

Of all of the parts of the PAS, this is the least understood. And it's a very difficult one again to either explain much about what's happening or to explain what the dynamics are. But I will start out on this, that in terms of the sort of superficial studies that I've made plus the more complex computerized studies that Dave Saunders has made, the Digit Symbol or what PAS refers to as the activity level seems to be the primary indicator between sick records and well records where the initial, where the ordinary, regular formula is the same. I mean, because certainly none of the studies have ever indicated, and there was never even a hypothesis of the PAS that there are good formulas and bad formulas. There are good adjustments in every formula, and there are bad adjustments in every formula. And the Digit Symbol seems to be one of the best ones to indicate whether it is good or bad. But it's a little hard to try to explain just exactly what it is. But I'll start out this way. If you remember the Digit Symbol test is a test which is a kind of a coding test on the basis of which the individual has to look at a series of numbers that each have a symbol and then reproduce them down below. So consequently the ability to do this particular test is certainly in many ways more influenced by motivation than any other particular test. Motivation in the sense that because you're giving the person the pencil to do it on his own, it doesn't have the same kind of interpersonal aspects to it that many of the other tests on the basis of which you can compensate for, or encourage a person to begin to respond to you. That hherefore the

mood that the person is in at the time that he's taking the test is reflected better by the Digit Symbol than any other one test. ⁰⁰³⁰⁹ And the mood, by the mood, I put in terms of this, is the mood which has to do with attention relating responsiveness. Now, I know I'm getting complicated because I've got to talk in the beginning about what to me is a very strange switch that occurs sometimes in terms of this. The E individual, which I'll talk about first, the E individual, his performance on the Digit Symbol test is likely to be reflected by an inability to work rapidly to keep his mind on the task that is there. Therefore there is a distraction. If he is depressed, if he's discouraged, if he's down hearted, if he's not motivated, if he's lax and so forth, there is a tendency for the Digit Symbol to fall. That is he doesn't work up to potential in relationship to that. On the other hand, the I individual is not nearly as vulnerable to the drop in the Digit Symbol test on the basis of his discouragement, his depression or anything else in terms of this. Because as a matter of fact some of the most discouraged, depressed, withdrawn, indifferent I individuals are likely to overachieve on the Digit Symbol because in a sense the way in which they withdraw into ~~a~~ themselves and use the ritualization of this particular kind of a test is a much more...they are able to do the task in a much more ritualized way because it is in the direction of their withdrawal. So you can't just say in every instance that a high Digit Symbol is an indication that the person is alert, pay attention and in good shape. And that a low Digit Symbol is an indication that a person is ~~is~~ discouraged or depressed, because it depends on whether he's I or E and it depends on certain other kinds of factors that are in the test. As a matter of fact, the healthiest I individual

oftentimes when he comes to the Digit Symbol test is going to indicate his healthiness by the sense that he still is so alert and so aware and so responsive on the other side that he cannot commit himself totally to the internalized ideational kind of activities that the Digit Symbol calls for. Therefore, a lowish Digit Symbol in an I individual is an indication that the person is relatively active, alert, responsive, relating. A low Digit Symbol in an E individual may indicate that he is discouraged, depressed and moody. Do you see the switch that I'm ~~trying~~ trying to make in terms of this? Unfortunately it doesn't add up that it comes out this way every time. I can't make the flat statement that a low Digit Symbol in the I individual is an indication of him being active, and the low Digit Symbol in the E individual is indicating that he's moody and depressed. But in most cases this is the first thing that you really have to interpret when you look at the Digit Symbol in relationship to this. Now, this is called the Activity Level because and again I'm going into a second phase of this, the Activity Level gives some kind of an indication of the conscious effort that an individual applies in terms of maintaining his, let's say for the purposes of this, of maintaining whatever his contact ~~xxx~~ personality is. Now let me try to explain what I mean by this. Let's take an individual and I'm going to-- you have to use all of them in the final analysis, but let me start out and talk about an individual who is Iuc. Now the basic level adjustment of the Iuc individual, the basic adjustment is an I adjustment because he's Iu. His basic adjustment is Iu. The presence of that c at the end of it and all of the discussion we've said about him in making some effort in terms of being

