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ADLERIAN LIFE STYLE AND THE MYERS-BRIGGS TYPE INDICATOR

DISSERTATION

Presented to the Graduate Council of the
University of North Texas in Partial
fulfillment of the requirements

For the Degree of

DOCTOR OF PHILOSOPHY

By

Carol Rose Doss, B.S., M.Ed.

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The possibility of a relationship between Adlerian life style, as measured by the Life Style Personality Inventory (LSPI), and the Myers-Briggs Type Indicator (MBTI) was examined by this research. The goal of this study was to clarify the relationship between these instruments to broaden the applicability of both instruments for both research and clinical endeavors.

Life style is a concept which is vital to therapeutic intervention from an Adlerian frame of reference. Assessment of life style typically involves lengthy therapist interviews. Both the LSPI and the MBTI are questionnaires designed to measure personality variables.

The 117 subjects for this study were solicited from individuals seeking counseling from an urban community counseling center. The individuals served by this agency are primarily those diagnosed with Adjustment Disorders.

The LSPI and the MBTI were administered individually to each subject. Means and standard deviations were computed for the seven LSPI themes and the MBTI total. Due to a lack of research support for Theme 4 by the LSPI author, the data

for this theme were disregarded. The same research indicated a strong bipolar relationship for Themes 7 and 8 (Displaying Inadequacy and Social Interest), which prompted the inclusion of Theme 8 in subsequent data analysis.

A correlation analysis was developed. Using the correlation matrix, a factor analysis program was run using the SPSS-X statistical package. The principal components analysis extracted three factors which were refined by a factor rotation using the varimax rotation option.

To clarify Factor 3, further analysis was performed with the MBTI data divided by continuum and a second factor analysis was run. Four factors emerged from the data with Factors 1 and 2 remaining unchanged.

Factor 1 (Emotional Focusing) and Factor 2 (Confrontation) were loaded with the LSPI themes. Factor 3 (Temperament) and Factor 4 (External-Internal) were loaded with the MBTI scores.

This study found that no apparent relationship exists between the variables measured by the LSPI and the MBTI. Questions were raised regarding the descriptive versus pathology-assessing nature of the themes on LSPI. Further research is suggested to define the focus of this instrument.

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CHAPTER I

INTRODUCTION

Life style is a concept which is vital to therapeutic intervention from an Adlerian frame of reference. Adler used the term "life style" to indicate an individual's unique organization or "law of movement" in life (Adler, 1958; Rule, 1982). An individual's style of life encompasses a unique view of self, the world and others (Hirschorn, 1982; Rule, 1985; Sperry, 1984). Life style "arises in the child out of his creative power" (Adler, 1982, p. 14). All influences, hereditary as well as environmental, are considered as "building blocks" for individuals' life style (Ansbacher, 1967; Corey, 1982; Schottky, 1987).

Assessment of life style typically involves lengthy, one-on-one therapist interviews (Gushurst, 1971; Thorne, 1975). Exploration of family-of-origin constellation attempts to bring to light individuals' perceptions of siblings, parents, family values and socio-economic status (Gushurst, 1971; O'Connell, 1980; Toman, 1959). In addition, such data as psychological birth order, number of years between siblings and physical limitations are included (Eckstein, 1984).

While there are several structured guidelines for life style interviews, the phenomenological nature of life style has made the development of objective measures difficult. Thorne (1975) created the Life Style Analysis, a 200-item objective questionnaire intended to measure Adlerian life styles in relation to the Murray need system. Although factor analysis of the Life Style Analysis resulted in the identification of five factors consistent with Adlerian theory, the instrument is not currently available for clinical use (Thorne & Pishkin, 1975).

Watkins (1982) created the Self-Administered Life Style Analysis (SALSA) which allows individuals to explore personal views, approaches to life tasks, relationships to family members and early recollections. However, while this measure was constructed as a self-reporting instrument, it does not yield objective data.

Although Kern (Cline, 1978; Boone, 1984) developed a life style inventory which yields concrete data, no normative studies for this instrument are currently available. The only objective measure of life style with normative data available for research purposes is the Life Style Personality Inventory which is a 164-item test using a Likert scale (Wheeler, 1989; Newlon & Mansager, 1986). The LSPI measures individuals' ranking on seven life style themes and one measure of social interest (Curlette, Wheeler, Kern & Mullis, 1990). Using questions which

reflect perceptions about childhood events, the LSPI yields percentiles on the themes of a) Conforming/Active, b) Conforming/Passive, c) Controlling/Active, d) Controlling/Passive, e) Exploiting/ Active, f) Exploiting/ Passive and g) Displaying Inadequacy.

Given the importance of life style to Adlerian therapy and the economic restrictions on long term therapy, a self-administered instrument yielding concise, non-pathologically slanted life style themes would be highly useful to therapists in their clinical work. In searching for such a measure, the researcher has had opportunity to explore a wide variety of instruments. The Myers-Briggs Type Indicator, despite its non-Adlerian roots, provides useful information regarding individuals' personal cognitive styles and unique life perspectives, which have similarities to Adler's concept of life style.

The Myers-Briggs Type Indicator (MBTI) is a paper-and-pencil inventory constructed by Briggs and Myers and first published in 1962. The earliest foundations of the instrument were found in Katherine Briggs' original type theory. Subsequent to the publication of Jung's Psychological Types, Briggs expanded her theory, which she saw as closely resembling Jung's more extensive concepts. The resulting type theory included Jung's preferences of extraversion-introversion, intuition-sensing, feeling-thinking and a fourth preference, judging-perceiving,

devised by Briggs in her earlier work (Myers & Myers, 1990).

Although the MBTI is ostensibly based on the typological conceptualizations of Jung, how the concepts represented by the instrument actually interact with the theorist's intrapsychic conflict model of personality is not clearly stated (Ellenberger, 1970) Jung espoused that individuals were both causal and teleological in nature, their motivations fueled by psychic energy which was derived from a complex system of intrapsychic personality structures (Ellenberger, 1970; Maddi, 1980). His theory of type was based on the belief that "much apparently random variation in human behavior is actually quite orderly and consistent, due to certain basic differences in the way people approach life" (Carlyn, 1977, p. 461).

While the more unique concepts of Jung's theory, the collective unconscious, archetypes and complexes, are motivated by drives, how the attitudes and functions of type theory interact with these causal structures is not clearly defined. In Rychlak (1973), Jung's use of the term "function" is attributed to his view of the psyche as "an active, differentiating, purposeful agent" (p. 161). Though the life attitudes of introversion and extraversion are mentioned in the context of individuation, type theory, per se, appears in the literature almost as a separate set of conceptualizations (Ellenberger, 1970; Maddi, 1980; Hall & Lindzey, 1978).

The similarities of the Myers-Briggs Type Indicator and the Life Style Personality Inventory appear to warrant an investigation of the relationship between the factors represented by these two instruments. A clarification of the relationship could broaden the applicability of both instruments for both research and clinical endeavors.

Review of Related Literature

This review addresses research conducted with the Myers- Briggs Type Indicator and the Life Style Personality Inventory, and studies which compare aspects of type and life style. The studies reviewed were selected on the basis of recentness and relevancy. Published in 1962, the MBTI has been widely researched in education, counseling, career guidance and business settings. In recent years, study has focused on learning, family type make-up and intrapersonal dynamics. The LSPI is a recently developed instrument which is available for research but not yet published. Due to its recent development, studies using the LSPI are relatively few.

