

Research
TAYLOR-JOHNSON TEMPERAMENT ANALYSIS
OF
TOUCH FOR HEALTH
INSTRUCTOR TRAINING WORKSHOP PARTICIPANTS

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Application of the scientific method to evaluating the effects of taking an 8 day Instructor Training Workshop (ITW) raises the question of methods of how to measure an individual's "change" - if, in fact there is any. Psychological measures may be broadly classified into 3 categories:

- (1) self report measures involve directly asking the student his/her feelings about the effects of the training;
- (2) the trainer's systematic observation of the student's overt behavior in regard to the material learned and applied; and
- (3) some objective, standardized measure that could be used to measure any changes.

The first two methods of evaluation have been employed as a regular part of the ITW since its inception. Empirically, changes were observed by instructors and reported by participants. Usually the reports by both students and trainers were positive.

The purpose of this preliminary research was to measure, objectively, any changes that could be described and attributed directly to the workshop experience.

The Taylor-Johnson Temperament Analysis is a widely used test to measure a person's feelings about him or herself. It was selected as the standardized, objective measure because it is "intended to serve as a quick and convenient method of measuring a number of important and comparatively independent personality variables or behavioral tendencies" (p.1 Manual). "While personality is measureable, personality test results represent only a general measure of an individual's adjustment at a given point in time. Since personality is dynamic rather than static, successive testings may reflect growth and change" (p. 35 Handbook). It is a test specifically designed to provide an evaluation showing a person's feelings about him/her self at the time when the test is being taken.

The profile sheet on which the results of the test is reported is a visual report, based on a consensus of clinical judgement that when the individual's score falls in the darkest area the best adjustment in interpersonal relationships exist, the next darkest area is in an average range of the most favorable trait, the next lighter area is in an average range of the less desirable trait, and the white area is considered an area where persons have serious problems with interpersonal relationships for that particular trait. When repeated testings are given it also can serve as a visual impression of any change that has occurred, and if a score falls in a darker area, it would indicate that "improvement" has occurred in a person's feelings about him/her self in terms of that kind of interpersonal contact. "The traits paired with their opposites are easily visible and the interrelationship of the traits as they appear in a second profile, give a clear "self-portrait" of the individual" (p.9 Manual).

METHOD

Subjects. Three hundred and seven students in 14 ITWs were asked to participate in this research. The ITWs were selected from various parts of the United States and Australia. The age of students ranged from 24 to 68 years. Of the 307 participants, 90 were male and 217 were female. Of the 307 students, 40 men and 55 women refused to participate, 17 men and 80 women who participated did not complete the entire testing program or had improper test forms that could not be used. This sample of ITW participants, therefore, consisted of 82 women and 33 men.

Procedure. Each subject was asked to take the Taylor-Johnson Temperament Analysis on the first day of the ITW and then asked to again take it on the last day of the 8 day training program. In this way each student served as his own control.

A matched pairs t-test was used to determine a significant difference between the before and after means.

RESULTS

The means and standard deviations of the men and women were calculated separately and the results of the t-tests are summarized in Table 1. Figures 1 and 2 give a visual representation of the before and after profiles of the men and women who took the ITW and chose to participate in this study. The following is a discussion of each individual scale as it relates to the students taking the ITW.

Nervous vs Composed. This first category measures a "state of condition frequently characterized by a tense, high strung, or apprehensive attitude. It's opposite, Composed, is characterized by a calm, relaxed, and tranquil outlook on life" (p. 4 Manual). This trait is variable and one would expect that persons would be nervous when beginning a new venture such as learning a new profession. In fact, this was the case both with the men and the women. It can be said that one could be 95% confident that at the end of the ITW, men would be more composed and 86% confident that women would be more composed.

Depressed vs Light-Hearted. The men who took the ITW were close to being described as being depressed at the beginning of the ITW and remained so at the end. Depressive is here "defined as being pessimistic, discouraged, or dejected in feeling-tone or manner" (p. 4 Manual). The women, on the other hand were similarly on the depressive edge but by the end of the ITW could be said to be more light-hearted with 63% of confidence. Light-hearted is defined here as being happier, more cheerful, and having a more optimistic attitude or disposition.

Active-Social vs Quiet. For the men there was no change in their active-social trait. The men who took the ITW were in the highest category of being energetic, enthusiastic and socially involved, and remained so. The women began the ITW more quiet, but after the ITW women can be 99% confident that they will be more socially active and involved and have more feelings of energy and vitality.

