

A POCKET MANUAL
FOR CHARACTER
ANALYSTS AND
EMPLOYMENT
MANAGERS

BASED ON THE BLACKFORD
SYSTEM



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PREFACE

There are several reasons which prompt me to base this Manual on the Blackford System, rather than on one of the numerous other works on Character Analysis.

To begin with, my personal experience with the system has convinced me of its thorough practicality.

Furthermore, while there are other treatises containing much good material, their value to the scientific investigator is annulled by the fact that they invariably fall into one of two equally fatal errors:

Either they savor of Black Magic, stifling in a welter of outlandish jargon such really sound facts as they may contain or they proffer too much dogma, too much belief, too much hearsay, and not enough knowledge derived from exact scientific investigation.

The watchword of modern science is the word "Because." Dr. Katherine M. H. Blackford uses that good word more often and more intelligently than any

other authority on Character Analysis with whom I am familiar. Every statement advanced by her is the result of exhaustive research. Moreover, she marshals her facts in comprehensible sequence, failure to do which makes unavailable the painstakingly compiled material of many other writers on this topic.

These, then, are my reasons for choosing the Blackford System and using its terminology as the basis of this Manual. The compilation of the list of indications published herein, naturally necessitated a minute study of Dr. Blackford's works. I therefore am able to state authoritatively that the uniform consistency of her results bespeaks infinite thoroughness in the vast task of gathering and confirming data.

For thus bringing the study of Character Analysis from the borderland of quackery into the sphere of exact science, Dr. Blackford has earned the keen appreciation and gratitude of all serious students of this subject.

POCKET MANUAL FOR CHARACTER ANALYSTS.

The principal object in compiling this Manual has been to supply a practical aid to the employment manager, the professional character analyst, and the student. With this object—practicality—in view, the list of characteristics has been limited as much as seemed compatible with serviceableness.

Simple words and those which would most readily suggest themselves to the average person were given preference. Unusual words have been listed only where their peculiar descriptiveness seemed to leave no alternative.

One of the interesting discoveries made by the student of Character Analysis is the very small number of *fundamental* qualities which combine in forming character. Most of the adjectives we use in describing fully a person's attributes are merely fine shades of one or another of these fundamentals.

To illustrate: Energy, in some degree, is an essential of character. Having stated that a man has considerable *energy*, we thereby imply that he is *active*, since energy gives rise to activity.

According to how he evinces this activity, he will be, *agile, alert, brisk, diligent, industrious, quick, restless* and so forth. Thus it is obvious that if all indications of *energy* have been properly entered under this head, it becomes, strictly speaking, unnecessary to list any of these adjectives. Except for a difference either in intensity or combination, it would mean a mere repetition of part of, or all, the identical indications.

If, for instance, we should find most of the indications cited under "energy" in a convex blond, we would naturally expect this energy to be evinced in activity of the more rapid type, such as alertness, agility, briskness; on the other hand, if the same indications were found in a convex brunet we would correctly conclude that the activity manifested would have a more constant element and would therefore be likely to appear as diligence and industry.

While it would be scientifically the most correct system to list all indications under the fundamental, and then to work out in detail, under each characteristic derived from this essential quality, the exact number of indications shown, as well as the degree of their intensity, such

a proceeding would be most unsatisfactory in practise, even if it were humanly possible to carry it into execution.

The relationship of characteristics of common origin has here been pointed out merely to impress on the student the importance of gaging from the number and degree of the indications found in a subject, to what extent and in what form the fundamental quality will show itself.

Thus, if you know that a reasonably well-developed chin, fair crown section and moderately high head denote decisiveness, you will realize that an increasing development of these parts will denote successively: firmness, obstinacy, stubbornness and finally an insane perverseness. Conversely, you will know that the deficient development of these sections indicates a corresponding deficiency of these qualities.

In compiling the Manual, derived characteristics have not been referred back to the common root. Where it appeared useful to call attention to the community of origin of indications of various terms, this has been done by cross-indexing. For example: *sane*, *moderate*, and *commonsense*, will be found referred to *consistent*, since the

distinguishing marks are alike. The essential relation of these characteristics, perhaps otherwise unnoticed, is thus signalized. Words which have been referred back in this manner will be found printed in parentheses following the main term: e. g. *Consistent* (moderate, sane, common-sense).

The aim throughout has been to make the use of the list as convenient and helpful as possible. To this end analogies between characteristics have been carried out to a practical, and not to a theoretical extent.

In many cases there will be found in small print on the line underneath the term and its list of symbols, the antonym of the quality described, or one or more words to some extent opposed in meaning to that term. Where several words are given, the one most nearly opposed in meaning is named first.

In addition to saving the student the trouble of hunting through the list in order to find out what words have been used to describe opposite qualities, the listing of the antonym has another and much greater value. This may be best made clear by an example.

Let us assume that an employment manager wishes for some special purpose to employ a distinctly unaggressive man. He has an applicant satisfactory in other respects and now turns to *unaggressive* in the Manual and checks off the indications. He finds that the symptoms listed are: Brunetness, Concave Nose, Concave Mouth, Large Size, Feminine Type and Narrow Head. His subject is brunet; has nose and mouth plane, tending to concave; is somewhat above average size; has feminine characteristics preponderating, head medium wide; consequently there appears to be a decidedly unaggressive element in the applicant's nature. But the Employment Manager knows that he must also look up *aggressive*, in order to ascertain that the aggressive indications are overbalanced by those of unaggressiveness. He learns that most of the symptoms of aggressiveness, being directly opposed to those denoting unaggressiveness, simply emphasize his former findings. His man is not a blond; has not a concave nose; masculine characteristics do not preponderate; and he has not a wide head. But he discovers that additional indications

of aggressiveness are: Long Nose-Section, and good development of Base Division and of Temporal Section. Since the person under consideration has a marked development of these three regions, it becomes plain that he is not nearly as unaggressive as might have appeared to be the case, had we confined ourselves to consulting *unaggressive* alone.

