.

The ten words with the highest positive correlation with each factor and the ten words with the largest negative correlation with each factor are chosen as "markers" for each trait. These 100 markers are listed in Appendix F on page 20. Each of these words can be considered as an approximate synonym for or strong indicator of the associated trait pole.

The abridged big five circumplex model (AB5C) considers (De Raad) the two traits that are most characteristic of an individual. It then provides descriptive personality terms for each of the 90 resulting combinations. The resulting AB5C model is shown in Appendix G beginning on page 21. Note that the table is read column wise. The most distinctive trait (positive or negative) is used to select the column and the next most distinctive trait selects the row. As an example a person who is *Agreeable* and *Extroverted* is described as *merry*, *cheerful* and *happy*. A person who is *Extroverted* and *Agreeable* is described as *sociable*, *social*, and *enthusiastic*.

Beyond the Big Five

Are five high level traits and their 30 facets a rich enough set of dimensions in which to express all of the variation we observe in human personality traits? Opinions differ on this question.

The big five explicitly excludes descriptions of intelligence as measured by IQ (Zimbardo), so IQ can be considered a 6th factor. Other research (De Raad) has suggested at least two additional factors. The first, called negative valence, is related to negative self-evaluation by the person. The second, called integrity, trustworthy, or truthfulness, relates to the veracity of the person's communications and actions.

Paunonen and Jackson (Paunonen) have identified several adjective clusters that describe behavioral traits that do not correlate well with the Big Five. These are (presented with one pole only):
1. Religious, devout, reverent,
2. Sly, deceptive, manipulative,
3. Honest, ethical, moral,
4. Sexy, sensual, erotic,
5. Thrifty, frugal, miserly,
6. Conservative, traditional, down-to-earth,
7. Masculine (with the opposite pole being feminine)
8. Egotistical, conceited, snobbish,
9. Humorous, witty, amusing,
10. Risk taking, thrill seeking

They believe that there is much important variance in human behavior that is not accounted for by the Big Five personality factors.

Goldberg (Goldberg 1992b) has identified the "next two" factors that might be used to augment the big five. The first, tentatively called *Religiosity*, includes adjectives ranging from *prayerful* and *reverent* at the north pole to *irreligious* and *unreligious* at the south pole. The second, tentatively called *what you see is what you get*, includes adjectives ranging from *undevious* and *unsly* at the north pole to *slick* and *aristocratic* at the south pole. He goes on to point out that "there are no additional domains with anywhere near the breadth of the Big-Five factors".

Lexical studies in Filipino and Hebrew have lead to a seven-factor model (Saucier, 2002) with these factors: Negative valance, Conscientiousness, Intellect (openness to experience), Gregariousness, Self-Assurance, Even Temper, and Concern for Others.

Howard (Howard) describes a model of personality that includes intelligence-domain, intelligence-components, values, and motivators in addition to traits. This is illustrated in Appendix H on page 22.

The Gallup organization claims to have identified the thirty-four most prevalent themes of human talent, based on more than two million interviews. (Buckingham). Their work is based on a general model of positive psychology. It captures personal motivation (striving), interpersonal skills (Relating), self-presentation (Impacting), and learning style (Thinking). They claim to provide more information than the Big Five.

One interpretation of the big-five is that it is the "broad-five" simply the top level category names of the taxonomy. With this interpretation it is incorrect to assume that all expressions of a single factor are synonyms. In biology the top level of the taxonomy includes plants and animals, however, not all animals are similar to each other. However the classification of animals does represent a common group that is contrasted with plants. There are many more personality differences than can be represented by the 32 combinations of 5 factors with two poles.

The descriptors within a single trait vary qualitatively, not just quantitatively. There are many ways to be disagreeable in addition to varying the intensity of antagonism. I should know! Being *distrustful* is different than being *selfish,* although they are both reverse markers of the agreeableness trait. Being *selfish* is not just being more or less agreeable than being *distrustful*, it is a different way to be disagreeable. It is more precise to describe a color as being 0.93 red, 0.61 blue and 0.41 green than to describe it as *peach*. Unfortunately it is less precise to describe a person's personality as -.17 E, -.38 A, -.11 C, +.21N, and +.16 O than to describe them as *selfish*.

Norman's analysis of trait descriptor adjectives includes an assessment of the social desirability of each trait. The original questionnaire assessed "how desirable or undesirable you feel it is for others to be or act this way." (Goldberg, undated) Based on these social desirability scores for the markers of each of the five traits, the more desirable pole for each factor are *extraversion*, *agreeableness*, *conscientiousness*, *emotional stability*, and *openness to experience*.

Noun Types

The five-factor theory was developed based on an analysis of adjectives. Recently, Gerard Saucier has done an analysis of English-Language Personality Type-Nouns (Saucier 2003b). He analyzed 372 highly familiar English-language type-nouns by having 607 participants describe how closely the word described themselves, a liked, or disliked target person. Both two factor and eight factor solutions were indicated. In the two-factor solution, the first factor is tentativly labled "social unacceptability" and the second is "admirableness". The two factors correspond roughly to "those we should like to avoid" and "those we should like to approach". The eight-factor solution is shown on page 23 entitled Type-Nouns.   Here each of the eight factors is given a tentative name, and the nouns most highly associated with each factor are listed. Note that these eight factors are significantly different from the Big-Five.

Saucier goes on to make several important observations about the differences in English language use of type-nouns compared to adjectives. "There appears to be a difference between the kinds of content in type-noun descriptions as contrasted with adjectival descriptors. In the type-noun domain a single factor is dominant". He goes on to say, "The emphasis among type-nouns on marking that is socially unacceptable may reflect a human preoccupation with identifying and labeling those who should be excluded from the group". Perhaps we quickly decide if a person is someone that we would like to exclude. To exclude the person, we label them with a dehumanizing noun that makes them socially unacceptable. (Pick your favorite from the list under factor 1). Once we include a person, we use adjectives to describe them. Nouns seem to include harsher or more sharply delineated characteristics than adjectives. Accepting this premise, the five-factor theory, based entirely on adjectives, is too bland and too narrow to describe all of human personality. Indeed, Saucier goes on to say "It appears that most studies of the natural language of personality have been based on unwarranted assumptions".

Popularly Discussed Personality Types

Using a variety of sources, I created the inventory of popular personality types that is included as Appendix I beginning on page 23. This inventory includes 179 distinct descriptive terms. Of these, 116 are trait adjectives that appear[2] in Goldberg's AB5C tabulation (Goldberg 1992b).

