

Criterion Validation of Autogenetic Frameworks of Interpersonal Agency

Nancy Nordmann

National Louis University

Previously reported research identified the validity of determining autogenetic frameworks using an objective index measure consisting of scores obtained on the Leary Interpersonal Adjective Checklist scored for Dominance paired with the Neugarten Life Satisfaction Index. The resulting index measure was used in a test of criterion validity of the autogenetic model comparing subjects in the original study distributed across the range of frameworks of interpersonal agency with a sample of self-help subjects expected to represent the dependent range of agency frameworks. This expectation was confirmed validating the model. This research extends the criterion validation of the autogenetic model of interpersonal agency. The results are reported of index ratings of interpersonal agency in 4 additional samples of individuals predicted to reflect different portions of the autogenetic range of interpersonal agency. The 4 groups—recovering alcoholics, nuns, young professional women, and all employees of a small company—produce index measure scores predicted by the autogenetic model, lending additional validity to the model.

Keywords: interpersonal agency, interpersonal development, social cognition, criterion validation

In previously reported research identifying the autogenetic model of interpersonal development (Nordmann, 2014), criterion validation using an index measure was reported utilizing two samples of individuals. The research reported here extends the criterion validation of the autogenetic model of interpersonal agency utilizing the index measure and four additional samples.

Autogenesis is posited as a dynamic that operates across 16 developmental frameworks of interpersonal engagement or agency. The dynamic is one of personally experienced and expressed agency in relation to others. The course of autogenetic development across frameworks of interpersonal perspectives origi-

nates with uninvolvement with others and, if successful, results in personal agentic momentum that incorporates responsiveness in relation to others. Autogenetic development evolves in the context of environments, both expectable and representing choice, in which individuals function and grow. The frameworks represent both the meaning individuals make of the way in which they engage in these environments with others and describe behaviors that manifest these understandings.

The 16 frameworks represent three general groupings. The first seven frameworks represent dependent frameworks. The individual's agency is experienced as subject to or in reaction to his or her interpersonal surround. The first seven frameworks of interpersonal involvement are uninvolvement, accepting, rebelling, conforming, escaping, self-limiting, and choosing limited environments. The next two frameworks represent transitional stages in which individuals begin to emerge agentially and initiate interaction with others. The two transitional frameworks are manipulation and opportunism. The final seven frameworks represent ever-widening and deepening agentic engagement with others. These emergent frameworks are

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Correspondence concerning this article should be addressed to Nancy Nordmann, School of Social and Behavioral Sciences, National Louis University, 122 South Michigan Avenue, Chicago, IL 60603. E-mail: nnordmann@nl.edu

unbalanced partnership, balanced partnership, determining system constituents, managing system constituents, independent and directing dependents, independent and informing dependents, and responsive. Autogenesis can also be described as encompassing interpersonally an initial stage of agentic isolation followed by forms of agentic reaction to others such as accepting, rebelling, conforming, escaping, self-limiting, and choosing limited environments; followed by forms of agentic interaction with others such as manipulation and opportunism; followed by forms of agentic proaction such as unbalanced partnership, balanced partnership, determining system constituents, managing system constituents, independent and directing dependents, and independent and informing dependents; and a final stage of agentic integration of personal independence and responsiveness to others.

Previous research confirmed the expectation that groups of individuals expected to function within the lower half of the autogenetic range would do so. The research being reported here will provide a finer analysis and confirm the expectation that groups expected to function within quarters of the autogenetic range will do so.

Autogenetic Framework Perspectives and Behavior are Linked in Autogenetic Theory

The Kohlberg (1984) theory of moral reasoning, a progenitor of several social-cognitive theories (Fowler, 1981; Kegan, 1982; Selman, 1980), identifies moral perspectives of individuals in response to hypothetical situations. These perspectives represent cognitive stages of moral reasoning. However, these stages do not predict moral behavior (Blasi, 1980; Nucci, 2002). In contrast, the autogenetic model identifies cognitive stages of interpersonal agency linked to interpersonal behavior. Autogenetic theory provides frameworks of interpersonal agency and associated behaviors that enable the analysis and prediction of life choices.

The frameworks of interpersonal agency were derived through open-ended, unstructured interviews in which individuals described their lives and in so doing revealed their relationships with others. They did not describe themselves or their relationships in response to specific

questions or answer how they would act in terms of hypothetical situations. The identification of interpersonal frameworks was grounded in the individual recounting of lives. The individuals interviewed were selected from a sample of individuals for whom one of 19 personality measures (Interpersonal Adjective Checklist scored for Dominance) correlated with a measure of life satisfaction (Life Satisfaction Index). Individuals were chosen to fill cells representing high and low life satisfaction and high and low interpersonal dominance. The analysis of these interviews resulted in the identification of the frameworks of interpersonal agency.

In social-cognitive developmental research individuals can present their lives in a positive or negative fashion to please or impress the researcher; however, it is the framework of what they are presenting that is of interest to the researcher. The framework can be identified separate from the subject's intent to create a particular value impression. It is an assumption of cognitive developmental theory that the current operating framework or way of thinking about something is what is available and utilized by an individual, not previously constructed frameworks or frameworks not yet constructed.

