

The first step in the analysis of the intercorrelations between the 22 traits was an estimate of the communalities. The first estimate was the highest absolute value of the correlation coefficients in each of the successive columns of the correlation matrix. These values were checked by two successive factorings by the centroid method. These estimates are given below and it will be seen that the two last estimates are in agreement within $\pm .06$.

Table XXXI.

Successive Estimates of the Communalities.

Trait	Highest r	1	2
1	.71	.71	.71
2	.64	.64	.66
3	.71	.57	.57
4	.51	.58	.56
5	.61	.60	.58
6	.67	.70	.68
7	.34	.38	.34
8	.54	.58	.61
9	.64	.62	.68
10	.52	.52	.49
11	.67	.73	.77
12	.58	.66	.65
13	.62	.61	.57
14	.58	.55	.52
15	.55	.54	.52
16	.30	.30	.28
17	.48	.48	.49
18	.54	.64	.65
19	.51	.58	.59
20	.55	.57	.55
21	.48	.52	.52
22	.61	.61	.58

The final orthogonal factor matrix obtained by the centroid method of factoring had 6 factors and is given in Table XXXII. In this factoring the diagonal entries were the communalities given in column 1 above. A frequency distribution of the sixth factor residuals is given in Table XXXIII.

Table XXXII.

Orthogonal Factor Matrix F.

	I	II	III	IV	V	VI
1	-.38	.51	.34	.27	-.11	-.33
2	-.50	.33	-.12	.32	.29	.32
3	-.30	.45	.34	.10	-.21	-.33
4	-.38	-.50	-.34	-.21	-.08	.02
5	.67	.24	-.18	-.18	-.05	.08
6	-.77	.16	-.09	.05	-.15	.16
7	.10	-.49	.12	.05	.27	.06
8	.41	.16	.56	-.26	-.17	.07
9	-.57	.26	.15	.22	.24	.40
10	.53	.11	-.24	.33	-.12	-.14
11	.68	-.39	.20	.11	.29	-.14
12	.64	-.06	-.30	.21	-.32	.04
13	.65	-.26	.11	.24	.07	-.09
14	-.63	-.18	.25	-.11	.08	-.10
15	-.31	-.54	.23	-.18	-.09	.13
16	.19	-.45	-.02	.19	-.04	-.02
17	.23	.50	-.26	-.16	.25	-.18
18	-.47	-.18	-.60	-.11	.15	-.06
19	-.25	.21	-.54	-.20	.20	-.33
20	-.46	-.42	.35	-.14	-.13	.06
21	.50	.31	.18	-.30	-.02	.22
22	.55	.46	-.11	-.21	.07	.05

Table XXXIII.

Frequency Distribution of the Sixth Factor Residuals.

Residual.	Frequency.
-.14	2
-.13	0
-.12	2
-.11	2
-.10	6
-.09	8
-.08	6
-.07	24
-.06	24
-.05	30
-.04	52
-.03	32
-.02	62
-.01	32
.00	56
.01	44
.02	22
.03	28
.04	10
.05	8
.06	6
.07	4
.08	0
.09	2

N = 462

The orthogonal factor matrix F was rotated by the method of radial rotation. The transformation matrix Λ and the resulting oblique factor matrix V are given below:

Table XXXIV.

Transformation Matrix Λ .

	A	B	C	D	E	F
I	.186	.252	.386	-.116	-.080	-.101
II	-.180	.291	.645	.344	.255	.216
III	.331	-.466	.178	.442	-.483	.057
IV	.180	.607	-.525	.393	-.157	.503
V	.829	-.420	.212	-.122	.070	.546
VI	-.321	.228	.288	-.710	-.471	.624

Table XXXV.

Oblique Factor Matrix V.

