T-JTA

Taylor-Johnson Temperament Analysis®
Self Report Booklet

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Introduction to the
Taylor-Johnson Temperament Analysis®(T-JTA®)

The T-JTA measures nine personality traits, or attitudes and behavioral tendencies that are important components of personal adjustment and that significantly influence interpersonal relationships. The nine traits measured are common to everyone and your scores will indicate where you fall on a continuum between the two opposites on each trait category. The nine traits measured are:

Nervous ⬌ Composed
Depressive ⬌ Light-Hearted
Active-Social ⬌ Quiet
Expressive-Responsive ⬌ Inhibited
Sympathetic ⬌ Indifferent
Objective ⬌ Subjective
Dominant ⬌ Submissive
Hostile ⬌ Tolerant
Self-disciplined ⬌ Impulsive

T-JTA results are plotted on a graph, called a T-JTA Profile, to provide a visual representation *of the way you described yourself or a significant other at the time you answered the test questions.* The T-JTA Profile is designed to help you understand the role of these traits in your everyday life, the way you view your present circumstances, and any overall problems you may currently be experiencing. The T-JTA is intended to facilitate discussion and the discovery of new insights and perspectives.

T-JTA 'Criss-Cross' Testing

T-JTA Criss-Cross testing provides information about feelings, attitudes and behavior patterns *of two individual respondents,* such as a husband and wife, premarital couples, a parent and child, or any significant relationship involving two people. In T-JTA Criss-Cross testing, test-takers are instructed to take the test twice, first to describe themselves, and then a second time to describe a significant other. The results of a T-JTA Criss-Cross testing are often plotted on a separate 'T-JTA Criss-Cross Profile.' The T-JTA Criss-Cross Profile is designed to help you understand and compare your perception of yourself with the way another person sees you.

T-JTA: A Standardized Personality Test

A 'temperament' or personality test is simply a set of questions designed to measure certain personality traits. A personality trait is a constellation of behaviors, attitudes, and feelings, sufficiently cohesive as to be used and measured as a unit. For example, if you want to determine if someone is 'Nervous,' you would ask questions about behaviors or emotional states associated with that trait, for example, 'Are you easily bothered by noise?', 'Do you get the 'jitters' for no apparent reason?', or 'Do you have a hard time relaxing?'. You will probably agree that nervous people will answer these one way and people who are not nervous will answer them in the opposite direction.

Important decisions should not be made on the basis of this test alone without confirmation of these results by other means.

When the T-JTA was originally developed, nine personality traits (and their opposites) were identified. After extensive research and statistical analysis, twenty questions showing the strongest relationships (highest correlation) to that trait were selected to measure that trait.

The T-JTA is a 'standardized' personality test. What this means is that your responses to the T-JTA questions are compared to a large number of people, called the standardization group, who answered the same test questions. There are no right or wrong answers. Your counselor will help you to understand your results and explain in greater detail the general concepts outlined in this Report Booklet.

T-JTA Percentile Profiles

T-JTA results are normally plotted on a T-JTA Percentile Profile. What are percentile scores? The scores of hundreds of people who also took the T-JTA were ranked from high to low, and placed in a theoretical statistical framework that goes from 0 to 100, called a percentile. Your percentile score indicates the percentage of people within your standardization group who scored lower than you on that particular trait. For example, if you are a male and get a percentile of 75 on the Nervous/Composed trait scale, this would tell you that 75% of the males who answered the same questions scored lower (were less nervous) than you. This does not mean that you are 75% nervous, only that you are about three-quarters of the way up the scale in comparison to the responses of other men in the current standardization group.

Shaded Profiles

The Shaded Profile is designed to give you some guidance in understanding your scores. It shows the percentile score on each of the nine T-JTA traits. You will notice four shaded zones on the T-JTA Shaded Profile. Shadings were developed and refined through clinical experience by a consensus of the test authors, researchers and skilled counselors who had considerable expertise with the test. Generally speaking, the shadings represent the various degrees of desirability for the scores, with people who fall in the darker shades experiencing fewer personal problems and more satisfaction in interpersonal relationships. Those scores falling in the lighter shades may need some attention. Remember, shaded areas are not absolute indications, and may need to be viewed with some latitude. Talk with your counselor about areas of concern where you believe some change would enhance the way you feel about yourself and your relationships with others.

Test Validity

Setting the Stage for Understanding Your T-JTA Results

The degree to which a test accurately measures what it is designed to measure is called 'test validity.' The T-JTA incorporates two validity measures that will help you understand the manner in which you responded to the test questions. They are the Total Mid Count and the Attitude Scale Sten Score.

