



A Guide to the Interpretation of ISA Results

Ipseus 
IDENTITY EXPLORATION SOFTWARE

**Workplace
Community
Academia**

Interpretation of ISA Results: A Guide

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1.0 INTRODUCTION

1.1 Preliminaries

The results from a customised identity instrument assessed within the ISA conceptual framework have both integrated qualitative and quantitative features. The qualitative features are the contrasting discourses of the bipolar constructs (representing *themes*), the information that indicates which of the contrasting discourses are the individual's own values or preferences (*construct polarities*), and the texts that portray the entities of self and other agents (representing *domains*). The quantitative parameters are the metric indices of identity such as the individual's *ego-involvement with an entity*, *evaluation of an entity*, *modes of identification with an entity* and *structural pressure on a construct*.

Two issues require close attention when considering the quantitative parameters. The first is that the parameters are *standardised*, such that magnitudes assessed for any one individual are directly comparable with those assessed for any other individual.

The second is that of having *benchmarks* against which differing assessed magnitudes may be interpreted. While the qualitative features of ISA results largely depend on basic syntactic and grammatical comprehension of texts, the denotative connotations of words (i.e., dictionary definitions), and the evaluative connotations of these words for each individual as indicated by the polarities of the bipolar constructs for him or her, comprehension of the quantitative parameters requires benchmarks indicating whether the assessed magnitudes are substantial or low. These benchmarks are of two kinds: *external* to the individual, that is, in relation to norms for the cultural group, and *internal*, that is, in relation to the functioning of the individual in respect of the person's habitual modes of experiencing the social world.

1.2 Example of interpretation of a case-study

The following sections provide basic guidelines for comprehending the results pertaining to ISA parameters of identity. For an example of actual results for a case study and notes on their interpretation see Appendices 3 and 4.

2.0 INTERNAL STANDARDISATION, EXTERNAL AND INTERNAL BENCH-MARKS

For comparisons to be made from individual to individual, the parameters of identity must be scaled in commensurate fashion to a *standard* that is common to all individuals, taking into account that identity instruments are customised to the individual. In addition, cultural variations require that typical results for one culture may be set as *external bench-marks* for considering the results for an individual of the culture in question, which bench-marks will likely differ from those for another culture. Furthermore, variation in psychological propensities from person to person within a culture require that individual *internal bench-marks* be taken into account when interpreting ISA results – in addition to the external bench-marks that represent the social norms of a particular culture. The following sections attend to the issues of internal standardisation, and external and internal bench-marks (the dedicated software available for ISA investigations incorporates the procedures for internal standardisation and computes external bench-marks for cultural groups and internal bench-marks for the individual).

2.1 Internal standardisation of identity parameters¹

Identity instruments are customised to particular investigations, hence the themes and domains will vary from the one instrument to another. The representative bipolar constructs and entities will in accordance differ from instrument to instrument. With such disparities between identity instruments any notion of standardisation of parameters across instruments would at first glance seem to be an impossible task.

However, when the everyday actuality of differences between people in respect of their values and beliefs is fore-grounded, it follows that standardisation based on the person's internal perspectives would be the only appropriate option whereby one's relative appraisals of others might be scaled. That other who is appraised as possessing the most undesirable attributes would thereby be scaled the most negatively, and others who are appraised with more desirable attributes would be scaled positively. The scale may then be set to range from – 1.00 to + 1.00, where the relative appraisals of others are standardised to an internal scale that has limits representing the most extremely negative or positive appraisal of entities of relevance to the person (See Appendix 1: Table 3 'Evaluation of another' parameter).

This internal standardisation is referenced to how the attributed characteristics are favoured or disfavoured by the person in question. Whatever the evaluation of the characteristics attributed to the others, depending on the person's idiosyncratic value and belief system, the scalar property of the internal standardisation holds true, and does so for varying contents of different customised identity instruments. Of crucial significance to comprehending the meaning of standardised scalar assessments will be the simultaneous designation of the ethnographic content – values and beliefs – upon which the scalar assessment is grounded. All ISA parameters are scaled by reference to internal standardisation procedures, the ranges of which are given in Appendix 1 Table 3.

2.2 External social normative (nomothetic) bench-marks for reading identity parameters in respect of normative cultures

Individuals vary considerably in respect of their identity processes, such that for example one person may 'tolerate' high levels of identity diffusion, while another may have little identity diffusion at a level below what most people would have. These high and low magnitudes are benchmarked against the norms for a particular culture, and can be computed by reference to means and standard deviations for each parameter of identity for a representative sample from the culture in question (See Appendix 1 Table 4).

2.3 Internal (idiographic) bench-marks for reading identity parameters

External or social normative bench-marks for parameters of identity will reference the individual identity processes against the most typical for the particular culture and socio-historical context in question. However, each individual is to a degree habituated to internalised norms, so that for example one person

¹ Note that this commentary assumes that the reader understands the conceptual framework of ISA and knows the definitions of the basic concepts and process postulates of ISA [See Weinreich, P., & Saunderson, W. (Eds.) *Analysing Identity*. Taylor & Francis/Routledge (2003)]

may operate to a high optimal level of identity diffusion and another to a low level, where in the former case high conflicted identifications are routinely tolerated, whereas in the latter case only minimal levels are acknowledged. Internal bench-marks for identity parameters in the case of conflicted identifications would alert the investigator to the significance of the lowest and highest of these, irrespective of where they may fall when referenced against the external, social normative, benchmarks for the community in question. The point of taking note of these lowest and highest instances for the individual is that, against the internal norm for the person, they would signify issues of especial interest that would be neglected were only the external social norms to have been used as bench-marks.

Internal bench-marking is established by taking the mean and standard deviation for each identity parameter as assessed for the participant's appraisal of each entity by way of the constructs of the investigation's identity instrument. Two contrasting cases of internal bench-marking are illustrated in Appendix 1 Table 5, one of a person with unusually low identity diffusion and high structural pressures on constructs and the other of someone with high identity diffusion and relatively low structural pressures on constructs.

3.0 INTERPRETATION OF RESULTS (BIPOLAR CONSTRUCTS)

Consider the respondent's use of the bipolar constructs during appraisal of the social world and self in various contexts as represented by entities included in the identity instrument (as in **Generation of a Well-Constructed ISA Instrument: A Guide** Appendix 1 Table 2). Interpretation of results in respect of constructs depends on both the assessed *polarity* of each construct as it may vary from person to person and the *structural pressure* associated with each construct.

3.1 Polarity of a construct (either – 1, or + 1)

There may or may not be consensus across individuals as to which of the two orientations expressed by a bipolar construct is the one that the person aspires to implement (or alternatively, aspires to reject). For example, a typical bipolar contrast having to do with 'work – family' balance could be of the form '... feels the need to perform well at work even though to do so encroaches on time with family // ... will always keep family time sacrosanct even when a crisis at work would warrant overtime', where for some people good work performance is the primary aspiration (left-hand pole of the construct), whereas for others it is family time (right-hand pole).

The first indication of an individual's personal value and belief system is represented by the orientations to which one aspires, that is, with respect to the *polarities* for a particular person of the set of constructs included in an identity instrument. When the left-hand pole of the bipolar construct represents the personal aspiration (e.g., good work performance), the polarity of the construct is designated as –1: When the right-hand pole is the aspired orientation (e.g., family time), the polarity of the construct is designated +1).

3.2 Structural pressure (SP) on a construct (range – 100 to + 100)²

Further significant information about the individual's value and belief system is designated by the manner in which one uses constructs to appraise self and others, in particular whether attributions of emotionally significant characteristics to self and others are compatible or incompatible with the overall emotional connotations that the people or agents in question have for the person. This is a matter of the extent to which a person's cognitions about others are imbued with emotive incompatibilities as well as the more usual compatibilities.

The more that a person's use of a particular construct during appraisals of the social world is imbued with cognitive-affective compatibilities (consonances) the greater will be the stability of the construct in question in terms of the person's use of it in judging the merits of self and others. For example, 'trust' is often a primary concern to such an extent that, whatever other characteristics may be attributed to another, the judgement of the trustworthiness or otherwise of that other has primacy when evaluating the other favourably or unfavourably; favoured persons are trustworthy, despised persons are untrustworthy. In this instance, the *structural pressures* (compatibilities as *positive pressures*) for maintaining the construct's evaluative connotation are considerable to the extent of rigidity.

On the other hand, the greater the extent of cognitive-affective incompatibilities (dissonances) during appraisals, the more is the degree of stability undermined (by *negative pressures* representing incompatibilities). In the case of work-family balance, the awareness of differing attributions of 'good work performance' or 'family time' to favoured and despised persons may well result in instances when the personally more favoured aspiration is seen in some of those who are disliked, while the more disfavoured contrast is seen to characterise some who are liked. Affect and cognition in such instances are 'incompatible' or dissonant. The more the incompatibilities the

² Whereas scale ranges of all parameters could have been scaled to unity as the maximum limit, they have been scaled to limits designed to provide an aid to the ready recognition of the different parameters, in the following manner:

Structural pressures	– 100 to + 100;
Emotional significance	0.00 to 10.00;
Ego-involvement	0.00 to 5.00;
Evaluation	– 1.00 to + 1.00
Identification	0.00 to 1.00

greater will be the discomfort, which – if they cannot be escaped – the more they contribute to the person's distress. In other words, the issues represented by the constructs in question are stressful for the person and subject to vacillating orientations over time. For many people, the dilemma of work-family balance represents one such issue, with corresponding stress and vacillating behaviour between work performance having priority and family time getting the greater attention.

The former circumstance of major cognitive-affective compatibilities represents a *core evaluative dimension of identity*, wherein the designated aspect of the person's value and belief system is rigidly held. By contrast the latter circumstance of considerable incompatibilities denotes a *conflicted evaluative dimension of identity*, a stressful and insecure feature of identity. High net (that is, positive with little negative) structural pressures therefore denote core dimensions of identity, whereas low net structural pressures (when positive pressures are countered by substantial negative ones) represent conflicted dimensions. Interpretation of identity processes requires attending to conflicted as well as core dimensions of identity (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for core and conflicted dimensions, indicated by high and low to negative *structural pressures on constructs* respectively).

Attention to the following will aid the interpretation of results (see Appendix 3, Table 7, for an example of the interpretation of the SP results of a case study):

- 1) The general overall magnitudes of SPs on constructs, whether they are mainly very high indicating a tendency towards defensive or undifferentiated appraisals, or only low to moderate denoting a propensity towards conflicted appraisals and identity diffusion;
- 2) The hierarchy of themes from core ones – the greatest SPs – to lower ones, indicating which are held with the greatest degree of cognitive-affective compatibility and those with lower degrees;
- 3) The themes that emerge as core values and beliefs (very high SPs);
- 4) The arenas of conflict and potential vacillation (low positive through to low negative SPs)

Investigators should be aware that indications of core values and beliefs refer to people's aspirations and *not to their adherence or actual implementation when interacting with others in various contexts*; aspirations may be highly discrepant from actual behaviour. Appraisals of self in differing contexts will reveal the extent to which the person judges self as living up to one's aspirations.

3.3 Emotional significance of a construct (range 0.00 to 10.00)

Generally speaking core evaluative dimensions of identity (those with high SPs) are likely to be of considerable emotional significance to the person. However, constructs with low SPs may be indicative of stressed and conflicted themes of considerable emotional significance, or simply reflect themes that have little emotional significance to the person. Attending to the parameter of emotional significance will elucidate whether or not a low SP magnitude is emotionally significant or not. (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for *emotional significance of a construct*).

4.0 INTERPRETATION OF RESULTS (ENTITIES)

4.1 Ego-involvement with an entity (range 0.00 to 5.00)

The degree of involvement that self has with other people and agents will vary considerably according to whether they might be mere acquaintances, intimate friends, virulent enemies, or whatever. As such they will tend to have greater or less influence or impact upon one's biographical development, assessed in term of the parameter of *ego-involvement with an entity*, ranging from little involvement, impact or influence to the maximum in terms of the person's biographical experience, that is, from zero to the maximum of 5.00. (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for *ego-involvement with an entity*).

4.2 Ego-involvement with self according to context (range 0.00 to 5.00)

A person may be involved with experiences of oneself in various contexts to a greater or less extent depending on their biographical significance, so that for example one person may have had a dominant childhood experience that continues to the present day, whereas another person is hugely concerned about fulfilling obligations and responsibilities in a public sphere. Assessment of degrees of ego-involvement with self in different past and current contexts, and with one's aspirational self will indicate whether or not a past biographical episode might predominate, or whether, as is usual, one's aspirations dominate over all other contexts.

Assessment of ego-involvement with metaperspectives of self (e.g., 'me as my partner sees me', 'me as my work colleagues see me') provides an indication of the significance of the person's interpretation of how others see self.