	A	B	C	D	E	F
1	.01	.04	-.02	.72	.04	.04
2	.00	.18	-.02	-.02	.18	.63
3	-.07	-.03	.04	.64	-.02	-.12
4	-.20	-.18	-.43	-.36	.04	-.22
5	-.08	.25	.49	-.20	.04	-.09
6	-.37	.02	-.22	.03	-.03	.15
7	.36	-.24	-.21	-.18	-.05	.10
8	.02	-.19	.48	.12	-.37	-.15
9	.01	-.01	.02	.00	-.02	.61
10	.00	.51	-.01	.11	.03	-.03
11	.57	-.12	.01	-.02	-.01	-.02
12	-.21	.56	-.01	-.13	-.19	-.14
13	.33	.14	-.03	.03	-.13	-.01
14	.08	-.45	-.27	.14	.01	-.04
15	-.02	-.41	-.30	-.19	-.34	-.13
16	.12	.06	-.33	-.09	-.17	-.06
17	.10	.08	.45	.06	.51	.01
18	-.13	-.04	-.33	-.29	.43	-.04
19	-.03	-.04	.00	-.01	.66	-.16
20	-.05	-.42	-.32	-.02	-.32	-.10
21	-.04	.00	.64	-.14	-.12	.00
22	-.01	.17	.63	-.08	.18	.00

Interpretation of the Factors.

Factors B, C and E in the V matrix (Table XXXV) are very similar to three of the factors obtained from the positive pole matrix. We shall interpret these first. For ready reference in the interpretation, a list of the negative pole traits together with their respective code numbers is given overleaf:

Negative Pole Traits with Code Numbers.

1 Disagreeable	12 Cautious
2 Depressed	13 Sedate
3 Unco-operative	14 Quitter
4 Indecisive	15 Procrastinator
5 Undemonstrative	16 Slow Worker
6 Emotionally Unstable	17 Avoids Company
7 Lethargic	18 Lacking in Confidence
8 Indifferent	19 Socially Uneasy
9 Moody	20 Spasmodic Worker
10 Serious	21 Detached
11 Placid	22 Uncommunicative

Factor B has large positive loadings of .56 on 12 (Cautious) and .51 on 10 (Serious) with a smaller loading of .25 on 5 (Undemonstrative). There are high negative loadings of -.45 on 14 (Quitter), -.42 on 20 (Spasmodic Worker) and -.41 on 15 (Procrastinator). There is a picture of cautious, serious and somewhat undemonstrative behaviour combined with persistent, steady and willing work.

In this factor the loadings are on exactly the same behaviour traits as those involved in Factor A from the positive pole matrix, though here we are dealing with the opposite poles of the continua. The loadings for both factors are given below and it will be seen that there is a striking similarity between them:

Factor B (Negative Pole)			Factor A (Positive Pole)		
Code Number	Trait	Loading	Code Number	Trait	Loading
12	Cautious	+.56	12	Impulsive	-.56
10	Serious	+.51	10	Happy-go-lucky	-.32
5	Undemonstrative	+.25	5	Demonstrative	-.42
14	Quitter	-.45	14	Persevering	+.45
20	Spasmodic Worker	-.42	20	Steady Worker	+.47
15	Procrastinator	-.41	15	Prompt Starter	+.29

This factor is directly interpreted from the corresponding factor in the previous matrix. For the sake of uniformity the factors will be designated according to the positive loadings (this procedure was also adhered to for the previous matrix) and is accordingly designated Secondary Function.

Mention may be made here of the fact that the interpretation of the factors has been based on the total pattern of behaviour indicated by the combination of loadings for the factor, rather than as a mere summation process of the behaviour characteristics indicated

by each successive loading.

This is necessary because the test items in the analyses are single descriptive adjectives which might be interpreted in slightly different ways by the raters for the experimental population. It is essential, therefore, to study the combination of loadings to determine the type of behaviour the traits could have in common and why they cohere.

In Factor A above, it seems likely that traits 14, 20 and 15 have been interpreted in terms of a steady cautious approach as opposed to a quick and changeable one. One might have expected the behaviour characteristics described by these traits to be included in factors concerned with driving force such as the Activity factors. It will be seen in the discussion of the following factor from the negative pole matrix, which is designated Activity, that this combination of traits does appear though with relatively small loadings. The combination does not appear in the Activity factor from the positive pole matrix and it will be seen that in two other Activity factors, which will be discussed later, that this combination does not appear though trait 20 appears alone with a small loading in one of them.

It could well be that these particular behaviour characteristics are determined both by Function and Activity, but the experimental results indicate that they are more closely associated with Function and there is evident justification for describing Factor A as a Function factor.

