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Annual Technical Report  
Project NR 172-228  
Contract Nonr 996(02)  
Group Psychology Branch  
Office of Naval Research

Motivation Research Project  
Department of Psychology  
Connecticut College  
New London, Connecticut  
August, 1954

STRESS AND BEHAVIOR: I. THE BEHAVIOR INTERPRETATION INVENTORY

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## Introduction

Physiologists and endocrinologists have, in the past decade, made important advances in the direction of understanding the nature of sub-organic reactions to physiological stressor agents. The actions of the endocrine system and of the autonomic nervous system under such stressor agents as cold, shock, hemorrhage, and exogenous drug administration is becoming clearer. The definition of stress in these situations can be made quite operational, and the comparison of different stressor agents can proceed in terms of independently measurable physiological reactions (6).

The extension of the concept of stress to include psychological stressor agents has, unfortunately, not been undertaken in any systematic way. In two recent reviews of research in the field (2,3), it was found that because of the different methods, subject populations, purposes and theoretical orientations of the different investigators, "...all in all, the body of experimental literature on the topic of the effects of stress on performance is completely unsystematic (2, p.9)." After pointing to a number of questions which remain unanswered in this area, these reviewers conclude: "Research in the area of psychological stress must begin practically afresh (3, p. 315)."

## Theoretical Framework

It is our belief that the prediction of behavior under stress may be made considerably more meaningful within the framework of a motivational theory. The present research project is an attempt to study the concept of psychological stress within a unifying theoretical setting.

We would define psychological stress as a condition produced by a conflict of motives. The arousal of a single motive for which a behavior mode is available would ordinarily lead to the gratification of that motive. However, where more than one motive is aroused, and where the usual behavior modes utilized in the gratification of these motives are mutually exclusive, psychological stress may be said to exist.

Whether a particular stimulus situation is, or contains, a stressor agent for a particular individual is a direct function of the degree to which motivational elements of significance for that individual are involved. To the extent that different individuals possess different patterns of motivation, it may well be expected that their reactions to the same objective stimulus situations will not be the same.

It is suggested then, that in order to predict behavior in a stress situation, we would need to know the nature of both the stressor and the stressor. Our first task was seen to be an attempt to understand more about the stressor.

The very first problem was to arrive at an acceptable scheme for the classification of motives. Any attempt to measure human motivation must start with certain assumptions regarding the organization, pattern of interrelations, or, perhaps, merely the existence of, certain basic needs. What these are is a question distinct from how they arose, granting the interest in the adult member of any given society, and granting a certain uniformity of socialization within that society.

A concept has meaning in modern behavior science only to the extent that it permits of measurement, either directly or indirectly. The term "instinct", for example, has all but lost its value because of the

multiple meanings assigned to it, and because of the tremendous number of different and independent ways in which measurements have been proposed and used for its operational definition. To some extent the same has been true for the concept "motivation." Examination of the literature on motivation has produced as many need categories or motives as there could be distinguished ways of responding and/or goal objects to be sought or avoided. To be sure, there have been many attempts to classify motives into some meaningful scheme. A survey of various theoretical approaches, however, yielded no single model directly consistent with our point of view. Therefore, a somewhat eclectic systematic model was evolved, out of which, in turn, a motivational measure was constructed. The systems of Murray et al (5) and of Maslow (4) were amongst those from which components were included.

1. The Need System. Basically, we would suggest that there are, in our culture at least, four broad, "universal", needs or motives.

These we have tentatively designated as follows:

1. Escape from present pain or fear
2. Avoidance of future pain or discomfort
3. Social approval, or belongingness
4. Self-realization, or creativity.

Definitions of these needs are given in Appendix I. A more detailed discussion of this need system is in preparation (see Bibliography).

2. Needs and Modes. What have often been described as needs or motives have actually been modes of behaving in relation to the environment, or responses instrumental in obtaining need gratification. It has seemed to us that many of the so-called needs listed by Murray et al (5) and by Stein (7) might more properly be classified as be-

havior modes. Needs are served by modes. A mode is a way of behaving in order to satisfy a need. For example, one might acquire in order to escape a present pain, avoid future discomfort, gain social approval, or realize some self-set goal. We would not ordinarily think of a behavior mode as a need, although we would not rule out the possibility that for any given individual any mode or modes might be performed so consistently, and with reinforcing results, as to obtain a degree of functional autonomy. An attempt is being made to assess this possibility in an experimental form of the motivation measure we have developed (see below).

3. The Behavior Modes. Using the Murray system of need classification as a starting point, we have arrived at a tentative list of some thirty-one behavior modes. These represent varieties of responses which may be given to situational stimuli by motivated organisms. It is not proposed that this list is exhaustive, but it does represent a sufficient variety of situations to serve the purposes of our motivation measure.

