THE HORNEY PERSONALITY INVENTORY:
A TEST OF RELIABILITY AND VALIDITY

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The Horney Personality Inventory:
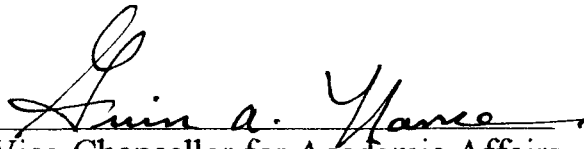
A Test of Reliability and Validity

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Running Head: PERSONALITY

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Abstract

The following study tested the reliability and validity of Karen Horney's ten scales. Personality theory was discussed with focus on the relevance and importance of personality research. Critical events in Karen Horney's life were reviewed to provide a context for explications of her theory. The inventory that was developed based on Horney's theory and the Personal Habit Checklist (the DSM-IV self-report) were administered twice to test for reliability. Reasonably high test-retest reliability coefficients were attained. Discriminant validity was addressed by comparing the scale's correlation coefficient with cohort scales and non-cohort scales. Additional descriptive information was obtained on the Horney scales and movements via relationships with the DSM-IV (Diagnostic and statistical manual of mental disorders, 4th ed.) and the NEO PI-R.

Personality Theory

<u>Centrality</u>

Personality is central to human inquiry as can be seen in the times of pronounced scholars such as Aristotle, Plato, and Hippocrates (Geiwitz and Moursund, 1979). Personality research in psychology is a relevant and valuable tool in analyzing the psychological structure and dynamics of behavior via "...suggesting new ideas, stimulating thinking, or generating research, even out of disbelief and skepticism" (Potkay & Allen, 1986, p. 23).

Although there may be disagreement in what is emphasized in defining personality, there is consensus on the critical importance of personality research in understanding human behavior. The understanding of human behavior would be incomplete without a consideration of motivation, temperament, and emotion, some of the important components in personality. "Personality is that which gives order and congruence to all the different kinds of behavior in which the individual engages" (Hall & Lindzey, 1978, p. 8).

<u>Personality theory and Sigmund Freud</u>

Personality theories are "sets of beliefs and observations and conclusions that we use to help us understand how we and others behave" (Geiwitz & Moursund, 1979, p. 369). "The origin of personality theory owes much to the medical profession and to the conditions of medical practice" (Hall & Lindzey, 1978, p.4). Sigmund Freud dominated the clinical area in the late 1800's and early 1900's with his studies on hysteria, which he popularized through general introductory lectures. Freud's contributions are too numerous to be adequately reviewed in this paper. However, a brief

understanding of his concepts are important to see the soil from which Horney's theory and reactions against Freudian views emerged.

Understanding Freud's central ideas requires identifying Freud's different theories, e.g., psychosexual stages, instinctual drive, topography. Freud placed heavy emphasis on childhood experiences and their profound effect on one's future psychological well-being and level of functioning. On neurotics, Freud (1910) commented "they cannot escape from the past,...this fixation of the mental life on the pathogenic traumata is an essential and practically a most significant characteristic of neurosis" (p. 185). Freud described the defenses as mechanisms one used to reduce anxiety.

All of his ideas were girded by a biologically based explanation. Central in his theory of psychosexual development was the concept of the Oedipus complex. Freud asserted that both male and female children developed a strong sexual attraction to their mother. While he claimed that these feelings generally continue and remain unchanged in males, he asserted that females undergo a transition as a result of penis envy (Cloninger, 1993, p. 46). The daughter's attraction for the mother is reduced while the attraction for the father increases because "...he possesses the valued organ which she wants to share" (Hergenhahn, 1994, 41). This was the core of Freud's explanation as to why women were deemed to be inferior to men. their continuous wish for masculinity.

Freud, "the master of psychoanalytic theory" ignited the psychoanalytic movement, attracting followers such as Jung, Fromm, and Erikson. Within this dominant model, a number of intellectuals were attracted from various fields, including medicine. Karen Horney was one of his followers.

Karen Horney

Background

Born in Germany on September 16, 1885, to a Dutch-German mother and a Norwegian father, Karen Horney led an interesting intellectual life. While she was raised by a strict disciplinarian father, sometimes known as a "God-fearing fundamentalist," she endured hardships during her lifetime which included losing a brother to pneumonia and undergoing a painful divorce from Oscar Horney. However, this did not seem to inhibit her ability to achieve and accomplish. One of the first women to be admitted to study medicine at the University of Berlin, she interned there as a resident physician at a psychiatric hospital. She worked in the Neurological Out-Patient Clinic and studied with the physicians Karl Abraham and Hans Sachs, pupils of Sigmund Freud. Horney's clinical and writing skills attracted her mentors' attention, and they supported her candidacy for psychoanalytic training.

Training and professional career

After medical school, Horney was attracted to psychoanalysis and completed training at the Berlin Psychoanalytic Institute where she became a valued teacher and a skilled clinician. Horney accepted an invitation from Franz Alexander to come to America and become associate director of the Chicago Institute of Psychoanalysis. Later in her career she worked at the New York Psychoanalytic Institute.

Refuting Freudian Dogma

Horney's focus was not on the biological aspects and instinctual drives of Freud's theory. "Freud's views on feminine psychology have been harshly

criticized for reflecting only the thought processes of his disturbed patients, the Victorian culture in which he practiced, and his own personal biases..." (Hergenhahn, 1994, p. 44). Horney felt a dissatisfaction concerning Freud's "...myopia regarding the social conditions of personality" (Hall & Lindzey, 1978, p. 156). While she is indebted to Freud for laying the groundwork for psychoanalysis, she criticized Freud's theory for being out-dated and inapplicable to contemporary problems.

Horney argued that it was not the anatomical reasons that Freud had proposed but cultural restraints brought on by a male dominated society that accounted for women's feelings of inferiority. "The dominant role of the male in Western societies requires women , if they are to establish a reasonably secure position in life, to become subservient to men" (Geiwitz and Moursund, 1979, p. 213). Furthermore, social equality was at the core of that which women desired and struggled to attain. Contrary to Freudian views, Horney viewed struggles as being brought on by cultural stressors and not by opposing structures of the mind.

Her developing views about sexuality and femininity were different enough to incur the wrath of the orthodox New York Psychoanalytic Society. Traditional Freudians strongly opposed her views and consequently, she was dismissed from her positions as a teacher and a training analyst at the New York Psychoanalytic Institute. Nevertheless, she decided to continue developing her ideas and established her own American Institute for Psychoanalysis. Although she disagreed with certain segments of Freudian theory pertaining to the Oedipus complex and penis envy, she still considered herself to be within the realms of classical psychoanalysis.

Theoretical orientation

Her important modification of orthodox psychoanalytic theory brought a cultural thrust to Freud's essentially biologically based theory. In this regard, she was a contemporary of Sullivan, Fromm, and Erikson and is often listed in texts as a "Neo-Freudian" along with these three theorists. However, understanding very clearly the cultural imperatives that an individual feels conditioned to their biological givens, her emphasis gave the clearest depiction of neurosis in both dysfunctional people and those who are generally, adequately coping with life. While Freud believed that traumatic childhood experiences were irrevocable and permanently damaging, Horney was more supportive and optimistic of the progressive nature of human beings who are "...essentially constructive ...[who] want happiness...to develop, to unfold" (Block and Trow, 1941, p.410). Her theory and writings are illustrative of this attitude.

Similar to Freud, she recognized the importance of childhood experiences on later life. Her theory asserts that the two necessities of childhood are safety and satisfaction. These two needs are meet by the parents. The parents' inability to provide adequately for the child results in the child's acquisition of basic hostility and basic anxiety. Basic anxiety is one of the central concepts in her theory. Horney (1945) defines basic anxiety as "the feeling a child has of being isolated and helpless in a potentially hostile world" (p. 41). According to Horney, basic anxiety originates as the residual effect of a childhood which is characterized by an abusive parent-child relationship. The future prospects for the child include neurosis.

The ten neurotic needs

Once an individual experiences basic anxiety, he or she will attempt to reduce the discomfort through what Horney calls ten neurotic needs. The following are the ten neurotic needs followed by some descriptive statements of the need.

1. The neurotic need for affection and approval

   -"center of gravity in others and not in self, with

   their wishes and opinions the only thing that counts"

   -"dread of hostility on the part of others or of hostile

   feelings within self" (Horney, 1942, p. 51).

2. The neurotic need for a "partner" who will take over

   one's life

   -"center of gravity entirely in the 'partner' who is to

   fulfill all expectations of life and take responsibility

   for good and evil, his successful manipulation

   becoming the predominant task"

   -"dread of being alone" (Horney, 1942, pp. 51-52).

3. The neurotic need to restrict one's life within narrow

   borders

   -"necessity to be undemanding and contented with little

   and to restrict ambitions and wishes for material things"

   -"belittling of existing faculties and potentialities, with

   modesty the supreme value" (Horney, 1942, p. 53).

4. The neurotic need for power

   -"essential disrespect for others, their individuality, their

dignity, their feelings, the only concern being their subordination"

-"indiscriminate adoration of strength and contempt for weakness" (Horney, 1942, p. 52-53).

4a. The neurotic need to control self and others through reform and foresight

-"contempt for everything within self that lags behind the image of intellectual superiority"

-"denial of the power of emotional forces and contempt for them" (Horney, 1942, p. 53).

