

PAIRtest™

Review My Results
Self-Guide



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INTRODUCTION

Do opposites attract?

Am I compatible with my partner?

Are my coworkers and I likely to work well together?

How does my personality type influence all of my relationships?

Probably the most loathed answer to questions like these is, "It depends!" And yet, that is often the answer we receive. Because the true answer is complex: Sometimes, opposites do attract and are even compatible. Other times, differences have the potential to create conflict, misunderstanding, and relational strife. And sometimes, it's *similarities* that cause conflict and strife. So much depends on the specific ways that people are alike or different, and how each person interprets and adapts to the differences (of similarities) in those around them.

The PAIRtest helps you better answer the question, "Are we compatible?" It provides you with insights into areas of relational harmony and conflict. Therefore, it's important you're able to attach appropriate meanings, values, and understandings to your objective PAIRtest results.

This self-guide explains how to use, score, and interpret the PAIRtest. Other materials important to this interpretive process include the online test and your profile form (results). All manuals and materials related to the PAIRtest are copyrighted and may be purchased at www.pairtest.com. Interpretive questions may be answered through the website and email.

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OVERVIEW

PAIR stands for Psychological Audit of Interpersonal Relationships. The **PAIRtest** is a 190-item, true-false inventory that assesses 19 areas of interest, personality, behavior, attitudes and values.

Individuals use this tool to better understand whether two or more people are compatible—whether they are partners, coworkers, or roommates—or to simply learn more about themselves. The PAIRtest is an educational tool used for information purposes. It is not a medical tool.

PAIR Scales

The results of a completed PAIRtest follow a standard score pattern where average scores for any given scale is a standard score in the 50th percentile. The typical "average range" for any scale is between the scores of 40th and 60th percentile, identified on the Profile Form as between "Low Average" and "High Average." As discussed later, a "significant difference" on the PAIR means a difference of 10 or more percentage points.

Statistically, approximately two-thirds of all who take the test will have their responses fall between 40th and 60th percentiles. Approximately 95 percent will fall between the standard scores of 30th and 70th percentiles.

Scores that fall above 70th or below 30th are rare. They deserve special attention, especially when they occur in more negative trait categories, like a high score in "Rigid" or a low score in "Self-acceptance."

The 19 scale measures are as follows:

1. Dominant (D)
2. Variety (V)
3. Suggestible (S)
4. Order (O)
5. Aggressive (A)
6. Esthetic (E)
7. Passive (P)
8. Extraversion (Ex)
9. Nurturing (N)
10. Rigid (R)
11. Reliant (Rt)

12. Status (St)
13. Self-acceptance (Sa)
14. Family (F)
15. Economic (Ec)
16. Affectionate (A)
17. Conservatism (C)
18. Reserved (Rs)
19. Outdoors (Od)

INDIVIDUAL USE OF THE PAIRtest

While the PAIRtest demonstrates its full value when comparing the results of more than one user, the PAIRtest can be used by a single individual. Use the descriptions in this section to understand your results.

Status (St)

High scorers on the Status scale are constantly striving to accelerate their upward mobility. They are highly conscious of their status position and may be judged as “social snobs.” Materialism is a common tendency, even if this involves living beyond their means. They may attempt to build relationships with superiors at work (over coworkers) or with those they view as successful in their profession. Friends and acquaintances often described in terms of their social status, and relationships/friendships can become less interesting when no longer socially advantageous. They may participate in “name dropping.” Whatever their actual status level, they are likely to be dissatisfied with it.

Low scorers are often indifferent to status. However, there are some who may be intentionally low on this scale because they are rebelling, or “taking a stand,” against certain societal, family or personal criteria, and so have chosen to deliberately answer false to many test items in this category.

Rigid (R)

Opinionated and intolerant are words often used to describe persons who score very high on the Rigid scale. Such persons often do not operate well in relationships, unless the others involved are highly flexible and tolerant. Possibly the only way in which two individuals in a marriage would feel compatible, is where their strong beliefs and values were identically shared. Only with great difficulty (and stress) do these people change from their preset ideas, opinions, prejudices or attitudes, even when faced with evidence or logic to the contrary. Though they are intolerant of opposing points of view, they are not necessarily aggressive, malicious, or hostile. High scorers are convinced of their “rightness” to the point of absolute conviction, and usually need to have the last word in discussions involving differing perspectives.

Low scorers enjoy being flexible and tolerant, with little need to battle over their personal convictions. They are open-minded to the probability that there are numerous sides to any issue. They are usually prepared to hear all evidence, even when they have already formed an opinion. Low scorers can usually change an opinion or attitude without feeling they have lost

something, and they may even give up important convictions too easily.

