



PROFILER

TRAIT PERSONALITY QUESTIONNAIRE

English version

Surname Name

27/09/2021

ORIENTUM – Career Guidance Counselors Ltd



Orientum Ltd is a Greek company specialized in the area of career counseling. Founded in 2004, Orientum Ltd has helped more than 10.000 high school and university students decide on their academic and career choices.

Company's name derives from the Latin word «oriens» and symbolizes the owners' effort to assist young people plan their educational and career paths in the beginning of their professional life.

Services of Orientum Ltd include personalized career counseling for each individual. To make this process scientific and more integrated, Orientum Ltd has developed its own psychometric tools, assessing various individual traits relevant to career development. Career orientation test Horizon is a psychometric tool which includes all the professional categories and the degree the person is interested in them or not and Profiler is a trait personality questionnaire. Our psychometric tools are applicable to both young people and professionals that wish to discover their interests, as well as their career personality. Multinational and Greek based companies have also been using these tools in personnel selection and appraisal processes.

Orientum Ltd has associated its name with the best knowledge of the Greek educational system both in secondary and university education. Building the line of its products Orientum Ltd publishes each year since 2006 a guide called "Let's go to University", which is recognized as the most enriched guide on Greek universities and technological institutions. To complete its line of educational guides, the company also edited the book "Let's go to College" which includes all the necessary information on international and domestic colleges operating in Greece.

One of the main services of Orientum Ltd is the planning and presentation of career counseling events. Orientum Ltd provides this service to private schools and academic institutions all over Greece, with the aim to provide detailed information on universities and technological institutions, as well as counseling on how to navigate through the Greek educational system.

Furthermore, in its effort to transfer knowledge, Orientum Ltd publishes career related articles in local and national press and makes weekly appearances in TV and radio stations. Furthermore, Orientum's intense involvement on social networks, such as facebook, twitter, etc., enforces its effort to be in direct contact with its customers 24-7 answering their questions on career development and providing all the updates and changes of the educational system.

Looking to the future, Orientum's team vision is to be able to respond to every vocational guidance aspect. In order to succeed in that Orientum Ltd has a highly active psychometric department developing and adapting psychometric tools on vocational guidance. In collaboration with academics and Phd career experts Orientum Ltd has developed a scientific department that constantly researches all aspects of career counseling. In this context, Orientum Ltd, also, extends its activities by participating in EU programmes, such as the Career Guide network ([www. Career-guide.eu](http://www.Career-guide.eu)), always looking for new methods to upgrade career counseling services.

The scientific team of ORIENTUM.

ORIENTUM – Career Counsellors Ltd

2 Papada Street & Mesogeion Avenue

N. Psychiko, P.C. 115 25, Athens, GREECE

Tel. +30.210.67.78.777 - Fax. +30.210.67.74.444

E-mail: info@orientum.gr

URL: www.orientum.gr

PERSONALITY TEST

The report you have in your hands results from your responses in the PROFILER Traits Personality Questionnaire (TPQ), after these have been statistically and psychometrically evaluated. Before reading your personal profile results, you should consider the following:

1. The results of the questionnaire you have in your hands depict the characteristics of your personality and should be handled in this way.
2. Your results come from the comparison of your responses with responses from people having the same characteristics as you, regarding, at least, sex and age.
3. As there were no right or wrong responses when you completed the questionnaire, there are no "good" or "bad" personality characteristics. What personality traits questionnaires measure is the extent to which each individual has a specific characteristic in comparison to the rest of the general population s/he belongs to (i.e. school/university students, working people, etc. The percentage you see next to each characteristic indicates how many people out of one hundred (100) have this characteristic to a greater or lesser degree than you. In other words, if your score is 70% in the gregariousness scale, this means that only 30% of the people have scored higher on this scale. If you score 70% in the anxiety scale, respectively, then only 30% of the people are more anxious than you are.
4. The percentage levels (High/Medium/Low) are different for each scale and are determined by the typical scores (norms) and population characteristics.
5. The interpretation of each characteristic includes no evaluation whatsoever. Personality characteristics can be both an advantage and disadvantage for an individual. The most important thing for you is to think how you can maximize your strengths and minimize your weaknesses. The extent to which a characteristic may be considered as positive or negative depends on the situation it is being examined in. The present report does not take into account the situation into which a characteristic is interpreted, so it is entirely up to you to decide how negative or positive each characteristic of yours is, in relation to your present situation (or the situation you wish to be in).
6. What you will read in this report is based on your responses. It may not be completely accurate or what you may always have wanted to hear. If you are not sure or if you do not agree with some of the results, it would be worthwhile spending some time rethinking those characteristics. It would be very useful to talk to people that know you and whom you trust, to verify the report results in relation to the way others see you.
7. The results report you have in your hands is designed to be a tool for your personal development. In case you wish further analysis of the results, it is necessary to consult specialists (psychologists, career guidance counselors) that have expert knowledge in administering and interpreting general psychometric tools (tests) and more specifically, knowledge of this questionnaire. Under no circumstances, a questionnaire can solely be the only safe criterion on which to base personal evaluations and decisions.
8. Finally, it should be noted that personality characteristics are related to (future) studies, work, every day life, interpersonal relationships, ect. The results of this questionnaire would help you realize things about yourself that relate to a wide spectrum of your life.