4b. The neurotic need to believe in the omnipotence of will

-"reaction of desolation to any frustration of wishes"

-"tendency to relinquish or restrict wishes and to withdrawal interest because of a dread of failure" (Horney, 1942, p. 53-54).

5. The neurotic need to exploit others and "by hook or by crook" get the better of them

-"others evaluated primarily according to whether or not they can be exploited or made use of"

-"pride in exploitative skill" (Horney, 1942, p. 54).

6. The neurotic need for social recognition or prestige

-"self-evaluation entirely dependent on nature of public acceptance"

-"dread of losing caste ('humiliation'), whether through

external circumstances or through factors from within"
(Horney, 1942, p. 54).

7. The neurotic need for personal admiration

    -"need to be admired not for what one possesses or

    presents in the public eye but for the imagined self"

    -"dread of losing admiration" (Horney, 1942, p. 54).

8. The neurotic need for personal achievement

    -"need to surpass others not through what one presents

    or is but through one's activities"

    -"relentless driving of self to greater achievement,

    though with pervasive anxiety" (Horney, 1942, p. 55).

9. The neurotic need for self-sufficiency and independence

    -"necessity never to need anybody, or to yield to any

    influence, or to be tied down to anything, any closeness

    involving the danger of enslavement"

    -"dread of needing others, of ties, of closeness, of love"

    (Horney, 1942, p. 55).

10. The neurotic need for perfection and unassailability

    -"relentless driving for perfection"

    -"dread of finding flaws within self or making mistakes"

    (Horney, 1942, pp. 55-56).

The three movements

    While all of the ten needs differ to some degree, Horney categorizes

the needs into three broader categories, better known as movements.

Each movement represents the "...neurotic's adjustment to other people"

(Hergenhahn, 1994, p. 141). The first three needs represent the "compliant type" and fall within the general category of moving toward people. As mentioned earlier this type person is conservative, fears being alone, and is overly preoccupied with pleasing others. The next five needs follow the adjustment pattern of the hostile type and fall within the general category of moving against people. This type person is concerned with how and what benefits he can derive from other people. The last two needs fall into the category of moving away from people. This detached type feels an imperative need to assert an extreme form of independence.

Because a person may experience few or several of these needs does not deem that person to be neurotic. Several factors and variables as well as the degree of the individual's preoccupation with the need must be taken into account. Horney (1942) stated that these needs become neurotic when the "...pursuits are almost a caricature of the human values they resemble. All too often they involve illusory elements" (p. 58).

Feasibility of theory

The clarity of her thought and writing and the palpable applicability of Horney's theory offer an explanation as to why her writings were so popular among the general population as well as among clinicians. Horney addressed positive aspects of human functioning not just the pathological reaches of human behavior. Her clear and concise writing offered the layman and the professional a valuable educational tool in psychology and self-exploration. However, an extensive review of the literature revealed that in spite of her popularity, researchers have done little empirical research based on her theory.

This was surprising for a person whose theory attracted so much excitement and seemed to be so fertile.

In order to operationalize Horney's theory and to test her structural hypothesis and thesis that the ten neurotic needs can be grouped into three movements, Hess, Hess, Hess, & Phung (1995) developed an item pool of 188 items based on Horney's ten neurotic needs. Hess et al. (1995) administered the Horney Personality Inventory to 130 subjects. Data analysis revealed that the item pool depicted ten discriminable scales. The scales were composed of items that correlated with their respective assigned scales and not with other scales that had no theoretical basis for statistical association.

Factor analysis found scales one (affection and approval), two (partner), and three (restriction) to load on factor I. Scales four (power), five (exploitation), six (prestige), seven (admiration), and eight (ambition) loaded on factor II. Scales nine (self-sufficiency) and ten (perfection) loaded on factor III.

Statement of Problem

Given a set of items that reflect Horney's ten neurotic needs, the question arises as to whether the scales are reliable. This study assessed the degree to which these ten scales were reliable over a one week time period. Also, measures of normal (the "Big 5" as measured by the NEO PI-R) and abnormal (the DSM-IV as measured by a symptom checklist of the ten personality disorders) personality domains were administered to help provide descriptive information concerning the Horney Personality Inventory.

Method

Participants

     The participants were 19 male and 50 female students enrolled in undergraduate psychology courses at Auburn University at Montgomery. The participants were given extra credit points for participation. Participants returned after one week to retake The Karen Horney Personality Inventory and the Personal Habit Checklist. Three participants did not return after the one week period. One participant did not complete the Personal Habit Checklist on the first administration, and two participants did not complete the NEO PI-R.

Measures

     (a) The Karen Horney Personality Inventory (see Appendix B) was developed by the researchers through a rational approach. Horney's lucid writing makes it easy to derive operational definitions of her needs in terms of writing objective personality inventory items. After a thorough review of the literature, researchers modified a body of phrases from Horney's theory into complete statements to be answered by the subjects. The inventory items were derived from Horney's (1942) ten scales (pp. 51-56).

     1) the neurotic need for affection and approval

     2) the neurotic need for a "partner" who will take over one's life

     3) the neurotic need to restrict one's life within narrow borders

     4) the neurotic need for power

     5) the neurotic need to exploit others

     6) the neurotic need for social recognition or prestige

     7) the neurotic need for personal admiration

8) the neurotic need for personal achievement

9) the neurotic need for self-sufficiency and independence

10) the neurotic need for perfection and unassailability

The original meaning of Horney's statements remained unchanged. For example, Horney's first neurotic need "the neurotic need for affection and approval" was adapted to read "I have a strong need to please others." One example of "the neurotic need for self-sufficiency and independence" reads, "I hate to ask for directions even when I am lost."

Several discussions by the female and male researchers during item development led to rewording and elimination of any items that were ambiguous, misrepresentative of a particular need, or gender specific (Hess et al., 1995). After the items were developed, drafts were given to several individuals, including foreign students and high school students, to assess clarity in reading and meaning. Several items were reworded and eliminated during this process resulting in a 188 item inventory entitled "The Personal Style Inventory." After all researchers were comfortable with the remaining 188 statements, a final draft was produced for administration to the subjects.

The 188 inventory items derived from Horney's ten scales were partitioned into the following. There were 24 inventory items on Scale 1, 13 on Scale 2, 17 on Scale 3, 30 on Scale 4, 30 on Scale 5, 17 on Scale 6, 14 on Scale 7, 17 on Scale 8, 12 on Scale 9, and 14 on Scale 10. The items were numbered on the Personal Style Inventory in such a way that the particular scales did not clump together. The items were distributed in an order that would not have the participant answer all items from Scale 1 and all items from Scale 2 consecutively listed together. Thus, Scale 1 consisted of items

number one, eight, fifteen, twenty-two,...etc. on the inventory. The distribution of these items and the scales to which they belong are depicted on Table 1.

A Likert-type scale was used where subjects responded by marking A, B, C, D, or E, $\underline{A}$ meaning "quite unlike you" and $\underline{E}$ meaning "quite like you." The responses were scored on a scale of 1-5. A response of "A" would score 1, "B" would score 2, "C" would score 3, "D" would score 4, and "E" indicating the highest degree that the statement is like the subject would score a 5. The higher the score the greater the need. A score of 5 on scale 1 (the neurotic need for affection and approval) would indicate a greater neurotic need for affection and approval than a score of 4 on that scale.

The mean score for each of the Horney scales were computed by first attaining a mean score for each subject on each scale. This was done by adding all of the scores of the items on that particular scale and dividing by the number of items in that particular scale. Next, all of the mean scores for a particular scale were added together and then divided by the total number of subjects. For example, the mean score for each subject on Scale 1 was added together and then divided by the total number of subjects.

(b) "The NEO PI-R was developed to operationalize the five-factor model of personality, a representation of the structure of traits which was developed and elaborated over the past four decades" (Costa and McCrae, 1990, p. 14). The five factors: Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness to experience are said to be inclusive in all personality measures. In other words, five factor theorists claim that there are no additional factors outside of these five when referring

to major dimensions of personality measures. Internal consistency coefficients for the five domain scales and the thirty facet scales range from .86 to .95 and .56 to .90, respectively (Costa and McCrae, 1990). "Together, the 5 domain scales and 30 facet scales of the NEO PI-R allow a comprehensive assessment of adult personality" (Costa and McCrae, 1990, p. 1). While there are two versions of the NEO PI-R, the researchers in this study decided that the most fecund version to use for the study would be Form S. A score for each domain scale was attained by adding together all the scores of the items belonging to that particular domain scale (Costa and Mcrae, 1990). The higher the score on the domain scale, the more the person reflects that particular scale. For example, a person with a score of 125 on the domain scale Extraversion is assumed to be more extraverted than a person scoring 90 on the Extraversion scale.

(c) For the purposes of this study, the section in the DSM-IV on Personality Disorders was utilized. The "diagnostic criteria" statements in the DSM-IV describing the 10 specific Personality Disorders were translated (with no modifications to the language) onto the Personal Habit Checklist. The 10 specific Personality Disorders included in the DSM-IV are listed below followed by a description of the disorder.

1) "Paranoid Personality Disorder is a pattern of distrust and suspiciousness such that others' motives are interpreted as malevolent" (American Psychiatric Association, 1993, p.629).