Factor C has high positive loadings of .64 on 21 (Detached), .63 on 22 (Uncommunicative), .49 on 5 (Undemonstrative), .48 on 8 (Indifferent), and .45 on 17 (Avoids Company). It has negative loadings of -.43 on 4 (Indecisive), -.53 on 18 (Lacking in Confidence), -.33 on 16 (Slow Worker), and -.32 on 20 (Spasmodic Worker). There are smaller negative loadings of -.30 on 15 (Procrastinator), -.27 on 14 (Quitter), -.21 on 7 (Lethargic) and -.22 on 6 (Emotionally Unstable). This factor is very similar to the Factor C obtained from

the previous matrix¹ which was described as a picture of vigorous, keen and confident behaviour responses unhampered by emotional complexity with neglect of genial social contacts and the lighter side of life. For the sake of comparison the loadings of the two factors are given below:

Factor C (Negative Pole)			Factor C (Positive Pole)		
Code Number	Trait	Loading	Code Number	Trait	Loading
21	Detached	+.64	21	Sympathetic	zero
22	Uncommunicative	+.63	22	Talkative	-.32
5	Undemonstrative	+.49	5	Demonstrative	-.11
8	Indifferent	+.48	8	Enthusiastic	zero
17	Avoids Company	+.45	17	Seeks Company	-.52
4	Indecisive	-.43	4	Decisive	+.42
18	Lacking in Confidence	-.33	18	Self-confident	+.42
16	Slow Worker	-.33	16	Quick Worker	+.13
20	Spasmodic Worker	-.32	20	Steady Worker	zero
15	Procrastinator	-.30	15	Prompt Starter	zero
14	Quitter	-.27	14	Persevering	zero
7	Lethargic	-.21	7	Energetic	+.22
6	Emotionally Unstable	-.22	6	Emotionally Stable	+.38

Traits 22, 5, 17, 4, 18, 16, 7 and 6 are involved in both factors and the signs of the loadings are quite consistent. In addition 21 (Detached) and 8 (Indifferent) appear in Factor C from the negative pole matrix: these traits emphasise the indifference to the social side of life which is evident in both factors. In addition there are small negative loadings on 20 (Spasmodic Worker), 15 (Procrastinator) and 14 (Quitter) which can fit in with the vigorous and hard-working behaviour responses in the factor. In short, there is a consistent elaboration of the previous Factor C and this one is also designated Activity. It must be recognised, however, that this factor is not precisely the same as the Heymans-Wiersma Activity Factor. The results of three separate factorial studies indicate the possibility of social indifference combined with the vigorous, keen, persistent, unhampered and confident responses which characterise the Heymans-Wiersma Activity Factor. We must, therefore, either accept the fact that social indifference is an integral part of the Activity Factor or, (which seems much more,

¹ Chapter VI, p. 96, Table XXVIII.

likely since social behaviour is an acquired personality attribute) that social indifference is a personality development often found in conjunction with the basic behaviour responses of the Activity Factor. This personality development could be quite aptly described as the "Strong Silent Man" type.

Factor E has high positive loadings of .66 on 19 (Socially Uneasy), .51 on 17 (Avoids Company) and .43 on 18 (Lacking in Confidence) with negative loadings of -.37 on 8 (Indifferent), -.34 on 15 (Procrastinator), -.33 on 20 (Spasmodic Worker) and a smaller negative loading of -.17 on 16 (Slow Worker). It is interesting to note that in Factor C above, social indifference was combined with self-confidence. In this factor the highest loadings are on 19 (Socially Uneasy), 17 (Avoids Company) and 18 (Lacking in Confidence). In other words "Lacking in Confidence" is combined with the social attributes. This is not social indifference, but clearly social unease and possibly social maladjustment in combination with good work habits, but with a tendency to impulsiveness. It is quite likely that the work-emphasis is a compensation for social maladjustment. In other words, the activity evident in this factor is a compensation activity stemming from anxiety and maladjustment. This factor has much in common with Factor F obtained from the previous matrix. Their respective loadings are given below:

Factor E (Negative Pole)			Factor F (Positive Pole)		
Code Number	Trait	Loading	Code Number	Trait	Loading
19	Socially Uneasy	+.66	19	Socially at Ease	+.51
17	Avoids Company	+.51	17	Seeks Company	+.43
18	Lacking in Confidence	+.43	18	Self-confident	+.32
8	Indifferent	-.37	8	Enthusiastic	zero
15	Procrastinator	-.34	15	Prompt Starter	-.32
20	Spasmodic Worker	-.33	20	Steady Worker	-.10
12	Cautious	-.19	12	Impulsive	-.28
16	Slow Worker	-.17	16	Quick Worker	-.55