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[2] In a few cases close synonyms were chosen. For example, *tyrant* was not in Goldberg's list, but *tyrannical* was, so that adjective form was used. However, when this substitution is made, a semantic shift takes place, It is different to say, "Fred is a tyrant" than to say, "Fred is tyrannical". In the first case, tyrant is

Each of these trait adjectives is shown, in their assigned AB5C cells, in Appendix J on page 27. Examining this table begins to show how these popularly used descriptors fit into the five-factor scheme. Some show excellent fit, such as the terms for agreeable extroverts (cell II+ I+). Others show the breadth of the boundaries between the factors. For example, the conscientiousness, extraversion cell (III+ I+) is populated by *ambitious*, *determined,* and *slick*. While each of these terms involves orderly, deliberate, and direct behavior, they are not close synonyms. It is also illuminating to see how a socially undesirable trait can be transformed into a more socially desirable trait by changing only one factor. For example, a *complaining* person (cell IV- I+) becomes *self-confident* (cell IV+ I+) if they shift from *neurotic* to *emotionally stable*. A *whiny* person (cell IV- I+) becomes *optimistic* (cell IV+ I+) if they become *emotionally stable*.

With the help of a dictionary, I have separated the remaining terms into the following groups:
- Trait adjectives that are not included in Goldberg's AB5C tabulation (15),
- Composite terms that represent several traits (8),
- Evaluative terms that reflect the observer's values more than a subject's personality (7),
- Noun types which are further classified these into those studied by Saucier (Analyzed, 10) and those not analyzed by him (14).
- Words falling outside of the scope of personality (3), and
- Verbs (4).

The resulting classification is shown in Appendix K on page 28. Note that 65% of the 179 terms are directly classified according to the five-factor model. Of the remaining, 8% are other trait adjectives, 5% are composite terms, 4% are evaluative terms, 13% are noun types, 2% fall outside the scope of personality and 2% are verbs.

As an example of the analysis of a composite term, control freak will be analyzed.

Control Freak

You probably know someone you describe as a "control freak." If the term "control freak" is used to describe the person's personality, and the Five-Factor model is valid, then we should be able to describe the control freak in terms of the five factors.

According to the book *The Control Freak* (Parrott):

Control Freaks are people who care more than you do about something and won't stop at being pushy to get their way.

He goes on to list the top ten qualites of a control freak. They are: obnoxious, tenacious, invasive, obsessive, perfectionistic, critical, irritable, demanding, rigid, and closeminded.

Substituting *intrusive* for *invasive*, all of these descriptors, except *obnoxious*, appear in the AB5C inventory. These terms are shown organized into their AB5C cells in Appendix L on page 29. Considering the strength of each of the five factors in each of the 9 terms analyzed, a control freak is *neurotic*, *conscientious*, *disagreeable*, and *extroverted*. And they control these traits in their own special way!

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synonymous with Fred. In the second case, tyrannical is only one aspect of Fred's personality. Also note that *tyrant* is not on the list of 372 nouns analyzed by Saucier.

Conclusions

Researchers have studied hundreds of American English adjectives used to describe personality traits. Analysis identifies five factors that account for nearly all of the variability of the complete word list. These five factors can be named *extraversion*, *agreeableness*, *conscientiousness*, *emotional stability* (or its opposite pole, *neuroticism*), and *intellect* or *openness to experience*. Each of these factors can be further divided into several facets. Indicator questions are identified for each factor and descriptions have been identified for each factor and facet. A set of 100 words is used as markers of the factors. The factors are often called the "big-five" factors, but perhaps are better thought of as the "broad-five" categories.

Words can be arranged in a table according to the two factors they most strongly represent. This results in the 90 cells of the abridged big five circumplex (AB5C) Model. Words from the same AB5C cell can have different meanings qualitatively as well as quantitatively. For example, being *emotional* is different than being *gullible*, although both words occupy the IV-, II+ cell.

Some researchers have suggested factors beyond the big-five. These may include religious conviction, integrity, negative valence, and other factors. Factors such as intelligence, values, and motivations are typically considered beyond the bounds of personality, but do affect a person's behavior. A recent analysis of type-nouns identifies eight factors, which describe *social unacceptability*, *intellect*, *egocentrism*, *ruggedness*, *delinquency*, *attractiveness*, *liveliness*, and *disorientation*. This analysis casts more doubt on the completeness of the five-factor theory.

A list of words that are popularly used to describe personality traits was gathered by browsing the self-help section of a modern bookstore and from other informal sources. Of the 179 unique terms collected, 116 (65%) appear on the list of 1710 adjectives analyzed by Dr. Lewis Goldman in defining the five-factor model. Each of these has been grouped into its corresponding AB5C cell. This author classified the other words as other adjectives, composites, evaluative terms, noun types, verbs, and terms describing traits beyond personality.

One composite term, *control freak*, has been analyzed in some depth. The location of each component is shown in its corresponding AB5C cell.

Based on an informal sample of 179 terms popularly used to describe individuals, 65% of these terms fall directly in the five-factor model of personality. Some popularly used adjectives and other terms that are not trait adjectives fall outside of the model. Ten are analyzed as type-nouns.

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Appendix A - Catteli's (1947) 35 Variables of Personality
(adapted from De Raad)

Ready to cooperate	vs	Obstructive
Emotionally stable	vs	Changeable
Attention-getting	vs	Self-sufficient
Assertive, self-assured	vs	Submissive
Depressed, solemn	vs	Cheerful
Frivolous	vs	Responsible
Attentive to people	vs	Cool, aloof
Easily upset	vs	Unshakable, poised, tough
Languid, slow	vs	Energetic, alert
Boorish	vs	Intellectual, cultured
Suspicious	vs	Trustful
Good-natured, easygoing	vs	Spiteful, grasping, critical
Calm, phlegmatic	vs	Emotional
Hypochondriacal	vs	Not so
Mild, self-effacing	vs	Self-willed, egotistic
Silent, introspective	vs	Talkative
Persevering, determined	vs	Quitting, fickle
Cautious, retiring, timid	vs	Bold, adventurous
Hard, stern	vs	Kindly, soft-hearted
Insistently orderly	vs	Relaxed, indolent
Polished	vs	Clumsy, awkward
Prone to jealousy	vs	Not prone to jealousy
Rigid	vs	Adaptable
Demanding, impatient	vs	Emotionally mature
Unconventional, eccentric	vs	Conventional
Placid	vs	Worrying, anxious
Conscientious	vs	Somewhat unscrupulous
Composed	vs	Shy, bashful
Sensitively imaginative	vs	Practical, logical
Neurotic fatigue	vs	Absence of neurotic fatigue
Esthetically fastidious	vs	Lacking artistic feeling
Marked interest in opposite sex	vs	Slight interest in opposite sex
Frank, expressive	vs	Secretive, reserved
Gregarious, sociable	vs	Self-contained
Dependent, immature	vs	Independent-minded

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Factors and Colors

A typical personal computer system can represent millions of distinct colors.
Remarkably, each of these can be represented by a combination of only three factors,
called red, green and blue. Here are some examples:

Color Name	Red	Green	Blue
White	1.00	1.00	1.00
Black	0.00	0.00	0.00
Red	1.00	0.00	0.00
Brick Red	0.80	0.20	0.00
Ruby Red	0.60	0.00	0.00
Neon Red	0.86	0.15	0.29
Magenta	0.84	0.18	0.41
Deep yellow	1.00	0.80	0.00
Gold	0.75	0.64	0.38
Orange	1.00	0.60	0.00
Peach	**0.93**	**0.61**	**0.41**
Autumn Orange	1.00	0.40	0.20
Brown	0.60	0.40	0.20
Walnut	0.40	0.20	0.00
Khaki	0.41	0.58	0.50
Green	0.09	0.58	0.26
Chartreuse	0.60	1.00	0.00
Deep Purple	0.20	0.00	0.40
Easter Purple	0.73	0.56	0.73

So the color "peach" is 93% of full intensity red, 61% of full intensity blue and 41% of full
intensity green. Note that the three factors are orthogonal, independent of each other. Neither blue
nor green contains any red. The three factors also comprise a complete set of factors. No other
factor is required to produce these millions of colors.

