

California Q-sort
5, 8, 12, 16, 18, 16, 12, 8, 5

Each of the following statements are typically printed on individual cards and a randomized stack of cards is given to the "evaluator". The Q-sort method imposes certain technical constraints in that the evaluator must order the Q-items into a designated number of categories and (most important) with an assigned number of items placed in each category. For the present version of the CQ-set, nine categories are employed, the number of items distributed into each category being respectively, 5, 8, 12, 16, 18, 16, 12, 8, and 5. At one end of the continuum are placed the items most characteristic of the person being described or most "salient" in describing him. At the other end of the continuum are placed the items most uncharacteristic or most "salient" in a negative sense in formulating the personality description.

1. Is critical, skeptical, not easily impressed.
2. Is a genuinely dependable and responsible person.
3. Has a wide range of interests. (N.B. Superficiality or depth of interest is irrelevant here.)
4. Is a talkative individual.
5. Behaves in a giving way toward others. (N.B. Regardless of the motivation involved.)
6. Is fastidious.
7. Favors conservative values in a variety of areas.
8. Appears to have a high degree of intellectual capacity. (N.B. Whether actualized or not.) (N.B. Originality is not necessarily assumed.)
9. Is uncomfortable with uncertainty and complexities.
10. Anxiety and tension find outlet in bodily symptoms. (N.B. If placed high, implies bodily dysfunction; if placed low, implies absence of autonomic arousal.)
11. Is protective of those close to him. (N.B. Placement of this term expresses behavior ranging from over-protection through appropriate nurturance to a laissez-faire, under-protective manner.)
12. Tends to be self-defensive.
13. Is thin-skinned; sensitive to anything that can be construed as criticism or an interpersonal slight.
14. Genuinely submissive; accepts domination comfortably.
15. Is skilled in social techniques of imaginative play, pretending and humor.
16. Is introspective and concerned with self as an object. (N.B. Introspectiveness per se does not imply insight.)
17. Behaves in a sympathetic or considerate manner.
18. Initiates humor.
19. Seeks reassurance from others.
20. Has a rapid personal tempo; behaves and acts quickly.
21. Arouses nurturant feelings in others.
22. Feels a lack of personal meaning in life.
23. Extrapunitive; tends to transfer or project blame.
24. Prides self on being "objective," rational.
25. Tends toward over-control of needs and impulses; binds tensions excessively; delays gratification unnecessarily.
26. Is productive; gets things done.
27. Shows condescending behavior in relations with others. (N.B. Extreme placement toward uncharacteristic end implies simply an absence of condescension, not necessarily equalitarianism or inferiority.)
28. Tends to arouse liking and acceptance in people.
29. Is turned to for advice and reassurance.

