

A FACTOR ANALYTIC STUDY OF SELF-ESTEEM

Thesis for the Degree of M. A.
MICHIGAN STATE UNIVERSITY

Charles R. Berger

1966

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ABSTRACT

A FACTOR ANALYTIC STUDY OF SELF-ESTEEM

by Charles R. Berger

The purpose of this study was to explore various dimensions of self-esteem and to determine whether males and females differ with respect to self-esteem factor structure. Another aim of this investigation was to develop a measure of self-esteem.

Self-esteem was defined as the overall evaluation a person places upon himself. This evaluation was seen as arising from at least two sources: (1) one's own evaluation of his abilities and attributes and (2) the evaluation a person perceives others to place on him. This definition led to the hypothesis that if a set of self-esteem items were factor analyzed, at least two identifiable factors would emerge: one factor concerned with an individual's evaluation of himself and the other with the evaluation an individual perceives others to place upon him. Since a prior factor analytic study of a self measure had demonstrated the existence of sex differences in factor structure, sex differences in factor structure were hypothesized in the present investigation.

The study consisted of two phases. In Phase 1 existing data collected for 42 items designed to measure self-esteem were factor analyzed. The sample consisted of 298 undergraduate students. There were equal numbers of males and females in the sample.

Five identifiable factors were extracted from the Phase 1 data. Factor I (labeled Shyness) was related to an individual's ability to initiate communication with strangers. Factor II (Anxiety) was concerned with worry about others' evaluations of the self, while Factor III (Negative Self-Evaluation) had to do with self-dislike and feelings of failure. Factor IV (Positive Self-Evaluation) was related to feelings of success and superiority. Factor V (Certainty) was concerned with certainty about others' evaluations of the self.

Twenty-six items were retained from the Phase 1 analysis. The writer constructed 54 new items for a total of 80 items in the Phase 2 instrument. This questionnaire was administered to 272 undergraduate college students. There were 194 males and 78 females in the sample. Four separate factor analyses were performed on the Phase 2 data. First, the data for the total sample were factor analyzed. Then 116 males were randomly deleted from the sample to equalize the number of males and females. The data for the equalized sample (N=156) were factor analyzed. Finally, the male and female data were factored separately.

The same five factors found in the Phase 1 analysis were extracted in the Phase 2 analysis of the total sample, the sex equalized sample, and the male sample. However, the Negative Self-Evaluation and Certainty factors formed a single dimension for the female group, thus indicating that the females tended to evaluate themselves negatively if they were uncertain of others' feelings about them. This unique dimension of self-esteem for females was labeled Social Security. The

sex difference found was attributed to differing sex roles in our society.

The positive and negative self-evaluation factors were taken as evidence for the existence of the first source of self-esteem postulated: one's own evaluation of one's self. The Anxiety and Certainty factors were interpreted as indicating a second source of self-esteem: the evaluation a person perceives others to place upon him. The Shyness factor seemed to cut across these two classes of factors.

The findings of this study also indicated that total scores derived from self-esteem measures should be viewed with caution and that sex differences should be considered in experiments involving the variable self-esteem. Finally, it was recommended that future studies examine whether the dimensions extracted in the present study differentially predict such dependent variables as persuasibility.

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STUDY OF SELF-ESTEEM

By
Charles R. Berger

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7.	Provision for Contingencies	100
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CHAPTER I

RATIONALE AND HYPOTHESES

The concept of self-esteem has been employed in numerous studies in the areas of communication and social psychology. For example, Stotland, Thorley, Thomas, Cohen and Zander (22) reported that persons of high self-esteem protect themselves against unfavorable evaluations better than individuals of low self-esteem; Radlow and Berger (18) found an inverse relationship between self-esteem and gossiping behavior, and Cohen (2) reported a relation between self-esteem and susceptibility to social influence. Finally, Gelfand (5) found that subjects exposed to experience inconsistent with their self-evaluations (High esteem-Failure and Low esteem-Success groups) showed significantly more verbal conditioning than did subjects whose experiences were consistent with their self-attitudes.

Self-esteem has proved to be a predictor of persuasibility. Janis (10), Janis and Field (11), Cox and Bauer (4), Leventhal and Perloe (16) and Silverman (21) have found significant relations between the two variables; however, the nature of this relationship is not clear. Janis and Janis and Field reported an inverse linear relationship between self-esteem and persuasibility among males, while Cox and Bauer and Silverman found significant curvilinear relations between the two variables. It is interesting to note that Cox and Bauer found the relation between self-esteem and persuasibility in a sample of females while Janis and Field found no significant correlation among females.

This inconsistency may be due to the differences in samples employed in the investigations. Janis and Field studied high school students and Cox and Bauer investigated females in the 35-50 age range.

In the Janis (10), Janis and Field (11), Cox and Bauer (4), and Silverman (21) studies self-esteem was measured by some form of the Janis and Field Personality Questionnaire (12). Thus, it would appear that subjects in the different samples responded differentially to the measure of self-esteem. It is usually assumed that self-esteem is a generalized state of an individual, and it is further assumed that measures of self-esteem are unidimensional. However, this assumption may not be tenable; thus, the groups used in the studies cited above may have responded to the various dimensions of self-esteem differentially. Under conditions of multidimensionality, classification of subjects as high or low in self-esteem on the basis of total scores would be suspect.

Wylie (23) has recommended that instruments designed to measure the phenomenal self be internally factor analyzed to obtain some indication of the number of basic processes needed to account for response variance. Although no evidence for factor analysis of self-esteem measures has been given by any of the investigators cited above, Janis and Hovland (13) have indicated that different aspects of self-esteem might be distinguished in order to improve predictions of an individual's persuasibility.

Coopersmith (3) has pointed out that there have been few studies concerned exclusively with the variable self-esteem. He concludes that clarification and definition of what is meant by self-esteem is essential.

Thus, two basic problems are intimately associated with the concept of self-esteem. First, clear definitions of the concept have been noticeably lacking. Second, this lack of definitional clarity has led to the development of gross, "unidimensional" measures of self-esteem. It is the aim of the present research to develop a clearer conceptual definition of self-esteem and to explore some dimensions that make up the self-esteem construct.

A Conceptual Analysis of Self-Esteem

A brief discussion of some definitions of self-esteem offered by various writers may illustrate the lack of clear definition discussed by Coopersmith (3).

Hovland, Janis, and Kelly (9) state that people with low self-esteem feel shy, inadequate, and inhibited socially. They suggest that this particular constellation of personality factors predisposes a person to be highly persuasible.

Cohen (2) defines self-esteem as, "the degree of correspondence between an individual's ideal and actual concepts of himself." (p. 103) Cohen further states that the extent to which a person meets these ideals will influence his feelings of success or failure which should then generalize to the entire self-percept, giving rise to feelings of high or low self-esteem. Cohen indicates that, "persons of low self-esteem may allow their attitudes about themselves to be more affected by what other persons communicate to them concerning their performance and responsibilities." (p. 104)

Cox and Bauer (4) differentiate between generalized self-

confidence and specific self-confidence. They indicate that generalized self-confidence is a personality variable, while specific self-confidence is the confidence one has in performing a specific task or in solving a specific problem.

It is evident from the above discussion that self-esteem has been vaguely defined. Furthermore, the use of a number of terms such as self-confidence, self-assertion, self-regard, and pride have further clouded the definitional process. Thus, it can be seen that there is a need for a clearer conceptualization of the concept of self-esteem.

In order to arrive at a statement of the possible dimensions that comprise self-esteem, a more precise conceptual analysis of the construct is necessary. Since most of the self theories are somewhat incomplete, this undertaking is difficult. Perhaps the most complete self theory is presented by Carl Rogers; however, Hall and Lindzey (8) point out that the theory is not completely formulated and is under constant revision.

Another difficulty in employing Rogers' theory in the present context is that it is centered on the individual. This emphasis contrasts with the views of such investigators as Janis and Cohen, who attempt to identify sub-groups of the general population comprised of individuals who possess high or low self-esteem. While the writer recognizes this problem, there may be more generality in Rogers' formulation than is initially apparent.

Rogers holds that the personality is revealed in what a person says about himself; thus, his theory is primarily concerned with the phenomenal self. He indicates that there is little need to probe the

unconscious, that self-reports are useful as direct sources of information about the individual. On this particular point Rogers' views do not differ from those of such investigators as Janis and Cohen, who along with other investigators, use the results obtained from self-report personality measures to classify subjects on the variable under study.

Obviously, Rogers' position stands in marked contrast to the views of such personality theorists as Freud, Jung and Adler. These theorists emphasize the unconscious and motives originating therefrom, and view self-reports as suspect.

Rogers' (19) theory of personality and behavior contains several basic propositions, each of which he regards as assumptions or hypotheses subject to test. Let us consider several of these propositions.

Rogers states:

"As a result of interaction with the environment, and particularly as a result of evaluational interaction with others, the structure of the self is formed--an organized, fluid, but consistent conceptual pattern of perceptions of characteristics and relationships of the 'I' or the 'me', together with values attached to these concepts." (p. 501)

This proposition stresses the development of the self. Rogers indicates the importance of evaluational interaction with others as a determinant of the self structure. His position seems to be similar to the brief statement of Hovland, Janis and Kelly (9), who characterize people with low self-esteem as socially inhibited and shy.

In another statement Rogers defines the self and lists the elements which make up the self structure. He states that "The self

structure is an organized configuration of perceptions of the self which are admissible to awareness."* (p. 501-502) Rogers also asserts that the self structure consists of the following elements: (1) Perceptions of one's characteristics and abilities, (2) The percepts and concepts of the self in relation to others and the environment, (3) The value qualities which are perceived as associated with experiences and objects; and, (4) The goals and ideals which are perceived as having positive or negative valence.

The quoted portion of the above statement underscores the reliance placed by Rogers on the phenomenal self as a central construct in his theory. The four elements of the self that Rogers proposes are also of interest. If one compares elements one and two with the statement of Hovland, Janis and Kelly (9) cited earlier, it appears that Rogers' element one corresponds to Hovland, Janis and Kelly's notion of feelings of personal inadequacy; that is, an individual might perceive himself as a failure or as a worthless individual. Furthermore, Hovland, Janis and Kelly's concepts of shyness and social inhibitions seem to relate to Roger's second element of the self: percepts and concepts of the self in relation to others. The basic difference seems to be the perception an individual has of himself independent of others; as contrasted with the social self.

If one compares Cohen's conceptual analysis of self-esteem with Rogers' treatment, Cohen's definition fits nicely with Rogers' element four. Cohen indicates that people who do not meet ideals that they have

*Italics mine.

set for themselves will experience feelings of failure and that such feelings will generalize to the entire self-percept, resulting in generalized low self-esteem. In terms of Rogers' formulation, this would mean that a person who perceives that he has failed to reach valued goals will perceive that he has difficulty in relating to others and the environment and also experience a lowering of his estimate of his own perceived ability.

Rogers states in a later proposition that psychological adjustment exists when the concept of the self is such that all sensory and visceral experiences of the organism are assimilated on a symbolic level into a consistent relationship with the concept of the self. It appears that Rogers' view of adjustment is akin to Cohen's notion of self-esteem. In terms of Rogers' proposition, the implication is that high self-esteem is dependent upon the congruity of the four elements of the self structure with experience. If there is incongruity, then there will be reduction of self-esteem. For example, if a person thinks of himself as intelligent and fails at some academic task, he should experience some loss of self-esteem. Within Rogers' framework this failure would result in some lowering of estimate of perceived ability. According to Cohen's conceptual analysis this failure should affect the entire self-percept. This generalization hypothesis remains to be tested. Even if a person has failed at some special task, will this failure affect his perceived ability to relate to others? Cohen does not provide a clear answer to this question.

Rogers and Dymond et al (20) have conducted studies designed to test some of Rogers' propositions. Most of these studies have used the Q sort technique. Usually, individuals have performed an ideal self and an actual self sort using the same set of items. The two sorts are then correlated, and the correlation obtained is considered a rough index of adjustment. Typical correlations for "normal" subjects are around .60. Correlations for pre-therapy subjects are usually near zero or negative. These correlations usually increase as therapy progresses.

Unfortunately, Rogers and Dymond et al (20) report no attempt to determine the dimensionality of the 100 items employed in the Q sort studies. It would be interesting to see whether the dimensions tapped by the items correspond to Rogers' four elements of the self. Using the Q sort technique, Gordon and Cartwright (6) tested the hypothesis that subjects with greater congruence between ideal self and actual self sorts would report fewer problems relating to others. This hypothesis was not supported by the data, a result that casts some doubt on Cohen's notion of generalization. If one assumes that the items used in the study are multi-dimensional, then people who are actually low on some of the dimensions should be low on all of them; hence, they should perceive that they have more difficulty in interpersonal relations than people who are congruent with their ideal dimensions. Gordon and Cortwright's study shows that this is not the case. While the self-concept or structure of the self should be differentiated from self-esteem which arises from an evaluational process,

it seems that Rogers' elements of the self structure might serve as a conceptual aid in the development of self-esteem measures. In particular the first two elements of the self outlined by Rogers' seem to define two sources of self-esteem: one's evaluation of his own characteristics and abilities and the evaluation a person perceives others to have of him. It might be argued that the two sources posited are not independent, since a person's evaluation of himself is probably partially contingent on the evaluation he perceives others to have of him. However, it seems possible that these two evaluations might be quite independent of each other. For example, a person might feel, as a result of continued task failure, that he is a worthless individual; however, this same person might receive a great deal of positive reinforcement from his peers with reference to his cheerful disposition. This type of incongruity in evaluations might lead such a person to say, "You know--most people think I'm a nice fellow, but I'm really pretty worthless." While such a statement might be indicative of "false modesty," it could indicate a conflict between the two evaluational processes. Of course, there is the classic case of the person who thinks he is wonderful while others think he is a pompous fool. For this type of person, at least one aspect of the evaluational process discussed above has broken down. While he may be competent and as a result confident of his abilities, he ignores certain of his attributes which result in negative feedback from others.

Another situation worthy of consideration is one in which a person evaluates his abilities highly but worries about whether other people like him. Hovland, Janis and Kelly's characterization of the

low self-esteem type would lead one to believe that this situation is rare; however, it seems reasonable to suggest that a person may feel quite adequate in performing tasks and yet worry about whether people like him. Any overall index of self-esteem would probably mask such discrepancies.

The preceding discussion yields the following general definition of self-esteem. Self-esteem is the overall evaluation a person places on himself. This evaluation arises from at least two sources: (1) One's own evaluation of his abilities and attributes and (2) the evaluation a person perceives others to place on him. While this definition is quite general, it seems to provide a useful framework for instrument construction. The definition implies that self-esteem can be most adequately measured with a multi-dimensional instrument.

The above discussion and the definition of self-esteem have led to a multi-faceted view of the concept. Certainly, no single instrument is capable of exhausting all possible dimensions of self-esteem; however, the preceding conceptual analysis has yielded several possibilities.

The Janis and Field Measure of Self-Esteem

As an argument for the assessment of dimensionality, consider the frequently used measure of self-esteem designed by Janis and Field (12). Originally, the instrument was divided into three sections: Feelings of Inadequacy, Social Inhibitions, and Test Anxiety. However, in recent studies involving persuasibility as a dependent variable, investigators have employed only the Feelings of Inadequacy items,

possibly because in the original study reported by Janis and Field (11) these items yielded the highest correlation with persuasibility (.29).

