

Gittinger's Personality Assessment System

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DESCRIPTION & INTERPRETATION OF THE XYZ VARIABLES

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The Atlas (Gittinger, 1964) has, by necessity, dealt with the more or less pure types. In an attempt to deal with the ambivalence found in many records, this article has been prepared as an addendum.

The following pages deal with how to determine, and then interpret, variables known as X, Y, and Z. The X variable describes a person who is ambivalent between Internal (I) and External (E), the Y, between Regulated (R) and Flexible (F), and the Z, between Role Uniform (U) and Role Adaptable (A). Since this is a technical addendum, less experienced users of the Personality Assessment System (PAS) are referred to Winne and Gittinger (1973).

By definition, an E record begins to be clearly E when the Digit Span (DS) is 4 or more points below the Normal Level (NL). At NLs 9, 10, and 11, this deviation is enough to suggest a clear cut E record and the E volume is usually adequate. At NLs 12 and up, the deviation becomes more misleading and some qualitative interpretation is necessary. The rule of thumb is that when the Arithmetic (A) is at NL or above, the more probable the individual is a primitive E. If the A is lower than the DS and the DS is not more than 3 or 4 points below NL, the individual is probably an anxious I or an ambivalent X. For purposes of definition, the following table (Table 1) of the DS-A relationship represents the probable interpretations which are explained either below or in the appropriate volume of the Atlas.

TABLE 1
I-X-E Calculations

DS	NL	A	
+1x and up	x	+1x and up	= I+c+
+1x and up	x	-1x and x	= I+c
+1x and up	x	-2x and -3x	= I+o
+1x and up	x	-4x and -5x	= I+u
+1x and up	x	-6x and down	= I+u+
x and -1x	x	+1x and up	= Ic+
x and -1x	x	-1x and x	= Ic
x and -1x	x	-2x and -3x	= Io
x and -1x	x	-4x and -5x	= Iu
x and -1x	x	-6x and down	= Iu+

DS	NL	A	
-2x and -3x (also -4x above NL 12)	x	-1x and up	= Xc+
-2x and -3x (also -4x above NL 12)	x	-1x and x	= Xc
-2x and -3x (also -4x above NL 12)	x	-2x and -3x	= Xc
-2x and -3x (also -4x above NL 12)	x	-4x and -5x	= Xu
-2x and -3x (also -4x above NL 12)	x	-6x and down	= Xu+
-4x and -5x (-5x above NL 12)	x	-1x and up	= Ec+
-4x and -5x (-5x above NL 12)	x	-1x and x	= Ec
-4x and -5x (-5x above NL 12)	x	-2x and -3x	= Eo
-4x and -5x (-5x above NL 12)	x	-4x and -5x	= Eu
-4x and -5x (-5x above NL 12)	x	-6x and down	= Eu+
-6x and down	x	-1x and up	= E+c+
-6x and down	x	-1x and x	= E+c
-6x and down	x	-2x and -3x	= E+o
-6x and down	x	-4x and -5x	= E+u
-6x and down	x	-6x and down	= E+u+

Notes: 1) To use this table, read across the first line: If DS is 1 above NL or higher and A is 1 above NL or higher, the PAS formula is I+c+.

2) An A weighted test score (WTS) of 13 is never interpreted at u. It is always either o or c depending upon the NL.

In general, except as noted above, the X record is where DS is -2 to -3 (that is, 2 or 3 below NL); and above NL 12, -4 points below the NL. Dynamically, this reflects the I-E ambivalence of the individual and requires special interpretation.

The more an individual is either E or I, the more comfortable he is in the sense that, at some point in his life, he was aware of what he was and was more or less amenable to some change or adaptation. In other words, he either developed some form of guilt about his dominance or made some

kind of adaptation to it. For example, the Ic+ repressed his I in order to become E, resulting in a reaction formation. His contact or surface personality thus is overlaid on this base. The Iu+, on the other hand, was very much aware of his dominance and his contact or surface personality is either a suppression rather than a repression of his dominance (as for example Iuc) or an expression of it (as for example Iuu). Dynamically, the Ic is self-disciplined and, to all intents and purposes, has an e adjustment at the basic level and is logic-tight compartmented against any recognition of his primitive I adjustment. As a general rule, he is totally defended against his primitive tendencies and will vigorously resist any attempt to probe behind this defense. However, even with this defensiveness, the individual is psychologically comfortable because he "knows" what he is and is not in conflict about it. He may become anxious when his adjustment is threatened, but this is defined anxiety and not conflict.

Similarly, the Iu is "comfortable" with his adjustment. He is a well-defined basic i who lives with it and makes his adjustments on the basis of the external pressures that are applied on him and through the skills he may possess and be able to exploit. It is this characteristic that gives the dependent quality to the adjustment defined in so many ways in the Atlas (Gittinger, 1964). He, too, will show anxiety when his adjustment pattern is altered too greatly; and he, too, will become defensive when his basic level adjustment is questioned, probed, or challenged. But this is also defined as anxiety and not conflict.

The Primitive X, however, has a very different problem. He is so much both I and E that he must undergo more effort to achieve his adjustment because he experiences conflict. In a sense, he develops guilt about being both an I and E and has considerable difficulty stabilizing in either direction. Consequently, the adjustment has a vacillation as well as conflict and the anxiety, rather than being defined, is more free floating and ambivalent. Any X adjustment, then, whether it be Xc, Xo, or Xu is more vulnerable than any in the true E or I series and subject to more change with time and stress. However, the Xc, when it occurs, looks very much either Ec (i*) or Ic (e*) (See Table 2) because the individual is working so hard to maintain it; the Xo is very definitely obviously I-E complacent because of his unwillingness to commit in either direction; and the Xu looks very much e or i because of his need to maintain adjustment. It is the X adjustments (as also the Y and Z ones) that contribute to the complications of making neat categories of types. Marked subtlety is required in interpreting these records and it is almost impossible to describe all of the nuances.

TABLE 2

Basic and Surface Symbols Associated with each Primitive Symbol

Primitive	Basic	Surface	Primitive	Basic	Surface	Primitive	Basic	Surface
Euu	e	e	Ruu	r	f ^t	Auu	a	a
Euc	e	i ^t	Ruc	r	r	Auc	a	u ^t
Ecu	i*	e ^o	Rcu	f*	<u>f</u>	Acu	u*	<u>u</u>
Ecc	i*	<u>i</u>	Rcc	f*	r ^o	Acc	u*	a ^o
Iuu	i	i	Fuu	f	f	Uuu	u	u
Iuc	i	e ^t	Fuc	f	r ^t	Uuc	u	a ^t
Icu	e*	i ^o	Fcu	r*	f ^o	Ucu	a*	<u>a</u>
Icc	e*	<u>e</u>	Fcc	r*	<u>r</u>	Ucc	a*	u ^o

el in computer

Before going into some of the nuances of the X primitive adjustment, some discussion of the three levels of ambivalence is necessary. As stated above, in the symbol system, X represents I-E ambivalence; Y represents R-F ambivalence; and Z represents A-U ambivalence. These three, X, Y, and Z are expressions of primitive ambivalence and the previous discussion of X is an attempt to define its meaning. Later attention will be paid to the descriptions of the various primitive combinations that may be derived; e.g., XRA, IYU, EFZ, etc.. However, there is a second level of ambivalence somewhat unrelated to the primitive ambivalence level. The symbol system uses "o" to express this state. Thus, an individual may be Io, Eo, Xo, Ro, Fo, Yo, Ao, Uo, or Zo at the basic level.

