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Behavioral observation versus behavioral expectation rating scales: Development and psychometric properties

Calvin C. Hoffman
University of Nebraska at Omaha

BEHAVIORAL OBSERVATION VERSUS BEHAVIORAL EXPECTATION RATING SCALES: DEVELOPMENTAL AND PSYCHOMETRIC PROPERTIES

A Thesis

Presented to the

Department of Psychology

and the

Faculty of the Graduate College

University of Nebraska

In Partial Fulfillment

of the Requirements for the Degree

Master of Arts

University of Nebraska at Omaha

by

Calvin C. Hoffman

August 1981

ProQuest LLC.
789 East Eisenhower Parkway
P.O. Box 1346
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THESIS ACCEPTANCE

Accepted for the faculty of the Graduate College, University of Nebraska, in partial fulfillment of the requirements for the degree Master of Arts, University of Nebraska at Omaha.

Thesis Committee

Name	Department
Carl d Greenberg	Psychology
Gaylon L. Oswalt	Psychology
J. Brad Chapman	Business

Dennis L. Dossett
Chairman

July 17, 1981
Date

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Acknowledgements

The present undertaking could not have been finished without the help of a number of people. Many thanks go to my advisor and chairman, Dr. Dennis Dossett, for his helpful suggestions, his probing questions, and his understanding. Dr. Carl Greenberg is owed a debt of thanks for his input at a crucial stage of scale development - if a game show for social scientists called "Name that factor" is ever done, Carl would win it.

My fellow graduate students John Leu, Russ Montgomery, and Steve Paige gave unselfishly (and patiently) of their time while I mastered the use of the interactive computer terminals; Steve also was instrumental in explaining the documentation of ANVAR to me. Mike Garris and Jim Smith of the U.N.O. computer network helped to clear up mysteries with the computer on numerous occasions, as did Dr. Dossett.

The most appreciation must go to my favorite undergraduate student, Kathy Clark. Her help at all stages of the study, from scale development to touching up the typing of the final draft, made the whole project attainable.

To all who helped; either with information or encouragement, thank you.

July 27, 1981

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Behavioral Observation Versus Behavioral Expectation Rating Scales: Developmental and Psychometric Properties

Rating scales to assess the level of proficiency of human performance have come in a wide variety of formats. The objectives of the scales, types of questions asked, and procedures followed vary widely. Prior to 1960, most rating scales utilized what is known as the graphic format. According to Guion (1965) the rating scale was relied on in 81% of the validation studies using rating scales. While this has declined somewhat (Landy & Trumbo, 1976) performance ratings still play a major part in validation. This study will compare behavioral observation and behavioral expectation scales in terms of psychometric properties. Central to these scales is the question whether either of the scale development procedures is superior.

Theory and research related to the evaluation of criteria (including performance) reflects two major points of view (Schmidt & Kaplan, 1971). One viewpoint maintains that performance should be considered and measured as an overall composite. The second viewpoint regards performance as a multidimensional construct with several independent dimensions. The unidimensional viewpoint stresses the use of performance appraisals for making decisions; the multidimensional viewpoint also recognizes the usefulness of appraisal, but stresses that performance for even relatively simple tasks is psychologically complex. According to Dunnette (1963) it is important to capture this complexity if one is to understand or influence performance. The unidimensional versus multidimensional controversy is one major issue relevant to this topic area.

A second major issue involves the most appropriate way to describe

effective versus ineffective performance. Performance evaluation measures can be placed on a continuum. At one end are traditional performance evaluation measures that employ trait or general evaluative approaches. These scales typically have poorly defined dimensions, such as "quality," and poorly defined scale values, such as "above average," or "below average." While graphic rating scales often view performance as multidimensional, their inherent ambiguity often facilitates the combination of their scores into a global composite for administrative purposes. At the other end of the continuum are "behavior-specific" measures. These scales try to define performance dimensions and phrase scale values in behavioral terms. Evaluations from these instruments are hypothesized to show higher validity and reliability than evaluations made from general, trait-based measures (Schwab, Heneman, & DeCotiis, 1975).

In an industrial setting, the score an employee achieves on a rating scale in a performance appraisal is often the most important factor determining pay and advancement. In this type of situation, an employee's score on a rating scale represents his performance on the criterion of interest. A criterion can be defined as a standard or rule by which a decision is made (Smith, 1975). In psychology it has come to mean a predicted or dependent measure that is used to judge the effectiveness of persons, organizations, or treatments (Smith, 1975). Several requirements for criteria are listed by Thorndike (1949); these include relevance, practicality, and reliability. A criterion must be relevant to some important goal, be it individual or organizational. Reliability is important in that it sets the upper limit of validity. Practicality, the third requirement, refers to the

feasibility of a criterion. A criterion thus must satisfy all three requirements to be useful; a criterion that is practical and relevant, but cannot be measured reliably, is useless.

Since the score on a performance rating scale often constitutes the criterion, it is important that the universe of behaviors included in a job be sampled in the rating scale. To the extent effective performance can be understood and predicted, the performance appraisal can be either very deficient or very contaminated with regard to the criterion of interest. When contamination is present, the appraisal instrument measures irrelevant variance and weakens the validity of the instrument. To the extent that an instrument is deficient, variance that would help in understanding and predicting effective performance remains unmeasured. In either case, validity is weakened and a measurement problem exists. Possible sources of contamination and deficiency will be discussed later in this review.

An important consideration with any rating scale is its susceptibility to errors by the rater. To the extent that a scale format contributes to rater error, the ratings derived from it are deficient, contaminated, or both in regard to the criterion. Rating errors that are of vital interest in scale evaluation include halo error, central tendency, leniency, "similar-to-me," and contrast effects. According to Guion (1965) halo is perhaps the most common rating error. This is a tendency to rate a person similarly on a number of different traits because of a general, overall impression. This impression can be either favorable or unfavorable. Halo is due to the rater's inability to discriminate between the different traits on which he rates people. Central tendency is evidenced by a predominance of ratings near the

center of the scale. This reduces variability and tends to lower correlations in a prediction situation. Leniency is the tendency for ratings to form skewed distributions. This skewness can be either positive or negative, and is caused by a rater consistently using categories that are at one end of the scale. "Similar-to-me" is just what the name implies: Dissimilar persons are rated lower while persons similar to the rater are rated more favorably. Contrast refers to inaccurate ratings caused by exaggerating differences between ratees. In this situation, the ratee is rated relative to another person rather than evaluating performance relative to the requirements of the job. An average performer thus may be rated higher than he deserves because a highly deficient performer preceded him during a performance rating. Likewise, an average ratee might be rated worse than he deserves because he was preceded by a high performing individual.

Effects of Rater Training on Rating Errors

A study by Latham, Wexley, and Pursell (1975) reported the effectiveness of a training program directed toward minimizing the rater errors that occur in performance appraisals and selection interviews. These errors included contrast effects, halo effects, similar-to-me, and first impressions. Results six months after the intervention showed that a control group committed similarity, contrast, and halo effects. Trainees in a group discussion format committed first impression errors, and trainees in a workshop training group committed none of these errors. The authors note a possible limitation of the study in that the testing was a simulation rather than a measure of the trainees' on-the-job behavior.

Vance, Kuhnert, and Farr (1978) had a rater training condition in

their study comparing behavioral and graphic scale ratings. Results showed no effect for rater training in terms of halo, leniency, and central tendency errors. Subjects in the training condition typically spent only a few minutes reviewing materials on rater errors, and listened to short descriptions of the above-mentioned errors prior to the ratings they performed. It is possible that not enough time was spent on the training session. Subjects in the Latham et al. (1975) study went through a much more extensive training session lasting approximately three days. This could easily account for the differences in the results found in these two studies.

Bernardin and Pence (1980) assigned trainees to one of three groups: a control group, an accuracy group concerned with rating true score performance, and an error group concerned with definition and illustration of rating errors. Results showed that the rater error training group had significantly fewer leniency and halo errors as compared to the accuracy and control groups. When ratings were compared to previously developed true scores, the error training group was significantly less accurate. No significant accuracy differences were found between the accuracy training and control groups. The authors suggest that rater error training lowered halo and leniency errors, and also decreased accuracy due to facilitation of response sets. Rater training may thus result in the replacement of one response set with another.

In contrast, Pursell, Dossett, and Latham (1980) found that rater training tended to minimize rater error. These authors found no validity in five instruments to predict job performance developed from a job analysis for electricians. They hypothesized that rater errors were causing the low validity coefficients.

The supervisors involved in rating performance were given an eight hour training program on rating errors and how to avoid them. Four of the five rating scales showed correlations significant at the .05 level. The range of coefficients before training ranged from -.02 to -.12. After training, excluding one coefficient of +.01, the correlations ranged from .36 to .63. The authors conclude that the training program teaches raters how to accurately observe and rate behavior; however, only one measure of rater error is described, so these results are unequivocal. They do illustrate that training programs must be more than a few minutes in length if any decrease in rating error is to be expected.

Behaviorally Anchored Rating Scales

The behaviorally anchored rating scale (BARS) is an evaluative procedure that attempts to capture performance in behavior-specific, multidimensional terms. BARS are hypothesized to be superior to alternative evaluation methods in several respects (Smith & Kendall, 1963; Campbell, Dunnette, Lawler, & Weick, 1970, pp. 119-125). The scale is derived from and referable to actual observed behavior. Evaluations of the behavior are made by judges comparable to those who will use the scales, traits and qualities are behaviorally defined, and dimensions and performance level of specific behaviors are agreed upon; thus ratings by different raters can be treated as comparable so long as they agree with interpretations of the developmental judges.

The term BARS has come to be synonymous with the term behavioral expectation scale (BES). This term comes from the use of scaled expectations as anchors for the rating scale. The format proposed for such a scale by Smith and Kendall (1963) is a series of continuous

graphic rating scales, arranged vertically (see Figure 1). Each scale represents a dimension of performance. Behavioral descriptions which exemplify the various degrees of each dimension are printed beside the line at different heights. These positions represent the average value or favorability of the behavior as determined by a panel of judges who are subject-matter experts. Often, the same people who will be using the scale participate in its development. The behavioral examples are intended as behavioral anchors to define the level of a characteristic or dimension and serve as operational definitions of the dimension being rated. Ratings are made by checking the position along the line which best exemplifies the expected behavior of the ratee.

While minor variations are involved, the development of BES typically follow five steps (Schwab et al., 1975):

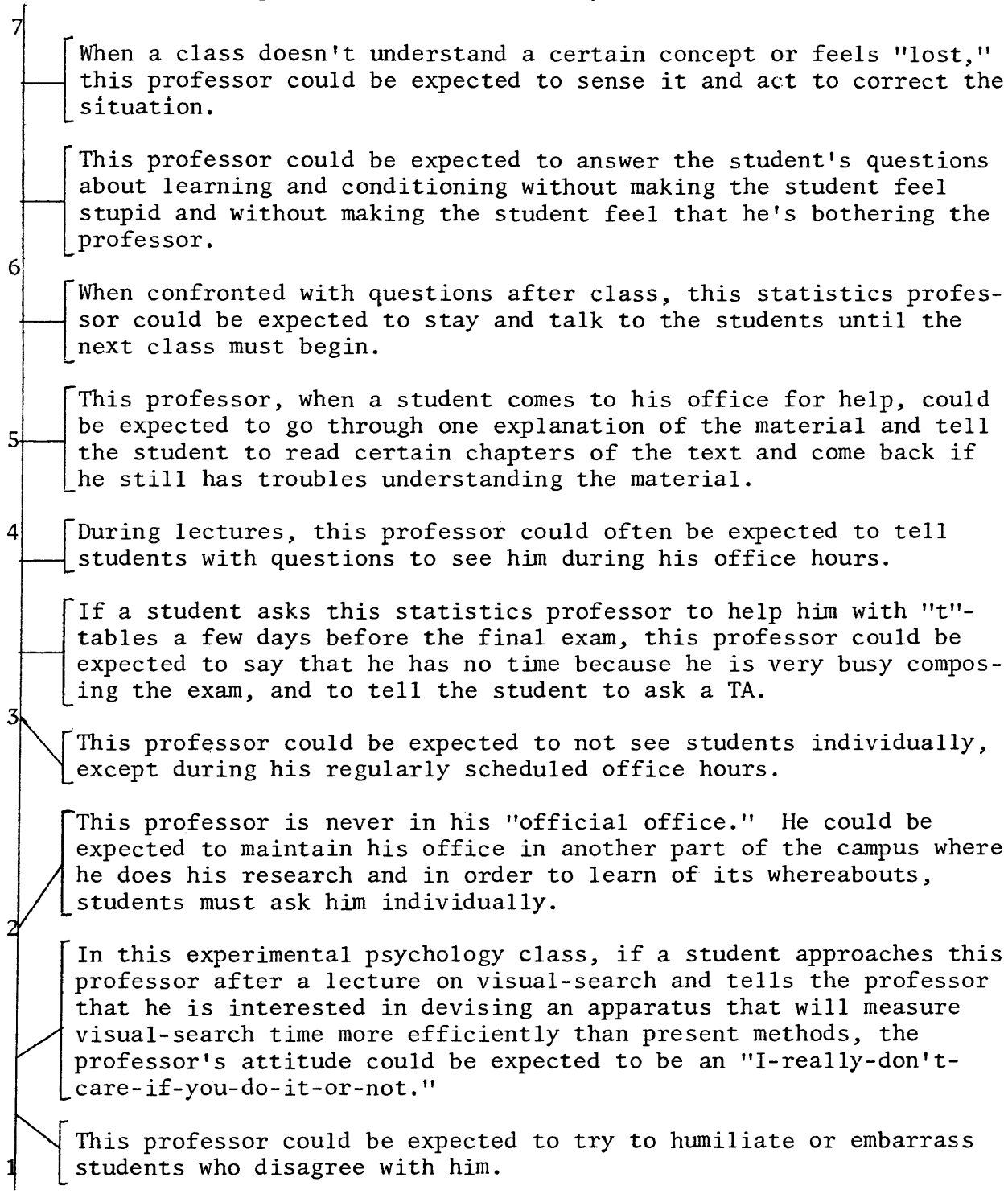
1. Critical incidents. Patterned after Flanagan's (1954) critical incidents technique; persons with knowledge of the job to be investigated (supervisors of job holders) describe specific instances of effective or ineffective behavior.

2. Performance dimensions. The developer clusters the incidents into a smaller set of performance dimensions. The number of dimensions varies, but usually ranges from five to ten. The original Smith and Kendall (1963) methodology has this as the first step. More recent investigations (Campbell, Dunnette, Arvey, & Hellervik, 1973; Fogli, Hulin, & Blood, 1971) have used the present procedure as a way of keeping participants focused on specific behaviors (critical incidents). If this is not done, the participants may instead focus on traits, which are global dimensions varying in their degree of relevance to performance.

3. Retranslation. A second group of participants, who are also

Figure 1*

Interpersonal Relations with Students--The Professor's Rapport with and Sensitivity to Students



*Note. From "Development of behaviorally anchored scales for the evaluation of faculty teaching" by Harari, O., & Zedeck, S., Journal of Applied Psychology, 1973, 58(2), 261-265.

knowledgeable of the job, are then asked to retranslate or reallocate the critical incidents. They are given dimension definitions and the critical incidents, and are asked to place the incidents into the proper dimensions. A retranslation criterion of reproducibility is employed (usually 50% to 80%). To the extent the judgments in the second group agree with the judgments in the first group, the incidents will be retained for inclusion in the final instrument. Such incidents are said to be retranslated.

4. Scaling incidents. The second group is usually also asked to rate the level of effectiveness (seven or nine point scale) of the described behavior on the appropriate dimension. The average rating the behavior receives describes the degree to which the behavior represents effective performance. The standard deviation reflects the agreement among raters on how the behavior should be scaled. The lower the standard deviation, the higher the interrater agreement. While the cut-off level varies, typically, incidents that have a standard deviation of 1.5 or less on a seven point scale are retained.

5. Final instrument. A subset of incidents, usually six or seven, that meet both the retranslation and scaling criteria are used as behavioral anchors for the performance dimensions. The final instrument consists of a series of vertical scales (one per dimension) with the retained incidents used as anchors. Incidents are placed on the scales according to their mean rating established in step four.

While BES have many hypothesized advantages, as described earlier, they also have a number of disadvantages. Schwab et al. (1975) noted that a substantial number of critical incidents obtained in step one are discarded in subsequent steps.