The Behavior Modes have been tentatively listed as follows:

| <u>Category</u> | <u>Behavior Mode</u> |
|-----------------|----------------------|
| ACHIEVEMENT     | Acquisition          |
|                 | Construction         |
|                 | Excellence           |
|                 | Exhibition           |
|                 | Exposition           |
|                 | Recognition          |
|                 | Retention            |
|                 |                      |
| AFFILIATION     | Abience              |
|                 | Autonomy             |
|                 | Deference            |
|                 | Dominance            |
|                 | Nurturance           |
|                 | Peer affiliation     |
|                 | Rejection            |
|                 | Resistance           |
|                 | Succorance           |
|                 | Submission           |

| <u>Category</u> (continued) | <u>Behavior Mode</u> (continued)                                              |
|-----------------------------|-------------------------------------------------------------------------------|
| AGGRESSION                  | Destruction<br>Non-physical aggression<br>Physical aggression                 |
| CURIOSITY                   | Change<br>Cognizance<br>Understanding                                         |
| INVOLACY                    | Blamavoidance<br>Counteraction<br>Defendence<br>Harmavoidance<br>Infavoidance |
| SENTIENCE                   | Aesthetic sentience<br>Physical sentience<br>Play.                            |

Definitions of these modes are given in Appendix B. A more complete discussion of the rationale of the need-behavior mode system is in preparation (see Bibliography).

Behavior categories, as can be seen from the above table, are combinations of related behavior modes. Although some other investigators have treated these categories as primary needs, or motives, we would, at this point, think that they more appropriately serve as descriptive terms for related groups of behavior modes.

#### The Motivational Profile

The first step in the experimental phase of this research program has been the construction of a multiphasic motivational measure designed to yield what we have called a motivational profile. The Behavior Interpretation Inventory (see below) is an initial attempt at such a multidimensional measure. It is intended to provide a picture of the relative strengths of the broad needs or motives of the individual. This measure

grew out of our theoretical approach, and represents the testing of this theoretical bias, as well as the development of a new psychometric.

After our measure has been sufficiently refined, it is our plan to explore the motivational profiles of individuals exposed to psychologically stressful stimulation in order to be in a position to determine the degree to which, and the direction in which, the stress might be expected to operate for those persons. As an example of our thinking along these lines, it might be suggested that a threat involving loss of social approval may be highly effective as a stressor agent for a person who is oriented toward the social norm, while completely ineffective in arousing an individual who is primarily life-threat oriented. In similar fashion, someone whose primary orientation is toward creative self-expression may in no wise be dissuaded from a course of behavior directed toward the gratification of this self-realization by a threat to his social position or to his economic security.

#### The Behavior Interpretation Inventory

A structured projective measure called the Behavior Interpretation Inventory has been constructed (see Appendix III). The measure consists of 124 items, each item containing a short description of a situation involving a mode of behavior, and four alternative responses describing reasons for (or motives or needs to be served by) the behavior described. The Subject is asked to choose what appears to him to be the most likely reason for the behavior described.

Four sample situations were developed for each of the 31 Behavior Modes, and reasons consistent with the four Need areas were written for each sample situation. Thus the S is given several opportunities to indi-



cate the motive he believes each of the thirty-one behavior modes would probably serve.

Because of questions which could not readily be answered without investigation, three additional forms of the Inventory were constructed. Form B consists of the above basic measure with an additional alternative response for each of the 124 items (see Appendix IV). The additional response in each case represents an opportunity to indicate that the mode is being engaged in for its own sake (functional autonomy of behavior mode), rather than subserving one of the four motives offered.

Form C (see Appendix V) contains the five above noted alternatives for each item, and in addition a sixth alternative response permitting the rejection or denial of the mode as reasonable behavior for the S responding. Where denial of the mode would be inconsistent with the situation described, S was given an opportunity to deny the intent to engage in the behavior, although circumstances might have forced him to respond.

Form D of the Inventory (see Appendix VI) consists of the descriptions of the behavior modes with no responses given. S is asked to write his own reasons for the behavior engaged in.

Forms B, C and D were constructed as a means of exploring with a subject population the adequacy of the need and mode systems utilized in the Behavior Interpretation Inventory. Items in all four forms are arranged in similar randomized order with respect to both modes (items) and needs (alternatives). Matched (same mode) items were assigned randomly to four groups and then the order of the 31 modes, determined randomly initially, was followed through the four sequences of 31 items.

### Administration of the Inventory

Forms A, B and C of the Inventory were administered in two halves on two successive nights in August of this year to the entering class at the United States Coast Guard Academy, New London, Connecticut. Each 62-item half was administered within a one hour evening testing session as part of a regular series of tests by the Academy psychologist<sup>1</sup>. A total of 172 completed inventories were obtained, as follows:

|                         |           |
|-------------------------|-----------|
| Form A (4-alternatives) | 59 cases  |
| Form B (5-alternatives) | 58 cases  |
| Form C (6-alternatives) | 55 cases. |

Form D (incomplete sentences form) was administered during this same month to an unselected sample of 40 Submarine School candidates at the Medical Research Laboratory, U. S. Navy Submarine Base, New London, Connecticut. Again, the Inventory was administered by regular personnel of the center<sup>1</sup>.

