



PRIMARY AND SECONDARY FACTORS

Bernard Gueraten

2019/03/15

DISCLAIMER

This report is based on the responses to a Cattellian Personality Theory based questionnaire. The author, his associates and our distributing company hereby disclaim any responsibility for losses or litigation of any kind that may arise as a result of the use of this report. Any person or organisation using this report does so on the clear understanding that the contents must be kept private and confidential and may only be distributed to a third party with the express permission of the individual whose name appears on this page. Furthermore, the user undertakes to make use of the information in this report with due consideration of the professional ethics prescribed by his or her profession in the country in which it is used.

COPYRIGHT © 2019 Barnes Blakeley and Associates.
ALL RIGHTS RESERVED.

INTRODUCTION

HISTORY

The 16 Personality Factors questionnaire, now in its 5th edition, rests on research conducted by Raymond Cattell in the middle of the last century. Where many personality theorists begin with a theoretical end in mind, he didn't and rather let human personality emerge through his lexical methodology, using the English dictionary as his source. In this way he produced what one may term a natural personality theory, uncontaminated by preconceived strictures. It is remarkable that the result aligns with other major theories and that these are now validated by physiological correlates suggesting certain parts of the brain relate to specific traits and that specific neurotransmitters and hormones are also definitive markers

The result is the Cattellian personality model with sixteen primary factors and the original six secondary factors into which the primaries cluster. Possibly one of the most important methodological advance that results from this work is Factor Analysis which isolates factors from a correlation matrix and then rotates them to increase their distance from one another. It is now used universally in the construction of psychometric instruments.

ABOUT

Without slanting the interpretation in a specific direction, this report presents the primary and high-order scales devoid of application and, while different applications are addressed in passing, this is a non-narrative presentation of the scales as they apply to this individual, providing the raw material for more complex narrative reports that are made to purpose. This report is probably most useful as a teaching aid yet, with a degree of integrative reasoning, a picture will form of the individual.

CONTENTS

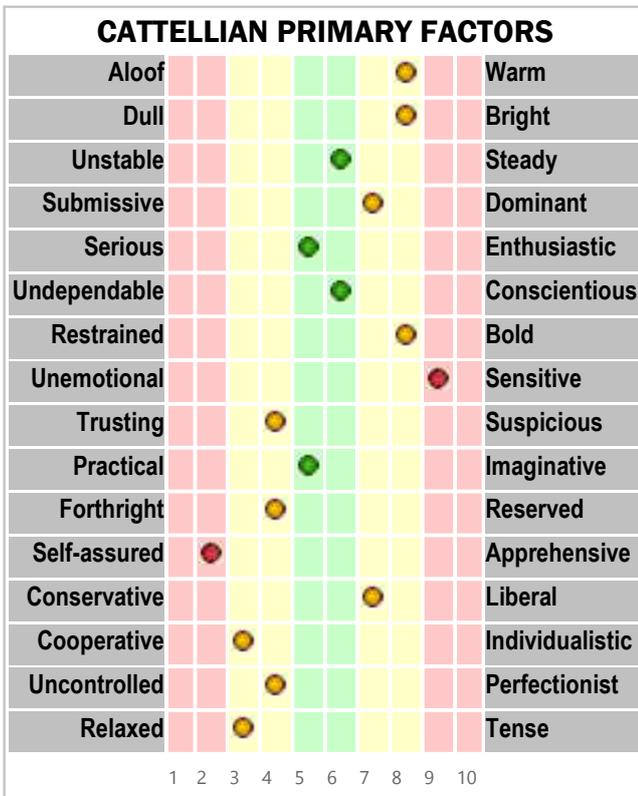
THE PRIMARY FACTORS

Reserved – Sociable
 Dull – Bright
 Reactive – Responsive
 Submissive – Dominant
 Serious – Enthusiastic
 Expedient – Conscientious
 Restrained – Bold
 Unemotional – Sensitive
 Trusting – Suspicious
 Practical – Imaginative
 Disclosing – Discrete
 Self-assured – Apprehensive
 Conservative – Liberal
 Cooperative – Individualistic
 Tolerant – Perfectionist
 Relaxed - Tense

THE HIGH ORDER FACTORS

Introvert – Extravert
 Calm – Anxious
 Gentle – Tough
 Dependent – Independent
 Impulsive – Compulsive
 Prudent – Daring

THE PRIMARY FACTORS



THE CHART

This chart shows the sixteen primary factors as ten scores which are created by referencing the raw scale scores for each factor to a table of values to give ten norm ranges. These norms are based on the results of a large number of tests and are country specific although universal norms are also available in this system.

Each scale is described in terms of two adjectives, one representing the low pole of the dimension and the other the high. The green band in the centre of the chart represents the majority scores which is taken to be the normal range. The yellow and red bands highlight increasing deviation from this normal range and become more recognisable in the respondent's behaviour.

THE FACTORS

Psychometric studies of responses to latest Cattellian items have shown that the fifteen personality scales (the Temperamental Primary Factors) are unidimensional and can be combined, if desired, to form second-order factors. Five of these Global Factors closely correspond to the Big Five personality dimensions, which are relatively stable traits describing one's behaviour over a wide range of social and work situations.

Because the Big Five taxonomy is now effectively the dominant view of normal adult personality, it is used in many selection, counselling, and career development applications. The ability of the Cattellian questionnaires to estimate Big Five's scores is thus advantageous for current and future applications.

DESCRIBING THE FACTORS

What follows is a description of each of these factors that falls outside of the normal range. The descriptions are headed with the pole of the scale into which this respondent's scores deviate.

A brief theoretical insight is included to give the factor further depth in terms of research, both ancient and modern, that has been conducted. These inserts may be slanted in a clinical or industrial direction and, in most cases, include both.

SOCIABILITY



Warm

Warm-hearted, easy-going, outgoing, participating.

IN GENERAL...