> If one assumes that the original pool of incidents generated in any BARS study all represent behaviors that an evaluator may see and assess in an applied setting, instruments defined and anchored by relatively few examples could create at least two problems. First, the evaluator may have difficulty assigning observed behaviors to specific dimensions. Second, the evaluator may have difficulty deciding the value or effectiveness of the observed behavior against the examples provided. Both of these problems would obviously be potential sources of error variance. (Schwab et al., 1975, p. 558)

A second problem also noted by these authors is that the subjective process used to develop individual appraisal criteria may result in nonindependent criterion categories. To the extent that dimensions are nonindependent, the instrument tends to be a unidimensional global measure. Atkin and Conlon (1978) summarized a number of problems with BES.

1. The format used in BES is a Thurstone scale. Endorsement of an incident above the neutral point on the BES implies endorsement of all other incidents between the neutral point and the incident in question.

2. Standard or noncritical behavior may not be processed and stored in the same way as critical or nonstandard behavior. At the time the rating occurs, the rater may not have enough information concerning standard performance to use in a BES context.

3. Atkin and Conlon suggest that, to the extent a particular supervisor feels a particular dimension is more important than others, s/he will tend to define a narrow range of acceptable behaviors, a null

set of neutral behaviors, and a broad set of unacceptable behaviors.

To a large extent, the criticisms of Atkin and Conlon evolve from the use of the Thurstone scaling technique.

Research Results with BES

Smith and Kendall (1963) are generally credited with developing the BES. These authors felt that the use of expected behaviors would increase conscientiousness of the rater, and make predictions so concrete that central tendency would be minimized. Scale reliabilities for the six scales developed in their study ranged from .982 to .998. Reliabilities were calculated by correlating the mean evaluation of items by four groups of subjects with the ratings from a holdout sample of subjects. While the authors hypothesized that central tendency would be minimized, no estimate of this error was reported. The sample of the Smith and Kendall (1963) study comprised four separate groups of head nurses totalling 457 subjects. These head nurses served as judges in the various steps of the BES development procedure outlined earlier. Six separate dimensions of nurses' behavior were developed.

Borman and Dunnette (1975) compared behavior-based (BES) and trait-oriented (graphic) scales. Navy officers were rated on the basis of behaviorally anchored scales, scales without behavioral anchors, and a series of scales involving trait-oriented dimensions, also without anchors. Research summarized by the authors indicated that the major advantage of behavioral scaling methodology may reside more in the processes of discovering and developing performance dimensions than in the use of behavioral anchors in the performance rating format. Results of the study showed the behaviorally anchored format clearly superior to the other two formats in terms of halo, leniency, and interrater

agreement. The authors noted that interrater agreement was best with the anchored format, even though it was new to the raters. The officers performing the ratings had used the trait rating format up to the time of the study. The authors conclude that while the behaviorally anchored format was superior on all measures obtained, the magnitude of superiority was not great, and in no case accounted for more than an extra 5% of the variance accounted for by either of the other two formats. Given the time and effort required to develop behavior-based job performance scales, the authors state that the results do not warrant their development if their only use is to evaluate performance. More important is the wealth of information about job requirements and performance yielded by the technique.

The question of the effectiveness of the participation in scale development was addressed by Keaveny and McGann (1975) along with comparing BES and graphic scales. The BES ratings resulted in less halo error than did the graphic scale, but did not correct for leniency in the ratings. These results were duplicated for raters who did not take part in the scale development process. According to the authors, participation in scale development does not appear to have a major impact. The results of a factor analysis indicate that ratings gathered by BES have a different structure than ratings gathered by a graphic method. While the factor structures were different, they were essentially equivalent in "cleanness," so neither format could be judged superior in this respect.

Vance et al. (1978) performed a study comparing the psychometric properties of BES and graphic scales in making interview judgments, and also compared the efficiency of rater training in reducing

rater errors. Results showed the BES ratings were more accurate relative to external criteria, less subject to halo and leniency errors, and exhibited greater interrater reliability than graphic scale ratings. As stated earlier, rater training had no effect on rater errors.

In a recent study, Green, Carney, and Serey (1978) compared BES and graphic scales (GRS), but not on the usual psychometric properties. Instead, the authors were interested in the informational content of the two scale formats, and what effects this information would have on the rater's view of the ratee. The authors see the traditional graphic rating scale as presenting the evaluator with simply defined performance dimensions and vaguely defined scale values. The behaviorally anchored scale, on the other hand, defines performance in behavioral terms and anchors the scale values with behavioral examples that could actually occur on the job. The difference in information content might present the evaluator reading two different types of appraisal instruments with very different views of the person to be rated. A pilot study performed by the authors indicated that BES could affect judgments about the ratee in terms of future potential and in terms of confidence of ratings. The ratee was seen as more likely to succeed in his company when he was evaluated on a behaviorally anchored instrument as opposed to a graphic rating scale. Green et al. suggest that behavioral anchors offer insight into what types of job behaviors are required, what types of situations are likely on the job, and how many types of behaviors are necessary to achieve performance excellence. The GRS format offers no such insights. Accordingly, they hypothesized that, relative to the GRS instrument, the behaviorally anchored scale allows the rater to feel s/he can better judge task difficulty, the ratee's level of ability,

and/or level of effort. These factors are among the most salient causal factors people use in understanding and making attributions about task performance (see Weiner, Frieze, Kukla, Reed, Rest, & Rosenbaum, 1971). Besides the causal attribution factors, the authors hypothesized that the behaviorally anchored instrument would tend to cause raters to perceive a task as more difficult than when information was supplied by a GRS. Results of the study indicated that the behaviorally anchored instrument allowed raters to feel they could judge causal factors underlying performance. The BARS appeared to help the decision maker to better judge ability, effort, and task difficulty. Task difficulty was found to be the single factor most strongly related to both confidence (of ratings) and expectancy of future performance ratings. The authors suggest that the BARS-type evaluation instrument might have much to recommend it over a GRS-type instrument even if it is only at parity in terms of ratee errors such as leniency and halo errors.

A recent literature review on the BES by Schwab et al. (1975) summarized a number of studies utilizing BES methodology. Landy and Guion (1970) developed BES with seven dimensions to rate the performance of two separate groups of engineers (N = 19, N = 14). Dimension intercorrelations ranged from .11 to .70, and interrater reliability from .51 to .69. Campion (1972) developed BES with two dimensions to appraise the performance of maintenance mechanics (N = 32). The two dimensions intercorrelated highly (r = .72); no other measures were given. Zedeck and Baker (1972) developed a BES with five performance dimensions for use with a sample of 98 nurses. Dimension intercorrelations ranged from .38 to .82, and interrater reliabilities

ranged from .24 to .52. Arvey and Hoyle (1974) developed a BES with 11 performance dimensions and utilized a sample of 200 systems and programmer analysts. Dimensions intercorrelated .40 to .71; no other measures were reported.

As can be seen from the above review, the number of performance dimensions vary widely (two to eleven) and few measures other than dimension intercorrelations and interrater reliability are reported. The BES has been developed and utilized for a wide range of jobs, however.

Behavioral Observation Scales

Behavioral observation scales (BOS) (Latham & Wexley, 1977) are a recent development in the area of behaviorally anchored appraisal instruments. BOS are similar to BES in that both are based on the critical incident job analysis procedure. The BOS is based on a Likert-type (summative) format, while the BES is based on a Thurstone format.

The BOS typically is developed through a more quantitative process than most rating scales. In the first step, a large number of critical incidents and statements related to the performance in question are collected. Individuals are observed and rated on a scale (usually five points) as to the frequency with which they engage in each behavior described in the incidents or statements in step one (see Figure two). Total scores for individuals are determined by summing responses of the observer to the behavioral items. When a large sample is available, factor analysis is used to determine the number of dimensions (e.g., Latham & Wexley, 1977). The use of factor analysis, according to these authors, tends to increase dimension reliabilities. When a large sample is not available, BOS are developed by means of a qualitative cluster

Figure 2*

Typical BOS Item

"Knows the price of competitive products."

Never	Seldom	Sometimes	Generally	Always
1	2	3	4	5

The manager simply records the frequency (0-19%, 20-39%, 40-59%, 60-79%, 80-100%) with which he has actually observed the employee demonstrate this behavior.

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*Note. From "Behavioral observational scales for performance appraisal purposes" by Latham, G. P., & Wexley, K. N., Personnel Psychology, 1977, 30, 255-268.

analysis (Campbell et al., 1973). Items correlating most highly with the total score on the resulting dimensions are retained to form a behavioral criterion.

Ronan and Latham (1974) stress that while a procedure similar to retranslation as suggested by Smith and Kendall (1963) is used in the development of the critical incidents, there are two important differences. First, behaviors must be observed, they are not evaluated on the basis of expected behavior. Second, Smith and Kendall suggest that behavioral categories for the job in question should have defined anchor points based on the behavioral subcategories. The resulting categories are thus evaluated on a seven- or nine-point scale, with each point representing a specific subcategory. Ronan and Latham required the observer to evaluate the extent to which he actually saw a behavior being demonstrated; the Likert-type format was used. Thus, anchor points were the relative percentage of time the rater observed a particular behavior.

Hypothesized advantages of BOS are described by Latham, Fay, and Saari (1979).

1. BOS are developed from data supplied by the scale users for the scale users. Commitment to the use of, and understanding of the scales should thus be facilitated.

2. BOS are content valid. A range of behaviors differentiating successful and unsuccessful performers are included on the scales.

3. The BOS can be used alone or as a supplement to job descriptions; required behaviors are made explicit.

4. BOS should tend to improve performance feedback in that generalities are avoided. Overt behaviors are emphasized and praised;

the employee is encouraged to demonstrate these behaviors on the job.

5. EEOC guidelines are satisfied in terms of validity and reliability by BOS.

Criterion bias is hypothesized to be reduced in that supervisors do not have to extrapolate (as in BES) from what they have observed to the placement of a mark next to an anchor that expresses what the rater might expect to observe in the future. With the BOS format the rater is simply asked to report what he has actually observed during the period included in the performance appraisal.

Research Results Using BOS

The following two studies are described by their authors as comparing BES and summated rating scales. The summated scales amount to behavioral items developed from the scale points on dimensions of BES. A Likert-type format was used in both studies, in that raters were asked to rate a subject in terms of frequency of performance on a four-point scale. Since the summated scales in these studies are the same as BOS, these studies are included in this section. The remaining studies in this section specifically involve BOS.

Campbell et al. (1973) developed a BES with nine separate dimensions. The authors state that a distinction should be made between criterion measures that assess individual performance in terms of concrete job functions, and those that reflect organizational outcomes several steps removed from performance of the actual behavior. They argue that psychologists should be concerned with measuring and predicting the former, and suggest a method of scaled expectations as appropriate.

The scales they developed were compared with a summated rating

scale (BOS) that utilized scale definitions from the BES for each of the dimensions. Definitions from the BES were broken down into their major elements and each of the separate statements were used as a Likert-type item with a four-point response format (1, very rarely, to 4, almost always). The number of items ranged from five to eleven for the different dimensions. An individual's rating for a dimension was the average item response for that dimension.

The authors considered the two forms to be highly comparable since identical dimension definitions were used. The major weakness in the scale development was the lack of any type of item-analysis procedure on the summated scale. Good psychometric practice suggests that item-analysis be performed to get rid of items that do not discriminate well; this procedure should have increased the reliability of the summated scale.

The two scales were compared on a sample of 537 managers. Results indicated that the behavioral scales yielded less method variance, less halo error, and less leniency error than the summated scale. No measures of reliability for either scale type were given. The two scales were each subjected to a factor analysis; the BES showed a clearer factor structure. Both scales were compared in a multi-trait, multi-method matrix (Campbell & Fiske, 1959). The BES showed better convergent and discriminate validity than the summated scale. Given the lack of rigor in developing the summative scale as compared to the BES, the study can be considered somewhat confounded. The use of item analysis procedures could possibly have improved the factor structure of the summated scale, and could easily have affected the various measures of rating error in the study.

Bernardin, Alvares, and Cranny (1976) evaluated BES and summated scales after noting some design deficiencies in earlier studies. The Campbell et al. (1973) study (reviewed in this section) compared BES and summated scales. Bernardin et al. noted that less rigor was used in developing the summated scales. Item analysis is usually performed in this procedure; this was not done in the Campbell et al. study. Thus, the two scales were not equivalent in terms of rigor in development, confounding them to some degree. Bernardin et al. developed their BES and summated scales with equivalent amounts of effort; results from the study were not encouraging for the BES. Leniency error was less, and interrater agreement was greater for the summated scale. Generally, the BES performed more poorly, although it was superior on constancy of rater individual differences across dimensions, an index of halo. The implications of the study, according to the authors, are clear: any form of rigorously developed scale, regardless of format, may be psychometrically superior to scales less rigorously developed. When comparing scale formats, the method of scale development should be examined first. The authors also note that the BES did not show the hypothesized advantage of less leniency error and better interrater agreement.

Latham and Wexley (1977) developed BOS to appraise the performance of logging supervisors. They utilized factor analysis to reduce the 78 behavioral items to 38 and 33 for two sets of observers who had rated the observed performance of the supervisors. These items in turn, constituted ten and eleven factors or criteria for appraisal purposes. The BOS that were developed showed an average test-retest reliability of .78 (range .66 to .84) for one group of observers

(dealers) and an average test-retest reliability of .80 for the second group (foresters), with a range of .72 to .90. Unfortunately, no measures of halo, leniency, or central tendency error were reported.

Latham, Mitchell, and Dossett (1978) utilized BOS to assess the performance of engineers and scientists in a study relating goal setting and anticipated rewards to goal difficulty and job performance. The BOS consisted of 37 behaviors which constituted eight dimensions. The scales were developed with the use of critical incidents and utilized a five-point Likert format. Items were phrased in terms of observed behaviors, with scale anchors describing frequency of occurrence. Latham et al. hypothesized that the use of observed frequency of behavior should decrease rater error, but included no measures of common rater errors such as halo, leniency, or contrast effects. Measures of internal consistency (coefficient alpha) ranged from .69 to .90 for the eight dimensions with an alpha of .92 for the entire item pool.

Latham, Fay, and Saari (1979) developed BOS for appraising the performance of first-line supervisors (foremen). Internal consistency on the BOS after an iterative item analysis procedure ranged from .80 to .95 for the four scale categories. While a training session was implemented, no results were reported concerning halo, central tendency, leniency, or other rater errors.

Dossett, Latham, and Mitchell (1979) used BOS in a performance appraisal conducted as part of a study on goal-setting. The population in this study was a group of 28 word processing operators. Psychometric properties of the scales included an internal consistency (Cronbach's alpha) of .93 for 32 behavioral items. Average test-retest reliability

over two separate three-month periods was .63. The scales were of a Likert-type format utilizing a five-point anchor phrased in terms of frequency of occurrence of behavior.

While the BOS has shown reasonably good test-retest reliability, and good internal reliability, research on this method has been lacking in the area of effectiveness of resisting (or encouraging) rater error.

Unresolved Issues in Behavioral Scaling

Smith and Kendall (1963) in their original paper on the BES stressed that critical incidents tend to be too extreme for good psychometric policy. Instead, these authors had groups decide what were the required dimensions on the job in question (nurses) and give examples of high, low, and average performance for each dimension. Some critical incidents were also gathered to insure coverage of important aspects, but they were not relied on totally. It should be noted in the Smith and Kendall procedure that dimensions are obtained, and items are developed to fit the dimensions. Many BES studies since the original study have relied upon critical incidents totally (Campbell et al., 1973; Bernardin et al., 1976). The studies comparing BES with graphic formats typically find little, if any, improvement in terms of halo error, leniency, and other measures of rater error. It is the contention of the author that using only critical incidents, and asking the rater to extrapolate to expected behaviors, will tend to inflate rater errors. Halo and leniency, in particular, should be affected by such practices, since the rater is asked to rate based on what he expects, not what he has observed.

The BOS procedure makes use of the critical incidents technique exclusively. As outlined earlier, the typical BOS development procedure

involves gathering critical incidents and clustering them into dimensions by means of facet analysis. Latham and Wexley (1977) utilized factor analysis to develop their dimensions. According to these authors, either procedure is acceptable, depending on sample sizes and time constraints. BOS development also typically makes use of item-analysis to get rid of nondiscriminating items, and to improve internal consistency. This is a distinct advantage over BES, which cannot be appraised as to their internal consistency in a conventional manner (see Smith & Kendall, 1963).

Little research has been done comparing BOS versus BES, and that research typically has either put non-equivalent effort into developing the BOS (Campbell et al., 1973), or has utilized critical incidents in developing the BES (Bernardin, Alvares, Cranny, 1976). Given that neither approach has optimized scale development for either of the formats in question, the present study attempted to rectify this.