Type Research

Beison (1983) used the Myers-Briggs Type Indicator as a diagnostic instrument in attempting to identify college honors students who preferred a concrete operational mode of instruction. In exploring the effectiveness of instruction in Piagetian concrete operational learning strategies and the growth in intellectual development as a result of this

instruction, the researcher administered pre/post-tests to both an experimental and a control group. The results indicated that both concrete and operational learning strategies and lecture were effective instructional methods.

In attempting to develop a Philosophical Orientation Scale to measure individual world-view, Bisjak (1984) drew material from the Introversion-Extroversion scale of the Myers-Briggs Type Indicator. The Universal-Particular scale was taken from Osgood's Semantic Differential. The study considered the relationship of cognition to perception expecting to find that subjects who score as Introverts would also score as Universals and subjects with a higher number of years of formal education would score as Particular-Extraverts. In addition, the researcher postulated that females and chronologically-older subjects would more frequently score as Universal-Introverts. Subjects with higher average annual incomes were expected to score more often as Particular-Extraverts (Bisjak, 1984). The results obtained from the 100 subjects did not verify the researcher's expectations. The one area of significance was in the relationship of test scores and education where the expected direction was reversed. An explanation offered for this was that extroverts may tend to function more comfortably in the social environment of formal education.

Brooks and Johnson (1979) compared the self-descriptions of 209 graduate and undergraduate students with

their MBTI scores. Subjects ages ranged from 18 to 50 years. The Adjective Check List, which provides 300 adjectives from which subjects may select to describe themselves, was used as an adjective pool. For the purposes of data analysis, the subjects were divided into groups by sex. A chi-square analysis was done on the number of individuals in each group. For an adjective to be considered descriptive of a group, it must have been checked by at least 20% of the group and the difference between groups had to reach the .05 level of significance. The results were reported in terms of adjectives descriptive of each type preference/sex combination, e.g. introvert females: honest, realistic, calm, modest, complaining, methodical, fussy, lazy, retiring. In their discussion, the researchers comment that the self-descriptions of introverts, sensing, thinking and perceiving preferences were generally negative while the descriptions of extraverts, intuitives, feeling and judging preferences were more positive. While the introverts' difficulty in dealing with the external world might explain their self-negativity, the negative self-descriptions of sensing, thinking and perceiving types are more difficult to understand. The authors concluded, however, that the procedures used to derive the descriptions in this study may have resulted in only the extreme and negative characteristics associated with these preferences being included in the list.

Carne and Kirton (1982) studied styles of creativity using the Myers-Briggs Type Indicator and the Kirton Adaption-Innovation Inventory, which was specifically designed to measure the style rather than the level of one's creativity. The researchers found a strong correlation between the Myers-Briggs Intuition and Perception poles and Kirton's Innovative style, which reflects a decision-making style of creativity. The conclusion was made that the Sensing-Intuition and Judgment-Perception dimensions of the Myers-Briggs do indeed reflect a style of creativity, particularly when taken in combination.

A study by Cooper and Scalise (1974) explored the phenomenon of cognitive dissonance by stimulated perceived deviations from stable personality traits as found in the "life styles" of various types. Eighty-five male college students were recruited to complete the Myers-Briggs Type Indicator and a 50-item questionnaire pertaining to topical campus, national and international issues. The subjects were then divided into three groups on the basis of their MBTI scores: Introvert, Median, Extrovert. Another sample was then drawn from the Introvert and Extrovert groups. Employing a "bogus pipeline" technique which deliberately conveys manipulated information to the subject, the subjects were led to believe that their opinions on critical issues either matched or differed from others in the study. The researchers discovered that dissonance only occurred when

the actions of the individual appeared to violate usual type "life style" of conforming or nonconforming.

Dudding's (1986) study of type distribution within families used the Myers-Briggs Type Indicator to assess the temperaments within 61 families. One conclusion was that parental type appears to influence the type of their offspring. However, the specific nature of this influence was not addressed. Adolescents tended to be extroverted and perceiving while their middle-aged parents tended to be introverted and both perceiving and judging. This suggested that some of the differences in type dimensions between adolescents and their parents are developmentally determined.

In an attempt to demonstrate that students classified according to various types prefer different modes of adaption and learning, Haber (1978) used Gestalt warm-up exercises in conjunction with the MBTI. The exercises included both fantasy and non-verbal communication. Intuitive temperaments viewed the exercises more favorably than did thinking temperaments, while feeling types were most favorable. Students who were sensing types were least impressed with the Gestalt exercises. The researcher concluded that these findings seem logical when the sensing temperament's practical, concrete outlook is considered.

Hedlund (1986) explored the relationship between personality preferences and motivation, influence,

goals/values and potential involvement. Students entering the University of Maine at Orono were administered the MBTI and the Student Information Form (SIF), an instrument developed to gather socio-demographic information about entering freshmen. Upon analysis, 18 factors from the SIF were correlated significantly with the scales of the MBTI. The factors were divided into categories. For Motivation, significant relationships were found between Educational Opportunity and Career Opportunity with the EI, SN, TF, and JP scales. Expediency correlated with JP. For Influences, significant correlations were identified for: Significant Others with EI, SN, and JP; Reputation with JP; Financial with SN; and Recruitment with EI. For Goals/Values, significant relationships were found for: Altruistic and Status with EI, SN, TF, and JP; Political and Scientific with EI, SN, TF, and JP; and Artistic with SN, TF and JP. Factors of the Potential Involvement category correlated significantly in the following manner: Academic Achievement with SN; Personal Adaptation with SN and JP; Career Exploration with SN, TF, and JP; Marriage with SN and TF; Traditional and Work with EI and SN.

These findings are congruent with theorized personality characteristics of the different temperaments. Understanding of the attitudes of incoming freshmen were considered valuable to Admissions, Student Services, and Academic Affairs departments (Hedlund, 1986).

A study of psychological temporality investigated relationships between type as measured by the MBTI and temporal orientation, continuity, attitudes, durations of temporal zones and mood states (Yang, 1981). One hundred twenty-five undergraduate students were administered a test battery which included the MBTI. Results indicated relationships between type and temporal orientation and temporal continuity. Past oriented subjects exhibited the highest feeling type scores. Present oriented subjects exhibited the highest sensation type scores. The highest intuition scores were exhibited by future oriented subjects. The researcher concluded that these findings are compatible with the underlying assumptions and descriptions of the various temperaments.

Life Style

According to Koop (1986), there is confusion in some minds regarding the relationship between life style and mental health. The majority of studies of life style focus on the pathology of individuals' various life styles rather than exploring their phenomenological perspective.

Although Adler described only one of his four types of individuals as having an interest in the good of others, Mosak clearly stated that "any 'type' may engage in constructive as well as destructive behavior" (Koop, 1986, p. 17). In response to this dilemma, Koop (1986) proposed ten different styles of striving for significance. The

defining point of each style is its goal which remains the same regardless of the direction-- either constructive or destructive--of the individual's striving. In delineating these styles, Koop (1986) conceived of each as having a role and strategy with social interest and a related role and strategy without social interest. This view of life style is consistent with Adler's holistic dialectical view in which opposites are recognized as part of an encompassing totality (Koop, 1986).

Additionally, Kefir and Corsini (1974) postulated the personality priorities: pleasing, superiority, control and avoiding (comfort). These styles of movement are theoretically congruent with Adler's view of the individual's law of movement (Langenfeld & Main, 1983). Although clinical use of the personality priorities is increasing, as yet no reliable instrument is available (Langenfeld & Main, 1983).

