

# An analysis of life interviews selected for ratings of life satisfaction correlated with ratings of dominance

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ABSTRACT

Historically collected data and the analysis of that data are presented demonstrating the use of seminal measures of life satisfaction and interpersonal behavior in identifying a model of interpersonal functioning, autogenesis, the elaboration of which addresses an issue of contemporary focus, the integration of the interpersonal constructs of agency and communion. These seminal measures are demonstrated to be of continuing value as Index Measures of autogenesis and to provide criterion validation of the autogenetic model.

Autogenesis is proposed as an interpersonal dynamic defined as the development of the potential of a sense of origin, energy, self-direction, effectiveness and ultimately communion in one's activities as they relate to the world of others. Autogenesis is posited as expressing, through a number of thematic categories of interpersonal perception and functioning, the growth of the self as an ecologically adapted origin and agent. The suggested goal expressed by the autogenetic process is that of a self-directing, self-maintaining, self-realizing entity that is responsive in an interpersonally structured world.

Hypotheses examined are: the reliability of identifying autogenetic stages in individual life interviews; the validity of identifying autogenetic stages using an Index Measure; and the criterion validity of the autogenetic model.

**KEYWORDS:** interpersonal agency, interpersonal development, agency and communion

**T**HIS PAPER REPORTS PREVIOUSLY unpublished results of an analysis completed in 1991 of data collected between 1974 and 1979 identifying perspectives of interpersonal agency denoted as autogenesis. The suggestion is that historical data and analyses can be revisited as a source of relevant contemporary insights.

In 1975 Morton Lieberman and Bertram Cohler of the University of Chicago completed The Ethnic Study of personality correlates of life satisfaction. A sample of 285 first and second generation Chicago Irish, Italian, and Polish men and women, 40 to 80 years of age were given the 20 item Life Satisfaction Index (LSI) developed by Bernice Neugarten (1961) of the University of Chicago and 19 personality measures in use at the time, one of which was a 48 item Interpersonal Adjective Checklist (ICL) developed by Timothy Leary (1957) scored for Dominance (ICL-D). The ICL-D of the personality indices used in the study proved to be the best predictor of life satisfaction,  $r = .29, p < .001$ .

Correlations of .30 represent a moderate positive effect size according to the Cohen (1988) conventions to interpret effect size. Correlations in the measurement of personality generally fall in the range of .30, which although typical in psychological research is often viewed as problematical when compared to the Cohen range of above .50 for a large effect size. Hemphill (2003) derived "empirical guidelines concerning the magnitude of correlation coefficients found among psychological studies" (p .78) extending Cohen's benchmarks. Hemphill interpreted magnitudes of correlation coefficients of .20 to .30 as representing the middle third of the distribution and greater than .30 as representing the upper third. Hattie (Lenhard & Lenhard, 2014) describes .29 correlations in educational research as falling near the middle of the zone of desired effects. The Ethnic Study correlation found between ratings of life satisfaction and dominance led to an investigation of this relationship, which seemed merited at the time and to an even greater extent currently, considering contemporary effect size guidelines.

In order to investigate the correlation between ratings of life satisfaction and dominance found in the Ethnic Study, 27 of the male subjects were chosen for an open-ended life interview. The interviews obtained were recorded and transcribed and copies

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given to the author to analyze. The resulting analysis (Nordmann, 1991) suggests that dominance as measured by the ICL-D reflects various elaborations of interpersonal agency, denoted as autogenesis, and that positive and negative Life Satisfaction Index ratings within each of the elaborations of autogenesis reflect a dialectic that contributes to shifts within and between elaborations.

### Ethnic study measures that reveal autogenetic functioning

**Neugarten life satisfaction index (LSI).** Neugarten represents those survey researchers after World War II “who began polling people about their happiness and life satisfaction using simple global survey questionnaires” (Diener, Oishi & Lucas, 2009, p. 189), of which there are now many. Subjective measures of satisfaction are now being adopted not only by social science researchers, but also by governments (Diener, Englehardt, & Tay, 2013) and Non-Governmental Agencies (Pew Research Center, 2014; OECD Better Life Index).

In their review of research on subjective well-being, Diener, Oishi and Lucas (2009) present a contemporary example of a life satisfaction measure, the five-item Satisfaction with Life Scale. Three of the five items are near identical to LSI items. “I am satisfied with life. So far I have gotten the important things I want in life. If I could live my life over, I would change almost nothing” (Diener, Emmons, Larsen & Griffin, 1985). The LSI further elaborates these items. Both the LSI and the Satisfaction with Life Scale have been used extensively and exhibit high degrees of stability (Adams, 1969; Diener, Inglehart & Tay, 2013, p. 499). The similarity in content, extent of use and degree of stability of these measures suggest the continuing relevance of the LSI as a measure of life satisfaction.

