Abstract

The present paper presents a translation into an "acts" version of the primarily adjectival content of the previous 1982 Interpersonal Circle taxonomy (Kiesler, 1983). The revised taxonomy consists of 416 act descriptors in verb-phrase or sentence form as well as 519 corresponding adjective descriptors. For both the mild-moderate and extreme levels the number of act descriptors for each of the sixteen Circle segments ranges from 11-15, adjective descriptors from 10-26. The resulting more homogeneous and nonoverlapping category definitions contained in the revised Acts Version are offered as a more precise, valid, and heuristic model which retains the strengths and advantages of the previous version.
A previous paper (Kiesler, 1983) described the 1982 Circle taxonomy which I constructed as a comprehensive operationalization of the domain of two-dimensional adult interpersonal behavior. The 1982 Circle was designed to integrate and expand the content of four major adult interpersonal measures: the Interpersonal Check List (LaForge, 1977; LaForge and Suczek, 1955; Leary, 1957), the Interpersonal Behavior Inventory (Kiesler, in press (a); Kiesler, Anchin, Perkins, Chirico, Kyle and Federman, 1976), and the Interpersonal Adjective Scales (Wiggins, 1979, 1981). The result was a Circle taxonomy consisting of 16 segments, 128 subclasses, 2 levels, and 350 bipolar items.

The present paper presents my content analysis translation of the primarily adjectival content of the previous 1982 Circle taxonomy into an "acts" version. This revised taxonomy contains category descriptors which specify overt interpersonal behaviors or actions. Accordingly all taxonomic item descriptors contain either a verb or verb phrase.

One of the frustrations of interpersonal checklists comprised of adjective items is the semantic ambiguity inherent in many, if not most, adjective descriptors. As an earlier response to this problem Lorr and McNair (1965, 1967) developed their Interpersonal Behavior Inventory by carefully translating the adjective items of LaForge and Suczek's (1955) Interpersonal Check List into items which described corresponding overt interpersonal actions.

The "acts" approach incorporated in the present revised Circle taxonomy is conceptually congruent also with Buss and Craik's (1983) act-frequency approach to personality dispositions. The sixteen segments of the 1982 Circle: Acts Version are considered to be dispositional categories of acts that serve to summarize general trends in behavior. In line with Buss and Craik, "dispositions are viewed as summaries of act frequencies that, in themselves, possess no explanatory status. As sociocultural emergents, dispositions function as natural cognitive categories with acts as members" (1983, p. 105).

The sixteen Circle categories are conceptualized also as "prototypes" (Rosch, 1978; Rosch and Mervis, 1975), rather than as classical taxonomic categories. That is, the taxonomic descriptors subsumed under Circle categories do not identify sets of critical or categorically necessary defining elements all of which must be present for a person's interpersonal behavior to be classified at a particular segment. Rather, Circle segments operate as Roschian categories wherein the interpersonal actions defining a particular segment cluster around a prototype or exemplar, with less prototypic elements emerging into the "fuzzy" boundaries of related adjacent segments (Kiesler,
in press (b); Wiggins, 1982). As Wiggins emphasizes, the Interpersonal Circle provides a geometric representation of relationships between "fuzzy sets" in which membership is probabilistic and continuous rather than determinate and discrete. As a result it is more valid to conceptualize interpersonal dispositional categories as "wedge-shaped segments of a circle in which elements of a category (segment) are organized with reference to a prototype that falls near the center of the perimeter of a given wedge" (Wiggins, 1982, p. 204).

Figures 1 and 2 provide pictorial summaries of the 1982 Interpersonal Circle: Acts Version taxonomy for the mild-moderate and extreme levels respectively of interpersonal

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actions. Figure 1 presents the more normal mild-moderate levels of each segment's interpersonal act descriptors; Figure 2 the more maladjusted extreme levels of each segment's descriptors. Each Figure also provides three prototypical adjective descriptors for each of the sixteen segments.

As with the previous 1982 Circle version, segments opposite on each of the eight diameters represent behavioral opposites (Benjamin, 1974; Wiggins, 1982) so that, for example, segment O:Exhibitionistic is the behavioral opposite of segment G:Inhibited. Also as with the previous version, each of the sixteen segments is assigned three separate labels. One (found in the inner circle of each Figure) designates the entire continuum of interpersonal actions constituting a particular segment (e.g., A:Dominant, E:Hostile, I:Submissive, M:Friendly). A second set of labels (outside the circumference of Figure 1) designates the mild-moderate level for a particular segment (e.g., A:Controlling-Bold, E:Antagonistic-Harmful, I:Docile-Timid, M:Cooperative-Helpful). A third set (outside the circumference of Figure 2) names the extreme level for each of the segments (e.g., A:Dictatorial-Audacious, E:Rancorous-Sadistic, I:Subservient-Spineless, M:Placating-Indulgent). Hence, for example, the entire continuum of segment A actions is designated Dominant, the mild-moderate level is called Controlling-Bold, and the extreme level is named Dictatorial-Audacious.

The detailed taxonomy for the 1982 Circle: Acts Version, which is summarized by Figures 1 and 2, consists of 416 act descriptors in verb-phrase or sentence form. For purposes of comparison with previous Circles and measures, the taxonomy also includes a total of 589 category adjective descriptors. For each of the sixteen segments the number of act descriptors in the taxonomy ranges from 11-15, adjective descriptors from 10-26. Each segment
at both levels is also defined by three corresponding items from the 96-item Check List of Interpersonal Transactions (Kiesler, 1984) which was constructed from the previous 1982 Circle as an acts version measure of interpersonal transactions.¹

For each segment at each level the taxonomy lists act descriptors under four (a-d) subcategories (only three for segments D and L), providing for both levels a total of 126 subcategories. Figures 1 and 2, as summaries, list only one representative act descriptor for each subclass (a-d) for each segment. Equivalently labeled subclasses for the same-letter segments in Figures 1 and 2 (e.g., A₁a and A₂a, E₁a and E₂a, etc.) contain descriptors of identical content, but at mild-moderate versus extreme levels of intensity. Similarly, within each Figure items with equivalent subclass labels from segments opposite on each Circle diameter (e.g., A₁a and I₁a, E₁a and M₁a, etc.) contain respectively descriptors of behaviorally opposite actions.

Comparison of Figures 1 and 2 of the present Acts Version to the Figure for the previous 1982 Circle (Kiesler, 1983) reveals that some segment modification and relabeling has occurred. One revision was to rename the former segment J:Deferent to the present, more precise J:Shirking. A second was to relocate the previous G₁:Taciturn and G₂:Unresponsive subclasses and labels to the present F₁ and F₂ segments and to construct entirely new labels and subclasses for segment G:Uninhibited--namely, G₁:Restrained-Cerebral and G₂:Constrained-Ruminative. In all, nine of the level one segments (Figure 1) and eleven of the level two segments (Figure 2) have either new or more precise labels.