This set of factors, however, is not unique. Another set of factors, cyan, magenta, yellow, and
black can also be used to describe any of these millions of colors. In that case peach is 40% of
solid magenta and 60% of solid yellow. Neither cyan nor black is needed.

Experimentally gathered data can be examined using a mathematical tool called factor analysis.
This analysis identifies a set of factors that account for the variability in the original data by
attributing it to a small number of factors. The main applications of factor analytic techniques are
1) to *reduce* the number of variables and 2) to *detect structure* in the relationships between
variables. This allows the variables to be *classified*. (StatSoft)

Appendix B – Factor Names

(Adapted from John (1999), and Zimbardo (2002))

Number	Letter	North Pole names	South pole Names
I	E	**Extraversion**, energy, enthusiasm, social adaptability, assertiveness, sociability, boldness, self-confidence.	Introversion
II	A	**Agreeableness**, altruism, affection, conformity, likeability, friendly compliance, warmth	Antagonism, coldness, negativity
III	C	**Conscientiousness**, control, constraint, dependability, cautiousness, perseverance, super-ego strength, prudence	Lack of direction, impulsiveness, carelessness, irresponsibility
IV	N	**Neuroticism**, negative affectivity, nervousness, anxiety, emotionality	Emotional stability, emotional control
V	O	**Openness**, Originality, Open-mindedness, inquiring intellect, imagination, curiosity, independence, cultured	Closed to experience, closed-mindedness

The acronym OCEAN can be used to help recall the letter designations.

Appendix C – NEO-PI Facets
(Adapted from table 4.1 in (John 1999))

Big Five Dimensions	Facet (and correlated trait adjective)
E Extraversion ↔ introversion	Gregariousness (sociable)
	Assertiveness (forceful)
	Activity (energetic)
	Excitement seeking (adventurous)
	Positive Emotions (enthusiastic)
	Warmth (outgoing)
A Agreeableness ↔ antagonism	Trust (forgiving)
	Straightforwardness (not demanding)
	Altruism (warm)
	Compliance (not stubborn)
	Modesty (not show-off)
	Tender-mindedness (sympathetic)
C Conscientiousness ↔ lack of direction	Competence (efficient)
	Order (organized)
	Dutifulness (not careless)
	Achievement striving (through)
	Self-discipline (not lazy)
	Deliberation (not impulsive)
N Neuroticism ↔ emotional stability	Anxiety (tense)
	Angry hostility (irritable)
	Depression (not contented)
	Self-consciousness (shy)
	Impulsiveness (moody)
	Vulnerability (not self-confident)
O Openness ↔ closed to experience	Ideas (curious)
	Fantasy (imaginative)
	Aesthetics (artistic)
	Actions (wide interests)
	Feelings (excitable)
	Values (unconventional)

Appendix D – The Big Five Inventory (BFI) Sorted by factor:

(adapted from (John 1999))

7	A	Is helpful and unselfish with others.
17	A	Has a forgiving nature.
22	A	Is generally trusting.
24	A	Is emotionally stable, not easily upset.
32	A	Is considerate and kind to almost everyone.
42	A	Likes to cooperate with others.
2	A-	Tends to find fault with others.
12	A-	Starts quarrels with others.
27	A-	Can be cold and aloof.
37	A-	Is sometimes rude to others.
3	C	Does a thorough job.
13	C	Is a reliable worker.
28	C	Perseveres until the task is finished
33	C	Does things efficiently.
38	C	Makes plans and follows through with them.
8	C-	Can be somewhat careless.
18	C-	Tends to be disorganized.
23	C-	Tends to be lazy.
43	C-	Is easily distracted.
1	E	Is talkative.
11	E	Is full of energy
16	E	Generates a lot of enthusiasm.
26	E	Has an assertive personality.
36	E	Is outgoing, sociable.
6	E-	Is reserved.
21	E-	Tends to be quiet.
31	E-	Is sometimes shy, inhibited.
4	N	Is depressed, blue.
14	N	Can be tense.
19	N	Worries a lot.
29	N	Can be moody.
39	N	Gets nervous easily.
9	N-	Is relaxed, handles stress well.
34	N-	Remains calm in tense situations.
5	O	Is original, come up with new ideas.
10	O	Is curious about many different things.
15	O	Is ingenious, a deep thinker.
20	O	Has an active imagination.
25	O	Is inventive.
30	O	Values artistic, aesthetic experiences.
40	O	Likes to reflect, play with ideas.
44	O	Is sophisticated in art, music, literature.
35	O-	Prefers work that is routine.
41	O-	Has few artistic interests.

Appendix E - The Five Factors and their Facets

John A. Johnson (Johnson) wrote the following descriptions of the five domains and thirty subdomains. These descriptions are based on his extensive reading of the scientific literature on personality measurement.

Extraversion

Extraversion is marked by pronounced engagement with the external world. Extraverts enjoy being with people, are full of energy, and often experience positive emotions. They tend to be enthusiastic, action-oriented, individuals who are likely to say "Yes!" or "Let's go!" to opportunities for excitement. In groups they like to talk, assert themselves, and draw attention to themselves.

Introverts lack the exuberance, energy, and activity levels of extraverts. They tend to be quiet, low-key, deliberate, and disengaged from the social world. Their lack of social involvement should *not* be interpreted as shyness or depression; the introvert simply needs less stimulation than an extravert does and prefers to be alone. The independence and reserve of the introvert is sometimes mistaken as unfriendliness or arrogance. In reality, an introvert who scores high on the agreeableness dimension will not seek others out but will be quite pleasant when approached.