Using Io as an example, the dynamics are as follows. As an I dominant individual, he recognizes the need to adapt in the E direction. The modification, however, is not as fixed or invulnerable as the Ic adjustment. Conflict, of a sort, does exist in the Io, and he is not as comfortable as the Ic or the Iu. Since the individual is striving for self-discipline, but still has some awareness of his dependency needs, the psychological state is one of more conscious tension than in other adjustments. Thus, when the individual is faced with strong stimuli to be Iu (the direction of his guilt), he starts becoming anxious which he controls through tension. Unlike the Iu, he doesn't escape into environmental dependency or withdraw into an autistic shell. He tensely steels himself against the temptation to withdraw and becomes almost immobilized or apathetic in his behavior. In the extreme, the Io becomes catatonic because of his inability to move either direction to ease his tension; in other words, he freezes. This immobility (or tension state) as opposed to direct expressed anxiety and conscious conflict is characteristic of the basic "o" adjustments in all three variables. The Xo, Yo, and Zo are the most immobilized and the most tense. The Io-Eo, Ro-Fo, and Ao-Uo are similar but not quite as disabling since the breakthrough to the Primitive Level can produce some psychological comfort, if not necessarily a socially acceptable or practical adaptation. The Ic-Ec, Rc-Fc, and Ac-Uc are much more resistant to breakthrough or regression on their primitive level and act out quite consistently and defensively in their compensated direction.

In the system, however, there is still a third level of ambivalence. The symbol here is also "o" and is the third symbol in each variable group. This is the surface or contact level of ambivalence and includes Iuo, Ioo, Ico, Euo, Eoo, Eco, Xuo, Xoo, Xco; Ruo, Roo, Rco, Fuo, Foo, Fco, Yuo, Yoo, Yco; Auo, Aoo, Aco, Uuo, Uoo, Uco, Zuo, Zoo, Zco. This is, of course, the most unstable of all the ambivalence indicators and, in most cases, indicates that the individual is protective of his basic adjustment. He is, in some manner, aware of the need to avoid commitment to his basic adjustment and

thus is complacent or bland on the surface and will consciously avoid situations that require revealing the basic adaptation. Under stress, the individual will tend to protect against an area in which he has surface ambivalence by over-exploiting those areas in which he has compensated or not compensated. Perhaps the best way to explain this is through an example:

Example (A): NPI 3020

DS: 7 A: 10 I: 11; BD: 9 S: 10 C: 11; PA: 11 PC: 7 OA: 10;

DSy: 6 NL: 10.6

11(Ecc Foo Aco)c*

Note: Example (A) and all following examples are presented in the following order: (1) case code (e.g., NPI 3020); (2) test scores in PAS interpretation order: Digit Span (DS), Arithmetic (A), Information (I); Block Design (BD), Similarities (S), Comprehension (C); Picture Arrangement (PA), Picture Completion (PC), Object Assembly (OA); Digit Symbol (DSY). In later examples, the subtest names are not included, but the order of test scores remains the same; (3) NL; (4) PAS formula for that individual.

At the Primitive Level, this individual is a clear-cut EFA. No primitive ambivalence is suggested here. The individual may be described as an environmentally responsive, sensitive person who initially was very responsive to people and inclined to become involved with them.

At the Basic Level, the primary pressures placed upon him were to become less environmentally responsive (or less overactive) and to curb his responsiveness and involvement in social-interpersonal relations. In both instances, this was accomplished with repression (Ec and Ac). Being a naturally sensitive and perceptive person (F), the individual was capable of developing some insight and did so, but to a limited degree (Fo rather than Fu). Thus, it is in the F area that ambivalence has developed. In other words, the individual has considerable conflict about his self-evaluation. Inferiority feelings, anxiety, and introspective conflict is marked. These feelings are particularly marked because of the repression at the other variables. Dynamically, at the feeling level, this person is behaviorally passive in a tense, repressive manner and feels negativistic and defensive in social-interpersonal relations (probably hostile towards those who seek emotional-reciprocal involvements). Consciously, he is insecure, introspective, and self-involved.

At the Contact (or Surface) Level, he shows ambivalence in the F and A variables. Theoretically, he could cover some of his anxiety and inferiority feelings by development of rituals, procedures, and mechanisms that would provide some mitigation for his feelings. This would be reflected in the test by a rise in the C test (Foc rather than Foo). In the extreme, this

would result in compulsiveness as a primary means of defense. He also could have covered his negativism and hostility by protective anxiety, and this would have allowed him to become episodically negativistic, thus relieving some of his conscious tension (Acc rather than Aco). However, his primary means of surface adjustment is in the E area which results in an increase of mental activity and an extenuation of his introspectiveness. In most instances, this is reflected as obsessiveness (Ecc). Consequently, at the contact level, he is an obsessively introspective person who avoids both social-interpersonal relationships and mechanical-procedural relationships as a means for channeling and dissipating his felt tension and conflict. The extent of this inner pressure is intensified by the low DSy. His low activity level (DSy) makes him very preoccupied with his inner state and this, combined with the Ec and the Ac, prevents him from ever acting out his feelings. In appearance then, he is a bland, nonresponsive person who discharges all of his feelings inwardly. Since he is still a relatively sensitive and perceptive person (Fo rather than Fc), but not a particularly insightful person (Fo rather than Fu), he is very responsive to external stimuli (EF rather than IF). However, he will react negatively to these stimuli--particularly those which call for emotional dependency and social-interpersonal involvement (both Ec and Ac). However, he will be unaware (or unconscious) of these negative reactions resulting in a general state of body tension that is both unrecognized and unresolved.

Since all of these nuances are not detailed in the appropriate volume of the Atlas (Gittinger, 1964), considerable interpretation of the writeups is required. In terms of looking his pattern up, the following is an explanation of how to proceed.

1. The total formula is $11(\text{Ecc Fco Aco})u+$. The location of the best write up is definitely in the EFA Series (Atlas, 1964). Had X, Y, or Z occurred in the formula, the best series would have been determined by the basic modification. For example, Xc would suggest an E Series; Yc, an R Series, and Zc, an A Series.