Analysis of the data on all four forms is now in progress.

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<sup>1</sup> We wish to express our sincere thanks to Cmdr. Malcolm Williams, USPHS, Psychologist at the U.S. Coast Guard Academy, and to CPO Donald Alsop, USCG, for their cooperation in this project. We are also most grateful to Cmdr. Kinsey and Lt. Murphree of the Medical Research Laboratory, U.S.N. Submarine Base, for their help.

## The Application of a New Scoring System to TAT Stories

Data obtained in an earlier study using TAT-type slides (1) were rescored by a member of the research team for the needs and modes of the present system. This was done to explore the possibility of scoring projective responses to the TAT according to the system we have developed, and to discover modes not covered by those we had arrived at.

It was found that such scoring of TAT-type material was possible, but it was felt that it would decrease the number of inferences required on the part of the scorer and increase the scorable responses if the questions used in eliciting responses were modified from those usually employed. A technical report on this phase of the project work will be forthcoming shortly (see Bibliography).

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4. Winterbottom, Marian The application of a new scoring system to TAT stories. (in preparation)

## Project Personnel

(all part-time)

|                                       |                                         |
|---------------------------------------|-----------------------------------------|
| Mortimer H. Applezweig, Ph.D. . . . . | Principal Investigator                  |
| Dee G. Applezweig, Ph.D. . .          | Research Associate and Project Director |
| George O. Moeller, Ph.D. . . . .      | Research Associate                      |
| Ross R. Thomas, Ph.D. . . . .         | Research Associate                      |
| Marian Winterbottom, Ph.D. . . . .    | Research Associate                      |

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## APPENDIX I

## Definitions of Needs:

1. Escape from present pain or fear

Motivational states oriented toward the cessation or diminution of present (or imminent) pain or discomfort. Discomfort includes both simple sensory phenomena, such as immediate hunger, and complex phenomena, such as uncomfortable "feeling" states.

2. Avoidance of future pain or discomfort

Motivational states oriented toward preventing the development of any life situation which would involve personal hardships. This motivation may be expressed in routine maintenance behavior, or in more complex behavior aimed at the establishing of numerous safeguards against any future eventuality of an undesirable nature.

3. Social approval, or belongingness

Motivational states oriented toward gaining or maintaining the approval of others and/or avoiding social disapproval. This need may vary from a desire for a simple acceptance (frequently expressed in conformity behavior) to a desire for expressions of admiration or other manifestations of popularity and/or prestige.

4. Self-realization, or creativity

Motivational states oriented toward maintaining or attaining behavior and/or self-attitudes congruent with an ideal self-picture. Since the ideal is personal, this behavior should not be confused with ethical or religious value "systems", and may appear to others to be essentially without social reference.

## APPENDIX II

### Behavior Modes:

#### Achievement

Acquisition - to gain possession and property. To grasp, snatch, or steal things. To bargain or gamble. To work for money or goods.

Construction - to order, organize, build or create something.

Excellence - to overcome obstacles, to strive to do something difficult as well as possible.

Exhibition - to attract attention to one's person. To excite, amuse, stir, shock, thrill others. Self-dramatization.

Exposition - to point and demonstrate. To relate facts. To give information, explain, interpret and lecture.

Recognition - to excite praise and commendation. To demand respect. To boast and exhibit one's accomplishments. To seek distinction, social prestige, honors or high office.

Retention - to retain possession of things. To refuse to give or lend. To hoard. To be frugal, economical and miserly.

#### Affiliation

Abience - to be bound to another individual by affection, sympathy or respect. To fall in love, to marry, to be faithful.

Autonomy - to be independent and free to act according to impulse. To be unattached, or unconditioned, or irresponsible.

Deference - to admire and willingly follow a superior or allied O. To cooperate with a leader, to serve gladly. To emulate an exemplar. To conform to custom.

Dominance - to influence or control others. To persuade, prohibit, dictate. To lead and to direct. To restrain. To organize the behavior of a group.

Nurturance - to nourish, aid or protect a helpless O. To express sympathy in action. To be kind and considerate of the feelings of others. To "mother" a child. To give advice on request.

Peer Affiliation - to form friendships and associations. To greet, join and live with others. To cooperate and converge sociably with others. To join groups of equals.

Rejection - to snub, ignore or exclude an O.

Behavior Modes (continued)

Affiliation (continued)

Resistance - to resist coercion. To refuse to do, or simply not to do, what is demanded. To argue against the judgement of a superior. To be contrary-minded, argumentative, unyielding, resistant to authority.

Succorance - to seek aid, protection or sympathy. To cry for help. To plead for mercy. To adhere to an affectionate, nurturant person. To be dependent.

Submission - to comply unwillingly to another (perhaps alien) O.

Aggression

Destruction - to assault, break, smash, burn or destroy a physical object.