an active individual, an Iuc individual is a contact personality of E. Now if he's Iuc, and his contact level is E, what the Digit Symbol level begins to indicate in terms of this is the extent to which the individual will resist any particular pressure to move from his contact level to his basic level. Therefore, in terms of this, if you have an Iuc individual whose Digit Symbol is low, that low Digit Symbol will indicate that that individual is very actively engaged in being E. He's Iuc and the Digit Symbol is low. This is an indication that he's going to work very hard at being E. As that Digit Symbol goes up in the Iuc record, the indications are in terms of this, that the individual is moving much more into an internalized kind of a direction. Therefore an Iuc individual with a high Digit Symbol is going to show more I characteristics than an Iuc individual with a low Digit Symbol is going to show I characteristics. I mean for example an Iu individual as a basic personality, there is an underlying schizoid adjustment that this kind of an individual has. An Iuc individual with a low Digit Symbol is ~~xxx~~ likely to mask his schizoid adjustment by being a very active socially dependent kind of an individual who maintains a lot of E activity. An Iuc with a high Digit Symbol is going to have more of a tendency to manifest or show a certain amount of his schizoid tendency. So consequently one Iuc will look very active. The other Iuc will look much less active and a little bit more protective and withdrawn.

Now take Euc. An Euc individual, his basic personality is E and his contact personality is I. Now if you have an individual who is Euc and

he has a low Digit Symbol, this is an indication that the individual
00312
has a considerable amount of difficulty in maintaining the contact I
adjustment. It is therefore in this case an indication of over-
obvious moodiness. That is, the individual will vacillate from trying
hard to be an I to in some cases it will be precipitated into a direction
in which he is being quite E. He is quite moody, it would be the way
that he would be explained in terms of this. Now if the Digit Symbol
goes up in the Euc individual, that high Digit Symbol is an indication
that the person is working very hard to maintain his I contact adjust-
ment. And therefore there will be very little moodiness indicated in
the individual's overt behavior, because he is overcontrolling at the
contact level. That is, there will be obsessive features in the Euc
individual is his Digit Symbol is up.

Now you put it the same thing in terms of this. You make an
individual Ruc. Ruc, the Ru is the R basic adjustment. The contact
adjustment has a great deal of R characteristics in terms of this. And
again in terms of this what the high Digit Symbol begins to indicate
is that the individual with the high Digit Symbol is going to be actively
engaged in being R. The lowish Digit Symbol in terms of this begins
to mitigate a little bit of the stubborn Ruc type of activity. He is
likely to be a little bit more responsive if he has a lowish Digit
Symbol than he is if he has a high Digit Symbol. And if you take an
individual who is Rcc, Rc, the indication is that his basic person-
ality is F. His contact personality has an R flavor in terms of it.
The high Digit Symbol in the Rcc individual is an indication that the
individual is intensely engaged in being an understanding, appropriate,

proper individual. A lower Digit Symbol in terms of ~~that is~~ ^{is} an indication that the individual is likely to be spending a little bit less time and moving a little bit in terms of being a bit too sensitive, a bit too distressed. Now the really complicated one in terms of this and the one that begins to add even more confusion to trying to understand the meaning of the Digit Symbol is what happens whenever the individual is either U or A.