Expressive-Responsive vs Inhibited. Both men and women were in an acceptable range of being expressive-responsive, i.e. being "spontaneous, affectionate, and demonstrative" and there was no change in this attitude as result of the ITW.

Sympathetic vs Indifferent. The men began the ITW on the low edge of the acceptable range of being sympathetic, i.e. "being kind, understanding and

TABLE 1
Means, Standard Deviations and t-test Results
of Taylor-Johnson Temperament Analysis of Men and Women taking ITW

S C A L E	MEN BEFORE ITW (N=33)		MEN AFTER ITW (N=33)		t Test	P <	WOMEN BEFORE ITW (N=82)		WOMEN AFTER ITW (N=82)		t Test	P <
	X	SD	X	SD			X	SD	X	SD		
NERVOUS/COMPOSED	9.3	6.1	7.9	5.9	2.3*	.05	9.7	6.9	8.8	6.0	1.5	.14
DEPRESSIVE/LIGHT HEARTED	6.2	5.2	6.4	5.5	.04		8.5	7.2	8.0	7.1	.9	.37
ACTIVE-SOCIAL/ Quiet	29.7	6.4	30.1	6.0	.62		28.3	5.6	30.2	5.5	3.7**	.01
EXPRESSIVE-RESPON- SIVE/INHIBITED	29.8	6.8	31.1	6.6	.50		31.8	5.9	32.2	5.9	.70	
SYMPATHETIC/ INDIFFERENT	32.4	4.6	31.8	6.2	1.0	.31	33.1	5.8	33.9	4.9	1.3	.18
SUBJECTIVE/ OBJECTIVE	8.6	4.4	7.7	5.5	.92	.35	9.9	6.4	8.9	5.9	1.5	.14
DOMINANT/SUBMIS- SIVE	25.1	6.0	25.6	5.2	.8		22.4	6.4	22.5	7.0	.21	
HOSTILE/TOLERANT	6.7	4.4	6.6	6.3	.23		6.5	5.1	5.7	4.4	1.2	.25
SELF-DISCIPLINED/ IMPULSIVE	25.6	6.7	25.3	8.2	.44		24.7	7.7	26.1	7.3	2.4*	.05