4.3 Evaluation of an entity (range – 1.00 to + 1.00)

In appraising other agents, social institutions, or groups, a person may attribute various characteristics to the other that may be of any combination of negative to positive ones, and these to varying degrees. The parameter of *evaluation* indicates the extent to which the person's overall appraisal might be from wholly negative to wholly positive. (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for *evaluation of an entity*).

4.4 Evaluation of self according to context and mood (range – 1.00 to + 1.00)

The person appraises self in various contexts and mood states, accordingly viewing self as possessing varying combinations of negative and positive characteristics. As a result, *self-evaluation* or *self-regard* may vary considerably according to context and mood state. Metaperspectives of self may be evaluated in like manner. A person's aspirational self ('me as I would like to be') provides the criterion for establishing the favoured characteristics, hence will have only positive characteristics.

4.5 Ambivalence towards an entity (range 0.00 to 1.00)

Whilst the parameter 'evaluation' refers to an overall assessment of the varying combinations of negative and positive attributions of characteristics to an entity, *ambivalence* refers to the extent to which both negative and positive construals are present simultaneously. Zero ambivalence is the case when all attributions to the entity are of the same evaluative kind – either all positive or all negative. Total ambivalence, that is, the maximum of 1.00, refers to an instance when positive and negative characteristics are simultaneously attributed to an entity to the same extent (for example, eleven positive and eleven negative characteristics).

4.6 Entity dissonance (range 0.00 to 5.00)

Care needs to be taken when interpreting 'ambivalence' since one's ambivalence about one entity may be trivial given that one's ego-involvement with it is low, whereas in relation to another highly ego-involved entity a similar degree of ambivalence would be of major significance. The parameter *entity dissonance* takes into account the overall significance of the entity, that is, one's ego-involvement with it. The maximum of 5.00 for entity dissonance would occur in the instance of total ambivalence towards one's maximally ego-involved entity, which is probably a relatively rare occurrence.

4.7 Splitting in the appraisal of entities (range 0.00 to 1.00)

Attributions a person may make to two entities may be very similar, such that they are both appraised alike, with little 'splitting' between the views of the one and the other – as when a person sees both his mother and his wife as being very alike. On the other hand, a person may see his mother and his wife as being very different, with considerable splitting between his appraisals of them. In respect of aspects of self, there is a possibility of one aspect being split from another aspect. Zero split indicates that the person's appraisals of the two entities in question are in terms of the same attributions, whereas in the case of a total split (1.00) appraisals of the two entities are entirely different.

4.8 Aspirational (idealistic- and contra-) identification with an entity (range 0.00 to 1.00)

Fundamental to a person's identity are one's identifications in aspirational mode with other people and institutions, that is, one's desire to emulate highly regarded aspects of others, when *idealistically-identifying* with them, or dissociate from their disliked or reprehensible characteristics, when *contra-identifying* with them. Assessed degrees of idealistic- and contra-identification with others may range from minimal to considerable, possibly to the maximum. A person may idealistically-identify with an entity to a degree – in respect of positive characteristics – and also contra-identify with that entity to an extent – in respect of negative characteristics. (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for *idealistic- and contra-identification with an entity*).

4.9 Empathetic identification with an entity according to context and mood (range 0.00 to 1.00)

Context and mood states of self are generally of considerable significance to one's patterning of *empathetic identifications* with others, patterns that modulate from one context to another, from one mood state to another. When situated in the work context, people are likely to empathetically identify more closely with their work colleagues and work-related scenarios than when situated in the domestic context, while in the latter, they are more likely to empathetically identify with family and intimates. (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for *empathetic identification with an entity*).

Modulations in people's empathetic identifications with another according to self-context indicate behavioural changes from context to context; the greater the empathetic identification with another the more one's behaviour is akin to that of the other in question. Extents of empathetic identification based in one's 'uncharacteristic' self ('me when acting out of character') will likely indicate behaviours of note when in off-guarded moments.

Evidence of people's empathetic identification with others when anticipating a severely challenged future is likely to reveal the extent of comprehension one might have of just how dismal such challenging circumstances might be. Few people appear to have realistic appraisals of what could await them 'around the corner', and appraise themselves as continuing much as they are presently.

Empathetic identifications with metaperspectives of self, according to self-context, will indicate the extents to which self in these contexts match the perceptions that others have of self.

4.10 Conflicted identification with an entity according to context of self (range 0.00 to 1.00)

Strongly conflicted identifications with others are problematic for one's sense of identity. In a domestic context one may empathetically identify only moderately with work colleagues, but rather more closely with them when at the workplace. If one's view of these work colleagues is to an extent unfavourable, then one's identification conflict with them would be greater in the work than domestic context; being more as them then, while wishing to dissociate from their negative characteristics. Modulations of conflicted identifications from one self-context to another will indicate which contexts might be the most problematic in respect to a specific agent. Generally people balance partial resolutions of conflicted identification with specific others from context to context, whereby resolutions with particular entities are apparent in one context, but resolutions with other entities predominate in another context. A characteristic of the parameter *conflicted identification with an entity* is that relatively small magnitudes signify problematic identifications. (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for *conflicted identification with an entity*).

4.11 Identity diffusion according to context of self (range 0.00 to 1.00)

The extent of a person's *identity diffusion* depends on both the dispersion of a person's conflicted identifications with others and the magnitude of them, such that when the dispersion of conflicted identifications is with a greater number of others and the magnitude of these is the greater, then the greater is the person's identity diffusion. People tend to engage with their social worlds at optimal levels of identity diffusion – low for some but high for others, with most being at moderate levels – so that while magnitudes of specific identification conflicts modulate from context to context, identity diffusion varies only marginally, remaining close to the optimal level for the individual concerned. Since the parameter *identity diffusion* provides an overall assessment of *conflicted identifications*, it follows that for this too a relatively small magnitude indicates problematic extents (See Appendix 1 Tables 4 and 5 for external normative and internal individual benchmarks for *identity diffusion*). The fact that some people function at higher levels of optimal identity diffusion compared with others suggests that socialisation practices within some cultures may encourage people to tolerate greater optimal levels of identity diffusion than those of other cultures. While very high identity diffusion may be substantially problematic, very low levels tend to be associated with a relatively undifferentiated or simplistic black-and-white view of the social world.

5.0 INTERPRETATION OF RESULTS (IDENTITY VARIANTS)

5.1 Identity variants

The ISA classification of identity variants provides a global overview of a person's overall identity states situated in specified social contexts. The rationale for the identity variant classification arises from consideration of two fundamental global identity processes. The first is self's process of striving to implement one's identity aspirations by pursuit of various activities, for which *evaluation of self according to context or mood* is the pertinent parameter. The second is self's process of attempting to resynthesise one's identifications with others to date that have resulted in incompatible elemental identifications, assessed by the parameter of *identity diffusion according to context or mood state*. The *identity variant classification* is given in Appendix 4 (Table 6).

Empirical evidence demonstrates that most people are most of the time in states of moderate identity diffusion and moderate self-evaluation. Moderate identity diffusion represents the ordinary range of conflicted identifications with others that accompanies realistic appraisals of the complexities of people and one's relationships with them. Moderate self-evaluation recognizes that while one appraises self as making headway towards implementing one's aspirations, one has not quite succeeded in implementing them fully. These most usual identity states are classified as *indeterminate* since there is little to distinguish one person from another at the global level of identity variants; the detailed patterning of the foregoing parameters of identity provide for comprehending the unique identity processes of the individual.

Instances of low identity diffusion are therefore cases when the individual does not accept ordinary states of conflicted identifications with others; from an external perspective the person is seen to adopt a defensive mode towards the complexities of the social world and thereby, lacking the incentive to resolve conflicted identifications, is in a foreclosed identity state. Empirically, people in such defensive states may view themselves as having progressed towards achieving their aspirations to the extent of possessing high self-evaluation, or to a moderate degree, or to far from achieving them, having low or negative self-evaluation in the latter instance. The corresponding identity variants are *defensive high self-regard*, *defensive* and *defensive negative*.

People in states of high identity diffusion greater than most others would have, tolerate, or suffer from, appraisals of the social world that embody more than usual conflicted identifications with others. Empirical evidence establishes that states of high diffusion may accompany degrees of self-evaluation ranging from high, through moderate, to low or negative – representing identity variants of *diffuse high self-regard*, *diffusion* and *crisis*.

There are two other identity states that deviate from the general norm, these being instances of ordinary or moderate identity diffusion. In the one case individuals appraise self as close to achieving their aspirations, that is, they have higher than usual self-evaluation – a *confident* identity variant. In the remaining case individuals with moderate identity diffusion have low or negative self-evaluation, appraising themselves as having a long way to go towards implementing their aspirations – a *negative* identity variant.

Appendix 1

INTERNAL STANDARDISATION, EXTERNAL AND INTERNAL BENCH-MARKS

Table 3 Internally standardised scale range for each identity parameter

Identity parameter	Internally standardised scale range
<i>Ego-involvement with another; with self</i>	<i>0.00 to 5.00</i>
<i>Evaluation of another; of self</i>	<i>- 1.00 to + 1.00</i>
<i>Identification with another</i>	
<i>Aspirational identification with another (contra- and idealistic-)</i>	<i>0.00 to 1.00</i>
<i>Empathetic identification with another (according to context or mood)</i>	<i>0.00 to 1.00</i>
<i>Conflicted identification with another (according to context or mood)</i>	<i>0.00 to 1.00</i>
<i>Identity diffusion (according to context of mood)</i>	<i>0.00 to 1.00</i>
<i>Emotional significance of a bipolar construct</i>	<i>0.00 to 10.00</i>
<i>Structural pressure on a bipolar construct</i>	<i>- 100 to + 100</i>

Whereas scale ranges of all parameters could have been scaled to unity as the maximum limit, they have been scaled to limits designed to provide an aid to ready recognition of the different parameters, in the following manner:

Ego-involvement	0.00 to 5.00;
Evaluation	- 1.00 to + 1.00
Identification	0.00 to 1.00
Emotional significance	0.00 to 10.00;
Structural pressures	- 100 to + 100;

Table 4 External normative bench-marks for identity parameters*

Identity parameter	External normative bench-marks based in general British culture	
<p><i>Ego-involvement with another; with self</i> Scale range 0.00 to 5.00</p>	<p><i>High</i> <i>Moderate</i> <i>Low</i></p>	<p><i>Above 4.00</i> <i>2.00 to 4.00</i> <i>Below 2.00</i></p>
<p><i>Evaluation of another; of self</i> Scale range – 1.00 to + 1.00</p>	<p><i>High</i> <i>Moderate</i> <i>Low</i> <i>Negative</i></p>	<p><i>Above 0.80</i> <i>0.19 to 0.70</i> <i>– 0.33 to 0.18</i> <i>Below – 0.33</i></p>
<p><i>Identification with another</i> <i>Aspirational identification with another:</i> <i>Idealistic-identification</i> Scale range 0.00 to 1.00</p> <p><i>Contra-identification</i> Scale range 0.00 to 1.00</p> <p><i>Empathetic identification with another (according to context or mood)</i> Scale range 0.00 to 1.00</p> <p><i>Conflicted identification with another (according to context or mood)</i> Scale range 0.00 to 1.00</p> <p><i>Identity diffusion (according to context of mood)</i> Scale range 0.00 to 1.00 [‘Diffused’ or ‘defensive’ identity variants indicated]</p>	<p><i>High(+ve role)</i> <i>Moderate</i> <i>Low</i></p> <p><i>High(-ve role)</i> <i>Moderate</i> <i>Low</i></p> <p><i>High</i> <i>Moderate</i> <i>Low</i></p> <p><i>High</i> <i>Moderate</i> <i>Low</i></p> <p><i>High</i> <i>Moderate</i> <i>Low</i></p>	<p><i>Above 0.70</i> <i>0.50 to 0.70</i> <i>Below 0.50</i></p> <p><i>Above 0.45</i> <i>0.25 to 0.45</i> <i>Below 0.25</i></p> <p><i>Above 0.70</i> <i>0.50 to 0.70</i> <i>Below 0.50</i></p> <p><i>Above 0.35</i> <i>0.20 to 0.34</i> <i>Below 0.20</i></p> <p><i>Above 0.41 [Diffused]</i> <i>0.26 to 0.41</i> <i>Below 0.26 [Defensive]</i></p>
<p><i>Emotional significance of a bipolar construct</i> Scale range 0.00 to 10.00</p>	<p><i>High</i> <i>Moderate</i> <i>Low</i></p>	<p><i>Above 8.00</i> <i>4.00 to 8.00</i> <i>Below 4.00</i></p>
<p><i>Structural pressure on a bipolar construct</i> Scale range – 100 to + 100</p>	<p><i>“Rigid”</i> <i>Above 95</i></p> <p><i>“Core” evaluative dimensions of identity</i></p>	

	<p style="text-align: center;"><i>50 to 95</i></p> <p><i>"Secondary" evaluative dimensions of identity</i></p> <p style="text-align: center;"><i>20 to 49</i></p> <p><i>"Conflicted", inconsistently, or non-, evaluative dimensions of identity</i></p> <p style="text-align: center;"><i>- 20 to +20</i></p> <p><i>Consistently incompatible evaluative dimensions: Large negative</i></p>
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*** External benchmarks may now be readily computed for distinctive culturally and sub-cultural groups, when the magnitudes will be of somewhat different order from the above. The Ipseus software enables culturally normative benchmarks to be readily computed based upon selected relevant samples.**

Table 5 Internal bench-marks for identity parameters: Two contrasting individual cases (Compare with Table 4).