As an aside, Neugarten chaired the Committee on Human Development at the University of Chicago, as did Morton Lieberman. Although departments and programs of Human Development are now ubiquitous, the institutionalization of human development as an academic discipline had its beginning in this committee at the University of Chicago. That Neugarten’s early instrument and Lieberman’s and Cohler’s investigation might continue to bear fruit lends additional historical significance to an auspicious beginning of the organized study of human development; a beginning oriented around a perspective that presaged today’s field of positive psychology. Mihaly Csikszentmihalyi a progenitor of the field of positive psychology began his professorial career in the Committee on Human Development and there conducted research that resulted in the study of the optimal state of intrinsic motivation reported in the book *Flow* (Csikszentmihalyi, 1990). The psychology of happiness is one of the more recognized recent disciplines within positive psychology. And as indicated above, subjective survey measures of happiness continue in the tradition of the LSI.

**Leary interpersonal adjective checklist scored for dominance (ICL-D).** Timothy Leary who is perhaps best known for his promotion of experimentation with psychedelic drugs, encouraging youth of the 60’s to ‘tune in, turn on and drop out’ and whose ashes were rocketed into an orbit around the earth in 1997, produced credible work in personality measurement at Kaiser Permanente Hospital in Oakland as director of clinical research and psychology. The work of the Kaiser team resulted in the monograph, *The Interpersonal Diagnosis of Personality* authored by Leary (1957)

that was awarded the best book on psychotherapy in that year (Strack, 1996). At the 1994 American Psychological Association convention Leary was recognized at a symposium honoring his work in interpersonal psychology titled “Interpersonal Theory and the Interpersonal Circumplex: Timothy Leary’s Legacy”. The Journal of Personality Assessment published a special series by the same name in 1996.

Leary (1996) approached the clinical assessment of personality in a humanistic and person-centered way within the context of interpersonal transactions as proposed by the psychiatrist Harry Stack Sullivan (1953). Leary cites the psychologists Maslow, McClelland, Murray and Rogers as influences emphasizing the positive growth potential inherent in human beings. Focusing on interpersonal interaction and potential, Leary and his colleagues developed an interpersonal circumplex model of personality. Of Leary’s colleagues, Rolfe LaForge of the Kaiser Foundation Hospital and Robert Sugzek of the Permanente Psychiatric Group (LaForge and Suczek, 1955) best provide a description of the circumplex model.

*The data of interpersonal behavior from each of the levels of personality are ordered in terms of a classificatory system made up of 16 basic interpersonal variables. These are arranged in the form of a circular continuum defining the relationships between elements, i.e., the theoretical degree of relationship between any two variables is a decreasing function of their separation on the perimeter of the circle. Thus, variables juxtaposed on the perimeter of the circle are theoretically similar and should be highly correlated while variables on opposite sides of the circle are logically opposite and should be negatively correlated. A varying degree or intensity of any one of the 16 variables can also be represented in the circular schema by the distance at which it is placed (or scored) along the radius from the center of the circle. Thus traits represented nearer the center are considered to be of normal, moderate, or appropriate intensity while those at the circumference are considered to indicate an abnormal degree or intensity of the same trait. (p. 96)*

This circular model permits dimensionalizing of an individual’s traits. This approach differs from the approach of the Diagnostic and Statistical Manual of the American Psychiatric Association (DSM) that categorizes and labels individuals discontinuously according to symptoms. In the circumplex model a person has more or less of each interpersonal characteristic rather than an assigned category or label. This dimensionalizing rather than categorizing distinguishes a humanistic from a medicalized approach to assessing personality.

An International Journal of Testing review of the assessment of personality using adjective check lists (Craig, 1995, p. 178) reports a long history of adjective checklist methodology beginning with Hartshorne and May, who in 1930 developed a list of 160 words consisting of 80 pairs of antonyms related to four types of conduct, and Alport and Odbert, who in 1936 surveyed English dictionaries for adjectives used to describe personality. The Leary Interpersonal Adjective Check List is listed on the Current Adjective Check List Personality Tests in Print Table 1 (Craig, 1995, p. 180) and continues to be available. The model, theory and validity and reliability of

