Identity Exploration

A Guide to the Generation of a Well-Constructed ISA Instrument

Ipseus
IDENTITY EXPLORATION SOFTWARE

Workplace
Community
Academia

Generation of a well-constructed Identity Instrument

GUIDANCE FOR USAGE OF THE IPSEUS SOFTWARE

Decision to use the ipseus software

ipseus sits on a conceptual framework call **Identity Structure Analysis** or ISA for short. ISA is able to locate individuals within the various contexts of the others with whom they interact and the organizations to which they relate. The individuality of the person and the culture of the institution are of fundamental significance to the ISA conceptual framework. ISA is able to assess people's appraisal of others and institutions alongside their self-appraisals, thereby establishing the nature of their relationships to these others and institutions. Individual propensities for good or ill may thereby be ascertained, as located in various contexts from benign to malign, in accordance with their values and beliefs as these may be in accord or discord with institutional cultures. If such concerns are paramount for the investigator, then the adoption of the ISA conceptual framework would be suggested. Reference to www.identityexploration.com will provide further information about specific features of the conceptual framework – see the 'Resources' section.

Statement of the investigator's interests

Often the investigator has a notion of what requires investigating, but without necessarily being able to articulate about what this might reference in detail. Hunches and intuitions are valuable initial starting points for developing and firming up the aims and objectives of an investigation. Common experience of ISA investigations is that, even when aims and objectives have been clarified when carrying out a study, frequently findings emerge that could not have been anticipated. The bonus of such findings is the broadening of the scope of an investigation beyond that initially contemplated, giving valuable additional insights

Statement of investigator's aims and objectives

The investigator initially needs to outline aims and objectives to a greater or less degree of firmness (such as: To determine the extent to which senior executives interrelate in a cooperative manner or compete against one another; To establish the nature of an institution's culture as represented by the workforce, and so on). Ethnographic work (using focus groups; observing formal and informal discussions, and non-verbal types of interaction, such as gestures) should then be carried out in order to better clarify aims and objectives. The results of ethnographic work, which should be carefully recorded, are used additionally to identify **themes** of concern to participants (such as: being in fashion; having a particular skill; concern about global warming; relationship with management, and so on) and **domains** within which they interrelate (such as: in the workplace; in the domestic sphere; when on holiday, and so on).

Major themes for investigation

Themes are generally expressed in words or discourses, but they can also be expressed non-verbally. These discourses provide fundamental features to the construction of the identity instrument that will be specifically customised to the desired investigation. For example, the theme of 'global warming' might be expressed by way of such discourses as: *global warming through pollution by human activity is a fact* contrasted with the notion that *global warming is*

simply a natural phenomenon; *aviation fuel needs to be taxed* versus *global commerce requires cheap air travel,* and several other such discourses. In these examples, each discourse is associated with a contrasting one, which may be more representative of the belief system of the individual than being a logical contrast. A pair of such contrasting discourses is technically termed a **bipolar construct**, one of the basic building blocks of a customised identity instrument.

The various themes are represented by bipolar constructs tailored from the discourses derived in part from the ethnographic work. Some themes and discourses may be got from theoretical considerations, rather than being derived from ethnographic work, when considered to have the potential of providing important insights to the issues under investigation. Themes may be cross-cutting as when, for example, many gender identity issues cross-cut those of ethnic identity. Some themes may be super-ordinate to others, for example, a super-ordinate theme such as 'femininity' may incorporate the subordinate themes of childhood dependency, adolescent transition, adult responsibility, childbearing, etc.

Importance of additional themes

While themes that are fundamental to the aims and objectivities of an investigation will necessarily predominate, nevertheless such themes need to be placed within the wider arena of the person's identity in general. Additional themes representing broader aspects of the person's identity (such as, family, leisure, cultural concerns, etc.) must be included so that the substantive themes of investigation may be placed in perspective with regard to the person's overall identity. An essential requirement of discourses is that they are couched in the everyday language or vernacular used by the participants to an investigation.

Investigative domains of self and the social world

Domains demarcate arenas of interaction. A dominant one is evidently that encompassed by self in a series of contexts, such as past, current, and anticipated future. The domain of the workplace could encompass various work colleagues, line manager, senior management, and the company. The domestic domain might be made up of parents, siblings, partner, in-laws, and close friends. Other relevant domains to participants would be delineated and represented appropriately. Each constituent within a domain is termed an **entity**, which is the other basic building block of an identity instrument. The domains of concern to the individual and of relevance to the investigator are thus represented by a series of entities.