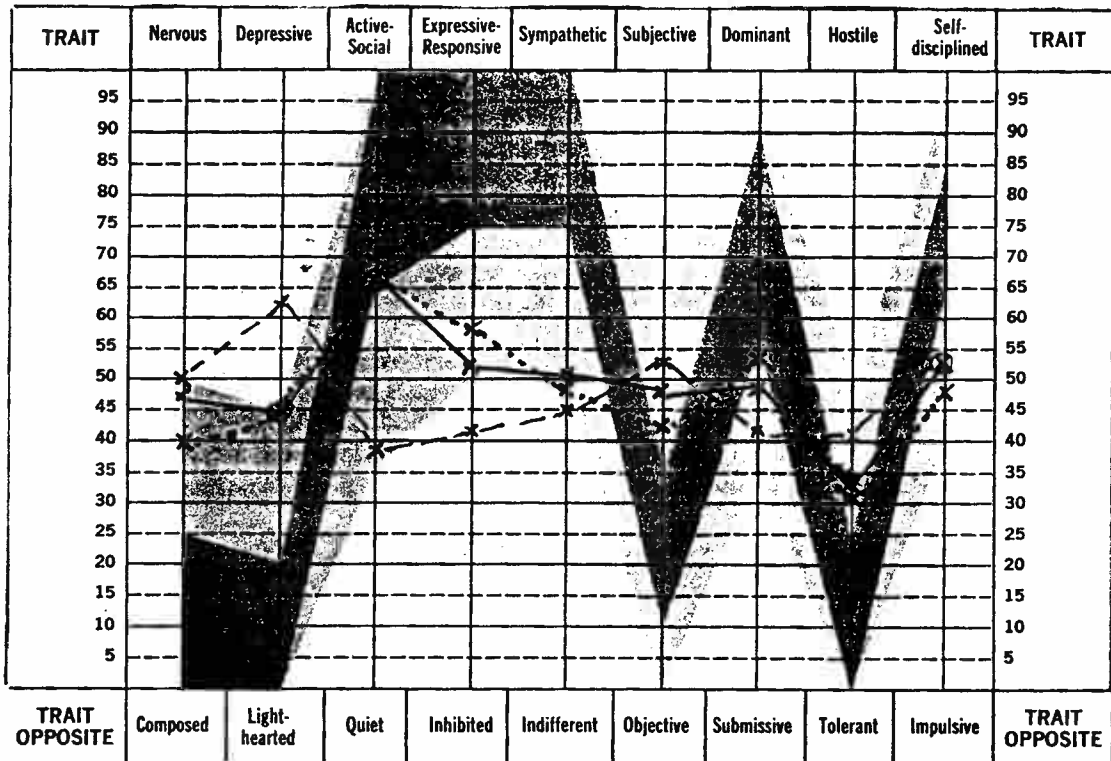
** p < .01

* p < .05

Statistically significant

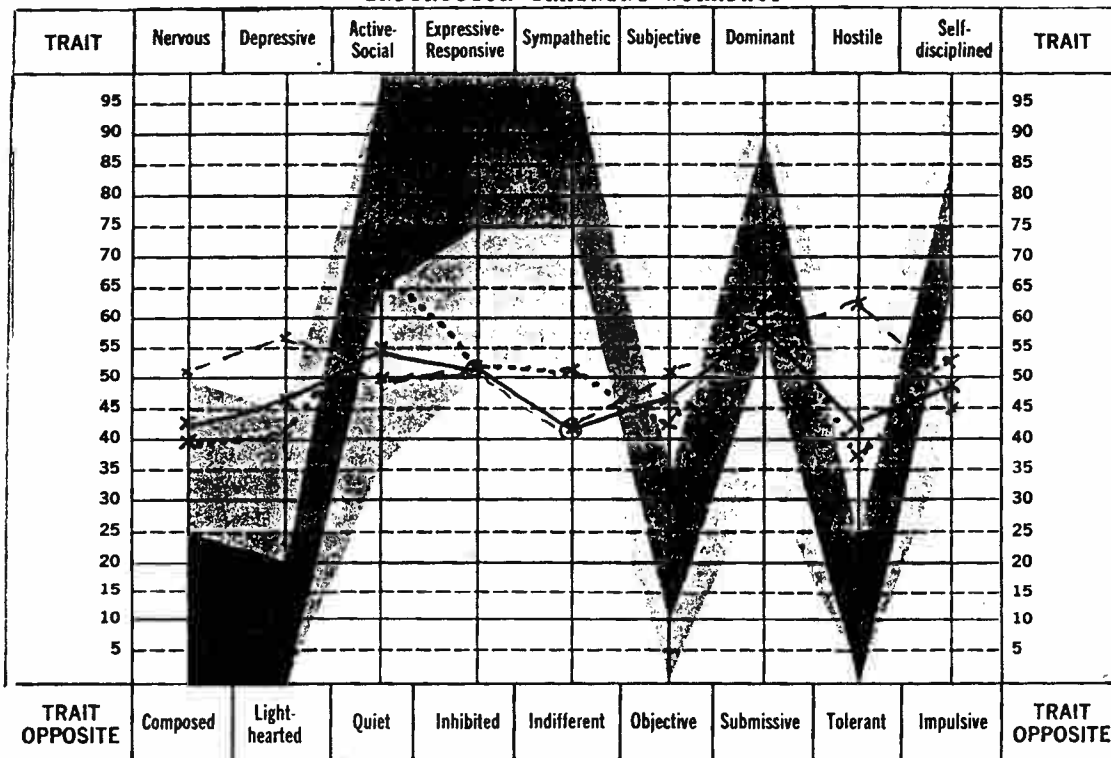
TAYLOR-JOHNSON TEMPERAMENT ANALYSIS PROFILE
Profile Revision of 1967

FIGURE 1
MEN BEFORE AND AFTER
TAKING THE TOUCH FOR HEALTH
INSTRUCTOR TRAINING WORKSHOP
(and compared with general population)



BEFORE: ——— AFTER: GENERAL POPULATION (MEN): - - - -

FIGURE 2
WOMEN BEFORE AND AFTER
TAKING THE TOUCH FOR HEALTH
INSTRUCTOR TRAINING WORKSHOP



BEFORE: ——— AFTER: GENERAL POPULATION (WOMEN): - - - -

compassionate. The women were in the indifferent range, i.e. "being unsympathetic, insensitive and having unfeeling attitudes" (p.5 Manual). At the end of the ITW the men could be said to be more sympathetic with a 69% level of confidence. The women moved from the indifferent category to the sympathetic category and it could be said with 82% confidence that as a result of the ITW their desire to help those in need increased and they were more empathetic. This move to the sympathetic end of the scale is noteworthy because it has been shown that it is a positive quality for those interested in the personal, social service occupations.

