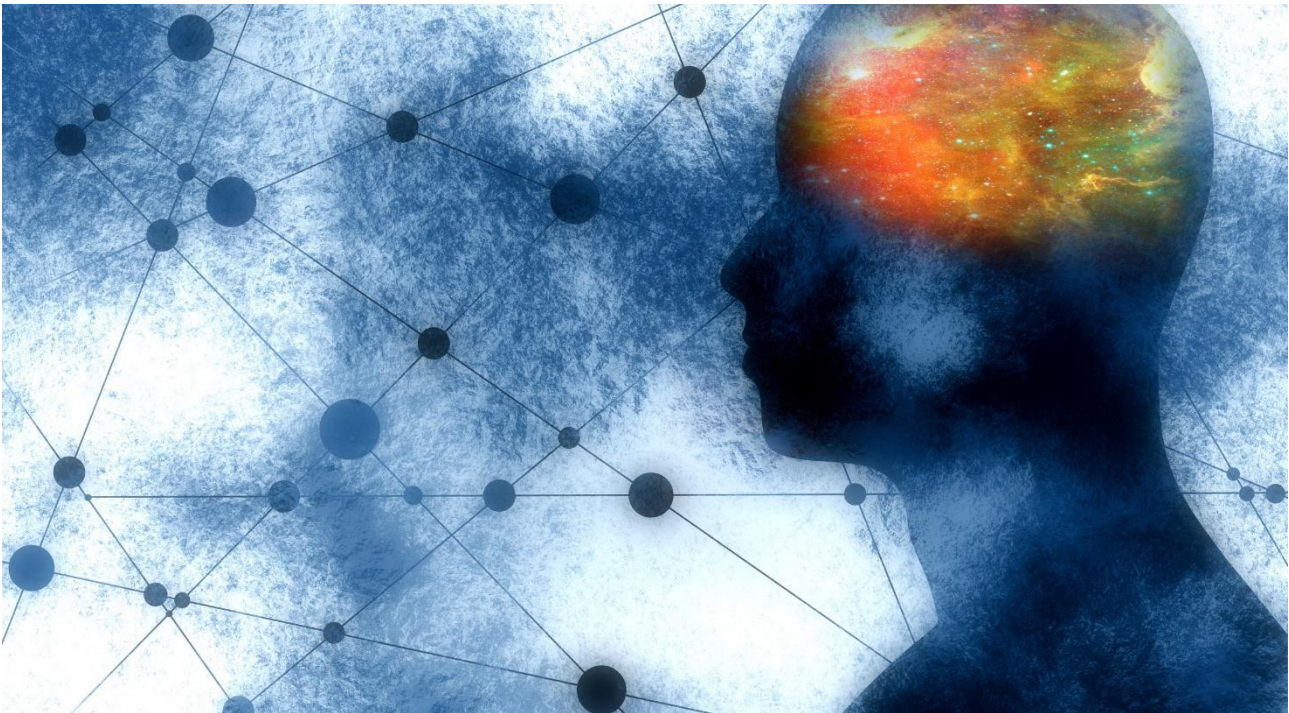


The Magic of Psychometrics



MBTI, JTI, Hogan, Big Five, FIRO-B, Predictive Index, Thomas PPA, and many, many more. The use of pre-employment personality profiling is steadily increasing. There are obvious reasons for this development, one being the ever-growing importance of hiring the right person for the job, another getting it done relatively smoothly without putting too much strain on the HR department.

Psychometrics is generally concerned with measuring skills and knowledge, abilities, attitude, personality traits, and educational achievements. The measurements are almost exclusively based on candidates responding to a number of questions or selecting a number of adjectives they find best describe them. Very few analysis methods are able to, or dare to, objectively assess a person's character traits and none of those have been overly successful.⁽¹⁾ To counter the candidates' very human tendency to flatter themselves, the questions or selections in most modern psychometric assessment methods are psychologically and mathematically constructed in a manner ideally eliminating the risk of "cheating". This is not completely foolproof since a candidate with some knowledge of the theory behind an assessment method will be able to manipulate the result to a certain degree.

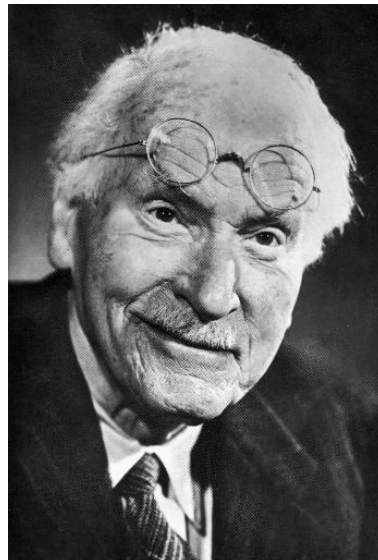
When used in a hiring process, the candidate's result is normally matched against a number of pre-prepared profiles constructed as "ideal" profiles for the specific job function in question to ascertain whether the candidate would be a good fit.

There is quite a lot more to some of these methods, notably cognitive assessments, which are in effect advanced intelligence tests with more built-in fluidity and more measuring points than a traditional IQ test. The cognitive assessment forms an integral part of the overall assessment for some of the most widely used methods. However, the subject for this article is the personality assessment part for the obvious reason that horoscopic astrology does not normally deal with a person's IQ.

So, why are psychometric personality assessments so popular? And do they work?

To answer the first question, one path to follow is very obvious albeit not that common in "established" psychology. That path will take us back to well before Sir Francis Galton (1822 – 1911), the English polymath who is generally considered the father of psychometrics (2). The second question will be dealt with further below where some real-life assessments are directly compared to the corresponding horoscopes of some of the writer's clients.

There was one individual, who actually lived long after Sir Galton had passed away, who managed to establish the connections to the ancient roots from which psychometrics, and indeed psychology itself, arose. Notably, in 1921, he published the book "Psychological Types" that was to become the foundation of modern-day personality profiling. In particular one of the most widely used psychometric assessment methods, the Myers-Briggs Type Indicator or MBTI. This method readily admits its debt to the author, Carl Gustav Jung (1875 –1961) already in the opening sentence on the front page of their website by stating that the purpose of MBTI is *to make the theory of psychological types described by C. G. Jung understandable and useful in people's lives.* (3)

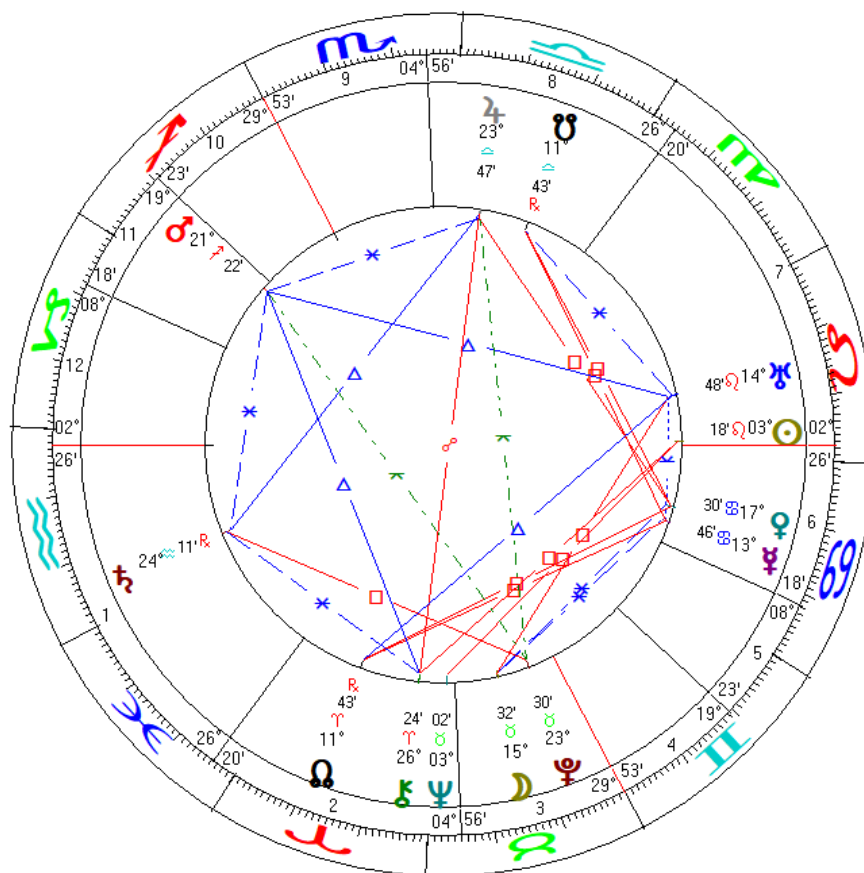


Carl Gustav Jung

Now the question is, how did Jung arrive at his four basic personality types: *thinking, feeling, sensation and intuitive?* (4)

It is generally accepted that Jung was drawing extensively on ancient sources such as mythology, religion, cultural history and more. It is less generally acknowledged, at least outside of astrological circles, that he was keenly interested in old knowledge traditions such as alchemy and astrology. Jung was himself a capable astrologer, even if he mostly let his daughter, Gret, perform the tedious calculation work involved in casting horoscopes. Jung's wife, Emma Jung, was also a practicing astrologer making up for a whole family very much involved in astrology as hundreds of hand-drawn horoscopes found in Jung's personal archives have confirmed. As a matter of fact, you can just read his collected works to appreciate how much astrology meant to him and his work including making extensive use of personal horoscopes in his work with patients (5). That particular element of his work, studies and general practice has largely been suppressed by modern-day scholars, but it came into full public view when his famous "Red Book", or "Liber Novus", was finally published in 2009.

