Upgrade Program Personality Plan

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Introduction

This document is part of a series of upgrade plans for every area of your life. It's broadly designed for a single, middle-class, 30-something living in a major city in a developed country.

Please go to "File" > "Make a copy" and make a copy of it for yourself. Then fill it out section by section according to your particular needs and circumstances. Perhaps add sections or items, delete them, change the order, and so on.

Your aim should be to make the plan as applicable and useful to you as possible. You should not follow the plan blindly–think it through for yourself.

Note that this process might be challenging. You might need to teach yourself things you aren't very knowledgeable about yet. You might feel like you need to do preliminary work in a different life area first. That's okay. Figure out broadly what makes sense for you, operationalize that understanding as specific actions in the Actions section, and then do them.

If it feels overwhelming, just start with the parts you find most valuable and do what you can. Tackle the rest over time. It may also help to set aside a dedicated day to work exclusively on this by yourself or with friends. Or you may choose to enlist an UP Coach to co-design and execute this plan alongside you.

Epistemic Status

This is an overview of how confident the principal author is in this plan.

- Generally moderate confidence in plan
- Based on 30+ years of moderate personal attention to personality and 250+ hours supporting 50+ clients on their personalities

Objectives

Decide what objectives you have with this plan and rank them in order of importance. Below are some sample objectives.

1. Develop a deep understanding of your personality
2. Change your personality as you desire

Metrics

Decide what metrics you will use to evaluate the effectiveness of this plan. Also include the frequency in which you'll evaluate those metrics. For example, ad hoc, once, hourly, daily, weekly, monthly, quarterly, annually or per decade. Below are some sample metrics.

- Personality Rating: How would you rate your personality, on a 1-10 scale?
- HEXACO Assessment
- Big Five Personality Test
- Myers Briggs Type Indicator
- 41Q Personality Test

Values

List all of your relevant values and rank them in order of importance. Below are some sample values.

1. Self-awareness
2. Self-esteem
3. Self-confidence
4. Connection
5. Love
6. Persuasion

Value Analysis

List and then analyze all of the costs and benefits of this plan. Potentially also estimate expected value, cost-benefit, return on investment, and/or net present value.

- Time costs: 1 - 1,000 hours
- Financial costs: $0 - $10,000 dollars (e.g., psychotherapists, coaches, assessments, courses, books, etc.)
- Benefits: $X in potentially large objective and subjective benefits

Strategies

Decide on your high-level strategies for achieving your objectives. Below are some sample strategies.

Approaches

- Do a deep dive into your personality by taking as many personality tests as you can

Key People

- Do the work on your own
- Outsource some or most of the work to experts (e.g., psychotherapists, coaches, etc.)
- Outsource some or most of the work to assistants

Key Timings

- Make incremental changes every day until you become the person you would like to be
- Make as many changes as you can over a set period (e.g., one month, six months or one year)
- Live as intentionally as possible as the person you wish to be until you become that person

Actions

List the specific actions you will take to achieve your objectives. You should add these tasks to your project management system unless you are choosing to do them now. Below is an example sequence of actions you might take.

1. Describe your [mental model](#) of personality
   a. Create a visual representation of it from memory without referencing this plan or outside sources of information
   b. Create a new visual representation after thoroughly studying this plan and any relevant sources of information
   c. Pay special attention to the improvements in the second version as incorporating those new insights may be crucial to the success of your plan
2. Finish every section of this plan, including the [assessments](#), [tools](#), and [resources](#) below
3. Write down a clear description of the kind of person you'd like to be
4. Take as many personality tests as you find useful to get a sense of who you are now
   a. Develop your sense of [self](#)
5. Develop your [values](#)
6. Improve your [personal philosophy](#)

7. Improve your [behavioral mastery](#)
8. Improve your [emotional intelligence](#)

Schedule

Decide on which days you will take which actions. You should add these dates to your calendar now.

- [Date]: Finalize plan
- [Dates]: Execute plan
- [Dates]: Review plan's outcomes

Predictions

Predict how well you will do in achieving your objectives.

- [Name]: I predict with [X]% confidence that I will [Y] by [Z].
- [Team Member's Name]: I predict with [X]% confidence that [Name] will [Y] by [Z].
- [Team Member's Name]: I predict with [X]% confidence that [Name] will [Y] by [Z].

- Combined: We predict with an average [X]% confidence that [Name] will [Y] by [Z].

Outcomes

Objectively record how well you achieved your objectives.

- [Date #1]: [Outcomes]
- [Date #2]: [Outcomes]
- [Date #3]: [Outcomes]
- [Date #4]: [Outcomes]
- [Date #5]: [Outcomes]
- [Date #6]: [Outcomes]
- [Date #7]: [Outcomes]
- [Date #8]: [Outcomes]
- [Date #9]: [Outcomes]
- [Date #10]: [Outcomes]

Assessments

List all of the assessments you might take to understand how you're doing compared to your objectives. Below are some sample assessments.

