### CHAPTER III

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Experience Survey:

This is a normal study resulting in the development of a scale to estimate the normality in the individual. This means that the norms of both female and male, age-wise norm, married-unmarried norm and educational norms are the immediate object of our inquiry. The study consists of three stages; namely (1) Experience Survey (2) Pilot study (3) Full scale study.

Experience survey were undertaken for collecting the items.

(1) Expert's and layman's views:

The experience survey aims at defining the basic concepts so as to know about the views of the experienced and knowledgeable people, think and consider, what types of personality characteristics are essential for a normal individual. This procedure was considered as a part of item collection.

Since this scale is meant for practical use, mere conceptual elaboration of the concept of normality would be of no use. A compromise will have to be struck between the scientific concept of normality and the layman's concept of the same.

25-30 informants were interviewed by house to house visit and were requested to express their ideas in order to know what people think about a normal individual's behaviour and
traits of personality are required for a person to detect him as normal individual.

The responses were taken in the form of personality description with special description of a normal personality.

This sample of 30 informants, was a purposive sample selected from different institutional heads of Gujarat University's different faculties, college lecturers, Readers, doctors, engineers, psychologist, psychiatrists, administrators, writers and business personnel.

**REVIEW OF TEST MATERIAL** :-

Review of test material mainly based on the test having personality objective as an item. Bem Sex Role Inventory detail description of Cattel 16 PF was found most suitable test for present purpose. A batch of 5 judges rated each item carefully in terms of its relevence with normality. Out of total 60 items on Bem Scale, 45 items were selected on the basis of highest congruence amongst the judges, and about 50 items were taken from 16 P.F. description.

**REVIEW OF THEORETICAL LITERATURE** :

While reviewing the theoretical literature the book on "Normality" compiled by Denial Offer and Sabshin, M, were found a comprehensive and sufficient as a source for item collection. From the appendix of the book many abjectives
related to 15 personality desporiation were listed and added to the total bulk items.

The items collected all the three source mentioned above listed in alphabetical order for further procedure of selection of items. Total collected items were more than 300.

Method

Generally for such normative studies a design of developmental method as longitudinal design or crosssectional design may be employed on the basis of direct systematic observation. This study is based upon personality characteristics and longitudinal design but the method of data collection was self rating questionnaire method. The same study can be done by observation or guided interview method.

In systematic observation the researcher approaches and observes the subject directly in natural situation. This method provides an opportunity to get the 'natural' information about behaviour. Observation method also have some disadvantages. This method is limited to the behaviour which is observable. But unobservable behaviour cannot be studied by this method. It is also quite impossible to observe the daily routine of the child thoroughly throughout the twentyfour hours. In simple daily routine, some of his/her achievement, may not appear. It may be away
from the range of mere observation of few hours. Some aspects like self awareness and selfperception are not clearly observable. Some aspects of behaviour deeply inter-related with individual's personality, cannot be found out by the observation of few hours, few days or even after few months. It requires constant and confirmed process of observation.

Observation method is not the suitable tool for data collection for the present study. All the difficulties and limitation of the simple observation method are also found in the developmental studies. Cross-sectional design is not sufficient to cover the whole area of this study. For these reason longitudinal approach is relatively more suitable than cross-sectional approach, because it overcomes some of the limitations of observational method and because of continuous observation of the same subjects for pre-determined period of item. It provides an opportunity of continuous link of observation. But in its actual form longitudinal approach is very time consuming one. It become difficult to control the subject over a long time. Longitudinal method is therefore known as sample waning method. This approach is applicable on small sample. It is practically difficult for large sample. This method though theoretically valuable creates a series of practical difficulties in its application.
Paper-pencil questionnaire is speedy and practically very convenient tool. This method is easily applicable for large sample. It requires accurate formation of questions. The questionnaire filled-up by the respondent himself may create the possibility of inadequate and superfluous information. There is no opportunity for establishment of rapport. It is not useful for illiterate people. The rigidity of the procedure makes the responses unnatural and relatively artificial. So this method in its original nature, therefore was not selected as tool of data collection.

Interview provides the opportunity of establishment of rapport with the informant. It enables researcher to ask sub-questions, re-questions and cross-questions to get adequate and reliable information and to check the consistency in collected informations. It provides scope for correction of mutual misunderstanding. It allows the researcher to change the wording to suit the education and understanding level of the respondent. This flexibility of procedure in interview is a greatest advantage of the tool.

This flexibility makes the interview a far superior technique for the exploration of the areas where there is little basis for knowing either what questions should be asked how to formulate them or where it requires elaboration of questions. Interview is more suitable for studying the specific aspect of behaviour such as emotional on social
behaviour rather than behaviour in general. It provides a situation for gathering the information about the different behavioural aspect which are deeply interconnected with the personality of the individual. It enables us to study interactions and interrelatedness of responses of different kinds. It is also helpful in studying manifold human personality. It is also suitable in discovering the structural and functional unity among all the aspects of behaviour as it is revealed in social development. It is applicable for both literate and illiterate people.

In the collection of data for the social science, one must make a choice of the tool depending on the situation. The successful interviewing heavily depends on the capacity and the skills of the interviewer. The interviewer must have a thorough grasp of the social environment of his study area and sufficiently equipped with capabilities to motivate the respondent. He must be insightful in recognising and dealing with the social psychological phenomena of the interviewing process. The disadvantages of this method are there may be personal bias and the data may be distorted, resulting in wrong generalisations. In our social condition, specially dealing with women and with rural population, it is very difficult to open the mind of those people through interview. The method of interviewing also is not developed.
The various techniques subsumed under the general concept of behaviour modification represent a direct utilisation of major learning principles in the practical management of behaviour change. These techniques involve the application of conditioning principles to the acquisition and strengthening of wanted behaviour such as self-assertive or effective interpersonal relation, and the elimination of unwanted behaviour, such as stage fright, uncontrollable temper, or excessive drinking etc. The behaviour assessment techniques help in defining the individual problem through a functional analysis of relevant behaviour (Bijou and Peterson, 1971, Kanfer & Saslow, 1969). This procedure is for the selection of appropriate treatments for the individual. It will also assess the changing behaviour, after the treatment. Behavioural approach in terms of self-report inventories: in this method the subject is restricted for giving their replay only such as - Yes, No or in between; self-report, personality inventories are usually used for preliminary screening and identification of target behaviour. In these type of test, for each item respondents indicate whether or not they would be likely to refuse the request and how comfortable they would feel about refusing or acquiescing. This can be used not only in the initial assessment but also in monitoring the course of training. In the field of psychology "Personality" occupies the central position. So scientists as well as common individuals are
very curious to know about the personality. But there are very few limited methods for that. Because to study the entire personality implies simultaneous study of physical aspect, psychological aspect, biological and socio-cultural aspects. There are two approaches. One ia mainly know as quantitative or trait approach (Eysenck 1947, All port 1937, Cattal 1937, Stern 1921) were psychologist, developed various kind of test to measure unique traits of the individual such as intelligence, preserverance, introversion, extroversions, emotional stability and social maturity. These analysis have been fruitful in many respects but they fail to give a picture of the functioning personality. As individual grows he develops his own unique personality. So this approach has not been highly appreciated by the psychologists who belong to the Gestalt school. They believe that it does not give the complete picture of personality. Certain traits are no doubt important in the study of behaviour but it does not cover entire personality, particularly the psychoanalytical school would immediately raise the objection by pointing out that the trait approach does not cover unconscious mental process. As a result other approach has been developed whose aim is to give comprehensive understanding of the total personality revealing both intellectual or non intellectual traits and the functional interaction between the two. Here the Gestalt approach has been accepted. Holistic principle is being
given priority, according to which the whole and its parts are mutually inter-related. The inter-relationship must be interpreted to understand the whole. According to the holistic principle the measurement and evaluation of components separately also do violence to the organised structure of the whole.

Personality has relatively steady and more or less long lasting organisation of mental, physical, socio-cultural and clinical traits. The assessment of personality through the personality approach is more sound and profound where day to day minor fluctuations and temporary and situational reactions are not given much weightage in diagnosing the person. Observation is the basic and fundamental method of every science. In psychological science the limitation of observations are overcome by ratings. Self-rating made on the basis of series of observations, of one-self in varieties of situation is more dependable and valid in comparison to other method. On the basis of this assumptions, the present scale is the personality oriented self-rating assessment technique.

The projective method considered as one of the valuable methods for personality tests. These types of tests are concerned with a complex of psychological aspects of individual taken as a whole. It is mainly keeping in mind the unconscious aspect of personality. This technique has
been developed to obtain what the subject cannot or will not say frequently because he/she does not know himself/herself and is not aware of what he/she is revealing about himself/herself through projection.

Here the subject is given more or less, some ambiguous stimulate either in form of complete sentence or ambiguous picture or inkblots. The subject is free to give responses and on the basis of the interpretation of the responses, personality dynamics of the subject, mental processes, conscious and unconscious or both can be made out.

There are also disadvantages in this method. The promise of projective techniques has not been fulfilled. The years of training required to become expert in the use of many projective methods and time involved in their administration, scoring and interpretation. It needs efficiency and economy in the use of projective techniques. So moreover psychologists feel that other methods such as standardised interviews or observations are more convenient. One more disadvantage is that the projective technique is the lack of a specified scientific model for their structure which can rise to testable hypothesis for probing the tenability of both hypotheses and model.

The present test is an attempt to study normal personality and the items on the tools are the series of adjectives defining or describing personality.
Nobody on the earth survive in perfect environment. Everybody has marginal abnormality within themselves. In a way to be abnormal to some extent is the sign of normality. It means a normal person is normal because he has some level of abnormality which is necessary for him to survive as realistically normal person. The level of abnormality beyond that margin is considered abnormal. The present study is an attempt to develop a tool to assess the realistic level of normality and not the idealistic normality.

The scale is constructed on the basis of the postulate that a normal person develops various aspects of personality to some extent. Any type of abnormal development in individual inevitably influence the development of particular personality aspect. The development of any kind of abnormality beyond certain level interfere with test in some of the personality aspects at particular level.

The present scale is an attempt to assess the level of personality aspects on 5 point scale.

**Selection of Items**

1. Ambiguity of meaning
2. Wide difference between dictionary meaning and operational meaning.
3. The items having nearly similar meaning or having very little different shades of meaning.
(4) Items with some overlapping meaning and relatively broader coverage were also excluded.

(5) By eliminating few items, the scale consists of 116 items.

(6) Finally by calculating T-test (Edward A.L 1969), for each item, 100 items of highest T-value were selected for the final scale. The consideration for this procedure is to select the items having high discriminating value.

Finally 100 items were kept as a full scale consist of 88 positive item 12 negative items. The test also consists of 12 gilter items which ar not considered in the summation of final score but helps the test users to observe the tendency of the rater in terms of high rating low-rating or average rating. It also helps to tress the tendency of responding the socially desirable value.

Definition of Items

It was essential to define the items for the purpose of accuracy in communication. In order to define them the literature was reviewed to trace the dictionary meaning & theoretical references. A panel of two senior clinical psychologists & two Academecians having equal mastery in English and Gujarati were requested to describe and explain the terms on the basis of their experience and knowledge. A panel of laymen were also asked to describe the terms from
their own platform. The informations thus gathered were organized and considered in developing the conceptual and descriptive definition of each item.

Each item is defined separately to avoid any misunderstanding in interpretation, in such a manner that it would carry only one meaning and one interpretation. It would not create any ambiguity or complexity during data collection procedure on the part of the respondents. This is how the clarity is maintained as far as possible.

The definitions of items serve as guide for the application of the scale. The elaborate description of the items is expected to add to the accuracy of the application of this instrument. This gives the proper guidance in responding the scale items on the part of the respondent on the one hand and in scoring and administration of the scale on the other hand. Conceptual and behavioural definition of items are developed for the effective communication and homogeneous meaning of the items. The conceptual meaning of the item is also considered as an attempt to increase the construct validity of the test. The behavioural definition is an attempt to standardise the self administration is an attempt to standardise the self administration method in test taking procedure.
1. Achievement Oriented

According to LONGMAN dictionary meaning and from the Encyclopedic Dictionary of psychology it is a strong impulse to exert one's best efforts to achieve a high goal and usually, to be recognised and approved for attaining it.

This is not related with the basic attitude or ability to achieve the goal but this is one of the aspects of the personality, expressing the readiness and relative priorities to achieve something.

Achievement orientation is very often used or confused with the term "Achievement motivation".