Non-physical Aggression - to belittle, harm, blame, accuse or maliciously ridicule a person.

Physical Aggression - to assault or injure an O.

Curiosity

Change - to seek change, travel and adventure; to be restless, ever-on-the-move. To crave new sights, new places. To seek adventure. To dream of visiting strange or distant lands. To travel, to go on an exploring expedition; to search for treasure.

Cognizance - to adopt an inquiring attitude. To gaze at something intently. To watch, peer, probe, ask questions of an inquisitive sort.

Understanding - to analyze experience, to abstract, to discriminate among concepts, to define relations, to synthesize ideas.

Inviolacy

Blameavoidance - to avoid blame, ostracism or punishment as, for example, by inhibiting asocial or unconventional impulses. To be well-behaved and obey the law. Non-risk-taking.

Counteraction - to strive in order to regain self-respect or allay guilt. To be prompted by injured or threatened pride to increase one's efforts after failure or to try over and over again or go out of one's way to overcome great obstacles. To overcome weakness, inferiority, inherited affliction or timidity by doing the difficult, disliked or dreaded thing; or to revenge an insult.

Behavior Modes (continued)

Inviolacy (continued)

Defendence - to defend oneself against blame or belittlement by justifying one's actions. To offer extenuations, explanations and excuses.

Harmavoidance - to avoid pain, physical injury, illness and death. To escape from a dangerous situation. To take precautionary measures.

Infavoidance - to avoid failure, shame, humiliation, ridicule by refraining from attempting to do something. To conceal a disfigurement.

Sentience

Aesthetic Sentience - to be sensitive to the sensuous aspects of nature. To enjoy art, music, literature.

Physical Sentience - to seek and enjoy comfort, luxury, ease, pleasant sensations, good food and drink. To form and further an erotic relationship. To have sexual intercourse.

Play - to relax, amuse oneself, seek diversion and entertainment. To "have fun," to play games. To laugh, joke and be merry.

(Note: The above list of 31 behavior modes and their definitions have been modified from lists described by Murray et al (5) and Stein (7).)



|                        |                                                                                          |
|------------------------|------------------------------------------------------------------------------------------|
| APPENDIX III . . . . . | The Behavior Interpretation Inventory                                                    |
| APPENDIX IV . . . . .  | Form B (experimental), The Behavior Interpretation Inventory (5-choice)                  |
| APPENDIX V . . . . .   | Form C (experimental), The Behavior Interpretation Inventory (6-choice)                  |
| APPENDIX VI . . . . .  | Form D (experimental), The Behavior Interpretation Inventory (incomplete sentences form) |

(Note: Where copies of the Inventory are not appended hereto they may be obtained by writing to the authors directly.)

## BEHAVIOR INTERPRETATION INVENTORY

There are 62 examples of real life situations in this booklet. Listed below each example are several (5) possible reasons for what was done or thought. Your task is to imagine yourself in the situation described and to choose what appears to you to be the most likely reason for the behavior in each case.

Keep in mind that there are no "right" or "wrong" answers. Assume each time that you have behaved in the manner described and choose the reason you might have had.

Carefully read all of the possible alternatives under each example. When you have chosen the reason you think most likely, place an "X" in the space on the answer sheet corresponding to the letter of your choice. For example, if you chose "B" you would place the "X" as follows:

|          | A   | B   | C   | D   | E   |
|----------|-----|-----|-----|-----|-----|
| Example: | ( ) | (X) | ( ) | ( ) | ( ) |

Be sure to answer every item and to choose only one reason for each situation. Do not spend too much time trying to decide. Allow no more than 3 to 4 minutes for each page in order to finish within the session.

Do not write or mark in this booklet in any way. Record your answers only on the separate answer sheet. If you wish to comment about any item, circle the number on the answer sheet. If you have time at the end of the session, go back and write your comments on the back of the answer sheet.

1. This is a policeman in training who has asked if he could practice more on the pistol range to develop his skill. He does so because
  - (A) he has never been happy until he reaches the goals he sets for himself
  - (B) people will admire him if he is a crack shot
  - (C) he might be assigned to dangerous duties where he must be good to survive
  - (D) he is overcoming his fear of firearms
  - (E) he always works hard on difficult tasks
  
2. He has a good voice, and is going to sing at this party because
  - (A) there is a talent scout present who may give him a job next season
  - (B) he thinks it will make him more popular
  - (C) he always seeks recognition for his accomplishments
  - (D) when he sings for people, he feels he is doing what he was born to do
  - (E) he needs the money he'll receive to tide him over until he gets a job
  
3. He has just stopped a shabby old man in the middle of the street, and is making fun of him because
  - (A) his gang approves of this kind of behavior
  - (B) it makes him feel superior and brave enough to tackle new things
  - (C) ridiculing others gives him pleasure
  - (D) he thinks the old man might make trouble for him and wants to run him out of town
  - (E) he feels miserable and is taking it out on the old man
  