2) "Schizoid Personality Disorder is a pattern of detachment from social relationships and a restricted range of emotional expression" (American Psychiatric Association, 1993, p. 629).

3) "Schizotypal Personality Disorder is a pattern of acute discomfort in close relationships, cognitive or perceptual distortions, and eccentricities of behavior" (American Psychiatric Association, 1993, p. 629).

4) "Antisocial Personality Disorder is a pattern of disregard for, and violation of, the rights of others" (American Psychiatric Association, 1993, p. 629).

5) "Borderline Personality Disorder is a pattern of instability in interpersonal relationships, self-image, and affects, and marked impulsivity" (American Psychiatric Association, 1993, p. 629).

6) "Histrionic Personality Disorder is a pattern of excessive emotionality and attention seeking" (American Psychiatric Association, 1993, p. 629).

7) "Narcissistic Personality Disorder is a pattern of grandiosity, need for admiration, and lack of empathy" (American Psychiatric Association, 1993, p. 629).

8) "Avoidant Personality Disorder is a pattern of social inhibition, feelings of inadequacy, and hypersensitivity to negative evaluation" (American Psychiatric Association, 1993, p. 629).

9) "Dependent Personality Disorder is a pattern of submissive and clinging behavior related to an excessive need to be taken care of" (American Psychiatric Association, 1993, p. 629).

10) "Obsessive-Compulsive Personality Disorder is a pattern of pre-occupation with orderliness, perfectionism, and control" (American Psychiatric Association, 1993, p. 629).

The "diagnostic criteria" statements were numbered in consecutive order on the checklist and totaled 79 statements. The statements were partitioned into the following. There were 7 diagnostic criteria describing Paranoid Personality Disorder, 7 describing Schizoid Personality Disorder, 9 describing Schizotypal Personality Disorder, 7 describing Antisocial Personality Disorder, 9 describing Borderline Personality Disorder, 8 describing Histrionic Personality Disorder, 9 describing Narcissistic Personality Disorder, 7 describing Avoidant Personality Disorder, 8 describing Dependent Personality Disorder, and 8 describing Obsessive-Compulsive Personality Disorder. The "diagnostic criteria" statements were not scattered and were listed together in consecutive order. For example, the seven diagnostic criteria for Paranoid were listed as statements 1-7 on the Personal Habit Checklist. The distribution of the "diagnostic criteria" statements and the specific Personality Disorder in which they belong are listed on Table 2.

A Likert-type scale was used on the Personal Habit Checklist where students responded to the statements by marking A, B, C, D, or E, with $\underline{A}$ meaning "quite unlike you" and $\underline{E}$ meaning "quite like you." The responses were scored on a scale of 1-5. A response of "A" would receive a score of 1, "B" would receive a score of 2, "C" would receive a score of 3, "D" would receive a score of 4, and "E" indicating the highest degree to which the statement is like the subject would receive a score of 5. The higher the score on a particular scale, the greater the scale reflects the person. A score of 5 on scale 4 (Paranoid Personality Disorder) would indicate a person to be more paranoid than a person scoring 4 on that scale.

The mean score for each of the specific Personality Disorders was computed by first attaining a mean score for each subject on each specific Personality Disorder. This was done by adding the scores (ranging from 1-5) on the statements describing a specific Personality Disorder and then by dividing by the number of statements in that specific Personality Disorder. Next, the mean scores from a specific Personality Disorder were added together and then divided by the total number of subjects.

Procedure

The experimenter introduced herself to the participants, explained the general purpose of the study, administered the measures, and checked to see that the participants understood the instructions. The measures were completed by the participants seated at a conference table in a conference room located in the psychology department. Participants were offered various time slots to sign up to complete the study; thus, group size at varying administration times ranged from one person to ten people. Participants signed an informed consent form (see Appendix D) before beginning the experiment. Data was coded by an anonymous subject number; no names were associated with the data.

On the first administration the measures were given to the participants in the following order: (a) The Karen Horney Personality Inventory, (b) The NEO PI-R, and (c) The Personal Habit Checklist (DSM-IV self-report). Participants returned after one week to retake the Karen Horney Personality Inventory and the Personal Habit Checklist.

Results

Data Analysis

The main question regarding the reliability of the Horney Personality Inventory and the Personal Habit Checklist were addressed by examining the test-retest correlations. The Horney Personality Inventory scales' scores on the first administration were correlated with the NEO PI-R and the DSM-IV scores on the first administration to provide additional descriptive information regarding Horney's ten scales and three movements.

Test-retest reliability

Test-retest scores on the Horney Personality Inventory.

The means and standard deviations for the ten Horney scales on the first and second administration are listed on Table 3. The results of the correlations between a scale on the Horney Personality Inventory on trial one and the same scale as completed a week later by the same subject across the 66 $\underline{S}$s are computed on Table 4. The lowest correlation of a scale score on the first administration with that scale's score on the second administration was PERFECT (.770). The highest correlation of a scale score on the first administration with that scale's score on the second administration was AFFAPP (.888). Using a straight mean calculation, the mean correlation of the ten scales' first and second scores was .824.

Test-retest scores on the Personal Habit Checklist.

The means and standard deviations for the ten specific Personality Disorders are listed on Table 5. The results of the correlational analysis on the first and second test scores for the DSM-IV (as measured by the Personal Habit Checklist) are provided on Table 6. An examination of Table 6 showed

consistently high test-retest correlations (all above .600) for each scale. The highest test-retest correlation was BORDERLINE, r=.849. The lowest test-retest correlation was PARANOID, r=.662.

Cohort-noncohort scale correlations.

In eight of the ten scales on Table 7, which lists the mean correlation of a particular scale with cohort scales and the mean correlation of that particular scale with non-cohort scales, the mean correlation calculated with the cohort scales were higher than the mean correlation calculated with the non-cohort scales. For example, AFFAPP is in the same factor as PARTNER and RESTRICT. The mean correlation with these scales was .564 as opposed to .316 with the other factor scales. The exceptions were with PERFECT and SELFSUFF. PERFECT gave a .390 correlation with SELFSUFF and a .464 mean correlation with non-cohort scales. SELFSUFF gave a .248 correlation with PERFECT and a .232 mean correlation with non-cohort scales. These correlations provide a fair degree of discriminant validity.

The Horney Personality Inventory and the Personal Habit Checklist.

The correlations of Horney's moving toward people scales with the DSM-IV Personality Disorders are provided in Table 8. In examining the interrelationship of these scale scores for the Horney Personality Inventory with the DSM-IV (as measured with the Personal Habit Checklist), high correlations of scales within moving toward people on the DSM-IV were defined by AVOIDANT, DEPENDENT, AND OBSESSIVE-COMPULSIVE.

Correlations of the scales within moving against people with the DSM-IV Personality Disorders are listed on Table 9. The scales within

moving against people were defined on the DSM-IV scales by PARANOID, HISTRIONIC, and NARCISSISTIC.

The two scales within moving away from people were correlated with the DSM-IV Personality Disorders as listed on Table 10. These scales were defined by high correlations on PARANOID, OBSESSIVE-COMPULSIVE, and to some extent AVOIDANT.

The Horney Personality Inventory and the NEO PI-R.

The correlations of the Horney Personality Inventory scale scores within the moving toward people and the NEO PI-R domain scales are provided in Table 11. These Horney scales were defined by high correlations with neuroticism, agreeableness, and to some extent introversion.

The Horney scales within moving against people listed on Table 12 were not defined by any of the NEO PI-R domain scales. There was a negative correlation with agreeableness and, to some extent, conscientiousness.

The Horney scales within moving away from people gave negative correlations with extraversion, agreeableness, and conscientiousness as provided on Table 13. There was somewhat of a positive correlation of these scales with neuroticism.

Discussion

The main question regarding the stability over time of the Horney Personality Inventory scales was answered by the correlations between the first and second test scores from the Horney Personality Inventory. The scales were reliable, with a mean correlation of .824.

These correlations showed a highly reliable set of measures over a one week test-retest period. Moreover, some support for the factorial validity found by Hess et al. (1995) was found here in the pattern of correlations between a scale and its cohort scales. Thus, the neurotic need for affection and approval tended to correlate with the neurotic need for a "partner" who will take over one's life and the neurotic need to restrict one's life within narrow borders. Similarly, some evidence for discriminant validity was found by the pattern of correlations between a scale and the scales to which it was not expected to correlate. The mean correlation with the cohort scales was greater than the mean correlation with non-cohort scales in all cases except with PERFECT and SELFSUFF.

The pattern of correlation between the Horney Personality Inventory and the DSM-IV and the NEO PI-R provided some information concerning the meaning of Horney's scales and three movements. Horney's three scales within moving toward people were defined by the specific Personality Disorders on the DSM-IV as being suspicious, submissive, emotionally volatile, and having clinging behavior. To some degree, there was avoidance. This Avoidance Personality Disorder as defined earlier in the DSM-IV is not necessarily interpreted to mean an avoidance of people. The definition of Avoidant Personality Disorder focuses more on an avoidance of inadequacy and negative evaluation. These descriptors are consistent with the scales that describe Horney's moving toward people. Some of the descriptions of the scales, as mentioned earlier, included "necessity to be undemanding and contented with little..." and "dread of being alone." In addition, these scales were defined on the NEO PI-R by emotional instability, agreeableness, and to

some extent introversion. Combining the correlations of the DSM-IV and the NEO PI-R, this is indicative of people who are dependent and concerned with the wishes of others.