The autogenetic model of progressively increasing interpersonal agency and expanding interpersonal engagement and associated behaviors from isolation through the integration of personal independence and responsiveness to others is best presented in terms of the sequential description of the stages.

The initial framework is uninvolved. In terms of behavior, uninvolved persons wish not to be bothered by others and not to be involved in telling other people what to do. The next six frameworks involve reactive agency toward others.

The second framework is accepting. Accepting persons behave in an accepting way regarding others. They have few expectations of others and are not particular. He or she behaves in the interpersonal world in terms of security and being good, even if he or she may have been disappointed by this view.

The third framework is rebellion. The rebellious person resists the authority and direction of others. They resist taking orders or conforming to expectations. A common response of the

rebellious person is “No one is going to tell me what to do.” Another is “I mouth off when I feel like it.”

The fourth framework is conforming. Doing things whether or not the person wants to do them marks behavior in this framework. Conforming persons do things they hate because they feel they do not have a choice, “they have to.”

The fifth framework is escaping. Escape behavior consists of fleeing a situation when the person is imposed upon. Characteristically such persons report, “If I’m bossed around I’ll quit.” The immediate and repeated response to situations not of their liking is to run away or leave the situation. This behavior interferes with maintaining jobs and relationships.

The sixth framework is self-limiting or “stinting.” Persons in the stinting framework limit their level of activity or outlets of activity rather than disturb the status quo. Greed concerns them, and they hold self-limitation in the sphere of wants and material goods as a positive value.

The seventh framework is limiting the environment. Persons in this framework choose environments, to include jobs, spouses, or schedules, for which they do not have to limit a self-directed sense of activity. They can be themselves agentically without limitation or challenge.

The eighth framework is manipulation. This framework and the following framework represent the initial forms of agentic interaction with others. This is an emergent framework in which manipulative individuals struggle with dependence on others. She or he is interested in changing people to suit a plan of dependency from which he or she feels others including her or him may benefit.

The ninth framework is opportunism. Opportunists have resolved dependency on others. They can take care of themselves, but they are not above benefiting from the actions of others.

The following six frameworks represent proactive agency in interpersonal engagement. The tenth framework is single-handed effort in partnerships. The interpersonal world of individuals in this framework consists of partnerships. At this, the initial stage of partnership, the individual puts in more effort than his or her partner. Individuals in this unbalanced partnership framework report “I do all the work; he takes all the credit.”

The eleventh framework is balanced partnership. Speaking up for oneself and keeping the partner from running over oneself mark behavior in this framework. The individual does not believe in being taken advantage of or taking advantage. Balance and cooperative individual endeavor are key.

The twelfth framework is the initial framework of system functioning, determining system constituents. The individual is aware of being engaged in a complex system of individuals and their needs. Determining system constituents and trying to figure out how the system works mark behavior in this framework.

The thirteenth framework is managing system constituents. The individual is part of some system in which he or she functions well but sees a problem evidenced in the system. Behavior is directed to actively and realistically wait, retrench, or otherwise seek aid in the sphere.

The fourteenth framework, independent/limiting dependent’s activities, is the first framework in which the individual recognizes their independence, as well as recognizes dependents. Doing what the person wants to do and defining standards or conditions for those with whom she or he is engaged or for whom she or he is responsible mark behavior within this framework. Comments produced are similar to the following: “If you are going to live under my roof, you’re going to follow my rules” and “You get one shot with me.”

The fifteenth framework is independent/specifying one’s activities regarding dependents. The person engages in what he or she wants to do and makes clear to dependents what he or she will or will not be doing without expectations for the dependents’ behavior. Comments produced are similar to the following: “This is what I’m going to do, you can do whatever you want.”

The sixteenth and final framework is responsive and represents the integration of the agency of the self with the agency of others. The individual displays a high degree of effectiveness and self-initiated and self-directed activity along with responsiveness to others. He or she loves challenges, works with people with relish, and sees herself or himself as a problem-solver in terms of people-type problems.

There are two ways to identify autogenetic frameworks or functioning in individuals. One is through a subjective or qualitative analysis of

interviews focusing on how individuals view interpersonal relationships. The other is through an objective or quantitative rating based on scores from index measures. These index measures are the Life Satisfaction Index (LSI; Neugarten, Havighurst, & Tobin, 1961) and the Interpersonal Adjective Checklist scored for Dominance (ICL-D; Leary, 1957). The LSI (see Appendix A for a copy of the measure keyed to highest score) is a straightforward, 20-item, paper-and-pencil questionnaire seeking the respondent's agreement or disagreement with statements associated with life viewed as either satisfying or unsatisfying. The ICL (see Appendix B for a copy of the measure) is a 48-item self-sort instrument. Respondents sort the comprehensive list of 48 adjectives describing interpersonal behavior into two categories: those that describe them and those that do not. The ICL can be scored for several aspects of personality, but the ICL scored for dominance (ICL-D; see Appendix B for the formula for calculating the ICL-D score) is used in conjunction with the LSI to identify autogenetic frameworks.