Family (F)

People scoring high on the Family scale usually espouse strong, traditional, attitudes toward family, marriage, and the value of extended family. Divorce may be rare in such families, because marriage might be viewed as a permanent institution. Family discipline is intentionally more to the strict side, with family life and roles defined clearly. Families may tend to be larger than average, and close relationships are maintained with relatives and in-laws. Family-related holiday gatherings are common, as may be reunions including extended family. Location of employment or career is regularly decided based upon proximity to family.

Low scores may be indicative of people who view themselves as modern or progressive. In such families, roles are more defined by consensus, and may change due to situation or environment. Smaller family units are the norm, with fewer contacts with extended family. Little need may be felt for activities with extended family, and there could be firm reasons for avoiding such connections. By definition then, such families are more isolated, with marriage being seen as an arrangement that can be ended by mutual consent when companionship is no longer desired. Location of employment may be chosen deliberately to be at some distance from family, with career being a higher priority than family proximity.

Extraversion (Ex)

Persons who score high on this scale are decidedly oriented to social interaction. They live and breathe for involvement with others. They are easily defined as "people-persons." Large groups of people at parties or events are their choice for pleasurable entertainment. They frequently attend gatherings, concerts, sporting matches, or other events where they know many people will be present. Viewed as friendly and playful, they are rarely seen as belligerent or aggressive. Some may see them as loud, uninhibited, gregarious or socially unconventional. In short, they enjoy being the life of the party. They may choose to dress and behave more informally, even when a situation demands a more serious attitude. They will go to great lengths to avoid settings where they might be alone, and they expend efforts seeking or creating settings of maximum social interaction.

Low scorers choose smaller, more intimate, groups for their social involvements. Even when at large group parties, they will stay in one location for the duration of the party and might speak only to the small group of people in their immediate environment.

Conservatism (C)

Independent and individualistic would be good ways to describe high scorers on the Conservatism scale. They would have fit well in colonial America! Some may view them as out of step with modern political and social thinking because of their moralistic stances and strong defense of freedom from governmental intrusion are vocal, and at times rigid. They voice strong feelings regarding government and politics, especially where they see trends toward socialism. They desire for the government to stay out of their business and affairs as much as possible.

Low scorers, as one might guess, favor governmental intervention in such areas as regulation of profits, welfare programs, civil protections, and the control of education. Low scorers can feel as strongly on these issues as high scorers.

Aggressive (A)

Those with high scores on the Aggressive scale can be described as stubborn or obnoxious—and they're proud of it! Their philosophy is "the best defense is a strong offense." They're often openly argumentative, and they may intrude upon others time for the sole purpose of engaging in some form of conflict. Therefore, it can be difficult for all but the most passive and permissive to associate with them. Persons with a high Aggressive score tend to respond with rebellion toward authority figures including parents, work superiors, older persons and teachers (and we should probably include coaches, consultants, managers, and religious figures). They are generally sensitive to any criticism. They may behave immaturely when things don't go their way. Authority figures can generally placate them by appearing to be aware of, and sympathetic to, their wishes. Friends (and spouses) might be few and far between.

Low scorers avoid conflict, even when conflict may be in their best interests. They are usually docile, "sweet" people, and may score high on the Passive scale. They believe diplomacy and compromise are the best relational tactics.

Affectionate (Af)

The expression "being in love with love" seems to fit well with those scoring high in the Affectionate scale. Romance is a priority, and they enjoy displays of gifts, flowers, cards, and the romantic phone or text conversation. They are comfortable, if not driven, to express their feelings through public displays of affection. The absence of frequent demonstrations of emotion or attention brings a sense of insecurity. Impulsive and flirtatious behavior might get them in trouble with those who wish them to be more controlled. In male-male platonic relationships, they are usually the back-slappers, glad-handers, or arm around the shoulder types. In female-female friendships they habitually express affection through various forms of physical contact or embrace.

For those who score on the low side, they might become easily embarrassed by public displays of affection, tending to keep such behavior in check. They still enjoy physical attention, but only in select and more private settings. Some low scorers have had negative physical experiences in their background, and so are more reserved and possibly conflicted in this area.