In the previous chapter this Factor F was described as a "Social Butterfly" type of personality development. "The behaviour responses are those of the socially-comfortable, pleasure-

seeking individual who is slow and dawdling as far as physical output and work is concerned."¹ This is the behaviour which is evident for the other end of the continuum of Factor E which would correspond to reversing the positive and negative loadings, or of designating the factor according to the negative loadings. For the sake of uniformity, however, we shall designate the factor according to the positive loadings and will describe it as Compensation Activity.

Factor A is perhaps one of the most interesting of these six factors. It has a high positive loading of .57 on 11 (Placid) and smaller positive loadings of .36 on 7 (Lethargic) and .33 on 13 (Sedate). It has only one negative loading (-.37) which is on 6 (Emotionally Unstable).

A coherent pattern of behaviour is evident here: there is emotional adjustment combined with complete placidity. In other words the behaviour is adjustive but shows no affect. This factor may very well be complementary to Factor B from the positive pole matrix. For the sake of convenience Factor B is reproduced below:

Factor B (Positive Pole)

Code Number	Trait	Loading
2	Cheerful	+.56
9	Even-tempered	+.46
6	Emotionally Stable	+.42
1	Agreeable	+.30
10	Happy-go-lucky	+.23
11	High-strung	-.60
12	Impulsive	-.56
5	Demonstrative	-.41

The highest loading is the negative one on High-strung, combined with a positive loading on Emotionally Stable, there are also negative loadings denoting controlled responses. In addition, there are loadings on traits denoting positive affect.

It seems quite likely that there exists a behaviour continuum of adjustive responses varying from adjustive responses combined with a negative affect tone to adjustive responses with no

affect. If this is the case, Factor B from the positive pole would be better named Adjustment with Positive Affect, as it was suggested during the discussion of that factor, and Factor A from the negative pole matrix designated Adjustment with No Affect.

For practical purposes of temperament assessment, however, one cannot confine the assessment of emotionality to an adjustment continuum which varies from positive affect to no affect. We know from clinical experience that there are emotional responses accompanied by negative affect, for example, disagreeableness and depression have as strong a claim to being concomitants of an emotional state as agreeableness and cheerfulness. We know too that there are individuals whose feelings are not allowed free expression. There is no overt expression of joy or pleasure or of anger or disappointment, yet we know by their tenseness, jerky movements, excessive perspiration, jagged and breathless speaking, or any of these in combination, that they are experiencing some emotion. A scheme of temperament assessment which is at all adequate must take all these aspects of emotionality into account.

Reviewing the experimental results we find the following:

(1) The Preliminary Investigation. There were two factors (Factor A in the first and alternate rotations) designated Emotionally Stable which had in common adjustive responses combined with a positive affect tone denoted by agreeableness and friendliness.¹ There was also a factor (Factor D) designated Emotionally Unstable characterised by non-adjustive responses combined with thinking introversion and a negative affect tone denoted by depression.²

(2) The Experimental Results (Positive Pole). Factor B from the positive pole was very similar to Factor A above. It was also characterised by adjustive responses and a positive affect

1 Chapter IV, pp. 68, 72.

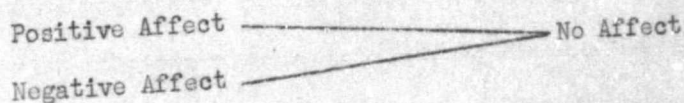
2 Chapter IV, p. 70

tone and was designated Emotionally Stable.¹ Factor D from the positive pole was a compound designated Primary Function and Emotionally Unstable.²

(3) The Experimental Results (Negative Pole). There was no emotionality factor complementary to the one from the positive pole matrix (i.e. which had similar loadings on the same variables) as there was for the Function and Activity factors. In other words, there was no emotionality factor with loadings on a combination of behaviour characteristics such as Depressed, Moody, Emotionally Unstable, Disagreeable and High-strung, which would have been similar to the Emotionally Unstable factor in the Preliminary Investigation. There is, however, a factor (Factor A) which is characterised by emotional adjustment with placidity and no affect,³

It seems a reasonable conclusion that it would not be meaningful to describe emotionality in terms of a variation from positive affect tone to negative affect tone which would have been indicated had we obtained complementary factors including positive and negative affect respectively from the positive and negative pole matrices. It seems more feasible that the opposite pole of the continua for both positive and negative affect would be no affect. Such a rating scale could be represented diagrammatically as follows:

Figure VI.