Extraversion Facets

- *Friendliness*. (*warmth* in NEO-PI) Friendly people genuinely like other people and openly demonstrate positive feelings toward others. They make friends quickly and it is easy for them to form close, intimate relationships. Low scorers on Friendliness are not necessarily cold and hostile, but they do not reach out to others and are perceived as distant and reserved.
- *Gregariousness*. Gregarious people find the company of others pleasantly stimulating and rewarding. They enjoy the excitement of crowds. Low scorers tend to feel overwhelmed by, and therefore actively avoid, large crowds. They do not necessarily dislike being with people sometimes, but their need for privacy and time to themselves is much greater than for individuals who score high on this scale.
- *Assertiveness*. High scorers in Assertiveness like to speak out, take charge, and direct the activities of others. They tend to be leaders of groups. Low scorers tend not to talk much and let others control the activities of groups.
- *Activity Level*. Active individuals lead fast-paced, busy lives. They move about quickly, energetically, and vigorously, and they are involved in many activities. People who score low on this scale follow a slower and more leisurely, relaxed pace.
- *Excitement-Seeking*. High scorers on this scale are easily bored without high levels of stimulation. They love bright lights and hustle and bustle. They are likely to take risks and seek thrills. Low scorers are overwhelmed by noise and commotion and are averse to thrill seeking.
- *Cheerfulness*. (*Positive Emotions* in NEO-PI) This scale measures positive mood and feelings, not negative emotions (which are a part of the Neuroticism domain). Persons who score high on this scale typically experience a range of positive feelings, including happiness, enthusiasm, optimism, and joy. Low scorers are not as prone to such energetic, high spirits.

Agreeableness

Agreeableness reflects individual differences in concern with cooperation and social harmony. Agreeable individuals value getting along with others. They are therefore considerate, friendly, generous, helpful, and willing to compromise their interests with others'. Agreeable people also have an optimistic view of human nature. They believe people are basically honest, decent, and trustworthy.

Disagreeable individuals place self-interest above getting along with others. They are generally unconcerned with others' well being, and therefore are unlikely to extend themselves for other people. Sometimes their skepticism about others' motives causes them to be suspicious, unfriendly, and uncooperative.

Agreeableness is obviously advantageous for attaining and maintaining popularity. Agreeable people are better liked than disagreeable people. On the other hand, agreeableness is not useful in situations that require tough or absolute objective decisions. Disagreeable people can make excellent scientists, critics, or soldiers.

Agreeableness Facets

- *Trust*. A person with high trust assumes that most people are fair, honest, and have good intentions. Persons low in trust see others as selfish, devious, and potentially dangerous.
- *Morality*. (*Straightforwardness* in NEO-PI) High scorers on this scale see no need for pretense or manipulation when dealing with others and are therefore candid, frank, and sincere. Low scorers believe that a certain amount of deception in social relationships is necessary. People find it relatively easy to relate to the straightforward high-scorers on this scale. They generally find it more difficult to relate to the unstraightforward low-scorers on this scale. It should be made clear that low scorers are <u>not</u> unprincipled or immoral; they are simply more guarded and less willing to openly reveal the whole truth.
- *Altruism*. Altruistic people find helping other people genuinely rewarding. Consequently, they are generally willing to assist those who are in need. Altruistic people find that doing things for others is a form of self-fulfillment rather than self-sacrifice. Low scorers on this scale do not particularly like helping those in need. Requests for help feel like an imposition rather than an opportunity for self-fulfillment.
- *Cooperation*. (Compliance in NEO-PI) Individuals who score high on this scale dislike confrontations. They are perfectly willing to compromise or to deny their own needs in order to get along with others. Those who score low on this scale are more likely to intimidate others to get their way.
- *Modesty*. High scorers on this scale do not like to claim that they are better than other people. In some cases this attitude may derive from low self-confidence or self-esteem. Nonetheless, some people with high self-esteem find immodesty unseemly. Those who *are* willing to describe themselves as superior tend to be seen as disagreeably arrogant by other people.
- *Sympathy*. (Tender-mindedness in NEO-PI) People who score high on this scale are tenderhearted and compassionate. They feel the pain of others vicariously and are easily moved to pity. Low scorers are not affected strongly by human suffering. They pride themselves on making objective judgments based on reason. They are more concerned with truth and impartial justice than with mercy.

Conscientiousness

Conscientiousness concerns the way in which we control, regulate, and direct our impulses. Impulses are not inherently bad; occasionally time constraints require a snap decision, and acting on our first impulse can be an effective response. Also, in times of play rather than work, acting spontaneously and impulsively can be fun. Impulsive individuals can be seen by others as colorful, fun-to-be-with, and zany.

Nonetheless, acting on impulse can lead to trouble in a number of ways. Some impulses are antisocial. Uncontrolled antisocial acts not only harm other members of society, but also can result in retribution toward the perpetrator of such impulsive acts. Another problem with impulsive acts is that they often produce immediate rewards but undesirable, long-term consequences. Examples include excessive socializing that leads to being fired from one's job, hurling an insult that causes the breakup of an important relationship, or using pleasure-inducing drugs that eventually destroy one's health.

Impulsive behavior, even when not seriously destructive, diminishes a person's effectiveness in significant ways. Acting impulsively disallows contemplating alternative courses of action, some of which would have been wiser than the impulsive choice. Impulsive behavior also sidetracks people during projects that require organized sequences of steps or stages. Accomplishments of an impulsive person are therefore small, scattered, and inconsistent.

A hallmark of intelligence, what potentially separates human beings from earlier life forms, is the ability to think about future consequences before acting on an impulse. Intelligent activity involves contemplation of long-range goals, organizing and planning routes to these goals, and persisting toward one's goals in the face of short-lived impulses to the contrary. The idea that intelligence involves impulse control is nicely captured by the term prudence, an alternative label for the Conscientiousness domain. Prudent means both wise and cautious. Others in fact, perceive persons who score high on the Conscientiousness scale as intelligent.

The benefits of high conscientiousness are obvious. Conscientious individuals avoid trouble and achieve high levels of success through purposeful planning and persistence. Others also positively regard them as intelligent and reliable. On the negative side, they can be compulsive perfectionists and workaholics. Furthermore, extremely conscientious individuals might be regarded as stuffy and boring. Unconscientious people may be criticized for their unreliability, lack of ambition, and failure to stay within the lines, but they will experience many short-lived pleasures and they will never be called stuffy.

Conscientiousness Facets

- *Self-Efficacy*. (*Competence* in NEO-PI) Self-Efficacy describes confidence in one's ability to accomplish things. High scorers believe they have the intelligence (common sense), drive, and self-control necessary for achieving success. Low scorers do not feel effective, and may have a sense that they are not in control of their lives.
- *Orderliness*. Persons with high scores on orderliness are well organized. They like to live according to routines and schedules. They keep lists and make plans. Low scorers tend to be disorganized and scattered.
- *Dutifulness*. This scale reflects the strength of a person's sense of duty and obligation. Those who score high on this scale have a strong sense of moral obligation. Low scorers find contracts, rules, and regulations overly confining. They are likely to be seen as unreliable or even irresponsible.