2. The basic formula becomes $11(i^*c r^*o u^*o)u+$ (See Table 2). The i^* and the u^* is definite. The r^* is not so definite because of the ambivalence. This man is somewhere between an $i^*r^*u^*$ and an i^*fu^* . This ambivalence is increased further because it is r^*o rather than r^*u or r^*c . Had it been r^*u , the i^*fu^* writeup would have been more characteristic. If r^*c , the $i^*r^*u^*$ is more appropriate. Dynamically, this man will vacillate between an $i^*r^*u^*$ and i^*fu^* adjustment but will be consciously dissatisfied by both. He will attempt to stabilize by avoiding both, resulting in a marked tension state. Both the $i^*r^*u^*$ and i^*fu^* sections will have to be read to understand the man's psychological state.

3. The contact formula will be $11(\text{ira}^o)u+$ when he is operating as an

$i^*r^*u^*$ but will be 11(ir'u)u+ when operating as an i^*fu^* . Thus, both of these writeups should be read and interpreted.

To return to the discussion of the meaning of X as a primitive indicator, the first problem is how to determine the direction of the individual's adjustment. Formula-wise, the five positions X may have in relation to the basic modifier are Xc+, Xc, Xo, Xu, and Xu+. In a previous paragraph in this section, it was pointed out that Xc "looks very much either i^* or e^* ". To determine whether to interpret Xc+ as e^* or i^* , look at DS in relation to the NL. Where the difference is -3 or -4, i^* is the proper interpretation. Where the difference is -2, e^* is the correct rating. (Note: the rules for converting Y and Z will be spelled out elsewhere.)

Example (1): JMT 52136

10 15 13; 12 11 11; 8 13 7; 10 NL: 13
 13(Xc+o Yuu U+cc+)u
 13(i^* +o ru a*c+)u

Example (2): JMT 52463

13 16 15; 14 14 16; 9 14 13; 11 NL: 15
 15(Xc+o Yoc+ U+co)u
 15(e^* +o rc+ a*o)u

To determine whether Xc is e^* or i^* becomes more complex. The placement of NL is a decisive factor here. Where the NL is 12 and above and the DS is no more than 3 points below the NL, the correct interpretation is e^* . With DS at 4 points below NL, it becomes i^* . At NLs below 12, Xc is always e^* .

Example (3): JMT 52439

10 13 15; 13 12 17; 10 12 14; 12 NL: 14
 14(Xcc Yuc+ Uou)o
 14(i^* *c rc+ a*u)o

Example (4): JMT 52476

10 13 12; 13 14 10; 11 12 12; 13 NL: 13
 13(Xco Ycu Zuu)o
 13(e^* o f*u au)o

Example (5): DVR 3003

7 9 6; 10 7 9; 6 9 10; 7 NL: 9
 9(Xcu Ruo Zuu+)o
 9(e^* u ro au+)o

Following are the rules for converting Xo. Xo, for interpretative pur-

poses, may be reduced to e, i, or i*. Again, the primary determinant is the NL. At NLs below 12, Xo becomes e where DS is 3 below the NL; otherwise, it is i. Above NL 12, Xo becomes i except where the A score equals 12 or 13. If A is 12 or 13 and the formula Xo, the record should be interpreted as e*.

Example (6): D+K 2017

7 7 9; 9 7 10; 11 13 9; 8 NL: 10
 10(Xoo Yuo A+u+o)o
 10(eo ro a+o)o

Example (7): CMF 1020

9 9 9; 13 9 10; 11 16 10; 9 NL: 11
 11(Xou R+uo Au+o)o
 11(iu ro a+o)o

Example (8): JMT 54024

13 13 16; 16 13 12; 13 15 12; 15 NL: 15
 15(Xoc Ruu Zuc)o
 15(e*c ru ac)o

Following are the rules for converting Xu and Xu+. At NL 13 and below, Xu becomes e where both DS and A are 3 points below the NL. Otherwise, it is i. Xu+ is always i. At NLs above 13, where A is 13, Xu is always interpreted as e*. Otherwise, both Xu and Xu+ are interpreted as i.

Example (9): JMT 54066

9 9 13; 7 14 8; 13 13 9; 13 NL: 13
 13(Xuo F+uu+ Auc)o
 13(eo fu+ ac)o

Example (10): JMT 53233

10 9 13; 11 13 8; 15 12 12; 16 NL: 13
 13(Xuo Fou+ A+uu)c+
 13(io fu+ au)c+

Example (11): NPI 5111

10 8 12; 12 14 15; 9 10 9; 8 NL: 12
 12(Xuo Ycc+ Zoc)u
 12(io f*c+ uc)u

Example (12 :) NOR 234

3 1 3; 6 5 6; 4 1 6; 3 NL: 6
 6(Xu+u Ycc+ Zoc)u
 6(i+u f*o u*c)u

The meaning of Xc when it is i*

The Externalizers, particularly those at the higher NLs, if they develop the discipline or control represented by the high A, may also acquire or cultivate the ability to do better on DS than would be true without the discipline. Thus, some Primitive E individuals will show some overachievement on the DS task. They cannot achieve at their NL, but they still do not operate poorly enough to be an E on the test. Qualitatively, it is more common for this type of i* to do very well on digits forward, often through a system of grouping or other memory system. However, this tends to break down on digits backward. It is not dramatic, but is enough to lower the score to within the X limits. Interpretively, this is a good sign because it suggests considerable capacity for mental discipline and intellectualization. On the negative side, the adjustment is maintained through extraordinary tension, and it is extremely important that the individual find some way of channeling the tension into productive activity. At best, this type of i* is an intense, driving person. If he directs this towards intellectual activity and has a high enough NL, he can be a conscientious, disciplined worker, albeit defensive, autocratic, and authoritarian. If he directs this towards mechanical-procedural activities, he will be a driving, productive person but inclined towards impatience and pique. If he directs this tension towards social-interpersonal relations, he may be a commanding, decisive leader, who may yet be autocratic and prejudicial. However, if he directs it towards himself, he may become inhibited, repressed, defensive, and physiologically, unusually tense for long extended periods.

Some examples are included for explanation:

Example (B): NPI 4024

10 15 11; 14 12 9; 8 9 17; 13 NL: 13
13(Xc+u Rou+ Uuu+)o
13(i*+u ru+ uu+)o

The most significant aspect of this record is the total denial of social-interpersonal responsibilities (Uuu+). Unmodified negativism of some sort may be expected in this adjustment. The second significant aspect is the R-F ambivalence (Ro), and the lack of any compulsive adjustment (Rou+ rather than Roo or Roc). Some sort of poorly defined introspection may be anticipated, that is, he is self-centered but anxiously so (Ro rather than Ru) and relatively immature or impulsive (Uuu+). Consequently, this person is not diverting any of the tension expressed by the i* into any effective channel. The repression suggested by the Xc+ finds no relief in intellectualization or mental discipline (Xc+u rather than Xc+c) resulting in inhibition and bewilderment. Summing this up, he is an extremely tense, inhibited individual with marked negative feelings that are turned inward in

an immature and impulsive way. He does not get relief even by depression or overactivity (DSy is o rather than either u or c). Clinically, he is reported as having migraine headaches.