In an attempt to develop a quantifiable Adlerian life style instrument, a study was conducted using a research questionnaire (Wheeler, 1989) which was based mainly on the Life Style Inventory and Mosak's life style technologies (Mosak, 1972; Wheeler, Kern & Curlette, 1986). Using the childhood items on Wheeler's questionnaire, a refined instrument was given to 224 undergraduate and 246 graduate students. The results indicated four substantive factors which correlate closely to Dreikur's four goals of

misbehavior: attention, power, revenge, and display of inadequacy (Wheeler, Kern & Curlette, 1986).

In a theoretical and empirical comparison of typologies, Wheeler (1989) discussed 12 different theories of personality categorization. Attempting to develop a structure for organizing life style themes, Wheeler presents the factor analyses results of a questionnaire based on Adlerian theory (Wheeler, 1989). Ten factors were defined: (a) the Conforming theme, (b) the Achieving theme, (c) the Superiority theme, (d) the Getting theme, (e) the Controlling theme, (f) the theme of Resisting control, (g) the Rebellious theme, (h) the Discouraged-Exploiting theme, (i) the Discouraged-Withdrawn theme, and (j) the Perfectionist theme (Wheeler, 1989). Using a sample of 1,019 subjects, the Life Style Personality Inventory (LSPI) was factor analyzed. Nine factors and a Social Interest Index emerged from the analysis (Wheeler, 1989). The instrument yields an overall assessment of the degree of mental health with a profile of the seven independent factors: (a) conforming/active, (b) conforming/ passive, (c) controlling/active, (d) controlling/passive, (e) exploiting/active, (f) exploiting/passive, and (g) displaying inadequacy (Wheeler, 1989).

Comparison Studies of Life Style and Type

In a comparison of Greaver's Social Interest Index and Crandall's Social Interest Scale, the 97 subjects chosen

from a alcohol inpatient treatment facility were also administered both the Edwards Social Desirability Scale and the MBTI (Peterson, 1985). The facility's staff members also were asked to complete rating scales designed to measure social interest, extroversion and sensation. While the Social Interest Index failed to show convergent or discriminant validity, the Social Interest Scale performed more consistently. Interpretation of the data was hampered by insufficient sample size and low reliability coefficients for the staff ratings. However, three factors were identified through factor analyses of the obtained results. The first factor was social desirability/extroversion on which the Social Interest Index loaded most heavily. The second factor consisted primarily of staff rating scales. And the third factor was defined by its most prominent loading, the Social Interest Scale. Due to the consistency of the results in favor of the Social Interest Scale, the author concluded that the Social Interest Scale was a better measure of social interest than the Social Interest Index.

The Myers-Briggs Type Indicator was used in a study of ordinal position (Feldman, 1976). Three groups of firstborn women were studied; only children, women with one younger brother and women with one younger sister. The results indicated that only-child women tend to be highly confident, resourceful and assertive (Feldman, 1976). These subjects tended to be the most independent of the three groups and

were least anxious and conventional in their outlook. The onlys also tended to be diligent, idealistic, strong-willed and autonomous. While women with brothers were found to be responsible, confident and thoughtful, they were also more dependent than onlys and more interested in the opposite sex (Feldman, 1976). Women with younger sisters were the most conventional and seeking to be traditionally feminine (Feldman, 1978).

Sauls (1987) used the LSPI and the MBTI in a discriminant analysis of average and high-performing buyers based on Adlerian and Jungian personality characteristics. Forty-seven buyers of a large retail establishment completed two self-report instruments. The results indicated that the MBTI did not discriminate between high and not-high performing groups while the LSPI did discriminate between the two groups.

Summary

Despite the connection to Jung's theory of analytical psychology, the MBTI appears also to be reflective of the Adlerian concept of life style. While the related literature does not specifically explore this relationship, certain indicators point to the possibility of factors in common. Both life style and type, as conceived by Briggs and Myers, are seen as created within the individual, a significant aspect of the process of lifelong development (Dilley, 1987). Individual's type is made up of preferences

regarding the internal versus external world and differences in judgement and perception, which overlay certain beliefs about the self, the world and others (Dilley, 1987). Similarly, life style refers to individual's private logic and their subjective or fictional goals (Dilley, 1987; Hedlund, 1986). Both temperament and life style are created by the individual within the social world; both are centered on a key, fundamental desire. It appears that the concepts of life style and temperament share certain similarities that may be reflected by correlations of the sixteen types on the MBTI and the seven themes as reflected on the Life Style Personality Inventory.

CHAPTER II

PROCEDURES

Statement of the Problem

The problem of this study was to explore a possible relationship between type as measured by the Myers-Briggs Type Indicator and the life style themes measured by the Life Style Personality Inventory. A clear correlation between these instruments could indicate the appropriateness of using the MBTI in clinical settings as a measure of life style. With the increasing emphasis upon short-term therapy, an instrument such as the MBTI could decrease the time necessary to assess life style.

Definition of Terms

The following terms had restricted meaning for this study:

1. Conforming/Active Life Style: The conforming/active life style is one in which the individual actively seeks approval and acceptance from others through constructive means. In this study conforming/active life style was defined as a greater than 75 percentile score on the conforming/active scale of the Life Style Personality Inventory.

2. Conforming/Passive Life Style: The conforming/passive life style is one in which the individual goes along

with others' wishes and is passively obedient to gain approval. In this study conforming/passive life style was defined as a greater than 75 percentile score on the conforming/passive scale of the Life Style Personality Inventory.

3. Controlling/Active Life Style: The controlling/active life style is one in which the individual seeks to actively control others and get one's way. In this study controlling/active life style was defined as a greater than 75 percentile score on the controlling/active scale of the Life Style Personality Inventory.

4. Controlling/Passive Life Style: The controlling/passive life style is one in which the individual is dependent upon others and expects to be taken care of by others. In this study controlling/passive life style was defined as a greater than 75 percentile score on the controlling/passive scale of the Life Style Personality Inventory.

5. Exploiting/Active Life Style: The exploiting/active life style is one in which the individual seeks to get even with or hurt others. In this study exploiting/active life style was defined as a greater than 75 percentile score on the exploiting/passive scale on the Life Style Personality Inventory.

6. Exploiting/Passive Life Style: The exploiting/passive life style is one in which the individual feels hurt

and victimized by others. In this study exploiting/passive life style was defined as a greater than 75 percentile score on the exploiting/passive scale of the Life Style Personality Inventory.

7. Displaying Inadequacy Life Style: The displaying inadequacy life style is one in which the individual feels worthless, helpless and unable to compete successfully with others. In this study displaying inadequacy life style was defined as a greater than 75 percentile score on the displaying inadequacy scale of the Life Style Personality Inventory.

8. Extroversion-Introversion Preference on the MBTI: The E-I score reflects individual's preference for either Introversion or Extroversion. Introverts are oriented primarily toward the inner world, focusing their perception and judgment upon concepts and ideas. Extroverts are oriented toward the outer world and tend to focus their perception and judgment on people and objects (Myers & McCaulley, 1986). In this study extroversion and introversion was defined as an E-I preference on the MBTI, determined by which score, E or I, was greater.

9. Sensing-Intuition Preference on the MBTI. The S-N score reflects individuals' preference for two opposite ways of perceiving. Intuitives prefer the nonconscious process of intuition which focuses on meaning, relationships and possibilities. Sensing types rely on observable facts or

experiences which can be absorbed through the five senses (Myers & McCaulley, 1986). In this study sensing and intuition was defined as an N-S preference on the MBTI, determined by which score, S or N, was greater.