In important instances, the exact antonyms have been given whenever this was possible. Where qualities are mentioned which are not directly opposed, it will be found that they represent attributes more or less incompatible with that under which they are found. These may be used in the same manner as the actual antonym and, moreover, prove of frequent value in employment work in suggesting some characteristic the presence—or absence—of which should be ascertained before arriving at a final decision regarding the suitability of an applicant. The foregoing explanations are doubtless sufficient to enable the reader to avail himself of the Manual to good advantage. Experience has shown that the student will assimilate the symbols very easily, so that reference to the key will be necessary only on encountering some rarely used sign.

HOW TO DRAW SPECIFICATIONS FOR THE BEST TYPE OF MAN TO FIT ANY GIVEN POSITION.

The usefulness of the Manual to the student who wishes to rehearse the indications of various traits is too obvious to need elaboration.

A scarcely less apparent method of employing the handbook is to check up salient and unmistakable characteristics of persons well-known to the student. This serves the double purpose of impressing the symptoms of these qualities on the mind, and of demonstrating that in many instances one or two indications, out of a considerable list, are enough to mark the existence of the attribute under observation.

The employment manager will find a profitable and interesting use for the Manual in drawing specifications for the most desirable type of man to be hired for any given purpose.

This, again, is best illustrated by an example:

The Employment Manager in a plant manufacturing a medium priced automo-

bile is instructed to engage a salesman. The car is sold almost exclusively to men of the middle class, but with a fair number of prospects in the borderland on either side of this category.

Consulting his file, the Manager finds that his analysis of the position calls for a man who is Intelligent, Aggressive, Energetic, Perceptive, Perseverant, Courageous, Constructive, Practical, Mechanical, Optimistic, Loyal, Honest, Judicious, Friendly, a Good Mixer and a Good Talker.

Having made a list of these characteristics and filled in the indications from the Pocket Manual he obtains the following chart:

INTELLIGENT: MENT. DH. MD.
F. HNF.

AGGRESSIVE: LC. NX. M.
NS-long. WH. BD. T.

***ENERGETIC:** LC. NX. A. MENT.
MOT. EIS. HIS. EIB. PIB. *RIB.*
M. NS. WH. BD. MD. C. AA. QA.
KA. AE. QE.

PERCEPTIVE: LC. FX. DH. BD.
F. WLF. OI.

* Indications printed in *ITALICS* are specifically physical, those in *SMALL CAPITALS* specifically mental.

PERSEVERANT: DC. CV. L. MOT.
 HIS. RIB. W. NS.—wide. CS. HH.
 BD. TD. C.

COURAGEOUS: LC. NX. CV. MOT.
 M. CS. WH. RH. BD. SI.

CONSTRUCTIVE: LC. FX. MOT.
 M. BD. MD. T. NWF. WLF. RF.
 AA. QA. AE. QE.

PRACTICAL: LC. FX. MOT. M.
 BD. MD. AA. QA. GU. HU. AE.
 QE.

MECHANICAL: MOT.

OPTIMISTIC: LC. MV. TD. T.
 KA.

LOYAL: DC.

HONEST: MOT. HH. QH. TD. C.
 QA. LSU. QE.

JUDICIOUS: MC. FP. MV. VIT.
 M. LS. QH. F. KI. LSU.

FRIENDLY: MC. DH. MD. B. KA.

SOCIABLE: LC. DH. BD. B. KA.

TACTFUL: MV. NH. MD. YU.

ADAPTABLE: LC. NV. SIS. EIS.
 EIB. PIB.

LANGUAGE: EX.

DEMOCRATIC: DC. CXT. LH.

PERSUASIVE: NH. T. B.

SUAVE: FV. MV. NH.

Classifying these marks, so as to establish how often each one occurs, this list results:

LC	9.	HIS	2.	F	3.
MC	2.	EIB	2.	T	4.
DC	3.	PIB	2.	C	3.
FX	3.	RIB	2.	B	3.
FP	1.	M	6.	RF	1.
FV	1.	W	1.	HNF	1.
EX	1.	NS	1.	NWF	1.
NX	3.	NS-long	1.	WLF	2.
NV	1.	NS-wide	1.	AA	3.
MV	4.	LS	1.	QA	4.
CV	2.	CS	2.	KA	4.
A	1.	DH	4.	KI	1.
L	1.	WH	3.	OI	1.
MENT	2.	NH	3.	SI	1.
MOT	7.	HH	2.	LSU	2.
VIT	1.	LH	1.	GU	1.
CXT	1.	RH	1.	YU	1.
EIS	2.	QH	2.	HU	1.
SIS	1.	BD	8.	AE	3.
		MD	6.	QE	4.
		TD	3.		

Turning first to Color, the Employment Manager finds that Blondness is called for in 9 instances, Brunetness in 3, and Medium Coloring in 2. Since the latter symbol (MC) represents even parts of LC and DC, he simplifies the calculation by thus resolving it, so that he has LC eleven times and DC five times. This means that the salesman must have the blonde elements in his nature about twice as strongly as the brunet, i. e., in the proportion of 1 DC to 2 LC.

Taking the Blackford Color Scale for a standard, it is seen that at 50 there is perfect balance, so that the first point where exclusive brunet characteristics are evinced will be at 60. This disposes of the one brunet element. The two blonde elements, however, diverging twice as far on the other side of the scale, indicate 30. Averaging these two figures, it develops that the eligible man for the position in question should be about 45 on the color scale.

While this may appear somewhat involved, a little study will show that it is really a very simple matter. The other deductions should offer no difficulties at all. It may be readily seen that the desirable employee should answer very nearly to the following description:

COLOR: Light-brown hair; blue, gray or green eyes; medium skin.

