

**RELATIONSHIP OF AGE, SEX, AND
CONFORMITY TO THE CALIFORNIA
PSYCHOLOGICAL INVENTORY**

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Relationship of Age, Sex, and Conformity to the
California Psychological Inventory

An Abstract
Presented to the
Graduate Council of
Austin Peay State University

In Partial Fulfillment
of the Requirements for the Degree
Master of Arts
in Psychology

by
Megumi Asako
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Abstract

Smith's Non-Conformity Scale and the California Psychological Inventory were administered to 38 students enrolled in Educational Psychology classes at Austin Peay State University, Clarksville, Tennessee. Twenty-four of the students were females and 14 were males. The ages ranged from 19 to 43 with a mean of 26.

Age, sex, and Conformity scores were compared with scores from the various scales of the California Psychological Inventory by use of the Pearson product-moment correlational technique. Age and Dominance correlated .372, which was significant at the .05 level. Age correlated significantly at the .01 level with Capacity for Status, Sense of Well-Being, Responsibility, Self-Control, Tolerance, Good Impression, Achievement via Independence, Achievement via Conformance, Intellectual Efficiency, Psychological Mindedness, and Flexibility.

Sex and Socialization correlated negatively and significantly at the .05 level. Sex Correlated positively with Psychological Mindedness at the .05 level.

Conformity was found to be negatively but significantly related to Dominance at the .05 level. Conformity correlated negatively but significantly with both Social Presence and Self-Acceptance at the .01 level.

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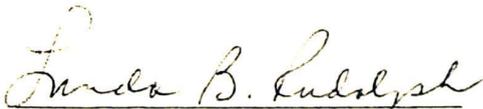
To the Graduate Council:

I am submitting herewith a Thesis written by Megumi Asako entitled "Relationship of Age, Sex, and Conformity to the California Psychological Inventory." I recommend that it be accepted in partial fulfillment of the requirement for the degree of Master of Arts, with a major in Psychology.


Major Professor

We have read this thesis and recommend its acceptance:


Second Committee Member


Third Committee Member

Accepted for the
Graduate Council:


Dean of the Graduate School

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Chapter I

Introduction

Ever since Asch (1955) conducted his now famous study on conformity, at which time he suggested that individuals who tend to conform to the opinions of others may differ in personality from those who respond independently of the group, numerous research projects have been conducted in attempt to discover the personality characteristics of the conforming individual. The earliest of these research projects following Asch's pioneer work was that of Crutchfield (1955) who, when contrasting the high conformist with the independent man on certain personality variables, found that independent man showed more intellectual effectiveness, ego strength, leadership ability, and maturity of social relations than conformer. In addition, the independent man demonstrated a conspicuous absence of inferiority feelings, rigid and excessive self-control, and authoritarian attitudes when compared to the conforming individual. He further described those individuals who were high in conformity behavior as submissive, compliant, and overly accepting with respect to authority. Although Crutchfield's study set the stage for further delineation of the personality dimensions of the conformist, the picture is far from clear if one tries to put together all of the findings to clearly describe a "conforming personality" type.

Mann (1959), in reviewing the volume of literature concerning personality and performance in small groups, includes an entire section on conformity. He suggests that those who tend to conform to group

opinion also see themselves as better adjusted, at least on self-report techniques of measurement. He further suggests in his review that a positive association may exist between conservatism and conforming behavior; i.e., conservative, conventional and authoritarian subjects may be more likely to yield to group pressure than radical or unconventional subjects. There is also a slight indication in the literature reviewed by Mann that dominance is negatively related to conformity. However, when Barocas and Gorlow (1967) devised a self-report inventory pooling items from the California Personality Inventory (CPI), the Crutchfield Conformity Items (CCI), and The Independence of Judgment Scale, they were unable to designate specific personality characteristics of the non-conforming individual.

Endler (1961) studied the relationship of conformity to personality by means of the Edwards Personal Preference Scale. He hypothesized that generalized or total conformity is positively related to the personality characteristics of deference, affiliation, succorance, and abasement and negatively related to achievement, autonomy, dominance, and aggression. He was unable, however, to support his hypothesis. Appley and Moeller (1963) studied conforming behavior, as measured in an Asch situation, of 41 college freshman women. In addition to comparing subjects' scores on the EPPS to their conformity scores, the researchers also compared scores on the scales of the California Psychological Inventory and the Gordon Personal Profile to conforming behavior. A total of 33 measures of personality traits were correlated with conforming behavior. They discovered that only the

Abasement scale of the EPPS was able to generate a small but significant relationship when subjects' scores on the scale were correlated with conforming behavior.

Whistler (1969) administered Barron's Ego Strength Scale to three groups of male subjects. While two of the groups were formed on the basis of certain types of antisocial behavior, the third group was composed of individuals who had not engaged in either type of antisocial behavior. Rather, the third group (Group C) reported histories that were indicative of socially conforming behavior. The differences in the three groups on the measure of ego strength were significant, and including other personality constructs studied by Whistler, Group C (the socially conforming group) obtained a pattern of scores indicative of high conscience strength, high ego strength and moderate guilt.

