

THE 1982 INTERPERSONAL CIRCLE: ACTS VERSION

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## Abstract

The present paper presents a translation into an "acts" version of the primarily adjectival content of the previous 1982 Interpersonal Circle taxonomy (Kiesler, 1983). The revised taxonomy consists of 416 act descriptors in verb-phrase or sentence form as well as 519 corresponding adjective descriptors. For both the mild-moderate and extreme levels the number of act descriptors for each of the sixteen Circle segments ranges from 11-15, adjective descriptors from 10-26. The resulting more homogeneous and nonoverlapping category definitions contained in the revised Acts Version are offered as a more precise, valid, and heuristic model which retains the strengths and advantages of the previous version.

A previous paper (Kiesler, 1983) described the 1982 Circle taxonomy which I constructed as a comprehensive operationalization of the domain of two-dimensional adult interpersonal behavior. The 1982 Circle was designed to integrate and expand the content of four major adult interpersonal measures: the Interpersonal Check List (LaForge, 1977; LaForge and Suczek, 1955; Leary, 1957), the Interpersonal Behavior Inventory (Kiesler, in press (a); Kiesler, Anchin, Perkins, Chirico, Kyle and Federman, 1976), and the Interpersonal Adjective Scales (Wiggins, 1979, 1981). The result was a Circle taxonomy consisting of 16 segments, 128 subclasses, 2 levels, and 350 bipolar items.

The present paper presents my content analysis translation of the primarily adjectival content of the previous 1982 Circle taxonomy into an "acts" version. This revised taxonomy contains category descriptors which specify overt interpersonal behaviors or actions. Accordingly all taxonomic item descriptors contain either a verb or verb phrase.

One of the frustrations of interpersonal checklists comprised of adjective items is the semantic ambiguity inherent in many, if not most, adjective descriptors. As an earlier response to this problem Lorr and McNair (1965, 1967) developed their Interpersonal Behavior Inventory by carefully translating the adjective items of LaForge and Suczek's (1955) Interpersonal Check List into items which described corresponding overt interpersonal actions.

The "acts" approach incorporated in the present revised Circle taxonomy is conceptually congruent also with Buss and Craik's (1983) act-frequency approach to personality dispositions. The sixteen segments of the 1982 Circle: Acts Version are considered to be dispositional categories of acts that serve to summarize general trends in behavior. In line with Buss and Craik, "dispositions are viewed as summaries of act frequencies that, in themselves, possess no explanatory status. As sociocultural emergents, dispositions function as natural cognitive categories with acts as members" (1983, p. 105).

The sixteen Circle categories are conceptualized also as "prototypes" (Rosch, 1978; Rosch and Mervis, 1975), rather than as classical taxonomic categories. That is, the taxonomic descriptors subsumed under Circle categories do not identify sets of critical or categorically necessary defining elements all of which must be present for a person's interpersonal behavior to be classified at a particular segment. Rather, Circle segments operate as Roschian categories wherein the interpersonal actions defining a particular segment cluster around a prototype or exemplar, with less prototypic elements emerging into the "fuzzy" boundaries of related adjacent segments (Kiesler,

in press (b); Wiggins, 1982). As Wiggins emphasizes, the Interpersonal Circle provides a geometric representation of relationships between "fuzzy sets" in which membership is probabilistic and continuous rather than determinate and discrete. As a result it is more valid to conceptualize interpersonal dispositional categories as "wedge-shaped segments of a circle in which elements of a category (segment) are organized with reference to a prototype that falls near the center of the perimeter of a given wedge" (Wiggins, 1982, p. 204).

Figures 1 and 2 provide pictorial summaries of the 1982 Interpersonal Circle: Acts Version taxonomy for the mild-moderate and extreme levels respectively of interpersonal

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Insert Figures 1 and 2 about here  
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actions. Figure 1 presents the more normal mild-moderate levels of each segment's interpersonal act descriptors; Figure 2 the more maladjusted extreme levels of each segment's descriptors. Each Figure also provides three prototypical adjective descriptors for each of the sixteen segments.

As with the previous 1982 Circle version, segments opposite on each of the eight diameters represent behavioral opposites (Benjamin, 1974; Wiggins, 1982) so that, for example, segment O:Exhibitionistic is the behavioral opposite of segment G:Inhibited. Also as with the previous version, each of the sixteen segments is assigned three separate labels. One (found in the inner circle of each Figure) designates the entire continuum of interpersonal actions constituting a particular segment (e.g., A:Dominant, E:Hostile, I:Submissive, M:Friendly). A second set of labels (outside the circumference of Figure 1) designates the mild-moderate level for a particular segment (e.g., A<sub>1</sub>:Controlling-Bold, E<sub>1</sub>:Antagonistic-Harmful, I<sub>1</sub>:Docile-Timid, M<sub>1</sub>:Cooperative-Helpful). A third set (outside the circumference of Figure 2) names the extreme level for each of the segments (e.g., A<sub>2</sub>:Dictatorial-Audacious, E<sub>2</sub>:Rancorous-Sadistic, I<sub>2</sub>:Subservient-Spineless, M<sub>2</sub>:Placating-Indulgent). Hence, for example, the entire continuum of segment A actions is designated Dominant, the mild-moderate level is called Controlling-Bold, and the extreme level is named Dictatorial-Audacious.

The detailed taxonomy for the 1982 Circle: Acts Version, which is summarized by Figures 1 and 2, consists of 416 act descriptors in verb-phrase or sentence form. For purposes of comparison with previous Circles and measures, the taxonomy also includes a total of 589 category adjective descriptors. For each of the sixteen segments the number of act descriptors in the taxonomy ranges from 11-15, adjective descriptors from 10-26. Each segment

at both levels is also defined by three corresponding items from the 96-item Check List of Interpersonal Transactions (Kiesler, 1984) which was constructed from the previous 1982 Circle as an acts version measure of interpersonal transactions.<sup>1</sup>

For each segment at each level the taxonomy lists act descriptors under four (a-d) subcategories (only three for segments D and L), providing for both levels a total of 126 subcategories. Figures 1 and 2, as summaries, list only one representative act descriptor for each subclass (a-d) for each segment. Equivalently labeled subclasses for the same-letter segments in Figures 1 and 2 (e.g., A<sup>1a</sup> and A<sub>2a</sub>, E<sub>1a</sub> and E<sub>2a</sub>, etc.) contain descriptors of identical content, but at mild-moderate versus extreme levels of intensity. Similarly, within each Figure items with equivalent subclass labels from segments opposite on each Circle diameter (e.g., A<sub>1a</sub> and I<sub>1a</sub>, E<sub>1a</sub> and M<sub>1a</sub>, etc.) contain respectively descriptors of behaviorally opposite actions.

Comparison of Figures 1 and 2 of the present Acts Version to the Figure for the previous 1982 Circle (Kiesler, 1983) reveals that some segment modification and relabeling has occurred. One revision was to rename the former segment J:Deferent to the present, more precise J:Shirking. A second was to relocate the previous G<sub>1</sub>:Taciturn and G<sub>2</sub>:Unresponsive subclasses and labels to the present F<sup>1</sup> and F<sub>2</sub> segments and to construct entirely new labels and subclasses for segment G:Uninhibited--namely, G<sub>1</sub>:Restrained-Cerebral and G<sub>2</sub>:Constrained-Ruminative. In all, nine of the level one segments (Figure 1) and eleven of the level two segments (Figure 2) have either new or more precise labels.