People very often describe "Achievement Orientation" in the following way:- Bent upon achievement; consciously planning for achievement;

Resulted-oriented, success oriented. It is obvious that the description consists of more than one attractive phrases but practically it carries the same meaning as it is used as synonymous to each other.

The scoring of this item may be made on the basis of the relative priorities in the life. Thus the strength of achievement oriented in relation to orientality for other things should be considered while pulling the rating value. Very often they are individuals suffering conflict in
achievement oriented activities and socio-cultural norms, values, circumstances, hardship comforts and security etc. For the scoring purpose it is very important to know the relative priority and strength of achievement orientation in comparison to other personality variables.

2. **Accurate** (precise)

According to Wolman's Dictionary in Behavioural science accurate means pertaining to exactness; freedom from error.

This is not related with the basic attitude or ability to 'accurate' any object. But this is one of the aspects of the personality expressing the perfection or doing any type of work exactly and truly.

In general, people very often describe "Accurate" as precise it is the characteristics of an individual who can do work correctly truly or exactly.

Many times the accuracy is confused with obsessional verification and compulsion. The meaning of accuracy should be clarified particularly while it is used for diagnostic purpose. The rater should be able to discriminate between two.

3. **Adaptable** (a suitable rendering).

The Longman's dictionary meaning of the terms is - capacity to make appropriate responses to changed or changing
situations; ability to modify or adjust one's behaviour in meeting different circumstances or different people.

The adaptability is also a quality or characteristic of a personality, that enables the individual to adjust to the environment appropriately and effectively.

The adaptable quality of the personality is described according to the experts' opinions as being able to adopt oneself to new surroundings and adjustable. It is an activity that requires self management and willingness or ability to learn new things.

4. **Adjustable**

According to the dictionary meaning, the modification of attitudes or behaviour to meet the demands of life effectively, such as carrying on constructive inter-personal relations dealing with stressful or problematic situations, handling responsibilities or fulfilling personal needs and aims.

A harmonious relationship with the environment involving the ability to satisfy most of one's needs and meet most of the demands, both physical and social, that are put upon one's variations and change in behaviour that are necessary to satisfy needs and meet demands so that one can establish a harmonious relationship with the environment.
Adjustable is a personality trait, in which a habitual behaviour pattern that enables the individual to meet the demand of life. The functions or activities through which we attempt to adjust to environmental demands.

In experts opinion, adjustable is quality of personality in which individual is able to adjust to his or her environment, society or family. This quality conforming to the demands of whatever be the challenge of the situation.

5. Adventurous/Daring/courageous/willing to take risk:

According to LOMGMAN'S dictionary it is venturessome, enterprising quality of the personality, to engage in activities that involve exploration and risk. The particular trait is characterised by risk and hazards, possessing courage, thereby being adventurous.

This is one of the essential traits of the personality where upto certain state of life it is necessary to achieve the goal of life.

Experts describe adventurous as disposed to go in for a challenging goal or goals; prepared to take undesirable risks and face dangers.

The human being basically wants to gratify his needs by exploring the environment but he needs to deal with the various types of changes around him.
6. Affectionate/Ability to love and accept love from other:

Both LONGMAN'S and WOLMAN'S dictionary define the term as feeling of tenderness and attachment, especially when such feeling are non-sexual.

The urge to give and to receive affection, both of which are believed, it is innate since the infant responds to cuddling and being held from the very start of life and expresses love as soon as he is capable of patting and stroking others. Children who are treated coldly and mechanically usually show signs of unhappiness and even suffering. Freudians, however claim that the child becomes attached to the mother or mother surrogate only because of the role they play in gratifying his basic needs. The individual who is brought up in warm environment will be able to love other and can also accept love from other.

In experts term it describes, showing love or caring; tender attachment.

7. Affinity Oriented:

LONGAMN defined this characteristics of personality as- A Strong natural liking or attraction; the relationship by marriage between a man or women and his or her spouse's blood relations.
This is also a personality trait which is necessary for a normal individual. It means a natural attraction for opposite sex, a man's liking for woman and vice versa. Experts described it as seeking for opportunities to find out loyal agreement, understanding, it is a mutual relation and natural attraction.

8. Aggressive/Defends own beliefs

LONGMAN'S dictionary meaning is apt to make attacks, showing aggression, self assertive, forceful. A behavioural trait consisting of self assertiveness and social dominance. The tendency to overcome opposition of being self assertive, pushing forward one's own interests showing enterprising or energetic behaviour, the tendency to be dominating in a social situation.

It's a personality trait. There is difference between instrumental aggression and hostile aggression. Here we meant instrumental aggression. In both cases of aggression the aggressor seeks to injure someone, but when he is acting instrumentally the aggressive behaviour is carried out for another non-aggressive purpose (such as for money or social approval, etc.) The person who attacks his victim because he believes the rules of his group require him to do so, is engaging in instrumental aggression. This type of aggression be good for society. The positive type of aggression shows
the self confidence within the individuals. So while rating this trait the subject must know the actual meaning of the term.

In Expert's view, it is a vigorous pushing in tendency or self assertive of forceful tendency.

9. Ambitions

According to Webster and Oxford Dictionary, this trait is strong desire to achieve something full of ambition.

It is one of the traits of the personality which is essential for an adult or grown-up individual. The realistic ambition is always relevant with individual's ability, a socio-cultural circumstances. Too much high ambition is considered as over ambitious attitude, which is not regarded as normal as well as too high ambition or too low ambition compared to one's own abilities are also away from normality.

Normal ambition is usually based on the real perception of individual's own ability and limitation and to some extent upon the socio-cultural frame of references. Ambition is considered as motivational force for the achievement. Experts defined this trait as strong wish to fulfill something.
10 **Analytical**

According to WOLMAN'S dictionary of behavioural science this is described as self analysis the attempt to understand one's own motivation, actions and feelings without the aid of professional guidance.

Analytical is a personality trait. The person with this type of quality is a self evaluation type personality. The person who is cautious before taking any decision or who will analyse the situation many times before taking any important step. In expert's view the term, is a special quality of personality in which one examines and interprets the situation that is seen. It is tendency of the mind to analyse situations to be able to clearly understood by them.

11. **Assertive (positive)**

According to WEBSTER, OXFORD and WOLMAN'S dictionary, This is - to assert himself or asserting oneself to declare as true. Assertive behaviour which a person learns to use in anxiety provoking situation where he feels intimidated and taken advantage of as a means to reduce the anxiety which is incompatible with the assertive response.

This is also a necessary personality trait. The individual who has this, can represent himself in proper way in proper environment one circumstances. If any person is lacking of this trait, known as timid personality or the person can not
assert himself when it requires. It is an essential positive trait of the personality which also shows the self confidence in one's own, in appropriate situation. Experts opine it as one's capacity to establish his own viewpoint as true.

12. Aware of feelings of other:

According to LONGMAN'S dictionary, the behavioural definition of the statement is: conscious about the feeling of other; being conscious of something, the state of perceiving and taking account of some event, occasion, experience or object. Consciousness (awareness) of other's problems, emotions e.g. feeling happy, sad, etc.

The conceptional definition of this personality trait; referring to the process of being aware or knowing. Characterizing a person who is aware of the feeling of his society or his surroundings. This trait of the personality defines that the person is sociable or not, the individual is self centered or not. It is also an emotional state of mind. Human being a "social animal" it is also important characteristic of an individual to share both happy and sad situation to take in a society. In Experts' view it is the person having knowledge of others, or realization of others who is sensitive to other's feelings.
13. **Careless**

According to WOLMAN'S dictionary meaning: inattentive a state in which attention is not focussed and wonders unselectively. A state in which there is a lack of concentrated or focussed attention, or in which attention drifts back and forth.

In behavioural sense, it is a state of mind when concentration is lacking or in this state of mind attention is not focussed. It is also a common personality trait and is important because each individual may have this quality of personality. But quantitatively or how frequent the person is careless or inattentive. It shows that the individual is how far normal or how much away for normal personality.

In Experts' opinion, it is one of the traits of personality in which the person is negligent, inadvertant or idle.

14. **Charitable**

According to OXFORD and WEBSTER dictionary The behavioural definition of the term is generous in giving money, food etc. to poor people; kind in one's attitude to other; loving kindness towards other, leniency.

Here the conceptual definition of the term is "charitable", kind in one's attitude to other. It is also an important
quality of the personality "charity begins at home"—(saying)—a person's first duty is to help and care for his own family. After that when the individual is grown up, it is also one of his or her duties to help or care for his society, for nation, etc. So without this trait of the character we cannot be the part of our family, society or nation. So while rating subject must know the meaning of this trait and rate accordingly.

According to the Experts' view it is an essential quality of our character—generous—, willingness to help the needy or unwilling to think badly of people or acts.

15. Chaste

According to WEBSTER and OXFORD Dictionary the behavioural sense of the term is—Virgin: not having sexual relation except with the person to whom one is married; pure; virtuous; simple in style; not ornate.

The conceptual definition of this trait is—virtuous, pure, virgin, etc. This is also an important personality trait; it also varies from caste to caste, society to society and like this. So according to the particular group of the society, specially our middle class society gives importance to this trait to judge the other person. But even for any society decent, self-controlled simple personality are appreciated.

While rating for this trait the rater should be aware or
sure about the meaning of these characteristics of personality.

The Experts define this as :– The person having quality means decent, pure and uncorrupted personality.

16. Chivalrous (courtesy or considerate behaviour)

WEBSTER and OXFORD Dictionary describe this behavioural term as having the attributes of an ideal knight, gallant, courteous, honourable; a gallant gentleman; The noble qualities a knight was supposed to have such as courage, honour and a readiness to help the weak and protect women.

The conceptual definition of this particular trait is – the individual, who is very much concern, the weak and helpless. The person who is having courtesy and considerate behaviour towards women, who is honourable and gallant gentleman. It is a good and essential, quality of personality, which person knows how to behave according to the situation or surroundings. It is also applicable to women. In Experts' view – it is gallant courteous and gentle quality of an individual; disposed to show regard and respect in manners and behaviour to the fairer sex.

17. Cheerful/happy/lively i–

The NEW WORLD Dictionary and OXFORD Advanced learner’s Dictionary defined the behavioural sense of the term as in
good spirit pleasant behaviour; having positive qualities as of warmth, vigor, vitality, brilliance, etc.; full of life; active; vigorous; full of spirit; gay; showing a feeling of pleasure, joy, etc. feeling or expressing pleasure, contentment, satisfaction; full of life and energy; high spirited.

The conceptual definition of this trait is the person who is having full of spirit and energy. It is a pleasant trait of personality or personality which is having positive qualities, as warmth, brilliance, vigor and vitality, etc. In this type of trait, person can show or express his feeling of pleasure and joy to the others. This type of character is also the good contribution to the society, one can also make other people happy and lively because of his company.

In Experts' definition of the term, It is optimistic, without gloom; full of joy; contented pleasant and warm behaviour.

18. Commanding

Longman's Dictionary of Psychology and Psychiatry defines that the behavioural term of this quality is authoritarian personality, referring to the individual who is characterized by a dependence upon clearly delineated hierarchies of authority. It is a belief that human beings
should be controlled by a superior power, or idea and that the individual should have no rights of his own apart from such a pioneer; in a position to control or dominate, dictate or direct with authority.

The conceptual definition of the term of this trait of personality is a personality pattern characterized by preoccupation with power and status, strict adherence to conventional value. The person who is in a position to control others outside his group. This type of personality trait only exists to an individual who has self confidence, intelligence and wide knowledge on various subject matters.

According to the Expert's definition — it is an authoritative quality of the personality; ability to dominate any type of people or group.

19. Compassionate

According to LONGMAN'S Dictionary the behavioural meaning of the term is:— a strong feeling of sympathy with another person's feelings; A strong feeling of sympathy with the human condition and humanity in its joyful — sorrowful and comic — tragic aspects. It presupposes understanding and acceptance of one's own emotions to the extent that one can draw upon one's emotional experience to enter in to the meaning of another's feelings, whether joyful or sorrowful.
The conceptual meaning of this particular trait is to show sympathy to other needy ones. The person who feels pity or sorrow for suffering of others. This trait characterises one who is willing to help the sufferer. The individual who wants to bear the emotional experiences of other individual, whether joyful or sorrowful. It is also quite similar to social responsiveness helpful etc. The rater must be sure and careful while rating on five point scale.

The Expert's definition is a feeling of pity that makes one want to help or show mercy. This characteristics of personality shows full of pity and sympathy.