Item 7 from the Feelings of Inadequacy Scale reads, "In general, how confident do you feel about your abilities?" The subject checks one of the following responses: Very, Fairly, Slightly, Not Very or Not at All. This particular item seems to fit into Rogers' category of perceptions of one's characteristics and abilities. Now, assume that a particular subject checks the alternative "Very." This response would contribute to a high self-esteem score. Next, consider Item 23 which reads, "How often do you feel worried or bothered about what other people think of you?" The subject is presented with the same response alternatives as in Item 7. This seems to fit into category two of Rogers' formulation: self in relation to others. Suppose that our hypothetical subject checks the alternative "Very." This response would contribute to a low self-esteem score. Apparently our hypothetical subject is confident of his abilities, but he is worried about what other people think of him. Summing these two scores would place the subject in the middle of the self-esteem distribution. Finally, assume that a second hypothetical subject checks the same two items exactly opposite; he indicates low confidence in his abilities and a lack of concern about what others think of him. This second subject would also fall in the middle of the self-esteem distribution. If these two subjects were exposed to a deodorant advertisement that emphasized loss of friends resulting from failure to buy the product, the first subject might be more persuasible than the second. Yet both fall in the middle of the self-esteem distribution.

The above example underscores the possible danger of assuming that self-esteem is unidimensional. The example also indicates the possibility that measures such as the Janis and Field inventory are not unidimensional. This possibility leads to the following hypothesis:

Hypothesis One:

If a set of self-esteem items are factor analyzed, two or more factors will emerge. Of these, at least two will be identifiable: One will be a factor relating to perceptions of characteristics and abilities of the self, and a second will refer to the relation between the self and others.

Sex Differences In Self-Esteem and Persuasibility

Although Janis and Field (11) found no relationship between self-esteem and persuasibility in females, they did find that females were generally more persuasible than males. This would imply that there may be differences in the way in which males and females responded to the measure of self-esteem. While Cox and Bauer (4) did find a relationship between the two variables among females, the marked curvilinearity of their data suggests that self-esteem may have been operating differently among the middle aged females studied.

There is evidence of marked sex differences in factor structures obtained when actual self versus ideal self discrepancy scores are factor analyzed. For example, Guertin and Jourard (7) factor analyzed discrepancy scores for forty items responded to by fifty male and fifty-four female college students. For males, they found a well structured first factor which they labeled self-esteem; for females, no such factor emerged. The first factor for females seemed to indicate the capacity for females to display warmth in social settings.

The authors conclude that when discrepancy scores are employed as a self measure, summing discrepancies for females is extremely misleading, since the factor structure for females was less well defined. While such a discrepancy measure was not employed in the present study, the above evidence indicates that sex differences are important when measuring self-esteem. These considerations lead to the following hypothesis:

Hypothesis Two:

There will be differences between males and females in the factor structures of the self-esteem items.

It should be pointed out that the nature of this study precluded the generation of numerous hypotheses. However, based on the results of the present investigation, later studies will test several hypotheses regarding the relationship between self-esteem and selected dependent variables.

CHAPTER II

METHODS AND RESULTS

This study was designed not only to test the hypotheses presented above but also to develop a useful measure of self-esteem. In order to accomplish these objectives, existing data were factor analyzed and the results used to guide item construction for the instrument used in the second phase. In this chapter the results obtained in the Phase 1 analysis will be summarized briefly. The results of the Phase 2 analysis will then be presented and discussed in detail.

Phase 1

Data collected for 42 items used to measure self-esteem in a prior study were analyzed in Phase 1. Twenty-three of these items were taken from the Janis and Field Feelings of Inadequacy Scale (12). The other 19 items were constructed by Dr. Alice Eagly of the Psychology Department of Michigan State University.

Several of the items written by Eagly were worded to provide balance to the Janis and Field items. This procedure was followed because a majority of the Janis and Field items are worded negatively. Most of the questions in the Feelings of Inadequacy Scale ask the subject about such matters as disliking himself, feeling inferior to others, and experiencing worry about others' opinions of him. Eagly's items were worded positively in order to counterbalance this trend.

Ss were 298 undergraduate students enrolled in psychology courses at Michigan State University. There were equal numbers of males and females in the sample. Ss responded to the items in class.

The items were scored so that a low score on an item represented a low self-esteem response and a high score on an item indicated a high self-esteem response. All items had five response categories. Means and standard deviations were computed for each item. The data were factor analyzed and a principal axis solution was obtained. Also, Varimax rotation procedures were used with the Kiel-Wrigley criterion (14) set at three. The analysis yielded a seven factor solution; however, both the sixth and seventh factors were too small and too specific to interpret. As a consequence, the five factor solution was selected for further interpretation.

The total variance explained by the five factors was 50.90%. The largest single factor accounted for 14.15% of the variance, while the smallest factor extracted explained 8.12% of the response variance. All of the five factors were well structured; that is, each contained variables that loaded exclusively on it as well as additional items with mixed loadings. The complete factor matrix appears in Appendix A.

Factor I accounted for 14.15% of the total variance and was well structured. This factor was concerned with the ability of an individual to meet strangers in a social situation. The highest loading item on this factor, was, "How often are you troubled with shyness?" (-.766). The second highest loading item, (-.745), on this factor was, "Do you find it hard to make talk when you meet new people?" Other high loading items on this factor were similar to the items listed above. In general,

the items that loaded highly on this factor seem to be measuring a shyness dimension of self-esteem. As a result, this factor was labeled Shyness.

The second factor extracted explained 10.82% of the total response variance. The item, "How often do you feel worried or bothered about what other people think of you?" was the highest loading item on Factor II (-.792). The second highest loading item on this factor (-.766) was, "When you think of the possibility that some of your friends or acquaintances might not have a good opinion of you, how concerned or worried do you feel about it?" Items with high loadings on this factor served to define an anxiety dimension. While this factor was given the general label of anxiety, it should be emphasized that, for the most part, the anxiety is specific to others' evaluation of the self.

Factor III explained 9.07% of the total variance and was concerned with a person's negative evaluation of himself. The highest loading item (.756) on this factor was, "Do you ever think that you are a worthless individual?" The item, "Do you ever feel so discouraged with yourself that you wonder whether anything is worthwhile?", had a loading of .716 on Factor III. Other items that loaded highly on Factor III had to do with disliking one's self and feeling that one could do nothing well. Thus, this dimension of self-esteem was called Negative Self-Evaluation.

The fourth factor extracted accounted for 8.74% of the total variability. The two highest loading items on this factor were, "How often do you feel superior to most of the people you know?" (.704), and, "How often do you have the feeling that you can do everything

well?" (.699). The items loading on this factor seemed to define a dimension of self-esteem that was labeled Positive Self-Evaluation.

It might be expected that Factors III and IV would form a single bi-polar factor. A two dimensional plot of the factors revealed that they are fairly, although not totally independent of each other. Apparently, the correlations between the positive and negative items contained in the factors were not enough to form a single dimension.

The fifth and final factor identified explained 8.12% of the total variance. Only two items had loadings in excess of .60 on this factor. The item, "How sure are you that other people like you?", had a loading of $-.730$ on this factor, while the item, "How sure are you that you get along with other people?" loaded $-.702$ on Factor V. Factor V, like Factors I and II, is more social in nature than Factors III and IV. The content of the high loading items on Factor V suggests the existence of a dimension of self-esteem that relates to certainty about relations with others; thus, this factor was labeled Certainty. It is interesting to note that concern or anxiety about relationships with others (Factor II) is relatively independent of the level of certainty about these relationships.

Considering the results at a more general level, it appears that Factors I, II and V are social factors which explicitly refer to other people, while Factors III and IV are more personal and closer to one's own evaluation of himself. This result lends support to the writer's definition of self-esteem discussed above.

Since the Janis and Field Feelings of Inadequacy Scale has frequently been employed as a measure of self-esteem and since all of the

scale items were used in the Phase 1 analysis, the results for this particular set of items will be considered below.

Of the 23 items which make up the scale, 15 had loadings greater than .60 on some factor. The frequency distribution of these 15 items across the five factors is contained in Table 1.

Table 1. Frequency Distribution of 15 Janis and Field Items Across Five Factors

<u>Factor</u>	<u>Number of Items Loading .60 or More</u>
I-Shyness	5
II-Anxiety	6
III-Negative Self-Evaluation	4
IV-Positive Self-Evaluation	0
V-Certainty	0
Total	<u>15</u>

Inspection of Table 1 reveals that the Janis and Field items loaded mainly on the Shyness, Anxiety, and Negative Self-Evaluation factors. This result casts doubt on the assumption that the Janis and Field measure is unidimensional; hence, users of this measure should be aware that a total score derived from a summation of individual item scores is perhaps misleading. Furthermore, the results from studies in which the Janis and Field measure has been employed should be reconsidered in light of this finding. For example, it is possible that Cox and Bauer's (4) middle aged females had self-esteem factors different from Janis and Field's (11) high school girls; thus leading to conflicting findings.

Phase 2

Item Selection

Two criteria were employed to select items from the Phase 1 set for use in Phase 2. First, in order to be considered, an item had to have a factor loading of at least .50. Second, intercorrelation matrices for items with loadings of .50 or more were constructed for each factor. In order to be included in the final set of items, a given item had to correlate at least .40 with all other items in its matrix. Using these procedures, 26 of the original 42 items were retained.

In addition, the writer constructed 54 new items. These items were added to the 26 items retained from Phase 1 for a total of 80 items. Sixty items were designed to tap the Shyness, Anxiety and Certainty factors (20 items per factor), and 20 items were constructed to represent the Positive and Negative Self-Evaluation factors (10 items per factor).

The self-esteem items were combined with questions designed to mask the intent of the study. The final instrument contained 116 items. A copy of this questionnaire appears in Appendix G.

Subjects and Procedures

Ss were 272 undergraduate students enrolled in business writing and communication courses at Michigan State University. Ss responded to the questionnaire in class. The sample consisted of 194 males and 78 females.

The following instructions were given before distribution of the test materials.

"We are asking you to cooperate with us in undertaking research designed to throw better light upon the process of communication. All answers you give will be kept in strict confidence and the reporting of the results will be in such a manner that no individual will be identified. Thus, it is not necessary to include your name or student number on the answer sheet. After you have read the instructions on the front of the booklet, you may begin."

The test booklets and I.B.M. machine scored answer sheets were then distributed to the class. The average length of time taken to complete the test was approximately 35 minutes.

Data Analysis

The data were transferred from the answer sheets to I.B.M. cards using an I.B.M. 1230 Optical Scanner Scoring Machine. All items were scored such that a low score on an item indicated a low self-esteem response, while a high score on an item indicated a high self-esteem response.

Four separate factor analyses were performed on the 80 self-esteem items. First, the data for all 272 Ss were factored. Then 116 males were randomly deleted from the sample in order to equalize the number of males and females. The data for the equalized group (N=156) were factor analyzed. This equalizing procedure was used to obtain a sample with a sex ratio that more closely approximated the sex split outside of the Michigan State University population. Finally, the data for the 194 males and the 78 females were factored separately.

In all four factor analyses principal axis solutions were obtained and Varimax rotation analysis was used with the Kiel-Wrigley criterion (14) set at three. Means and standard deviations were also computed for each item.

Results

The factor analysis of the total sample with sex unequalized yielded six factors; however, the sixth factor accounted for only 3% of the total variability. Five factors explained 46.13% of the total variance. The largest factor accounted for 11.78% of the total response variance, while the smallest factor explained 7.33% of the total variability. These results are fairly consistent with those obtained in Phase 1. A complete matrix of factor loadings may be found in Appendix B.

Since the results obtained for the sample with sex equalized are perhaps more useful in terms of generalizability, and since the factors extracted from the equalized and unequalized groups did not differ to any great extent, the factors obtained for the sex equalized group will be presented below.

With sexes equalized, the factor analysis of the total sample yielded 8 factors. The sixth, seventh and eighth factors individually accounted for less than 3% of the total variance; hence, the five factor solution was chosen for further interpretation. Five factors explained 46.86% of the total variability. The largest factor accounted for 13.39% of the total variance, while the smallest factor explained 6.48% of the total response variability.

Factor I-Shyness

This well structured first factor explained 13.39% of the total variance. Thirteen of the 20 items designed to tap this dimension had loadings in excess of .60 in Factor I. The five highest loading items

on this factor with their second highest loading on any other factor are presented in Table 2.

Table 2. Five Highest Loading Items on Factor I

<u>Item</u>	<u>Factor I Loading</u>	<u>Second Highest Loading</u>
1. Finding things to talk about with strangers is difficult.	.795	-.102
2. How difficult do you find making talk when meeting new people?	.788	-.226
3. You find it difficult to talk to people whom you have never met before.	.776	-.221
4. How comfortable are you when starting a conversation with people whom you don't know?	.772	-.257
5. How often are you troubled with shyness?	.762	-.317
Variance Explained by the Factor	13.39%	

The content of the items loading highly on Factor I seems to relate to an individual's ability to initiate communication with strangers. This characterization is consistent with the interpretation of Factor I given in Phase 1. It is interesting to note that the Shyness factor accounted for the largest percentage of variance in both phases.

The existence of this factor lends some support to the definition of self-esteem given by Hovland, Janis and Kelly (9), who have stated that people with low self-esteem tend to feel shy. While this may be so, it appears that shyness is only one dimension of self-esteem; thus, some people might be very shy but not necessarily low on the other dimensions that comprise self-esteem.

Factor II - Anxiety

As was the case in the Phase 1 analysis, the second largest factor to emerge in Phase 2 was one relating to anxiety about others' evaluation of the self. Factor II accounted for 10.61% of the total variance and was fairly well structured. Table 3 lists the five highest loading items on the Anxiety factor.

Table 3. Five Highest Loading Items on Factor II

<u>Item</u>	<u>Factor II Loading</u>	<u>Second Highest Loading</u>
1. How often do you worry about whether other people like you?	-.799	-.160
2. You worry about what other people like to be with you.	-.780	-.211
3. You worry about what other people think of you.	-.780	.112
4. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	-.707	-.127
5. You don't worry about whether people like to be with you.	-.705	-.192
Variance Explained by the Factor	10.61%	

The nature of the Anxiety factor is similar across both phases of the study. The main theme of this factor is worry about whether other people like one. Other items loading on this factor had to do with anxiety about mistakes made at social gatherings, and worry about whether people regard one as inferior or as a failure. Generally, this factor may be interpreted as indicating anxiety about the possibility of negative reinforcement from other people.

Factor III-Negative Self-Evaluation

The third factor extracted explained 8.38% of the total variance. Table 4 contains the five highest loading items on this factor.

Table 4. Five Highest Loading Items on Factor III

<u>Item</u>	<u>Factor III Loading</u>	<u>Second Highest Loading</u>
1. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	-.718	-.245
2. How often do you feel that you are a worthless individual?	-.667	-.129
3. How often do you feel that your life is worth nothing?	-.659	-.172
4. How often do you feel that you are a failure?	-.637	-.444
5. How often do you feel that there is no reason for your existence?	-.637	-.160
Variance Explained by the Factor	8.38%	

Table 4 indicates that although the items loading highly on Factor III tend to have rather pure loadings, Item 4 has a loading of ~~-.444~~ on Factor IV. Factor III is quite similar to the third factor extracted in Phase 1. In both phases the Negative Self-Evaluation factor was the third largest factor in terms of variance explained.

Factor III seems to be measuring the negative aspect of one's own evaluation of himself. Since items concerned with self-dislike also loaded on this factor, it is probable that people with low scores on this factor come close to the usual conception of the low self-esteem type.

Factor IV-Positive Self-Evaluation

This factor accounted for 8.00% of the total variance.

Table 5 summarizes the five highest loading items on Factor IV.