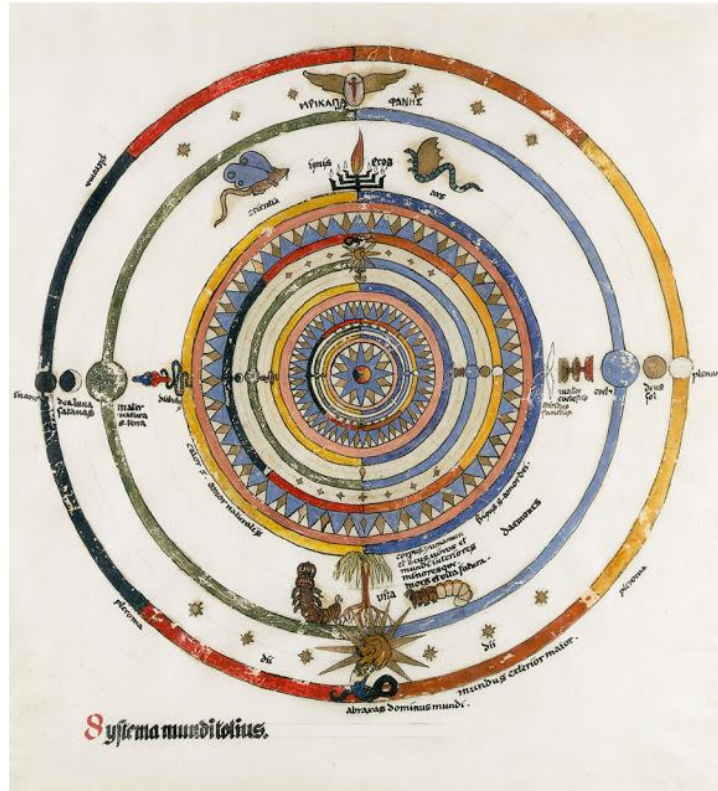
An astrological take on this book was offered by Liz Greene in her 2018 published book "The Astrological World of Jung's *Liber Novus*" (6). Read with an astrological perspective in mind, the Red Book makes a whole lot more sense whereas without it, you are often hard pressed to understand what is going on. Jung quite consistently uses his own horoscope as a frame of reference for his experiences in the semi-subconscious world of the book, not least in his self-produced exquisite images adorning the book throughout.



Jung's birth chart (7)



Example of Jung's illustrations in The Red Book. Here Philemon – his personal daemon – a personification of a combination of the Sun, Mercury, and Saturn, the latter being Jung's chart ruler and (widely) conjunct his ASC. (8)



Jung's Systema Munditorius in its final form as depicted in the Red Book. In reality this "Systema" draws heavily on Jung's own horoscope as well as his own unique use and understanding of astrological symbols. Most of that is hidden in the final form probably to disguise the origins. (10)

Two fundamental concepts in the ancient sources Jung studied are of particular interest here, the four elements and the four temperaments. The four elements, Fire, Earth, Air and Water can be traced back to ancient societies in Persia, Babylonia, Japan, India, and of course Greece where the pre-Socratics formulated them in more precise terms. That was later taken up by Aristotle and also incorporated into astrology where they still form one of the basic building blocks. A fifth factor, Aether, was introduced by Aristotle, a factor that in certain ways resemble some of modern physics' findings like e.g. dark energy (9). The four temperaments, or humours, stem back from at least Hippocrates (c. 460 – c. 370 BC) who described them as part of the ancient medical concept of humourism claiming that four bodily fluids affect human personality traits and behaviours. (11)

How do those two interlinked concepts, elements and temperaments, correspond with Jung's personality types?

Jung's type	Description	Temperament	Description	Element	Description
Intuitive (I)	The subconscious, abstract experience of the surrounding world	Choleric	Independent, decisive, goal-oriented, and ambitious. Extroverted.	Fire	Creation, energy, and passion
Sensation (S)	The concrete experience of the surrounding world	Melancholic	Analytical and detail-oriented, deep thinkers and feelers. Introverted.	Earth	Abundance, stability, and solidity
Thinking (T)	The objective assessment of the surrounding world	Sanguine	Highly talkative, enthusiastic, active, and social. Extroverted.	Air	Communication, intelligence, and versatility
Feeling (F)	The subjective experience of the surrounding world	Phlegmatic	Relaxed, peaceful, quiet, and easy-going. Introverted	Water	Emotion, dreams, and intuition (not to be confused with Jung's "Intuitive" type)

(12)

Jung's "Intuitive" type is the most difficult to understand, which he himself acknowledged. However, according to Jung the type is probably best illustrated by thinking of a person who acts before he/she thinks. A person who perceives rather than knows of the potential in many situations where a more thoughtful or sensitive person would simply refrain from taking any action. (13)

Jung's explanation very clearly correlates this personality type with traits traditionally assigned to the element of Fire. Hardly a coincidence.

With established science already at that time very touchy about old knowledge traditions such as astrology and with Jung quite protective of his reputation (he was a Sun sign Leo with Saturn rising after all), he never officially acknowledged that the four elements and the four temperaments were at the very core of his personality types. He did, however, make the following comment: *"From earliest times attempts have been made to classify individuals according to types, and so to bring order into the chaos. The oldest attempts known to us were made by oriental astrologers who devised the so-called trigons of the four elements – air, water, earth, and fire ...According to this age-old view, whoever is born in these trigons shares in their aerial or fiery nature and will have a corresponding temperament and fate."* (14). And in his Commentary on the translation of The Secret of the Golden Flower, Jung wrote: *"Astrology is assured recognition from psychology, without further restriction, because astrology represents the summation of all psychological knowledge of antiquity"*. (15)

I am quite confident that it is not possible to refute the direct link here between the ancient concepts and Jung's personality types. And by extension between the ancient concepts and the 16 MBTI personality types.

These types are identified as basic preferences and paired as follows:

Extraversion **(E)** or Introversion **(I)** (16)

Sensing **(S)** or Intuition **(N)**

Thinking **(T)** or Feeling **(F)**

Judging **(J)** or Perceiving **(P)**

These four base pairs can be combined in 16 different ways in a human being according to the below grid:

INTJ THE ARCHITECT IMAGINATIVE STRATEGIC PLANNERS	INTP THE LOGICIAN INNOVATIVE CURIOUS LOGICAL	ENTJ THE COMMANDER BOLD IMAGINATIVE STRONG-WILLED	ENTP THE DEBATER SMART CURIOUS INTELLECTUAL
INFJ THE ADVOCATE QUIET MYSTICAL IDEALIST	INFP THE MEDIATOR POETIC KIND ALTRUISTIC	ENFJ THE PROTAGONIST CHARISMATIC INSPIRING NATURAL LEADERS	ENFP THE CAMPAIGNER ENTHUSIASTIC CREATIVE SOCIAL
ISTJ THE LOGISTICIAN PRACTICAL FACT-MINDED RELIABLE	ISFJ THE DEFENDER PROTECTIVE WARM CARING	ESTJ THE EXECUTIVE ORGANIZED PUNCTUAL LEADER	ESFJ THE CONSUL CARING SOCIAL POPULAR
ISTP THE VIRTUOSO BOLD PRACTICAL EXPERIMENTAL	ISFP THE ADVENTURER ARTISTIC CHARMING EXPLORERS	ESTP THE ENTREPRENEUR SMART ENERGETIC PERCEPTIVE	ESFP THE ENTERTAINER SPONTANEOUS ENERGETIC ENTHUSIASTIC

With the connection between MBTI and the ancient concepts of elements and temperaments established, can you then take the next step and connect other psychometric analysis methods with Jung's personality types – and consequently with those ancient concepts?

My answer is yes, you can. Why? Because almost all of the modern assessment methods focus on four or five personality traits that just too closely resemble the four elements and temperaments for it to be a mere coincidence. Even for the systems with more than four or five traits, you can relatively easily break them down into four or five core elements. And many of the systems even straight out copy the use of Jung's terms, in particular "Extraversion" and "Introversion" as does MBTI.