Economic (Ec)

It's a rare dollar indeed that would be spent foolishly by a high scorer on the Economic scale. Maintaining careful control over all financial dealings is crucial to their sense of well-being. Shopping for bargains, never buying unless on sale, "wear it out before you get rid of it," would describe usual behavior for a high scorer. Paying useless interest or buying on credit are worst case scenarios. They seldom fear asking for a lower price or will intentionally purchase the less expensive option. They define themselves as financially wise, good stewards, or fiscally responsible. Money itself has strong meanings such as security, power, safety, success and responsibility.

Low scorers simply do not find money, or managing it, a high priority. They may take more risks with money, and they may not be concerned if cash reserves are low. They are generally less concerned about financial planning (except in maintaining their credit rating). They may also be more enticed by buy-now-pay-later schemes.

Variety (V)

These people are the adventurous, the enthusiastic, the energetic. High scorers are always on the go—ready for the next experience or big project. They are usually looking for a new idea or a new way to do something. Others may describe them as undependable, "flighty," or unstable because they easily shift from one project or involvement to another. High scorers on the Variety scale are masters at generating a great deal of enthusiasm and are expansive, socially adept, verbally clever and interesting. They can be seen as narcissistic. They are easily bored. Sticking with long-term goals is difficult.

Low scorers tend to be "homebodies." Their desire for excitement is low for most things. They dislike change, which is often seen as disruptive or destructive. Their initial response to something new will be to avoid or delay. While high scorers are always living in the future, low scorers tend to live in the "here and now" or even in the past.

Dominant (D)

Natural leaders appear on this scale. Though dominant and forceful, they are not necessarily perceived as hostile or aggressive. Rather, their leadership is sought and easily accepted. Associates look to them for ideas, opinions, and direction before starting new projects. Their

opinions are valued, and colleagues respond to their drive to find solutions. They generally are not with a group long before moving to a position of leadership. They are comfortable making decisions, even where there are risks. They are self-confident and generate confidence among those they lead. They can be quite persuasive, yet do not walk over those who are involved with them; in fact, they strive to work out difficulties and differences with others. They are usually visionaries, seeing trends and new directions ahead of the need.

Low scorers are usually uncomfortable taking risks, especially with decision-making when they do not have all the facts. They will usually find a good leader and defer to him or her. They will value being a "team player." For those on the very low end, even when they have a good idea, they might remain silent or present the idea as only one of many options.

Nurturing (N)

High scorers on the Nurturing scale might be taken advantage of by others because they are such nice, considerate people. Their thoughtfulness stands out, and they are quick to forgive. They might ignore their own needs because they are so concerned with the well-being of others. High Nurturing types are easy and open with their praise and encouragement and lend a sympathetic ear to those having a bad day. Because they have a high amount of social welfare interest, others will bring their troubles to them and seek their advice. They are the kind of person one will "warm up to" naturally and tell one's life story to with little hesitation.

Low scorers have little accessible warmth, and have difficulty understanding the needs of others—let alone responding to them. One who needs encouragement might be labeled a "whiner." Low scorers on this scale relish in their independence, and believe others should relish in independence and self-reliance, too. Some tend to respond negatively to this area because life has been quite negative to them, especially when they have risked themselves in relationships.

Order (O)

Those high in Order are seen as neat, conscientious, and orderly in almost every aspect of their lives. There is a place for everything, and everything is in its place! It's a serious problem to misplace an item and a personal insult to be *accused* of misplacing something. They have a great ability to stay at tasks others would abandon. They can persist with the most detailed and repetitious projects, at times beyond the point of reason or common sense. Changes in routine are worrisome or anxiety-provoking. They take joy in keeping records and charts and being efficient. However, their attentiveness to detail can impede progress.

Low scorers fancy themselves as "laid back." They place a high priority on not doing things the same way twice! They are the ones who don't care where their shoes land when taken off

(until, perhaps, the next time they want to wear them). Dishes are done when they run out of utensils. Laundry day happens when nothing is left hanging in the closet.

If put together, high Order and low Order persons—whether partners, roommates, or colleagues—can find themselves in a constant struggle.

Esthetic (E)

Cultural interests are high for those who have high scores in the Esthetic measure. Persons with a high Esthetic score are usually knowledgeable in the arts, music, drama, and literature. They recognize passages and movements from Broadway shows, scenes from operas or cinema, famous paintings, or characters in works of art or literature. High scorers are generally seen as refined and intellectual. Even when they have not had a formal education in the arts, they will garner such knowledge and information on their own. For pleasure, they choose to visit art museums and galleries, attend plays and concerts, and listen to music in a way to maximize the audio experience.

Low scorers derive little pleasure in the fine arts. To them, a color is a color and represents no emotional or intrinsic value. Such activities are usually viewed as boring, especially when compared to popular movies, or television. Sports, sporting activities, or shopping would rank much higher on their interest scale when compared to a Broadway show.