FORM: Forehead, moderately convex; Eyes, convex; Nose, convex; Mouth, concave; Chin, concave.

SIZE: About 5 ft. 10 in.

STRUCTURE: Motive-Mental-Vital.

TEXTURE: Coarse. (In practise, knowing the desirability of avoiding extremes, we should prefer Medium Coarse to Coarse.)

CONSISTENCY: Elastic, tending to hard.

FLEXIBILITY: Elastic.

PROPORTION OF BODY: Masculine preponderating.

SECTIONS OF FACE: Nose Section and Chin Section well developed. Lip Section likewise well developed, but somewhat less important than the other two.

PROPORTION OF HEAD: Long; medium wide; medium high, tending to high; moderately square.

DIVISIONS OF HEAD: Base 1, Middle 2, Top 3.

SECTIONS OF HEAD: Temporal, leading slightly; Frontal, Crown and Back balanced.

FOREHEAD: Round ; somewhat wider than high ; wide above.

HANDS: Square or spatulate ; pink.

THUMBS: Low-set ; large ; cylindrical ; stiff.

FINGERS: Medium smooth ; short.

FINGER-TIPS: Square or spatulate.

This description gives the Employment Manager a very good standard for use in selecting a suitable man from among the applicants for the position.

Of course it is not to be expected that a person will be found who answers in every detail, but it will often be possible to come very close to doing so. A study of the above description will establish that the type outlined is not at all an unusual one.

The Employment Manager will find it advantageous to analyze every position for the filling of which he is responsible, and to work out, as demonstrated, the most desirable type of employee for that place. By keeping these analyses on file, he will save much time and trouble when some position is to be filled on short notice.

It is of extreme importance, however, to remember that this method of outlining a type should be used as a *guide* in making an analysis, rather than as an infallible scientific formula. Human beings cannot be synthesized as mechanically as coal tar products. It is quite true that if one should list *every* trait of a given type, and if *every* indication of each trait were worked out in detail, the resulting pen picture would be absolutely accurate. But it is extremely easy to omit one or more characteristics and this will naturally preclude a correct result; nor has this Pocket Manual been compiled with the minute exactness and completeness required for such work. For all ordinary purposes the data given should prove sufficient.

It should also be borne in mind that Expression and Condition have not been taken into account, since these variables do not lend themselves to effective classification.

Inborn traits are the material from which character is built up. Training and experience are the tools which shape that material. Whether or not the tools have been wielded wisely will generally be discovered by a man's habitual expression and the condition of his body and clothing.

There is nothing more baffling to the character analyst than the apparently illogical results obtained when analyzing a subject whose thoughts and emotions have been more or less perverted by reason of some abnormal condition of mind or body. Under the headings "Digestion," "Circulation," and "Respiration," the indications of some easily determined negative symptoms have been given. Excessive nervousness, which often exerts a truly revolutionary influence on character, may quite frequently be recognized by twitchings of eyes or mouth, by restlessness, or by jerky, abrupt movements. For the symptoms of other pathological conditions, a standard work on diagnosis should be consulted. For the more general purposes of analysis, only those indications which may be established without a very intimate examination are of value, and these indications may always be recognized either in the subject's expression, condition, or in both of these variables.

The author realizes that the handbook, being a pioneer in its field, will be found to have many shortcomings. He will welcome any suggestions for its improvement and will always be pleased to give further information to any one interested. Communications should be addressed to him at 60 Broadway, New York City.

KEY TO SYMBOLS.

In choosing symbols to represent the various indications, abbreviations that may be readily memorized have been used.

Wherever initials could be employed (such as NS for Nose Section, BD for Base Division, etc.) this has been done. Where this proved awkward, easily remembered key-letters have been used. Thus all convex features are recognized by the ending "X," the first letter of the symbol being the initial of the feature indicated: *Forehead Convex*, "FX"; *Eye Convex*, "EX," etc. Similarly the ending "P" always signifies *Plane*, and "V" signifies *Concave*.

The distinctive ending for symbols referring to: *Texture* is "XT"; *Consistency*, "IS"; *Flexibility*, "IB". All symbols referring to the *Finger* end with "I." In the same way the characteristic vowels have been utilized in the signs designating the *Hand*, *Thumb*, and *Finger Ends* (tips).

In place of *Blond*, *Medium* and *Brunet*, memorize *Light Color* (LC.), *Medium Color* (MC), and *Dark Color* (DC); in-

stead of Long Head, *Deep Head* (DH); for Large Thumb, *Great Thumb* (GH) and so forth.

The few remaining symbols whose derivation is not obvious, may be readily committed to memory in similar manner. To facilitate this, the key letters have been printed in italics.

COLOR.

Blond	LC.
Medium	MC.
Brunet	DC.

SIZE.

<i>Large</i>	L.
<i>Average</i>	A.
<i>Small</i>	S.

STRUCTURE.

Mental type	MENT.
Motive “	MOT.
Vital “	VIT.

FORM.

Conver.

<i>Forehead</i> conver.....	FX.
<i>Eyes</i> “	EX.
<i>Nose</i> “	NX.
<i>Mouth</i> “	MX.
<i>Chin</i> “	CX.

Plane.

Forehead	plane	.....	FP.
Eyes	"	.....	EP.
Nose	"	.....	NP.
Mouth	"	.....	MP.
Chin	"	.....	CP.

Concave.

Forehead	concave	.....	FV.
Eyes	"	.....	EV.
Nose	"	.....	NV.
Mouth	"	.....	MV.
Chin	"	.....	CV.

TEXTURE.

Fine	texture	.....	FXT.
Medium	"	.....	MXT.
Coarse	"	.....	CXT.

CONSISTENCY.

Hard	consistency	.....	HIS.
Elastic	"	.....	EIS.
Soft	"	.....	SIS.

FLEXIBILITY.