The proposed study had several purposes. First, equivalent forms of BOS and BES were developed, following the procedures outlined by their respective proponents. This allowed a more reasonable comparison in terms of rater errors. Second, from the items and dimensions comprising the BES, a "hybrid" form of BOS was developed; likewise, a "hybrid" form of BES was developed using BOS dimensions and items. This allowed comparisons to be made between the critical incidents versus the Smith and Kendall method to determine the relative advantages of these procedures. Another related question is whether there are any advantages in deriving dimensions first and then items (as in BES), or obtaining items and then developing dimensions (as in BOS). To the extent dimensions guide (or hinder) item development, differences

may be evident in terms of item content.

A third purpose was to ascertain which of the two techniques is most efficient in terms of time required to develop a pool of useable items. The comparison was made between items that survived retranslation in the BES versus items that survived the item analysis in the BOS.

The specific hypotheses tested in this study were:

1. BOS will produce significantly less halo error and leniency error than BES. This prediction was based on the BOS's use of observed behaviors rather than expected behaviors. Since no extrapolation is required in the use of the BOS, rating errors should decrease.

2. The BOS scale will show a much greater degree of internal consistency than will the hybrid BOS scale developed through BES methodology.

3. A higher proportion of useable items will be derived from the BOS developmental procedure than from the BES development due to the inductive procedure used in BOS development.

The job evaluated with the scales developed was that of college instructor. Students were used as subjects during scale development and actual rating of teacher performance.

Method

Subjects

Scale development. A total of 406 undergraduate students participated in the various stages of scale development, 200 males and 206 females. Table 1 shows the breakdown of subjects by sex for each step of scale development. All subjects were given extra credit in their respective psychology classes for participating in the study.

Scale application. A total of 154 undergraduate students in four

Table 1

Breakdown of Subjects by Scale Development Stages

	Males	Females	Total
Behavioral Expectation Scale			
1) Group meeting one	4	3	7
2) Gruop meeting two	5	2	7
3) Step one retranslation	15	14	29
4) Step two retranslation and scaling items	4	3	7
Behavioral Observation Scale			
1) Critical incident interviews	20	26	46
2) Rating by classes	140	162	302
Development of Hybrid Behavioral Expectation Scale (using items derived from critical incidents)			
1) Thurstone scaling of BOS items	12	6	18
TOTAL	200	206	406

classes participated in the final phase of the study, the actual use of the completed rating scales. See Table 2 for breakdown by sex and class. Students who participated in this stage were given extra credit in their respective courses by their instructors.

Scale Development

Behavioral Expectation Scales (BES). Following the Smith and Kendall (1963) procedure outlined earlier, two group meetings were held in which undergraduate students participated in developing dimensions and definitions of the dimensions. Each subject then wrote three descriptions of behavior for each dimension. The descriptions were of high, average, and low performance. With 14 subjects (7 in each group) each writing three descriptions for each of seven dimensions, a total of 296 behaviors were obtained. Of these, 53 behavioral items had to be discarded as duplications of others or for incompleteness, leaving a total of 243 unique behaviors.

The next step was retranslation; 36 naive subjects were provided with seven cards containing the dimension titles and definitions, and with a deck of cards containing behavioral items. On the back of each card was a code made up of a sequence of random numbers and letters; embedded in the code was a letter specifying the dimension to which the item belonged and an identifying number for the item within that dimension. This procedure was used to minimize subjects sorting on the basis of identifying numbers or letters. Since there were 243 items at the beginning of this step, it was felt that any one subject would become too fatigued to do an accurate job of sorting them all. The behavioral items were then split into three equal decks of 81 cards each. The subjects sorted their cards into the seven dimensions and the

Table 2

Breakdown of Subjects by Class and

Sex for Completed Scales

Class[a]	Male Raters	Female Raters	Total per Class
A	8	6	14
B	13	16	29
C	20	19	39
D	33	39	72
TOTAL	74	80	154

[a]The instructors of the four classes were all males.

number of times a behavior was correctly retranslated to its original dimension was recorded. Nine different subjects individually sorted each set of cards. A total of 27 subjects thus sorted the items in this step of the retranslation.

In this second step of retranslation a percentage agreement score was calculated for each item. A cutoff level of 67% (six out of nine subjects sorting an item into the same dimension) was used for the items in the initial sort. The cutoff was kept purposefully lenient so more items would survive to the second sort which utilized all remaining items. Of the original 243 items, 70, or 28.9%, survived the initial sort. In the second sort, seven subjects sorted the 70 cards into dimensions. A more strict cutoff of 85% (six out of seven) was used for this sort. Of the 70 items, 60 survived the second sort. It should be noted that out of these 60 behaviors, 40 had perfect (100%) agreement from all seven judges (see Table 3).

The 60 behaviors were then rated by seven judges on a seven-point scale reflecting effectiveness. Means and standard deviations were calculated; items with a standard deviation greater than 1.50 were rejected, leaving a final pool of 53 items on the seven dimensions. The mean values were used to place the respective items along the vertical BES scale for each dimension. Items per dimension surviving retranslation and assignment of scale values ranged from a low of 10.3% to a high of 29.5% (see Table 3).

Behavioral Observation Scales (BOS). Individual critical incident interviews were held with 16 undergraduate students. Interviews were approximately one-half hour in length. During the interview subjects were asked to describe critical incidents related to teacher behavior

Table 3

Breakdown of Items per Dimension:

BES Development

Dimension	Total Number of Items	Sort 1 Criterion 6/9 (67%)	Sort 2 Criterion 6/7 (86%)	Number of Items with SD≤1.50	Percent Surviving Retranslation
A) Student/teacher interactions	39	8	6	4	10.3
B) Empathy	21	6	4	4	19.0
C) Explanation of Concepts	26	7	7	7	26.9
D) Objectivity	39	12	9	8	20.5
F) Course material covered	36	8	8	7	19.4
G) Preparedness	44	15	13	13	29.5
H) Testing	38	14	13	10	26.3
TOTAL	243	70	60	53	21.7

they had observed in the preceding six-month period. Subjects were asked to describe in detail what they had observed, and were asked how the described behavior was illustrative of high (or low) performance. A total of 160 critical incidents were obtained. Due to duplications and/or lack of clarity in some incidents, 89 of the incidents were discarded; a total of 71 behavioral items were retained from the original item pool. Appendix A contains this list of items.

Each item was scaled numerically (one to five) in terms of observed relative frequency of behavior. Scale anchors were one: 0 to 19% of the time; two: 20 to 39% of the time; three: 40 to 59% of the time; four: 60 to 79% of the time; five: 80 to 100% of the time. The scaled items were administered to undergraduate students in a variety of psychology classes. The 302 subjects were in seven separate classes taught by four different instructors. Three instructors were male; each taught one class in this sample. One instructor was female, and taught four of the classes in this sample. Subjects were asked to rate their instructor's performance on the scaled items.

Scores for the instructors were then analyzed via principal components factor analysis using a varimax (orthogonal) rotation. Twenty-two separate factors accounted for 63.9% of the variance of the behavioral items. The large number of factors seemed to be the result of the highly specific behaviors derived from the critical incidents, as evidenced by some factors having only one or two behaviors with high ($\geq$.40) factor loadings. Since this factor solution was difficult to interpret, three principal components factor analyses using varimax solutions and orthogonal rotation were then performed. The number of factors were pre-specified in these analyses at five, seven, and nine.

Variance accounted for by each solution was 34%, 39.2%, and 45.7%. Since the limited number of factors in these solutions did not capture a very large proportion of the total variance, it was decided at this point to try an oblique rotation.

Principal components factor analyses were performed using oblique rotation and specifying Delta parameters of 0, .25, and .50. The solution at Delta = .25 was deemed most interpretable, with 22 factors accounting for 64.7% of the variance. The factor (pattern) matrix of 22 oblique factors was subjected to a second order principal components analysis, with varimax (orthogonal) rotation and no limit on the number of factors. The result was a six-factor solution which accounted for 80% of the variance in the 22 factor oblique-rotation solution.

The second order factor analysis was more easily interpreted than the original, first order orthogonal solutions. This was due, in part, to the fact that each second order factor had both positive and negative loadings of items, resulting in a continuum of undesirable to desirable behaviors. Table 4 contains BOS dimensions and the number of items in each.

Behavioral Expectation Scales-hybrid form (BES-H). The BES hybrids were a set of expectation scales developed using items derived from the critical incidents technique for use in the Behavioral Observation Scale. The pool of 71 behavioral items developed for the BOS was given to 27 student judges. Each judge rated all items on a seven-point scale as to the effectiveness of the behavior, with a one as very ineffective, and seven as very effective. No actual retranslation of items into dimensions was performed, since the dimensions were formed on the basis of a statistical analysis (see BOS development section, above). Of the original 71 items, seven items had a standard deviation greater than 1.5, which

Table 4

BOS Dimension Titles and Number of Items per Dimension [a]

Dimension Number	Number of Items	Dimension Name
1	15	Instructor competency
2	12	Helpfulness and positive student regard
3	11	Concern for classroom control
4	12	Concern for student understanding
5	11	Organization and clarity
6	8	Proper emphasis on time usage

[a]Dimensions formed by factor analysis, and listed in descending order of variance accounted for. Dimensions are named on the basis of item content.

was used as the criterion for rater agreement. The mean value for each item determined its position on the vertical BES dimension.

Behavioral Observation Scales-hybrid form (BOS-H). The BOS hybrids were a set of behavioral observation scales developed using items derived from the Smith and Kendall methodology and used in developing the behavioral expectation scales. Dimensions for the BES were originally developed from group discussions (see BES development section, above). Items were written in the format of the BOS, i.e., summative rating scales of observed frequency. Items were included in the BOS-H that had survived retranslation and scaling in the BES development.

Reliability of Measures

Internal consistency reliabilities were calculated for all BOS dimensions after they were formed on the basis of factor analysis (see BOS development, above). Reliabilities were also calculated for BOS and BOS hybrid scales after the completed scales were administered during the study. These reliabilities are reported in Table 5. It should be noted that the dimensions do not have the same number of items. In particular, the BOS hybrid dimensions have approximately one-half as many items as the corresponding BOS dimensions. Where this is the case, the Spearman-Brown prophecy formula was used to give an estimate of what the reliability would be if the number of items were the same as the minimum number of items (8) in the BOS dimensions. Alpha coefficients for BOS hybrid scales are not available for the developmental sample, since these items were derived from Smith and Kendall developmental procedures (see BOS hybrid development above).

Summary of Scale Development

Four rating scales were developed using two general formats:

Table 5

BOS and BOS-H Reliabilities[a]

Scale	Dimension	Number of Items	Developmental Alpha[b]	Experimental Alpha[c]	Estimated Alpha[d]
BOS	1	15	.776	.783	--
	2	11	.752	.789	--
	3	11	.542	.518	--
	4	12	.782	.800	--
	5	11	.808	.806	--
	6	8	.56	.135	--
BOS-H	1	7	--	.746	.746
	2	8	--	.629	.629
	3	5	--	.402	.573
	4	6	--	.673	.755
	5	5	--	.754	.821
	6	4	--	.775	.873
	7	4	--	.247	.395

[a]Cronbach's alpha

[b]N = 302

[c]N = 154

[d]BOS-H dimension alpha estimated at the same number of items as the shortest BOS dimensions using the Spearman-Brown prophecy formula.

(1) the vertical dimensions of the BES; (2) the summative format of the BOS. Each of these formats was a "pure" form, following the developmental steps outlined by their respective authors. Hybrid forms of the two formats were also developed. Each hybrid was developed with items coming from the "other" format, i.e., BES-H were developed from BOS items and BOS-H were developed from BES items. In Figure 3 scales in a column share format, scales in the diagonals share developmental procedures. With this type of design, the analysis of format and developmental differences become possible. Appendix B contains the completed scales.

Procedure

Students in four classes rated the performance of their respective instructors on the completed rating scales. All students rated their teachers' performance on all four types of scales. Verbal instructions on how to complete the various scales were given prior to the actual rating; in addition, detailed written instructions were included in each questionnaire.

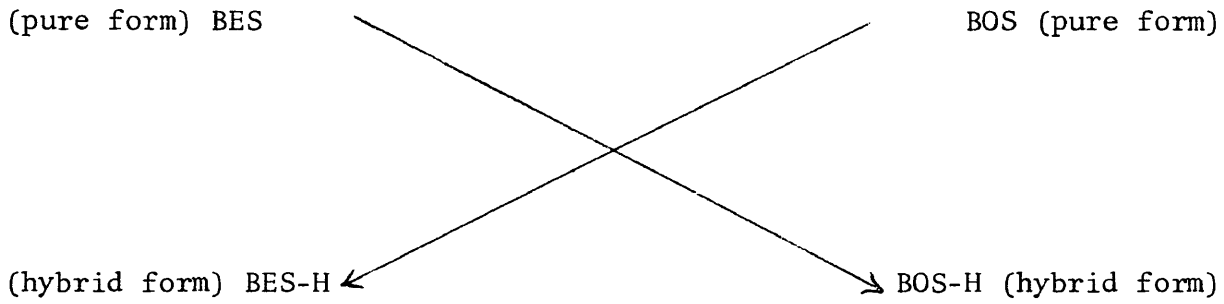
Since the total questionnaire was approximately 20 pages in length, there was some concern as to whether fatigue or lack of attention might affect ratings near the end of the booklet. To control this and potential order effects, the order of presentation of the various scales was counterbalanced. Half of the subjects received scales in the order BES, BES-H, BOS-H, BOS (Form A). The other half of the subjects received the scales in the order BOS-H, BOS, BES, BES-H (Form B).

Results

Twenty-six separate *t*-tests were performed between rating forms to determine whether the relative position of a dimension within the questionnaire affected the ratings a ratee received. Of the 26 tests,

Figure 3

Development and Scale Format



two were significant at the .05 level. Since these tests were non-independent (from the same sample), the chances of an inflated alpha level are high. A procedure Cook and Campbell (1979) suggest is to divide the alpha level by the number of non-independent tests to determine a more acceptable alpha level. In this case, .05/26 = .0019. At this alpha level none of the t-tests were significant (see Table 6). While these t-tests assess possible mean differences for a dimension depending on its position within the questionnaire, they do not address possible interaction effects of form and scale format. To assess this, 13 analyses of variance were performed, two by two-within (form X format). Scores for subjects on the two dimensions from different formats (sharing development) were analyzed. Prior to analysis, all scores were transformed to standard scores. Thus, the mean for any given format overall is zero; thus, all format main effects by definition equal zero. The main effect of form (questionnaire A or B), was significant for only one of the 13 (non-independent) comparisons as chance would dictate. Interactions were all non-significant except for one, also probably a chance occurrence (see Table 7). Since these analyses suggested a lack of order effects, all further analyses ignored questionnaire form and pooled across form for each dimension.

Twenty-six one-way analyses of variance were calculated to compare ratee performance on each of the dimensions. These analyses tested whether the items in a dimension with one format discriminate better (or worse) among the four course instructors than the same items in the other (hybrid) format (see Table 8). As assessed on the BES scales, ratees showed significant differences on six out of the seven dimensions. Two of these differences were significant at the .05 level, and four at

Table 6

T-tests for Order Effects

Format	Dimension	T value	Probability[a]
BES	1	1.71	.089
	2	-.88	.381
	3	-1.30	.197
	4	-1.34	.183
	5	.10	.917
	6	-.32	.752
	7	-.20	.839
BES-H	1	1.25	.214
	2	.56	.576
	3	.26	.787
	4	.47	.471
	5	-.14	.889
	6	.92	.358
BOS-H	1	2.56	.012
	2	-.04	.966
	3	-2.51	.013
	4	1.64	.103
	5	.08	.934
	6	.31	.758
	7	-.62	.539
BOS	1	.14	.890
	2	.76	.446
	3	.96	.337
	4	-.41	.681
	5	.27	.788
	6	1.03	.305

[a]critical alpha = .05/26 = .0019

Table 7

2 X 2 Analyses of Variance[a]

Form by Format

	Form F	Format F	Interaction F
BES 1/BOS-H 1	3.61	.0	.01
BES 2/BOS-H 2	.28	.0	.73
BES 3/BOS-H 3	1.24	.0	.43
BES 4/BOS-H 4	.50	.0	2.34
BES 5/BOS-H 5	.05	.0	.05
BES 6/BOS-H 6	1.58	.0	9.11**
BES 7/BOS-H 7	4.57*	.0	2.23
BES-H 1/BOS 1	2.01	.0	.06
BES-H 2/BOS 2	.01	.0	.77
BES-H 3/BOS 3	.10	.0	.00
BES-H 4/BOS 4	1.21	.0	.06
BES-H 5/BOS 5	.00	.0	.07
BES-H 6/BOS 6	1.04	.0	.02

[a]df = 1, 152

* $p < .05$

** $p < .01$

Table 8

One-way Analyses of Variance for Ratees

Scale	F	p	Scale	F	p
* BES 1	3.832	.001	BOS-H 1	6.717	.000
* BES 2	2.678	.049	BOS-H 2	3.929	.010
> BES 3	4.138	.007	BOS-H 3	.864	.461
* BES 4	3.767	.012	BOS-H 4	5.254	.002
* BES 5	2.356	.074	BOS-H 5	2.548	.058
* BES 6	6.943	.000	BOS-H 6	13.153	.000
> BES 7	2.814	.041	BOS-H 7	.390	.761
* BES-H 1	4.122	.008	BOS 1	2.876	.038
< BES-H 2	2.451	.066	BOS 2	2.981	.033
* BES-H 3	3.875	.011	BOS 3	5.872	.001
< BES-H 4	2.574	.056	BOS 4	5.600	.001
> BES-H 5	2.672	.050	BOS 5	2.209	.089
> BES-H 6	2.915	.036	BOS 6	2.404	.070

* 7/13 pairs - results agree on reject or not

> 4/13 pairs - BES shows more discrimination

< 2/13 pairs - BOS shows more discrimination

the .01 level. Of the BOS hybrid scales which were formed from the BES dimensions and items, four of seven showed significant ratee differences, all at less than the .01 level. One other BOS-hybrid dimension was marginally significant (p = .058). Of the six BOS scales, four showed significant ratee differences, two at the .05 level, two at the .001 level. Four of the six BES-hybrid scales (formed with BOS items and dimensions) showed significant differences, two at the .05 level, two at the .01 level. Of the 13 pairs of dimensions (see Table 8), seven pairs of dimensions in different formats appear to be equally capable of demonstrating ratee differences. This pattern of results suggests that either pure scale can discriminate among ratees.