In most ~~ixx~~ circumstances and if you look at records over a period of time, it will be ^{relatively rare} ~~xxxxxxxx~~ that you will find either an I or an E who has a U had a high Digit Symbol. And particularly, if he's E and U it is relatively rare that he'd have a high Digit Symbol. Because what happens is that the combination of E and the capital U in relationship to this, the high Digit Symbol begins to indicate that the person is aggressively engaged in avoiding being Eu. And the process of avoiding being Eu, the process of avoidance in terms of this is going to manifest itself with a considerable amount of overt hostility. Therefore an E U individual oftentimes if he has the high Digit Symbol is going to be a very hostile individual. If ~~his~~ his Digit Symbol is down, this is an indication that the individual has a certain amount of awareness that he has to avoid any particular tendency to be too negativistic, to be withdrawn, to be too tense, to be too typed. The A individual is oftentimes if he has a high Digit Symbol EA now in terms of this, this kind of an individual oftentimes can afford to be somewhat withdrawing and instead of people calling him hostile they are likely to talk about them as being relatively aggressive. Consequently an EA individual, it is a relatively good sign for

his Digit Symbol to be up. Because that high Digit Symbol is an indication that the person is aggressively engaged in doing something besides being A.

Olga: How stable is the Digit Symbol? It sounds as if you're saying it's probably the most variable of the lot. 00314

John: Very definitely. I'm saying it's the most variable of the lot because I've already gone through a series of things. Firstly, it may merely indicate the mood of the person taking the test. And it's very hard to differentiate between what you're getting due to the mood of the person taking the test, or whether it is due to some of the other things that I'm talking about. On the other hand, for example, let's take an individual and make him ERU. And he has a high Digit Symbol. That high Digit Symbol can be an indicator really of two things. One, it can be an indication that he's hostile to take the test. It also can indicate that he's a hostile person. Now if you could get a Digit Symbol over a period of time and if you found out that the Digit Symbol tended to be down some of the time and high some of the time, this would be an indication that it is an indication of the mood that he's taking to the test. On the other hand, theoretically, the hostile individual, it would make no difference how many times you gave the test, his Digit Symbol would always be up because that is his major adjustment form. Consequently, in terms of this there are some individuals that can have a very high Digit Symbol at one time and a very low Digit Symbol at another. It is my contention that anytime

there is a very high Digit Symbol, this is really an indication that the person is likely to be quite variable if you give him the test. ⁰⁰³¹⁵

That is, he is likely to be a moody person. That is, the high, the fact that he does so much better on the test than his Normal Level would indicate, would indicate a certain amount of pressure that he's putting on himself at one point, which at another time if you tested him, there would be a bit of a collapse on it. Even the same in the early days when I was trying to figure out the symbol system in terms of this, I was inclined at some point of saying that an H+ Digit Symbol is always an indication of H plus L. That at least at the time you're testing the individual, one thing is being reflected but you can almost predict that under certain circumstances, it will be ~~xxx~~ relatively easy to move to the low direction. Now again the other thing that I keep trying to say over and over again without knowing exactly how to explain it, is when I'm talking about modifications or change, what the activity level indicates again is the extent to which the individual attempts to avoid the negative aspects of his basic personality makeup. In other words, he is avoiding certain of the negative characteristics. Now again it's hard because there are so many examples that one has to give in terms of this. I've talked about let's say let's make an individual Iuc Fuc Uuc, as an example of trying to put all of this together. Iuc Fuc Uuc. Now I use this because this is an individual whose basic personality is Iu Fu Uu or IFU basic personality. Iuc Fuc Uuc indicates that the contact personality, the individual is consciously and actively engaging in being ERA. Now in other words the exact opposite. I mean, the Iuc Fuc Uuc individual,

his contact personality^{As} is in effect an exact opposite from his basic personality makeup. Now what the activity level is likely to do in terms of this -- if he has an extremely high activity level in one particular point in time in that you can get almost that the individual is more IFU than he is ERA. If he has a low Digit Symbol, he is more ERA than he is IFU. And consequently, the mood swings that that individual is likely to have and if you begin to talk to people who ~~x~~ know him very much, their mood swings will be indicating a great deal of the time of how IFU-ish this individual is when he looks so ERA so much of the time.