Enjoy your reading!

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Introduction

DESCRIPTION

PROFILER (Traits Personality Questionnaire) is the first personality test that was created in Greek language and was designed to assess the five basic dimensions of personality according to the Big – Five Theory. Evaluating these five dimensions we can describe and analyze human personality as it is expressed in the daily interaction of the individuals within their environment (family life, working environment, social activities, etc.)

DEVELOPMENT OF PSYCHOMETRIC TOOL

Items development is based on rational and factor analytic psychometric techniques. The final form of PROFILER concludes 180 items that assess the five basic traits of personality, as well as 24 validity items, that assess lying and social desirability responses. Furthermore, each dimension includes 6 separate subscales, which assess more intimate traits of the specific dimension, such as "Excitement Seeking", "Order", "Assertiveness", "Gregariousness", "Achievement Striving", "Adaptability", etc., 30 subscales in total.

PROFILER has been standardized, so far, in Greek population. The standardization of the questionnaire is based on the responses of more than 2000 individuals, while there were developed separate norms (T scores and percentiles) for both sexes.

Concluding, in our effort to investigate the factor structure of the new instrument, we applied factor analytic techniques (both exploratory and confirmatory). The results revealed psychometric evidence [e.g. internal validity-factorial structure, content validity, construct validity (i.e. convergent and discriminant), internal and temporal stability], which supports the existence of the big-five in Greece and justifies the inventory (TPQue-Profiler) as a valid measure of the model.

THEORETICAL MATRIX IMPLEMENTATION OF PROFILER

PROFILER is a traits personality questionnaire based on the Big-Five personality theory (Costa & McCrae, 1992). According to this theory, there are five basic dimensions, by which we can describe and analyze human personality, as it is expressed in the daily interaction of the individual within its environment, as well as in its interaction with more specific activities (working environment). Creation of PROFILER is based on the definitions of more acceptable dimensions of Big- Five theory (Extraversion, Neuroticism, Openness to Experience, Agreeableness and Conscientiousness), taking, simultaneously, into account the particular national and cultural characteristics of Greek population.

IMPLEMENTATION OF PROFILER

PROFILER's purpose is to help experts of various professions, such as psychologists, teachers, social workers, career guidance counselors, psychotherapists, Human Resources managers, etc., to assess and comprehend both the basic dimensions and the individual factors that characterize and determine individual personality. PROFILER is a personality trait questionnaire that could be applied in fields such as career guidance, education, psychotherapy, working environment, as well as in other fields that comes in surface throughout the research and throughout the experience of the professional in his daily contact with the individual.

Responsible of Development, Dr. Ioannis Tsaousis © 2002, 2009

Dr Ioannis Tsaousis, Assistant Professor in Psychometrics in the Department of Psychology, National and Kapodistrian University of Athens, Greece. His research interests focus on the measurement of individual differences. He has developed more than 20 psychometric instruments in Greek and English. He publishes research articles (300 citations according to ISI and SCOPUS) in peer-reviewed international journals (Journal of Consulting and Clinical Psychology, Journal of Psychology, Journal of Personality and Social Psychology, European Journal of Psychological Assessment, etc.) and serves as an ad hoc reviewer in a number of journals (e.g., Journal of Personality, Personality and Individual Differences, European Journal of Psychological Assessment, etc.).






Profiler's Structure

In the table below you can see the structure of the test and the formation of Profiler's scales and sub-scales. Profiler consists of 5 Basic Scales. Each scale consists of 6 sub-scales. this is the structure of the Big Five Model refereeing to personality.

Scales and Sub-scales Description


Scales		Sub-scales					
Extraversion	EX	Warmth	Gregariousness	Assertiveness	Activity	Excitement Seeking	Positive Emotion
Neuroticism	NE	Anxiety	Angry Hostility	Depression	Self-Consciousness	Impulsiveness	Vulnerability to Stress
Openness to Experience	OP	Fantasy	Aesthetics	Feelings	Actions	Ideas	Values
Agreeableness	AG	Trust	Straightforwardness	Altruism	Compliance	Modesty	Tender-mindedness
Conscientiousness	CO	Competence	Order	Dutifulness	Achievement Striving	Self-Discipline	Deliberation

Basic Scales

Scales	Code		%
Extraversion	EX		2%
Neuroticism	NE		18%
Openness to Experience	OP		50%
Agreeableness	AG		9%
Conscientiousness	CO		31%

The chart above refers to the personal features of each individual, as far as it concerns its percentage in each scale according to the gender and population it belongs to.

Lying Scale

Accepted 

Profiler includes a Lying Scale which indicates whether the individual responded the test sincerely or not. The indication «Accepted» means that the individual responded the test sincerely. The indication «Not Accepted» means that the individual wasn't sincere enough with its responses. In the second case, Profiler's results should be treated with reservation.