20. Competitive:

As stated by LONGMAN the behavioural definition of this particular personality trait in which an individual to advance himself or herself exceeding or frustrating the progress of others. The competitive nature, influences an individual to advance himself through behaviour in which he neither cooperates nor competes with others; intense rivalry between individuals or groups struggling toward the same goal such as victory on the palying field, advancement in business, or the attainment of academic honours.

Conceptually we may define the "competitive" quality of the personality is an important factor as 'achievement orientation' factor. This trait may be healthy or unhealthy.
benigned or bitter, controlled or uncontrolled, a stimulus for achievement or an expression of hostility. In any case it is important and realistic to develop a degree of competition tolerance in a society, that is highly competitive. So as to achieve anything or ambition for reaching the goal in life; competitive quality of personality is essential for an individual.

According to the experts - competitive spirit is one in which people compete for a prize. It is a friendly contest in which people try to do better than their rivals.

21. Considerate

The definition from LONGMAN, OXFORD AND WEBSTER'S Dictionary. The behavioural term of this trait is defined as an important component of the group leader's role, consisting in his ability to foster and sustain productive group spirit and cooperation through even handed and sympathetic interaction with group members.

The conceptual meaning of the trait "considerate" is a positive quality of the personality, with this type of personality, the individual is sympathetic, and tries to understand the problem of others. This trait is very much essential or important to each individual who may be the leader or teacher or student or executive or employee or parent or anybody, to be in a family or in a group or in a
society. While rating the subject should understand the term "considerate it is also a positive side of characters, but too low of this means lack of emotional maturity.

Experts defined this trait as — An individual who can take care of his or her subordinates; can understand other's inconvenience or does not hurt others.

22. Conscientious (Scrupulous)

LONGMAN'S The behavioural definition of this particular trait is:— the individual's pattern of normal values and sense of right and wrong. It is an ethical component of personality, which acts as judge and critic of our actions and attitudes, absolutely honest, exact, careful and clean.

The conceptual definition of the term is as:— the healthy individual in which behaviour is regulated by individual standards and not by fear of external authority. The person is concerned with questions of right and wrong and meticulous attention to detail. The "conscientious" or "scrupulous" quality of the personality is good but if it is in higher side, then we can say that the individual has a tendency towards obsessive compulsive personality.

In experts' view — with type of quality of personality, the individual is honest exact, careful not to do wrong, extremely thorough, paying attention to details.
23. **Conceited:**

According to OXFORD AND WEBSTER'S Dictionary, the behavioural definition of the term "conceited" is excessive pride in one self, or one's powers, abilities; having an exaggerated opinion of oneself, one's merit, etc.

The conceptual meaning of this particular trait is used here like self-important, show-off; with this quality individual would show excessive pride in himself. So it is a show man type of personality. This is also an important trait of the personality to judge, the person, how imaginative he is in positive sense but it should not also cross the limit. The experts present this characteristics as one who is conscious about himself or herself.

24. **Conventional:**

According to LONGMAN'S Dictionary the behavioural meaning of this term is a rule of social conduct that is generally accepted but seldom enforced. It is a personality trait marked by excessive concern with an inflexible adherance to social customs and middle class valuers and standards of behaviour. The term is also used to refer specifically to one of the traits associated with the authoritarian personality.

The conceptual definition of the trait is traditional. It is a personality pattern characterized by pre-occupation with
power and status, strict adherence to traditional values, identification with authority figures, a demand for subservience or obedience on the part of others, and hostility toward minority or other out group. It is an important trait of personality from which we can make out that the individual has leadership ability or not. If the individual is too much conventional, this shows the rigidness of the personality, which is not desirable for the society or the person himself. It is not considered a normal trait of personality.

As per the Experts' persons with such quality are generally rigid to things according to the tradition or convention.

25. *Discrete*:

According to WEBSTER and OXFORD Dictionary the behavioural definition of the term "discrete" is a distinct nature of a person in which individual does not want to attach with others.

The conceptual definition of this type of the trait of the personality is in which individual, wishes to be separated from the group. The person does not want to involve himself in a particular event. Here we can describe this quality in positive sense, as sometimes it is necessary to keep aloof or keep distance from some events in which the individual does not concern about. So for keeping good relation with the
family members or with friends or for the good of our society, this quality of personality is necessary. But there is also a limit of this trait where one should be careful about the range or level of unattachment.

The Experts' described this trait as - Individually distinct; one who can be distinguished within a group.

26. Dominant

As per WOLMAN'S Dictionary of behavioural science the definition of this term is as follows:

Ascendance or assertion of control over others; the tendency for one hemisphere of the brain to exert greater influence than other, over certain functions, such as language and handedness. Dominance hierarchy, in behaviour, the ordering of responses in terms of their priority or importance. In social psychology D.H. (Dominance hierarchy) denotes the classification of group members in relation to their power or prestige.

The conceptual description of this trait is - need to dominate, lead or to control others. It is a drive or desire for ascendency, being more important or prominent in a relationship. A tendency, to control other or to influence, other's behaviour. It is also similar trait as leadership ability and commanding nature. So we can define this quality as conspicuous personality trait.
The Experts' defined this as - the individual, who has commanding influence on others; noticeable, remarkable, etc.

27. Does not use harsh language/ Sweet tempered :-

LONGMAN's behavioural description of this trait, is an individual's constitutional pattern of reactions, including such characteristics as general energy level, emotional make-up, and intensity and tempo of response. Though such a pattern is believed to have an inherent basis, and is manifested early in life, it may be modified in some degree by life experiences later.

Here the concept of this term is as - an individual, who is polite, sweet tempered, have patience, emotionally balanced and pleasant in nature. It is one of the inherited qualities of personality which is not crude, abrupt or rough.

In Experts' view - it is the individual who does not use rough or crude or abrupt language.

28. Eager to soothe hurt-feeling :-

This term's behavioural definition from LONGMAN'S Dictionary of Psychology and Psychiatry is as follow :- it is a helping nature; here individual shows or expresses the willingness to ease or to clam the sad feeling of others.

The conceptual definition of this quality is as human being as a social animal, is instinctive in nature, to show
sympathy to others, when the other person is in difficulty. It is also similar to social responsiveness characteristic of the personality. The item defines the quality of individual's personality which shows the gentleness. The term shows the positive eagerness interest or desire to do something for others when they are in distress. While rating for this trait on five point scale, one must be careful and sure about the meaning of this term.

The Experts' defined it as a good quality of personality in which, one makes others clam or quiet when they are in difficulties, anxious or in pain; to make clam or composed as by gentleness.

29. **Efficient** :-

**OXFORD, LONGMAN and WEBSTER Dictionary** defines the behavioural meaning of the term as the total of the antecedent factors leading to a given effect or event acting efficiently or effectively; producing results with little waste of effort; able to work well; capable. The conceptual definition of this trait of personality is the person who can produce direct effect or result. The person who is aware of his duty or honest in his work. It is also an important quality of personality, in which one shows his or her worth by producing the result. While rating for this Five point scale the rater should know the meaning of this adjective and rate accordingly.
The Experts' opinion on this trait is an individual, who is loyal to his work or duty and acts efficiently or effectively for the result.

30. **Enterprising** :-

According to OXFORD and WEBSTER'S Dictionary, the behavioural definition of this trait is an individual, who is willing to take up a new or risky project, requires courage and boldness; showing enterprise; full of energy and initiative; venturesome.

The conceptual definition of the trait, in which, individual has the courage to take up new and unknown business or project and make himself involved for its result or production. It is also a good quality of the personality which involves energy for new invention. This quality has also connection with "Achievement orientation quality" of personality. To achieve new things or to reach goals one should also be enterprising.

The Experts' described this trait as energetic, active, full of initiative, etc.

31. **Firm/Stedy** :-

OXFORD and WEBSTER Dictionary have defined this behavioural term as strong and consistant in attitude and behaviour; not easily persuaded to change one's mind; decisive; controlled
behaviour, disciplined; not yielding easily under pressure; showing determination, strength; constant in behaviour, loyal etc.

The concept here to choose this item as one of the traits of personality is that with this quality the individual shows determination, strength, discipline, loyal, sober, secure and reliable personhood which is constant in behavioural outflow. But it is different from rigid behavioural characteristics, which rating for the five point scale. The rater should be clear about the meaning of this trait of personality. The Experts have also defined this trait as - controlled, and constant behaviour; which is stable, reliable and definite in nature.

32. Flattering:

WEBSTER'S definition of the behavioural term "flattering" is a quality of personality by which person/individual tries to praise somebody insincerely to earn some favour, to make one feel pleased or honoured which is false. In this test, the conceptual definition of this trait of personhood is as - who can give compliment to a person excessively or insincerely, specially in order to gain something. This trait is considered as one of the negative parts of our personality. Here, individual shows false feeling, but sometimes it may be useful for keeping good relations or to solve misunderstanding with others. Thus up to certain
point. This characteristic can be stretched for positive purpose. So one should be careful while rating on Five point scale.

According to the Experts' opinion it is to give a false impression to acquire something; insincere praise.

33. Flexible (Pliable) :-

According to OXFORD and WEBSTER Dictionary, the behavioural definition of the term is - a quality of personality, existing in individual who can easily change to suit new conditions; willing and able to change according to different circumstances.

The conceptual description of the trait is as a person who is pliable or adaptable or adjustable in nature. The individual who is able to change his or her nature, according to the place or situation or surroundings. It is a positive quality of the personality but both in the extreme ends, this trait is considered as the negative side of the character. So the Rater must be sure of the definition of this term and rate accordingly on the Five point scale.

The Experts' have defined the term "Flexible" as "adaptable", adjustable; able to change according to the circumstances.
34. **Forceful :-**

WOLMAN described this trait of personality from the view of behavioural science is as a tendency to act in a certain direction; a cause of any activity.

The conceptual definition of this term is one who can do work effectively in adverse situation or surroundings; one who is steady or firm or courageous or secure. Though "forceful" is quite similar to the terms 'assertive' 'firm' and 'steady' etc. The defining the qualities of personality, it also defines the forcefulness of the character. This trait is also similar to the term 'Determined' trait of personality.

In Experts' opinion – it is an inner force, which makes the individual active; assertive, effective, etc.

35. **Frank :**

According to WEBSTER and OXFORD Dictionary, the behavioural definition of this particular trait is as one who is open in nature; honest and direct in speech; truthful; free from disguise guide.

Here the conceptual definition of this personality trait is as the individual, who is open and honest in expressing what he thinks or feels. It is one of the essential traits of personality; it is essential for acquiring knowledge and
also for good relation with others. But unnecessary is a negative trait of personality. So one should understand the proper meaning and the rate accordingly on Five point scale.

The Experts' described, this trait as - showing one's thoughts and feeling unmistakably friendly conversation or direct conversation.

36. **Friendly** :-

WEBSTER Dictionary's behavioural definition of this trait of the personality is like - behaving in a kind and pleasant way; a person whom one knows well and is fond of close acquaintance; person one knows and likes but who is not a relation; helper, supporter, etc.

The conceptual definition of this trait: 'Friend' means - it is between more individuals- when one person is loyal, helpful, try to give company both in good as well as bad time of other - that is called the term "Friend". So the person or individual who is having this quality of the characteristics, called "Friendly" personality. It is also a very good quality of the personality, which requires helpfulness, understanding, social responsiveness and so on. So the rater should be clear about the definition of this particular term while rating.

The Experts have defined this quality as a person with whom one is on terms of mutual affection independently; one who is helpful or favourable to others.
37. Gentle

OXFORD Advanced learning Dictionary described the behavioural definition of this trait as a polite, mild careful behaviour which please others around the person who is having this quality; a courteous, gracious man. The individual who is well behaved.

Here this particular trait is chosen, because it is a positive social quality. This quality shows the up-bringing of the particular individual, about the family background, temperament of one's parents, environment around the individual etc. With this type of personality one can mix with others by his or her mild, restricted, polite and courteous behaviour. It is essential quality for an individual, it also shows the emotionally balanced and self controlled personality. In Experts' view this trait shows the individual's temperament with the situation, which is polite, mild and courteous.

38. Genuine

LONGAMN as well as WOLMAN'S behavioural definition of this trait of personality, is as an authentic, sincere and frank honest, does not have any unnecessary outer show, which are the characteristics of an individual.

