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Development of an instrument to assess personality adaptations

Joines, Vann Sylvanus, Ph.D.

The Union Institute, 1992

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OCT 13 1992

Development of an Instrument to Assess Personality Adaptations

by

Vann S. Joines

A Dissertation Presented to the Faculty of The Union Institute,
Cincinnati, Ohio in Partial Fulfillment of the Requirements for a
Ph.D. in Clinical Psychology

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Abstract

The purpose of this study was to develop an instrument to measure six basic personality adaptations and to assess the instrument's reliability. The adaptations represent what I believe to be the basic underlying personality adaptations common to all individuals, and offer an important guide to treatment.

An initial instrument of 195 items was constructed and administered to 268 clients of mental health professionals in various clinical settings (mental health clinics, private practice, etc.). A goal was to reduce the original instrument to about 72 items. A reliability analysis was used to select items with moderate inter-item correlations ranging from 0.150 to 0.400. Each of the six scales measured one and only one adaptation reliably. A factor analysis produced evidence for the existence of four of the adaptations. Insufficient evidence was obtained for the remaining two adaptations. The final instrument contained 72 items made up of six scales of 12 items each with internal reliability ranging from .66 to .84 as measured by Cronbach's coefficient alpha. The instrument remains experimental with additional work needed to establish its overall reliability and validity.

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Chapter I - Introduction

The expressed purpose of all mental health diagnoses is to guide treatment. Unfortunately, most traditional diagnostic processes become little more than labeling individuals. One notable exception is the work of Paul Ware (1978, 1983), a psychiatrist in Shreveport, Louisiana, who has developed a method of diagnosis which serves as a direct guide to treatment. Ware has identified six basic personality adaptations he believes all people possess in some combination. Each adaptation has three main characteristics: an "open door" for making contact with the world; a "target door" for making changes; and a "trap door" of defensiveness in which individuals tend to become stuck. The doors will be consistent for persons of the same personality adaptation regardless of an individual's DSM-III-R (1987) diagnosis. The doors are feeling, thinking, or behaving. Knowing individuals' adaptations enables therapists to establish rapport with clients, identify key interventions to produce change, and avoid becoming trapped in their defenses.

All other descriptive, diagnostic personality tests that are utilized as a guide to treatment, such as the Minnesota Multiphasic Personality Inventory (MMPI) (Hathaway and McKinley 1967), or the Millon Clinical Multiaxial Inventory (MCMI) (Millon 1982), assess factors other than personality adaptations. Both the MMPI and the Millon were developed to assess pathological

conditions. Non-pathological tests like the California Psychological Inventory (Gough 1975), Cattell's Sixteen Personality Factor Questionnaire (Cattell, Eber, & Tatsuoka, 1970), and the Myers-Briggs Type Indicator (Myers 1962) all assess personality characteristics that are different from the personality adaptations. What is missing is a personality test that will measure these basic adaptations and can be used as a direct guide to their treatment. Since all clients in my experience, possess some combination of these six adaptations, having an instrument to accurately assess the adaptations would enhance the therapeutic process.

Autobiographical Connections

As the director of a psychotherapy training institute, I have been working with Ware's model clinically, and in training other therapists in its theory and application for fourteen years. My experience, as well as the feedback I have received from the therapists I have trained in that time (about 700), is that Ware's model is one of the most helpful models available for effectively diagnosing and treating client's problems. Before learning this model, I experienced becoming stuck with clients at times without understanding why or knowing how to remedy the situation. I experienced the same difficulty on the part of the therapists I supervised. After learning Ware's model, I seldom get stuck with clients. The model offers a way of quickly establishing rapport, targeting interventions to the most

effective area for producing change, and avoiding getting into trap areas. I have had exposure to almost every major school of psychotherapy in the 25 years I have been engaged in clinical practice, teaching, and supervising. I have not experienced another approach that offers as clear a means of working with clients and avoiding becoming trapped in their defenses.

Over the years of my experience in the mental health field, I have also been concerned by the tendency of mental health professionals to devalue and label as pathological, behavior that is different from their own. I think this practice results in the mistreatment of many clients in the field. Therapists sometimes have difficulty appreciating the early survival value of a client's behavior and empathizing with that behavior. Human beings tend to be suspicious or fearful of behavior they don't understand. Certain disorders, such as schizophrenia, borderline, narcissistic, antisocial personality, and manic-depression were considered by many to be untreatable until recently. Some professionals still think they are. Therapists often shy away from and project onto, clients with behavior they have difficulty identifying with or accepting in themselves. Nevertheless, human beings are fairly universal. There are certain basic patterns in human behavior that are common to all. Ware's model was developed from the perspective of transactional analysis which sees all individuals having basic worth, value, and dignity as human beings. The concept of personality adaptations cuts across the different categories and levels of

psychopathology and identifies certain basic adaptations that are universal regardless of the diagnosis. The model enables mental health professionals to understand, appreciate, and empathize with people who are different from themselves, by realizing the early survival value of the adaptations the individuals have made. The personality adaptation information can reduce the prejudice and misunderstanding that often occurs when attempting to treat someone whose adaptations are different from one's own. Rather than the client being labeled dysfunctional or resistant, when they are simply different, the therapist can appreciate the positive intent behind the behavior and avoid becoming trapped. Knowing how to work effectively with the other person the way they are, rather than expecting them to be like oneself, can result in both better treatment and more comfortable therapists. Having experienced the efficacy of this approach, I have continued to develop Ware's model in my own clinical experience (Joines, 1986), and am planning to write a book on the theory and application of personality adaptations.

Currently the assessment of an individual's personality adaptations is done on an intuitive basis. An intuitive assessment can be problematic because clinicians don't always agree on what adaptations an individual possesses. An instrument is needed that can objectively measure the adaptations. Such a tool will make this approach more generalizable to the public.

The Model Itself

The personality adaptations theory developed by Paul Ware (1978, 1983), and expanded by Joines (1986), suggests individuals utilize six basic personality adaptations as a result of their early life experiences. These adaptations were originally observed by Ware as he treated adolescents in an inpatient treatment program. Particular emphasis is placed on family dynamics and early interactions with the world. The adaptations imply neither health nor pathology, but merely adaptive style. An individual could display any of the adaptations and be healthy or could fall anywhere on the psychopathology continuum. Joines (1986) modified the original titles to depict this possible continuum of health to dysfunction. The modified titles suggest both the positive and negative aspects of the adaptations: (1) Creative-Daydreamer, originally called Schizoid; (2) Charming-Manipulator, originally called Antisocial; (3) Brilliant-Skeptic, originally called Paranoid; (4) Playful-Resister, originally called Passive-Aggressive; (5) Responsible-Workaholic, originally called Obsessive-Compulsive; and (6) Enthusiastic-Overreactor, originally called Hysteric. The personality disorders found in the DSM-III-R represent the negative aspects of the adaptations as chronic styles of operating in the world. In assessing personality "adaptations" the positive aspects of each adaptation is considered in varying degrees along with the negative in order to present a balanced view of the individual.

Developmentally, personality adaptations can be looked at from the perspective of Erik Erikson's (1950, 1963) eight stages of psychosocial development. The first three adaptations are described as "primary" or "surviving" adaptations because they begin to develop in the first eighteen months of life in response to how parents interact with the child. They are responses to the first psychosocial issue, during the oral stage, that Eric Erikson identified as "basic trust versus basic mistrust" (Erikson 1963, p. 247). The surviving adaptations are the children's responses as to how best to take care of themselves when trust breaks down. Theoretically, individuals have at least one of these primary or surviving adaptations, and when feeling threatened will revert to one or more of these adaptations.

When parents are tentative in how they interact with the child (often because they are feeling overwhelmed themselves), the child senses their tentativeness, and is reticent to make many demands on the parent. Positively, the child learns to be supportive of the parents in hopes that the parents will feel more secure and in turn care for the child. Negatively, if that strategy fails, the child moves into withdrawing, deciding "I won't need you, I'll just take of myself." The result is a Creative-Daydreamer or Schizoid adaptation (Ware, 1978).

When the parents interact with a child in an anticipatory manor (often to show the world that they are a good parents), anticipating the child's needs before the child is aware of them,

the child learns to expect constant stimulation and need satisfaction from the parents. Inevitably, this pattern breaks down when the parents get tired or are not present. Positively, the child becomes promoting, trying to get the provisions started. Negatively, if that fails, children move into manipulating, feeling justified in attempting to get their needs met anyway they can, since they believe that what is rightfully theirs has been taken away. The result is a Charming-Manipulator or Antisocial adaptation (Ware, 1978).

When parents interact with their child in an inconsistent fashion (often because of the varying stress levels of the parents), sometimes supporting and sometimes rejecting the same behavior, the child's positive response is to be careful in an attempt to get a positive response from the parents. If that fails, the negative response is to be suspicious. The result is a Brilliant-Skeptic or Paranoid adaptation (Ware, 1978).

The next three adaptations are "secondary" or "performing" adaptations which develop between eighteen months and six years of life. The secondary adaptations are a response to parental emphasis on appropriate behavior and relating to the outside world. In normal situations, most individuals theoretically will act on the basis of at least one of these adaptations.

When parents are too controlling and take the position that, "It's my way or the highway!," the children experience life as a

struggle. Positively, children learn to be very tenacious in attempting to get their needs met. When that strategy fails, the negative response is to become stubborn, thinking, "If I can't get what I want, at least I can keep you from getting what you want." The result is a Playful-Resister or Passive-Aggressive adaptation (Ware, 1978). This adaptation is a response to the second psychosocial issue, occurring during the anal stage, and identified by Erikson as "autonomy versus shame and doubt" (Erikson 1963, p. 251).

When parents emphasize achievement, equating worth and value with producing, positively, children learn to be very achieving. When that strategy fails, negatively, children believe they still have not done enough and become overachieving. The result is a Responsible-Workaholic or Obsessive-Compulsive adaptation. This adaptation is a response to the third psychosocial issue, occurring during the oedipal stage, and identified by Erikson as "initiative versus guilt" (Erikson 1963, p. 255).

A parental emphasis of keeping people happy and feeling good positively results in children being reactive emotionally. When that strategy fails, the negative response is that children escalate their feelings and become overreactive. The result is an Enthusiastic-Overreactor or Hysterical adaptation (Ware, 1978). This adaptation is another response to the third psychosocial issue, occurring during the oedipal stage, and

identified by Erikson as "initiative versus guilt" (Erikson 1963, p. 255).

A number of combinations of adaptations are possible. Some individuals exhibit only primary adaptations, because of never getting beyond basic issues of survival in their own development. Most people, have one predominant primary and one predominant secondary adaptation. Some individuals may have more than one primary, or secondary adaptation, or both. The possible combinations of adaptations and overall resulting personality types is quite large.

As discussed earlier, each adaptation has an "open door," "target door," and "trap door," (feeling, thinking, or behaving). The "open door" is where individuals make contact with the world. The "target door" is the part of personality individuals are needing to integrate to round out their personality. The "trap door" is where individuals have the greatest defenses and get stuck in their own attempts to make change. The trap door has the most potential for change as a result of therapy. Change in the trap door occurs by working with the target door. For example, when a person with a Hysterical adaptation begins to integrate their thinking (target door) in with their feelings (open door), they stop overreacting (trap door). Confronting the person's behavior (trap door) directly could result in a greater overreaction. More specifically, make contact with an individual with a Hysterical adaptation through their feelings by being

nurturing or playful. Next, invite them to explore their feelings in more depth by asking questions about what they are feeling, which leads them into thinking about their feelings. As they begin to think in depth about what they are feeling, they stop overreacting.

Initially contact a person with an Obsessive-Compulsive adaptation through their thinking by thinking with them. Invite them to explore their thinking in more depth by asking them questions about what they feel as they are thinking. As feelings develop about what they are thinking, they release tension and relax.

To make contact with people with a Paranoid personality adaptation, join them in their thinking. Invite them to check out with others whether what they are telling themselves about others is true. As they discover what is true and feelings emerge about what they have been thinking, they become less suspicious.

Contact persons with a Schizoid adaptation by invading their withdrawn passivity. Next convey firm expectations for them to think about their needs and desires, and to act in ways to get them met. As they think and act to get their needs met, they become more animated, energetic, and feel better.

The best way to contact persons with a Passive-Aggressive adaptation is through playful interactions. Lead them to explore their feelings by being nurturing. Experiencing their feelings, helps them stop struggling in their thinking.

Playfully confronting persons with an Antisocial adaptation by pointing out how devious they are, is the way to make contact. Next invite them to experience their feelings by being nurturing. Find out what they really want but presume they can't get in a direct fashion. Experiencing their feelings and realizing that they can't con you, allows them to become more genuine. They stop trying to constantly stay one jump ahead of you in their thinking.

Description of Each Adaptation

Individuals with a Hysterical adaptation are very engaging of other people, and tend to take an active stance with regard to problem-solving. They are very emotionally reactive to other people. Trouble develops from being overreactive. Hysterics are sociable, love to entertain and keep people around them happy, and want others to do the same for them. They make wonderful hosts and hostesses and do well in public relations or any position that involves meeting the public. They love attention and tend to equate attention with love. They make contact with the world through feeling. They need to integrate thinking. Integrating thinking with feeling, produces change in their

behavior, i.e., they stop overreacting to situations. Eliminating overreacting to situations cannot be effected by working directly with their behavior, because their behavior is the area in which they feel most vulnerable and have the greatest defenses. Their defensiveness developed because the message they got as a child was that in order to be okay they had to "please others" and they are doing everything they know how to try to please. One must contact them through their feelings and then move to thinking to problem-solve while avoiding confronting their behavior. Important issues for them in therapy are: they can be important and be loved even if someone is not paying attention to them; and just because they feel that something is true does not make it true. They need to learn how to feel good about their thinking and to claim their power.

One client, for example, was told by her older siblings when she was young that she was stupid, and even though she was now in graduate school, she believed she could not think very well. By empathizing with her feelings and getting her to think about the reality that she was now doing graduate work, she stopped being so upset and realized her intelligence.

People with an Obsessive-Compulsive adaptation tend to be active in problem-solving, but withdrawing with regard to other people. They are responsible individuals who are as good as their word. Their difficulty lies in knowing when to quit being responsible. They often become workaholics. They make wonderful

employees who do what they say they will do. They are the people who become the pillars of society and keep things running. The problem is that they have difficulty enjoying what they have accomplished because they don't let themselves relax, play, and have fun. They contact the world through thinking. The part of their personality needing integration is their feelings. The greatest change occurs in their behavior as they integrate feelings with thinking. They stop working all the time and learn to relax, play, and have fun. Their relaxation cannot be effected by confronting their behavior, because behavior is the area in which they feel most vulnerable. The message in childhood was that they would be okay if they were "perfect," so they are doing everything they know how to try to be perfect. One must contact them through their thinking and then move to feelings to problem-solve, while avoiding confronting their behavior. Important issues for them in therapy are: accepting that they can be "good enough" even if they are not perfect; and learning how to "be" as opposed to "do." They need to learn how to feel good about themselves apart from how they feel about what they do.

An example from my clinical practice was an anxious and depressed client who was taught to "be perfect" as a child and seldom allowed himself to relax because he could always see more that he should do. Inviting him to think about his feelings under the impossible burden of having to be perfect, then playing

with him about consciously and intentionally making mistakes for fun, helped him to relax, join in, and have fun.

Individuals with a Paranoid adaptation are withdrawing in relation to other people, but take a more neutral stance when it comes to problem-solving. They are brilliant thinkers who attend to every detail. Their difficulty is they sometimes misperceive stimuli while assuming their perception is true. They act on those perceptions without confirming them. People with a Paranoid adaptation do well in accounting, management, law, and other positions that involve detailed thinking. They are wonderful organizers because they seldom miss anything. They are concerned with maintaining control. They contact the world through thinking. They need to integrate feeling. Integrating feeling with thinking produces change in their behavior. They stop being as suspicious of others and begin to relax. Relaxation cannot be effected by working with their behavior because behavior is the area in which they feel most vulnerable. As children they received the message that they had to "be perfect" and to "be strong" to be okay. They are already doing everything they can to be both perfect and strong. Contact them through their thinking and then elicit their feelings in order to problem-solve. Avoid confronting their behavior. Important issues for them in therapy are: learning to trust, and experiencing that they can relinquish some control without being "out of control." They need to learn to confirm their perceptions with others rather than assume they are true.

For example, one client was convinced that if she talked in a group therapy situation, the other people would laugh and make fun of her. I asked her to think about what she was telling herself internally. Then I had her say to the people in the group what she was telling herself, to experienced what she felt as a result. She experienced that what she was telling herself did not feel true for the people there. As a result, she began to relax and allow herself to talk and interact with the others.