In my judgment the revised 1982 Circle: Acts Version summarily depicted in Figures 1 and 2 contains significantly more homogeneous and nonoverlapping segment descriptors than does the previous version. Also the taxonomy items, since they are in the form of act descriptors, much more vividly target concrete, overt interpersonal actions than do the mostly adjective descriptors of the previous version. Both these features can facilitate future empirical findings characterized by better fit to circumplex structure (Guttman, 1954) as well as by higher internal consistency and interrater reliabilities. Both features also can facilitate easier application of Circle codings to transactional studies employing sequential or stochastic analysis procedures.

In my judgment also, future revisions of the Interpersonal Circle will need to incorporate at least two new features not present in this latest version. First, if the Circle model is to contribute to more valid understanding of interpersonal behavior, it must systematically incorporate in some fashion the salient situational and temporal factors distinctively relevant to occurrence of acts from the various Circle segments. An important move in this direction is the recent work of Buss and Craik (1980, 1981, 1983). Their act-frequency approach has led to identification of act-
in-context descriptors which are prototypical for categories of interpersonal behavior, thereby anchoring interpersonal assessment in overt acts occurring in specific situations. One outcome of their research may be that the next version of the Interpersonal Circle will consist of prototypical items of an act-in-context form. Second, basic features of nonverbal behavior need also to be included among item descriptors for each of the Circle segments. Descriptors defining the segments of the Circle need to include empirical designations of the specific control and affiliation nonverbal behaviors which covary with each of the sixteen categories. However, it may be some time before nonverbal methodology advances to the point at which this level of precise specification will be possible.

In conclusion, the present 1982 Circle: Acts Version is offered as a more precise, valid, and heuristic model of the Interpersonal Circle than the previous version, while still retaining the latter's major strengths (Kiesler, 1983). Hopefully, it will be able better to fulfil its original purpose as a conceptual-empirical guide to researchers studying the important problems of personality, psychopathology, and psychotherapy from an interpersonal framework.
Footnotes

1. Copies of the detailed taxonomy for the 1982 Interpersonal Circle: Acts Version as well as copies of the CheckList of Interpersonal Transactions are available from the author.
References


Figure Captions

Figure 1. The 1982 Interpersonal Circle: Acts Version.

Level One (Mild-Moderate) Act Descriptors for Each of the 16 Interpersonal Categories (3 prototypical adjective descriptors for each category are listed in the middle concentric ring).

Figure 2. The 1982 Interpersonal Circle: Acts Version.

Level Two (Extreme) Act Descriptors for Each of the 16 Interpersonal Categories (3 Prototypical adjective descriptors for each category are listed in the middle concentric ring).
Taxonomy for the

1982 Interpersonal Circle: Acts Version
A1: DOMINANT-BOLD. This person (a) is eager to take charge of things, often leads conversations, and tells others what to do; (b) pushes hard to get his or her own way, and talks others into doing what he or she wants; (c) is quick to inform or instruct others, to persuade others to his or her viewpoint, and readily offers advice or opinions; (d) finds it easy to stand up to others, to resist opposing stances, and struggles against others' taking charge; and (e) impresses others as being decisive, forceful, and persuasive.

Act Descriptors:

- a. takes charge of things
- leads conversations
directs activities
- b. pushes hard to get his or her own way
- talks others into doing what he or she wants
- c. informs or instructs others
- persuades others to his or her viewpoint
- offers advice or opinions
d. stands up to others
- resists opposing stances
- struggles against others taking charge

Conversational Descriptors (CLOIT):

1. suggests topics or issues to discuss, or directions or actions to pursue
33. expresses firm, strong personal preferences; or stands up for own opinions or positions
65. seizes opportunities to instruct or explain things, or to give advice

Adjective Descriptors:

decisive, forceful, persuasive
active, assertive, bold, compelling, controlling, dominant, firm,
influential, insistent, leading, strong, willful
A: DOMINANT

A$_2$: DICTATORIAL-AUDACIOUS. This person (a) constantlybosses others around, abruptly interrupts others, "barks out" orders, and can't stop dominating others; (b) insists that others do his or her bidding, and seems unable to stop "steamrolling" others; (c) lectures others continually, and dogmatizes regarding his or her viewpoints; (d) fights to the finish for his or her views, refuses to bend or yield; and forcefully resists anyone telling him or her what to do; and (e) strikes others as being audacious, dictatorial, and overbearing.

Act Descriptors:

a. bosses others around
   abruptly interrupts others
   barks out orders
   can't stop dominating others
b. insists that others do his or her bidding
   can't seem to stop "steamrolling" others
   demands compliance with his or her wishes
c. lectures others continually
   dogmatizes regarding his or her viewpoints
d. fights to the finish for his or her viewpoints
   refuses to bend or yield
   forcefully resists anyone telling him or her what to do

Conversational Descriptors (CLOIT):

17. dominates the flow of conversation, or changes topic, or interrupts and "talks down"
49. states preferences, opinions, or positions in a dogmatic or unyielding manner
81. overwhelms or "steamrolls" me by his or her arguments, positions, preferences, or actions

Adjective Descriptors:

audacious, dictatorial, overbearing
autocratic, coercive, despotic, dogmatic, dominating, domineering, headstrong, imperious,
ironfisted, oppressive, pigheaded, tyrannical
B: COMPETITIVE

B: AMBITIOUS-CONTENDING. This person (a) works hard on the job at hand, is persistent when first efforts fail, takes on and initiates new projects, and energetically produces and achieves; (b) seeks success and admiration, and is single-minded in pursuing prestige or money; (c) gets others to work toward his or her goals, is adroit at taking credit, and downplays or ignores others' contributions; (d) is eager to take on challenges, and pushes determinedly to win; and (e) impresses others as being aspiring, industrious, and persistent.

Act Descriptors:

a. works hard on the job at hand
   is persistent when first efforts fail
   takes on and initiates new projects
   energetically produces and achieves
b. seeks success and admiration
   is single-minded in pursuing prestige or money

c. gets others to work toward his or her goals
   is adroit at taking credit
   downplays or ignores others' contributions
   is quick to put own interests first
d. is eager to take on challenges
   pushes determinedly to win
   challenges and competes with others
   is quick to put himself or herself on the line

Conversational Descriptors (CLOIT):

12. shows an intense task focus or desire to "get down to business"; or suggests directions or objectives
44. questions or expresses reservation or disagreement about the focus or direction of the conversation or course of action
76. makes comments that avoid sharing credit with me for good happenings or joint accomplishments; or "plays up" own contributions

Adjective Descriptors:

aspiring, industrious, persistent
adroit, ambitious, belittling, competitive, contending, deriding, disparaging, energetic, enterprising, persevering, productive, steady, striving
B: COMPETITIVE

B: DRIVEN-RIVALROUS. This person (a) relentlessly pursues the job at hand, can't seem to stop working, doggedly attacks all obstacles, continually plans and initiates new projects, and seems driven to produce and achieve at all costs; (b) lusts after success, prestige, or money; (c) exploits others for personal gain, seizes credit from others, and demands others' contributions; (d) bitterly competes with others, and is single-minded in winning at all costs; and (e) strikes others as being daringly shrewd, driven, and workaholic.