Here "Genuine" had been chosen because it is also an important trait. The concept of this trait is the pure and
originality of the character, which does not show off or real etc. This is also a good quality of the personality; with this characteristics, one can be distinguished as an authentic, in particular area. Here we can remind that as we know each person has his or her one or more than one area in which the particular person is master or authentic; so when the individual is sincere, will show that quality to other, not the other qualities in which he is not the master. While rating the rater must be aware of the meaning of this trait.

The Experts' described this quality as pure, original and real, not artificial.

39. Leading :-

(leadership ability) LONGMAN'S Dictionary of psychology and psychiatry defined this trait - as one who has the capacity to influence the actions and attitudes of individuals or group, through such means as organisational skill, superior knowledge and expertise, the power of personality and in general the ability to evoke the cooperation and commitment of others.

The concept of this trait here we used as - the specific functions and activities of an individual who heads a group, serving, e.g. as director, guide, catalyst or mobilizer. Some leaders play an authoritarian, other a democratic or a
laissezfaire role. This trait focuses on such characteristics as supervisory ability, intelligence, self-controlled, self-assurance and decisiveness. The exercise of authority in initiating, directing or controlling the behavior or attitudes of others, with their consent. This trait is very important for an individual, so the researcher has selected this as one of the criteria of normality or normal personality. It is also similar to other traits such as dominating, commanding, etc. The Experts' defined this quality as the person who has all the characteristics such as supervising ability, ability to control the group with their consent, capacity to influence others, etc.

40. Helpful:

This trait "helpful" defined by LONGAMN as a broad-based educational orientation that has much in common with humanistic model in its emphasis on the complete individual and realization of the student's full potential. The human is concerned with the learner's motor development, perceptual skills, cognitive development emotional maturity; interpersonal skills, expression, creativity and ethical values. It is a prosocial behaviour, typically in response to a small request that involves no personal risk.

The conceptual definition of the trait of personality as an individual who is concerned about others. One who is useful
to the society or other or servicable. This is also a positive quality of personality of a human being which shows, kindness to others, understanding and has social responsiveness; one who is helpful, friendly or favourable to others.

The Experts' defined this quality as a person who is useful to others. One who gives service to others; one who concerns about other's problem and comes forward to solve it.

41. **Hospitable** :-

WEBSTER'S and OXFORD Dictionary's behavioural definition of this trait can be described as an individual who shows friendliness, kindness and solicitude toward quests; receptive or open to new ideas and can accept new person, etc.

The conceptual definition of this term or trait of personality, shows flexibility, friendliness to others, welcome and entertainment to strangers or guests or disposed to give. Here the Resercher has selected this trait, because it is one of the important positive qualities of human being. With this quality, one shows his or her acceptability, flexibility of mind, receptiveness or open mindedness or sociability. The Experts' described this characteristic - as the person who has capacity to accept, welcome and entertain others or guests. One who is social,
can have this quality to entertain show kindness or friendly behaviour to other unknown persons.

42. Humorous |

WALMAN’S behavioural definition of this term is as a positive, pleasant emotional attitude; a comical attitude or expression. ONe who is having or showing a sense of humor; amusing, funny behaviour to others for giving happiness or for pleasing others, when they are in bad mood.

The conceptual meaning of this trait is as an individual who can please others, in his bad time or mood by showing or expressing a comical attitude. An individual who has an ability to appreciate things, situation and people that are comic, ability to be amused. It is a state of mind, mood or temper of a person. It is also similar to other traits like - eager to sooth hurt feelings warm personality, so it has been selected as one of the items of this scale.

The Experts defined this trait as - a person who has ability to entertain other when it requires, one who can please others by his or her comical expression.

43. Impulsive |

LONGMAN’S behavioural definition of this trait state as - the person and his or her behaviour, marked by sudden action that is undertaken without careful thought; activity
abruptly engaged in without fore thought, reflection or consideration of consequences; a compelling drive to action in blind obedience to internal drives. It occurs primarily in young children, and in obsessive-compulsive or antisocial adults, who have not developed adequate defenses against their impulses.

The conceptual meaning of this term or trait, we can explain it as - a tendency to immediate action, originating from blind obedience or internal drives. An act that is the immediate response without deliberations to the presentation of a stimulus. An individual who acts in an abrupt manner without thinking of the result. The researcher has this negative trait of personality to see, how far an individual is impulsive, if it is within the range of average it is o.k. for a normal person but if it is more than that, the person needs treatment.

The Experts' have also described this trait as minus point of our character or personality. As they described - a tendency to impel; push or sudden tendency to act without reflection.

44. Independent ;-)

LONGMAN described this trait as - an individual who is self sufficient, ability to perform all or most of the routine work or functions required in maintaining a home and job and
mobility between home and job as a self reliant person. According to Oxford dictionary the person who is not controlled by other people or things. Webster defined this character as - self reliant, self confident, etc.

The conceptual meaning of this trait is as - an individual who is independent in thinking, self reliant person and who has self confidence which is one of the most important characteristics of personality. The person who is not biased and can manage most of the things which are essential for the day today life. Here it is necessary to know that the particular person is how far independent, because it is not possible for a person to be an independent, for each activity or while decision taking or making but one can take the decision. Researcher chose this trait because it is necessary to be independent as well as in few cases dependent.

The Experts' defined this trait as self-governing personality one who does not always depend on authority or control, etc.

45. Individualistic i-

According to WOLMAN, the definition of this trait is - a strong personal attitude or action exhibiting as attitude of independence from group standards. Longman described this as an individual, who indentifies with deeper aspects of
himself. It is an approach to life that emphasises the right to be one self and to have one's own aims, interests and idiosyncrasies, as contrasted with conformity to group standards or conventional life-styles. It is a type of motivation that influences an individual to advance himself through behaviour in which he neither cooperates nor competes with others. The conceptual definition of the term is as all the characteristics that belong to a particular person and that make him/her different from others, separate existence etc. The researcher has selected this trait because it is also an essential trait of personality which defines an individual as mature and normal according to the society, who does not get easily influenced by other, ability to think in proper way. This trait is also considered as positive characteristics of personality, which is important for a normal individual.

The Experts' described this trait of personality as a person who is very independent in thought or action.

46. Inefficient :-

According to Oxford dictionary meaning as an individual who is wasting time, energy, etc. in what one does, and therefore failing to do it well or quickly enough. Webster defined in terms as - not efficient, not producing the desired effect with a minimum use of energy, time, etc.; lacking the necessary ability; incapable.
The conceptual definition of this trait here described is an individual who does not take interest in any activity attentively. It is opposite to efficient. This trait of personality is considered as negative quality of human personality. It can be said that, some time inefficiency is possible, but one must be sure about the range; too much inefficiency is not normal, quality, but too much efficiency may turn into obsession. So, rater should understand the term and rate appropriately.

According to the Experts - an individual who is not acting effectively or efficiently, so cannot produce positive result.

47. Jealous:

Longman defined the particular terms as - a common but complex emotion composed of feelings of psychic pain, loss of self-esteem, envy, hostility towards a rival and self-blame. According to Wolman - jealousy derived from an individual's own actual infidelity or from repressed desires for it.

The trait is a negative quality of personality. Researcher has selected this trait to known that an individual who is jealous, can be considered as normal or not. If the person is jealous towards a rival in general way, then the individual may be considered as within the normal range but
if an adult individual feels jealous very often or maintains his conviction of infidelity despite evidence to the contrary, may lead to 'crimes or passion' or may take the form of a paranoid delusion. So to confirm the individual’s mental condition, whether it is within the range of 3 or more than that on rating scales the individual must take treatment, as it is not the normal trait of personality.

The Experts described this trait as - feeling and showing resentment towards a person whom one thinks of as a rival.

48. **Likeable**:

According to Webster - 'likeable' is a trait of an individual who is having qualities that inspire liking; an attractive nature, one who, by his or her good characteristics can influence others.

The conceptual definition of this characteristics is - a pleasing personality which attracts others, that are politeness, impresive quality, etc. Researcher selected this trait because it is essential for an individual to be liked by others around or at least appreciated by few in the society, otherwise the person is not considered to be a normal person. So while rating one should know the meaning of the terms and also known how much he or she is liked by others around him or her.

The Expert view - 'likeable' personality means - easy for a person to like.
49. **Loyal/Truthful**

According to Webster's dictionary the definition of the trait is - one who is faithful to one's country; faithful to those persons; ideals, etc., that one is under obligation to defend or support.

The conceptual definition of the term loyal/Truthful/Faithful - which defines the personality characteristic, is one of the most important as achievement oriented, etc. If an individual is truthful, loyal, disciplined, etc. he can achieve or acquire good things in life. So for the normal person, it is an essential positive trait of personality.

The Experts described this quality as - faithful or loyal to superior as student towards teacher, son or daughter towards parents, person to his/her native, etc. also vice-versa; steadfast in one's allegiance to a person or cause.

50. **Magnanimous (Generous)**

According to the Oxford dictionary 'Magnanimous' means - an individual who is having or showing great generosity especially towards a rival or an enemy, etc. to show generosity towards an opponent; free from meanness; noble-minded, gracious; willing to give or share; unselfish.

The conceptual definition has also taken from the above description 'Magnanimous' personality, with this particular
personality - an individual shows his or her broad-mindedness through these quality as - to show generosity towards opponent enemy or rival, noble minded, willing to share or give, not selfish, etc. This is also one of the positive qualities among other good or positive quality of personality.

The Experts described it as - noble and generous in one's conduct, one who is broad minded.

51. Makes decision early:

According to webster's definition :- The person who has an ability to decide fast; one who can make-up his/her mind quickly or ability to decide quickly; determination firmness of mind.

The conceptual definition of this trait shows the firmness or determination of mind. This quality is very important for an individual; it shows the leadership quality, firmness of mind, quick positive thinking powers, determination of mind, self controlled, self perception, ability to learn from experiences etc, within this trait. So while rating for the test, subject must be aware of the definition of the term or about the personality trait, which is very important, and rate accordingly. In day today life each moment one has to face various simple as well as complex events or accidents, to solve those or to survive in the society. he or she has
to take various decisions. If one is lacking in taking decision at the right time and it repeat many times or the subject rates below 3 or below average, it means the rater must have some problems.

According to the Experts – an individual who is capable of making decision within no time; the person who is determined and of controlled mind or steady personality.

52. Modest :

According to Webster and Oxford dictionary – the behavioural definition of this trait as – one who shows or having moderate opinion of one’s own values, ability, etc. not vain. An individual who is reserved or self controlled personality; moderate or reasonable; not extreme; quiet and humble in appearance style, etc.; decent, unassuming or humble behaviour.

The conceptual definition is as taken here – an individual who is reserved, quiet, decent and humble in nature. The person who is self content and reasonable; one who’s apparent behaviour with others, is sober and decent; One who is conventional in nature, called the modest personality. It is one of the positive traits in our personality which is important for a normal person. So researcher has this trait of personality as one of the criteria of normal personality. While rating this trait one should be sure about the definition of the term and rate accordingly.
In experts' opinion - the person, those who are polite, humble, good conduct or character, conventional decencies in dress and behaviour.

53. Motherly -

Longman defined this trait as the natural protective and possessive affection a mother displays toward her child. The feeling, sometimes called instinctive, usually is reinforced by pressures of the social group which expects the mother to show tender feelings towards her offspring. It is a relationship in which the mother or mother surrogate provides the infant and child with adequate emotional warmth, personal care and sensory stimulation, all of which are believed to be essential to the development of a sense of security, feelings of self worth, and the capacity to deal with the environment.

The conceptual definition of the term is - one who has chief responsibility for the feeding, logging, nurturant, protection and overall care of an infant or small child. It is applicable for both male and female. Today it is widely recognised that the child should be 'mothered' by the father as well as the mother. The mother's 'instinct' to protect and care for offspring, usually but not always her own. This behaviour pattern appears to be unlearned and instinctive in animals but its instinctual character is less clean among human. This is one of the most important traits of
personality - so it has been taken as one of the criteria of normality. One should be careful while rating for this trait on five point rating scale. In Experts view like a mother or showing a motherly kindness and tenderness; the person who is affectionate like mother to his/her offsprings or others.

54. Nurturant :-

According to Longman's definition of this term - the totality of environmental factors that influence the development and functioning of an organism throughout life. The need to care for, shield, defend, feed, sustain and encourage a young child-Wolman's behavioral definition of the trait is - the environmental aspects which influence an organism from the time of conception. The term is used in the nature nurture controversy which attempts to assess whether heredity or environment is the determining influence in development. 'Nurturant' describe an individual who can support, protect, comfort, heal and gratify the needs of the helpless.