These two measures, as reported in previous research (Nordmann, 2014), led to the identification of frameworks of interpersonal agency related to life satisfaction. Taken together, they provide an index measure of autogenesis. In that research, a sample of 285 men and women 40–80 years of age were given the LSI and 19 personality measures. The ICL scored for dominance proved to be the best predictor of life satisfaction. To investigate the correlation between ratings of life satisfaction and domi-

nance, 27 male subjects, denoted as the interview (I) sample, were chosen for an open-ended life interview. The analysis of the interviews suggested that dominance as measured by the ICL reflects frameworks of increasing interpersonal agency, denoted as autogenesis, and that positive and negative LSI ratings associated with each of the frameworks reflects a dialectic that contributes to shifts between frameworks.

The index measure of autogenesis is achieved in the following way. The individual's LSI score is plotted against the ICL-D score defining an autogenetic framework. Scores on the LSI are placed in one of two categories: below the LSI score of 13.66 or above the LSI score of 13.66. The ICL-D scores are divided at seven points across the ICL-D range of below –24.76 to above 29.96 (see Table 1). The seven points represent the boundaries between the clustering of LSI-D scores across the LSI-D range that revealed the autogenetic framework common to the cluster (Nordmann, 2014).

The use of an index measure of autogenesis to determine frameworks through quantitatively scored ratings facilitates criterion group validation of the autogenetic model. As described by Rest (1988), “The basic strategy of criterion group validation is to demonstrate that groups of subjects who ought to have different scores on a measure do in fact have different scores” (p. 64). This approach was supported by a previously reported criterion group validation of the autogenetic model (Nordmann, 2014). The index measure scores for a group of 27 males 40–70 years of age distributed evenly across the autogenetic frameworks (I sample) were com-

Table 1
Derivation of Autogenetic Frameworks From Index Measure Scores

ICL-D Score above	LSI	
	Below 13.66	Above 13.66
–24.76	(1) Uninvolved	(3) Rebellion
–9.51	(2) Acceptance	(5) Escape
–2.38	(4) Conforming out of necessity and obligation	(7) Choosing a limited environment
4.55	(6) Choosing to limit self, stinting	(9) Opportunism
8.74	(8) Manipulation	(11) Balancing partnership, speaking out
12.80	(10) Unbalanced partnership, single-handed effort	(13) Managing system constituents
16.87	(12) Determining system constituents	(15) Independent/specifying one's activities for dependents/informing
20.96	(14) Independent/limiting dependents' activities/directing	(16) Independent and responsive

Note. ICL-D = Interpersonal Adjective Checklist scored for Dominance; LSI = Life Satisfaction Index.

pared with the index measure scores for a group of 15 males 60–80 years of age from a self-help group seeking support for interpersonal problems (S sample). It was expected that the autogenetic frameworks of the self-help group would differ from a sample in which autogenetic frameworks were evenly distributed, the assumption being that the self-help sample was less representative of a normal population distribution. It was expected that the majority of the self-help subjects would have autogenetic framework ratings at or below the autogenetic mean framework, $M = 9$ (below the partnership level), yielding autogenetic ratings of 1–9 as opposed to ratings of 10–16 (partnership frameworks and above). Only one member of the S sample scored in the range above autogenetic frameworks 1–9. A χ^2 analysis confirmed this expectation, $\chi^2(1, N = 42) = 6.43, p < .01$, providing statistical criterion validation of the autogenetic model.

Four additional samples of individuals were chosen according to autogenetic theoretical criteria to further test the criterion validity of the model. Criteria describing functioning within each of the quarters of the autogenetic (A) scale (frameworks 1–4, 5–8, 9–12, and 13–16) were used to choose samples considered representative of each grouping of frameworks. If the autogenetic model was valid, then the majority of the subjects in each sample would be expected to function within frameworks that define their group's quarter of the autogenetic range. In addition, a comparative analysis of the autogenetic frameworks associated with the two previously reported samples (I and S) and those associated with the four additional samples would be expected to extend the validation of the autogenetic model.

Method

The first of the four criterion samples was chosen to represent the first quarter of the A scale. The frameworks comprising this quarter of the scale (1–4) are theorized to include individuals least agentially engaged on behalf of themselves or others, individuals least autogenetically elaborated. As a group, alcoholics were selected as generally conforming to this description. An inpatient alcohol treatment center on the north side of Chicago was contacted,

and 11 individuals, all males, were willing to participate in the study.

The second of the four criterion samples was chosen to represent the second quarter of the A scale. The frameworks comprising this quarter of the scale (5–8) are theorized to reflect largely self-protective autogenetic behavior. A central theme representing this quarter of the A scale is characterized by niche seeking or the choosing of limited, defined, predictable, safe interpersonal environments. The definition of the cloistered life of Catholic orders for women are stereotypically framed in ways consistent with the autogenetic description of this category. A sample of seven middle-age nuns teaching in a south-side Chicago parochial school were recruited to represent the second-quarter categories of A functioning.

The third of the four criterion samples was chosen to represent the third quarter of the A scale. The frameworks in this quarter of the scale (9–12) generally represent the emergence in individuals of proactive interpersonal behavior on behalf of themselves. A characteristic framework of this segment is associated with speaking out to maintain balance in partnership endeavors. Young urban professional women were theorized to express characteristics representative of this criterion group of autogenetic functioning. A group of six urban, professional women in their twenties residing on the gentrified near north side of Chicago, who assembled on a regular basis for social reasons, were identified and agreed to participate in the study.