Subjective vs. Objective. This category "measures emotional interference, or the degree to which the individual's ability to think objectively is short-circuited by emotionality, illogicality, self-absorption, or emotional distortion. A high subjective score seems to suggest that inner feelings tend to create bias and distortion, which interferes with the ability to be logical in the appraisal of reality and life situations generally" (p.38 Handbook). After the ITW the men could be said to be more objective with a 65% level of confidence and the women more objective with a 92% level of confidence. Each would be able to be closer to "utilize reasoning ability without emotional bias or distortion" and more frequently scientifically or factually oriented.

Dominant vs Submissive. The dominant trait is defined as being confident, assertive, and competitive. It also includes characteristics which are indicative of ego strength, such as being influential with others or desiring to influence or change their thinking. It includes the characteristics of self-assurance, confidence and leadership.

Women had this trait before and after taking the ITW. Men also possess the dominant trait but to somewhat lesser degree. After taking the ITW they go from the acceptable to the excellent area of the graph but statistically it can be said that there is only a 50-50 level of confidence that the 8 day training program will have a significant change in being more dominant.

Hostile vs Tolerant. The tolerant trait is "defined as being accepting, patient and humane in attitude" (p. 6 Manual). Both men and women fall in the acceptable range of tolerance before and after the ITW. Following the ITW one could say with 75% confidence that a woman taking the ITW would be even more tolerant.

Self-Disciplined vs Impulsive. Both the men and women have a tendency toward being more impulsive than self-disciplined. Impulsive indicates "poor control and, in some cases, a tendency to "act out". "Such individuals tend to vacillate, seldom follow through on projects, even those of their own choosing, and are prone to change jobs frequently" (p. 6 Manual). There is no significant change for the men who took the ITW, but for the women, it can be said with 95% confidence that after an ITW the women are more self-disciplined. This is a statistically significant change. After the ITW women were felt that they were more orderly, had more of an inclination to set goals, felt that they had more ability to organize and plan and to have more control of themselves.

Discussion

The men taking the ITW who participated in this study can be described, in comparison with the general population of men on which the norms were based, as men who are more composed, more light-hearted, more active-social, more expressive-responsive, more sympathetic, more objective, more dominant, more tolerant and less

self-disciplined (see figure 1).

With the increased dominant trait and unchanged indifferent score the men may have a "tendency to influence another person without adequate consideration for the consequences to that person" (p. 38 Handbook). This may not be an unhealthy trait as one might at first think since the new instructors may be facing the "medical model" when trying to influence someone to take care of themselves.

The women who took the ITW, and participated in this study, when compared to the general population of women on which the norms were based, can be described as more composed, more sympathetic, more objective, more dominant, more tolerant and more self-disciplined (see figure 2). The major changes that occurred as a result of taking the ITW changed markedly from what their attitude was before the ITW and from the general population of women in that they became much more active-social, more sympathetic and, more dominant.

With the increased active-social and tolerant traits, women are more prepared to operate more effectively in occupations which involve working with or helping others.

Limitations of the study. This study limits itself because volunteers were used exclusively and, therefore the focus is on subjects who were willing to be tested. Since volunteers are a special group of people, this method will limit the generalization of the findings. Also a detailed inspection of the standard deviations of the groups indicate a large spread. This limits the study in that the students with extreme characteristics, if any, tended to be neutralized by the natural tendency toward the mean when this type of statistic is used.

Implications for further research. It seems quite obvious that something important happens in the 8 days if personality traits can be changed to such a significant degree. It would be important to have a longitudinal study, i.e. one to investigate if the positive change is one that occurs as a result of the excitement and closeness that happens at the end of the ITW or a change that endures. It would also be valuable to investigate other personality variables such as manifest needs, interests, values, personality types, etc. of the participants in order to further evaluate the lasting effects of the impact of the Instructor Training Workshop's short term and long range.

References

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