Example (C): JMT 52-299

11 18 16; 14 14 14; 13 15 15; 10 NL: 15
15(Xc+c Yoo Zuu)u+
15(i*+c r*o au)u+

Unlike Example (B), this man shows both social-interpersonal comfort (Zuu as opposed to Uuc+) and intellectualization (Xc+c rather than Xc+u). The Yoo adjustment indicates balance in the mechanical-procedural area; that is, he has both the recognition of the need for order and organization and the need for understanding and evaluation. Compulsiveness, then, is not necessarily a characteristic. Neither is immaturity and self-centeredness present as in Example (B). Mental discipline and intellectual activity is probably in the obsessive direction but is channeled into socially relevant activities. This man may be interpreted as an individual with a strong sense of responsibility, conscientiousness laced with marked dogmatism, and definite authoritarianism in his social-interpersonal relationships. He is capable of becoming quite aggressive, but his normal mode of adjustment is to be calm and consistent (DSy is u+ rather than o or c). He probably would make quite a fetish of "controlling" his feelings. At the time of testing, he was an essentially successful military officer applying for a government position.

The meaning of Xc when it is e*

Defensiveness and emotional control are the primary characteristics of the i*. The e*, on the other hand, is moving away from internalization and becomes quite active and aggressive in the way he relates to the external world. Rather than emotional control, emotional expressiveness of an appropriate sort (generally) is characteristic of the e*. The DS rises in the Xc record because of the mental effort of the i* individual. The DS lowers in the Xc record of the e* individual because he is so "anxious" to relate that it interferes with his natural level of competence in this activity. Generally speaking, the clearcut Ic is more prone to an intellectualizing adjustment. That is, he has disciplined his fantasy and autism, but is acting-out as an environment oriented, practical individual. Thus, this type of e* is very anxious to learn the rules of social behavior and interaction. He is more prone to be humanitarian than dogmatic and he often is the "hale fellow well met" who is active in his social relationships and interpersonal activities, but shallow in emotional involvements. He usually has a strong sense of social responsibility, but to some extent (particularly to the natural e), he is often interpreted as not seeing the trees for the forest.

The Ic is using his ideational skill effectively and has involved his mental activity and has little uncommitted activity and this is usually shown by how he performs on the I subtest. The Xc usually has repressed more of his mental activity and unconscious ideational activity is more marked. Thus, the Xc tends to be mentally inhibited with an overlay of considerable behavioral activity. As in the i*, the effectiveness of the adjustment depends upon how effectively and realistically the individual uses this acting-out social-interpersonal behavior.

Example (D): NPI 1084

11 15 12; 10 12 15; 12 13 11; 10 NL: 13
 13(Xc+o Foc+ Auo)u
 13(e*o r*c+ ao)u

The most significant aspect of this record is the marked inhibition or repression of ideational activity (Xc+o rather than Xc+c) with compensation in rigorous compulsive activity (Foc+). Thus, this is an extremely active and compulsive individual who has marked mental inhibition. This is complicated (or augmented) by the fact he is an IF rather than an IR. He has little social-interpersonal negativism or defense (Auo rather than Auc or Acc) and so will be very responsive (even suggestible) to social-interpersonal demands with little capacity to thwart or control these demands, thus increasing his overactivity and his mental inhibition. This man is compulsively and inappropriately active (driven without too much purpose) and cannot get relief by slowing down or mental withdrawal. He has been diagnosed as a conversion hysteric (headaches).

Example (E): JMT 53243

14 17 15; 17 16 14; 13 14 12; 10 NL: 16 (WB-I)*
 16(Xco Rou Zuc)u+
 16(i*o f*u ac)u+

The inhibition is not as marked in this record as in Example (D) (Xcc rather than Xc+o) and the compulsiveness is not present (Rou rather than Foc+). Also, this is a clear R record in which emotional control has been adequately established, but not tensely so (Ro rather than Rc). There has been ambivalence in this social-interpersonal activity (Zu rather than Zo or Zc). Thus, this individual may be expected to be an active (but somewhat ideationally inhibited) individual who is highly conventional and conforming to social-interpersonal demands. He will be idealistic (or somewhat naive) since he is f*u rather than f*o or f*c. He will be anxious to please (or do right) and be cautious in committing himself socially since he is ac rather

than ao or au. He is particularly dependent upon direction and guidance rather than being aggressive and eager since he is u* rather than o or c on DSy. At the time of testing, this man was a liaison officer for various intra-government agencies.

The meaning of Xo when it is e

This type of Xo is more common at the lower NLs (11 and below). This is a reflection of the most "normal" of e adjustments. The emotional dependency characteristic of this adjustment is present, but the passive dependency of the extreme e is usually not present. In other words, the Xo has some awareness (and thus anxiety) about his or her dependency needs and this is more often enabling than it is disabling. However, the form of the rest of the formula is important in order to determine where and how the individual is displacing or exploiting his dependency. Thus, an individual who is Xoo Roc Auc would exploit his dependency through some type of procedure or activity which will earn him praise and support (Roc rather than Rou or Roo with Auc rather than Acu or Acc). In some cases, a marked conflict state can result from an Xo adjustment of this type. Dependency needs are marked but no acceptance or support is provided and the individual becomes immobilized and conflicted. Thus, Xoo Rou Uuc could suggest immature and inappropriate seeking of a dependency relationship most often resulting in hypochondriasis. Xou Rou Ucu may suggest an hysterical adjustment and so forth.

Example (F): NOR 156

7 7 10; 9 13 4; 10 9 11; 8 NL: 10

10(Xoo Yc+u+ Auu)o

10(eo f+u+ au)o

The most significant aspect of this record is the Yc+u+. The Yc+ indicates that she has marked emotional tension that is directly felt or experienced (Yc+ rather than Yu or Yo). Thus, she may be interpreted as a person with strong feelings. Since this is near the surface and is tending towards being expressed (Xo that is 3), she will have limited ability to internalize or discipline her feelings. She has developed no compulsive pattern to contain or control her emotionality (Yc+u+ rather than Yc+c or Yc+o) and may be expected to be impulsive, immature, and emotionally expressive. She is also very responsive to social-interpersonal interaction (Auu rather than Auc or Acc) and responsive to reciprocal emotional relationships (eo rather than ec or io). Intense but fickle and immature emotional relationships would be expected. In basic terms, she is an immaturely passionate person who gets marked immediate sensual satisfaction from temporary relationships. She is highly susceptible to seduction and will "go along" with any crowd, group, or individual to which she is attracted. At the time of testing, she had been committed to a mental hospital for observation for alcoholism, drug addiction and promiscuity.

Example (G): JMT 53017

10 10 13; 9 13 12; 15 13 12; 14 NL: 13

13(Xoo F+oo A+uu)c

13(eo fo au)c

This is an example of an intact Xo who tends to be emotionally dependent in an effective way. He is a sensitive, sensual person (F+oo) who has adequate control of his sensuality without too much tension (Fo rather than Fu or Fc). His emotional dependence is not too marked since he is Xo rather than Eu. He is not gaining his dependency needs by procedures and compulsive activity (F+oo rather than F+oc), but is getting it by social-interpersonal activity (A+uu rather than A+cc or A+cu). He is an active, participating person (DSy is c rather than u) and so is effective in his social-interpersonal relations--at least at the time of testing (Auu rather than Auc in combination with a DSy of u). At this NL (13), he can be expected to be effective in intellectual control (Xoo rather than Xou). Thus, he can be expected to be efficient in activities requiring emotional interaction and social-interpersonal manipulation. At the time of testing, he was applying for a consular-type activity in a government agency.