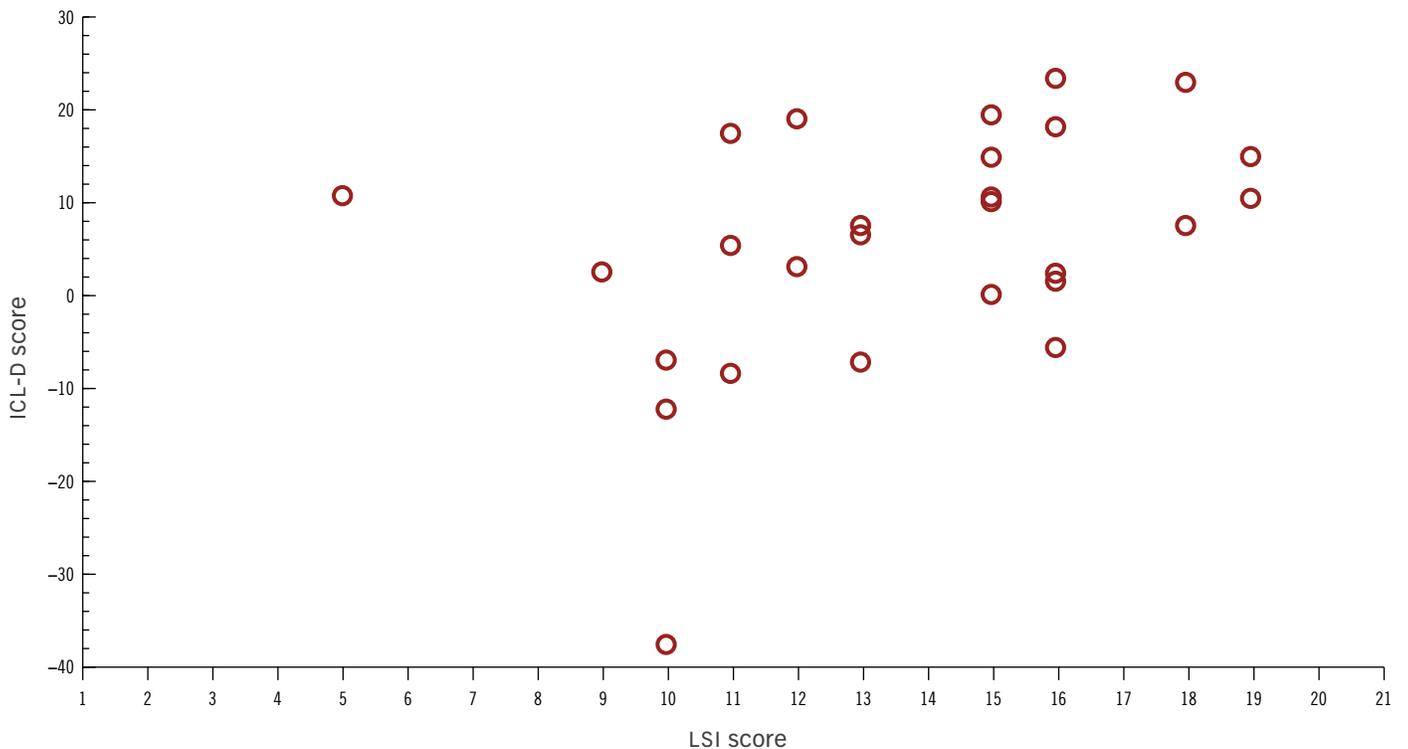


Figure 1. plot of interview subjects' LSI and ICL-D scores

the measure are detailed in the Leary monograph (1957). Acton (2002) notes "The validity of the ICL scales has been investigated in more than 300 studies (summarized by Taulabee & Clark, 1982). Among these, Leary's early studies (e.g., Leary, 1957) remain noteworthy validations" (p. 449).

Locke (2011) acknowledges the ICL as the first Interpersonal Construct (IPC) measure; its use in numerous studies; and since, the construction of interpersonal scales for a variety of domains. One of these is the Interpersonal Adjective Scales (IAS) (Wiggins, 1995; Wiggins, Trapnell, & Phillips, 1988). Lowe reports the psychometric and circumplex properties of the IAS to be superior to those of the ICL and that the IAS is now the preferred measure of interpersonal dispositions. This outcome does not negate an analysis utilizing the ICL, the resulting model of interpersonal perspectives or the renewal of the value and use of the ICL for identifying these interpersonal perspectives.

### Analysis of the ethnic study life interviews

The research undertaken by the author involved analyzing life interviews of 27 subjects of the Lieberman and Cohler (1975) ethnic study of life satisfaction and personality; seeking the nature of the factor contributing to the association of life satisfaction with the ICL scored for Dominance.

### Method

Free form interview data was collected for 27 of the 285 Ethnic Study subjects, 14 with high and 13 with low life satisfaction ratings. David Gutmann of the Committee of Human Development at the University of Chicago interviewed each subject for three hours regarding themselves and their lives. The transcribed interviews were

made available to the author to analyze for life patterns that might be associated with high and low life satisfaction. LSI and ICL-D scores for the Ethnic Study Interview sample and LSI and ICL-D scores for a Sage Study Self-help sample were also made available.

**Samples.** The Interview (I) sample was comprised of 27 males chosen to fill cells generated by the characteristics of age (40–55, 55–70), ethnic affiliation (Irish, Italian, Polish) and Life Satisfaction (high or low). The mean score for LSI in the original ethnic sample was 13.42. The possible scores ranged from 1–20. The mean on LSI for the interview (I) sample was 13.64. The median in both cases was 14. The assumption was that the I sample, though composed of males only, and was normally distributed on the LSI. The I sample was also normally distributed on the ICL. The I sample ICL scores ranged from –38 to +24. The original sample ICL mean was 4.51. The I sample mean was 5.58.

Prior to the initiation of the interview analysis, a second sample for which there were LSI and ICL-D scores became available. The second sample was comprised of 15 males drawn from a group of 87 males and females aged 60–80. These individuals lived in San Francisco and had sought help for their interpersonal problems at a self-help center called Sage. As a part of their Sage activities these individuals volunteered to take part in an evaluation program linked to their Sage experience. The LSI and ICL were among the instruments used in the evaluation.