Passive (P)

Persons scoring high on the Passive scale are "wall flowers." They are characteristically quiet, submissive and non-threatening. They will rarely, if ever, argue, and might give in when others are taking advantage of them. When they complain, it's usually to someone not related to the problem. When faced with an unpleasant situation, they take steps to placate the threatening person and will rarely stand up for their rights. If they do take a stand on an issue, they will do so with lengthy and apologetic explanations. Orders are taken easily, but since they do not seek explanations, they have difficulty coping with developments not covered in instructions. If things do go wrong, they will be the first to accept blame, and so are often the targets of aggressive persons in the work place or home. They live by the rule, "peace at any price."

Low scorers are more straightforward in their relations and in their communications. One will never wonder what they're thinking, as they will make it known. At the extreme is the highly blunt person who believes that telling the whole truth—even when it's hurtful—is the best policy.

Reliant (Rr)

Persons scoring very high on the Reliant scale are quite dependent upon others and have a strong need for frequent personal encouragement and reassurance. Indeed, such individuals are unhappy and insecure until they have someone who is expressing focused attention on them. When they have accomplished a task, even a small task, they may immediately seek out someone for words of praise. They may be so appreciative of attentiveness and favors that their expressions embarrass the doer of the favor. Although they thrive on personal interest from others, in most cases they are not demanding of that interest. If praise is not forthcoming, they will seek it elsewhere. They are eager to please and they work uncomplainingly to earn their reward. In marital relationships, they may exhibit strong expectations about their spouse being their primary provider of attention. If the spouse is not high in "Nurturing," this expectation will likely stress the relationship. The spouse often will begin to believe that there is no possible way to provide the amount of praise and encouragement needed—as though it's a never-quenched thirst.

Low scorers thrive on independence, especially when things are going badly. They want to think problems through and manage them on their own. They may tend to interpret support from others as smothering or intrusive.

Reserved (Rs)

Objectivity and rationality are the bywords for high scorers on the Reserved scale. Their prime desire is to live life in a calm, collected manner. Public displays of emotion are avoided, not only by them, but also by those around them. In relating and reacting this way, they may give others the impression that they are intellectual machines: cold, rational, reserved and completely self-sufficient. Loud, foolish, or joking behavior is deplored. Very high scorers on the Reserved scale might expend effort maintaining the impression of aloofness and dignity, so much so that they become the object of ridicule. They might tend to avoid alcohol, as they dislike losing control of themselves. They may become frustrated at attempts to express emotions, such as in courtship or networking/relationship building, because they are so practiced at being non-emotional. Low scorers are quite comfortable—if not overly expressive—with their emotions. Life is an emotional banquet for them, and they have little patience for those "cold fish" at the top end of the Reserved scale, who are perceived to experience little of the depth life has to offer.

Suggestible (S)

Those who score higher on the Suggestible scale may be indecisive or reluctant to take independent action in even everyday situations. They lean heavily on others (especially spouses, family, and friends) for ideas, guidance and direction. Some even might feel lonely or afraid without a strong person around them for decision-making. In courtship, they may quickly

affiliate with someone perceived as strong. They may exhibit a low self-esteem and neither value nor trust their own judgments. Rapid changes or new circumstances in their environment might disorient them. They do not do well in independent business dealings, attaching themselves to stronger types as their security source. They are good at finding consensus positions, and they enjoy assembling all the details related to a decision. They routinely consult with others regarding decisions or choices made in similar circumstances.

Low scorers enjoy independence, even seek it out. In relationships, they may ignore those significant to them because they do not sense the need for consultation or discussion. When a direction or decision presents itself, they are "off and running," despite the ramifications to their relationships.

Outdoors (Od)

Those scoring high on the Outdoors measure are going to be active and energetic people who desire to be outside whenever possible. They will intentionally read, study, or even move their television, to an outside location. High scorers enjoy being both participants and spectators—as long as an event is outside. They may have been physical education majors in school, or active in high school or college athletics, and may maintain enjoyment in hiking, camping, or other outdoor sports. Keeping physically fit may be high on their personal agendas. If they have indoor employment, it becomes crucial for them to regularly spend time outdoors in some activity—such as walking to lunch or holding meetings outside—or else they could become irritable.

Low scorers find no great thrill in being outside. To them, camping means doing without the conveniences they value. They prefer controlled temperatures. They would prefer to drive, rather than walk. They would prefer to exercise at a fitness center, rather than at an outdoor track. For one with a low Outdoors score, there is little value in a stroll on the beach. A romantic night sitting by the fire is inside, not outside.