10. Thinking-Feeling Preference on the MBTI. The T-F score reflects individuals' preference between two opposite methods of judgment. Thinking types base their judgment upon logic with an impersonal assessment of consequences. Feeling temperaments tend to make judgments from a personal frame of reference, giving weight to relationships and social values (Myers & McCaulley, 1986). In this study thinking and feeling was defined as a T-F preference on the MBTI, determined by which score, T or F, was greater.

11. Judgment-Perception Preference on the MBTI. The J-P score reflects how individuals deal with the outer or extroverted world. Judging individuals, either thinking or feeling, prefer to use judgment in dealing with the external world. Individuals who prefer to use perception in dealing with the external world may be either sensing or intuitive types (Myers & McCaulley, 1986). In this study, judging and perception was defined as a J-P preference on the MBTI, determined by which score, J or P, was greater.

Research Questions

Due to the exploratory nature of this investigation of the relationship between the MBTI and the LSPI, and the

experimental nature of the LSPI, the following research questions were posed:

1. What is the relationship between types on the Myers-Briggs Type Indicator and the life style themes reflected by the Life Style Personality Inventory?

2. Are there underlying discernable factors in common between the Myers-Briggs Type Indicator and the Life Style Personality Inventory?

Subjects

The subjects for this study were solicited from individuals seeking counseling from an urban community counseling center. This agency uses a sliding fee scale to provide services for those who could not normally afford them. The individuals served by this agency are primarily those diagnosed with Adjustment disorders, basically healthy people needing assistance with life transitions. This population is considered particularly appropriate due to the usefulness of the research instruments in the clinical setting.

The population was predominantly white and middle socio-economic status with an age range between 18 and 75 years of age. Demographic data were gathered with an Information Sheet which each subject completed (Appendix A). Permission was given by the University of North School of Graduate Studies for the use of human subjects in this study (Appendix B).

Collection of Data

Permission was solicited from the Executive Committee of the counseling center for access to clients for the purpose of inviting participation in this study. The researcher met with the clinic counselors to clearly outline the purposes and methods of the study. Potential subjects were invited by their respective counselors to participate in the study. Participation was strictly voluntary. Feedback on both instruments was offered as an incentive for participation. Written reports were given to the counselors to be shared with the subjects.

The testing was individually arranged and took place at the clinic. Subjects were asked by the clinic office manager to sign an informed consent letter (Appendix C) and complete a brief personal data sheet. Instructions for the research instruments were also given by the clinic office manager who routinely supervises client testing.

Administration of each instrument followed the guidelines recommended in the respective manuals. No time limits for completion of the instruments were set. One hundred nineteen subjects constituted the sample.

The answer sheets for the MBTI were scored by the office manager of the clinical facility. Answer sheets for the LSPI were sent to the test's primary author to be scored by computer.

Instrumentation

Life Style Personality Inventory

The Life Style Personality Inventory (LSPI) is a 165-item questionnaire which uses a 5-point Likert scale to measure personality variables. Using questions which reflect perceptions about childhood events, the subject is asked to rate each item on a continuum of "strongly disagree" to "strongly agree." The instrument does not require an individual interview and takes approximately 45 minutes to administer (Curlette et al., 1990). The raw scores are converted into percentiles which reflect individuals' relative degree of identification with the seven life style themes.

Based on the assumption that "although individual differences exist among life styles, similarities can still be measured" (Curlette et al., 1990, p. 4), the items on the LSPI were selected based on Mosak's typologies and Adlerian thinking on life styles. Scores on seven life style themes are reported along with their percentile ranking. A measure of mental health--the Social Interest Index--is included.

Wheeler's 1989 questionnaire provided an item pool of 48 childhood items upon which an initial exploratory factor analysis was conducted (Curlette et al., 1990). The items were administered to 715 subjects. The factor analysis was performed using BMDP4M computer program for iterated principal factor analysis. The analysis produced four

factors which were similar to Dreikur's four goals of misbehavior (Curlette et al., 1990).

Additional items related to these four themes were then constructed. Five judges who were all acknowledged experts in Adlerian psychology then categorized each of the 63 items into one of the four themes. The percentage of agreement was calculated for each of the themes and for the combined themes. The M(I) Index was used to correct for chance agreement and the Cochran Q test was used to test inter-judge agreement. A range from 50% to 82% better than chance percentage of agreement was obtained which tends to validate the constructs of the LSPI (Curlette et al., 1990).

Two factor analyses were performed. The first on 204 items of the LSPI. After trivial factors were eliminated, a second factor analysis was run with 47 items removed. A common factor model using principle factor analysis was selected. From communality estimates squared multiple correlations were used and the direct quartimin method was used for the oblique rotation (Curlette et al., 1990).

Nine factors were produced from this analysis. All were related to the previously defined life style themes and the Social Interest Index. Items with a factor coefficient of .25 or greater were considered significant for interpretation. Two factors which represented different aspects of active exploiting were collapsed into one factor (Curlette et al., 1990).

The second factor analysis included a total of 1,010 subjects which were the basis for the norm group. Efforts were made to obtain a sample as closely matched as possible to the general population in regards to sex, race, age, occupational category, years of school completed, income and geographic region (Curlette et al., 1990).

The coefficient alpha calculated on each subscale of the LSPI using the norm sample yielded reliabilities ranging from .821 to .930. Test-retest reliability coefficients ranged from .49 to .91 on retests done ten weeks after original test were administered (Curlette et al., 1990).

Previous research by Wheeler (in Curlette et al., 1990) defined the content domain and expert judgment was used to determine the representativeness of items. Construct validity was established by Malays (in Curlette et al., 1990). Expert Adlerian judges were used to determine if the items reflected the theoretical definition of the themes.

The Social Interest Index measures social interest with emphasis on belonging, activity and friendliness. According to Adler, social interest is humanity's "right and normal compensation" for feelings of inferiority (Curlette et al., 1990). The Social Interest Index correlates positively with assertiveness in college students as well as with the Million Behavioral Health Inventory Sociable Style Scale (Curlette et al., 1990).

The Conforming/Active scale (Theme 1) reflects approval seeking and active efforts to succeed and behave constructively. Self-evaluation is externally derived and there is a fear of rejection.

The Conforming/Passive scale (Theme 2) indicates the extent to which one goes along with others' desires. Although reflecting passive obedience, this scale correlates negatively with the Global Severity Index of the Symptom Checklist-90-Revised and with chronic self destructiveness (Curlette et al., 1990).

The Controlling/Active scale (Theme 3) relates to a need to get one's way and actively control others. Items reflect bossiness and taking charge of group activities. This scale correlates positively with assertiveness in college students (Curlette et al., 1990).

The Controlling/Passive scale (Theme 4) reflects a dependence on others and the expectation of being taken care of by others. Passive forms of manipulation would fit within this theme.

The Exploiting/Active scale (Theme 4) is associated with vengeful behavior, or a predisposition to hurt others.

The Exploiting/Passive scale (Theme 6) indicates the extent to which a person feels hurt by others. This theme reflects a tendency toward victimization and is positively correlated with external locus of control and chronic self destructiveness (Curlette et al., 1990).

The Displaying Inadequacy scale (Theme 7) measures feelings of worthlessness and helplessness. The inability to compete successfully with others is included in this theme. The Future Despair Scale, the Inhibited Style Scale and the Premorbid Pessimism Scale on the Million Behavioral Health Inventory all correlate positively with Theme 7 (Curlette et al., 1990).

Several studies have indicated a strong negative relationship between social interest and Themes 6 and 7. In other words, if the Social Interest Index is high, Themes 6 and 7 are likely to be low (Curlette et al., 1990).