4. He is refusing to do what his father asked him to because
  - (A) according to his own standards, this is not the thing to do
  - (B) it is something people will disapprove of
  - (C) he likes being contrary
  - (D) he is afraid it will interfere with his regular job
  - (E) he knows he isn't strong enough to do it without hurting himself
  
5. This student is studying late into the night. He is very intent because
  - (A) he wants to do well on the examination tomorrow or he might lose his scholarship
  - (B) studying is one way of developing himself to the utmost
  - (C) he is studying about a disease which he has and wants to learn how to deaden the pain
  - (D) he wants his parents to be proud of him
  - (E) he has always tried to analyze things thoroughly

6. This man is looking up at the workmen building a skyscraper because
- (A) things are falling and he wants to see where it would be safe to stand
  - (B) he is worried about finishing this job on time
  - (C) his children will enjoy hearing his description of it
  - (D) he likes to watch the hustle of everyday life
  - (E) it gives him a feeling of strength seeing what men can do
7. This man is building a steel cab for his tractor because
- (A) he has a painful windburn and wants to keep it from getting worse
  - (B) he wants to show it off at the county fair
  - (C) he is always building things
  - (D) he enjoys designing new things
  - (E) he hopes this might make the tractor last longer
8. He is preparing a speech to be presented this morning urging others to vote for a candidate because
- (A) if his party is elected he can carry out many new ideas of his own
  - (B) he is very tense about how the voting will go today, and keeping busy takes his mind off it
  - (C) his friends have urged him to do it
  - (D) he likes to have people do what he wants them to do
  - (E) in the long run, this is the only way to insure the continued existence of his job
9. This salesman is standing looking down at a man he just knocked down. He hit him
- (A) because the man had attacked and hurt him
  - (B) because he hoped he could scare this competitor out of his sales territory
  - (C) when the man said that anyone who became a salesman was stupid
  - (D) just as he often hits people without knowing why he does it
  - (E) because his neighbors would like him to take the man down a peg or two
10. Feeling he might fail, he hesitates to try out for a part that he wants in this play because
- (A) he wouldn't want to have to change his opinion of himself as a good actor
  - (B) he doesn't want to disappoint the friends who supported him
  - (C) he gets upset any time he has to read a part
  - (D) he always avoids situations that might lead to failure
  - (E) the director might not give him another chance later on

11. This young man is trying to behave as his father has shown him to because
- (A) he thinks his father would be disappointed in him if he didn't
  - (B) he thinks if he doesn't he'll get into trouble
  - (C) he knows it's a good way to relieve the pain of his injury
  - (D) it is his manner always to follow carefully the example of others
  - (E) he realizes that this will help him to become a better person
12. He carefully locked all the doors and windows each night to be sure that no one could get in because
- (A) as butler he would be held responsible if anything happened
  - (B) his employers always complimented him on his conscientiousness in taking proper precautions
  - (C) he had always been a cautious person
  - (D) he prided himself on his carefulness in all things
  - (E) it relieved his dread that someone would break in again
13. This man kicked and broke a chair that tipped over with him because
- (A) he was hurt and now that he has kicked it he at least feels less angry
  - (B) he always destroys things that get in his way
  - (C) doing things like this gave the boys a laugh
  - (D) he doesn't want such an accident to happen again
  - (E) he didn't like to think of himself as being clumsy
14. This is a lawyer who has just been told by a client how he could make a lot of money through a shady deal. He is turning it down because
- (A) he has always firmly believed that honesty is the best policy
  - (B) the proposition frightens him
  - (C) he has always shunned anything that might get him into trouble
  - (D) he might lose his license if the Bar Association learned of such a thing
  - (E) he knows people approve of honesty in lawyers
15. He ordered a bottle of champagne to go with his dinner
- (A) ~~because he had always dreamed of being able to do this~~
  - (B) to impress his dinner companion
  - (C) to drown his deep sorrow
  - (D) so he can remember this happy occasion if ever things go wrong
  - (E) because he truly enjoyed good things to eat and drink