The main components describing the scales within Horney's moving against people included "pride in exploitative skills...," "dread of losing admiration, " and "essential disrespect for others..." Consistent with these descriptors were the specific Personality Disorders which correlated highly with the scales in moving against people. The DSM-IV defined these scales as self-centered, suspicious, and emotionally volatile. The NEO PI-R domain scales defined Horney's moving against people as disagreeable and not well self-regulated. These descriptors combined with the DSM-IV patterns provide an overall type that is emotional and tends not to take into consideration other people.

The Horney scales within the moving away from people were defined on the DSM-IV as paranoid, obsessive-compulsive, and avoidant. On the NEO PI-R, these scales gave negative correlations with extraversion and agreeableness and a positive correlation with neuroticism. These provide and overall description and reflect the basic notion of a type person who is suspicious, overly preoccupied, avoidant, contentious, disagreeable, and somewhat emotionally unstable.

All of Horney's scales when mapped onto the two major schemata of personality (the "Big 5" as measured by the NEO PI-R) and psychopathology (the DSM-IV as measured by a symptom checklist of the ten specific Personality Disorders) correlated highly with descriptors on the NEO PI-R and DSM-IV that parrot Horney's scale and movements. Furthermore, the

degree to which the Horney scales corresponded to the NEO PI-R domain scales and the DSM-IV Personality Disorder provided additional knowledge in understanding the scales and the movements.

One problem concerning the DSM-IV checklist as used in this study may have been the impact of the language on the subjects. Without any modifications, the items on the Personal Habit Checklist were derived from the DSM-IV. Thus, subjects may have had difficulty comprehending the statements. The DSM-IV was designed for the clinician not the average layman. Furthermore, given the intensity of the language, whether or not the subjects would have admitted to the statements is questionable. Most likely, this measure was assessing global psychopathology in our sample. This calls for either refinement of the measure or replication with pathological samples. Future research may consider attenuating the pathological content of the adjectives used in the DSM-IV measure that was developed for this study.

The total time of the completion of the measures on the first and second administration varied among subjects. Researchers in this study completed the measures to have an estimate completion time and yielded an average completion time of 90 minutes and 40 minutes for the first and second administration, respectively. The measures administered in this study were distributed in a specific order (with the Horney Personality Inventory first) to minimize the interference of fatigue on the results of the Horney Personality Inventory. Whether the results of the NEO PI-R and the Personal Habit Checklist were strongly affected by fatigue is questionable. Examining the effects of alternating the order of administration of the measures to the subjects needs to be addressed.

Future research may address the need for more $\underline{S}$s to assess factorial cross validity and to provide gender and racial breakdowns. Also, longer test-retest periods will reveal whether high stability of the Horney scales found in this study will hold up over longer durations.

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APPENDIX A

Tables

Table 1
Distribution of inventory items on the Horney Personality Inventory

Scales	1	2	3	4	5	6	7	8	9	10
Item	1	2	51	3	4	5	6	13	7	14
Number	8	9	58	10	11	12	110	20	130	21
	15	16	65	17	18	19	117	27	133	28
	22	23	72	24	25	26	123	34	136	35
	29	30	79	31	32	33	129	41	142	42
	36	37	86	38	39	40	135	48	148	49
	43	44	93	45	46	47	141	55	154	56
	50	112	100	52	53	54	147	62	160	63
	57	161	107	59	60	61	153	69	166	70
	64	167	114	66	67	68	159	76	172	77
	71	169	120	73	74	75	165	83	178	84
	78	173	126	80	81	82	171	90	184	91
	85	185	132	87	88	89	177	97		98
	92		138	94	95	96	183	104		105
	99		144	101	102	103		111		
	106		150	108	109	168		118		
	113		156	115	116	188		124		
	119			121	122					
	125			127	128					
	131			139	134					
	137			145	140					
	143			151	146					
	149			157	152					
	155			162	158					
				163	164					
				174	170					
				179	175					
				180	176					
				182	181					
				186	187					

Scale 1= The neurotic need for affection and approval
Scale 2= The neurotic need for a "partner" who will take over one's life
Scale 3= The neurotic need to restrict one's life within narrow borders
Scale 4= The neurotic need for power
Scale 5= The neurotic need to exploit others
Scale 6= The neurotic need for social recognition or prestige
Scale 7= The neurotic need for personal admiration
Scale 8= The neurotic need for personal achievement
Scale 9= The neurotic need for self-sufficiency and independence
Scale 10=The neurotic need for perfection and unassailability

Table 2

Item Distribution for DSM-IV (The Personal Habit Checklist)

Scale	1	2	3	4	5	6	7	8	9	10
Item	1	8	71	15	22	31	39	48	55	63
Number	2	9	72	16	23	32	40	49	56	64
	3	10	73	17	24	33	41	50	57	65
	4	11	74	18	25	34	42	51	58	66
	5	12	75	19	26	35	43	52	59	67
	6	13	76	20	27	36	44	53	60	68
	7	14	77	21	28	37	45	54	61	69
			78		29	38	46		62	70
			79		30		47			

Scale 1=Paranoid Personality Disorder
Scale 2=Schizoid Personality Disorder
Scale 3=Schotypal Personality Disorder
Scale 4=Antisocial Personality Disorder
Scale 5=Borderline Personality Disorder
Scale 6=Histrionic Personality Disorder
Scale 7=Narcisstic Personality Disorder
Scale 8=Avoidant Personality Disorder
Scale 9=Dependent Personality Disorder
Scale 10=Obsessive-Compulsive Personality Disorder

Table 3

Means and Standard Deviations for the Karen Horney Personality Inventory
Scale Scores

Scales	Time 1		Time 2	
	M	SD	M	SD
AFFAPP	2.89	.570	2.80	.620
PARTNER	2.48	.620	2.38	.610
RESTRICT	2.94	.460	2.91	.460
POWER	2.98	.460	2.93	.470
EXPLOIT	1.99	.580	1.97	.660
PRESTIGE	2.39	.540	2.30	.610
ADMIR	3.23	.650	3.22	.590
AMBITION	2.97	.580	2.87	.620
SELFSUFF	2.58	.580	2.60	.710
PERFECT	3.01	.610	2.92	.560

AFFAPP= The neurotic need for affection and approval

PARTNER= The neurotic need for a "partner" who will take over one's life

RESTRICT= The neurotic need to restrict one's life within narrow borders

POWER= The neurotic need for power

EXPLOIT= The neurotic need to exploit others

PRESTIGE= The neurotic need for social recognition or prestige

ADMIR= The neurotic need for personal admiration

AMBITION= The neurotic need for personal achievement

SELFSUFF= The neurotic need for self-sufficiency and independence

PERFECT= The neurotic need for perfection and unassailability

Table 4

Test-retest correlation scores on the Horney Personality Inventory Scales

Scale	r
AFFAPP	.888
PARTNER	.851
RESTRICT	.807
POWER	.832
EXPLOIT	.884
PRESTIGE	.822
ADMIR	.806
AMBITION	.782
SELFSUFF	.798
PERFECT	.770

AFFAPP= The neurotic need for affection and approval
PARTNER= The neurotic need for a "partner" who will take over one's life
RESTRICT= The neurotic need to restrict one's life within narrow borders
POWER= The neurotic need for power
EXPLOIT= The neurotic need to exploit others
PRESTIGE= The neurotic need for social recognition or prestige
ADMIR= The neurotic need for personal admiration
AMBITION= The neurotic need for personal achievement
SELFSUFF= The neurotic need for self-sufficiency and independence
PERFECT= The neurotic need for perfection and unassailability

Table 5

Means and Standard Deviations for the DSM-IV scale scores (as measured by the Personal Habit Checklist)

Scales	Time 1		Time 2	
	M	SD	M	SD
Paranoid	2.31	.820	1.97	.850
Schizoid	2.04	.740	1.85	.820
Schotypal	1.69	.730	1.61	.690
Antisocial	1.66	.630	1.56	.630
Borderline	1.80	.820	1.67	.760
Histrionic	1.85	.740	1.68	.620
Narcisstic	1.77	.700	1.66	.650
Avoidant	1.89	.850	1.74	.810
Dependent	1.78	.770	1.65	.710
Obsessive-Compulsive	1.93	.650	1.90	.720

Table 6

Test-retest correlation scores on the DSM-IV (as measured by the Personal
Habit Checklist)

Scale	r
PARANOID	.662
SCHIZOID	.730
SCHOTYPAL	.793
ANTISOCIAL	.794
BORDERLINE	.849
HISTRIONIC	.791
NARICISSTIC	.759
AVOIDANT	.733
DEPENDENT	.768
OBSESSIVE-COMPULSIVE	.707

Table 7
Correlation analysis of the first and second scale scores on the
Horney Personality Inventory

Scale	r with cohort scales	r with non-cohort scales
AFFAPP	.564	.316
PARTNER	.542	.353
RESTRICT	.651	.201
POWER	.504	.265
EXPLOIT	.442	.186
PRESTIGE	.539	.269
ADMIR	.450	.144
AMBITION	.493	.333
SELFSUFF	.248	.232
PERFECT	.390	.464