Due to subject resistance to the original names, the author of the LSPI has renamed the themes to facilitate subject feedback. Theme 1, previously identified as Conforming Active, is now referred to as Wanting Recognition. Theme 2, previously Conforming Passive is considered bipolar with Theme 5, previously Exploiting Active. This continuum is now referred to as Going Against, with high or low scoring. Theme 3, originally labeled Controlling Active, is now referred to as Taking Charge. Theme 4 (Controlling Active) has been dropped due to a lack of research support. Theme 6, previously referred to as Exploiting Passive, is now labeled Cueing. Themes 7 (Displaying Inadequacy) and 8 (Social Interest) are also considered to be bipolar and referred to now as high or low scoring on Belonging.

Myers-Briggs Type Indicator

The MBTI is a 166-item forced-choice inventory which is based on Carl Jung's theory of psychological types. The aim of the instrument is to assess how individuals use their perception and judgment. The MBTI contains four separate indices which reflect one of four basic preferences which direct the use of perception and judgment. The instrument can be scored to yield non-continuous preference scores or continuous scores.

The EI Index reflects extraversion-introversion in the sense of "mutually complementary" attitudes whose differences contribute to the "tension that both the individual and society need for the maintenance of life" (Myers & McCaulley, 1985, p. 2). Extroverts tend to be oriented toward the outer world with their focus primarily on people and objects. Introverts tend to be oriented toward the inner world with their focus upon concepts and ideas.

The SN index reflects individuals' preference between two opposite ways of perceiving. Individuals may rely upon the process of sensing, reporting observable facts and happenings through the five senses. Or individuals may rely upon the process of intuition, reporting meanings, relationships and possibilities which have been worked out beyond the reach of the conscious mind (Myers & McCaulley, 1985).

The TF index reflects individuals' preference between two different methods of judgment. Those who rely on thinking tend to decide issues impersonally on the basis of logic. Individuals who prefer feeling tend to decide issues on the basis of personal or social values (Myers & McCaulley, 1985).

The JP index reflects the process individuals use in dealing with the outer world. Individuals who prefer judgment (either a thinking or feeling person) tend to use a judgment process in dealing with the outer world. Those who prefer perception tend to use a perceptive process in dealing with the outer world (Myers & McCaulley, 1985).

Theoretically, one pole of each of the four preferences is preferred over the other. The combination of these preferences make up sixteen different combinations which are referred to as "types." The types are denoted by the four letters of the preferences.

Reliability data for the MBTI is extensive. To permit reliability comparisons with other instruments, continuous score reliability estimates are reported for the four preference scales. However, the MBTI scores are assumed to reflect underlying dichotomies and the consistency of type is of primary concern. Therefore, reliability data which reflect these hypothesized dichotomies are also reported (Myers & McCaulley, 1985).

Various populations report internal consistency estimates for each of the four indices which range from 34 to 91. The data indicate that the lowest estimates are found in populations of teenagers, but stabilize from the twenties onward (Myers & McCaulley, 1985).

Internal consistency of type categories have been analyzed with both the Phi and Tetrachoric correlation estimates in an effort to respond to the continuous-dichotomous nature of the MBTI data. The Phi estimate tends to reflect low reliabilities while the Tetrachoric tends to estimate low. The range of the reliability estimates using Phi is from 49 to 79. The Tetrachoric estimate reported a range of 66 to 93. The type category of TF reports the lower reliability estimates while the JP category tends toward the higher end of the range.

The test-retest reliability data for MBTI continuous scores are reported with intervals ranging from 1 week to 4 years. For shorter intervals correlations ranged from 48 to 93. Longer test-retest intervals yielded correlations from 45 to 78. Test-retest data for agreement of type categories ranged from 68 to 91 percent agreement in each MBTI category. Percentage of unchanged categories ranged between 24 to 61 for test-retest intervals from five weeks to six years. The chance probability for choosing all four categories the same on re-test is 6.25% (Myers & McCaulley, 1985).

Numerous validation studies have found correlations between the continuous scores of the MBTI and other instruments. Extraversion, and outward attitude in which energy flows to the environment, is manifested in ways which are reflected in significant correlations with other scales ranging from $-.77$ to $-.40$. Examples include:

1. Scales which reflect action on the environment, sense of comfort in the environment, sociability, relatedness to other people.

2. Overreliance on the environment and correction with extrapunitive measures (Myers & McCaulley, 1985).

Introversion, which in type theory is a neutral preference, referring to an inward-turning attitude, is frequently associated with scale names having a negative connotation. This is to be expected since the majority of individuals in our culture are extraverted and the normal characteristics of introverts thus less typical.

Significant correlations from $.75$ to $.40$ are found in the following areas:

1. Measures of occupational introversion and social introversion.

2. Measures reflecting a lack of comfort in the environment, such as anxiety, in avoidance and deference.

3. Scales measuring reflective observation and reality distance from the environment.

4. Correlations with quietness, silence, retiring and solitary interests (Myers & McCaulley, 1985).

Sensing perception is information-gathering through the senses and thus is concerned with awareness of current realities. Significant correlations of $-.67$ to $-.40$ have been found between sensing and the following:

1. Practical outlook, economic interest and rule-bound attitude.

2. Leadership, achievement, order, and self-control as a reflection of managing reality.

3. Interest in contact-with-external-reality occupations (machinist, electrician, farmer, plumber, et cetera).

4. Correlations with deference and desired control as a reflection of accepting and yielding to sensing reality (Myers & McCaulley, 1985).

The perception of possibilities, patterns and symbols is the focus of intuition which leads to interest in fields where the majority of work is symbolic or abstract. Correlations ranging from $.62$ to $.40$ have been found between various personality scales and intuition.

1. Personality variables correlated to intuition: experimental/flexible, academic interests, artistic, introversion, creative personality, existentiality, self-actualizing, and liking to use mind.

2. Occupations such as psychologist, English, music, foreign language, minister, sociologist, and reporter are significantly correlated with intuition.

Theoretically, thinking preference should be linked with analytical, logical approaches to problems and to an emotional distance in personal relationships. Occupations which stress cause-effect frameworks and require work with material or concepts are most attractive to thinking types. The personality characteristics listed below have been significantly correlated with thinking (-.57 to -.40):

1. Masculine orientation, abstract conceptualization, dominance, assertiveness, distrust, achievement, and aggression.

2. Occupations such as--geography, accounting and finance, engineering and chemistry (Myers & McCaulley, 1985).

Feeling types make judgments on the basis of subjective values rather than logic. Thus, this type would be associated with characteristics reflecting care for people, communication and trust. Scales significantly correlated with feeling types (.55 to .40) are listed below:

1. Measures of nurturance, succorance and social service.

2. Scales indicating adaptability to others' demands.

3. Measures of interest in people, including affiliation and sociability.

4. Occupation scales indicating interest in teaching, religious activities, and social service (Myers & McCaulley, 1985).

Characteristics associated with preference for judging attitude include decisiveness, desire for control, order dependability and conscientiousness. When not balanced by perception, J may be correlated with prejudice or closed-mindedness (Myers & McCaulley, 1985). Correlations from -.59 to -.40 have been found for the following personality variables:

1. Order, rule-bound attitude, stronger, superego, self-control, achievement and endurance.

2. Leadership, work and achiever personality (Myers & McCaulley, 1985),

The perceptive attitude is associated with adaptability, curiosity, openness to new ideas and spontaneity. When not balanced with judgment, P can be correlated with undependability. Personality characteristics correlating from .57 to .40 with perceiving are:

1. Flexibility, autonomy, blame avoidance complexity, aesthetic, impulse extraversion, reality-distance and imagination.

2. Without balance by judgment, P correlates with blame avoidance, social undesirability and dyscontrol.

3. Occupational interest include art, photography, architecture, music, English, foreign languages, and the humanities (Myers & McCaulley, 1985).