Identity parameter	Internal bench-marks#		
	<i>Nb. Bench-marks are guidelines only and the designations below are to a degree variable.</i>		
		Case 1 Low identity diffusion, high structural pressure on constructs	Case 2 High identity diffusion, relatively low structural pressure on constructs
<i>Ego-involvement with another; with self</i> Scale range 0.00 to 5.00	High Moderate Low	Above 4.58 2.85 to 4.58 Below 2.85	Above 4.44 2.61 to 4.44 Below 2.61
<i>Evaluation of another; of self</i> Scale range – 1.00 to + 1.00 * low and negative ranges are collapsed into negative in this instance	High Moderate Low Negative	Above 0.95 0.21 to 0.95 – 0.21 to 0.20 Below – 0.21	Above 0.69 0.00 to 0.69 0.00 to 0.00* Below 0.00
<p><i>Identification with another</i></p> <p><i>Aspirational identification with another:</i></p> <p><i>Idealistic-identification</i> Scale range 0.00 to 1.00</p> <p><i>Contra-identification</i> Scale range 0.00 to 1.00</p> <p><i>Empathetic identification with another (according to context or mood)</i> Scale range 0.00 to 1.00</p> <p><i>Conflicted identification with another (according to context or mood)</i> Scale range 0.00 to 1.00</p> <p><i>Identity diffusion (according to context of mood)</i> Scale range 0.00 to 1.00</p>	<p>High Moderate Low</p> <p>High Moderate Low</p> <p>High Moderate Low</p> <p>High Moderate Low</p> <p>High Moderate Low</p>	<p>Above 0.97 0.36 to 0.97 Below 0.36</p> <p>Above 0.25 0.02 to 0.25 Below 0.02</p> <p>Above 0.84 0.21 to 0.84 Below 0.21</p> <p>Above 0.33 0.05 to 0.33 Below 0.05</p> <p>Above 0.22 0.19 to 0.22 Below 0.19 [Defensive identity variant]</p>	<p>Above 0.84 0.33 to 0.84 Below 0.33</p> <p>Above 0.67 0.16 to 0.67 Below 0.16</p> <p>Above 0.76 0.35 to 0.76 Below 0.35</p> <p>Above 0.55 0.32 to 0.55 Below 0.32</p> <p>Above 0.49 0.44 to 0.49 Below 0.44 [Diffused identity variant]</p>

<i>Emotional significance of a bipolar construct</i> <i>Scale range 0.00 to 10.00</i>	<i>High</i> <i>Moderate</i> <i>Low</i>	<i>Above 7.61</i> <i>4.66 to 7.61</i> <i>Below 4.66</i>	<i>Above 7.89</i> <i>5.30 to 7.89</i> <i>Below 5.30</i>
<i>Structural pressure on a bipolar construct</i> <i>Scale range - 100 to + 100</i>	<i>"Rigid"</i> <i>"Core"</i> <i>evaluative</i> <i>dimensions of</i> <i>identity</i> <i>"Secondary"</i> <i>evaluative</i> <i>dimensions of</i> <i>identity</i> <i>"Conflicted",</i> <i>inconsistently,</i> <i>or non-</i> <i>evaluative</i> <i>dimensions of</i> <i>identity</i> <i>Consistently</i> <i>incompatible</i> <i>evaluative</i> <i>dimensions</i>	<i>Above 95</i> <i>59 to 95</i> <i>37 to 59</i> <i>-37 to 36</i> <i>Large negative</i>	<i>Above 93</i> <i>51 to 93</i> <i>24 to 51</i> <i>-24 to 23</i> <i>Large negative</i>

The benchmarks are computed as follows:

Ego-involvement with entities

(Range 0.00 to 5.00)

High *above (mean + standard deviation)*
Moderate *mean ± standard deviation*
Low *below (mean – standard deviation)*

Evaluation of entities*

(Range – 1.00 to 1.00)

<i>High</i>	<i>above (mean + standard deviation)</i>
<i>Moderate</i>	<i>above (mean – ½ standard deviation) to (mean + standard deviation)</i>
<i>Low</i>	<i>0 ± (mean – ½ standard deviation)</i>
<i>Negative</i>	<i>below – (mean – ½ standard deviation)</i>

* The 'low' range straddles zero. In rare instances when the computed benchmarks conflict with each other, the moderate and low ranges are collapsed.

Identification with entities (idealistic-, contra-, and empathetic identification)

(Range 0.00 to 1.00)

<i>High</i>	<i>above (mean + standard deviation)</i>
<i>Moderate</i>	<i>mean ± standard deviation</i>
<i>Low</i>	<i>below (mean – standard deviation)</i>

Structural pressure on constructs*

(Range – 100 to 100)

<i>Rigid</i>	<i>above (100 – ¼ standard deviation) to 100</i>
<i>Core</i>	<i>above (mean + ½ standard deviation) to (100 – ¼ standard deviation)</i>
<i>Secondary</i>	<i>above (mean - ½ standard deviation) to (mean + ½ standard deviation)</i>
<i>Conflicted</i>	<i>0 ± (mean - ½ standard deviation)</i>
<i>Dual</i>	<i>below – (mean – ½ standard deviation)</i>

* The 'conflicted' range straddles zero. In rare instances when the computed benchmarks conflict with each other, adjoining ranges are collapsed.

Emotional significance of constructs

<i>High</i>	<i>above (mean + standard deviation)</i>
<i>Moderate</i>	<i>mean ± standard deviation</i>
<i>Low</i>	<i>below (mean – standard deviation)</i>

Appendix 2

IDENTITY VARIANTS

Table 6 ISA Classification of Identity Variants

	IDENTITY DIFFUSION*		
	Foreclosure variants <i>(indicating a defensiveness against identification conflicts)</i>		Diffusion Variants <i>(indicating a tolerance of high levels of identification conflicts)</i>
SELF-EVALUATION*	Low (0.00 to 0.25)	Moderate (0.26 to 0.41)	High (above 0.41)
Positive variants High (above 0.81)	Defensive high self-regard	Confident	Diffuse high self-regard
Moderate (0.20 to 0.81)	Defensive	Indeterminate	Diffusion
Low (-1.00 to 0.19) Negative variants	Defensive negative	Negative	Crisis

* The cut-off points are based on statistical criteria for a sample of 546 respondents. They are for self-evaluation 0.19 and 0.81, and for identity diffusion 0.25 and 0.41. If there is well-founded justification, alternative cut-off points may be designated in the dedicated computer software (as may well be the case transferring from one culture to another).

1. This classification of identity variants is based solely upon the underlying parameters of *identity diffusion* and *self-evaluation*, and is therefore a global one that ignores individual characteristics indicated in detail by the full range of identity indices for the person. A person's identity variant classification will evidently vary over time in accordance with biographical evolution.
2. Because cut-off points are used with respect to underlying *parameters* there is, of course, no hard and fast distinction between immediately adjacent "identity variants" in the classification.
3. Cut-off points are inevitably somewhat arbitrary. Caution should be exercised in the interpretation of these identity variants as estimates of underlying parameters are subject to error and bias. The cut-off points designated above should not be regarded as definitive, but only indicative of gross qualitative differences between identity variants of polar contrasting kinds on the two parameters in question.
4. If the two categories "confident" and "indeterminate" are considered to represent **well-adjusted** identities, then the remaining categories may be designated **vulnerable** identities of various kinds. With the cut-off points indicated above, the degrees of identity vulnerabilities so designated will range from the relatively mild (likely to be experienced by everyone from time to time) to the more troublesome in accordance with the extremity of the underlying parameters.

Appendix 3

EXAMPLE: CASE-STUDY INTERPRETATION FOR THE 'WORKPLACE' IDENTITY INSTRUMENT (Refer to 'Generation of a Well-Constructed ISA Instrument: A Guide' for the identity instrument used in this case-study)

Rationale and aims of the investigation

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

Two major sets of objectives were of concern, on the one hand, the values, beliefs and activities that are deemed to be 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*). In the example to be reported here, the workplace context was a University.

In the following account of results, reference should be made to external normative benchmarks (see Appendix 1 Table 4) and internal ones (see the contrasting examples in Appendix 1 Table 5) for interpretations in respect of indicated magnitudes of each parameter. For Agent Q the internal benchmarks are presented in Table 1.

Parameter	Sub-range	Mean	StD	Min	<Low	High >	Max
Identity Variant :							
Self Evaluation		0.17	0.42	-1.00	-0.25	0.59	1.00
Identity Diffusion		0.47	0.05	0.00	0.41	0.52	1.00
Entity :							
Ego-Involvement		3.57	0.71	0.00	2.86	4.28	5.00
Evaluation		0.12	0.44	-1.00	0.33	0.56	1.00
	High			0.56			1.00
	Moderate			0.33			0.56
	Low			-0.33			0.33
	Negative			-1.00			-0.33
Splits		0.55	0.21	0.00	0.33	0.76	1.00
Construct :							
Emotional Significance		6.96	1.30	0.00	5.66	8.26	10.00
Structural Pressure		34.82	28.49	-100.00	6.33	63.31	100.00
	Rigid			92.88			100.00
	Core			49.06			92.88
	Secondary			20.58			49.06
	Conflicted			-20.58			20.58
	Dual			-100.00			-20.58
Identification :							
Idealistic		0.56	0.22	0.00	0.34	0.78	1.00
Contra		0.38	0.21	0.00	0.17	0.59	1.00
Empathetic		0.59	0.18	0.00	0.41	0.77	1.00
Conflicted		0.44	0.13	0.00	0.31	0.57	1.00

Table 1 Ipsius Analysis – Raw Data Parameter Ranges

Themes

In relation to themes, specific objectives were to ascertain the individual's aspirations and propensities in respect of twenty criteria, indicated as themes derived from ethnographic observations of the workplace, Guide for interpretation of ISA results © 2010 Peter Weinreich & Identity Exploration Ltd

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.*

Results: themes

The full results for Agent Q are presented in Appendix 4 (AGENT Q: ISA RESULTS) to which reference should be made for the identity parameters considered in the following texts. The ISA conceptualisation does not assume that the discourses and texts, as represented by constructs, are used in the same manner by every person. What is meant by a form of words will tend to vary from person to person, and the evaluative connotations that the person intends to express by the use of a set of words will differ from the one to the other. The ISA results concerning discourses represent the manner by which the individual appraises self and others in the social world. They thereby establish the evaluative connotations that the discourses have for the person in question (see: polarity, Table 2, where the discourse in bold represents the positive evaluative connotation of the two represented in the bipolar construct), and the extent to which the discourses express core evaluative dimensions of identity (Table 2, high structural pressure), or conflicted arenas that are likely to represent vacillation or stress (Table 2, low structural pressure).

In respect of the designated themes, these are ranked from those that were core evaluative dimensions of identity through to those that were conflicted issues for Agent Q (Table 2). Ranked first was *adaptability*, followed by *being liked, independence, regard for ethics, intimacy, trustworthiness with people, prevarication (the opposite)* and *initiative (refer to Results Report: Structural Pressure)*. Of these issues, those of highest emotional significance for Agent Q were *regard for ethics, independence, and trustworthiness with people (refer to Results Report: Emotional Significance)*. These were core themes for Agent Q, representing dominant values against which he judged the merits of others and also his own actions and behaviour.

He was conflicted over other themes – *stress, attitude to management, dominance of work, outward-goingness, easy-goingness, work-family balance*. However, the issues of *dominance of work* and *outward-goingness* were of relatively low emotional *significance* for Q. Nevertheless, feelings and thoughts about work-family balance and orientations to work and the social world were problematic, over which he would have been prone to vacillate – wanting to endorse the one or the other orientation from episode to episode.