In summary, the investigator's aims and objectives, clarified and elaborated through ethnographic work augmented by theoretical concerns, are codified into a customised identity instrument by way of themes and domains, represented by bipolar constructs and series of entities. These themes and domains will need to be clearly designated by a meaningful phrase or label. Under each theme should be listed the appropriate set of bipolar constructs. Each domain will have listed a set of entities. The customised identity instrument is thereby seen to be a matrix of bipolar constructs and entities. The instrument will be edited such that each combination of bipolar construct and entity will form syntax that is grammatically appropriate for the participants, and will thereby be meaningful to them. Age and education, as well as dialect, will need to be taken into account in respect of the appropriateness of language, when constructing an identity instrument.

GUIDANCE FOR THE GENERATION OF AN IDENTITY INSTRUMENT FOR A SPECIFIC PURPOSE

Specification of the aims of the investigation and attending to the broader social context

The investigator should formulate the principal aims of the investigation in terms of clients' experiences of their modes of activity in arenas of significance to them, taking into account the broader sense of their identities. An imperative for successful investigations is locating the salience of issues of interest to the investigator within the totality of the clients' identities, which requires referencing aspects of identity and the social world beyond the main substantive interest (e.g., in a 'Workplace' instrument, the substantive issues of the workplace are to be related to the broader social world of domesticity).

Themes, discourses and bipolar constructs

Themes that are of interest to the investigator may in practice be derived from a multitude of sources, though primarily they should reflect both the analytic perspectives of the investigators and the everyday concerns of their clients. Themes necessarily have to be translated into texts or discourses that are comprehensible to clients, that is, gauged for their standards of literacy and everyday usage (so that, for seven year olds, discourses are in a suitable vernacular). Themes are most effectively presented as 'psychological contrasts' from the clients' perspectives, in which one discourse is compared with its psychological contrast (Appendix 1 Table 1 presents the themes incorporated into a 'Workplace' instrument). All discourses for an identity instrument for ISA are presented as *bipolar constructs*. Constructs may also be non-verbal, such as gestures, images and emblems, or sign language as used by deaf people.

Analytic themes, some of which may be cross-cutting and some super-ordinate to others, will generally be informed by reference to the literature on the topic of investigation and the investigators' own perspectives. However, for the identity instrument to be perceived as meaningful to the clients, it must naturally relate to their own personal experiences. The everyday concerns of clients will therefore need to be faithfully incorporated into the instrument. In practice, the delineation of appropriate themes for identity instruments cannot be achieved without reference to the domains of self and others for which they have significance.

Nature of discourses

Discourses included in constructs may in principle be of any kind, ranging from simple descriptive texts, to rhetorical statements, iconic references, manifesto pledges, and any manner of syntactical device. They may be nuanced in any mode, being conditional, prescriptive, interrogative, or any manner of everyday speech.

Non-verbal expressions substituting for discourses

Visual discourses such as sign-language used by the deaf, bodily and hand gestures, facial expressions, iconic emblems and other images such as wall-murals, are often highly effective means of communication. In principle these feature as communicative manifestations of significance to people's biographies and identities. The dedicated **Ipseus** software for ISA will ultimately accommodate such imagery, some of which will necessarily be in video format (e.g., sign language).

Domains and entities

The domains to which the specified themes have degrees of relevance for specific individuals will include the social worlds of other people and institutions as well as *self* located in specific contexts, or experiencing various mood-states. As with the discourses, the principles for the inclusion of specific aspects of self and particular others and institutions will be a judicious mix of the investigator's analytic perspectives and the everyday concerns of clients. Each domain may be represented by several *entities*, or maybe just one (Appendix 1 Table 2 presents domains of self and others for the 'Workplace' instrument). Entities may be objects and images as well as social agents. Again, as with *themes* tapping into wider identity concerns, domains should not be exclusively restricted to the substantive arenas of investigation but must include features representative of the person's overall biographical experiences (such as, childhood events, future aspirations, etc.).