In my judgment the revised 1982 Circle: Acts Version summarily depicted in Figures 1 and 2 contains significantly more homogeneous and nonoverlapping segment descriptors than does the previous version. Also the taxonomy items, since they are in the form of act descriptors, much more vividly target concrete, overt interpersonal actions than do the mostly adjective descriptors of the previous version. Both these features can facilitate future empirical findings characterized by better fit to circumplex structure (Guttman, 1954) as well as by higher internal consistency and interrater reliabilities. Both features also can facilitate easier application of Circle codings to transactional studies employing sequential or stochastic analysis procedures.

In my judgment also, future revisions of the Interpersonal Circle will need to incorporate at least two new features not present in this latest version. First, if the Circle model is to contribute to more valid understanding of interpersonal behavior, it must systematically incorporate in some fashion the salient situational and temporal factors distinctively relevant to occurrence of acts from the various Circle segments. An important move in this direction is the recent work of Buss and Craik (1980, 1981, 1983). Their act-frequency approach has led to identification of act-

in-context descriptors which are prototypical for categories of interpersonal behavior, thereby anchoring interpersonal assessment in overt acts occurring in specific situations. One outcome of their research may be that the next version of the Interpersonal Circle will consist of prototypical items of an act-in-context form. Second, basic features of nonverbal behavior need also to be included among item descriptors for each of the Circle segments. Descriptors defining the segments of the Circle need to include empirical designations of the specific control and affiliation nonverbal behaviors which covary with each of the sixteen categories. However, it may be some time before nonverbal methodology advances to the point at which this level of precise specification will be possible.

In conclusion, the present 1982 Circle: Acts Version is offered as a more precise, valid, and heuristic model of the Interpersonal Circle than the previous version, while still retaining the latter's major strengths (Kiesler, 1983). Hopefully, it will be able better to fulfil its original purpose as a conceptual-empirical guide to researchers studying the important problems of personality, psychopathology, and psychotherapy from an interpersonal framework.

## Footnotes

1. Copies of the detailed taxonomy for the 1982 Interpersonal Circle: Acts Version as well as copies of the CheckList of Interpersonal Transactions are available from the author.

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## Figure Captions

Figure 1. The 1982 Interpersonal Circle: Acts Version.

Level One (Mild-Moderate) Act Descriptors for Each of the 16 Interpersonal Categories (3 prototypical adjective descriptors for each category are listed in the middle concentric ring).

Figure 2. The 1982 Interpersonal Circle: Acts Version.

Level Two (Extreme) Act Descriptors for Each of the 16 Interpersonal Categories (3 Prototypical adjective descriptors for each category are listed in the middle concentric ring).

Taxonomy for the  
1982 Interpersonal Circle: Acts Version

## A : DOMINANT

A<sub>1</sub>:CONTROLLING-BOLD. This person (a) is eager to take charge of things, often leads conversations, and tells others what to do; (b) pushes hard to get his or her own way, and talks others into doing what he or she wants; (c) is quick to inform or instruct others, to persuade others to his or her viewpoint, and readily offers advice or opinions; (d) finds it easy to stand up to others, to resist opposing stances, and struggles against others' taking charge; and (e) impresses others as being decisive, forceful, and persuasive.

Act Descriptors:

- a. takes charge of things  
leads conversations  
directs activities
- b. pushes hard to get his or her own way  
talks others into doing what he or she wants
- c. informs or instructs others  
persuades others to his or her viewpoint  
offers advice or opinions
- d. stands up to others  
resists opposing stances  
struggles against others taking charge

Conversational Descriptors (CLOIT):

- 1. suggests topics or issues to discuss, or directions or actions to pursue
- 33. expresses firm, strong personal preferences; or stands up for own opinions or positions
- 65. seizes opportunities to instruct or explain things, or to give advice

Adjective Descriptors:

decisive, forceful, persuasive  
active, assertive, bold, compelling, controlling, dominant, firm,  
influential, insistent, leading, strong, willful

## A:DOMINANT

A<sub>2</sub>:DICTATORIAL-AUDACIOUS. This person (a) constantly bosses others around, abruptly interrupts others, "barks out" orders, and can't stop dominating others; (b) insists that others do his or her bidding, and seems unable to stop "steamrolling" others; (c) lectures others continually, and dogmatizes regarding his or her viewpoints; (d) fights to the finish for his or her views, refuses to bend or yield; and forcefully resists anyone telling him or her what to do; and (e) strikes others as being audacious, dictatorial, and overbearing.

Act Descriptors:

- a. bosses others around  
abruptly interrupts others  
barks out orders  
can't stop dominating others
- b. insists that others do his or her bidding  
can't seem to stop "steamrolling" others  
demands compliance with his or her wishes
- c. lectures others continually  
dogmatizes regarding his or her viewpoints
- d. fights to the finish for his or her viewpoints  
refuses to bend or yield  
forcefully resists anyone telling him or her what to do

Conversational Descriptors (CLOIT):

- 17. dominates the flow of conversation, or changes topic, or interrupts and "talks down"
- 49. states preferences, opinions, or positions in a dogmatic or unyielding manner
- 81. overwhelms or "steamrolls" me by his or her arguments, positions, preferences, or actions

Adjective Descriptors:

audacious, dictatorial, overbearing  
autocratic, coercive, despotic, dogmatic, dominating, domineering, headstrong, imperious,  
ironfisted, oppressive, pigheaded, tyrannical

## B:COMPETITIVE

B<sub>1</sub>:AMBITIOUS-CONTENDING. This person (a) works hard on the job at hand, is persistent when first efforts fail, takes on and initiates new projects, and energetically produces and achieves; (b) seeks success and admiration, and is single-minded in pursuing prestige or money; (c) gets others to work toward his or her goals, is adroit at taking credit, and downplays or ignores others' contributions; (d) is eager to take on challenges, and pushes determinedly to win; and (e) impresses others as being aspiring, industrious, and persistent.

Act Descriptors:

- a. works hard on the job at hand  
is persistent when first efforts fail  
takes on and initiates new projects  
energetically produces and achieves
- b. seeks success and admiration  
is single-minded in pursuing prestige or money
- c. gets others to work toward his or her goals  
is adroit at taking credit  
downplays or ignores others' contributions  
is quick to put own interests first
- d. is eager to take on challenges  
pushes determinedly to win  
challenges and competes with others  
is quick to put himself or herself on the line

Conversational Descriptors (CLOIT):

- 12. shows an intense task focus or desire to "get down to business"; or suggests directions or objectives
- 44. questions or expresses reservation or disagreement about the focus or direction of the conversation or course of action
- 76. makes comments that avoid sharing credit with me for good happenings or joint accomplishments; or "plays up" own contributions

Adjective Descriptors:

aspiring, industrious, persistent  
adroit, ambitious, belittling, competitive, contending, deriding, disparaging, energetic,  
enterprising, persevering, productive, steady, striving

## B:COMPETITIVE

B<sub>2</sub>:DRIVEN-RIVALROUS. This person (a) relentlessly pursues the job at hand, can't seem to stop working, doggedly attacks all obstacles, continually plans and initiates new projects, and seems driven to produce and achieve at all costs; (b) lusts after success, prestige, or money; (c) exploits others for personal gain, seizes credit from others, and demands others' contributions; (d) bitterly competes with others, and is single-minded in winning at all costs; and (e) strikes others as being daringly shrewd, driven, and workaholic.