The high side of this factor indicates a friendly and engaging individual who finds it easy and enjoyable to be with other people. In fact, this type of individual may actively seek contact with others, forming and maintaining relationships while avoiding isolation. At very high levels, it usually suggests co-dependency and emotional neediness. From a neurochemical perspective, this suggests an individual who favours the adrenergic pathways in the brain and who avoids reflection, relying more on interaction with the environment for learning.

MORE SPECIFICALLY...

He will come across as rather warm and will be easy to get along with in a variety of social settings. He is adaptable and likes to join in with other people's plans. Being interested in people, he will tend to place priority on relationships and find satisfaction in these. Because he is usually popular and noticed by others, he will often be chosen for promotion or leadership positions.

INSIGHT

Ryan Boyd and his colleagues have explored this dimension and find that warm individuals value nurturance to a greater extent, view others as more trustworthy and sometimes tend to be rather too dependent on others and motivated to please them.

Researchers Goodwin, Piazza and Rozin, of the University of Pennsylvania, contrasted sociable, happy, agreeable, funny and playful people who were considered "warm" with courageous, fair, principled, responsible and honest people who were considered "moral."

Their study concludes that morality beats social warmth in impression formation. A person's moral character is considered to be more fundamental to their identity than whether they are warm. Overall, people thought of as having good moral character are viewed more positively than those thought of as warm.

Moral character is central to how people judge one another in important matters, such as relationships and competence. When someone is fair and honest, we believe that it is a quality that constitutes their very essence. Warmth may come and go, but moral character is more consistent and reliable. Goodwin shows that most think that being responsible and principled is more important than friendliness or having a sense of humour. The same preference for character over warmth plays out in close relations. Having fun is important, warm feelings are good feelings but when our fates are intimately tied to others, being able to count on a person's word and to trust another person with your very soul is more important. It would be good to have a fun time with a friend, but a friend who you can count on no matter what is far more valuable.

COGNITION



Bright

Insightful, intellectually bright, good judgement, persevering.

IN GENERAL...

Suggesting a lively mind with the capacity to quickly associate ideas, this high scale score may suggest an abstract thinker who quickly and easily comprehends and integrates new information. It is generally inadvisable to treat this as a reliable measure of cognitive functioning even though it consistently shows significant association with general intelligence. This rests on a complex genetic interaction that influences dopamine production and, by implication, the way attention is focussed.

MORE SPECIFICALLY...

He shows a fairly good ability to discern relationships between concepts or objects and this suggests some ability in abstract thinking and a preference for indefinite or intellectual problem solving. There is reason to believe that he is intellectually above average although it would not necessarily be correct to infer a high intelligence. He should, however, show a higher degree of intellectual interests, make better judgements and learn new things fairly quickly.

INSIGHT

Over two decades ago, Gregory Boyle concluded that "there seems little doubt that personality traits and intellectual abilities interact profoundly in influencing human behaviour. Personality and intelligence are clearly interdependent in terms of their associated processes and products."

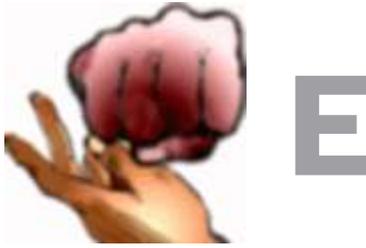
Ongoing research has continued to support this remark but, conflicting and sometimes contradictory findings suggest that specific forms of intelligence are more or less related to various core personality dimensions. Furthermore, these relationships are shown to be related to both age and gender which adds complexity to any attempt at prediction. For example, at a primary school level extraverted individuals seem to perform better than their introverted peers while, at a tertiary level, this reverses with higher intellectual ability being strongly associated with an introvert orientation.

In a recent study on high-ability school leavers, Adrian Furnham found that emotional sensitivity, apprehension and sociability were negatively related to general intelligence while prolateness was positively related.

A recent comprehensive review of the literature confirms that intelligence is most consistently predicted by high Openness, low Neuroticism, low Extraversion and low Conscientiousness,

While some studies suggests those with a rather tough-minded and private temperament show greater cognitive ability.

DOMINANCE



Dominant

Assertive, independent, aggressive, competitive, boastful, conceited.

IN GENERAL...

High scores on this factor suggest a strong individual who readily takes the lead in a group and has a powerful presence and natural authority. Associated with narcissism, this may suggest a tendency to overpower others and demand compliance, becoming confrontational if opposed. Without the moderation of emotional sensitivity, this may indicate anti-social behaviour and uncontrolled aggression. This rests on a complex neurochemical balance including high testosterone levels that ultimately favours "fight" rather than "flight" in response to confrontational situations.

MORE SPECIFICALLY...

This indicates a moderate tendency towards an internal orientation and a reliance on his own abilities and strengths. This is sometimes present in the profiles of successful leaders who must readily confront situations, people and decisions and remain in control. Along with this, he may tend to be somewhat arrogant and intolerant of views other than his own and tend to "take over" other people's lives. He will tend to externalise hostile feelings rather than bottle them which may cause him to appear undiplomatic and confrontational at times. This is also associated with a degree of rebellious and unconventional behaviour. The moderate need to be in control and to influence others is the most striking feature of this relatively high dominance score.

INSIGHT

Assertiveness concerns being able to express feelings, wishes, wants and desires appropriately and is an important personal and interpersonal skill. In all your interactions with other people, whether at home or at work, with employers, customers or colleagues, assertiveness can help you to express yourself in a clear, open and reasonable way, without undermining your own or others' rights.

Assertiveness enables individuals to act in their own best interests, to stand up for themselves without undue anxiety, to express honest feelings comfortably and to express personal rights without denying the rights of others. Aggressive behaviour, conversely, fails to consider the views or feelings of other individuals. Those behaving aggressively will rarely show praise or appreciation of others and an aggressive response tends to put others down. Aggressive responses encourage the other person to respond in a non-assertive way, either aggressively or passively.

Good interpersonal skills mean you need to be aware of the different ways of communicating and the different response each approach might provoke. The use of either passive or aggressive behaviour in interpersonal relationships can have undesirable consequences for those you are communicating with and it may well hinder positive moves forward.

DIRECTNESS



H

Bold

Adventurous, thick-skinned, socially bold, impulsive.