Twenty-six Kolmogorov-Smirnov goodness of fit tests were performed on the standardized data. The criterion of comparison for each dimension was a normal distribution with a mean of zero and standard deviation of one (see Table 9). These tests were performed as a measure of skewness and were used to detect leniency or strictness in rater distributions. All 13 (100%) BES and BES-hybrid dimensions deviated significantly from normal, showing a high degree of negative skew ($p < .001$). In other words, raters appear to have been systematically lenient using the BES rating format. Of 13 BOS and BOS-hybrid dimensions, five (38.5%) differed significantly from normal, three at the .05 level, two at the .001 level. The difference between these two proportions was significant, z = 10.256, $p < .0001$, indicating that the BES format showed a stronger tendency to form skewed distributions than the BOS format.

All dimensions within each of the four scale types were intercorrelated. All dimensions between a scale and its hybrid (BES and BOS-hybrid, BOS and BES-hybrid) were also intercorrelated (see Table 10). Using the

Table 9

Kolmogorov-Smirnov Goodness of Fit Tests

Format BES	z	two-tailed p	Format BOS	z	two-tailed p
BES 1	3.278	.000	BOS-H 1	1.152	.140
BES 2	2.397	.000	BOS-H 2	1.376	.045
BES 3	2.320	.000	BOS-H 3	1.497	.023
BES 4	2.634	.000	BOS-H 4	1.254	.086
BES 5	2.201	.000	BOS-H 5	1.362	.049
BES 6	2.316	.000	BOS-H 6	1.062	.210
BES 7	3.574	.000	BOS-H 7	2.735	.000
BES-H 1	3.440	.000	BOS 1	.710	.695
BES-H 2	2.844	.000	BOS 2	.820	.513
BES-H 3	2.986	.000	BOS 3	1.123	.160
BES-H 4	1.991	.001	BOS 4	1.130	.156
BES-H 5	2.238	.000	BOS 5	1.233	.095
BES-H 6	2.997	.000	BOS 6	2.422	.000

Fisher transformation, the average intercorrelation for BES dimensions was +.40 (range = +.22 to +.60). Average intercorrelation for BES-hybrid dimensions was +.39 (range = +.29 to +.50). BOS dimensions had an average intercorrelation of +.34 (range = +.13 to +.56). BOS-hybrids had an average intercorrelation of +.36 (range = -.11 to +.59).

The patterns of intercorrelations were suggestive of hypothesized format differences for halo error. A multivariate analysis of variance (MANOVA) was used to test the intercorrelation of dimensions (halo) in the various correlation matrices. A program provided by Cooley and Lohnes (1962) was used to test this hypothesis between the scale formats. Raw scores were used to calculate dimension intercorrelations for each of the four sets of scales.

The determinant of each correlation matrix is a single number representing the generalized variance/covariance in a set of dimensions. H1 is a multivariate test of homogeneity of dispersion; this is equivalent to a test for homogeneity of variance in a univariate analysis of variance. The test of H2, which asserts that population centroids are equal, is the multivariate equivalent of a one-way analysis of variance. H2 is also a test of the discriminating power of a group of dimensions.

The determinants for the BOS and BES-hybrid matrices, respectively, were .027 and 1.442. The analysis of BOS and BES-hybrid matrices resulted in highly significant F-ratios for both H1 and H2. The H1 F-ratio was 11.114, df (21, 344393), $p < .001$. The F-ratio for H2 was 32.525, df (6, 301), $p < .0001$. The determinants illustrate large differences in generalized variances for the two matrices, with the BES-hybrid possessing a much larger generalized variance. This is

Table 10

Dimension Intercorrelations by Scale Type [a]

BES

	1	2	3	4	5	6	7
1	1.00	.32	.44	.60	.45	.56	.27
2		1.00	.24	.45	.35	.40	.23
3			1.00	.42	.39	.31	.22
4				1.00	.49	.60	.22
5					1.00	.48	.41
6						1.00	.34
7							1.00

Zr transformation
average r = .400
range = .22 to .60

BES-H

	1	2	3	4	5	6
1	1.00	.38	.40	.39	.32	.34
2		1.00	.47	.41	.43	.29
3			1.00	.47	.39	.27
4				1.00	.50	.35
5					1.00	.38
6						1.00

Zr transformation
average r = .390
range = .29 to .50

BOS

	1	2	3	4	5	6
1	1.00	.56	.13	.33	.36	.28
2		1.00	.15	.24	.25	.16
3			1.00	.44	.44	.27
4				1.00	.56	.27
5					1.00	.55
6						1.00

Zr transformation
average r = .34
range = .13 to .56

BOS-H

	1	2	3	4	5	6	7
1	1.00	.47	.00	.55	.59	.47	.35
2		1.00	.08	.38	.54	.49	.31
3			1.00	-.11	-.03	-.10	.00
4				1.00	.57	.35	.39
5					1.00	.47	.50
6						1.00	.44
7							1.00

Zr transformation
average r = .355
range = -.11 to .59

[a]Average correlations were obtained using Fisher's r to z transformations.

illustrated by the H1 F-ratio. Since this F-ratio was significant, the matrix variances are heterogeneous and the test of H2 must be disregarded. The test of H2 is meaningless since it is based on the pooled heterogeneous variances in the denominator of the F-ratio.

The determinants for the BES and BOS-hybrid matrices were 2.69 and .049, respectively. The F-ratios for H1 and H2 were both highly significant. H1 F-ratio was 7.39, df (28, 326281), $p < .0001$. The F-ratio for H2 was 50.55, df (7, 300), $p < .0001$. The generalized variance for the BES format was much larger than for the BOS-hybrid, as illustrated by the determinants. This difference was significant as the H1 F-ratio illustrates. Due to the H1 significance, the H2 F-ratio must be disregarded, since the denominator of this F-ratio utilized pooled heterogeneous variances.

In both sets of multivariate comparisons, format differences seem to affect the amount of generalized variance (halo). In both comparisons, items in the BOS format produced significantly less interdimension correlation than the same items utilized in the BES format.

Dimension pairs (BES dimensions and their BOS-H counterparts; BOS dimensions and their BES-H counterparts) were subjected to simple regression analysis. Twenty-six regressions were calculated, 13 with the BES and BES-H dimensions as dependent variables, 13 with the BOS and BOS-H dimensions as dependent variables. For all 13 pairs, the standard error of estimate was smaller with the BOS format as the criterion variable than with the BES format as the criterion (see Table 11). Thirteen t-tests for correlated variances were calculated, using squared standard errors of estimates as the paired variances. The obtained

Table 11

t Test for Differences Between Correlated Standard Errors of Estimate

BES	Standard Error as Criterion (as Y′)	BOS	Standard Error as Criterion (as Y′)	*t*[a]	Pearson *r*
BES 1	1.064	BOS-H 1	.572	9.975	.576
BES 2	1.333	BOS-H 2	.535	15.101	.522
BES 3	1.300	BOS-H 3	.571	12.577	.475
BES 4	1.153	BOS-H 4	.780	4.562	.564
BES 5	1.147	BOS-H 5	.761	6.449	.591
BES 6	1.232	BOS-H 6	.614	11.005	.535
BES 7	1.082	BOS-H 7	.543	9.350	-.185
BES-H 1	1.132	BOS 1	.509	11.244	.232
BES-H 2	.966	BOS 2	.696	4.437	.375
BES-H 3	1.238	BOS 3	.706	8.662	.539
BES-H 4	1.307	BOS 4	.462	15.830	.265
BES-H 5	1.117	BOS 5	.452	14.422	.468
BES-H 6	.991	BOS 6	.385	14.465	.391

[a]All *t*-tests significant $p \leq .001$, df = 152

t-values were all significant at $p < .05$. Calculating a more stringent critical value by dividing alpha by the number of tests performed (.05/13) gives a two-tailed *p*-value of .0002. Since the degrees of freedom are so large (152), the *z* table was used to find the critical *z*-value (3.60). All obtained values exceeded this critical value.

Discussion

The present study is the first to systematically compare Behavioral Expectations Scales and Behavioral Observation Scales while developing each format as their respective authors suggest. As hypothesized, the BOS format, regardless of item development, showed less skewed distributions. BES scales tended to form negatively skewed distributions, with most teachers receiving a rating of five, six, or seven. BOS scales, again regardless of item development, were much less likely to produce skewed rating distributions. Only one of six "pure" BOS dimensions showed a significant departure from normality. To the extent that all teachers received the same rating on the BES scales, there could be difficulty in discriminating among different performance levels. This pattern of skewed distributions might be explained by examining what the BES scale asks the raters to do: Raters must basically *predict* what they expect the ratee would do. Expectations of performance (predictions) could be affected by factors such as attributional processes or social desirability response sets. The BOS asks the raters what they have *observed*, so observations should be less subject to these distortions. Later researchers should consider asking ratees to answer items relating to their causal attributions of task difficulty, skill, luck, and effort on the part of the ratee. If this is done,

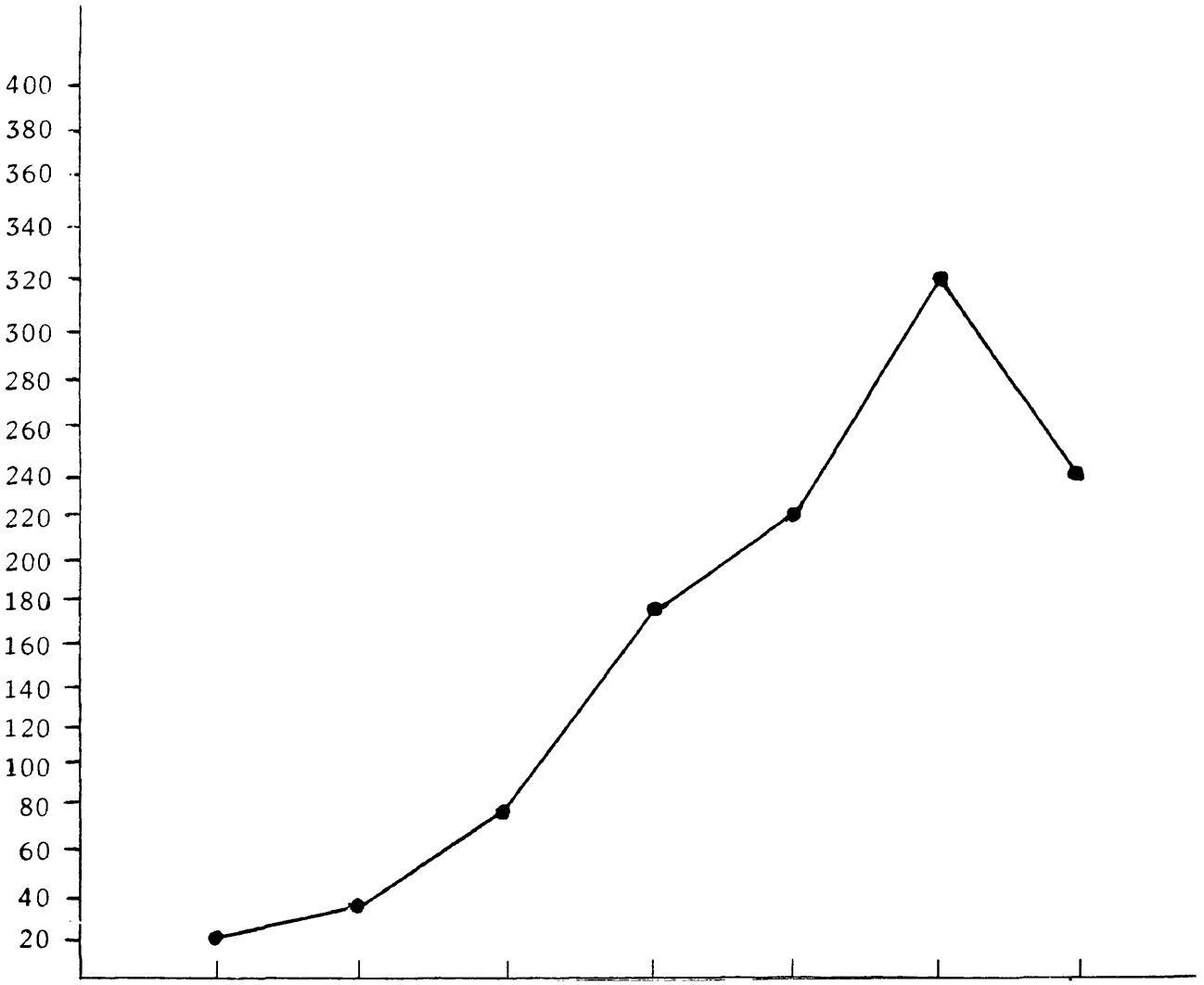
raters should fill out either a BES or BOS scale to determine whether scale format affects attributions. Previous research by Green et al. (1978) illustrated that BES had a larger effect on attributions made about ratees than did graphic rating scales. Green et al. hypothesized that the behavioral nature of BES scales provided more knowledge about the job than was provided by the graphic scales. While their results are not directly applicable to this study since both scale formats (BOS and BES) consist of behavioral items, their research does suggest the possibility of differential causal attributions between rating formats.

As hypothesized, BOS scales were also superior to BES scales in terms of halo error. The BOS format (regardless of item development) led to less halo error than did BES scales. Since BES scales ask the rater what he/she expects a ratee to do, it would seem that an overall positive or negative feeling toward the ratee could affect the ratings given on each of the dimensions. BES dimension anchors below five were little used; all ratees received a high proportion of scores in the five to seven range (Figure 4). BOS dimension anchors were used over their entire range, with relatively low degrees of halo error. Halo error was assessed in a two-step process: Step one consisted of correlating the dimensions within each of the four combinations of format developmental procedure (i.e., BOS, BOS-H; BES, BES-H). The average inter-dimension correlations of the four scales were suggestive of the pattern of halo error hypothesized. Average inter-dimension correlations for the BOS and BOS-hybrid were less than for the BES and BES-hybrid, but not significantly so. The MANOVA performed to address these differences first used correlational procedures to assess relationships within a matrix, then calculated determinants for each matrix (one per scale type). The determinant for each scale/matrix represents the

Figure 4

Total Frequency of Anchors Selected

for BES Across all Dimensions



Percent	1.7	3.5	6.7	15.6	20.7	29.8	22.5

generalized variance within that matrix. Both BES formats had determinants much larger than those found for the BOS formats. A most interesting aspect of the skewness and halo analyses is the pattern of results for the statistical analyses. The Kolmogorov Smirnov tests for goodness of fit show a pattern of deviation from normality for BES. When the same information (i.e., items) is put into a BOS format (BOS-H), deviations from normality are less frequent, and less extreme. Deviations from normality on the BOS dimensions are slight except for one dimension, yet when put into the BES format (BES-H), all dimension distributions deviated significantly from normality.