Act Descriptors:

- a. relentlessly pursues the job at hand  
can't seem to stop working  
doggedly attacks all obstacles  
continually plans and initiates new projects  
seems driven to produce and achieve at all costs
- b. lusts after success and prestige
- c. exploits others for personal gain  
seizes credit from others  
demeans others' contributions
- d. bitterly competes with others  
goes out of way to win at all costs  
flaunts challenges to others

Conversational Descriptors (CLOIT):

- 28. works hard to avoid giving me credit for any contribution; or implies or claims that good ideas or suggestions were his or her own
- 60. challenges or disputes my ideas or statements; or attempts to get the better of me or put me down
- 92. makes critical, demeaning, snide, or derisive statements about me, our situation, or our joint task

Adjective Descriptors:

shrewd, driven, workaholic  
conspiring, contemptuous, daring, deprecating, deriding, devaluing, disdainful, exploitative,  
obsessed with success, relentless, rivalrous, scheming, supercompetitive

## C:MISTRUSTING

C<sub>1</sub>:SUSPICIOUS-RESENTFUL. This person (a) doubts others' good intentions, is careful to watch others for harmful intent, often checks up on others, seeks hidden reasons and readily distrusts helpful acts; (b) prefers to conceal his or her own intentions, and frequently evades inquiries about own plans or goals; (c) is quick to claim that he or she is being judged unfairly; (d) tends to accuse others of prying, and finds it difficult to forgive injuries; and (e) impresses others as being calculating, evasive, and untrusting.

Act Descriptors:

- a. doubts others' good intentions  
is careful to watch others for harmful intent  
often checks up on others  
seeks hidden reasons  
readily distrusts helpful acts  
wants proof of others' good intentions  
doubts others' altruistic claims
- b. conceals his or her own intentions  
evades inquiries about own plans or goals  
keeps secrets
- c. claims that he or she is being judged unfairly  
states that others misinterpret his or her actions
- f. accuses others of prying  
finds it difficult to forgive injuries

Conversational Descriptors (CLOIT):

- 7. scans carefully to detect any of my reactions, evaluations, or motives that might have a harmful intent
- 39. claims that I misunderstand, misinterpret, or misjudge his or her intents or actions
- 71. expresses doubt, mistrust, or disbelief regarding my intentions or motives

Adjective Descriptors:

calculating, evasive, untrusting  
crafty, cunning, disbelieving, envious, heedful, incredulous, resentful, sly,  
suspicious, touchy, underhanded, vigilant, watchful, mistrusting

## C:MISTRUSTING

C<sub>2</sub>:PARANOID-VINDICTIVE. This person (a) sees personal danger everywhere, seems driven to expose others' selfish motives, distrusts any helpful action, doubts everyone's loyalty, constantly tests others, and often spies on others; (b) seems compelled to conceal and evade, denounces others for blaming him or her unjustly; (d) reproaches others for plotting against him or her, accuses others of persecuting him or her, and seems unable to forgive even minor injuries or insult; and (e) strikes others as being deceitful, superwary, and vindictive.

Act Descriptors:

- a. sees personal danger everywhere  
seems driven to expose others' selfish motives  
distrusts any helpful action  
doubts everyone's loyalty  
constantly tests others  
often spies on others  
believes the worst of others
- b. endlessly conceals and evades
- c. denounces others for blaming him or her unjustly
- d. reproaches others for plotting against him or her  
accuses others of persecuting him or her  
won't forgive even minor injuries or insults

Conversational Descriptors (CLOIT):

- 23. in response to my inquiries or probings acts evasively as if hiding important secrets
- 55. expresses harsh judgment, "never forgetting," or no forgiveness for my mistakes, weaknesses, or injurious actions
- 87. is bitterly accusatory, suspicious, or disbelieving of me

Adjective Descriptors:

deceitful, superwary, vindictive  
cynical, deceitful, hypervigilant, paranoid, retaliative, skeptical, sneaky, tricky, vengeful

## D:COLD

D<sub>1</sub>:CRITICAL-PUNITIVE. This person (a) is quick to find fault with others, and to judge others strictly; (b) regularly expects best efforts from others, insists on firm discipline, lays down prohibitions, expects exact compliance to rules, and finds it hard to accept excuses; (c) sets tough conditions for his or her acceptance of others, is careful to withhold warmth and approval, and seldom bestows praise; and (d) impresses others as being hard-hearted, strict, and unfeeling.

Act Descriptors:

- a. is quick to find fault with others  
judges others strictly  
finds it hard to "bend" standards in judging others' conduct
- b. regularly expects best efforts from others  
insists of firm discipline  
lays down prohibitions  
expects exact compliance to rules  
finds it hard to accept excuses
- c. sets tough conditions for his or her acceptance of others  
is careful to withhold warmth and approval  
seldom bestows praise

Conversational Descriptors (CLOIT):

- 2. is hesitant to express approval or acceptance of me
- 34. acts in a stiff, formal, unfeeling, or evaluative manner
- 66. expresses stringent, exacting, rigorous standards or expectations of me

Adjective Descriptors:

hard-hearted, strict, unfeeling  
businesslike, cold, critical, demanding, disapproving, evaluative, exacting, faultfinding,  
forbidding, impersonal, punitive, stern, stiff, stringent, uncompromising, unsympathetic

## D:COLD

D<sub>2</sub>:CENSORIOUS-DAMNING. This person (a) judges others harshly and severely, can't seem to stop finding fault, and finds it impossible to ever "bend" his or her standards in judging others' conduct; (b) demands absolute compliance to rules, insists on severe discipline and punishment, condemns others for transgressions, requires that retribution be made, and disdains any excuses; (c) seems incapable of showing acceptance, spurns any show of warmth, and seems incapable of praising anyone; and (d) strikes others as being callous, cold-hearted, and ruthless.

Act Descriptors:

- a. judges others harshly and severely  
can't seem to stop finding fault  
finds it impossible to ever "bend" his or her standards in judging others' conduct
- b. demands absolute compliance to rules  
insists on severe discipline and punishment  
condemns others for transgressions  
requires that retribution be made  
disdains any excuse
- c. seems incapable of showing acceptance  
spurns any show of warmth  
seems incapable of praising anyone

Conversational Descriptors (CLOIT):

- 18. avoids at any cost showing affection, warmth, or approval
- 50. has absolutely no room for sympathy, compromise, or mercy regarding any mistakes, weaknesses, or misconduct
- 82. expresses severe, inflexible, or uncompromising expectations for my conduct

Adjective Descriptors:

callous, cold-hearted, ruthless  
censorious, condemning, cruel, cutting, damning, forbidding, hanging-judge, harsh, heartless, icy, intimidating, iron-hearted, mean, pityless, severe, unapproachable, unmoved

## E:HOSTILE

E<sub>1</sub>:ANTAGONISTIC-HARMFUL. This person (a) frequently is discourteous, often seems to ignore others' feelings, and is quick to take what he or she wants; (b) often complains and quarrels, tends to dispute others' statements, and finds it easy to tell others off; (c) prefers to resist cooperation, to refuse requests from others, and readily obstructs others' activities; (d) seems eager to provoke others, and to annoy and insult them; and (e) impresses others as being irritable, oppositional, and rude.