IN GENERAL...

On the high side, this factor suggests a tendency to be outspoken and direct with others, possibly suggesting a lack of sensitivity for their tolerance levels while ultimately suggesting that this individual has a high tolerance for the actuality of mundane reality. Brutally honest and factual, they may dispose euphemism and social circumspection to the point of shocking others. Thick-skinned and quite prepared to express opinions that may result in conflict, this suggests self-assurance and a degree of dominance.

MORE SPECIFICALLY...

This indicates a tendency to be confident, outgoing and personally forceful. He will be rather drawn towards excitement and danger which he will usually find exhilarating. He may appear to like being the centre of attention and, somewhat lacking social inhibition, will not experience problems with public speaking or other forms of public appearance. This trait is often associated with successful athletes who thrive on public adulation.. At this level, there is some indication of rejection of social norms and possible sociopathy although the latter is not very likely.

INSIGHT

Where roughly a fifth of young children show signs of an Inhibited temperament, over-reacting physiologically to unfamiliar experiences, the majority do not show this reaction and of these, there are those that seem to underreact or fail to react at all. This lays the foundation for an uninhibited and adventuresome individual who tolerates novelty and seeks new and exciting experiences.

Boldness is the opposite of fearfulness. To be bold implies a willingness to get things done despite risks. Boldness may be a property that only certain individuals are able to display. For example, in the context of sociability, a bold person may be willing to risk shame or rejection in social situations, or to bend rules of etiquette or politeness. An excessively bold person could aggressively ask for money, or persistently push someone to fulfil a request. Personality plays a major role in an individual's propensity for risk-taking behaviour. While it might seem like those who worry excessively don't make for ideal risk-takers, some studies indicate that people who score high on neuroticism – a combination of anxiety, moodiness, and worry – are more likely to become risk-takers. The data is not conclusive, though, and some studies have found that risk-takers actually score lower on measures of neuroticism than the general population.

EMOTIONALITY



Sensitive

Dependent, over protected, fidgety, clinging, kind, gentle, intuitive, predominantly emotional.

IN GENERAL...

The high side of this factor suggests a soft-hearted and rather sensitive individual who is easily affected by their feelings. Accepting others without judgement, they sense emotions and respond to them with care and support. They may pay too little attention to performance issues and focus on human needs and their satisfaction instead. The association of this pattern with the oestrogen-oxytocin system has been adequately demonstrated and suggests that this attribute is predominantly (but not exclusively) found in females.

MORE SPECIFICALLY...

He is best described as very "tender minded" as there is a strong tendency for him to be over-sensitive and emotional about things and to make decisions based on intuitive rather than logical grounds. In fact subjectivity is a key feature in understanding this trait. He will simply not be able to detach himself from a situation and rather use sensitive intuition to project himself into it to discern what it means. This suggests that he derives from an over-indulgent family and experienced a highly protected childhood where his feelings were protected and encouraged. One could argue that this is an indication of emotional immaturity as sensitivity of this type is more usually associated with children.

INSIGHT

Heather Cattell reminds us that this factor suggests two significant characteristics of high scorers. The first is artistic sensitivity and thus gives high scorers an artistic and imaginative quality, an appreciation of beauty, art, literature, music, plays, and a range of aesthetic values. They are both artistic and support artistes. In addition, they have a profound awareness of their own feelings and are deeply empathetic, sensing others emotional state and responding to them in a sensitive and concerned way. It is not uncommon for them to actually experience other's emotional pain as if it was their own. She adds that when a sensitive person hurts, their pain may be almost unbearable. Those with extreme scores may be fragile and vulnerable, finding it necessary to avoid any harshness or unpleasantness, seeming over-reactive and demanding.

People usually assign some kind of meaning to unexpected and unpleasant changes in bodily sensation. They tend to attribute them to a range of common emotions that include tension, worry, or guilt. Emotional sensitivity suggests heightened interception yet, in and of itself does not mean the individual will react. Yet, highly reactive individuals, with their greater levels of autonomic and cortical arousal, are probably more vulnerable than low reactive individuals to such changes and therefore to more frequent moments of self-doubt or emotional outbursts. Sensitive individuals who are less reactive are warmly responsive and can tolerate a wide range of stressor without becoming upset. This highlights the distinction between emotional stability and emotional sensitivity.

VIGILANCE



L

Trusting

Unsuspecting, pliant, tolerant, permissive, conciliatory.

IN GENERAL...

The tendency to trust others' words and intentions, indicated by the low side of this factor, may lead to missed signs of environmental danger and other people's suspicious behaviour. Naively innocent and unsuspecting, they can however be relied on and are usually trustworthy although possibly underachievers. This is associated with low motivation and reduced environmental awareness, typical in individuals showing low levels of dopamine and elevated serotonin. Most notably, they are often calm and untroubled suggesting low sympathetic activation.

MORE SPECIFICALLY...

Tending to identify with other people rather easily, he will usually like them and be able to share in their lives whether in times of joy or sorrow. He will, conversely, tend to be liked by others as his relative absence of rigid boundaries will be sensed as comfortable. Furthermore, he will probably have little interest in competition and gaining status and thus allow others to get fairly close to him. He will show a tendency to accept other as they are and will not enjoy having to correct them even if this is appropriate. Lastly, he will try to forget any difficulties which arise rather than making an issue of them.

INSIGHT

Trust versus Mistrust characterises the first stage in Erikson's theory of psychosocial development and occurs between birth and approximately 18 months of age. According to Erikson, the trust versus mistrust stage is the most important period in a person's life because it shapes our view of the world, as well as our personalities. Because an infant is entirely dependent upon his or her caregivers, the quality of care that the child receives plays an important role in the shaping of the child's personality. During this stage, children learn whether or not they can trust the people around them.

Erikson believed that these early patterns of trust or mistrust help control, or at least exert, a powerful influence over that individual's interactions with others for the remainder of his life. Those who learn to trust caregivers in infancy will be more likely to form trusting relationships with others throughout the course of their lives.