Rigid	flexibility	.....	RIB
Elastic	"	.....	EIB
Pliable	"	.....	PIB

PROPORTIONS OF BODY.

Masculine	M.
Feminine	W.

SECTIONS OF FACE.

Nose Section	NS.
Lip "	LS.
Chin "	CS.

PROPORTIONS OF HEAD.

Long Head..DH.	Short Head....SH.
High " ..HH.	Low "LH.
Wide " ..WH.	Narrow "NH.
Round " ..RH.	Square "QH.

DIVISIONS OF HEAD.

Base Division	BD.
Middle "	MD.
Top "	TD.

SECTIONS OF HEAD.

Frontal	F.
Temporal	T.
Crown	C.
Back	B.

FOREHEAD.

Full and prominent in middle above	MAF
---	-----

Full and prominent in middle	
below	MBF
Wide below, narrow above	WNF
Narrow below, wide above.....	NWF
Prominent above	PAF.*
Prominent below	PBF.*
High narrow	HNF.
Wide low	WLF
Round	RF.
Square	QF.

HAND.

Spatulate	AA.	Pink	KA.**
Square	QA.	White ...	WA.
Psychic	SA.	Yellow ...	YA.
Conical	CA.	Blue	BA.
Philosophical ..	PA.	Red	RA.
Elementary	EA.		

FINGERS.

Long	LI.	Conical	CI.
Short	SI.	Pointed	PI.
Knotty	KI.	Spatulate	AI.
Smooth	OI.	Medium	MI.
Square	QI.		

* PAF and PBF are not used among the symbols as they invariably correspond with FV and FX, respectively.

**KA, an indication found in every normal person, and consequently understood to accompany every normal characteristic, has been given only occasionally as a reminder, or where it is especially important to ascertain its presence.

FINGER ENDS (TIPS).

<i>Spatulate</i>	AE.
<i>Square</i>	QE.
<i>Pointed</i>	PE.
<i>Conical</i>	CE.

THUMB.

<i>Long</i>	LU.
<i>Short</i>	SU.
<i>Square</i>	QU.
<i>Conical</i>	CU.
<i>Pointed</i>	PU.
<i>Spatulate</i>	AU.
<i>Broad</i>	BU.
<i>Paddle shaped</i>	DU.
<i>Clubbed</i>	UU.
<i>Elementary</i>	EU.
<i>High set</i>	HSU.
<i>Low set</i>	LSU.
<i>Large</i>	GU.
<i>Small</i>	TU.
<i>Flat</i>	FU.
<i>Cylindric</i>	YU.
<i>Flexible</i>	XU.
<i>Stiff</i>	HU.

THUMB TIPS.

The symbols for finger tips represent also the thumb tips, as the qualities indicated are similar, being merely more accentuated when found in the thumb tips.

NAILS.

BroadBL.

NarrowNL.

ShortSL.

SmallLL.

+ denotes that the preceding symbol is an indication of an especially strong development of the quality under which it is listed.

‡ denotes that the preceding symbol is an indication of only a moderate development of the quality under which it is listed.

ABSENT-MINDED FV.

Presence of mind, keen.

ACCURATE, see **CAREFUL**.

ACHIEVEMENT WH. C. T.

ACQUISITIVE BD. T.

¹ **ACTIVE** (agile, alert, brisk, quick, diligent)

LC. FX. NX. CX. S. MOT. MENT.

EIS. EIB. PIB. NS. WH. RH. QA.

AA+. OI. SI. AE+. QE.

Deliberate, meditative, leisurely.

ADAPTABLE LC. NV. SIS. EIS.

EIB. PIB.

Unadaptable.

ADMINISTRATIVE DC. VIT. W. C.

Organizing.

AFFABLE, see **GENIAL**

¹ Indications printed in *ITALICS* are specifically physical, those in *SMALL CAPS* specifically mental.

AFFECTIONATE DC. W. DH. BD.
MD. B. KA.

Unaffectionate.

AGILE, see **ACTIVE**

AGREEABLE NV.

Argumentative.

AGGRESSIVE LC. NX+. M.
NS-long. WH. BD. T.

Unaggressive.

ALERT, see **ACTIVE**

AMBITIOUS (aspiring) HH. TD+. C.
Unambitious.

AMENABLE, see **TRACTABLE**

AMOROUS BD.

ANALYTICAL DC. FV. MENT.
HNF. MAF. F. QF. PA. KI.
Constructive, imaginative, perceptive.

APPREHENSIVE DC. CX+.
Defiant, courageous.

APPROBATIVE HH. C. Short upper
lip.

ARGUMENTATIVE NX. SL.
Agreeable.

ARISTOCRATIC LC. FXT. HH.
Democratic.

ARTISTIC DC. MENT. FXT. W.
HH. MD. F. SA. OI. PE+.

ASCETIC WA. YA.
Sensual, indulgent.

ASPIRING, see AMBITIOUS

AVARICIOUS RIB. WH. LI. HU.
HSU.

Generous.

BENEVOLENT, see UNSELFISH

BIGOTED, see NARROW

BRILLIANT SIS. PIB. AA. SA.

BRISK, see ACTIVE.

BROADMINDED CXT. SIS. PIB.
WLF. SI.

Narrow.

CALCULATING BD.

CALM (poise) MC. FP. MV. CV. L.
VIT. LS. CS. KA. LI. YU.

Impulsive, irritable, nervous.

CAREFUL (accurate, painstaking) DC. QH.
KI. LI. QA. QE.

Careless.

CARELESS LC. RH. OI. SI. SA. PE.

Careful, thorough.

CAUSTIC FX. MX.

Suave, good-natured.

CAUTIOUS (prudent) DC. FP. RIB.
DH. QH. MD. C.

Incautious.

CHANGEABLE, see INCONSTANT

CHEERFUL LC. MV. T. KA. SI.