Act Descriptors:

- a. frequently is discourteous  
often seems to ignore others' feelings  
is quick to take what he or she wants
- b. often complains and quarrels  
disputes others' statements  
finds it easy to tell others off  
is short-tempered
- c. resists cooperation  
refuses requests from others
- d. seems eager to provoke others  
annoys and insults others  
speaks crudely

Conversational Descriptors (CLOIT):

- 13. is quick to resist, not cooperate, or refuse to comply with my requests, directions, appeals, or wishes
- 45. grumbles, gripes, nags, or complains about me, our situation, or our task
- 77. ignores, overlooks, or is inconsiderate of my feelings; or disregards pressures or stresses in my life

Adjective Descriptors:

irritable, oppositional, rude  
antagonistic, aggressive, blunt, contentious, contrary, crude, disagreeable, discourteous,  
disputative, harassing, harmful, hostile, ill-mannered, impolite, impudent, obstructive, offensive,  
quarrelsome, resistant, unappreciative, uncooperative, unfriendly

## E:HOSTILE

E<sub>2</sub>:RANCOROUS-SADISTIC. This person (a) continually violates others' rights, and ruthlessly attacks and assaults others; (b) blatantly defies others, rancorously disputes with them, and rudely screams at and berates others; (c) constantly rebels against directives, belligerently refuses requests for help, and aggressively thwarts others' activities; (d) ridicules and scorns others, seems determined to torment and abuse them, and revels in hurting others; and (e) strikes others as being rebellious, vicious, and vulgar.

Act Descriptors:

- a. violates others' rights  
ruthlessly attacks and assaults others  
totally ignores others' feelings
- b. blatantly defies others  
rancorously disputes with others  
screams at and berates others  
seems constantly angry  
rudely contradicts others  
irascibly explodes
- c. constantly rebels against directives  
belligerently refuses requests for help  
aggressively thwarts others' activities
- d. ridicules and scorns others  
torments and abuses others  
revels in hurting others

Conversational Descriptors (CLOIT):

- 29. is openly antagonistic, oppositional, or obstructive to my statements, suggestions, or purposes
- 61. argumentatively challenges or refutes my statements or suggestions; or "tells me off," "lets me have it" when disagree
- 93. swears at me; or makes abusing, disparaging, damaging, or crude comments to me

Adjective Descriptors:

rebellious, vicious, vulgar  
aggressive, abusive, bellicose, belligerent, boorish, clodish, churlish, crass, disputatious, hateful, malicious, murderous, rancorous, rude, ruthless, sadistic, tormenting, uncouth, violent, violently quarrelsome

## F:DETACHED

F<sub>1</sub>:ALOOF-INDIFFERENT. This person (a) can be expected to disregard others' presence, and to be engrossed in his or her own thoughts; (b) seldom initiates conversation, is slow to speak or respond, and often replies tersely; (c) prefers to remain distant from others, is quick to turn down invitations, and seeks solitary activities; (d) finds it easy to keep things to himself or herself, shuns inquiring into others' affairs, and is careful to guard his or her privacy; and (e) impresses others as being detached, indifferent, and reserved.

Act Descriptors:

- a. disregards others' presence  
is often engrossed in own thoughts  
frequently does not pay attention
- b. seldom initiates conversation  
is slow to speak or respond  
often replies tersely
- c. remains distant from others  
is quick to turn down invitations  
prefers solitary activities  
stays away from groups
- d. keeps things to self  
shuns inquiring into others' affairs  
is careful to guard his or her privacy

Conversational Descriptors (CLOIT):

- 8. shows little attention, interest, curiosity, or inquisitiveness about my personal life, affairs, feelings, or opinions
- 40. remains aloof, distant, remote, or stand-offish from me
- 72. is slow to respond or speak to me; or seems distracted by his or her own thoughts

Adjective Descriptors:

detached, indifferent, reserved  
aloof, close-mouthed, disengaged, disinterested, distant, introverted, introspective, pensive,  
preoccupied, private, remote, reserved, reticent, stand-offish, taciturn, tight-lipped, unconcerned,  
uninvolved, unsociable

## F:DETACHED

F<sub>2</sub>:ESCAPISTIC-UNRESPONSIVE. This person (a) can be counted on to ignore others' presence, remains totally unresponsive, and is constantly lost in his or her own thoughts; (b) refuses to speak or respond, and appears compulsively uncommunicative; (c) avoids others "like the plague," doggedly ignores all social overtures, and becomes totally reclusive; (d) resists intrusions into his or her privacy, is totally disinterested when around others, and relentlessly stays in his or her own private world; and (e) strikes others as being disengaged, hermetic, and mute.

Act Descriptors:

- a. completely ignores others' presence  
remains totally unresponsive  
is constantly lost in own thoughts
- b. refuses to speak or respond  
appears compulsively uncommunicative
- c. avoids others "like the plague"  
ignores all social overtures  
becomes totally reclusive
- d. resists intrusions into his or her privacy  
is totally disinterested when around others  
doggedly stays in own private world

Conversational Descriptors (CLOIT):

- 24. refrains at all costs from close visual or physical contact or body orientation with me
- 56. seems constantly uncomfortable with me as if he or she wants to leave or be by self
- 88. seems totally unmoved, unaffected, or untouched by my comments or actions

Adjective Descriptors:

disengaged, hermetic, mute  
autistic, completely detached, escapist, isolated, reclusive, secluded, totally unconcerned,  
uncommunicative, unresponsive, withdrawn

## G:INHIBITED

G<sub>1</sub>:RESTRAINED-CEREBRAL. This person (a) is careful to withhold clear expressions of his or her views, often equivocates, and can be expected to express indecisive viewpoints; (b) tries to deliberate carefully before speaking, and frequently appears reflective; (c) prefers to be serious and rational, attempts to use words precisely, often seems to preface and qualify his or her statements, and works hard at controlling emotional expressions; (d) easily gets "bogged down" with indecision, and is quick to procrastinate; and (e) impresses others as being cerebral, controlled, and indecisive.

Act Descriptors:

- a. withholds clear expressions of views  
often equivocates  
expresses indecisive viewpoints
- b. deliberates carefully before speaking  
often appears reflective
- c. prefers to be serious and rational  
attempts to use words precisely  
prefaces and qualifies his or her statements  
controls emotional expression  
tries to be undemonstrative of feelings  
speaks unhurriedly and deliberately
- d. easily gets "bogged down" with indecision  
is quick to procrastinate  
frequently delays decision and activity

Conversational Descriptors (CLOIT):

- 3. is careful to speak or act unemotionally or undemonstratively, or with little variation in tone or manner
- 35. works at being careful and precise in his or her statements; or searches for precise words to express thoughts
- 67. is slow to make decisions; or deliberates carefully before acting

Adjective Descriptors:

cerebral, controlled, indecisive  
careful, deliberate, dispassionate, equivocal, inhibited, precise, procrastinating, rational, reflective,  
restrained, serious, thoughtful

## G:INHIBITED

G<sub>2</sub>:CONSTRAINED-RUMINATIVE. This person (a) continually qualifies and hedges on his or her statements, seems to express ambiguous positions on everything, and can't seem to stop vacillating; (b) incessantly ruminates, and is regularly distracted by his or her own endless deliberations; (c) seems driven to be serious and rational at all times, compulsively considers all aspects of a topic, scrupulously weighs his or her choice of words, and seems capable of "snuffing out" any expression of feeling; (d) seems captively indecisive, and endlessly delays decision or action; and (e) strikes others as being always irresolute, constantly ruminative, and constrained.