Now let's make another one. Let's make an Euc Fuc Uuc. Now again the EFU is the basic personality that the individual is expressing. IRA is the contact personality that the individual is expressing. Again totally opposites in relationship to this. If the Digit Symbol is low in terms of that, the individual is going to be more EFU than he is IRA. If the Digit Symbol is up, he's going to be more IRA than he is EFU. And if you have the very high Euc Fuc Uuc, a very high Digit Symbol, the thing that you can predict in terms of that is going to be strongly IRA part of the time, with a mood swing of being strongly EFU part of the time.

if
All right now, /you add all the other modifications in terms of this, you don't get the extremes in terms of this. You've got an individual, let's make him Icc Fuc Ucc. Icc Fuc Ucc. Now the contact personality in terms of this is that the individual is E and he's F and he's A at the basic level. Ic Fu Uc. EFA at the basic level. Now Icc, adding the c on the end of it in terms of that, means that the individual not only is a basic E, he's also a contact E. Fuc, he's

a basic F but he's a contact R. Ucc, he is a basic A, but at the contact level he is making some modification of his basic level 00317
A adjustment by being a little bit less compensated in the A direction, giving him a U-ish contact level. So Icc Fuc Ucc, basic level EFA, contact level ERU. All right now, what is the swing that is likely to take place now in terms of this? The ERU, the most vulnerable one, now again you have to think in terms of this, the most vulnerable of the adjustment levels, the most vulnerable is Fuc. Because as Fuc, the F is the least compensated one. I is compensated. U is compensated. The first level in terms of that person's moodiness is that his mood swing is likely to be from an ERU contact personality to an EFA^{u?} basic personality. In other words, the major thing that is changing in terms of this is that he is beginning to be much more F-ish in his behavior. Therefore in this kind of an individual, x if you've got this Fuc in the middle, and the I at the other end and the U at the other, you've got a low Digit Symbol, that low Digit Symbol indicates that the person is likely to be working very hard to avoid being F. Therefore there would be many an R, the most obvious characteristics in the individuals overt personality is going to be R characteristics because he is going to be defending against being F more than any other thing in the constellation of the formula. If it's high, the individual is going to be much more involved in being a little bit vacillating between ~~being~~ being R and F, but very little vacillation in terms of being E and A.

Sadie: Can I understand why if it's Ucc, then the contact would be Eru and not ERA? Is it because of the first part of the formula?

John: Well, this is hard to explain. And this is a what is in a sense a dynamic change rather than a symbol change. If the symbol system worked that accurately, it would be an A. Now, if you go back a little bit in terms of when we were talking about Uc. The thing in terms of aUc is that the Uc individual tends to move very much into what is a role stereotyped behavior. If he's Ucu, he not only is role stereotyped, but he's comfortable with his role. Therefore his contact personality is going to be the A characteristics because with A he is moving, that doesn't mean that he is going to be pleasant necessarily or anything else. All that it is going to mean is that the U, the primitive U characteristics are compensated for in what is essentially an A direction. And he's totally comfortable with being what he is. Now therefore it is possible for a Ucu to be inappropriate. Because what he has done is, he has had problems in his life in not doing things the right way. He thinks he has learned how to do things the right way. And when he does them, he is not worried because he is sure that he is doing them the right way. Now that Ucu. If he's Ucc, that final c, the Uc means that the individual has developed what he thinks is right. That end c, that final c in terms of this, is an indication that the person is not ~~xxxx~~ totally sure that he's being appropriate. Therefore a Ucc individual is quite aware of what he thinks he is supposed to do, in a social interpersonal situation, but has enough anxiety that he is cautious in the way that he does it. Now it is this cautiousness that gives him a contact quality ~~f~~ that for the purposes of a contact personality