The meaning of Xo when it is i

This is more of a true ambivalent state than any of the X combinations. The best way to describe this adjustment is that it is a suppressed state rather than the repressed state represented by Xc or Ic. The Xo of this type is not as defended as the Xc (see descriptions of Xc when it is e and Xc when it is i). Dynamically, there is a slight lowering of the DS because the individual has some of the interpersonal anxiety of the E, but still not enough to drive the DS score down to a true E position. This anxiety will make the individual appear active and relating; consequently, the i (Xo) has more of the surface appearance of an Externalizer than does the e (Xo) who tends to use some "cover up" and social withdrawal to mask his emotional dependency needs. There is usually considerable need to be conventional, conforming, and reliable in this type of adjustment. Nervousness and restlessness, particularly in social-interpersonal activities, are common components of this adjustment.

Example (H): NPI 01113

10 10 11; 9 11 12; 9 14 8; 13 NL: 12

12(Xoo Foo Zu+c+)c

12(io fo a*+c+)c

The most significant aspect of this record is the marked social anxiety in an individual who has made a strong effort to become conventional and conforming (Zu+c+ rather than Zu+u or Zcu). This is overlaid on a basic adjustment in which there is ambivalence and uncertainty about dependency

needs (Xo rather than Xu or Xc) and emotional control or conscience needs (Fo rather than Fu). Because of failure to develop any relief from the social-interpersonal anxiety (Xoo and Foo rather than Xoc and Foc), marked tension and anxiety may be expected. Fundamentally, this is a person who recognizes that she should not be too dependent; should be a responsible person; and should be a socially conventional and conforming person. However, she has been unable to develop clear-cut effectiveness and is immobilized (Xoo Foo). She feels considerable hostility and cannot withdraw into either a contemplative state or an autistic state (DSy is c rather than u; she is Xo rather than Xu). In summary, she is a consciously tense, immobilized person who has conflict and anxiety in social-interpersonal relations. She probably has paranoid ideas or ideas of reference (Zu+ rather than Zc or Zo), but is too insightful to allow them to become systematized (Fo rather than Fc or R). Her social-interpersonal hostility is held inwardly and is probably self-directed (Zu+cc+ rather than Zuu or Zcc). At the time of testing, she was under treatment for conversion hysteria.

Example (I): JMT 52312

11 10 15; 11 13 12; 8 13 5; 10 NL: 13
 13(Xoc+ Foo U+cc+)u
 13(ic+ fo a*c+)u

This is a male who is very similar to Example (H). However, this person has developed considerable intellectual activity (Xoc+ rather than Xoo). All of the features mentioned above are applicable to this man except instead of being immobilized, he is markedly intellectually oriented. There will be obsessive features to his intellectuality. In general, he is a conscientious (U+cc+ rather than U+cu), conventional person who seeks status through his intellectuality (DSy is u rather than c or o). At the time of testing, he was a political scientist applying for a government position.
The meaning of Xo when it is e*

This combination is mostly a function of the test. A WTS of 12 and 13 on the A subtest usually means that the individual has done all the items correctly, but with minimum time credits. This means that compensation has probably taken place, but the intensity and overcompensation usually associated with the Xc and Xc+ adjustments has not taken place. This is more often a comfortable or "normal" adjustment at the higher NLs. Generally speaking, the e* (Xo) is something of an underachiever as far as his NL is concerned. This kind of person has developed the mental discipline and independent self-sufficiency that is required without the expenditure of much energy or intensity. This adjustment can include individuals who are adequate and productive, but it may also indicate mental lassitude. This lassitude is quite as common in the Xo as it is in the Eo. However, the

Xo of this type is often more anxious than the Io. The slight drop in the DS score that produces X is usually an indication that the individual is aware of his need to be more intense or intellectual. Here, as always, the meaning of the adjustment is reflected by the total pattern.

Example (J): PHS 169

11 12 14; 10 10 17; 14 12 16; 9 NL: 14
14(Xoo Fc+c+ Aou+)u+
14(e*o r*c+ u*u+)u+

This is a relatively rare type of adjustment and requires very careful interpretation. The most significant aspect of the record is the marked repression of F. The individual is strongly defended against his sensitivity and narcissism (Fc+c+ rather than Foc or Fuc). However, he is not exploiting his social-interpersonal relations (Aou+ rather than Auu or Auc). This is a very brutal and hard-headed person who is self-sufficient and preoccupied with mechanical-procedural activities in a compulsive way. He will resist both pressures to internalize (Xoo) and pressures to socialize (Aou+). Nevertheless, he recognizes some need to try to do both (Xoo rather than Xco; Aou+ rather than Acu+). Episodically, then, this individual will try to be conscientious and conventional, but he will be easily disillusioned, and become very one-sided in his efforts to exploit his mechanical abilities. He will be an active, potentially hostile person who will be adamant in protecting his self-sufficiency and independence. At the time of testing, he was a high school student classified as an underachiever.

Example (K): JMT 52193

11 12 13; 17 14 14; 13 13 15; 11 NL: 14
14(Xoo R+oo Auu)u
14(e*o f*o au)u

This is an example of a highly conventional and conforming individual who has tried hard to understand what is expected of him and perform accordingly. Since he is R+ rather than Y or F, he is fundamentally an insulated person who is slow to comprehend, but quick to imitate. The major area of development has been in the social-interpersonal area since he is Auu. He has worked hard enough in the intellectual area to have adequate intellectual discipline, since he is Xoo. However, he has some intellectual inferiority (since he is X rather than I); but since his DSy is u rather than c, he may be expected to have a willingness to learn rather than a hostility to learning. In general, he is a socially conforming person with little imagination or creativity, but marked ability to handle defined methods and procedures. At the time of testing, he was applying for an administrative position in a government agency.

The meaning of Xu and Xu+

The Xu and Xu+ are the patterns of schizoid individuals who either have some awareness of the need to be less schizoid or who have some concentration weakness of a pathological nature. When it is Xu, it is most likely an indication of intellectual inferiority. This kind of person will either engage in unbridled fantasy or will heavily engage in some non-intellectual activity ritualistically in order to avoid fantasy. If he is intellectually oriented, he will be very ritualistic in how he learns and will show great dependence upon study outlines and procedures. The Xu+ is almost always an indication of concentration weakness and will occur most often in a schizophrenic individual. Some E+u+ and Eu+ records really belong in this group. This combination may occur in incipient schizophrenic records, organic conditions in which there is a schizoid flavor, and in schizophrenic remission states. This is by no means a universally pathological adjustment. However, to be effective, this type of individual must be associated with an activity (intellectual, procedural, or social) that has well defined rules that may be learned and ritualistically applied. It is a common pattern for nuns, nurses, and teachers where strong institutional direction and guidance is provided.