Table 2 Ipeus Analysis – Construct Tabulation

		#	Polarity	Emotional Significance	Structural Pressure	+ve Component	-ve Component	
prefers to work things out alone	<	01	-1	8.63	61.80	74.06	12.27	is dependent on others in making decisions
finds change difficult		02	1	7.62	76.21	76.21	0.00	> adapts easily to change
likes to follow instructions		03	1	7.51	53.67	64.37	10.70	> likes to take initiative
puts things off		04	1	7.92	57.58	68.40	10.82	> gets things done
bases work practice on ethical principles	<	05	-1	10.00	60.63	80.31	19.69	bases work practice on maximising financial returns
would become quite closely involved with clients/the public	<	06	-1	5.71	26.17	41.64	15.47	prefers to maintain a formal distance
would take short cuts to meet an important deadline		07	1	7.20	42.85	57.42	14.57	> would rather complete a task well
is cynical about the company's management		08	1	7.27	13.79	43.24	29.45	> feels that the company's management is all that could be wished for
thinks women make better managers		09	1	4.83	-41.91	3.20	45.12	> thinks men make better managers
puts work before family	<	10	-1	6.26	2.62	32.62	30.00	puts family before work
has a life outside work	<	11	-1	4.69	13.20	30.04	16.84	finds difficulty leaving work matters behind
looks for security in family relationships	<	12	-1	6.77	23.40	45.55	22.15	has loose family ties
feels very stressed		13	1	6.55	16.99	41.25	24.26	> does not feel stressed
is able to laugh at themselves	<	14	-1	5.66	46.33	51.45	5.12	is over sensitive about what others think
attends to personal needs first		15	1	7.50	43.71	59.37	15.66	> puts others needs first
likes me	<	16	-1	7.57	64.34	70.04	5.70	dislikes me
has a relaxed attitude to life		17	1	7.27	4.38	38.55	34.18	> takes themselves seriously
prefers the company of known and trusted friends		18	1	5.34	11.02	32.23	21.21	> enjoys making new friends
enjoys emotional intimacy	<	19	-1	6.30	60.23	61.64	1.41	finds emotional intimacy difficult
can be trusted to be considerate	<	20	-1	8.57	59.41	72.58	13.16	can't be trusted to treat people well

Table 7 Aspirations as core and conflicted evaluative dimensions of identity: themes and SPs (Refer to Table 2 – Construct Tabulation)

Basic themes:	Structural pressures (SP): range 100 to – 100
<p><i>Rank [Construct No] Theme (Construct: aspiration is in bold text; polarity 1 at right, -1 at left).</i></p> <p><i>The most emotionally significant of these themes is indicated by **, the next so by *; the least by ^. For this person all themes are quite highly emotionally significant, even the least so.</i></p>	
Moderately core evaluative dimensions of identity:	
1 [2] Adaptability* (finds change difficult // adapts easily to change)	76
2 [16] Being liked* (likes me // dislikes me)	64
3 [1] Independence** (prefers to work things out alone // is dependent on others in making decisions)	62
4 [5] Regard for ethics** (bases work practice on ethical principles // bases work practice on maximising financial returns)	61
5 [19] Intimacy* (finds emotional intimacy difficult // enjoys emotional intimacy)	60
6 [20] Trustworthiness with people** (can be trusted to be considerate // can't be trusted to treat people well)	59
7 [4] Prevarication* (puts things off // gets things done)	58
8 [3] Initiative* (likes to follow instructions // likes to take initiative)	54
Secondary evaluative dimensions of identity through to rather conflicted ones:	
9 [14] Sensitivity to others* (is able to laugh at themselves // is over sensitive about what others think)	46
10 [15] Egocentricity* (attends to personal needs first // puts others' needs first)	44
11 [7] Integrity of tasks* (would take short cuts to meet an important deadline // would rather complete a task well)	43
12 [6] Orientation to clients* (would become quite closely involved with clients/the public // prefers to maintain a	

formal distance)	26
13 [12] Family dependence* (looks for security in family relationships // has loose family ties)	23
<i>Very conflicted dimensions of identity (arenas of vacillation and stress):</i>	
14 [13] Stress* (feels very stressed // does not feel stressed)	17
15 [8] Attitude to management* (is cynical about the company's management // feels that the company's management is all that could be wished for)	14
16 [11] Dominance of work^ (has a life outside work // finds difficulty leaving work matters behind)	13
17 [18] Outward-goingness^ (prefers the company of known and trusted friends // enjoys making new friends)	11
18 [17] Easy-goingness* (has a relaxed attitude to life // takes themselves seriously)	4
19 [10] Work-family balance* (puts work before family // puts family before work)	3
<i>A dimension which is in practice mainly used with the alternative pole being the endorsed positive pole (i.e., thinks women make better managers)</i>	
20 [9] View of gender of management^ (thinks women make better managers // thinks men make better managers) – 42	

Nb. Refer to Table 1 'Parameter Ranges' for the internal benchmarks for Structural Pressures.

In respect of superordinate themes, results for Agent Q were as follows:

Derived, or superordinate, themes: six derived themes

1. Entrepreneurship

Rank SP (out of 20)

Independence	3 (core)
Adaptability	1 (core)
Initiative	8 (core)
Prevarication	7 (lack of) (core)

i.e., indicating that Agent Q's evaluative propensity was in terms of strong entrepreneurship characteristics, judging self and others by reference to them.

2. Work practice

Regard for ethics	4 (core)
Orientation to clients	12 (secondary to conflicted)
Integrity of tasks	11 (secondary to conflicted)

i.e., whereby Agent Q evaluated self and others in terms of their regard for ethics, and to some extent in terms of completing tasks well and becoming quite closely involved with clients, but appreciating that short cuts go with meeting deadlines and formal distance from clients may be advisable.

3. Orientation to management

Attitude to management	15 (very conflicted)
View of gender of management	20 (to alternative pole)

i.e., revealing Agent Q's problematic orientation to, and evaluation of, management propensities.

4. Work-family balance

Work-family balance	19 (very conflicted)
Dominance of work	17 (very conflicted)
Family dependence	13 (very conflicted)

i.e., indicating that for Agent Q issues of work-life balance were problematic.

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

Being liked	2 (core)
Intimacy	5 (core)
Trustworthiness with people	6 (core)

i.e., such that Agent Q had a strong evaluative orientation in terms of human worthiness

Sensitivity to others	9 (secondary to conflicted)
Egocentricity	10 (secondary to conflicted)

i.e., indicating Agent Q's moderate orientation in terms of personal self-other involvement

Stress	14 (very conflicted)
Easy-going	18 (very conflicted)
Outward-going	17 (very conflicted)

i.e., revealing that for Agent Q these were problematic issues when appraising self and others across work and family contexts

6. Leadership qualities

In respect of Agent Q's leadership qualities, the following may be deduced about the following beliefs and characteristics:

Entrepreneurship (in respect of independence, adaptability, initiative, lack of prevarication),
- being a strong evaluative propensity in terms of entrepreneurship;

Work practice (based in regard for ethics, orientation to clients, integrity of tasks),
- being a predominant concern with ethics, and propensity towards good work practice;

Personal qualities
- about which, issues of *stress* and *being outward-going* were problematic; *sensitivity to others* and *egocentricity (not being so)* were less than strong orientations; and *trustworthiness with people* was a strong orientation

In summary, in respect of leadership, Agent Q would demonstrate admirable task and project leadership qualities that involve others, with a premium on trustworthiness, but would likely find issues of personal stress and outward-goingness to be problematic, and would not be altogether comfortable around issues of sensitivity to others and egocentricity.

Interpretation of results to this point has identified major aspects of Agent Q's dimensions of identity, indicating both *core evaluative* features and *conflicted or stressed* arenas of identity in respect of Agent Q's use of discourses to appraise self and others, as these appraisals depend on Agent Q's evaluative connotations of the discourses in question. How such discourses were anchored to Agent Q's biographical experiences of the nexus of other agents is considered next in terms of the domains of self and others.

Domains

In respect of domains specific objectives were 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 the contexts of: biographical past as a *child* and *having acted out of character*; current *workplace*; current *home*; and *future challenges*,. The domain of self (Domain 1) inter-relates with the domains of others, namely the anchors of admired person and disliked person (Domain 2), others in the workplace (Domain 3) and others in the domestic sphere (Domain 4)

Domain 1 Biographical self-development and self in differing contexts

1.1 Aspirational (*Ideal Self: me as I would like to be*)

Agent Q was quite strongly ego-involved (see Table 4) with 'me as I would like to be' (3.97). In respect of his *positive* aspirational identifications (see Table 3) he idealistically-identified most strongly with 'a person I hold in high regard' (0.85), then with 'my closest friend' (0.80), 'my partner' and 'a good client' (both 0.75), and 'someone whose work is really very good' and 'me as my colleagues see me (both 0.70). With regard to his *negative* aspirational identifications he contra-identified most with 'my father', 'a person who offends me' and 'a difficult member of the public' (all 0.70).

Of these aspirational identifications, Agent Q was most highly ego-involved with 'a difficult member of the public' (5.00), a person who therefore featured as a dominant representative of the characteristics from which he wished to dissociate (contra-identification).

1.2 Biographical past

Past Self: childhood – ‘me as I was in childhood’

In retrospect, but now seen as a child, Agent Q empathetically identified (see Table 5) closely with ‘me as my partner sees me’ (0.79), and with ‘someone at work I don’t get on with’ and ‘my father’ (both 0.74). Taking Agent Q’s view of his childhood self, his highest conflicted identification (see Table 6) was with ‘my father’ (0.72) and ‘a person who offends me’ (0.66). Evaluation of childhood self was low (−0.07) accompanied by high identity diffusion (0.51), indicating a state of identity crisis. Furthermore, his appraisal of childhood self was highly ambivalent (0.85) and associated with considerable dissonance (3.65).

Past Self: out of character – ‘me on an occasion when I acted out of character’

Agent Q in retrospect, when he acted out of character, empathetically identified totally with ‘my father’ (1.00) and also closely with ‘someone at work I don’t get on with’ (0.76), ‘someone who offends me’ and ‘a difficult member of the public’ (both 0.71). His most problematic – conflicted – identification was then with ‘my father’ (0.84) and ‘a person who offends me’ and ‘a difficult member of the public (0.70). Evaluation of out-of-character self was substantially negative (−0.49) and highly diffused (0.55), indicating severe identity crisis.

1.3 Ordinary work context (*Current Self: workplace – ‘me as I am at the workplace’*)

At the workplace Agent Q empathetically identified most closely with ‘someone whose work is really very good’ (0.94), next with ‘a person I hold in high regard’ and ‘my partner’ (both 0.82), and with ‘a good member of the public’ (0.76). Empathetic identification with work-based metaperspectives was substantial – ‘me as my immediate work colleagues see me’ and ‘me as senior management sees me’ (both 0.76) – and to same degree as with ‘me as my partner sees me (0.76). At work, Agent Q’s most problematic conflicted identifications were with ‘a person who offends me’ and ‘someone at work I don’t get on with (both 0.57). Evaluation of workplace self was moderate (0.51) and represented his highest self-evaluation, yet still substantial identity diffusion (0.44). In this context Agent Q was closest to implementing his aspirations.

1.4 Ordinary home context (*Current Self: home – ‘me as I am at home’*)

The home context brought out the significance of his partner to Agent Q in that his closest empathetic identification was then with ‘me as my partner sees me’ (0.85), but also close with ‘me as senior management sees me’ (0.75) and ‘me as my immediate colleagues see me’ (0.70). Agent Q’s most conflicted identification when in the home context was with ‘me as my partner sees me’ (0.55). Self-evaluation in the domestic context was somewhat positive (0.25), but diffused (0.43).

1.5 Anticipation of future challenges (*Future Self: me as I expect to be in the future when facing up to unexpectedly difficult challenges*)

Anticipation by Agent Q of performance and feelings when confronted with unexpectedly difficult challenges in the future was of circumstances that would be highly ego-involving (4.74), when ability to implement aspirations at that moment would be compromised such that self-evaluation became diminished (0.02) in a state of substantial identity diffusion (0.48) – a crisis state. His appraisal of his challenged self was very highly ambivalent (0.96) and associated with very considerable dissonance (4.57).

Agent Q's empathetic identifications under these circumstances were anticipated to be closest with 'me as my partner sees me' (0.78), then with 'me as my immediate colleagues see me', 'me as senior management sees me', 'someone whose work is really very good', 'someone at work I don't get on with', 'my partner' and 'my closest friend' (all at 0.72, but with respect to differing attributions consistent with this magnitude of identification).

The most conflicted of Agent Q's identifications in this state would be with 'my father' and 'a person who offends me' (both 0.62), followed by that with 'someone at work I don't get on with (0.60), indicating the most problematic of Q's identifications under such anticipated conditions.

In summary, Agent Q's anticipation of future challenges were to acknowledge compromises on performance in respect of the totality of his aspirations, but without foregoing significantly effective orientations with the workplace and beyond. Although recognising the likely induced crisis state, a feature of his anticipation was a concern to effect the best performance under the circumstances.