The same pattern of results is evident in the MANOVAs comparing format correlation matrices. Determinants for the BES matrices were significantly larger than the determinants for corresponding BOS matrices. The higher generalized variance in the BES formats could be due in part to the raters not utilizing anchors representing low or average performance. BOS scales utilize all items. When there are multiple performance dimensions, there is also an implicit assumption that a performer will vary on each of the dimensions. BES scales by their nature are equivalent to a series of global rating scales. Raters may tend to be more lenient with a ratee when the total evaluation is contained in six or seven checkmarks on different dimensions. The BOS offers a whole range of behaviors, allowing more specific, less global ratings. A few "poor" ratings on items may appear to have less effect on the ratee with the BOS. If a rater were using only the upper half of the BES, the high scores would produce skewed ratings distributions, and increase inter-dimension intercorrelations.

The second hypothesis concerning internal consistencies of BOS and BOS-hybrid dimensions was not supported. Alphas for the BOS scales were in the .7 to .8 range, with one scale in the .5 range and one in the .1 range (second trial alphas). The low alpha on one BOS dimension is probably due to its being the last factor in the second-order factor analysis. Items which comprised this dimension were not as related to one another as in the previous factors, making it difficult to name. It seems likely that this was a chance result, especially since the alpha on this dimension changed so drastically from trial one (development alpha = .56) to the second trial (second-trial alpha = .135).

Internal consistency reliabilities for BOS-hybrid scales ranged from a low of .247 to a high of .775. While the reliabilities for these scales are slightly less than for the BOS scales, it must be considered that the BOS-hybrid scales had a maximum length of only eight items, and a minimum length of four items. BOS scales ranged in length from eight to 15 items. Using the Spearman-Brown prophecy formula to correct for length (to eight items), alphas for the BOS-hybrids are in approximately the same range as for the BOS scales. The Smith and Kendall retranslation procedure seems to produce groups of items that cluster together as well as the BOS items grouped on the basis of factor analysis.

The third hypothesis was that a higher proportion of useable items would be derived from the BOS development procedure (critical incidents) than from the BES development procedure (Smith and Kendall). This was supported, with 53 items from a pool of 243 surviving retranslation for the Smith and Kendall technique (21.7%). For the BOS items, 69 survived

from an initial pool of 140 critical incidents (49.28%). A test for the difference between these proportions underscores the obvious differences ($z = 8.23$, $p < .0001$).

However, there are other considerations in addition to the sheer number of items obtained. Item content, time spent in item collection, practicality, and cost are all relevant factors. In terms of item content, the critical incidents procedure seems more able to tap behaviors that are less frequently performed, but which are important; most, but not all, of the items are behaviors that could be critical to performance. The Smith and Kendall procedure may tap behaviors that are somewhat less critical; that is, not as extreme as BOS items. Further research in the area might entail using both methods to collect behaviors from a group of job experts in the course of a job analysis. Then the experts should rate all the behaviors in terms of time spent and importance.

One point made by Smith and Kendall (1963) deserves mention here. They state that critical incidents should not be used for BES scales because the resulting items are too extreme. This will supposedly leave holes or gaps in the middle of the vertical scale, since there would be few, if any, items representing average performance. Their procedure of item development is assumed to eliminate this problem. During their BES development, it was evident that the "average" behaviors provided by students were not very successful in surviving retranslation. The behaviors were divided into categories on the basis of mean rated value (1-1.99, 2-2.99, 3-3.99, 4-4.90, 5-5.99, 6-7). A chi-square test of goodness of fit was highly significant, $\chi^2(5) = 27.38$, $p < .01$ (see Table 12). As this table shows, very high and very low mean values were

Table 12

Frequency of Mean Effectiveness Ratings

for BES Items

Category	Mean Rated Values	Observed Frequency	Expected Frequency (under H_o)	$(O-E)^2/E$
1	1-1.99	14	8.67	3.28
2	2-2.99	3	8.67	3.71
3	3-3.99	5	8.67	1.55
4	4-4.99	3	8.67	3.71
5	5-5.99	7	8.67	0.32
6	6-7	20	8.67	14.81
		52		$\chi^2(5) = 27.38$, $p<.001$

most common for the items developed through the Smith and Kendall (1963) approach. Their claim that critical incidents alone leaves gaps in the scale mid-range is not supported by this study

Table 13 shows mean rated values for items derived from critical incidents, scaled for use in the BES-hybrid. The critical incident-derived items are certainly no more extreme than items derived for the BES ($\chi^2(5) = 26.639$, $p < .05$). In terms of highly positive behaviors (category 6) the BES procedure produced 20 out of 53 items, while critical incidents produced 1 out 61. It should be noted that the BOS items were not retranslated as were the BES items. The effect of retranslation on the scale values of the BOS items is not known.

A chi-square test of frequencies in the six categories for BES and BOS items was highly significant, $\chi^2(5) = 36.75$, $p < .001$ (see Table 14). The 2 X 6 table was partitioned according to procedures suggested by Castellan (1965). Four of five possible independent, single degree of freedom contrasts were performed, comparing low vs. moderate categories (1 and 2 versus 3 and 4), moderate vs. high (3 and 4 vs. 5 and 6), low vs. high (1 and 2 vs. 5 and 6), and departure from moderate categories (2 and 5 vs. 1 and 6). Table 15 illustrates the results for these independent comparisons. In terms of low vs. moderately favorable behaviors, the frequencies of probability ratings between the critical incidents and Smith and Kendall (1963) procedures do not differ, $\chi^2(1) = .008$, n.s.; the same is true for moderately vs. highly rated behaviors, $\chi^2(1) = 2.46$, n.s. However, the frequencies of low vs. highly rated behaviors were significantly different, $\chi^2(1) = 4.376$, $p < .05$. Cell totals for this comparison showed a strong tendency for the critical incidents to produce relatively more negative

Table 13

Frequency of Mean Effectiveness: Items Derived from Critical Incidents, Scaled for BES-Hybrid

Category	Mean Rated Values	Observed Frequency	Expected Frequency (under Ho)	$(O-E)^2/E$
1	1-1.99	9	10.17	1.340
2	2-2.99	20	10.17	9.511
3	3-3.99	6	10.17	1.708
4	4-4.99	7	10.17	.986
5	5-5.99	18	10.17	6.036
6	6-7	1	10.17	8.265
		61		$\chi^2(5) = 26.639$, $p<.001$

Note: The total number of items is less than that available for formation of BOS scales due to standard deviations larger than the $SD \leq 1.5$ criterion. Eight items were discarded after scaling.

Table 14

Frequency of Mean Effectiveness Ratings

for BOS and BES Items

	Category						
	1	2	3	4	5	6	
	Mean Rating						
	1-1.99	2-2.99	3-3.99	4-4.99	5-5.99	6-7.0	Totals
BES	14	3	5	3	7	20	52
BOS	9	20	6	7	18	1	61
Totals	23	23	11	10	25	21	113

$\chi^2(5) = 36.75$, $p < .01$

Table 15

Partitioning of 2 X 6 Contingency Table for

Scaling of BOS and BES Items

Categories	df	χ^2	p
Low vs. Moderate (1+2 vs. 3+4)	1	.008	n.s.
Moderate vs. High (3+4 vs. 5+6)	1	2.463	$p = .112$
Low vs. High (1+2 vs. 5+6)	1	4.376	$p < .05$
Departure from Moderate (2+5 vs. 1+6)	1	29.437	$p < .0001$

behaviors, while the Smith and Kendall (1963) procedure produced relatively more positive behaviors. The last comparison assessed the relative degree of departure of items from the moderate categories, and was calculated by comparing cell totals for categories (2 and 5, and 1 and 6). The resulting chi-square was highly significant, $\chi^2(1) = 29.437$, $p < .0001$. Contrary to what Smith and Kendall (1963) suggest, their approach produced a greater frequency of extreme departures from more moderate categories than did the critical incidents. These results support Smith and Kendall's (1963) statements concerning use of development techniques; these authors suggest the group approach, with subsequent critical incidents used to fill gaps in dimensions. They assert that critical incidents would produce extreme behaviors, while their approach produces more moderate behaviors. The results of this study tend to support just the opposite.

Time spent in developing the item pool bears directly on developmental costs. The original pool of 243 items for the BES were collected in the course of two, $1\frac{1}{2}$-hour group meetings with students. Sorting took one-half hour each for 29 separate students, and the final sort and scaling of items took one-half hour for each of seven students. The total number of man-hours was approximately 40.

BOS item development first started with 46, half-hour critical incident interviews. Critical incidents had to be transcribed and items written from the transcription. Three hundred and two students rated their instructors on the 71-item list (two items were later discarded). The rating took about one-half hour per student. The total number of man-hours was approximately 190. If fewer employees were available to do the rating, factor analysis could not be done as

advocated by Latham and Wexley (1977). Items then would have to be grouped by content or facet analysis. This procedure could result in scales with lower reliabilities than the scales derived from factor analyses as done in the present study. The retranslation used in the Smith and Kendall procedure produced highly reliable dimensions when in the BOS format, and could be a viable alternative to factor analysis.

A final consideration in item development is practicality. Time and cost considerations discussed above bear directly on this issue as well. It may be impractical to form dimensions on the basis of factor analysis simply because many companies involved in scale development would not have access to enough people to make the necessarily large number of ratings required to make the analysis meaningful. In cases where enough job experts are available to perform factor analytic techniques, it may not be possible to enlist the cooperation of enough personnel. The Latham et al. (1978) study is a good example of a lack of cooperation by relevant personnel (Dossett, Note 1). During the course of scale development in this study, the authors had access to approximately 900 personnel in a research and development unit. Only 108 useable questionnaires were obtained. With a pool of 69 behaviors to be rated, this falls far short of the three to five subjects per item suggested by good factor analytic practice (Nunnally, 1978). If enough ratings of job experts can be obtained, computer facilities might well be inadequate; analyses of this type require relatively sophisticated computer facilities.

While developing a performance appraisal instrument, it would be cost-effective to use the Smith and Kendall procedure to develop the item pool. While this procedure is more efficient in terms of time

usage, one caveat is in order. Much time should be spent on the initial delineation and definition of dimensions before job experts write their examples of high, average and low performance. This is crucial in that the dimensions and their definitions guide the job experts while writing examples of behaviors as well as during retranslation. If poor definitions are produced, or if the dimensions are deficient in tapping all areas of job performance, the resulting items will be deficient to some degree. After retranslation, the list of surviving items could be shown to job experts. They could then make suggestions in terms of behaviors that are not tapped; critical incidents could be used here to ensure that critical aspects of performance are covered.

Of the two scale formats investigated in this study, the BOS seems the clear choice. The BES format seems to inflate both leniency and halo error and this seems to be independent of item development procedures.

Limitations and Suggestions for Further Research

Possible limitations of this study include: (A) the approach used in assessing psychometric errors; (B) differences in scale (item) content; (C) differences in scale length; (D) questions of unidimensionality of the good performance - poor performance construct; (E) possible confusion by a small number of raters as to who they were to rate. Each of these problems is discussed separately, below.

Psychometric errors are usually defined in terms of errors made by a rater over a series of ratees. In an industrial situation, a supervisor usually rates a number of subordinates; rating errors are thus an intra-rater phenomenon. The present study, in common with most of

the research literature on rating errors, has assessed errors in an inter-rater format. Raters rate only one ratee, and errors are assessed in terms of distributions across raters (as opposed to within raters). A scale format that produces high inter-dimension correlations or skewed distributions under these experimental conditions is assumed to produce similar results in an applied setting. The applied setting would utilize each rater to assess a number of ratees, and the results (errors) may not be the same. Future research needs to use an intra-rater approach to assess these errors in a way more consistent with their definitions. All raters should rate all ratees; then both intra-rater and inter-rater distributions could be examined. Saal, Downey, and Lahey (1980) see this as the difference between a full matrix (all raters rate all ratees) vs. a partial matrix (each rater rates some of the ratees). Saal et al. see the full matrix as an ideal situation for assessing rater errors.

A second limitation of the present study is that comparisons of "pure" formats (i.e., BOS vs. BES) cannot be made. Dimensions and items (behaviors) overlap only on perhaps three dimensions. Assessing this overlap is thus difficult, if not impossible. More clinical or judgmental types of comparisons could be made, but a more desirable solution would be to develop an item pool of behaviors based on preliminary Smith and Kendall group meetings, followed by critical incidents to fill any gaps left after retranslation. With totally equivalent dimensions and items, comparisons between the two formats could be made with fewer qualifications. Again, the use of an intra-rater approach to assessing rater errors would be most desirable.

Within the context of the present study, direct comparisons between

a scale and its hybrid (i.e., BES with BOS-H; BOS with BES-H) were difficult to attain. Correlational and nonparametric comparisons were useful, but differences in scale length (7-point for BES vs. 5-point for BOS) precluded direct comparisons in analyses of variance. Standard score transformations were of little use except that interaction effects could be assessed. Given the mean of zero for standard score distributions, main effects simply could not be assessed. A relevant suggestion here would be to anchor the BES dimensions on a 5-point scale (or the BOS on a 7-point scale). This simple process would ease data analysis, and should have no deleterious effects on the BES scale. BES scales have also used 9-point dimensions, so the 7-point approach is not "carved in stone."

A question that is difficult to answer needs to be addressed in future research. This question is whether or not psychologists are justified in viewing the good performance-poor performance dimension as unidimensional and continuous. The BOS treats a high frequency positive behavior the same as low frequency of a negative behavior. A "good" performer should be rated this way on the various items. Does this mean that a low frequency positive behavior and high frequency negative behavior are also equivalent? This question is somewhat similar to issues raised by Herzberg (1966) with regard to the satisfaction-dissatisfaction continuum. Instead of the usual concept of job satisfaction, with satisfaction and dissatisfaction at opposite ends, Herzberg postulated two separate dimensions. These two dimensions consist of dissatisfaction to neutrality, and neutrality to satisfaction. Based on his Two-factor Theory, Herzberg suggested that the absence of dissatisfaction was <u>not</u> satisfaction, but neutrality. Different aspects

of the job affect the two dimensions differently. With respect to performance ratings, it may be that justification exists for the good-bad performance continuum. A different method of combining ratings over such different behaviors might be more appealing at face value.

A final problem in the present study was related to possible confusions by some students in rating the performance of their instructor in Class D (n = 72). This class used a large weekly lecture in combination with small group meetings. The professor to be rated taught the large lecture, while graduate teaching assistants handled the small groups. A small number of students made their ratings on their teaching assistant, as evidenced in biographical information in the questionnaires. These were discarded in the present analysis, but the possibility does exist that some contamination of ratings for instructor D occurred. To the extent this happened, error variance would be inflated. Since all subjects rated instructors using all four scales and an inter-rater approach was used, the effects of this possible contamination are probably slight.

Summary

The line of research represented in the present study has some important practical implications. Given that all raters are human and will make the kinds of errors discussed here, it is important that instruments which help to resist or minimize such errors be developed. When comparisons are made of various scale formats and development techniques, care must be taken to ensure that each format is fairly tested. This includes aspects discussed here, such as the use of item-analysis and other psychometric techniques. The BOS would appear to warrant a larger role in future industrial use, given the qualities that

were demonstrated in this study. The BOS format also would seem to have more usefulness in terms of performance feedback for the individual employee. A fusion of BES and BOS developmental techniques seems very practical and useful, and could provide a significant reduction in man-hours spent in development, hence a large reduction in cost.

Reference Note

1. Dossett, D. L. Personal communication, July 7, 1981.

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APPENDIX A

Behavior Checklist For Evaluating Teaching Performance

The study you are participating in is part of a project designed to develop a scale to rate teaching performance. Please rate the performance of your instructor in this class on each of the behaviors below. The anchors describe what proportion of the time you have observed the behavior in question. Please try to rate your instructor in terms of his/her own performance,don't make the rating a comparison with other teachers you may have had.

The anchors are: 1=0-19percent of the time

2=20-39 percent of the time

3=40-59 percent of the time

4=60-79 percent of the time

5=80-100 percent of the time

If you have never observed the behavior in question(for this teacher), please mark a "one", don't leave any blanks. Please also note that a "five" doesn't always denote high performance; on an undesired behavior, a good instructor should get a rating toward the low end of the scale.

THE UNIVERSITY OF NEBRASKA

You are invited to participate in a study concerning development of rating scales to evaluate teacher performance. I hope to learn whether one of two developmental procedures is superior, and whether the resulting scales vary in terms of accuracy in rating teacher performance.

If you decide to participate, you will be asked to rate the performance of your instructor in this class with the enclosed questionnaire. Your instructor will not be present while you make this rating. Your instructor may choose to see the results of this rating, but will not know what rating individual students give.