30. Gives up and withdraws where possible in the face of frustration and adversity. (N.B. If placed high, implies generally defeatist; if placed low, implies counteractive.)
31. Regards self as physically attractive.
32. Seems to be aware of the impression he makes on others.
33. Is calm, relaxed in manner.
34. Over-reactive to minor frustrations; irritable.
35. Has warmth; has the capacity for close relationships; compassionate.
36. Is subtly negativistic; tends to undermine and obstruct or sabotage.
37. Is guileful and deceitful, manipulative, opportunistic.
38. Has hostility toward others. (N.B. Basic hostility is intended here; mode of expression is to be indicated by other items.)
39. Thinks and associates ideas in unusual ways; has unconventional thought processes.
40. Is vulnerable to real or fancied threat, generally fearful.
41. Is moralistic. (N.B. Regardless of the particular nature of the moral code.)
42. Reluctant to commit self to any definite course of action; tends to delay or avoid action.
43. Is facially and/or gesturally expressive.
44. Evaluates the motivation of others in interpreting situations. (N.B. Accuracy of evaluation is not assumed.) (N.B. again. Extreme placement in one direction implies preoccupation with motivational interpretation; at the other extreme, the item implies a psychological obtuseness, S does not consider motivational factors.)
45. Has a brittle ego-defense system; has a small reserve of integration; would be disorganized and maladaptive when under stress or trauma.
46. Engages in personal fantasy and daydreams, fictional speculations.
47. Has a readiness to feel guilt. (N.B. Regardless of whether verbalized or not.)
48. Keeps people at a distance; avoids close interpersonal relationships.
49. Is basically distrustful of people in general; questions their motivations.
50. Is unpredictable and changeable in behavior and attitudes.
51. Genuinely values intellectual and cognitive matters. (N.B. Ability or achievement are not implied here.)
52. Behaves in an assertive fashion. (N.B. Item 14 reflects underlying submissiveness; this refers to overt behavior.)
53. Various needs tend toward relatively direct and uncontrolled expression; unable to delay gratification.
54. Emphasizes being with others; gregarious.
55. Is self-defeating.
56. Responds to humor.
57. Is an interesting, arresting person.
58. Enjoys sensuous experiences (including touch, taste, smell, physical contact).
59. Is concerned with own body and the adequacy of its physiological functioning.
60. Has insight into own motives and behavior.
61. Creates and exploits dependency in people. (N.B. Regardless of the techniques employed, e.g., punitiveness, over-indulgence.) (N.B. At other end of scale, item implies respecting and encouraging the independence and individuality of others.)
62. Tends to be rebellious and non-conforming.
63. Judges self and others in conventional terms like "popularity," "the correct thin; to do," social pressures, etc.

64. Is socially perceptive of a wide range of interpersonal cues.
65. Characteristically pushes and tries to stretch limits; sees what he can get away with.
66. Enjoys esthetic impressions; is esthetically reactive.
67. Is self-indulgent.
68. Is basically anxious.
69. Is sensitive to anything that can be construed as a demand. (N.B. No implication of the kind of subsequent response is intended here.)
70. Behaves in an ethically consistent manner; is consistent with own personal standards.
71. Has high aspiration level for self.
72. Concerned with own adequacy as a person, either at conscious or unconscious levels. (N.B. A clinical judgment is required here; item 74 reflects subjective satisfaction with self.)
73. Tends to perceive many different contexts in sexual terms; eroticizes situations.
74. Is subjectively unaware of self-concern; feels satisfied with self.
75. Has a clear-cut, internally consistent personality. (N.B. Amount of information available before sorting is not intended here.)
76. Tends to project his own feelings and motivations onto others.
77. Appears straightforward, forthright, candid in dealing with others.
78. Feels cheated and victimized by life; self-pitying.
79. Tends to ruminate and have persistent, preoccupying thoughts.
80. Interested in members of the opposite sex. (N.B. At opposite end, item implies absence of such interest.)
81. Is physically attractive; good-looking. (N.B. The cultural criterion is to be applied here.)
82. Has fluctuating moods.
83. Able to see to the heart of important problems.
84. Is cheerful. (N.B. Extreme placement toward uncharacteristic end of continuum implies unhappiness or depression.)
85. Emphasizes communication through action and non-verbal behavior.
86. Handles anxiety and conflicts by, in effect, refusing to recognize their presence; repressive or dissociative tendencies.
87. Interprets basically simple and clear-cut situations in complicated and particularizing ways.
88. Is personally charming.
89. Compares self to others. Is alert to real or fancied differences between self and other people.
90. Is concerned with philosophical problems; e.g., religions, values, the meaning of life, etc.
91. Is power oriented; values power in self and others.
92. Has social poise and presence; appears socially at ease.
93. (N.B. If subject is male, 93a. applies; if subject is female, 93b. is to be evaluated.)
 - a. Behaves in a masculine style and manner
 - b. Behaves in a feminine style and manner. (N.B. again. The cultural or sub-cultural applies.)
94. Expresses hostile feelings directly.
95. Tends to proffer advice.
96. Values own independence and autonomy.
97. Is emotionally bland; has flattened affect.
98. Is verbally fluent; can express ideas well.
99. Is self-dramatizing; histrionic.
100. Does not vary roles; relates to everyone in the same way.