Multifaceted self-image (Table: Entity Splits)

Agent Q revealed a differentiated and multifaceted view of aspects of self according to context, such as these, where 0.00 split would indicate no difference between two aspects (no splitting) and 1.00 the maximum possible (total splitting):

past self (childhood)	<i>and</i>	past self (out of character)	0.43
current self (workplace)	<i>and</i>	current self (home)	0.39
self (anticipated difficult challenge)	<i>and</i>	current self (workplace)	0.54
self (anticipated difficult challenge)	<i>and</i>	current self (home)	0.48
metaperspective of self (partner)	<i>and</i>	of self (management)	0.20
metaperspective of self (partner)	<i>and</i>	of self (colleagues)	0.43
aspirational self	<i>and</i>	past self (childhood)	0.73
aspirational self	<i>and</i>	past self (out of character)	0.88
aspirational self	<i>and</i>	current self (workplace)	0.36
aspirational self	<i>and</i>	current self (home)	0.44
aspirational self	<i>and</i>	self (anticipated difficult challenge)	0.63

Notable similarities in Agent Q's appraisal of others

Agent Q appraised the following agents as having similar characteristics and beliefs (indicated by low splits):

my partner	<i>and</i>	a person I hold in high regard	0.18
past self (out of character)	<i>and</i>	my father	0.11
current self (workplace)	<i>and</i>	someone whose work is really very good	0.20

Conclusion: Agent Q's strengths and vulnerabilities

Agent Q had a strongly entrepreneurial orientation with a firm ethical dimension, which was most evidently implemented in the workplace. His evinced substantial leadership qualities concerned the pursuit of tasks, in which however aspects of interpersonal relationships would depend on with whom he might interact.

His high degree of identity diffusion represented strength in respect of tolerance of complex and imperfect worlds, but vulnerability to experiencing continuing high stress and anxiety. The most salient problematic identification was that with his father, such that when acting 'out of character' he behaved almost entirely like him.

Agent Q countenanced the unexpected and the most challenging circumstances in a manner that fully acknowledged the stress and crisis they would likely induce, but without foregoing his determination to effectively confront them even though compromises would inevitably have to be made.

Specific vulnerability in respect of self acting out-of-character

Agent Q, when acting out of character, had very high conflicted identification with 'my father'. The specific vulnerability indicated was the possibility that, when faced with someone with similar attributes to his father, and when cued to flip his usual control, he would experience an intense conflicted identification that would reverberate with that with his father. To diminish such highly problematic intensity, he would then be prone to behave spontaneously in one of two ways: 1) to confront or attack the 'aggressive other' so as to 'remove' that other; 2) to withdraw or remove himself from interacting with the other, both of these behaviours being in effect attempts to 'eliminate' or 'diminish' ego-involvement with the other. Effective communication for the moment would become void. If, in the workplace, the other in question might be Agent Q's line-manager, or an unpalatable workplace colleague, then such behaviour would likely be detrimental to ongoing projects requiring coordination between the parties concerned.

Table 3 Ipseus Analysis – Role Models

	#	Idealistic	Combined	Contra
me as my immediate colleagues see me	04	0.70		0.15
me as senior management sees me	05	0.65		0.20
me as my husband...e/partner sees me	07	0.60		0.35
a person I hold ...regard (nominate)	10	0.85		0.15
a person who off...ds me (nominate)	11	0.30		0.70
someone whose wo...really very good	12	0.70		0.25
someone at work ...don't get on with	13	0.45		0.50
a difficult clie...er of the public	14	0.10		0.70
a good client or...ber of the public	15	0.75		0.20
senior management	16	0.45		0.50
my mother/or female carer	17	0.50		0.50
my father/or male carer	18	0.25		0.70
my husband/wife/partner	19	0.75		0.25
my closest friend	20	0.80		0.15

Table 4 Ipseus Analysis – Entity Tabulation

	#	Ego-Inv olvement	Evaluation	Ambivalence	Dissonance
me as I would like to be	01	3.97	0.81	0.00	0.00
me as I expect to be in the future when facing up to exceptionally difficult challenges	02	4.74	0.02	0.96	4.57
me as I am at the workplace	03	3.10	0.51	0.16	0.50
me as my immediate work colleagues see me	04	3.10	0.59	0.09	0.28
me as senior management sees me	05	2.93	0.47	0.17	0.51
me as I am at home	06	2.67	0.25	0.35	0.93
me as my husband / wife / partner sees me	07	2.84	0.23	0.43	1.24
me on an occasion when I acted out of character	08	4.22	-0.49	0.32	1.37
me as I was in childhood	09	4.31	-0.07	0.85	3.67
a person I hold in high regard (nominate)	10	3.19	0.48	0.12	0.39
a person who offends me (nominate)	11	3.88	-0.38	0.32	1.26
someone whose work is really very good	12	3.36	0.44	0.22	0.74
someone at work I don't get on with	13	4.31	-0.21	0.61	2.64
a difficult client or member of the public	14	5.00	-1.00	0.09	0.47
a good client or member of the public	15	2.59	0.35	0.20	0.52
senior management	16	3.19	-0.09	0.76	2.43
my mother /or female carer	17	3.10	-0.03	0.89	2.78
my father /or male carer	18	4.22	-0.44	0.32	1.37
my husband /wife /partner	19	3.88	0.42	0.29	1.11
my closest friend	20	2.76	0.46	0.10	0.29

Table 5 Ipseus Analysis – Empathetic Identification

	me as I expect t...ficult challenges	me as I am at the workplace	me as I am at home	me on an occasio... out of character	me as I was in childhood
	FS1	CS1	CS2	PS1	PS2
#	02	03	06	08	09
me as my immedia...colleagues see me	04	0.72	0.76	0.70	0.53
me as senior management sees me	05	0.72	0.76	0.75	0.63
me as my husband...e /partner sees me	07	0.78	0.76	0.85	0.79
a person I hold ...regard (nominate)	10	0.61	0.82	0.55	0.53
a person who off...ds me (nominate)	11	0.56	0.47	0.40	0.63
someone whose wo...really very good	12	0.72	0.94	0.65	0.53
someone at work ...don't get on with	13	0.72	0.65	0.50	0.74
a difficult clie...er of the public	14	0.28	0.12	0.20	0.53
a good client or...ber of the public	15	0.56	0.76	0.50	0.42
senior management	16	0.61	0.59	0.55	0.58
my mother /or female carer	17	0.50	0.47	0.50	0.63
my father /or male carer	18	0.56	0.35	0.40	0.74
my husband /wife /partner	19	0.72	0.82	0.55	0.58
my closest friend	20	0.72	0.71	0.65	0.58

Table 6 Ipeus Analysis – Conflicted Identification

	#	me as I expect t...ficult challenges	me as I am at the workplace	me as I am at home	me on an occasio... out of character	me as I was in childhood
		FS1	CS1	CS2	PS1	PS2
		02	03	06	08	09
me as my immedia...colleagues see me	04	0.33	0.34	0.32	0.25	0.28
me as senior management sees me	05	0.38	0.39	0.39	0.31	0.36
me as my husband...e/partner sees me	07	0.52	0.52	0.55	0.45	0.53
a person I hold ...regard (nominate)	10	0.30	0.35	0.29	0.25	0.28
a person who off...ds me (nominate)	11	0.62	0.57	0.53	0.70	0.66
someone whose wo...really very good	12	0.42	0.49	0.40	0.34	0.36
someone at work ...don't get on with	13	0.60	0.57	0.50	0.62	0.61
a difficult clie...er of the public	14	0.44	0.29	0.37	0.70	0.61
a good client or...ber of the public	15	0.33	0.39	0.32	0.27	0.29
senior management	16	0.55	0.54	0.52	0.51	0.54
my mother/or female carer	17	0.50	0.49	0.50	0.57	0.56
my father/or male carer	18	0.62	0.50	0.53	0.84	0.72
my husband/wife/partner	19	0.42	0.45	0.37	0.36	0.38
my closest friend	20	0.33	0.33	0.31	0.25	0.29

Appendix 4

AGENT Q: ISA RESULTS

See separate file



Report Date: 13 October 2008
Instrument: Workplace v1
Display: Workplace Instrument
Grouping: Target Group
Appraisal: Agent Q
Appraisal Date:

Comprehending the results

The following results provide qualitative features and quantitative estimates of identity parameters in accordance with the application of the Identity Structure Analysis (ISA) conceptual framework for the individual case-study. The results are split into 6 main sections: Instrument, Self, Entity, Construct, Identifications and Data. Each section of results provides detail about the individual's current psychological processes and, taken together with each other section, contributes to comprehending the individual holistically. Taken alone, a particular section may mislead the investigator when the findings of other sections are not also taken into account.

Qualitative features:

The customised identity instruments should themselves be derived from qualitative ethnographic and discourse analyses, for which the specific entities and discourses (in the form of bipolar constructs) are explicitly represented in the results.

Quantitative features:

The ISA parameters of identity are estimated as quantitative standardised metrics, where internal standardisation is directly achieved by incorporating the idiosyncrasies of the individual's value and belief system. The standardisation procedure implemented for each person separately enables the comparability of quantitative results from person to person for each ISA parameter – with the proviso that the qualitative features (e.g., construct polarity differences between individuals) are taken into consideration.

Benchmarks:

External benchmarks for low, moderate, and high magnitudes of identity parameters are computed for specific cultures using nomothetic analyses, carried out with a sufficiently large sample. The base-line cutoffs given here, and shown as solid black lines, corresponds to a nomothetic analysis of a British sample. Internal benchmarks are also computed for each analysis and are here given as blue grid lines on the graphical representation of results (indicated in the Table of Parameter Ranges at the end of this document).

Instrument

Entity List

#	Label	Classification
01	me as I would like to be	Ideal Self
02	me as I expect to be in the future when facing up to exceptionally difficult challenges	Future Self
03	me as I am at the workplace	Current Self
04	me as my immediate work colleagues see me	Metaperspective
05	me as senior management sees me	Metaperspective
06	me as I am at home	Current Self
07	me as my husband/wife/partner sees me	Metaperspective
08	me on an occasion when I acted out of character	Past Self
09	me as I was in childhood	Past Self
10	a person I hold in high regard (nominate)	Admired Person
11	a person who offends me (nominate)	Disliked Person
12	someone whose work is really very good	_
13	someone at work I don't get on with	_
14	a difficult client or member of the public	_
15	a good client or member of the public	_
16	senior management	_
17	my mother/or female carer	_
18	my father/or male carer	_
19	my husband/wife/partner	_
20	my closest friend	_

These entity labels represent a short-hand version of the complete text presented in the assessment. For the complete text, please see the appropriate display for the instrument associated with this analysis.

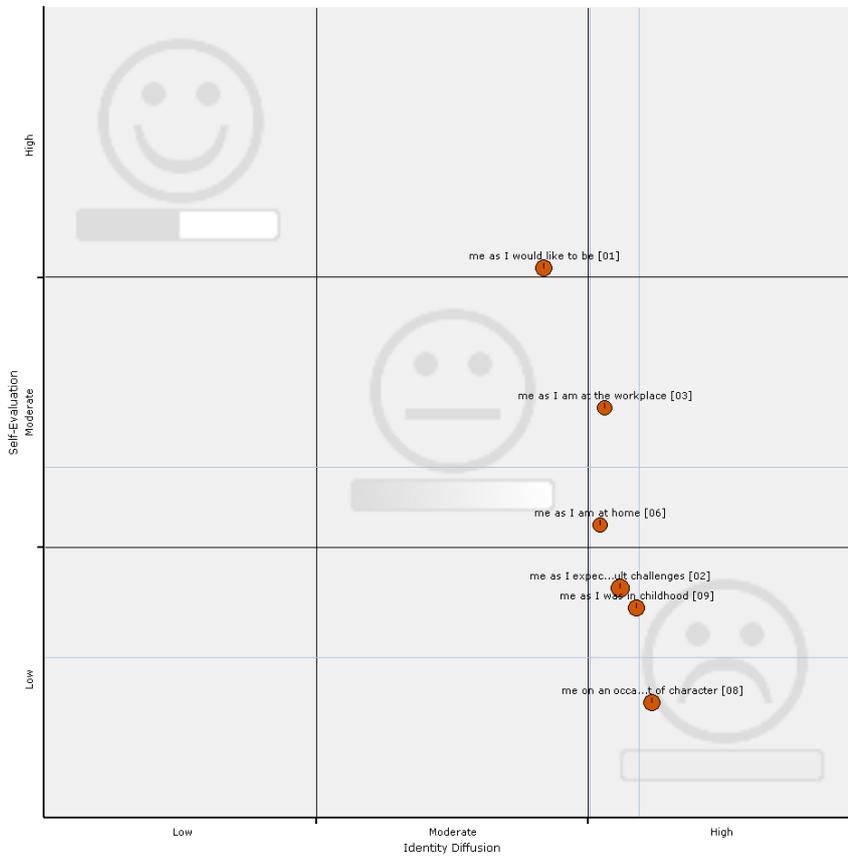
Instrument

Construct List

#	Label Left	Label Right
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
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
08	is cynical about the company's management	feels that the company's management is all that could be wished for
09	thinks women make better managers	thinks men make better managers
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
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	enjoys emotional intimacy	finds emotional intimacy difficult
20	can be trusted to be considerate	can't be trusted to treat people well

These contrasting labels are short-hand for the actual discourses appearing as bi-polar constructs in the assessment. For the complete text, please see the appropriate display for the instrument associated with this analysis.