**Procedure.** An analysis of the ICL items contributing to the dominance score suggested that the factor being tapped was not 'dominance' in the generally accepted sense of ruling or ascendancy. Descriptions of being in charge, a good leader, and dominating contribute to the score, but so do descriptions of tenderness, leniency and taking care of and spoiling others.

**Table 1.** interpersonal engagement of interview subjects rated from low to high on a combination of LSI and ICL-D

dependent	
submerged sense of individuality	nearly unrelated to others
	acceptance and complacency with regard to others' control
	a sense of necessity and obligation in interpersonal relations on the given individual's part
	rebellion and escapism
transitional	
emergent sense of individuality	self-limitation with regard to others
	the selection of a protected environment, limiting the environment
	expectation of and manipulation of others
	opportunism in relationships
	effortful participation in partnerships
independent	
emerged sense of individuality	active management of balance in partnerships in addition to effort in partnerships
	a sense of independent management failed
	independence, concern with dependents, limiting their activities
	independence, concern with dependents, limiting oneself with regard to what one will do vis-à-vis dependents
	personal balance and momentum and interpersonal responsiveness

The first step of the analysis was to plot the subject's life satisfaction and interpersonal scores. The observable pattern of regression supported the assumption of the correlation of these two variables; see Figure 1.

The second step was to group the interviews according to life satisfaction and examine the groups for similarities and differences. The interviews were divided into two groups, above

and below the life satisfaction mean,  $M = 13.66$ , and read by group. The interviews were then grouped according to both the life satisfaction and interpersonal mean,  $M = 5.73$ . This approach resulted in four groups of interviews based on ratings of above or below the mean of the two measures: a) low satisfaction/low interpersonal; b) low satisfaction/high interpersonal; c) high satisfaction/high interpersonal; and d) high satisfaction/low interpersonal. The interviews were read seeking within group similarities and between group differences.

General distinctions in interpersonal functioning related to satisfaction and dissatisfaction began to emerge. Subjects with similar scores on both measures (14 clusters of scores) expressed themselves in similar and distinct ways. When these clusters of individuals were arranged from lowest to highest ratings and compared, three general groups of interpersonal engagement were identified; dependent, transitional and independent; see Table 1.

A number of strands seemed to unite the groups. From lower to higher level groups subjects seemed to shift in dependent to independent postures with regard to interpersonal involvement and agency. The subjects' perceived and actual involvements with others appeared to become more actively voluntary and effective. There appeared to be an increased sense of personal momentum and self-initiated, personally controlled, directed, and maintained effort that was of an adaptive value both to the individual and those around him.

The strands that seemed to unite the groups exhibited a dynamic quality that occurred across all the groups. This unifying dynamic was labeled autogenesis. Autogenesis, or personally controlled momentum, as judged by effectiveness, seemed best to account for the differences distinguishing each of the groups. The various expressions of interpersonal relations the groups represented appeared to be differentiations of this unifying dynamic.

Autogenesis, this sense of personally derived and personally maintained momentum and effectiveness seemed to increase sequentially, in a stepwise fashion, across the groups. The sequence of differentiations was similar to stages identified by developmental stage models of social development, suggesting that the 14 groups could represent developmentally related stages (Fowler, 1981; Kohlberg, 1964; Loevinger, 1966, 1976, 1984; Selman, 1980).

Autogenesis was seen as epigenetic development from an immersed, reactive self toward the emergence of an interpersonal self, the goal of which is self-balance, momentum, and the maintenance of effective, energetic, personal activity or involvement coupled with responsiveness to others. Autogenesis was seen as describing the natural growth of self-initiative, self-maintenance (psychologically), and self-realization in an interpersonal environment.

### Development of an autogenesis coding manual

A coding manual was created that identified features and behaviors associated with interpersonal functioning for each of the originally observed fourteen autogenetic groups. It was hypothesized that the groups of interpersonal functioning described by the autogenetic manual, if valid, should be codifiable into a manual whereby a rater, other than the original researcher, could reliably identify a subjects' autogenetic group of interpersonal functioning.

The coding manual was used by an independent rater to code six subject interviews originally coded by the researcher in identifying the autogenetic groups. The rater did not code one of the interviews, deeming that nothing in the interview fit into any of the categories. She coded one interview at two stages contiguous to one another, one of the ratings being in agreement with the original rater and the other not.

In addition to rating each individual, the independent rater made notations regarding group descriptions. She sought to clarify any confusion she experienced with the manual. In instances where there was a discrepancy between raters, an analysis of the notations indicated the rating discrepancy was due to incorrect interpretation of the group descriptions. These misinterpretations were clarified and the clarifications incorporated into a revised version of the coding manual.

The researcher confirmed the clarification concerning the coding manual with the independent rater. The independent rater utilized the revised manual to rate an additional five interviews previously rated by the researcher.