Social Desirability Scale

Accepted 

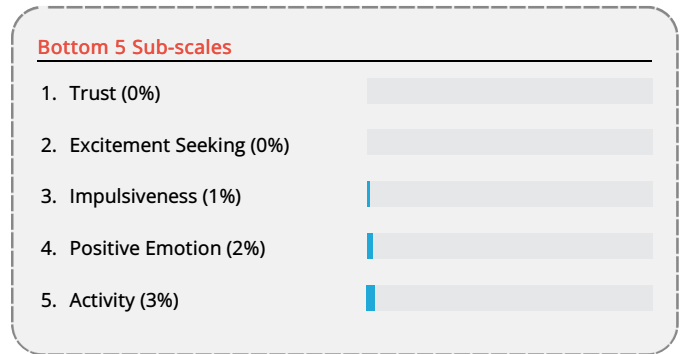
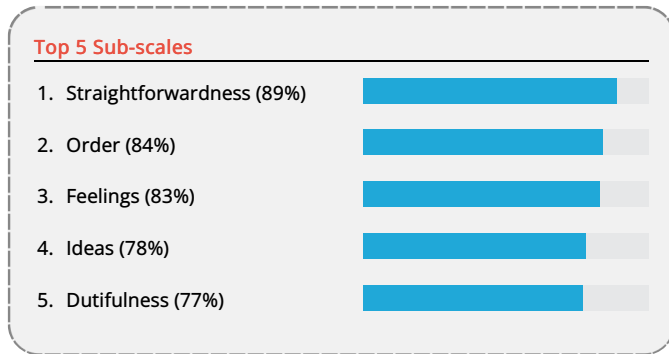
This scale indicates those people who are trying to show a better social image of themselves than their real one. In fact, they tend to answer questions according others acceptance and not according to what they really believe. The indication «Accepted» means that the individual wasn't trying to present a better image of itself and the indication «Not accepted» means the exact opposite.

FootNote:

If an individual is «Not accepted» in both Scales, then its results should be treated with most of reservation, especially the shown percentage in each scale and sub-scale. Nevertheless, the individual's general performance may not be so different at the end.

Sub-scales

In the diagrams below you can see analytically the individuals's performance in each one of the 30 sub-scales. In the first two frames you can see the Top 5 and Bottom 5 of each individual.



Extraversion

Sub-scales	Percentage	%
Warmth	<div style="width: 37%;"></div>	37%
Gregariousness	<div style="width: 19%;"></div>	19%
Assertiveness	<div style="width: 33%;"></div>	33%
Activity	<div style="width: 3%;"></div>	3%
Excitement Seeking	<div style="width: 0%;"></div>	0%
Positive Emotion	<div style="width: 2%;"></div>	2%

Neuroticism

Sub-scales	Percentage	%
Anxiety	<div style="width: 56%;"></div>	56%
Angry Hostility	<div style="width: 50%;"></div>	50%
Depression	<div style="width: 31%;"></div>	31%
Self-Consciousness	<div style="width: 30%;"></div>	30%
Impulsiveness	<div style="width: 1%;"></div>	1%
Vulnerability to Stress	<div style="width: 22%;"></div>	22%

Openness to Experience

Sub-scales	Percentage	%
Fantasy	<div style="width: 65%;"></div>	65%
Aesthetics	<div style="width: 24%;"></div>	24%
Feelings	<div style="width: 83%;"></div>	83%
Actions	<div style="width: 44%;"></div>	44%
Ideas	<div style="width: 78%;"></div>	78%
Values	<div style="width: 40%;"></div>	40%

Agreeableness

Sub-scales	Percentage	%
Trust	<div style="width: 0%;"></div>	0%
Straightforwardness	<div style="width: 89%;"></div>	89%
Altruism	<div style="width: 5%;"></div>	5%
Compliance	<div style="width: 64%;"></div>	64%
Modesty	<div style="width: 49%;"></div>	49%
Tender-mindedness	<div style="width: 38%;"></div>	38%

Conscientiousness

Sub-scales	Percentage	%
Competence	<div style="width: 4%;"></div>	4%
Order	<div style="width: 84%;"></div>	84%
Dutifulness	<div style="width: 77%;"></div>	77%
Achievement Striving	<div style="width: 6%;"></div>	6%
Self-Discipline	<div style="width: 39%;"></div>	39%
Deliberation	<div style="width: 43%;"></div>	43%

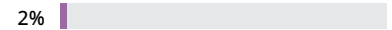
Levels: H = High | M = Medium | L = Low

Basic Scales

Scales

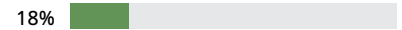
Scales	Percentage		%
Extraversion		L	2%
Neuroticism		M	18%
Openness to Experience		M	50%
Agreeableness		L	9%
Conscientiousness		M	31%

Extraversion



People scoring low on this scale are characterized as introvert. Instead of being with a big noisy group of people, they prefer either being on their own or in the company of a few good friends. Frequently they have intense feelings of loneliness or alienation, but this does not bother them much as they prefer piece and quiet to noise and activity. When things get difficult they tend to get easily disappointed and lose confidence in themselves.