16. This man is standing at the stern of a ship by cable laying equipment. He feels that it is his fault that the cable snapped and is trying to save it because
- (A) he might be financially ruined if he doesn't make the deadline
  - (B) then the job will be finished and he will be through with its hardships
  - (C) this job is a personal challenge to him
  - (D) he cannot accept failure in any form
  - (E) he couldn't stand the ridicule failure would bring
17. This reporter has asked for an assignment which will involve continuously moving around the country. He has done so because
- (A) travelling gives him a chance to gain new viewpoints on life and thus improve himself
  - (B) he is the kind of person who always wants to move on to something new
  - (C) he finds that whenever he stays in one place for long he gets irritable and easily upset
  - (D) he enjoys telling his friends about his experiences
  - (E) he's afraid that he may get in a rut on this job
18. This man is visiting an art gallery because
- (A) it gives him ideas for his own art work
  - (B) he gets pleasure out of looking at works of art
  - (C) it provides a needed relief from the worries and pressures of his business
  - (D) he wants to develop his interests so he'll have something to live for when he retires
  - (E) he wants to know more about art so he'll be accepted by a group of art enthusiasts
19. This man is trying to explain to his commanding officer why he was so tired he fell asleep while on watch. He is explaining because
- (A) he is afraid he might lose his particular job on the crew
  - (B) he always seeks to excuse himself
  - (C) he likes this officer and wants to keep his respect
  - (D) he hopes to maintain good merit ratings and be permitted to go as far as he is able to
  - (E) he is still so tired he wants to get off as soon as possible
20. He shows great admiration for his wife because
- (A) he knows if anything should go wrong she will stand by him
  - (B) she is well thought of by everyone
  - (C) he loves her very much
  - (D) he feels that with her he can achieve his ideal of marriage
  - (E) she is able to make their miserable existence bearable
21. He is swimming back and forth in the pool because
- (A) he thinks everyone should have a sport he thoroughly enjoys
  - (B) he's afraid he might get out of physical condition otherwise
  - (C) he believes everyone admires the husky, tanned, athletic type
  - (D) engaging in sports is fun
  - (E) the doctor told him it would relieve the pains in his legs

22. He is working as a lecturer and guide at this resort because
- (A) he knows this region so well he feels this is the perfect job for him
  - (B) explaining things to people is fun
  - (C) this is the only way he can afford to stay in this climate which is necessary for his health
  - (D) this position gives him much prestige
  - (E) he hopes in this way he'll be able to keep his regular job with these employers during the winter months
23. His car skidded on the snow. Although he could probably dig it out of the snowbank himself, he is accepting assistance from a passing motorist because
- (A) he feels it would be childish of him not to accept help when he needs it
  - (B) he doesn't want the other man to think he's unfriendly
  - (C) he likes to have people help him
  - (D) he hurt his back earlier in the day and doesn't want the pain to get worse
  - (E) this will save time and he doesn't dare get to the office late again
24. Although his companion's manners are not very good, he will not hurt his feelings by correcting him in public because
- (A) he would hate to feel responsible at some future date for having spoiled anyone's chances
  - (B) he is always kind to people
  - (C) even the thought of criticizing other people distresses him
  - (D) it is against his principles to hurt anyone
  - (E) others would think him unkind for doing so
25. This city councilman has just agreed that he will vote to award a contract to a certain firm. He hates to do so but feels it necessary to go along with the other councilmen
- (A) otherwise his plans for developing the city might be held up much longer
  - (B) because already thugs hired by the firm had broken windows in his home and he is scared
  - (C) because many of his constituents thought it was a good idea and would thank him for the move
  - (D) because he always hates holding out against the opinions of others
  - (E) because the firm has great political influence and might unseat him in the next election if he held out
26. A man is standing on the roof of a building shouting and waving his arms. He is doing so because
- (A) his friends dared him to do this as a stunt
  - (B) his goal in life is to attract attention to himself
  - (C) he's very cold and wants someone to come unlock the jammed door
  - (D) he's always showing off
  - (E) he's a publicity man and he has to keep dreaming up stunts to keep his job
27. This man has just refused to give anything to a beggar who came to the door. He refused because
- (A) he fears the man might actually be dangerous and doesn't want to give him a chance to get into the shop
  - (B) he felt it would be a sign of weakness in his character
  - (C) his friends all thought it was best to be frugal
  - (D) he never gave anything away if he could help it
  - (E) if he gives it to one he'll have a tough job shaking off others

28. This man has just refused an invitation to join a fraternity because
- (A) he enjoys snubbing people
  - (B) he thinks he wouldn't have time to support himself and belong to the frat as well
  - (C) he didn't believe in fraternities
  - (D) his friends wouldn't like him to join
  - (E) he fears the painful initiation he knows the fraternity has planned
29. This man has worked hard at building up his business properties because
- (A) the memory of being wiped out once still haunts him
  - (B) he wants to be assured of security in his old age
  - (C) he wants to become a member of an exclusive business club
  - (D) he likes acquiring new possessions
  - (E) he enjoys using his business ability
30. There is nothing he enjoys more than an evening like this with his friends because
- (A) he is uncomfortable when he is alone
  - (B) the more he associates with people, the more confidence he has in his future
  - (C) he feels that man's highest goal is to have friends
  - (D) their friendly behavior makes him feel that people like and approve of him
  - (E) he just likes to be among people
31. He has made up his mind never to tie himself down with a wife and family because
- (A) he's afraid he might have to sacrifice his future for the sake of someone else
  - (B) he is afraid he would be diverted from his life goal
  - (C) he thinks people admire independent men
  - (D) he just wants to be free
  - (E) even the thought of marriage made him unhappy.