characterization gives him at the surface personality a U-ish look. That is, he's cautious, he's careful. Now if you peel off, ⁰⁰³¹⁹ that is if you move him in the direction of which he is threatened and he moves into a direction of which he is losing whatever his contact personality gives him, what he's precipitated into is his basic personality which is in a sense, he is likely to become stubbornly inappropriate. I mean in other words a Ucc individual, one of the things that you can say about him if there is a Ucc and he's got a low Digit ~~Symbol~~ Symbol, there is an indication that whatever the role stereotype or the role uniform adjustment that the individual has made, he is still very aware that he has to make some kind of judgment of the appropriateness of that role. Now you put him under pressure, that is, make him move up into the direction of what is reflected in the test by a high Digit Symbol, what is precipitated is the anxiety which is kind of a superficial anxiety in terms of this, a sort of an intellectual awareness that one should not be too stereotyped, he meets a problem by reducing himself to what's in a sense a stereotyped social role. I mean, a Ucc individual, a characteristic in terms of this, and he could be a pompous ass, Ucc would mean that the individual is aware that he shouldn't be pompous, that he gets a certain amount of problems when he's pompous. Therefore, he consciously becomes less pompous. Now he becomes less pompous, but there's still pomposity involved in the person's adjustment. You put him under pressure, relieve him of that anxiety, he doesn't move to a direction in which he collapses into a sense of lack of pomposity. You move him into a direction of which he fights out by being an

extremely pompous individual. Now this is opposed to a Uuc individual. (0320)
 The Uuc individual has an awareness of the fact that he should be more pompous. He hasn't been able to be very comfortable in terms of his pomposity. A high Digit Symbol in the Uuc individual means that the person consciously tries to be pompous and doesn't feel pompous. You put him under enough pressure, the Digit Symbol begins to go down, what is precipitated is not more pomposity like in the Ucc individual. He is precipitated in what is α in a sense a total collapse of his ability to be anything other than a U. Therefore the Uuc individual has a low threshold for humiliation because ~~in~~ to a certain extent he tries very hard to do what is right but he doesn't really know what is right and you peel that away from him, take that c off the end of it, he moves back into what is in a sense being stubborn, or being Uu. Now, well that's a very involved way of saying why Ucc comes ~~back~~ out U and Acc comes out A. But the major thing in terms of this is that there is a kind of accompanying if you think of it in symbol terms Uc -- A, and c compensating a little bit for being too much A. Acc -- U but compensating a little bit in terms of it. Therefore an Acc individual, he may have a certain amount of need, tendency and a general adjustment on the basis of which he is quite hostile to making social interpersonal relationships with individuals. And so in a social sense, his basic adjustment is in a sense of keeping people at a distance. Acc, means he intellectually recognizes that you can't spend all your life keeping people at a distance, you've got to

44

develop a certain amount of etiquette, a certain amount of social
appropriateness in terms of this. Now the Acc individual will still
kind of keep people at a distance because he's a basic Ac, but he still
will have enough awareness of the need to be socially appropriate.
Or if you precipitate too much pressure on him in terms of this he
moves into the direction of which he becomes extremely rejecting
because his basic adjustment is Ac. If it is Auc, the individual
keeps people, there is a recognition that he has a tendency to get,~~xxx~~
that people have a tendency to get too much involved with him, so
he keeps people at a distance, so it gives him a U surface ~~xxxxxx~~
personality. You put him under enough pressure, you get rid of that
anxiety and this is appropriate anxiety, you don't precipitate the
hostility that you get in the Acc, the total withdrawal. You get an
individual who tends to move a little bit in the direction of getting
too involved. One of the things in relationship to this, an Auc
individual will work against exploiting his personal relationships.
But put him under pressure and get rid of that c, he then~~d~~ will
start exploiting his personal relationships.

Cleo: Would you say that a Ucu is less aware than a Ucc?