Moving Toward People
AFFAPP= The neurotic need for affection and approval
PARTNER= The neurotic need for a "partner" who will take over one's life
RESTRICT= The neurotic need to restrict one's life within narrow borders

Moving Against People
POWER= The neurotic need for power
EXPLOIT= The neurotic need to exploit others
PRESTIGE= The neurotic need for social recognition or prestige
ADMIR= The neurotic need for personal admiration
AMBITION= The neurotic need for personal achievement

Moving Away From People
SELFSUFF= The neurotic need for self-sufficiency and independence
PERFECT= The neurotic need for perfection and unassailability

Table 8

Correlation analysis of the Horney Personality Inventory scales (moving toward people) and the DSM-IV scales (as measured by the Personal Habit Checklist)

DSM-IV Scale	Horney Personality Inventory Moving Toward People Scale		
	AFFAPP	PARTNER	RESTRICT
PARANOID	.188	.373	.298
SCHIZOID	.096	.245	.393
SCHOTYPAL	.232	.369	.309
ANTISOCIAL	-.101	.077	.031
BORDERLINE	.271	.392	.328
HISTRIONIC	.278	.399	.156
NARCISSTIC	.184	.380	.078
AVOIDANT	.401	.364	.553
DEPENDENT	.499	.509	.512
OBSESSIVE-COMPULSIVE	.306	.382	.422

AFFAPP= The neurotic need for affection and approval
PARTNER= The neurotic need for a "partner" who will take over one's life
RESTRICT= The neurotic need to restrict one's life within narrow borders

Table 9

Correlation analysis of the Horney Personality Inventory scales (moving against people) and the DSM-IV scales (as measured by the Personal Habit Checklist)

DSM-IV Scale	Horney Personality Inventory Moving Against People Scales				
	POWER	EXPLOIT	PRESTIGE	ADMIR	AMBITION
PARANOID	.411	.449	.343	.199	.270
SCHIZOID	.098	.275	.070	-.059	.005
SCHOTYPAL	.065	.382	.141	.047	.088
ANTISOCIAL	-.002	.305	.018	-.077	-.102
BORDERLINE	.084	.379	.154	.058	.081
HISTRIONIC	.079	.521	.395	.228	.231
NARCISSTIC	.285	.645	.433	.371	.314
AVOIDANT	.078	.212	.157	.007	.214
DEPENDENT	-.048	.193	.278	.079	.189
OBSESSIVE-COMPULSIVE	.106	.196	.189	.043	.286

POWER= The neurotic need for power
EXPLOIT= The neurotic need to exploit others
PRESTIGE= The neurotic need for social recognition or prestige
ADMIR= The neurotic need for personal admiration
AMBITION= The neurotic need for personal achievement

Table 10

Correlation analysis of the Horney Personality Inventory scales (moving away from people) and the DSM-IV scales (as measured by the Personal Habit Checklist)

	Horney Personality Inventory Moving Away From People Scale	
DSM-IV Scale		
	SELFSUFF	PERFECT
PARANOID	.407	.282
SCHIZOID	.319	.141
SCHOTYPAL	.206	.256
ANTISOCIAL	.246	-.088
BORDERLINE	.220	.236
HISTRIONIC	.111	.165
NARCISSTIC	.244	.253
AVOIDANT	.242	.298
DEPENDENT	.052	.265
OBSESSIVE-COMPULSIVE	.235	.349

SELFSUFF= The neurotic need for self-sufficiency and independence
PERFECT= The neurotic need for perfection and unassailability

Table 11

Correlation analysis of the Horney Personality Inventory scales (moving toward people) and the NEO PI-R domain scales

NEO PI-R domain	Horney Personality Inventory Moving Toward People Scale		
	AFFAPP	PARTNER	RESTRICT
Neuroticism	.506	.457	.496
Extraversion	-.001	-.055	-.422
Openness to experience	.007	-.090	-.049
Agreeableness	.238	-.114	.260
Conscientiousness	-.076	-.131	-.155

AFFAPP= The neurotic need for affection and approval

PARTNER= The neurotic need for a "partner" who will take over one's life

RESTRICT= The neurotic need to restrict one's life within narrow borders

Table 12

Correlation analysis of the Horney Personality Inventory scales (moving against people) and the NEO PI-R domain scales

NEO PI-R domain	Horney Personality Inventory Moving Against People Scale				
	POW	EXPL	PRE	ADM	AMB
Neuroticism	.186	.235	.244	.142	.164
Extraversion	.093	.053	.270	.428	.241
Openness to experience	.134	.029	-.097	.070	-.045
Agreeableness	-.501	.747	-.425	-.291	-.245
Conscientiousness	.025	-.343	-.061	.050	.234

POW= The neurotic need for power
EXPL= The neurotic need to exploit others
PRE= The neurotic need for social recognition or prestige
ADM= The neurotic need for personal admiration
AMB= The neurotic need for personal achievement

Table 13

Correlation analysis of the Horney Personality Inventory scales (moving away away from people) and the NEO PI-R domain scales

	Horney Personality Inventory Moving Away From People Scale	
NEO PI-R domain		
	SELFSUFF	PERFECT
Neuroticism	.187	.431
Extraversion	-.269	-.058
Openness to experience	.108	.062
Agreeableness	-.350	-.083
Conscientiousness	-.011	.074

SELFSUFF= The neurotic need for self-sufficiency and independence
PERFECT= The neurotic need for perfection and unassailability

APPENDIX B: The Horney Personality Inventory

THE PERSONAL STYLE INVENTORY

Please answer the following questions as well as you can. There are no right or wrong answers. A "1" means the item is unlike you. A "5" means the item is quite like you. Please record your responses on the Scantron sheet provided to you, and do not write on the test booklet; it will be used by others. Thank you for your participation.