In other words: *modern psychology has not invented or discovered these personality traits. They were already there waiting to be dressed up in modern-day language and scientific terms and be put to use in a society and in an environment otherwise seemingly scared of being accused of being informed and inspired by ancient knowledge and wisdom.*

And herein lies perhaps the most fundamental answer to the question why these assessments are so popular. They speak to something deep within us, perhaps our collective psyche as Jung would likely have put it. Something we all feel an instinctive familiarity with because it has always been there and always will be.

Below, I am broadly outlining the theory behind two other, well-known modern systems, Thomas PPA and Predictive Index (PI).

Before moving on to the Thomas PPA system, some knowledge about the **DISC** personality types, a widely used method forming the theoretical foundation also for PPA is useful.

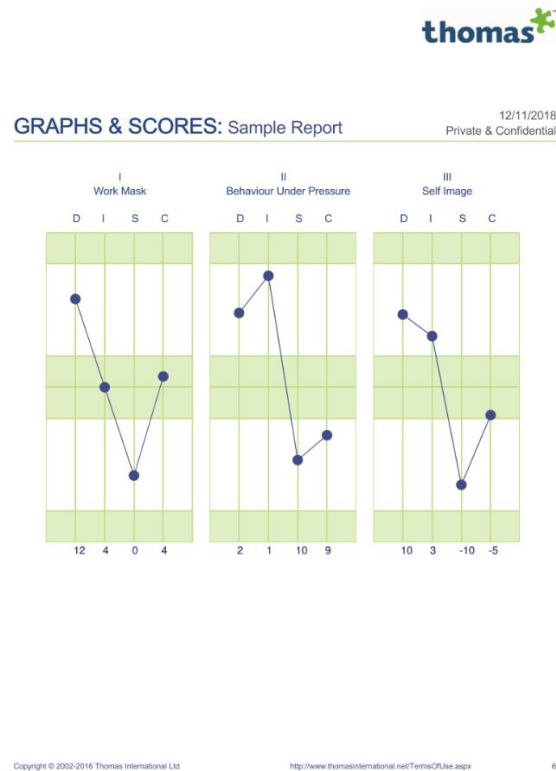
DISC specifies four personality traits:

Dominance	Influence	Steadiness	Compliance
<ul style="list-style-type: none"> • Driving • Inquisitive • Forceful • Direct • Assertive • Competitive • Self-starter 	<ul style="list-style-type: none"> • Influential • Persuasive • Verbal • Communicative • Networker • Friendly • Positive 	<ul style="list-style-type: none"> • Dependable • Deliberate • Amiable • Persistent • Good listener • Kind • Thoughtful 	<ul style="list-style-type: none"> • Compliant • Careful • Systematic • Precise • Accurate • Perfectionist • Logical

The DISC system – where even the colour codes match the generally accepted colour codes for the astrological elements (with the exception of “Compliance”).

There is practically a 1:1 correlation with the generally accepted characteristics of the elements of **Fire**, **Air**, and **Earth** (with Earth covering the two latter DISC traits). The element of **Water** seems to be missing, but it should be kept in mind that many of the psychometric assessment methods were developed at a time when the personality traits corresponding with Water (e.g. empathy, emotions, compassion) were not necessarily considered important in work situations, the main focus area for these assessments.

A Thomas PPA profile can look as follows with the four factors displayed in graph format:

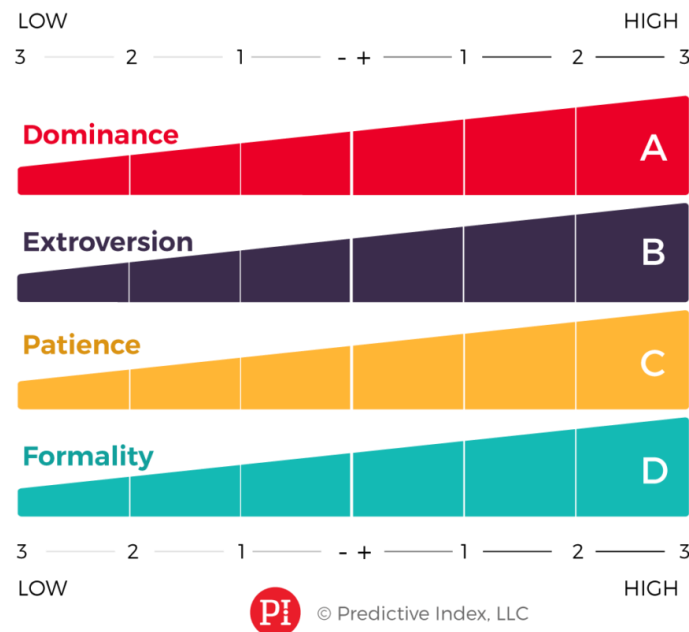


A Thomas PPA sample.

PPA divides the analysis into three elements. “Work Mask” indicating how the person thinks he/she should act to be successful in the job presently held or applied for. “Behaviour Under Pressure” indicating the “pure self” allegedly showing how the person reacts under severe pressure, and finally “Self Image”, a synthesis indicating the candidate’s preferred behaviour in work situations at this particular point in time of his/her life and career.

There is also an accompanying text analysis divided into sections like for example “Job Emphasis”, “Descriptive Words”, and “General Characteristics”.

Other methods do indeed incorporate the Water traits, for example Predictive Index (PI) with a factor **E**, a fifth factor in their system introduced later than their initial four factors, supporting the notion that Water traits were not originally part of the equation as it were.



PI's other motivational factors read like a direct translation of the four elements and the four temperaments mixed with Jung's personality types:

"Dominance" (A): the drive to exert one's influence on people and events.

"Extraversion" (B): the drive for social interaction with other people.

"Patience" (C): the drive for consistency and stability.

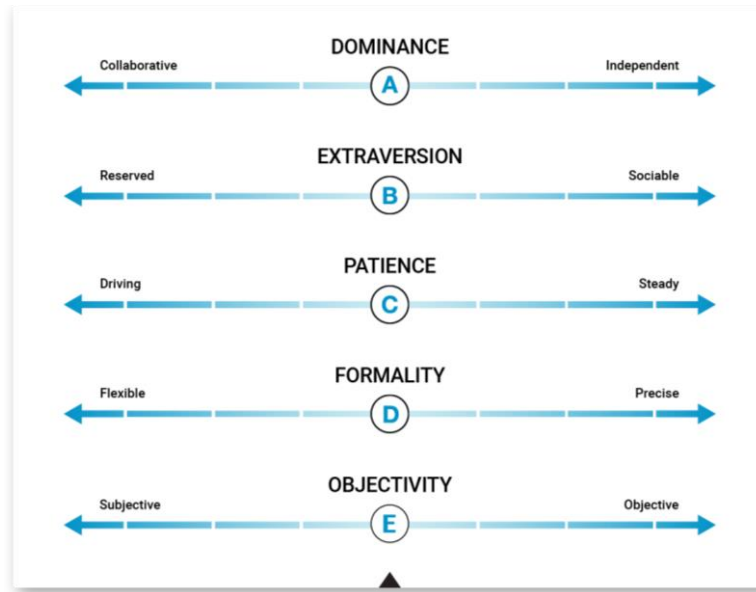
"Formality" (D): the drive to conform to rules and structure.

A fifth, relatively new factor (**E**) mentioned above and indicating whether a person primarily makes decisions objectively or subjectively.

The scores for the **E** factor are defined as "High E" = objective, "Low E" = subjective and that sounds awfully close to a typical description of a person with little versus plenty Water in his/her birth chart.

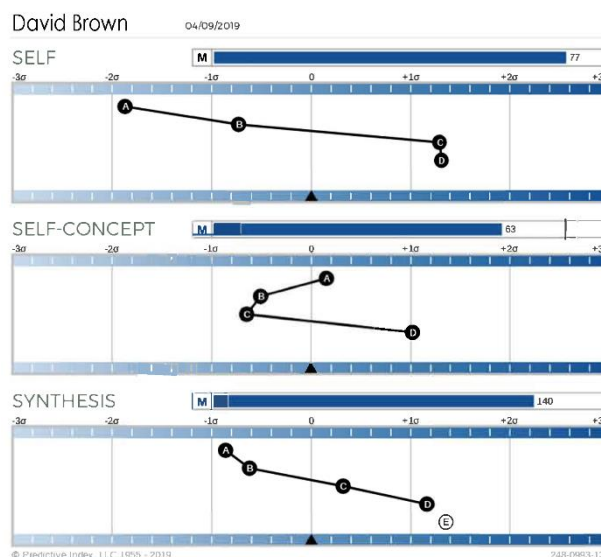
Finally, a factor (**M**) merely registering how many adjectives the candidate has chosen when attempting to describe him- or herself. In theory, this factor should indicate the stamina or energy level in the candidate.

All factors can be high, low, or anywhere in between. This is in contrast to MBTI (and Thomas PPA) where the intention is to determine which factors or traits are the most dominating. For PI, the intention is to produce a more holistic description of the candidate providing a good starting point when determining what motivates him or her in a work setting.