### Interrater reliability

The percentage agreement between the original rater and the independent rater was calculated, including and excluding the scorable interview and using each of the scores for the interview coded at two stages. The lowest percentage agreement obtained between the original rater and the independent rater yielded a

**Table 2.** autogenetic stages

1	uninvolved
2	accepting
3	rebellious
4	directed by a sense of necessity, obligation and responsibility
5	inclined to escape
6	prone to limit oneself or stint
7	inclined to choose a limited or defined and safe environment
8	manipulative
9	opportunistic
10	inclined to put forth a unilateral single handed effort in partnerships
11	inclined to manage balance in partnerships, to speak out
12	working within a complex system of individuals and needs and determining how the system functions
13	aware of the limitations or failures of the system of relations in which one functions
14	independent and concerned with establishing limits for dependents
15	independent and concerned with specifying one's activities regarding dependents
16	independent and responsive to others

Pearson *r* of .748, *p* < .01. The interrater reliability obtained between the independent rater and the original researcher utilizing the unscored interview, the double scored interview discrepant score, and the interviews for which the independent rater utilized the confirmed revised version of the coding manual yielded a Pearson *r* of .931, *p* < .001.

The high percentage of agreement between raters utilizing the coding manual and its revision suggests that the autogenetic coding manual or category rating system distinguishes interpersonal differences in interpersonal functioning between individuals in a reliable way from coder to coder.

**Theoretical consistency**

Following the test of interrater reliability, the autogenetic structure, the categories, and the coding manual were reviewed for theoretical consistency. Excluding the first and last groups, all of the remaining originally observed groups, with the exception of two, occurred in more or less antithetical pairs: necessity, obligation, responsibility / escapism; self-limitation / limiting the environs; manipulation / opportunism; silent, one-sided effort in partnerships / outspoken balanced effort in partnerships; and independent—limiting dependent's activities / independent—limiting dependent's activities regarding dependents.

The two original unpaired categories, other than the first and last, were the original group 2, 'accepting', and the original group 12 'system limitation or failure'. For theoretical consistency a paired group was theorized for each of the two originally unpaired groups. A 'rebellious' group was postulated and paired with the group of 'accepting'. A 'system functioning' group was postulated and paired with the group of 'system limitation or failure'. These groups

embodied experientially observed characteristics unaccounted for in the original autogenetic sequence, were theoretically consistent with the structure of autogenesis, and filled gaps in the original sequence of clustering of the index LSI and ICL-D scores, which may have occurred simply as a result of incomplete sampling. The two theorized groups were interpolated into the autogenetic sequence of groups yielding 16 as opposed to 14 groups.

The first autogenetic group, 'uninvolved', is associated with the experience of a low level of life satisfaction. The last autogenetic stage, 'independent and responsive to others', or 'integrated' as opposed to 'uninvolved', is associated with a high level of life satisfaction. No experiential or theoretical considerations were apparent to recommend that 'uninvolvement' have a positive

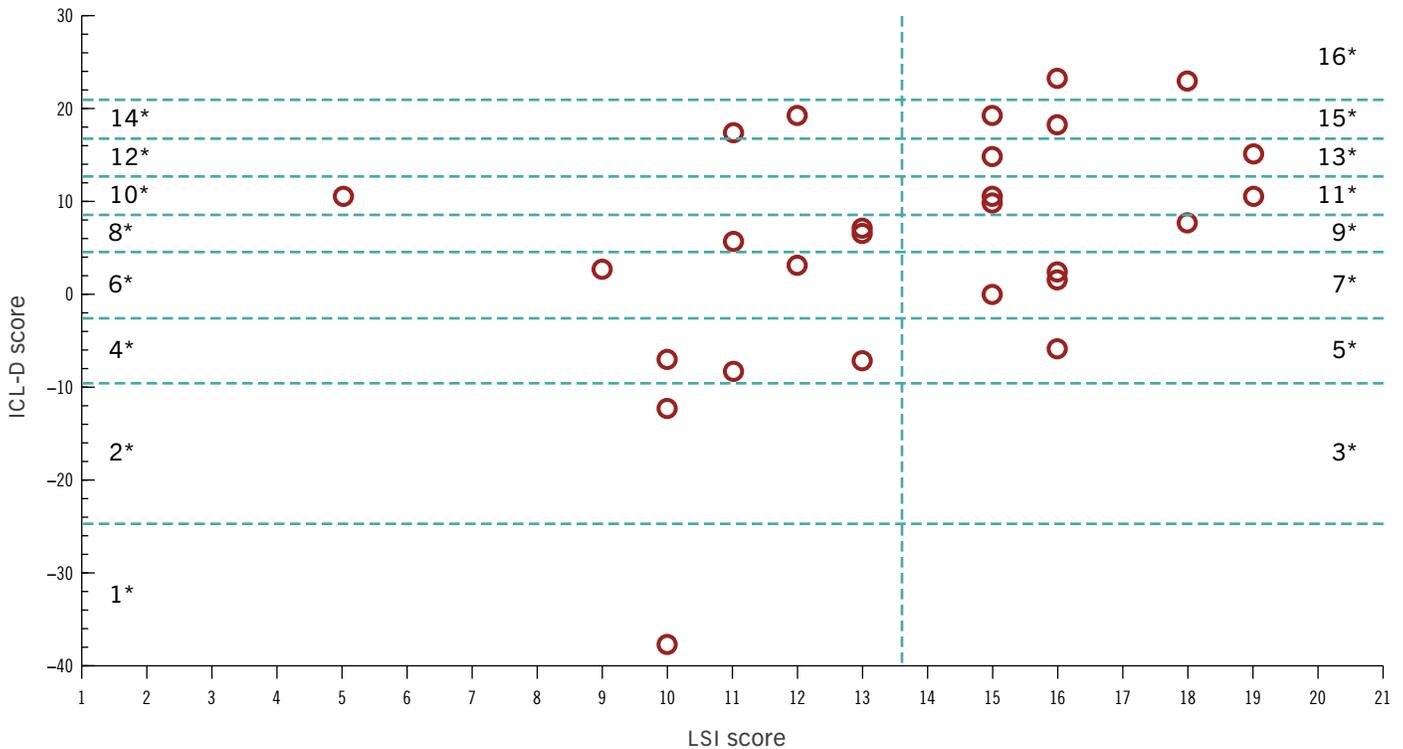
life satisfaction expression, or expression, or that the successful attainment of 'independence and responsiveness' have a negative life satisfaction expression. In fact there exists, from a modeling perspective, a structural and logical symmetry in a solitary negative initial position in the organization of self-other relations and a solitary positive peak attainment position, between them, enclosing seven sets of progressively more differentiated pairs of self-other relations dialectically related, each expressing a negative followed by a positive experience of life satisfaction. For these theoretical reasons and for the lack of meaningful experiential evidence to the contrary, no antithetical categories were postulated to be paired with the first and last categories of the autogenetic sequence. The '16 classifications' autogenetic model was used in additional confirmatory research undertaken not reported here; see Table 2.

