



Taylor-Johnson Temperament Analysis® Criss-Cross 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.

Joan by Robert: 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 LOW range

Joan by Robert: 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.

Joan by Robert: 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.

Joan by Robert: Score falls in the direction of Depressive, suggesting an area for further attention.

Trait C: Active-Social vs. Quiet

This scale shows your preferences for activity and social interactions. Do you like to be on the move, and do you like to be around other people? On the T-JTA test, Active-Social is defined as energetic, enthusiastic and socially involved. Active, energetic characteristics include a feeling of energy and vitality, briskness of movement, keeping on the go, and enjoying a wide range of activities and interests. Social involvement includes participation in club or group activities, an interest in people and in making new friends, and a preference for being with friends.

Quietness is associated with a preference for an inactive, restful, quiet life. People who score toward the Quiet end of the scale prefer being alone rather than with people and tend to avoid participation in social events or activities. Low scores on this scale can merely indicate a preference for quiet or solitary activities. However, sometimes people who score in the low ranges are interested in receiving help to resolve feelings of shyness, discomfort in social situations, or possible fear of rejection. They want to be more socially involved but something is holding them back. If you feel shy around people, but would prefer to be 'one of the gang,' ask your counselor for ways to improve your self-image, self-confidence and social skills.

Joan: Score falls in the direction of Quiet, suggesting an area for further attention.

Joan by Robert: Score falls in the direction of Quiet, suggesting an area for further attention.

Trait D: Expressive-Responsive vs. Inhibited

This scale measures the degree to which you are able to express your warm or affectionate feelings to others and to respond to others when they express warm or affectionate feelings to you. This scale can be helpful in understanding the closeness or emotional bonding in relationships.

A high Expressive-Responsive score indicates an ability to be spontaneous, show affection and express tenderness, sympathy or pleasure without embarrassment or discomfort in a love relationship, as well as with friends and acquaintances. Expressive-Responsive individuals are friendly and cordial, are inclined to be talkative, and to express themselves with animation and enthusiasm. There is a desire to please others and be liked by them.

Individuals who describe themselves as Inhibited may be unable to express tender feelings and have a tendency to be reserved, restrained, or emotionally cautious. To others, they may appear unresponsive or even emotionally distant, especially in close relationships. Demonstrations of warmth may cause embarrassment. Such individuals may also find it difficult to express sympathy or pleasure or to share joys and sorrows with others. If this tendency has caused problems in your interpersonal relationships, you may want to explore this area further with your counselor.

Joan: Score falls in the direction of Inhibited, suggesting an area for further attention.

Joan by Robert: Score falls in the direction of Inhibited, suggesting an area for further attention.

Trait E: Sympathetic vs. Indifferent

The Sympathetic trait measures compassion and inner-feeling capacity for others. This scale represents a combination of empathy, which implies feeling uncomfortable and troubled in response to another person's feelings or situation, and sympathy, which is feeling sorry and wanting to help. This scale also measures social consciousness and concern for those who are less fortunate or helpless.

High scorers have a strong desire to help those in need, and are usually sought out by others in times of trouble or adversity. They can easily put themselves in someone else's place, be tender with children or the elderly, are considerate of people who may be ill, and are inclined to forgive and willing to apologize.

Scores that fall in the direction of Indifferent suggest there may be denial or blocking of feelings. Low scorers may have some difficulty sensing another person's pain or suffering. There may be a tendency to be somewhat slow to recognize the needs and feelings of family or friends. Scores in this direction can also indicate a self-protective withdrawal from emotional involvement. The counselor's aid should be enlisted if you want help in this area and if a change is desired.

Note: The scores in the Sympathetic scale tend to 'bunch up' toward the upper end of the scale because so many individuals in the standardization group responded to the items on this scale in a sympathetic fashion. As a result, it does not take many responses in the Indifferent direction for the score to drop significantly. A discussion of the actual test questions within this trait category may be especially useful to reveal the reasons for lowered scores.

Joan: Score falls in the direction of Indifferent, suggesting an area for further attention.

Joan by Robert: Score falls in the direction of Indifferent, suggesting an area for further attention.

Trait F: Subjective vs. Objective

This trait measures the degree to which emotionality influences the ability to think and react clearly. Are you more likely to be objective and judge situations accurately, or do your emotions interfere with your ability to problem solve, or influence the way you react to other people, places or events? This trait provides an important window into your inner mental processes and emotional sensitivities.