Example (L): RRH 24

11 9 11; 15 15 13; 8 13 11; 12 NL: 13
13(Xuu R+co Uco)o
13(iu f*o a*o)o

The most significant aspects of this record are the ritualism that is expressed in both the mechanical-procedural area (R+co) and the social-interpersonal area (Uco). This is exaggerated by the lack of independent mental discipline (Iuu). Thus, this is a highly imitative and ritualistic individual who is fundamentally autistic and fantasy prone. He will use his activity to escape fantasy but will not be either original or imaginative. Since he is R+, he will be very effective in learning procedures regardless of how complex they are. In his social-interpersonal relations, he will be conforming, conventional, and eager to learn "proper" procedures. Since he is Iuu, he will have something of a mystical orientation (if he were Euu, there would be more emotional interaction dependency). In general, this is an individual who can adapt very well into an institutional setting that gives him succor, but he will be very conscientious in following the rules and procedures necessary to earn this succor. At the time of testing, he was in psychiatric resident training.

Example (M): RCN 1009

11 7 12; 15 14 12; 11 12 13; 13 NL: 13
13(Xu+o R+co Zuu)c
13(i+o f*o au)c

This is very similar to Example (L) and most of the comments there also apply here. This individual is a Zuu rather than a Uco, thus there has not been the pressure for developing an acceptable social role in this individual. Probably there has not been the experience with rejection and the need for reassurance of social conforming present in Example (L). The self-sufficiency and need for succor and support is present here (Xu+ rather than Xo or Xc), but with R+c being present rather than R+u, the individual has developed a sense of responsibility to that which gives succor and will be conscientious and involved in how this responsibility is carried out. At the time of testing, this girl was a Roman Catholic novitiate.

Example (N): NPI 5008

10 9 15; 11 13 17; 9 14 11; 10 NL: 14
14(Xu+c Foc+ Ucc)u
14(i+c r*c+ a*c)u

The most significant aspect of this record is the indication of marked fantasy proneness (Xu+ plus Fo) and the relatively little individual control of this fantasy (Xu+ rather than Xo or Xc; Fo rather than Fc). The ambivalence suggested by Fo is probably quite significant. This becomes r* for interpretative purposes, but there is some control (or suppression) of the negative features of the r* adjustment in this combination (i+ and a*). It is evident the individual has overlaid her basic adjustment with an obsessive-compulsive adaptation (Xu+c and Foc+ rather than Xu+o or Foo). The low DSy shows an internalizing of her activity and the Ucc shows that, although she has developed a conventional social-interpersonal adjustment, she is uncomfortable with it. Thus, she is introspectively bewildered; since she cannot withdraw into fantasy, she must become actively obsessive-compulsive to escape her autism. And, when she socially relates, she is inappropriate and not too effective. Once she receives the succor and support she requires, she becomes extremely dependent upon it and anxious and confused when she feels she is going to be abandoned or left on her own. Consequently, an extreme passive-dependency reaction may be expected with hebephrenic-like behavioral activity whenever this dependency is threatened or changed. At the time of testing, she was hospitalized with a diagnosis of schizophrenia.

The determination of whether Y is F or R is in some ways more complicated than the X determination of I or E. A qualitative review of performance on the BD subtest is often essential to effective determination. Thus, mechanical rules are not always too efficient. Following are some guidelines on qualitative interpretation, but scoring for those factors has not really been worked out. The BD for WB-I is a more sensitive test for R and F than is that of the Wechsler Adult Intelligence Scale (WAIS). This is due to the fact that time has more influence on the weighted score. The healthy F will have a lowered score because of the caution with which he approached the test, which cuts down his time credits but does not influence his accuracy credits. On the other hand, on the WAIS, time does not enter until the more difficult items; thus, accuracy on the easy items gets too much credit at the higher NLs and does not pick up the subtle R-F differences of the WB-I. This is further contaminated by the fact that organic misses (which are almost always accuracy misses) result in lowered scores on the WAIS which are not too much lower than the nonorganic and healthy F's on the WB-I. Consequently, the WAIS will have many "false" R's and some correction for this must be made. It is for this reason that a BD at the NL is interpreted as Y which allows some correction to be made in interpretation.

The best qualitative indicators are the performance on the second demonstration item and items 6 and 8. The F will tend to be slow in catching on to the second demonstration item. This may be barely perceptible or it may be quite marked; but once the method is understood, he will move with confidence to the first items and be quick until he comes to item 6. Here the F will show some confusion but will recover quickly and go on to the next items. Item 8 will usually be quite difficult for him, but when he gets it, he will tend to develop confidence which may help him work rapidly on the more difficult items later. A frequent occurrence is some visible manifestation either by word or action when the additional blocks are added, but this is also somewhat common with conscientious R's who are trying to "prove" their motivation.

The motivation of the person taking the test is often reflected in performance on BD. The cynical F may tend to reject the test and thus further lower his performance. The hostile R, although he may ridicule the task, will perform at his NL in spite of his lack of effort. An intellectualizing E may often deprecate the test as "child's play" or not worth anything but performance on the blocks still suggest whether he is R or F.

In general, the true Fc will tend to overachieve (for him) on the blocks, particularly if he has consciously attempted to improve his mechanical-procedural ability. The true Fu will tend to underachieve, but the underachievement is due to loss of time credit rather than inaccuracies. It is

common for the F to "give up" on an item, whereas the organic will either complete the items and not recognize the inaccuracies or persevere purposelessly until stopped. At NLs 10-12, some overachievers may do similar things on the difficult items, but this will not show the deviation necessary to suggest organicity.

Following is a table (Table 3) of the derivation of the formula for the BD-D relationship.

TABLE 3
F-Y-R Calculations

BD	NL	S	
+3x & up	x	+3x & up	= R+c+
+3x & up	x	+1x, +2x	= R+c
+3x & up	x	-1x, x	= R+o
+3x & up	x	-2x, -3x	= R+u
+3x & up	x	-4x & down	= R+u+
+1x & 2x	x	+3x & up	= Rc+
+1x & 2x	x	+1x, +2x	= Rc
+1x & 2x	x	-1x, x	= Ro
+1x & 2x	x	-2x, -3x	= R+u
+1x & 2x	x	-4x & down	= R+u+
-1x & x	x	+3x & up	= Yc+
-1x & x	x	+1x & 2x	= Yc
-1x & x	x	-1x & x	= Yo
-1x & x	x	-2x & 3x	= Yu
-1x & x	x	-4x & down	= Yu
-2x & -3x	x	+3x & up	= Fu+
-2x & -3x	x	-1x & -2x	= Fu
-2x & -3x	x	-1x & x	= Fo
-2x & -3x	x	-2x & -3x	= Fc
-2x & -3x	x	-4x & down	= Fc+
-4x & down	x	+3x & up	= F+u+
-4x & down	x	+1x & +2x	= F+u
-4x & down	x	-1x & x	= F+o
-4x & down	x	-2x & -3x	= F+c
-4x & down	x	-4x & down	= F+c+

Yc+ is always f for interpretative purposes. Yc may be either f or f*. Yc is f* when BD is at the NL and S is only 1 point above the NL. Yc is f in all other cases. Considerable ambivalence is present in an Yc adjustment.

except the primary direction towards adjustment is in an f direction. That is, the individual does have a recognition of the need for emotional discipline and tries hard consistently to maintain it. However, he does have considerable anxiety about his emotionality and, under prolonged pressure, can become quite explosive but with considerable subsequent guilt. Some examples follow.