Act Descriptors:

a. relentlessly pursues the job at hand
can't seem to stop working
doggedly attacks all obstacles
continually plans and initiates new projects
seems driven to produce and achieve at all costs

b. lusts after success and prestige
c. exploits others for personal gain
seizes credit from others
demeans others' contributions
d. bitterly competes with others
goes out of way to win at all costs
flaunts challenges to others

Conversational Descriptors (CLOIT):

28. works hard to avoid giving me credit for any contribution; or implies or claims that good ideals or suggestions were his or her own
60. challenges or disputes my ideas or statements; or attempts to get the better of me or put me down
92. makes critical, demeaning, snide, or derisive statements about me, our situation, or our joint task

Adjective Descriptors:

shrewd, driven, workaholic
conspiring, contemptuous, daring, deprecating, deriding, devaluing, disdainful, exploitative, obsessed with success, relentless, rivalrous, scheming, supercompetitive
C:MISTRUSTING

C:r:SUSPICIOUS-RESENTFUL. This person (a) doubts others' good intentions, is careful to watch others for harmful intent, often checks up on others, seeks hidden reasons and readily distrusts helpful acts; (b) prefers to conceal his or her own intentions, and frequently evades inquiries about own plans or goals; (c) is quick to claim that he or she is being judged unfairly; (d) tends to accuse others of prying, and finds it difficult to forgive injuries; and (e) impresses others as being calculating, evasive, and untrusting.

Act Descriptors:

a. doubts others’ good intentions
   is careful to watch others for harmful intent
   often checks up on others
   seeks hidden reasons
   readily distrusts helpful acts
   wants proof of others’ good intentions
   doubts others’ altruistic claims
b. conceals his or her own intentions
   evades inquiries about own plans or goals
   keeps secrets
c. claims that he or she is being judged unfairly
   states that others misinterpret his or her actions
f. accuses others of prying
   finds it difficult to forgive injuries

Conversational Descriptors (CLOIT):

7. scans carefully to detect any of my reactions, evaluations, or motives that might have a harmful intent
39. claims that I misunderstand, misinterpret, or misjudge his or her intents or actions
71. expresses doubt, mistrust, or disbelief regarding my intentions or motives

Adjective Descriptors:

calculating, evasive, untrusting
crafty, cunning, disbelieving, envious, heedful, incredulous, resentful, sly,
suspicious, touchy, underhanded, vigilant, watchful, mistrusting
C: MISTRUSTING

C2: PARANOID-VINDICTIVE. This person (a) sees personal danger everywhere, seems driven to expose others' selfish motives, distrusts any helpful action, doubts everyone's loyalty, constantly tests others, and often spies on others; (b) seems compelled to conceal and evade, denounces others for blaming him or her unjustly; (d) reproaches others for plotting against him or her, accuses others of persecuting him or her, and seems unable to forgive even minor injuries or insult; and (e) strikes others as being deceitful, superwary, and vindictive.

Act Descriptors:

a. sees personal danger everywhere
seems driven to expose others' selfish motives
distrusts any helpful action
doubts everyone's loyalty
constantly tests others
often spies on others
believes the worst of others

b. endlessly conceals and evades

c. denounces others for blaming him or her unjustly

d. reproaches others for plotting against him or her
accuses others of persecuting him or her
won't forgive even minor injuries or insults

Conversational Descriptors (CLOIT):

23. in response to my inquiries or probings acts evasively as if hiding important secrets
55. expresses harsh judgment, “never forgetting,” or no forgiveness for my mistakes, weaknesses, or injurious actions
87. is bitterly accusatory, suspicious, or disbelieving of me

Adjective Descriptors:

deceitful, superwary, vindictive
cynical, deceitful, hypervigilant, paranoid, retaliative, skeptical, sneaky, tricky, vengeful
D:COLD

D1: CRITICAL-PUNITIVE. This person (a) is quick to find fault with others, and to judge others strictly; (b) regularly expects best efforts from others, insists on firm discipline, lays down prohibitions, expects exact compliance to rules, and finds it hard to accept excuses; (c) sets tough conditions for his or her acceptance of others, is careful to withhold warmth and approval, and seldom bestows praise; and (d) impresses others as being hard-hearted, strict, and unfeeling.

Act Descriptors:

a. is quick to find fault with others
   judges others strictly
   finds it hard to "bend" standards in judging others' conduct

b. regularly expects best efforts from others
   insists of firm discipline
   lays down prohibitions
   expects exact compliance to rules
   finds it hard to accept excuses

c. sets tough conditions for his or her acceptance of others
   is careful to withhold warmth and approval
   seldom bestows praise

Conversational Descriptors (CLOIT):

2. is hesitant to express approval or acceptance of me
34. acts in a stiff, formal, unfeeling, or evaluative manner
66. expresses stringent, exacting, rigorous standards or expectations of me

Adjective Descriptors:

hard-hearted, strict, unfeeling
businesslike, cold, critical, demanding, disapproving, evaluative, exacting, faultfinding, forbidding, impersonal, punitive, stern, stiff, stringent, uncompromising, unsympathetic
D:COLD

D: CENSORIOUS - DAMNING. This person (a) judges others harshly and severely, can't seem to stop finding fault, and finds it impossible to ever "bend" his or her standards in judging others' conduct; (b) demands absolute compliance to rules, insists on severe discipline and punishment, condemns others for transgressions, requires that retribution be made, and disdains any excuses; (c) seems incapable of showing acceptance, spurns any show of warmth, and seems incapable of praising anyone; and (d) strikes others as being callous, cold-hearted, and ruthless.

**Act Descriptors:**

a. judges others harshly and severely
   can’t seem to stop finding fault
   finds it impossible to ever "bend" his or her standards in judging others' conduct

b. demands absolute compliance to rules
   insists on severe discipline and punishment
   condemns others for transgressions
   requires that retribution be made
   disdains any excuse

c. seems incapable of showing acceptance
   spurns any show of warmth
   seems incapable of praising anyone

**Conversational Descriptors (CLOIT):**

18. avoids at any cost showing affection, warmth, or approval
50. has absolutely no room for sympathy, compromise, or mercy regarding any mistakes, weaknesses, or misconduct
82. expresses severe, inflexible, or uncompromising expectations for my conduct

**Adjective Descriptors:**

callous, cold-hearted, ruthless
censorious, condemning, cruel, cutting, damning, forbidding, hanging-judge, harsh, heartless, icy, intimidating, iron-hearted, mean, pityless, severe, unapproachable, unmoved
E: HOSTILE

E₁: ANTAGONISTIC-HARMFUL. This person (a) frequently is discourteous, often seems to ignore others’ feelings, and is quick to take what he or she wants; (b) often complains and quarrels, tends to dispute others’ statements, and finds it easy to tell others off; (c) prefers to resist cooperation, to refuse requests from others, and readily obstructs others’ activities; (d) seems eager to provoke others, and to annoy and insult them; and (e) impresses others as being irritable, oppositional, and rude.