- *Achievement-Striving*. Individuals who score high on this scale strive hard to achieve excellence. Their drive to be recognized as successful keeps them on track toward their lofty goals. They often have a strong sense of direction in life, but extremely high scores may be too single-minded and obsessed with their work. Low scorers are content to get by with a minimal amount of work, and might be seen by others as lazy.
- *Self-Discipline*. Self-discipline–what many people call will power–refers to the ability to persist at difficult or unpleasant tasks until they are completed. People who possess high self-discipline are able to overcome reluctance to begin tasks and stay on track despite distractions. Those with low self-discipline procrastinate and show poor follow-through, often failing to complete tasks-even tasks they want very much to complete.
- *Cautiousness*. (*Deliberation* in NEO-PI) Cautiousness describes the disposition to think through possibilities before acting. High scorers on the Cautiousness scale take their time when making decisions. Low scorers often say or do first thing that comes to mind without deliberating alternatives and the probable consequences of those alternatives.

Neuroticism

Freud originally used the term *neurosis* to describe a condition marked by mental distress, emotional suffering, and an inability to cope effectively with the normal demands of life. He suggested that everyone shows some signs of neurosis, but that we differ in our degree of suffering and our specific symptoms of distress. Today neuroticism refers to the tendency to experience negative feelings. Those who score high on Neuroticism may experience primarily one specific negative feeling such as anxiety, anger, or depression, but are likely to experience several of these emotions. People high in neuroticism are emotionally reactive. They respond emotionally to events that would not affect most people, and their reactions tend to be more intense than normal. They are more likely to interpret ordinary situations as threatening, and minor frustrations as hopelessly difficult. Their negative emotional reactions tend to persist for unusually long periods of time, which means they are often in a bad mood. These problems in emotional regulation can diminish a neurotic's ability to think clearly, make decisions, and cope effectively with stress.

At the other end of the scale, individuals who score low in neuroticism are less easily upset and are less emotionally reactive. They tend to be calm, emotionally stable, and free from persistent negative feelings. Freedom from negative feelings does not mean that low scorers experience a lot of positive feelings; frequency of positive emotions is a component of the Extraversion domain.

Neuroticism Facets

- *Anxiety*. The "fight-or-flight" system of the brain of anxious individuals is too easily and too often engaged. Therefore, people who are high in anxiety often feel like something dangerous is about to happen. They may be afraid of specific situations or be just generally fearful. They feel tense, jittery, and nervous. Persons low in Anxiety are generally calm and fearless.
- *Anger*. Persons who score high in Anger feel enraged when things do not go their way. They are sensitive about being treated fairly and feel resentful and bitter when they feel they are being cheated. This scale measures the tendency to *feel* angry; whether or not the person *expresses* annoyance and hostility depends on the individual's level on Agreeableness. Low scorers do not get angry often or easily.

- *Depression*. This scale measures the tendency to feel sad, dejected, and discouraged. High scorers lack energy and have difficult initiating activities. Low scorers tend to be free from these depressive feelings.
- *Self-Consciousness*. Self-conscious individuals are sensitive about what others think of them. Their concern about rejection and ridicule cause them to feel shy and uncomfortable abound others. They are easily embarrassed and often feel ashamed. Their fears that others will criticize or make fun of them are exaggerated and unrealistic, but their awkwardness and discomfort may make these fears a self-fulfilling prophecy. Low scorers, in contrast, do not suffer from the mistaken impression that everyone is watching and judging them. They do not feel nervous in social situations.
- *Immoderation*. (*Impulsiveness* in NEO-PI) Immoderate individuals feel strong cravings and urges that they have difficulty resisting. They tend to be oriented toward short-term pleasures and rewards rather than long- term consequences. Low scorers do not experience strong, irresistible cravings and consequently do not find themselves tempted to overindulge.
- *Vulnerability*. High scorers on Vulnerability experience panic, confusion, and helplessness when under pressure or stress. Low scorers feel more poised, confident, and clear thinking when stressed.

Openness to Experience

Openness to Experience describes a dimension of cognitive style that distinguishes imaginative, creative people from down-to-earth, conventional people. Open people are intellectually curious, appreciative of art, and sensitive to beauty. They tend to be, compared to closed people, more aware of their feelings. They tend to think and act in individualistic and nonconforming ways. Intellectuals typically score high on Openness to Experience; consequently, this factor has also been called *Culture* or *Intellect*. Nonetheless, Intellect is probably best regarded as one aspect of openness to experience. Scores on Openness to Experience are only modestly related to years of education and scores on standard intelligent tests.

Another characteristic of the open cognitive style is a facility for thinking in symbols and abstractions far removed from concrete experience. Depending on the individual's specific intellectual abilities, this symbolic cognition may take the form of mathematical, logical, or geometric thinking, artistic and metaphorical use of language, music composition or performance, or one of the many visual or performing arts. People with low scores on openness to experience tend to have narrow, common interests. They prefer the plain, straightforward, and obvious over the complex, ambiguous, and subtle. They may regard the arts and sciences with suspicion, regarding these endeavors as abstruse or of no practical use. Closed people prefer familiarity to novelty; they are conservative and resistant to change.

Openness is often presented as healthier or more mature by psychologists, who are often themselves open to experience. However, open and closed styles of thinking are useful in different environments. The intellectual style of the open person may serve a professor well, but research has shown that closed thinking is related to superior job performance in police work, sales, and a number of service occupations.

Openness Facets

- *Imagination*. (*Fantasy* in NEO-PI) To imaginative individuals, the real world is often too plain and ordinary. High scorers on this scale use fantasy as a way of creating a richer, more interesting world. Low scorers on this scale are more oriented to facts than fantasy.

- *Artistic Interests*. (*Aesthetics* in NEO-PI) High scorers on this scale love beauty, both in art and in nature. They become easily involved and absorbed in artistic and natural events. They are not necessarily artistically trained or talented, although many will be. The defining features of this scale are *interest in*, and *appreciation of* natural and artificial beauty. Low scorers lack aesthetic sensitivity and interest in the arts.
- *Emotionality*. (*Feelings* in NEO-PI) Persons high on Emotionality have good access to and awareness of their own feelings. Low scorers are less aware of their feelings and tend not to express their emotions openly.
- *Adventurousness*. (*Actions* in NEO-PI) High scorers on adventurousness are eager to try new activities, travel to foreign lands, and experience different things. They find familiarity and routine boring, and will take a new route home just because it is different. Low scorers tend to feel uncomfortable with change and prefer familiar routines.
- *Intellect*. (*Ideas* in NEO-PI) Intellect and artistic interests are the two most important, central aspects of openness to experience. High scorers on Intellect love to play with ideas. They are open-minded to new and unusual ideas, and like to debate intellectual issues. They enjoy riddles, puzzles, and brainteasers. Low scorers on Intellect prefer dealing with people or things rather than ideas. They regard intellectual exercises as a waste of time. Intellect should *not* be equated with intelligence. Intellect is an intellectual style, not an intellectual ability, although high scorers on Intellect score *slightly* higher than low-Intellect individuals on standardized intelligence tests.
- *Liberalism*. (*Values* in NEO-PI) Psychological liberalism refers to a readiness to challenge authority, convention, and traditional values. In its most extreme form, psychological liberalism can even represent outright hostility toward rules, sympathy for law-breakers, and love of ambiguity, chaos, and disorder. Psychological conservatives prefer the security and stability brought by conformity to tradition. Psychological liberalism and conservatism are not identical to political affiliation, but certainly incline individuals toward certain political parties.