Self Summary

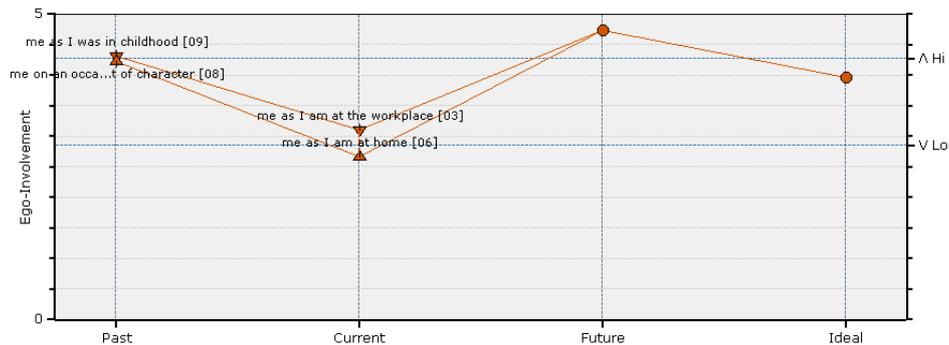


The ISA classification of **identity variants** provides a global overview of a person's macro identity states situated in specified social contexts. The rationale for the identity variant classification arises from consideration of two fundamental global identity processes. The first is self's process of striving to implement one's identity aspirations by pursuit of various activities (Parameter '**self-evaluation**'). The second is self's process of attempting to re-synthesize one's identifications with others to date that have resulted in incompatible elemental identifications (Parameter '**identity diffusion**').

The identity variants are demarcated as follows:

Defensive High Self-Regard	Confident	Diffuse High Self-Regard
Defensive	Indeterminate	Diffusion
Defensive Negative	Negative	Crisis

Self Development



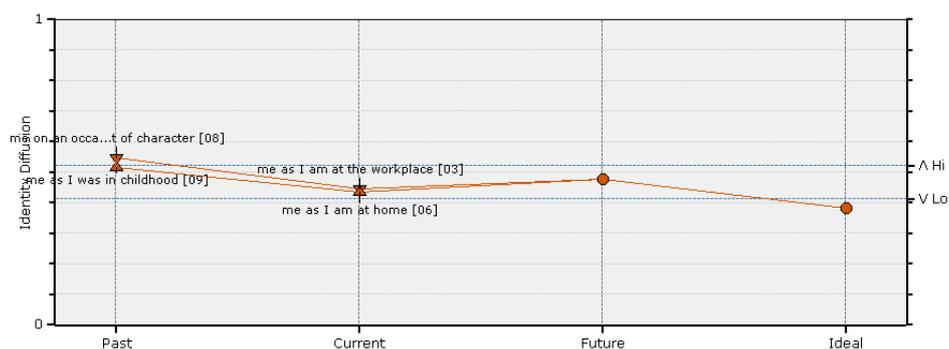
One's **ego-involvement** with self is defined as

one's overall responsiveness to the facet of self in terms of the extensiveness both in quantity and strength of the attributes one construes oneself as possessing.



One's **self-evaluation** is defined as

one's overall assessment of self in terms of the positive and negative evaluative connotations of the attributes one construes in oneself, in accordance with one's value system.



The degree of one's **identity diffusion** is defined as

the overall dispersion and magnitude of one's identification conflicts with others

Identity diffusion can theoretically range from zero to unity, though in practice the upper limit is psychologically not a viable state of affairs.

Self Tabulation

		#	Ego-Involvement	Self-Evaluation	Identity Diffusion
me as I would like to be	IS1	01	3.97	0.81	0.38
me as I expect to be in the future when facing up to exceptionally difficult challenges	FS1	02	4.74	0.02	0.48
me as I am at the workplace	CS1	03	3.10	0.51	0.44
me as I am at home	CS2	06	2.67	0.25	0.43
me on an occasion when I acted out of character	PS1	08	4.22	-0.49	0.55
me as I was in childhood	PS2	09	4.31	-0.07	0.51

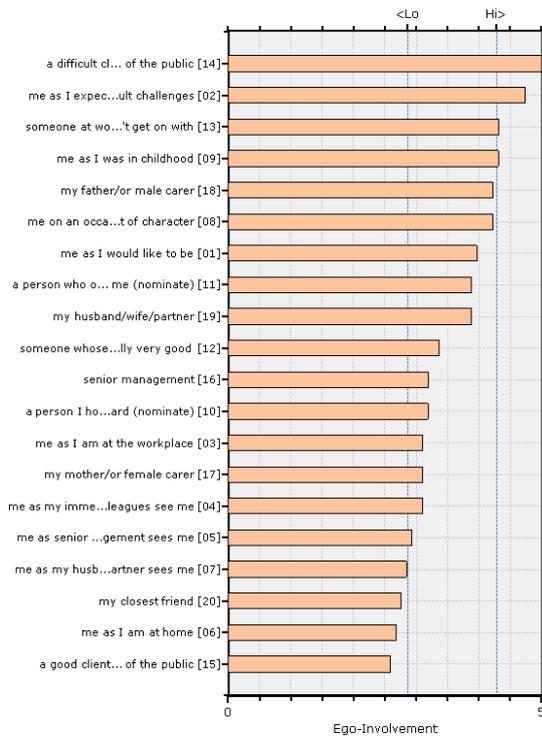
Entity Summary



Entities in ISA: facets of self, others, institutions, agencies, emblems and icons

Entity is an abstract term used to refer to any feature of self and the social world that may be the subject of discourses between people in the social world. The agentic self (Self 1) may describe and reference self (Self 2) in different contexts (such as, childhood, with one or another person or group, when engaged with specific events) and mood states (such as, frightened, depressed, on top of the world), and the public characterisation of self (Self 3), these all being features of self – for convenience, 'self-entities'. Other 'entities' will include those people and agencies that are of significance to the person. Just as the qualitative aspects of bipolar constructs are always explicit in ISA, so is this the case for 'entities'.

Entity
Detail

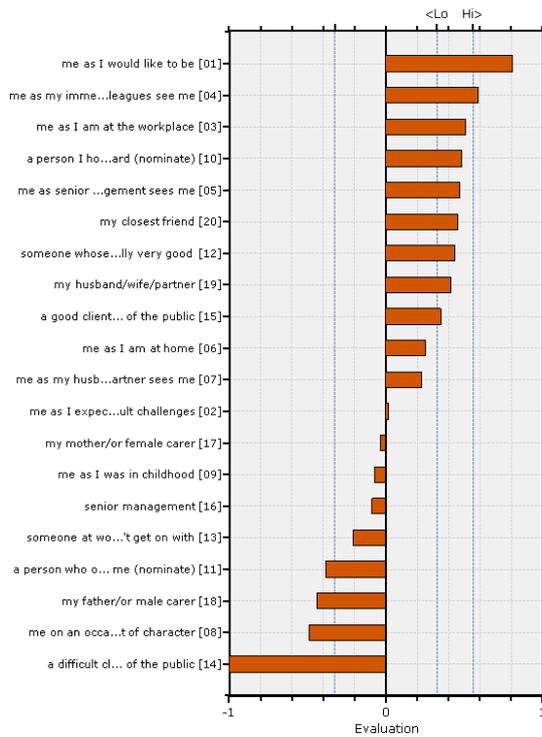


One's **ego-involvement** with another is defined as

one's overall responsiveness to the other in terms of the extensiveness both in quantity and strength of the attributes one construes the other as possessing.

This parameter ranges from zero to maximum ego-involvement with the entities included in the identity instrument (that is, 0.00 to 5.00 max).

One's ego-involvement with self encompasses the following: 'aspirational self/selves', 'selves in context present, past and future', 'selves in psychological states', 'metaperspectives of self', 'moral imperative of self'.



One's **evaluation** of another is defined as

one's overall assessment of the other in terms of the positive and negative evaluative connotations of the attributes one construes in that other, in accordance with one's value system.

The index of standardised evaluation can range from -1.00 to 1.00, from a wholly unfavourable to a wholly favourable evaluation. Note that a highly negative evaluation does not necessarily imply that one dislikes an entity, but rather can suggest that one does not wish to *be* like that entity.

Evaluation of self encompasses the component aspects of self, as already indicated for ego-involvement.

Entity Tabulation

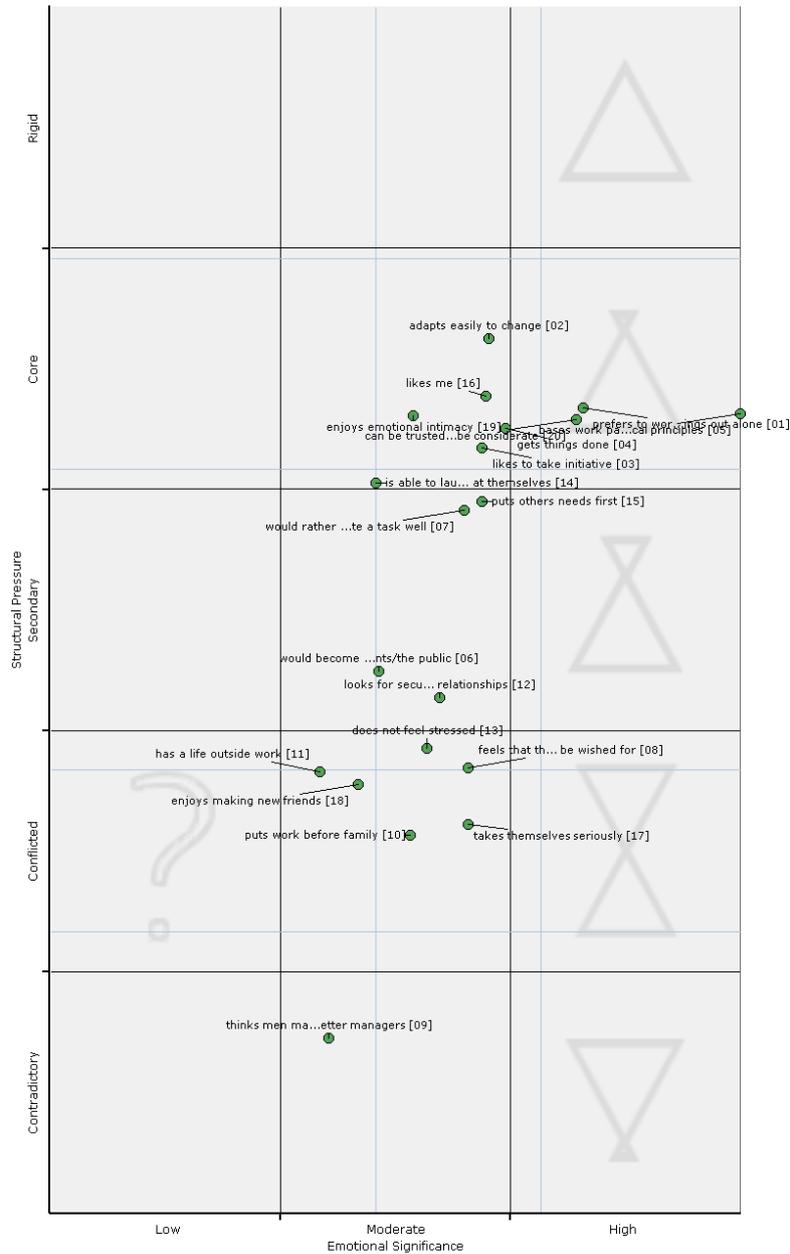
	#	Ego-Involvement	Evaluation	Ambivalence	Dissonance
me as I would like to be	01	3.97	0.81	0.00	0.00
me as I expect to be in the future when facing up to exceptionally difficult challenges	02	4.74	0.02	0.96	4.57
me as I am at the workplace	03	3.10	0.51	0.16	0.50
me as my immediate work colleagues see me	04	3.10	0.59	0.09	0.28
me as senior management sees me	05	2.93	0.47	0.17	0.51
me as I am at home	06	2.67	0.25	0.35	0.93
me as my husband/wife/partner sees me	07	2.84	0.23	0.43	1.24
me on an occasion when I acted out of character	08	4.22	-0.49	0.32	1.37
me as I was in childhood	09	4.31	-0.07	0.85	3.67
a person I hold in high regard (nominate)	10	3.19	0.48	0.12	0.39
a person who offends me (nominate)	11	3.88	-0.38	0.32	1.26
someone whose work is really very good	12	3.36	0.44	0.22	0.74
someone at work I don't get on with	13	4.31	-0.21	0.61	2.64
a difficult client or member of the public	14	5.00	-1.00	0.09	0.47
a good client or member of the public	15	2.59	0.35	0.20	0.52
senior management	16	3.19	-0.09	0.76	2.43
my mother/or female carer	17	3.10	-0.03	0.89	2.78
my father/or male carer	18	4.22	-0.44	0.32	1.37
my husband/wife/partner	19	3.88	0.42	0.29	1.11
my closest friend	20	2.76	0.46	0.10	0.29

A person's **ambivalence** towards an entity when evaluated on balance in positive terms is defined as *the ratio of negative to positive attributions*, and conversely when negatively evaluated as *the ratio of positive to negative attributions*.