Table 5. Five Highest Loading Items on Factor IV

<u>Item</u>	<u>Factor IV Loading</u>	<u>Second Highest Loading</u>
1. How sure are you that some day you will be a success?	-.695	-.383
2. You are certain that some day you will be a success.	-.634	-.344
3. How often do you feel so pleased with yourself that you think you could succeed at anything?	-.627	.314
4. How often do you feel that you, as an individual are worth a great deal?	-.610	-.252
5. How certain are you that some day the people you know will look up to you and respect you?	-.574	.257
Variance Explained by the Factor	8.00%	

It is interesting to note that Items 1, 2 and 5 in Table 5 were designed to measure the Certainty factor found in Phase 1. From the results it appears that certainty about future success is relatively independent of certainty about others' opinions of the self. Furthermore, it seems that the emphasis of Factor IV shifted from feeling good about one's self (Phase 1) to possible success in the future (Phase 2). In spite of this shift in emphasis, Factor IV is primarily concerned with positive evaluation of the self.

Again a single bi-polar factor failed to emerge with respect to positive and negative self-evaluation. A two dimensional plot of Factors III and IV revealed that an oblique solution might provide a better fit to the data. However, it appeared that the reference vectors would have to have an angle of about 70° between them to provide a better fit; hence, the correlation between the two factors is not too substantial.

Factor V-Certainty

The final identifiable factor extracted in the analysis of the sex equalized sample accounted for 6.48% of the total variability. Of the 20 items designed to tap the Certainty factor found in Phase 1, only five had loadings that exceeded .60. A list of the five highest loading items is presented in Table 6.

Table 6. Five Highest Loading Items on Factor V

<u>Item</u>	<u>Factor V Loading</u>	<u>Second Highest Loading</u>
1. How certain are you that other people like to be with you?	-.690	.241
2. How sure are you that your friends <u>really</u> like you?	-.679	-.296
3. You are sure that other people like you.	-.669	-.243
4. You are not sure whether other people like you.	-.649	.248
5. How sure are you that other people like you?	-.619	-.341
Variance Explained by the Factor	6.48%	

It appears that the Certainty factor is more specific than was apparent from the results obtained in Phase 1. It was noted that some of the items designed to measure certainty loaded on Factor IV. While Factor IV relates to certainty about future success, Factor V has to do with certainty about others' evaluation of the self.

Interestingly, certainty about one's relationships with others seems to be independent of anxiety about these relationships (Factor II). The items listed in Table 6 had low loadings on the Anxiety Factor.

Summary

The results of the total sample (sex equalized) analysis done in Phase 2 are quite consistent with the findings of Phase 1. Factors I, II, III and V are very similar across both analyses. Factor IV, while somewhat different from Phase 1 to Phase 2, seems to be related to a person's positive evaluation of himself.

Certainly, the results obtained clearly indicate that self-esteem is composed of a number of relatively independent variables. Thus, it is probable that in order to talk meaningfully about self-esteem, one must keep in mind that he is referring to several dimensions which are quite different.

Analysis by Sex

It was noted earlier that sex differences in factor structure were expected; however, the exact nature of these differences could not be stipulated in advance. Furthermore, a problem encountered when one wishes to compare factors is that there is no test for evaluating differences between factors. Thus, one cannot make probability statements

about observed differences in factor structures. In spite of this limitation, the findings seem to indicate sex differences in factor structure.

Males

The factor analysis for males yielded six factors. Since the sixth factor accounted for only 3% of the total variance, the five factor solution was selected for interpretation. This solution explained 46.04% of the total variability. The largest factor extracted accounted for 11.14% of the total response variance, while the smallest factor explained 7.45% of the total variability.

The factors extracted in the male analysis were very similar to those obtained in the analysis of the sex equalized sample. The table below summarizes the percentage of variance explained by each of the five factors identified for males.

Table 7. Percentage of Variance Explained
by Each of Five Factors for Males

<u>Factor</u>	<u>Percentage of Variance Explained</u>
I - Shyness	11.14%
II - Anxiety	10.73%
III - Negative Self-Evaluation	8.73%
IV - Certainty	7.99%
V - Positive Self-Evaluation	7.45%
Total	46.04%

The rank order of the factors for males with respect to variance explained is somewhat different from the total sample results. In the findings for the sex equalized sample, the Positive Self-Evaluation factor explained 8.00% of the total variability, while the Certainty factor explained 6.48% of the variance. In spite of this result, the nature of the factors obtained for males was basically the same as those found for the total sample.

Females

Seven factors were extracted from the female data. Factors V, VI and VII each accounted for less than 5% of the total variance. The five factor solution explained 51.87% of the total variance in the female group. The largest factor extracted accounted for 15.30% of the total variability, while the smallest factor explained only 3.72% of the total response variance. Since the fifth factor was small and contained only one item with a loading greater than .50, interpretation of this factor was impossible. The remaining four factors were large and well structured enough to interpret. The following table summarizes the percentages of variance accounted for by each of the five factors.

Table 8. Percentage of Variance Explained by
Each of Five Factors for Females

<u>Factor</u>	<u>Percentage of Variance Explained</u>
I - Shyness	15.30%
II - Anxiety	12.68%
III - Certainty - Negative Self-Evaluation	12.03%
IV - Positive Self-Evaluation	8.14%
V - Unidentified	<u>3.72%</u>
Total	51.87%

A comparison of Tables 7 and 8 reveals that the five factors extracted for females accounted for 5.83% more variance than the five factors extracted for males. Furthermore, it can be seen that the first four factors for females account for more of the total variance than the five factors for males, indicating that a more parsimonious explanation of variance was obtained for females. Comparison of Tables 7 and 8 also reveals that what were separate factors for males (Negative Self-Evaluation and Certainty) tended to form a single dimension for the females.

The Anxiety and Shyness factors extracted for females were very similar to the same two factors identified for males. While the factor loadings for items associated with the Anxiety and Shyness dimensions of self-esteem did vary somewhat between sexes, the general picture is one of consistency between males and females on these two factors.

A crude measure of consistency between male and female results is the number of items common to both sexes with loadings of more than .60. Males had 14 items with loadings in excess of .60 on the Shyness factor. Of these 14 items, 12 had loadings of more than .60 on the Shyness factor identified for females, while the remaining two items loaded in the .50 range. Applying the same measure to the Anxiety factor, males had 13 items with loadings in excess of .60. Of these 13 items, 11 loaded .60 or more on the female Anxiety factor.

In contrast to the consistencies between the sexes found above, Factor III for females was quite unique. Table 9 reveals the tendency of uncertainty about others' evaluation of the self to be linked with negative self-evaluation for females.

Table 9. Ten Highest Loading Items on Factor III for Females

<u>Item</u>	<u>Factor III Loading</u>	<u>Second Highest Loading</u>
1. You are sure that other people like you.	.745	-.250
2. How certain are you that other people like to be with you?	.732	.258
3. How sure are you that other people like you?	.667	.379
4. How sure are you that you get along with other people?	.665	.334
5. People have a negative opinion of you.	.663	.224
6. How sure are you that your friends <u>really</u> like you?	.657	.311
7. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	.648	-.432
8. How often do you feel that your life is worth nothing?	.643	-.223
9. One thing is certain, you don't get along with other people.	.609	.137
10. How often do you feel that you are a worthless individual?	.581	.359
Variance Explained by the Factor	12.03%	

Table 9 clearly demonstrates that the items which defined the Negative Self-Evaluation and Certainty factors for males combined to form a single dimension for females. The content of high loading items on this factor seem to indicate a dimension that might be labeled Social Security. Apparently, the more certain a female is that she is well liked by others, the more positively she regards herself. Or, the more a female feels that she is worth something, the more certain she is that other people like her. Interestingly, this relationship did not hold for males.

The fourth factor extracted for females was similar to the Positive Self-Evaluation factor found for males; however, there was one significant difference found between the sexes on this particular factor. The item, "How often do you feel superior to most of the people you know?" had a loading of .663 on the male Positive Self-Evaluation factor. For females, the item had a loading of only .112 on Positive Self-Evaluation, while it loaded highest on the Shyness factor (.288). Although a loading of .288 is not statistically impressive, it does indicate that the female's self evaluation is related to her ability to interact with strangers.

The above findings generally indicate that sources of positive and/or negative self-evaluation differ for males and females. It appears that the female tends to evaluate herself in terms of social success, while the male evaluates himself using criteria that were not identified in the present study.

CHAPTER III

DISCUSSION

The findings presented above indicate that self-esteem is not a unidimensional variable. While there may be several dimensions that were not identified in the present study, the factors extracted appear to fall into two categories. First, the Positive and Negative Self-Evaluation factors seem to fit with the first evaluational process postulated, one's own evaluation of one's self, or perceptions of characteristics and abilities of the self. Second, the Anxiety and Certainty factors appear to be associated with the second process postulated, a person's perceived evaluation of himself by others, or the relation of the self to others. Actually, the Anxiety and Certainty factors are concerned with anxiety about, or certainty of this evaluation by other people. The Shyness factor seems to cut across these two classes of factors.

Although the findings discussed above generally support the first hypothesis of this study, the sex differences found require modification of the conclusion given above. For males, the Positive and Negative Self-Evaluation factors are relatively independent of the Shyness, Anxiety and Certainty factors, but for females Certainty is related to Negative Self-Evaluation. This finding indicates that a female's self-esteem stems from different sources than a male's. The results suggest that females tend to derive their self-esteem, or some part of it, from social success, while males tend to rely on other

sources. This finding is consistent with the interpretation of Guertin and Jourard (7) who, on the basis of factor analytic evidence, state, "Perhaps a woman's self-esteem should be evaluated in this narrower area of warmth in social settings, rather than in the gross general area required for men." (p. 244) Thus, when dealing with self-esteem it appears that sex differences cannot be ignored. Furthermore, other variables such as age, education, socio-economic status and birth order may also produce differences in self-esteem factor structure.

While differences between the sexes are somewhat striking, the question of why such differences exist remains unanswered. Janis and Field (11) suggest that differentiated sex roles in our society may produce differences between sexes in general persuasibility. The same ad hoc explanation can be used to account for differences found in the present study. It is probable that in our society males are required to master more roles than females. Men are not only expected to be good fathers, they are also expected to have good business sense and to be successful on their job. On the other hand, females are encouraged to master fewer roles so that they will be dependent on males. Perhaps the only area in which women are encouraged to excel over men is social relations. The woman is expected to be a good hostess and active in social affairs.

Kuhn (15) has presented evidence, derived from responses to the Twenty Statements Test, indicating that male college students display more self-identification within the social system than female college students. He found the opposite result among grade school boys and

girls, while in a high school group the sexes did not differ significantly. He related these differences, in part, to social participation. Thus, as age increases, both males and females engage more extensively in social activities, and as a result, gain greater self-identification in the social system. But at college age, the male has exceeded the female in the development of self-identification. This difference probably results from the tendency for males to master more roles than females.

Considering Kuhn's evidence and the findings of the present study, it can be suggested that as individuals move from the high school environment into adulthood the differences in self-esteem factor structure between the sexes should become more pronounced. Unfortunately, the age range sampled in the present study was too restricted to permit an investigation of this hypothesis. Future studies should take into account this possibility.

Self-Esteem as a Communication Variable

It was noted in Chapter I that self-esteem has been employed in a number of communication studies. Generally, self-esteem has been used to predict an individual's level of susceptibility to persuasion, or social influence. One possible reason for the conflicting results obtained in these studies is that the dimensionality of the self-esteem measure used was not assessed. Thus, two individuals could have the same total self-esteem score, but have very different patterns of self-esteem.

Since the construct of self-esteem is made up of several factors, one could obtain a score on each of these variables for a given individual. For a group of individuals, these scores could then be

correlated with persuasibility scores using multiple correlation techniques. By employing this procedure, one could determine which particular dimension of self-esteem accounts for the most variance in persuasibility scores. It could be, for example, that males and females differ with respect to which dimension of self-esteem explains the most persuasibility variance.

Another approach that might be employed to clarify the relationship between self-esteem and persuasibility is the response pattern technique. By using this method, the researcher could classify a person as either high or low on each self-esteem factor. Given four factors, there are 16 possible response patterns. One could then group subjects with similar response patterns and compare their mean persuasibility scores. If this approach was employed, one could pinpoint the most persuasible and least persuasible self-esteem types.

The two approaches outlined above would serve to clarify the nature of the relationship between self-esteem and persuasibility. Furthermore, these two approaches could be employed with any dependent variable of interest.

Individual dimensions of self-esteem might also be used to predict the effects of particular types of messages. For example, it seems reasonable to suggest that people who have high scores on the Anxiety factor (people who worry much about what others think of them) should be more susceptible to message appeals which contain threats of social disapproval if the communicator's position is not adopted. In the experimental situation used by Asch (1), it is probable that the high anxiety type might be more susceptible to group pressure than the

low anxiety type.

Mead (17) has asserted that the concept of self is developed through communication. Thus, self-esteem might be fruitfully employed as a dependent variable in communication research. For example, one might study the specific effects of criticism from a highly credible source on a receivers' self-esteem; that is, one could seek to determine which dimensions of self-esteem are affected by criticism. Also, the effects of different psycho-therapeutic strategies on the dimensions of self-esteem could be investigated. For example, the effects of prescriptive therapy directed at a particular problem area (like excessive shyness) could be compared with the effects of non-directive therapy.

Limitations of the Study

In concluding, the limitations of the present study will be explicitly stated, so that future researchers may expand the findings discussed above. First, the samples used in both phases of this study were non-random and were restricted to college students. Hence, one cannot be sure that the same factors would be extracted if a random sample of a more general population were studied.

Second, a broader sampling of items might be employed in future studies. In Phase 2 of the present study, the writer was attempting to build sub-scales with enough highly correlated items to achieve acceptable sub-scale reliabilities. Future factor analytic studies of self-esteem should include a minimum number of items to define the factors found in this study and also use a more heterogeneous set of items to define new self-esteem factors.

Third, no attempt was made to assess the differential predictiveness of the factors extracted in this study. While it has been demonstrated that self-esteem is statistically multidimensional, the psychological dimensionality of the construct must be established. Do the factors found in the present study predict dependent variables differentially? This final question will be dealt with in future research by the writer.