The analysis is constructed to produce three “versions” of the candidate. The “Self” (not to be confused with Jung’s and other psychologists’ definition) describing the person’s opinion on who he/she really is. The “Self-concept” describing how the person thinks he/she should behave in certain situations – specifically in the job applied for – and finally a synthesis of the two. A PI profile can look like this:

Predictive Index Assessment



A Predictive Index profile incorporating the fifth factor (E) noted in the bottom graph.

A number of factors in the profile are relevant. Obviously how high or low you score on the four main factors, but also for example the spread between the highest and lowest score

and how much of a difference you find between the “Self” and the “Self-concept”. The theory states that the wider the spread between high and low scores, the more energetic the candidate is supposed to be. The bigger the difference between the two concepts of “Self” and “Self-concept”, the more energy this person has to exert to appear as the person he or she ought to be (according to the candidate). This is obviously not necessarily desirable, however, depending on other factors and not least the demands of the job, it may be quite acceptable.

A trained analyst is able to immediately decipher these graphs, but for the convenience of the candidate a simple text analysis is included. Further, the candidate is most often subjected to a “readback” during which the analyst (a certified practitioner in PI) describes and explains the result in a constructive manner.

The text analysis is divided into sections headlined for example “Strongest Behaviour”, “Management Style”, “Selling Style”, Management Strategies” and a summary.

One important difference between Thomas PPA and PI is the latter’s use of so called “free choice” options where the candidate chooses statements found to be the best matches from two lists each containing 86 different possibilities. Thomas PPA employs “forced choice” where the candidate in 24 instances has to choose two out of four adjectives that he or she finds describes him/her most accurately and least accurately.

It must be stressed that the above is only a broad overview of the purpose and methods in these two chosen systems. There is a lot more to both of them with respect to techniques and nuanced assessments available to the trained practitioner.

With psychometric methods aimed at specific purposes, notably work situations, they obviously have some limitations compared to the much more all-encompassing horoscope. Some of the main differences and similarities are listed here:

- ✓ Almost all psychometric assessment methods depend on the candidates’ own responses and choice of adjectives to describe themselves. Consequently, even for the most carefully constructed psychometric assessment, it can be manipulated if the candidate has some knowledge about the theory behind. A horoscope cannot.
- ✓ Every human being is unique. In other words, there are approximately 7.8 billion different horoscopes for people. All other methods attempt to put people in pre-defined boxes to varying degrees. Something Jung himself warned about after the publication of “Psychological Types”. (17)
- ✓ The personal history – childhood, dreams, fears, potentials – is latent in the horoscope, not necessarily in a psychometric assessment.
- ✓ Psychometric assessments are mostly concerned with job and career related motivational factors, not necessarily a person’s deeper urges and wishes.
- ✓ The capacity for empathy and sensitivity is reflected in both the horoscope and a high-quality personality assessment.
- ✓ A horoscope is extremely complex and demands an interpreter – the astrologer – and the candidate is hence dependent on the astrologer’s knowledge and

experience as well as subjected to the astrologer's possible biases. Psychometric assessments are more neutral; however, ideally the result of an assessment is conveyed to the candidate by a certified practitioner in that specific method resulting in some of the same challenges as for the astrologer performing a reading for a client.

- ✓ The timing element. When is the right time for a job or career change, moving, buying, or selling house, and general personal development? No personality assessment method can match this, probably astrology's single biggest advantage compared with all other methods, psychometrics included.

Comparing psychometric assessments to the corresponding horoscopes

Acknowledging that a horoscope is so much more complex than any psychometric assessment, it has in the following comparisons been attempted to limit and adjust the method of interpreting the horoscopes to obtain meaningful comparisons. That has been done by focusing on those elements of the horoscope traditionally recognised as important for work and career, for example level of ambitions, sense of detail versus the overall picture, interpersonal skills, introversion versus extroversion, and several more. The following elements of the horoscopes have been investigated in particular:

The Four Elements: Fire – Earth – Air - Water

Modality: Cardinal – Fixed - Mutable

The Sun: motivation and inner core

The Moon: emotional motivation

Mars: competition and drive

Venus: talents and ability to make money

Mercury: communication

Saturn: blocks & fears – as well as ambitions and area(s) of potential expertise

ASC/DES axis: approach to the world at large and other people in general

MC/10th house: career and reputation

6th house: job, work, and colleagues

2nd House: personal and material values

Other significant astrological signifiers have been included if deemed relevant, e.g. angular planets, conspicuous aspect patterns and chart shapings. Aspects are interpreted based on tightness and relevance.

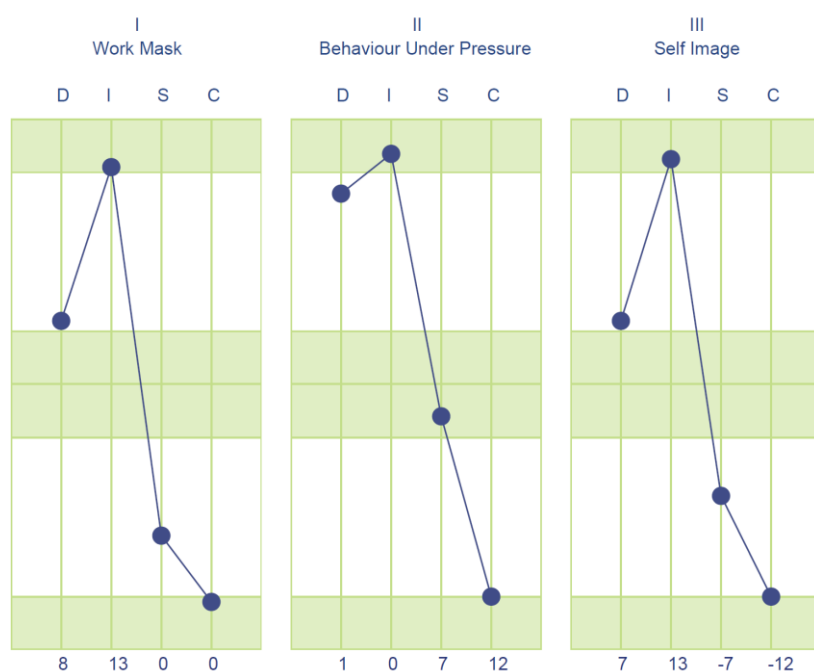
Examples

In the following examples, I have not attempted to interpret the graphs in the psychometric assessments but have included most of the original, written reports accompanying the graphs. I have not edited or amended the text in any other way than ensuring the anonymity of the candidates and occasionally shortening it for clarity. Any grammar and spelling errors have been left as in the original text. The candidates all took part in interviews with a certified practitioner in the relevant system providing them with personal feedback on their respective assessments. The assessments have been carried out in different years and in different countries explaining the differences in format and text layout.

For the corresponding horoscopes, I alone am responsible for the interpretation and the prioritising. During the consultations (both face-to-face and written analyses), all of the below findings have been confirmed by the clients.

First two examples of **Thomas PPA** analyses.

1. A female middle manager (sales and marketing).



The written analysis

"This confident and influential person works equally well with both strangers and acquaintances, using persuasive skills to gain the confidence and respect of others. A forceful individual who is continually pressing for results, this person leads people rather than directs them. This eager, mobile self-starter is popular with most people and acts positively in most situations.

She is inattentive to the “little things” and may tend to overestimate her own ability to motivate people or change behaviors. She makes an excellent manager or salesperson. She needs a variety of activities with an opportunity to work with and through people. She wants assignments that present a challenge and also give an opportunity to show good results. She needs a great deal of independence and room.

Being a people orientated person there may be a tendency for her to verbalise rather than listen to others. She may not always follow policy and procedure, which in some instances could mar her success.

SELF MOTIVATION

She needs freedom from routine. She prefers work which involves travel and meeting new/interesting people. She requires challenging assignments, complete with the authority and prestige that go with them. She wants freedom of speech and a democratic supervisor.

JOB EMPHASIS

The main responsibility of this person's job should be to persuade and sell things or ideas to others. There should be involvement with people on either a management or negotiating basis. The job should require self-confidence and enthusiasm, coupled with a need to press continually for a result. There should be little requirement for strict attention to detail or to follow a project through to the end.

The basic requirement should be one of gaining approval of people for a product or idea and setting things in motion. The job should, if possible, include travel on a regular basis or at least offer a variety of projects. There should be a continual challenge and pressure, with a need to lead rather than direct others. The candidate should, where possible, have authority to act and freedom to move independently.