Neuroticism



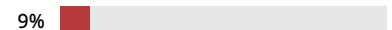
People having this score, overall, can and feel competent to handle stressful situations. Sometimes though, there are situations that make them not think clearly and then they get disorganized. Moreover, although most of the times they are calm and composed, there are times when they feel intense feelings of anger and sadness. Frequently they also feel guilt. Usually when they are among strangers they feel awkward, but this does not mean that they are agoraphobic. Sometimes they do things that they regret later. Finally, they are not easily insulted or offended by others' comments, unless these people play a very important role in their lives.

Openness to Experience



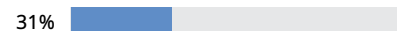
People having this score could be characterized as "practical" minds, although they are frequently looking for new ways to do things. Generally, they seek to strike a balance between new and old things. They like art, but they are occasionally informed about art events due to lack of time and/or having other interests. Although they rarely have emotional outbursts, there are times they act spontaneously. They rarely change their views, unless they are absolutely convinced that somebody else's views are more accurate than theirs.

Agreeableness



People scoring low on this scale are usually stubborn, obstinate and antagonistic. They rarely trust others, as they believe that most people want to take advantage of them. They usually prefer not to interfere in peoples' personal affairs and they would like others to do the same. They frequently have outbursts when they get angry without, most of the times, to think of the consequences. These people like to talk about their achievements and adventures. Others would characterize most of these people as selfish and frequently they give the impression that they want to show that they are better than others are.

Conscientiousness



People having this score are fairly organized and disciplined in their lives. They may not be obsessed with tidiness and order, but they like living in a clean and tidy environment. They set goals in their life and they try to achieve them, as they are interested in their personal progress. Despite the above though, there are times that they prefer to neglect their work for more short lived pleasures. Even though they believe that one should never go back on his/her words, many times they tend to forget their commitments, especially when these decisions do not harm them or others.

Scale : Extraversion

Extraversion

Sub-scales	Percentage		%
Warmth		M	37%
Gregariousness		M	19%
Assertiveness		M	33%
Activity		L	3%
Excitement Seeking		L	0%
Positive Emotion		L	2%

Warmth



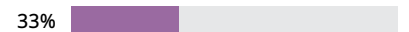
People having this score, although being friendly and cordial, they prefer not to interfere much in other people's problems. Although they frequently make friends, they avoid get emotionally attached. On the other hand though, when a friend is in need they are there to help him/her.

Gregariousness



People having that score despite appreciating being in the company of their friends, there are times they prefer the piece and quiet of solitude. This is usually a matter of mood; if they feel like it they want to be with friends, while when they are not in a social mood they prefer staying at home. Sometimes they are the soul of the party but others they just choose to passively attend social activities.

Assertiveness



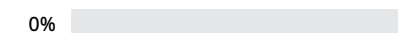
People having this score, although they believe in themselves, usually prefer to let someone else take the initiative and responsibility on a matter of common interest. This does not mean that they do not have their own opinion; it just means that they judge that someone else is more capable of handling critical situations. When needed, they would take the initiative and get through a difficult situation, but they do not usually do it.

Activity



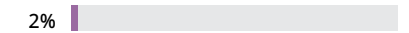
People scoring low on this scale usually avoid fast-paced and energetic activities. They like living a quiet life without tensions and unpredictable events that may disturb them. It is possible that sometimes these people are characterized as indolent or give the impression that they are bored. This does not mean though that they are languid or lazy. It just means that they like working at a slow but steady pace.

Excitement Seeking



People scoring low on this scale lead a quiet life without tensions and excitements. They like living a calm and simple life. They avoid risky and dangerous situations just because they believe it is not who they are. Many times, they avoid risky or dangerous activities (i.e gambling games, driving fast e.t.c). These people live a life that others find dull or monotonous.







Positive Emotion



People scoring low on this scale are generally pessimistic. They usually believe that everything will go wrong and they rarely get excited. Sometimes they feel bad about those thoughts and that gets them down but this does not mean they are unhappy. They cannot easily enjoy things and many times, they do not feel happy even when they have achieved their goals or their life is going well.

Scale : Neuroticism

Neuroticism

Sub-scales	Percentage		%
Anxiety		M	56%
Angry Hostility		M	50%
Depression		M	31%
Self-Consciousness		M	30%
Impulsiveness		L	1%
Vulnerability to Stress		M	22%

Anxiety



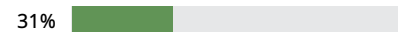
People having this score, although not agitated all the time, sometimes get so anxious that they get really disorganized. They have some phobias (i.e fear of animals, darkness etc) but these do not make them dysfunctional. Generally, they have a medium anxiety level that sometimes functions in a positive way.