The concept of this trait, as Researcher has selected - it is also a helping, affectionate and supportive nature. An individual who has the capacity to rear, to train, foster others. This is the quality of the character or personality by which one who can support, protect, comfort, heal and gratify the needs of the others or helpless. This is also
one of the positive criteria which is important for a normal individual. Meaning of this term should be clear while rating.

The Experts described this characteristic, as to develop the new thing, to protect the helpless but not to destroy any thing which is good.

55. **Practical**:

According to the Oxford Advanced learner's dictionary - one who is sensible and realistic; one who can do or apply his/her mind according to the circumstances or situations. The person who knows about the reality of his/her society and do the needful accordingly. Webster described this characteristic as - usable, workable, useful and sensible etc.

The concept of this term is - The person who is reasonably concerned about every day activities or work. On who is not influenced by other, can solve the problem by realistic and sensible way. This is also an important factor of normal personality. This is also an essential characteristics to deal with other person to survive in the society. It is also a positive quality of personality. But as one knows, too much practical is not appropriate for the normal person and too less practical is also not proper for a normal personality.
According to the Experts - the person who is clear at doing and making things.

56. **Prejudiced ;(biased)**

According to Wolman's Dictionary of Behavioral Science, this trait of personality is - an attitude which predisposes an individual to make either negative or positive judgements about persons, objects, concepts or groups, prior to objective evaluation. The term is usually applied when negative attitudes are held. Longman defined the term 'prejudiced' as prejudgement, in social psychology, a persistently held attitude toward a certain group or individual, more often negative than positive, formed in advance of sufficient evidence. Such attitudes are highly stereotyped, emotionally charged and not easily changed by contrary information. The prejudicial attitudes are acquired from parents, friends and social groups, and are frequently perpetuated for psychological reasons, such as deriving a sense of power from lording it over others, or using minority groups as scapegoats.

The conceptual definition is - an opinion formed before the facts are known; preconceived idea, etc. A individual who is biased or would be influenced by other or rigid. This is also a negative trait of one's personality, which is very much influenced by society, environment, family background, etc. Researcher has selected this item as it is known that
normally each individual is to some extent, biased for particular time, thing or person, but it should be within limit. So those who are more biased or prejudiced, may not be considered as normal person. So while rating for this item, the subject or racter must be sure about the meaning and how it would applicable for him or for the other, on behalf of who he is rating.

According to the Experts - an individual who judges others, with pre-conceived opinion, or predetermined person, etc.

57. Rational (Sensible) :-

Wolman's dictionary described this characteristic as the personality type, characterised by a dominance in the conscious of either the thinking or feeling functions which are associated with reasoning and judgements. Longman's Dictionary of Psychology and Psychiatry, defined this trait as composed of the thinking and feeling functional types, as distinguished from the irrational functioning types of initiative and sensational types.

The conceptual definition of this trait of personality as an individual who is sensible, same, not absurd etc. This is one of the most important traits of the personality which is essential for an individual to be a normal person in any society or culture. So the researcher has selected this characteristic as one of the criteria of normality, so while
rating for this trait, one who will rate, should be clear and sure about the actual meaning and rate accordingly and appropriately.

The Experts defined is characteristics as the person who is able to think positively and properly.

58. Reliable:

According to Longman's Dictionary of Psychology and Psychiatry - 'Reliable' means - one who is stable and consistent by nature, one who is trustworthy or dependable or an individual on whom others can depend or trust.

The conceptual definition of the term is as - The person who is reliable or trustworthy or dependable. One who is believed by others. This trait is also similar to other traits as secretive, trustworthy, and trusting etc. It is also very good quality for the positive personality trait. Researcher has selected this trait because it is necessary for an individual to be reliable or on whom others can depend or trust. This quality is essential for an individual to live in the society or within the family. without this one can not get any respect or honour from others around him. So this is considered as one of the criteria of normality.

The Expert's view - the person who is believeable and dependable or one who is trust-worthy etc.
59. **Resilient** :-

According to Webster and Oxford dictionary the behavioural definition of the term is - an individual who has the capacity to recover from any type of shock or depression, quickly. One who can change is or her attitude as required by the environment or surroundings.

The conceptual definition here as researcher has selected this personality trait is - a quality of personality which is present in an individual who can change or can come out of the any difficult situation or depression within no time. This quality of personality is essential for an individual because there are many unpleasant events that may come in one's life but it is necessary to overcome that situation, otherwise it is not possible to lead a normal life. So while rating, rater should be aware of the meaning of this trait and rate accordingly. The clinician or administrator of this test, must know that too low ratings or too high ratings are problematic. If it is too low, means the person is more emotional and if it is high, means the person is not at all emotional.

According to the Experts - one who can easily come out of the shock or depression; buoyant natured etc.
60. Resourceful:

Longman defined this characteristic as - a person with either professional training or special skills, talent or knowledge who acts as adviser or consultant to a group. According to Webster's dictionary 'Resourceful' is defined as an individual who is able to deal promptly and effectively with difficulties; a source of strength or ability within oneself.

The conceptual description of this quality or characteristic is as - an individual who is clever at finding ways of doing things, one who helps others or take initiative for solving the problems of others. The person who is wise and if necessary helps others or give good or positive or proper advice to others. This is also a positive quality of personality and also essential for the society, so researcher has selected this as one of the criteria of the normal personality. This quality also shows the other quality of personality within this type of characteristics as leadership ability, helpful nature, commanding quality etc. So rater must know the actual definition and rater should rate appropriately.

The Experts defined this type of characteristics as an individual, who is wise and clever at finding ways of doing things.
Rigid:–

According to olman’s Dictionary of Behavioural Science, the behavioural definition of this trait is as – the inability to alter one’s opinions, attitudes or actions when they are inappropriate. According to Longman’s definitions – it is a personality trait characterised by inability or strong resistance to changing one’s behaviour or to altering one’s opinions and attitudes. It is a condition in which emotions or feelings remain unchanged through varying situations in which changes normally would occur (it is common in obsessive-compulsive neuroses and schizophrenia).

The conceptual description of this type of characteristic is – one who is not flexible or stiff; strict; not yielding etc. The person who cannot change himself or herself according to the circumstances or surroundings. This is one of the negative personality trait. But one can say that upto some extent, rigidity may be considered as normal criteria of personality because too much flexibility is also not advisable. So if anybody is too rigid, treatment is necessary for that particular individual, but when it is upto average level – it would be considered as normal criteria of personality. So one should be careful while taking the test.

According to the Experts: one who does not bend or one who cannot change him or her in any situation.
62. **Secretive:**

According to the Oxford dictionary the term defined as - An individual who likes to keep things secret or one who wants to hide one's thoughts, feelings, etc.; a secretive nature. According to Webster's "New World dictionary's behavioural definition, like - keeping one's affairs to oneself; not frank; reticent; same as secretory.

The conceptual description of this trait as has been taken as - The person who can keep secrecy of his or her own affair as well as for other's affairs. This quality of personality is very important, for each individual and also good for the family or society where he or she lives. So secretive nature is desirable for our society but too much secretiveness is not desirable for a normal individual. So while rating for this test the person who is rating, must know the actual meaning. So if it is necessary, clinician or administrator of the test will try to make them understand and subject or subjects will rate accordingly.

The Experts described this trait as an individual who is capable of keeping few matters, from the knowledge of others or view of others.

63. **Secure:**

Longman's Dictionary of Psychology - psychiatry defined this trait of personality as - a sense of safety, confidence and
freedom from apprehension, which is believed to be engendered by such factors as warm, accepting parents and friends, development of age-appropriate skills and abilities and experiences that built ego strength. Webster defined this as free from fear, care, doubt; firm; stable; reliable; dependable.

The conceptual description of this particular trait is like - a person who does not feel worry, doubt; not likely to be lost or to jail but, certain; guaranteed. An individual who has a sense of safety; who was warmly accepted by his or her parents and friends properly and positively gone through each developmental stages according to the age etc. 'secured' personality is very very important and essential factor for the normal person; because this is the basic characteristics of personality. If any person is not secure - means he or she had some problem during the early developmental stage of his or her life. 'Security' sense comes from the healthy childhood, proper support for the adolescent period and early adulthood. So if anybody feels insecure very often - means that person need treatment for that, otherwise it will worsen his or her later life.

In Experts' view - it is a feeling of safety.

64. Self-evaluating 1-

According to Joseph Lyons and James J. Barrell's 'People -
An Introduction of psychology’, described this trait as - a person’s concept of his or her own worth. Carl Roger’s personality development theory assumed that each individual personality is organised around a central element, the self. This means that people’s behaviour, including most of what they think, feel and do, will be determined in important ways by the self. In order to understand another person well enough to be helpful to them, as counsellor or therapist, one has to empathize with that person’s self. So one who can evaluate or examine his or her own self and on the basis of that one who can judge other.

The concept on that basis, the researcher selected this trait as an individual who can understand his own feelings, thinking and various acts, and behave accordingly is the self-evaluating personality. This is also an important positive personality; with this quality one can be able to understand others. So while rating for this personality trait one must be very sure about the meaning and where he or she stands etc. and rate appropriately.

The Experts defined this characteristic as self assessment - one who can assess or evaluate himself or herself.

65. **Self confident** :-

According to webster’s Dictionary, the definition of this trait is as - one who has confidence in himself or herself
or one's own abilities. So the behavioral definition of the trait is a - person who is bold, self contained and has an ability to face any situation, etc.

The concept of this trait of personality is - the person shows boldness, one who is able to perform any type of work with confidence. Here we can say that self confidence comes from secure personality, knowledge and experience etc. So this is one of the most important criteria for a normal person. If any individual does not have this quality he may be otherwise learned and other good traits were present in his personality so on, but without self confident the individual will not be able to assert himself, so his learning would not add any thing in the society because of his lacking for self confidence.

The Expert's defined this criteria is - the boldness and feeling confidence within the self or self assertive quality within the person.

66. **Sensitive**

The Penguin dictionary of Psychology defined the term in usual psychological meaning, capable of experiencing a particular kind or degree of stimulation; in psychical research, one who is peculiarly susceptible to occult influences, etc.
According to Penguin dictionary, sensitiveness means the characteristic of being peculiarly sensitive, or having a low threshold for various types of stimulation, evoking sensations, feelings or emotions. And the meaning of need as - A condition marked by the feeling of lack or want of something or of requiring the performance of some action.

Oxford's Advanced Learner's dictionary described this characteristic as - an individual who would early become offended or emotionally upset. One who is having or showing perceptive feeling or sympathetic understanding for others. According to Webster's dictionary, "sensitive" means receiving and responding to stimulate; keenly susceptible to stimulate; easily hurt; tender; highly responsive to whatever is stimulating, intellectually, artistically, etc. Easily offended, shocked, irritated, etc.

Here the concept of selecting this trait is as - one who is keenly susceptible to stimulate; who would easily hurt or offended or shocked or stimulate, intellectually, artistically, etc. This is also important factor of the personality. But too low or too high sensitiveness is not advisable for a normal individual. So rater should be sure and rate appropriately where he stands.

The Experts described this characteristic as - one who is alert and considerate about other people's feelings but easily hurt or offended personality.
67. Sensitive to other's needs:

The behavioral definition of this trait of personality is as one who cares for others. It is a helping and socially desirable nature. One who is very much concerned about others' problems and their requirements.

The concept of this characteristic of the personality is the same as above. This is a positive side of the personality. With this quality, the person is different from selfishness, narrow-mindedness, etc. Here an individual who is eager to solve the problems of others; one who is concerned of others. The person who is very much aware and ready to help, according to other's requirements. This is also one of the positive social characteristics of human nature which is necessary for adjustment within the family or for the society. So while rating, one must be particular about the term and rate where he or she stands and if somebody is rating for the others, then also be sure about the particular individual and rate appropriately.

According to the Experts - the person who is very much concerned about others' requirements and problems of life.

68. Sincere:

According to Webster's behavioral definition of the term is as an individual who is truthful, honest, genuine or without deceit or pretense.
The conceptual definition of this trait is like—honesty, truthfulness, genuineness, etc., are the qualities, present in a person; who does not bluff or cheat. This is also a positive quality of the personality which is necessary for acquire or to achieve anything in life. So it is one of the important traits of personality. If anybody is not at all sincere—means—the person is having some problem, other personality test is necessary for that individual to confirm problems.

According to experts—one who is free from pretence or one who is sincere in feeling or manner or action.