(1) JMT 52053

11 7 11; 13 14 11; 11 13 12; 14 NL: 13
 13(Xuu Ycu Auu)c
 13(iu f*u au)c

(2) DRS 3010

18 19 18; 17 19 15; 10 14 18; 13 NL: 18
 18(Ico Ycu U+uu)u+
 18(e*c fu u+u)u+

Yo may be either f* or r*. It is f* when BD and S are both at the NL, when BD is at the NL and S is 1 point below; and when BD is 1 point below the NL and S is at the NL. It is r* when both BD and S are 1 point below the NL.

There is marked ambivalence in any of these adjustments, and they must be interpreted carefully. The placement of C has great significance in how this ambivalence is interpreted, and this is explained later in the section on derivation of the contact level.

(3) RAP 18006

14 13 17; 14 14 11; 9 10 10; 12 NL: 14
 14(Icc+ You U+uc)o
 14(e*c+ f*u uc)o

(4) RAP 18008

17 13 13; 12 12 11; 11 8 13; 11 NL: 13
 13(X+co You Zcu)o
 13(e*o r*u u*u)o

(5) PHS 152

12 12 14; 13 12 16; 11 9 11; 10 NL: 13
 13(Ioc Yoc+ Zco)u
 13(e*c f*c+ u*o)u

Yu+ is always r. Yu may be either r or r*. Yu is r when BD is at the NL and S is 2 or 3 points below the NL. Yu is r* when BD is 1 point below the NL and S is 2 or 3 points below.

(6) PHS 137

18 14 14; 14 10 13; 14 14 13; 9 NL: 10

14(X+co Yu+o Auu)u+

14(e*o r+o au)u+

(7) RAP 9

7 10 10; 10 7 11; 9 8 10, 12 NL: 10

10(Xco Yuc Aou)c+

10(i*o rc au)c+

(8) PHS 120

11 14 17; 14 12 17; 14 11 10; 9 NL: 15

15(Xoc+ Yuc+ Acc+)u+

15(i*c+ r*c+ u*c+)u+

The conversion of Z to A and U also requires some qualitative evaluation. Some of the same orientation that influences the PC scores also has an influence on PA. Thus, an individual who does poorly on PC may also do less than might be expected on PA, and the one who does well on PC, might improve his PA score. The general rule, then, is that a Z score with a lowered PC is most likely a Primitive A, and the Z score with a high PC score is most likely a U. This is particularly true at the NLS 12 and above. It is believed that Item 9 (EFGHIJ) is the best indicator of the PC effect. Item 6 (JANET) and Item 10 (SAMUEL) are the best A-U indicators, particularly when time credits are included. Theoretically, an inquiry is indicated on PA to differentiate the healthy A or U from the unhealthy one. The scoring problems relating to this are very complex, and in most cases, the relationships of the other scores will demonstrate the "healthiness" of the adjustment by inference. For the record, however, the A individual tends to perform on the test in the conventional expected way, but often without any insight into the meaning or point of the series. If he is making any attempt to "understand" his social-interpersonal relations in a socially relevant way, he will be able to see the "point" of the stories most of the time in the conventional or "popular" way. In some instances, he may sort them correctly but literally misperceive or misunderstand the stories. In this case, a delusional pattern is suggested. On the other hand, he may be able to sort them correctly with little or no involvement. His stories are not delusional, but they may be superficial and immature. In this case, the individual is highly suggestible and does what is expected of him, but with no "understanding". Thus, a psychopathic or sociopathic adjustment is indicated. In other instances, the individual may recognize that he is suggestible and over-conventional in social-interpersonal relations. Here, he will sort the cards properly and will be able to give the stories conventionally, but his PC score will indicate, by a lowering of the WTS, that

the individual is avoiding social-interpersonal distraction in order to develop other skills. Still another instance, is the Primitive A who is avoiding being conventional and feels the need to be original or creative. In this case, he sees the stories conventionally but tries to deny his conventionality by being original. Here, the speed of reaction is slowed down and a characteristic pattern of response is to sort the cards correctly originally and then change them to a more original or unique pattern. In some cases, this type of person will do the test correctly, but will complain about what a simple-minded test it is.

The pattern of response of the Primitive U is different. The task is difficult for him and, for him to perform at all, he must use some effort to determine meaning, to see what is expected. Thus, he may approach the task by seeing what is expected and attempting to perform the task. He may do this by seeing a story and sorting the cards in this relationship. When asked to explain, he may be able to give a story that is "original" yet quite creative and relevant though not that which was originally intended. The scoring takes some of this into account, but the PA WTS suffers from this "creativity" in spite of its correctness. The U may also completely misperceive the test but believe he has done it correctly and conventionally. In this case, delusional adjustment may be indicated. He may also recognize he can't do it well, apply little effort, but compensate for his lack of social-interpersonal versatility by development of other aptitudes. Or he may attempt to find the conventional pattern and produce this. Here, his responses will be slowed, but after making incorrect sorts, he may finally get the conventional ones and seek reassurance from the examiner that his final sort is what is wanted.

This variety of responses make a qualitative review quite important in determining the meaning of the formula in the A-U variable. All the variations cannot be taken into account here. With these qualifications, the following table (Table 4) is given with subsequent interpretive remarks.

TABLE 4
A-Z-U Calculations

PA	NL	PC
+1x	x	+1x up -A+u+ (14, 15 on WB-I) NL 13 & up
+1x	x	-1x, NL-A+u (12, 13 on WB-I) NL 13 & up

TABLE 4 (Con't.)

PA	NL	PC
+1x	x	-2x, -3x - Ao
+1x	x	-4x, -3x - Ac (-3x -4x below NL 12)
+1x	x	-6x down - A+c+ (-5x below NL 12)
-1x, x	x	+1x up -Au+ (14, 15 on WBI) NL 13 & up
-1x, x	x	-1x, x-Au (12, 13 on WBI) NL 13 & up
-1x, x	x	-2x, -3x -Ao
-1x, x	x	-4x, -5x -Ac (-3x, -4x below NL 12)
-1x, x	x	-6x down -Ac+ (-5x below NL 12)
-2x, -3x (-4x NL 15 & up)	x	+1x up -Zu+ (14, 15 on WBI) NL 13 & up
-2x, -3x (-4x NL 15 & up)	x	+1x, x - Zu (12, 13 on WBI) NL 13 & up
-2x, -3x (-4x NL 15 & up)	x	-2x, 3x - Zo
-2x, -3x (-4x NL 15 & up)	x	-5x, -5x - Zc (-3x -4x below NL 12)
-2x, -3x (-4x NL 15 & up)	x	-6x down - Zc+ (-5x below NL 12)
-4x, -5x	x	+1x up - Uc+ (14, 15 on WBI NL 13 up)
-4x, -5x	x	-1x, x -Uc (12, 13 on WBI NL 13 up)
-4x, -5x	x	-2x, -3x - Uo
-4x, -5x	x	-4x, -5x -Uu (-3x, -4x below NL 12)
-4x, -5x	x	-6x down - Uu+ (-5x below NL 12)

TABLE 4 (Con't.)