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APPENDIX A

Means and Standard Deviations
Total Sample Phase 1
(N=298)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
1. How often are you troubled with shyness?	3.35	1.11
2. Do you find it hard to make talk when you meet new people?	3.59	1.05
3. When in a group of people, how often do you have trouble thinking of the right things to talk about?	3.33	.98
4. How comfortable are you when starting a conversation with people whom you don't know?	3.60	.93
5. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	2.81	1.15
6. How sure of yourself do you feel when among strangers?	3.68	.93
7. Do you ever feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	3.07	1.01
8. When you speak in a class discussion, how sure of yourself do you feel?	3.54	.95
9. How often do you feel that you have handled yourself well at social gatherings?	3.88	.79
10. When you talk in front of a class or a group of people your own age, how pleased are you with your performance?	3.36	.93
11. How often do you feel self-conscious?	2.70	.99
12. When you are trying to win at a game or sport and you know that other people are watching you, how rattled or flustered do you usually get?	3.16	1.04
13. How often do you feel worried or bothered about what other people think of you?	2.65	1.09
14. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	2.44	1.16

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
15. How much do you worry about how well you get along with other people?	2.99	1.04
16. How often do you worry about whether other people like to be with you?	3.17	1.05
17. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	3.36	.89
18. How much do you worry about whether other people will regard you as a success in your job or career?	2.84	1.14
19. How often do you worry about criticisms that might be made of your work by those responsible for checking up on your work?	2.96	1.07
20. When you have made an embarrassing mistake or have done something that makes you look foolish, how long do you usually keep worrying about it?	2.90	.98
21. Do you ever think that you are a worthless individual?	3.99	1.12
22. Do you ever feel so discouraged with yourself that you wonder whether anything is worthwhile?	3.47	1.11
23. How often do you feel that you dislike yourself?	3.36	1.04
24. How often do you have the feeling that there is <u>nothing</u> you can do well?	3.71	1.12
25. How often do you feel free of self-criticism?	2.70	.99
26. How often do you feel inferior to most of the people you know?	3.83	.99
27. How often do you feel to blame for your mistakes?	1.82	.75
28. How often do you feel superior to most of the people you know?	3.01	.90

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
29. How often do you have the feeling that you can do everything well?	2.40	1.06
30. Do you ever feel so pleased with yourself that you think you could succeed at any undertaking?	2.97	.99
31. How often do you feel proud of yourself?	3.33	.76
32. In general, how confident do you feel about your abilities?	3.89	.80
33. How often do you feel that you are a successful person?	3.32	.85
34. When you are trying to convince other people who disagree with your ideas, how pleased do you usually feel about the impression you are making?	3.53	.80
35. How confident are you that your success in your future job or career is assured?	3.52	1.09
36. How often do you feel successful because you have reached an important goal?	3.44	.81
37. How sure are you that other people like you?	3.81	.76
38. How sure are you that you get along with other people?	4.10	.83
39. How confident do you feel that some day people you know will look up to you and respect you?	3.86	.87
40. How often do you feel pleased or flattered about what other people think of you?	3.59	.79
41. How often do you feel that you are making a good impression on other people?	3.73	.70
42. How sure are you that you will be complimented by whoever is responsible for checking up on your work?	3.60	.91

Rotated Factor Loadings*
Total Sample Phase 1
(N=298)

Item	Factor Loading					h^2
	F ₁	F ₂	F ₃	F ₄	F ₅	
1. How often are you troubled with shyness?	-766	-095	085	006	-115	.616
2. Do you find it hard to make talk when you meet new people?	-745	-205	-093	-017	-160	.631
3. When in a group of people, how often do you have trouble thinking of the right things to talk about?	-713	-265	028	-006	-171	.608
4. How comfortable are you when starting a conversation with people whom you don't know?	-689	-102	-034	143	-289	.590
5. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	-657	-303	168	115	024	.565
6. How sure of yourself do you feel when among strangers?	-653	-106	033	184	-227	.524
7. Do you ever feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	-634	-149	251	068	072	.497
8. When you speak in a class discussion, how sure of yourself do you feel?	-596	-150	065	257	-101	.458
9. How often do you feel that you have handled yourself well at a social gathering?	-567	027	129	259	-194	.443
10. When you talk in front of a class or a group of people your own age, how pleased are you with your performance?	-523	069	290	278	-115	.453
11. How often do you feel self-conscious?	-518	-303	403	110	-142	.554

*Decimal point omitted.

Rotated Factor Loadings (continued)

Item	Factor Loading					h ²
	F ₁	F ₂	F ₃	F ₄	F ₅	
12. When you are trying to win in a game or sport and you know that other people are watching you, how rattled or flustered do you usually get?	-418	-260	283	179	-040	357
13. How often do you feel worried or bothered about what other people think of you?	-217	-791	157	043	-007	701
14. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	-012	-766	104	093	015	606
15. How much do you worry about how well you get along with other people?	-245	-708	202	078	-231	662
16. How often do you worry about whether other people like to be with you?	-215	-679	210	-080	-250	620
17. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	-114	-651	088	078	-015	450
18. How much do you worry about whether other people will regard you as a success in your job or career?	044	-626	140	019	088	422
19. How often do you worry about criticisms that might be made of your work by those responsible for checking up on your work?	-217	-556	071	180	084	401
20. When you have made an embarrassing mistake or have done something that makes you look foolish, how long do you usually keep worrying about it?	-267	-510	173	056	-025	365

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
21. Do you ever think that you are a worthless individual?	-201	-159	756	116	-186	684
22. Do you ever feel so discouraged with yourself that you wonder whether anything is worthwhile?	-178	-349	716	009	-151	689
23. How often do you feel that you dislike yourself?	-199	-216	667	022	-216	578
24. How often do you have the feeling that there is <u>nothing</u> you can do well.	-256	-148	625	134	-201	537
25. How often do you feel free of self-criticism?	029	-229	508	101	-075	327
26. How often do you feel inferior to most of the people you know?	-339	-305	466	169	-190	490
27. How often do you feel to blame for your mistakes.	094	-046	436	059	133	222
28. How often do you feel superior to most of the people you know?	054	-043	028	704	-046	503
29. How often do you have the feeling that you can do everything well?	-099	-174	065	699	-081	539
30. Do you ever feel so pleased with yourself that you think you could succeed at any undertaking?	-145	-109	-076	698	-080	532
31. How often do you feel proud of yourself?	-091	003	321	635	-220	562
32. In general, how confident do you feel about your abilities?	-311	-174	221	525	-318	552
33. How often do you feel that you are a successful person?	-229	-106	391	503	-417	644

Rotated Factor Loadings (continued)

Item	Factor Loadings					h^2
	F_1	F_2	F_3	F_4	F_5	
34. When you are trying to convince other people who disagree with your ideas, how pleased do you usually feel about the impression you are making?	-296	-012	089	457	019	305
35. How confident are you that your success in your future job or career is assured?	-290	-143	171	398	-347	413
36. How often do you feel successful because you have reached an important goal?	-206	087	221	379	-324	347
37. How sure are you that other people like you?	-137	-147	154	016	-730	598
38. How sure are you that you get along with other people?	-183	-059	051	-085	-702	540
39. How confident do you feel that some day people you know will look up to you and respect you?	-128	-130	035	395	-587	535
40. How often do you feel pleased or flattered about what other people think of you?	-031	099	-044	177	-562	359
41. How often do you feel that you are making a good impression on other people?	-303	101	337	331	-558	581
42. How sure are you that you will be complimented by whoever is responsible for checking up on your work?	-110	019	199	211	-470	317
Variance Explained by Factor	14.15%	10.82%	9.07%	8.74%	8.12%	

APPENDIX B

Means and Standard Deviations
Total Sample Phase 2
(N=272)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
1. How difficult do you find making talk when meeting new people?	3.46	.87
2. How often are you troubled with shyness?	3.34	.95
3. Finding things to talk about with strangers is difficult.	3.38	1.00
4. How comfortable are you when starting a conversation with people whom you don't know?	3.31	.91
5. When among a group of strangers, how much difficulty do you have starting a conversation?	3.52	1.01
6. You are a shy person.	3.45	1.03
7. You find it difficult to talk to people whom you have never met before.	3.55	1.00
8. Finding things to talk about with strangers is easy.	3.31	1.00
9. You find it easy to talk to people whom you have never met before.	3.43	1.00
10. When in a group of people, how often do you have trouble thinking of the right things to talk about?	3.47	.78
11. How sure of yourself do you feel when among strangers?	3.52	.87
12. How comfortable are you when speaking in front of a group of strangers?	2.83	1.04
13. You are not a shy person.	3.31	1.03
14. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	2.97	1.10
15. When in a group of people, how often do you feel that you are the leader of conversation?	2.99	.80

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
16. How often do you feel afraid or anxious when you are going into a room by yourself where other people are gathered and are talking?	3.36	1.00
17. When in a group of people, how often do you feel that you are at the center of attention?	2.97	.80
18. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?	3.65	1.06
19. How often do you feel that you are the "life of the party?"	2.77	.84
20. You would rather talk with a close friend than talk with a stranger.	2.12	.82
21. How often do you worry about whether people like you?	3.23	.97
22. You worry about whether people like to be with you.	3.11	.90
23. You worry about what other people think of you.	2.87	.99
24. How often do you feel worried or bothered about what other people think of you?	3.27	.83
25. You don't worry about what other people think of you.	2.93	.96
26. You worry about the impression you make on other people.	2.57	.96
27. When you think of the possibility that some of your friends or acquaintances might not have a good opinion of you, how concerned or worried do you feel about it?	3.05	.95
28. You don't worry about whether people like to be with you.	2.78	.94
29. How much do you worry about how well you get along with other people?	3.48	.83

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
30. You don't worry about the impression you make on other people.	2.71	.98
31. How often do you worry about the possibility that the people you know have a negative opinion of you?	3.66	.75
32. How much do you worry about the possibility that your friends <u>really</u> don't like you?	3.64	.90
33. How often do you worry about whether other people like to be with you?	3.45	.87
34. If you hear someone make a negative comment about you, how much do you worry about it?	2.93	.93
35. How often do you worry about whether you are attractive to members of the opposite sex?	2.99	1.08
36. How concerned are you about the possibility that other people regard you as inferior?	3.58	1.10
37. How often do you worry about the possibility that other people regard you as a failure?	3.62	.88
38. How much do you worry about embarrassing mistakes you make at social gatherings?	3.21	.84
39. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	3.52	.91
40. How often do you feel that your life is worth nothing?	3.95	.97
41. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	3.46	.84
42. How often do you feel that you are a worthless individual?	3.94	.82
43. How often do you feel that you are a failure?	3.68	.77
44. How often do you feel that there is no reason for your existence?	3.94	1.06

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
45. How often do you feel that there is <u>nothing</u> you can do well?	3.90	.79
46. How often do you feel that you are helpless?	3.68	.75
47. You regard yourself as a failure.	4.07	.81
48. How often do you feel that you dislike yourself?	3.64	.80
49. How often do you feel that everything you do turns out poorly?	3.60	.83
50. You fail at most of the things you try to do.	3.97	.72
51. You regard yourself as a success.	3.31	.79
52. How sure are you that your parents think highly of you?	4.30	.97
53. One thing is certain, you get along well with other people.	3.86	.81
54. How sure are you that some day you will be a success?	3.64	.85
55. How often do you feel so pleased with yourself that you think you could succeed at anything?	2.93	.79
56. You are certain that some day you will be a success.	3.65	.85
57. How certain are you that some day the people you know will look up to you and respect you?	3.43	.90
58. How often do you feel proud of yourself?	3.44	.69
59. How often do you feel that you, as an individual are worth a great deal?	3.35	.91
60. How often do you have the feeling that you can do everything well?	2.90	.93
61. How often do you feel superior to most of the people you know?	2.88	.76
62. You don't place a high value on yourself.	3.75	.86
63. You value yourself highly.	3.72	.84

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
64. You succeed at most of the things you try to do.	3.70	.76
65. You are not at all certain that some day you will be a success.	3.41	1.06
66. How sure are you that you will do better than your parents?	3.38	1.06
67. You are sure that other people like you.	3.62	.71
68. How sure are you that your friends <u>really</u> like you?	3.82	.70
69. How certain are you that other people like to be with you?	3.54	.74
70. How sure are you that other people like you?	3.66	.69
71. How sure are you that you get along with other people?	3.93	.66
72. How sure are you that people have a positive opinion of you?	3.52	.75
73. You are not sure whether other people like you.	3.62	.80
74. After a date, how sure are you that the person you have been out with has a good impression of you?	3.54	.89
75. How sure are you that members of the opposite sex regard you as attractive?	3.22	.90
76. People have a negative opinion of you.	3.88	.66
77. When you meet a stranger, how sure are you that he accepts you?	3.29	.82
78. One thing is certain, you don't get along with other people.	4.33	.75
79. How often do you think you are making a good impression on other people?	3.59	.70
80. How sure are you that people don't talk about you behind your back?	2.65	1.08

Rotated Factor Loadings*
Total Sample Phase 2
(N=272)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
1. How difficult do you find making talk when meeting new people?	-766	-166	183	092	202	698
2. How often are you troubled with shyness?	-763	-149	211	038	088	658
3. Finding things to talk about with strangers is difficult.	-736	-149	045	046	234	623
4. How comfortable are you when starting a conversation with people whom you don't know?	-729	-190	107	198	305	711
5. When among a group of strangers, how much difficulty do you have starting a conversation?	-728	-186	063	173	210	642
6. You are a shy person.	-720	-073	257	090	113	611
7. You find it difficult to talk to people whom you have never met before.	-716	-212	053	149	226	633
8. Finding things to talk about with strangers is easy.	-709	-169	-001	096	169	569
9. You find it easy to talk to people whom you have never met before.	-683	-075	098	002	211	526
10. When in a group of people, how often do you have trouble thinking of the right things to talk about?	-673	-243	161	053	236	597
11. How sure of yourself do you feel when among strangers?	-670	-195	058	236	290	630
12. How comfortable are you when speaking in front of a group of strangers?	-631	-130	100	286	002	507
13. You are not a shy person.	-619	-050	211	079	061	440

*Decimal points omitted

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
14. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	-581	-108	084	261	-091	433
15. When in a group of people, how often do you feel that you are the leader of the conversation?	-509	-085	079	269	196	384
16. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	-502	-240	216	007	101	367
17. When in a group of people, how often do you feel that you are at the center of attention?	-464	-018	-094	359	234	408
18. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?	-409	-042	083	100	050	189
19. How often do you feel that you are "the life of the party?"	-369	021	-069	313	355	365
20. You would rather talk with a close friend than talk with a stranger.	-330	-161	080	188	-098	186
21. How often do you worry about whether people like you?	-057	-794	079	103	090	659
22. You worry about whether people like to be with you.	-165	-770	024	085	170	657
23. You worry about what other people think of you.	-118	-756	080	098	-064	605

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
24. How often do you feel worried or bothered about what other people think of you?	-113	-718	221	066	120	595
25. You don't worry about what other people think of you.	-138	-700	073	128	-028	532
26. You worry about the impression you make on other people.	-064	-697	-051	053	-102	506
27. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	-065	-689	164	104	-060	519
28. You don't worry about whether people like to be with you.	-088	-684	020	181	042	511
29. How much do you worry about how well you get along with other people?	-109	-664	020	067	176	489
30. You don't worry about the impression you make on other people.	-183	-661	-034	101	-156	506
31. How often do you worry about the possibility that the people you know have a negative opinion of you?	-188	-632	172	036	281	545
32. How much do you worry about the possibility that your friends <u>really</u> don't like you?	026	-624	150	-004	069	418
33. How often do you worry about whether other people like to be with you?	-162	-606	181	-031	255	493
34. If you hear someone make a negative comment about you, how much do you worry about it?	-055	-538	130	174	021	340

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
35. How often do you worry about whether you are attractive to members of the opposite sex?	-081	-504	099	-085	139	297
36. How concerned are you about the possibility that other people regard you as inferior?	-278	-492	197	-025	110	371
37. How often do you worry about the possibility that other people regard you as a failure?	-073	-445	338	030	047	321
38. How much do you worry about embarrassing mistakes you make at social gatherings?	-210	-418	322	-040	178	355
39. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	-157	-404	-009	008	084	195
40. How often do you feel that your life is worth nothing?	-059	-067	690	105	125	510
41. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	-102	-220	689	073	140	558
42. How often do you feel that you are a worthless individual?	-125	-082	681	186	091	530
43. How often do you feel that you are a failure?	-126	-167	644	369	127	611
44. How often do you feel that there is no reason for your existence?	-171	-070	639	015	088	451

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
45. How often do you feel that there is <u>nothing</u> you can do well?	-061	-146	616	203	049	448
46. How often do you feel that you are helpless?	-125	-208	615	084	076	450
47. You regard yourself as a failure.	-001	-086	613	233	179	469
48. How often do you feel that you dislike yourself?	-052	-220	545	267	184	453
49. How often do you feel that everything you do turns out poorly?	-152	-211	513	212	149	397
50. You fail at most of the things you try to do.	-126	-007	506	294	089	366
51. You regard yourself as a success.	-031	-120	441	387	053	363
52. How sure are you that your parents think highly of you?	025	-027	387	204	249	255
53. One thing is certain, you get along well with other people.	-209	001	321	-013	301	237
54. How sure are you that some day you will be a success?	-138	-087	322	704	152	650
55. How often do you feel so pleased with yourself that you think you could succeed at anything?	-229	-114	183	671	101	560
56. You are certain that some day you will be a success.	-166	-026	326	653	097	570
57. How certain are you that some day the people you know will look up to you and respect you?	-211	-067	230	598	217	507