The fourth of the criterion samples was chosen to represent the fourth quarter of the A scale. The frameworks in this quarter (13–16) represent the most interpersonally agentic. This portion of the A scale involves acknowledgment of working within a system composed of complex needs, awareness of the limitation of the system, concern with the needs of dependents, and maintaining personal momentum. Theoretically, a small, intact company with a stable, long-term, productive workforce would be presumed to consist of individuals representative of this range of the A scale. An established and productive printing company in the Printer's Row area of Chicago employed 10 workers, 8 males and 2 females, ranging in age from 20 to 60 years. These individuals were solicited for participation in the study.

The index measure consisting of the LSI (see Appendix A) and the ICL (see Appendix B) was administered to the four samples. An author colleague from Michael Reese Hospital in Chicago administered the index measure to the nun sample at the school where the nuns teach. An author colleague from Rush Presbyterian St. Luke's Hospital in Chicago administered the index measure to the young, professional women sample at one of their gatherings. The author administered the index measure to the alcoholic sample at the center where they reside and to the individuals in the small company sample at their work site.

Results

There were two primary goals. The first was to examine consistency of group membership by autogenetic framework in groups defined according to autogenetic theoretical criteria. The second was to examine consistency in interpersonal functioning across groups of individuals chosen to be representative of half, quarters, and the entire autogenetic range.

The first hypothesis tested was that four groups defined by theoretical criteria to represent clusters of autogenetic frameworks would consist largely of individuals functioning within the frameworks that their groups represent. The four groups of individuals were selected to meet

theoretical criteria by which each group would be predicted to exhibit the features of autogenetic frameworks clustered within one of the four quarters of the autogenetic range. The ratings for the group of alcoholics representing the range of frameworks 1–4 are displayed in Figure 1; the ratings for the group of nuns representing frameworks 5–8 are displayed in Figure 2; the ratings for the group of young, professional women representing frameworks 9–12 are displayed in Figure 3; and the ratings for all employees of a small company representing frameworks 13–16 are displayed in Figure 4. A χ^2 analysis found the relationship of the frameworks of the four criterion groups to quarter of the autogenetic scale to be significant, $\chi^2(9, N = 34) = 27.82, p < .001$ (see Table 2).

The second hypothesis tested was that an analysis of variance (ANOVA) of the two previously reported criterion validated autogenetic groups—those evenly distributed across the autogenetic range of stages (I sample) and those representing a self-help group distributed across the lower half of the autogenetic range of stages (S sample)—and the four criterion validated groups in this study would yield a significant autogenetic effect. A Tukey one-way ANOVA was undertaken to compare the mean autogenetic ratings of the evenly distributed stage group ($M = 9.07$); the self-help group ($M = 6.33$); the alcohol group ($M = 6.09$); the nun

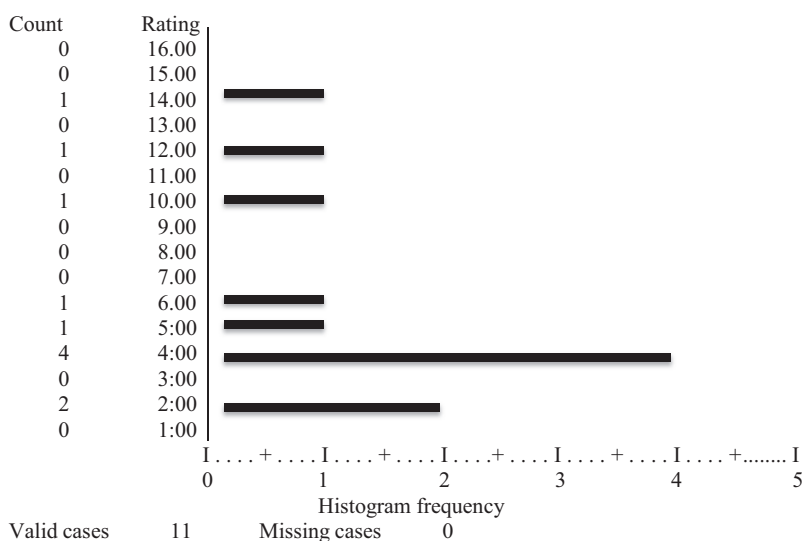


Figure 1. Frequency of autogenetic framework ratings for individuals in the alcohol sample.

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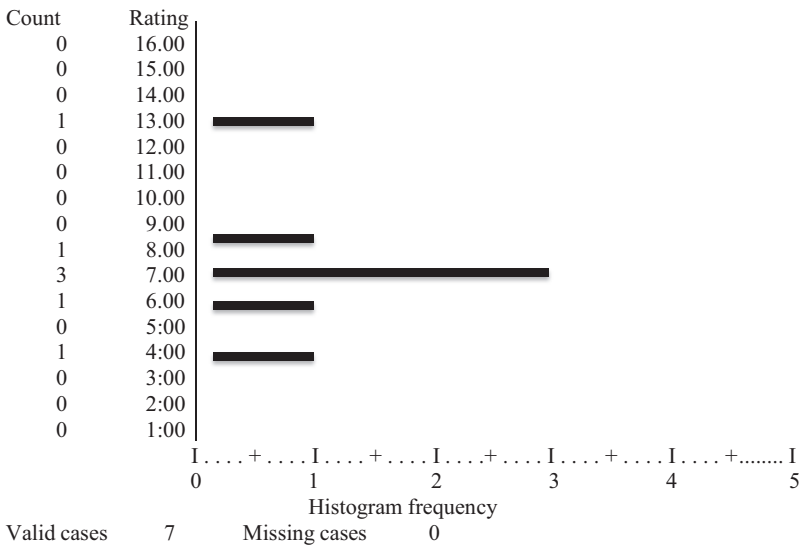