Such a scheme would not be at variance with psychological theory or with the results of this investigation. Certainly the experimental evidence in this investigation is not conclusive in this respect, but does allow of this scheme being advanced as a reasonable hypothesis.

1 Chapter VI, p. 97

2 Chapter VI, p. 98

3 Chapter VII, p. 114

is usually associated with adjustment, negative affect with maladjustment and inhibited emotionality with agitated maladjustment, thus the axis XYZ may be a variation in the adjustment of emotional responses.

It is difficult to conceive of responses which are not accompanied by any sort of affect tone (i.e. where there is complete placidity) as being other than adjustive. There would, therefore, be no adjustment continuum for responses with no affect, which would have been indicated by a vertical axis through Q in the diagram.

These hypotheses should be tested in a new factorial study constructed specifically to cover the area of emotional and non-emotional behaviour responses.

The remaining factors from the negative pole matrix are not particularly interesting. Factor D has a high positive loading of .72 on 1 (Disagreeable) and .64 on 3 (Unco-operative), combined with smaller negative loadings of -.36 on 4 (Indecisive) and -.29 on 18 (Lacking in Confidence). This is a fairly common type of personality development. It describes the individual who is decisive and confident and who will get his own way to the point of disagreeableness and unco-operativeness. There is no corroborative evidence for this factor from the previous matrix and it can only be tentatively designated as Domineering.

The last factor, Factor F, is a doublet with only two high loadings, these are positive loadings of .63 on 2 (Depressed) and .61 on 9 (Moody). These two traits do not appear in any of the other factors. Doublets are factorially indeterminate and all that can be said is that traits 2 and 9 have all their variance in common.

The correlations between the primary factors were calculated as shown in the previous chapter and are given overleaf:

Table XXXVI.

Correlations Between the Primary Factors.

		Adjust- ment with No Affect A	Secon- dary Function B	Activity C	Domi- neering D	Compen- sation Activity E	Depressed and Moody F
Adjustment with No Affect	A	1.000					
Secondary Function	B	.645	1.000				
Activity	C	.217	.263	1.000			
Domineering	D	-.450	-.323	.041	1.000		
Compen- sation Activity	E	-.455	-.151	-.190	.114	1.000	
Depressed and Moody	F	-.621	-.571	-.247	.410	.221	1.000

These correlations are logical in the light of the interpretation of the factors. Factor A (Adjustment with No Affect) has positive correlations of .645 with Secondary Function and .217 with Activity. This is satisfactory since Secondary Function on Heymans' view is negatively associated with Emotionality¹ or affect and because other things being equal, Secondary Function facilitates adjustment. Activity, too, facilitates adjustment and counteracts emotional complexity. One might, in fact, have expected a higher correlation with the Activity Factor. Factor A has a negative correlation of -.450 with Domineering which is only to be expected since the Domineering factor has loadings on such behaviour traits as Disagreeable and Unco-operative.² It has a negative correlation of -.455 with Factor E which is described as Compensation Activity. In a discussion of this factor it was suggested that this activity stemmed from anxiety and maladjustment³ and one would, therefore,

1 Chapter VI, p. 100

2 Chapter VII, p. 118

3 Chapter VII, p. 113

expect a negative correlation with an adjustment factor such as Factor A. Factor A had a large negative correlation of $-.624$ with the doublet Depressed and Moody which requires no further explanation.

Factor B (Secondary Function) has a positive correlation of $.263$ with the Activity factor. This association was found between these factors from the positive pole matrix and has also been mentioned by both Heymans and Biesheuvel.¹ Heymans also considered that Secondary Function was negatively associated with Emotionality and Factor B has negative correlations of $-.323$ and $-.571$ with the Domineering and Depressed and Moody factors respectively which both include negative affect.