Self-Acceptance (Sa)

One with a high Self-acceptance score might be thought of as “unflappable.” Few things distress them, and they seem to exude generous amounts of self-satisfaction. They are comfortable with their personalities, appearances, habits, traits, possessions, jobs and accomplishments. They are pleased with their fortunes in life, despite how others might evaluate them. High scorers seem to handle their destinies in a confident, mature manner. They tend to be unafraid of the future and to live in the confident present.

Low scorers struggle to believe in themselves, and they seem to live under a dark cloud of self-doubt. They struggle to turn off, or even temporally arrest, internal negative self-talk.

MULTIPLE PARTICIPANT USE OF THE PAIR

Our fictional characters—Clark and Louis—illustrate a highly compatible relationship on the PAIR Profile below (Figure 1). In contrast, the Profile for Sam and Chris illustrates what could be a highly conflicted relationship (Figure 2).

Keep in mind that extremely high or low scores may indicate increased difficulties, depending on the specific trait.

- **Example:** very high scores on D, S, A, Rt, Rs, R, and C could represent negative functioning in one's relationships (or in life, in general). This is especially true of the individual who is above "High Average" on H and R. Not only is this person likely to be extremely aggressive, but also believes that he/she is always in the right.

Attitude and Behavior

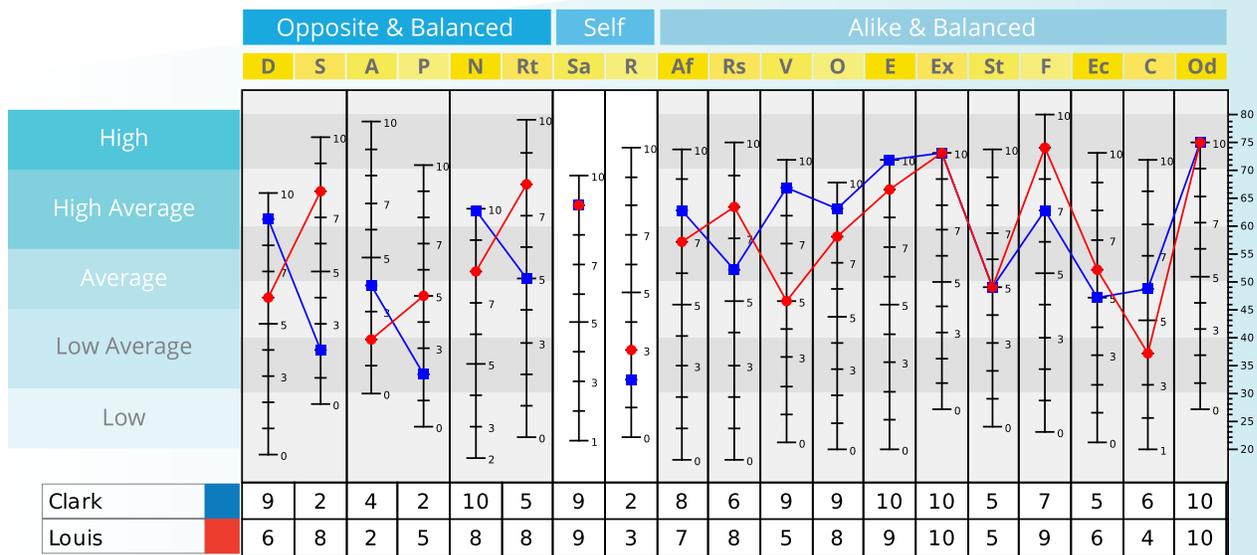
Differences in attitude must be evaluated in light of the capacity of each individual to adjust to the other's viewpoint. This is most evident for those attitudes that are immediately and/or frequently translated into action. In short, the individual's attitude may strongly and rapidly translate into specific behavior.

- **Example:** a person who rates extremely high on the Status scale may get translated into nagging others close to them about getting ahead—or a decision to buy the expensive car when doing so would create a financial hardship.

The Ideal "Pairing"

It is important to understand and remember that "the ideal" couple (that is, a "perfectly compatible" couple) is rarely seen. Many very well-adjusted and happy couples (both romantic and non-romantic) have results that don't stand up to those of Clark and Louis. Instead, most serious couples have the capacities to make necessary adjustments and compromises. The hope is that instructional instruments like the PAIR test will assist couples in placing specific emphasis on differences that need attention.