**Index measure of autogenesis**

The Index Measure of Autogenesis utilizes scores from the LSI and ICL-D. Plotting the subject's LSI score against the ICL-D score results in an autogenetic category identification. Scores on the LSI are placed in one of two categories, below the mean score for the original I sample, *M* = 13.66, or above the mean score. The range of ICL-D scores exhibited by the original I sample was divided at seven points as determined by the grouped scores yielding nine levels of ICL functioning. These nine ICL-D levels, combined with the two LSI categories, represented observed groupings of distinct and similar subject responses. The nine level parameters, expressed in ICL-D scores, represent the means of the mean scores of adjoining levels or groups of ICL-D scores. A subject's ICL-D score is plotted as being below the first parameter (-24.76.); above that parameter, between that parameter and the next parameter (9.51); or between -9.51 and -2.38; -2.38 and 4.55; 4.55 and 8.74; 8.74 and 12.80; 12.80 and 16.87; 16.87 and 20.96; or above 20.96; see Figure 2 and Table 3.

**Table 3.** derivation of autogenetic stages from index measure scores

interpersonal adjective checklist - dominance		
score	life satisfaction index	
above	below 13.66	above 13.66
	(1) uninvolvement	
-24.76	(2) acceptance	(3) rebellion
-9.510	(4) necessity, obligation, responsibility	(5) escape
-2.380	(6) self-limitation, stinting	(7) choosing a limited environment
4.550	(8) manipulation	(9) opportunism
8.740	(10) single handed effort in partnership	(11) managing balance in partnership
12.80	(12) system functioning / determining aspects	(13) aware of system limitations
16.87	(14) independent / limiting dependent's activities	(15) independent / specifying one's activities regarding dependent
20.96		(16) independent and responsive



**Figure 2.** the index measure scores of autogenetic category of interview subjects  
 Note: \* autogenetic category numbers

**Confirming LSI and ICL-D as index measures of autogenesis**

Interviews were not available for the Sage (s) self-help subjects. LSI and ICL-D scores were available for the Sage self-help subjects. It was hypothesized that the LSI and ICL-D scores for this sample of individuals would serve as index measures of autogenesis and that the autogenetic scores of the s Sample would diverge from those of the I sample in a theoretically predicted way. The autogenetic ratings of a sample (s) of individuals with a variety of overt interpersonal problems, resulting in their inability to successfully initiate or maintain themselves in vital personal relations, which they were addressing through membership in a self-help group, were computed utilizing the Index Measure of autogenesis. The Sage autogenetic ratings were compared with the autogenetic ratings of the original interview sample subjects who were selected to have scores distributed across the range of autogenetic groups. It was expected that the autogenetic ratings of the self-help group would differ from a sample in which the autogenetic ratings were evenly distributed, the assumption being that the self-help sample was less representative of a normal population distribution. It was expected that the majority of the self-help subjects would have autogenetic ratings at or below the ICL-D autogenetic index

**Table 4.** comparison of autogenetic categories of interview and self-help subjects above and at or below the autogenetic mean

autogenetic categories	subjects	
	interview	self-help
1-9	15	14
10-16	12	1

mean,  $M = 9$ , yielding autogenetic ratings of one to nine as opposed to ratings of ten to sixteen. A chi-square analysis found this to be the case, chi-square (1,  $N = 42$ ) = 6.4393,  $p < .01$ ; see Table 4).