In addition, correlations between the MBTI and the Jungian Type Survey was developed by top Jungian analysts independently of the MBTI. The Jungian Type Survey does not include a J-P scale. The strongest correlations were found for the E-I and S-N indices (Myers & McCaulley, 1985).

The MBTI was also compared to self-assessment in two different studies. The reported type was ranked first significantly more often than chance in both studies, 35% and 50% respectively.

Treatment of Data

The data were scored and entered into the computer system at the University of North Texas for analysis through the SPSS-X statistical analysis software program. Descriptive statistics of means, frequencies, standard deviations, and percentages are reported for both instruments. The sample is described demographically by age, gender, and attained education.

Evaluative interpretations of the scores were developed for the clinical feedback. The sample is further described by LSPI themes and a matrix of the Myers-Briggs type frequencies and percentages.

A correlation matrix using the Pearson Product Moment to compare the continuous quantitative scores was

constructed to determine relationships among life styles and types. Correlations significantly different from zero at the .05 level were reported as statistically significant. Research Question One was answered by this procedure.

Finally, a principal factor analysis procedure was done to explore reduction of the data into clusters of variables to categorize as manifestations of underlying factors. Research Question Two was answered by the procedure.

CHAPTER III

RESULTS

The MBTI and LSPI were administered to subjects drawn from a clinical population. In addition to the test instruments, an information sheet was filled out by each subject and each signed a statement of informed consent. Subjects ranged in age from 18 to 75 years, the majority were white with a mean annual household income of \$35,700 (Appendix D).

The MBTI was scored by the office manager at the clinical facility. The LSPI was mailed to the primary test author for computer scoring. The resultant raw scores and percentile ranks for the LSPI were received from the computer scoring.

One hundred nineteen subjects were tested, with complete data available for 117. Means and standard deviations were computed for the seven LSPI themes and the MBTI total. Table 1 shows the means, standard deviations, and mean percentiles for the LSPI and MBTI.

The distribution of raw scores for each theme was approximately normal. Scores converted to percentile ranks, assumed rectangular shape distributions.

Table 1

Means, Standard Deviations, and Mean Percentiles for the
LSPI and MBTI

Themes	<u>M</u>	<u>SD</u>	Mean Percentile
1. Conforming/Active	3.73	.557	52.3
2. Conforming/Passive	3.73	.453	55.4
3. Controlling/Active	2.59	.613	45.4
4. Controlling/Passive	2.49	.608	49.2
5. Exploiting/Active	2.34	.459	52.2
6. Exploiting/Passive	2.48	.755	59.9
7. Displaying Inadequacy	2.62	.728	59.4
8. Social Interest	3.59	.610	46.1
Myers-Briggs Composite	1729.09	493.82	--

N = 117.

Due to a lack of research support for Theme 4 (Controlling Passive), the data for this theme was disregarded. In addition, the research indicated a strong bipolar relationship for Themes 7 and 8 (Displaying Inadequacy and Social Interest), which prompted the inclusion of Theme 8 in subsequent data analysis.

Values were assigned to the MBTI scores in order to analyze the numerical quantifications. In keeping with the

bipolar nature of the MBTI scores, the values of 1 or 2 were assigned to either end of the continuums.

For the Extroversion-Introversion continuum, Extroversion was assigned the number one and Introversion was assigned the number two. For the Sensing-Intuitive continuum, Sensing was assigned the number one, while the Intuitive preference was assigned the number two. On the Thinking-Feeling continuum, Thinking was assigned the number one, and Feeling assigned the number two. For the Judging-Perceiving continuum, Judging was assigned the number one, and Perceiving assigned the number two.

This transformation of the data developed combinations of scores which ranged from 2222 to 1111 with all the possible permutations of 2111, 2211, 2221, and so forth. Only two of the cells showed less than 1% of sampling was judged adequate for further statistical analysis. A matrix of the 16 MBTI types for this study appears in Appendix E.

To answer Research Question One, exploring possible relationships between MBTI types and LSPI themes, a correlation analysis was developed. The coefficients were bipolar in nature, having both positive and negative correlations. The range of coefficients was from .48 to -.66. The matrix is reported in Table 2.

Table 2

Intercorrelations for LSPI and MBTI Scores (N = 117)

Theme	1	2	3	5	6	7	8	MB
1. Conforming Active	--							
2. Conforming Passive	.29*	--						
3. Controlling Active	-.01	-.37*	--					
5. Exploiting Passive	-.03	-.67*	.48*	--				
6. Exploiting Active	.42	-.30*	.02	.40*	--			
7. Display Inadequacy	.33*	.08	-.32*	.05	.47*	--		
8. Social Interest	-.38*	-.01	.15	-.13	-.56*	-.62*	--	
Myers-Briggs Total	.05	.04	-.05	-.09	.02	-.04	-.20	--

* Coefficients significantly different from 0 at .05 level.

Those correlations marked with an asterisk have absolute values which are significantly different from zero at the .05 level of confidence. The inverse correlations are indicative of the bipolar relationships of Theme 2 (Conforming Passive) and Theme 5 (Exploiting Passive) and Theme 7 (Displaying Inadequacy) and Theme 8 (Social Interest).

To answer Research Question Two, exploring the possibility of underlying discernable factors in common between the MBTI and the LSPI, a factor analysis was performed. Using the correlation matrix, a factor analysis program was run using the SPSS-X statistical package to determine which clusters of variables were responsible for the variance. The principal components analysis extracted three factors.

None of these factors indicated significant variation in common between the MBTI and the LSPI. The eigenvalues for the MBTI within the LSPI themes accounted for less variation than one variable in the principal components analysis.

Of the three factors extracted, Factor 1 accounted for two and a half times the underlying variance of the other factors. Thirty-one percent of all the variation among the LSPI themes and the MBTI types was from Factor 1 with an eigenvalue of 2.49. Factor 2 accounted for two times the variance as the rest of the factors, 27%, with an eigenvalue

of 2.1. Factor 3 accounted for 13% of the total variance with an eigenvalue of 1.1. To refine the three factors, a factor rotation was performed using the varimax rotation option. The varimax rotation, which re-distributes the explained variance in the study among the newly defined factors, converged in four iterations.

Factor loadings describe the degree to which each of the variables correlates with each factor. Factor 1 loaded heavily with Theme 8 (Social Interest, $-.81$), Theme 7 (Displaying Inadequacy, $.80$), and Theme 6 (Exploiting Passive, $.79$). Factor 2 loaded primarily with Theme 5 (Exploiting Active, $.88$) and Theme 2 (Conforming Passive, $-.86$). Factor 3 loaded most heavily with the consolidated MBTI ($.94$). Table 3 lists the principal components analysis factors and their associated eigenvalues.

To clarify Factor 3, further analysis was performed. Rather than compare the total MBTI score to the LSPI themes, the Myers-Briggs data were divided by continuum (E-I, S-N, T-F, and J-P), and a second factor analysis run. Four factors emerged from the data with Factors 1 and 2 remaining essentially unchanged.

The initial statistics for the principal components analysis yielded eigenvalues ranging from 2.6 (Theme 1, Conforming Active) to $.21$ (Judging-Perceiving). A varimax rotation for extraction converged in six iterations.