69. **Solemn**

According to the Webster's New World dictionary, 'solemn' this trait of personality defined as an individual who is very impressive, or serious or formal, etc. This quality describes a person who is thoughtful, patient, who is sincere and do each work according to the rituals, as religious rites, etc.

The conceptual definition of this trait is as the person who is dignified and impressive personality. On who is serious in his or her work or formal in solemnizing any rituals, etc. Researcher considered this trait of personality as one of the necessary qualities for an individual, whom one shall say 'normal'. So while rating for the test the rater must be
clear about the meaning of the term or adjective and rate appropriately. This quality of the personality usually prefers for the individual for the benefit of the society. It may also be called as 'duty bound' personality - the person of this type is calm and formal but sincere in his or her duties.

The Experts described these type of persons as respected, considerate, thoughtful and influential persons.

70. **Sober**

Webstar's dictionary defined the behavioral aspects of this characteristics as an individual, who is not distorted. One who shows mental and emotional balance in his behavior, dealings with others; one who is not drunk but serious, dignified and solemn.

The conceptual definition of this trait - as a person who is emotionally controlled; does not talk unnecessarily; dignified in nature; calm and quiet; serious in work, etc. This type of personality is very much regarded in society. The trait of personality 'sober' also includes other positive qualities of personality such as sincerity, self controlled personality, disciplined, solemn etc. So rater should understand and rate accordingly. This is also an important factor of personality and on the basis of that one can judge the individual, that he falls within the range of normality or not.
The Experts defined this trait as self-controlled personality; one who is serious, quiet and solemn by nature.

71. Supportive

Oxford English dictionary defined this adjective as one who is able to give help to others, one who is encouraging or sympathetic to others. Webster's dictionary described this quality same way as above - one who can bear; endure or tolerate others and can give emotional support whenever it is required.

Concept of this trait of personality as has been selected like - one who can give support to other. Here one can clarify that the word 'support' an emotional support rather than financial support. The individual who is capable of giving emotional support or help may define as supportive nature. According to the researcher, this is also one of the essential positive characteristics of normality. This characteristic is similar, but not the same. So while rating for this particular trait, one should be careful about the actual meaning for the term and rate as applicable for the subject or rater.

The Experts described this characteristics as one who has feelings for others' need, one who is ready to help or support others, those who need support.
72. **Sympathetic**

Webster dictionary defined this trait as one who is having or showing tact, a sense of right thing to say or to do without offending others skill in dealing with people.

The Penguins dictionary of Psychology describes this term as the tendency to experience the feelings and emotions expressed and manifested by those around one. The oxford dictionary, describes sympathetic as - the expression of one's feelings, resulting for sympathy towards a particular person. A sympathetic person is likeable to all. The conceptual definition as it was used - it is an important characteristic quality for the individual. He is loved and respected by all. Such a person is an important asset to the society. He or she has a natural ability to share another person's emotions, feelings and sensations. He is quite capable of comforting and helping other who is in trouble. He creates an atmosphere of love, tederness and pity towards a person whose is suffering from pain, or grief and thereby makes him feel at ease and tries to help him out of his predicament. Persons having similar ideas and beliefs are also said to by sympathetic to one another. Such persons sharing similar opinion usually find themselves in good company.

According to the Experts description - one who feels for other and feelings for other's need.
73. **Tactful**:

According to the Penguin dictionary of Psychology tactful is defined as: The ability to understand and adjust oneself to the feelings and opinions of other people, in original, largely dependent on emotional sensitivity. Tactful can also be defined according to the Oxford Dictionary a skill of a person not to offend other people or in gaining goodwill by saying or doing by right definition of this trait of personality can be explained as - Tactfulness is a very important personality trait. A tactful person can win the goodwill of the people or the company he keeps by saying or doing the right thing at the appropriate time and place. Such a person has a highly analytical mind. They are able to analyze a given situation and do something which avoids confrontation or merely saves trouble. Persons having this trait are usually quit genial. They are quite skilled in the art of avoiding offence. People generally like the company of such persons.

The Experts have defined this personality trait as - 'Socially intelligent mainly dependent on the control of emotional sensitivity.

74. **Trustworthy/Trusting**:

According to Oxford dictionary "trust" means belief or willingness to believe that one can rely on the goodness,
strength, ability or responsibility of a person;
Trustworthy means, a person who deserves trust or one who is reliable. Webster's dictionary defined this term as - firm belief in the honesty, reliability; the one trusted; confident; expectation; the fact of having confidence placed in one, custody, something entrusted to one; charge; dependable, etc.

Here the conceptual definition of this trait is described as - one who is reliable; dependable or one who has an ability to win others' confidence by his honesty or trustworthyness. So it is an essential quality of the personality which is very much essential for the social relationship. This characteristics also defines the other good quality of that particular individual like - honesty, reliability, social responsiveness and so on.

The Experts described this characteristic of the personality as one who is reliable and honest or one who is habitually telling the truth.

75. **Unpredictable** :-

The meaning of this trait as defined by the Webster's Contemporary American Dictionary of the English Language can be stated as - not able to be predicted or foretold.

The conceptual meaning of this personality trait can be explained as follows :-
An unpredictable person is very cunning and of a clever mentality. His motives are often not understood by others. One cannot foretell with sureity the actions of such a person. This trait of the personality, considered to be sign of mature personality, as one knows that when an 'individual' is mature, he or she will not show unnecessary emotions, openly, they can control that emotion. So while administering this test, psychologist should be aware of the definition to understand his characteristics.

According to the Experts, this trait can be defined as functioning, which cannot be prophesised or forecast.

76. Understanding :-

According to the WEBSTER'S contemporary American Dictionary of English language this word can be defined as the quality or ability of comprehension/discernment; the faculty by which a person understands intelligence. According Penguin dictionary of Psychology this term is defined as - covering functions of an individual which involves apprehension of meaning.

According to LONGMAN dictionary of Psychology and psychiatry - the process of insight or comprehension of information acquired from unrelated or related observations and organised through a flexible framework of personal knowledge.
The conceptual meaning of this word can be given as: An understanding person who is able to perceive and comprehend the mature significance of a given situation. He or she with a high degree of understanding, has a very sharp and intelligent mind. They can grasp the matter at hand and reach at a solution to the problem. Such persons are generally tolerant and sympathetic towards their fellow companion.

The Experts' view for this trait as - one who is having or showing good judgement or insight.

77. **Unsystematic**

WEBSTER'S contemporary dictionary defined the term 'sympathetic' as the state or condition of harmonious and orderly interaction. So we can define "unsystematic" in an opposite sense as the state or condition which is haphazard or not systematic.

The conceptual definition of this trait of personality as: one who does not have the capacity to do anything in an organised way or who is unorganised, cannot keep thing in a proper manner or one who cannot do any thing properly; one who has distorted thoughts. This is a negative quality of the personality.

Though it is a negative quality but it is more or less existing in most of the individuals who have this quality.
within the limit. So rate must understand the definition of term and rate appropriately. If the rating is too high, then one will have to see the other items' rating.

The Experts' described this characteristic of the personality as not methodical; or one who cannot do work according to the previous plan.

78. Versatile:

According to the WEBSTERS contemporary American dictionary of the English language, the trait of personality can be defined as - skillfully adaptable on various fields; having generalized aptitude.

The meaning of this trait can be conceptually explained as follows: A versatile person can adapt himself to any type of situation. He has profound knowledge and understanding of a given situation. He is capable of performing a 'variety of different activities. He shows a generalized aptitude in any work that he performs. It is an important but rare quality of the personality. This type of person is having more adaptability and intelligence which does not exist in average persons. But one choose this trait as he knows that each person is unique, so the Resarcher considered 'versatile' as one of the normal traits of personality.

The Experts' defined this as - one who is able to do many things at a time or one who has more adaptability.
79. Vigilant:

According to WEBSTER'S New World dictionary the word "vigilant" is defined as one who is watchful against danger or who is cautious. The conceptual definition of the term is as - the person who is always alert, cautious and whenever necessary, watchful against danger, one who is cautious when it is essential. This is also a positive characteristic of the personality. Vigilant person is essential for the family and society. Here the Researcher has selected this criteria of personality because this is one of the important positive qualities of personality. The persons with this quality will also have other characteristics like adaptable, spontaneous, alert and cautious, etc. For each normal individual to be 'vigilant' may be more or less necessary. The administrator should clarify the definition of this particular adjective to the subject if the subject may have any doubt about the term.

The Experts described this characteristic as an individual who is watchful or one who is alert or one who is cautious for possible danger.

80. Vigorous:

According to the WEBSTER's new world dictionary the word is defined as - active physical strength or energy, one who has, flourishing physical condition; vitality; mental or moral strength; forceful or energetic.
The conceptual defination of this trait of personality, is used as - one who is having mental and moral strength; one who is energetic or active. This type of personality is very much in demand in the society. This characteristics is also considered to be a positive quality of personality. The people who have this quality are also socially responsive person and have spontaneity in life. Here the Resercher has considered this objective as one of the essential quality is of personality which is also one of the criteria of a normal person. It is related with achievement orientation and other related qualities of personality which lead, one to fulfil the goal in life.

The Experts' have also defined this type of behaviour as- one who is active and with full of energy.

81. Warm ;-

WEBSTER'S New world dictionary described this characteristic as one who is serving to keep one warm; one who is sympathetic, affectionate, cordial, eager; emotionally excited, indignant.

The conceptual definition of this quality as - one who's behaviour is pleasing to others. The individual who has the capacity to mix and please the people. This type of people are socially accepted because of their sympathetic, affectionate and friendly nature. Here the Resercher has
selected this adjective which is a positive characteristic of the personality and also one of the essential criteria of normal personality. The rater should understand the actual meaning of this characteristics, which carry so many other good qualities alongside this, and rate accordingly. The Experts defined this characteristic as one who is kind and affectionate in nature or on who is having friendly quality in nature.

82. Willing to take stand:

LONGAMN’S dictionary described this characteristic as ADLER’S will to power the term used as for the determination to strive for superiority or domination which is believed to be particularly strong in males, who feel a need to escape the feelings of insecurity and inferiority which they associate with feminity. WEBSTER’S new World dictionary and OXFORD dictionary defined this as decision taking power.

The conceptual meaning is to define this characteristics of personality as one who has an ability to take the decision in appropriate place and time. Here the researcher consider this quality as one of the criteria of normality which is necessary for both male as well as female for leading a normal life or to solve the problem of day-to-day life. So while rating for this objective one should be aware of the definition of this characteristics and rate accordingly.
Opposite of this quality, or lack of this quality means the person does not have self confidence and lack of mental boldness and courage.

The Experts defined this quality as one who is willing to take decision or assertive nature.

83 Yielding:
According to Websters Contemporary American dictionary - the term is defined as one who is submissive; one who does not have any control on himself or herself; so any force or pressure or persuasion can change his or her mind or action.

The conceptual definition of this trait of personality is one who is lack of self confidence, or basically submissive in nature. The person who can be easily dominated by other bold person. The Researcher has considered this trait as a negative criteria of personality. But if the person is little bit submissive in appropriate circumstances, in that case it may be considered as normal characteristics, but if the subject rate high or very high then one will have to be careful about the subject's rating for the other adjectives such as - aggressive, assertive, commanding courageous, defends own believes, dominating firm or steady, forceful, leadershipability, independent, individualistic and self-controlled, etc. If these personality characteristics are also less than average then the individual need psychological treatment.
The Experts defined this quality of personality as one who feels inferior; one who would easily be changed in his/her mind by any pressure or persuasion.

84 Regard for self-

Longman's dictionary for psychology and psychiatry defined this characteristic of personality as follows—self-respect—a feeling of self-worth and self-esteem especially a proper regard for one's own values, character and dignity. Self-esteem:—an attitude of self-acceptance, self-approval and self respect. A feeling of self-worth is an important ingredient of mental health; a loss of self-esteem and feelings of worthlessness are common depressive symptoms.

Here the concept of 'self regard' means, one who is having self-respect. The self respect shows the person's self-image or it comes from a feeling of self-worth. It is an important characteristic of personality which is very much essential for a normal person. The person who has this quality will attain the life's goal, the person will have the self-confidence which is possible after attaining the proper self-knowledge. The self-respect must not be a false notion or wrong image or showing off image about himself or herself. Here one can mention that 'Regard for self' is one of the basic criteria of normal personality, on which other positive criteria or characteristics depend. So the administrator of the test and also the rater should be
aware of the definition of this particular term while performing the test and the subject while rating for the test.