For ISA certain aspects of self are tagged, that is, they are marked out for particular purposes in the implementation of the ISA conceptual framework – these are: *ideal self, contra-ideal self, future self, current self, past self, and metaperspective of self*. The ISA computational procedures cannot be implemented without the tagging of at least an 'ideal self', a 'current self' and a 'past self', though more than one of these is often desirable. In addition, for confirmatory evidence about the efficacy of the instrument, *an admired person* and *a disliked person* are included for tagging (Table 2 indicates the appropriated tagging for the 'Workplace' instrument).

The domain of self

Biographical features
The 'self' as active agent is central to the person's biographical experiences such that over time and on reflection self appraises and reappraises episodes of self in the past that are inherent aspects of the person's identity. An identity instrument should therefore include such biographical episodes as discrete entities within the domain of self, which at their simplest would be 'me as I used to be', or more specifically 'me as I was at kindergarten', 'me as a teenager', 'me when I got my first job', or referencing any relevant episode for the purposes of the investigation in hand.

Contexts
How one expresses self and relates to others frequently depends on context, such that for example when relaxing with friends one feels differently from when undertaking demanding tasks in public view. Such contextual aspects within the domain of self would be represented as entities of the form 'me when relaxed with friends', 'me undertaking demanding tasks in public', and so on.

Mood states
Owing to all kinds of circumstances, people's mood-states may change over time, ranging from euphoria and well-being to anxiety, fear, or depression. Such mood states tend to be experienced as aspects of one's identity in which one expresses oneself in manners that are characteristic of these states – represented as entities of the kind 'me when I feel good about myself', 'me when anxious' etc.

Conditional states
Conditional sates are ones that may be atypical and depend on unaccustomed circumstances, and might be represented as 'me when I acted out of character' or 'me, if I were to lose my job', etc.

Expected future states
People may or not have expectations of where they will be in the future, for example, one may have engaged in actions that challenge a dictatorship and be aware that prison and possible torture could be an expected outcome. 'Me as I expect to be in the future' would be the appropriate entity in the self-domain for assessing expected future states, more often than not benign ones, which may or not be in line with fulfilling one's aspirations.

Metaperspectives of self
Other people have views about oneself about which one may or may not be aware. People may have greater or less awareness of others' direct perspectives on them, and respond to these others accordingly. However, one does not have access to other people perspectives on oneself. Instead, one is limited to interpreting other people's direct perspectives, such interpretations of direct perspectives being termed *metaperspectives of self*. Appropriate entities would be of the form 'me as my best friend sees me'; 'me as my colleagues see me'; 'me as my boss sees me', etc.

Domains of other agents

The formation, development and redefinition of a person's identity involves interactions and experiences with many other people and societal agents, experiences with the most significant of these becoming crucial aspects of one's identity. In respect of assessing a person's identity, others significant to one's biographical experiences should be included as entities in such domains as *family* ('mother', 'father', 'brother', 'sister', etc.), *workplace* ('colleagues', 'manager', 'the company', etc.), *politics* ('prime minister', 'member of parliament', named political parties, etc.), and so on.

Agents in alternative contexts or mood states
Sometimes a person is aware that some other behaves very differently according to particular contexts or mood states, as when someone regarded as trustworthy changes on occasion into a dangerously aggressive person. In such instances, the agent in question may be represented twice over as two distinct aspects, such as in cases of incestuous sexual abuse 'my dad as a loving parent' and 'my dad as a rapist'.

Agents at different biographical stages
Just as 'self' may change over time on account of biographical experiences and ageing, so might others appear differently according to crucial episodes in their lives. A person of major importance to one's sense of identity may have been experienced as one kind of person until an accident changes him or her into someone very different. In such instances, entities representing the other would be of the kind *'X before the accident'* and *'X after the accident'*.

Non-verbal representations of entities

In the everyday world, much that is of significance to people comprises visual representations. A person is not just a name, but has a visual presence. An emblem such as a national flag is often a powerful entity in one's identity. Multinational corporations have iconic imagery that is instantly recognizable. The media is full of imagery that directly appeals to people's sensibilities of who they are, or who they wish not to be. The software dedicated to ISA is intended to include images as entities when appropriate (in preparation by Sycadex Ltd.)