Smith (1967) devised a questionnaire to measure nonconformity and administered it to 162 male college students. By use of the scale, he was able to divide the subjects into three distinct groups which he called "rebels," "conformers," and "independents." He found that conformers (high scores) showed a readiness to accept socially approved behavior in routine and unquestioning fashion. The rebels (low scores) gave responses that indicated that they could be depended on to take a non-approving stance on a wide range of socially approved types of behavior. The independents demonstrated ambivalence toward sociocultural norms. They accepted some norms and rejected others, but they neither categorically accepted nor rejected the norms merely because the majority of people accepted them.

Couch and Keniston (1960) are considered to be the pioneers in the area of response set as this phenomenon relates to the field of personality measurement. These researchers developed an appropriate measure of response, the Overall Agreement Score (OAS), which would be essentially independent of specific content. Smith refers to "response set" as "position bias." Smith follows the format utilized by Couch and Keniston in the OAS in his Non-Conformity Scale in that the scale is composed of 14 positive and 14 negative items of the conformity variable. By keying the items toward conformity and by assigning point values to the agree-disagree positions on the scale, the highest scores (the agreement items on the scale) delineate the conformers ("yeasayers" in Couch and Keniston's terminology), while the lowest scores (the disagreement items on the scale) identify the rebels (Couch and Keniston's "naysayers"). The cluster of scales involving personality variables at the positive end of the agreement tendency on the OAS are Impulsivity, Dependency, Anxiety, Mania, Anal Preoccupation, and Anal Resentment. At the opposite end, on the disagreement tendency, the scales of personality measurement are Ego Strength, Stability, Responsibility, Tolerance, and Impulse Control. It would seem on the basis of these findings that Couch and Keniston view conformity ("yeasaying") as a negative personality dimension while they consider rebellion ("naysaying") to be an asset in personality structure.

The present investigation was initiated in order to determine the degree of relationship of age, sex, and conformity to the various scales of the California Psychological Inventory (CPI).

Chapter II

Method

The Sample

The sample used in the present study consisted of undergraduate students enrolled in Educational Psychology classes at Austin Peay State University, Clarksville, Tennessee. The sample included 38 students, of whom 14 were males and 24 were females. The ages ranged from 19 to 43. The mean age was 26.

Description of the Instruments

Smith (1967) devised a questionnaire which he called the Non-Conformity Scale. He found that conformers (high scores) showed a readiness to accept (socially approved behavior in routine) and unquestioning fashion. The non-conformers (low scores) gave responses that indicated that they could be depended on to take a non-approving stance on a wide range of socially approved behavior.

The California Psychological Inventory (CPI) was devised by Gough (1969). The CPI consists of 18 scales. The scales are defined in Appendix A.

Administration and Scoring

The Non-Conformity Scale was administered to students in groups. The questionnaires were scored according to Smith's instructions. The California Psychological Inventory was administered in a group setting. The answer sheets were scored according to the manual of instructions.

Chapter III

Results

Age, sex and conformity scores were compared with scores from the various scales of the California Psychological Inventory by use of the Pearson product-moment correlational technique. Age and Dominance correlated .372, which was significant at the .05 level. Age correlated significantly at the .01 level with Capacity for Status, Sense of Well-being, Responsibility, Self-Control, Tolerance, Good-Impression, Achievement via Independence, Achievement via Conformance, Intellectual Efficiency, Psychological Mindedness, and Flexibility. A comparison of sex and Socialization resulted in a negative correlation significant at the .05 level. Sex correlated positively with Psychological Mindedness at the .05 level. Conformity was found to be negatively but significantly related to Dominance at the .05 level. Conformity correlated negatively but significantly with both Social Presence and Self-Acceptance at the .01 level. The magnitudes of the coefficients are depicted in Table I. The definitions of the scales are presented in Appendix A.

Table 1

Correlations between CPI Scores, Age, Sex and Conformity

CPI Scales	Age	Sex	Conformity
1. Dominance	.372*	.203	-.345*
2. Capacity for Status	.517**	.205	-.249
3. Sociability	.261	.195	-.136
4. Social Presence	.287	.304	-.445**
5. Self-Acceptance	.089	.043	-.401*
6. Sense of Well-Being	.514**	.173	.117
7. Responsibility	.418**	-.035	.163
8. Socialization	.043	-.354*	.247
9. Self-Control	.496**	.108	.249
10. Tolerance	.487**	.215	-.038
11. Good Impression	.509**	.195	.257
12. Communality	-.055	-.300	.118
13. Achievement via Con- formance	.425**	.167	.168
14. Achievement via Inde- pendence	.537**	.092	-.039
15. Intellectual Efficiency	.565**	.156	-.163
16. Psychological Mindedness	.596**	.338*	-.122
17. Flexibility	.431**	.171	-.254
18. Femininity	-.177	-.737**	-.114

*Significant beyond the .05 level

**Significant beyond the .01 level

Chapter IV

Discussion

The significant correlation between age and Dominance suggests that as one gets older one shows more leadership ability, persistence, and social initiative. The significant relationship between age and Capacity for Status indicates that as people get older they tend to manifest more personal qualities which underlie and lead to status, which is to say that older people, up to a point, are more ambitious, active, forceful, resourceful, and effective in communication.