Figure 2. Frequency of autogenetic framework ratings for individuals in the nun sample.

group ($M = 7.40$); the young, urban, professional women group ($M = 11.83$); and the group of all employees of a small company ($M = 11.60$). The ANOVA indicated a significant autogenetic effect, $F(5, 76) = 4.30, p < .001$.

An examination of the autogenetic means of the six groups by pairs, using the Tukey- hon-

estly significant difference (HSD) procedure, indicates that the differences between the means of all of the employees of a small company and the means of the alcohol and self-help groups, and the differences between the means of the young, urban professional women and the alcohol and self- help groups, contributed significantly (analysis set at the .05 level) to the ob-

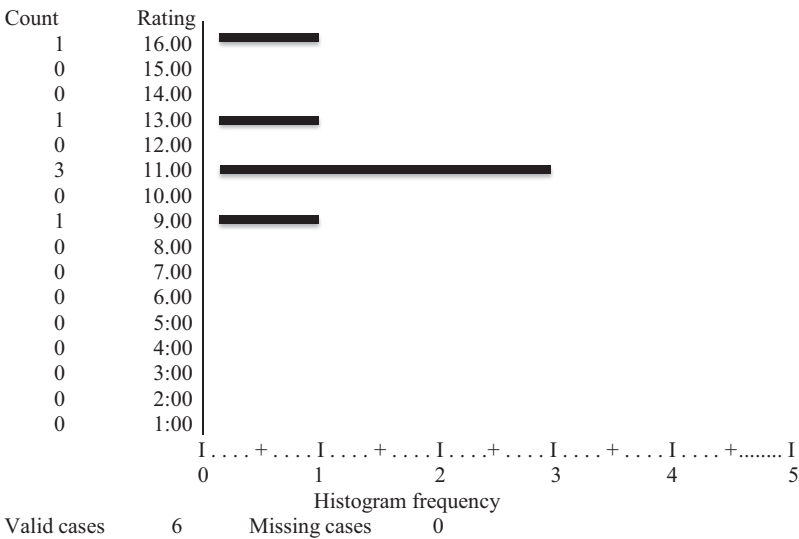


Figure 3. Frequency of autogenetic framework ratings for individuals in the young professional women sample.

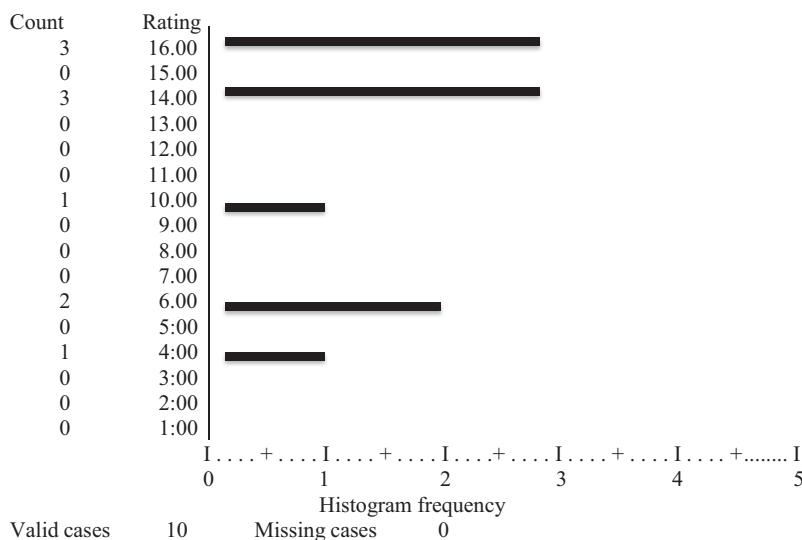


Figure 4. Frequency of autogenetic framework ratings for individuals in the all employees of a small company sample.

served variance among the six groups compared.

Discussion

The purpose of this research was to provide additional confirmation of the validity of the autogenetic model of interpersonal agency that accounts for one's sense of life satisfaction connected to progressively more elaborated relational frameworks that are (a) presumed to proceed epigenetically within expectable or chosen contexts and (b) to inform interpersonal behavior. The transformation of these frameworks is posited to expand and increase personal involvement with others while simultaneously increasing personal momentum in directing one's activity. The ultimate outcome is responsive agentic integration with others.

The objectives of the research were two. First, it sought to extend a previous confirmation of autogenetic frameworks in which groups characteristically identified with concepts reflecting some portion of the autogenetic sequence of frameworks would primarily be composed of members whose individual autogenetic frameworks fall within that portion of the sequence. A second goal was to demonstrate the coherence of the structure of the autogenetic model by comparing samples of individuals

representative of the entire autogenetic sequence. Discussion of the results of the criterion validation of the autogenetic sequence utilizing the objective index measure will include the support the autogenetic model offers various applications directed toward personal and professional awareness and enhancement of interpersonal agency.