Individuals with a Schizoid adaptation are withdrawing in relation to other people and take a passive stance with regard to problem-solving. They are very creative thinkers often involved in artistic pursuits, i.e., artists, playwrights, poets, architects. Their difficulty is that they sometimes get lost in their daydreams and do not put their thoughts into action. They are kind, supportive people who are easy to be with and are very respectful of other people's space. They contact the world through their behavior. The behavior they use is withdrawn passivity. They tend to keep a low profile and not make waves. They need to integrate their thinking. Integrating their thinking with their behavior and taking action to get their needs met produces a change in their feelings. They become animated, energetic, and feel good. Feeling good cannot be effected by working with their feelings directly because feelings are their most vulnerable area. The message as a child was to be okay, they had to "be strong" (i.e., not feel). They are already doing

everything they know how to be strong and not feel. Contact with them through their behavior (withdrawn passivity) by confronting their withdrawal. Then ask them to share their thinking and take action to get their needs met. Avoid focusing on their feelings. Important issues for them in therapy are: learning to be as supportive of themselves as they are of everyone else; and claiming their right to take up as much space in the world as others do. They need to learn that it is okay for them to have feelings and needs and expect others to take them into account.

An example was a client who would always wait in a therapy group for everyone else to speak before he would say anything. As a result, he seldom talked, always appeared tired, and frequently slept in the group. I confronted his silence and withdrawal, and asked him to think about what he was wanting in the group. Then I asked him to make a contract with the group to ask for at least one thing for himself every session. As he asked for things, he became animated, felt good, and was interactive in the group.

Individuals with a Passive-Aggressive adaptation take a passive stance with regard to problem-solving while being very engaging of other people. They are aggressively passive. For example, they may say, "Gosh it sure is hot in here!" and expect someone else to do something about it. They are playful but strongly resist (in an indirect or passive way) other's control. They make good detectives, investigative reporters, and critics.

If anything is wrong with a situation, they are the first to point it out. Their difficulty is engaging in useless power struggles. They contact the world through their behavior (aggressive passivity). The part of their personality needing integrating is their feelings. Integrating their feelings with their behavior produces a change in their thinking. They stop seeing situations as either/or power struggles. Thinking differently about situations cannot be effected by working directly with their thinking because thinking is the area in which they feel most vulnerable. The message they received in childhood was that to be okay they had to "try hard." They are already doing everything they know how to try hard in their thinking and are struggling as a result. Make contact by playing with them. Next access their feelings by nurturing them. Then find out what they are wanting. Avoid getting into thinking with them. Important issues for them in therapy are: eliminating viewing problems from an "either/or" framework; and realizing that they don't have to struggle to survive. They need to learn to ask directly for what they want and experience that others will be cooperative in helping them get their needs met. They need to experience the freedom to be different (and sometimes difficult) and still be okay with others.

One woman in therapy would respond tangentially whenever I would ask her a question. I playfully confronted her by telling her that she had a "delightfully rebellious child" who was really good at not answering my questions. She laughed with obvious

enjoyment. By continuing to play with her rather than getting into a power struggle, I could later talk with her about the pain she felt from struggling with her parents in childhood. Then I could join her as an ally with her experiencing what she wanted rather than her thinking that she had to either do what I wanted or what she wanted.

Individuals with an Antisocial adaptation move back and forth between being engaging with others and active in problem-solving, and being withdrawing from others and passive in problem-solving. They are actively aggressive with other people. They are also very charming. They attempt to intimidate or seduce to get what they want. They are externally stimulus seeking and have a hard time being self starting if there is not something external to pursue. Their difficulty results from manipulating and taking advantage of others when they can't get what they want in a direct fashion. They do well in sales and in promotional activities like fund raising and getting new projects off the ground. They are very charismatic individuals and go into politics or other public arenas. They make good entrepreneurs. They contact the world through their behavior (active aggression). They need to integrate their feelings. Integrating their feelings with their behavior changes their thinking. They begin to think of long range consequences rather than of outsmarting everyone in the present. Thinking long range cannot be effected by working with their thinking directly because thinking is where they feel most vulnerable. The message

they got in childhood was to be okay they had to outsmart everyone else. They try to stay ahead of everyone else. Make contact by playfully exposing their attempts to make others look foolish. Find out what they are really wanting that they presume they can't get unless they outsmart others. Avoid getting caught up in their thinking (intellectualization). Important issues in therapy are: helping them understand they cannot be abandoned as a grownup; they and others can be available to them now; and it is safe for them to be real rather than having to pretend. They need to learn how to get their needs met in cooperation with others getting their needs met.

A client that I worked with in therapy would continually evade any direction I pursued by switching to another topic. I playfully confronted his behavior by grinning and saying, "You're really slick!" He grinned back with obviously delight at being caught in his attempt to outsmart me. I asked him when he decided to stop trusting people and he told me the precise moment that he made that decision. It was when his mother abandoned him as a child. I asked him what he really wanted that he presumed he couldn't get so he did all this evasive stuff instead. He said to have someone genuinely care rather than to act like they did. He then began to talk about real concerns for himself rather than to try to outsmart me.

Therapists can contact clients and establish rapport by approaching them through their open door. As clients switch from

one adaptation to another, therapists must often shift their approach to maintain effective contact and continue directing treatment to the target area where change is most likely to be effected. By avoiding the trap door, therapists can prevent getting stuck. A summary description of the adaptations and their different "doors" is included in Appendix A.

Assessing personality adaptations in clients offers a clear guide to treatment. Using this approach provides a knowledge of the essential therapeutic issues for clients and a means to avoid getting stuck. My experience is that when therapists get stuck with clients, they are trying to work in the client's trap area. By moving back through the open door to the target door, they can resume effective therapy. Therefore, having an instrument to assess the different adaptations will benefit therapists, managers, and others who are concerned about the most effective means of relating to individuals. The goal of this study is to develop a theoretically and psychometrically sound instrument of about 70 items that will accurately assess individuals' adaptations.

Chapter II - Other Personality Classifications

Studying personality classification systems and measurement techniques must precede developing an instrument to assess personality adaptations. The word "personality" derives from the Greek term "persona" which originally was represented by the theatrical mask used in Greek drama. The meaning of the word has changed through history. As a mask used by an actor, it represented a pretense, the possession of traits other than those of the actual actor behind the mask. Later the word represented not the pretense but the actual person. The term also has been used to mean the hidden inner traits of the individual. Today personality is seen as a "complex pattern of deeply embedded psychological characteristics that are largely unconscious, cannot be eradicated easily, and express themselves automatically in almost every facet of functioning. Intrinsic and pervasive, these traits emerge from a complicated matrix of biological dispositions and experiential learnings and now comprise the individual's distinctive pattern of perceiving, feeling, thinking, and coping" (Millon, 1981, p. 8).

Historical Origins

The history of formal personality classification begins with the early Greeks. In the fourth century B.C., Hippocrates identified four basic temperaments, the choleric, melancholic,

sanguine, and phlegmatic which he believed resulted from excesses in yellow bile, black bile, blood, and phlegm respectively. Centuries later Galen modified these as follows: the choleric temperament was associated with a tendency toward irascibility, the sanguine temperament prompted the individual toward optimism, the melancholic toward sadness, and the phlegmatic was seen as having an apathetic disposition (Millon, 1981). Relating these to the personality adaptations: Paranoid and Antisocial can be seen as choleric; Passive-Aggressive and Obsessive-Compulsive can be seen as melancholic; Hysterical can be seen as sanguine; and Schizoid can be seen as phlegmatic. The adaptations obviously give a more complete picture of what is behind each of these temperaments.

Aristotle sought to identify personality characteristics by external features, particularly facial configurations and expressions. Later in the eighteenth century, Franz Josef Gall attempted to construct a science of determining personality by reading the bumps on an individual's head. Called "phrenology" this attempt by Gall was the first to claim that there was a direct relationship between mind and body. He concluded that the intensity and character of thoughts and emotions would correlate with variations in the size and shape of the brain and its encasement, the cranium, so that the development of the brain would lead to prominences in the individual's skull, which through the process of palpation by the practitioner of phrenology, could reveal the nature of the individual's

personality (Millon, 1981). This was an interesting attempt but proved to have no validity as a methodology. What was valid is the notion of a connection between mind and body as Wilhem Reich (1933) later elucidated.

Early Twentieth-Century Theorists

Early twentieth-century theorists can be divided according to whether they focus on normal or abnormal personalities. Those who focus on normal personalities can be further divided into those who focus on character and those who focus on temperament. The focus on character seems to correspond more closely to Ware's (1983) and Joines (1986) work on personality adaptations, while the focus on temperament seems to cut across the adaptations. Focusing on character allows for more precise descriptions and differentiations of behavior while temperament is often shared by different character types.

Character Theorists

The first of the character theorists is T. Ribot (Psychologie des sentiments, 1890, cited in Millon, 1981), a late nineteenth-century French psychologist, who formulated character types according to sensitivity and activity. Some of the personalities he proposed were: (1) the "humble character," distinguished by excess sensibility and limited energy; (2) the "contemplative character," distinguished by excess sensibility

and passive behavior; and (3) the "emotional character," distinguished by extreme impressionability and an active disposition. Other types were the "apathetic character" and the "calculative character." This classification could be viewed as anticipating Ware's (1983) Schizoid, Paranoid, Hysterical, Passive-Aggressive, and Antisocial personality adaptations respectively. Ware's personality adaptations go further in offering more complete descriptions, as well as information about why they are formed, and the specific approach to take in working with each.

Two Dutch psychologists, G. Heymans and E. Wiersma ("Beitrage zur speziellen psychologie auf grund einer massenuntersuchung," Zeitsehrift fuer Psychologie, 42,46,49,51, 1906-1909; cited in Millon, 1981), identified eight character types from three "fundamental criteria": activity level, emotionality, and susceptibility to external versus internal stimulation. These categories are useful for differentiating various personality types and are some of the criteria used for distinguishing the different personality adaptations, but again don't offer as complete a description as Ware's personality adaptations.

In his book, An Outline of a Science of Characters (cited in Millon, 1981), A. Lazursky, a Russian psychologist, said that the seeming diversity among characters can be grouped into three higher-order types: (1) those who relate to society negatively,

appear detached from everyday affairs, and are only minimally adapted to the demands of their environment; (2) those who are molded by their environment and dependent upon external circumstances to guide their behavior and actions; and (3) those who are masters of their fate, controlling their environment and capable of functioning independently of the will of others. Lazursky seems to be describing Ware's (1983) three primary or "surviving" personality adaptations of Antisocial, Schizoid, and Paranoid respectively. However, his classifications are not nearly as well developed as Ware's personality adaptations.

Temperament Theorists

In his book, Introduction to Social Psychology (1908), William McDougall, an American, proposed the "consolidation of sentiments" and similar to Heymans and Wiersma, derived eight "tempers" based on different combinations of three dimensions: intensity (strength and urgency), persistency (inward versus outward expression), and affectivity (emotional susceptibility) of behavioral impulses. The problem with using tempers rather than character as a classification system is that tempers are more general and therefore don't allow as precise a differentiation.

Modern Formulations

Ernst Kretschmer, in his book, Körperbau und Charakter (cited in Millon, 1981), sought to relate personality to one's physical build. He suggested that individuals could be divided into four types: (1) the "pyknic" (compactly built, large thorax and abdomen, soft and poorly muscled limbs, and a tendency toward obesity); (2) the "athletic" (extensive muscular development and a broad skeletal endowment); (3) the "asthenic" (fragile, thin muscularity, and a frail bone structure); and (4) the "dysplastic" (a mixture of the other three that leads to an awkward body structure). Kretschmer saw a clear relationship between manic-depressive illness and the pyknic build, and a strong correlation between schizophrenia and the asthenic build. He also identified four fundamental reaction types. The "asthenic" reaction is one of depressive lethargy, sadness and weariness, and the inability to gather sufficient energy to be anxious about one's life. The "primitive" reaction is seen in persons who are impulsive and lack the capacity to retain and integrate experience. The "expansive" reaction is one of being highly vulnerable, overly sensitive, and unable to deal with social frustrations leading toward suspicious and aggressively paranoid behaviors. The "sensitive" reaction is seen in those who dam up emotions, have a high level of intrapsychic activity, and poor powers of expression resulting in brooding, anxious, restricted, and unconfident behavior. Kretschmer also identified some intermediary types such as the "placating," the

"submissive," and the "histrionic." Kretschmer seems to be anticipating Wilhem Reich's (1933) work on character types which also are closely related to Ware's (1983) personality adaptations as will be discussed later. I think it is significant to note how personality helps mold one's physical characteristics and how these differences can be observed, which is true also of the adaptations.

One of Kretschmer's students, William H. Sheldon, an American (1940, 1954; Sheldon and Stevens, 1942), also looked at the relationship between body physique, temperament, and psychopathology. Three dimensions were identified by Sheldon: (1) "endomorph" (a predominance of body roundness and softness); (2) "mesomorph" (a dominance of muscular and connective tissue); (3) "ectomorph" (a linearity and fragility of structure). He also identified three corresponding temperaments: (1) "viscerotonia," corresponding to endomorph, and characterized by gregariousness, an easy expression of feeling and emotion, a love of comfort and relaxation, an avoidance of pain, and a dependence on social approval; (2) "somatotonia," corresponding to mesomorph and characterized by assertiveness, physical energy, low anxiety, indifference to pain, courage, social callousness, and a need for action and power when troubled; and (3) "cerebrotonia," corresponding to ectomorph and characterized by a tendency toward restraint, self-consciousness, introversion, social awkwardness, and a desire for solitude when troubled. These three temperaments and body types seem to correspond to the

Hysterical, Antisocial, and Schizoid adaptations respectively. What is missing is the information supplied by Ware's work on why they form and how to work with them.

Sheldon also formulated what he believed to be the three primary components of psychopathology: (1) the "affective" (found in the extreme in manic-depressive patients), correlated with the endomorphic physique and the viscerotonic temperament and characterized by a low threshold for behavioral and emotional expression; (2) the "paranoid" (found in the extreme in paranoid patients), correlated with the mesomorphic physique and the somatotonic temperament and characterized by a driving antagonism and resentment that is projected against the environment; and (3) the "hebroid" (found in the extreme in hebephrenic schizophrenia), correlated with the ectomorphic physique and the viscerotonic temperament and characterized by marked withdrawal and regression. I think it can be seen that Sheldon is describing the same basic phenomena as the three dysfunctional existential positions that are described in transactional analysis (Berne 1972): "I'm not okay - You're okay," "I'm okay - You're not okay," and "I'm not okay - You're not okay." The negative aspects of the Hysterical and Obsessive-Compulsive adaptations are employed from the "I'm not okay - You're okay" position, the negative aspects of the Antisocial and Paranoid adaptations are employed from the "I'm okay - You're not okay" position, and the negative aspects of the Passive-Aggressive and Schizoid adaptations are employed from the "I'm not okay - You're

not okay" position. The personality adaptations give more precise information about what is happening in each category and how best to work with them.

More recently some very significant studies regarding temperament have been done by two groups of collaborators, one from the New York University Medical School (Thomas et al., 1963, 1968, 1977) and the second from the Menninger Foundation (Escalona and Leitch, 1953; Escalona and Heider, 1959; Murphy et al., 1962; Escalona, 1968; Murphy and Moriarty, 1976). In observing children from infancy to early adolescence, they identified two significant dimensions crucial to later development. One was the child's "activity pattern" and the other was the child's "adaptability." Active children are decisive and behave in a vigorous way. They relate continuously to their environment and insist that events take place in accord with their desires. Passive children have a receptive orientation and seem to be content to wait and see what will be done to meet their needs, accepting matters until their wishes are ultimately fulfilled. With regard to adaptability, one group of children demonstrate a regularity, a positive approach to new stimuli, and a high degree of flexibility in response to changing conditions. Another group display irregularity in their biological functions, withdrawal reactions to new stimuli, minimal flexibility in response to change, and intense and often negative moods.

I think the above information is very important in understanding how and why the personality adaptations develop, e.g., Hysterical (active) versus Schizoid (passive). This information can be readily integrated with the information on the personality adaptations. The adaptations can be viewed in terms of being engaging versus withdrawing and active versus passive. Hysterical is engaging-active, Obsessive-Compulsive is withdrawing-active, Paranoid is withdrawing-neutral, Schizoid is withdrawing-passive, Passive-Aggressive is engaging-passive, and Antisocial moves back and forth between engaging-active and withdrawing-passive.