1.   I HAVE A STRONG NEED TO PLEASE OTHERS 1 2 3 4 5

2.   I AM AFRAID OF BEING ALONE 1 2 3 4 5

3.   I HATE TO ASK FOR DIRECTIONS EVEN WHEN I AM LOST . 1 2 3 4 5

4.   I USUALLY TRY TO GET THE BEST OF PEOPLE 1 2 3 4 5

5.   I AM USUALLY THE LIFE OF THE PARTY 1 2 3 4 5

6.   I BELIEVE THAT IF I WERE IN AN EMERGENCY SITUATION,

     I WOULD BE THE PERSON TO SAVE THE DAY 1 2 3 4 5

7.   I AM UNCOMFORTABLE WHEN OTHERS TRY TO DO THINGS

     FOR ME 1 2 3 4 5

8.   I GET UPSET WHEN OTHERS ARE NOT PLEASED 1 2 3 4 5

9.   I FEAR THAT I WILL BE DESERTED BY THE ONE I LOVE . . . 1 2 3 4 5

10. I PREFER TO SOLVE PROBLEMS MYSELF RATHER THAN ASK

     OTHERS FOR HELP 1 2 3 4 5

11. I CAN FIGURE OUT THE IDEAS OF OTHERS AND USE THE

IDEAS TO TAKE ADVANTAGE OF THE SITUATION 1 2 3 4 5

12. I PREFER WEARING NAME BRANDS 1 2 3 4 5

13. I HAVE HIGH STANDARDS AND FEEL THAT I MUST LIVE UP

TO THEM 1 2 3 4 5

14. I FEEL EVERYTHING I DO MUST BE PERFECT 1 2 3 4 5

15. THE FEELINGS OF OTHERS COME BEFORE MINE 1 2 3 4 5

16. AT A RESTAURANT, I MAKE SURE I ORDER SOMETHING DIFFERENT

FROM WHAT MY COMPANIONS HAVE ORDERED. 1 2 3 4 5

17. I LOSE INTEREST FROM TASKS BECAUSE OF MY

FEAR OF FAILURE 1 2 3 4 5

18. I HAVE BEEN DESCRIBED AS ALWAYS TRYING TO GET

THE BETTER OF PEOPLE 1 2 3 4 5

19. IMPORTANT PEOPLE LIVE IN BIG HOUSES 1 2 3 4 5

20. I CONSTANTLY MEASURE MYSELF AGAINST OTHERS 1 2 3 4 5

21. I FEEL LIKE I AM ONE OF THE FEW PEOPLE

WHO REALLY STRIVE FOR PERFECTION 1 2 3 4 5

22. MY FEELINGS ARE EASILY HURT 1 2 3 4 5

23. I AM USUALLY INVOLVED IN A ROMANTIC RELATIONSHIP . . 1 2 3 4 5

24. MY NEEDS ARE MORE IMPORTANT THAN OTHERS NEEDS . 1 2 3 4 5

25. I KNOW HOW TO "PSYCH" PEOPLE INTO DOING WHAT I

WANT 1 2 3 4 5

26. I WOULD RATHER PEOPLE THINK I SPENT A LOT OF MONEY ON

ITEMS THAT I BOUGHT ON SALE 1 2 3 4 5

27. IT BOTHERS ME WHEN I AM NOT THE MOST

POPULAR PERSON IN A GROUP 1 2 3 4 5

28. I DO NOT LIKE CRITICISMS, EVEN "CONSTRUCTIVE

CRITICISM" 1 2 3 4 5

29. WHEN I AM INVOLVED IN AN ARGUMENT, I AM USUALLY

THE FIRST TO APOLOGIZE 1 2 3 4 5

30. I WOULD RATHER GIVE IN THAN LOSE

THE AFFECTION OF MY PARTNER 1 2 3 4 5

31. I NEED TO HAVE THE FINAL WORD IN CONVERSATIONS . . 1 2 3 4 5

32. THERE IS NOTHING WRONG WITH USING

SEX TO GET WHAT ONE WANTS 1 2 3 4 5

33. I HAVE BEEN CALLED MATERIALISTIC 1 2 3 4 5

34. I HATE LOSING AT ANYTHING 1 2 3 4 5

35. I DREAD BEING REPRIMANDED BY MY SUPERVISOR . . . 1 2 3 4 5

36. IN MY RELATIONSHIPS, I FIND THAT I DO MOST OF

THE GIVING 1 2 3 4 5

37. I BELIEVE THAT I AM NOT COMPLETE UNLESS I AM

INVOLVED IN A ROMANTIC RELATIONSHIP 1 2 3 4 5

38. I ENJOY BEING IN CONTROL 1 2 3 4 5

39. IT IS IMPORTANT TO ME TO KNOW THAT I CAN EXPLOIT

OTHERS 1 2 3 4 5

40. I WOULD DO ALMOST ANYTHING TO ENSURE THAT OTHERS ADMIRE

ME 1 2 3 4 5

41. I RESENT IT WHEN OTHERS DO NOT RECOGNIZE MY

EXCELLENCE 1 2 3 4 5

42. I WOULD HATE FOR OTHERS TO FIND MY MISTAKES 1 2 3 4 5

43. THE OPINION OF OTHERS IS IMPORTANT TO ME 1 2 3 4 5

44. I HAVE A NEED FOR SOMEONE TO TAKE AT LEAST PART OF THE

RESPONSIBILITY IN MY DECISION MAKING 1 2 3 4 5

45. I BELIEVE THAT PEOPLE CONTROL THEIR OWN DESTINY . . 1 2 3 4 5

46. I HAVE BEEN DESCRIBED AS SNEAKY 1 2 3 4 5

47. PUBLIC HUMILIATION IS THE WORST THING THAT

A PERSON CAN EXPERIENCE 1 2 3 4 5

48. I HAVE A STRONGER DRIVE TO EXCEL THAN MOST

PEOPLE 1 2 3 4 5

49. IF SOMETHING IS WORTH DOING, IT SHOULD BE

DONE RIGHT 1 2 3 4 5

50. IF MY PARTNER IS JEALOUS, IT SHOWS HE/SHE

LOVES ME 1 2 3 4 5

51. I ENJOY SPENDING MONEY 1 2 3 4 5

52. GROUPS I BELONG TO WOULD NOT RUN AS WELL

WITHOUT ME 1 2 3 4 5

53. I WOULD CHEAT IF I KNEW I WOULD NOT BE CAUGHT 1 2 3 4 5

54. OTHER PEOPLE ARE JEALOUS OF ME 1 2 3 4 5

55. I HAVE FANTASIES ABOUT BEING THE BEST IN THE THINGS

THAT I DO 1 2 3 4 5

56. I GET ANGRY WHEN PEOPLE TELL ME I AM WRONG 1 2 3 4 5

57. I FIND MYSELF APOLOGIZING MORE THAN MOST PEOPLE. 1 2 3 4 5

58. WHEN I ATTEND PARTIES I TRY NOT TO BE NOTICED 1 2 3 4 5

59. I HAVE BEEN DESCRIBED AS HAVING POWER OVER

OTHERS 1 2 3 4 5

60. I USE OTHER PEOPLE IF IT MEANS GETTING WHAT I WANT 1 2 3 4 5

61. PEOPLE ADMIRE MY POSSESSIONS 1 2 3 4 5

62. I SUCCEED IN WHATEVER I REALLY TRY TO DO 1 2 3 4 5

63. I FEEL WORTHLESS WHEN I FIND FLAWS IN MYSELF 1 2 3 4 5

64. I AM CONCERNED WITH WHAT OTHERS THINK ABOUT ME 1 2 3 4 5

65. I WOULD BE UNCOMFORTABLE WITH FAME 1 2 3 4 5

66. MY FRIENDS TEND TO RELY ON ME MORE THAN I RELY

ON THEM 1 2 3 4 5

67. I FEEL PROUD OF MY SKILLS IN CONNING PEOPLE 1 2 3 4 5

68. PEOPLE JUDGE OTHERS BY THE THINGS THEY HAVE 1 2 3 4 5

69. WHEN COMPETING WITH OTHERS, I FEEL COMPELLED

TO WIN 1 2 3 4 5

70. MOST PEOPLE ARE NOT QUALIFIED TO CRITICIZE ME 1 2 3 4 5

71. I AM ATTRACTED TO INDIVIDUALS WHO ARE CONTROLLING 1 2 3 4 5

72. I WOULD RATHER RECEIVE A SMALL GIFT THAN AN

EXPENSIVE ONE 1 2 3 4 5

73. I DESPISE WEAK PEOPLE 1 2 3 4 5

74. I CAN BEAT PEOPLE AT CON GAMES 1 2 3 4 5

75. THE ONLY ACCURATE WAY TO JUDGE YOUR ABILITIES IS BY

THE REACTION OF OTHERS 1 2 3 4 5

76. I HAVE BEEN CALLED A POOR LOSER 1 2 3 4 5

77. IF I CANNOT DO SOMETHING CORRECTLY, THEN I FEEL

LIKE NOT TRYING IT 1 2 3 4 5

78. I LIKE MY PARTNER TO MAKE DECISIONS FOR ME 1 2 3 4 5

79. I TEND TO BUY THINGS FIRST AND NOT WORRY

ABOUT BILLS UNTIL LATER 1 2 3 4 5

80. I HAVE NO PATIENCE WITH PEOPLE THAT

WILL NOT HELP THEMSELVES 1 2 3 4 5

81. IT IS OKAY TO USE SEXUAL ATTRACTION TO GET MY WAY   1 2 3 4 5

82. I VALUE OBJECTS BY HOW OTHERS ADMIRE THEM 1 2 3 4 5

83. I NEED TO WIN 1 2 3 4 5

84. MOST PEOPLE DO NOT TRY AS HARD AS I DO 1 2 3 4 5

85. I AM JEALOUS OF MY PARTNER'S FRIENDSHIP WITH

OTHERS 1 2 3 4 5

86. MOST PEOPLE ARE MORE CONFIDENT THAN I AM 1 2 3 4 5

87. I BELIEVE THAT WITH LOGIC I CAN PERSUADE MOST PEOPLE

TO DO WHAT I WANT THEM TO DO 1 2 3 4 5

88. I SEE NOTHING WRONG WITH TAKING ADVANTAGE OF

SUCKERS 1 2 3 4 5

89. YOU CAN TELL A PERSON IS IMPORTANT BY THE CAR HE OR SHE

DRIVES 1 2 3 4 5

90. I FEAR FAILING 1 2 3 4 5

91. I REVIEW MY ACTIONS AGAIN AND AGAIN TO SEE

HOW I COULD HAVE DONE BETTER 1 2 3 4 5

92. THE ADVICE OF OTHERS STRONGLY INFLUENCES MY

DECISIONS 1 2 3 4 5

93. I KEEP MY WISHES TO MYSELF 1 2 3 4 5

94. EFFECTIVE PEOPLE OPERATE MAINLY BY THEIR LOGIC

AND INTELLIGENCE 1 2 3 4 5

95. I AM GOOD AT TAKING ADVANTAGE OF PEOPLE 1 2 3 4 5

96. PUBLIC OPINION IS IMPORTANT TO ME 1 2 3 4 5

97. FAILING AT SOMETHING WOULD BE TERRIBLY

EMBARRASSING 1 2 3 4 5