Angry Hostility



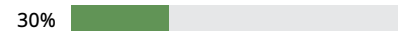
People having this score usually do not easily lose their temper. Nevertheless, if they do lose their temper they can become very aggressive and abrupt, especially when they feel they are wronged. Although they do not seek trouble, when someone insults them or tries to harm them they fight for their rights. They are not usually bitter, but if someone insults or provokes them, they may react in a very bad way.

Depression



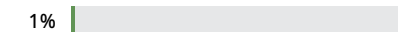
People having this score are neither optimists nor pessimists. Although they do not experience feelings of sadness, loneliness, weakness and guilt, there are times when things go wrong that they may lose their self-confidence and get upset or disappointed.

Self-Consciousness



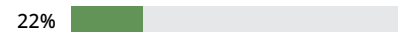
People having this score are neither very shy nor very sociable. Although they are tolerant to personal teasing, when somebody mocks or insults them in front of others they feel embarrassed and ashamed. Sometimes, when they are among strangers they feel awkward. They prefer being among a group of people they are acquainted with the majority of them.

Impulsiveness



People scoring low on this scale are in absolute control of their feelings, behavior and above all their desires. In general, when they must not do something, no matter how much they want to, they do not do it. In order not to give in to those temptations, they use their logic. They usually keep the promises they give to themselves.

Vulnerability to Stress



People having this score are neither too vulnerable nor completely calm; they are somewhere in between. Although in general terms they are able to handle stressful situations, there are times that, when they realize the situations is out of their control they get panicked. Then they can hardly react. They usually get well prepared for situations like that but if they face an unexpected stressful situation have great difficulty reacting to it.

Scale : Openness to Experience

Openness to Experience

Sub-scales	Percentage		%
Fantasy		M	65%
Aesthetics		M	24%
Feelings		M	83%
Actions		M	44%
Ideas		M	78%
Values		M	40%

Fantasy



People having this score are imaginative and frequently they use it to escape reality. Most of the times though, the requirements of life and cruel reality do not allow them to go through these processes. They rarely allow themselves to daydream.

Aesthetics



People scoring high on this scale are interested in literature, music, theatre and generally the arts. They love attending artistic events without this necessarily entailing that they have a deep knowledge of all those forms of art. They just appreciate beauty and harmony both in nature and as a means of artistic expression.

Feelings



People having this score, although able most of the times to control their feelings, sometimes they have sentimental outbursts, especially in very intense circumstances (pleasant or unpleasant situations). They are neither too sentimental nor completely unemotional.

Actions



People having this score although not afraid of sudden changes, usually avoid them as this would mean being put out of their routine and starting all over again. Nevertheless, in order to have some change in their lives, sometimes they want to have new experiences and get to know new places.

Ideas



People having this score are interested to know what is happening around them, without this meaning though, that they are curious. They are open to learn new ways of doing things but in order to implement them they have to be sure that they are more effective than the ones they will abandon.

Values



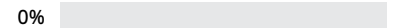
People having this score, although not conservative, in order to reconsider their political, religious or other beliefs, they have to be sure that the new idea is more convincing than the old one. Despite believing that times change, they feel that certain things should remain the same. They like following tradition.

Scale : Agreeableness

Agreeableness

Sub-scales	Percentage		%
Trust		L	0%
Straightforwardness		H	89%
Altruism		L	5%
Compliance		M	64%
Modesty		M	49%
Tender-mindedness		M	38%

Trust



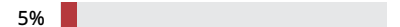
People scoring low on this scale do not trust others easily. They are usually suspicious when someone offers them his/her help, as they believe that this person would later on ask something in return. Generally, they believe that most people, given the chance, would try to manipulate or get advantage of them.

Straightforwardness



People scoring high on this scale do not hesitate to express their opinion even if they know that this could harm them in the future. They rarely tell lies and treat most people in an honest and direct way. Usually, they react spontaneously towards others. They are outspoken, say exactly what is in their mind without any glorification.

Altruism



People scoring low on this scale prefer to mind their own business and not interfere in other people's lives; they care more about their personal well-being and progress. They believe that in this era it is stupid for one to sacrifice his/her personal benefit for group goals and social ideals. They rarely participate in social contribution activities.

Compliance



People having this score are neither compliant nor do they go all the way fighting for their rights; they are somewhere in between. Generally, they avoid confrontations, but if one tries to take advantage of them, they become assertive, even aggressive and fight for their rights. They are easy to cooperate with, but in cases of strong disagreements, it is possible that they would not yield to pressure.

Modesty



People having this score usually avoid talking about themselves, but they feel proud about their achievements and they like talking about them. They do not believe that they are better nor worse than others around them; they just believe that they have certain positive and negative aspects.

Tender-mindedness



People having this score are usually compassionate to others' misery but they believe that those people have a share of the responsibility for the situation they are in. They are concerned about social problems (i.e famine, poverty e.t.c) but they do not take action to combat them. Although they believe that one is responsible for the situation s/he is in, when they see people in need they try to help them in any way they can.