Act Descriptors:

a. frequently is discourteous
   often seems to ignore others’ feelings
   is quick to take what he or she wants
b. often complains and quarrels
   disputes others’ statements
   finds it easy to tell others off
   is short-tempered
c. resists cooperation
   refuses requests from others
d. seems eager to provoke others
   annoys and insults others
   speaks crudely

Conversational Descriptors (CLOIT):

13. is quick to resist, not cooperate, or refuse to comply with my requests, directions, appeals, or wishes
45. grumbles, gripes, nags, or complains about me, our situation, or our task
77. ignores, overlooks, or is inconsiderate of my feelings; or disregards pressures or stresses in my life

Adjective Descriptors:

irritable, oppositional, rude
antagonistic, aggressive, blunt, contentious, contrary, crude, disagreeable, discourteous, disputative, harassing, harmful, hostile, ill-mannered, impolite, impudent, obstructive, offensive, quarrelsome, resistant, unappreciative, uncooperative, unfriendly
E:HOSTILE

E₂: RANCOROUS-SADISTIC. This person (a) continually violates others’ rights, and ruthlessly attacks and assaults others; (b) blatantly defies others, rancorously disputes with them, and rudely screams at and berates others; (c) constantly rebels against directives, belligerently refuses requests for help, and aggressively thwarts others’ activities; (d) ridicules and scorns others, seems determined to torment and abuse them, and revels in hurting others; and (e) strikes others as being rebellious, vicious, and vulgar.

Act Descriptors:

a. violates others' rights
   ruthlessly attacks and assaults others
   totally ignores others' feelings
b. blatantly defies others
   rancorously disputes with others
   screams at and berates others
   seems constantly angry
   rudely contradicts others
   irascibly explodes
c. constantly rebels against directives
   belligerently refuses requests for help
   aggressively thwarts others’ activities
d. ridicules and scorns others
   torments and abuses others
   revels in hurting others

Conversational Descriptors (CLOIT):

29. is openly antagonistic, oppositional, or obstructive to my statements, suggestions, or purposes
61. argumentatively challenges or refutes my statements or suggestions; or "tells me off," “lets me have it” when disagree
93. swears at me; or makes abusing, disparaging, damaging, or crude comments to me

Adjective Descriptors:

rebellious, vicious, vulgar
aggressive, abusive, bellicose, belligerent, boorish, clodish, churlish, crass, disputatious, hateful, malicious, murderous, rancorous, rude, ruthless, sadistic, tormenting, uncouth, violent, violently quarrelsome
F:DETACHED

F: ALOOF-INDIFFERENT. This person (a) can be expected to disregard others’ presence, and to be engrossed in his or her own thoughts; (b) seldom initiates conversation, is slow to speak or respond, and often replies tersely; (c) prefers to remain distant from others, is quick to turn down invitations, and seeks solitary activities; (d) finds it easy to keep things to himself or herself, shuns inquiring into others’ affairs, and is careful to guard his or her privacy; and (e) impresses others as being detached, indifferent, and reserved.

Act Descriptors:

a. disregards others’ presence
   is often engrossed in own thoughts
   frequently does not pay attention
b. seldom initiates conversation
   is slow to speak or respond
   often replies tersely
c. remains distant from others
   is quick to turn down invitations
   prefers solitary activities
   stays away from groups
d. keeps things to self
   shuns inquiring into others’ affairs
   is careful to guard his or her privacy

Conversational Descriptors (CLOIT):

8. shows little attention, interest, curiosity, or inquisitiveness about my personal life, affairs, feelings, or opinions
40. remains aloof, distant, remote, or stand-offish from me
72. is slow to respond or speak to me; or seems distracted by his or her own thoughts

Adjective Descriptors:

detached, indifferent, reserved
aloof, close-mouthed, disengaged, disinterested, distant, introverted, introspective, pensive,
preoccupied, private, remote, reserved, reticent, stand-offish, taciturn, tight-lipped, unconcerned,
uninvolved, unsociable
F2: ESCAPISTIC-UNRESPONSIVE. This person (a) can be counted on to ignore others' presence, remains totally unresponsive, and is constantly lost in his or her own thoughts; (b) refuses to speak or respond, and appears compulsively uncommunicative; (c) avoids others "like the plague," doggedly ignores all social overtures, and becomes totally reclusive; (d) resists intrusions into his or her privacy, is totally disinterested when around others, and relentlessly stays in his or her own private world; and (e) strikes others as being disengaged, hermetic, and mute.

Act Descriptors:

a. completely ignores others' presence
   remains totally unresponsive
   is constantly lost in own thoughts
b. refuses to speak or respond
   appears compulsively uncommunicative
c. avoids others "like the plague"
   ignores all social overtures
   becomes totally reclusive
d. resists intrusions into his or her privacy
   is totally disinterested when around others
   doggedly stays in own private world

Conversational Descriptors (CLOIT):

24. refrains at all costs from close visual or physical contact or body orientation with me
56. seems constantly uncomfortable with me as if he or she wants to leave or be by self
88. seems totally unmoved, unaffected, or untouched by my comments or actions

Adjective Descriptors:

disengaged, hermetic, mute
autistic, completely detached, escapistic, isolated, reclusive, secluded, totally unconcerned,
uncommunicative, unresponsive, withdrawn
G:INHIBITED

G1:RESTRAINED-CEREBRAL. This person (a) is careful to withhold clear expressions of his or her views, often equivocates, and can be expected to express indecisive viewpoints; (b) tries to deliberate carefully before speaking, and frequently appears reflective; (c) prefers to be serious and rational, attempts to use words precisely, often seems to preface and qualify his or her statements, and works hard at controlling emotional expressions; (d) easily gets "bogged down" with indecision, and is quick to procrastinate; and (e) impresses others as being cerebral, controlled, and indecisive.

Act Descriptors:

a. withholds clear expressions of views
   often equivocates
   expresses indecisive viewpoints
b. deliberates carefully before speaking
   often appears reflective
c. prefers to be serious and rational
   attempts to use words precisely
   prefaces and qualifies his or her statements
   controls emotional expression
   tries to be undemonstrative of feelings
   speaks unhurriedly and deliberately
d. easily gets "bogged down" with indecision
   is quick to procrastinate
   frequently delays decision and activity

Conversational Descriptors (CLOIT):

3. is careful to speak or act unemotionally or undemonstratively, or with little variation in tone or manner
35. works at being careful and precise in his or her statements; or searches for precise words to express thoughts
67. is slow to make decisions; or deliberates carefully before acting

Adjective Descriptors:

cerebral, controlled, indecisive
careful, deliberate, dispassionate, equivocal, inhibited, precise, procrastinating, rational, reflective,
restrained, serious, thoughtful
G:INHIBITED

G2: CONSTRAINED-RUMINATIVE. This person (a) continually qualifies and hedges on his or her statements, seems to express ambiguous positions on everything, and can't seem to stop vacillating; (b) incessantly ruminates, and is regularly distracted by his or her own endless deliberations; (c) seems driven to be serious and rational at all times, compulsively considers all aspects of a topic, scrupulously weighs his or her choice of words, and seems capable of "snuffing out" any expression of feeling; (d) seems captively indecisive, and endlessly delays decision or action; and (e) strikes others as being always irresolute, constantly ruminative, and constrained.