Total Mid Count

The answers to the test questions that are placed in the middle (Mid) column represent undecided responses. A Total Mid Count of 15 is average for an adult. A Total Mid Count of 20 is average for an adolescent. If the Total Mid count exceeds 30 for an adult, or 40 for an adolescent, there is likely some impact on test validity, and the results may not be a wholly accurate representation of the person being described.

Joan: Test Results have not been affected by the use of the Mid response.

Attitude Scale Sten Score

The Attitude Scale is a measure of test-taking bias or objectivity. It is intended to show how your attitudes toward problems, or life in general, may have influenced the way you answered the T-JTA questions. The Attitude Scale Sten Score will fall into one of three ranges: Low (Stens 1, 2, 3), Neutral (Stens 4, 5, 6, 7) and High (Stens 8, 9, 10).

If your Attitude Scale Sten Score is in the Neutral range, you showed little test-taking bias. There was little tendency to be either overly critical or favoring.

If your Attitude Scale Sten Score is in the High range, there may have been a tendency to deny the existence of problems or faults. In examining your test results, you may want to consider your tendency to answer the questions in a positive light or need to give a good impression. High scores are frequently present in courtship or premarital tests, when people are in an idealistic frame of mind concerning each other and their future together. Also, persons being tested in the workplace frequently want to make a good impression by giving desirable answers.

If your Attitude Scale Sten Score is in the Low range, there may have been a tendency to answer the questions in a negative or critical manner. A low score may often reflect deep concerns about yourself, your circumstances, or about another person in a Criss-Cross testing situation. Sometimes a depreciating response style is used to accentuate the seriousness of a situation or one's areas of concern.

Joan: Attitude Score was in the NEUTRAL range.

T-JTA Traits

Now, we are ready to look at the nine T-JTA traits. You will notice from the T-JTA Profile that scores are shown on a continuum with trait opposites at each end of the scale. One could say that you are high or low on any scale. Let's use the trait 'Nervous' as an example. You could say a person is 'low on the Nervous scale.' However, for ease of use, it was decided that the opposite of 'Nervous' would be identified as 'Composed.' Sometimes the desirable end of a scale is at the top of the graph as with Sympathetic, and sometimes it is at the bottom of the graph as with Composed.

Trait A: Nervous vs. Composed

Nervousness is a feeling of being uneasy, jumpy, tense, edgy, or impatient. It may be reflected in external signs or symptoms such as foot-tapping, nail-biting, or increased sensitivity to noise, confusion or traffic. There may be a dependence on food, alcohol, drugs or medication to reduce tension. Or, it may be largely experienced internally, with symptoms such as excessive worrying, an inability to concentrate, sleeplessness, vague fears, indigestion, loss of appetite, and restlessness.

A high score on Nervous may be indicative of a temporary pressure, as the result of some immediate stressful circumstance. In such instances, nervousness may not really be considered a persistent trait; rather it is more likely a nervous state, which may be alleviated once circumstances are resolved. Others are nervous most of the time, regardless of what is going on in their life. In such instances, nervousness is more likely an ongoing trait.

Whether persistent or temporary, if you scored in the direction of Nervous you may want to consider if your feelings of tension or fear are interfering in your daily life. Most people with an elevated Nervous score benefit from understanding the conflicts and stressors so that their nervousness can be lowered. If this is the case with you, you will want to ask your counselor for assistance.

Scores falling in the direction of Composed suggest a calm and relaxed nature and approach to life circumstances. People whose scores fall in the middle range on this scale may be experiencing some nervous tension, but it is most likely not a source of serious concern.
Joan: Score falls in the direction of Nervous, suggesting an area for further attention.

Trait B: Depressive vs. Light-hearted

This scale identifies feelings of discouragement and dejection, whether the person answering the questions feels that way all of the time or just happens to feel 'depressed' at the moment. Depressive is characterized by feelings of sadness, unhappiness and despair. In everyday language, we speak of 'feeling depressed' meaning, at the time, there is a temporary feeling of sadness, or low spirits. We all feel this way occasionally. Some people, however, feel this way all or most of the time in a very pressing sense. It takes their mind off their family, friends, school, or work and can be accompanied by a constant feeling of being apathetic, despondent, or pessimistic.

When we measure Depressive on the T-JTA test, it includes feelings of being unwanted, unimportant, and unappreciated. There is a tendency to be easily discouraged and disheartened by criticism. These feelings may be indicative of a lack of self-confidence or a sense of inferiority. If your scores in this trait are elevated or if you often feel hopeless, discouraged or dejected, you will want to seek assistance from your counselor. You may also want to consult with a medical physician as there are many tools available to treat and alleviate serious symptoms.

Light-hearted indicates feelings of happiness and a cheerful optimism. There is a sense of wellbeing and a conviction that life is worthwhile. People who score in this direction are generally happy, hopeful and in good spirits.
Joan: Score falls in the direction of Depressive, suggesting an area for further attention.