Salvadore Maddi and his colleagues (Fiske and Maddi, 1961; Maddi, 1968; Maddi and Propst, 1971) have also formulated a theory of temperament focused on the activity-passivity dimension. They see high-activation individuals as spending a major portion of their time pursuing stimuli in order to keep their behavior level from falling too low and take the initiative in influencing their environment. Low-activation individuals are seen as spending their time avoiding stimulation in order to maintain low levels of behavior and permit themselves to be influenced by events over which they assert little control. Adding the dimensions of "internal" or "external" traits results in four primary types. High-activation individuals with external traits are "go-getters" who seek out challenges, are disposed to be energetic pursuers of causes, and are inclined to curiosity and adventure. High-activation individuals with internal traits

are disposed to pursue stimulation through thinking, seeking challenges of a subtle, intellectual kind, and inclined toward originality or creativity. Low-activation individuals with external traits tend to be conservative, disposed to negotiate, conform, and control. They oversimplify problems, avoid ambiguity, find routines, and prefer the familiar to the new. Low-activation individuals with internal traits, are conservative, careful to avoid excesses and indulgences of any kind, disposed to function in a stable manner, and are devoid of inconsistencies and flamboyance. Again, this information conforms to the clinical observations regarding personality adaptations and fits with Eysenck's (1969) work concerning Jung's ideas of introversion versus extroversion which will be discussed below. High-activation individuals with external traits correspond to the Antisocial adaptation; high-activation individuals with internal traits correspond to the Paranoid adaptation; low-activation individuals with external traits correspond to the Obsessive-Compulsive adaptation; and low-activation individuals with internal traits correspond to the Schizoid adaptation. What is not accounted for in this scheme is the behavior of the Hysterical and Passive-Aggressive adaptations.

Arnold Buss and Robert Plomin (1975) have proposed four fundamental temperaments grounded in empirical research. The four are: activity - referring to total energy output; emotionality - denoting intensity of reactions; sociability -

indicating a need to be with others; and impulsivity - meaning a tendency to respond quickly rather than inhibiting one's responsiveness. High activity and high impulsivity is seen most clearly in manic disorders. Low activity and high emotionality is seen in agitated depressions. High emotionality and high impulsivity is seen in histrionic types. Individuals with high emotionality and high sociability are inclined to seek the company of others but are inhibited by strong anxieties regarding potential rejection and ridicule. Persons with high sociability and high impulsivity are seen as exhibiting the classical extrovert pattern, whereas those low in both temperaments are seen as the introvert. This information fits nicely with the information on the personality adaptations: Hysterical, Antisocial, and Passive-Aggressive all exhibit high sociability and high impulsivity and are therefore extroverted; while Obsessive-Compulsive, Paranoid, and Schizoid all exhibit low sociability and low impulsivity and are therefore introverted.

Hans Eysenck (1952, 1960; Eysenck and Eysenck, 1969), drawing on the ideas of Jung, Kretschmer, and Pavlov, has developed a theory based on autonomic nervous system reactivity and ease of conditionability. Individuals who have high autonomic nervous system reactivity are subject to neurotic disorders. Based on his work with conditioning eye-blink responses using puffs of air, persons who are easily conditioned are seen as stimulus avoiding and therefore tend to be introverted, while persons who take longer and require stronger

stimulation to be conditioned, are seen to be stimulus seeking and tend to be extroverted. Individuals at the high end of both conditionability and autonomic reactivity are prone to develop fears and compulsions, while those at the low end are likely to become extroverted and potentially antisocial. According to Eysenck, people are introverted because they are more sensitive to stimuli and are attempting to screen out excessive stimulation, while those who are extraverted are less sensitive to stimuli and are therefore seeking out additional stimulation. The Hysterical, Antisocial, and Passive-Aggressive adaptations tend toward extroversion; while the Obsessive-Compulsive, Paranoid, and Schizoid adaptations tend toward introversion.

Factorial Approaches

Some theorists have used factor analysis to identify personality dimensions. The most productive of these is Raymond Cattell (1957, 1965) who has identified 16 primary factors or source traits which he arranged in sets of bipolar dimensions. The advantage of this approach is that what is derived are factors that exist in reality. A major problem is discovering how they are actually grouped in real people to form distinct personality types.

Leslie Phillips (1968) suggests that symptoms may be grouped into three interpersonal styles: "turning against the self" (expressed in action or thought), "turning against others"

(temper outbursts and socially disapproved behaviors), and "avoidance of others" (withdrawal behaviors, fantasy preoccupations, or other forms of social detachment). These correspond to the three primary adaptations that Ware (1983) describes of Antisocial, Paranoid, and Schizoid. Millon (1981) has pointed out the similarity between Phillip's styles and the classical trichotomy of affective, paranoid, and schizoid pathologies. I think Phillip's styles offer support for the validity of Ware's adaptations and that Ware's adaptations offer more in-depth descriptions of Phillip's styles.

Other Empirical Approaches

Another empirical approach was that of Hathaway and McKinley (1967) in developing the MMPI. Their approach was to use psychiatric diagnosis as an operational index and then to select items that were assumed to be associated with the index. Clinicians were asked to generate items that corresponded to the psychiatric diagnoses. The method of contrast groups was used to see which items discriminated among the diagnostic groups. Thus items were chosen on the basis of empirically demonstrated relationships with the criterion rather than simply on the basis of theory, which is the real strength of this approach. The problem is that the classifications are limited to psychiatric categories. The advantage of Ware's approach is that while the classifications are based on what has been observed as basic

character types in psychiatric categories, the personality adaptations are seen by him to go beyond psychiatric diagnoses. The personality adaptations have been observed by Ware, Joines, and their trainees, in healthy individuals as well as in individuals with personality disorders, and are observed across the diagnostic categories (Ware, 1978; Joines, 1986). The adaptations also have been observed by Ware and Joines, to have positive as well as negative aspects (Ware, 1983; Joines, 1986).

Later Psychiatric Classifications

Other classifications using psychiatric categories include Scottish psychiatrist H. J. Walton and his colleagues (Walton et al., 1970; Walton and Presley, 1973 a, b) who have used a dimensional format rather than categorical schema. They differentiate personality disorders into mild, moderate, and gross. Mild personalities disorders represent people who are dissatisfied with the quality of their lives and seek assistance on their own. They are seen in three types: "withdrawn," (socially isolated and emotionally inhibited); "dependent," (compliant, helpless, and seeking support); and "overassertive" (overbearing or officious with feelings of guilt). Moderate personality disorders are individuals whose difficulties are associated with other mental disturbances such as psychosomatic or neurotic symptoms and their behavior is sufficiently unusual to be evident to other people. They are seen in five types:

"schizoid" (reserved, aloof, lonely, odd, and incapable of intimacy); "hysterical" (histrionic dress and behavior, sociable and vivacious, theatrical, shallow, and insincere); "paranoid" (mistrustful, hypersensitive, envious, and suspicious); "cyclothymic" (mood phases with times of spontaneous, outgoing behavior turning into dejection and loss of drive); and "obsessional" (orderly, neat, punctual, pedantic, and tightly controlled by emotions). Gross personality disorders are persons whose deviance is so great that they are unable to fit into their social group and often run into conflict with the law. They are seen in two types: "aggressive sociopath" (problems with impulse control, affectionless, harmful to society, no close relationships or loyalty to others); and "passive sociopath" (inept, poor judgement, lacking in drive or stamina, aimless, poor work record, and few ties to others). The moderate and gross categories closely parallel the personality adaptations. (The cyclothymic parallels the Passive-Aggressive adaptation.) Missing is a description of how to intervene with each in the way that is most productive as Ware describes.

Psychoanalytic Contributions

Sigmund Freud (1908, 1932), Karl Abraham (1921, 1925), and Wilhelm Reich (1933) laid the foundation of psychoanalytic personality theory. The resulting types were seen initially as a result of frustrations or indulgences of instinctual or libidinous drives in conjunction with specific psychosexual

stages of development. In his paper "Instincts and Their Vicissitudes" (1915), Freud proposed the following framework as central to the understanding of personality functioning:

...Our mental life as a whole is governed by three polarities, namely, the following antitheses: Subject (ego) - Object (external world), Pleasure - Pain, Active - Passive. The three polarities within the mind are connected with one another in various highly significant ways (1915, pp. 76-77).

We may sum up by saying that the essential feature in the vicissitudes undergone by instincts is *their subjection to the influences of the three great polarities that govern mental life*. Of these three polarities we might describe that of activity-passivity as the *biological*, that of the ego-external world as the *real*, and finally that of pleasure-pain as the *economic* respectively. (1915, p. 83).

Unfortunately Freud did not further develop these as a framework for formulating character types. They were used by Millon (1969) for constructing eight basic personality patterns which will be discussed later.

In 1932, Freud suggested that character types could be viewed in terms of which intrapsychic structure was dominant - id, ego, or superego. He identified an "erotic" type with id

dominant, a "narcissistic" type with ego dominant, and a "compulsive" type with superego dominant. He further suggested mixed types in which combinations of two of the structures outweighed the third.

It was Freud's 1908 paper that really set the seeds for psychoanalytic character types. At the time he was studying how developmental conflicts give rise to broadly generalized defensive tendencies. Only later in the work of Karl Abraham, were these identified as character structure derivatives.

The actual concept of character in its current psychoanalytic formulation did not appear until the work of Wilhelm Reich in 1933. Reich noted that the neurotic solution of psychosexual conflicts was achieved by a total restructuring of the individual's defensive style which he described as a "character armor" ("chronic attitudes" and "chronic automatic modes of reaction," 1949, p. 46). He described five types: schizoid, oral, psychopathic, masochistic, and rigid. These five character types correspond fairly closely to the six personality adaptations that Ware (1983) describes: the schizoid character corresponding to the Schizoid adaptation; the oral character corresponding to the Hysterical adaptation; the psychopathic character corresponding to the Antisocial adaptation; the masochistic character corresponding to the Passive-Aggressive adaptation; and the rigid character corresponding to both the Obsessive-Compulsive and the Paranoid adaptations. Reich did not

study how character traits might develop from sources other than early conflicts as did Otto Fenichel (1945), Heinz Hartmann (1958), and Erik Erikson (1950, 1963). Ware and Joines have studied how these develop out of the normal interactions of parents and children, and how to work with each, taking into account the developmental issues.

Fenichel divided character traits into "sublimation" and "reactive" types according to whether their normal maturing instinctual energies were compatible with the ego and fashioned into conflict-free, neutral patterns (sublimation), or "dammed up" by the aims of the ego and "countermanded" by conflict-resolving defensive reactions (reactive). Thus, Fenichel was the first to recognize that instinctual energy can develop into character types free of conflict resolution. However, he did fail to recognize that pathological personality traits could arise from conflict-free sources and limited his attention to only the reactive types, dividing them into "avoidance" and "oppositional" character types.

Hartmann saw both ego and id instincts as derived from a common source of biological potentials and differentiated into separate energies for adaptive functioning. He called these "autonomous apparatuses" which were "preadapted to handle average expectable environments." Erikson built on this notion noting that character development is produced from three interwoven roots: instinctual energies, the maturational capacities of the

ego, and the external standards that society provides at each developmental stage. Unfortunately, as Millon (1969) pointed out, they did not take the next step and identify character types that develop from conflict-free energies. Therefore, the psychoanalytic character types today remain largely those formulated by Freud, Abraham, and Reich.

The first of the psychoanalytic character types are the oral characters. These are divided into the oral-dependent and the oral-sadistic. The oral-dependent type results from an overly indulgent sucking stage and results in imperturbable optimism, naive self-assurance, emotional immaturity, excessive dependency, and gullibility. The closest of the personality adaptations is the Hysterical adaptation. The oral-sadistic character results from frustrations experienced at the oral-biting stage and results in aggressive oral tendencies like sarcasm, verbal hostility, pessimistic distrust, blame, cantankerousness, and petulance. The closest of the personality adaptations is the Paranoid adaptation.

The second of the psychoanalytic character types are the anal characters. These are divided into the anal-expulsive and the anal-retentive. The anal-expulsive type tends toward suspiciousness, megalomania, extreme conceit, ambitiousness, self-assertion, disorderliness, and negativism. The closest of the personality adaptations is the Passive-Aggressive adaptation. The anal-retentive character results in frugality, obstinacy,

orderliness, parsimony, pedantry, meticulousness, and a rigid devotion to societal rules and regulations. The closest of the personality adaptations is the Obsessive-Compulsive adaptation.

The third of the psychoanalytic character types are the phallic characters. These are divided into the phallic narcissistic, the hysterical, and the masochistic. Reich identified the phallic narcissistic character as vain, brash, arrogant, self-confident, vigorous, cold, reserved, defensively aggressive, a striving for leadership, a need to stand out in a group, and poor reactions to even minor defeats. The hysterical character is noted by a characteristic fearfulness, a pseudoseductiveness, interpersonal superficiality and flightiness, and difficulty sustaining endeavors. The masochistic character is self-critical, querulous, torments both self and others, seeks love and affection but makes himself unlovable, which results in avoiding pain but not in getting the love he desires. The closest match to the personality adaptations is the hysterical character which corresponds to the Hysterical adaptation. The phallic narcissistic character would correspond to a combination of the Paranoid and the Antisocial personality adaptations, while the masochistic character is like the Passive-Aggressive adaptation. Freud's character types are based primarily on theory while Ware's personality adaptations are based more on observation of parent-child interactions and how children adapt in order to take care of their emotional needs. Ware's categories are therefore more descriptive of the

underlying patterns that appear in the various psychiatric diagnoses.

Otto Kernberg, a contemporary psychoanalytic theorist, (1967, 1975, 1980) organizes character types in terms of their structural organization and level of severity. He identifies "higher, intermediate and lower levels" of character pathology with intermediate and lower levels seen as having "borderline" personality organization. The higher types are hysterical, Obsessive-Compulsive, and depressive personalities. The intermediate level are the "infantile" and narcissistic personalities. The lower level are the clear-cut antisocial personalities. Kernberg sees all of these as "reactive" in their formation rather than potentially conflict-free. Kernberg focuses only on the pathological. Missing in such a classification is how character pathology which is dysfunctional is on a continuum with character "style" that is healthy.

Life-Style Theorists

Carl Jung and Alfred Adler both present "normal" character typologies as a theoretical basis for normal life-styles. Jung (1921) drew the distinction between extroversion (the flowing of energy toward the outer world) and introversion (the flowing of energy toward the inner world). Interacting with these are four modes of adaptation or functioning: thinking (logical and rational thought), feeling (subjective and value-laden

processing), sensation (what is experienced by the senses and bodily excitations), and intuition (anticipating situational possibilities). Thinking and feeling are seen as rational functions while sensation and intuition are seen as irrational. By combining extroversion and introversion with each of the four functions, Jung identified eight basic types: (1) "extraverted thinking" (base actions only on intellectual appraisals); (2) "extraverted feeling" (personal judgements are suppressed and an attempt is made to be consistent, loyal, and adhere to the standards of others); (3) "extraverted sensation" (pursues enjoyment as the true reality); (4) "extroverted intuitive" (searches for the new and for the possibilities in people); (5) "introverted thinking" (draws from subjective reflections); (6) "introverted feeling" (express feelings in a personal manner like art or poetry); (7) "introverted sensation" (highly subjective reactions to objective events resulting in unpredictable and arbitrary behaviors); (8) "introverted intuitive" (draws from the deepest layer of the unconscious and inclined to mystical dreaming and artistic forms of expression). These different types seem to be represented by various combinations of the personality adaptations, e.g., the "extroverted intuitive" seems to be a combination of the Schizoid and Obsessive-Compulsive adaptations. Jung's types measure important factors but ones that are more general than the basic personality adaptations.

Adler (1964) saw overcompensation, an inborn tendency to counteract deficiencies or inadequacies through reparative

striving, as the basic issue behind the individual's "style of life" (distinct patterns of striving to compensate for perceived inferiority). Adler used two polarities for his life-style typology, active-passive and constructive-destructive, resulting in four basic life-styles: (1) "active-constructive" (the healthy or ideal individual who feels at home and worthwhile, faces advantages and disadvantages with equal firmness, concerned with serving humanity, and overcomes difficulty with creative efforts); (2) "passive-destructive" (neurotic style who is oppositional, accusatory and blaming, leans on others, and acts in a passive-aggressive and despairing fashion); (3) "passive-constructive" (attention-seeking, charming, seeking to gain recognition simply by being oneself rather than for what one has achieved); (4) "active-destructive" (a nuisance, rebellious, vicious, tyrannical, and behaves in a delinquent manner with others). Adler's life styles, while containing some of the characteristics of the personality adaptations, seem broader and more like the basic existential life positions as described by Berne (1972). Within each of these life positions two distinct personality adaptations can be identified as indicated in the next section.