98. I WILL NOT REST OR RELAX UNTIL THE JOB I AM WORKING ON

IS DONE PERFECTLY 1 2 3 4 5

99. I TRY TO AVOID MAKING OTHERS ANGRY 1 2 3 4 5

100. I FEEL PRIDE IN FINDING BARGAIN ITEMS THAT ARE

ON SALE 1 2 3 4 5

101. OTHERS DO NOT SEE CONSEQUENCES THAT ARE CLEAR

TO ME 1 2 3 4 5

102. IF A PERSON ALLOWS HIMSELF OR HERSELF TO BE EXPLOITED

THEN THAT PERSON IS STUPID 1 2 3 4 5

103. PEOPLE DO NOT KNOW HOW INTELLIGENT I REALLY AM . 1 2 3 4 5

104. IF I DO NOT ACHIEVE GREAT THINGS, I WILL HAVE FAILED 1 2 3 4 5

105. I FEEL LIKE QUITTING WHEN I AM FRUSTRATED WITH

A TASK. 1 2 3 4 5

106. WHEN OTHERS ARE ANGRY, I AVOID THEM 1 2 3 4 5

107. MOST PEOPLE ARE SMARTER THAN I AM 1 2 3 4 5

108. LOGIC AND INTELLIGENCE ARE THE TWO BEST

QUALITIES A PERSON CAN HAVE 1 2 3 4 5

109. I ADMIRE PEOPLE WHO CAN USE SEX TO DISTRACT

OTHERS 1 2 3 4 5

110. I LIKE BEING ADMIRED 1 2 3 4 5

111. I PANIC IF I DO NOT PERFORM AS WELL AS I HAVE BEFORE 1 2 3 4 5

112. LOVE CAN SOLVE ALL PROBLEMS 1 2 3 4 5

113. WHEN OTHERS ARE ANGRY, I FEEL LIKE I AM TO BLAME . . 1 2 3 4 5

114. I PREFER TO SAVE MY MONEY INSTEAD OF SPENDING IT . 1 2 3 4 5

115. EMOTIONS ARE THE DOWNFALL OF MOST PEOPLE 1 2 3 4 5

116. I WILL GO TO ANY EXTREME TO WIN AT A GAME 1 2 3 4 5

117. I LOVE GETTING ATTENTION 1 2 3 4 5

118. OTHERS FREQUENTLY RECEIVE RECOGNITION

FOR MY ACHIEVEMENTS 1 2 3 4 5

119. I NEED THE APPROVAL OF OTHERS BEFORE I UNDERTAKE

A TASK 1 2 3 4 5

120. I AM MORE LIKE A MOUSE THAN A LION 1 2 3 4 5

121. TO BE RULED BY ONE'S EMOTIONS IS A SHAME 1 2 3 4 5

122. I CAN BUY PEOPLE OFF 1 2 3 4 5

123. BEING ACCEPTED IS IMPORTANT TO ME 1 2 3 4 5

124. I AM MORE AMBITIOUS THAN MOST PEOPLE 1 2 3 4 5

125. MY OPINION IN A DISCUSSION USUALLY REFLECTS

THE GROUP'S OPINIONS 1 2 3 4 5

126. I DO NOT LIKE TO ASK FAVORS OF OTHERS 1 2 3 4 5

127. I DO NOT ENJOY BEING CAUGHT UNAWARE 1 2 3 4 5

128. I CANNOT TOLERATE LETTING ANOTHER PERSON USE ME 1 2 3 4 5

129. MANY PEOPLE WISH THEY WERE ME 1 2 3 4 5

130. I WOULD RATHER BE FREE THAN BE INVOLVED WITH

OTHERS 1 2 3 4 5

131. I HAVE A DIFFICULT TIME TELLING PEOPLE "NO" 1 2 3 4 5

132. I LET OTHER PEOPLE'S NEEDS COME BEFORE MINE 1 2 3 4 5

133. OTHERS CAN LET ME DOWN, SO I HATE TO RELY ON

OTHERS 1 2 3 4 5

134. I CAN USUALLY OUTSMART SALES PEOPLE INTO GIVING ME A

PRICE LOWER THAN THEY WANTED FOR AN ITEM 1 2 3 4 5

135. I HAVE A GREAT PERSONALITY 1 2 3 4 5

120. I AVOID ARGUMENTS BY LEAVING THE SITUATION 1 2 3 4 5

137. BEING IN A ROMANTIC RELATIONSHIP MAKES ME FEEL

TRAPPED 1 2 3 4 5

138. EXPENSIVE ITEMS MAKE ME FEEL UNCOMFORTABLE ... 1 2 3 4 5

139. I HAVE NO PATIENCE WITH STUPID PEOPLE 1 2 3 4 5

140. I AM GOOD AT FINDING A PERSON'S EMOTIONAL SOFT SPOTS AND USING THEM FOR MY PURPOSES 1 2 3 4 5

141. I HAVE OFTEN FANTASIZED ABOUT BEING A HERO 1 2 3 4 5

142. I AM CAREFUL NOT TO BECOME ENTANGLED WITH OTHERS 1 2 3 4 5

143. I VOLUNTEER FOR THINGS THAT I WOULD RATHER NOT DO 1 2 3 4 5

144. I OFTEN FEEL OTHER PEOPLE ARE MORE ADVENTUROUS THAN I AM 1 2 3 4 5

145. I TEND TO GIVE UP ON MY GOALS IF I THINK THAT I WILL NOT ACHIEVE THEM 1 2 3 4 5

146. I WOULD FEEL STUPID IF SOMEONE TOOK ADVANTAGE OF ME 1 2 3 4 5

147. I DESERVE HONORS FOR MY ACCOMPLISHMENTS 1 2 3 4 5

148. SOMETIMES CLOSENESS CAN MAKE ME FEEL THREATENED 1 2 3 4 5

149. I LIKE BEING THE CENTER OF ATTENTION 1 2 3 4 5

150. I TEND TO BE MODEST 1 2 3 4 5

151. I GET ANGRY WHEN PEOPLE DOUBT MY ABILITY TO SUCCEED 1 2 3 4 5

152. I BELIEVE THAT IT IS A SMART PERSON WHO CAN MANIPULATE

OTHERS AND NOT BE CAUGHT 1 2 3 4 5

153. I HAVE ACCOMPLISHED MUCH MORE THAN THE AVERAGE

PERSON 1 2 3 4 5

154. I DO NOT LET OTHERS GET CLOSE TO ME 1 2 3 4 5

155. I USUALLY DO NOT COMPLAIN ABOUT BAD SERVICE

AT A RESTAURANT 1 2 3 4 5

156. I WOULD RATHER LOSE AT A GAME AND BE LIKED BY

OTHERS 1 2 3 4 5

157. I BECOME EASILY FRUSTRATED IF MY WISHES ARE NOT

FULFILLED 1 2 3 4 5

158. I ADMIRE PEOPLE THAT ARE DEVIOUS AND DO NOT GET

CAUGHT 1 2 3 4 5

159. I AM A UNIQUE PERSON 1 2 3 4 5

160. IT IS BAD TO DEPEND ON OTHERS 1 2 3 4 5

161. I SOMETIMES TRY TO GET OTHERS TO MAKE DECISIONS

FOR ME. 1 2 3 4 5

162. POWER IS IMPORTANT TO ME 1 2 3 4 5

163. IF A PERSON BELIEVES IN THEIR WILLPOWER, THEY

WILL WIN 1 2 3 4 5

164. I USE PEOPLE TO ACCOMPLISH WHAT I WANT 1 2 3 4 5

165. I HAVE SPECIAL TALENTS 1 2 3 4 5

166. I FEEL BETTER NOT NEEDING THE SUPPORT OF OTHERS . 1 2 3 4 5

167. MY PARTNER IS THE DOMINATING FORCE IN OUR

RELATIONSHIP 1 2 3 4 5

168. I AM THE DOMINATING FORCE IN A RELATIONSHIP 1 2 3 4 5

169. PEOPLE CAN DO ANYTHING IF THEY HAVE ENOUGH

WILL POWER 1 2 3 4 5

170. I BELIEVE THAT PEOPLE ARE EITHER WEAK AND USED BY

OTHERS OR STRONG AND ABLE TO USE OTHERS 1 2 3 4 5

171. I HAVE ALWAYS BEEN TOLD THAT I AM A SPECIAL PERSON 1 2 3 4 5

172. EMOTIONAL PEOPLE ARE DANGEROUS 1 2 3 4 5

173. WHEN CHOOSING A MOVIE OR TV PROGRAM I WOULD RATHER

HAVE SOMEONE ELSE MAKE THE DECISION 1 2 3 4 5

174. I HATE SITUATIONS IN WHICH I AM NOT IN CONTROL 1 2 3 4 5

175. SOME PEOPLE MAY SEE ME AS A USER OF OTHER PEOPLE 1 2 3 4 5

176. SEX, MONEY, AND MANIPULATING OTHER'S FEELINGS ARE

ACCEPTABLE WAYS TO GET WHAT ONE WANTS 1 2 3 4 5

177. I WOULD ENJOY BEING PRESENTED WITH A PLAQUE

FOR MY ACCOMPLISHMENTS 1 2 3 4 5

178. I AM NOT THE TYPE OF PERSON WHO NEEDS TO HAVE PEOPLE IN

MY LIFE 1 2 3 4 5

179. WHEN I AM NOT IN A RELATIONSHIP, I FEEL EMPTY 1 2 3 4 5

180. THE POWER OF REASON OVERRIDES THE POWER OF

EMOTIONS 1 2 3 4 5

181. I LIKE REPORTING PEOPLE'S FAILURES TO THOSE

IN CHARGE 1 2 3 4 5

182. MY WORK IS WORTH LITTLE IF OTHERS DO NOT ADMIRE IT 1 2 3 4 5

183. I HAVE OFTEN IMAGINED WHAT IT WOULD BE LIKE TO DO

SOMETHING SO GREAT THAT EVERYONE WOULD

ADMIRE ME 1 2 3 4 5

184. I HAVE BEEN DESCRIBED AS BEING A RECLUSE 1 2 3 4 5

185. AT RESTAURANTS, I PREFER THAT OTHERS ORDER FOR ME 1 2 3 4 5

186. I SELDOM ASK FOR HELP 1 2 3 4 5

187. IT IS FAIR TO USE MONEY, SEX, OR PERSUASION TO

GET AHEAD 1 2 3 4 5

188. THE ONLY IMPORTANT THINGS IN LIFE ARE THOSE THAT HELP

ME TO GAIN MORE PRESTIGE 1 2 3 4 5

APPENDIX C: The Personal Habit Checklist

PERSONAL HABIT CHECKLIST

Please answer the following questions as well as you can. There are no right or wrong answers. An "A" means the item is unlike you. An "E" means the item is quite like you. Please record your responses on the Scantron sheet provided to you, and do not write on the test booklet; it will be used by others. Thank you for your participation.