Findings

The test of criterion validity of the autogenetic model utilizing four groups representative of different autogenetic criteria produced significant results in keeping with Rest's (1988) admonition regarding criterion validity that "... groups of subjects who ought to have different scores on a measure do in fact have different scores" (p. 64). The autogenetic sequence of 16 frameworks was divided into four quarters (frameworks 1-4, 5-8, 9-12, and 13-16) and a group of individuals was selected to represent frameworks within each quarter. The quartering of the scale allowed for some deviation in the LSI and ICL-D derived autogenetic index measure ratings resulting from measurement error or imprecise establishment of framework parameters.

The first group of alcoholics ought by autogenetic criteria to have been the least elaborated

Table 2
Frequency of Individuals by Group within Each Quarter of the Autogenic Scale

AUTOGENETIC FRAMEWORK RATING	SAMPLES				Total
	Alcohol	Nun	Yg Pro Wom	Sm Co	
13 - 16	1	1	2	6	10 29.4
9 - 12	2		4	1	7 20.6
5 - 8	2	5		2	9 26.5
1 - 4	6	1		1	8 23.5
	11	7	6	10	34
Total	32.4	20.6	17.6	29.4	100.0

Chi-square	Value	DF	Significance
Pearson	27.82395	9	.00102
Likelihood Ratio	27.40503	9	.00120
Mantel - Haenszel test for linear association	9.68509	1	.00186
Minimum Expected Frequency -	1.235		
Cells with Expected Frequency <	5 -	16 OF	16 (100%)

of the groups chosen, functioning within frameworks in the first quarter of the A sequence, and a majority did. There was one alcohol subject represented in each of the quarters of the sequence above the first. It may be the case that some alcoholics engaged in misrepresentation in describing themselves and their state of satisfaction. This would not be inconsistent with a pattern of denial generally observed to be practiced by alcoholics. Goss and Morosko (1970) found that alcoholics were more internal on locus of control than subjects generally found to be high on internality. Rotter (1975) believes this occurs because "they have fully recognized that this is the attitude they are supposed to present to the staff when they are trying to appear cooperative in a treatment program . . . very similar statements can be made for delinquents and drug addicts" (p. 62).

The second group, nuns, was predicted to function at autogenetic frameworks in the second quarter of the sequence, a central element being choosing a limited environment charac-

terized by niche seeking. A significant majority of the nuns were at frameworks within the second quarter of the sequence, and three of the seven were precisely within the framework of niche seeking. Two nuns were within adjacent frameworks above and below niche seeking. A third was within the framework of conforming out of necessity, obligation, and responsibility, and a fourth was within the framework of managing system. The views of the cloistered life of the two nuns not within the niche seeking or adjacent frameworks, as a life of conforming out of necessity, obligation and responsibility and managing system characterized by awareness of system limitations, may be superficially explicable views depending on one's role in the order.

The third group of young, urban, professional women was hypothesized to function within the third quarter of the A sequence, a central framework of which is balancing partnership, speaking out. A significant majority, four of six, were functioning in the predicted quarter of the A sequence.

Three of the six were precisely within the framework of balancing partnership, speaking out.

The fourth group was comprised of all of the employees of a small company and consisted of several mature individuals functioning as a system. It was expected to have a majority of individuals functioning in the upper quarter of the A sequence. Of the 10 individuals in the group, 1 was within the framework of conforming out of necessity, obligation, and responsibility; 2 were within the framework of choosing to limit self, stinting; 1 was within the stage of unbalanced partnership, single-handed effort; and 3 each were at the stages of independent, limiting dependents, activities, directing, and independent and responsive. The majority, the last 6 of the above listed 10, were functioning within frameworks in the upper quarter of the sequence as predicted. The autogenetic make-up of the company, although not predicted across the board, was consistent with the model. There was an individual whose rating indicated doing what he may not have cared to do, two individuals whose rating indicated doing less than they could (stinting), one individual whose rating indicated working hard at a disadvantage without speaking up, three individuals whose ratings indicated directing the activities of others, and three individuals whose ratings suggested performing self-directed activities and solving problems that arose responsively.

The test of criterion validity of the model was met. The groups of subjects selected to differ autogenetically demonstrated different framework ratings, and these ratings were consistent with what autogenetic theory predicted.

A one-way ANOVA was conducted comparing the two previously reported criterion samples—one evenly distributed for autogenetic frameworks (I) and the other representative of the half of the autogenetic frameworks below the mean of the autogenetic sequence (S)—and the four samples in this study representative of each quarter of the autogenetic sequence. The results, $F(5, 76) = 4.30, p < .001$, were supportive of the autogenetic model. The variance was accounted for significantly, $p < .05$, by the differences represented by either end of the sequence; that is, the difference in the A means of company employees and the young professional women compared with the means of the alcohol and self-help (S) individuals. The nuns' mean rating fell in the middle of the sequence,

from which means of neither end of the quarter of frameworks differed significantly statistically, and the interview (I) group represented the entire sequence of frameworks with a mean framework rating central to the sequence.