Long line from tip of nose to juncture of nose with lip. Corners of mouth turned up.

Melancholy, worrisome.

CIRCULATION

Positive: LC. CP. CV. CS. BD. KA. BL.

Negative: DC. CX. YA. BA. WA. LL.

CLASSIFYING ABILITY, see SYSTEMATIC

COARSE VIT. CXT. BD. EA. EU.

Refined.

COLD LC. HIS. RIB. HNF. WA. YA. LI.

Warm.

COLOR SENSE FX. BD.

Unperceptive.

COMBATIVE NX. M. NS.-long. CS. WH.

Unaggressive.

COMMERCIAL FX. VIT. LS. WH. BD. MD.

Professional.

COMMON SENSE, see CONSISTENT

CONCENTRATIVE DC. EV. W. C.

Scatter-brained.

CONSCIENTIOUS, see **DEPENDABLE**

CONSERVATIVE DC. HIS. RIB.
W. QH. MD. HNF. QE.

Progressive, reform, speculative.

CONSERVATORY W.

CONSISTENT (common sense, moderate, sane)

MC. FP. EP. NP. MP. CP. MXT.
EIS. EIB. KA. MI.

Violent, extreme, reform.

CONSTANT DC. HIS. RIB. W. TD.
AA. AE.

Inconstant

CONSTRUCTIVE LC. FX. MOT.
M. BD. MD. T. NWF. WLF. RF.
A'A. QA. AE. QE.

Analytical, destructive, scientific.

CONTINUOUS DC. CV. MOT. HIS.
RIB. W. NS—wide.

Spasmodic.

CONVENTIONAL FXT. RIB.

Unconventional.

CONVIVIAL, see **SOCIABLE**

COURAGEOUS (self-confident) LC. NX.
CV. MOT. M. NS. CS. WH. RH.
BD. SI. YU. LSU.

Timid, apprehensive.

COURAGE, MORAL NX. MX.
MENT. NS. CS.

CREATIVE, see INVENTIVE

CREDULOUS LC. TD. T.

Cynical, suspicious.

CRITICAL FV. FXT. W. MD. F.
MAF. SL.

Undiscerning.

CRUDE CXT. EU.

Dainty.

CRUEL, see SELFISH

CULTURED, see REFINED

CUNNING (scheming) NV. RH. HSU.

CYNICAL (skeptical) MX. WA. YA.

Credulous, faith, fanatic.

DAINTY FXT. YU.

Crude.

DARING RH.

Diffident.

DASHING PIB.

Steadfast.

DECORATIVE W.

DEFIANT CV.

Apprehensive.

¹DELIBERATE (slow) DC. FV. NV.

MV. CV. L. VIT. CS. QH. KI. LI.

Active, impulsive, quick-witted.

DEPENDABLE (conscientious) DC. HIS.

QH. HH. TD. C. LI.

Undependable.

¹Indications printed in *ITALICS* are specifically physical, those in *SMALL CAPITALS* specifically mental.

DEPENDENT W.

Independent.

DEMOCRATIC DC. CXT. LH.

Aristocratic.

DESTRUCTIVE CS. WH. BD.

Constructive.

DETAIL, see **SPECIALIZING**

DETERMINED, see **OBSTINATE**

DIFFIDENT QH.

Daring.

DIGESTION

Positive: LC. MP. MV. CV. VIT.
LS. BD. KA.

Negative: DC. MX. CX. MOT. BA.
WA. YA.

DIGNIFIED HH. TD. C.

DILIGENT, see **ACTIVE**

DIPLOMATIC, see **TACTFUL**

DISCERNING (fastidious, discriminative)

FXT. W. SA. PE. YU.

Undiscerning.

DISCREET QH. C.

Reckless.

DISCRIMINATIVE, see **DISCERN-
ING**

DOMESTIC DH. B.

Undomestic.

DOMINATING, see DOMINEERING

DOMINEERING (dominating) LC. HH.
WH. TD. C. DU.

Obedient.

DREAMY, see UNPRACTICAL

DRIVING LC. HIS. RIB. WH. BU.

Unvigorous.

DRUNKENNESS, tendency to LC.
MX. CX.

Self-control.

DYNAMIC, see INITIATIVE

EAGER LC. M. WH.

Equable.

EASE-LOVING, see SENSUAL

EASY-GOING, see UNAGGRESSIVE

ECONOMICAL, see STINGY

EDUCATIVE MENT. HH. F. B.

EFFEMINATE FXT.

Virile

EGOTISTIC S. M. TD. C.

ELIMINATION

Positive: LC.

Negative: DC.

EMOTIONAL, see IMPRESSION-
ABLE

ENDURANT DC. CV. A. S. CXT.
EIS. HIS. EIB. RIB. W. CS. HH.
WH. BD. C. QA. RA+. BU. GU.
HU. LSU. QE. BL.

Unendurant.

¹ **ENERGETIC** LC. NX. A. MENT..
MOT. EIS. HIS. EIB. PIB. *RIB.* M.
NS. WH. BD. MD. C. AA+. QA.
KA. AE+. QE.

Unenergetic.

ENTHUSIASTIC LC. EX. NX.
PIB. M. WH. T. AA. RA+. OI.
AE+.

Unenthusiastic.

EQUABLE MC. MV. L. VIT. LS.
NH.

Quick-tempered, eager.

ETHICAL, see **HIGH-PRINCIPLED**

EXCLUSIVE, see **UNSOCIABLE**

EXECUTIVE LC. VIT. M. LS. HH.
WH. BD. MD. T. C. MI.

EXTRAVAGANT, see **GENEROUS**

EXTREME LC. S. PIB. RA.

Consistent.

FAITH (religious, trusting) W. TD. T.

Irreverent, cynical.

FANATIC TD. T. WA. YA.

Cynical.

FASTIDIOUS, see **DISCERNING**

FIGHTING POWER BD.