Bipolar constructs and entities

Generating an effective identity instrument requires skill, imagination, common sense, sensibility towards clients and strong analytic perspectives. It requires compromises based in the judicious contemplation of theoretical aims and practical constraints. An instrument of 20 constructs and 20 entities requires the client to provide 400 judgments, which is a demanding task, acceptable when the client perceives it to be worthwhile and of interest (as in general they do with a successfully constructed identity instrument). Naturally, the attention-span of the client needs to guide the demands made, hence the size of the instrument.

Each entity to be included in an identity instrument will have to be referenced against the bipolar constructs of the instrument to determine whether or not it might be appraised by clients using at least some of the constructs. *However, not every bipolar construct will be applicable to every entity.* The necessary criteria for inclusion of bipolar constructs are that some will have relevance for particular entities, and that each entity may be appraised by reference to certain relevant constructs.

Nonsensical conjunctions of constructs and entities

In some instances, the appraisal of a specific entity by way of a particular constructs will appear absurd or nonsensical, for example, the judiciary … is a good cook // …can't cook, and would be clearly a case for discarding the application of the construct to the entity in question. In practice, the Ipseus presentation of rating scales allows such instances to be ignored by means of a centre-zero rating. Naturally, the construct '…is a good cook // …can't cook' would be applicable to many entities other than the judiciary, such as family members and friends.

Language and grammar

An identity instrument provides the opportunity for clients to appraise themselves within their social worlds in a manner than should be engaging and realistic. The more that the discourses and entities within an instrument conform to the grammar and syntax of the vernacular used by clients, the more successful the appraisal task should be. Attention to combining discourses with entities to form acceptable sentences is the hallmark of an engaging instrument.

What identity is about?

People's identities are always about much more than 'self'. People's biographies, socio-historical contexts, other people and social institutions, are all aspects of their identities. People are concerned about numerous themes throughout their life times. While no identity instrument could ever assess all aspects of anybody's identity in totality, well-designed identity instruments will ascertain significant information about underlying socio-psychological processes, provided there is a sufficiency of attention to the social world beyond the self and to themes of relevance to the person other than the ones of substantive interest to the investigator. In practice, *at least 50% of entities in an identity instrument should reference people and institutions beyond self and aspects of self,* and *no one theme should dominate an identity instrument to the exclusion of others.* Such practice is in marked contrast to the traditional mode of social investigation in which a questionnaire would be designed to elicit the respondent's answers to questions pertaining to the one substantive issue of investigation.

Mandatory requirements of a customised identity instrument

1. **Mandatory entities**
   Entities that are mandatory for assessing the parameters of identity are:
   - a) **Positive aspirational self** (ideal self), which may be of the form 'me as I would like to be';
   - b) **Negative aspirational self** (contra-ideal self), such as 'me as I would hate to be'
   - c) At least one **current self**, for example 'me as I am now';
   - d) At least one **past self**, which might be of the from 'me as I used to be';
   - e) An **admired person**, for example 'a person I admire';
   - f) A **disliked person**, in a form such as 'someone I dislike'.

   The precise form of words for these mandatory entities is up to the investigator, and multiples contexts for self will be necessary for many investigations, such that different contexts for *current self* might be 'me as I am at home', 'me as I am at work', 'me when I am on top form', 'me when I am depressed', etc. Different contexts relating to *past self* might include such instances as 'me before I went to school', 'me in my first real job', 'me as I was before I was cured of my dependence on drugs/alcohol'. Sometimes, multiple *aspirational selves* will be pertinent, such as 'me as I would like to be as a parent' which could differ from 'me as I would like to be as a successful entrepreneur'.

2. **Mandatory proportion of entities beyond aspects of self**
   Those entities external to the 'skin' of the person are to be at least 50% of the total number of entities included in an identity instrument, that is, the total number of aspects of self (a, b, c and d above) should be less than 50%, or possibly at 50%. The requirement of 50% of entities beyond the self assures that assessments of parameters of identity such as *identity diffusion* and *structural pressures* on constructs will have acceptable accuracies.

3. **Inclusion of disliked or unpalatable entities**
   A strong positivity bias in appraisals of the world generally results in a propensity to neglect the inclusion of disliked and unpalatable entities in an identity instrument. A restrictive inclusion of solely liked and well-regarded entities would be an unrealistic representation of social realities. Attention should therefore be paid to entities generally thought to have negative connotations (e.g., a disreputable agency, a bully, etc.), as well as self positioned in negative contexts (e.g., in an unacceptable crowd) or states of mind (e.g., being anxious).