Interpersonal Theorists

Karen Horney (1937, 1939, 1942, 1945, 1950) described three broad strategies that are used in attempting to solve life's basic conflicts: "moving toward" people, "moving against" people,

and "moving away" from people. These result in three basic character types: (1) moving toward is seen in a "compliant" type as a "self-effacement" solution and results in a marked need for affection and approval, a willingness to deny personal aspirations and self-assertion, an assumption that love solves all problems, relegating self-esteem to what other people think, subordinating personal desires, and a tendency toward self-accusation, helplessness, passivity, and self-belittlement; (2) moving against is seen in an "aggressive" type as an "expansive" solution and results in the individuals glorifying themselves, denying weakness and inadequacy, seeing life as a struggle for survival, having a need to control and exploit others, to excel and outsmart, and to belittle those who have power. This solution can be subdivided into the "narcissistic" solution - believing they are their idealized selves, "perfectionism" - believing they are what social standards expect them to be, and "vindictive sadism" - believing they are entitled to all powers and rights, that others are not, and taking pleasure in sadistically deprecating others; and (3) moving away is seen as a "detached" type as a solution of "neurotic resignation" and results in a primary goal of avoiding others, fearing that relationships will evoke feelings and desires that will ultimately lead to conflict and frustration, restricting life, becoming detached onlookers, and achieving peace by curtailing needs and wishes. These three strategies are analogous to the three unhealthy existential life positions in transactional analysis (Berne 1972), "I'm not okay - you're okay," "I'm okay -

you're not okay," and "I'm not okay - you're not okay," respectively. Each of the existential positions contains two types of personality adaptations: the I'm not okay - you're okay position contains the Hysterical and Obsessive-Compulsive adaptations; the I'm okay - you're not okay position contains the Paranoid and Antisocial adaptations; and the I'm not okay - you're not okay position contains the Passive-Aggressive and Schizoid adaptations. Looking at the adaptations in relation to the positions gives more detailed information about the specific options individuals exercise from each of the positions and how to work more effectively with each option.

Eric Fromm (1947) reinterpreted Freud's psychopathological theories along social lines. He questioned the relevance of libidinous forces as the prime elements in character development and gave emphasis to interpersonal transactions at each stage between parent and child. He identified five character orientations that develop from such interpersonal learning experiences: (1) "receptive orientation" (characterized by a deep need for external support from parents, friends, and authorities); (2) "exploitative" character (seeks to extract what he or she wishes from others by either force or cunning); (3) "hoarding" character (closest to the psychoanalytic anal-retentive type, this person achieves security by saving and keeping, surrounding him or herself with a protective wall, drawing in as much as possible, and letting out virtually nothing); (4) "marketing orientation" (molds him or herself to

fit whatever others require of him or her, having little that is stable or genuine in his or her personality); (5) "productive" character (healthy and creative, fully develops his or her powers, capable of thinking independently while respecting the opinions of others, and responsive to love without being indulgent or self-centered). The "receptive orientation is like the Hysterical adaptation, the "exploitative" character is like the Antisocial adaptation, the "hoarding" character is like the Passive-Aggressive adaptation, and the "marketing orientation" is like the Schizoid adaptation. The "productive" character is like the healthy side of all the adaptations. While these character types are like the personality adaptations, the adaptation material offers more specific and more clinically useful information.

Timothy Leary (1957) inspired by the work of Horney, Fromm, and Sullivan, came up with an interpersonal typology based on two dimensions: dominance-submission and love-hate. He identified eight types each having a both a mild and an extreme variant. He used two labels to describe each, the first to signify the mild or more adaptive variant; the second, the more extreme or pathological variant: (1) "rebellious-distrustful" personality (characterized by an attitude of resentment and feelings of deprivation, they handle anxiety and frustration by actively distancing themselves and displaying bitterness, cynicism, and passively resistant behaviors); (2) "self-effacing-masochistic" personality (characterized by modesty, an unpretentious reserve,

and a tendency to avoid appearing capable and confident; in extreme form, efforts are made to evoke deprecation and humiliation from others, with consequent feelings of depression and uncertainty); (3) "docile-dependent" personality (primarily submissive and characterized by overt displays of both friendliness and affiliation, solicits help by behaving weak and incompetent, and by voicing unusual trust and admiration of others; in extreme form displays an ingratiating and clinging dependency, and a constant beseeching for help, advice, and direction); (4) "cooperative-overconventional" personality (characterized by a striving to be liked and accepted by others, an extroverted friendliness and sociability; in extreme form, an effusiveness, shallow optimism, immature naivete, histrionic or dramatic expressiveness, and a hyperdistractibility); (5) "responsible-hypernormal" personality (noted by an excessive striving to achieve an ideal of proper and conventional behavior, to avoid appearances of emotionality and weakness; they are orderly and perfectionistic and intolerant of impulsive feelings like anger in themselves or others; in extreme form, they may experience life as a "hollow man," isolated by pretensions of propriety and correctness from both the external realities of life and from their own inner feelings); (6) "managerial-autocratic" personality (characterized by an air of strength, confidence, and leadership, evoking obedience and respect from others; in extreme form, domineering and dictatorial attempts to control others, power-ridden manipulations, an inability to relax, and an insistence that others behave efficiently and

competently); (7) "competitive-narcissistic" personality (proud, independent, self-enhancing style in which others are exploited, put down, or benignly invited to be submissive; in extreme form, there is a blind selfishness, a frantic effort to impress, and a boastfulness and exhibitionism that becomes flagrant and irrational); (8) "aggressive-sadistic" personality (characterized by their cold sternness, punitiveness, mocking of others, and provoking fear through intimidation). Leary seems to have the same concern regarding his typology as expressed by Joines (1986) regarding the personality adaptations, i.e., to consider both the positive and the negative aspects of each type. His "rebellious-distrustful" personality seems to represent a combination of the Schizoid and Passive-Aggressive adaptations, his "self-effacing-masochistic" personality is like the Passive-Aggressive adaptation, his "docile-dependent" personality is like the Schizoid adaptation, his "cooperative-overconventional" personality is like the Hysterical adaptation, his "responsible-hypernormal" personality is like the Obsessive-Compulsive adaptation, his "managerial-autocratic" personality is like the Paranoid adaptation, his "competitive-narcissistic" personality is like the Antisocial adaptation, and his "aggressive-sadistic" personality seems to represent a combination of the Antisocial and Passive-Aggressive adaptations. The strength of Leary's typology is that it offers a more wholistic view of personality types. The weakness is that it still does not identify how these types develop or how they can best be worked with in therapy.

Learned Coping Patterns

Theodore Millon (1969) using the threefold dimensions of active-passive, pleasure-pain, and self-other, derived eight basic personality "coping patterns" and three severe variants that correspond to each of the personality disorders in the DSM-III-R. As Millon points out, these patterns indicate what types of reinforcements these persons have learned to seek out or avoid (pleasure-pain), where they look to obtain them (self-others), and how they have learned to behave in order to elicit or escape them (active-passive). Dependent personalities look to others, independent personalities rely on themselves, and ambivalent personalities are unsure which way to turn. Detached individuals have difficulty experiencing rewards from themselves or others and becoming increasingly isolated and self-alienated. The eleven patterns are:

1. The "passive-dependent" pattern (DSM-III-R Dependent disorder) is one of looking for relationships in which one can lean upon others for affection, security, and leadership. Often a function of parental overprotection, these individuals lack initiative and autonomy, assume a passive role, and submit to the wishes of others in order to elicit their affection.
2. The "active-dependent" pattern (DSM-III-R Histrionic disorder) reveals an insatiable and indiscriminate search for stimulation and affection. While acting very social and independent, the

individual has an underlying fear of autonomy and intense need for social approval and attention.

3. The "passive-independent" pattern (DSM-III-R Narcissistic disorder) is one of egotistic self-involvement. These individuals overvalue their self-worth, assume an air of arrogant self-assurance, assume others will recognize their specialness, and exploit others to their own advantage.

4. The "active-independent" pattern (DSM-III-R Antisocial disorder) reveals a learned distrust of others and a desire to maintain autonomy and get even for past injustices. These individuals have an indiscriminate striving for power and a disposition to be rejecting of others who are seen as unreliable and duplicitous. Autonomy and hostility are seen as the only means of heading off deceit and betrayal.

5. The "passive-ambivalent" pattern (DSM-III-R Compulsive disorder) results from a conflict between hostility toward others and a fear of social disapproval. These individuals resolve this conflict by suppressing their resentment and overconforming and overcomplying but the underlying anger and oppositional feelings break through occasionally.

6. The "active-ambivalent" pattern (DSM-III-R Passive-aggressive disorder) displays an inability to resolve conflicts as the individuals get themselves into endless struggles vacillating

between deference and conformity, at one moment, and aggressive negativism, the next, and displaying an erratic pattern of explosive anger and stubbornness along with moments of guilt and shame.

7. The "passive-detached" pattern (DSM-III-R Schizoid disorder) is one of social impassivity in which affectionate needs and emotional feelings are minimal with the individual operating as a passive observer detached from human relationships.

8. The "active-detached" pattern (DSM-III-R Avoidant disorder) is characterized by a fear and distrust of others. These persons attempt to protect themselves by staying away from others. They suppress their desire to relate and their longing for affection in order to keep an interpersonal distance.

9. The "cycloid" personality (DSM-III-R Borderline disorder) displays a dysfunctional dependent or ambivalent orientation. These individuals experience intense endogenous moods, with recurring periods of apathy and dejection interspersed with anger, anxiety, or euphoria. They also have recurring self-mutilating and suicidal thoughts and actions, constantly seek to be taken care of, and display ambivalence in simultaneous feelings of rage, love, and guilt toward others.

10. The "paranoid" personality (DSM-III-R Paranoid disorder) reveals a vigilant distrust of others and an edgy defensiveness

against anticipated criticism and deception. These individuals have a fear of losing independence and therefore vigorously resist external influence and control, often displaying an abrasive irritability and eliciting exasperation and anger from others.

11. The "schizoid" personality (DSM-III-R Schizotypal disorder) reveals a poorly integrated or dysfunctional detached personality pattern. These individuals prefer isolation with minimal personal attachments and obligations. They have behavioral eccentricities and are seen by others as strange or different. If the pattern is active, there will be an anxious wariness and hypersensitivity. If the pattern is passive, there will be an emotional flattening and deficiency of affect.

Millon's typology is obviously focused on the negative aspects of each of these "coping patterns" in considering the styles representative of the DSM-III-R "personality disorders." He does not attempt to identify what the basic underlying styles are that make up some of these patterns, how these can be healthy responses in certain contexts, and how the styles can be on a continuum from healthy to pathological.

Pathological Versus Non-Pathological Schemas

Many of the schemas that have been devised for looking at personality types, as seen above, have focused on either the non-

pathological or the pathological dimensions of the different classifications. A classification system along the lines of Leary's, that takes into account both the healthy as well as the dysfunctional aspects of each of the personality types, would seem to offer a more comprehensive schema. The concept of personality adaptations developed by Ware (1983), offers such a system and is a clearer representation of the basic types than Leary's. Ware examines adaptive styles that underlie both healthy personalities as well as the disorders listed in the DSM-III-R. The personality disorders that Millon identifies can be seen as different combinations of the negative aspects of the personality adaptations Ware describes. For example, Millon's passive-dependent pattern (DSM-III-R Dependent disorder) is a combination of Ware's Schizoid and Passive-Aggressive personality adaptations. His passive-independent pattern (DSM-III-R Narcissistic disorder) is a combination of Ware's Paranoid and Antisocial adaptations. Millon's active-detached pattern (DSM-III-R Avoidant disorder) is a combination of Ware's Schizoid and Paranoid adaptations. His cycloid personality (DSM-III-R Borderline disorder) is a combination of Ware's Antisocial and Passive-Aggressive adaptations. Millon's passive-detached pattern (DSM-III-R Schizoid disorder) and his schizoid personality (DSM-III-R Schizotypal disorder) represent different degrees of Ware's Schizoid adaptation. By identifying the basic building blocks of personality types, more can be understood about the different categories in terms of both their healthy and pathological aspects, and the clinician can have more precise

information about how to work with the different types to bring about better results in therapy.

Measuring Personality

The term "personality" is commonly used to denote any feature that characterizes individuals and distinguishes them from one another. The study of personality usually concerns two important issues: (1) what people are like in terms of specific traits and how they got that way; and (2) how they are functioning in terms of specific personality states. Therefore, personality measurement is usually done by describing individuals in terms of psychological traits or psychological states. Traits refer to enduring characteristics while states refer to situational variables. Traits are more specific while states are more general. In the process of measuring traits, it is assumed that personality traits exist as consistent sources of individual differences, that standardized measure of such traits is possible, that such measures of individual traits should be investigated and combined in terms of factorial models, and that test validity must depend on predictive, content, or construct validity. In measuring psychological states, it is assumed that these are either normal or pathological and that the two can be differentiated from each other. Projective tests such as the Rorschach or TAT, as well as neurological tests and clinical interviews, are often used for measuring psychological states, in addition to more objective personality tests like the MMPI.

Since the concern in looking at personality adaptations is to identify the basic adaptive styles of individuals, the focus will be on assessing personality traits rather than personality states.

The most frequently employed approach to personality trait measurement is printed tests in which subjects are asked to describe themselves by responding "yes" or "no" to specific items. Such an approach was used in this study. J. C. Nunnally (1978) believes that inventories offer rich possibilities for the study of personality traits. His reasons are as follows:

First, many inventories can be constructed so that social desirability does not play an important part, and thus frankness of responding is not a major problem. Second, whereas it proves difficult to clearly express the meanings of many of the items on self-description inventories, frequently this is far less of a problem on inventories used to measure personal conceptions. Third, whereas on self-description inventories sometimes self-knowledge is a problem simply because individuals seldom think about themselves with respect to the trait being measured, many of the inventories used to measure personal conceptions concern issues with which individuals are confronted every day. Fourth, whereas there is a tendency for the numerous proposed measures in self-description inventories to collapse into no more than a handful of factors, apparently

it is much easier to find relatively independent measures of personal conceptions, such as in the locus-of-control scale. Numerous important measures of personality might follow from a careful survey of potentially important dimensions of personal conceptions, the employment of proper methods of test construction, and the documentation of basic dimensions through factor analysis (Nunnally, 1978, p. 587).

With regard to scale construction, there are three major approaches as indicated by Wiggins (1973). The first is the analytic approach which relies mainly on theory to determine the selection of items, procedures, and criteria for evaluating individuals. The second is the empirical approach which relies on an operational index of the construct to be measured. Then items are selected that are assumed to be associated with that index and the method of contrast groups is used to see which items discriminate among the groups based on the criterion. The third is what Jackson (1970) has termed the sequential systems approach. The sequential systems approach attempts to combine the analytical and empirical approaches in a logical sequence, and to evaluate the psychometric properties of the resultant scales. Thus, items are generated on the basis of a theory but are retained on the basis of their psychometric properties and empirical relationships. The sequential systems approach is the one I have followed in this study.

Chapter III - Methods

The goal of this study was to devise an instrument to measure personality adaptations and to assess the instrument's reliability.

Subjects

The subjects used in the evaluation of the personality adaptation questionnaire were psychotherapy clients from a number of different settings: (1) Individual and group private practices, (2) Mental health centers, (3) Alcohol and Drug treatment centers, and (3) Family therapy agencies. The subjects were volunteer clients of the author and clients from 50 mental health professionals who are in on-going training programs with the author. The total number of clients to which the questionnaire was administered was 268. The average age of the clients was 37 (the youngest was 13, the oldest was 63). The percentage of males versus females was 29% males, 71% females. The difference in the percentages of males versus females reflects the difference in the percentages of male versus female clients who presented for therapy with the above mentioned mental health professionals in a variety of mental health settings.

Procedure

The first step in the creation of the personality adaptation questionnaire was to develop a list of about 30 questions for each adaptation which the author believed would be responded to positively by someone having that adaptation. The author generated the questions from his own intuitive perception of the adaptations and then read these to individuals who were in training programs with him to see if people of each particular adaptation would in fact endorse these positively. The wording of some of the items were changed in response to the feedback. The idea was to begin with a large pool of items from which a smaller number would eventually be used. The reason for reducing the number of items was twofold: (1) to prevent subject fatigue when taking the test and (2) the belief that an adaptation is simple enough to be identified by a well chosen group of 10-12 items. The list of 195 original items appears in appendix B.