- [41Q Personality Test](): a 41-item test to assess human personality constructs
- [Arnett Inventory of Sensation Seeking (AISS)](): a measure designed to assess the personality trait of sensation seeking, a psychological trait characterized by a search for intense and novel experiences
- [Barratt Impulsiveness Scale (BIS)](): a questionnaire designed to assess the personality/behavioral construct of impulsiveness
- [Bem Sex-Role Inventory (BSRI)](): a self-rating inventory of masculine, feminine, and neutral personality characteristics
- [Big Five Inventory — Short (BFI-S)](): a short 15-item personality test based on the Five-Factor Model of personality known as OCEAN (Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism)
- [Big Five Personality Test](): a 50-item personality model derived from common language descriptors
- [Big Five Personality Test — 100-Item](): a 100-item personality model derived from common language descriptors
- [Brief Histrionic Personality Scale (BHPS)](): an 11-item scale to assess Histrionic Personality Disorder (HPD), a personality disorder characterized by a pattern of excessive attention-seeking behaviors, usually beginning in early childhood, including inappropriate seduction and an excessive desire for approval
- [Brief Strengths Test](): a questionnaire that measures 24 character strengths
- [California Psychological Inventory (CPI)](): an assessment to measure a constellation of personality traits (US $2,195)
- [Clance Imposter Phenomenon Scale](): an assessment to measure the phenomenon when individuals are successful by external standards but have an illusion of personal incompetence
- [Classical Enneagram Test](): a personality typing system that consists of nine different types (note: not scientifically sound)
- [Compassionate Love for Humanity Scale](): a 21-item measure designed to measure compassionate love for humanity, an attitude toward humanity that involves behavior, feeling, and thinking that focuses on the concern, caring, and support for humanity, as well as a motivation to understand and help humanity (strangers) when they are most in need
- [Connectedness to Nature Scale (CNS)](): a new measure of individuals' trait levels of feeling emotionally connected to the natural world
- [Cross-Cultural Shortened Form of the Zuckerman-Kuhlman Personality Questionnaire (ZKPQ-50-CC)](): a measure of a constellation of personality traits, including Impulsive Sensation Seeking (ImpSS), Neuroticism-Anxiety (N-Anx), Aggression-Hostility (Agg-Host), Activity (Act), and Sociability (Sy)
- [Dark Factor of Personality](): an instrument that measures the Dark Factor of Personality, which is defined as the tendency to maximize one's individual utility — disregarding,

accepting, or malevolently provoking disutility for others —, accompanied by beliefs that serve as justifications (UP Top Pick)

- [DISC Assessment](): a behavior assessment tool based on the DISC theory of psychologist William Moulton Marston, which centers on four different personality traits (Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C))
- [Edinburgh Handedness Inventory — Short Form](): a 4-item self-report scale that produces a score to measure handedness
- [Five-Factor Personality Inventory (FFPI)](): a 41-item personality test based on the five-factor model of personality
- [Generic Conspiracist Beliefs Scale (GCBS)](): an overall score and five facet scores measurement of beliefs in conspiracies through questions about specific conspiracy theories, attempting to correct problems with this approach through broad questions about the assumption that are presumed to underlie such beliefs
- [Grit Scale](): a set of measures designed to measure trait-level perseverance and passion for long-term goals (UP Top Pick)
- [Hare Psychopathy Checklist (PCL-22)](): a psychological assessment tool designed to assess the presence of psychopathy in individuals
- [Healthy Personality Scale](): a scale to measure healthy personality functioning based on an analysis of existing items on the Revised NEO Personality Inventory (NEO-PI-R)
- [Helen Fisher's Personality Test](): a test to reveal the degree to which an individual exhibits four broad styles of thinking and behaving, each associated with one of four basic brain systems: the dopamine, serotonin, testosterone, and estrogen systems
- [HEXACO-PI-R](): an instrument that assesses the six major dimensions of personality: Honesty-Humility, Emotionality, eXtraversion, Agreeableness (versus Anger), Conscientiousness, Openness to Experience (UP Top Pick)
- [High5 Test:](): a 15-minute free strengths test that helps people to discover what they are naturally good at
- [Instinctual Variant Questionnaire (IVQ)](): a personality typing system that consists of nine different types and three instinctual variants (note: not scientifically sound)
- [International Personality Item Pool Representation of the NEO PI-R (IPIP-NEO)](): a personality questionnaire that assesses people on the Big Five model of Openness, Conscientiousness, Extraversion, Agreeableness & Neuroticism
- [Jackson Personality Inventory — Revised (JPI-R)](): an assessment to reveal personality traits to predict an individual's behavior in a variety of settings and environments, including work, education, teams, and interpersonal situations (US $22-$191)
- [Johari Window](): a technique that helps people better understand their relationship with themselves and others (UP Top Pick)
- [Life Orientation Test — Revised (LOT-R)](): a 10-item scale that measures how optimistic or pessimistic people feel about the future
- [Machiavellianism Scale (MACH-IV)](): a test that consists of twenty items regarding Machiavellianism, a personality trait centered on manipulativeness, callousness, and indifference to morality
- [Mental Muscle Diagram Indicator (MMDI) Personality Test](): an inventory focused on aspects that will determine one type of personality among 16 different types
- [Mini International Personality Item Pool (Mini-IPIP)](): a 20-item short form of the 50-item International Personality Item Pool-Five-Factor Model measure