Act Descriptors:

a. continually qualifies and hedges on statements
   expresses ambiguous positions on everything
   can't seem to stop vacillating
b. incessantly ruminates
   gets distracted by own endless deliberations
c. constantly tries to be serious and rational
   compulsively addresses all aspects of a topic
   scrupulously weighs choice of words
   "snuffs out" any expression of feeling
   speaks in a labored and monotonous tone
d. seems captively indecisive
   endlessly delays decision or action
   constantly procrastinates

Conversational Descriptors (CLOIT):

19. endlessly prefaces or qualifies statements to the place where points being made get lost, or views or positions are unclear or ambiguous
51. understates or hedges on evaluations of me, events, or objects; or constantly minimizes expressions of emotion
83. endlessly avoids or delays choices, decisions, or actions, or commitment to positions

Adjective Descriptors:

always irresolute, constantly ruminative, constrained
ambiguous, compulsively indecisive, constantly hedging, continually procrastinating, always qualifying, endlessly reflective, hypercerebral, obsessive, scrupulous, solemn, supercautious, superserious, totally dispassionate, vacillating, wishy-washy, without emotion
H: UNASSURED

H$_1$: SELF DOUBTING-DEPENDENT. This person (a) prefers to stay in the background, and is careful to avoid the "limelight"; (b) often speaks haltingly, readily rattles, and can be expected to embarrass easily; (c) finds it easy to doubt and downplay his or her own abilities, is quick to criticize self, and apologizes frequently; (d) is adroit at relying on others for support, often seems to depend on others, and tends to act "needy"; and (e) impresses mothers as being apologetic, humble, and inconspicuous.

**Act Descriptors:**

a. prefers to stay in the background  
is careful to avoid the "limelight"  
works hard at being unpretentious

b. often speaks haltingly  
readily rattles  
can be expected to embarrass easily

c. doubts and downplays own abilities  
is quick to criticize self  
apologizes frequently  
expresses inferiority in comparison to others

d. is adroit at relying on others for support  
readily depends on others  
often acts "needy"

**Conversational Descriptors (CLOIT):**

14. makes self-critical statements, or expresses low self-worth; or apologizes frequently  
46. readily asks me for advice, help, or counsel  
78. is unsure or "iffy" about what he or she says; or acts in an uneasy and inept manner; or is easily embarrassed

**Adjective Descriptors:**

apologetic, humble, inconspicuous  
awkward, bashful, dependent, easily ruffled, embarrassed, humble, "iffy," inept, lacing in self-confidence, maladroit, non-self reliant, self-doubting, shy, unassuming, unassured, uncertain, undemanding, unpretentious, unsure of self, worried
H: UNASSURED

H: ABASIVE-HELPLESS. This person (a) scrupulously avoids any conspicuous statement or action, and regularly hides or flees from notice; (b) seems continually nervous around people, constantly fumbles his or her words, and comes across as totally inept; (c) continually blames himself or herself, can't seem to stop putting himself or herself down, frequently reproaches and castigates self, and seems to apologize for everything; (d) seems driven to depend on others, and is quick to plead for help; and (e) strikes others as being ashamed of self, self-punishing, and totally inept.

Act Descriptors:

a. scrupulously avoids any conspicuous statement or action
   hides or flees from notice
b. is continually nervous around people
   constantly fumbles his or her words
   appears totally inept
c. continually blames self
   constantly puts self down
   reproaches and castigates self
   apologizes for everything
   insists he or she is worthless
d. helplessly depends on others
   pleads for help
   always relying on others for assistance and support
   clings to others

Conversational Descriptors (CLOIT):

30. urgently solicits my advice, help, or counsel even for everyday troubles or difficulties
62. claims he or she is a constant failure, or is helpless, witless, or at the mercy of events and circumstances
94. is constantly dissatisfied with self, guilty or depressed; or feels hopeless about the future

Adjective Descriptors:

ashamed of self, self-punishing, totally inept
abusive, always embarrassed, always guilty, avoids notice, clinging vine, dependent on everyone, helpless, hiding in background, self-blaming, self-condemning, self-effacing, feels worthless
I: SUBMISSIVE

I: DOCILE-TIMID. This person (a) is quick to take direction from others, to follow their lead, and is comfortable in letting others direct conversations; (b) states his or her preferences hesitantly, easily gives in to others' wishes, and backs down quickly; (c) often seeks directives from others, eagerly adopts others' opinions, and readily accepts advice; (d) is quick to agree with others, and to yield to others' viewpoints; and (e) impresses others as being malleable, passive, and timid.

Act Descriptors:

a. is quick to take direction
   follows others' lead
   lets others direct conversations
   easily obeys
b. states his or her own preferences hesitantly
   gives in to others' wishes
   backs down quickly
c. often seeks directives
   adopts others' opinions
   readily accepts advice
d. is quick to agree with others
   yields to others' viewpoints
   retracts own opinions
   finds it difficult to disagree with others

Conversational Descriptors (CLOIT):

9. waits for or follows my lead regarding topics or issues to discuss, directions or actions to pursue
41. expresses own preferences hesitantly or weakly; or yields easily to my viewpoints; or backs down quickly when I question or disagree
73. is quick to ask me for information, instruction, explanations, or opinions

Adjective Descriptors:

malleable, passive, timid
acquiescent, compliant, docile, meek, obedient, passive, pliant, submissive, tractable, unresisting, weak, wishy-washy, yielding
I2: SUBSERVIENT-SPINELESS. This person (a) is easily led around "by the nose," bows and scrapes around others, and constantly caters to those in charge; (b) can be talked into doing almost anything, spinelessly knuckles under to others' wishes, and seems incapable of standing up to others; (c) regularly seeks directives from others, and endlessly asks permission; (d) sheepishly capitulates to others' views, finds it impossible to talk back, and will agree with almost anything; and (e) strikes others as being cowardly, servile, and spineless.