Act Descriptors:

- a. continually qualifies and hedges on statements  
expresses ambiguous positions on everything  
can't seem to stop vacillating
- b. incessantly ruminates  
gets distracted by own endless deliberations
- c. constantly tries to be serious and rational  
compulsively addresses all aspects of a topic  
scrupulously weighs choice of words  
"snuffs out" any expression of feeling  
speaks in a labored and monotonous tone
- d. seems captively indecisive  
endlessly delays decision or action  
constantly procrastinates

Conversational Descriptors (CLOIT):

- 19. endlessly prefaces or qualifies statements to the place where points being made get lost, or views or positions are unclear or ambiguous
- 51. understates or hedges on evaluations of me, events, or objects; or constantly minimizes expressions of emotion
- 83. endlessly avoids or delays choices, decisions, or actions, or commitment to positions

Adjective Descriptors:

always irresolute, constantly ruminative, constrained  
ambiguous, compulsively indecisive, constantly hedging, continually procrastinating, always qualifying, endlessly reflective, hypercerebral, obsessive, scrupulous, solemn, supercautious, superserious, totally dispassionate, vacillating, wishy-washy, without emotion

## H:UNASSURED

H<sub>1</sub>:SELF DOUBTING-DEPENDENT. This person (a) prefers to stay in the background, and is careful to avoid the "limelight"; (b) often speaks haltingly, readily rattles, and can be expected to embarrass easily; (c) finds it easy to doubt and downplay his or her own abilities, is quick to criticize self, and apologizes frequently; (d) is adroit at relying on others for support, often seems to depend on others, and tends to act "needy"; and (e) impresses mothers as being apologetic, humble, and inconspicuous.

Act Descriptors:

- a. prefers to stay in the background  
is careful to avoid the "limelight"  
works hard at being unpretentious
- b. often speaks haltingly  
readily rattles  
can be expected to embarrass easily
- c. doubts and downplays own abilities  
is quick to criticize self  
apologizes frequently  
expresses inferiority in comparison to others
- d. is adroit at relying on others for support  
readily depends on others  
often acts "needy"

Conversational Descriptors (CLOIT):

- 14. makes self-critical statements, or expresses low self-worth; or apologizes frequently
- 46. readily asks me for advice, help, or counsel
- 78. is unsure or "iffy" about what he or she says; or acts in an uneasy and inept manner; or is easily embarrassed

Adjective Descriptors:

apologetic, humble, inconspicuous  
awkward, bashful, dependent, easily ruffled, embarrassed, humble, "iffy," inept, lacking in self-confidence, maladroit, non-self reliant, self-doubting, shy, unassuming, unassured, uncertain, undemanding, unpretentious, unsure of self, worried

## H:UNASSURED

H<sub>2</sub>:ABASIVE-HELPLESS. This person (a) scrupulously avoids any conspicuous statement or action, and regularly hides or flees from notice; (b) seems continually nervous around people, constantly fumbles his or her words, and comes across as totally inept; (c) continually blames himself or herself, can't seem to stop putting himself or herself down, frequently reproaches and castigates self, and seems to apologize for everything; (d) seems driven to depend on others, and is quick to plead for help; and (e) strikes others as being ashamed of self, self-punishing, and totally inept.

Act Descriptors:

- a. scrupulously avoids any conspicuous statement or action  
hides or flees from notice
- b. is continually nervous around people  
constantly fumbles his or her words  
appears totally inept
- c. continually blames self  
constantly puts self down  
reproaches and castigates self  
apologizes for everything  
insists he or she is worthless
- d. helplessly depends on others  
pleads for help  
always relying on others for assistance and support  
clings to others

Conversational Descriptors (CLOIT):

- 30. urgently solicits my advice, help, or counsel even for everyday troubles or difficulties
- 62. claims he or she is a constant failure, or is helpless, witless, or at the mercy of events and circumstances
- 94. is constantly dissatisfied with self, guilty or depressed; or feels hopeless about the future

Adjective Descriptors:

ashamed of self, self-punishing, totally inept  
abusive, always embarrassed, always guilty, avoids notice, clinging vine, dependent on everyone,  
helpless, hiding in background, self-blaming, self-condemning, self-effacing, feels worthless

## I:SUBMISSIVE

I<sub>1</sub>:DOCILE-TIMID. This person (a) is quick to take direction from others, to follow their lead, and is comfortable in letting others direct conversations; (b) states his or her preferences hesitantly, easily gives in to others' wishes, and backs down quickly; (c) often seeks directives from others, eagerly adopts others' opinions, and readily accepts advice; (d) is quick to agree with others, and to yield to others' viewpoints; and (e) impresses others as being malleable, passive, and timid.

Act Descriptors:

- a. is quick to take direction  
follows others' lead  
lets others direct conversations  
easily obeys
- b. states his or her own preferences hesitantly  
gives in to others' wishes  
backs down quickly
- c. often seeks directives  
adopts others' opinions  
readily accepts advice
- d. is quick to agree with others  
yields to others' viewpoints  
retracts own opinions  
finds it difficult to disagree with others

Conversational Descriptors (CLOIT):

- 9. waits for or follows my lead regarding topics or issues to discuss, directions or actions to pursue
- 41. expresses own preferences hesitantly or weakly; or yields easily to my viewpoints; or backs down quickly when I question or disagree
- 73. is quick to ask me for information, instruction, explanations, or opinions

Adjective Descriptors:

malleable, passive, timid  
acquiescent, compliant, docile, meek, obedient, passive, pliant, submissive, tractable, unresisting,  
weak, wishy-washy, yielding

## I:SUBMISSIVE

I<sub>2</sub>:SUBSERVIENT-SPINELESS. This person (a) is easily led around "by the nose," bows and scrapes around others, and constantly caters to those in charge; (b) can be talked into doing almost anything, spinelessly knuckles under to others' wishes, and seems incapable of standing up to others; (c) regularly seeks directives from others, and endlessly asks permission; (d) sheepishly capitulates to others' views, finds it impossible to talk back, and will agree with almost anything; and (e) strikes others as being cowardly, servile, and spineless.