Appendix F – The 100 unipolar markers of the Big 5

(Adapted from De Raad, Table 19, originally from Goldberg, 1992a)

Positive Trait Markers:

Surgency	Agreeableness	Conscientiousness	Emotional stability	Intellect
Extraverted	Kind	Organized	Unenvious	Intellectual
Talkative	Cooperative	Systematic	Unemotional	Creative
Assertive	Sympathetic	Through	Relaxed	Complex
Verbal	Warm	Practical	Imperturbable	Imaginative
Energetic	Trustful	Neat	Unexcitable	Bright
Bold	Conscientious	Efficient	Undemanding	Philosophical
Active	Pleasant	Careful	Envious	Artistic
Daring	Agreeable	Steady	Anxious	Deep
Vigorous	Helpful	Conscientious	Moody	Innovative
Unrestrained	Generous	Prompt	Temperamental	Introspective

Negative Trait Markers:

Surgency	Agreeableness	Conscientiousness	Emotional stability	Intellect
Introverted	Cold	Disorganized	Emotional	Unintellectual
Shy	Unkind	Careless	Irritable	Uninitellegent
Quiet	Unsympathetic	Unsystematic	Fretful	Unimaginative
Reserved	Distrustful	Inefficient	Jealous	Uncreative
Untalkative	Harsh	Undependable	Touchy	Simple
Inhibited	Demanding	Impractical	Nervous	Unsophisticated
Withdrawn	Rude	Negligent	Insecure	Unreflective
Timid	Selfish	Inconsistent	Fearful	Imperceptive
Bashful	Uncooperative	Haphazard	Self-pitying	Uninquisitive
Unadventurous	Uncharitable	Sloppy	High-strung	Shallow

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Appendix G – The abridged big five circumplex (AB5C) Model

	Extraversion		Agreeableness		Conscientiousness		Emotional Stability		Intellect	
	I+	**I-**	**II+**	**II-**	**III+**	**III-**	**IV+**	**IV-**	**V+**	**V-**
I+	Talkative Extraverted Aggressive		Merry Cheerful Happy	Rough Abrupt Crude	Alert Ambitious Firm	Reckless Unruly Devil-may-care	Unselfconscious Weariless Indefatigable	High-strung Excitable Meddlesome	Theatrical Worldly Eloquent	Unscrupulous Pompous
I-		Shy Quiet Introverted	Soft-hearted Agreeable obliging	Cold Unfriendly Impersonal	Careful Cautious Punctual	Inefficient Lazy Indecisive	Unexcitable Unassuming	Self-pitying Insecure Fretful	Introspective Meditative Contemplating	Unimaginative Uninquisitive Inarticulate
II+	Sociable Social Enthusiastic	Timid Unaggressive submissive	Sympathetic Kind Warm		Responsible Dependable Reliable		Patient Relaxed Undemanding	Emotional Gullible	Deep Diplomatic Idealistic	Simple Dependent Servile
II-	Dominant Domineering Forceful	Unsociable Uncommunicative Seclusive		Unsympathetic Unkind Harsh	Stern Strict Deliberate	Unreliable Negligent Undependable	Unemotional Masculine	Irritable Temperamental Defensive	Individualistic Eccentric	Shallow Terse
III+	Active Competitive Persistent	Reserved Restrained Serious	Helpful Cooperative Considerate	Hard Rigid	Organized Neat Orderly			Particular	Analytical Perceptive Informative	
III-	Boisterous Mischievous Exhibitionistic	Unenergetic Uncompetative sluggish		Inconsiderate Rude Impolite		Disorganized Disorderly Careless	Informal	Hypocritical Compulsive Nosey		Shortsighted Unobservant Ignorant
IV+	Confident Bold Assured	Tranquil Sedate Placid	Trustful Pleasant Tolerant	Insensitive Unaffectionate Passionless	Through Steady Consistent		Unenvious		Intellectual Inventive Intelligent	Unreflective Unsophisticated Imperceptive
IV-	Flirtatious Explosive Wordy	Lonely Weak Cowardly	Sentimental Affectionate Sensitive	Demanding Selfish Ill-tempered		Inconsistent Scatterbrained Unstable		Moody Jealous Possessive	Sensual	
V+	Expressive Adventurous Dramatic	Inner-directed	Genial Actful	Shrewd	Industrious Perfectionistic Sophisticated	unconventional	Versatile		Creative Imaginative Philosophical	
V-	Verbose	Passive Meek Dull		Uncharitable Ruthless Coarse	Conventional Traditional	Haphazard Illogical Immature	Imperturbable	Contemptuous		Uncreative Unintellectual Unintelligent

Appendix H – Howard's Model of Personality

Adapted from (Howard) Figure 21.1

Traits

- Extraversion,
- Agreeableness,
- Conscientiousness,
- Neuroticism,
- Openness to experience

Intelligence-Domain

- Linguistic,
- Musical,
- Logical / mathematical,
- Spatial,
- Kinesthetic,
- Interpersonal,
- Intrapersonal,
- Natural Observation

Intelligence-Components

- Production,
- Creativity,
- Problem Solving

Values

- Spiritual,
- Aesthetic,
- Financial,
- Physical,
- Social,
- Political

Motivators

- Personalness,
- Pervasiveness,
- Permanance

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Type-Nouns

Most Highly Associated with Mean of Paired Standardized Female-Target Factor Scores and Male-Target Factor Scores

Factor 1 **Social Unacceptability**	**Factor 3** **Egocentrism**	**Factor 5** **Delinquency**	**Factor 7** **Liveliness**
.76 Trash	.50 Snob	.60 Lawbreaker	.57 Joker
.76 Dumbbell	.48 Gossip	.51 Pothead	.57 Clown
.75 Dummy	.47 Eavesdropper	.51 Drunk	.56 Goof
.74 Twit	.46 Critic	.51 Alcoholic	.51 Comedian
.74 Moron	.45 Materialist*	-.47 Goody-goody	.51 Comic
.74 Idiot	.44 Tease	.46 Rebel	.50 Rowdy
.73 Twerp	.44 Hotshot	.42 Troublemaker	.47 Extrovert
.73 Worm	.43 Boaster	.40 Slacker	.46 Talker
.73 Scum	.43 Snoop	-.39 Traditionalist	.45 Life-of-the-party*
.73 Rat	.42 Know-it-all	-.39 Conservative	.44 Practical-joker
.72 Bonehead	.41 Show-off	-.39 Perfectionist	.44 Character
.72 Deadbeat	.40 Blabbermouth	-.38 Innocent	.44 Chatterbox
.71 Weasel	.40 Flirt	.38 Night-owl	.43 Loony
.71 Blockhead	.39 Brown-nose	-.36 Early-bird	.43 Screwball
.71 Creep	.39 Teaser	-.35 Christian	.43 Loudmouth
.70 Dunce	.38 Busybody	-.32 Disciplinarian	.43 Chatterer*