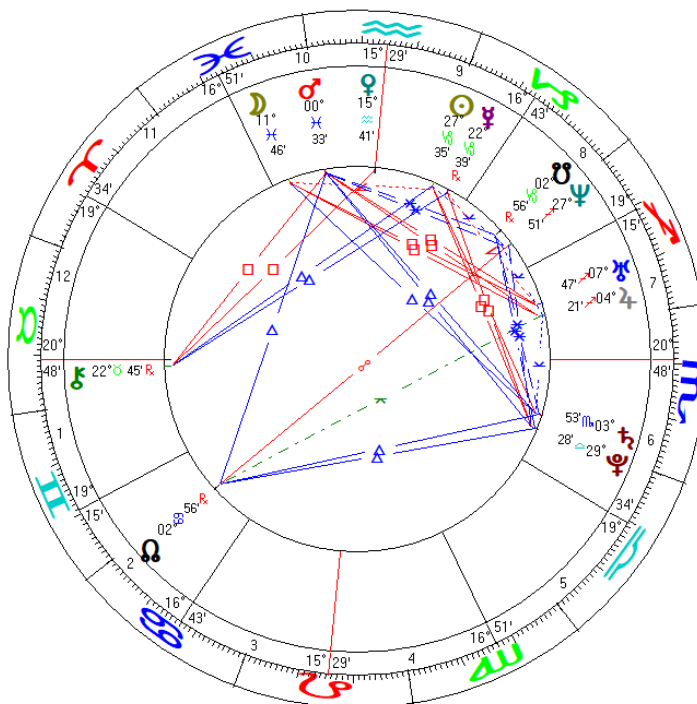
DESCRIPTIVE WORDS

Influential, assertive, persuasive, confident, friendly, self-starter, decisive, mobile, alert, persistent, strong-willed, very independent, sometimes defiant.

GENERAL CHARACTERISTICS

- Attempts to influence people at first contact.
- Will generally use persuasion to win her way, but can if necessary take a more assertive approach.
- Conveys confidence and enthusiasm in most situations.
- A friendly person with good people-skills.
- Wants variety and change.
- Questions the status quo.
- Needs challenging assignments.
- Active, alert and quick to respond.”

The corresponding horoscope



Elements

Only Jupiter in his own sign, Sagittarius, is in Fire signs.

Modality

Quite even with the Fixed modality scoring highest with five planets/points. A well-balanced person in this respect

Sun in Capricorn in the 9th – square to the dispositor, Saturn in Scorpio in the 6th, conjunct Mercury, semi-square the Moon, square Pluto.

Moon in Pisces in the 10th – semi-square the Sun and square Uranus:

Mars in Pisces in the 10th – square Jupiter, trine Saturn & Pluto, sextile Neptune, trine the North Node.

Venus in Aquarius in the 10th – conjunct MC (very tight!), trine ASC: Venus is the highest placed planet in the chart, the chart ruler and conjunct MC. In other words, by far the most important planet in this chart. Venus conjunct MC practically labels her a magnificent salesperson.

Mercury (Rx) in Capricorn in the 9th – conjunct the Sun, semi-square Uranus, trine ASC

Saturn in Scorpio in the 6th – square the Sun, trine Mars, semi-sextile Jupiter, conjunct Pluto: as the Sun's dispositor another important planet in the chart.

ASC/DES in Taurus/Scorpio – with rulers Venus in Aquarius conjunct MC, Mars in Pisces in the 10th and Pluto in the 6th.

MC/10th house in Aquarius – with rulers Saturn in the 6th and Uranus in the 7th.

6th house cusp on Libra

2nd house cusp on Gemini

Other important chart factors: this is a bucket chart with Chiron acting as the handle. There can be challenges with respect to expressing who she really is and a reluctance to show her own vulnerability. Most of her energy will be focused on work, career, education, and other people instead of reflecting on who she really is.

Summary

A salesperson par excellence with great people skills generally well-balanced, very ambitious and hard-working with a strong wish to master what she is dealing and working with never leaving anything work related half- or undone. At the same time, she is perfectly able to distance herself and not get too personally involved in dealings with customers and clients.

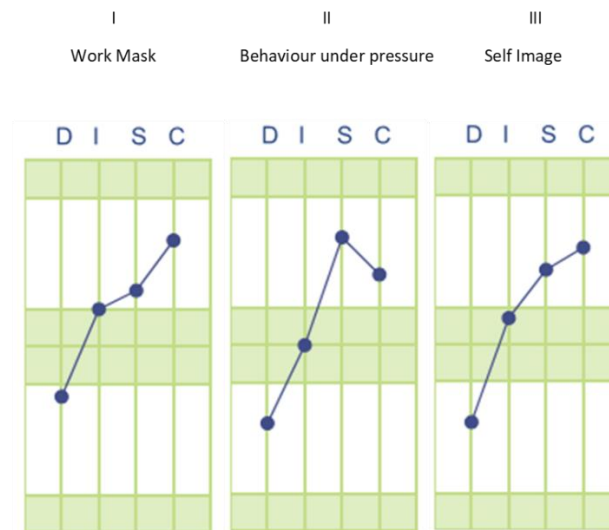
Project deadlines will always be met. She can be aggressive and self-assertive with a distinct no-nonsense attitude when she deems it appropriate and viable, but always with a smile and a friendly demeanour. She is highly sensitive about her career, vocation and standing in the world. She is able to instinctively absorb what happens around her and automatically goes with the flow subconsciously understanding what is best for her. Perhaps a certain stubbornness is at play as is a wish to stand out from the crowd. Her work-life balance is not something she gives many thoughts. She identifies with her job and career and will prefer close relations with others feeling the same way.

She is the eternal student wishing to know the true background for what she learns. A strong communicator not afraid to say the things others might prefer to leave unsaid.

She likes being busy and engaged in several different projects at a time. Always the good colleague not afraid to stand up for others in times of trouble.

A pretty good match with the PPA analysis. Particularly her talent for sales is highlighted in both analyses as well as her friendly demeanour and people skills albeit also with a strong core not easily overwhelmed by too many uncontrolled emotions. The astrological analysis, however, does not hint at difficulties in meeting deadlines or pay attention to details as does the PPA. Almost on the contrary. There is little doubt this person will certainly see projects through.

2. A male middle manager (internal training and reporting).



The written analysis:

"This logical and systematic person works hard, acts in a highly tactful manner and rarely antagonises others intentionally. He builds up friendships on trust and sincerity, works in an orderly manner, is accurate and likes to get the detail right.

He may not always be seen as a quick decision maker, but deep thought and good timing are normally a major part of his decision making process. He is a thorough investigator and presenter of facts in writing, and a fair verbal communicator of information. He needs work which requires precision and plenty of explanation. He is a good adviser who likes to feel part of the team and retain his self respect.

The candidate needs to be given time to consider all the facts, to re-examine the findings, and to take decisions in a non-pressurised situation. A very thorough person, persistent and hard working, an investigator of facts and an individual who is motivated to achieving high standards of accuracy.

SELF MOTIVATION

Standard operating procedures, a happy home life, sincerity, limited exposure, security (protection) and no sudden or abrupt changes are important self motivators to him.

JOB EMPHASIS

Achieving High Standards and Communicating Information. The main function of his job should be the provision of factual information as a service to line management.

The main job requirement should be to receive and process information, and to communicate the findings to others.

There should be little need for high pressure decision taking or obtaining a commitment from others to act on the information, although there should be an involvement with people, preferably with similar skills or in complementary disciplines. The area of emphasis should be on persuasion rather than direction.

He should be called upon to carry out thorough investigations and submit the results either in writing or verbally to others for action. The role of the job should be that of providing an accurate advisory support service. Any authority vested in the job should be by virtue of his expertise and this could extend to the supervision of a small team of service administrators.

DESCRIBING WORDS

Systematic, precise, logical, persistent, deliberate, talkative, friendly, confident, cautious, modest and peaceful.

WORK MASK - GRAPH I

In order to be successful in the work situation, the candidate does not modify his behaviour at all, and his work characteristics follow exactly the same pattern as those shown in the self image.

He does not normally attempt to create any work "mask", but always allows you to see him as he sees himself.

BEHAVIOUR UNDER PRESSURE - GRAPH II

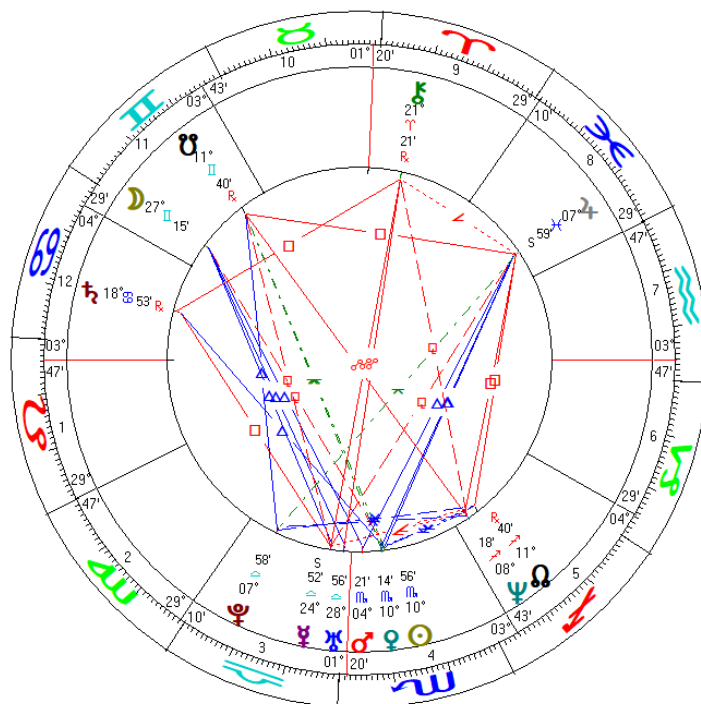
When pressure is applied to him, it is unlikely to affect his behavioural characteristics in any way whatsoever. As such there are very clear signs that he behaves exactly the same in the pressure situation as that indicated within the self image. In general, this stability of characteristics would increase performance if the self image is well matched to the job.