Scale : Conscientiousness

Conscientiousness

Sub-scales	Percentage		%
Competence		L	4%
Order		M	84%
Dutifulness		M	77%
Achievement Striving		L	6%
Self-Discipline		M	39%
Deliberation		M	43%

Competence



People scoring low on this scale have a low self-esteem. They usually believe that they would not be able to do anything right in their lives and this is the reason they avoid taking initiatives. They often feel that they are not adequate to cope with the demands of life, thus most of the decisions they take are wrong. Many times, they are careless and feel confused regarding what they should do; therefore, they take the wrong decisions.

Order



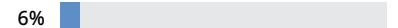
People having this score, although they like living in a clean and tidy environment they do not waste their time keeping everything in order. They like arranging their activities beforehand but if something happens that would spoil their program they can easily modify and adapt it to the new circumstances.

Dutifulness



People having this score, in general terms, try to keep their promises and fulfill their obligations, although they do not always manage it, as they are not what we could call completely reliable. There are times, especially when they not in the mood, that they try to go back on the promises they have made giving various excuses.

Achievement Striving



People scoring low on this scale are not interested in making a career or being successful. They are content with what they have achieved so far, as long as they give them the means to survive. They believe that career-oriented people have lost the meaning of life. They usually feel tired and some could characterize them as sluggish and indolent.

Self-Discipline



People having this score when staring a task they usually finish it, although there are times that, when things get rough they try to avoid or postpone it. Although they are prone to temptations, eventually, most of the times, they manage to finish off what they have to.

Deliberation



People having this score frequently react in an impulsive and irresponsible way, especially when it comes to love matters. On the other hand though, when it comes to important issues, such as ones that have to do with their work or their career, then they react in a more careful way.

Description: Profiler's Scales

Extraversion (EX)

This is the first main scale of Profiler that assesses whether a person is an extrovert or not. Basic personality aspects measured by this scale are: 1) warmth 2) gregariousness, 3) assertiveness, 4) activity, 5) excitement seeking and 6) positive emotions.

Neuroticism (NE)

This is the second main scale of Profiler and refers to an individual's tendency to experience emotions of fear and anxiety. It is very important to stress that this scale does not rate psychopathologic characteristics such as hysteria, emotional disorders, depression etc. Basic personality aspects measured by this scale are: 1) anxiety, 2) angry hostility, 3) depression, 4) self consciousness, 5) impulsiveness and 6) vulnerability.

Openness to Experience (OP)

Openness to Experience is the third main scale included in the Profiler. It refers to an individual's tendency to be «open» to new experiences. Other characteristics of this domain are a vivid imagination, rich and intensive feelings as well as unconventional ideas and beliefs. Basic personality aspects measured by this scale are: 1) fantasy, 2) aesthetics, 3) feelings, 4) actions, 5) ideas and 6) values.

Agreeableness (AG)

The fourth main scale of Profiler is Agreeableness. This scale involves personality traits that have to do with internal processes. The main traits are compassion and sensitivity towards others. The main aspects measured in this scale are: 1) trust, 2) straightforwardness, 3) altruism, 4) compliance, 5) modesty and 6) tender-mindedness.

Conscientiousness (CO)

This is Profiler's last main scale, having to do with self-discipline and self-control. In other words, it concerns the extent to which people have the ability to control and regulate their needs and desires. The main aspects measured by this scale are: 1) competence, 2) order, 3) dutifulness, 4) achievement striving, 5) self-discipline and 6) deliberation.

Description: Profiler's Sub-scales

Extraversion (EX)

Warmth:

The warmth scale is a subscale of Extraversion and is related to matters of interpersonal relationships. People characterized as warm are usually friendly and easily create close relationships with others. A typical sentence in the high ranking order of this subscale is: «Many people believe that I am a friendly and warm person», while a typical sentence in the low ranking order of this subscale is: «I do not speak to people unless I am obliged to». Warmth is the subscale of extraversion that is close in meaning to the Agreeableness factor as well, but it is differentiated from the latter due to the cordial and warm nature of the person, traits that are not included in the Agreeableness factor.

Gregariousness:

This scale refers to the degree of people's sociability and the extent to which they like being in the company of others. A typical sentence in the high-ranking order of this subscale is: «When I am among people I feel brilliant», while a typical sentence in the low ranking order of this subscale is: «Most of the times I choose to go on isolated places on vacation». Typical personality traits of these people are the following; they are talkative, outgoing, they like to have fun. Personal characteristics such as being reserved, lonely, isolated are typical for the people on the other side of the spectrum.

Assertiveness:

This scale has to do with the degree of confidence one seems to have in oneself and as a result of this, whether one feels confident to take on his/her life's responsibilities or not. A typical sentence in the high-ranking order of this subscale is: «I frequently undertake to organize what me and my friends will do». A typical sentence in the low ranking order of this subscale is: «I find it difficult to talk in front of a big audience».

Activity:

This scale measures how energetic people are and the extent to which they like to participate in fast-paced activities. A typical sentence in the high-ranking order of this subscale is: «I am very active and energetic». On the other side of the spectrum a typical sentence in the low ranking order of this subscale is: «I prefer to work at a slow but steady pace».