Act Descriptors:

a. is easily led around "by the nose"
   bows and scrapes around others
   caters to those in charge
   obey slavishly

b. can be talked into doing almost anything
   knuckles under to others' wishes
   seems unable to stand up to others
   can be counted on to back down

c. constantly seeks directives from others
   endlessly asks permission
   always adopts others' opinions

d. capitulates to others' views
   seems incapable of talking back
   will agree with almost anything

Conversational Descriptors (CLOIT):

25. finds it almost impossible to take the lead, or to initiate or change the topic of discussion
57. claims he or she doesn't have an opinion, preference, or position; or that "it doesn't matter,"
    "whatever you want," "I don't know," etc.
89. seems unable to assert what he or she wants, or to stand up to me, or to take any opposing position

Adjective Descriptors:

cowardly, servile, spineless
creeping, endlessly passive, fawning, groveling, kow-towing, lily-livered, obsequious, slavish,
subservient, sycophantic, toady, weak-kneed
J:SHIRKING

J: CONTENT-LACKADAISICAL. This person (a) does just what is necessary, is quick to give up if first efforts fail, is slow to take on responsibility, needs frequent supervision, and seems hesitant to produce or achieve; (b) appears satisfied with his or her present position or status; (c) admires others' achievements, finds it easy to give credit to others, and is eager to compliment others' successes; (d) is careful to avoid challenges, and resists putting self "on the line"; and (e) impresses others as being complimentary, indolent, and unproductive.

**Act Descriptors:**

- a. does just what is necessary
- is quick to give up if first efforts fail
- is slow to take on responsibility
- needs frequent supervision
- seems hesitant to produce or achieve
- b. appears satisfied with his or her present position or status
- c. admires others' achievements
- finds it easy to give credit to others
- is eager to compliment others' successes
- d. is careful to avoid challenges
- resists putting self "on the line"
- seems uninterested in winning
- shuns competition

**Conversational Descriptors (CLOIT):**

- 4. finds it difficult to take the initiative; or looks to me for direction or focus; or shows a desire to do "whatever you want"
- 36. is content, unquestioning, or approving about the focus or direction of a given topic of discussion or course of action; or is quick to follow my lead
- 68. shares credit with me for good happenings or joint accomplishments; or points out ways I have been helpful; or "plays down" own contributions

**Adjective Descriptors:**

complimentary, indolent, unproductive
admiring, complacent, content, idle, inactive, inconsistent, indifferent, lackadaisical, satisfied, undisciplined, unenterprising, unmotivated
J: SHIRKING

J: AMBITIONLESS - LAZY. This person (a) complacently lets others do the work, seems incapable of doing anything for self, mostly doesn't even try, requires constant supervision, hides or flees from responsibility, avoids new projects "like the plague," and seems totally disinterested in producing or achieving; (b) couldn't care less about success or prestige; (c) flatters and fawns upon others, and endlessly "butters up" others; (d) adroitly dodges any challenge; and (e) strikes others as being fawning, irresponsible, and lazy.

Act Descriptors:

a. complacently lets others do the work
   seems incapable of doing anything for self
   mostly doesn't even try
   requires constant supervision
   hides or flees from responsibility
   avoids new projects "like the plague"
   seems totally disinterested in producing or achieving
b. couldn't care less about success or prestige
   seeks to be ordinary and without aspirations
c. flatters and fawns upon others
   endlessly "butters up" others
   glorifies others' accomplishments
   deflects any praise for his or her accomplishment

Conversational Descriptors (CLOIT):

20. goes out of way to give me credit for contributions, or to admire or praise me for my good ideas or suggestions
52. makes statements that are deferentially, softly, or carefully presented as if he or she desperately wants to avoid any implication of disapproval, criticism, or disagreement
84. makes flattering or glowing comments about me, our situation, or our joint task

Adjective Descriptors:

fawning, irresponsible, lazy
aimless, ambitionless, dropout, flattering, goldbricker, goof-off, ingratiating, listless, lethargic, quitter, shirker, slacker, truant, undependable, unreliable, unresourceful, witless
This person (a) is unguarded around others, prefers to believe that others have good intentions, finds it easy to trust others, is quick to rely on others’ claims, and tends to be taken advantage of by others; (b) readily confides in others, and candidly reveals own intentions and plans; (c) is comfortable in admitting that others are justified when they blame him or her; (d) is slow to accuse others of harmful intent, easily overlooks insults and injuries, and is quick to accept apologies; and (e) impresses others as being candid, naive, and unsuspecting.

Act Descriptors:

a. is unguarded around others
   prefers to believe that others have good intentions
   finds it easy to trust others
   is quick to rely on others’ claims
   tends to be taken advantage of by others
   accepts others’ claims at face value
b. readily confides in others
   candidly reveals own intentions and plans

c. readily admits others are justified when they blame him or her
   is slow to accuse others of misinterpreting his or her actions

d. is slow to accuse others of harmful intent
   easily overlooks insults and injuries
   is quick to accept apologies

Conversational Descriptors (CLOIT):

15. gazes at me in an open, receptive, trusting, or nonsearching manner
47. communicates that I am sympathetic or fair in interpreting or judging his or her intents or actions
79. expresses belief or trust in, or reliance upon, my claims about good intentions or motives

Adjective Descriptors:

candid, naive, unsuspecting
above-board, credulous, forgiving, frank, guileless, heedless, incautious, ingenuous, innocent,
sincere, trusting, unbegrudging, unguarded, unsophisticated, unwary
K: TRUSTING

K₂: GULLIBLE-MERCIFUL. This person (a) seems oblivious to personal harm, implicitly trusts everyone, believes few persons harm others intentionally, credits everyone with good intentions, and is unbelievably gullible and an "easy mark"; (b) is improbably candid, and will divulge almost anything; (c) goes out of his or her way to exonerate others, and can't stop speaking favorably of everyone; (d) can be counted on to forgive anything, and regularly accepts any apology; and (e) strikes others as being guileless, gullible, and heedless.

Act Descriptors:

a. seems oblivious to personal harm
   implicitly trusts everyone
   believes few persons harm others intentionally
   credits everyone with good intentions
   is unbelievably gullible and an "easy mark"

b. is improbably candid
   will divulge almost anything

c. goes out of his or her way to exonerate others
   can't stop speaking favorably of everyone

d. can be counted on to forgive anything
   regularly accepts any apology

Conversational Descriptors (CLOIT):

31. responds openly, candidly, or revealingly to the point of "telling all"
63. expresses unbending sympathy, understanding, or forgiveness for my hurtful or injurious actions
95. shows blind faith or polyannish trust in me; or believes almost anything I say

Adjective Descriptors:

guileless, gullible, heedless
above-board to a fault, all-forgiving, easily duped, honest to a fault, merciful, overtrusting, totally unguarded
L: WARM

L4: APPROVING-PARDONING. This person (a) finds it hard to judge others, demands little of others, and treats others leniently; (b) prefers to impose easy discipline, readily excuses transgressions, and finds it difficult to correct others; (c) finds it easy to express warmth and approval, is quick to accept others, is eager to understand others' problems, to support their good efforts, and is adroit at finding others' good qualities; and (d) impresses others as being affectionate, soft-hearted, and sympathetic.