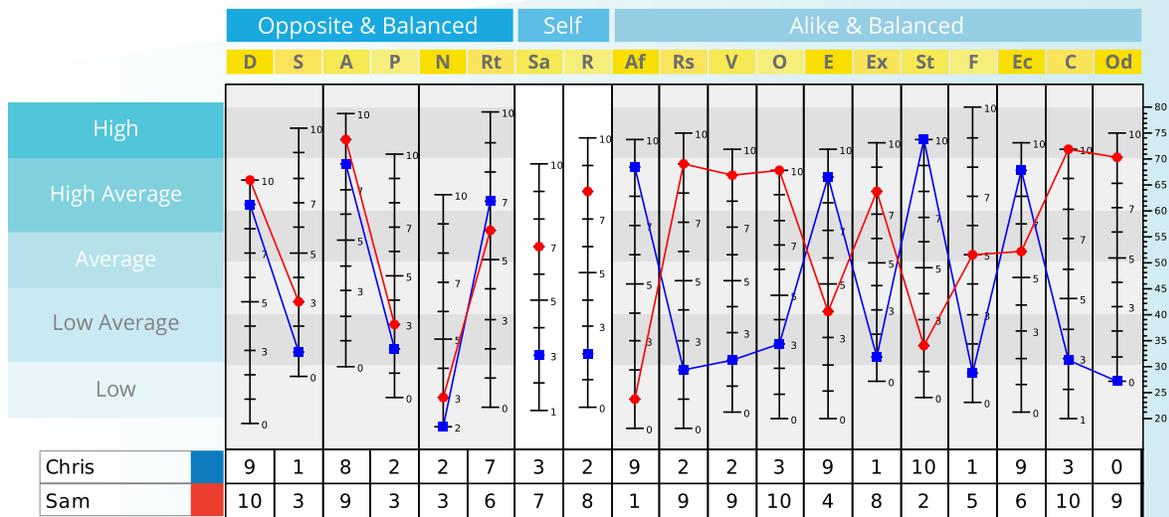
Figure 1: The “Perfect” PAIR Couple



D - Dominant **N** - Nurturing **Af** - Affectionate **E** - Esthetic **Ec** - Economic
S - Suggestible **Rt** - Reliant **Rs** - Reserved **Ex** - Extraversion **C** - Conservatism
A - Aggressive **Sa** - Self-Acceptance **V** - Variety **St** - Status **Od** - Outdoors
P - Passive **R** - Rigid **O** - Order **F** - Family

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Figure 2: Highly “Challenged” PAIR Couple



- D - Dominant N - Nurturing Af - Affectionate E - Esthetic Ec - Economic
- S - Suggestible Rt - Reliant Rs - Reserved Ex - Extraversion C - Conservatism
- A - Aggressive Sa - Self-Acceptance V - Variety St - Status Od - Outdoors
- P - Passive R - Rigid O - Order F - Family

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PERSONALITY SCALES

Tip: Always begin with the first couplet on the left of the page and move across the Profile Form from left to Right. Interpret each trait in the order presented: D/S first, and O last.

In general, the ideal pattern in the first three couplets (D/S, A/P, H/Rt) is the formation of a letter "X." The high or low score of one partner is balanced by opposite scores of the other partner. The theoretical format for the scales is "**Opposite and Balanced**." In later scales, this changes to "**Alike and Balanced**" wherein persons are more compatible when their scores on the corresponding scales resemble each other.

Now, let's focus on understanding the two illustrated couples: Clark and Louis, Sam and Chris.

"Opposite and Balanced" Scales

Dominant/Suggestible (D/S)

Clearly, our ideal couple is well-balanced on this first couplet. Clark is just about as high on D as Louis is on S; and Louis is about as low on D as Clark is on S. The letter "X" is obvious, indicating high compatibility in the decision-making area of their relationship. In addition, neither are in any extreme ranges. By way of comparison, the same interpretation would be true if these exact scores were reversed, and Louis was higher on D. The underlying meaning would remain the same: Clark's and Louis' decision-making styles would complement and balance each other nicely.

On the PAIR Profile of Sam and Chris, they have an "alike" pattern. Both are in the High Average range of D, and both are in the Low Average range of S. They have highly similar styles, and both are likely to "drive" to be in charge of the decision-making process in their relationship. If Sam and Chris do not negotiate this well, they could find themselves in a constant battle for power and control.

Aggressive/Passive (A/P)

Clark and Louis have the desired letter "X" again. Also, neither have extremely high or low scores. This suggests that the ways they approach each other in communication will tend to be smoother and with less contention. Both scores on A are balanced by their scores on P. One way to interpret this, is that in areas where one person "wants it their way," the other person will likely be able to accommodate the preference.