Age and Sense of Well-Being correlated significantly which indicates that older persons, other things being equal, tend to minimize their worries and complaints, and to be relatively free from self-doubt and disillusionment. The degree of relationship between age and Responsibility strongly suggests that people become more conscientious, dependable, and responsible as a function of age, a not-too-surprising finding.

Age and Self-Control showed a significant relationship as anticipated. The Self-Control scale assesses the degree and adequacy of self-regulation and freedom from impulsivity and egocentricity. Typically, the older we get, the more self-control we manifest. The expected relationship between age and Tolerance materialized. The Tolerance scale identifies persons with permissive, accepting, and non-judgmental social attitudes. Tolerance is in part, a function of age.

The Good Impression scale measures the extent to which one is capable of creating a favorable impression and is concerned about how others react to one. Age and Good Impression co-vary in significant ways. Age correlated positively and significantly with both Achievement via Conformance and Achievement via Independence. The Achievement via Conformance scale identifies those factors of interest and motivation which facilitate achievement in any setting where conformance is a positive behavior. The Achievement via Independence scale identifies those factors of interest and motivation which facilitate achievement in any setting where autonomy and independence are positive behaviors. It appears that the older person has learned to respond in a positive way to different situations. In some situations, positive behavior calls for conformance. In other situations positive behavior is indicated by independence. In other words, the older person is capable of manifesting both conformance behavior and independent behavior, depending upon the situation.

Age and Intellectual Efficiency were related significantly, which means that as we get older we attain a greater degree of personal and intellectual efficiency. That finding was not surprising since intelligence is, up to a point, a function of age.

The Psychological Mindedness scale measures the degree to which the individual is interested in, and responsive to, the inner needs, motives, and experiences of others. Since age and Psychological Mindedness were found to be significantly related it follows that, as a function of age, we become more interested in, and responsive to, the needs and experiences of others.

The degree of flexibility and adaptability of a person's thinking and social behavior increases with age as revealed in the relationship between Flexibility and age.

The significant but negative correlation between sex and Socialization suggests that females possess more social maturity, integrity, and rectitude than males. The significant and positive correlation between sex and Psychological Mindedness suggests that males are more interested in, and responsive to, the inner needs, motives, and experiences of others than are females.

The negative relationship between Conformity and Dominance indicates that the more dominant one becomes the less conforming one will be. That finding corroborates the conclusion of Mann (1959). Conformity correlated negatively with Social Presence thus indicating that poise, spontaneity, and self-confidence in personal and social interaction are not to be associated with conformity.

A sense of personal worth, self-acceptance, and capacity for independent thinking and action are not a concomitant of conformity. Hence, the negative correlation between Self-acceptance and Conformity.

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APPENDIX

APPENDIX A

California Psychological Inventory Scales and Their Definitions

1. Dominance (Do) To assess factors of leadership ability, dominance, persistence, and social initiative.
2. Capacity for Status (Cs) To serve as an index of an individual's capacity for status (not his actual or achieved status). The scale attempts to measure the personal qualities and attributes which underlie and lead to status.
3. Sociability (Sy) To identify persons of outgoing, sociable, participative temperament.
4. Social Presence (Sp) To assess factors such as poise, spontaneity, and self-confidence in personal and social interaction.
5. Self-Acceptance (Sa) To assess factors such as sense of personal worth, self-acceptance, and capacity for independent thinking and action.
6. Sense of Well-Being (Wb) To identify persons who minimize their worries and complaints, and who are relatively free from self-doubt and disillusionment.
7. Responsibility (Re) To identify persons of conscientious, responsible, and dependable disposition and temperament.
8. Socialization (So) To indicate the degree of social maturity, integrity, and rectitude which the individual has attained.
9. Self-Control (Sc) To assess the degree and adequacy of self-regulation and self-control and freedom from impulsivity and self-centeredness.

10. Tolerance (To) To identify persons with permissive, accepting, and non-judgmental social beliefs and attitudes.
11. Good Impression (Gi) To identify persons capable of creating a favorable impression, and who are concerned about how others react to them.
12. Communality (Cm) To indicate the degree to which an individual's reactions and responses correspond to the model ("common") pattern established for the inventory.
13. Achievement via Conformance (Ac) To identify those factors of interest and motivation which facilitate achievement in any setting where conformance is a positive behavior.
14. Achievement via Independence (Ai) To identify those factors of interest and motivation which facilitate achievement in any setting where autonomy and independence are positive behaviors.
15. Intellectual Efficiency (Ie) To indicate the degree of personal and intellectual efficiency which the individual has attained.
16. Psychological-Mindedness (Py) To measure the degree to which the individual is interested in, and responsive to, the inner needs, motives, and experiences of others.
17. Flexibility (Fx) To indicate the degree of flexibility and adaptability of a person's thinking and social behavior.
18. Femininity (Fe) To assess the masculinity or femininity of interests. (High scores indicate more feminine interests, low scores more masculine.)