¹ Indications printed in *ITALICS* are specifically physical, those in *SMALL CAPITALS* specifically mental.

FINANCIAL VIT. LS. WH. BD.
MD. T.

Professional.

FIRM, see OBSTINATE

FLATTERING MV.

Invective.

FOOLHARDY, see RECKLESS

FORCEFUL, see VIGOROUS

FORESIGHTED (provident) LS. DH.

Shortsighted.

FORGIVING LC. SI.

Vindictive.

FRAIL MENT. FXT. NL.

Robust, strong.

FRANK, see SINCERE

FRIENDLY MC. DH. MD. B. KA.

Unsociable.

GARRULOUS, see VERBOSE

GENERALIZING (versatile) LC. FX.

L. SIS. PIB. M. WLF. SI. XU.

Specializing.

GENEROUS (extravagant) PIB. KA. SI.

XU. LSU.

Stingy, avaricious.

GENIAL (affable) VIT. LS. BD.

Reserved.

GOOD-NATURED FV. MV. LS.

Caustic.

GOVERNMENT C.

GRAFT, TEMPTATION TO, MD.

Honest.

GRASPING WH. SH.

**HARD-HEARTED CXT. HIS. RIBS
M.**

Tender-hearted.

HATEFUL WH. HIS.

Philanthropic.

HIGH-PRINCIPLED (ethical, moral)
FXT. HH. TD.

Unidealistic.

**HONEST MOT. HH. QH. TD. C.
QA. LSU. QE. (See also CONSIST-
ENT.)**

Graft

HONORABLE TD.

HOPEFUL, see OPTIMISTIC

HOSPITABLE BD.

**HUMOROUS FV. VIT. QH. MD. F.
NWF. WLF.**

**IDEALISTIC DC. FV. MENT. HH.
TD. NWF. SA. PE.**

Unidealistic.

**IMAGINATIVE LC. MENT. T. RF.
MBF. NWF. SA. OI. PE+.**

Analytical.

IMITATIVE (unoriginal) **DC. SIS. W.**

Inventive, original.

IMPATIENT (restless) **LC. FX. NX.
M. NS-long. OI. SI.**

Patient.

IMPETUOUS, see **IMPULSIVE**

IMPRESSIONABLE (emotional) LC.
CX. S. FXT. SIS. PIB. W. SA. OI.
PE.

Unimpressionable.

IMPULSIVE (impetuous) LC. NX. MX.
CX. S. W. NS-long. SH. RH. RA+.
SA. OI. SI. PE. TU.

Deliberate, calm.

INCAUTIOUS LC. PIB. SH. RH.
Cautious.

INCONSTANT (changeable) LC. SIS.
PIB. SA. PE+.
Constant, loyal.

INDECISIVE MC. CX. SIS. TU.
HSU.
Obstinate.

INDEPENDENT MC. MOT. M. C.
AE.
Dependent.

INDIFFERENT MC.

INDISCREET, see **RECKLESS**

INDULGENT Family and friends:
B. Appetites: BD. Vit.
Ascetic.

INERT, see **UNENERGETIC**

INITIATIVE (dynamic) LC. NX. M.
NS. WH. KA.
Unenergetic.

INJUDICIOUS FX. MX. W. RI
OI. HSU.

Judicious.

INSINCERE NV. MV. LI.

Sincere.

INTELLECTUAL (intelligent) MENT
DH. MD. F. HNF.

INTELLIGENT, see INTELLIGENT
TUAL

INTENSE DC. HIS. W. WH.

Non-intense.

INTROSPECTIVE DC.

INTUITIVE (visionary) W. SA. OI. SI
PE.

Reasoning.

INVECTIVE MX.

Flattering.

INVENTIVE (creative, resourceful) LC.
MENT. MOT. M. DH. F. RF. NWF.
AA. AE.

Imitative.

IRREVERENT M. LH.

Faith.

IRRITABLE MX. S. MENT. NS.
YA. FU.

Unirritable, calm.

JUDICIAL MV. VIT. LS.

JUDICIOUS MC. FP. MV. VIT. M.
LS. QH. F. KI. LSU.

Injudicious.

JUST MV.

KEEN FX. FXT. NS-long
Unpractical, absent-minded.

KIND EIS. EIB. PIB. NH. MD.
KA. LSU.
Selfish.

KNOWLEDGE OF MEN AND
BUSINESS T.

KNOWLEDGE OF PEOPLE DH.
LANGUAGE EX.
Taciturn.

LAZY, see UNENERGETIC

LEADERSHIP HH. TD. T.
Obedient.

LEISURELY L.
Active.

LITERARY MENT. MD. F. NWF.

LOGICAL, see REASONING

LOYAL DC
Inconstant.

LUXURIOUS, see SENSUAL

MATERIAL, see UNIDEALISTIC

MATHEMATICAL FX. MOT. M.
WLF. WNF.

MATTER-OF-FACT CXT. M. AE.
HU. GU.
Sentimental, Spiritual.

MECHANICAL MOT.
Studious.

MEDITATIVE (thoughtful) DC. FV
MENT. W. QH. MD. WA. YA. KI
Active.

MELANCHOLY DC. MX. MENT.
YA. LI.
Cheerful.

MEMORY W. BD. F. MBF.

MILD, see **UNAGGRESSIVE**

MIXER, GOOD, see **SOCIABLE**,
ADAPTABLE, TACTFUL, DEM-
OCRATIC, ETC.

MODERATE, see **CONSISTENT**

MORAL, see **HIGH-PRINCIPLED**

MUSICAL MENT. FX. F. WLF.
WNF.

MYSTIC DC.

NARROW (bigoted) HIS. RIB. HNF.
LI.

Broad-minded.

NATURE-LOVING B.

NERVOUS MENT.
Calm.

NON-INTENSE (shallow) LC. SIS.
NH.

Intense.