People with similar physical or personality characteristics are more likely to trust one another but, at the basis of errors in judgement, attentional bias is the greatest curse. It is our proclivity to see what we want to see. Because of it we pay more attention to, and overweight in importance, evidence supporting our hypotheses about the world, while downplaying or discounting discrepancies or evidence to the contrary.

Unfortunately, the wiring in our brains can also hinder our ability to make good decisions about how much risk to assume in relationships. In particular, researchers have identified cognitive illusions that result in over-optimistic assumptions about the future.

RESERVATION



Forthright

Unpretentious, genuine, socially clumsy, content.

IN GENERAL...

An open individual who easily discloses their own thoughts and feelings without reserve is indicated by the low side of this factor. Tending to be transparently honest and without guile, again, suggests normally reduced autonomic activation and the placid confidence provided by adequate levels of serotonin. Sincere and trusting, it may not occur to them that there are others who are not like them, a feature which aligns this attribute with the Jungian introverted intuitive function. Needless to say, they are out of touch with external reality to some degree.

MORE SPECIFICALLY...

He tends to be honest and open about his intentions and thoughts on most matters. He will tend to play "open cards" with others (often to his own detriment) rather than putting up a front which is best suited to the situation. He may be perceived as careless in what he says and create embarrassment with his openness. However, lacking guile, he is likely to be seen as honest and sincere.

INSIGHT

Authenticity is about presence, living in the moment with conviction and confidence and staying true to yourself. An authentic person puts the people around them at ease, like a comforting, old friend who welcomes us in and makes us feel at home. There's never any doubt or questioning the integrity of an authentic individual.

A recent study from the Foster School of Business at the University of Washington found that people don't accept demonstrations of emotional intelligence at face value. They're too sceptical for that. They don't just want to see signs of emotional intelligence. They want to know that it's genuine—that your emotions are authentic. This study found that sincere leaders are far more effective at motivating people because they inspire trust and admiration through their actions, not just their words. Many leaders say that authenticity is important to them, but genuine leaders walk their talk every day. It's not enough to just go through the motions, trying to demonstrate qualities that are associated with emotional intelligence. You have to be genuine.

Further research has shown that a number of core attitudes characterise genuine people. Firstly, since genuine people aren't desperate for attention, they don't try to show off. They know that when they speak in a friendly, confident, and concise manner, people are much more attentive to and interested in what they have to say than if they try to show that they're important. Secondly, genuine people are open-minded, which makes them approachable and interesting to others. No one wants to have a conversation with someone who has already formed an opinion and is not willing to listen.

SELF-DOUBT



O

Self-assured

Self confident, resilient, complacent, vigorous.

IN GENERAL...

The low side of this factor closely resembles Bandura's self-efficacy and suggests a person who has confidence in their own abilities and adopts a can-do attitude in life. An optimistic and positive approach has been shown to facilitate recovery from injuries and illness, promote stable relationships with others and increase the likelihood of success in studies and work. This is a significant component of psychological stability and suggests self-confidence and the capacity to deal with issues as they arise using inner resources.

MORE SPECIFICALLY...

He has a fundamental trust in his own ability and a positive self-esteem although, at this level, this may not be based in reality and may be indicative of a false sense of well-being verging on smugness. He will, nonetheless, come across as self-satisfied and confident in a wide variety of situations. Clinically, this points to the existence of a well developed defence system which keeps guilt at bay very effectively.

INSIGHT

Confident people inspire confidence in others: their audience, their peers, their bosses, their customers, and their friends. And gaining the confidence of others is one of the key ways in which a self-confident person finds success. Self-confidence can show in many ways including intentional behaviour, body language, manner of speech, and what is spoken about. It is most commonly recognised by the following general behaviour. Doing what is believed to be right despite comments or pressure from others. being willing to take risks and go the extra mile to achieve better things, admitting to mistakes, and learning from them, and, lastly, waiting for others to complement them and accepting them gratefully when they happen.

These all indicate a developed level of self-efficacy. We gain a sense of self-efficacy when we see ourselves (and others similar to ourselves) mastering skills and achieving goals that matter in those skill areas. This is the confidence that, if we learn and work hard in a particular area, we'll succeed; and it's this type of confidence that leads people to accept difficult challenges, and persist in the face of setbacks.

This overlaps with the idea of self-esteem, which is a more general sense that we can cope with what's going on in our lives, and that we have a right to be happy. Partly, this comes from a feeling that the people around us approve of us, which we may or may not be able to control. However, it also comes from the sense that we are behaving virtuously, that we're competent at what we do, and that we can compete successfully when we put our minds to it.

NON-CONFORMITY



Q1

Liberal

Experimenting, liberal, radical, analytical.

IN GENERAL...

The high side of this factor suggests a liberal and free-thinking individual who welcomes innovation and considers all the available possibilities, willingly embracing new ideas and untried approaches. They tend to promote change, remains flexible and keep up with modern trends and developments. This may suggest self-confidence and an optimistic view of the future which rests on confidence in their ability to deal with whatever arises without fear. Very high scores, however, may suggest an unstable refusal to accept reality as it is and an over-blown need for change or rebellion.

MORE SPECIFICALLY...

Tending to reject convention and tradition in favour of novel, innovative ideas, he will tend to view change positively and embark on it eagerly. Furthermore, he will tend to behave somewhat unorthodoxly and resent authority and dislike being controlled and try to avoid such situations whenever possible. It is this point which results in potential problems in his work as rules are not taken seriously and neither are people in positions of power over him. Such employees are often seen as insubordinate.

INSIGHT

There are many meanings for liberal, but they mostly have to do with freedom and openness to change. People who describe themselves as liberal see themselves as compassionate, trusting, upbeat, and optimistic. They favour reform, remain open to new ideas and tolerate the ideas and behaviour of others. They are not bound by traditional thinking and prefer approaching life in a broad-minded and accommodating way. In short, they are not limited by convention and allow that different people see things very differently, allowing space for these differences.