Act Descriptors:

- a. is easily led around "by the nose"  
bows and scrapes around others  
caters to those in charge  
obeys slavishly
- b. can be talked into doing almost anything  
knuckles under to others' wishes  
seems unable to stand up to others  
can be counted on to back down
- c. constantly seeks directives from others  
endlessly asks permission  
always adopts others' opinions
- d. capitulates to others' views  
seems incapable of talking back  
will agree with almost anything

Conversational Descriptors (CLOIT):

- 25. finds it almost impossible to take the lead, or to initiate or change the topic of discussion
- 57. claims he or she doesn't have an opinion, preference, or position; or that "it doesn't matter," "whatever you want," "I don't know," etc.
- 89. seems unable to assert what he or she wants, or to stand up to me, or to take any opposing position

Adjective Descriptors:

cowardly, servile, spineless  
cringing, endlessly passive, fawning, groveling, kow-towing, lily-livered, obsequious, slavish,  
subservient, sycophantic, toadying, weak-kneed

## J:SHIRKING

J<sub>1</sub>:CONTENT-LACKADAISICAL. This person (a) does just what is necessary, is quick to give up if first efforts fail, is slow to take on responsibility, needs frequent supervision, and seems hesitant to produce or achieve; (b) appears satisfied with his or her present position or status; (c) admires others' achievements, finds it easy to give credit to others, and is eager to compliment others' successes; (d) is careful to avoid challenges, and resists putting self "on the line"; and (e) impresses others as being complimentary, indolent, and unproductive.

Act Descriptors:

- a. does just what is necessary  
is quick to give up if first efforts fail  
is slow to take on responsibility  
needs frequent supervision  
seems hesitant to produce or achieve
- b. appears satisfied with his or her present position or status
- c. admires others' achievements  
finds it easy to give credit to others  
is eager to compliment others' successes
- d. is careful to avoid challenges  
resists putting self "on the line"  
seems uninterested in winning  
shuns competition

Conversational Descriptors (CLOIT):

- 4. finds it difficult to take the initiative; or looks to me for direction or focus; or shows a desire to do "whatever you want"
- 36. is content, unquestioning, or approving about the focus or direction of a given topic of discussion or course of action; or is quick to follow my lead
- 68. shares credit with me for good happenings or joint accomplishments; or points out ways I have been helpful; or "plays down" own contributions

Adjective Descriptors:

complimentary, indolent, unproductive  
admiring, complacent, content, idle, inactive, inconsistent, indifferent, lackadaisical, satisfied, undisciplined, unenterprising, unmotivated

## J:SHIRKING

J<sub>2</sub>:AMBITIONLESS-LAZY. This person (a) complacently lets others do the work, seems incapable of doing anything for self, mostly doesn't even try, requires constant supervision, hides or flees from responsibility, avoids new projects "like the plague," and seems totally disinterested in producing or achieving; (b) couldn't care less about success or prestige; (c) flatters and fawns upon others, and endlessly "butters up" others; (d) adroitly dodges any challenge; and (e) strikes others as being fawning, irresponsible, and lazy.

Act Descriptors:

- a. complacently lets others do the work  
seems incapable of doing anything for self  
mostly doesn't even try  
requires constant supervision  
hides or flees from responsibility  
avoids new projects "like the plague"  
seems totally disinterested in producing or achieving
- b. couldn't care less about success or prestige  
seeks to be ordinary and without aspirations
- c. flatters and fawns upon others  
endlessly "butters up" others  
glorifies others' accomplishments  
deflects any praise for his or her accomplishment

Conversational Descriptors (CLOIT):

- 20. goes out of way to give me credit for contributions, or to admire or praise me for my good ideas or suggestions
- 52. makes statements that are deferentially, softly, or carefully presented as if he or she desperately wants to avoid any implication of disapproval, criticism, or disagreement
- 84. makes flattering or glowing comments about me, our situation, or our joint task

Adjective Descriptors:

fawning, irresponsible, lazy  
aimless, ambitionless, dropout, flattering, goldbricker, goof-off, ingratiating, listless, lethargic, quitter, shirker, slacker, truant, undependable, unreliable, unresourceful, witless

## K:TRUSTING

K<sub>1</sub>:TRUSTING-FORGIVING. This person (a) is unguarded around others, prefers to believe that others have good intentions, finds it easy to trust others, is quick to rely on others' claims, and tends to be taken advantage of by others; (b) readily confides in others, and candidly reveals own intentions and plans; (c) is comfortable in admitting that others are justified when they blame him or her; (d) is slow to accuse others of harmful intent, easily overlooks insults and injuries, and is quick to accept apologies; and (e) impresses others as being candid, naive, and unsuspecting.

Act Descriptors:

- a. is unguarded around others  
prefers to believe that others have good intentions  
finds it easy to trust others  
is quick to rely on others' claims  
tends to be taken advantage of by others  
accepts others' claims at face value
- b. readily confides in others  
candidly reveals own intentions and plans
- c. readily admits others are justified when they blame him or her  
is slow to accuse others of misinterpreting his or her actions
- d. is slow to accuse others of harmful intent  
easily overlooks insults and injuries  
is quick to accept apologies

Conversational Descriptors (CLOIT):

- 15. gazes at me in an open, receptive, trusting, or nonsearching manner
- 47. communicates that I am sympathetic or fair in interpreting or judging his or her intents or actions
- 79. expresses belief or trust in, or reliance upon, my claims about good intentions or motives

Adjective Descriptors:

candid, naive, unsuspecting  
above-board, credulous, forgiving, frank, guileless, heedless, incautious, ingenuous, innocent, sincere, trusting, unbegrudging, unguarded, unsophisticated, unwary

## K:TRUSTING

K<sub>2</sub>:GULLIBLE-MERCIFUL. This person (a) seems oblivious to personal harm, implicitly trusts everyone, believes few persons harm others intentionally, credits everyone with good intentions, and is unbelievably gullible and an "easy mark"; (b) is improbably candid, and will divulge almost anything; (c) goes out of his or her way to exonerate others, and can't stop speaking favorably of everyone; (d) can be counted on to forgive anything, and regularly accepts any apology; and (e) strikes others as being guileless, gullible, and heedless.

Act Descriptors:

- a. seems oblivious to personal harm  
implicitly trusts everyone  
believes few persons harm others intentionally  
credits everyone with good intentions  
is unbelievably gullible and an "easy mark"
- b. is improbably candid  
will divulge almost anything
- c. goes out of his or her way to exonerate others  
can't stop speaking favorably of everyone
- d. can be counted on to forgive anything  
regularly accepts any apology

Conversational Descriptors (CLOIT):

- 31. responds openly, candidly, or revealingly to the point of "telling all"
- 63. expresses unbending sympathy, understanding, or forgiveness for my hurtful or injurious actions
- 95. shows blind faith or polyannish trust in me; or believes almost anything I say

Adjective Descriptors:

guileless, gullible, heedless  
above-board to a fault, all-forgiving, easily duped, honest to a fault, merciful, overtrusting, totally unguarded

## L:WARM

L<sub>1</sub>:APPROVING-PARDONING. This person (a) finds it hard to judge others, demands little of others, and treats others leniently; (b) prefers to impose easy discipline, readily excuses transgressions, and finds it difficult to correct others; (c) finds it easy to express warmth and approval, is quick to accept others, is eager to understand others' problems, to support their good efforts, and is adroit at finding others' good qualities; and (d) impresses others as being affectionate, soft-hearted, and sympathetic.