The study should require approximately 30 minutes of your time. There are no physical or psychological risks involved in this study.

Any information that is disclosed from this study will not identify you in any way. By signing this document, you are giving your permission for the experimenter to disclose this information to faculty members of the Psychology department.

Your decision whether or not to participate will not prejudice your future relations with The University of Nebraska. If you decide to participate, you are free to withdraw your consent and to discontinue participation at any time without prejudice.

If you have any questions, I expect you to ask me. If you have any additional questions later, Cal Hoffman, 554-2704, Psychology Department, UNO will be happy to answer them.

You will be given a copy of this form to keep.

YOU ARE MAKING A DECISION WHETHER OR NOT TO PARTICIPATE. YOUR SIGNATURE INDICATES THAT YOU HAVE DECIDED TO PARTICIPATE HAVING READ THE INFORMATION PROVIDED ABOVE.

_____
DATE

_____
SIGNATURE

Cal Hoffman
_____
INVESTIGATOR

Behavior Checklist

1) Fails to provide a syllabus,making assignments unclear.
Almost never 1 2 3 4 5 Almost always

2) Makes use of visual aids such as overhead projector, slides, movies, or blackboard.
Almost never 1 2 3 4 5 Almost always

3) During discussion, gives examples and makes reference to the textbook.
Almost never 1 2 3 4 5 Almost always

4) Asks students if they have anything to add to discussion of reading assignments.
Almost never 1 2 3 4 5 Almost always

5) Includes material on tests that was never covered in class or reading assignments.
Almost never 1 2 3 4 5 Almost always

6) Stresses applied rather than theoretical aspects of course material.
Almost never 1 2 3 4 5 Almost always

7) Explains course material when questioned without needing to look at notes.
Almost never 1 2 3 4 5 Almost always

8) Spends a good proportion of time covering material that is never tested on.
Almost never 1 2 3 4 5 Almost always

9) Fails to go over tests to show students what correct answers are.
Almost never 1 2 3 4 5 Almost always

10) Specifically lists some of the things that should be known for a test during review.
Almost never 1 2 3 4 5 Almost always

11) Reviews general areas of reading material for tests, giving students an idea of the focus of the test.
Almost never 1 2 3 4 5 Almost always

12) Reviews tests after grading, giving students correct answers.
Almost never 1 2 3 4 5 Almost always

13) Goes out of his/her way to help students with questions.
Almost never 1 2 3 4 5 Almost always

14) Is available for help other than just class and office hours.
Almost never 1 2 3 4 5 Almost always

15) Uses many abbreviations when writing on blackboard.
Almost never 1 2 3 4 5 Almost always

Behavior Checklist

16) Exercises authority when needed without disrupting class.
Almost never 1 2 3 4 5 Almost always

17) Gives textbook replies to student questions.
Almost never 1 2 3 4 5 Almost always

18) When answering student questions, doesn't follow up to make sure student understood explanation.
Almost never 1 2 3 4 5 Almost always

19) Reminds students he/she has the power to fail them.
Almost never 1 2 3 4 5 Almost always

20) Spends an excess amount of time covering small parts of reading material.
Almost never 1 2 3 4 5 Almost always

21) In lecture, rushes through remaining reading material so it can be included on test.
Almost never 1 2 3 4 5 Almost always

22) Lets students talk during lecture, disrupting class.
Almost never 1 2 3 4 5 Almost always

23) Changes voice inflections while lecturing.
Almost never 1 2 3 4 5 Almost always

24) Shows patience when dealing with student questions.
Almost never 1 2 3 4 5 Almost always

25) Uses terms from upper level courses (jargon) to explain concepts.
Almost never 1 2 3 4 5 Almost always

26) Lectures "over the heads" of most students in the class.
Almost never 1 2 3 4 5 Almost always

27) Laughs at students who have questions.
Almost never 1 2 3 4 5 Almost always

28) Uses body movements during lecture.
Almost never 1 2 3 4 5 Almost always

29) Obtains up-to-date material to supplement text material that may be out of date.
Almost never 1 2 3 4 5 Almost always

30) Gives quizes before exams to help students see weak areas in their knowledge.
Almost never 1 2 3 4 5 Almost always

31) Supplies little structure to classroom discussions.
Almost never 1 2 3 4 5 Almost always

32) Has no notes to rely on during lecture.
Almost never 1 2 3 4 5 Almost always

33) Gives constructive comments to students when they make mistakes.
Almost never 1 2 3 4 5 Almost always

34) Gives detailed explanations to student questions.
Almost never 1 2 3 4 5 Almost always

35) Shows personal interest in students.
Almost never 1 2 3 4 5 Almost always

36) Discounts student opinions during discussions.
Almost never 1 2 3 4 5 Almost always

37) Fails to make specific assignments.
Almost never 1 2 3 4 5 Almost always

38) Gives real-life examples to illustrate technical terms.
Almost never 1 2 3 4 5 Almost always

39) Offers personal insights into material covered in class.
Almost never 1 2 3 4 5 Almost always

40) Provides extra help to students during office hours.
Almost never 1 2 3 4 5 Almost always

41) Has written notes on reading assignments.
Almost never 1 2 3 4 5 Almost always

42) Uses humor to regain attention of class.
Almost never 1 2 3 4 5 Almost always

43) Becomes impatient with student questions.
Almost never 1 2 3 4 5 Almost always

44) Shows impartiality in grading.
Almost never 1 2 3 4 5 Almost always

45) Ridicules students who ask questions.
Almost never 1 2 3 4 5 Almost always

46) Presents material in an enthusiastic manner.
Almost never 1 2 3 4 5 Almost always

47) Answers student questions in great detail.
Almost never 1 2 3 4 5 Almost always

48) Fails to give feedback on test grades.
Almost never 1 2 3 4 5 Almost always

49) Provides outline that will be followed during lecture.
Almost never 1 2 3 4 5 Almost always

50) Becomes angry if his/her authority is questioned.
Almost never 1 2 3 4 5 Almost always

51) Provides little structure in course.
Almost never 1 2 3 4 5 Almost always

52) At times, is unable to answer questions.
Almost never 1 2 3 4 5 Almost always

53) Fails to tie together points made during lecture.
Almost never 1 2 3 4 5 Almost always

54) Ignores student questions.
Almost never 1 2 3 4 5 Almost always

55) Repeats material several times during a lecture.
Almost never 1 2 3 4 5 Almost always

56) Uses visual aids such as movies without explaining terminology in the film.
Almost never 1 2 3 4 5 Almost always

57) After questioning class, allows students a chance to answer and discuss before giving correct answer.
Almost never 1 2 3 4 5 Almost always

58) Spends time during class going through books and notes before he/she can continue lecturing.
Almost never 1 2 3 4 5 Almost always

59) Makes errors when writing on the blackboard.
Almost never 1 2 3 4 5 Almost always

60) Explains why material covered is important.
Almost never 1 2 3 4 5 Almost always

61) Gives multiple examples when answering questions.
Almost never 1 2 3 4 5 Almost always

62) Talks in a monotone while lecturing.
Almost never 1 2 3 4 5 Almost always

63) Repeats the same explanations over again.
Almost never 1 2 3 4 5 Almost always

64) Asks unruly students to be quiet.
Almost never 1 2 3 4 5 Almost always

65) Comments on grades of individual students in front of class.
Almost never 1 2 3 4 5 Almost always

66) Maintains eye contact with class.
Almost never 1 2 3 4 5 Almost always

67) Allows students to question answers on test questions.
Almost never 1 2 3 4 5 Almost always

68) Answers questions in such a way as to make students asking questions sound dumb.
Almost never 1 2 3 4 5 Almost always

69) Becomes angry when students ask questions.
Almost never 1 2 3 4 5 Almost always

70) Shows signs of nervousness while lecturing.
Almost never 1 2 3 4 5 Almost always

71) Compliments students who perform well.
Almost never 1 2 3 4 5 Almost always

APPENDIX B : COMPLETE RATING FORM

THE UNIVERSITY OF NEBRASKA

You are invited to participate in a study concerning comparisons of rating scales to evaluate teacher performance. I hope to learn whether one of two developmental procedures is superior, and whether the resulting scales vary in terms of accuracy in rating teacher performance.

If you decide to participate, you will be asked to rate the performance of your instructor in this class with the enclosed questionnaire. Your instructor may be present while you make this rating. Your instructor may choose to see the results of this rating, but will not know what rating individual students give.

The study should require approximately 60 minutes of your time. There are no physical or psychological risks involved in this study.

Any information that is disclosed from this study will not identify you in any way. By signing this document, you are giving your permission for the experimenter to disclose this information to faculty members of the Psychology department.

Your decision whether or not to participate will not prejudice your future relations with The University of Nebraska. If you decide to participate, you are free to withdraw your consent and to discontinue participation at any time without prejudice.

If you have any questions, I expect you to ask me. If you have any additional questions later, Cal Hoffman, 554-2704, Psychology Department, UNO will be happy to answer them.

You will be given a copy of this form to keep.

YOU ARE MAKING A DECISION WHETHER OR NOT TO PARTICIPATE. YOUR SIGNATURE INDICATES THAT YOU HAVE DECIDED TO PARTICIPATE HAVING READ THE INFORMATION PROVIDED ABOVE.

_____

Date

_____

Signature

Cal Hoffman

_____

Investigator

BEHAVIORAL EXPECTATION SCALE

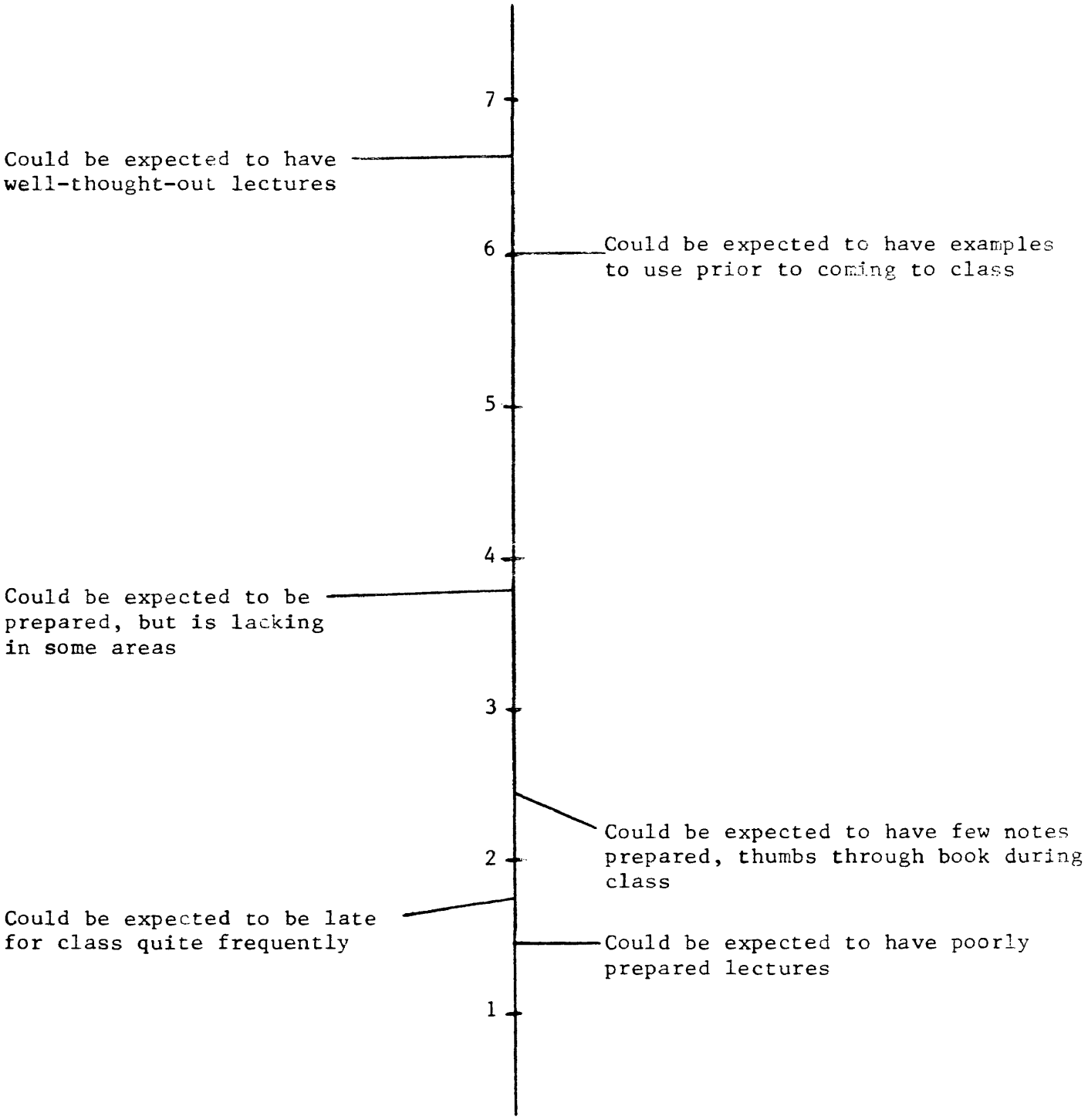
Instructions: SAMPLE SCALE PROPERLY FILLED OUT

First read the name of the dimension and its definition. Then notice the examples which illustrate various points on the rating scale. These examples are included to give you clear anchor points to help you make more accurate evaluations. Don't worry about whether or not your subordinate has actually exhibited the behavior described in the example. By knowing your subordinate, you should be able to judge whether he or she could be expected to display the type of behavior described in the example. After reading all the examples on a dimension, decide where on the rating scale the worker belongs by making a checkmark anywhere along the scale. The value you assign can range anywhere from 1 which represents very poor performance to 7 which represents very good performance. This procedure should be followed for each dimension.

Motivation - the worker's desire and willingness to do a hard day's work.