On the contrary, Sam and Chris's PAIR Profile suggests that conflict in their communication process may be routine. Some couples are aware of high levels of conflict, and identify it as a problem, while others do not. Those who do not identify a problem are often early in a relationship and experience their relationship with intense affection. Some couples who score in this manner view their conflict as the spice of their relationship. However, often, once the relationship (and intense affection) is normalized, regular conflict is seen as anything but positive. Individuals will need to become aware of their styles and build conflict resolution skills as part of the coaching or counseling process.

Nurturing/Reliant (N/Rt)

The "Opposite and Balanced" pattern is evident again in the profile of Clark and Louis. The background meaning is that the nurturing and encouragement desired by one (high Rt) is balanced by the other's tendency to give nurture (high N). What one person needs, the other is supplying. Both Clark and Louis would tend to feel supported and at peace in this relational balance.

On the Profile of Sam and Chris, they are seen as "needy" people. They both exhibit lower scores on N, indicating a reluctance or inability to be nurturing or supportive. However, their higher matching scores on Rt indicate they need more from the relationship than either is comfortable giving. This dynamic would be a good area to explore with them in the coaching process, to find out what circumstances or events might have contributed to this stance.

"Self" Scales

The scales in the center of the Profile Form are described as "Self" scales because individual scores are not compared to each other as with all the other scales. Instead, the primary focus is on the individual. These scales are also useful indicators of general functioning and adjustment.

Self-acceptance (Sa)

The ideal pattern for this scale is a high-average or high score. Such would indicate a healthy amount of self-esteem, indicating an individual who faces life with optimism and confidence. The usual struggles of life do not detour such a person for very long. Obviously, both Clark and Louis (PAIR Profile) depict this result.

For Chris, although her level of Self-acceptance is not drastically low, she is still tending toward pessimistic and possibly perfectionistic behavior. She possibly believes that perfectionism helps her cope more successfully. It is also likely that she experiences considerable negative self-talk.

Rigid (R)

This scale deals with the concreteness of an individual's perceptions and opinions. The higher the score moves above the 60th percentile, the less likely a person is to accept intervention, recommendations or coaching.

Clark and Louis both score in the low average, but near the center of this trait. This is quite common, and represents a flexibility to change, but not to change simply for the sake of change. They are open to suggestion in much of their lives but will not leap toward any new trend without appropriate thought and consideration.

Sam and Chris have been placed intentionally on the PAIR Profile to portray the beginning points of high and low scores. Most scores falling below Sam's score would be considered healthy. Scores, especially those at or above the 70th percentile, would come from persons who are "truly set in their ways." They are highly opinionated, and firmly believe they are among the few who really possess the truth.

Chris's score (and those who would be lower) is representative of people who pride themselves on flexibility and spontaneity. Almost any new concept, philosophy or product looks good to them. They are probably tolerant, flexible, and possibly gullible to a fault.

"Alike & Balanced" Scales

Although these scales are connected on the PAIR profile, your interpretation may focus on each scale individually.

Affectionate (A)

Clark and Louis are quite compatible here. Both probably enjoy giving and receiving public displays of affection such as casual caresses, embraces, and kisses. Most would describe them as demonstrative.

Sam and Chris show a fairly wide difference in their scores. While Chris is more comfortable with displays of affection and probably seeks them, Sam is much more reserved. Hence, Sam may be embarrassed by Chris's affection in public. Conversely, Chris might describe Sam as cold.

Reserved (Rs)

Clark and Louis are comfortable with each other in this area as well. Their scores, being in the high average and average areas would tell us that they enjoy an average breadth and depth of emotional expression for themselves and from others around them. The key again is their similarity.

In contrast, Sam identifies as “the strong and silent type.” Sam wants emotions under control in all situations. Because of Sam’s approach to emotional expression and range, Sam probably has a struggle figuring out Chris’s moods. Chris’s scores show that he enjoys a very wide display of emotionality, personally. Initially, Chris may have been attracted to Sam because of what was seen as stability. However, after much time has passed in their relationship, Chris may now describe Sam as a concrete block.

Variety (V)

If not managed properly, this could become an area of conflict for Chris and Sam. Sam scored in the High Average for Variety, which means Sam will always be ready for the next adventure—if not manufacturing one! Chris, however, received a much lower score. She can lean more toward the "homebody" stage and sometimes prefer to curl up on the sofa with a book than conquer something new. Chris may describe being exhausted by Sam's energy at times. This represents an area of obvious incompatibility.