4. **The substantive issue of investigation in relation to overall identity concerns**
   The person's overall identity processes provide the framework within which the issues to be investigated are to be assessed, which means that overall features of identity are to be at least minimally assessed in conjunction with those associated with the investigative issues.
   Constructs: As a general guideline at least 20 - 30% of constructs should access overall aspects of identity beyond the substantive issues of investigation, though in practice there will be constructs that are common to both overall concerns and substantive issues of the investigation.
   Entities: Likewise, a representative set of entities to access overall identity issues beyond those of the investigative arena are to be included in the instrument.

CHECKLIST FOR CONSTRUCTING AN IDENTITY INSTRUMENT

- Stating investigator's preliminary aims and objectives [*List these*]
- Full recording of ethnographic work [*Provide transcripts*]
- Establishing themes and domains from ethnographic work, but also including theoretically-based issues [*List these fully, indicating cross-cutting, super-ordinate and subordinate themes, and representative domains, giving provenance from the ethnographic transcripts and relevant literature*]
- Representing themes by bipolar constructs and domains by entities [*List themes and associated bipolar constructs, and domains with their entities*]
- Clarifying aims and objectives of the investigation (generation of general theoretical postulates, or specific hypotheses) [*Reappraise the preliminary ones, and list this clarified set*]
- Editing a customised identity instrument using dedicated Ipseus computer software with attention to syntax and appropriate vernacular and taking into account mandatory requirements [*Indicate the fulfilment of the mandatory requirements; Provide examples of the 'construct/entity' syntax*]
- Piloting the instrument, both for practical readability and its efficacy for assessing the required parameters of identity [*Provide participant feedback concerning readability; Indicate evidence of efficacy or otherwise of assessed parameters of identity as they relate to the aims and objectives of the investigation; State what requires tweaking to deal with deficiencies revealed by piloting the instrument*]
- Tweaking the instrument in the light of feedback from piloting [*Confirm amendments*]
- Finalizing the instrument and testing for confirmation that deficiencies detecting during piloting have been resolved [*List the instances of parameters that indicate earlier deficiencies have been dealt with*]

THE GENERATION OF A 'WORKPLACE' IDENTITY INSTRUMENT FOR ISA

Rationale and aims of the investigation

The principal aims of this generic Workplace instrument are to investigate participants' experiences of their modes of activity in the workplace and the place of their orientations to work in their broader sense of identity. Work features to a greater or less extent within the totality of identity, and for many people an issue in contention is the work-family balance.

Two major sets of objectives concern, on the one hand, the values, beliefs and activities that are central to the work ethos but also relate to broader issues of identity (designated as *themes*), and on the other, the actors and agents of primary significance to the person within the work context but also in the broader context of individual biography (designated as *domains*).

For the one set, specific objectives are to ascertain the individual's aspirations and propensities in respect of twenty criteria, indicated as themes derived from ethnographic observations of the workplace, these being *independence, adaptability, initiative, prevarication, regard for ethics, orientation to clients, integrity of tasks, attitude to management, view of gender of management, work-family balance, dominance of work, family dependence, stress, sensitivity to others, ego-centricity, being liked, easy-goingness, outward-goingness, intimacy,* and *trustworthiness with people.*

In respect of the other set, specific objectives are to explicate the person's biographical development in terms of patterns of *aspirational* identifications with specific others and *empathetic* identifications with them as the latter modulate according to these contexts: *workplace, home, future challenges, biographical past as a child* and *having acted out of character*. The two contexts relating to *acting out of character in the past* and *anticipating future challenges* provide opportunities for the person to comment on difficult aspects on one's psychological processes, such as possibly detrimental consequences of a past episode of one's behaviour and the realism of one's attempt to contend with unforeseen challenges. Of especial significance will be the grounding of the person's propensities, when acting out of character and anticipating challenges, to underlying psychological processes that may reveal particular vulnerabilities consequent on the person's earlier biographical experiences.