Factor 2 **Intellect**	**Factor 4** **Ruggedness**	**Factor 6** **Attractiveness**	**Factor 8** **Disorientation**
.62 Philosopher	.47 Tough	.69 Babe	.50 Klutz
.53 Nonconformist	.46 Jock	.67 Darling	.46 Worrywart
.50 Pioneer	.45 Sportsman	.67 Sweetie	.46 Sleepyhead
.48 Poet	.44 Machine	.66 Honey	.44 Daydreamer
.48 Artist	.40 Aggressor*	.65 Beauty	.37 Speculator
.47 Genius	.40 Ladies'-man	.64 Cutie	.35 So-and-so
.46 Individualist	.39 Daredevil	.63 Doll	.35 Novice
.46 Radical	.38 Diehard	.60 Love	.34 Paranoid
.44 Liberal	.37 Gentleman	.60 Romantic	.32 Beginner
.44 Brain	.36 Wise-guy	.58 Charmer	.32 Pushover
.43 Loner	.36 Lady-killer	.57 Comforter	.31 Packrat
.43 Intellectual	.36 Born-fighter*	.57 Knockout	.28 Mortal
.41 Innovator	.34 Dude	.57 Fox	.26 Pacifist*
.41 Left-winger	.34 Authority	.56 Star	.26 Homebody
.40 Outsider	.34 Fighter	.55 Hero	.22 Lightweight
.39 Eccentric	.30 Heavyweight	.55 Sympathizer	

Note. N=607. * term included among 54 supplementary type-nouns, but not main set of 372.

Appendix I - Inventory of Popular Personality Descriptors

To create a rich list of popular personality descriptors, I skimmed through books in the "self-help" and "psychology" sections of a large bookstore. The list concentrates on descriptions of normal adult personality types, as annoying as they may be. It avoids abnormal conditions and personality disorders such as those listed in the *Diagnostic and Statistical Manual of Mental Disorders* (DSM-IV) It also avoids descriptions of childhood syndromes or developmental stages.

The Complete Idiot's Guide to Getting Along with Difficult People, by Brandon Toropov, Alpha Books; 1st edition (1997) uses the following phrases to describe types of people:

Sorehead, whiner (people who need constant reinforcement), power-tripper, rudenike, interpersonal saboteur, manipulators, blowhard, screamers, snake in the grass, jerk, saint, slacker, rumormonger, chronic complainer, rebel (people who don't like to be told what to do), uncivil, egomaniac (people who crave power and control), Know it all (people who need to be seen as experts). The book also describes the "Iago syndrome" as people who take pleasure in making life difficult for others, and leave a pattern of trauma, pain, and recrimination.

The New Personality Self-Portrait: Why You Think, Work, Love and Act the Way You Do, by John M. Oldham, Lois B. Morris, Bantam Books; (1995) uses the following descriptions of personality types:

Conscientious style: "the right stuff", self-confident style: "star quality", devoted style" "the good mate", dramatic style: "the life of the party", vigilant style: "the survivor", sensitive style: "the homebody", leisurely style: "California dreaming", adventurous style: "The challenger", idiosyncratic style: "the different drummer", solitary style: "the loner", mercurial style: "fire and ice", self-sacrificing style: "The altruist", aggressive style: "Top dog", serious style: "The realist"

Some insight to the definitions of each style is provided by this table of "personality style – personality disorder continuum" where an exaggeration of the style on the left can become the disorder on the right.

Conscientious	→	Obsessive-compulsive
Self-confident	→	Narcissistic
Dramatic	→	Histrionic
Vigilant	→	Paranoid
Mercurial	→	Boarderline
Devoted	→	Dependent
Solitary	→	Schizoid
Leisurly	→	Passive Aggressive
Sensitive	→	Avoidant
Idosynchratic	→	Schizotypal
Adventurous	→	Antisocial
Self-sacrificing	→	Self-defeating
Aggressive	→	Sadistic
Serious	→	Depressive

Self Scoring Personality Tests, by Victor Serebriakoff, provides the following terms to describe decreasing magnitudes on the "stability" scale:

unshakable, imperturbable, unflappable, calm, balanced, steady, average, sympathetic, suggestible, emotional, sensitive, oversensitive, nervous, neurotic.

The book uses the following terms to describe decreasing magnitudes on the "strong-mindedness" scale:

Very aggressive, inflexible, bossy, strong-willed, confrontational, determined, authoritative, assertive, managerial, a balanced personality, diplomatic, shy, warm-hearted, sympathetic, caring but weak-willed, unambitious, eager to please, very timid, easily dominated.

201 Ways to Deal With Difficult People, by Alan Axelrod, Jim Holtje, James Holtje, McGraw-Hill/Contemporary Books; (1997) lists the following chapter titles in the table of contents:

Bosses from hell, colleagues from purgatory, employees from hunger, clients from New York, silencing a screamer, riposting rudeness, outmaneuvering schemers, navigating the egotist's world, care and feeding of passive-aggressive people, lazy no more, beating up bullies, crushing constant critics, puncturing perfectionists, outmanipulating the manipulative, surviving the stubborn, neutralizing the morale busters, tackling the taciturn, functioning with fault-finders, creative venting.

In describing "bosses from hell" the book uses the phrases: yellers, screamers, manipulators, connivers, arrogant, and high-handed.

Angry Men, Passive Men: Understanding the Roots of Men's Anger and How to Move Beyond It, by Marvin Allen, Jo Robinson, Fawcett Books; Reprint edition (1998) has chapter entitled the Kick Ass / Kiss Ass syndrome.

Mensa Assess Your Personality, by Robert Allen, Carlton Books; (January 1, 2001) ISBN: 1842221450 includes test with each of the following names:

Are you: In control, anxious, optimistic, intuitive, an extrovert, driven, a schemer, ambitious, honest, tenacious, brave, focused, a thinker, stable, loyal, Ill, timid, evasive, flexible, tidy, sunny, religious, happy, healthy, practical, thrifty?

The Disease To Please, by Harriet B. Braiker, McGraw-Hill/Contemporary Books; (February 13, 2002) ISBN: 0071385649 promises to cure:

The "people pleasing syndrome"

Personality Types : Using the Enneagram for Self-Discovery, by Don Richard Riso (Author), Russ Hudson, Mariner Books; Revised edition (September 1996) ISBN: 0395798671 describes these nine distinctive patterns of personality traits:

Reformer, helper, status seeker, artist, thinker, loyalist, generalist, leader, and peacemaker.