The index for ambivalence ranges from 0.00 to 1.00, from no ambivalence to maximum.

Entity **dissonance** takes into account the overall significance of the entity in question for the individual, that is, one's ego-involvement with the entity. The parameter of entity dissonance ranges from 0.00 to 5.00, from no dissonance to the maximum possible.

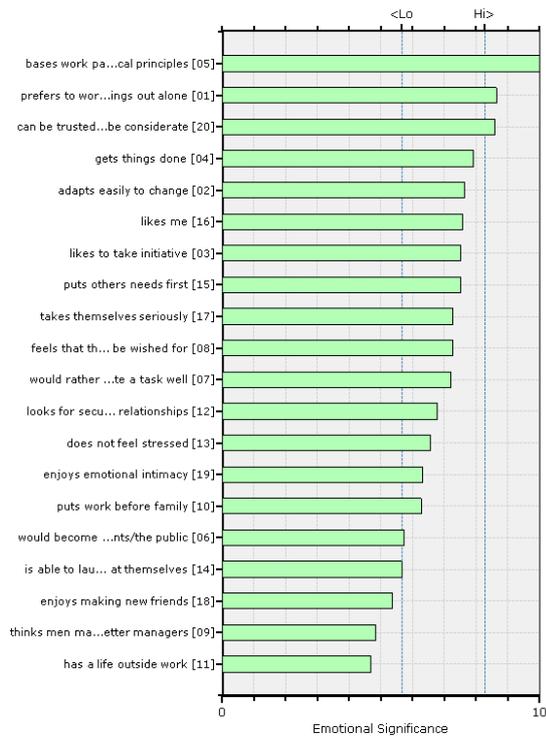
Construct Summary



Bipolar constructs in ISA: discourses, non-verbal gestures and imagery

In ISA the notion of the **bipolar construct** is elaborated beyond the set of personal constructs that constitute verbal or textual discourses so as to include non-verbal modes of expression and communication, such as gestures, imageries, stances, non-verbal sounds, and any other non-verbal signs that communicate meanings and emotions between people. ISA also recognises that ostensibly similar constructs may convey across individuals quite different evaluative connotations. What constitutes a positive emotional tone for one person may be a negative one for another person. The qualitative aspects of these discourses and non-verbal expressions always remain explicit in assessments and interpretations within the ISA conceptual framework.

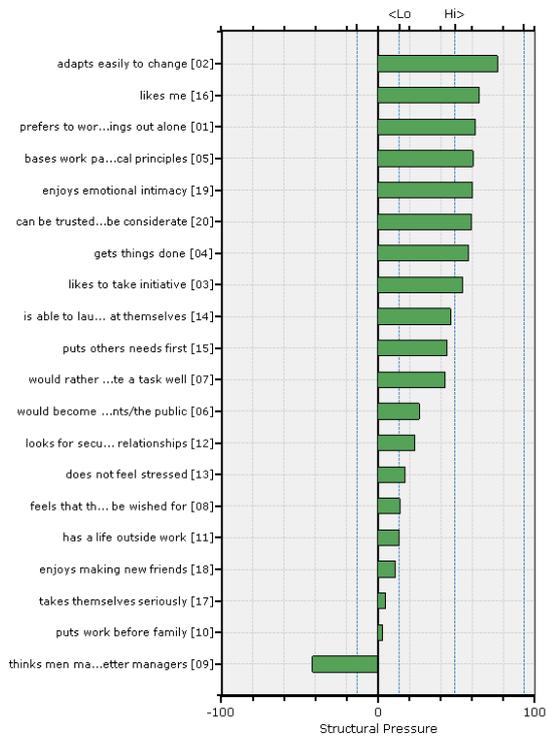
Construct Detail



The **emotional significance** of a construct used by one during appraisal of one's social world is defined as

the strength of affect associated with the expression of the construct.

The index of standardised emotional significance can range from 0.00 to 10.00, from a construct being of no emotional significance to maximally significant for the individual.



The **structural pressure** on a person's construct is defined as

the overall strength of the excess of compatibilities over incompatibilities between the evaluative connotations of attributions one makes to each entity by way of the one construct and one's overall evaluation of each entity.

Structural pressure on a construct ranges from 100 to -100, where 100 represents the case when the evaluative connotation of the construct in question is consonant with the person's overall evaluation of each entity in turn. The positive contribution to structural pressure for a construct arises from consonances between that construct and entities, and the negative contribution from dissonances.

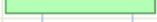
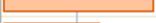
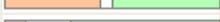
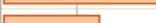
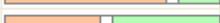
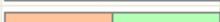
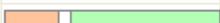
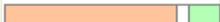
Construct
Tabulation

	#	Polarity	Emotional Significance	Structural Pressure	+ve Component	-ve Component	
prefers to work things out alone	< 01	-1	8.63	61.80	74.06	12.27	is dependent on others in making decisions
finds change difficult	02	1	7.62	76.21	76.21	0.00	> adapts easily to change
likes to follow instructions	03	1	7.51	53.67	64.37	10.70	> likes to take initiative
puts things off	04	1	7.92	57.58	68.40	10.82	> gets things done
bases work practice on ethical principles	< 05	-1	10.00	60.63	80.31	19.69	bases work practice on maximising financial returns
would become quite closely involved with clients/the public	< 06	-1	5.71	26.17	41.64	15.47	prefers to maintain a formal distance
would take short cuts to meet an important deadline	07	1	7.20	42.85	57.42	14.57	> would rather complete a task well
is cynical about the company's management	08	1	7.27	13.79	43.24	29.45	> feels that the company's management is all that could be wished for
thinks women make better managers	09	1	4.83	-41.91	3.20	45.12	> thinks men make better managers
puts work before family	< 10	-1	6.26	2.62	32.62	30.00	puts family before work
has a life outside work	< 11	-1	4.69	13.20	30.04	16.84	finds difficulty leaving work matters behind
looks for security in family relationships	< 12	-1	6.77	23.40	45.55	22.15	has loose family ties
feels very stressed	13	1	6.55	16.99	41.25	24.26	> does not feel stressed
is able to laugh at themselves	< 14	-1	5.66	46.33	51.45	5.12	is over sensitive about what others think
attends to personal needs first	15	1	7.50	43.71	59.37	15.66	> puts others needs first
likes me	< 16	-1	7.57	64.34	70.04	5.70	dislikes me
has a relaxed attitude to life	17	1	7.27	4.38	38.55	34.18	> takes themselves seriously
prefers the company of known and trusted friends	18	1	5.34	11.02	32.23	21.21	> enjoys making new friends
enjoys emotional intimacy	< 19	-1	6.30	60.23	61.64	1.41	finds emotional intimacy difficult
can be trusted to be considerate	< 20	-1	8.57	59.41	72.58	13.16	can't be trusted to treat people well

The manner by which one uses bipolar constructs in reference to one's aspirational self provides the evidence for the favoured or disfavoured connotation associated with a particular construct. Evaluative connotations with which the individual imbues bipolar constructs are 'anchored' in the person's aspirational self, those associated positively with 'me as I would like to be' being the favoured connotations, and the contrasts being disfavoured, that is, the **polarity** of a bipolar construct is thereby designated.

Polarity will generally have a value of -1 or 1 indicating a favouring of the constructs left-hand pole or right-hand pole respectfully. A zero polarity designates a construct that is not used to evaluate the social world.

Identification Role Models

	#	Idealistic	Combined	Contra
me as my immedia...colleagues see me	04	 0.70		 0.15
me as senior management sees me	05	 0.65		 0.20
me as my husband...e/partner sees me	07	 0.60		 0.35
a person I hold ...regard (nominate)	10	 0.85		 0.15
a person who off...ds me (nominate)	11	 0.30		 0.70
someone whose wo...really very good	12	 0.70		 0.25
someone at work ...don't get on with	13	 0.45		 0.50
a difficult clie...er of the public	14	 0.10		 0.70
a good client or...ber of the public	15	 0.75		 0.20
senior management	16	 0.45		 0.50
my mother/or female carer	17	 0.50		 0.50
my father/or male carer	18	 0.25		 0.70
my husband/wife/partner	19	 0.75		 0.25
my closest friend	20	 0.80		 0.15

The extent of one's **idealistic identification** with another is defined as

the similarity between the qualities one attributes to the other and those one would like to possess as part of one's ideal self-image.

The extent of one's **contra-identification** with another is defined as

the similarity between the qualities one attributes to the other and those from which one would wish to dissociate.

The range of values for a person's idealistic & contra-identification with another is zero (0.00) to unity (1.00), that is, from an absence of to complete identification with the other in question.

Identification Empathetic

	#	me as I expect	me as I am at the	me as I am at home	me on an occasio...	me as I was in
		t...ficult challenges	workplace		out of character	childhood
		FS1	CS1	CS2	PS1	PS2
		02	03	06	08	09
me as my immedia...colleagues see me	04	0.72	0.76	0.70	0.41	0.53
me as senior management sees me	05	0.72	0.76	0.75	0.47	0.63
me as my husband...e/partner sees me	07	0.78	0.76	0.85	0.59	0.79
a person I hold ...regard (nominate)	10	0.61	0.82	0.55	0.41	0.53
a person who off...ds me (nominate)	11	0.56	0.47	0.40	0.71	0.63
someone whose wo...really very good	12	0.72	0.94	0.65	0.47	0.53
someone at work ...don't get on with	13	0.72	0.65	0.50	0.76	0.74
a difficult die...er of the public	14	0.28	0.12	0.20	0.71	0.53
a good client or...ber of the public	15	0.56	0.76	0.50	0.35	0.42
senior management	16	0.61	0.59	0.55	0.53	0.58
my mother/or female carer	17	0.50	0.47	0.50	0.65	0.63
my father/or male carer	18	0.56	0.35	0.40	1.00	0.74
my husband/wife/partner	19	0.72	0.82	0.55	0.53	0.58
my closest friend	20	0.72	0.71	0.65	0.41	0.58

The extent of one's current **empathetic identification** with another is defined as

the degree of similarity between the qualities one attributes to the other, whether 'good' or 'bad', and those of one's current self-image.

The range of values for a person's current empathetic identification with another is zero (0.00) to unity (1.00), that is, from an absence of to complete identification with the other in question.

Identification Conflict

	#	me as I expect t...ficult challenges		me as I am at the workplace		me as I am at home		me on an occasio... out of character		me as I was in childhood	
		FS1	CS1	CS2	PS1	PS2					
		02	03	06	08	09					
me as my immedia...colleagues see me	04	0.33	0.34	0.32	0.25	0.28					
me as senior management sees me	05	0.38	0.39	0.39	0.31	0.36					
me as my husband...e/partner sees me	07	0.52	0.52	0.55	0.45	0.53					
a person I hold ...regard (nominate)	10	0.30	0.35	0.29	0.25	0.28					
a person who off...ds me (nominate)	11	0.62	0.57	0.53	0.70	0.66					
someone whose wo...really very good	12	0.42	0.49	0.40	0.34	0.36					
someone at work ...don't get on with	13	0.60	0.57	0.50	0.62	0.61					
a difficult die...er of the public	14	0.44	0.29	0.37	0.70	0.61					
a good client or...ber of the public	15	0.33	0.39	0.32	0.27	0.29					
senior management	16	0.55	0.54	0.52	0.51	0.54					
my mother/or female carer	17	0.50	0.49	0.50	0.57	0.56					
my father/or male carer	18	0.62	0.50	0.53	0.84	0.72					
my husband/wife/partner	19	0.42	0.45	0.37	0.36	0.38					
my closest friend	20	0.33	0.33	0.31	0.25	0.29					

In terms of one's current self-image the extent of one's **identification conflict** with another is defined as

a multiplicative function of one's current empathetic identification and contra-identification with that other

The range of values for a person's conflict in identification with another is zero (0.00) to unity (1.00), that is, from no conflicted identification with that other to the maximum theoretically possible, though psychologically unlikely.