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
58. How often do you feel proud of yourself?	-148	-043	271	559	290	494
59. How often do you feel that you, as an individual, are worth a great deal?	-190	-105	293	555	224	491
60. How often do you have the feeling that you can do everything well?	-170	-083	041	510	164	366
61. How often do you feel superior to most of the people you know?	-100	-015	-059	531	161	321
62. You don't place a high value on yourself.	-107	-073	418	517	109	471
63. You value yourself highly.	-147	002	337	486	137	391
64. You succeed at most of the things you try to do.	-118	-072	181	442	-055	251
65. You are not at all certain that some day you will be a success.	-188	-105	367	439	170	403
66. How sure are you that you will do better than your parents?	-021	-078	092	390	131	184
67. You are sure that other people like you.	-100	-106	254	125	689	576
68. How sure are you that your friends <u>really</u> like you?	052	-153	179	193	671	546
69. How certain are you that other people like to be with you?	-221	-100	256	168	647	572
70. How sure are you that other people like you?	-162	-130	281	260	614	567
71. How sure are you that you get along with other people?	-300	-112	240	105	591	520

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
72. How sure are you that people have a positive opinion of you?	-252	-094	235	283	590	556
73. You are not sure whether other people like you.	-273	-215	190	110	562	484
74. After a date, how sure are you that the person you have been out with has a good impression of you?	-134	-090	077	291	511	378
75. How sure are you that members of the opposite sex regard you as attractive?	-214	-116	-002	314	498	408
76. People have a negative opinion of you.	-117	-064	366	103	494	407
77. When you meet a stranger, how sure are you that he accepts you?	-331	-092	093	220	477	403
78. One thing is certain, you don't get along with other people.	-219	-001	337	-122	406	341
79. How often do you think you are making a good impression on other people?	-245	155	081	099	366	234
80. How sure are you that people don't talk about you behind your back?	-142	001	-058	039	214	071
Variance Explained by the Factor	11.78%	10.71%	8.79%	7.52%	7.33%	

APPENDIX C

Means and Standard Deviations
Sexes Equalized Phase 2
(N=156)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
1. Finding things to talk about with strangers is difficult.	3.42	.97
2. How difficult do you find making talk when meeting new people?	3.44	.89
3. You find it difficult to talk to people whom you have never met before.	3.47	1.02
4. How comfortable are you when starting a conversation with people whom you don't know?	3.32	.91
5. How often are you troubled with shyness?	3.26	.97
6. When among a group of strangers, how much difficulty do you have starting a conversation?	3.51	.99
7. Finding things to talk about with strangers is easy.	3.31	.99
8. How sure of yourself do you feel when among strangers?	3.50	.85
9. You find it easy to talk to people whom you have never met before.	3.39	1.02
10. You are a shy person.	3.31	1.06
11. When in a group of people, how often do you have trouble thinking of the right things to talk about?	3.41	.81
12. How comfortable are you when speaking in front of a group of strangers?	2.81	1.09
13. You are not a shy person.	3.26	1.01
14. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	2.88	1.10
15. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?	3.64	1.05

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
16. When in a group of people, how often do you feel that you are at the center of attention?	2.89	.79
17. When in a group of people, how often do you feel that you are the leader of the conversation?	2.98	.84
18. How often do you feel that you are the "life of the party?"	2.72	.78
19. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	3.21	.98
20. How often do you think you are making a good impression on other people?	3.58	.65
21. You would rather talk with a close friend than talk with a stranger.	2.06	.77
22. How often do you worry about whether people like you?	3.23	.92
23. You worry about whether people like to be with you.	3.11	.89
24. You worry about what other people think of you.	2.87	.97
25. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	3.05	1.00
26. You don't worry about whether people like to be with you.	2.79	.91
27. How often do you feel worried or bothered about what other people think of you?	3.31	.82
28. You don't worry about what other people think of you.	2.89	.96
29. You worry about the impression you make on other people.	2.62	1.00
30. How often do you worry about the possibility that the people you know have a negative opinion of you?	3.62	.69

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
31. How much do you worry about how well you get along with other people?	3.48	.82
32. You don't worry about the impression you make on other people.	2.70	.96
33. How often do you worry about whether other people like to be with you?	3.48	.85
34. How much do you worry about the possibility that your friends <u>really</u> don't like you?	3.70	.76
35. If you hear someone make a negative comment about you, how much do you worry about it?	2.88	.93
36. How concerned are you about the possibility that other people regard you as inferior?	3.61	1.06
37. How often do you worry about the possibility that other people regard you as a failure?	3.64	.88
38. How often do you worry about whether you are attractive to members of the opposite sex?	2.93	1.03
39. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	3.48	.98
40. How much do you worry about embarrassing mistakes you make at social gatherings?	3.14	.83
41. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	3.34	.80
42. How often do you feel that you are a worthless individual?	3.83	.83
43. How often do you feel that your life is worth nothing?	3.89	.97
44. How often do you feel that you are a failure?	3.62	.71
45. How often do you feel that there is no reason for your existence?	3.86	1.11

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
46. How often do you feel that you dislike yourself?	3.59	.82
47. How often do you feel that there is <u>nothing</u> you can do well?	3.89	.74
48. How often do you feel that you are helpless?	3.57	.72
49. You regard yourself as a failure.	4.00	.82
50. You fail at most of the things you try to do.	3.91	.77
51. How often do you feel that everything you do turns out poorly?	3.55	.76
52. You regard yourself as a success.	3.23	.77
53. How sure are you that your parents think highly of you?	4.31	1.02
54. How sure are you that some day you will be a success?	3.53	.85
55. You are certain that some day you will be a success.	3.53	.81
56. How often do you feel so pleased with yourself that you think you could succeed at anything?	2.83	.80
57. How often do you feel that you, as an individual, are worth a great deal?	3.26	.91
58. How certain are you that some day the people you know will look up to you and respect you?	3.36	.88
59. You don't place a high value on yourself.	3.68	.86
60. How often do you feel proud of yourself?	3.36	.70
61. How often do you feel superior to most of the people you know?	2.83	.78
62. How often do you have the feeling that you can do everything well?	2.79	.93
63. How sure are you that you will do better than your parents?	3.34	1.06

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
64. You value yourself highly.	3.68	.81
65. You succeed at most of the things you try to do.	3.66	.76
66. You are not at all certain that some day you will be a success.	3.31	1.02
67. How certain are you that other people like to be with you?	3.55	.72
68. How sure are you that your friends <u>really</u> like you?	3.85	.66
69. You are sure that other people like you.	3.60	.65
70. You are not sure whether other people like you.	3.62	.80
71. How sure are you that other people like you?	3.67	.67
72. People have a negative opinion of you.	3.89	.54
73. How sure are you that you get along with other people?	3.94	.60
74. How sure are you that people have a positive opinion of you?	3.57	.66
75. One thing is certain, you don't get along with other people.	4.30	.78
76. When you meet a stranger, how sure are you that he accepts you?	3.31	.79
77. How sure are you that members of the opposite sex regard you as attractive?	3.25	.91
78. One thing is certain, you get along well with other people.	3.81	.77
79. After a date, how sure are you that the person you have been out with has a good impression of you?	3.53	.84
80. How sure are you that people don't talk about you behind your back?	2.64	1.09

Rotated Factor Loadings*
 Sexes Equalized Phase 2
 (N=156)

Item	Factor Loading					h ²
	F ₁	F ₂	F ₃	F ₄	F ₅	
1. Finding things to talk about with strangers is difficult.	795	-023	-011	-084	-102	650
2. How difficult do you find making talk when meeting new people?	788	-144	-226	-086	-123	715
3. You find it difficult to talk to people whom you have never met before.	776	-221	-052	-189	-122	705
4. How comfortable are you when starting a conversation with people whom you don't know?	772	-121	-112	-209	-257	732
5. How often are you troubled with shyness?	762	-199	-317	018	-053	724
6. When among a group of strangers, how much difficulty do you have starting a conversation?	752	-108	-057	-165	-155	631
7. Finding things to talk about with strangers is easy.	749	-155	-004	-128	-106	612
8. How sure of yourself do you feel when among strangers?	743	-179	-118	-226	-144	670
9. You find it easy to talk to people whom you have never met before.	702	-042	023	-037	-225	547
10. You are a shy person.	691	-036	-311	-059	-127	595
11. When in a group of people, how often do you have trouble thinking of the right things to talk about?	666	-264	-182	012	-261	615
12. How comfortable are you when speaking in front of a group of strangers?	625	-137	-029	-314	021	509

*Decimal point omitted.

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
13. You are not a shy person.	601	-056	-287	-104	-098	467
14. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	556	-174	-095	-306	048	445
15. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?	532	-038	-078	-104	097	311
16. When in a group of people, how often do you feel that you are at the center of attention?	526	-059	017	-288	-149	385
17. When in a group of people, how often do you feel that you are the leader of conversation?	520	-082	-138	-317	-223	446
18. How often do you feel that you are the "life of the party?"	513	049	062	-242	-189	363
19. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking.	507	-096	-232	031	-089	329
20. How often do you think you are making a good impression on other people?	350	027	018	011	-273	198
21. You would rather talk with a close friend than talk with a stranger.	317	-143	085	-277	066	209
22. How often do you worry about whether other people like you?	022	-799	-063	-160	-075	674
23. You worry about whether people like to be with you.	118	-780	015	-105	-211	678
24. You worry about what other people think of you.	112	-780	-096	-102	035	641

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
25. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	029	-707	-127	-092	067	530
26. You don't worry about whether people like to be with you.	087	-705	042	-192	-006	543
27. How often do you feel worried or bothered about what other people think of you?	107	-704	-233	-066	-157	590
28. You don't worry about what other people think of you.	142	-695	-071	-067	049	515
29. You worry about the impression you make on other people.	078	-685	079	-112	168	522
30. How often do you worry about the possibility that the people you know have a negative opinion of you?	236	-683	-138	-066	-226	596
31. How much do you worry about how well you get along with other people?	063	-665	-106	-093	-227	517
32. You don't worry about the impression you make on other people.	196	-644	005	-090	110	473
33. How often do you worry about whether other people like to be with you?	133	-604	-145	-053	-267	478
34. How much do you worry about the possibility that your friends <u>really</u> don't like you?	-079	-548	-188	-171	-126	387
35. If you hear someone make a negative comment about you, how much do you worry about it?	053	-537	-201	-063	-008	336
36. How concerned are you about the possibility that other people regard you as inferior?	231	-508	-165	-057	-017	342

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
37. How often do you worry about the possibility that other people regard you as a failure?	-011	-446	-340	006	-109	327
38. How often do you worry about whether you are attractive to members of the opposite sex?	064	-424	-041	122	-071	205
39. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	154	-410	020	088	-148	222
40. How much do you worry about embarrassing mistakes you make at social gatherings?	167	-385	-276	040	-132	272
41. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	111	-245	-718	-061	-200	631
42. How often do you feel that you are a worthless individual?	100	-088	-677	-093	-129	501
43. How often do you feel that your life is worth nothing?	049	-031	-659	-119	-172	481
44. How often do you feel that you are a failure?	143	-177	-637	-444	-047	657
45. How often do you feel there is no reason for your existence?	158	-068	-637	-12	-160	460
46. How often do you feel that you dislike yourself?	058	-193	-612	-279	-055	496
47. How often do you have the feeling that there is <u>nothing</u> you can do well?	107	-197	-559	-283	-066	448

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
48. How often do you feel that you are helpless?	135	-203	-548	038	-071	366
49. You regard yourself as a failure.	-080	-136	-532	-304	-174	430
50. You fail at most of the things you try to do.	127	081	-479	-240	-053	312
51. How often do you feel that everything you do turns out poorly?	185	-247	-457	-214	-096	359
52. You regard yourself as a success.	018	-078	-438	-393	-114	366
53. How sure are you that your parents think highly of you?	-096	-004	-337	-274	-234	253
54. How sure are you that some day you will be a success?	213	-102	-383	-695	-081	692
55. You are certain that some day you will be a success.	159	-041	-344	-634	-046	549
56. How often do you feel so pleased with yourself that you think you could succeed at anything?	314	-129	-160	-627	-050	536
57. How often do you feel that you, as an individual are worth a great deal?	222	-104	-252	-610	-138	514
58. How certain are you that some day the people you know will look up to you and respect you?	257	-065	-229	-574	-090	460
59. You don't place a high value on yourself?	093	-061	-372	-572	-080	484
60. How often do you feel proud of yourself?	184	-030	-214	-561	-206	438
61. How often do you feel superior to most of the people you know?	157	-004	050	-520	-099	308

Rotated Factor Loadings (continued)

<u>Item</u>	F ₁	F ₂	Factor Loading F ₃	F ₄	F ₅	h ²
62. How often do you have the feeling that you can do everything well?	265	-095	068	-506	-186	374
63. How sure are you that you will do better than your parents?	-046	-097	-020	-504	-136	284
64. You value yourself highly.	231	-095	-366	-484	-138	449
65. You succeed at most of the things you try to do.	148	-046	-153	-473	-026	272
66. You are not at all certain that some day you will be a success.	276	-115	-398	-439	-193	477
67. How certain are you that other people like to be with you?	241	-058	-190	-139	-690	593
68. How sure are you that your friends <u>really</u> like you?	-038	-171	-127	-296	-679	595
69. You are sure that other people like you.	032	-147	-243	-176	-669	561
70. You are not sure whether other people like you.	248	-195	-097	-093	-649	538
71. How sure are you that other people like you?	191	-070	-287	-341	-619	623
72. People have a negative opinion of you.	104	-118	-379	-115	-537	470
73. How sure are you that you get along with other people?	389	-085	-004	-012	-532	500
74. How sure are you that people have a positive opinion of you?	387	-095	-249	-200	-505	516
75. One thing is certain, you don't get along with other people.	183	-071	-233	060	-473	320
76. When you meet a stranger, how sure are you that he accepts you?	366	-117	-020	-333	-435	449

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
77. How sure are you that members of the opposite sex regard you as attractive?	302	-084	114	-293	-360	326
78. One thing is certain, you get along well with other people.	298	-034	-282	004	-351	293
79. After a date, how sure are you that the person you have been out with has a good impression of you?	270	-101	-004	-274	-345	277
80. How sure are you that people don't talk about you behind your back?	115	167	-077	-157	-232	126
Variance Explained by the Factor	13.39%	10.61%	8.38%	8.00%	6.48%	

APPENDIX D

Means and Standard Deviations
Male Group Phase 2
(N=194)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
1. How difficult do you find making talk when meeting new people?	3.46	.85
2. You are a shy person.	3.50	.99
3. How often are you troubled with shyness?	3.36	.96
4. When among a group of strangers, how much difficulty do you have starting a conversation?	3.53	1.03
5. Finding things to talk about with strangers is easy.	3.31	1.01
6. How comfortable are you when starting a conversation with people whom you don't know?	3.30	.92
7. Finding things to talk about with strangers is difficult.	3.35	1.01
8. How comfortable are you when speaking in front of a group of strangers?	2.86	1.03
9. You find it easy to talk to people whom you have never met before.	3.45	1.00
10. You find it difficult to talk to people whom you have never met before	3.57	1.00
11. When in a group of people, how often do you have trouble thinking of the right things to talk about?	3.47	.76
12. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	3.02	1.07
13. How sure of yourself do you feel when among strangers?	3.56	.89
14. You are not a shy person.	3.30	1.03
15. When in a group of people, how often do you feel that you are the leader of the conversation?	2.97	.80