- Minnesota Multiphasic Personality Inventory-3 (MMPI-3): a test to assess a constellation of personality traits (US $17.70-$579.75)
- Myers Briggs Type Indicator (MBTI): a personality inventory that identifies and describes the 16 distinctive personality types that result from the interactions among the preferences
- Myers-Briggs Type Indicator (MBTI): a questionnaire to assess a constellation of personality traits (US $49.95)
- Narcissism Personality Test (NPI): a personality measure for non-clinical levels of the trait narcissism
- Need for Arousal: a measure to assess individuals' preferred levels of arousal or novel stimulation
- Nohari Window: a challenging inversion of the Johari Window, using antonyms of the original words, to help people better understand their relationship with themselves and others
- Open DISC Assessment Test (ODAT): a test about DISC, a pop-psych personality system based around four personality types, mostly used with an employment or team-building focus
- Optimism Test: a questionnaire that measures one's optimism about the future
- Personality Type Indicator (PTI): a test designed to measure 4 dimensions of the MBTI Personality type
- Rosenberg Self-Esteem Scale (RSES): a 10-item, Likert scale, self-report measure originally developed to gather information about self-esteem and self-worth
- Salzburger State Reactance Scale (SSR Scale): an instrument for measuring state reactance
- Self-Compassion Test: a test to find out how compassionate an individual is
- Self Positivity Inventory: a questionnaire about how strongly a person believes in their skills, abilities, and personal qualities
- Self-Report Altruism (SRA): a scale to assess altruism via self-report
- SelfStir Individual 360 Feedback: a 360-degree feedback development solution
- Sensation Seeking Scale: a psychological instrument to measure sensation seeking, a personality trait defined by the search for experiences and feelings, that are varied, novel, complex and intense, and by the readiness to take physical, social, legal, and financial risks for the sake of such experiences
- Short Almost Perfect Scale (SAPS): an 8-item to measure perfectionism with two subscales: standards (how high are the standards people set for themselves), discrepancy (the mismatch between the standards and the degree to which these standards are reached)
- Short Dark Triad (SD3): a time-efficient method designed for the assessment of three overlapping negative personality traits: Machiavellianism, subclinical narcissism, and subclinical psychopathy
- Short Form for the International Personality Item Pool Representation of the NEO PI-R (IPIP-NEO): a personality assessment based on the five-factor model of personality, estimating your standing on the 5 broad domains and 30 subdomains of personality
- Short Test Of Music Preferences — Revised (STOMP-R): a test to assess music preferences, which are related to personality variables, self-views, and cognitive abilities
- State Self-Esteem Scale (SSES): a 20-item Likert-type scale designed for measuring temporary changes in individual self-esteem

- [Synthetic Aperture Personality Assessment (SAPA)](): a personality inventory that is calculated based on the six "factors" of personality and the 12 lower-order "aspects"
- [Taylor Manifest Anxiety Scale (TMAS)](): a test of anxiety as a personality trait
- [Ten Item Personality Inventory (TIPI)](): a 10-item measure of the Big Five Model (or Five-Factor Model) dimensions, the leading models to express the most important dimensions of personality known as OCEAN (Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism)
- [Toronto Empathy Questionnaire (TEQ)](): a questionnaire that assesses empathy
- [Varieties of Sadistic Tendencies (VAST)](): a scale to measure two dimensions of sadism, direct sadism (enjoying acting cruelly) and vicarious sadism (enjoying watching cruelty)
- [VIA Survey of Character Strengths](): a simple self-assessment that provides a wealth of information to help an individual understand their core characteristics (UP Top Pick)

Tools

List all of the tools you might use to achieve your objectives. Below are some sample tools.

- [Nanaya]()
- [UP Actions]()
- [UP Assessments]()
- [UP Curriculum]()
- [UP Tools]()

Resources

List all of the resources you might use to achieve your objectives. Below are some sample resources.

- [The Stories We Live By: Personal Myths and the Making of the Self]()

Notes

Add any random thoughts, questions, uncertainties, etc.

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