Individuals who score high on Subjective are often likely to interpret events and information to conform to their expectations. They may draw inaccurate conclusions, even when evidence is lacking or contradictory. There is sometimes a tendency to feel self-conscious, to misjudge the motives of others, to 'project' or imagine what others are thinking, often expecting the worst.

The person who scores in the Objective direction is more inclined to be impartial, and not overly introspective or preoccupied with internal doubts and fears. Such individuals are able to think clearly about the facts of a matter. An extremely objective score, however, can suggest a tendency to be overly analytical, which might conceivably interfere with the ability to be spontaneous and feel deeply, sometimes having a negative effect on interpersonal relationships.

Joan: Score falls in the direction of Indifferent, suggesting an area for further attention.

Joan by Robert: Score falls in the direction of Subjective, suggesting an area for further attention.

Trait G: Dominant vs. Submissive

This scale provides a measure of confidence, self-assurance and the ability to assert oneself. A score falling in the high Dominant range reveals a strong concept of self, suggesting leadership ability, confidence and self-esteem. It also suggests self-sufficiency, competitiveness and an inclination to exert influence or power. If the score is in the extremely high range, there may be too much of a desire to control others, which can create resentment and alienate others, particularly when combined with a high Hostile score.

On the T-JTA, a score falling in the direction of Submissive suggests low self-esteem and a lack of self-confidence. There may be a tendency to be overly reliant on others, to seek peace at any cost, to follow, and to be easily persuaded or taken advantage of by others.

Sometimes a low score may represent deeply ingrained cultural conditioning. However, when scores fall toward the very low range of this scale, it usually implies a significant degree of fear, self-doubt and feelings of insecurity. It is not uncommon for individuals who score toward the Submissive direction to seek counseling to address issues of confidence, assertiveness or deeper feelings of inadequacy that trigger a need to rely on others.

Joan: Score falls in the direction of Submissive, suggesting an area for further attention.

Joan by Robert: Score falls in the direction of Dominant, suggesting an area of strength.

Trait H: Hostile vs. Tolerant

This scale is designed to measure observable signs of hostility, and to some degree, the existence of attitudes of prejudice or disrespect in reaction to others. On the T-JTA, hostility is examined when expressed directly in the form of impatience, criticalness, complaining, and sarcasm, and also when it is expressed indirectly in the form of procrastination or stubbornness.

Those who score high in the direction of Hostile have a tendency to be quick-tempered, critical, or argumentative, and to make thoughtless remarks. It is easy to understand why this behavior is potentially damaging to most interpersonal relationships and could have serious implications for getting along with others, in close personal relationships, on the job, or in more extended group settings. Hostility, when expressed through a critical or judgmental way of thinking or speaking, may sometimes be used to compensate for a sense of personal inadequacy.

People whose scores fall in the Tolerant direction on the T-JTA are likely to be accepting, patient and humane. They tend to be more respectful of others, and are not inclined to complain or criticize. There is also a greater freedom from racial and religious prejudice.

Joan: Score falls in the direction of Hostile, suggesting an area for further attention.

Joan by Robert: Score falls in the direction of Hostile, suggesting an area for further attention.

Trait I: Self-disciplined vs. Impulsive

This scale is made up of three aspects of self-discipline: being organized and systematic, being controlled and careful, and being committed to a job until it is finished.

If you have a high score on this scale, you are probably organized, careful and like to finish what you start. People who fall in the direction of Self-disciplined usually have the ability to delay gratification, in the interest of achieving a more important future goal. Put more simply, those with more self-discipline are able to postpone what they may want to do right now, if doing so will most likely provide a benefit in the future. Sometimes, however, an extremely high score can be problematic, suggesting a lack of flexibility, adaptability, and spontaneity. There may be tendency to be overly perfectionist, and to make unrealistic demands on yourself and others.

A score in the Impulsive direction suggests a tendency toward disorganization, difficulty in making a plan and following through, and lowered self-control. There may be an inclination to be easily tempted and to get into trouble because of some impetuous act. When self-discipline is lower, it is also more difficult to control habits such as excessive use of drugs, alcohol, smoking, eating, or gambling. There may be a perception by others that such individuals are more irresponsible and unreliable.

Joan: Score falls in the direction of Impulsive, suggesting an area for further attention.

Joan by Robert: Score falls in the direction of Impulsive, suggesting an area for further attention.