ABSTRACT

In the present study, the researcher has attempted to develop Scales to assess Personality based on the Indian concepts of Tridosha and Triguna. This constitutes the Section 1, Part 1 and 2 of the work. To do this, information to develop the items was sourced from many different scriptures from the Indian intellectual tradition. Previous tools were studied both from the Ayurvedic domain for the Tridosha scale and from the psychological domain for the Triguna scale.

The development of tools, as an activity underwent several revisions. To establish the psychometric properties of the scales data were collected on a sample from the three different professions, i.e., Teachers, Police personnel, and IT Professionals apart from another group of adults which comprised the General Adult group. Thus the Scales were standardized on a group of people which comprised of 358 Teachers, 414 Police personnel, 346 IT Professionals and 430 in the group of General Adults, thereby bringing the total number of respondents to 1548.

The inclusion criteria consisted of multiple steps that needed to be completed to ensure that the respondents were satisfied in their job, practicing the job consecutively for a minimum period of five years, ensuring that the respondents do not have any psychiatric problems, and that the respondents are not dependent on alcohol or nicotine. Only after completing all these procedures and clearing them successfully, the respondents’ were allowed to answer the actual Personality Assessment tests and were included in the study.

The psychometric properties of the scales were established, comprising reliability, validity and norms. The answers given by the respondent for each of the different factors of Tridosha (VPK—Vata, Pitta, Kapha) and Triguna (SRT—Sattva, Rajas, Tamas) items were scored and tabulated. Then they were converted into Stanine scores. This gives the picture of dominance-combination of each respondent’s Tridosha and Triguna composition/ combination. The salient features/ characteristics for each factor can be read and understood based on this.

The next part of analysis consists of the combination of the respondent’s answers to the Tridosha and Triguna tests. There are 189 different Traits which in turn have different
combinations of Tridoshas and Trigunas which comprise the physical (VPK) and psychological (SRT) aspects for each person. This gives the respondent’s score for a particular trait, the Stanine scores for each of the traits, and the interpretative analysis for the respondent’s score for each and every one of the 189 physical (VPK) and 189 psychological (SRT) traits.

The next analysis consists of re-organization of the respondent’s 189 physical (VPK) and 189 psychological (SRT) traits into the 16 Classical Personality Types (CPTs). The respondent’s traits are compared to each of the 16 CPT so as to derive the maximum similarity—dissimilarity likelihood between the respondent and the 16 CPT. Based on the analysis, group trends can be sought and confirmed for every group of profession/vocation. This in turn gives answers as to the conformity of the respondent to the particular profession engaged in or sought for. Norms and descriptions of characteristics and their delineation, and score ranges for categorization into professional groups were also developed.

In Section two, four hypotheses were set and tested as follows. The first hypothesis states that there would be a significant correlation between Tridosha and Triguna measures. An analysis indicated that VPK and SRT are significantly and positively correlated on each of the components of Tridoshas namely Vata, Pitta, Kapha and Trigunas, namely Sattva, Rajas, Tamas of the total sample. This is theoretically corroborated also as Tridoshas relates to physical aspects of the individual and Trigunas relates to psychological aspects of the individual. They both are interrelated. An overall analysis indicates that Tridoshas and Trigunas are inter-correlated positively and significantly. Thus it is found conclusively that Tridoshas and Trigunas are significantly correlated. The set hypothesis is accepted.

The second hypothesis states that the Tridosha and Triguna measures would have significant correlation with job satisfaction. An analysis indicated that none of the VPK or SRT components is significantly correlated. Meaning, job satisfaction has nothing to do with either VPK or SRT. These two variables are disjointed. It means, whether one is satisfied in one’s job or not VPK or SRT have nothing to do with it.
The third hypothesis states that Teachers, Police and IT Professionals differ significantly on *Vata, Pitta* and *Kapha*. An analysis indicated that all the groups differed significantly. Though, they all are predominantly *Kapha* dominated, they differed on different levels.

In order to see which of the professional groups differ significantly on *Vata, Pitta* and *Kapha*, the scores of different groups were subjected to one way ANOVA and it was found that different groups differed on *Vata, Pitta* and *Kapha*. To study how different groups have differed, they were further subjected to post hoc comparisons. An analysis indicates that for *Vata*, General adults’ group have the highest means score, followed by IT Professionals’, Police and lastly by Teachers. *Vata dosha* is characterized by unpredictability, erratic in all behaviour, fast and restless as also being highly creative.