The analysis of the results implies a structural coherence as the autogenetic sequence is broken down into halves and quarters and examined. Exploration of the frameworks as developmentally related could contribute to confirmation of paired frameworks representing satisfaction and dissatisfaction. Further research involving these paired frameworks and individual frameworks is the subject of follow-up research.

The autogenetic model, although originally determined through analyses of adult, male interviews, should not be considered explicitly or implicitly biased with regard to sex, age, education, or IQ. Comparative, confirmatory autogenetic samples were chosen without taking sex, age, or ethnic background into consideration. The comparative, confirmatory samples do not represent a single sex, age, or educational segment of society. The presumption is that the autogenetic model is unlikely to be representative of any of these specific populations to the exclusion of the others. Individuals of both sexes and all ages and education levels, with at least functional levels of IQ or above, can be presumed on the basis of anecdotal and media sourced examples to vary on a continuum of uninvolvedness with others on the one hand to complete individual agentic momentum and responsiveness to others on the other hand. Future research should examine these characteristics to determine what contribution they may make to autogenesis. It seems more likely that bio-socio-historical environments, experience, and opportunities play a significant role in providing the context for the expression of interpersonal agency, the development of which is generally held as a societal value in the United States. As such, the model entails an implied teleology, which as a result of the samples examined may be assumed to reflect culturally bound values.

Application

The availability of an index measure of autogenesis readily facilitates the use of the model in multiple settings and for multiple purposes. Individual and group autogenetic frameworks

can be determined in an objective fashion utilizing a paper-and-pencil and self-sort activity that can be quickly and easily scored.

Personal and professional coaching can benefit from an autogenetic analysis of interpersonal functioning. Workplace coaching has proved effective and widespread (Jones, Woods, & Guillaume, 2015), as has personnel assessment, demonstrated by a meta-analysis covering 85 years of assessment-based personnel selection (Schmidt & Hunter, 1998) and as judged by the extent of its use in government employment according to the U.S. Office of Personnel Management (U.S. Office of Personnel Management, n.d.). The meta-analysis by Schmidt and Hunter (1998) found that general mental ability (GMA) was the best predictor of workplace performance and training. A study of the effect of organizational citizenship behavior (OCB) on selection decisions (Podsakoff, Whiting, Podsakoff, & Mishra, 2011) finds that individuals exhibiting OCB are rated more competent, receive higher evaluations, and are recommended for higher salaries. OCB is tapped through items such as voice, loyalty, and helping, items that also tap autogenesis. As would be predicted by the autogenetic model, OCB behaviors predict higher-level positions such as supervisor or administrator rather than administrative assistant and below. Autogenetic frameworks would be particularly helpful in identifying interpersonal engagement relevant to various levels of employment and to the positive integration of individuals within an organization. It can also serve well as a lens for analyzing organizational dynamics.

Autogenesis represents a positive approach to psychological development. As such, it can be useful in positive psychological counseling. According to Division 17 (Society of Counseling Psychology) of the American Psychological Association Section on Positive Psychology web page, "Counseling Psychology historically and presently continues to be one of the few disciplines that highlights the values of fostering human capacities, satisfaction, and well-being" (APA, n.d.). These features are central to the autogenetic model of interpersonal frameworks and can play a significant role in positive psychological counseling.

Although autogenesis represents frameworks of positive functioning, intense examples of the dependent-oriented, initial half of the A scale

are readily associated with clinical populations identified by isolation, externalizing behavior such as oppositional defiance and running away, and internalizing behaviors represented by self-limitation (Cosgrove et al., 2011; Guttmanova, Szanyi, & Cali, 2008; Nezhad, Khodapanahi, Yekta, Mahmoodikahriz, & Ostadghafour, 2011). The autogenetic transitional framework of manipulation is also expressed in an extreme form clinically in the cases of sociopaths and antisocial and borderline personalities (Bursten, 1972; Hare, Hart, & Harpur, 1991; Miller, Lyman, Widiger, & Leukefeld, 2001; Potter, 2006). Therefore, the autogenetic model can be relevant to identifying clinical functioning and therapeutic approaches in clinical settings. Clinical issues can be cast and explored in terms of interpersonal agency. The sequence of frameworks can serve as a guide in setting goals for clinical outcomes.

Autogenetic frameworks and their determination are readily accessible to individuals, encouraging independent, self-help use as well as providing a useful model for assistance in coaching, organizational, counseling, and clinical settings. In addition, applying autogenesis across the range of settings for which it is meaningful will lead to an ongoing elaboration of the theory and model.

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(Appendices follow)

Appendix A

Life Satisfaction Index Keyed to Highest Score (Range of Possible Scores 0–20)

Here are some statements about life in general that people feel differently about. I'd like you to tell me if you agree or disagree with each statement.