This allows open-minded people to be creative people. The essence of creativity is the creation of something new, something radically different and something quite threatening to the status quo, to religious belief, to shibboleths, to existing science, to existing political arrangements. To create, one needs a high tolerance of ambiguity in that neutral zone when the breakthrough insight is emerging in the head. It requires one to be fearless in the face of the unknown, the alien, the different, and often to hold two contradictory beliefs in the mind at the same time, and stay sane.

Research suggests that a liberal attitude is associated with increased grey matter volume in the anterior cingulate cortex of the brain which is associated with error detection, conflict monitoring, and evaluating or weighing different competing choices. It's also very important for both emotion regulation and cognitive control, regulating the level of emotional arousal or response to an emotional event thereby allowing the cognitive processes to work most effectively.

INDEPENDENCE



Q2

Cooperative

A joiner, a follower, social group dependent.

IN GENERAL...

This low factor score suggests an individual who seeks group membership and willingly cooperates with others in the achievement of group goals. As a natural team player they willingly adjust to group norms and enjoy being identified as a group member. Broadly, this suggests a person who is likely to place the common good above their own needs and willingly accepts a compromise in achieving agreement in the group. Very low scores may suggest an individual who resists doing things by themselves and experiences an unhealthy group dependence.

MORE SPECIFICALLY...

He tends to needs support and feedback about his personal performance from others and will seek relationships which satisfy this need. He will tend to resist doing things on his own and may be a rather dependant on others as individuals or in groups. As a consequence, he will tend to be a "club-person" having a need to belong to a group and feel rather insecure or socially inadequate by himself. He may be required to conform to the expectations of the group to maintain his "membership" and thereby somewhat loose touch with his own needs.

INSIGHT

We all start in a state of dependency as children. A part of growing up is becoming independent, which can be scary and difficult. In response, some people cling to the child state in some way. Even if they become financially independent, they still have a powerful need for others to look after them.

The dependent person feels that they are unable to look after themselves. In consequence they fear criticism that they feel could lead to rejection. To avoid this, they anxiously seek to please those on whom they are dependent, even to the point of doing things that are uncomfortable for them. The fear of failure and rejection also leads them to consult on all decisions. Paradoxically, living with a dependent personality can be very tiring and lead to a breakdown. When the relationship ends, the dependent personality becomes very upset and will seek support from others whilst seeking a replacement 'carer'.

A number of stage theories emphasize the importance of successful transitioning between distinct states. A dependent person may be stuck in an earlier stage. This can happen when parents do not help them enough in transitioning or where an uncertain and possibly abusive environment has made them 'freeze' in an earlier stage.

SELF-CONTROL



Q3

Uncontrolled

Uncontrolled, lax, careless, impulsive.

IN GENERAL...

On the low side this suggests someone who either adopts realistic standards or is unconcerned with quality and allows things to develop as they will. Usually willing to accept that people develop expertise by learning from their mistakes, they encourage this. Without holding social values as a significant self-control, this individual is free to behave as they feel inclined and impulsivity is allowed to run rampant which is particularly obvious in very low scores. This again suggests high serotonin and low dopamine.

MORE SPECIFICALLY...

Being rather disinclined to set ideals for himself and then attempt to live up to these, he will be rather unconcerned about his appearance and the quality of his work. He will not perform well at tasks which are reliant on precision, careful planning or careful execution and this lack of dedication to detail will tend to make him unpopular as an employee. In fact, tending to lack care, he may leave a trail of half-completed tasks or disasters behind him. This individual will tend to lack emotional self-control and his resultant impulsivity may lead to serious social and work related problems. With a reduced ability to deal with anxiety, this may point to expressed pathology depending on other factors in the profile.

INSIGHT

Lack of awareness is a primary cause of a lack of self-discipline. This is particularly important in our thinking and imagination. We are unaware that the thoughts which grab our attention are negative and damaging to our well-being. They are fed into our consciousness by the negative mind power to ensure that we have as little time as possible to spend contemplating our spirituality. If we were aware of what was happening, we would know that we need self-discipline to pull our attention off the negative flow of thoughts.

Character weaknesses can create poor self-discipline. These include a low level of mental toughness, inner strength, or courage, an absence of self-love, a lack of love for other people and God, a low interest in self-improvement in any area of your life, an aversion to hard work, apathy, a shortage of responsibility, high levels of greed or lust, laziness, lack of self-respect, and an inability to ignore the temptation of pleasure and self-indulgence.

If we love the actions, thoughts, emotions, and desires which harm us, and others, more than we love life, our loved ones, other people, and ourselves, we are destined to have poor self-discipline. Each moment we have a choice about what we do. We can do something kind, spiritually uplifting, and helpful for others, or we can do something mean, selfish, self-interested, obstructive, or destructive. The motive behind our choice is either love or power. If our desire is to express love, we will choose positive actions. If our desire is for power, our actions will be negative.

TENSION



Q4

Relaxed

Relaxed, tranquil, torpid, satisfied, laid-back.

IN GENERAL...

Low scores on this factor suggest elevated stress tolerance and the ability to remain calm in even the most trying circumstances. While they may act without necessary caution and little concern for their safety, it most probably indicates poor motivation or extreme detachment from reality. This individual is likely to have low adrenalin levels in the presence of high acetyl choline and other neurochemical inhibitors that reduce stress reactions by reducing attention. Because they are not reactive, they will appear to accept the world as it is and deal with life placidly.

MORE SPECIFICALLY...

He tends to be somewhat temperamentally calm and relaxed most of the time and, even though he may have problems, will deal with them calmly and rationally rather than getting tense. This is an indicator of good health and a balanced approach to life. He will tend to sleep well and rarely become worried or overwrought. However, even at this moderate level, this points to a laid-back attitude to life and work which may suggest motivation difficulties and a low adherence to deadlines. If other factors suggest pathology, especially depression, this may indicate a fatigued, over-tired depressive reaction with elements of withdrawal.

INSIGHT

People who seem to be handling a disaster with aplomb may need the attention of rescue workers and counselling as much as those who seem to be experiencing panic, new studies show. Those who react with an apparently unwarranted calm may be particularly prone to post-traumatic distress problems like severe anxiety, sleep disruptions or flashbacks, which may not surface until months or even years later, experts say. They may also be inclined to put themselves in danger during a disaster because they ignore the reality of the peril.