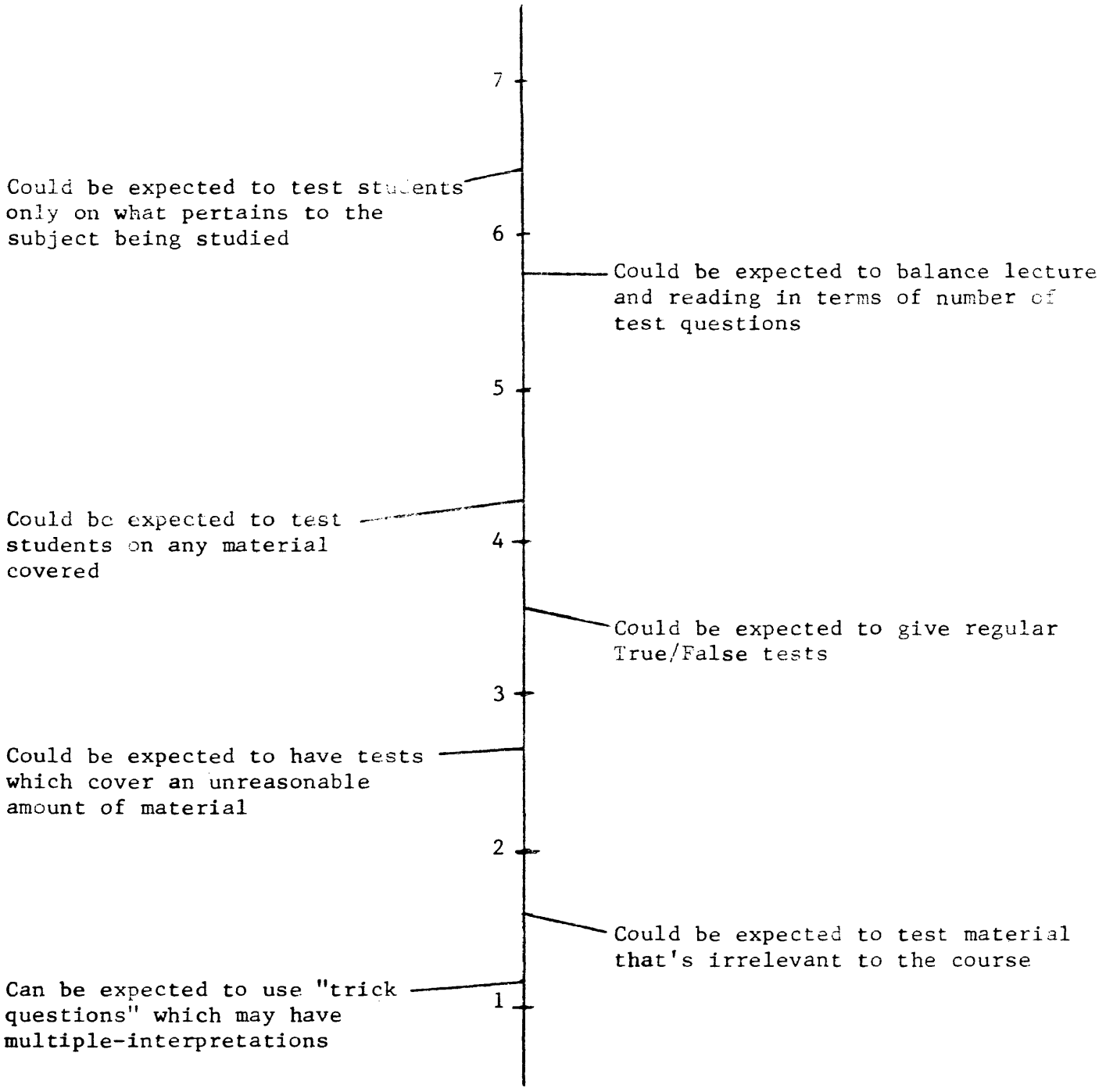
PREPAREDNESS

Shows evidence of preparation for lecture and test material



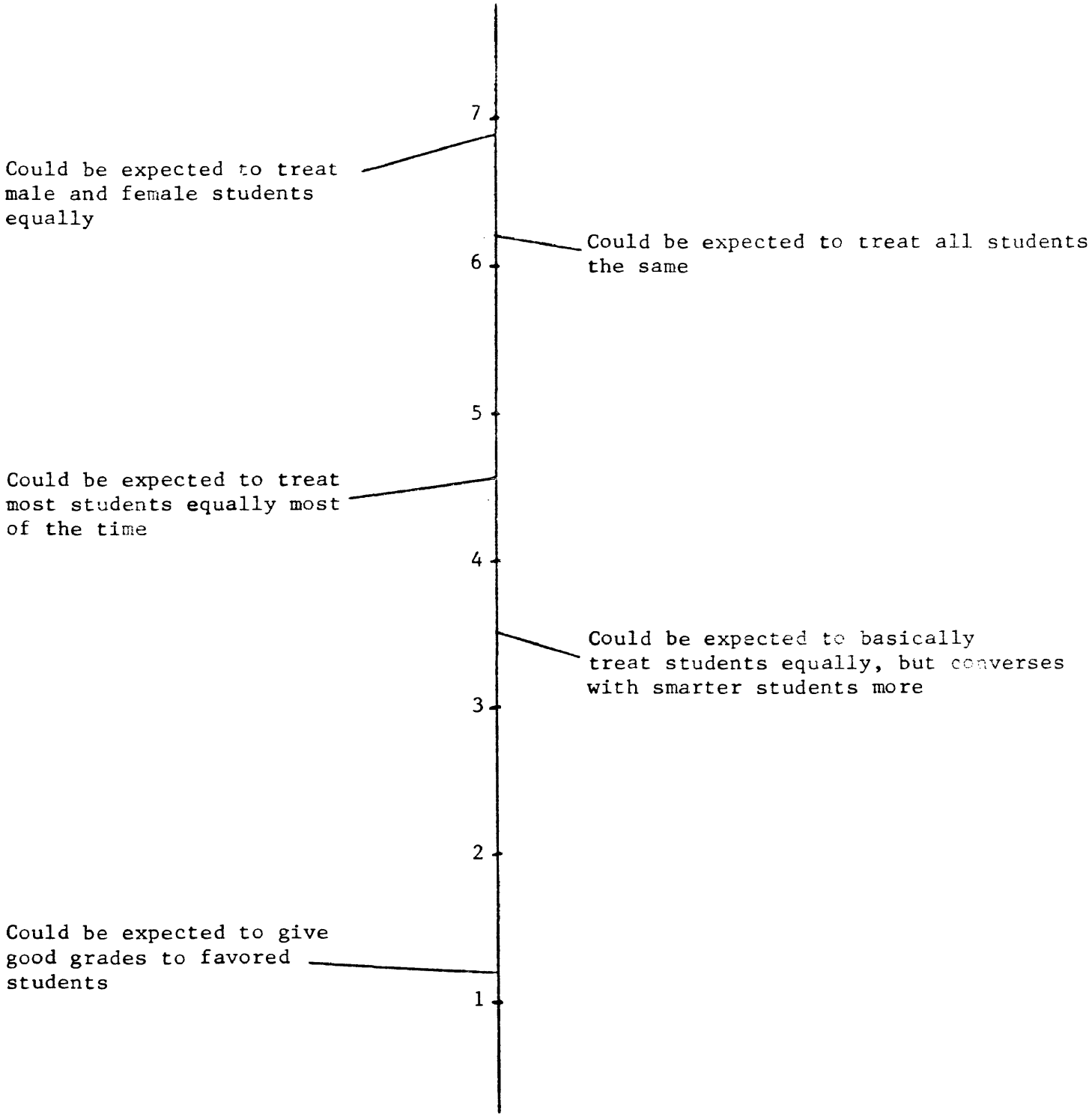
TESTING

Tests material covered in course. Good balance in emphasizing material covered in both lecture and reading