Factor C (Activity) has also a negative correlation of $-.247$ with Depressed and Moody which is quite logical and a smaller negative correlation of $-.190$ with Factor E (Compensation Activity) which is due to the maladjustive elements in this factor. This correlation emphasises the difference in these Activity factors. Factor C has a low correlation of $.041$ with Domineering and there is no reason why it should be either positively or negatively associated with this factor.

As is to be expected Domineering (which includes negative affect) has a large positive correlation of $.430$ with Depressed and Moody, and Depressed and Moody has also a positive correlation of $.221$ with Compensation Activity which may be due to the maladjustive elements in the latter or to its emotional colouring which is indicated by a negative loading of $-.37$ on Indifferent.

As a check on the rotations for the negative pole matrix the writer sent the graphs for the final V matrix to the Psychometric Laboratory at the University of Chicago which is under the direction of L.L. Thurstone. It was considered there that the structure was adequate but that it might be improved by the extraction of some additional factors since the writer's sixth factor

residuals were slightly high. Accordingly two extra factors were extracted by a worker in the Psychometric Laboratory, the orthogonal factor matrix used by the writer was thus increased by two columns and is shown in Table XXXVII. The eighth factor residuals are given in Table XXXVIII.

The rotations were continued and the final transformation matrix and oblique factor matrix are given in Tables XXXIX and XL respectively. The rotations done in the Psychometric Laboratory are in no way independent of the work done by the writer but a continuation of it done with the writer's consent. It will be seen that the extraction of two additional factors did not materially affect the interpretation of the writer's factors, nor was it necessary to introduce new concepts for the interpretation of the additional factors.

Table XXXVII.

Orthogonal Factor Matrix F.

	I	II	III	IV	V	VI	VII	VIII
1	-.38	.51	.34	.27	-.11	-.33	-.12	.20
2	-.50	.33	-.12	.32	.29	.32	-.06	-.06
3	-.30	.45	.34	.10	-.21	-.33	-.15	.18
4	-.38	-.50	-.34	-.21	-.08	.02	.14	.07
5	.67	.24	-.18	-.18	-.05	.08	-.08	.14
6	-.77	.16	-.09	.05	-.15	.16	.16	-.11
7	.10	-.49	.12	.05	.27	.06	-.20	.19
8	.41	.16	.56	-.26	-.17	.07	.15	.19
9	-.57	.26	.15	.22	.24	.40	.08	-.11
10	.53	.11	-.24	.33	-.12	-.14	.07	-.18
11	.68	-.39	.20	.11	.29	-.14	.16	.07
12	.64	-.06	-.30	.21	-.32	.04	.13	.10
13	.65	-.26	.11	.24	.07	-.09	.22	-.09
14	-.63	-.18	.25	-.11	.08	-.10	-.15	-.10
15	-.31	-.54	.28	-.18	-.09	.13	-.11	.07
16	.19	-.45	.02	.19	-.04	-.02	-.27	-.08
17	.23	.50	-.20	-.16	.25	-.18	-.07	-.18
18	-.47	-.18	-.60	-.11	.15	-.06	.16	.21
19	-.25	.21	-.54	-.20	.20	-.33	.11	.13
20	-.46	-.42	.35	-.14	-.13	.06	-.12	-.22
21	.50	.31	.18	-.30	-.02	.22	.19	-.10
22	.55	.46	-.11	-.21	.07	.05	-.26	.10

Table XXXVIII.

Frequency Distribution of the Eighth Factor Residuals.

Residual	Frequency
-.10	2
-.09	8
-.08	2
-.07	2
-.06	12
-.05	22
-.04	42
-.03	56
-.02	78
-.01	74
.00	70
.01	36
.02	30
.03	16
.04	6
.05	6

N = 462

Table XXXIX.

Transformation Matrix Λ .

	A	B	C	D	E	F	G	H
I	.21	.27	.03	-.14	-.09	-.06	.21	.04
II	-.17	.18	.22	.23	.11	.31	.11	.26
III	.27	-.39	.26	.43	-.32	-.02	-.12	-.26
IV	.24	.60	-.52	.37	-.14	.46	-.09	-.01
V	.76	-.48	-.25	.04	.22	.44	.28	.24
VI	-.22	.11	.05	-.67	-.12	.58	.24	-.49
VII	.16	.36	.74	-.33	.60	.27	-.63	.03
VIII	.38	.14	.03	.20	.66	.28	.63	-.75

Table XL.