Act Descriptors:

- a. finds it hard to judge others  
demands little of others  
treats others leniently  
easily "bends" standards in judging others
- b. imposes easy discipline  
readily excuses transgressions  
finds it difficult to correct others  
lays down few prohibitions
- c. readily expresses warmth and approval  
is quick to accept others  
is eager to understand others' problems  
supports others' good efforts  
is adroit at finding others' good qualities

Conversational Descriptors (CLOIT):

- 10. is quick to express approval or acceptance of me
- 42. acts in a relaxed, informal, warm, or nonjudgmental manner
- 74. expresses lenient, soft-hearted, or compassionate standards or expectations of me

Adjective Descriptors:

affectionate, soft-hearted, sympathetic  
 approving, caring, casual, easy, encouraging, forbearing, gentle, lax, lenient, nondemanding,  
 nonjudgmental, pardoning, permissive, tender-hearted, tolerant, understanding, warm

## L:WARM

L<sub>2</sub>:ALL LOVING-ABSOLVING. This person (a) indulges others with lenience, and finds it impossible to judge others; (b) seems totally lax in discipline, can't bring himself or herself to lay down prohibitions, and seems capable of excusing anything; (c) is effusively warm and accepting, finds it easy to accept others unconditionally, is devotedly caring and understanding, goes out of his or her way to praise any good effort, regularly finds something to like in everyone, and seems unable to disapprove of anyone; and (d) strikes others as being all-loving, always lenient, and oversympathetic.

Act Descriptors:

- a. indulges others with lenience  
finds it impossible to judge others  
always "bends" standards in judging others
- b. seems totally lax in discipline  
can't bring self to lay down prohibitions  
seems capable of excusing anything  
is a sentimental pushover
- c. is effusively warm and accepting  
finds it easy to accept others unconditionally  
is devotedly caring and understanding  
goes out of way to praise any good effort  
finds something to like in everyone  
seems unable to disapprove or anyone

Conversational Descriptors (CLOIT):

- 26. constantly expresses approval, affection, or effusive warmth to me
- 58. goes out of way to understand or be sympathetic towards me, or to find something about me to approve of, endorse, or support
- 90. is unwaveringly tolerant, patient, or lenient in regard to his or her expectations for my conduct

Adjective Descriptors:

all-loving, always lenient, oversympathetic  
absolving, affectionate to a fault, always sweet, a pushover, condoning, effervescently warm,  
endlessly caring, endlessly understanding, exonerating, fond of everyone, loves everyone, pardons  
anything

## M:FRIENDLY

M<sub>1</sub>:COOPERATIVE-HELPFUL. This person (a) tries hard to be thoughtful of others, and is careful to respect others' rights; (b) can be expected to speak softly and tactfully, finds it easy to remain patient with irritations, works to smooth over disagreements, and is difficult to rile; (c) cooperates easily, is ready to do his or her part, and seems eager to accede to requests from others; (d) seeks to comfort others, and is quick to offer help; and (e) impresses others as being courteous, pleasant, and supportive.

Act Descriptors:

- a. tries hard to be thoughtful of others  
is careful to respect others' rights  
treats other considerately  
avoids any deliberate offense
- b. speaks softly and tactfully  
remains patient with irritations  
smoothes over disagreements  
is difficult to rile
- c. cooperates easily  
is ready to do his or her part  
readily accedes to requests from others
- d. seeks to comfort others  
is quick to offer help  
is ready to provide assistance

Conversational Descriptors (CLOIT):

- 5. is receptive and cooperative to my requests, directions, appeals, or wishes; or is quick to assist or work together with me
- 37. expresses appreciation, delight, or satisfaction about me, our situation, or our task
- 69. is attentive to, considerate or solicitous of my feelings, or sensitive to pressures or stresses in my life

Adjective Descriptors:

courteous, pleasant, supportive  
accommodating, agreeable, comforting, congenial, considerate, cooperative, cordial, discreet,  
friendly, good-natured, gracious, grateful, helpful, obliging, polite, soft-spoken, supportive,  
tactful, unselfish, well-mannered

## M:FRIENDLY

M<sub>2</sub>:PLACATING-INDULGENT. This person (a) scrupulously considers others' feelings first, and goes out of his or her way to respect others' rights; (b) is soft-spoken no matter the provocation, seems incapable of complaining or griping, can be counted on to defuse tense situations, and seems impossible to rile; (c) constantly does more than his or her part, and can't seem to stop accommodating others; (d) compulsively spends energy doing for others, regularly self-sacrifices for others, and indulges and dotes on others; and (e) strikes others as being overcivil, selfless, and always succorant.

Act Descriptors:

- a. always considers others' feelings first  
goes out of way to respect others' rights
- b. is soft-spoken no matter the provocation  
seems incapable of complaining or griping  
can be counted on to defuse tense situations  
seems impossible to rile
- c. constantly does more than his or her part  
can't seem to stop accommodating others  
seems unable to say "no" to any request
- d. compulsively spends energy doing for others  
readily self-sacrifices for others  
indulges and dotes on others  
constantly ministers to everyone

Conversational Descriptors (CLOIT):

- 21. inconveniences self or sacrifices to contribute, help, assist, or work cooperatively with me
- 53. seems always to agree with or accommodate me; or seems impossible to rile
- 85. makes unconditionally supportive, encouraging, endorsing, comforting, or bolstering comments to me

Adjective Descriptors:

overcivil, selfless, always succorant  
always accommodating, always friendly, always gracious, consoling, considerate of everyone,  
constantly ministering, continually nurturant, devoted, doting, hypercivil, indulgent, obliging to a  
fault, placating, self-sacrificing, superpolite

## N:SOCIABLE

N<sub>1</sub>:OUTGOING-RESPONSIVE. This person (a) is quick to notice and acknowledge others, eagerly initiates contact with others, and seeks to make others feel welcome; (b) is comfortable at initiating conversations, and chats easily with others; (c) is eager to seek others' company, to invite others to participate in activities, attempts to mix widely, and enjoys being with others; (d) is adroit at inquiring into others' activities, and is ready to relate his or her own experiences; and (e) impresses others as being approachable, interested, and neighborly.

Act Descriptors:

- a. is quick to notice and acknowledge others  
eagerly initiates contact with others  
seeks to make others feel welcome
- b. is attentive to others' conversation  
readily initiates conversations  
chats easily with others  
frequently gossips
- c. eagerly seeks others' company  
invites others to participate in activities  
mixes widely  
enjoys being with others  
participates in social activities
- d. inquires into others' activities  
is quick to relate own experiences

Conversational Descriptors (CLOIT):

- 16. inquires into or expresses attention, interest, or curiosity about my personal life, affairs, feelings, or opinions
- 48. is absorbed in, attentive to, or concentrates intensely on what I say or do
- 80. initiates greetings, chats easily, or shows enjoyment in being with or talking to me

Adjective Descriptors:

approachable, interested, neighborly  
companionable, convivial, disclosing, eager, engaged, chatty, extraverted, hospitable, involved,  
outgoing, responsive, sociable

## N:SOCIABLE

N<sub>2</sub>:MONOPHOBIC-INTRUSIVE. This person (a) goes out of his or her way to greet and chat with others, seems driven to seek others' company, and can't seem to tolerate being alone; (b) is continually initiating conversations, and seems always to be talking to someone; (c) is constantly participating in social activities, regularly invites others to share his or her activities, and parties endlessly; (d) incessantly pries and "noses" into others' business, can't seem to stop broadcasting his or her own experiences, and finds it impossible to stop gossiping; and (e) strikes others as being always available, intrusive, and monophobic.