Identification Splits

	ee	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20
me as I would like to be	01	•	0.63	0.36	0.36	0.43	0.44	0.54	0.88	0.73	0.30	0.85	0.42	0.73	0.97	0.35	0.73	0.70	0.88	0.44	0.27
me as I expect t...ficult challenges	02	0.63	•	0.54	0.41	0.41	0.48	0.39	0.60	0.52	0.59	0.64	0.46	0.46	0.83	0.63	0.58	0.69	0.63	0.48	0.46
me as I am at the workplace	03	0.36	0.54	•	0.38	0.38	0.39	0.43	0.79	0.67	0.39	0.72	0.20	0.56	0.94	0.43	0.62	0.72	0.80	0.39	0.50
me as my immedia...colleagues see me	04	0.36	0.41	0.38	•	0.30	0.39	0.43	0.74	0.62	0.52	0.72	0.36	0.56	0.94	0.56	0.71	0.63	0.76	0.39	0.36
me as senior management sees me	05	0.43	0.41	0.38	0.30	•	0.32	0.20	0.69	0.50	0.46	0.77	0.50	0.67	0.86	0.50	0.56	0.63	0.71	0.46	0.29
me as I am at home	06	0.44	0.48	0.39	0.39	0.32	•	0.23	0.72	0.50	0.62	0.75	0.50	0.66	0.88	0.66	0.61	0.67	0.74	0.62	0.50
me as my husband...e/partner sees me	07	0.54	0.39	0.43	0.43	0.20	0.23	•	0.62	0.35	0.50	0.74	0.48	0.64	0.79	0.54	0.59	0.56	0.64	0.50	0.35
me on an occasio... out of character	08	0.88	0.60	0.79	0.74	0.69	0.72	0.62	•	0.43	0.77	0.52	0.71	0.43	0.43	0.80	0.67	0.58	0.11	0.68	0.76
me as I was in childhood	09	0.73	0.52	0.67	0.62	0.50	0.50	0.35	0.43	•	0.66	0.56	0.64	0.42	0.60	0.73	0.59	0.56	0.42	0.61	0.59
a person I hold ...regard (nominate)	10	0.30	0.59	0.39	0.52	0.46	0.62	0.50	0.77	0.66	•	0.79	0.38	0.66	0.84	0.14	0.66	0.62	0.74	0.18	0.23
a person who off...ds me (nominate)	11	0.85	0.64	0.72	0.72	0.77	0.75	0.74	0.52	0.56	0.79	•	0.66	0.30	0.43	0.85	0.44	0.75	0.44	0.71	0.82
someone whose wo...really very good	12	0.42	0.46	0.20	0.36	0.50	0.50	0.48	0.71	0.64	0.38	0.66	•	0.48	0.91	0.42	0.69	0.66	0.73	0.23	0.48
someone at work ...don't get on with	13	0.73	0.46	0.56	0.56	0.67	0.66	0.64	0.43	0.42	0.66	0.30	0.48	•	0.65	0.73	0.54	0.74	0.42	0.56	0.69
a difficult clie...er of the public	14	0.97	0.83	0.94	0.94	0.86	0.88	0.79	0.43	0.60	0.84	0.43	0.91	0.65	•	0.87	0.60	0.67	0.33	0.84	0.87
a good client or...ber of the public	15	0.35	0.63	0.43	0.56	0.50	0.66	0.54	0.80	0.73	0.14	0.85	0.42	0.73	0.87	•	0.73	0.61	0.81	0.30	0.27
senior management	16	0.73	0.58	0.62	0.71	0.56	0.61	0.59	0.67	0.59	0.66	0.44	0.69	0.54	0.60	0.73	•	0.78	0.64	0.66	0.69
my mother/or female carer	17	0.70	0.69	0.72	0.63	0.63	0.67	0.56	0.58	0.56	0.62	0.75	0.66	0.74	0.67	0.61	0.78	•	0.50	0.52	0.66
my father/or male carer	18	0.88	0.63	0.80	0.76	0.71	0.74	0.64	0.11	0.42	0.74	0.44	0.73	0.42	0.33	0.81	0.64	0.50	•	0.66	0.77
my husband/wife/partner	19	0.44	0.48	0.39	0.39	0.46	0.62	0.50	0.68	0.61	0.18	0.71	0.23	0.56	0.84	0.30	0.66	0.52	0.66	•	0.38
my closest friend	20	0.27	0.46	0.50	0.36	0.29	0.50	0.35	0.76	0.59	0.23	0.82	0.48	0.69	0.87	0.27	0.69	0.66	0.77	0.38	•

The extent of **splitting** in a person's construal of two entities is defined as

the ratio of the deficiency in actual overlap possible between their attributed characteristics to the total possible overlap, given the set of constructs one uses to construe them both.

The split index may range from zero (no split) to unity (total split)

Data Ratings

		me as I would like to be	me as I expect t...ficult challenges	me as I am at the workplace	me as my/immedia...colleagues see me	me as senior management sees me	me as I am at home	me as my husband...e/partner sees me	me on an occasio... out of character	me as I was in childhood	a person I hold ...regard (nominate)	a person who off...ds me (nominate)	someone whose wo...really very good	someone at work ...don't get on with	a difficult cle...er of the public	a good client or...ber of the public	senior management	my mother/or female carer	my father/or male carer	my husband/wife/partner	my closest friend	
	ce	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	
prefers to work things out alone	01	2	1	1	1	1	3	2	7	4	1	3	2	3	8	3	3	7	7	3	2	is dependent on ...making decisions
finds change difficult	02	9	7	7	7	7	6	6	1	4	6	4	9	2	1	7	3	2	1	6	6	adapts easily to change
likes to follow instructions	03	7	9	8	9	8	7	7	5	7	7	2	7	7	1	7	7	3	4	7	7	likes to take initiative
puts things off	04	9	8	9	9	8	3	4	3	2	7	6	7	7	1	7	6	4	3	7	8	gets things done
bases work pract...thical principles	05	1	2	1	1	1	1	2	3	2	1	6	1	4	9	3	8	2	3	1	1	bases work pract...financial returns
would become qui...lients/the public	06	4	7	4	6	4	4	4	9	5	3	8	7	9	5	4	4	7	8	8	4	prefers to maint...a formal distance
would take short...mportant deadline	07	6	7	4	7	6	8	7	1	8	4	1	4	1	1	4	2	6	3	4	6	would rather complete a task well
is cynical about...ny's management	08	7	1	5	5	5	6	3	4	1	3	2	3	3	1	4	7	3	1	1	4	feels that the c...uld be wished for
thinks women make better managers	09	5	2	5	5	5	3	5	5	7	6	7	5	9	9	5	7	6	9	6	5	thinks men make better managers
puts work before family	10	4	2	2	3	3	4	3	1	3	4	3	4	2	5	7	3	6	3	2	4	puts family before work
has a life outside work	11	3	9	7	4	5	6	6	5	8	4	7	6	7	5	3	6	4	5	2	4	finds difficulty...k matters behind
looks for securi...ly relationships	12	3	3	4	3	4	3	3	1	1	4	6	4	4	9	3	6	3	4	1	3	has loose family ties
feels very stressed	13	7	1	6	6	4	6	4	1	2	4	7	6	7	1	4	3	3	3	4	4	does not feel stressed
is able to laugh at themselves	14	1	5	5	5	6	6	7	9	8	3	7	1	5	7	4	7	7	7	4	4	is over sensitiv...what others think
attends to personal needs first	15	6	2	6	4	3	4	4	2	2	6	1	7	2	1	6	1	6	1	7	4	puts others needs first
likes me	16	2	4	3	3	2	4	3	7	6	2	7	2	9	9	4	3	3	7	2	2	dislikes me
has a relaxed attitude to life	17	7	9	7	7	7	6	7	7	9	7	7	7	7	6	7	7	8	8	7	7	takes themselves seriously
prefers the comp... trusted friends	18	7	1	3	4	4	4	3	4	1	7	3	4	3	5	6	4	3	4	4	6	enjoys making new friends
enjoys emotional intimacy	19	2	5	4	4	4	3	3	7	7	3	8	4	8	9	3	5	4	9	3	4	finds emotional ...timacy difficult
can be trusted to be considerate	20	2	8	3	3	3	4	4	9	3	3	8	3	9	9	3	7	3	9	2	3	can't be trusted...treat people well

Data Scores

		me as I would like to be	me as I expect t...ficult challenges	me as I am at the workplace	me as my/immedia...colleagues see me	me as senior management sees me	me as I am at home	me as my husband...e/partner sees me	me on an occasio... out of character	me as I was in childhood	a person I hold ...regard (nominate)	a person who off...ds me (nominate)	someone whose wo...really very good	someone at work ...don't get on with	a difficult cle...er of the public	a good client or...ber of the public	senior management	my mother/or female carer	my father/or male carer	my husband/wife/partner	my closest friend	
	ce	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18	19	20	
prefers to work things out alone	01	3	4	4	4	4	2	3	-2	1	4	2	3	2	-3	2	2	-2	-2	2	3	is dependent on ...making decisions
finds change difficult	02	4	2	2	2	2	1	1	-4	-1	1	-1	4	-3	-4	2	-2	-3	-4	1	1	adapts easily to change
likes to follow instructions	03	2	4	3	4	3	2	2	0	2	2	-3	2	2	-4	2	2	-2	-1	2	2	likes to take initiative
puts things off	04	4	3	4	4	3	-2	-1	-2	-3	2	1	2	2	-4	2	1	-1	-2	2	3	gets things done
bases work pract...thical principles	05	4	3	4	4	4	4	3	2	3	4	-1	4	1	-4	2	-3	3	2	4	4	bases work pract...financial returns
would become qui...lients/the public	06	1	-2	1	-1	1	1	1	-4	0	2	-3	-2	-4	0	1	1	-2	-3	-3	1	prefers to maint...a formal distance
would take short...mportant deadline	07	1	2	-1	2	1	3	2	-4	3	-1	-4	-1	-4	-4	-1	-3	1	-2	-1	1	would rather complete a task well
is cynical about...ny's management	08	2	-4	0	0	0	1	-2	-1	-4	-2	-3	-2	-2	-4	-1	2	-2	-4	-4	-1	feels that the c...uld be wished for
thinks women make better managers	09	0	-3	0	0	0	-2	0	0	2	1	2	0	4	4	0	2	1	4	1	0	thinks men make better managers
puts work before family	10	1	3	3	2	2	1	2	4	2	1	2	1	3	0	-2	2	-1	2	3	1	puts family before work
has a life outside work	11	2	-4	-2	1	0	-1	-1	0	-3	1	-2	-1	-2	0	2	-1	1	0	3	1	finds difficulty...k matters behind
looks for securi...ly relationships	12	2	2	1	2	1	2	2	4	4	1	-1	1	1	-4	2	-1	2	1	4	2	has loose family ties
feels very stressed	13	2	-4	1	1	-1	1	-1	-4	-3	-1	2	1	2	-4	-1	-2	-2	-2	-1	-1	does not feel stressed
is able to laugh at themselves	14	4	0	0	0	-1	-1	-2	-4	-3	2	-2	4	0	-2	1	-2	-2	-2	1	1	is over sensitiv...what others think
attends to personal needs first	15	1	-3	1	-1	-2	-1	-1	-3	-3	1	-4	2	-3	-4	1	-4	1	-4	2	-1	puts others needs first
likes me	16	3	1	2	2	3	1	2	-2	-1	3	-2	3	-4	-4	1	2	2	-2	3	3	dislikes me
has a relaxed attitude to life	17	2	4	2	2	2	1	2	2	4	2	2	2	2	1	2	2	3	3	2	2	takes themselves seriously
prefers the comp... trusted friends	18	2	-4	-2	-1	-1	-2	-1	-4	2	-2	-1	-2	0	1	-1	-2	-1	-1	1	1	enjoys making new friends
enjoys emotional intimacy	19	3	0	1	1	1	2	2	-2	-2	2	-3	1	-3	-4	2	0	1	-4	2	1	finds emotional ...timacy difficult
can be trusted to be considerate	20	3	-3	2	2	2	1	1	-4	2	2	-3	2	-4	-4	2	-2	2	-4	3	2	can't be trusted...treat people well

The scores presented in the grid above are translated from the ratings grid and take account of the construct polarity.

Data**Parameter Ranges**

Parameter	Sub-range	Mean	StD	Min	<Low	High>	Max
Identity Variant :							
Self Evaluation		0.04	0.33	-1.00	-0.29	0.38	1.00
Identity Diffusion		0.47	0.05	0.00	0.41	0.52	1.00
Entity :							
Ego-Involvement		3.57	0.71	0.00	2.86	4.28	5.00
Evaluation		0.12	0.44	-1.00	-0.33	0.56	1.00
	High			0.56			1.00
	Moderate			0.33			0.56
	Low			-0.33			0.33
	Negative			-1.00			-0.33
Construct :							
Emotional Significance		6.96	1.30	0.00	5.66	8.26	10.00
Structural Pressure		34.82	28.49	-100.00	6.33	63.31	100.00
	Rigid			92.88			100.00
	Core			49.06			92.88
	Secondary			13.46			49.06
	Conflicted			-13.46			13.46
	Dual			-100.00			-13.46
Identification :							
Idealistic		0.56	0.22	0.00	0.34	0.78	1.00
Contra		0.38	0.21	0.00	0.17	0.59	1.00
Empathetic		0.59	0.18	0.00	0.41	0.77	1.00
Conflicted		0.44	0.13	0.00	0.31	0.57	1.00
Splits		0.55	0.21	0.00	0.33	0.76	1.00



If you would like to find out more information about ISA or the ipseus software or you would like to find out how to arrange a workshop for your organisation, then please contact us at the following:

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