John: Yes. He certainly is less aware and what I put in terms of
this is more comfortable. A Ucu has developed a role that he is
comfortable with. A Ucc has developed a role that he is essentially

comfortable with but he has a kind of an awareness that there might be a -- I have to use the word intellectual insight because ⁰⁰³²² anytime that you've got it, the basic personality, you've got to compensate it like an Ac at the contact level. Whatever the change is is an intellectual change, not an emotional change. I mean the Ac individual is not changing away from his basic U adjustment, he is only modifying what his adjustment is because he has a kind of a recognition * of the fact that he needs to make some modification. And that in a sense, you see, makes him healthier. An Acc is likely to be a healthier person than an Acu in certain circumstances. He certainly is likely to be a more pleasant person, than an Acu, because * the Acu is hostile, rejecting, avoiding social interpersonal ~~xxx~~ relationships and comfortable with it. Therefore he can be very unconventional. A Uuu individual is likely to be the kind of an individual who makes very little attempt to modify his behavior, except in the sense of that the place wherever he happens to be kind of forces him to do so. He doesn't have a fixed role. He's not uncomfortable because he doesn't have a fixed role. Therefore one of the things that he is likely to do is to allow his role to be determined at a sort of superficial level by whatever is the job that he is being required to do. For example a Uuu individual often-~~xxx~~ times coming into a place to work is likely to be the kind of an individual who does exactly what they're supposed to do, because they have nothing else that they know what to do and therefore there is a subservience, if you will, in terms of this. Many people will call them very adaptable. And this is one of the things that if you use the ~~xxx~~ test over a period of time and read the atlas and it tells

you what a Uuu individual is, which you expect him to be stubborn, negativistic, withdrawn and socially non-relating. You get a Uuu within an office situation, you ~~don't~~ want to say "look, this is one of the most adaptable people I've ever known. How do you explain the Uuu? Well, the Uuu is only in the sense that because the person does not know what kind of a role to play, if he's aware and sensitive to what is going on around him, the only thing he can do is try to find out exactly what it is that people want him to do. Now, if you find out something in terms of his intimate or otherwise social relationships, I'll guarantee you in my opinion that you'll find Uuu characteristics in his personal life that are much more like what the atlas talks about than you see in a situation where he's structured to do certain kinds of jobs. In some of the work that has been done in relationship with the people who do translations work. Uuu's often-times are likely to be the ^{best} ~~best~~. Particularly are they likely to be the best when they are in a situation in which someone has well-defined ~~tasks~~ tasks for them to do and a manner in how they're supposed to perform it. They will continue to do it in a completely satisfactory way because they're not making any particular resistance one way or the other. Now, if you've got a Uuc, the minute that you've got a Uuc, the Uuc individual is anxious because he knows he should have a better fixed role. Therefore he tries every once in a while to have a role. He works very hard at it. But it's vulnerable and in certain instances, he moves into a direction of which he is discouraged or socially ineffective. I mean a Uuc individual may look, because he has a very definite awareness that in a social relationship he

should not be stubborn. And he'll work very hard not to be stubborn. 00324
However, put under a certain amount of pressure, in social situations,
the collapse of that c is likely to precipitate in this individual
a great deal of stubbornness that is very unexpected because the
individual on the surface looks as though he is a very agreeable, I
mean he's working so hard to do what he is supposed to do but he's
uncomfortable about what he's supposed to do, when he withdraws, he
withdraws into what is in a sense a depressed, stubborn...

Cleo: Would that depend on whether he is an F or an R?

John: Oh, it may depend also on whether he's an E or an I. Now you
can take it and put it in each instance. Now let's take an individual
and let's make him I, and let's make him F and let's make him U.

Now the fact that the individual is F, that is, if he's paying atten-
tion, let's make him Iuc for this, the Iuc, this is an individual who
has a tendency to be somewhat withdrawn, but recognizes that he should
be relating. Iuc and F, he also recognizes that he should be much
more regulated, much more ritualistic. Fuc. All right now, let's
make him Uuu. In this particular case, because you're dealing with
an I individual, leave him alone if he's IFU, if he's IFU at a basic
level, the IFU is out of contact. He's put under a great deal of
pressure to remain in contact. The thing in terms of that if you
make him Iuc Fuc, the individual is now being forced to be in contact.
He's being aware and responsive to what is going on around him. He
hasn't developed any particular fixed role. Therefore, he becomes
very dependent and very sensitive to what it is that he is supposed
to do in most any situation that he's in. And you will find in many

instances that Iuc Fuc Uuu individuals are the most adaptable, ^{hardest} 00325
working, prototyped, stereotyped kind of an individual in any kind
of an organizational setup. Not because they're good role players
but because they are quite sensitive to what it is that they're supposed
to do, and they are quite sensitive to the fact that they have to
act out in a certain kind of a way in relationship to that. If you
make them Uc in many instances, you have forced the IF individual,
he has forced himself to move into a direction in which he has become
a stereotyped role. And as a matter of fact a Uc in an IF record
has more likelihood of having social, interpersonal problems than
does a Uu in an IF record.