The Experts' view on this particular term is like this: one who has self-respect, and has also the capacity or ability to respect or regard for other people.

85. **Regard for other**

In WEBSTER'S contemporary American dictionary the word "Regard" means to have great affection or admiration for; to concern; to take into account; respect, affection or esteem; good wishes. So this characteristic of personality's behavioural definition is as - one who is concerned about others; one who has the capability, to respect other, etc.

The conceptual definition of this trait of personality, describes as loveable, affectionate and these type of quality which one can attain, on the basis of proper development of personality. The person who has his/her proper self-concept or self perception, be able to respect and concern about others. To appreciate, respect, regard, well wisher, etc. are the similar type of quality of personality, which are necessary for a normal person.

The Experts view about this characteristics of personality such as - one who is able to show respect to other.
self controlled:

According to LONGMAN'S dictionary of psychology and psychiatry, this trait is defined as the ability to be in command of one's behaviour, and to restrain or inhibit one's impulses.

Self concept: The individual's conception and evaluation of himself, including his values, abilities, goals and personal worth.

The conceptual definition of this trait of personality can be described as one who is very much aware of his/her needs, values, abilities, goals and his/her own existence in the society. One who knows when what to do or not to do. In general, it may be characterized as sober, conscientious, self-evaluating, firm or steady, etc. type of people. We considered this trait of personality as one of the most important factors of a normal human being, one who can control his/her emotions according to the surroundings or environment. So while rating for this trait, rater must be aware of the actual definition of this quality of the characteristics and rate accordingly.

The Experts described this quality of personality as one who is mature or one who behaves as per the requirement of the society, environment and atmosphere.
Disciplined LONGMAN'S behavioral definition of this trait in the child is the gradual process whereby child learns to behave in a way that fulfills the requirements of his social group or society. "D" arises from the need to bring about a balance between what an individual wants to do, what he wants of others, and the limitations and restrictions demanded by society. WEBSTER'S (Contemporary) American dictionary define the term as training intended to produce a specific character or pattern of behaviour. Controlled behaviour resulting from such training. A state of order based upon submission to rules and authority; set of rules or methods.

The concept of this Normality test has been considered as an individual who usually follows the rules and regulations of the society, he/she belongs to. The person who leads regulatory life. This characteristics of the personality is the combination of other variour characteristics of personality such as loyal, truthful, honest, efficient, accurate, chivalrous, courteous, systematic and considerate behaviour, etc. This disciplined trait in person is very much beneficial and essential for the society and its development. So for a normal person, it is also one of the basic criteria.
The Experts defined this trait as - one who is particular about the rules and regulations of the family as well as society, one who has self-control.

88. **Social Responsiveness**

LONGMAN'S dictionary define 'social responsibility norm' the social standard or idea that one should assist those in need of assistance. Social norm - the standards of correct or acceptable behaviour as defined and required in a specific group: the combined attitudes and concepts approved by the group and used by the group members to interpret and explain the environment as feelings thoughts attitudes etc.

The conceptual definition of the term is as described one who is aware of the social responsibility, one who does not hesitate to take any responsibility of the society. As human being is a social animal this is also necessary for a normal person to have this quality. This characteristic is the combination of other qualities conventional, sympathetic and supportive, qualities of personality.

The Experts described this quality of personality as social awareness; one who is ready to take responsibility of the society.

89. **Personal and social responsiveness**
WEBSTER'S dictionary defined the trait responsible as able to think and act rationally and hence accountable for one's behaviour; one who is dependable or reliable, as in meeting obligations.

The conceptual definition of this trait of personality is described as one who is capable of taking handling own as well as others duties. This type of characteristics is possible in those who are basically secure or gone through proper developmental stages. Taking responsibility in one's own life depends on the courage, boldness and assertive nature. But those who can take the responsibility for others, must have the social attachment also. These type of persons are very much appreciated in the society. The individual is such that on him/her others can rely or depend. So, while taking the test one should be careful or aware about the definition of this characteristic on which he/she is rating and rate where he/she falls.

The Experts described these type of person as one, on whom, others can depend or rely. The person who is really taking care of his own things or duties, will naturally try to take others responsibility.

90. Democratic :-

LONGMAN'S dictionary defined the behavioural meaning of this trait of personality as when the person is freely allowed to
participate in planning and is encouraged to give his/her opinion.

The conceptual definition of the term "Democratic" personality like, as, one who is free to decide or solve or face, his/her own problem of life. Here the Researcher has considered this characteristics because it is a decision taking power which is essential in anormal person or as a criteria of normal personality. The democratic personality requires other quality of personality those are - self - confidence, decision making capacity, willing to take stand, etc. So the rater should first know the meaning and rate where he/her stands.

The Experts defined this behavioural characteristic of personality as, an individual who is capable of participating in planning and also can give an opinion about family matters of society.

91 Learn from experience :-

LONGMAN'S definition of term "experience" is an event that is lived through, or undergone, as opposed to one that is imagined or thought about the present contents of consciousness; also knowledge or skill resulting from practice or learning. The conceptual definition of this characteristic, as follows one who can decide his/her activity, thought etc. as per his/ her passed experiences.
Since childhood, persons experience so many things, on the basis of those experience or knowledge, they behave or take decision or act accordingly. So this trait is one of the basis criteria of normal personality. One not only learns from his or her own experiences, but also as per requirement one consults his elders, parents, friends and well-wishers and they would advice them according to their learnt experiences. So on the basis of all those experiences it is possible to face the various problem of life or resolve one's conflict of mind.

The Experts' view on that characteristics is as - onewho learns from experiences is flexible in nature and of adaptable capacity.

92. Feeling of own needs :-

LONGMAN'S Dictionary defined this term as :- an internal condition of tension generated by an unstisfied desire, urge or wish or and organic state of deprivation as - the need for love, attention, affiliation, care food water or sexual excitement.

The concept as the Resaercher has taken herein the term is feeling of own needs, as one knows that he fulfils different needs of his own which may mention as physical needs, mental or psychological or sexual needs. For our normal day to day life one feels hungry thirsty, etc. these are the physical
needs. As one feels to know something one's thirst for knowledge etc., his mental or psychological need which gives mental satisfaction. Third need is our sexual one that is the attraction for the opposite sex, etc. The Researcher has selected this trait of personality which defines that the person is normal or not. If any body does not feel for these basic needs than it shows pathology. So this quality of personality is the basic criteria for a normal person. While performing the test the administrator must be careful and rater should know the proper meaning of the term and rate accordingly.

The Experts' view about this characteristic is also the same as above. They defined the term as the most important criteria, on the basis of which one can judge that the individual is normal or not.

93. Ability to gratifying needs :-

LONGMAN'S dictionary of psychiatry and psychology defined the term gratification means as reduction of a need by consummatory behaviour. Accordingly to Ross Stagner, "Some adult show an excess of fear and anxiety, others of rage and hostility some of love affection and altruism. But there are all kinds of variations in specific objects or situations feared, hated or loved. The rich complexity of the normal adult personality result from variations in the kinds of object attachments and the intensity of these attachment.
The conceptual definition of this trait of personality is one who has the capability to fulfill all the needs. An individual who can satisfy his physical, mental or psychological and sexual needs tolerably. This type of ability depend on the developmental process of the individual. If a person had proper love and affection from the parents and also other circumstances were in favour in the each developing stage, then the person in his adulthood, feels more secure and capable of facing the problems of life. So, this characteristic of personality is one of the most important traits for assessing a person as normal. Here we can also add that one who can please himself/herself, can also be able to please others. So the person with this quality is also much appreciated in the society.

The Experts defined their view regarding this characteristics of personality as pleasing personality, or one who can give satisfaction by pleasing behaviour because he/she is satisfied in life.

94. Spontaneous (-Spontaneity)

LONGMAN'S dictionary of psychiatry and psychology defined this trait of personality as behaviour that is not result of an external stimulus. WEBSTER'S New World dictionary defined this quality of personality as moved by a natural feeling or impulse without constraint, effort or fore-thought, acting by internal energy, force, etc. WOLMAN dictionary defined
this type of behaviour that occurs obstensibly in the absence of any stimulus that could be shown to occasion, elicit or release the behaviour. The conceptual definition of this trait of personality can be explained as one who is active by internal energy. One who can do things fast and also can think fast and have feelings for others. In general term or in LAYMAN'S language one can define this characteristic as lively and full of energy. Here the researcher considered this quality as one of the criteria of normality, opposite of this quality is depressive in nature, which is pathology. So while administering the test the psychologist must be aware of the conceptual definition of the characteristics and instruct the subject to rate these traits appropriately in Five point scale.

The Experts also defined this type of characteristics as per the above concept about the quality of personality, like an individual who is energetic in nature and fast in receiving and communication of the appropriate responses.

95. Contact with reality :-

LONGMAN'S Dictionary of psychology, psychiatry, defined, realistic thinking - thinking that is based or focused on the objective qualities and requirement that pertain in different situation; permits adjustment of thoughts and behaviour to the demands of a situation; it is predicated on the ability to interpret external situations in a fairly
consistent accurate manner; It is based on the capacity to distinguish fantasy and subjective experience from external reality.

The conceptual definition of this kind of trait of personality, is where an individual who is aware about the reality of life, or one who does not exist in fantasy; one who can adjust his/her thoughts and behaviour, according to the situation or surroundings. This is one of the basic criteria of normality. So while rating for this quality one should be careful about the definition. The administrator must explain to the subject if necessary, that he or she is how much aware of the events around him/her and how far one is affected by these events; can one regulates one's thoughts and behaviour according to the circumstance, etc. and rates where he/she stand.

The Experts' defined this trait of personality as above, like one who is aware of himself/herself. One who has the knowledge about the surroundings.

96. Feeling of inadequacy (Inadequate) :-

LONGMAN'S dictionary defined the inadequate personality, as a personality disturbance characterised by failure to adapt to the social, emotional, occupational and intellectual demands of life. Though lacking in effectiveness, stability, judgement and foresight, these individuals are found to test
in the normal range, but frequently become vagrants, ne'ndo-wells, alcoholics or drug addicts. The Oxford dictionary defined this trait of personality as one who feels insufficient or one who is not competent, etc.

The conceptual definition of this characteristic of personality is as one who feels not adequate or not sufficient. This type of feelings is based on insecurity. The feelings of failure to adapt the social, emotional, occupational and intellectual demands of life. The researcher selected this negative quality of personality to conform or to judge the individual that how frequent he/she feels insufficient. If the individual feels inadequate average or less than average times, then it will be considered that inadequacy as normal criteria of personality. Because as one knows that each individual has few limitations and cannot be perfect in all matters. But if the person feels insufficient very frequently then he or she has some problem. So while taking the test psychologist must be careful about this item and if necessary must try to define the meaning of this personality to the subject.

The same way Experts have also defined their view about this trait of personality. According to them, insufficient for particular thing may be natural but inadequacy in all the works of life shows pathology.
97. Feeling of helplessness:

Longman's dictionary of Psychology and Psychiatry defined helplessness as lack of motivation generated by exposure to aversive events over which the individual has no control.

Feeling: Longman defined this as an effective or emotional state, or an intensive awareness; The conceptual definition of this trait is described as - lack of self-confidence in individual or one who does not have the capacity to control his emotion in adverse situation of life. This trait is considered as negative criteria of the personality. Here the researcher selected this characteristics of personality because sometime or for a few moment any person may feel helpless in one situation and another situation may be very pleasant to him. This trait of personality one may not completely avoid, but it would depend on the individual, how frequently he/she feels helpless. So, for a normal person, this trait would be considered upto average level but more than that means the person needs some type of treatment. And also the test administrator must see the rating for the other traits which are similar to this trait as feeling of inadequacy, insecure, etc. The helplessness develops from insecurity.

The Experts described this term as one who is unable to adjust within the situation; one who does not have self confidence.
Longman's dictionary defined goal as the objective or result toward which an organism strives.

goal-directed behaviour: behaviour that appears to be related to an organism's efforts to reach a goal. Ross Stagner defined a goal in terms of the person's perception, or in terms of an observer's perception, Freud's pleasure principle and reality principle is based on sexual instinct. According to him, everyday encounter conflicts between short range and long-range goals; are basically from sexual interests.

Here the conceptual definition of the term "Goal Oriented" means, one who is eager to reach the goal. Like, one individual has his/her aim to be a chief executive of a firm and will try his/her best by showing good work, efficiency, discipline, etc. to achieve that goal. This is also essential criteria of personality. Along with this quality of personality there are other positive qualities are also involved, those are achievement oriented, accurate, honesty and assertive, etc. So the Reasearcher has considered this characteristic as one of the basic criteria, on that basis it is possible to assess the person.