The second step in the questionnaire development was to arrange the 195 items in a random fashion. This was done by putting the individual items into a hat and drawing them out one at a time and listing them in the questionnaire in the order in which they were drawn. This 195 item questionnaire appears in appendix C. Since the author did not know whether a true-false answer sheet or a five-point Likert scale would be more effective in differentiating the adaptations, the third step was to create

both types of answer sheets to use in collecting data. They appear in appendix D and E.

The third step was to administer the questionnaire. The questionnaires and answer sheets were given to the author's trainees to administer to their therapy clients and return to the author. Each trainee received half true-false answer sheets and half the five-point Likert scale answer sheets. The trainees were told to tell their clients that the purpose of taking the questionnaire was to help in the development of a questionnaire to assess personality adaptations and that they would be given a copy of the results from their answer sheets. The answer sheets were scored by hand and returned to the trainee to discuss with his or her clients. Then the data was entered into a computer data file with a number for each subject, his or her age, sex, and the responses to the 195 items. One file was created for the true-false data using a 1 for a true response and a 0 for a false response. Another file was created for the five-point data using a 1 for "always," 2 for "frequently," 3 for "sometimes," 4 for "rarely," and 5 for "never." For purposes of giving subjects the results of their questionnaire, an "always" response and a "frequently" response were counted as "true" and the number of true responses were listed for each adaptation. This procedure gave a profile of true responses for each adaptation so that participants could see which primary and which secondary adaptation was most prominent for them.

The fourth step was to analyze the data. The author began with 77 cases for the five-point questionnaire and 93 cases for the true-false questionnaire. The range of responses and the mean for each item were generated for the 77 cases from the five-point questionnaire. Frequencies were run for both sets of data to search for items with truncated ranges or skewed distributions. Next, Pearson correlations were computed to see how each item was correlated with the other items for each of the different adaptations. Items with very low correlations or with truncated ranges were eliminated. Items with low correlations (below .15) were thought to be unrelated to the adaptation they were designed to measure. Items with truncated ranges illustrated response bias, i.e., everyone regardless of adaptation was answering in a similar fashion. In addition, where there was a moderately high correlation (above .40) with another item, one of the items was eliminated in order to reduce duplication. Through this process, the scales were reduced from about 30 items to about 15 items each (see appendix F for the 15 item scales). Then Cronbach alpha's were generated for both the long and shortened versions of the scales. Items having low correlations (below .20) with the total were again eliminated. This procedure allowed an increase in the overall alpha's for each adaptation and enabled them to fall within an acceptable range of values. The scales were reduced through this process to 12 items each (see appendix G for the 12 item scales). Correlations among items within their own scale and with other scales were then computed to see whether the items were

performing best on their own scale or belonged on another scale. As a result, some of the items were moved from one scale to another and a few items that didn't seem to be accurately differentiating adaptations were dropped. Then Cronbach alpha's were generated for the core items for each of the scales. The final statistical procedure was an exploratory factor analysis on the core items using the combined sets of data with 268 cases to see how the primary and secondary adaptations factored out. Two different factor analyses were done. The first was done using the data from each of the formats and combining them. A second factor analysis was done by converting all the data into a true/false format by letting a 1-2 response in the 5-point format represent a 1 in the true-false format, and a 3-5 response in the 5-point format represent a 0 in the true-false format. In each case a factor analysis was run on the three primary adaptations, and another on the three secondary adaptations.

The fifth step was to construct a final form of the questionnaire using the core items from the above statistical analysis. The core items for each adaptation were retained and a few new items constructed to replace deleted ones in order to make each scale a total of 12 items. Two items were added to the Schizoid scale, one item was added to the Antisocial scale, five items were added to the Paranoid scale, one item was added to the Passive-Aggressive scale, one item was added to the Obsessive-Compulsive scale, and four items were added to the Hysterical scale. These new items were formulated on the basis of clinical

experience with and feedback from individuals with the specific adaptations. The final items for each adaptation appear in appendix H, and the final version of the questionnaire appears in appendix I.

Chapter IV - Findings

Statistical analysis of the initial 77 cases from the five-point answer sheet indicated that 96 items had a normal range (1-5) and an expected mean (around 3.000), 12 items had a truncated range (1-3), 50 items had a range of 1-4, 4 items had a range of 2-5, 32 items had a low mean, and 17 items had a high mean (see figure 1).

	Q3	Q10	Q12	Q14	Q21	Q26
N OF CASES	77	77	77	77	77	77
MINIMUM	1.000	1.000	1.000	1.000	1.000	1.000
MAXIMUM	5.000	4.000	5.000	3.000	4.000	3.000
MEAN	3.065	2.104	3.727	1.299	1.571	1.896
STANDARD DEV.	0.848	0.836	1.008	0.515	0.733	0.680
	Q27	Q29	Q50	Q183	Q190	Q193
N OF CASES	77	77	77	77	77	77
MINIMUM	1.000	1.000	1.000	1.000	1.000	1.000
MAXIMUM	5.000	3.000	5.000	5.000	4.000	5.000
MEAN	1.922	1.286	3.675	3.805	1.857	3.844
STANDARD DEV.	0.900	0.535	0.924	1.026	0.790	0.904

FIGURE 1

SAMPLE ITEMS HAVING NORMAL AND TRUNCATED RANGES IN TERMS OF THE STATISTICS FOR THE FIVE-POINT VERSION QUESTIONNAIRE

The complete list of items having truncated ranges or means that were high or low includes: 7, 10, 12, 14, 21, 26, 27, 29, 40, 46, 48, 50, 51, 54, 59, 61, 62, 85, 86, 88, 91, 93, 94, 101, 102, 103, 105, 111, 115, 120, 121, 125, 131, 134, 137, 144, 150, 153, 155, 163, 183, 186, 189, 190, 193. Many of these items were

seen to be either high in social desirability or fairly universal in their appeal and therefore, were likely to be answered positively by individuals regardless of their adaptation. Examples are: Item 14, "Fairness is very important to me;" Item 20, "I want to be my own person;" Item 27, "I like to be independent and unique;" Item 48, "I am very reliable;" and Item 155, "It is important for people to care about my feelings." Since these items obviously were not clearly differentiating the adaptations, it made sense to drop them.

When the frequencies were generated for the five-point questionnaire and the true-false questionnaire, 84 items were found to have normal ranges and distributions and 101 items were found to have truncated ranges and/or skewed distributions (see figures 2 & 3).

TABLE OF VALUES FOR		Q7				
FREQUENCIES						
	1	2	3	4	5	TOTAL
	2	9	25	29	12	77
TABLE OF VALUE FOR		Q48				
FREQUENCIES						
	1	2	3	TOTAL		
	32	43	2	77		
TABLE OF VALUES FOR		Q125				
FREQUENCIES						
	1	2	3	4	5	TOTAL
	1	2	13	49	12	77
TABLE OF VALUES FOR		Q163				
FREQUENCIES						
	1	2	3	4	5	TOTAL
	1	10	24	31	11	77
TABLE OF VALUES FOR		Q190				
FREQUENCIES						
	1	2	3	4	TOTAL	
	28	34	13	2	77	

FIGURE 2

SAMPLE ITEMS HAVING SKEWED OR TRUNCATED FREQUENCY RANGES FOR THE
FIVE-POINT VERSION QUESTIONNAIRE

TABLE OF VALUES FOR		Q1
FREQUENCIES		
0	1	TOTAL
24	69	93
TABLE OF VALUES FOR		Q5
FREQUENCIES		
0	1	TOTAL
48	45	93
TABLE OF VALUES FOR		Q14
FREQUENCIES		
0	1	TOTAL
2	91	93
TABLE OF VALUES FOR		Q21
FREQUENCIES		
	1	TOTAL
	93	93
TABLE OF VALUES FOR		Q125
FREQUENCIES		
0	1	TOTAL
77	16	93

FIGURE 3

SAMPLE ITEMS HAVING NORMAL AND SKEWED FREQUENCY DISTRIBUTIONS FOR
THE TRUE-FALSE QUESTIONNAIRE

In considering the frequency distributions for the individual items, a number of the items were skewed in a positive or negative direction and were therefore not discriminating among the various adaptations and should be eliminated. Examples are: (1) Item 10 - 96.1% of the responses were positive; (2) Item 26 - 100% were positive; (3) Item 111 - 84.5% were negative.

Examining the frequencies for the true-false answer form versus the five-point scale, indicated that some of the items worked better on the five-point scale due to how they were worded. Examples are: (1) Item 56, "I can be charming when I need to be," was true in 92.5% of the cases on the true-false scale; (2) Item 43, "Things can look awful today and fine tomorrow," was true in 93.5% of the cases on the true-false scale. Each had a better distribution on the five-point scale. Since the final decision was to use a true-false scale, these items will need to be reworded in order to achieve a better distribution. For example, adding "I have a tendency to ...," or "I often...," before some of the items will probably help these items have a better distribution.

The Pearson Correlation Matrix revealed that 42 items were found to have very low correlations with the other items for the same adaptation and 23 of the items were found to have very high correlations with the other items for that adaptation (see figure 4).

PEARSON CORRELATION MATRIX

PARANOID PERSONALITY ADAPTATION

	Q46	Q53	Q54	Q66	Q70
Q46	1.000				
Q53	0.083	1.000			
Q54	0.036	0.127	1.000		
Q66	0.093	0.498	-0.025	1.000	
Q70	-0.119	0.227	0.147	0.057	1.000
Q71	-0.200	0.277	0.043	0.173	0.198
Q84	0.199	0.148	0.190	0.203	-0.103
Q88	0.257	0.117	0.434	0.001	-0.038
Q92	0.195	0.282	-0.095	0.217	0.146
Q98	0.185	0.310	0.069	0.347	0.042
Q103	0.045	0.371	0.384	0.224	0.000
Q114	0.193	0.309	0.298	0.285	0.033
Q120	0.047	0.037	0.308	-0.014	0.152
Q125	0.080	0.180	-0.124	0.584	0.229
Q126	0.115	0.066	0.021	0.079	-0.061
Q133	-0.059	0.099	0.007	0.050	0.145
Q137	0.033	0.340	0.029	0.526	-0.006
Q147	0.042	0.472	0.110	0.489	0.127
Q148	0.278	0.125	0.163	0.109	-0.026
Q161	-0.046	0.322	-0.045	0.449	0.026
Q168	0.002	0.215	0.045	0.130	0.017

Q174	0.250	0.057	-0.044	0.313	-0.140
Q177	-0.001	0.105	-0.033	0.036	0.028
Q184	0.133	0.182	0.342	0.162	0.080

FIGURE 4

SAMPLE OF PEARSON CORRELATIONS

The high correlations suggested that the two items shared too much variance and that one could be eliminated. Examples are: (1) on the Schizoid scale, item 34 and item 104 have a correlation of .607, (2) on the Paranoid scale, item 66 and item 125 have a correlation of .584. The items that had very low correlations (less than .15) with most of the other items within a particular scale seemed to not be addressing the adaptation for which it was designed. Again it made sense to drop these items from their respective scales. Examples are: (1) Item 145 on the Schizoid scale had correlations above .15 with only 4 of the other 32 items on the scale, (2) Item 133 on the Paranoid scale had correlations above .15 with only 5 of the other 28 items on the scale. Dropping the items with high and low correlations, as well as the items with poor distributions, reduced the scales from about 30-32 items each to about 15 items for each scale.

When the Cronbach alpha's were calculated, 33 items were found to have low correlations with the total items for the scale they were on (see figure 5).

Cronbach Coefficient Alpha
Schizoid Personality Adaptation
(15 item scale)

For Raw Variables: 0.674413

For Standardized Variables: 0.672820

Raw Variables		Std. Variables		
Deleted Variable	Correlation with Total	Alpha	Correlation with Total	Alpha
Q1	0.136573	0.675086	0.139813	0.675965
Q2	0.187708	0.671540	0.167908	0.672377
Q8	0.060357	0.695977	0.064830	0.685459
Q36	0.261881	0.661887	0.264924	0.659671
Q38	0.270464	0.660743	0.271857	0.658748
Q41	0.520813	0.624535	0.525596	0.623574
Q55	0.338362	0.651667	0.333464	0.650460
Q64	0.403256	0.642266	0.397907	0.641618
Q69	0.166958	0.676204	0.177877	0.671089
Q75	0.451584	0.639302	0.449729	0.634380
Q100	0.484003	0.630096	0.477980	0.630385
Q122	0.621032	0.614455	0.614274	0.610622
Q129	0.031005	0.692350	0.037527	0.688853
Q154	0.522968	0.626750	0.522521	0.624017

Q182	-0.126775	0.698701	-0.121145	0.708003
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Figure 5

Sample of the Cronbach Alpha's

Because several items on each scale were seen to have a lower correlation with the total, it was apparent that the overall alpha could be increased by eliminating those items. Examples are: (1) on the Schizoid scale, item 8 had a correlation of .060357 with the total as compared with item 41 which had a correlation of .520813 with the total; (2) on the Hysterical scale, item 37 had a correlation of .184240 with the total as compared with item 43 which had a correlation of .506292 with the total; (3) on the Obsessive-Compulsive scale, item 11 had a correlation of -.014341 with the total as compared with item 47 which had a correlation of .515998 with the total. By eliminating these low correlation items, the scales were reduced from 15 items each to 12 items each. Also, it was apparent that a few of the original items needed to be reworded or replaced with new items in order to increase the overall alpha.

For the full scales, the alpha's for the standardized variables ranged from 0.906438 for the Antisocial adaptation to 0.754608 for the Passive-Aggressive adaptation. For the 15 item scales, the alpha's for the standardized variables ranged from 0.842534 for the Antisocial adaptation to 0.634432 for the

Paranoid adaptation. For the 12 item scales, the alpha's for the standardized variables ranged from 0.829905 for the Antisocial adaptation to 0.691068 for the Paranoid adaptation. For the core items that were retained on each scale, the alpha's ranged from 0.845692 on the Schizoid scale to 0.661466 on the Hysterical scale.

When the correlations among items within their own scale and with other scales were computed for all the items in the reduced scales (12 items each), 46 items were found to correlate most highly with their own scale, 16 items were found to correlate most highly with a different scale, and 10 items seemed to have no "preference" among scales (see figure 6).

Pearson Correlation Coefficients / Prob > [R] under Ho: Rho=0 /
N=77

	AS_15	PA	SZ	PN	OC	HY
Q15	0.53789	0.39865	0.22445	0.26561	-0.11034	0.15455
	0.0001	0.0003	0.0497	0.0196	0.3394	0.1796
	AS_117	PA	SZ	PN	OC	HY
Q117	0.37755	0.24368	0.33537	0.41277	0.06450	0.18172
	0.0007	0.0327	0.0029	0.0002	0.5773	0.1137
	SZ_1	AS	PA	PN	OC	HY
Q1	0.08758	0.25611	0.10119	0.24939	0.04821	0.43957
	0.4488	0.0246	0.3812	0.0287	0.6771	0.0001
	PN_42	AS	PA	SZ	OC	HY
Q42	0.34386	0.21636	0.46062	0.29068	0.19097	0.28271
	0.0022	0.0588	0.0001	0.0103	0.0962	0.0127

	PA_77	AS	PN	SZ	OC	HY
Q77	0.30414	-0.02855	0.03836	0.43219	0.27436	-0.24684
	0.0072	0.8053	0.7404	0.0001	0.0158	0.0304
	OC_162	PA	AS	PN	SZ	HY
Q162	0.39717	0.32133	-0.00921	0.33341	0.56506	-0.23025
	0.0003	0.0044	0.9357	0.0030	0.0001	0.0440
	HY_180	PA	AS	PN	SZ	OC
Q180	0.33103	0.47575	0.21168	0.37378	0.29945	0.27553
	0.0033	0.0001	0.0646	0.0008	0.0082	0.0153

Figure 6

Sample of the Own Scale/Other Scale Correlations

Items more highly correlated with items on another scale were moved. Examples are: (1) Item 174 on the Paranoid scale had a correlation of .30954 with the Paranoid scale and a correlation of .36175 with the Hysterical scale, (2) Item 77 on the Passive-Aggressive scale had a correlation of .30414 with the Passive-

Aggressive scale and a correlation of .43219 with the Schizoid scale, (3) Item item 136 on the Passive-Aggressive scale had a correlation of .04352 with the Passive-Aggressive scale and a correlation of .33398 with the Paranoid scale. Certain items on a scale of one adaptation had a very low or negative correlation with items on a scale of an adaptation that is seen as opposite the first adaptation. For example, Q15 on the Antisocial scale had a negative correlation with the Obsessive-Compulsive scale.