The heightened risk is found in those whose steadiness during a catastrophe is a result of what is known as dissociation. Its symptoms include lack of emotional reaction, a feeling that the events are unreal, or disorientation. The findings are important for rescue workers or counsellors in helping not only victims of natural disasters but also those of catastrophes. While victims who are panicked or agitated routinely get attention, those who are dissociating are often ignored because their symptoms are elusive and they may appear to be paragons of calm.

The new findings suggest that psychological counsellors should identify and offer help to those who exhibit signs of dissociation in an effort to prevent serious emotional difficulties later. Trouble Down the Road.

THE SECONDARY FACTORS

CATTELLIAN SECONDARY FACTORS										
Introvert										Extravert
Calm										Anxious
Tender										Tough
Impulsive										Compulsive
Dependent										Independent
Restrained										Adventurous
Follower										Leader
Responsive										Reactive
Practical										Academic
	1	2	3	4	5	6	7	8	9	10

THE CHART

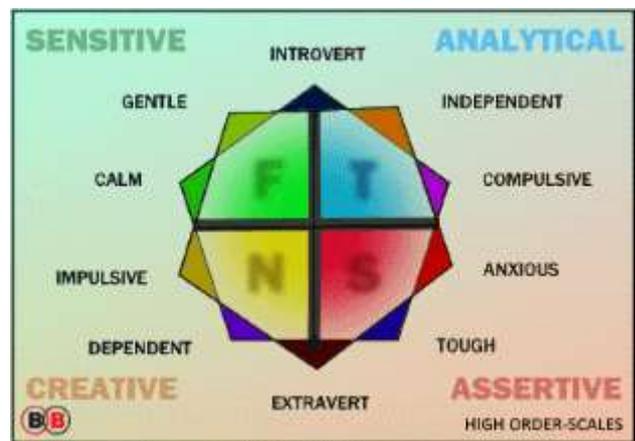
This chart shows the secondary factors in the Cattellian personality scheme. The first five of these correspond closely to the Costa and McCrae "Big Five" which is currently the accepted taxonomy of human personality. The four additional high order factors have evolved out of use of the Cattellian framework and have a similarly high predictive capacity in specific applications, notably education and industrial psychology.

INTEGRATION

It is important to draw a distinction between these higher order factors and those derived from made to purpose measures of the five universal high order factors. Here, their relationship to Cattell's fifteen temperamental scales is clearly recognised giving them additional granularity. Furthermore, the additional factors included here expose aspects omitted in the universal model that, nonetheless, have significance in understanding an individual's personality and how it relates to potential employment prospects or therapeutic interventions or counselling.

THE CIRCUMPLEX MODEL

Arranging the first five secondary factors in a circular model exposes a four quadrant sub-structure that is easily missed. The extravert-introvert dimension, placed vertically, not so much divides the model in two halves, but rather acts as a tendency marker for the points in each quadrant. Those nearer to the top tend to be more extravert than those below.



The emerging model here is a near approximation of Jung's Personality Type model and, as we shall see, this becomes an interesting way of organising the secondary factors in a way that makes them more easily referenced to the respondent's actual behaviour.

BALANCED FACTORS

A potential difficulty with any trait based personality theory arises when all the normalised trait scores fall in the mid-range. Because it suggests no deviation from "normal" there is essentially nothing to report. This is unusual but not impossible and, while it may suggest reduced self-awareness, it could also mean that this respondent is actually balanced to the degree that nothing stands out.

EXTRAVERSION

Extravert

Extraverts tend to be people oriented and seek out relationships with others. Most significantly, they avoid reflection and react immediately to experiences, often without truly considering their significance. Not surprisingly, this attribute is associated with lively social behaviour and a fairly recognisable superficiality. It is taken that their minds favour breadth rather than depth, describing both the way they deal with others and their method of integrating information.

CORE CHARACTERISTICS

An overall orientation towards the world and others

Avoids isolation and seeks company

Relies on feedback to consolidate understanding

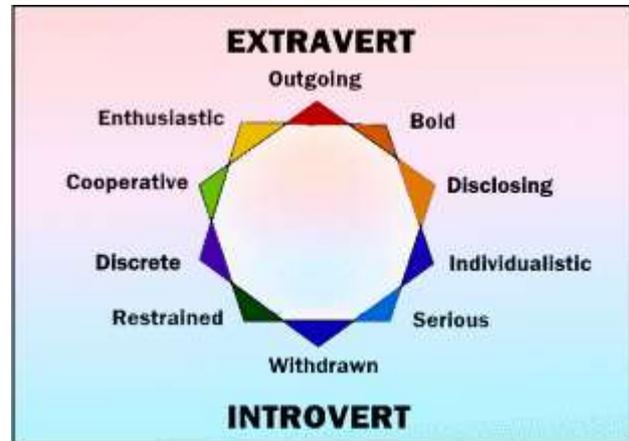
Rather outspoken and expressive

Invites others to make contact and form bonds

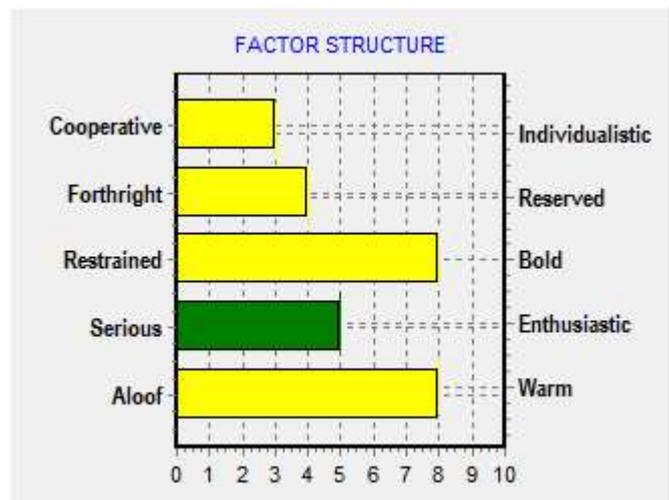
MORE SPECIFICALLY...