MOTIVATORS

The candidate is motivated by security within a sheltered environment, historical procedures and being part of a team. Standard operating procedures, limited exposure, being popular and the status quo are also extremely important to him. He enjoys sincere praise, a happy home life and working within a friendly environment.

Should he have a boss, then ideally that person will be a democratic and participative leader who recognises that he works best within the security of a structured working environment. The work parameters should be clearly defined, and objectives and timescales agreed. If at all possible, the requirements of the job should be given both verbally and in writing. The candidate should then be allowed to get on with the task in hand and see it through to its natural conclusion. Reassurance and help should always be available, especially when important decisions have to be made. He may be unsure and need support if decisions have to be made outside his area of expertise."

The corresponding horoscope



Elements

Fire and Earth are represented by the axes only. An emotional thinker more than a practical doer.

Modality

Relatively even, but with five planets/points in Fixed signs a stable, persistent person even without too much Earth to hang on to.

Sun in Scorpio in the 4th – conjunct Venus (tight) and Mars and trine Jupiter

Moon in Gemini in the 11th - trine Mercury and Uranus:

Mars in Scorpio in the 4th – conjunct IC, the Sun, Venus and Uranus and trine Jupiter.

Venus in Scorpio in the 4th - tightly conjunct the Sun and hence identical aspects.

Mercury (S) in Libra in the 3rd – conjunct Uranus, trine the Moon and square Saturn (a bit wide and separating).

Saturn in Cancer in the 12th – square Mercury & Chiron.

ASC/DES in Leo/Aquarius – with rulers Sun and Uranus/Saturn in Scorpio in the 4th, Scorpio in the 3rd and Cancer in the 12th respectively.

MC/10th house in Taurus – with Venus in Scorpio in the 4th disposed by Pluto in the 3rd and Mars in Scorpio in the 4th.

6th house cusp on Capricorn – with Saturn in Cancer in the 12th.

2nd house cusp on Leo – with the Sun in Scorpio in the 4th.

Other important chart factors

The IC is heavily surrounded by planets and thus home and base are exceedingly important to this person. Stability in that area of life will go a long way in ensuring and improving his performance at work.

T-SQU with Chiron opposite Mercury both squaring Saturn: underlines the emphasis he puts on being able to communicate in a consistent and “beautiful” manner.

Summary

This is a proud person you will notice immediately. He is warm, generous, and protective, very approachable and talkative and he appreciates “harmonic” surroundings. It is important for him to be “seen” and recognised for his professional as well as his personal achievements.

He is not necessarily a stranger to provocative statements, but he will always present them in a non-confronting manner to avoid hurting anyone unnecessarily.

He communicates easily and elegantly and combines emotions and intellect effortlessly.

There is a deeper side to him where he takes life very seriously and doesn't easily forget and forgive any let downs. He can bear grudges and potentially become quite vengeful if he feels ignored for his personal abilities and achievements. On the other hand, he is loyal and faithful to those who support and encourage him.

When under pressure, he will most probably seek out friends in an attempt to alleviate stressful situations with talk and general fellowship.

Work life

He doesn't come across as overly ambitious, but he does appreciate recognition for his achievements. He seems to be confident and he thrives in communication and personal interaction of all kinds on the job. He thinks relatively fast and frequently comes up with new and innovative ideas. He has the capacity to ground such ideas and also see them through.

He is the born communicator, however with an edge and now and then quite stubborn. He can at times sense that others don't quite get what it is he is trying to convey. But otherwise he is very structured and deliberate in his way of communicating.

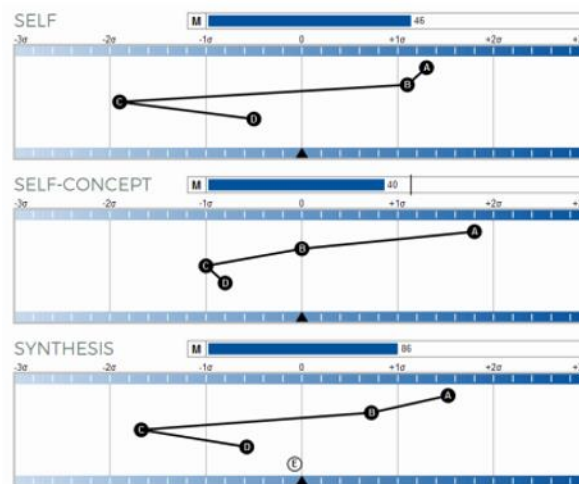
He is solidly grounded with a high degree of personal integrity. He is enthusiastic and energetic and is able to work long, hard and dedicated with a given assignment or task.

He is curious and will constantly seek to improve on his insights via studying, supplemental training and via any other means that can assist him in his onwards journey.

Another pretty good match. There is probably a good deal more pride and intensity in the person than what the PPA indicates, but his preference for supplying others (e.g. line management) with carefully prepared information is spot on.

Next, we are looking at two **Predictive Index** examples.

1. A female middle manager (HR).



The text analysis states the following:

“Strongest Behaviors

She will most strongly express the following behaviors:

Proactivity, assertiveness, and sense of urgency in driving to reach her goals. Openly challenges the world around her.

Independent in putting forth her own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what she wants to accomplish; aggressive when challenged.

Impatient for results, she puts pressure on herself and others for rapid implementation, and is far less productive when doing routine work.

Proactively connects quickly to others; she's open and sharing of herself. Builds and leverages relationships to get work done.

Comfortably fluent and fast talk, in volume. She enthusiastically persuades and motivates others by considering their point of view and adjusting her delivery.

Collaborative; usually works with and through others. Intuitive understanding of team cohesion, dynamics, and interpersonal relations.

Summary

A confident, independent self-starter with competitive drive, initiative, a sense of urgency, and the ability to make decisions and take responsibility for them. She can react and adjust quickly to changing conditions and come up with ideas for dealing with them.

Her drive is purposeful, directed at getting things done quickly. She responds positively and actively to challenge and pressure, and she has confidence in her ability to handle novel problems and people. She is an outgoing, poised person, a lively and enthusiastic communicator, tending to be a little more authoritative than persuasive in her style. She talks briskly, with assurance and conviction and is a stimulating influence on others, while being firm, direct, and self-assured in dealing with them.

Her work pace is distinctly faster-than-average. She learns and takes action quickly. On the other hand, she will become impatient and restless working repetitively with routine details or structured work, will delegate such work if her position permits, and will follow up, focusing on completion and accomplishment, rather than how things were done. With an interest in other people and their development, she will delegate authority, limiting such delegation to people in whom she has high levels of confidence, and following up with pressure for timely results.

She makes decisions about people and situations quickly. She assesses what's generally going on, and rather than exhaustively research, pulls together the information she has and takes action forcefully. She's confident in her assumptions about any missing information, and is comfortable acting even in the absence of complete information. For her, continual progress towards the general goal is more important than always being exactly on track; she's flexible and will make course corrections as necessary, when the time arises.

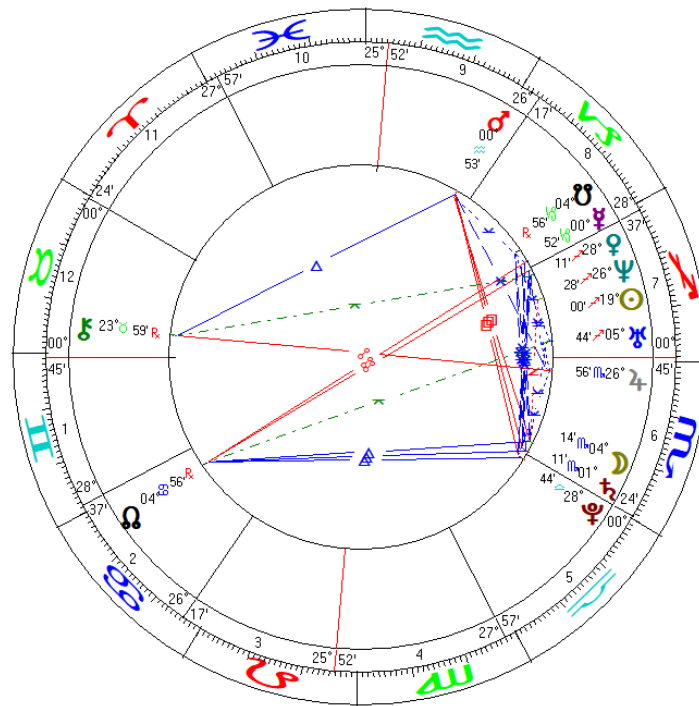
Sure of herself, she sets high standards of achievement for herself and others and looks for opportunities to compete and to win. Venturesome, she is stimulated by new challenges and situations, and is generally driving herself and others to new horizons. She is ambitious both for herself and for the business which employs her.