Now if it's R, the thing in terms of this if you've got IRUuu,
the R in terms of this, there is a lack of sensitivity. The individual
is not nearly as good at being able to pick up the cues in his environ-
ment about what it is that he supposed to do. He doesn't have the F's
sensitivity in terms of that. There will be much more of a woodenness
in terms of this. And one of my favorite examples of what I call an
IRUuc, let's make the individual Iuc Rcc Uuc. One of the best
examples of this kind of an adjustment is an individual who is a
reservation clerk for the xx airlines. Now the reason for this is
that as Uu's they haven't any fear they're not really being themselves.
You can try to teach them right off that this is the way that you're
supposed to act. And they will learn how to act this way. And you
teach them well enough in terms of how to do it they learn how to
do it very well. But over a period of time if you watch them operate
you'll see that they're the same to everybody that's there and there

is relatively little ^{As}sensitivity to the moods actions, feeling need
to change or anything else in terms of this. They have a stereotyped
non-involved kind of a way of being a socially appropriate person. 00326

All right now, let's make an individual, let's make him Icc Rcc Ucc.
Now one of the ready examples ~~is~~ that I can put in terms of this, not
a reservation clerk, but entertainment manager aboard a ship, a
recreation director. Icc Rcc Ucc. Recreation director, a very
definite ability to learn to play the role as a recreation director,
to be able to stand up in front of the group in terms of this "Now
we're all going to dance tonight. And everyone is to come to the
dance. And one of the things that the Icc Rcc Ucc has no awareness
of is that there might be someone there who doesn't want to dance
and they're not really sensitive to it, nor is the recreation director
at all annoyed when you say, "Look, I ~~don't~~ don't want to because..."
Oh, come on and join it. And you get a hail fellow well met which is
actually a lack of sensitivity to the fact that "look, go away, leave
me alone." Now the same thing, this same kind of adjustment can make
a good insurance agent, or a Fuller brushman, or an Avon lady. Be-
cause what they do, they learn a role and the point is that R in many
cases, will move in terms of their inability to make any particular
modification. Now the Digit Symbol in all of this begins to indicate
the extent to which the individual is going to ~~not~~ maintain. Now I
mean for example, the Icc Rcc Ucc individual with a low Digit Symbol
is going to be actively engaged as a recreation director. He may be
tired, he may be fatigued, he may not want to do it any more, he
withdraws. His Digit Symbol goes up. He's quit being a
But when he withdraws, because he's Ic Rc Uc, when ~~he~~ he withdraws

he has to withdraw in what is essentially a rationalized way, I mean for example, Ic Rc Uc individual with a high Digit Symbol is not always retreating, but in many instances what you can ⁰⁰³²⁷ say in terms of this is that the Icc Rcc Ucc recreation director might ^{once} every ~~XXXXX~~ in a while have to go off in the country for an intellectual retreat, because they withdraw in a socially appropriate manner. They do it in a very conscientious way. "I've worked very hard. I'm tired. Now I'm going to relax in an appropriate way." The same thing, the Icc Rcc Ucc priest can be a very relating individual but and he doesn't withdraw and he's likely if he does withdraw, he withdraws in what is in effect a socially appropriate way. He does his catechism or he does any of a number of things which are again the socially appropriate way for an individual to not become autistic.

Walter: What happens if he does become autistic?