When the exploratory factor analysis was completed on the core items, more meaningful results were obtained by converting the 5-point data into a true-false format and combining it with the true-false data. The true-false conversion was done because of the large number of items and the relatively small number of subjects. Primary and secondary adaptations were subject to separate factor analyses for two reasons: (1) primary and secondary adaptations are thought to be different dimensions, and (2) the relatively small number of subjects. The scree plots of eigenvalues (a plot of the variables in rotated factor space which aids in identifying the number of factors needed) revealed three factors could be used for the primary adaptations and three factors could be used for the secondary adaptations. The eigenvalues for the three primary adaptations were: 4.6299 for factor one, 2.7715 for factor two, and 1.1865 for factor three. The eigenvalues for the three secondary adaptations were: 7.9742 for factor one, 1.2792 for factor two, and .9779 for factor three. For the primary adaptations, using a varimax rotation

method, Schizoid loaded mainly on factor 1, while Antisocial and Paranoid loaded on both factor 2 and factor 3 (see figure 7). For the secondary adaptations, using a varimax rotation method, Hysterical loaded mainly on factor 1, Obsessive-Compulsive loaded mainly on factor 2, and Passive-Aggressive loaded mainly on factor 3 (see figure 8).

Primary Adaptations

Orthogonal Transformation Matrix

	1	2	3
1	0.68628	0.53267	0.49525
2	-0.72733	0.50119	0.46882
3	0.00151	-0.68196	0.73139

Rotated Factor Pattern

	Factor 1	Factor 2	Factor
Q122 (SZ)	0.67816	0.07976	0.02649
Q162 (SZ)	0.64656	0.20009	0.16962
Q64 (SZ)	0.63679	0.05262	-0.01411
Q154 (SZ)	0.62021	0.03862	0.06977
Q41 (SZ)	0.53780	0.15443	0.15623
Q100 (SZ)	0.52377	-0.25072	-0.05226
Q77 (SZ)	0.49946	0.06039	-0.05332
Q75 (SZ)	0.41889	-0.34034	0.06298
Q55 (SZ)	0.41129	0.06066	0.09755
Q56 (AS)	0.33794	0.75795	0.10928
Q147 (PN)	0.27474	0.67083	0.16229
Q136 (PN)	0.25170	0.50827	0.06066
Q28 (AS)	-0.09739	0.50371	0.24306
Q118 (AS)	-0.08839	0.49850	0.18272
Q160 (PN)	0.28779	0.34962	0.32674

Q17 (AS)	-0.24093	0.30395	0.22680
Q30 (AS)	0.05263	0.02037	0.50672
Q15 (AS)	-0.04794	0.02343	0.47697
Q185 (AS)	-0.20269	0.13881	0.43917
Q67 (AS)	0.04978	0.07820	0.42055
Q166 (AS)	0.13310	0.22532	0.41727
Q117 (PN)	0.15120	0.09074	0.40865
Q42 (PN)	0.28619	-0.00178	0.40223
Q104 (AS)	-0.14230	0.24589	0.39921
Q92 (AS)	0.27509	0.25202	0.38114
Q97 (AS)	-0.21889	0.21185	0.35374
Q124 (PN)	0.14573	0.07460	0.35225
Q71 (PN)	0.27136	0.20415	0.31319

Variance explained by each factor

Factor 1	Factor 2	Factor 3
3.646770	2.561667	2.379457

Figure 7

Rotated Factor Pattern for the Primary Adaptations

Secondary Adaptations

Orthogonal Transformation Matrix

	1	2	3
1	0.71405	0.56893	0.40799
2	-0.01392	-0.57111	0.82076
3	-0.69995	0.59174	0.39988

Rotated Factor Pattern

	Factor 1	Factor 2	Factor 3
Q178 (HY)	0.75457	0.16830	0.15876
Q43 (HY)	0.66241	0.27381	0.37575
Q165 (HY)	0.61454	-0.00720	0.15032
Q152 (OC)	0.60883	0.45294	0.14073
Q194 (OC)	0.59867	0.41330	0.08010
Q174 (HY)	0.58913	0.07371	0.11388
Q81 (HY)	0.47384	0.13069	0.21869
Q176 (PA)	0.43291	0.14504	0.21106
Q135 (PA)	0.38231	0.31777	0.32227
Q192 (OC)	0.35277	0.28195	0.27884
Q47 (OC)	0.39138	0.61043	-0.05160
Q16 (OC)	0.45444	0.49797	0.00897
Q169 (OC)	0.16243	0.49429	0.18698
Q45 (PA)	0.20551	0.48367	0.35005
Q58 (OC)	0.31901	0.47791	0.09508

Q24 (OC)	0.40194	0.44558	-0.06683
Q179 (OC)	0.12611	0.44367	-0.11096
Q5 (OC)	0.07524	0.39114	0.12258
Q4 (OC)	-0.10483	0.24500	0.01349
Q89 (OC)	0.05173	0.19528	0.11492
Q22 (PA)	0.09720	-0.13367	0.52469
Q107 (HY)	0.02093	0.20635	0.50644
Q180 (PA)	0.47039	0.42436	0.48983
Q23 (PA)	0.41795	0.41361	0.48312
Q157 (PA)	0.22166	0.21669	0.44108
Q63 (PA)	0.36003	0.40039	0.41262
Q156 (HY)	0.03453	-0.00552	0.32780
Q127 (HY)	0.23127	-0.05090	0.30876
Q53 (PA)	0.18575	0.20515	0.23678

Variance explained by each factor

Factor 1	Factor 2	Factor 3
4.545168	3.340703	2.345419

Figure 8

Rotated Factor Pattern for the Secondary Adaptations

Chapter V - Interpretation and Conclusion

The purpose of this study was to develop an instrument to assess the six personality adaptations originally described by Paul Ware, and to assess the instrument's reliability. The results of the reliability analysis indicates moderate inter-item correlations. All the items that I have chosen to measure the different adaptations do so equally well. Each scale measures one and only one adaptation reliably. Overall, the instrument has good internal reliability.

From the factor analysis, there is good evidence that four of the six adaptations exist in reality. The evidence is not as good that the Antisocial and Paranoid adaptations exist. The problem may have been the small sample size. Since the sample used was a minimum number to do the analyses, there is a possibility that these adaptations would factor out more cleanly with a larger sample size. Also, Antisocial was strong on the Cronbach alpha's while Paranoid was not as strong which could affect the factor analysis.

Analyzing the responses of individual's whom I know from my clinical assessment have a Paranoid or Antisocial adaptation, the questionnaire seems to be accurate when the individual has a Paranoid adaptation, but not as accurate when the individual's adaptation is Antisocial. The fact that the Paranoid adaptation

seems more accurately assessed, suggests that some of the difficulty in these two adaptations factoring out cleanly may have more to do with measuring the Antisocial adaptation than the Paranoid adaptation. The problem could be the attempt on the part of individuals with an Antisocial adaptation to "look good" and not answer the questions honestly. Additional work is needed to tease out the Antisocial adaptation through the use of more carefully worded questions and employing additional methods to control for social desirability. The development of a lie scale may be useful to determine whether the results for a particular test are confounded with the tendency to lie. There is an obvious need to continue to refine the instrument, nevertheless, the work done in this study represents a good first step.

While it is conceivable that an individual could score high or low on all six adaptations, this has not occurred in 278 administrations of the instrument, and in my judgement is not likely to happen, given the way individuals tend to adapt.

Future research will be to redo the same statistical procedures using the new 12 item scales for each adaptation to see how these scales are performing and whether they continue to have moderately high inter-item correlations. A key focus will be to clearly differentiate the Antisocial adaptation and to establish evidence for the existence of the Antisocial and Paranoid adaptations through another factor analysis with a larger sample. In addition, more work needs to be done in

assessing the external validity of the test. I have had difficulty finding adequate "experts" trained in this approach in order to evaluate the test against the intuitive assessment of such experts. Clearly this needs to be done. In future administrations of newer versions, I will measure the validity of the instrument against my prior intuitive predictions. It would also be useful to obtain norms for different populations. As a further measure of external validity, it would be useful to compare the results between this questionnaire and the MMPI (Hathaway and McKinley 1967) on a large sample of individuals.

Limitations

A correlation of responses between split halves of the test on a single administration has not been run. Test-retest reliability has not been established, nor has external validity been established. Therefore, at this point, the Personality Adaptation Questionnaire is an experimental instrument and should be used as such until these procedures have been completed.

Three-fourths of the sample used for developing the instrument were women. All were patients in psychotherapy. The majority were white with some Afro-Americans. The ages ranged from 13 to 68 with a mean of 36.8 and a standard deviation of 9.7. More males, non-psychotherapy patients, and individuals from various racial and ethnic groups need to be tested before the instrument can be considered reliable for all groups.

Conclusion

While additional work will further refine the questionnaire developed in this study, as it currently stands with the limitations mentioned, the questionnaire offers a useful tool in assessing four of the six basic personality adaptations. The original version of the questionnaire assessed the three secondary adaptations of Passive-Aggressive, Obsessive-Compulsive, and Hysterical, and the primary adaptation of Schizoid. From my own intuitive assessment, the instrument assessed the Paranoid adaptation but not the Antisocial adaptation. With the new questions added to further measure the Antisocial adaptation, I hope the new version will more clearly pick out that adaptation. My experience in using this instrument is that in the majority of cases it matches my own intuitive perceptions of the clients that I have tested.

Appendix A

Personality Adaptations

(This material was originally developed by Paul Ware and revised by Vann Joines - see Stewart and Joines, (1987), TA TODAY, for a definition of the terms used here)

Table I: Primary (Surviving) Adaptations

Schizoid BTF* Creative-Daydreamer Tentative Parenting

Characteristics: withdrawn passivity, day dreaming, avoidance, detachment, artistic, creative thinking, concerned about others

Description: shy, overly sensitive, eccentric, caring, supportive, pleasant, kind

Drivers: be strong, try hard or please others

Racket(s): confusion, numb, scare covering anger, hurt

Games: Kick Me, See What You Made Me Do

Injunctions: don't make it, don't belong, don't enjoy, don't
 be sane, don't grow up, don't feel (joy, sexual,
 angry) don't think

Paranoid TFB* Brilliant-Skeptic Inconsistent Parenting

Characteristics: rigidity of thought, grandiosity, projection,
 brilliant thinkers, very alert, keep on top of
 things, pay attention to details

Description: hypersensitive, suspicious, jealous, envious,
 knowledgeable, careful

Drivers: be strong, be perfect

Racket(s): anger covering scare

Games: Now I've Got You, Blemish

Injunctions: don't be a child, don't be close, don't belong,
 don't enjoy

Antisocial BFT* Charming-Manipulator Anticipatory Parenting

Characteristics: conflict (with rules of society), low frustration tolerance, seek excitement and drama, high energy, goal oriented, think well on their feet

Description: selfish, callous (tough), irresponsible, impulsive, charming, charismatic, aggressive, articulate, promoting, manipulating

Drivers: be strong, please others (con)

Racket(s): confusion, anger covering scare, sadness

Games: Cops and Robbers, Catch Me If You Can, Seducto

Injunctions: don't make it, don't be close, don't feel (scare, sadness), don't think (in terms of future problem solving, do think to outsmart, make fools of)

* The doors are: B = Behavior, T = Thinking, F = Feeling.

The order of the doors is: Open, Target, Trap.

Table II: Secondary (Performing) AdaptationsPassive-Aggressive BFT* Playful-Resistor Struggle

Characteristics: aggressive passivity, demonstrates resentment, overly-dependent, determined to think for themselves, weighs both sides of an issue

Description: obstructive, pouting, stubborn, loyal, energetic, playful, tenacious

Drivers: try hard, be strong

Racket(s): frustration covering hurt

Games: Why Don't You, Yes But; Do Me Something; Stupid; Corner; Kick Me

Injunctions: don't' grow up, don't feel, don't enjoy, don't be close, don't enjoy

Obsessive-Compulsive TFB* Responsible-Workaholic Achievement

Characteristics: conforming, conscientious, responsible, reliable

Description: perfectionist, overly inhibited, overly

conscientious, dutiful, tense (hardest thing to relax), dependable, neat

Drivers: you're okay with me if you are perfect, please others, be strong or try hard

Racket(s): anxiety, guilt covering anger, depression, anger covering sadness

Games: Harried, See How Hard I'm Trying, If It Weren't For You

Injunctions: don't be a child, don't feel, don't be close, don't be important, don't enjoy

Hysteric FTB* Enthusiastic-Overreactor Relationships

Characteristics: excitable, over reactive, emotionally unstable, dramatic, attention getting, seductive, high energy, concerned about others' feelings, imaginative

Description: immature, self-centered, vain, dependent, playful, attractive, fun

Drivers: please others, try hard or hurry up

Racket(s): scare, sadness, confusion covering anger

Games: Rapo, If It Weren't For You

Injunctions: don't grow up, don't think, don't be important
 (generally from the parent of the same sex),
 don't be you (for males - sometimes have a
 homosexual adaptation)

* The doors are B = Behavior, T = Thinking, F = Feeling.

The order of the doors is: open, target, trap.

Appendix B

Items to Elicit the Different Personality Adaptations

Schizoid Personality Adaptation

Items:

1. I'm more comfortable being alone than with other people.
2. I like to help people who are not as fortunate as I am.
3. I enjoy being alone with my daydreams and fantasies.
4. I pay more attention to other people's feelings and needs than I do to my own.
5. I enjoy a one to one conversation, with someone I know, more than a group conversation.
6. I often keep a low profile when in a group of people.
7. I like to be with people who respect my privacy.
8. I tend to be a bit eccentric.
9. One of my greatest strengths is being sensitive and supportive of others.
10. I like to use my imagination.
11. Others might say I'm shy.
12. I don't like to make waves.
13. When there is conflict I tend to withdraw.
14. I enjoy being artistic and creative.
15. I'm sometimes afraid that if I let my true self out, others might not know what to do with me.
16. I have difficulty being the center of attention.

17. I sometimes feel that if people really knew me they would find me boring.
18. I need to feel safe before I share things that are important to me.
19. I'm often seen as a kind person.
20. I get tired if I'm with other people too long.
21. I'm not comfortable with small talk.
22. I like to give other people their space.
23. People sometimes think I am aloof.
24. I can tune out other people and things pretty easily when I am trying to listen to something important.
25. I tend to be quiet in groups.
26. I hate small talk.
27. I don't like superficial people.
29. I often daydream.
30. I seldom show a lot of excitement.
31. I don't like to wear loud clothes that draw attention to me.
32. I tend to handle things on my own.
33. I don't tend to call on others for help.
34. My motto might be "all things in moderation."

Paranoid Personality Adaptation

Items:

1. I am careful about how I do things.
2. I tend to feel jealous when my partner is paying attention to individuals of the opposite sex.
3. I am good with details.

4. I am a good organizer.
5. I value my beliefs and principals.
6. I tend to think that other people should do things the way I do them.
7. I have difficulty accepting other people`s beliefs when they are different from my own.
8. I get very upset when other people are irresponsible.
9. When there is conflict I like to straighten the other person out.
10. It is important that other people respect my opinions.
11. I think it is important to tell other people what I think.
12. I am good with overseeing projects.
13. The last thing I would give up is my logical mind.
14. Life is serious business.
15. I like to be aware of what's going on in a room.
16. I feel compelled to point out other's mistakes.
17. I like to be in control.
18. I have difficulty showing emotions other than anger.
19. I tend to talk a lot.
20. Ethics are very important to me.
22. I don't like it when people get away with things.
23. I can be very controlling when I need to be.
24. I often feel angry.
25. Knowing who to blame is important to me.
26. I tend to be a skeptic.
27. I am often suspicions of other's motives.
29. I enjoy catching others at their mistakes.

30. I don't like silly things.
31. My motto might be "honesty above all."

Antisocial Personality Adaptation

Items:

1. I enjoy selling people on a project I believe important.
2. I often do things on the spur of the moment without any planning.
3. I thrive on excitement.
4. I like to look out for number one.
5. I like to take risks.
6. I enjoy flashy people and things.
7. I am sly like a fox
8. I enjoy outsmarting others.
9. I get bored easily.
10. I often feel like its' each person for themselves.
11. I can be tough when I need to.
12. I can be charming when I need to.
13. I like to stay one jump ahead when dealing with others.
14. When I feel rejected I often think "I'll show you."
15. I like "being in the fast track."
16. I like to "wheel and deal."
17. My motto might be I don't get mad I get even.
18. I get angry when people don't measure up.
19. When I've reached my limit, "I'm out of here!"
20. I like "looking good."
21. Money and power are important to me.