**» DISCUSSION**

**Introduction**

The purpose of this research was to confirm the validity of a model of interpersonal functioning named autogenesis, posited to account for the experience or lack thereof of a sense of life satisfaction in connection with interpersonal relations, presumed to evolve and to match to settings that inform interpersonal behavior. The transformations of these structures are posited to lead to broadened spheres of and personal depth in social participation, personal direction of one’s activity, and personal and social responsibility.

The objectives of the research reported were three. 1) The research sought to establish the reliability of identifying autogenetic groups when examining individual life interviews. (2) It sought to affirm the combination of the LSI and ICL-D scores as an Index Measure of autogenetic categories. 3). It sought to confirm that a group characteristically identified with concepts reflecting some portion of the autogenetic sequence would primarily be composed of members whose individual autogenetic functioning fall within that portion of the sequence, demonstrating criterion validation of the autogenetic model.

**Results**

The Autogenetic Coding Manual developed to codify the varieties of autogenetic functioning that emerged from an analysis of 1 sample interviews proved upon refinement, highly reliable; enabling an independent rater to correctly identify with 93% agreement,  $p < .001$ , groups for which 11 of the interview subjects were identified by the manual developer.

This finding suggests that the autogenetic model has a theoretically consistent structure that can be perceived as having recognizable and distinguishable perspectives or categories that represent non-overlapping manners of expression, behaviors, and attitudes. Reliability of the manual, as representative of the autogenetic model, implies that the autogenetic model communicates distinctions in interpersonal perception and functioning.

If the autogenetic model informs interpersonal behaviors via a structure of interpersonal perception and is developmental or describes sequential elaboration, with less adaptive interpersonal stages preceding more adaptive ones, it was hypothesized that persons suffering from basic interpersonal failures involving establishing relations with others would function in the lower half of the autogenetic developmental sequence. The lower half of the A sequence falls below the partnership level, which is the first level above the midlevel of A stages. When the A stages of a sample (s) of individuals seeking help regarding their inability to initiate successfully interpersonally or maintain relationships were compared with a sample (I) of individuals evenly distributed across the autogenetic stages, 14 of the 15 s subjects were at stages below the partnership level,  $p < .01$ .

This finding is theoretically consistent with expectations and strongly suggests as predicted, the association of the categories with one another above and below the A sequence midpoint. The finding is limited in terms of verifying the interrelations of the stages within these groupings. This finding implies however, that the autogenetic sequence minimally represents groupings roughly defined in autogenetic terms as dependent and independent.

This finding also is consistent with the use of the combination of the LSI and ICL-D scores as an Index Measure of Autogenetic category.

### The autogenetic model

The autogenetic model expresses in a symmetrical fashion the tensions between satisfaction and dissatisfaction and self and society associated with human experience. Freud (1963) in *Civilization and Its Discontents* suggests that the tension between self and society is permanent and irresolvable. An individual cannot pursue his own needs without coming into conflict with society. Theoreticians in the Freudian tradition have expressed the conflict inherent in this family of models in terms of life as equivalent to separation and individuation as opposed to union, fusion, dependency and death (Rank, 1929, 1945); autonomy as opposed to homonomy or surrender (Angyal, 1941, 1951, 1965); and the expression of agency as opposed to communion (Bakan, 1966, 1968, 1971).

Autogenesis presupposes that a human being is self oriented and whether other oriented as well from the outset or not, must determine his or her self realization in a social context. The context consists of opportunities and impediments to self-realization, which are vulnerable to change, and to which the individual must structure his interactive behavior in order to maintain his survival and attain self-realization. The end result of autogenetic development is an individual sense of initiative and self-realization that functions beneficially in a social context. The individual experiences the sense of meeting his needs and responding to others as non-conflictual.

The autogenetic model presently consists of 16 categories divided into nine levels. Within each level, with the exception of the first and last, there is one category representing satisfaction and one representing dissatisfaction. The levels represent the ever-expanding activity in and spheres of social involvement, to wit, (Level 1) Uninvolved, (Level 2) Acceptance/Rebellion, (Level 3) Obligation/Opportunism, (Level 4) Limitation, (Level 5) Manipulation/Opportunism, (Level 6) Partnerships, (Level 7) Systems, (Level 8) Independence, and (Level 9) Integration.

Progress through the levels of expanding personal activity and social spheres is marked by categories at each level expressing satisfaction and dissatisfaction. The categories of dissatisfaction entail an absence of a self-expressive posture and the categories of satisfaction entail the presence of a self-expressive posture. A comparison of the categories of dissatisfaction (uninvolved; accepting; sense of necessity; self-limitation; manipulation; silent effort in partnerships; working in a complex system of needs not fully understood; and establishing limits for dependents) with the categories of satisfaction (rebellion; escape; choosing a limited environment; opportunism; speaking out to attain balance in partnerships; functioning in a system, aware of its limitations; specifying one's activities vis-à-vis dependents; and independent and responsive) is indicative of the difference in functioning associated with the two types of categories.

Lack of expressiveness and action experienced as impacting on one are felt as unsatisfying. Self-expressive, autogenic action is felt as satisfying. It is these feelings of dissatisfaction paired with the absence of autogenic action and satisfaction paired with autogenic action that are theorized to propel the individual into contexts that embody consequences for vulnerabilities to, or perceived opportunities for, extending the course of autogenic action; that is for the continued restructuring of an individual's interpersonal behavioral structures.