Management Strategies

To maximize her effectiveness, productivity, and job satisfaction, consider providing her with the following:

- As much independence and flexibility in her activities as possible
- Opportunities to learn and advance
- Opportunities for expression of, and action on, her own ideas and initiatives
- Variety and challenge in her responsibilities
- Opportunities to prove herself, and recognition and reward for doing so
- Freedom from routines and repetitive details, balanced by accountability for results"

The corresponding horoscope



Elements

Only Mercury is in Earth so routine work is probably not this candidate's strongest trait.

Modality

Again, Mercury sticks out as the only planet in Cardinal signs.

Sun in Sagittarius in the 7th – almost unaspected with only a semi-square to the Moon and a loose conjunction to Neptune.

Moon in Scorpio in the 6th – conjunct Saturn and Pluto, Square Mars, Sextile Mercury, and with several other tight minor aspects.

Mars in Aquarius in the 9th – tightly square Saturn, an almost equally tight square to Pluto and a sextile to Jupiter.

Venus in Sagittarius in the 7th - conjunct Neptune, Mercury, and the South Node (the latter two in Capricorn) and sextile Saturn and Pluto.

Mercury in Capricorn in the 8th – identical aspects to Venus' plus sextile Moon.

Saturn in Scorpio in the 6th – conjunct Pluto and the Moon, trine the North Node as well as the aspects to Venus and Mercury already mentioned.

ASC/DES in Gemini/Sagittarius – with Mercury in Capricorn and Jupiter in Scorpio conjunct DES.

MC/10th house in Aquarius – with Saturn in the 6th and Uranus in Sagittarius in the 7th conjunct DES.

6th house cusp on Scorpio – Jupiter is here conjunct DES (which he also rules) and so is Saturn (MC ruler) as well as the Moon. 6th house ruler, Pluto, is in the 5th, but sitting very close to the 6th house cusp. Co-ruler, Mars, sits in the 9th tightly squaring Saturn, Pluto, and the Moon.

2nd house cusp on Gemini: with both 1st and 2nd house cusps on Gemini.

Other important chart factors: this is a tight bucket horoscope with Chiron acting as the handle.

Summary

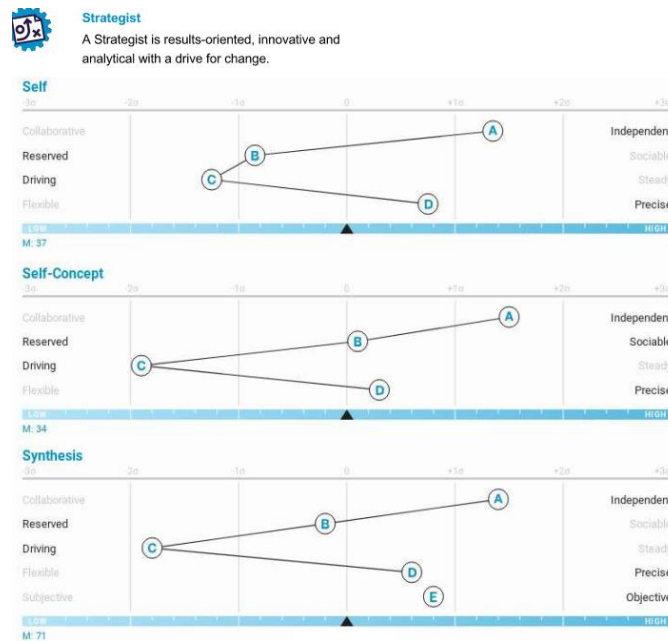
This is a person deeply dependant on interacting with others. Career and job are important to her but always with a keen eye to being able to work with and through others. Money is not her main motivator. Routine jobs are certainly not her cup of tea with flexibility, diversity, challenges, gaining new insights and travelling being high on her priority list. She has an enormous work capacity and most probably a well-developed ability to find solutions to even very complex problems. She will soldier on until the job is done.

As a manager she will quite easily delegate tasks and responsibilities, however, she will take great care that the results are on par with her own standards. If they are not, she'd rather do it herself. She is more sensitive than immediately apparent, and she does not forget easily – neither good nor bad experiences with others.

Her personal motivation is based on a sense of inadequacy and she will go to great lengths to prove herself. She is temperamental and has no qualms in facing a conflict head on – also with bosses at all levels. She can be a handful, not least if her boss is not quite at her intellectual level. Status quo and direct orders are there to be challenged and one would be wise to let her seek out tasks, prioritise and delegate herself rather than keeping her on a (too) short leash. She is well equipped to deal with the big picture but is certainly also able to go into the details and carry on with the job until she has found the root cause for a problem and a solution for it.

In this case, the PI profile is very accurate. It does not quite capture the candidate's intensity and sense of detail (when called for), but otherwise there is an almost 100% correlation with the astrological profile.

2. A male middle manager/executive manager (operations).



“Strongest Behaviors

The candidate will most strongly express the following behaviors:

- Proactivity, assertiveness, and sense of urgency in driving to reach personal goals. Openly challenges the world.
- Independent in putting forth their own ideas, which are often innovative and, if implemented, cause change. Resourcefully works through or around anything blocking completion of what they want to accomplish; aggressive when challenged.
- Impatient for results, puts pressure on themselves and others for rapid implementation, and is far less productive when doing routine work.
- Task-focused; quickly notices and pushes to fix technical problems, assertively cutting through any personal/emotional issues. Has aptitude to spot trends in data or figure out how complex systems work.
- Independent, analytical, critical, and creative thinking and action; little need for external validation before action. Private.
- Authoritative and direct, driven to accomplish personal goals; pushes through roadblocks assertively. Communication is direct, to the point, and sometimes brusque.

Summary

The candidate is an intense, results-oriented, self-starter whose drive and sense of urgency are tempered and disciplined by a concern for the accuracy and quality of the work. Their approach to activities and responsibilities will be wellthought-out, based on thorough analysis and detailed knowledge of all pertinent facts.

Strongly technically-oriented, has confidence in own professional knowledge and ability to get things done quickly and correctly. With experience, will develop a high level of expertise and will be very aware of mistakes committed by self or others. He takes work and responsibilities very seriously and expects others to do the same.

In social matters, is reserved and private, with little interest in "small talk". Interest and energy will be focused primarily on the work, and in general this individual is more comfortable and open in the work environment than in purely social situations. In the work environment, they are factual, direct, and authoritative.

Imaginative and venturesome, this individual is creative and capable of developing new ideas, systems, plans or technology, or of analyzing and improving old ones. They rely primarily on their own knowledge and thinking, with little reference to others, to get things done. He sets a high, exacting personal standard and generally finds that it is not met by others. To earn trust, someone must consistently meet that standard and get results. If someone can do that, the candidate will do what's needed to work with them whenever collaboration is needed.

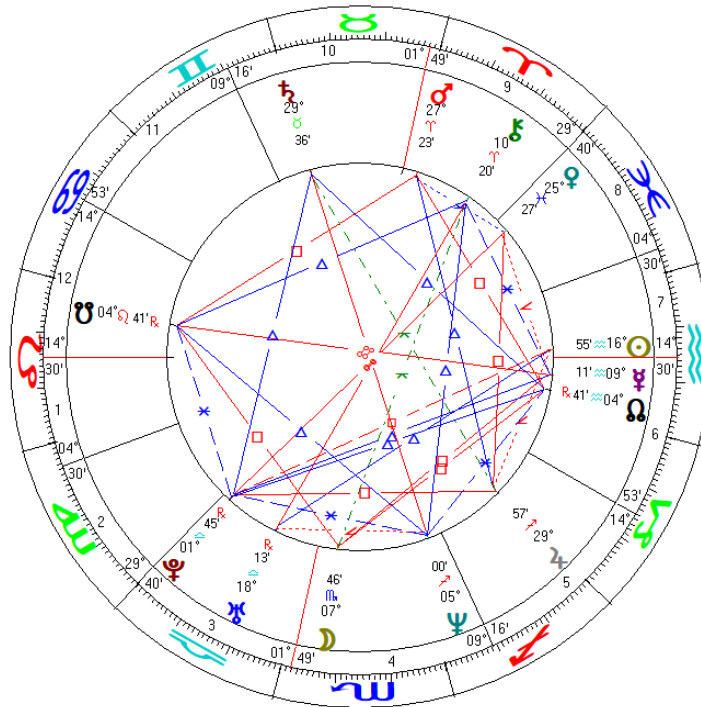
May be perceived by others as aloof (18), but will earn respect for their knowledge, work and the soundness of the decisions that they make.