Act Descriptors:

a. finds it hard to judge others
   demands little of others
   treats others leniently
   easily "bends” standards in judging others

b. imposes easy discipline
   readily excuses transgressions
   finds it difficult to correct others
   lays down few prohibitions

c. readily expresses warmth and approval
   is quick to accept others
   is eager to understand others' problems
   supports others' good efforts
   is adroit at finding others' good qualities

Conversational Descriptors (CLOIT):

10. is quick to express approval or acceptance of me
42. acts in a relaxed, informal, warm, or nonjudgmental manner
74. expresses lenient, soft-hearted, or compassionate standards or expectations of me

Adjective Descriptors:

affectionate, soft-hearted, sympathetic
approving, caring, casual, easy, encouraging, forbearing, gentle, lax, lenient, nondemanding,
nonjudgmental, pardoning, permissive, tender-hearted, tolerant, understanding, warm
L2: ALL LOVING-ABSOLVING. This person (a) indulges others with lenience, and finds it impossible to judge others; (b) seems totally lax in discipline, can't bring himself or herself to lay down prohibitions, and seems capable of excusing anything; (c) is effusively warm and accepting, finds it easy to accept others unconditionally, is devotedly caring and understanding, goes out of his or her way to praise any good effort, regularly finds something to like in everyone, and seems unable to disapprove of anyone; and (d) strikes others as being all-loving, always lenient, and oversympathetic.

**Act Descriptors:**

- a. indulges others with lenience
  - finds it impossible to judge others
  - always "bends" standards in judging others
- b. seems totally lax in discipline
  - can't bring self to lay down prohibitions
  - seems capable of excusing anything
  - is a sentimental pushover
- c. is effusively warm and accepting
  - finds it easy to accept others unconditionally
  - is devotedly caring and understanding
  - goes out of way to praise any good effort
  - finds something to like in everyone
  - seems unable to disapprove or anyone

**Conversational Descriptors (CLOIT):**

- 26. constantly expresses approval, affection, or effusive warmth to me
- 58. goes out of way to understand or be sympathetic towards me, or to find something about me to approve of, endorse, or support
- 90. is unwaveringly tolerant, patient, or lenient in regard to his or her expectations for my conduct

**Adjective Descriptors:**

- all-loving, always lenient, oversympathetic
- absolving, affectionate to a fault, always sweet, a pushover, condoning, effervescently warm,
- endlessly caring, endlessly understanding, exonerating, fond of everyone, loves everyone, pardons anything
M:FRIENDLY

M₁:COOPERATIVE-HELPFUL. This person (a) tries hard to be thoughtful of others, and is careful to respect others’ rights; (b) can be expected to speak softly and tactfully, finds it easy to remain patient with irritations, works to smooth over disagreements, and is difficult to rile; (c) cooperates easily, is ready to do his or her part, and seems eager to accede to requests from others; (d) seeks to comfort others, and is quick to offer help; and (e) impresses others as being courteous, pleasant, and supportive.

**Act Descriptors:**

a. tries hard to be thoughtful of others  
   is careful to respect others’ rights  
   treats other considerately  
   avoids any deliberate offense  

b. speaks softly and tactfully  
   remains patient with irritations  
   smoothes over disagreements  
   is difficult to rile  

c. cooperates easily  
   is ready to do his or her part  
   readily accedes to requests from others  

d. seeks to comfort others  
   is quick to offer help  
   is ready to provide assistance  

**Conversational Descriptors (CLOIT):**

5. is receptive and cooperative to my requests, directions, appeals, or wishes; or is quick to assist or work together with me  
37. expresses appreciation, delight, or satisfaction about me, our situation, or our task  
69. is attentive to, considerate or solicitous of my feelings, or sensitive to pressures or stresses in my life  

**Adjective Descriptors:**

courteous, pleasant, supportive  
accommodating, agreeable, comforting, congenial, considerate, cooperative, cordial, discreet, friendly, good-natured, gracious, grateful, helpful, obliging, polite, soft-spoken, supportive, tactful, unselfish, well-mannered
M:FRIENDLY

M2: PLACATING-INDULGENT. This person (a) scrupulously considers others’ feelings first, and goes out of his or her way to respect others’ rights; (b) is soft-spoken no matter the provocation, seems incapable of complaining or griping, can be counted on to defuse tense situations, and seems impossible to rile; (c) constantly does more than his or her part, and can’t seem to stop accommodating others; (d) compulsively spends energy doing for others, regularly self-sacrifices for others, and indulges and dotes on others; and (e) strikes others as being overcivil, selfless, and always succorant.

Act Descriptors:

a. always considers others’ feelings first
go out of way to respect others’ rights

b. is soft-spoken no matter the provocation
seems incapable of complaining or griping
can be counted on to defuse tense situations
seems impossible to rile

c. constantly does more than his or her part
can’t seem to stop accommodating others
seems unable to say "no" to any request

d. compulsively spends energy doing for others
readily self-sacrifices for others
indulges and dotes on others
constantly ministers to everyone

Conversational Descriptors (CLOIT):

21. inconveniences self or sacrifices to contribute, help, assist, or work cooperatively with me
53. seems always to agree with or accommodate me; or seems impossible to rile
85. makes unconditionally supportive, encouraging, endorsing, comforting, or bolstering comments to me

Adjective Descriptors:

overcivil, selfless, always succorant
always accommodating, always friendly, always gracious, consoling, considerate of everyone,
constantly ministering, continually nurturant, devoted, doting, hypercivil, indulgent, obliging to a fault, placating, self-sacrificing, superpolite
N1: OUTGOING-RESPONSIVE. This person (a) is quick to notice and acknowledge others, eagerly initiates contact with others, and seeks to make others feel welcome; (b) is comfortable at initiating conversations, and chats easily with others; (c) is eager to seek others' company, to invite others to participate in activities, attempts to mix widely, and enjoys being with others; (d) is adroit at inquiring into others' activities, and is ready to relate his or her own experiences; and (e) impresses others as being approachable, interested, and neighborly.

Act Descriptors:

a. is quick to notice and acknowledge others
   eagerly initiates contact with others
   seeks to make others feel welcome
   is attentive to others' conversation
b. readily initiates conversations
   chats easily with others
   frequently gossips
c. eagerly seeks others' company
   invites others to participate in activities
   mixes widely
   enjoys being with others
   participates in social activities
d. inquires into others' activities
   is quick to relate own experiences

Conversational Descriptors (CLOIT):

16. inquires into or expresses attention, interest, or curiosity about my personal life, affairs, feelings, or opinions
48. is absorbed in, attentive to, or concentrates intensely on what I say or do
80. initiates greetings, chats easily, or shows enjoyment in being with or talking to me

Adjective Descriptors:

approachable, interested, neighborly
companionable, convivial, disclosing, eager, engaged, chatty, extraverted, hospitable, involved, outgoing, responsive, sociable
N2: MONOPHOBIC-INTRUSIVE. This person (a) goes out of his or her way to greet and chat with others, seems driven to seek others’ company, and can’t seem to tolerate being alone; (b) is continually initiating conversations, and seems always to be talking to someone; (c) is constantly participating in social activities, regularly invites others to share his or her activities, and parties endlessly; (d) incessantly pries and “noses” into others’ business, can’t seem to stop broadcasting his or her own experiences, and finds it impossible to stop gossiping; and (e) strikes others as being always available, intrusive, and monophobic.