Coping With Difficult People, by Robert N. Bramson, Dell Books; Reissue edition (1988) begins by asking: Do you know any of these people? It includes a chapter on each type, with additional descriptions (included in parenthesis in this list)

- The hostile aggressive, who bullies by bombarding, making cutting remarks, or throwing a tantrum, (A hostile-aggressive trio: Sherman tanks, snipers, and exploders),
- The complainer, who gripes incessantly but never gets any closer to solving the problem, (and another thing . . . – the complete complainer),
- The silent unresponsive, who responds to any question with a yes, no, or a grunt, (claming up: the silent and unresponsive person),
- The super-agreeable, who is always reasonable, sincere, and supportive to your face but never delivers a promise, (Super-agreeables and other wonderfully nice people)
- The negativist, who responds to any proposal with an explanation like "It won't work." (Wet blanket power: the negativist at work)
- The know-it-all, who wants you to recognize he known everything there is to know about anything worth knowing, (Bulldozers and balloons: the know-it-all experts)
- The indecisive, who stalls any major decision until its made for him and refuses to let go of anything until it's perfect – which means never (indecisive stallers)

The Boy Scouts of America are taught to be: trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent

I have also created a list of other terms, from a variety of informal sources. They are:

Aggressive, arrogant, bashful, bigot, bitch, born leader, busybody, charismatic, cheapskate, cocky, (anal) compulsive, control freak, crafty, cunning, domineering, dumb ass, egomaniac, empathetic, enthusiastic, flirtatious, generous, good-natured, greedy, hot head, hypocrite, immature, impatient, insecure, jackass, jerk as in "is a jerk" rather than "is being a jerk", kind, lazy, loner, male chauvinist pig, meek, nag, nerd, nudge, people with low self esteem, power monger, promiscuous, pushy, racist, ruthless, self-assured, self-confident, self-conscious, sexist, shady (slick Willie, a reference to Bill Clinton), shy, sleazy, smart ass, snake, snob, softhearted, stubborn, sucker, sympathetic, team player, timid, trustworthy, "Type A personality", "Type B personality", tyrant, wimp, workaholic

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Appendix J - Common Descriptors Arranged into AB5C Cells

	Extraversion		Agreeableness		Conscientiousness		Emotional Stability		Intellect	
	I+	**I-**	**II+**	**II-**	**III+**	**III-**	**IV+**	**IV-**	**V+**	**V-**
I+	Extraverted Flirtatious		Cheerful Friendly Generous Loyal Saintly Sunny	Know-it-all Manipulative Rude Ruthless Tyrannical	Ambitious Determined Slick		Self-confident	Complaining	Tenacious	
I-		Bashful Shy Timid	Soft-hearted	Inflexible	Serious	Indecisive Lazy	Calm	Evasive Insecure Oversensitive		
II+	Enthusiastic		Kind Sympathetic Warm-hearted		Conscientious Reformative Thrifty Tidy		Optimistic	Anxious Emotional Sensitive Whiny	Artistic	Submissive
II-	Aggressive Bigoted Bullying Cocky Domineering						Unshakable	Faultfinding Hot-tempered Nagging Negativistic Scheming Snobbish	Rebellious	
III+	Arrogant Assertive Authoritative	Taciturn	Courteous Devout Honest Self-sacrificing				Stable Steady			
III-	Happy-go-lucky	Unambitious						Compulsive Hypocritical		
IV+	Adventurous Self-assured	Silent	Agreeable Good-natured Leisurely Peacemaking Religious		Practical		Imperturbable		Diplomatic	
IV-	Bossy High-handed Loud-Mouthed	Self-conscious		Greedy Stubborn	Perfectionistic	Immature		Impatient Nervous Neurotic		Gullible
V+	Cunning		Flexible Helpful	Egotistical			Brave Crafty	Critical Empathic	Intuitive	
V-		Meek Unresponsive	Reverent	Uncivil			Trustworthy	Suggestible		

Appendix K - Popular terms not included in the AB5C Inventory of 1710 terms

Adjectives	Composite	Evaluative	Noun Type	Noun type	Outside
charismatic confrontational dramatic idiosyncratic mercurial obedient promiscuous pushy shady sleazy solitary strong-willed unflappable vigilant weak-willed	control freak Iago kick ass kiss ass managerial Type A Type B workaholic	average balanced bitch dumb ass male - chauvinist pig nerd smart ass	**Analyzed*:** Busybody (3) Cheapskate (1) Homebody (8) leader (2) jackass (1) jerk (1) sexist (1) slacker (1) thinker (2) wimp (1)	**Not Analyzed:** conniver generalist nudge passive-aggressive people-pleasers power - monger power-tripper rumormonger screamer self-esteem sorehead status seeker team player yellers	clean healthy ill **Verbs:** caring controlling driven focused

* the primary factor from the eight factor noun-type solution is shown in parenthesis.

Considering the total list of 179 words, the fraction each word type represents is shown in this chart:

Word Types

- Outisde 2%
- Verbs 2%
- Noun Type 14%
- Evaluative 4%
- Composite 5%
- Adjectives 8%
- AB5C (five-factor) 65%

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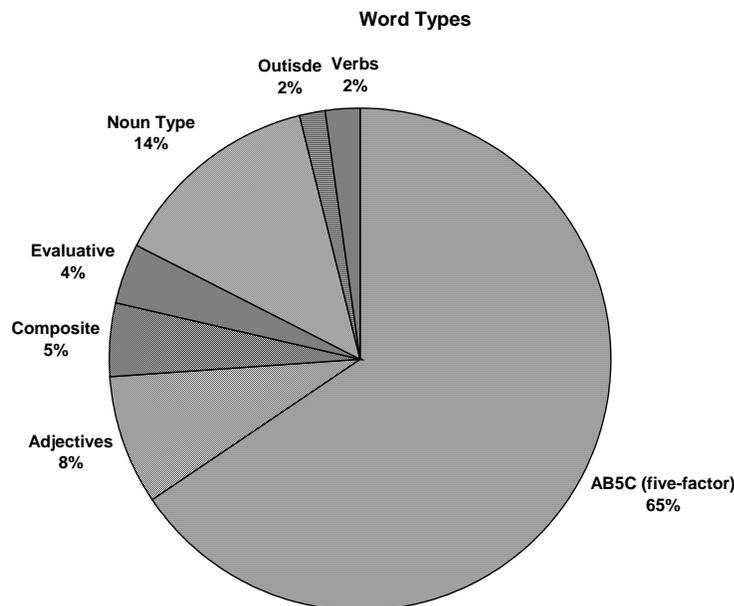
Appendix L – "Control Freak" Characteristics Arranged in AB5C Cells

	Extraversion		Agreeableness		Conscientiousness		Emotional Stability		Intellect	
	I+	I-	II+	II-	III+	III-	IV+	IV-	V+	V-
I+									Tenacious	
I-										
II+										
II-								Irritable Obsessive		Closed-minded Rigid
III+										
III-										
IV+										
IV-	Intrusive		Demanding	Perfectionistic						
V+								Critical		
V-										