22. I think fast on my feet.
23. I enjoy getting the best of other people.
24. I am a good promoter.
25. I tend to be impulsive.
26. I like a good challenge.
27. I like a good time.
28. I know how to maneuver.
29. I have difficulty making commitments.
30. I like getting away with things.
31. I like "living on the edge."
32. I sometimes do things that if I were caught I'd be in a lot of trouble.
33. I like to "bend the rules."
34. My motto might be "you only live once."

Passive-Aggressive Personality Adaptation

Items:

1. When I am convinced of an idea I will stick with it through thick and thin.
2. People sometimes see me as stubborn.
3. I don't like to be pushed.
4. In conflicts I often feel "dammed if I do; dammed if I don't."
5. I like to be with people who like to have fun and do playful things.
6. I like to be independent and unique.
7. I often struggle with decisions.

8. I have difficulty getting started when I have things to do.
9. Often things interfere with my being on time.
10. I am good at spotting what's wrong in a situation.
11. Fairness is very important to me.
12. I stick with people through thick and thin.
13. I often argue to try and get what I want.
14. I frequently feel frustrated in getting what I want.
15. I debate about whether to share my feelings.
16. When I get angry or hurt I try not to let anyone know.
17. I sometimes get accused of pouting and hinting.
18. I would like people to know what I want without my asking.
19. I often feel like life is a struggle.
20. I can dig in my heels if someone is insisting I do it their way.
21. I want to be my own person.
22. Integrity is very important to me.
23. I tend to try hard.
24. It is important for people to be patient with me.
25. I hate to be rushed.
26. I like to get my way.
27. I can be very tenacious.
28. I don't like to give in.
29. I tend to hold on to things I feel upset about.
30. I worry about being too dependent.
31. I would make a good detective.
32. I often withhold information.
33. I have difficulty taking these kinds of tests.

34. My motto might be "you have to fight to get ahead in this life."

Obsessive-Compulsive Personality Adaptation

Items:

1. When I have a project at work, I will often stay later than my fellow workers in order to clear up every detail.
2. I can never seem to get caught up in my work.
3. I often have several projects going at once.
4. I like to be responsible.
5. I have a hard time relaxing.
6. It is important to me to be well groomed.
7. I often feel harried.
8. I often postpone play until I get my work done.
9. It is important to me to be thought of as a good person.
10. I am as good as my word.
11. I like to do things well.
12. I am very reliable.
13. Others approval for things I do is very important to me.
14. I have little rituals that I tend to go through.
15. I often have thoughts that I don't want to have.
16. I often go over and over things in my head.
17. I often rehearse what I'm going to say before I say it.
18. I feel it's important to follow the rules.
19. I often make lists.
20. I feel responsible for the world.
21. I often work when others are playing.

22. Being honest is important to me.
23. I am very fair in my dealings with others.
24. I often feel tired.
25. I feel more comfortable doing things than socializing.
26. I have a hard time doing nothing.
27. It takes me a while to shift gears.
28. It is important for others to see me as responsible.
29. I notice when things aren't quite right.
30. Others tell me I am a perfectionist.
31. I tend to be a workaholic.
32. My motto might be "any job worth doing is worth doing well."

Hysterical Personality Adaptation

Items:

1. When people pay attention to me I feel loved.
2. I have trouble figuring out electronic gadgets.
3. It is important for people to care about my feelings.
4. I often feel responsible for keeping people around me happy.
5. Looking attractive is important to me.
6. I tend to follow my heart.
7. I like to entertain others.
8. I like being noticed.
9. I tend to react emotionally a lot.
10. I enjoy getting excited.
11. I feel hurt and confused when others are not pleased with me.
12. I am very imaginative and creative.

13. I like bright colors.
14. I like to talk and share feelings.
15. I feel excited and scared when I flirt.
16. I tend to be very expressive.
17. I am often accused of overreacting.
18. I like to play.
19. I like to belong to a group.
20. I cry easily.
21. I'm not shy about expressing my feelings.
22. Sometimes I get scared to death.
23. When people don't respond to me I feel rejected.
24. I like for people to look at me when they talk to me.
25. I feel very upset when people criticize me.
26. I am good at keeping things going in a social situation.
27. I can be very enthusiastic.
28. I talk really fast when I am excited.
29. I make a good host (hostess).
30. I can get excited easily.
31. Things can look awful today and fine tomorrow.
32. I have difficulty differentiating my feelings from fact.
33. My motto might be "life is full of excitement."

Appendix C

Personality Adaptation Questionnaire

by Vann Joines

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Instructions: Read each question and mark the answer sheet according to the response that best fits for you. Do not omit any items.

1. I often daydream.
2. I tend not to call on others for help.
3. I don't like silly things.
4. I feel responsible for the world.
5. Others tell me I am a perfectionist.
6. I can be very controlling when I need to be.
7. I enjoy getting the best of other people.
8. I don't like to wear loud clothes that draw attention to me.
9. I am very imaginative and creative.
10. I like to give other people their space.
11. It takes me a while to shift gears.
12. I like to "wheel and deal."
13. I can dig in my heels if someone is insisting I do it their way.
14. Fairness is very important to me.

15. I like getting away with things.
16. I often postpone play until I get my work done.
17. I like to take risks.
18. I enjoy selling people on a project I believe is important.
19. I enjoy being alone with my daydreams and fantasies.
20. I have difficulty accepting other people`s beliefs when they differ from my own.
21. I want to be my own person.
22. I have difficulty getting started when I have things to do.
23. I often struggle with decisions.
24. When I have a project at work, I will often stay later than my fellow workers in order to get everything right.
25. I am a good promoter.
26. My motto might be "any job worth doing is worth doing well."
27. I like to be independent and unique.
28. I like being noticed.
29. Being honest is important to me.
30. When I feel rejected I often think "I'll show you."
31. I like to get my way.
32. I often feel like life is a struggle.
33. I tend to talk a lot.
34. I often do things on the spur of the moment without any planning.
35. Things often interfere with my being on time.
36. I tend to be a bit eccentric.
37. I can be very enthusiastic.
38. I don`t like to make waves.

39. I can be very tenacious.
40. Looking attractive is important to me.
41. I get tired if I'm with other people too long.
42. I often feel angry.
43. Things can look awful today and fine tomorrow.
44. I think fast on my feet.
45. In conflicts I often feel "dammed if I do; dammed if I don't."
46. My motto might be "honesty above all."
47. I often work when others are playing.
48. I am very reliable.
49. I pay more attention to other people's feelings and needs than I do to my own.
50. I am sly as a fox.
51. I need to feel safe before I share things that are important to me.
52. I enjoy flashy people and things.
53. I tend to think that other people should do things the way I do them.
54. Ethics are very important to me.
55. I hate small talk.
56. I can be charming when I need to.
57. I often feel tired.
58. I have a hard time doing nothing.
59. I tend to try hard.
60. I tend to be very expressive.
61. I don't like superficial people.

62. I like a "good time."
63. I tend to hold on to things I feel upset about.
64. I have difficulty being the center of attention.
65. I like to belong to a group.
66. I feel compelled to point out other's mistakes.
67. I get bored easily.
68. It is important for people to be patient with me.
69. I'm sometimes afraid that if I let my true self out, others might not know what to do with me.
70. I have difficulty showing emotions other than anger.
71. I tend to be a skeptic.
72. I have difficulty differentiating my feelings from facts.
73. I like a good challenge.
74. I often rehearse what I'm going to say before I say it.
75. I seldom show a lot of excitement.
76. I enjoy outsmarting others.
77. When I get angry or hurt I try not to let anyone know.
78. I like to look out for number one.
79. I like to play.
80. I often feel responsible for keeping people around me happy.
81. I talk really fast when I am excited.
82. I am good at spotting what's wrong in a situation.
83. People sometimes think I am aloof.
84. I am good with overseeing projects.
85. It is important to me to be thought of as a good person.
86. Integrity is very important to me.

87. I tend to follow my heart.
88. I value my beliefs and principles.
89. I have little rituals that I often go through.
90. When I've reached my limit, "I'm out of here!"
91. I like to do things well.
92. I am often suspicious of other's motives.
93. I stick with people through thick and thin.
94. I like "looking good."
95. I like to entertain others.
96. I would make a good detective.
97. I thrive on excitement.
98. I get very upset when other people are irresponsible.
99. I hate to be rushed.
100. Others might say I'm shy.
101. I tend to handle things on my own.
102. I enjoy a one to one conversation, with someone I know, more than a group conversation.
103. I like to be aware of what's going on in a room.
104. I tend to be impulsive.
105. I'm often seen as a kind person.
106. I like "being in the fast track."
107. Sometimes I get "scared to death."
108. I often have thoughts that I don't want to have.
109. I often keep a low profile when in a group of people.
110. My motto might be "all things in moderation."
111. My motto might be "I don't get mad I get even."
112. Others approval for things I do is very important to me.

113. My motto might be "you only live once."
114. It is important that other people respect my opinions.
115. One of my greatest strengths is being sensitive and supportive of others.
116. I often argue to try and get what I want.
117. I often feel like it's each person for themselves.
118. I know how to maneuver.
119. I often withhold information.
120. I am careful about how I do things.
121. I am very fair in my dealings with others.
122. I tend to be quiet in groups.
123. My motto might be "you have to fight to get ahead in this life."
124. I get angry when people don't measure up.
125. I enjoy catching others at their mistakes.
126. I am good with details.
127. I cry easily.
128. I like to use my imagination.
129. I enjoy being artistic and creative.
130. I feel excited and scared when I flirt.
131. It is important for others to see me as responsible.
132. I am good at keeping things going in a social situation.
133. The last thing I would give up is my logical mind.
134. I like to be responsible.
135. I debate about whether to share my feelings.
136. When I am convinced of an idea I will stick with it through thick and thin.

137. Knowing who to blame is important to me.
138. Money and power are important to me.
139. When there is conflict I tend to withdraw.
140. When people pay attention to me I feel loved.
141. I am as good as my word.
142. I like for people to look at me when they talk to me.
143. I make a good host (hostess).
144. I notice when things aren't quite right.
145. I can tune out other people and things pretty easily when I
I am trying to listen to something important.
146. I'm not shy about expressing my feelings.
147. I like to be in control.
148. Life is serious business.
149. I feel very upset when people criticize me.
150. I can be tough when I need to.
151. I sometimes get accused of pouting and hinting.
152. I feel it's important to follow the rules.
153. I often go over and over things in my head.
154. I'm more comfortable being alone than with other people.
155. It is important for people to care about my feelings.
156. I am often accused of overreacting.
157. I would like people to know what I want without my asking.
158. I'm not comfortable with small talk.
159. I worry about being too dependent.
160. I don't like to give in.
161. When there is conflict I like to straighten the other person
out.

162. I feel more comfortable doing things than socializing.
163. I sometimes feel that if people really knew me they would find me boring.
164. I like to be with people who like to have fun and do playful things.
165. I can get excited easily.
166. I like to stay one jump ahead when dealing with others.
167. When people don't respond to me I feel rejected.
168. I am a good organizer.
169. I have a hard time relaxing.
170. I have difficulty making commitments.
171. I like wearing bright colors.
172. My motto might be "life is full of excitement."
173. I tend to react emotionally a lot.
174. I think it is important to tell other people what I think.
175. I frequently feel frustrated in getting what I want.
176. People sometimes see me as stubborn.
177. I tend to feel jealous when my partner is paying attention to individuals of the opposite sex.
178. I like to talk and share feelings.
179. I tend to go from one job to the next without a break.
180. I feel hurt and confused when others are not pleased with me.
181. I have difficulty taking these kinds of tests.
182. I like to help people who are not as fortunate as I am.
183. I like "living on the edge."
184. I don't like it when people get away with things.

185. I like to "bend the rules."
186. I don't like to be pushed.
187. I enjoy getting excited.
188. I can never seem to get caught up in my work.
189. I like to be with people who respect my privacy.
190. It is important to me to be well groomed.
191. I have trouble figuring out electronic gadgets.
192. I often feel harried.
193. I sometimes do things that if I were caught I'd be in a lot
of trouble.
194. I often have several projects going at once.
195. I tend to be a workaholic.

Appendix D

True-False Answer Sheet

Name: _____ Age: _____ Sex: _____

Address: _____

Directions: Circle the response that best fits for you on each item.

Key: T - True, F - False

1. T F
2. T F
3. T F
4. T F
5. T F
6. T F
7. T F
8. T F
9. T F
10. T F
11. T F
12. T F
13. T F
14. T F
15. T F
16. T F
17. T F
18. T F
19. T F
20. T F
21. T F
22. T F
23. T F
24. T F
25. T F
26. T F
27. T F

28. T F
29. T F
30. T F
31. T F
32. T F
33. T F
34. T F
35. T F
36. T F
37. T F
38. T F
39. T F
40. T F
41. T F
42. T F
43. T F
44. T F
45. T F
46. T F
47. T F
48. T F
49. T F
50. T F
51. T F
52. T F
53. T F
54. T F

- 55. T F
- 56. T F
- 57. T F
- 58. T F
- 59. T F
- 60. T F
- 61. T F
- 62. T F
- 63. T F
- 64. T F
- 65. T F
- 66. T F
- 67. T F
- 68. T F
- 69. T F
- 70. T F
- 71. T F
- 72. T F
- 73. T F
- 74. T F
- 75. T F
- 76. T F
- 77. T F
- 78. T F
- 79. T F
- 80. T F
- 81. T F

82. T F
83. T F
84. T F
85. T F
86. T F
87. T F
88. T F
89. T F
90. T F
91. T F
92. T F
93. T F
94. T F
95. T F
96. T F
97. T F
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134. T F
135. T F

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141. T F
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143. T F
144. T F
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171. T F
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177. T F
178. T F
179. T F
180. T F
181. T F
182. T F
183. T F
184. T F
185. T F
186. T F
187. T F
188. T F
189. T F

190. T F
191. T F
192. T F
193. T F
194. T F
195. T F

Appendix E

Five Point Answer Sheet

Name: _____ Age: _____ Sex: _____

Address: _____

Directions: Circle the response that best fits for you on each item.

