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## Thanks Be To John

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I was working on my dissertation in the mid '70's. It was a study of ethical behavior in the Federal Executive Branch. Statistical analysis tended to show that unethical behavior over the past 100 years was more closely related to the number of federal executive employees than it was to specific political administrations. My conclusions tended to suggest that the propensity to succumb to temptation was idiosyncratic to the individual persona, but I was having great difficulty making the connection.

One day, a man walked into my office and said that his name was Bill Rodd and that I needed him. I agreed that he probably did know his name, but I wasn't sure if he knew what he was talking about with respect to my needs. However, I went on to say that I was open minded and would like to hear what he had to say.

He told me a strange tale which included things about the WAIS, the PAS, and John Gittinger. We ended up by going to my home for lunch, after which I was given the Wechsler Adult Intelligence Scale. When he finished testing me, we sat down in the presence of Jeanne, my wife, and he talked about what the Personality Assessment System (PAS) process was able to extract from the WAIS about me. Then, he offered to test my wife. The concept intrigued her too, so she agreed.

Bill later informed us of a PASF (Personality Assessment System Foundation) meeting at the University of Oklahoma, and we just had to go! We met a bunch of people whom we

liked instantly. Most of all we experienced "the master" first hand in the neophyte session on Friday afternoon. The next day we saw him start with a bunch of numbers and work a sort of magic on them which transformed the data into meaningful behavior. I was hooked, for both dissertation, and for life.

We bought the atlas and the monograph and started to study. Recognize that we came into this with a background of five 3-hour courses in psychology.

The dimensions of personality were clear and logical. A little more difficult were the compensation and modification processes. Then whamo--The Normal Level--(not one but at least 29 of them) was "explained." After that someone threw mud in the water and we encountered abbreviated/short forms of the profile, and profiles that used x's and o's.

Thankfully there was the Princeton Conference where whatever gain we made in better understanding the three dimensions, we lost in the outer space zap by the Fourth Dimension.

The solid anchor throughout this tempest was John. I have never heard him say anything scathing about anyone or any idea. In a world filled with piranhas, John was gentle. I believe that the most scathing remark attributed to him was to call something a banana. That great philosopher Anon., is reputed to have said that the reason most academic disputes are so vicious is because the issues

over which they are fighting are so small. John is too great to be small.

I gained insight, not only into my dissertation problem, but to real world behavior, which up to this time was mostly Stimulus-Organism-Response. I began to be able to have insight into human behavior in a way that I never had before, but still as a neophyte sees things.

In operations research there is myth called the "Law of the Tool" which states, in part, "If you give a small child a hammer as a Christmas present, by the following sundown on Christmas day he will discover that most things in the house needs fixing--by being pounded on by the hammer." I began to wonder if I was obeying this law but by using the PAS instead of a hammer.

About this time, we had an opportunity to do some work for Federal Emergency Management Agency (FEMA) and found that the PAS including the 4 dimension was useful in determining response of emergency personnel to stress. Other successful applications followed.

Still the question, "Why?" persists. In the past, as a matter of faith, I understood that we don't know all the answers. But now I see that we have an explanation for some of those previously unanswered questions, because of the PAS and the Gittinger Theory.

In essence, the tool stood the head in a crucible formed by outsiders. It is replicable and reliable and that is what Science is all about.

Reading, research and questioning continue. Because John Gittinger is my friend, not only has my life changed, but the best is yet to come--thanks be to John!