	Agree	Disagree	Not sure
a. As I grow older, things seem better than I thought they would be.	<u>3</u>	1	2
b. I have gotten more of the breaks in life than most of the people I know.	<u>3</u>	1	2
c. This is the dreariest time of my life.	1	<u>3</u>	2
d. I am just as happy as when I was younger.	<u>3</u>	1	2
e. My life could be happier than it is now.	1	<u>3</u>	2
f. These are the best years of my life.	<u>3</u>	1	2
g. Most the things I do are boring or monotonous.	1	<u>3</u>	2
h. I expect some interesting and pleasant things to happen to me in the future.	<u>3</u>	1	2
i. The things I do are as interesting to me as they ever were.	<u>3</u>	1	2
j. I feel old and somewhat tired.	1	<u>3</u>	2
k. I feel my age, but it does not bother me.	<u>3</u>	1	2
l. As I look back on my life, I am fairly well satisfied.	<u>3</u>	1	2
m. I would not change my past life even if I could.	<u>3</u>	1	2
n. Compared to other people my age, I've made a lot of foolish decisions in my life.	1	<u>3</u>	2
o. Compared to other people my age, I make a good appearance.	<u>3</u>	1	2
p. I have made plans for things I'll be doing a month or a year from now.	<u>3</u>	1	2
q. When I think back over my life, I didn't get most of the things I wanted.	1	<u>3</u>	2
r. Compared to other people, I get down in the dumps too often.	1	<u>3</u>	2
s. I've gotten pretty much what I expected out of life.	<u>3</u>	1	2
t. In spite of what people say, the lot of the average man is getting worse, not better.	1	<u>3</u>	2

(Appendices continue)

Appendix B

Interpersonal Adjective Check List Scored for Dominance

1. Test materials consisting of 48 white 'Self-Sort' cards numbered (29) through (76).
2. Scoring Sheet containing the 48 'Self-Sort' items.

- | | | |
|---|---|--|
| A | { | (29) _____ 1. I enjoy being in charge. |
| | | (30) _____ 2. I am a good leader. |
| | | (31) _____ 3. I am somewhat dominating. |
| | | (32) _____ 4. People think well of me. |
| P | { | (33) _____ 5. I believe I am important. |
| | | (34) _____ 6. I frequently give advice. |
| B | { | (35) _____ 7. I am self-respecting. |
| | | (36) _____ 8. I am independent. |
| | | (37) _____ 9. I am proud and satisfied. |
| C | { | (38) _____ 10. I am able to care for myself. |
| | | (39) _____ 11. I am a competitive person. |
| | | (40) _____ 12. I can be cold and unfeeling. |
| | | (41) _____ 13. I am firm but fair. |
| | | (42) _____ 14. I can reproach people. |
| | | (43) _____ 15. I am short-tempered. |
| | | (44) _____ 16. I am frank and honest. |
| | | (45) _____ 17. I am critical of others. |
| | | (46) _____ 18. I frequently get angry. |

(Appendices continue)

- (47) _____ 19. When necessary, I complain.
- (48) _____ 20. I will argue back.
- F (49) _____ 21. I am frequently disappointed.
- G (50) _____ 22. I am touchy and easily hurt.
- (51) _____ 23. It is hard for me to trust.
- (52) _____ 24. At times I act rebellious.
- (53) _____ 25. I am able to criticize myself.
- (54) _____ 26. I am easily embarrassed.
- H (55) _____ 27. I am rather timid and shy.
- I (56) _____ 28. I can be obedient.
- (57) _____ 29. Usually I give in without fuss.
- (58) _____ 30. Frequently I feel weak.
- (59) _____ 31. I am grateful for what others do.
- (60) _____ 32. I am often helped by others.
- J (61) _____ 33. I hardly ever talk back.
- K (62) _____ 34. I am a trusting person.
- (63) _____ 35. I prefer to let others decide.
- (64) _____ 36. I will believe anyone.
- (65) _____ 37. I am a cooperative person.
- (66) _____ 38. I want everyone to like me.
- (67) _____ 39. I agree with everyone.
- (68) _____ 40. I am a friendly person.
- (69) _____ 41. I am affectionate.
- (70) _____ 42. I love everyone.

(Appendices continue)

- N (71) _____ 43. I am considerate of others.
 O (72) _____ 44. I am somewhat tender.
 (73) _____ 45. I am too lenient.
 (74) _____ 46. Generally, I can be counted on.
 (75) _____ 47. I often take of others.
 (76) _____ 48. I spoil people with kindness.

3. Directions for administering the Interpersonal Adjective Checklist.

Take out the white 'Self-Sort' cards.

Here is something different. We'd like you to describe yourself. The statements in this deck of cards are ways people use to describe themselves. I want you to read each statement, and if it describes how you feel about yourself these days, put it in one pile. If you feel the statement is not like you, put it in another pile. Do this for each card.

1. Shuffle the cards and hand them to the respondent (R).
2. If necessary, read cards to R; read from the cards, not from the scoring page.
3. When R is through sorting all cards, place the 'Like Me' pile in the corresponding envelope, and the 'Not Like Me' in the corresponding envelope.

4. Directions for entering R 'Self-Sort' choices on the scoring page.

Take out the 'Like Me' cards. Each card has a number in the lower right-hand corner (29-76).

On the scoring page, put a '1' in the space in front of each number that appears in this pile.

Then take out the 'Not Like Me' cards and put '2' in front of each number appearing in this pile.

Finally reshuffle both piles of cards together, place the cards and small envelopes back into the 'Self-Sort' envelope.

5. Formula for calculating dominance score where count and statements represent 'Like Me'.

$$\frac{\text{AP count} - \text{HI count} + .7 (\text{NO count} + \text{BC count} - \text{FG count} - \text{JK count})}{\text{count of total number of statements chosen}} \times 100$$

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