John: Well then you are beginning to get some rather bizarre kind of a behavior. I mean, for example, the R individual who is Uuu is much more likely to be unaware of any role that he is supposed to do and will continue to persevere inappropriately.

Cleo: What about the F?

John: Well, the F who is Uu has much more ability or capacity to be able to see that they have to play some kind of a role.

Cleo: And where do they get hostility or appearing that way?

John: Well the hostility begins to show in terms of, what were we talking about -- an F Uuu?

Cleo: Yes. An EFU.

John: All right. An EFU who is Uuu and this is not an awfully common ~~part~~ particular kind of an adjustment. Mainly because the, it is Uuc is a very common one for the EF. But if he's Uuu, he's going to have ~~to~~ to make strong compensations in both the E and the F, and to a certain extent the I direction in order to ... the overall compensation of being Uuu. One of the finer ways I know in terms of this, intellectualization is a primary means that an EF begins to do something about his EF. And intellectualization which is likely to be highly ritualized. And again I can give you the best example in librarians, historians, oftentimes, these are the kinds of intellectualization that an EF individual can make in terms of this. Now if he remains Uuu, what happens in terms of this is that he demands to be always and in every way in his relationship to people, his kind of librarian. He makes no modifications, he is likely to even avoid, a matter of fact the Ecc Fuc", this is oftentimes what he has become in terms of this Uuu librarian. He is likely to have a great many problems working in the library because he will spend all of his time with the books, and will refuse to have anything to do with the people who come in. Now that's one of the ways that he makes his adjustment. Or as a historian, he spends all of ~~kh~~ his time as a writer, this is one of the things that EF's go into as in terms of writing, research, this particular type of thing. If they remain Uuu they are likely to use whatever it is that they have learned to do as their total means of adjustment, avoiding any kind of precipitation of the Uuu. Now therefore the primary places that you're going to run into problems with a Uuu

is in terms of intimate relationships. I mean you will find in most instances that these people have very few intimate relationships. They have a tendency to live alone; they have a tendency to like to live alone. And they will be very resistant to anyone who invades their life space. Because unless you are relating to them in terms of the books or other things in terms of this.

Cleo: Is it a very tense adjustment?

John: Uuu? The Uuu is a relatively non-tense person because the individual is not as uncomfortable with it. When it begins to get tense is when it becomes Uuc, because this is a person who realizes that they should be doing something that they're not, whose direction is in the direction of trying to do what it is that they're supposed to do, getting frustrated when people begin to resist to what it is they're ~~xxxx~~ trying to do, forcing them to move back into what is a direction in terms of stubbornness, so they become more actively engaged in, anxiously engaged in maintaining their role, more to protect themselves from the withdrawal that is likely to come somewhere along the line than anything else. A Uuc individual just as many a time an Iuc, and we've talked about that over and over again, is he can be compulsively E because he's so aware of the fact that he's being I. Obsessively E, because he's a Fuc", can be compulsively R to avoid being F. Uuc is an individual that can be compulsively involved in trying to play a role because he is anxious about his underlying Uu... rejection. Again a characteristic of the Uu individual is that he has a great deal of experience with rejection. A Uc is an individual who has learned how to handle rejection. There-

fore, many times he learns how to handle rejection by rejecting
other people. "I'm going to reject you before you can reject me." 00320
Therefore a Uc individual may have a tendency in terms of his role
bit in terms of being quite pompous in anything else. "I'm not
going to be hurt by rejection" and to a certain extent they're not
likely to be hurt by rejection. The Uuc have very definite aware-
ness of hurt from rejection. And because that rejection is likely
to cause depression they'll be compulsively engaged in acting like
their feelings are not hurt in order to avoid the collapse that comes
whenever they do. Again I call it a low threshold for humiliation.
A Uuc individual and particularly if they're F has a very low threshold
for humiliation. But because they have an awareness of their low
threshold for humiliation they are likely to consciously spend a
lot of time in doing what is defensive action to avoid their humilia-
tion. They're ~~ix~~ not to show that their feelings are hurt.