This trait is a composite of warmth, boldness, impulsivity and group dependence which makes it the Social scale of the test. It indicates the degree to which the respondent is able and willing to mix with others in various types of situations. In this instance, the respondent shows a clear preference for interacting with other people. This indicates a popular, visible person who will usually be seen in a crowd. Extreme forms of extroversion may be problematic as he may have difficulty being alone and have an unhealthy and constant need for reassurance.

THE HIGH ORDER STRUCTURE



This structural diagram illustrates the poles of the primary factors arranged diametrically across a circle with the most important primary factor occupying the vertical axis. The primary scales do not always conform to this idealised structure and some may be reversed in an individual's profile. For this reason it is necessary to explore the implicated primary factors shown in this bar chart.



ANXIETY

Calm

People with low anxiety may be unperturbed however, they may minimize negative affect or be unmotivated to seek change because of a general comfort level. They manage to tolerate pressure and are rarely afraid even in the face of real danger. This factor is a testimony to the interaction of nature and nurture because, while clearly heritable, may be induced by traumatic experiences which can. In extreme cases, switch genetic expression.

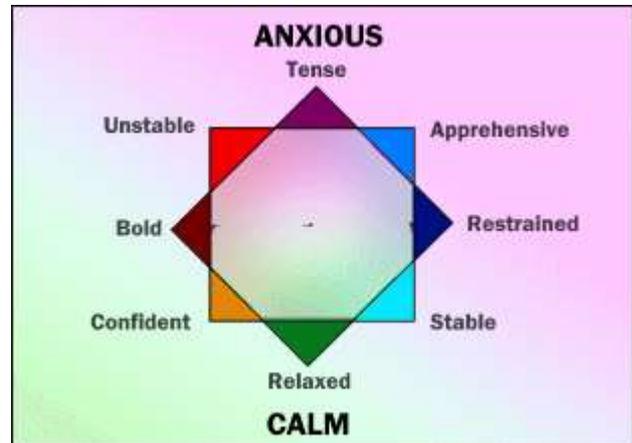
CORE CHARACTERISTICS

Not readily aroused by environmental stimuli
 Approach life in a measured and steady manner
 Self-assured and confident
 May be unmotivated and even torpid
 Tends to act rather than worry

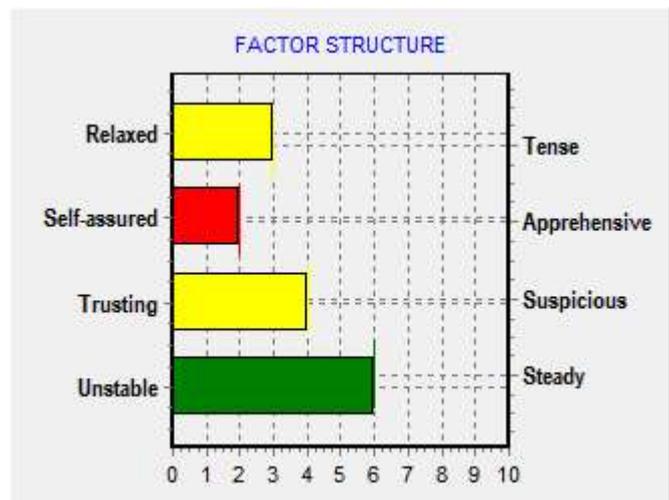
MORE SPECIFICALLY...

This trait examines the emotional stability of the respondent and his ability to withstand various types of life pressure. This respondent shows a level of anxiety which is below average and this usually suggests a good ability to deal with problem or threatening situations and that his personality make up is stable. He approaches the world without care or worry and will tend to solve problems systematically and easily. Because of the transitory nature of this factor, the possibility exists that he is not currently under extreme anxiety-provoking stress or, if he is, that he is coping with it adequately or managing to mask it.

THE HIGH ORDER STRUCTURE



This structural diagram illustrates the poles of the primary factors arranged diametrically across a circle with the most important primary factor occupying the vertical axis. The primary scales do not always conform to this idealised structure and some may be reversed in an individual's profile. For this reason it is necessary to explore the implicated primary factors shown in this bar chart.



TOUGHNESS

Tender

Referred to as Tender-mindedness, receptive people are more open to experiencing feelings, and have more difficulty setting aside affect when problem solving, and thus may overlook practical or objective aspects of a situation. They tend to be aware of others' feelings and act in ways that tend to take these into account giving them concerned and supportive way with people.

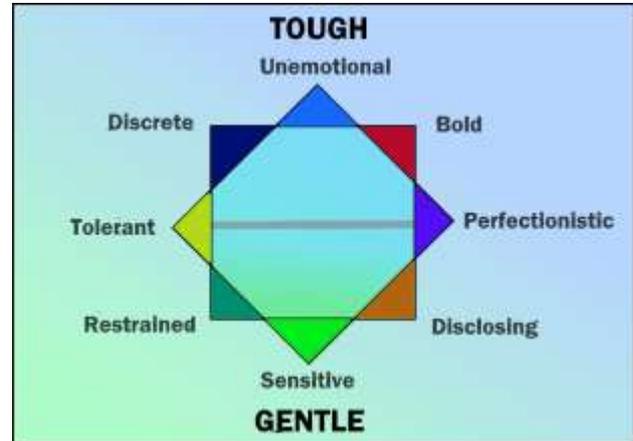
CORE CHARACTERISTICS

Aware of others feelings and emotional state
Easily moved by emotional situations
Warmly accepts people as they are
May be prone to mood swings and hysterical reactions
Can be ineffective in a crisis

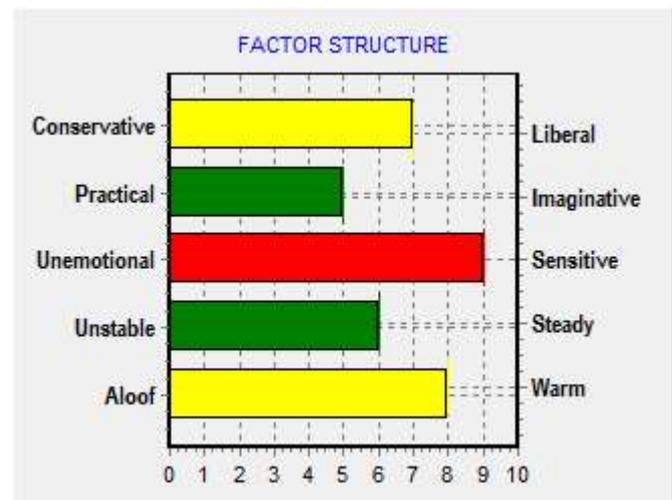
MORE SPECIFICALLY...