As regards *Pitta*, General adults’ group have the highest means score, followed by IT Professionals’, Teachers and lastly by Police. *Pitta dosha* is characterized by being short tempered, precise, sharp and decisive.

As regards *Kapha*, General adults’ group have the highest means score, followed by Police, Teachers, and lastly by IT Professionals’. *Kapha dosha* is characterized by stability, predictability, slow, dedication and being thorough in all activities.

The fourth hypothesis states that Teachers, Police and IT Professionals differ significantly on *Sattva, Rajas* and *Tamas*. In order to study whether the different groups differ significantly, on *Sattva, Rajas* and *Tamas*, their scores were subjected to one way ANOVA. An analysis indicated that the different professional groups’ i.e., Teachers, Police, IT professionals and general adults’ groups differ significantly on *Sattva, Rajas* and *Tamas*.

Post Hoc comparisons to analyze the effect of *Sattva, Rajas* and *Tamas* scores for the three professional groups were computed and found that for *Sattva*, Teachers have the highest mean scores, followed by Police, general adult group and lastly by IT professional group. *Sattva guna* is characterized by intelligence, fortitude, gentleness, truthfulness, benevolence and virtuousness.
The analysis also indicated that for Rajas guna, the general adult group has the highest mean, followed by IT group and then by Police and lastly by Teachers group. The characteristics for Rajas are energy, harsh, angry, excessive activity, strong emotions, inclining towards violence and aggression.

As regards Tamas, the general adult group has the highest mean, followed by IT group and then by Teachers and lastly by Police group. The characteristics of Tamas guna are mass, heavy, obstructing, ignorance or lack of knowledge (confused), inactivity, sleep (more), generally dejected always and indecent.

A list of all the traits which are characteristic of the 16 Classical Personality Types—16 CPT (seven types of Sattva personalities, six types of Rajas personalities and three types of Tamas personalities) were drawn up. These traits were numbered and 189 Traits were thus identified—which covers the gamut of human behaviour and manifestation. This obviously excludes those traits that are not amenable for psychological testing and which were hence not considered at all in the first instance.

The 16 Classical Personality types are the manifestation of the amalgamation of VPK and SRT together. Hence the 16 CPT is expressed in terms of 16 independent personality types which are also expressed as different forms of Sattva, Rajas and Tamas in the classical literature. Therefore the subsequent analyses dealt with SRT types which are essentially 16 CPT in nature.

An analysis clearly indicated that the three professional groups and the general adults’ group have varied in terms of their predominance of personality types within Sattva, Rajas and Tamas categories of 16 CPT. The 16 CPT belonging to the Sattva, Rajas and Tamas categories have been identified and have been delineated.

On the whole all the professional groups are apparently predominantly Sattva oriented, than Rajas, and it can also be seen that within themselves there are variations. Each of the groups vary on different CPT. Graphs have been developed and shown to indicate the relative dominance of personality trends in each of the professions. It clearly indicates the relative proportion of the 16 CPT for the three different professions manifested on a combined scale of
VPK and SRT in the amalgamated form. Though all the three groups are predominantly Sattva dominated, and least dominated by Tamas qualities, there are variations within themselves. They do enable us in understanding the personality types of different professions.

The researcher has been able to develop the score ranges for the different professions of Teachers, Police and IT professionals. The researcher has also been able to develop exclusive range of scores for each of the three professions based on the data that was obtained on 1548 respondents. Based on the scores, the respondents’ suitability to these three professions can be inferred.

The researcher has also developed personality grids of these three professional groups. The range scores on all the 16 CPT for Teachers, Police and IT Professionals’ groups are indicated. Considering the ranges, the response of an independent respondent can be plotted on this grid which will give an idea of how the respondent profiles on the 16 CPT. If a respondent’s scores falls in between these two ranges of maximum and minimum, one can safely predict that he might fit into the particular profession. Thus this scale may be useful in career guidance programs.

A respondent can thus be easily enabled to respond and he/she can be assessed for 16 CPTs comprising VPK and SRT. It is also possible to guess which of the three professions one is likely to succeed in, --as the present research has restricted itself to only three professional groups. This scale is useful to all people irrespective of age, sex, caste or race. Hence, this scale is reliable, valid and can be administered to assess individuals for their Tridosha and Triguna aspects of personality.