Management Strategies

To maximize effectiveness, productivity, and job satisfaction, consider providing the candidate with the following:

- Opportunities to broaden technical knowledge and gain experience in increasingly responsible positions.
- As much autonomy as possible in setting priorities, expressing ideas, and putting them into action
- Recognition for tangible results obtained, rather than for political or selling skills
- Freedom from repetition
- Technical challenges that require innovative solutions."

The corresponding horoscope



Elements

Evenly distributed and hence a well-balanced person in that regard

Modality

Overwhelmingly fixed with six chart factors in fixed signs and only Mars in Cardinal and Venus and Jupiter in mutable signs.

Sun in Aquarius in the 7th – tightly conjunct DES, trine Uranus.

Moon in Scorpio in the 4th – square Mercury, the Nodes, conjunct IC.

Mars in Aries in the 9th – conjunct MC, trine Jupiter.

Venus in Pisces in the 8th – square Jupiter, opposition Pluto (& residing in Pluto's natural house and simultaneously disposing Pluto).

Mercury in Aquarius in the 6th – conjunct DES, square the Moon, conjunct the North Node.

Saturn in Taurus (29°) in the 10th

ASC/DES in Leo/Aquarius – with rulers in Aquarius and Taurus/Libra, respectively.

MC/10th house in Taurus – with Venus in Pisces in the 8th.

6th house cusp on Capricorn – with Saturn in Taurus in the 10th.

2nd house cusp on Virgo – with Mercury in Aquarius in the 6th.

Other important chart factors:

Only planet (personal or social) on the Eastern hemisphere is Saturn underlining ambition, hard work, discipline, and perfection as important keywords for this person. Saturn is in the powerful 29° further emphasising the importance of this planet.

A **T-SQU** involving Venus opposing Pluto both squaring Jupiter: perhaps a more playful side to his otherwise quite serious nature. The tension between Venus (exalted in Pisces) and Pluto is ideally released via the playful Jupiter (in the very powerful 29° in his own sign) in the 5th.

Summary

A noticeable personality with a powerful presence. A person very sensitive to his surroundings putting a lot of emphasis on interacting with others and may need others to fully develop his true identity and finding his purpose in life. A strong team player, but certainly also a man able to go his own way and get things done his way. He is not afraid to speak his mind, has strong convictions and is willing to stand up for them. In the company of other people, he is truly confident and becomes the natural focal point by way of his presence alone and his ability to make people relax. A born leader.

There is a likely interest and natural talent for technical matters and concrete problems as well as innovative solutions to technical problems. He has a knack for explaining complex technical matters to others. He easily comprehends even the most complicated matters and is not afraid to think out of the box. He could be slightly challenged in areas concerning human affairs where emotions and seemingly irrational behaviour seem to get in the way – from his viewpoint.

Work, duties, and all tasks assigned to him are taken very seriously and nothing is left to chance. Perfection is one of his strong characteristics.

He is driven and motivated by a sense of security in areas of family, home, and a solid base in general and is not likely to function well if those parts of his life are not stable.

He is ambitious and self-assertive with a strong masculine presence. With a higher than average capacity for work, he is willing to fight for what he believes in and in particular his career almost whatever it takes. He is strongly ambitious and focused on material success.

There is nothing in the PI-analysis that is not apparent in the horoscope. What the PI-analysis at least partly misses out on, is the candidate's need to work with others to reach his full potential, but otherwise this is another accurate match.

Conclusion

Based on the few examples presented here as well as my general experience from many years in the corporate world, I find it very likely that you can indeed compare psychometric assessments with horoscopes and obtain meaningful results. This article is not intended to be a scientific study, which would require a much more stringent methodology as well as a working hypothesis, but the connection is there and clearly identifiable.

Whereas the practitioners and proponents of modern psychometric assessments will probably deny any connection between these methods and ancient knowledge and wisdom, perhaps in particular astrology, I am convinced that precisely such a connection cannot be explained away. Nor should it, since all science, psychology included, stand on the shoulders of countless people long dead and gone whose achievements and insights have for too long been neglected or even derided.

That modern man has not invented everything but in some (many) instances have merely rediscovered or re-appreciated age-old knowledge should not be a cause for shame but the opposite. We should be proud of our inheritance and the fact that we all draw on sources stretching back to the dawn of civilisation and even before.

If and when we get to the point of openly acknowledging our debt owed to ancient knowledge and insights, we can perhaps also start integrating this knowledge in the processes and structures of our modern society. That could potentially create a mutually beneficial and fertile environment where cross referencing would be the order of the day. Maybe that could even assist in creating a better world. The hope is light green as we say here in Denmark, meaning that it may be naïve and seem hopeless. But it also means to stay optimistic in the face of tough resistance.

Notes:

(1) It could be argued that horoscopic astrology is doing just that – objectively attempting to assess a person's character traits – however, because of the exceeding complexity of a horoscope, the interpreter (the astrologer) automatically assumes the subjective role with all the inherent risks of personal prejudices and idiosyncrasies affecting the analysis.

(2) https://en.wikipedia.org/wiki/Francis_Galton

(3) <https://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/home.htm?bhcp=1>

(4) The four basic types add up to 16 when considering each of the four types expressed as either introverted or extroverted and subsequently as conscious or subconscious. These are not completely identical to MBTI's 16 types. There is further a lot more to Jung's personality types and underlying theory that falls outside the scope of this article.

(5) For Jung's interest in and work with astrology in general see for example Liz Greene: "Jung's Studies in Astrology" (Routledge 2018).

(6) "The Astrological World of Jung's *Liber Novus*" by Liz Greene (Routledge 2018).

(7) Chart data from Solar Fire: 26 July 1875, 7:27pm at Kesswill, Switzerland. There are numerous birth times available, however, they are all quite close to the one chosen here. See for example Astro Data Bank where there are two versions with differing birth times (7:24 pm and 7:32 pm)

respectively), both with a Rodden C rating.

<https://www.astro.com/cgi/chart.cgi?wgid=wgeJwdjrEKgzAYhJ-m2xWSX01q wz91KLRjC0K3iE FFE4qJiG9f0-UOvuG728ZpZDK9ZytN6Pixhh43u8zwIAUNedEVZH2IEI47UoVAbyMEni7GbZz xat4f1I4ESh0KhRVUSZIDQBjbt cF6x1I5lpH1mXU2OSb1J N-VJ4xbdq x xmfBrZpM0Pc-SzNEIk29x9RITH>

(8) For a detailed analysis of the complexity of the Philemon figure, see Liz Greene, “The Astrological World of Jung’s *Liber Novus*” p. 92-120.

(9) There are numerous references to a discussion on Aether vs. Dark Energy. See for example: <https://www.popularmechanics.com/science/energy/a23895030/aether/>

(10) For a detailed explanation of this connection, see Liz Greene “The Astrological World of Jung’ *Liber Novus* , p. 163 -168. Illustration found at <https://www.welingelichtekringen.nl/boeken/167238/de-weg-naar-het-zelf-biografie-van-carl-jung.html>

(11) The concepts of the four elements and the four temperaments are much more complex than described here, however it falls outside of the scope of this article to thoroughly investigate them. For more information see for example Wikipedia: https://en.wikipedia.org/wiki/Four_temperaments and <https://en.wikipedia.org/wiki/Humorism>

(12) Table constructed by the author based on numerous sources, e.g. Jung’s Personality Types: http://watchwordtest.com/watchword/types_, <https://www.businessballs.com/self-awareness/personality-theories-and-types/#carl-jung's-psychological-types>, <https://en.wikipedia.org/wiki/Intuition> and more. The four temperaments: https://en.wikipedia.org/wiki/Four_temperaments. The four humours: <https://en.wikipedia.org/wiki/Humorism>

(13) Quoted from memory, however similar quotes can be found at for example: <https://en.wikipedia.org/wiki/Intuition>

(14) From Jung’s Collected Works, here quoted from Liz Greene, *Jung’s Studies in Astrology*, p. 24-25.

(15) Quoted from Stephen Arroyo – “Astrology, Psychology and The Four Elements” – CRCS Publications 1975, p VIII

(16) The concepts of Extraversion and Introversion were also introduced by Jung in “Psychological Types” in 1921.

(17) There are several sources for Jung’s warning, and this is just one example: “Even in medical circles the opinion has got about that my method of treatment consists in fitting patients into this system and giving them corresponding “advice.” . . . My typology is far rather a critical apparatus serving to sort out and organize the welter of empirical material, but not in any sense to stick labels on people It is not a physiognomy and not an anthropological system, but a critical psychology dealing with the organization and delimiting of psychic processes that can be shown to be typical.” Quoted from: <https://psychologia.co/jung-personality-types/>

(18) This is an interesting descriptive word when you realise that the candidate has a lot of Aquarius in his horoscope, including the Sun, Mercury, the North Node, and the DES.