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
16. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	3.46	.99
17. When in a group of people, how often do you feel that you are at the center of attention?	2.97	.81
18. You would rather talk with a close friend than talk with a stranger.	2.16	.82
19. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?	3.65	1.06
20. How often do you worry about whether people like you?	3.23	.99
21. You worry about whether people like to be with you.	3.11	.91
22. You worry about what other people think of you.	2.87	1.02
23. You don't worry about whether other people like to be with you.	2.80	.96
24. How often do you feel worried or bothered about what other people think of you?	3.27	.82
25. You worry about the impression you make on other people.	2.55	.93
26. You don't worry about what other people think of you.	2.96	.97
27. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	3.07	.95
28. How much do you worry about how well you get along with other people?	3.50	.81
29. How much do you worry about the possibility that your friends <u>really</u> don't like you?	3.61	.95

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
30. You don't worry about the impression you make on other people.	2.72	.99
31. How often do you worry about whether other people like to be with you?	3.45	.89
32. How often do you worry about the possibility that the people you know have a negative opinion of you?	3.70	.74
33. How often do you worry about whether you are attractive to members of the opposite sex?	3.06	1.11
34. If you hear someone make a negative comment about you, how much do you worry about it?	2.99	.95
35. How concerned are you about the possibility that other people regard you as inferior?	3.56	1.13
36. How often do you worry about the possibility that other people regard you as a failure?	3.59	.87
37. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	3.53	.92
38. How much do you worry about embarrassing mistakes you make at social gatherings?	3.24	.83
39. How often do you feel that you are helpless?	3.76	.76
40. How often do you feel that your life is worth nothing?	3.96	.96
41. How often do you feel that you are a failure?	3.72	.80
42. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	3.47	.88
43. How often do you feel that you are a worthless individual?	3.97	.80
44. How often do you feel that there is no reason for your existence?	3.93	1.07
45. You regard yourself as a failure.	4.10	.80

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
46. How often do you have the feeling that there is <u>nothing</u> you can do well?	3.94	.78
47. How often do you feel that you dislike yourself?	3.67	.81
48. How often do you feel that everything you do turns out poorly?	3.63	.87
49. You fail at most of the things you try to do.	4.01	.71
50. How sure are you that your parents think highly of you?	4.30	.93
51. You are not at all certain that some day you will be a success.	3.42	1.10
52. You regard yourself as a success.	3.34	.81
53. You are sure that other people like you.	3.61	.73
54. How sure are you that your friends <u>really</u> like you?	3.79	.71
55. How sure are you that you get along with other people?	3.90	.67
56. How sure are you that people have a positive opinion of you?	3.49	.78
57. How certain are you that other people like to be with you?	3.52	.75
58. After a date, how sure are you that the person you have been out with has a good impression of you?	3.53	.92
59. How sure are you that other people like you?	3.65	.68
60. How sure are you that members of the opposite sex regard you as attractive?	3.20	.94
61. You are not sure whether other people like you.	3.54	.81
62. People have a negative opinion of you.	3.87	.67
63. When you meet a stranger, how sure are you that he accepts you?	3.27	.87

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
64. How often do you feel that you are the "life of the party?"	2.83	.88
65. How often do you think you are making a good impression on other people?	3.58	.75
66. One thing is certain, you don't get along with other people.	4.32	.76
67. One thing is certain, you get along well with other people.	3.88	.82
68. How sure are you that people don't talk about you behind your back?	2.62	1.08
69. How sure are you that some day you will be a success?	3.73	.85
70. How often do you feel superior to most of the people you know?	2.99	.74
71. You are certain that some day you will be a success.	3.72	.88
72. How often do you feel so pleased with yourself that you think you could succeed at anything?	2.97	.80
73. How certain are you that some day the people you know will look up to you and respect you?	3.47	.90
74. How often do you feel that you, as an individual, are worth a great deal?	3.36	.91
75. You don't place a high value on yourself.	3.79	.87
76. How often do you feel proud of yourself?	3.47	.71
77. How often do you have the feeling that you can do everything well?	2.99	.93
78. You value yourself highly.	3.73	.87
79. You succeed at most of the things you try to do.	3.73	.78
80. How sure are you that you will do better than your parents?	3.40	1.06

Rotated Factor Loadings*
Male Group Phase 2
(N=194)

Item	Factor Loading					h ²
	F ₁	F ₂	F ₃	F ₄	F ₅	
1. How difficult do you find making talk when meeting new people?	-754	-167	151	312	049	718
2. You are a shy person.	-741	-120	220	-069	125	632
3. How often are you troubled with shyness?	-738	-164	155	-088	045	605
4. When among a group of strangers, how much difficulty do you have starting a conversation?	-704	-201	034	-251	188	636
5. Finding things to talk about with strangers is easy.	-701	-162	-020	-210	082	569
6. How comfortable are you when starting a conversation with people whom you don't know?	-694	-208	081	-356	170	686
7. Finding things to talk about with strangers is difficult.	-685	-142	051	-284	006	572
8. How comfortable are you when speaking in front of a group of strangers?	-680	-091	045	-028	295	560
9. You find it easy to talk to people whom you have never met before.	-668	-128	113	-259	-074	548
10. You find it difficult to talk to people whom you have never met before.	-665	-202	039	-293	120	584
11. When in a group of people, how often do you have trouble thinking of the right things to talk about?	-650	-218	109	-270	039	557
12. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	-630	-058	004	-111	281	492
13. How sure of yourself do you feel when among strangers?	-611	-184	015	-428	191	627

*Decimal point omitted

Rotated Factor Loadings (continued)

<u>Item.</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
14. You are not a shy person.	-609	-095	183	011	108	425
15. When in a group of people, how often do you feel that you are the leader of the conversation?	-502	-072	011	-166	327	392
16. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	-486	-319	207	-158	-043	408
17. When in a group of people, how often do you feel that you are at the center of attention?	-405	-006	-149	-259	383	400
18. You would rather talk with a close friend than talk with a stranger.	-351	-147	-098	-094	178	195
19. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?	-324	-061	090	-116	079	136
20. How often do you worry about whether people like you?	-056	-784	063	-062	144	647
21. You worry about whether people like to be with you.	-195	-780	-009	-112	111	671
22. You worry about what other people think of you.	-109	-756	037	-061	104	599
23. You don't worry about whether people like to be with you.	-079	-709	023	-093	141	538
24. How often do you feel worried or bothered about what other people think of you?	-116	-703	162	-101	062	548
25. You worry about the impression you make on other people.	-054	-702	028	-080	-017	504
26. You don't worry about what other people think of you.	-109	-695	040	-008	130	514

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
27. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	-019	-677	174	-003	-010	490
28. How much do you worry about how well you get along with other people?	-068	-659	-097	-182	079	487
29. How much do you worry about the possibility that your friends <u>really</u> don't like you?	-017	-652	100	010	007	435
30. You don't worry about the impression you make on other people.	-178	-651	-098	187	127	516
31. How often do you worry about whether other people like to be with you.	-218	-603	165	-136	081	463
32. How often do you worry about the possibility that the people you know have a negative opinion of you?	-162	-601	147	-311	048	508
33. How often do you worry about whether you are attractive to members of the opposite sex?	-111	-559	077	-168	-073	364
34. If you hear someone make a negative comment about you, how much do you worry about it?	-047	-522	086	-071	092	296
35. How concerned are you about the possibility that other people regard you as inferior?	-278	-467	198	-165	-038	364
36. How often do you worry about the possibility that other people regard you as a failure?	-127	-440	269	025	089	290

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
37. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	-162	-422	-040	-081	-115	226
38. How much do you worry about embarrassing mistakes you make at social gatherings?	-218	-405	318	-225	-135	382
39. How often do you feel that you are helpless?	-102	-209	696	-141	025	559
40. How often do you feel that your life is worth nothing?	-061	-047	672	-067	198	501
41. How often do you feel that you are a failure?	-108	-137	669	-142	345	617
42. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	-090	-182	667	-157	072	515
43. How often do you feel that you are a worthless individual?	-103	-074	662	-066	234	513
44. How often do you feel that there is no reason for your existence?	-188	-047	649	023	023	460
45. You regard yourself as a failure.	-076	-021	646	-187	229	510
46. How often do you have that feeling that there is <u>nothing</u> you can do well?	-009	-088	617	-046	165	418
47. How often do you feel that you dislike yourself?	-046	-208	581	-269	220	503
48. How often do you feel that everything you do turns out poorly?	-112	-223	563	-199	128	435
49. You fail at most of the things you try to do.	-106	-002	480	-049	358	372

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
50. How sure are you that your parents think highly of you?	008	-029	436	-282	185	305
51. You are not at all certain that some day you will be a success.	-142	-074	435	-172	391	398
52. You regard yourself as a success.	-078	-137	419	051	353	328
53. You are sure that other people like you.	-161	-046	161	-703	135	566
54. How sure are you that your friends <u>really</u> like you?	-008	-131	100	-640	235	492
55. How sure are you that you get along with other people?	-304	-134	172	-636	101	555
56. How sure are you that people have a positive opinion of you?	-241	-096	244	-626	212	563
57. How certain are you that other people like to be with you?	-251	-144	183	-575	233	502
58. After a date, how sure are you that the person you have been out with has a good impression of you?	-117	-064	202	-554	258	431
59. How sure are you that other people like you?	-202	-144	191	-548	301	489
60. How sure are you that members of the opposite sex regard you as attractive?	-151	-188	-008	-534	362	474
61. You are not sure whether other people like you.	-317	-200	154	-505	126	435
62. People have a negative opinion of you.	-140	-025	331	-476	069	360
63. When you meet a stranger, how sure are you that he accepts you?	-363	-085	163	-468	152	407

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
64. How often do you feel that you are the "life of the party?"	-272	000	-090	-447	284	362
65. How often do you think you are making a good impression on other people?	-195	217	100	-436	029	287
66. One thing is certain, you don't get along with other people.	-298	-011	283	-344	-123	302
67. One thing is certain, you get along well with other people.	-183	003	308	-323	-044	234
68. How sure are you that people don't talk about you behind your back?	-093	-065	-105	-146	027	046
69. How sure are you that some day you will be a success?	-110	-066	342	-141	672	605
70. How often do you feel superior to most of the people you know?	-029	-027	-104	-205	663	494
71. You are certain that some day you will be a success.	-169	-010	313	-088	650	556
72. How often do you feel so pleased with yourself that you think you could succeed at anything?	-172	-120	194	-142	641	512
73. How certain are you that some day the people you know will look up to you and respect you?	-239	-086	249	-212	605	538
74. How often do you feel that you, as an individual, are worth a great deal?	-110	-100	278	-303	563	508
75. You don't place a high value on yourself.	-066	-099	403	-133	560	507
76. How often do you feel proud of yourself?	-122	-088	285	-340	558	531

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
77. How often do you have the feeling that you can do everything well?	-077	-074	073	-224	521	338
78. You value yourself highly.	-097	-004	337	-202	447	363
79. You succeed at most of the things you try to do.	-103	-025	231	097	378	217
80. How sure are you that you will do better than your parents?	-083	-059	148	-085	333	150
Variance Explained by the Factor	11.14%	10.73%	8.73%	7.99%	7.45%	

APPENDIX E

Means and Standard Deviations
Female Group Phase 2
(N=78)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
1. How often are you troubled with shyness?	3.30	.96
2. Finding things to talk about with strangers is difficult.	3.46	.97
3. How comfortable are you when starting a conversation with people whom you don't know?	3.34	.90
4. You find it difficult to talk to people whom you have never met before.	3.50	1.00
5. When among a group of strangers, how much difficulty do you have starting a conversation?	3.46	.96
6. How difficult do you find making talk when meeting new people?	3.47	.92
7. You are a shy person.	3.32	1.10
8. When in a group of people, how often do you have trouble thinking of the right things to talk about?	3.45	.83
9. How sure of yourself do you feel when among strangers?	3.39	.82
10. You are not a shy person.	3.33	1.03
11. You find it easy to talk to people whom you have never met before.	3.39	1.02
12. Finding things to talk about with strangers is easy.	3.32	.96
13. How often do you feel that you are the "life of the party?"	2.62	.68
14. When in a group of people, how often do you feel that you are at the center of attention?	2.94	.76
15. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	3.09	.99

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
16. When in a group of people, how often do you feel that you are the leader of conversation?	3.03	.80
17. When you meet a person from a foreign country how much difficulty do you have thinking of things to talk about?	3.68	1.06
18. How comfortable are you when speaking in front of a group of strangers?	2.75	1.08
19. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	2.84	1.13
20. How often do you think you are making a good impression on other people?	3.61	.56
21. How sure are you that members of the opposite sex regard you as attractive?	3.30	.80
22. How sure are you that people don't talk about you behind your back?	2.75	1.08
23. How often do you feel superior to most of the people you know?	2.60	.70
24. How often do you worry about whether people like you?	3.23	.93
25. You worry about what other people think of you.	2.86	.93
26. You don't worry about what other people think of you.	2.86	.94
27. How often do you feel worried or bothered about what other people think of you?	3.31	.85
28. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	3.00	.98
29. How often do you worry about the possibility that people have a negative opinion of you?	3.58	.74
30. You don't worry about the impression you make on other people.	2.69	.97

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
31. You worry about the impression you make on other people.	2.64	1.05
32. You worry about whether other people like to be with you.	3.11	.89
33. How much do you worry about how well you get along with other people?	3.42	.87
34. You don't worry about whether people like to be with you.	2.72	.88
35. How concerned are you about the possibility that other people regard you as inferior?	3.66	1.00
36. If you hear someone make a negative comment about you, how much do you worry about it?	2.79	.84
37. How often do you worry about whether other people like to be with you?	3.45	.84
38. How often do you worry about the possibility that other people regard you as a failure?	3.70	.90
39. How much do you worry about the possibility that your friends <u>really</u> don't like you?	3.69	.75
40. How much do you worry about embarrassing mistakes you make at social gatherings?	3.10	.85
41. How often do you feel that you dislike yourself?	3.56	.78
42. How often do you worry about whether you are attractive to members of the opposite sex?	2.81	1.00
43. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	3.46	.93
44. You are sure that other people like you.	3.62	.68
45. How certain are you that other people like to be with you?	3.59	.72

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
46. How sure are you that other people like you?	3.69	.70
47. How sure are you that you get along with other people?	4.00	.64
48. People have a negative opinion of you.	3.89	.62
49. How sure are you that your friends really like you?	3.91	.64
50. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	3.39	.76
51. How often do you feel that your life is worth nothing?	3.89	.96
52. One thing is certain, you don't get along with other people.	4.37	.71
53. How often do you feel that you are a worthless individual?	3.86	.85
54. You fail at most of the things you try to do.	3.86	.74
55. You are not sure whether other people like you.	3.81	.71
56. How often do you feel that there is no reason for your existence?	3.97	1.03
57. You regard yourself as a success.	3.23	.73
58. You regard yourself as a failure.	3.98	.82
59. How often do you feel that you are a failure?	3.59	.64
60. How often do you have the feeling that there is <u>nothing</u> you can do well?	3.82	.80
61. How often do you feel that you are helpless?	3.48	.68
62. How sure are you that your parents think highly of you?	4.31	1.07
63. How often do you feel that everything you do turns out poorly?	3.50	.72

Means and Standard Deviations (continued)