OBEDIENT (submissive) DC. LH. NH.
Domineering, leadership, rebellious.

OBSERVANT, see **PERCEPTIVE**

OBSTINATE (determined, resolute, firm, stubborn) CV. HIS. RIB+. CS. HH. TD. C. BU. GU. UU+. DU.
Resilient, yielding, tractable, indecisive.

OPINIONATED HIS.

OPTIMISTIC (hopeful) LC. MV‡. TD. T. KA.
Pessimistic, worrisome.

ORGANIZING LC. M. DH. T.
Administrative.

ORIGINAL LC. M. SA. PE.
Imitative.

OVERBEARING C.

OVERWORK HIS.
Reserve power.

PAINSTAKING, see **CAREFUL**

PARSIMONIOUS, see **STINGY**

PATIENT DC. FV. NV. W. KI. LI.
Impatient.

PERCEPTIVE (observant) LC. FX. DH. BD. F. WLF. OI.
Analytical.

PERSEVERANT (persistent) DC. CV. L. MOT. HIS. RIB. W. NS-wide. CS. Long upper lip. HH. BD. TD. C.
Spasmodic.

PERSISTENT, see **PERSEVERANT**

PERSUASIVE NH. T. B.

PESSIMISTIC DC. MX. MENT.
YA.

Optimistic.

PETTY LI.

PHILANTHROPIC HH. T.

Hateful.

PHILOSOPHIC DC. FV. MENT.
MD. TD. F. NWF. PA. KI.

Practical.

PLANNING FV. VIT. MD. T. MI.

PLODDING DC. LI. HU.

POETICAL MENT. FXT. TD. F.
SA. TU. PE+.

POISE, see CALM

POWER, RESERVE CV. EV.

Overwork.

PRACTICAL LC, FX. MOT. M.
BD. MD. AA+. QA. GU. HU. AE.
QE.

Unpractical, philosophical.

PRESENCE OF MIND FX.

Absent-minded.

PROCRASTINATIVE DC. QH.

Prompt.

PROFESSIONAL FV. MENT. NH.
TD.

Commercial, financial.

PROGRESSIVE LC. EIS‡. PIB. RH.
WLF.

Conservative.

PROMOTING LC. T.

PROMPT LC. CX. RH.

Procrastinative.

PROVIDENT, see FORESIGHTED

PRUDENT, see CAUTIOUS

PUGNACIOUS CV. WH. SL.

Timid.

PUSHING, see VIGOROUS

QUICK, see ACTIVE

QUICK-TEMPERED LC. S. WH.
BD.

Equable.

QUICK-WITTED LC. FX. S. PIB.
NS. OI. SI. CE.

Deliberate.

RADICAL, see REFORM

REASONABLE QH. MD. GU.

REASONING (logical) FV. MENT. M.
DH. QH. MD. F. HNF. AA. KI. LI.
GU. YU. LSU. AE.

Unreasoning, intuitive.

REBELLIOUS CXT. SH.

Obedient.

RECKLESS (foolhardy, indiscreet) RH.

Discreet, self-preservation.

RECUPERATIVE, see RESILIENT

REFINED (cultured) MENT. FXT.
PA+. YU. PE+.

Coarse.

REFORM (radical, revolutionary) CXT. SH
RA+.

Consistent, conservative.

RELIGIOUS, see **FAITH**

RESEARCH, see **SPECIALIZING**

RESERVED DC. EV. HH.

Sociable, genial, sincere.

RESILIENT (recuperative) VIT. EIS.
EIB. LS. BD. YU.

Obstinate.

RESOLUTE, see **OBSTINATE**

RESOURCEFUL, see **INVENTIVE**

RESPIRATION

Positive: LC. NX. NS. BD.

Negative: DC. NV.

RESPONSIVE LC. EX. S. MENT.
FXT. SIS. PIB. W. NS. OI.

Unresponsive.

RESTLESS, see **IMPATIENT**

REVOLUTIONARY, see **REFORM**

RHYTHMIC L. MOT.

ROBUST VIT. CXT. BL.

Frail.

RUTHLESS, see **UNSYMPATHET-
IC**

SANE, see **CONSISTENT**

SCATTER-BRAINED LC. EX. M.

Concentrative.

SCHEMING, see CUNNING

SCIENTIFIC DC. FX. MENT. F.
HNF. QF. KI.

Constructive.

SECRETIVE MV. RIB.

Sincere.

SELF-CONFIDENT, see COURAGEOUS.

SELF-CONTROLLED EV. NP. CV.
QH. TD. C. PA. GU.

Uncontrolled, sensual, drunkenness.

SELFISH (cruel) HIS. RIB. WH. LH.
SH. BD. WA. YA. LI. HSU.

Unselfish, kind.

SELF-RESPECTING HH. TD. C.

SELF-PRESERVATION WH. BD.

Reckless.

SENSE-PERCEPTION BD. F.

SENSITIVE MENT. FXT. LI+.

SENSUAL (ease-loving, luxurious) VIT.
SIS. LS. BD.

Ascetic, self-controlled.

SENTIMENT FXT. SIS.

SENTIMENTAL FXT. W. CE. TU.
XU.

Matter-of-fact.

SERIOUS DC. QH. C. AE.

SHALLOW, see NON-INTENSE

SHORTSIGHTED SH.

Foresighted.

SINCERE (frank) NX. MX. CXT. SI.

Insincere, secretive, reserved.

SKEPTICAL, see **CYNICAL**

SKILFUL DC. S. MENT. MOT. FXT.

F. QE.

SLOW, see **DELIBERATE**.

SOCIABLE (convivial) LC. DH. BD. B.
KA.

Unsociable, reserved.

SPASMODIC LC. CX. MENT. SIS.

PIB. M. NS.-long.

Continuous, perseverant.

SPECIALIZING (detail, research) DC.