CT Descriptors:

a. goes out of way to greet and chat with others
seems driven to seek others’ company
can’t seem to tolerate being alone
b. is continually initiating conversations
seems always to be talking to someone
c. is always participating in social activities
continually invites others to share his or her activities
parties endlessly
constantly seeks others’ company
d. pries and “noses” into others’ business
can’t seem to stop broadcasting own affairs
seems unable to stop gossiping

Conversational Descriptors (CLOIT):

32. continually stands, sits, moves, or leans toward me to be physically close
64. finds it difficult to leave me; or goes out of way to secure more and more of my company
96. seems totally engrossed in me; or is constantly moved, affected, or responsive to my comments or actions

Adjective Descriptors:

always available, intrusive, monophobic
always joining, always with others, continually nosey, constantly partying, festive, constantly fraternizing, frenetically gregarious, gossipy, hypersociable, meddlesome
O: EXHIBITIONISTIC

O1: SPONTANEOUS-DEMONSTRATIVE: This person (a) finds it easy to express his or her viewpoints, and to take clear stands on issues; (b) often seems to talk on and on, and his or her statements frequently just "pop out"; (c) is adroit at embellishing stories, can be expected to exaggerate and dramatize, is comfortable making "loaded" statements, readily drops in startling comments, and his or her conversation regularly is emotionally charged; (d) tends to make hasty decisions, and is quick to jump into action; and (e) impresses others as being dramatic, perky, and uninhibited.

Act Descriptors:

a. readily expresses his or her viewpoints
   takes clear stands on issues
b. tends to talk on and on
   his or her statements often "pop out"
c. is adroit at embellishing stories
   exaggerates and dramatizes
   makes "loaded" statements
   drops in startling comments
   his or her conversation is emotionally charged
d. makes hasty decisions
   is quick to jump into action

Conversational Descriptors (CLOIT):

11. speaks or acts emotionally or melodramatically, or with much variation in tone or manner
43. makes comments or replies that "pop out" quickly and energetically
75. makes hasty decisions; or jumps into new activities with little premeditation

Adjective Descriptors:

dramatic, perky, uninhibited
bubbly, demonstrative, elaborating, emotional, enthusiastic, exaggerating, exhibitionistic, hasty,
 lively, loquacious, outspoken, passionate, spontaneous, startling, unrestrained
O:EXHIBITIONISTIC

O:IMPULSIVE:HISTRIONIC. This person (a) can't seem to stop blurting out his or her viewpoints, and constantly takes extreme stands; (b) seems compelled to monopolize conversations, and blithely bolts from one topic to another; (c) unabashedly exaggerates, seems driven to dramatize, wears feelings on his or her sleeve, endlessly embellishes stories, and can't resist making startling statements; (d) seems constantly excitable and impetuous, and is impulsive to a fault; and (e) strikes others as being flamboyant, melodramatic, and unbridled.

**Act Descriptors:**

- a. continually blurts out his or her viewpoints
  constantly takes extreme stands
- b. seems compelled to monopolize conversations
  blithely bolts from one topic to another
- c. unabashedly exaggerates
  seems driven to dramatize
  wears feelings on his or her sleeve
  endlessly embellishes stories
  can't resist making startling statements
  can't stop captivating or entertaining others
- d. seems constantly excitable and impetuous
  is impulsive to a fault

**Conversational Descriptors (CLOIT):**

- 27. makes startling or "loaded" comments; or takes liberties with facts to embellish stories
- 59. constantly overstates evaluations of me, events, or objects; or exaggerates expression of his or her feelings
- 91. seems compelled to act out feelings with me, or impulsively to jump into new actions or activities

**Adjective Descriptors:**

- flamboyant, melodramatic, unbridled
- bombastic, erratic, excitable, high-spirited, histrionic, impetuous to a fault, impulsive, outrageous, rash, scattered, scatter-brained, shocking, volatile
P1: CONFIDENT-SELF RELIANT. This person (a) is eager to be noticed, is quick to speak or act pretentiously, and often acts forwardly in public; (b) is adroit at remaining composed and unruffled, and expresses his or her views confidently; (c) finds it easy to turn conversation to his or her own activities, to comment on his or her own accomplishments, often seems satisfied with himself or herself, and finds it difficult to apologize to others; (d) can be expected to rely on himself or herself, and shuns asking others for help; and (e) impresses others as being forward, independent, and proud.

Act Descriptors:

a. is eager to be noticed
   speaks or acts pretentiously
   acts forwardly in public
   likes to be “on stage”

b. remains composed and unruffled
   expresses view confidently
   speaks assuredly
   radiates confidence and resolution

c. turns conversations to his or her own activities
   comments on own accomplishments
   often seems satisfied with self
   makes self-complimentary statements

d. is quick to rely on self
   shuns asking others for help
   finds it difficult to apologize to others

Conversational Descriptors (CLOIT):

6. expresses pleasure in self; or comments on own accomplishments, awards, or successes
38. is quick to rely on own resources to make decisions or solve problems
80. speaks or acts in a composed or graceful manner, confident about what he or she says, remaining calm and unruffled

Adjective Descriptors:

forward, independent, proud
assured, autonomous, calm, confident, competent, firm in convictions, pleased with self, poised, resolute, self-composed, self-reliant, self-satisfied, self-sufficient, unruffled
**P: ASSURED**

P2: ARROGANT-SELF CONTAINED. This person (a) usurps the center of attention, is presumptuously forward, and seems constantly to "put on airs"; (b) can't resist speaking or acting brazenly or cockily, and seems impossible to embarrass; (c) is inordinately enamored of self, appears incapable of self-criticism, can't seem to stop bragging and boasting, and seems enthralled with his or her own words; (d) seems driven to rely totally on himself or herself, and can't bring self to ask for help with anything; and (e) strikes others as being cocky and pushy, egotistical, and self-contained.

**Act Descriptors:**

a. usurps the center of attention  
is presumptuously forward  
constantly puts on "airs"  
"struts" about in public  
b. speaks or acts brazenly or cockily  
seems impossible to embarrass  
is undeflatedly cocksure of his or her viewpoints  
c. is inordinately "full of self"  
appears incapable of self-criticism  
can't seem to stop bragging and boasting  
seems enthralled with his or her own words  
d. has to rely totally on self  
can't bring self to ask for help  
flaunts his or her autonomy

**Conversational Descriptors (CLOIT):**

22. is cocky about own positions or decisions; or makes it abundantly clear he or she can do things by self; or avoids any hint that I can help  
54. brags about achievements, successes, or good-fortune; or "puts on airs" as if in complete control of his or her life  
86. acts as if excessively "full of self," or as feeling special or favored, or as cocksure of his or her future

**Adjective Descriptors:**

cocky and pushy, egotistical, self-contained  
arrogant, boastful, brassy, brazen, cocksure, conceited, full of self, haughty, imperturbable, ostentatious, presumptuous, rigidly autonomous, self-aggrandizing, shameless, snobbish, swell-headed, overconfident, unblushing, unflappable