Predictably, Clark and Louis enjoy similar levels of interests and activity, scoring in the Average and High Average ranges. Both are prepared to try new things. This dynamic may represent a healthy bond between them.

Order (O)

Clark and Louis are not only adventurous, but they are highly organized, too. Structure is an important ingredient to each of them. Because they are both scoring in the High Average in this area, they find a joy in getting things arranged and organized.

Sam is higher than Chris on the O scale. Sam has a place and time for everything, and these are high priorities to Sam. Chris is more relaxed and doesn’t require as much structure. Chris is okay with taking life as it comes, instead of organizing it to the hilt. Again, if not managed, these two could possibly experience continuous conflict over the very basics of daily life, activities and schedules.

Esthetic (E)

These scores also indicate some level of conflict for Sam and Chris. Louis and Clark, on the other hand, both have an above average appreciation of the arts and cultural matters. Their scores are so high and so close, it would be difficult **not** to find numerous artistic activities and interests they would enjoy together. They are highly compatible in this area and should be encouraged to regularly use these interests to the benefit of their relationship.

Extraversion (Ex)

Louis and Clark are a couple of "social butterflies!" They equally enjoy larger groups of people, and they thrive on hospitality and social interaction. They are quite compatible here as well. Note, is it not the high score that is of benefit to their relationship, it is the similarity of the scores. If the score had been on the low end for both of them, they would be mutual introverts and enjoy a quieter, less social, harmonious relationship.

Sam's social investments are much like those of Clark and Louis. He also desires a high amount of social interaction. However, Sam may be frustrated with Chris's lack of investment in this area. Sam might consider Chris a "wet blanket", believing that Chris doesn't want to participate in *any* social settings. The reality is that Chris does enjoy social settings, but would choose to be in smaller, more intimate groups.

Status (St)

There's a big difference that exists in this section of the PAIR profile of Sam and Chris. Chris enjoys climbing the social ladder. For Sam, such makes little sense. Constant striving for social advancement is not in Sam's plan.

Clark and Louis have an identical score in this area. They are both moderately concerned with status and enjoy status-oriented activities. However, such activities are not viewed as high demands on their lives. In this category, similarity is more important than where one falls on the scale. However, extremely high scores might lead to maladaptive behaviors.

Family (F)

A high level of compatibility is shown with this dynamic for Clark and Louis. Both share a strong sense of respect for, and enjoyment of, traditional family values.

As for our other couple, Sam is approving of significant family interaction while Chris is quite reserved in this area. This dynamic would be another area for exploration, regarding the

reasons for Chris's lower score—as there are often specific reasons and experiences that can account for a low score on this measure.

Economic (Ec)

Chris may be slightly more conservative with financial dealings. Money will have rather significant meanings to Chris, such as success, security, etc. To Sam, money is just a medium of exchange, so risking it or holding it are about the same to Sam.

On the PAIR profile for Clark and Louis, they score very close to each other, indicating that money and its management have an equal amount of concern to them. They probably share the same values about both spending and saving.

Conservatism (C)

With this trait, Clark and Louis are hovering around the same average to low average score, suggesting that their political perspectives may be neutral. Their voting patterns are more related to issues and personalities rather than merely casting votes for established political parties. They might be registered an “independent” rather than republican or democrat. Or, perhaps they don't vote at all. The important thing relationally, is that they are very compatible in this area.

On Sam and Chris's profile, Sam's score is demonstrative of a political conservative. Sam is suspicious of most governmental processes, as well as most government employees and politicians. Sam wants government out of his wallet—and life in general! Chris tends to view government more favorably.

Outdoors (Od)

Clark and Louis would have a strong desire for the outdoors, and they have many such activities that they enjoy together. They indeed are compatible here.

Concerning our other couple, Sam lives in the outdoors. Sam's score is so high that most of Sam's leisure activities truly need to be outside. Without a regular outdoor emphasis, Sam would be a highly frustrated and agitated person. For Chris, driving to the local grocery store is ample outdoor activity. Chris senses no strong appeal for any of the activities high on Sam's list. If either of them was to try to force this issue, immediate conflict could be the result.

LIMITATIONS ON PAIRtest USE

The PAIRtest is an educational tool. It provides users with insights into their personal preferences over a range of topics. The PAIRtest is not a medical or clinical diagnostic tool, or treatment device. Test results, user information, and other data are not part of a medical record and should not be considered medical or healthcare related in any way.

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