1. suspects, without sufficient basis, that others are exploiting, harming, or deceiving him or her . . . . A B C D E

2. is preoccupied with unjustified doubts about the loyalty or trustworthiness of friends or associates. . . . . A B C D E

3. is reluctant to confide in others because of unwarranted fear that the information will be used maliciously against him or her. . A B C D E

4. reads hidden demeaning or threatening meanings into benign remarks or events . . . . A B C D E

5. persistently bears grudges, i.e., is unforgiving of insults, injuries or slights. . . . . A B C D E

6. perceives attacks on his or her character or reputation that are not apparent to others, and is quick to react angrily or to counterattack . . . . A B C D E

7. has recurrent suspicions, without justification, regarding fidelity of spouse or sexual partner . . . . A B C D E

8. neither desires nor enjoys close relationships, including being part of a family . . . . A B C D E

9. almost always chooses solitary activities . . . . A B C D E

10. has little, if any, interest in having sexual experiences with another person . . . . A B C D E

11. takes pleasure in few, if any, activities . . . . A B C D E

12. lacks close friends or confidants other than first-degree relatives . . . . A B C D E

13. appears indifferent to the praise or criticism of others . . . . . . A B C D E

14. shows emotional coldness, detachment,
or flattened affectivity . . . . A B C D E

15. failure to conform to social norms with respect to lawful behaviors
as indicated by repeatedly performing acts that are
grounds for arrest . . . . A B C D E

16. deceitfulness, as indicated by repeated lying, use of aliases,
or conning others for personal profit or pleasure . . . . A B C D E

17. impulsivity or failure to plan ahead . . . . A B C D E

18. irritability and aggressiveness, as indicated by repeated
physical fights or assaults . . . . A B C D E

19. reckless disregard for safety of self or others . . . . A B C D E

20. consistent irresponsibility, as indicated by repeated failure to sustain
consistent work behavior or honor financial obligations . . . . A B C D E

21. lack of remorse, as indicated by being indifferent to or rationalizing
having hurt, mistreated, or stolen from another . . . . A B C D E

22. frantic efforts to avoid real or imagined abandonment. . . . . . A B C D E

23. a pattern of unstable and intense interpersonal relationships
characterized by alternating between extremes of idealization
and devaluation . . . . A B C D E

24. identity disturbance: markedly and persistently
unstable self-image or sense of self . . . . A B C D E

25. impulsivity in at least two areas that are potentially self-damaging (e.g.,
spending, sex, substance abuse, reckless driving,
binge eating). . . . . A B C D E

26. recurrent suicidal behavior, gestures, or threats,
or self-mutilating behavior . . . . A B C D E

27. affective instability due to a marked reactivity of mood
    (e.g., intense episodic dysphoria, irritability, or anxiety usually
    lasting a few hours and only rarely more than a few days) . . A B C D E

28. chronic feelings of emptiness . . . . A B C D E

29. inappropriate, intense anger or difficulty controlling anger (e.g., frequent
    displays of temper, constant anger, recurrent physical fights) A B C D E

30. transient, stress-related paranoid ideation or
    severe dissociative symptoms . . . . A B C D E

31. is uncomfortable in situations in which he
    or she is not the center of attention . . . . A B C D E

32. interaction with others is often characterized by inappropriate
    sexually seductive or provocative behavior . . . . A B C D E

33. consistently uses physical appearance to draw attention
    to self . . . . A B C D E

34. displays rapidly shifting and shallow expression of emotions A B C D E

35. has a style of speech that is excessively impressionistic
    and lacking in detail . . . . A B C D E

36. shows self-dramatization, theatricality, and exaggerated
    expression of emotion . . . . A B C D E

37. is suggestible, i.e., easily influenced by others
    or circumstances . . . . A B C D E

38. considers relationships to be more intimate
    than they actually are . . . . A B C D E

39. has a grandiose sense of self-importance (e.g., exaggerates
    achievements and talents, expects to be recognized as superior
    without commensurate achievements . . . . A B C D E

40. is preoccupied with fantasies of unlimited success, power,
    brilliance, beauty or ideal love . . . . A B C D E

41. believes that he or she is "special" and unique and can only be understood by, or should associate with, other special or high-status people (or institutions) .... A B C D E

42. requires excessive admiration .... A B C D E

43. has a sense of entitlement, i.e., unreasonable expectations of especially favorable treatment or automatic compliance with his or her expectations .... A B C D E

44. is interpersonally exploitative, i.e., takes advantage of others to achieve his or her own ends .... A B C D E

45. lacks empathy: is unwilling to recognize or identify with the feelings and needs of others .... A B C D E

46. is often envious of others or believes that others are envious of him or her .... A B C D E

47. shows arrogant, haughty behaviors or attitudes .... A B C D E

48. avoids occupational activities that involve significant interpersonal contact, because of fears of criticism, disapproval, or rejection A B C D E

49. is unwilling to get involved with people unless certain of being liked .... A B C D E

50. shows restraint within intimate relationships because of the fear of being shamed or ridiculed .... A B C D E

51. is preoccupied with being criticized or rejected in social situations .... A B C D E

52. is inhibited in new interpersonal situations because of feelings of inadequacy .... A B C D E

53. views self as socially inept, personally unappealing, or inferior to others .... A B C D E

54. is unusually reluctant to take personal risks or to engage in any new activities because they may prove embarrassing ...... A B C D E

55. has difficulty making everyday decisions without an excessive
amount of advice and reassurance from others . . . . A B C D E

56. needs others to assume responsibility for most major areas of
his or her life . . . . A B C D E

57. has difficulty expressing disagreement with others because of
fear of loss of support or approval . . . . A B C D E

58. has difficulty initiating projects or doing things on his or her own
(because of a lack of self-confidence in judgment or abilities rather
than a lack of motivation or energy) . . . . A B C D E

59. goes to excessive lengths to obtain nurturance and support from others,
to the point of volunteering to do things that are unpleasant . A B C D E

60. feels uncomfortable or helpless when alone because of exaggerated
fears of being unable to care for himself or herself . . . . A B C D E

61. urgently seeks another relationship as a source of care and support
when a close relationship ends . . . . A B C D E

62. is unrealistically preoccupied with fears of being left to take care of
himself or herself . . . . A B C D E

63. is preoccupied with details, rules, lists, order, organization or schedules
to the extent that the major point of the activity is lost . . . . . A B C D E

64. shows perfectionism that interferes with task completion (e.g., is unable
to complete a project because his or her own overly strict standards
are not met). . . . . A B C D E

65. is excessively devoted to work and productivity to the exclusion of
leisure activities and friendships (not accounted for by obvious
economic necessity) . . . . A B C D E

66. is overconscientious, scrupulous, and inflexible about matters
of morality, ethics, or values (not accounted for by cultural or
religious identification) . . . . A B C D E

67. is unable to discard worn-out or worthless objects even when they
have no sentimental value . . . . A B C D E

68. is reluctant to delegate tasks or to work with others unless they submit
to exactly his or her way of doing things . . . . A B C D E

69. adopts a miserly spending style toward both self and others; money
is viewed as something to be hoarded for future catastrophes A B C D E

70. shows rigidity and stubbornness . . . . A B C D E

71. ideas of reference (excluding delusions of reference) that is, the feeling
that casual incidents and external events have particular, unusual
personal meaning . . . . A B C D E

72. odd beliefs or magical thinking that influences behavior and is
inconsistent with subcultural norms (e.g., superstitiousness, belief in
clairvoyance, telepathy, or "sixth sense"; in children and adolescents,
bizarre fantasies or
preoccupations) . . . . A B C D E

73. unusual perceptual experiences, including bodily illusions . . A B C D E

74. odd thinking and speech (e.g., vague, circumstantial, metaphorical,
overelaborate, or stereotyped) . . . . A B C D E

75. suspiciousness or paranoid ideation . . . . A B C D E

76. inappropriate or constricted affect . . . . A B C D E

77. behavior or appearance that is odd, eccentric, or peculiar . . A B C D E

78. lack of close friends or confidants other
than first-degree relatives . . . . A B C D E

79. excessive social anxiety that does not diminish with familiarity and
tends to be associated with paranoid fears rather than negative
judgments about self . . . . A B C D E

APPENDIX D: Informed Consent Form

Statement of Informed Consent

You are being invited to participate in a study that will help develop measures to aspects of one's personality and behavior.

If you decide to participate, we ask that you sign this form and fill out three questionnaires. You do not have to place your name on the forms, as they are identified by a code number. All questionnaire results will remain strictly confidential.

There are no risks associated with this study and you may terminate your participation at any time without penalty. We will be happy to provide you with the group's results of the project after we analyze the data. We will not be analyzing or providing individualized test results. The questionnaires should take about 2 hours to complete. If you have any questions, please call Dr. Allen Hess at 244-3306.

YOU ARE MAKING A DECISION ABOUT WHETHER OR NOT TO PARTICIPATE. YOUR SIGNATURE INDICATES THAT YOU HAVE DECIDED TO PARTICIPATE HAVING READ THE INFORMATION PROVIDED ABOVE.

_____   _____
Signature of Volunteer or   Date
Person Authorized to Sign

_____
Witness

Thank you for your time and assistance.

Sincerely,

Allen K. Hess, Ph.D.
Professor and Department Head