An approach to examining the relationship between satisfaction and ego development was undertaken by Costa and McCrae (1983). Ego development stages, using Loevinger's (1976) sentence completion test, and measures of feeling of wellbeing were determined for each subject. No correlation was found between ego stage and feeling of wellbeing. However, as Bee (1987) points out "they did not check for the possibility of alternating higher and lower levels of wellbeing (p. 311)". The autogenetic model incorporates the concept of alternating higher and lower levels of wellbeing as integrally contributing to the process of interpersonal development.

The concept of alternations between dissatisfaction and satisfaction is reflected in the views of a number of theorists. The dialectical alternations in autogenetic theory are between self and other consideration and concerns, and activity and passivity, as well as satisfaction and dissatisfaction. Levinson (1978, 1980) describes the lives of adults as alternating between periods of upheaval and periods of stability in a non-dialectical way. James (1902) and Johnson (1983) see experience as more dialectical with recurring cycles of abandonment of existing organization in favor of reorganization. Kegan (1980) sees the experience of these alternations as painful. His view is that "Developmental theory gives us a way of thinking about such pain that does not pathologize it (p. 439)".

Bee (1987) recognizes development as spiral in form rather than linear. Her view is that “we continue to circle back to similar issues, but at higher and higher levels of decentering” (p.304). The spiral approximates a physical model of autogenesis, or interpersonally driven interpersonal development, with each ascending ring being wider than the last in recognition of the greater realms of interpersonal experience mastered at each succeeding level. This experience refers not only to the increasing inclusiveness of physical spheres in which interpersonal activities are undertaken, but to the increased breadth and depth of psychological experience.

### The circumplex model from which the autogenetic model is derived

Kenneth Locke (2011) reports the interpersonal circumplex to have become the most popular model for conceptualizing, organizing, and assessing interpersonal dispositions or characteristics and describes what all examples of such models share. “The interpersonal circumplex is defined graphically by two orthogonal axes: a vertical axis (of status, dominance, power, control, or most broadly, *agency*) and a horizontal axis (of solidarity, friendliness, warmth, love, or most broadly, *communion*) (p.1). Horowitz (1996) previously described these models stemming from Leary’s (1957) work similarly and noted “A number of factor analytic studies have confirmed this structure by showing that these two dimensions account for a large proportion of the variance in ratings of personality traits (p. 284).”

Agency and communion are central to a range of psychological theories, such as the theorizing by Blatt (2008) and self-determination theory (Bauer & McAdams, 2000). Agency and communion have a long history as constructs describing human interpersonal orientation and behavior as indicated previously. Cross-cultural research (Marcus and Kitayama, 1991, 1994) and the growth of multiculturalism in contemporary U. S. society have brought into the public domain the related cultural concepts of individualism and collectivism.

Locke (2011) notes that a variety of literatures support the centrality of agency and communion. Among these are the roles that hormones and neurotransmitters play in regulating communion through oxytocin (Bartz & Hollander, 2006), and agency through testosterone (Archer, 2006); supporting, in Locke’s opinion, the idea that agency and communion are distinct tasks.

Although agency and communion may be viewed and studied as distinct tasks, there is research that suggests that agency and communion may become integrated across the lifespan. Mansfield and McAdams (1996) observe that generativity in adult lives can combine agency and communion. They found that highly generative adults in autobiographical expressions of agency and communion show greater levels of agency/communion integration.

Although the Leary ICL measure is scored separately for dominance (agency) and love (communion), only the dominance score in the Ethnic Study, from which the Interview Sample was drawn and on which the autogenetic model is based, correlates with life satisfaction. This correlation of life satisfaction with dominance as agency, suggests that agency is a core element of life satisfaction. Nonetheless, the autogenetic model of interpersonal development demonstrates that the integration of agency and communion is possible, in the forms of personal momentum and responsiveness to others, as realized in the most elaborated category of autogenesis. Agency and communion do not represent separate tasks; rather, according to the autogenetic model, a life long process of resolving, through multiple, context linked expressions of interpersonal functioning, the successful integration of the two.

### Conclusion

The results of the research reported into the meaning of the Leary Interpersonal Adjective Checklist Score for Dominance (ICL-D), in relation to life satisfaction, demonstrate the value of revisiting historically conducted research. In this instance, seminal measures such as the ICL-D and LSI can continue to contribute to an Index Measure of an interpersonal dynamic they were useful in identifying, autogenesis. The use of an Index Measure as an alternative or adjunct to the use of Interviews to research autogenesis can greatly facilitate research involving the autogenetic model. An Index Measure could also be useful in facilitating the identification of contemporary interpersonal circumplex measures as measures of autogenesis and perhaps as more decisive ones.

Also, in this instance of revisiting historically conducted research, the identification of the model of autogenesis proves useful for addressing contemporary questions regarding the integration of the interpersonal constructs of agency and communion; and for opening lines of research to investigate these integrative processes and identify opportunities for their fruitful application. ■

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