Oblique Factor Matrix V.

	A	B	C	D	E	F	G	H
1	.03	.01	-.02	.70	.02	.08	.00	.01
2	.00	.02	-.24	.01	.02	.55	.07	.05
3	-.06	-.04	.05	.62	-.02	-.08	.00	-.01
4	-.15	-.08	.02	-.33	.23	-.18	-.13	-.13
5	.00	.21	.07	-.18	.07	.00	.34	-.02
6	-.36	.02	.12	-.06	.08	.16	-.31	.00
7	.38	-.24	-.30	.02	-.05	.02	.28	-.26
8	.10	-.06	.48	.05	.01	-.04	.05	-.29
9	.00	-.09	-.02	-.02	-.02	.54	-.08	-.05
10	-.01	.49	-.12	.00	-.09	.00	-.10	.28
11	.59	.01	-.03	.01	.04	.00	.05	-.03
12	-.08	.61	.00	-.21	.07	-.01	.04	-.07
13	.34	.25	.01	-.04	-.05	.00	-.12	.06
14	-.04	-.47	-.07	.21	-.15	-.16	-.14	.00
15	-.03	-.36	-.01	-.06	-.15	-.21	-.02	-.36
16	.05	.00	-.39	.01	-.30	-.18	.08	-.05
17	.00	-.03	.00	.03	.05	.00	.10	.48
18	-.02	.02	-.06	-.24	.50	.07	.02	.00
19	.01	-.01	.02	.00	.47	-.04	.04	.30
20	-.18	-.41	.00	.02	-.35	-.28	-.25	-.11
21	-.04	.03	.43	-.26	-.01	.07	.00	.02
22	.00	.00	-.06	-.02	-.04	.00	.48	.04

Interpretation of the Factors.

The factors resulting from these additional rotations do not require a separate interpretation. For the convenience of the reader the highest loadings of the factors obtained by the writer and those obtained in the Psychometric Laboratory will be set out in comparable pairs.

Factor A (Negative Pole)			Factor A (Negative Pole) Psych. Lab.		
Code Number	Trait	Loading	Code Number	Trait	Loading
11	Placid	+.57	11	Placid	+.59
7	Lethargic	+.36	7	Lethargic	+.38
13	Sedate	+.33	13	Sedate	+.34
6	Emotionally Unstable	-.37	6	Emotionally Unstable	-.36

This factor was designated Adjustment with No Affect.

Factor B (Negative Pole)			Factor B (Negative Pole) Psych. Lab.		
Code Number	Trait	Loading	Code Number	Trait	Loading
12	Cautious	+.56	12	Cautious	+.61
10	Serious	+.51	10	Serious	+.49
5	Undemonstrative	+.25	5	Undemonstrative	+.21
13	Sedate	+.14	13	Sedate	+.25
14	Quitter	-.45	14	Quitter	-.47
20	Spasmodic Worker	-.42	20	Spasmodic Worker	-.41
15	Procrastinator	-.41	15	Procrastinator	-.36

This factor was designated Secondary Function.

Factor C obtained by the writer appears to have been split into two factors in the Psychometric Laboratory rotation - into their Factor G and their Factor G which was an additional factor extracted by them.

Factor C (Negative Pole)			Factor C (Negative Pole) Psych. Lab.		
Code Number	Trait	Loading	Code Number	Trait	Loading
21	Detached	+.64	8	Indifferent	+.48
22	Uncommunicative	+.63	21	Detached	+.43
5	Undemonstrative	+.49	16	Slow Worker	-.39
8	Indifferent	+.48	7	Lethargic	-.30
17	Avoids Company	+.45			
4	Indecisive	-.43	Factor G (Negative Pole) Psych. Lab.		
18	Lacking in Confidence	-.33	Code Number	Trait	Loading
16	Slow Worker	-.33	22	Uncommunicative	+.48
20	Spasmodic Worker	-.32	5	Undemonstrative	+.34
15	Procrastinator	-.30	7	Lethargic	+.28
14	Quitter	-.27	6	Emotionally Unstable	-.31
7	Lethargic	-.21	20	Spasmodic Worker	-.25
6	Emotionally Unstable	-.22			

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