Excitement Seeking:

The basic characteristics of this scale are pleasure seeking, being bold, loving adventure but also their opposites such as being quiet, monotonous, timid, and sometimes a coward. A typical sentence in the high-ranking order of this subscale is: «I like having many different hobbies», while a typical sentence in the low ranking order of this subscale is: «I usually try to avoid risky situations».

Positive Emotion:

At the core of this scale is an individual's tendency to experience emotions such as pleasure, happiness, optimism etc. The motto of the people in this scale is: «Everything will be fine». A typical sentence in the high-ranking order of this subscale is: «Generally, I am optimistic and happy», while a typical sentence in the low ranking order of this subscale: «I rarely feel enthusiastic and/or deeply touched».

Description: Profiler's Sub-scales

Neuroticism (NE)

Anxiety:

The anxiety subscale is the first dimension of the principal scale of Neuroticism. It relates to feelings of agitation, irritability, tension etc. It also relates to the extent to which people are afraid of animals, darkness etc. A typical sentence in the high-ranking order of this subscale is: «I often worry that I would not be able to do finish what I want to do» while a typical sentence in the low ranking order of this subscale is: «Many people that know me say that I am not easily scared».

Angry Hostility:

This subscale assesses the extent to which people can be aggressive and/or the extent to which they can become bitter or vindictive when someone hurts them. It also measures feelings such as anger and frustration. A typical sentence in the high-ranking order of this subscale is: «Sometimes I get angry at the way others treat me» while a typical sentence in the low ranking order of this subscale is: «I would characterize myself as a calm and mild person».

Depression:

This subscale measures an individual's tendency to experience feelings of guilt, sadness, despair and loneliness. One of the most characteristic sentences in the high-ranking order of this subscale is: «I get more easily upset than other people» while a typical sentence in the low ranking order of this subscale is: «I rarely feel sad or depressed». It is important to note here that this subscale does not measure clinical depression. Clinical Depression is a clinical phenomenon and it is not measured by personality trait inventories like Profiler.

Self-Consciousness:

The self-consciousness subscale measures how reserved people are. More specifically, this subscale measures how often people experience feelings of shame and embarrassment, especially when they are among strangers. A characteristic sentence in the high ranking order of this subscale is: «When I am with people I do not know I feel uncomfortable» while a typical sentence in the low ranking of this subscale is: «I do not have a problem getting in a room where others have already gathered and started talking.»

Impulsiveness:

This subscale refers to an individual's ability to control his/her impulses. More specifically, it assesses the extent to which an individual can control his/her desires and needs. A characteristic sentence in the high-ranking order of this subscale is: «I have been on a diet many times but I usually stop it before reaching my goal». A characteristic sentence in the low ranking order of this subscale is: «I believe I am a person who can control his/her feelings».

Vulnerability to Stress:

Vulnerability to Stress, the last of the subscales of Neuroticism, refers to an individual's ability to deal with and handle stress, especially stress experienced in specific situations or at specific periods. What this scale principally measures, is the extent to which an individual is vulnerable when dealing with stressful situations. A typical sentence in the high-ranking order of this subscale is: «Sometimes I feel completely incompetent to deal with life's demands», while a typical sentence in the low ranking order of this subscale is: «When I face a crisis I am usually calm». The difference between this subscale and the Anxiety subscale is that anxiety is related to innate personal traits that characterize an individual throughout his/her life, while vulnerability to stress is related to periodic stress experienced in specific stressful situations (i.e exams, important events).

Description: Profiler's Sub-scales

Openness to Experience (OP)

Fantasy:

Vivid imagination and an intense desire to daydream are at the core of the Fantasy scale. A typical sentence in the high-ranking order of this subscale is: «I frequently use my imagination to escape reality». A typical sentence in the low ranking order of this scale is: «I do not like to daydream, because I feel it is a waste of time».

Aesthetics:

This subscale relates to the extent to which people appreciate beauty and harmony in nature and in various forms of arts. This subscale does not measure artistic ability but people's appreciation of art, music, poetry as well as harmony in life and nature. A typical sentence on the high ranking order of this subscale is: «I am interested in all forms of art», while a typical sentence on the low ranking order of this subscale is: «I get tired reading literature».

Feelings:

This subscale assesses an individual's tendency to experience strong emotions and excitements. A typical positive sentence on the high-ranking order of this subscale is: «Sometimes I feel guilty that I do nothing to change what is happening around me (i.e poverty, misery etc). A typical sentence on the low ranking order of this subscale is: «I rarely react in a sentimental way».

Actions:

This subscale assesses how «open» people are to new experiences. If, for instance they like taking up new activities, visiting new places, trying new foods etc. An individual scoring high on this subscale could be characterized as curious and inquisitive, while someone scoring low on this scale could be characterized as boring or indifferent to new experiences. A typical sentence on the high-ranking order of this subscale is: «I like trying traditional foods from different countries» while a typical sentence on the low ranking order of this subscale is: «Generally I do not like changes».