Thus, the instrument is designed for those who are currently in work. It provides a means for assessing their experiences in the workplace and, for comparison, in their domestic life. It consists of discourses about work and domestic related *themes*, and *domains* within the social world of self and other actors and agents. Themes are represented by bipolar discourses (Table 1). Domains are designated by entities grouped together (Table 2).

The following text first presents the themes encompassed by the instrument, then the domains sampled by it.

Basic themes (represented by discourses and bipolar constructs): 20 themes

The instrument is designed to ascertain individuals' aspirations in respect of the following themes, and whether these might be core or conflicted dimensions of identity:

1) **Independence**
   (prefers to work things out alone // is dependent on others in making decisions)

2) **Adaptability**
   (finds change difficult // adapts easily to change)

3) **Initiative**
   (likes to follow instructions // likes to take initiative)

4) **Prevarication**
   (puts things off // gets things done)

5) **Regard for ethics**
   (bases work practice on ethical principles // bases work practice on maximising financial returns)

6) **Orientation to clients**
   (would become quite closely involved with clients/the public // prefers to maintain a formal distance)

7) **Integrity of tasks**
   (would take short cuts to meet an important deadline // would rather complete a task well)

8) **Attitude to management**
   (is cynical about the company's management // feels that the company's management is all that could be wished for)

9) **View of gender of management**
   (thinks women make better managers // thinks men make better managers)

10) **Work-family balance**
    (puts work before family // puts family before work)

11) **Dominance of work**
    (has a life outside work // finds difficulty leaving work matters behind)

12) **Family dependence**
    (looks for security in family relationships // has loose family ties)

13) **Stress**
    (feels very stressed // does not feel stressed)

14) **Sensitivity to others**
    (is able to laugh at themselves // is over sensitive about what others think)

15) **Egocentricity**
    (attends to personal needs first // puts others' needs first)

16) **Being liked**
   (likes me // dislikes me)

17) **Easy-goingness**
   (has a relaxed attitude to life // takes themselves seriously)

18) **Outward-goingness**
   (prefers the company of known and trusted friends // enjoys making new friends)

19) **Intimacy**
   (finds emotional intimacy difficult // enjoys emotional intimacy)

20) **Trustworthiness with people**
   (can be trusted to be considerate // can't be trusted to treat people well)

Derived, or super-ordinate, themes: six derived themes

Some of these themes together represent broader features of identity relating to work contexts and more general issues as follows. However, these 'derived' themes are not to be construed as making up coherent factors (as may be derived from factor analysis), but merely as representing more elemental themes of relevance. Contradictions between elemental themes would indicate problematic features of the derived themes.

1. Entrepreneurship   Construct No

Independence   1
Adaptability   2
Initiative   3
Prevarication   4 (lack of)

2. Work practice

Regard for ethics   5
Orientation to clients   6
Integrity of tasks   7

3. Orientation to management

Attitude to management   8
View of gender of management   9

4. Work-family balance

Work-family balance   10
Dominance of work   11
Family dependence   12

5. Overall personal and people orientations generally applicable across work and family contexts

Stress	13
Sensitivity to others	14
Egocentricity	15
Being liked	16
Easy-goingness	17
Outward-goingness	18
Intimacy	19
Trustworthiness with people	20

6. Leadership qualities

Although the leadership theme is not directly accessed, several of the above themes relate to leadership qualities, such as positive and core orientations to entrepreneurship, work practice, and specific personal qualities:

Entrepreneurship	*Construct No*
Independence	1
Adaptability	2
Initiative	3
Prevarication	4 (lack of)

Work practice	
Regard for ethics	5
Orientation to clients	6
Integrity of tasks	7

Personal qualities	
Stress	13 (not being stressed)
Sensitivity to others	14 (not being over-sensitive)
Egocentricity	15 (not being egocentric)
Outward-goingness	18
Trustworthiness with people	20

Table 1 indicates the full set of constructs in the thematic sequence given above. For presentation to participants in an investigation, this sequence is randomised. In respect of concern over substantive issues of investigation in relation to overall identity concerns, several of the themes included here are of sufficient generality as to tap into propensities that relate to broad identity concerns (such as, stress, sensitivity to others, egocentricity, being liked, easy-goingness, outward-goingness, intimacy, trustworthiness with people).