Key: A - Always, F - Frequently, S - Sometimes, R - Rarely,
N - Never

1. A F S R N
2. A F S R N
3. A F S R N
4. A F S R N
5. A F S R N
6. A F S R N
7. A F S R N
8. A F S R N
9. A F S R N
10. A F S R N
11. A F S R N
12. A F S R N
13. A F S R N
14. A F S R N
15. A F S R N
16. A F S R N
17. A F S R N
18. A F S R N
19. A F S R N
20. A F S R N
21. A F S R N
22. A F S R N
23. A F S R N
24. A F S R N
25. A F S R N
26. A F S R N
27. A F S R N

28. A F S R N
29. A F S R N
30. A F S R N
31. A F S R N
32. A F S R N
33. A F S R N
34. A F S R N
35. A F S R N
36. A F S R N
37. A F S R N
38. A F S R N
39. A F S R N
40. A F S R N
41. A F S R N
42. A F S R N
43. A F S R N
44. A F S R N
45. A F S R N
46. A F S R N
47. A F S R N
48. A F S R N
49. A F S R N
50. A F S R N
51. A F S R N
52. A F S R N
53. A F S R N
54. A F S R N

55. A F S R N
56. A F S R N
57. A F S R N
58. A F S R N
59. A F S R N
60. A F S R N
61. A F S R N
62. A F S R N
63. A F S R N
64. A F S R N
65. A F S R N
66. A F S R N
67. A F S R N
68. A F S R N
69. A F S R N
70. A F S R N
71. A F S R N
72. A F S R N
73. A F S R N
74. A F S R N
75. A F S R N
76. A F S R N
77. A F S R N
78. A F S R N
79. A F S R N
80. A F S R N
81. A F S R N

82. A F S R N
83. A F S R N
84. A F S R N
85. A F S R N
86. A F S R N
87. A F S R N
88. A F S R N
89. A F S R N
90. A F S R N
91. A F S R N
92. A F S R N
93. A F S R N
94. A F S R N
95. A F S R N
96. A F S R N
97. A F S R N
98. A F S R N
99. A F S R N
100. A F S R N
101. A F S R N
102. A F S R N
103. A F S R N
104. A F S R N
105. A F S R N
106. A F S R N
107. A F S R N
108. A F S R N

109. A F S R N
110. A F S R N
111. A F S R N
112. A F S R N
113. A F S R N
114. A F S R N
115. A F S R N
116. A F S R N
117. A F S R N
118. A F S R N
119. A F S R N
120. A F S R N
121. A F S R N
122. A F S R N
123. A F S R N
124. A F S R N
125. A F S R N
126. A F S R N
127. A F S R N
128. A F S R N
129. A F S R N
130. A F S R N
131. A F S R N
132. A F S R N
133. A F S R N
134. A F S R N
135. A F S R N

136. A F S R N
137. A F S R N
138. A F S R N
139. A F S R N
140. A F S R N
141. A F S R N
142. A F S R N
143. A F S R N
144. A F S R N
145. A F S R N
146. A F S R N
147. A F S R N
148. A F S R N
149. A F S R N
150. A F S R N
151. A F S R N
152. A F S R N
153. A F S R N
154. A F S R N
155. A F S R N
156. A F S R N
157. A F S R N
158. A F S R N
159. A F S R N
160. A F S R N
161. A F S R N
162. A F S R N

163. A F S R N
164. A F S R N
165. A F S R N
166. A F S R N
167. A F S R N
168. A F S R N
169. A F S R N
170. A F S R N
171. A F S R N
172. A F S R N
173. A F S R N
174. A F S R N
175. A F S R N
176. A F S R N
177. A F S R N
178. A F S R N
179. A F S R N
180. A F S R N
181. A F S R N
182. A F S R N
183. A F S R N
184. A F S R N
185. A F S R N
186. A F S R N
187. A F S R N
188. A F S R N
189. A F S R N

190. A F S R N
191. A F S R N
192. A F S R N
193. A F S R N
194. A F S R N
195. A F S R N

Appendix F

Fifteen Item Scales

Schizoid

- Q1 - I often daydream.
- Q2 - I tend to not call on others for help.
- Q8 - I don't like to wear loud clothes that draw attention to me.
- Q36 - I tend to be a bit eccentric.
- Q38 - I don't like to make waves.
- Q41 - I get tired if I am with other people too long.
- Q55 - I hate small talk.
- Q64 - I have difficulty being the center of attention.
- Q69 - I'm sometimes afraid that if I let my true self out, others might not know what to do with me.
- Q75 - I seldom show a lot of excitement.
- Q100 - Others might say I'm shy.
- Q122 - I tend to be quiet in groups.
- Q129 - I enjoy being artistic and creative.
- Q154 - I'm more comfortable being alone than with other people.
- Q182 - I like to help people who are not as fortunate as I am.

Antisocial

- Q15 - I like getting away with things.
- Q17 - I like to take risks.
- Q25 - I am a good promoter.
- Q30 - When I feel rejected I often think "I'll show you."
- Q44 - I think fast on my feet.
- Q52 - I enjoy flashy people and things.
- Q56 - I can be charming when I need to.
- Q67 - I get bored easily.
- Q90 - When I've reached my limit, "I'm out of here!"
- Q97 - I thrive on excitement.
- Q104 - I tend to be impulsive.
- Q117 - I often feel like it's each person for themselves.
- Q118 - I know how to maneuver.
- Q166 - I like to stay one jump ahead when dealing with others.
- Q185 - I like to "bend the rules."
- Q193 - I sometimes do things that if I were caught I'd be in a lot of trouble.

Paranoid

- Q3 - I don't like silly things.
- Q20 - I have difficulty accepting other people's beliefs when they differ from my own.
- Q33 - I tend to talk a lot.
- Q42 - I often feel angry.
- Q53 - I tend to think that other people should do things the way I do them.
- Q71 - I tend to be a skeptic.
- Q84 - I am good with overseeing projects.
- Q92 - I am often suspicious of other's motives.
- Q124 - I get angry when people don't measure up.
- Q125 - I enjoy others ar their mistakes.
- Q147 - I like to be in control.
- Q148 - Life is serious business.
- Q161 - When there is a conflict I like to straighten the other person out.
- Q168 - I am a good organizer.
- Q174 - I think it is important to tell other people what I think.

Passive-Aggressive

- Q13 - I can dig in my heels if someone is insisting that I do it their way.

- Q22 - I have difficulty getting started when I have things to do.
- Q23 - I often struggle with decisions.
- Q32 - I often feel like life is a struggle.
- Q39 - I can be very tenacious.
- Q45 - In conflicts I often feel "damned if I do; damned if I don't."
- Q63 - I tend to hold on to things I feel upset about.
- Q77 - When I get angry or hurt I try to not let anyone know.
- Q99 - I hate to be rushed.
- Q135 - I debate about whether to share my feelings.
- Q136 - When I am convinced of an idea I will stick with it through thick and thin.
- Q151 - I sometimes get accused of pouting and hinting.
- Q157 - I would like people to know what I want without my asking.
- Q160 - I don't like to give in.
- Q176 - People sometimes see me as stubborn.

Obsessive-Compulsive

- Q4 - I feel responsible for the world.
- Q5 - Others tell me I am a perfectionist.
- Q11 - It takes me a while to shift gears.
- Q16 - I often postpone play until I get my work done.
- Q24 - When I have a project at work, I will often stay later than my fellow workers in order to get everything right.

- Q47 - I often work when others are playing.
- Q58 - I have a hard time doing nothing.
- Q89 - I have little rituals that I often go through.
- Q112 - Other's approval for things I do is very important to me.
- Q152 - I feel it's important to follow the rules.
- Q162 - I feel more comfortable doing things than socializing.
- Q169 - I have a hard time relaxing.
- Q179 - I tend to go from one job to the next without a break.
- Q192 - I often feel harried.
- Q194 - I often have several projects going at once.
- Q195 - I tend to be a workaholic.

Hysterical

- Q28 - I like being noticed.
- Q37 - I can be very enthusiastic.
- Q43 - Things can look awful today and fine tomorrow.
- Q72 - I have difficulty differentiating my feelings from facts.
- Q81 - I talk really fast when I am excited.
- Q95 - I like to entertain others.
- Q107 - Sometimes I get "scared to death."
- Q127 - I cry easily.
- Q132 - I am good at keeping things going in a social situation.
- Q140 - When people pay attention to me I feel loved.
- Q156 - I am often accused of overreacting.
- Q165 - I can get excited easily.

Q173 - I tend to react emotionally a lot.

Q178 - I like to talk and share feelings.

Q180 - I feel hurt and confused when others are not pleased with
me.

Appendix G

Twelve Item Scales

Schizoid

- Q1 - I often daydream.
- Q2 - I tend to not call on others for help.
- Q36 - I tend to be a bit eccentric.
- Q38 - I don't like to make waves.
- Q41 - I get tired if I am with other people too long.
- Q55 - I hate small talk.
- Q64 - I have difficulty being the center of attention.
- Q69 - I'm sometimes afraid that if I let my true self out,
others might not know what to do with me.
- Q75 - I seldom show a lot of excitement.
- Q100 - Others might say I'm shy.
- Q122 - I tend to be quiet in groups.
- Q154 - I'm more comfortable being alone than with other people.

Antisocial

- Q15 - I like getting away with things.
- Q17 - I like to take risks.
- Q30 - When I feel rejected I often think "I'll show you."

- Q56 - I can be charming when I need to.
- Q67 - I get bored easily.
- Q90 - When I've reached my limit, "I'm out of here!"
- Q97 - I thrive on excitement.
- Q104 - I tend to be impulsive.
- Q117 - I often feel like it's each person for themselves.
- Q118 - I know how to maneuver.
- Q166 - I like to stay one jump ahead when dealing with others.
- Q185 - I like to "bend the rules."

Paranoid

- Q3 - I don't like silly things.
- Q20 - I have difficulty accepting other people's beliefs when
they differ from my own.
- Q42 - I often feel angry.
- Q53 - I tend to think that other people should do things the way
I do them.
- Q71 - I tend to be a skeptic.
- Q84 - I am good with overseeing projects.
- Q92 - I am often suspicious of other's motives.
- Q124 - I get angry when people don't measure up.
- Q147 - I like to be in control.
- Q148 - Life is serious business.
- Q161 - When there is a conflict I like to straighten the other
person out.

Q174 - I think it is important to tell other people what I think.

Passive-Aggressive

Q22 - I have difficulty getting started when I have things to do.

Q23 - I often struggle with decisions.

Q32 - I often feel like life is a struggle.

Q39 - I can be very tenacious.

Q45 - In conflicts I often feel "damned if I do; damned if I don't."

Q63 - I tend to hold on to things I feel upset about.

Q77 - When I get angry or hurt I try to not let anyone know.

Q135 - I debate about whether to share my feelings.

Q151 - I sometimes get accused of pouting and hinting.

Q157 - I would like people to know what I want without my asking.

Q160 - I don't like to give in.

Q176 - People sometimes see me as stubborn.

Obsessive-Compulsive

Q4 - I feel responsible for the world.

Q5 - Others tell me I am a perfectionist.

Q16 - I often postpone play until I get my work done.

- Q24 - When I have a project at work, I will often stay later than my fellow workers in order to get everything right.
- Q47 - I often work when others are playing.
- Q58 - I have a hard time doing nothing.
- Q89 - I have little rituals that I often go through.
- Q152 - I feel it's important to follow the rules.
- Q169 - I have a hard time relaxing.
- Q179 - I tend to go from one job to the next without a break.
- Q192 - I often feel harried.
- Q194 - I often have several projects going at once.

Hysterical

- Q28 - I like being noticed.
- Q43 - Things can look awful today and fine tomorrow.
- Q81 - I talk really fast when I am excited.
- Q95 - I like to entertain others.
- Q107 - Sometimes I get "scared to death."
- Q127 - I cry easily.
- Q140 - When people pay attention to me I feel loved.
- Q156 - I am often accused of overreacting.
- Q165 - I can get excited easily.
- Q173 - I tend to react emotionally a lot.
- Q178 - I like to talk and share feelings.
- Q180 - I feel hurt and confused when others are not pleased with me.

Appendix H

Final Revised Scales for the Personality Adaptations

Schizoid

- Q41 - I get tired if I am with other people too long.
- Q55 - I hate small talk.
- Q64 - I have difficulty being the center of attention.
- Q69 - I am sometimes afraid that if I express my true feelings
and needs, others will not know what to do with me.
(Rewritten)
- Q75 - I hold back my excitement. (Rewritten)
- Q77 - When I get angry or hurt, I try not to let anyone know.
- Q100 - Others might say I'm shy.
- Q122 - I tend to be quiet in groups.
- Q154 - I am more comfortable being alone than with other people.
- Q162 - I feel more comfortable doing things than socializing.
- I like to spend time alone with my thoughts. (New Item)
- Other people tell me I am quiet. (New Item)

Antisocial

- Q15 - I like getting away with things.

- Q17 - I like to take risks.
- Q28 - I like being noticed.
- Q30 - When I feel rejected I think "I'll show you!"
- Q67 - I get bored easily.
- Q92 - I am suspicious of other people's motives.
- Q97 - I thrive on excitement.
- Q104 - I am impulsive.
- Q118 - I know how to maneuver.
- Q166 - I try to stay one jump ahead when dealing with others.
- Q185 - I like to bend the rules.
 - I don't like to make commitments. (New Item)

Paranoid

- Q42 - I get angry easily.
- Q71 - I tend to doubt things until they are proven. (Rewritten)
- Q117 - I feel like its each person for themselves.
- Q124 - I get angry when people don't measure up.
- Q136 - When I am convinced of an idea I will stick with it through thick and thin.
- Q147 - I like to be in control.
- Q160 - I have difficulty giving in.
 - I get jealous easily. (New Item)
 - I don't like surprises. (New Item)
 - I think through things better than anyone around me. (New Item)

- I think it is important to be careful about everything you do. (New Item)
- I think most people are careless in what they do. (New Item)

Passive-Aggressive

- Q22 - I have difficulty getting started when I have things to do.
- Q23 - I struggle with decisions. (Rewritten)
- Q32 - I often feel like life is a struggle.
- Q45 - In conflicts I feel "damned if I do and damned if I don't".
- Q53 - I think other people should do things my way. (Rewritten)
- Q63 - I hold on to things I feel upset about. (Rewritten)
- Q107 - Sometimes I get scared to death. (Rewritten)
- Q135 - I debate about whether to share my feelings.
- Q157 - I would like for people to know what I want without my asking.
- Q192 - I tend to feel rushed with too many things to do at once. (Rewritten)
- Q180 - I feel hurt and confused when people are not pleased with me.
 - Many things frustrate me. (New Item)

Obsessive-Compulsive

- Q4 - I feel responsible for the world.
- Q5 - Others tell me I am a perfectionist.
- Q16 - I postpone play until I get my work done.
- Q24 - When I have a project at work, I will stay later than my fellow workers in order to get everything right.
- Q47 - I work when other are playing.
- Q58 - I have a hard time doing nothing.
- Q89 - I have little rituals that I go through.
- Q152 - I think it is important to follow the rules. (Rewritten)
- Q169 - I have a hard time relaxing.
- Q179 - I tend to go from one job to the next without a break.
- Q194 - I keep several projects going at once.
- I would rather go along with the crowd than create a fuss.
- (New Item)

Hysterical

- Q81 - I talk really fast when I am excited.
- Q90 - When things are not going well I tend to run away.
- (Rewritten)
- Q95 - I like to entertain socially. (Rewritten)
- Q127 - I cry easily.
- Q156 - I get accused of overreacting. (Rewritten)
- Q165 - I get excited easily. (Rewritten)

Q174 - I like to tell other people what I think. (Rewritten)

Q178 - I like to talk and share feelings.

- I like to daydream. (New Item)

- I feel first and then think. (New Item)

- People often break my heart. (New Item)

- People are often envious of my playfulness. (New Item)

Appendix I

Joines Personality Adaptation Questionnaire
(2nd Edition)

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Instructions: Read each item and circle T for True or F for False on the answer sheet. Do not omit any items.

1. I get angry easily.
2. I like to bend the rules.
3. I feel like life is a struggle.
4. I cry easily.
5. I tend to go from one job to the next without a break.
6. I know how to maneuver.
7. I don't like to make commitments.
8. I am suspicious of other people's motives.
9. I get jealous easily.
10. I feel like its each person for themselves.
11. In conflicts I feel "damned if I do and damned if I don't".
12. Others tell me I am a perfectionist.
13. I like being noticed.
14. I feel more comfortable doing things than socializing.
15. I talk really fast when I am excited.
16. I tend to doubt things until they are proven.
17. When I have a project at work, I will stay later than my fellow workers in order to get everything right.

18. I like to tell other people what I think.
19. I struggle with decisions.
20. I like to spend time alone with my thoughts.
21. When things are not going well I tend to run away.
22. Many things frustrate me.
23. Others might say I'm shy.
24. I tend to feel rushed with too many things to do at once.
25. I get accused of overreacting.
26. I hold back my excitement.
27. I postpone play until I get my work done.
28. I like to be in control.
29. I have difficulty being the center of attention.
30. I think other people should do things my way.
31. I like to entertain socially.
32. I work when others are playing.
33. I am sometimes afraid that if I express my true feelings and needs, others will not know what to do with me.
34. I get tired if I am with other people too long.
35. I debate about whether to share my feelings.
36. I tend to be quiet in groups.
37. I like getting away with things.
38. I think most people are careless in what they do.
39. I feel hurt and confused when people are not pleased with me.
40. I try to stay one jump ahead when dealing with others.
41. I am impulsive.
42. I like to talk and share my feelings.
43. I have difficulty getting started when I have things to do.

44. I have difficulty giving in.
45. I feel first and then think.
46. I would rather go along with the crowd than create a fuss.
47. I get bored easily.
48. When I feel rejected I think, "I'll show you!"
49. I don't like surprises.
50. I have a hard time doing nothing.
51. People are often envious of my playfulness.
52. Sometimes I get scared to death.
53. I get excited easily.
54. When I get angry or hurt I try not to let anyone know.
55. I think it is important to be careful about everything you do.
56. I thrive on excitement.
57. I get angry when people don't measure up.
58. Other people tell me I am quiet.
59. When I am convinced of an idea I will stick with it through thick and thin.
60. I have little rituals that I go through.
61. I am more comfortable being alone than with other people.
62. I feel responsible for the world.
63. I hold on to things I feel upset about.
64. I think it is important to follow the rules.
65. I would like for people to know what I want without my asking.
66. I hate small talk.
67. I keep several projects going at once.

- 68. I like to take risks.
- 69. I think through things better than anyone around me.
- 70. I have a hard time relaxing.
- 71. People often break my heart.
- 72. I like to daydream.

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