Table 3

Principal Components Analysis Factors for LSPI and MBTI

Factors and Themes	Eigenvalues
Factor 1	
Social Interest	-.81
Display Inadequacy	.80
Exploiting Passive	.79
Conforming Active	.67
Factor 2	
Exploiting Active	.88
Conforming Passive	-.86
Factor 3	
MBTI Composite	.94

On Factor 1, Theme 8 (Social Interest, $-.83$), Theme 7 (Displaying Inadequacy, $.81$) and Theme 6 (Exploiting Passive, $.78$) were heavily loaded. Factor 2 was loaded primarily with Theme 5 (Exploiting Active, $.86$) and Theme 2 (Conforming Passive, $-.85$). Factor 3 loaded with Judging-Perceiving ($.70$), Sensing-Intuition ($.68$), and Thinking-Feeling ($.59$). Factor 4 loaded heavily with Extroversion-Introversion ($.84$). The factor loadings which vary from -1.00 to $+1.00$ represent the degree to which each of the variables correlates with each of the factors. In fact,

they represent the correlation coefficients between the original variables and the newly derived factors. In Table 4, the derived factors from the varimax rotation are presented.

Table 4

Summary of Factor Analysis for LSPI and MBTI

Factors and Themes	Factor Loadings	Eigenvalue
Factor 1: Emotional Focusing		2.60
Social Interest	-.83	
Display Inadequacy	.81	
Exploiting Passive	.78	
Conforming Active	.67	
Factor 2: Confrontation		2.34
Exploiting Active	.86	
Conforming Passive	-.85	
Factor 3: Temperament		1.39
Judging-Perceiving	.70	
Sensing-Intuition	.68	
Thinking-Feeling	.59	
Factor 4: External-Internal		1.20
Extroversion-Introversion	.84	

N = 117.

Discussion

This study sought to explore possible relationships between the life style themes measured by the LSPI and type measured by the MBTI. The subjects for this study were recruited from the clients of an urban counseling center. The LSPI and MBTI were administered to subjects individually.

Subjects' presenting problems ranged from marital difficulties to depression. Also represented were parent/child conflicts, sexual dysfunctions and individuals with a history of child abuse.

The data analysis indicated the largest percent of variation to be accounted for by Factor 1 which was most heavily loaded, negatively with Theme 8 (Social Interest/Belonging high); positively with Theme 7 (Displaying Inadequacy/Belonging low); positively with Theme 6 (Exploiting Passive/Cueing); and positively with Theme 1 (Conforming Active/Wanting Recognition) represented to a lesser degree. This Factor seems to represent variables pertaining to life styles in which much meaning is placed upon an emotional focus.

The primary variables of high or low Belonging (Themes 8 and 7, Social Interest and Displaying Inadequacy) reflect a concern for emotional status. The third variable loaded on this factor is Cueing (Theme 6, Exploiting Passive), a life style in which individuals are strongly alert to the

emotional signals of those around them in order to adjust their behavior. Also represented, although to a lesser degree, is Wanting Recognition (Theme 1, Conforming Active) which is representative of those who seek emotional validation from significant others. Given this cluster of variables, it seems appropriate to name Factor 1 Emotional Focusing.

The nature of variable relationships within this factor is important. While Cueing (Theme 6, Exploiting Passive), Wanting Recognition (Theme 1, Conforming Active) and Belonging, low scoring (Theme 7, Displaying Inadequacy), are positively correlated, Belonging-high (Theme 8, Social Interest) is negatively correlated. This finding indicates that individuals scoring high on Cueing, Wanting Recognition, and Belonging-low, do not score high on Belonging-high (Theme 8, Social Interest). While this may seem obvious, the original LSPI was designed to have only one scale which indicated mental or emotional health--Social Interest (Curlette et al., 1990). The other seven scales, according to the test author, simply reflect different life styles with no indication of the constructivity or destructivity of the various life style choices. If Social Interest (Theme 8) is indeed a measure of mental health, then individuals scoring high on Displaying Inadequacy (Theme 7), which is at the other end of the continuum, would logically be reflecting a lack of mental health. Based on

the data from this research, and the LSPI author's current contention that Displaying Inadequacy (Theme 7) and Social Interest (Theme 8) are bipolar, the purely descriptive nature of Displaying Inadequacy (Theme 7) seems questionable. The strong negative loading of Belonging-high/Social Interest (Theme 8) on Factor 1, also appears to call into question the descriptive nature of the other themes represented by this Factor.

Factor 2 is loaded most heavily with the bipolar themes Going Against-high and low (Theme 5, Exploiting Active and Theme 2, Conforming Passive). This factor had a factor loading of .86 on Going Against-high (Theme 5, Exploiting Active) and a factor loading of -.85 on Going Against-low (Theme 2, Conforming Passive). These variables represent individuals' attitudes regarding confrontation. Those who score high on Going Against are described as relishing opportunities to challenge status quo. The opposite end of the continuum represents individuals who avoid confrontation at all cost. Therefore, Factor 2 seems best named Confrontation.

Factor 3, with the Myers-Briggs data divided by continuums, is most heavily loaded with the Judging-Perceiving and Sensing-Intuition variable with Thinking-Feeling represented in a lesser degree. Since these variables represent theoretically different aspects of

temperament, it seems most appropriate to use the label Temperament for this factor.

Factor 4 is most heavily loaded with the Extroversion-Introversion continuum. This variable represents individuals' external or internal world focus, and from the data analysis, seems to stand alone. The label of External/Internal is thus appropriate for this factor.

The data analysis indicates little correlation between the variables measured by the LSPI and those assessed by the Myers-Briggs. Regardless of whether the LSPI Themes do indeed function purely as life style descriptors rather than measures of dysfunction, it is clear that these two instruments are assessing different variables.

It seems reasonable that the majority of variance (Factor 1) found in this study is represented by meanings given to individuals' emotional focus. The clinical population, subjects who are actively seeking guidance with relationships or internal issues, would logically be grappling with emotional concerns. It also seems logical that those individuals with emotionally-based life styles would more likely seek therapeutic intervention and thus be heavily represented in this population.

The author of the LSPI provided descriptive paragraphs to facilitate feedback to subjects. To give an example of the feedback participants received, one subject was chosen at random.

Subject number 27 is a 42-year-old caucasian male who originally came for counseling with his wife. In addition to poor communication patterns, the subject acknowledged occasional difficulty with alcohol use. The process of addressing the multi-level presenting problems involved exploration of historical family issues as well as current manifestations. The subject was eager to participate in the research, hoping to further illuminate his self-understanding.

On the LSPI, this subject scored 83% on Theme 6 (Cueing/Exploiting Passive), 93% on Theme 7 (Belonging-low/Displaying Inadequacy) and 21% on Theme 8 (Belonging-high/Social Interest). The descriptor paragraphs which were shared with the subject were:

Cueing

As children, high scores saw themselves as being unfairly treated. They may have thought one of their parents was mean and had a history of abuse. They had difficulty finding their place in the family. They may have had parents with conflicting values, so that they couldn't please one parent without displeasing the other.

As adults, high scorers feel vulnerable to possible hurt from others. They are hypersensitive to environmental and interpersonal cues, to the expectations of others, and to

unfairness in life. They may take on nurturing roles to compensate for a lack of nurturing in their family of origin. They may pay so much attention to the needs of others that they neglect cues from their own bodies related to stress.

Belonging--low scorers

As children, low scorers tried various ways to feel confident, but occasionally they perceived they weren't measuring up. As a result, they may have limited areas in which they made attempts to succeed. They struggled with feelings of belonging in their family.

As adults, low scorers are more hesitant in relations with others. They may be shy, quiet, introspective, and concerned about measuring up. However, they are easy to be around and may be very creative.