Table 1 Generic workplace identity instrument: Bipolar constructs

#	Label Left	Label Right
Derived theme 1 Entrepreneurship		
01	prefers to work things out alone	is dependent on others in making decisions
02	finds change difficult	adapts easily to change
03	likes to follow instructions	likes to take initiative
04	puts things off	gets things done
Derived theme 2 Work practice		
05	bases work practice on ethical principles	bases work practice on maximising financial returns
06	would become quite closely involved with clients/the public	prefers to maintain a formal distance
07	would take short cuts to meet an important deadline	would rather complete a task well
Derived theme 3 Orientation to management		
08	is cynical about the company's management	f eels that the company's management is all that could be wished for
09	thinks women make better managers	thinks men make better managers
Derived theme 4 Work-family balance		
10	puts work before family	puts family before work
11	has a life outside work	finds difficulty leaving work matters behind
12	looks for security in family relationships	has loose family ties
Derived theme 5 Overall personal and people orientations generally applicable across work and family contexts		
13	feels very stressed	does not feel stressed
14	is able to laugh at themselves	is over sensitive about what others think
15	Attends to personal needs first	puts others' needs first
16	likes me	dislikes me
17	has a relaxed attitude to life	takes themselves seriously
18	prefers the company of known and trusted friends	enjoys making new friends
19	finds emotional intimacy difficult	enjoys emotional intimacy
20	can be trusted to be considerate	can't be trusted to treat people well

Basic domains (represented by sets of entities): Four domains

The instrument includes the domain of self in *work* and *domestic* contexts. *Aspirational self* and *past biographical self* are assessed, together with self when having *acted out of character* and anticipated self in the future *when severely challenged*. *Metaperspectives of self* are located with respect to work and domestic contexts.

The second domain consists of the two mandatory anchoring entities of an *admired* and a *disliked* person, which provide important tests of the validity of the instrument and the participants' use of it.

Work-related agents comprise the third domain, while *domestic relationships* constitute the fourth. The complete set of entities is presented in Table 2

Of the twenty entities, at least one self-context is likely to be 'negative' (*acting out of character*), and three of the ten agents beyond self are likely to be 'negative' (*offensive person, unpalatable work mate, difficult client*). In total, out of twenty entities, at least four are likely to be attributed negative qualities. A participant may appraise other entities as having negative attributes depending on personal experiences.

Entities referencing *self in the domestic context* and *biographical development*, together with *admired* and *disliked* persons, and *domestic relationships* tap into overall aspects of identity that provide the context for the relative significance of the substantive investigative issues. What may be viewed as being of major importance to the investigator may prove to be of less significance to the person's overall sense of identity.

Table 2 Generic workplace identity instrument: Entities within domains (four domains – self, anchors, work, domestic)

Entity List	*Mandatory entities in italics*

Domain 1 Biographical self-development and self in differing contexts (nine entities)	
1.1 Aspirational (positive and negative)	
01	me as I would like to be	*Ideal Self*
02	me as I would hate to be	*Contra-Ideal Self*
1.2 Anticipation of future challenges	
03	me as I expect to be in the future when facing up to unexpectedly difficult challenges	*Future Self*
	(to examine whether the person has an unrealistic vision of future self-development, as would be indicated by an over-optimistic appraisal)	
1.3 Ordinary work context	
04	me as I am at the workplace	*Current Self*
05	me as my immediate work colleagues see me	*Metaperspective*
06	me as senior management sees me	*Metaperspective*
1.4 Ordinary home context	
07	me as I am at home	*Current Self*
08	me as my husband/wife/partner sees me	*Metaperspective*
1.5 Biographical past	
09	me on an occasion when I acted out of character	*Past Self*
	(to determine whether the person admits to poor behaviour on occasion and what that behaviour might be)	
10	me as I was in childhood	*Past Self*
Domain 2 Identity Instrument anchors (two entities)	
11	a person I hold in high regard (nominate)	*Admired Person*
12	a person who offends me (nominate)	*Disliked Person*

Domain 3 Others in the workplace (five entities)

13	someone whose work is really very good
14	someone at work I don't get on with
15	a difficult client or member of the public
16	a good client or member of the public
17	senior management

Domain 4 Domestic (four entities)

18	my mother/or female carer
19	my father/or male carer
20	my husband/wife/partner
21	my closest friend