TABLE 2
CQ-ITEMS FALLING IN THE HIGHEST TWO AND LOWEST TWO CATEGORIES
FOR STUDENT G AND STUDENT N

	Student G	Student N
Q-Category Most Characteristic (5 items)	<ul style="list-style-type: none"> (3) Has a wide range of interests (35) Has warmth; has the capacity for close relationships; compassionate. (51) Genuinely values intellectual and cognitive matters. (64) Is socially perceptive of a wide range of interpersonal cues. (96) Values own independence and autonomy. 	<ul style="list-style-type: none"> (26) Is productive; gets things done. (28) Tends to arouse liking and acceptance in people. (60) Has insight into own motives and behavior. (70) Behaves in an ethically consistent manner; is consistent with own personal standards. (75) Has a clear-cut, internally consistent personality.
Q-Category Quite Characteristic (8 items)	<ul style="list-style-type: none"> (17) Behaves in a sympathetic or considerate manner. (26) Is productive; gets things done. (60) Has insight into own motives and behavior. (66) Enjoys esthetic impressions; is esthetically reactive. (70) Behaves in an ethically consistent manner; is consistent with own personal standards. (71) Has high aspiration level for self. (77) Appears straightforward, forthright, candid in dealings with others. (83) Able to see to the heart of important problems. 	<ul style="list-style-type: none"> (2) Is a genuinely dependable and responsible person. (32) Seems to be aware of the impression he makes on others. (33) Is calm, relaxed in manner. (35) Has warmth; has the capacity for close relationships; compassionate. (64) Is socially perceptive of a wide range of interpersonal cues. (77) Appears straightforward, forthright, candid in dealing with others. (80) Interested in members of the opposite sex. (93) Behaves in a masculine (feminine) style and manner.
Q-Category Quite Uncharacteristic (8 items)	<ul style="list-style-type: none"> (23) Extrapunitive; tends to transfer or project blame. (30) Gives up and withdraws where possible in face of frustration and adversity. (40) Is vulnerable to real or fancied threat, generally fearful. (45) Has a brittle ego-defense system; has a small reserve of integration; would be disorganized or maladaptive under stress or trauma. (45) Has a brittle ego-defense system; has a small reserve of integration; would be disorganized or maladaptive under stress or trauma. (49) Is basically distrustful of people; questions their motivations. (61) Creates and exploits dependency in people. (78) Feels cheated and victimized by life; self-pitying. (86) Handles anxiety and conflicts by in effect refusing to recognize their presence; repressive tendencies. 	<ul style="list-style-type: none"> (10) Anxiety and tension find outlet in bodily symptoms. (12) Tends to be self-defensive. (25) Tends toward over-control of needs and impulses; binds tensions excessively; delays gratification unnecessarily. (34) Over-reactive in minor frustrations; irritable. (42) Reluctant to commit self to any definite course of action; tends to delay or avoid action (45) Has a brittle ego-defense system; has a small reserve of integration; would be disorganized or maladaptive under stress or trauma. (68) Is basically anxious. (78) Feels cheated and victimized by life; self-pitying.
Q-Category Most Uncharacteristic (5 items)	<ul style="list-style-type: none"> (10) Anxiety and tension find outlet in bodily symptoms. (38) Has hostility toward others. (47) Has a readiness to feel guilty. (59) Is concerned with own body and the adequacy of its physiological functioning. (73) Tends to perceive many different contexts in sexual terms; eroticizes situations. 	<ul style="list-style-type: none"> (38) Has hostility toward others. (40) Is vulnerable to real or fancied threat, generally fearful. (47) Has a readiness to feel guilty. (49) Is basically distrustful of people in general; questions their motives. (86) Handles anxiety and conflicts by, in effect, refusing to recognize their presence; repressive or dissociative tendencies.