On the MBTI, this subject scored as having an INTP temperament (Introverted/Intuitive/Thinking/Perceiving). Individuals of this temperament tend to be:

....quiet, reserved, brilliant in exams, especially in theoretical or scientific subjects. Logical to the point of hair-splitting. Interested mainly in ideas, with little liking for parties or small talk. Tend to have very sharply defined interests. Need to choose careers where

some strong interest of theirs can be used and useful (Myers & McCaulley, 1985).

It is the researcher's opinion that the themes on the LSPI should be regarded as a measure of mental health rather than an instrument reflective of life style as described by Adler. Research data recently provided by the author of the LSPI indicate generally positive, small correlations between the LSPI themes and a variety of psychometric instruments.

In previous research, Theme 8 (Social Interest/Belonging-high) had a correlation of .46 with the EI scale of the Myers-Briggs. The correlation between the extroversion scale of the ISPF and Theme 8 on the LSPI is .38. In addition, the Millon Behavioral Health Inventory Socialable Style Scale ($r = .30$), Social Alienation Scale ($r = -.50$), Inhibited Style Scale ($r = -.50$), and Social Introversion Scale ($r = -.36$) showed moderately strong relationships with the LSPI Theme 8 (Social Interest/Belonging-high).

Research pertaining to the other end of the Theme 8/ Theme 7 continuum, also reveals interesting data. Theme 7 (Displaying Inadequacy/Belonging-low) has positive relationships ($r = .44$) with the MCMI-II Self-Defeating Personality Disorder, the MCMI-II Avoidant Personality Disorder ($r = .43$), and the MCMI-II Schizoid Personality Disorder ($r = .33$). In addition, correlations were found with Chronic Self Destructiveness ($r = .44$), Manifest

Anxiety ($r = .43$) and Child Abuse Potential ($r = .25$ and $r = .40$).

Similar correlations were found for the other five LSPI themes with a multitude of mental health measures. It is this researcher's contention that the preponderance of research concerning the LSPI underlines the instrument's slant toward measuring unhealthy life style themes.

There also appears to be a need to clarify the difference between social interest and socialness. Confusion between these two, very different concepts is indicated by the reported relationships between Theme 8 (Social Interest) and measures of extroversion.

Recommendations

To fully explore a possible relationship between temperament as measured by the Myers-Briggs and Adlerian life style, a comparative study using counselor assessment of life style could be useful. This researcher suspects that the more in-depth life style interview would reflect more accurately individuals' "law of movement" as well as their mistaken goals.

Further study of the LSPI seems strongly indicated in light of the conflict between its stated goal of describing life style themes and the preponderance of research which indicates correlations between the themes and measures of emotional dysfunction. One area of study which might balance the research would be correlational analysis of the

LSPI themes with measures of individual differences which have no slant toward pathology or social interest.

Also, further development of the LSPI descriptive paragraphs seems warranted to include a more complete view of the individual. The subjects of this study seemed confused as to the meaning of the results for them with the descriptive paragraphs. Examples of specific behaviors and attitudes for each theme would be helpful. Also, the terminology needs to be more accessible to the lay reader.

In addition, a life style measure is needed which incorporates Koop's (1986) conception of life styles with roles and strategies with social interest and those without. Adler's conceptualization of life style is not framed in purely negative terms (Ansbacher & Ansbacher, 1956). Although he did view social interest as a necessary aspect of mental health, no single "law of movement" was considered to be ideal. Koop's approach would seem more in keeping with Adler's holistic view of humanity.

The Myers-Briggs continues to provide usable descriptive information regarding individuals' cognitive styles and unique personal perspectives. Individuals' unique cognitive approaches to life do effect the development of their life styles. However, any connection between this instrument and Adlerian life style is as yet unsubstantiated. The best measure of life style still appears to be individual therapist assessment.

APPENDICES

APPENDIX A
INFORMATION SHEET

Name

Address (if results are desired)

Date of Birth

Marital Status S M W D

Job Title

Educational Background (highest level completed):

Below 10th

High School

Junior College (Freshman or sophomore)

College

Advanced Degree

Household Income:

Under 12,000

12,000 - 23,500

23,501 - 31,500

31,501 - 39,500

39,501 - 50,000

Over 50,001

Race:

American Indian or Alaska Native

Asian or Pacific Islander

Black, not of Hispanic origin

Hispanic

White, not of Hispanic origin

APPENDIX B
UNIVERSITY CONSENT LETTER



University of North Texas

Office of Research Administration

July 15, 1992

Carol Rose Doss
4817 Briarwood Ln.
Fort Worth, TX 76103

Dear Ms. Doss:

Your proposal entitled "Adlerian Life Style and the Myers Briggs Type Indicator," has been approved by the IRB and is exempt from further review under 45 CFR 46.101.

If you have any questions, please contact me at (817) 565-3946.

Good luck on your project.

Sincerely,

A handwritten signature in black ink, appearing to read "Peter Witt".

Peter Witt, Chair
Institutional Review Board

PW/tl

APPENDIX C
INFORMED CONSENT LETTER

Hello,

I am requesting your participation in my dissertation research project. The study involves taking two assessment measures, the Myers-Briggs Type Indicator and the Life Style Personality Inventory. Both tests measure feelings and preferences and there are no "good" or "bad" answers. The Myers-Briggs is a well-known instrument which is widely used in business and educational settings as well as for counseling purposes. The Life Style Personality Inventory is a newly developed instrument which is currently only available for research purposes.

The instruments are multiple-choice and they each require forty-five minutes to an hour to complete. This is a one-time effort on your part. No future testing will be asked of you. Participation is purely voluntary.

The benefit to you is the opportunity to take the tests free of charge and receive a report of your scores if you desire.

I have a brief information sheet I would like you to fill out. You are not required to identify yourself by name unless you choose. The only need for your name to appear on the answer sheets is if you desire a written report of the results of your tests. If you request a report, the results

of your tests will only be known by the researcher and your counselor.

If you have any questions regarding this research, please contact me at (817) 429-0521 or Dr. Bobbie Wilborn at (817) 565-2910.

In appreciation,

Carol R. Doss, M.Ed.

APPENDIX D
DEMOGRAPHIC PROFILE

Marital Status	Percentage
Single	12.0%
Married	70.0%
Divorced	15.0%
Widowed	3.0%
 Educational Background (highest level completed):	
Below 10th	0.0%
High School	37.0%
Junior College	17.0%
College	37.0%
Advanced Degree	8.0%
 Household Income:	
Under 12,000	6.0%
12,000 - 23,500	12.0%
23,501 - 31,500	17.0%
31,501 - 39,500	13.0%
39,501 - 50,000	19.0%
Over 50,001	31.0%
 Race:	
American Indian/Alaska Native	0.01%
Black, not of Hispanic	0.02%
Hispanic	2.0%
White, not of Hispanic origin	97.0%

APPENDIX E
MYERS-BRIGGS TYPE FREQUENCIES AND PERCENTAGES MATRIX

Sensing Types		Intuitive Types	
Thinking	Feeling	Thinking	Feeling
ISTJ	ISFJ	INFJ	INTJ
11	14	6	4
9.4%	12.0%	5.1%	3.4%
ISTP	ISFP	INFP	INTP
6	10	6	9
5.1%	8.5%	5.1%	7.7%
ESTP	ESFP	ENFP	ENTP
0	4	13	1
0.0%	3.4%	11.1%	0.8%
ESTJ	ESFJ	ENFJ	ENTJ
16	6	7	4
13.7%	5.1%	6.0%	3.4%

N = 117.

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