

# Volko Personality Patterns

Claus Volko, MD, MSc

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Volko Personality Patterns is a new personality typology which is based on the following three dichotomies:

1. A person can be either more interested in abstract theories or in concrete facts.
2. A person can either tend more to objective, rational judgment or to subjective, emotional judgment.
3. A person can be either more of an active creator or of a passive observer.

The model assumes that every person is a mixed type and possibly in none of the three dichotomies one of the two alternatives is fully expressed. Therefore, the related personality test measures tendencies. Based on the two strongest tendencies,  $(3 \text{ choose } 2) * 2^2 = 12$  personality patterns are distinguished:

Idea-oriented Actors:

1. Creative Theorist (idea-oriented, objective)
2. Creator (idea-oriented, active)
3. Mysticist (idea-oriented, subjective)

Fact and Idea-oriented Actors:

4. Builder (objective, active)
5. Artist (subjective, active)

Fact-oriented Actors:

6. Headman (fact-oriented, objective)
7. Diva (fact-oriented, subjective)
8. Artisan (fact-oriented, active)

Passive Patterns:

9. Philosopher (idea-oriented, passive)
10. Professor (objective, passive)
11. Inquisitor (subjective, passive)
12. Judge (fact-oriented, passive)

## **Pattern Descriptions**

Creative Theorist (idea-oriented, objective)

A creative theorist is interested in abstract theories and tries whatever he or she can do to learn about such theories. But he or she is not only interested in learning new concepts and understanding them: a creative theorist also thinks about possible ways to extend existing theories and eventually create new theories of his or her own. This is the pattern that highly innovative scientists and intellectuals exhibit.

Creator (idea-oriented, active)

A creator wants to create new things based on his or her own ideas. This is the typical pattern of architects. They do not spend much time focusing on existing theories but start right with the implementation of what they think to be a good idea. Their judgement is both objective and subjective, both form and function matter to them.

Mysticist (idea-oriented, subjective)

A mysticist is interested in ideas, examines them and then creates new ideas of his or her own, which tend to have more subjective than objective elements. So most of the time, a mysticist is less interested in science than in philosophy, metaphysics, religion and esoterism. All the people who founded new religions expressed this pattern.

Builder (objective, active)

A builder is interested in building things that have a purpose and that work. While some builders are comfortable with following guidelines and building things in the same way again and again, there are also some builders who are more into doing things their own way and implementing their own ideas. In either case, builders do not spend much time analyzing things or day-dreaming; they are active, hands-on people.

Artist (subjective, active)

An artist creates things that express his or her subjective values and feelings. One could also say what an artist is striving for is self-expression. Artists live both in the concrete world of facts and objects as well as in the abstract world of ideas; for them this dichotomy is not clearly expressed. Aesthetics matter to them a lot, and they are far more interested in actually creating something than just watching other people's works.

Headman (fact-oriented, objective)

A headman is interested in doing things correctly, following the rules, and possibly supervising other people. He or she is rational and objective, judging people by their performance, not by sympathy, and sees to it that the goals that have been defined are achieved. At the same time these people do not have many ideas of their own and prefer conventional ways.

Diva (fact-oriented, subjective)

A diva is interested in concrete, aesthetic experiences. He or she is both an active creator and a passive observer. The diva is highly subjective and judges other people on his or her personal values, including sympathy, rather than objective standards. Such a person can be considered very dominating by others.

Artisan (fact-oriented, active)

An artisan likes to create things following given guidelines and rules. These things can have a function or just look beautiful – to the artisan, both aesthetics and function matter. Artisans are not passive observers but active creators. While they are usually very productive, they usually do not come up with ideas of their own but rather tend to implement others' ideas.

Philosopher (idea-oriented, passive)

A philosopher is interested in abstract theories and concepts, which he or she spends a lot of time analyzing thoroughly. Such people ask themselves many questions, especially why and what if, because one of their primary goals is to understand the world. They make judgements both on objective standards and on their subjective values.

Professor (objective, passive)

A professor judges other persons based on objective standards. He or she is interested both in concrete facts and in abstract theories. All in all, a professor is more of an observer who watches what other people are doing and assesses their performances.

Inquisitor (subjective, passive)

An inquisitor makes subjective judgements of other persons, based on his very own values. He or she is interested in theory as well as in facts, but instead of making use of these things to actively create something new, the inquisitor rather observes other persons and judges them.

Judge (fact-oriented, passive)

A judge is purely fact-oriented and dislikes speculation. He or she, however, is not completely objective in his judgements, but also influenced by his or her personal values. In any case, a judge is an observer, not an actor.