Ideas:

This personality trait relates to an individual's tendency to deal with intellectual matters that broaden his/her mind. It assesses the extent to which individuals like to consider new ideas and accept unconventional ways of thinking as a different conception of reality. A characteristic sentence on the high-ranking order of this subscale is: «I am always fascinated by new theories or discoveries», while a characteristic sentence on the low order of this subscale is: «I do not like solving problems or puzzles».

Values:

The last subscale of the Openness to Experience scale, relates to an individual's tendency and willingness to reconsider his/her political, social and religious beliefs, values or ideas. A typical sentence on the high-ranking order of this subscale is: «I am one of those people that believe there is that there is a single truth in every issue». A typical sentence on the low ranking order of this subscale is: «I am certain that there is only one true religion»

Description: Profiler's Sub-scales

Agreeableness (AG)

Trust:

This subscale assesses the extent to which an individual trusts the people s/he meets. The main characteristic of those people is that they believe in people's good will and true feelings. A typical sentence on the high-ranking order of this subscale is: «The majority of people I know are good and honest», while a typical sentence on the low ranking scale of this subscale is: «I rarely trust others».

Straightforwardness:

Characteristics such as straightforwardness, honesty and the individual's tendency to say what s/he believe regardless of the possible negative consequences are at the core of this subscale. A typical sentence on the high-ranking order of this subscale is: «I try to be honest even if I know that I would pay for it», while a typical sentence on the low ranking order of this subscale is: «Using flattery is the best way to ask somebody a favor».

Altruism:

This subscale assesses the extent to which an individual is an altruist; if s/he really cares about his/her fellow humans and wants to help them regardless of whether they ask for help or not. A typical sentence on the high-ranking order of this subscale is: «When someone asks for my help I stop whatever I am doing to help him/her.» A typical sentence on the low ranking order of this subscale is: «I prefer not to interfere in people's personal affairs».

Compliance:

This scale measures personal traits such as compliance, tendency to forgive and the desire for peace and quiet. On the other hand of the spectrum are traits such as competitiveness, desiring and fighting for individual rights. A typical sentence on the high-ranking order of this subscale is: «I usually find it difficult to say «no» when someone wants something from me» while a typical sentence on the low ranking order of the subscale is: «I would characterize myself as competitive.»

Modesty:

This personality dimension is the most typical of the Agreeableness Scale. More specifically a modest individual avoids talking about himself/herself and feels uncomfortable when others talk about his/her achievements. They are people of actions not words. A typical sentence on the high-ranking order of this subscale is: «I do not like talking about myself», while a typical sentence on the low ranking order of the subscale is: «I am very proud of my actions and I like describing what I have done to others».

Tender-mindedness:

This last subscale of the Agreeableness scale assess how compassionate people are; how sensitized to social policy issues they are and how much they are interested in whether their state is a welfare state or not. A typical sentence on the high ranking order of the subscales is: «It is very important for me to get informed about social issues», while a typical sentence on the low ranking order of the subscale is: «Sometimes I have to be cruel with people to get things done my way».

Description: Profiler's Sub-scales

Conscientiousness (CO)

Competence:

This is the first subscale of the Conscientiousness scale measuring how competent and effective people are in coping with the demands of life. A typical sentence on the high-ranking order of this subscale is: «I believe that most of the times I handle situations skillfully», while a typical sentence on the low ranking order of this subscale is: «Sometimes I feel completely useless».

Order:

This subscale measures the extent to which the participant likes order and whether s/he organizes everything in his/her life. On the one hand, there is the individual who leads a perfectly ordered and organized life while on the other hand there is the individual who leads a disorganized and chaotic life. A typical sentence on the high-ranking order of this subscale is: «I feel that a well organized way of life, with a specific timetable suits my personality», while a typical sentence on the low ranking order of this subscale is: «I frequently look around for things as I do not remember where I have put them».

Dutifulness:

The specific subscale is at the heart of the main scale of Conscientiousness. This subscale assesses the extent to which people are consistent with their ethical principles, values and standards. A typical sentence on the high-ranking order of this subscale is: «I would like others to consider me as a person with principles» while a typical sentence on the low ranking order of this subscale is: «I usually avoid promising something because I know that I rarely keep my word».

Achievement Striving:

This subscale measures how ambitious individuals are regarding both their professional development and the extent to which they are willing to fight to achieve their goals. A typical sentence on the high-ranking order of this subscale is: «I like setting goals in my life and I work hard to achieve them», while a typical sentence on the low ranking order of this subscale is: «I usually need more time to rest than most people».

Self-Discipline:

The Self-Discipline subscale assesses an individual's ability to take on and complete designated tasks or projects without being bored and/or distracted by other factors. A typical sentence on the high-ranking order of this subscale is: «When I do something I am totally devoted to it till I finish it», while a typical sentence on the low ranking order of this subscale is: «I usually postpone for tomorrow what I have to do today».

Deliberation:

The Deliberation subscale aims to assess the extent to which an individual tends to think matters through before acting or taking a decision. A typical sentence on the high-ranking order of this subscale is: «I always think very carefully before answering a question», while a typical sentence on the low ranking order of this subscale is: «Frequently others say that I react in an irresponsible way».