32. He is working on the toughest job because he
- (A) believes that only weaklings do otherwise
  - (B) believes that people like a willing worker
  - (C) thinks that way he may become so useful they won't fire him
  - (D) can lose himself in the work and forget his misery
  - (E) likes to attempt difficult tasks
33. This policeman is taking an examination for captain because
- (A) the retirement pay will probably insure a comfortable old age
  - (B) it will bring him increased admiration and respect from his friends
  - (C) he has always sought recognition
  - (D) he has to prove to himself that he can do it
  - (E) he can then escape the dangers of routine police work
34. The dock foreman is giving a workman a bawling out because
- (A) the men would think he was a weakling if he didn't
  - (B) he wants to be the toughest boss on the dock
  - (C) it makes him feel good to belittle people
  - (D) he has to keep the men in line or he fired
  - (E) the guy was about to hit him, and he can stop him this way
35. This man refuses to do the overtime jobs his foreman tries to get him to do because
- (A) he believes a man can't live a full life if he works too much
  - (B) his fellow workmen disapprove of someone being too eager
  - (C) this has always been his way of reacting to authority
  - (D) he is afraid the foreman might take advantage of him in the future
  - (E) he is usually worn out after doing his own load of work
36. This is the second time this young man is reading through the chapter. He is trying to find out
- (A) how to improve the yield of his farm so he will be able to get by next winter
  - (B) how to discover and develop one's capacities
  - (C) how to relieve the sprained ankle he received earlier in the day
  - (D) what the book is about so he will understand it better
  - (E) "how to impress people" when first meeting them
37. This young man is gazing intently at the equipment being set up by the older man because
- (A) he is trying not to think about the aching tooth which the dentist is preparing to pull
  - (B) in case of emergency he might have to turn it off himself
  - (C) he wants the older man to like him
  - (D) he likes to watch things going on around him
  - (E) it is the young man's apparatus for his research to which he is devoted

38. He planned and built new furniture for his living room because
- (A) he couldn't stand his wife's nagging anymore
  - (B) he is very much admired for his craftsmanship
  - (C) he liked to work with his hands
  - (D) he felt he could express his own ideas this way
  - (E) it cost less this way and he thought he might need the money in the future
39. He ordered these people around because
- (A) he had always believed he was the kind of person to be in command
  - (B) it made him less mad about the pushing around he had got
  - (C) he knew they admired a man of decision
  - (D) he liked the feeling of power
  - (E) he was concerned that they might not meet the deadline
40. He shoved the other man as hard as he could because
- (A) he wanted to break the man's painful grip on his arm
  - (B) he hoped that this might keep the man from bothering him in the future
  - (C) he felt that this was the only thing a man of honor could do
  - (D) he liked to push people around when he got the chance
  - (E) his friends were urging him on
41. He was afraid to go on with the contest any longer and withdrew at the last minute because
- (A) he could preserve his self-confidence this way
  - (B) he could keep his friends from being disappointed this way and he knew they would prefer it
  - (C) the tension was too much for him
  - (D) he has never tried anything he thought he might fail in
  - (E) if he did fail he would be all washed up from then on
42. This man is imitating his leader because
- (A) everyone else is doing it
  - (B) any other action might lead to trouble
  - (C) it is the best way out of this dangerous situation
  - (D) he always follows someone he admires
  - (E) he thinks he will improve himself this way
43. He needs a job but will not accept this one which involves some slightly hazardous conditions because
- (A) he will have to sign a long contract, and the job might involve worse hazards later
  - (B) his family doesn't want him to take a dangerous job
  - (C) he has always avoided danger
  - (D) he does not want to take any chance of hurting himself so that he couldn't carry out his plans for his future
  - (E) he is still recuperating from an accident, and any further pain right now would be unbearable

44. He just smashed a big store window because
- (A) he was accidentally locked in while setting up a display and it was getting unbearably hot
  - (B) breaking things gives him pleasure
  - (C) he was out with his buddies and they dared him to do it
  - (D) this is a fancy new store that is threatening his business
  - (E) he wanted to express his dissatisfaction with this business that he's finally getting out of
45. Although he wants a cigarette very badly, he will not smoke while he is on this bus because
- (A) he sees himself as a law-abiding citizen
  - (B) he knows this bus driver will put him off and this is the last bus tonight
  - (C) he's used to obeying rules and regulations
  - (D) he might actually get arrested if he smokes
  - (E) his bus companions would not approve of his doing so
46. He is going with this girl to her apartment to spend the night with her because
- (A) he wants to prove to himself that he's a man of the world
  - (B) his friends bet he didn't have the guts
  - (C) his wife has been away so long he can't take it anymore
  - (D) he hopes to set up a steady thing
  - (E) his greatest enjoyment comes from bodily pleasures
47. This man has mortgaged everything he owns so that he can try to pull his business out of bankruptcy. He is doing so because
- (A) he doesn't know what would happen to him if he didn't have his own business
  - (B) the thought of giving up completely depresses him so much he can't stand it
  - (C) he refuses to think of himself as a "quitter"
  - (D) he has always fought back when he has failed
  - (E) he wants to regain the confidence of his friends and family
48. He is at this employment office looking for a new job for the fifth time in five months because
- (A) he feels no single steady job can utilize all of his abilities
  - (B) he likes to change jobs every once in a while
  - (C) staying on one job too long makes him restless
  - (D) his life seems more glamorous to others this way
  - (E) he fears he might have to settle down some day and wants to get around now while he can
49. A man spent his spare time admiring the exhibits at flower shows because
- (A) as an artist he got excellent inspiration and many ideas here
  - (B) he has always enjoyed beautiful things
  - (C) it was a restful thing to do
  - (D) liking flowers, he wanted to learn the florist trade which he felt might offer a secure future
  - (E) his friends were impressed by his knowledge of flowers