ct Descriptors:

- a. goes out of way to greet and chat with others  
seems driven to seek others' company  
can't seem to tolerate being alone
- b. is continually initiating conversations  
seems always to be talking to someone
- c. is always participating in social activities  
continually invites others to share his or her activities  
parties endlessly  
constantly seeks others' company
- d. pries and "noses" into others' business  
can't seem to stop broadcasting own affairs  
seems unable to stop gossiping

Conversational Descriptors (CLOIT):

- 32. continually stands, sits, moves, or leans toward me to be physically close
- 64. finds it difficult to leave me; or goes out of way to secure more and more of my company
- 96. seems totally engrossed in me; or is constantly moved, affected, or responsive to my comments or actions

Adjective Descriptors:

always available, intrusive, monophobic  
always joining, always with others, continually nosey, constantly partying, festive, constantly fraternizing, frenetically gregarious, gossipy, hypersociable, meddlesome

## O:EXHIBITIONISTIC

O<sub>1</sub>:SPONTANEOUS-DEMONSTRATIVE: This person (a) finds it easy to express his or her viewpoints, and to take clear stands on issues; (b) often seems to talk on and on, and his or her statements frequently just "pop out"; (c) is adroit at embellishing stories, can be expected to exaggerate and dramatize, is comfortable making "loaded" statements, readily drops in startling comments, and his or her conversation regularly is emotionally charged; (d) tends to make hasty decisions, and is quick to jump into action; and (e) impresses others as being dramatic, perky, and uninhibited.

Act Descriptors:

- a. readily expresses his or her viewpoints  
takes clear stands on issues
- b. tends to talk on and on  
his or her statements often "pop out"
- c. is adroit at embellishing stories  
exaggerates and dramatizes  
makes "loaded" statements  
drops in startling comments  
his or her conversation is emotionally charged
- d. makes hasty decisions  
is quick to jump into action

Conversational Descriptors (CLOIT):

- 11. speaks or acts emotionally or melodramatically, or with much variation in tone or manner
- 43. makes comments or replies that "pop out" quickly and energetically
- 75. makes hasty decisions; or jumps into new activities with little premeditation

Adjective Descriptors:

dramatic, perky, uninhibited  
bubbly, demonstrative, elaborating, emotional, enthusiastic, exaggerating, exhibitionistic, hasty, lively, loquacious, outspoken, passionate, spontaneous, startling, unrestrained

## O:EXHIBITIONISTIC

O<sub>2</sub>:IMPULSIVE:HISTRIONIC. This person (a) can't seem to stop blurting out his or her viewpoints, and constantly takes extreme stands; (b) seems compelled to monopolize conversations, and blithely bolts from one topic to another; (c) unabashedly exaggerates, seems driven to dramatize, wears feelings on his or her sleeve, endlessly embellishes stories, and can't resist making startling statements; (d) seems constantly excitable and impetuous, and is impulsive to a fault; and (e) strikes others as being flamboyant, melodramatic, and unbridled.

Act Descriptors:

- a. continually blurts out his or her viewpoints  
constantly takes extreme stands
- b. seems compelled to monopolize conversations  
blithely bolts from one topic to another
- c. unabashedly exaggerates  
seems driven to dramatize  
wears feelings on his or her sleeve  
endlessly embellishes stories  
can't resist making startling statements  
can't stop captivating or entertaining others
- d. seems constantly excitable and impetuous  
is impulsive to a fault

Conversational Descriptors (CLOIT):

- 27. makes startling or "loaded" comments; or takes liberties with facts to embellish stories
- 59. constantly overstates evaluations of me, events, or objects; or exaggerates expression of his or her feelings
- 91. seems compelled to act out feelings with me, or impulsively to jump into new actions or activities

Adjective Descriptors:

flamboyant, melodramatic, unbridled  
bombastic, erratic, excitable, high-spirited, histrionic, impetuous to a fault, impulsive, outrageous, rash, scattered, scatter-brained, shocking, volatile

## P:ASSURED

P<sub>1</sub>:CONFIDENT-SELF RELIANT. This person (a) is eager to be noticed, is quick to speak or act pretentiously, and often acts forwardly in public; (b) is adroit at remaining composed and unruffled, and expresses his or her views confidently; (c) finds it easy to turn conversation to his or her own activities, to comment on his or her own accomplishments, often seems satisfied with himself or herself, and finds it difficult to apologize to others; (d) can be expected to rely on himself or herself, and shuns asking others for help; and (e) impresses others as being forward, independent, and proud.

Act Descriptors:

- a. is eager to be noticed  
speaks or acts pretentiously  
acts forwardly in public  
likes to be "on stage"
- b. remains composed and unruffled  
expresses view confidently  
speaks assuredly  
radiates confidence and resolution
- c. turns conversations to his or her own activities  
comments on own accomplishments  
often seems satisfied with self  
makes self-complimentary statements
- d. is quick to rely on self  
shuns asking others for help  
finds it difficult to apologize to others

Conversational Descriptors (CLOIT):

- 6. expresses pleasure in self; or comments on own accomplishments, awards, or successes
- 38. is quick to rely on own resources to make decisions or solve problems
- 80. speaks or acts in a composed or graceful manner, confident about what he or she says, remaining calm and unruffled

Adjective Descriptors:

forward, independent, proud  
assured, autonomous, calm, confident, competent, firm in convictions, pleased with self, poised,  
resolute, self-composed, self-reliant, self-satisfied, self-sufficient, unruffled

## P:ASSURED

P<sub>2</sub>:ARROGANT-SELF CONTAINED. This person (a) usurps the center of attention, is presumptuously forward, and seems constantly to "put on airs"; (b) can't resist speaking or acting brazenly or cockily, and seems impossible to embarrass; (c) is inordinately enamored of self, appears incapable of self-criticism, can't seem to stop bragging and boasting, and seems enthralled with his or her own words; (d) seems driven to rely totally on himself or herself, and can't bring self to ask for help with anything; and (e) strikes others as being cocky and pushy, egotistical, and self-contained.

Act Descriptors:

- a. usurps the center of attention  
is presumptuously forward  
constantly puts on "airs"  
"struts" about in public
- b. speaks or acts brazenly or cockily  
seems impossible to embarrass  
is undeflatedly cocksure of his or her viewpoints
- c. is inordinately "full of self"  
appears incapable of self-criticism  
can't seem to stop bragging and boasting  
seems enthralled with his or her own words
- d. has to rely totally on self  
can't bring self to ask for help  
flaunts his or her autonomy

Conversational Descriptors (CLOIT):

- 22. is cocky about own positions or decisions; or makes it abundantly clear he or she can do things by self; or avoids any hint that I can help
- 54. brags about achievements, successes, or good-fortune; or "puts on airs" as if in complete control of his or her life
- 86. acts as if excessively "full of self," or as feeling special or favored, or as cocksure of his or her future

Adjective Descriptors:

cocky and pushy, egotistical, self-contained  
arrogant, boastful, brassy, brazen, cocksure, conceited, full of self, haughty, imperturbable,  
ostentatious, presumptuous, rigidly autonomous, self-aggrandizing, shameless, snobbish, swell-  
headed, overconfident, unblushing, unflappable