Here the Experts have also described this quality as one who is achievement oriented; one who is eager to do something according to their aim in life, etc.
99. **Planning and its follow-up**

Webster’s New World dictionary defined this quality "follow-up" as to carry out fully; to follow closely and persistently; to make more effective by doing something more, etc. An "planning" means - to devise a scheme for doing, making etc; to have in mind as a project or purpose.

The conceptual definition of this characteristics of the personality as one who is able to decide what he/she shall do definitely and shall do the same as per the mental arrangement or planning. This type of person has got the consistancy in life. But there are so any people who will make the schemes and remain inactive. So it is one of the criteria in which one can assess the person’s imaginative thinking power. On that basis one would plan for the future and to achieve that goal the person will actively try for the best. So this is a positive quality of personality and also very important. So Rater should rate the trait carefully and accordingly.

The Experts stated this quality of personality, which can be called as integrated personality. This described this characteristic as one who is efficient in carrying out the problem and also has the capacity to make a plan.
100. Industrious (Productive):

Longman's dictionary of psychiatry and psychology defined, 'productive orientation' as a term applied by E Fromm to a personality pattern in which the individual is able to develop and apply his potentialities without being unduly dependent on outside control. Such an individual is highly active in feeling, thinking and relating to others, and at the same time retains the separateness and integrity of his own self. Oxford English dictionary described this quality as one who is hard-working.

The concept here, as the Researcher has considered this, like one who is able to develop and apply his potentialities without being unduly dependent on outside control. Here the Researcher is describing the one who is active in thinking and feeling, relating to others, but maintain distance and integrity of one's own self. This is the positive characteristic of personality shows productivity or creative nature within the person. While rating this trait the subject must know the actual definition of the term and rate accordingly. This types of person are asset to the society.

The Experts defined this characteristic of personality as an individual who is active and independent minded and has capacity to do the work according to the goal.
Filler Item: Here the researcher has kept twelve filler items for the validation purpose; so clear definition has not been attempted to given for these items as these are not included for scoring purpose.


Sample and Sample Break-up

It was aimed to select a small homogenous sample in terms of culture and educational level by keeping the main objective of the test construction into consideration, that is to develop an instrument to define in general to provide the frame of reference to place the individual in the group on the dimensions of normality.

It was planned to take 200 male and 150 female from families of Gujarati and similar culture from the urban areas of Ahmedabad city. The standardisation sample is incidental sample based on certain criteria. The age-range restricted to adults between 20 years to 45 years of age which consist of both male and female subjects. Only educated and literate people were taken as subjects those from middle-middle and upper-middle socio-economic class of the society. It was
decided to take 200 male and 150 female to justify relative proportion in term of high education and working status etc.

The sample chosen was incidental. Yet an attempt was made to make it as representative as possible within that homogenic group by including subjects from various strata of Gujarati and similar culture such as from different adult age group from various professions, different educational group, different birth order group, married-unmarried group etc.

After the data collection incomplete indifferent response and inconstistant responses were discarded from the sample and actual sample consists of 191 male and 119 female.
TABLE NO. 1.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Status</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Sex difference</td>
<td>male</td>
<td>191</td>
</tr>
<tr>
<td></td>
<td>female</td>
<td>119</td>
</tr>
<tr>
<td>2. Marital status</td>
<td>married</td>
<td>192</td>
</tr>
<tr>
<td></td>
<td>unmarried</td>
<td>118</td>
</tr>
<tr>
<td>3. Age difference</td>
<td>20-25 yrs.</td>
<td>73</td>
</tr>
<tr>
<td></td>
<td>26-30 yrs.</td>
<td>82</td>
</tr>
<tr>
<td></td>
<td>31-40 yrs.</td>
<td>114</td>
</tr>
<tr>
<td></td>
<td>41-45 yrs.</td>
<td>41</td>
</tr>
<tr>
<td>4. Birth order</td>
<td>1st Born</td>
<td>63</td>
</tr>
<tr>
<td></td>
<td>2nd Born</td>
<td>87</td>
</tr>
<tr>
<td></td>
<td>3rd &amp; others</td>
<td>125</td>
</tr>
<tr>
<td></td>
<td>only child</td>
<td>35</td>
</tr>
<tr>
<td>5. Educational level</td>
<td>graduates</td>
<td>169</td>
</tr>
<tr>
<td></td>
<td>Post</td>
<td></td>
</tr>
<tr>
<td></td>
<td>graduates &amp;</td>
<td>141</td>
</tr>
<tr>
<td></td>
<td>above</td>
<td></td>
</tr>
<tr>
<td>6. Co-educated &amp; non co-educated group</td>
<td>Co-educated</td>
<td>223</td>
</tr>
<tr>
<td></td>
<td>Non co-edu.</td>
<td>87</td>
</tr>
<tr>
<td>7. Self perceived adjusted group</td>
<td>20-16 scorer</td>
<td>256</td>
</tr>
<tr>
<td></td>
<td>15 and less</td>
<td>54</td>
</tr>
</tbody>
</table>

**Procedure**

The scale is desired on a broader spectrum of personality. The collection by items, selection of items and omission of items and item coverage in items of personality trait are the major issues in the present research and more time and energy is devoted in such technical procedure. Furthermore, the attention is concentrated on validity and reliability procedure which in important psychometric aspects work considered. Hence the complete stratification of
standardized sample is left for the further study and present study is restricted to single specified strata group.

Standardisation

Standard and consistent administration and scoring is the leading requirement of objective assessment or measurement of any aspect of human behaviour. The usefulness and success of the testing instrument largely depends upon the accuracy and standardisation of the method of using it.

The procedure may slightly vary according to the persons, the situation and the purpose.

Procedure for Administration

The test is basically standardised as an individual testing procedure but on the basis of the experience of the alternative administration. The author has suggested following scale administration variations with minor changes in the instruction and administration.

1. Individual self rating Method:

Individual self rating for research, selection of the individual and also clinical purpose for the borderline patients.

The author has tried by the Individual self rating method on various types of individuals from different walks of life of the society, so suggested on the basis of the experiences
that the educated adult person, both male and female can be given this test for the selection of any job or selection for the life partner. This test also would be administrated, on out going patient of the mental hospital or clinic, to judge how far the individual is free from disease and in which level he or she stands. In 'individual' self rating test, while administration psychologist or administrator may sit with the subject and if necessary, he may help the subject for the subjects understanding of the test, though written instructions has also been given in the starting of the test such as :-

Instructions :

It is a general personality profile for the educated persons from the various sectors. Following is the list of personality traits, generally used for the description of the personality. Kindly read each of the trait carefully and evaluate yourself on 5 point rating scale, ranging from the lowest i.e. '1' to highest i.e. '5'. The interpretation of each point on scale is given below :

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Least</td>
<td>Less</td>
<td>Moderately</td>
<td>More</td>
<td>Most</td>
</tr>
<tr>
<td></td>
<td>Applicable</td>
<td>Applicable</td>
<td>Applicable</td>
<td>Applicable</td>
<td>Applicable</td>
</tr>
</tbody>
</table>

Example : as 'Normal' - if you think that you are not at all 'normal', you will put '1'. If you think that, you are not
'normal' it is less than average people, you will rate no '2'. If you think you are 'normal' like other average people then you will put No. '3'. If you consider yourself as more 'normal' or it is more than average people, you will rate no. '4'. And if you are sure or determined that you are the most 'normal' person, then you will rate No. '5'.

Please try to rate yourself as accurately as possible. Kindly respond to each item accurately and honestly.

There is no time limit for this particular test, but try to complete it as fast as possible. If you have any doubt I am here to help you. Thank you.

2. Group administration method for research and selection purpose.

The author has tried different size of group, for group administration and it is suggested on the basis of that experiences, that the minimum 25 to 30 individuals are more comfortable for group administration.

A copy of the scale is to be distributed each to one individual; the psychologist would keep one copy in hand and would read the following instructions:

Instructions: It is a general personality profile for the educated persons from the various sectors. Following is the list of personality traits, generally used for the
description of personality. Kindly listen each of the traits carefully and evaluate yourself on 5 point rating scale, ranging from the lowest, i.e. '1' to highest i.e. '5'. The interpretation of each point on 5 point scale is given below.

'1' means, least applicable; '2' means, less applicable; '3' means, moderately applicable, '4' means, more applicable and '5' means highest and most applicable for the subject.

Example: as "Normal" if you think that you don't consider yourself, as not at all normal, you will rate no. '1'. If you consider yourself as not normal, (it is less than arrange people) then you will rate no '2'. When you will consider your self as average, you will rate no. '3'. If you think that you are normal but it is above than the average people, you will rate no. '4'. And if you are determined that you are extremely normal or only when you are considering yourself as most normal person, then you will rate no. '5'.

This test does not have any time limit but try to complete it as early as possible and within the group's time limit.

Please try to rate yourself as accurately as possible. Kindly respond to each item accurately and honestly. Now I will call out the items serially one by one three to four times and you will rate the number, which is appropriate
for you. When it will be over you will raise your hands and then I shall call the second item and so on.

3. Rating on the basis of indepth interview method:

The author has suggested that for this type of administration, require experience and better knowledge of the subject as well as on various types of personality traits and on the basis of that the behaviour varies. The administrator should be emotionally balanced and non-biased understanding person and should be clear while rating the items on behalf of the subject. It is also applicable for the selection of a candidate for a particular job. For that type of selection - two or more experts knowledgeable, experienced judges or interviews will be there to ask various questions on the basis of prescribed personality traits of the test and each will rate differently, according to their opinion on the subject on the five points rating scale.

4. **Cross Rating Method**:

Cross Ratings is proposed for the purpose of mate selection, marital counselling and to check the tendency in forms of underestimation and overestimation on the part of the raters.

The author has suggested that for this type of method Rater must know the subject closely. Rater may be the close
relative or spouse or teacher of the subject, who can be very much aware of the subject's habits, taboos and other behavioural pattern of that individual. From this method one can make out in which level of normality the subject stands; is he average or borderline case; may be he stands in above average group or in lower or in lowest group. Actually with the comparison of both individual self rating method and cross rating method he may detect an individual, where he actually stands.

Instructions:

It is a general personality profile for the educated persons from various sectors. Following is the list of personality traits, generally used for the description of personality. Kindly read each of the traits carefully. Here you will have to rate each item on your experience about the subject. So, be careful while judging or evaluating the particular person. Don't be over cautious or partical or biased about the person and be at ease. We want to known your opinion about the person because you are always in close contact with him. You are the well wisher of the subject, kindly co-operate with us.

Rate on 5 point scale ranging from lowest, i.e. 1 to highest i.e. 5. The interpretation of each point on 5 scale is given below.
Example: as 'Normal', here if you think the individual for whom you are rating, not at all 'normal' you will put No. '1'. If you think that the particular person is not 'normal' or few qualities are lacking from the average persons, then you will rate no. '2'. If, according to you, the individual is average or moderately 'normal' you will put No. '3'. If you consider him as above average 'normal' you will rate no. '4'. And if you are very sure that the person, whom you are rating, he/she is most 'normal' or above that does not exist, than you will rate no. '5'.

Please try to rate as accurately as possible without any type of bias. Kindly rate, each item as you known the person truely and honestly.

Thank you,

Note:

The interpretation in difference in cross rating is not standardised at the time of the submission of the thesis. But the researcher is aware of the need of that processes. So later on it would be done as an additional research. It is aimed to provide the NORMS for interpretation of the difference observed in cross rating.
Scoring

Here the scoring pattern is like such - the examiner's work is to, total all the 88 positive items out of 100 items, and find out the positive mean out of that like the 12 negative items total and to calculate the mean of negative items. The absolute or final score is calculated by subtracting the total of negative score from the total of positive score.

Interpretation

Administration of this test is followed by at least one interview session before the interpretation.

It is also suggested to evaluate the test score along with the other test result. In short this test, should be supplemented by any other clinical or selection technique because the main objective of the test construction is to provide an additional technique for selection and evaluation procedure.

The concept of normality cannot be absolutely free from socio-cultural references. It is assumed that the normal individual should develop certain expected level with reference to his genetic heritage, socio-cultural level, socio-economic level, family background available resources, and exposure to educational level, opportunities etc. All these aspects should be considered while interpreting the test's score.