50. This man is standing before a machine tool which has broken down. He is trying to think of some excuse for this accident
- (A) since a blunder of this kind may lead to loss of his job
  - (B) because he always looks for an excuse when things go wrong
  - (C) because he doesn't want the others to think that he isn't "on the ball"
  - (D) because he can't admit to himself that he is at fault
  - (E) because he is still frightened by the accident and wants to get out of working on this dangerous machine
51. This man has proposed to this woman because
- (A) he feels her sound judgment might make his future more secure
  - (B) he knows his friends will approve of his choice
  - (C) he needs to have a close relationship with someone
  - (D) he thinks marrying and having a family are necessary to a complete life
  - (E) he can't stand living without her any longer
52. This is early Saturday morning, and he has come out to play a round of golf
- (A) because he likes to learn new skills which bring him out and help develop his personality
  - (B) so that he can get some exercise to keep in condition
  - (C) because his friends think he plays such a bad game and should practice more
  - (D) because playing golf gives him such satisfaction
  - (E) to get rid of the tension of the week's work
53. This man is explaining to the group very carefully
- (A) because he wants to prove to himself that he can give a good talk
  - (B) for he likes to make things clear to people
  - (C) so that the angry crowd will see his point and won't beat him up
  - (D) to get the approval of the group for what he has done
  - (E) so that they will be able to handle any emergencies which might arise with his new machine
54. This man has just left the office of a friend whom he asked to lend him some money. He asked for the money because
- (A) he wished to prove to himself that he wasn't too proud to seek aid
  - (B) his friends would be pleased to see him working out a solution to his problems
  - (C) he was always going to others for help
  - (D) he needs an important operation to get over his painful physical ailment
  - (E) he felt that unless he modernized his business he might lose it

55. This man is trying to revive a man who has been overcome by smoke from a fire. He is doing so because
- (A) he fears he might be held responsible if anything happens to the man
  - (B) it is second nature to him to aid people who are in trouble
  - (C) together they may be able to break down a door and escape
  - (D) through helping others he feels he's a better person
  - (E) he knows that if he succeeds he will be a hero
56. Although he doesn't always agree, he gives in when an argument starts because
- (A) he sees himself as being above such petty arguments
  - (B) he gets so upset he gets sick
  - (C) he thinks it is more important to keep friends than win arguments
  - (D) he is submissive in most things
  - (E) he might lose his head and get into trouble
57. He is trying to attract attention here at the picnic because
- (A) he knows people like him to cut up
  - (B) by showing off he hopes to overcome his shyness
  - (C) he has hurt himself and wants someone to help him
  - (D) he always dramatizes himself
  - (E) he hopes to get a reputation as a "character" so his resort won't fail
58. He kept most of the things people gave him because
- (A) discarding gifts makes him feel guilty
  - (B) he was a collector and people gave him things which fit into his collections
  - (C) he knew they liked him to keep the things they gave him
  - (D) he liked hoarding things
  - (E) he felt that he might have need for them in the future
59. He has just passed by an acquaintance on the street without speaking to him because
- (A) he likes to ignore people purposely
  - (B) the guy talks too much and might make him late for work
  - (C) he feels he would be lowering himself to speak to the man
  - (D) he is with another friend who disapproves of that acquaintanceship
  - (E) he is afraid of this acquaintance who is angry at him
60. He has been working at two well-paying jobs because
- (A) he needs a special expensive diet for his health at this time
  - (B) he feels he cannot save enough for the future on one salary
  - (C) this is the way to keep up with his friends and belong to the country club
  - (D) he likes to make a lot of money
  - (E) in this way he can buy the art materials he uses for the painting he enjoys so much

61. He went out with the boys every Friday night because
- (A) for the evening, at least, he could forget that he was getting on in years
  - (B) he hoped to be able to make new contacts this way and build his business
  - (C) he felt that one should be a man's man once in a while
  - (D) the boys made him feel that he belonged
  - (E) he liked to be with friends

62. He lived this life of independence and irresponsibility because
- (A) someone might take advantage of him if he settled down
  - (B) as a free-lance writer he could work best this way
  - (C) he was greatly admired for this way of life
  - (D) he was used to being free to act according to impulse
  - (E) he could forget his misery this way

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