This trait is a composite of cold detachment, tough-mindedness and practicality. A low score on this trait indicates that the respondent will be more emotional and somewhat impractical. He may have a tendency to feel through things rather than approaching them logically, without emotion. Such people will not be particularly concerned with how they come over to others and tend to be self expressive. He is, however, easily swayed by his feelings and may have little control over these. This can lead to his being emotionally driven and therefore potentially unstable and moody.

THE HIGH ORDER STRUCTURE



This structural diagram illustrates the poles of the primary factors arranged diametrically across a circle with the most important primary factor occupying the vertical axis. The primary scales do not always conform to this idealised structure and some may be reversed in an individual's profile. For this reason it is necessary to explore the implicated primary factors shown in this bar chart.



INDEPENDENCE

Independent

Independent people tend to form and express their own opinions. They are often persuasive and forceful, look to challenge the status quo, and are suspicious of interference from others. Extremely Independent people sometimes come across as disagreeable. They are frequently referred to as individualists because the notion of group inclusion and cooperation goes against their need to be assertive and compete for position in a perceived "pecking order."

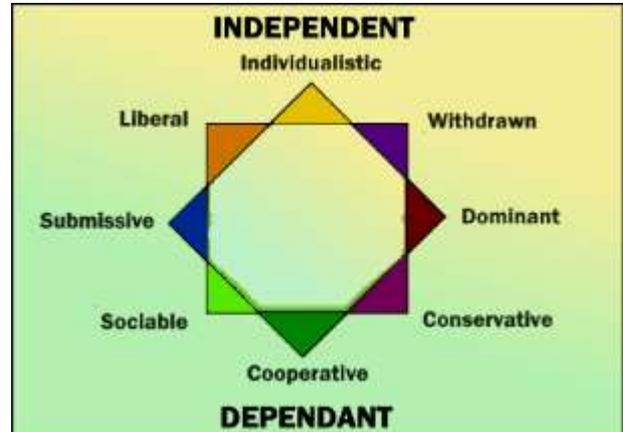
CORE CHARACTERISTICS

Prefers role of an expert or specialist operator
 Rather individualistic and even competitive
 Resists compromise and promotes own ideas
 Strong focus on achieving own goals
 Tends to either remain aloof or dominate in groups

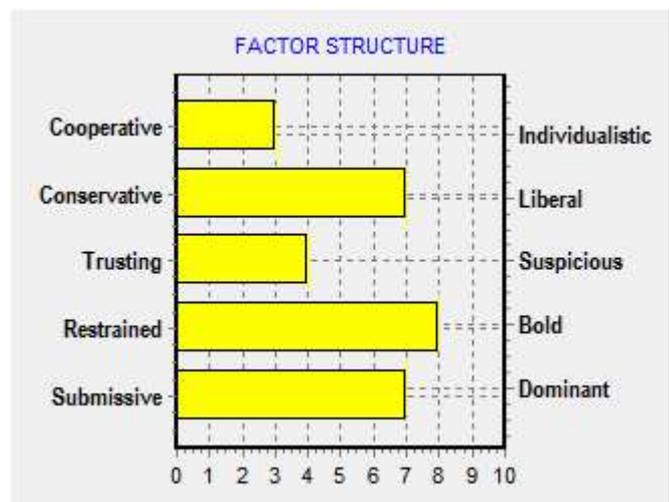
MORE SPECIFICALLY...

This composite trait is made up of dominance, radicalism and self-sufficiency and indicates a person who is largely independent. With a low need for strong affiliation, he will tend to make few demands on groups or individuals for nurturing. He is likely to be quite forceful but, should any weaknesses exist in his personality, this may result in a withdrawal response. He need not be aggressive but will be difficult to get along with at times due to his need to do things his own way which may represent a rebellious departure from established norms. This scale is related to the Internal pole of the locus of control construct indicating a reliance on self as a source of reinforcement.

THE HIGH ORDER STRUCTURE



This structural diagram illustrates the poles of the primary factors arranged diametrically across a circle with the most important primary factor occupying the vertical axis. The primary scales do not always conform to this idealised structure and some may be reversed in an individual's profile. For this reason it is necessary to explore the implicated primary factors shown in this bar chart.



LEADERSHIP

Leader

Based on tradition leadership values, his suggests one who will take the lead and has the necessary characteristics to gain others' confidence and respect as a leader. Leadership is historically associated with bold dominance and the resulting autocratic behaviour if not tempered by some degree of emotional sensitivity. This is discussed in more detail in the occupational report.

CORE CHARACTERISTICS

Resolute and strong
 Outspoken and communicative
 Emotionally balanced
 Inspires Confidence
 Highly self-disciplined

MORE SPECIFICALLY...

He probably exhibits traits which suggest the ability to perform as a leader in a range of environments. The leadership secondary is a composite score influenced mainly by Dominance, Conformity, Boldness and Self-Discipline which combine to suggest a assertive and self-assured individual. The style of leadership is determined by the degree of conservatism, practicality and sensitivity they exhibit. This is described in more detail elsewhere in the reports.

THE HIGH ORDER STRUCTURE



This structural diagram illustrates the poles of the primary factors arranged diametrically across a circle with the most important primary factor occupying the vertical axis. The primary scales do not always conform to this idealised structure and some may be reversed in an individual's profile. For this reason it is necessary to explore the implicated primary factors shown in this bar chart.