FV. S. HIS. RIB. W. CS. HNF. LI.

HU.

Generalizing.

SPECULATIVE LC. PIB.. M. RH.

TD. T.

Conservative.

SPEED-LOVING MOT.

SPIRITUAL DC. W. TD. T.

Unidealistic, matter-of-fact

STATIC, see **UNENERGETIC**

STEADFAST HIS. RIB. CS.

Dashing.

STIFF RIB.

Supple.

STINGY (parsimonious, economical) HIS.

RIB. LI. HU. HSU.

Generous.

STRENUOUS RA.

STRONG CV. A. L. MOT. CXT. M.
BL.

Frail.

STUBBORN, see OBSTINATE

STUDIOUS MENT. KI.

Mechanical.

SUAVE FV. MV. NH.

Caustic.

SUBMISSIVE, see OBEDIENT

SUNLIGHT, SENSITIVE TO LC.

SUPPLE PIB.

Stiff.

SUSPICIOUS LI.

Credulous.

SYMPATHETIC SIS. EIS. EIB.

PIB. W. DH. TD. T. B. NWF. SI.

LSU. Full lips.

Unsympathetic.

SYSTEMATIC (classifying ability) HNF.

WLF. WNF. KI. LI. QE.

Unsystematic.

TACITURN EV.

Language, verbose, vivacious.

TACTFUL (diplomatic) MV. NH. MD.

YU.

Tactless.

TACTLESS MX. SH. EU.

Tactful.

TALKER, GOOD, see LANGUAGE,
TACTFUL, SUAVE, PERSUAS-
IVE, ETC.

TEACHABLE, see BROAD-MINDED, TRACTABLE, OBEDIENT, PROGRESSIVE, ETC.

TENDER-HEARTED FXT. SIS.
PIB. W. DH. TD. T.

Hard-hearted.

TERSE EV. SI.

Verbose.

THEORETICAL, see UNPRACTICAL.

THOROUGH CS. QH. C.
Careless.

THOUGHTFUL, see MEDITATIVE
TIME, SENSE OF FX. BD.

TIMID DC. NV. CX. W. NH. QH.
LI.

Courageous, pugnacious.

TRACTABLE (amenable) EIS. EIB.
Obstinate.

TRUCULENT CV. WH. UU.

TRUSTING, see FAITH

TUNE, SENSE OF FX. BD.

UNADAPTABLE DC. HIS. RIB.
Adaptable.

UNAFFECTIONATE LC. M. SH.
WA. YA.

Affectionate.

UNAGGRESSIVE (easy-going, mild)
DC. NV. MV. L. W. NH.
Aggressive, combative.

UNAMBITIOUS LH.

Ambitious.

UNCONTROLLED NX. CX. WH.
BD. RA. TU.

Self-controlled.

UNCONVENTIONAL CXT. PIB.

Conventional.

UNDEPENDABLE LC. SIS. RH.
SI.

Dependable.

UNDISCERNING CXT. EA. EU.

Discerning, critical.

UNDOMESTIC SH.

Domestic.

UNENDURANT LC. CX. L. FXT.
SIS. PIB. M. NS.-long. TD. WA.
TU. LL.

Endurant.

UNENERGETIC (inert, lazy, static) DC.
NV. VIT. SIS. W. LS. NH. WA.
YA.

Energetic, initiative.

UNENTHUSIASTIC MC. EV. NV.
HIS. RIB. NH. WA.

Enthusiastic.

UNIDEALISTIC (material) LC. FX.
VIT. LH. BD. MD. WNF. AA. QA.
AE+. QE.

Idealistic, high-principled, spiritual.

UNIMPRESSIONABLE DC. CV. L.
CXT. HIS. RIB. M. LI.

Impressionable.

UNIRRITABLE MV. L. VIT. LS
PA.

Irritable.

UNORIGINAL, see IMITATIVE

UNPERCEPTIVE FV.

Color sense.

UNPRACTICAL (dreamy, theoretical) DC
FV. MENT. W. TD. SA. TU. XU
PE.

Practical, keen.

UNREASONING FX. W. RH. SH.
SA. OI. SI. TU. HSU. PE.

Reasoning.

UNRESPONSIVE DC. EV. L. VIT.
CXT. HIS. RIB. M. LS. LI.

Responsive.

UNSELFISH (benevolent) EIS. EIB.
PIB. HH. DH. TD. KA. SI. LSU.

Selfish.

UNSOCIABLE (exclusive) DC. HH.
SH. WA. YA.

Sociable, friendly.

UNSYMPATHETIC (ruthless) HIS.
RIB. M. WH. SH. HNF. LI. HSU.

Sympathetic.

UNSYSTEMATIC OI. SI. PE.

Systematic.

UNVIGOROUS MC. NV. FXT. SIS.
W. LS. NH. WA. YA. TU.

Vigorous, driving.

UNVITAL TD. WA. YA.

Vital.

VAIN HH. TD.

VARIETY-LOVING LC.

VERBOSE (garrulous) EX. TD. LI.

Terse, taciturn.

VERSATILE, see GENERALIZING

VIGOROUS (forceful, pushing, vim) LC.

NX. CXT. HIS. M. NS. CS. WH.

BD. RA+. BU. GU. YU.

Unvigorous.

VIM, see VIGOROUS

VINDICTIVE DC. LI.

Forgiving.

VIOLENT WH. RA. UU.

Consistent.

VIRILE CXT.

Effeminate.

VISIONARY, see INTUITIVE

VITAL W. LS. BD. KA.

Unvital.

VIVACIOUS EIS. EIB. PIB. KA.

Taciturn.

WARM DC. EIS. EIB. PIB. NWF.

KA. SI.

Cold

WITTY FX.

WORRISOME DC. MENT. YA. FU.

Cheerful, optimistic.

YIELDING SIS. PIB. W. TU.

Obstinate.

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