<u>Item</u>	<u>Mean</u>	<u>S.D.</u>
64. One thing is certain, you get along well with other people.	3.81	.78
65. How sure are you that some day you will be a success?	3.44	.83
66. You are certain that some day you will be a success.	3.48	.75
67. How often do you feel so pleased with yourself that you think you could succeed at anything?	2.83	.74
68. How sure are you that you will do better than your parents?	3.30	1.08
69. How certain are you that some day the people you know will look up to you and respect you?	3.33	.85
70. You succeed at most of the things you try to do.	3.62	.71
71. You are sure that other people have a positive opinion of you.	3.64	.66
72. You are not at all certain that some day you will be a success.	3.39	.96
73. When you meet a stranger, how sure are you that he accepts you?	3.34	.70
74. How often do you have the feeling that you can do everything well?	2.69	.90
75. How often do you feel proud of yourself?	3.34	.67
76. How often do you feel that you, as an individual, are worth a great deal?	3.31	.90
77. You would rather talk with a close friend than talk with a stranger.	2.04	.79
78. You don't place a high value on yourself.	3.68	.82
79. After a date, how sure are you that the person you have been out with has a good impression of you?	3.56	.79
80. You value yourself highly.	3.67	.76

Rotated Factor Loadings*
Female Group Phase 2
(N=78)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
1. How often are you troubled with shyness?	860	-199	168	002	150	830
2. Finding things to talk about with strangers is difficult.	823	-179	019	221	-246	820
3. How comfortable are you when starting a conversation with people whom you don't know?	806	-159	211	245	-091	789
4. You find it difficult to talk to people whom you have never met before.	802	-278	062	145	-007	746
5. When among a group of strangers, how much difficulty do you have starting a conversation?	792	-164	119	086	-096	685
6. How difficult do you find making talk when meeting new people?	754	-237	176	029	153	680
7. You are a shy person.	745	-039	232	042	235	668
8. When in a group of people, how often do you have trouble thinking of the right things to talk about?	741	-322	204	095	-081	710
9. How sure of yourself do you feel when among strangers?	737	-288	098	200	080	681
10. You are not a shy person.	723	-032	139	113	291	640
11. You find it easy to talk to people whom you have never met before.	689	038	113	120	-045	506
12. Finding things to talk about with strangers is easy.	662	-185	-012	273	-370	684
13. How often do you feel that you are the "life of the party?"	586	065	062	312	061	452
14. When in a group of people, how often do you feel that you are at the center of attention?	585	-073	-006	417	081	529

*Decimal points omitted

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
15. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?	579	-097	171	-073	120	394
16. When in a group of people, how often do you feel that you are the leader of conversation?	553	-165	195	259	190	475
17. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?	547	015	101	065	-374	453
18. How comfortable are you when speaking in front of a group of strangers?	530	-251	059	272	-031	422
19. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?	499	-264	032	287	012	402
20. How often do you think you are making a good impression on other people?	369	-053	161	219	-011	213
21. How sure are you that members of the opposite sex regard you as attractive?	341	077	237	282	-017	258
22. How sure are you that people don't talk about you behind your back?	302	168	173	212	085	202
23. How often do you feel superior to most of the people you know?	288	026	073	112	-119	115
24. How often do you worry about whether people like you?	067	-820	091	061	-124	704
25. You worry about what other people think of you.	110	-801	029	084	103	672

Rotated Factor Loadings (continued)

Item	Factor Loading					h ²
	F ₁	F ₂	F ₃	F ₄	F ₅	
26. You don't worry about what other people think of you.	198	-745	003	002	160	620
27. How often do you feel worried or bothered about what other people think of you?	136	-736	411	-003	-103	740
28. When you think of the possibility that some of your friends or acquaintances might <u>not</u> have a good opinion of you, how concerned or worried do you feel about it?	093	-734	054	231	-145	625
29. How often do you worry about the possibility that people have a negative opinion of you?	231	-709	253	013	-122	636
30. You don't worry about the impression you make on other people.	176	-705	-050	080	060	541
31. You worry about the impression you make on other people.	031	-688	-311	239	-100	637
32. You worry about whether other people like to be with you.	110	-679	245	097	-268	615
33. How much do you worry about how well you get along with other people?	172	-670	252	081	-078	554
34. You don't worry about whether people like to be with you.	062	-641	003	122	111	442
35. How concerned are you about the possibility that other people regard you as inferior?	256	-626	080	-053	127	483
36. If you hear someone make a negative comment about you, how much do you worry about it?	013	-613	212	215	143	487
37. How often do you worry about whether other people like to be with you?	105	-562	358	-061	-450	662

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
38. How often do you worry about the possibility that other people regard you as a failure?	035	-533	369	-019	305	514
39. How much do you worry about the possibility that your friends <u>really</u> don't like you?	-124	-523	368	154	-131	465
40. How much do you worry about embarrassing mistakes you make at social gatherings?	152	-508	314	083	033	388
41. How often do you feel that you dislike yourself?	312	-351	325	231	173	410
42. How often do you worry about whether you are attractive to members of the opposite sex?	-036	-344	117	-030	-309	230
43. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?	141	-335	098	265	109	224
44. You are sure that other people like you.	-006	-250	745	179	-034	651
45. How certain are you that other people like to be with you?	258	024	732	204	-143	665
46. How sure are you that other people like you?	200	-100	677	397	017	652
47. How sure are you that you get along with other people?	334	-048	665	075	023	562
48. People have a negative opinion of you.	123	-185	663	224	114	552
49. How sure are you that your friends <u>really</u> like you?	-145	-196	657	311	013	588
50. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?	170	-432	648	012	-025	637

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
51. How often do you feel that your life is worth nothing?	197	-223	643	-151	122	540
52. One thing is certain, you don't get along with other people.	137	036	609	053	-063	398
53. How often do you feel that you are a worthless individual?	256	-231	581	009	359	585
54. You fail at most of the things you try to do.	235	-006	581	126	-144	429
55. You are not sure whether other people like you.	251	-236	566	315	-072	543
56. How often do you feel that there is no reason for your existence?	262	-191	560	153	-055	445
57. You regard yourself as a success.	060	-099	543	499	093	565
58. You regard yourself as a failure.	107	-337	488	183	271	470
59. How often do you feel that you are a failure?	277	-381	473	309	248	602
60. How often do you have the feeling that there is <u>nothing</u> you can do well?	208	-397	456	260	108	488
61. How often do you feel that you are helpless?	203	-249	441	004	-386	447
62. How sure are you that your parents think highly of you?	-012	-072	364	149	227	212
63. How often do you feel that everything you do turns out poorly?	291	-239	359	293	-051	359
64. One thing is certain, you get along well with other people.	324	-032	342	110	-110	247
65. How sure are you that some day you will be a success?	267	-205	279	746	204	789
66. You are certain that some day you will be a success.	251	-206	314	572	200	571

Rotated Factor Loadings (continued)

Item	Factor Loading					h^2
	F_1	F_2	F_3	F_4	F_5	
67. How often do you feel so pleased with yourself that you think you could succeed at anything?	401	-136	170	568	169	559
68. How sure are you that you will do better than your parents?	-084	-074	157	562	-243	412
69. How certain are you that some day the people you know will look up to you and respect you?	203	-050	256	560	109	434
70. You succeed at most of the things you try to do.	236	-212	028	559	010	414
71. You are sure that people have a positive opinion of you.	289	-105	477	549	064	628
72. You are not at all certain that some day you will be a success.	362	-245	244	491	-017	492
73. When you meet a stranger, how sure are you that he accepts you?	307	-075	194	480	-103	378
74. How often do you have the feeling that you can do everything well?	365	-101	076	462	-166	376
75. How often do you feel proud of yourself?	223	055	376	443	066	395
76. How often do you feel that you, as an individual, are worth a great deal?	383	-187	281	421	160	463
77. You would rather talk with a close friend than talk with a stranger.	248	-273	-228	344	-191	314
78. You don't place a high value on yourself.	256	-146	290	329	604	644
79. After a date, how sure are you that the person you have been out with has a good impression of you?	167	-106	062	449	-475	470

Rotated Factor Loadings (continued)

<u>Item</u>	Factor Loading					h^2
	F ₁	F ₂	F ₃	F ₄	F ₅	
80. You value yourself highly.	.265	-.093	.347	.366	.441	.528
Variance Explained by the Factor	15.30%	12.68%	12.03%	8.14%	3.72%	

APPENDIX F

INSTRUCTIONS

In this booklet, the questions you are asked mainly concern your ideas and feelings about yourself. Each question is followed by five alternative answers. For each question, check the one alternative that best represents the answer that you would make to the question.

Some of the questions require that you make some rather difficult judgments about yourself. Try to answer the questions as objectively and honestly as possible. We ask only that you do the best you can. It is important that you answer all of the questions. Answer even those questions on which you may be uncertain.

You will probably be able to go through the questions in this booklet quite rapidly.

Mark your answers on the machine-scored answer sheet that is provided. Be sure to include your student number, class, and sex on the answer sheet. It is not necessary to write in your name.

Now go ahead and answer the questions.

1. Do you ever feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?
 1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
2. How much do you think that you would like the work of a building contractor?
 1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
3. How slow are you in making up your mind?
 1. Very slow
 2. Fairly slow
 3. A bit slow
 4. Not very slow
 5. Not at all slow
4. How certain are you that you could do better than most of the present politicians if you were in office?
 1. Very certain
 2. Fairly certain
 3. A bit certain
 4. Not very certain
 5. Not at all certain
5. How certain are you that we can settle the international problems we face today?
 1. Very certain
 2. Fairly certain
 3. A bit certain
 4. Not very certain
 5. Not at all certain
6. How hard is it for you to start a conversation with strangers?
 1. Very hard
 2. Fairly hard
 3. Slightly hard
 4. Not very hard
 5. Not at all hard

7. How much do you want to be an important person in the community?
 1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
8. How much do you mind having to rush when working?
 1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
9. How much do you like being in lots of social activities?
 1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
10. How confident do you feel that some day the people you know will look up to you and respect you?
 1. Very confident
 2. Fairly confident
 3. A bit confident
 4. Not very confident
 5. Not at all confident
11. How sure are you that you will be complimented by whoever is responsible for checking up on your work?
 1. Very sure
 2. Fairly sure
 3. A bit sure
 4. Not very sure
 5. Not at all sure
12. How much do you enjoy playing practical jokes on people?
 1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
13. How much would like to drive a racing car?
 1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all

14. How uneasy are you about handling knives and other sharp-bladed instruments?
1. Very uneasy
 2. Fairly uneasy
 3. Slightly uneasy
 4. Not very uneasy
 5. Not at all uneasy
15. How often are you troubled with shyness?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
16. How sure of yourself do you feel when among strangers?
1. Very sure of myself
 2. Fairly sure of myself
 3. A bit sure of myself
 4. Not very sure of myself
 5. Not at all sure of myself
17. How comfortable are you when starting a conversation with people whom you don't know?
1. Very comfortable
 2. Fairly comfortable
 3. Slightly comfortable
 4. Not very comfortable
 5. Not at all comfortable
18. How often do you feel that you dislike yourself?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
19. How much do you like to be with a crowd who play jokes on one another?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
20. Are you the type to be a political leader?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no

21. How sure are you that you get along well with other people?
 1. Very sure
 2. Fairly sure
 3. A bit sure
 4. Not very sure
 5. Not at all sure
22. How often do you get feelings like crawling, burning, tingling, or "going to sleep" in different parts of your body?
 1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
23. How calm are you in dangerous situations?
 1. Very calm
 2. Fairly calm
 3. Slightly calm
 4. Not very calm
 5. Not at all calm
24. How good an idea is it for clubs to have hard initiations?
 1. Very good
 2. Fairly good
 3. Slightly good
 4. Not very good
 5. Not at all good
25. Do you ever feel so pleased with yourself that you think you could succeed at any undertaking?
 1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
26. How afraid are you of a windstorm?
 1. Very afraid
 2. Fairly afraid
 3. Slightly afraid
 4. Not very afraid
 5. Not at all afraid
27. How often do you like to boast about your achievements?
 1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never

28. When you work at something, how much do you like to read and study about it?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
29. How often do you have the feeling that there is nothing you can do well?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
30. When you are trying to win in a game or sport and you know that other people are watching you, how rattled or flustered do you usually get?
1. Very rattled or flustered
 2. Fairly rattled or flustered
 3. Slightly rattled or flustered
 4. Not very rattled or flustered
 5. Not at all rattled or flustered
31. How hard did you try to make the best school grades that you could?
1. Very hard
 2. Fairly hard
 3. Slightly hard
 4. Not very hard
 5. Not at all hard
32. How adequately do you perform when working under a lot of pressure?
1. Very adequately
 2. Fairly adequately
 3. Slightly adequately
 4. Not very adequately
 5. Not at all adequately
33. How often do you feel self-conscious?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
34. How often do you worry about criticisms that might be made of your work by whoever is responsible for checking up on your work?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never

35. Do you ever feel that you are about to go to pieces?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
36. Do you think that people who get into trouble have only themselves to blame?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
37. Do you usually avoid talking about other people's problems?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
38. Are you apt to hide your feelings in some things, to the point that people may hurt you without their knowing about it?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
39. Do you think that the average person is able to appreciate art and music?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
40. Do you prefer a shower to a bath tub?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
41. How often do you feel to blame for your mistakes?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never

42. When you think about the possibility that some of your friends or acquaintances might not have a good opinion of you, how concerned or worried do you feel about it?
1. Very concerned or worried
 2. Fairly concerned or worried
 3. Slightly concerned or worried
 4. Not very concerned or worried
 5. Not at all concerned or worried
43. How often do you feel worried or bothered about what other people think of you?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
44. How confident are you that your success in your future job or career is assured?
1. Very confident
 2. Fairly confident
 3. A bit confident
 4. Not very confident
 5. Not at all confident
45. Would you like to be an astronaut?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
46. How much do you like to keep your things neat and tidy and in good order?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
47. How much would you like the work of a clerk in a large department store?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
48. How often do you feel that you are making a good impression on other persons?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never

49. How much would you like the work of a dress designer?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
50. How often do you like to go to parties and other affairs where there is lots of loud fun?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
51. How tense and anxious do you get when you think other people are disapproving of you?
1. Very tense and anxious
 2. Fairly tense and anxious
 3. Slightly tense and anxious
 4. Not very tense and anxious
 5. Not at all tense and anxious
52. When you are trying to convince other people who disagree with your ideas, how pleased do you usually feel about the impression you are making.
1. Very pleased
 2. Fairly pleased
 3. Slightly pleased
 4. Not very pleased
 5. Not at all pleased
53. How often do you feel that you have handled yourself well at a social gathering?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
54. Do you like adventure stories better than romantic stories?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
55. How much do you worry about whether other people will regard you as a success or a failure in your job or career?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all

56. Would you like to be in the Armed Services?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
57. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?
1. Very worried
 2. Fairly worried
 3. Slightly worried
 4. Not very worried
 5. Not at all worried
58. How often do you get disgusted with yourself?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
59. How much do you like hunting?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
60. How often do you feel free of self-criticism?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
61. How much would you like the work of a garage mechanic?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
62. How often do you feel superior to most of the people you know?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never

63. How sure are you that other people like you?
1. Very sure
 2. Fairly sure
 3. A bit sure
 4. Not very sure
 5. Not at all sure
64. Would you do almost anything on a dare?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
65. When in a group of people how often do you have trouble thinking of the right things to talk about?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
66. How often do you feel proud of yourself?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
67. Would you like to be a nurse?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
68. Do you ever feel so discouraged with yourself that you wonder whether anything is worth-while?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
69. How frightening to you is the thought of being in an automobile accident?
1. Very frightening
 2. Fairly frightening
 3. Slightly frightening
 4. Not very frightening
 5. Not at all frightening