PA	NL	PC
-6x down	x	+1x up - U+c+ (14, 15 on WBI NL 13 up)
-6x down	x	-1z, x -U+c (12, 13 on WBI NL 13 up)
-6x down	x	-2x, -3x -U+o
-6x down	x	-4x, -5x -U+u (-3x, -4x below NL 12)
-6x down	x	-6x down - U+u+ (-5x below NL 12)

Zu+ is always a*. Ordinarily, this is the kind of Primitive U who is striving for conventionality and social popularity. There is considerable social-interpersonal ambivalence behind this adjustment, but the individual has resolved his ambivalence by marked effort towards conformity. It is not too unusual for stereotypic behavior to occur here, but for the higher NLs (13 and up), this may be very effective. The placement of DSy is important in this kind of record. When DSy is low (u), the adjustment is more easy-going and effective. When DSy is high (c), hostility and authoritarian social behavior of a negative sort is more typical. Even with o, authoritarian and commanding behavior may be expected.

Example (1): RRH

7 9 13; 16 17 12; 12 14 12; 14 NL: 14
 245 14(E+u+o R+c+u Zu+o)o
 14(e+o f*+u a*+o)o

Zu may be either a or a*. A general rule is that the wider the difference between the PA and PC, the more likely is the record to be a*. For example, where the PA is 3 points below the NL and PC is 1 point below the NL, it is definitely a.

Example (2): RRS

17 15 16; 8 17 10; 13 13 12; 11 NL: 15
 235 15(I+cc F+u+u+ Zuc)u
 15(e*c f+u+ ac)u

Example (3): RRH

13 13 16; 12 17 11; 11 13 12; 11 NL: 14
 340 14(Xcc+ Fu+u Zuo)u
 14(e*c+ f+u a*o)u

Example (4): MGC

6 1 14; 5 11 11; 8 10 10; 9 NL: 11
25473 11(Eu+c+ F+oo Zuu)o
11(e+c+ fo a*u)o

Example (5): DVR

14 3 11; 5 5 5; 7 8 10; 12 NL: 9
1012 9(I+u+c+ F+c+u+ Zuo)c+
9(i+c+ r*u+ ao)c+

Zo may be u, u*, and a*. It is u when PA is 3 points below the NL, and PC is either 2 or 3 points below NL. It is u* when PA is 2 points below NL and PC is 3 points below NL. It is usually a* when PA and PC are both 2 points below NL, and this is the initial interpretation that should be made. With a review of the record, a correction to u* may have to be made. See the section of "When Zo is a*" for an interpretation of this.

Example (6): JRW

7 11 11; 14 12 12; 9 10 12, 10 NL: 10
54 12(Eco Roo Zoo)o
12(i*o ro uo)o

Example (7): DYR

6 8 9; 9 10 14; 9 8 7; 7 NL: 11
1030 11(Eou Fu+c+ Zoc)u
11(ou f+c+ u*c)u

Example (8): HAP

11 15 13; 16 13 11; 12 12 13; 10 NL: 14
7011 14(Xc+o Rou Zoo)o
14(i*+o ru a*o)o

Zc+ is always u*. Zo is usually u*, but there is an exception. When NL is 13 and above, where PA is 3 points below NL and PC is 4 points below NL, the correct interpretation is u.

Example: RAP

17 12 16; 9 13 14; 11 6 7; 13 NL: 14
7003 14(I+oc+ F+oo Zc+c+)o
14(e*c+ fo u*+c+)o

Example: CHI

11 8 14; 15 3 12; 9 8 9; 8 NL: 11
5108 11(Ioc+ R+u+c Zco)u
11(ic+ r+c u*o)u

The meaning of Zo when it is a*

As pointed out previously, a Primitive U individual may be under great pressure to adapt and develop his social-interpersonal insight. This kind of individual will exert much energy to do so and will accomplish it in various ways. He may overcome and modify some of his insight problems (e.g., negativism as a "natural" manifestation of the Primitive U will be replaced by consideration and thoughtfulness). In this case, the person may become a very thoughtful and considerate person, but because of the psychological effort necessary to develop it, there will be some "unnaturalness" or moodiness in the way it has been accomplished. To the external observer, this may be interpreted as being phony, hypocritical, or silly. But the individual himself is not aware of the various ways he is being interpreted because he knows within himself what he means. He is being considerate and thoughtful, but others are being unfair, hostile, and rejecting. This is the primary dynamic behind the development of projection as a psychological mechanism, and the "healthy" U will develop some insight into what is happening and make some correction in his own adjustment pattern. That is, he will use caution in his social-interpersonal relations; he will find other means of satisfying his social-interpersonal needs; or he will develop a definite pattern of behavior which he understands and seek out the milieu where the role is appropriate and accepted. The Zu relation is the one which, in many ways, is the most functional or "healthy". This is explained on the basis that as an individual sharpens his awareness of the external world, he is more careful in making this type of reality judgment. In this test, this characteristic is reflected by a tendency to do well on PC and to also improve his score on PA because of his PC caution. The Zu, when interpreted as a*, suggests an individual who recognizes his need to keep alert about his social-interpersonal relations. He attempts to be kind and considerate; or polite and protocol-oriented; or definite and precise; or authoritarian and commanding--depending upon what might have been the primary pressure of his life experience. This is a repressed adjustment; the individual has long lost awareness of its beginnings. Thus, the a* of this type will be very threatened when any U characteristics are pointed out to him.

There is tension in the way the adjustment is maintained, but little felt conflict or anxiety in the mode of adjustment. The Zu will experience conflict and anxiety about his social-interpersonal relations, but this will be on an a* base rather than on an U one. In other words, the Zuc will be anxious, but this anxiety will more likely be projection anxiety (e.g., the individual will know what he is trying to do--be considerate--but people make fun of him. He becomes anxious about why people make fun of him but cannot relate it back to his behavior.). This anxiety may range all the way from the relatively unhappy person who cannot understand why people

don't like him to the complex delusion that people have it in for him and are out to get him.

In reading the above, it is obvious that much more was written about the I-X-E dimension. The abbreviated R-Y-F and A-Z-U sections were drafts for a staff paper in the late 1950's and were meant to be a stimulus for further explanation.

(ed. note)

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