70. How irritated do you get when you see someone spit on the sidewalk?
1. Very irritated
 2. Fairly irritated
 3. Slightly irritated
 4. Not very irritated
 5. Not at all irritated
71. How stable is your personality?
1. Very stable
 2. Fairly stable
 3. A bit stable
 4. Not very stable
 5. Not at all stable
72. How likely are you to let someone know that he annoys you?
1. Very likely
 2. Fairly likely
 3. A bit likely
 4. Not very likely
 5. Not at all likely
73. How often are you bothered by a skin condition, such as athlete's foot, rash, etc.?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
74. How often were you spanked or whipped as a child?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
75. How nervous does it make you when you get blamed for making a mistake?
1. Very nervous
 2. Fairly nervous
 3. Slightly nervous
 4. Not very nervous
 5. Not at all nervous
76. When you have made an embarrassing mistake or have done something that makes you look foolish, how long do you usually keep on worrying about it?
1. Very long
 2. Fairly long
 3. Only a while
 4. Not very long
 5. Not at all long

77. How easily do you get excited?
1. Very easily
 2. Fairly easily
 3. A bit easily
 4. Not very easily
 5. Not at all easily
78. Do people seem naturally to turn to you when decisions have to be made?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
79. How guilty would you feel if you weren't doing your share of the hard work of a group you belonged to?
1. Very guilty
 2. Fairly guilty
 3. Slightly guilty
 4. Not very guilty
 5. Not at all guilty
80. How much do you like mechanics magazines?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
81. In general, how confident do you feel about your abilities?
1. Very confident
 2. Fairly confident
 3. A bit confident
 4. Not very confident
 5. Not at all confident
82. How often do you worry about whether other people like to be with you?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
83. Do you find it hard to make talk when you meet new people?
1. Very hard
 2. Fairly hard
 3. Slightly hard
 4. Not very hard
 5. Not at all hard

84. How often do you have the feeling that you can do everything well?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
85. Are you inclined to take things hard?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
86. Do you ever cross the street just to avoid meeting someone?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
87. How much do you worry about how well you get along with other people?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
88. When you talk in front of a class or a group of people of your own age, how pleased are you with your performance?
1. Very pleased
 2. Fairly pleased
 3. Slightly pleased
 4. Not very pleased
 5. Not at all pleased
89. How scared do you feel when you move to a strange place?
1. Very scared
 2. Fairly scared
 3. Slightly scared
 4. Not very scared
 5. Not at all scared
90. How afraid are you of the dark?
1. Very afraid
 2. Fairly afraid
 3. Slightly afraid
 4. Not very afraid
 5. Not at all afraid

91. How brave are you when there is some possibility that you may be hurt physically?
1. Very brave
 2. Fairly brave
 3. Slightly brave
 4. Not very brave
 5. Not at all brave
92. Are you stricter about right and wrong than most people?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
93. In school how often were you sent to the principal for cutting up?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
94. How talented are you when it comes to understanding the other person, and sympathizing with his problems?
1. Very talented
 2. Fairly talented
 3. Only slightly talented
 4. Not very talented
 5. Not at all talented
95. How often do you feel that you are a successful person?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
96. When you get too much change in a store, how likely are you to give it back?
1. Very likely
 2. Fairly likely
 3. A bit likely
 4. Not very likely
 5. Not at all likely
97. Do you ever think that you are a worthless individual?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never

98. When someone talks against certain groups or nationalities, how likely are you to speak up against such talk even though it makes you unpopular?
1. Very likely
 2. Fairly likely
 3. A bit likely
 4. Not very likely
 5. Not at all likely
99. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you usually feel?
1. Very afraid or worried
 2. Fairly afraid or worried
 3. Slightly afraid or worried
 4. Not very afraid or worried
 5. Not at all afraid or worried
100. How often do you feel inferior to most of the people you know?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
101. How hard is it for you to "bawl out" someone who is not doing his job properly?
1. Very hard
 2. Fairly hard
 3. Slightly hard
 4. Not very hard
 5. Not at all hard
102. Would you like to be a lawyer?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
103. Do you ever feel like picking a fist fight with someone?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
104. How often do you feel pleased or flattered about what other people think of you?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never

105. When you dream, do you have the same dream over and over?
1. Definitely yes
 2. Probably yes
 3. Undecided
 4. Probably no
 5. Definitely no
106. How often do you feel successful because you have reached an important goal?
1. Very often
 2. Fairly often
 3. Sometimes
 4. Once in a great while
 5. Practically never
107. When you speak in a class discussion, how sure of yourself do you feel?
1. Very sure of myself
 2. Fairly sure of myself
 3. A bit sure of myself
 4. Not very sure of myself
 5. Not at all sure of myself
108. How much would you like the work of a librarian?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
109. If you were a reporter, how much would you like to report news of the theatre?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all
110. How much do some of the habits of members of your family bother and annoy you?
1. Very much
 2. Fairly much
 3. Only slightly
 4. Not very much
 5. Not at all

APPENDIX G

OPINION PROFILE

INSTRUCTIONS

In this booklet, the questions you are asked concern your ideas and feelings about various matters. Each question is followed by five alternative answers. For each question, check the one alternative that best represents the answer that you would make to the question. Remember, there are no "correct" answers to any of the items. Your opinions are what matter.

Some of the questions require that you make some rather difficult judgments. Try to answer the questions as objectively and honestly as possible. It is important that you answer all of the questions. Answer even those questions on which you may be uncertain.

You will probably be able to go through the questions in this booklet quite rapidly.

Mark your answers on the machine-scored answer sheet that is provided. Be sure to include your student number, class, and sex on the answer sheet. It is not necessary to write in your name.

Now go ahead and answer the questions.

1. How much do you worry about the possibility that your friends really don't like you?

1. Don't Worry At All
2. Don't Worry Much
3. Worry Somewhat
4. Worry Much
5. Worry Very Much

2. How often do you think you are making a good impression on other people?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

3. How often do you worry about the possibility that other people regard you as a failure?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

4. How sure are you that your parents think highly of you?

1. Not At All Sure
2. Not Very Sure
3. Somewhat Sure
4. Fairly Sure
5. Very Sure

5. How sure are you that people you know don't talk about you behind your back?

1. Not At All Sure
2. Not Very Sure
3. Somewhat Sure
4. Fairly Sure
5. Very Sure

6. When among a group of strangers, how much difficulty do you have starting a conversation?

1. Very Much Difficulty
2. Fair Amount of Difficulty
3. Some Difficulty
4. Not Very Much Difficulty
5. No Difficulty At All

7. Obedience and respect for authority are the most important virtues children should learn.
 1. Strongly Agree
 2. Agree
 3. Neutral
 4. Disagree
 5. Strongly Disagree
8. How concerned are you about the possibility that other people regard you as inferior?
 1. Very Concerned
 2. Fairly Concerned
 3. Somewhat Concerned
 4. Not Too Concerned
 5. Not At All Concerned
9. How often do you worry about whether you are attractive to members of the opposite sex?
 1. Not At All
 2. Not Very Often
 3. Sometimes
 4. Fairly Often
 5. Very Often
10. You find it easy to talk to people whom you have never met before.
 1. Strongly Agree
 2. Agree
 3. Neutral
 4. Disagree
 5. Strongly Disagree
11. One thing is certain, you get along well with other people.
 1. Strongly Disagree
 2. Disagree
 3. Neutral
 4. Agree
 5. Strongly Agree
12. People often betray the confidence you place in them.
 1. Strongly Agree
 2. Agree
 3. Neutral
 4. Disagree
 5. Strongly Disagree

13. You succeed at most of the things you try to do.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

14. When you meet a person from a foreign country, how much difficulty do you have thinking of things to talk about?

1. No Difficulty At All
2. Not Very Much Difficulty
3. Some Difficulty
4. Fair Amount of Difficulty
5. Very Much Difficulty

15. After a date, how sure are you that the person you have been out with has a good impression of you?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

16. When in a group of people, how often do you feel that you are at the center of attention?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

17. How often do you feel afraid or anxious when you are going into a room by yourself where other people have already gathered and are talking?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

18. Some day it will probably be shown that palm reading can explain a lot of things.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

19. How often do you worry about whether people like you?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

20. You are not at all certain that some day you will be a success.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

21. There is hardly anything lower than a person who does not feel great love, gratitude, and respect for his parents.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

22. One thing is certain, you don't get along with other people.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

23. How often do you worry about whether other people like to be with you?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

24. When you meet a stranger, how sure are you that he accepts you?

1. Not At All Sure
2. Not Very Sure
3. Somewhat Sure
4. Fairly Sure
5. Very Sure

25. How often do you feel that there is no reason for your existence?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

26. How often do you feel that everything you do turns out poorly?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

27. How certain are you that some day the people you know will look up to you and respect you?

1. Not At All Certain
2. Not Very Certain
3. Somewhat Certain
4. Fairly Certain
5. Very Certain

28. How sure are you that members of the opposite sex regard you as attractive?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

29. You worry about the impression you make on other people.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

30. Most people are more inclined to help others than to think of themselves first.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

31. You find it difficult to talk to people whom you have never met before.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

32. How often do you worry about the possibility that the people you know have a negative opinion of you?
1. Not At All
 2. Not Very Often
 3. Sometimes
 4. Fairly Often
 5. Very Often
33. When you have to talk in front of a class or a group of people your own age, how afraid or worried do you feel?
1. Very Worried
 2. Fairly Worried
 3. Somewhat Worried
 4. Not Too Worried
 5. Not At All Worried
34. How often do you feel so pleased with yourself that you think you could succeed at anything?
1. Not At All
 2. Not Very Often
 3. Sometimes
 4. Fairly Often
 5. Very Often
35. When you are trying to convince other people who disagree with your ideas, how worried do you usually feel about the impression you are making?
1. Not At All Worried
 2. Not Too Worried
 3. Somewhat Worried
 4. Fairly Worried
 5. Very Worried
36. Some people are born with an urge to jump from high places.
1. Strongly Agree
 2. Agree
 3. Neutral
 4. Disagree
 5. Strongly Disagree
37. If you hear someone make a negative comment about you, how much do you worry about it?
1. Don't Worry At All
 2. Don't Worry Much
 3. Worry Somewhat
 4. Worry Much
 5. Worry Very Much

38. How often do you feel worried or bothered about what other people think of you?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

39. No one is going to care much what happens to you, when you get right down to it.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

40. Nowadays more and more people are prying into matters that should remain personal and private.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

41. How much do you worry about how well you get along with other people?

1. Don't Worry At All
2. Don't Worry Much
3. Worry Somewhat
4. Worry Much
5. Worry Very Much

42. How sure of yourself do you feel when among strangers?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

43. How often do you feel proud of yourself?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

44. Nobody ever learned anything really important except through suffering.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

45. No weakness or difficulty can hold us back if we have enough will power.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

46. You value yourself highly.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

47. How sure are you that people have a positive opinion of you?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

48. How sure are you that you get along with other people?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

49. Finding things to talk about with strangers is easy.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

50. How sure are you that you will do better than your parents?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

51. Juvenile delinquents are hardly better than criminals and ought to be severely punished.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

52. You are not sure whether other people like you.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

53. You regard yourself as a success.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

54. Finding things to talk about with strangers is difficult.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

55. You don't worry about what other people think of you.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

56. You enjoy being with others.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

57. Most people speak sincerely when they talk with you.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

58. How often are you troubled with shyness?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

59. You find it enjoyable to talk with others about your ideas.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

60. An insult to our honor should always be punished.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

61. People rarely tell the truth when their own interests are at stake.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

62. Good luck is something a person has to make for himself.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Disagree

63. When in a group of people, how often do you feel that you are the leader of conversation.

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

64. You worry about whether people like to be with you.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

65. Human nature is fundamentally co-operative.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

66. When in a group of people, how often do you have trouble thinking of the right things to talk about?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

67. How often do you feel that you dislike yourself?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

68. You are very loyal to your friends.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

69. How often do you feel that you are a failure?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

70. You don't worry about the impression you make on other people.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

71. You feel that it is better to talk about problems with other people than to depend on your own reasoning.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

72. You feel that the best way to solve the problems of the world is by working with others.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

73. How often do you feel that you, as an individual, are worth a great deal.

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

74. How comfortable are you when speaking in front of a group of strangers?

1. Very Comfortable
2. Fairly Comfortable
3. Somewhat Comfortable
4. Not Very Comfortable
5. Not At All Comfortable

75. How often do you feel superior to most of the people you know?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

76. If people would talk less and work more, everybody would be better off.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

77. If you don't watch yourself, people will take advantage of you.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

78. How often do you feel that you are the "life of the party?"

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

79. When you think of the possibility that some of your friends or acquaintances might not have a good opinion of you, how concerned or worried do you feel about it?

1. Very Worried
2. Fairly Worried
3. Somewhat Worried
4. Not Too Worried
5. Not At All Worried

80. No sane, normal, decent person could ever think of hurting a close friend or relative.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

81. People have a negative opinion of you.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

82. What other people think is important to you.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

83. You don't place a high value on yourself.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

84. How comfortable are you when starting a conversation with people whom you don't know?

1. Very Comfortable
2. Fairly Comfortable
3. Somewhat Comfortable
4. Not Very Comfortable
5. Not At All Comfortable

85. How sure are you that your friends really like you?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

86. How much do you worry about embarrassing mistakes you make at social gatherings?

1. Worry Very Much
2. Worry Much
3. Worry Somewhat
4. Don't Worry Much
5. Don't Worry At All

87. How often do you feel so discouraged with yourself that you wonder whether anything is worthwhile?

1. Not at All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

88. Attending meetings is uncomfortable for you.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

89. Familiarity breeds contempt.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

90. You are sure that other people like you.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

91. How often do you feel that your life is worth nothing?

1. Not At All
2. Not Very Often
3. Sometimes
4. Fairly Often
5. Very Often

92. Most people can be trusted.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

93. How often do you have the feeling that you can do everything well?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

94. You are certain that someday you will be a success.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

95. How often do you feel that there is nothing you can do well?

1. Very often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

96. You regard yourself as a failure.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

97. You are not a shy person.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

98. You worry about what other people think of you.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

99. How often do you feel that you are helpless?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

100. Human beings find it very easy to be dishonest.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

101. You don't worry about whether people like to be with you.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

102. How sure are you that some day you will be a success?

1. Very Sure
2. Fairly Sure
3. Somewhat Sure
4. Not Very Sure
5. Not At All Sure

103. You fail at most of the things you try to do.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

104. You are a shy person.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

105. How sure are you that other people like you?

1. Not At All Sure
2. Not Very Sure
3. Somewhat Sure
4. Fairly Sure
5. Very Sure

106. You would rather talk with a close friend than talk with strangers.

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

107. How certain are you that other people like to be with you?

1. Not At All Certain
2. Not Very Certain
3. Somewhat Certain
4. Fairly Certain
5. Very Certain

108. From your observation of people, it is better to be suspicious of them than trusting.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

109. How often do you think that you are a worthless individual?

1. Very Often
2. Fairly Often
3. Sometimes
4. Not Very Often
5. Not At All

110. How difficult do you find making talk when meeting new people?

1. Very Difficult
2. Fairly Difficult
3. Somewhat Difficult
4. Not Very Difficult
5. Not At All Difficult

111. During the average weekday, how many hours per day do you spend watching television?

1. None
2. Less than 1 hour per day
3. Between 1 and 2 hours per day
4. Between 2 and 3 hours per day
5. More than 3 hours per day

112. How much do you think television programs help you to solve your personal problems?
1. Not at all
 2. Not Very Much Help
 3. Help Somewhat
 4. Help a Fair Amount
 5. Help Very Much
113. During the average weekend, how many hours per day do you spend watching television?
1. More than 3 hours per day
 2. Between 2 and 3 hours per day
 3. Between 1 and 2 hours per day
 4. Less than 1 hour per day
 5. None
114. Within your family are you:
1. The oldest child
 2. The second oldest child
 3. The third oldest child
 4. The fourth oldest child
 5. The fifth oldest child or less
115. Are you -
1. Male
 2. Female
116. What is your age:
1. 18 years old or less
 2. 19 years old
 3. 20 years old
 4. 21 years old
 5. 22 years old or more

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