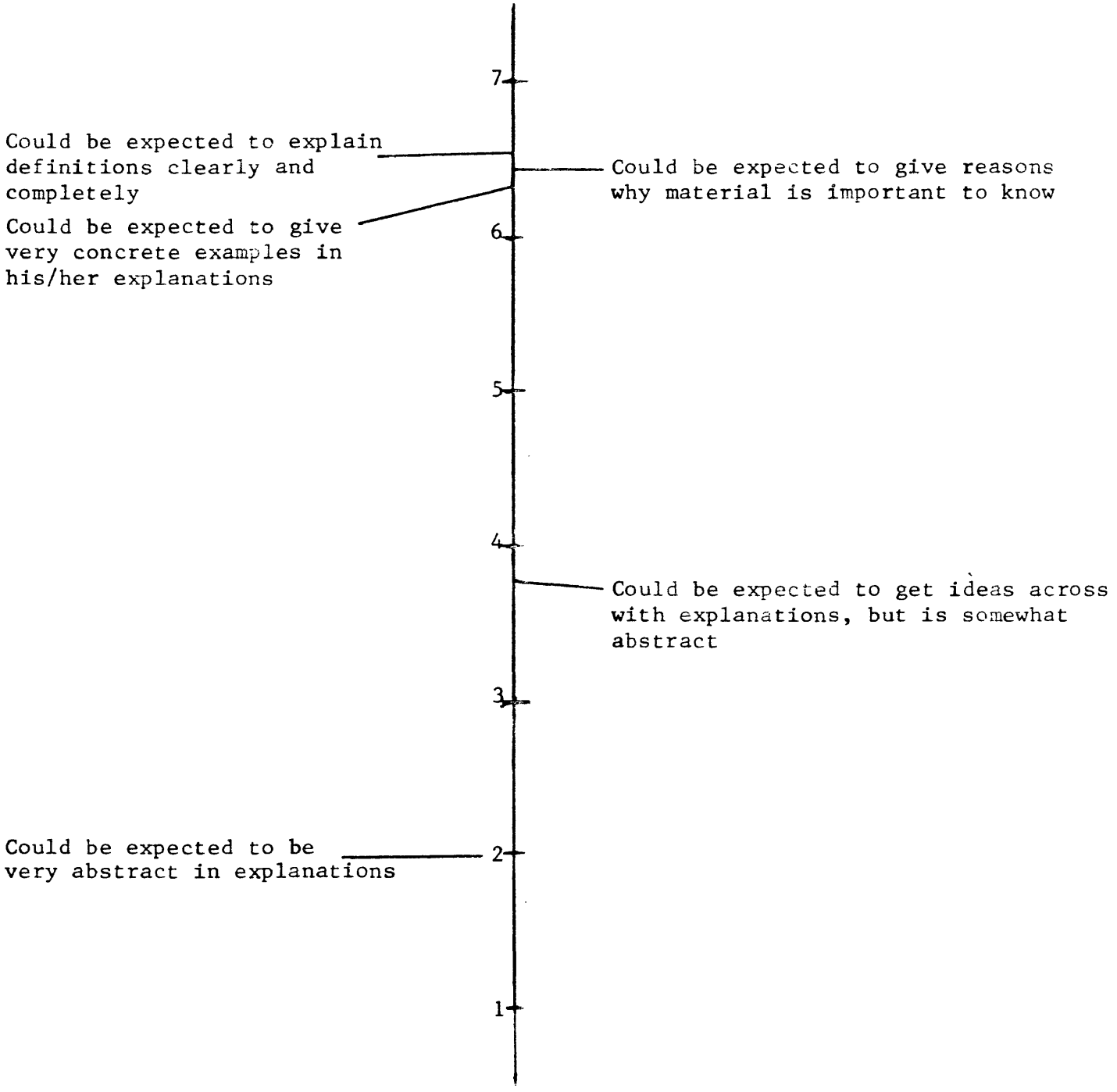
OBJECTIVITY

Impartiality; is unbiased in treatment of students



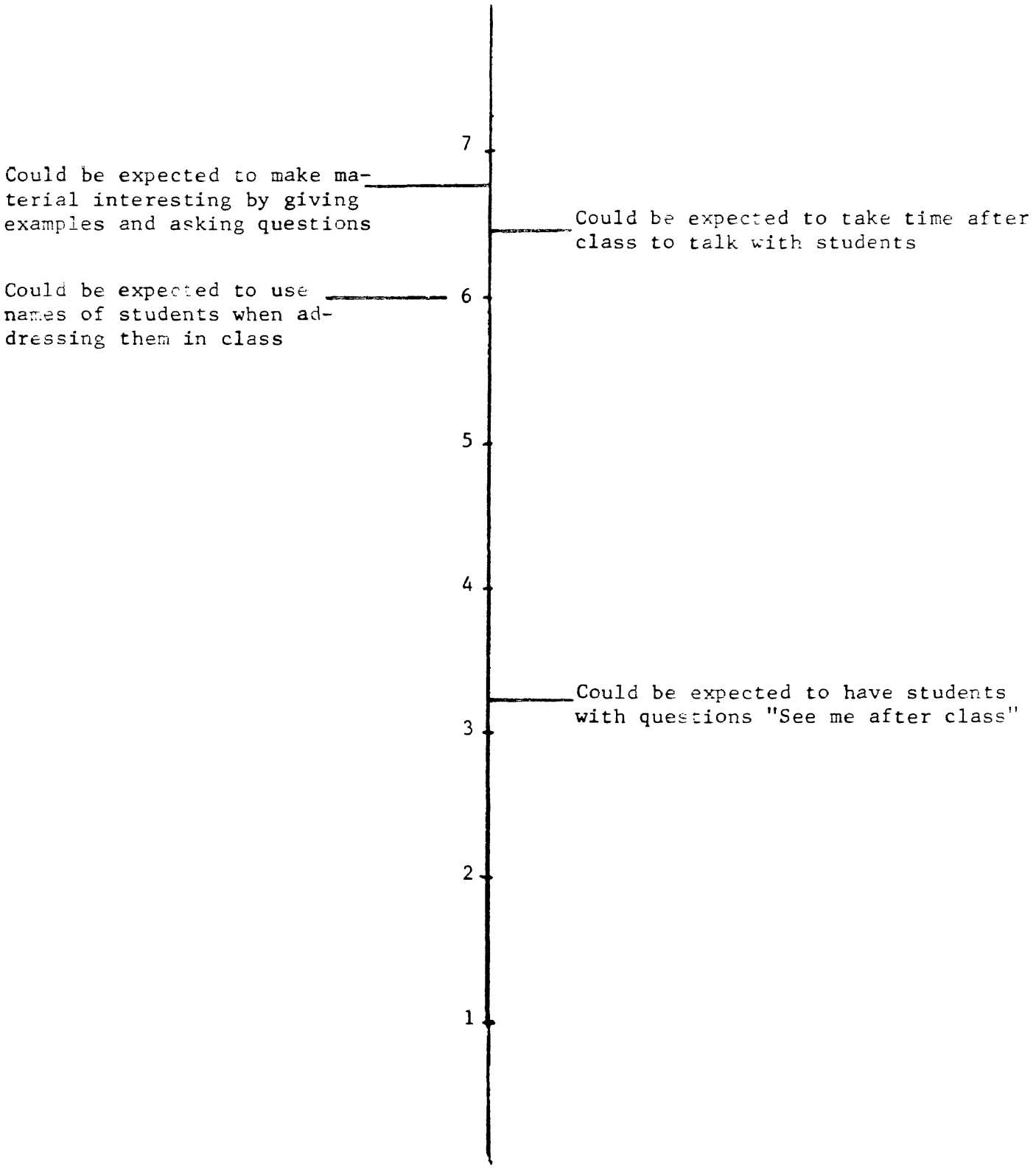
EXPLANATION OF CONCEPTS

Clarity of explanations, explains <u>why</u> concepts are important



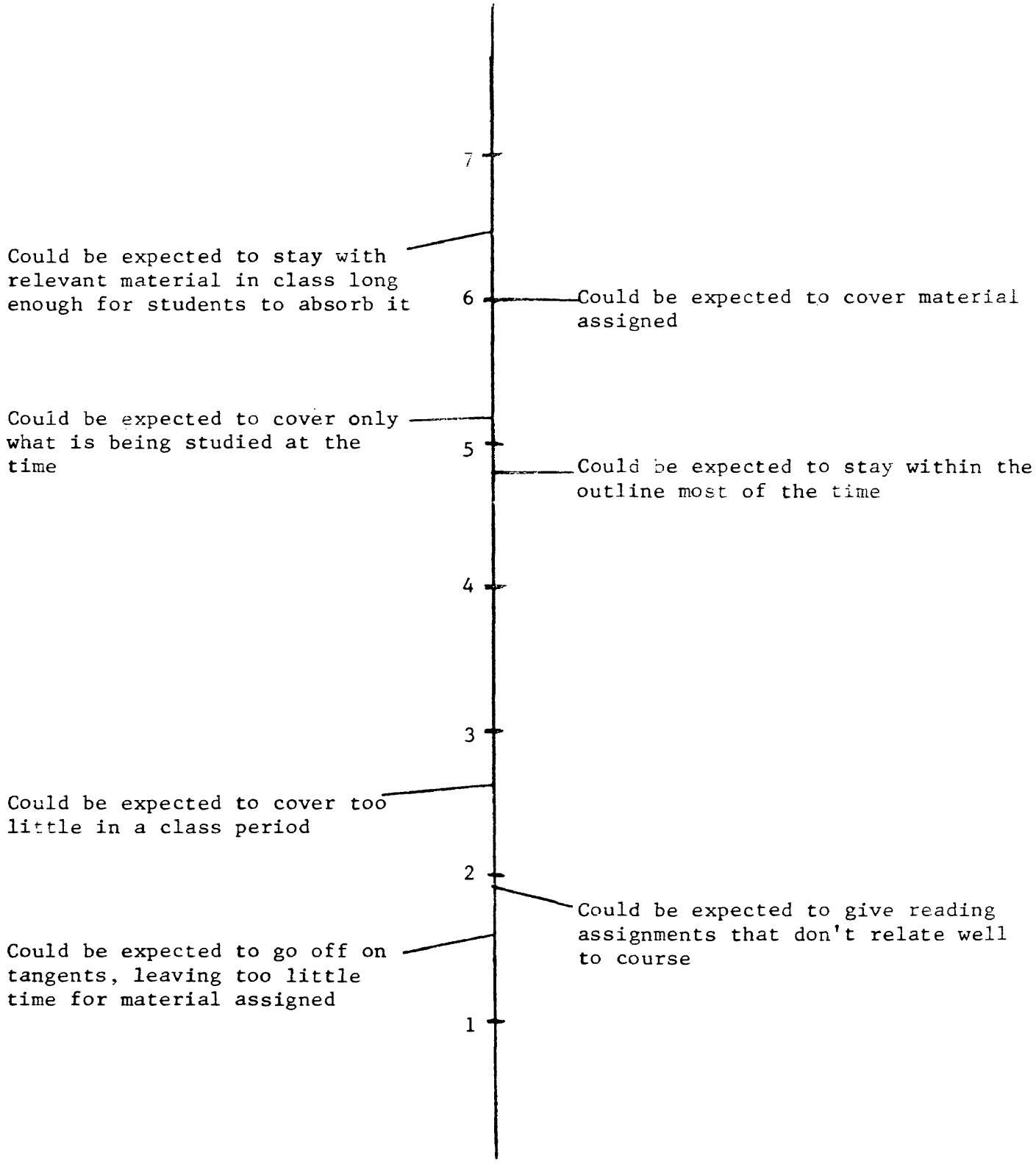
STUDENT/TEACHER INTERACTIONS

Communications with students, answering and asking questions



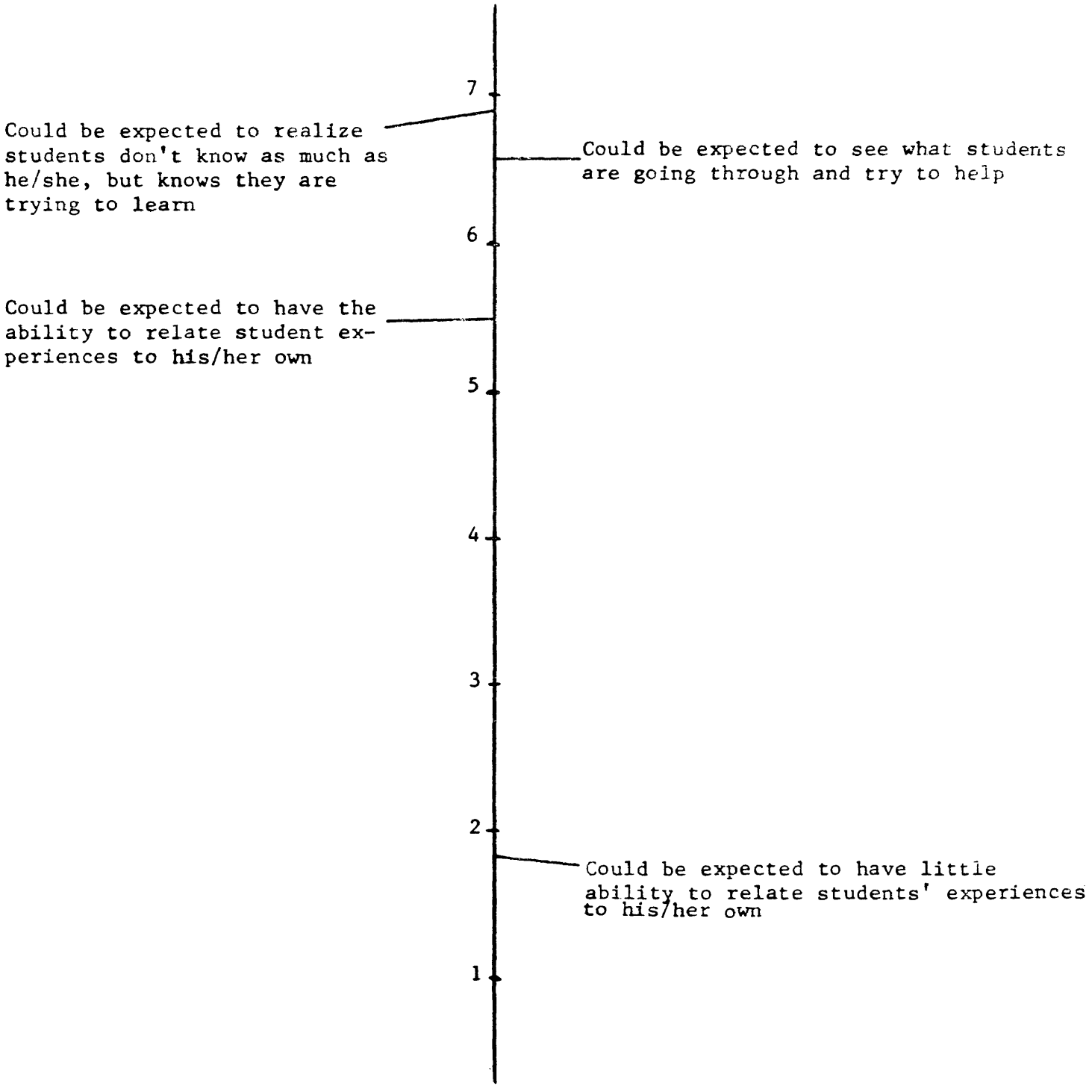
COURSE MATERIAL COVERED

Covers relevant material. Covers proper amount of material per class session

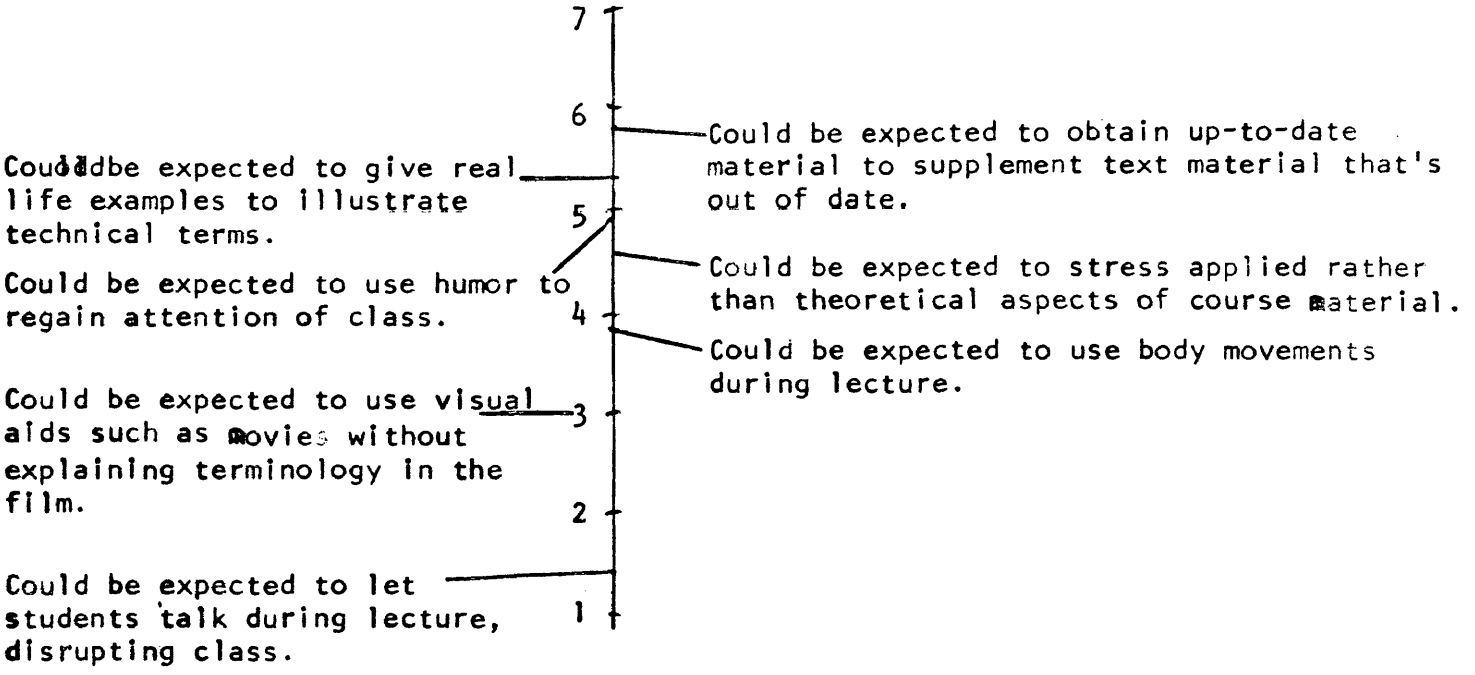


EMPATHY

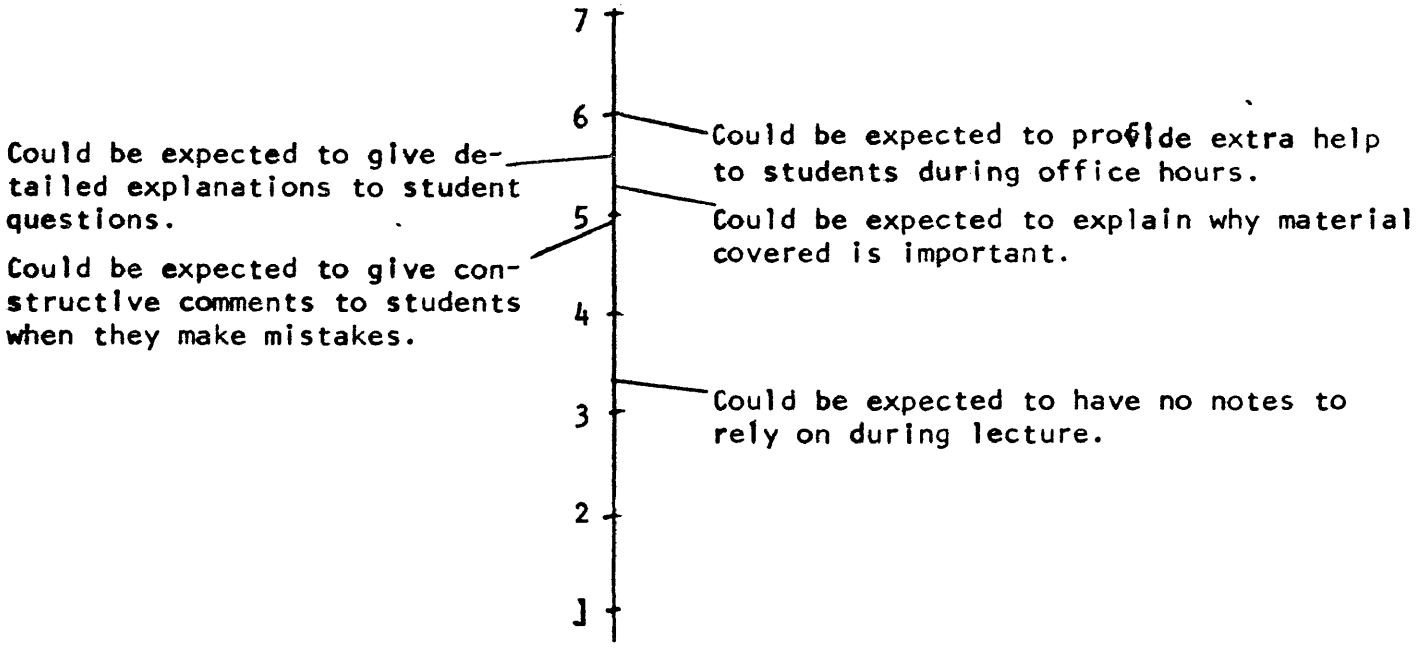
Ability to put self in place of student



Behavioral Expectation Scale: Concern for Classroom Control and Student Needs

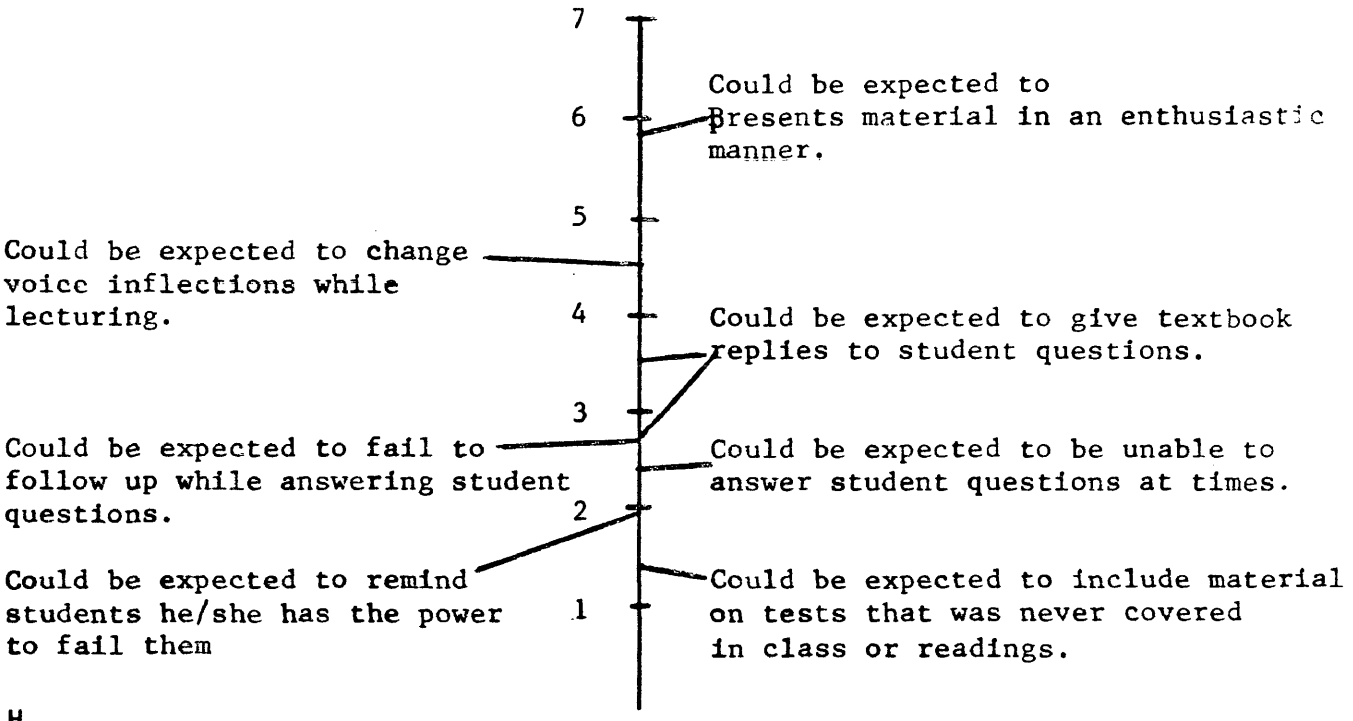


Behavioral Expectation Scale: Concern for Student Understanding

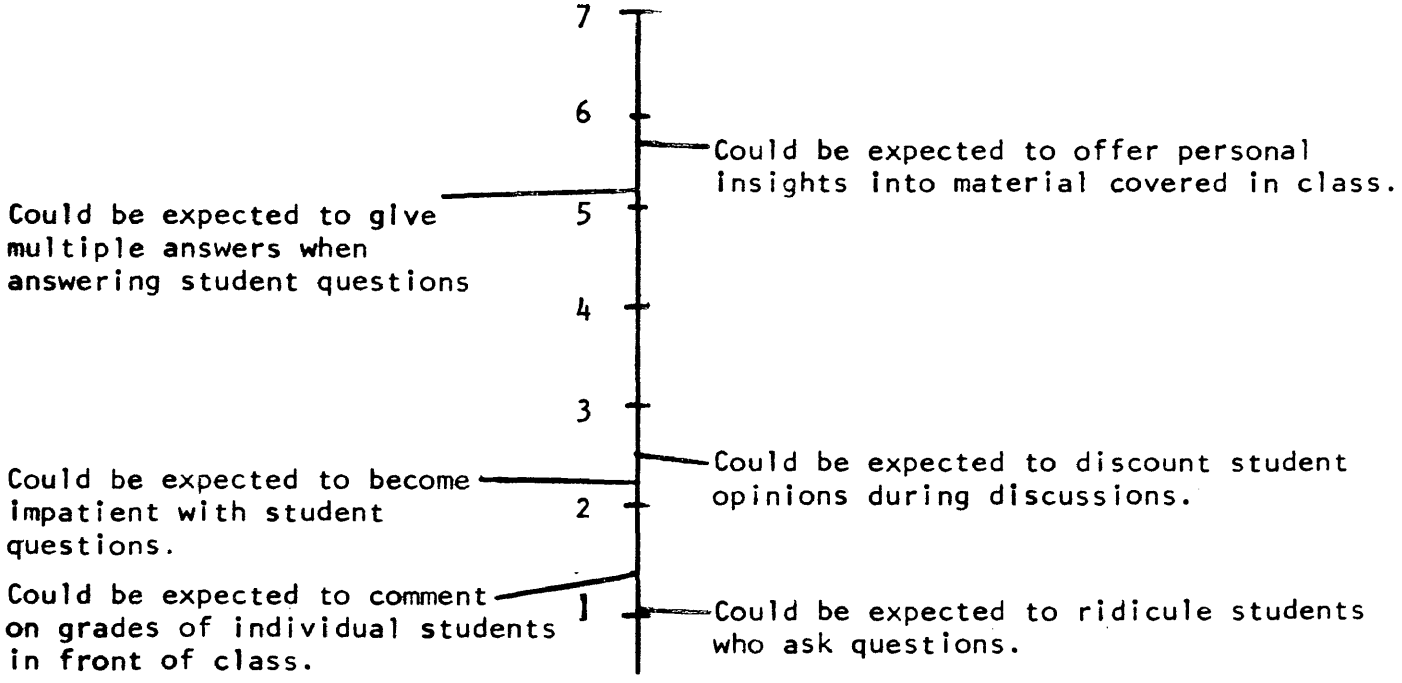


Behavioral Expectation Scale : Instructor Competency

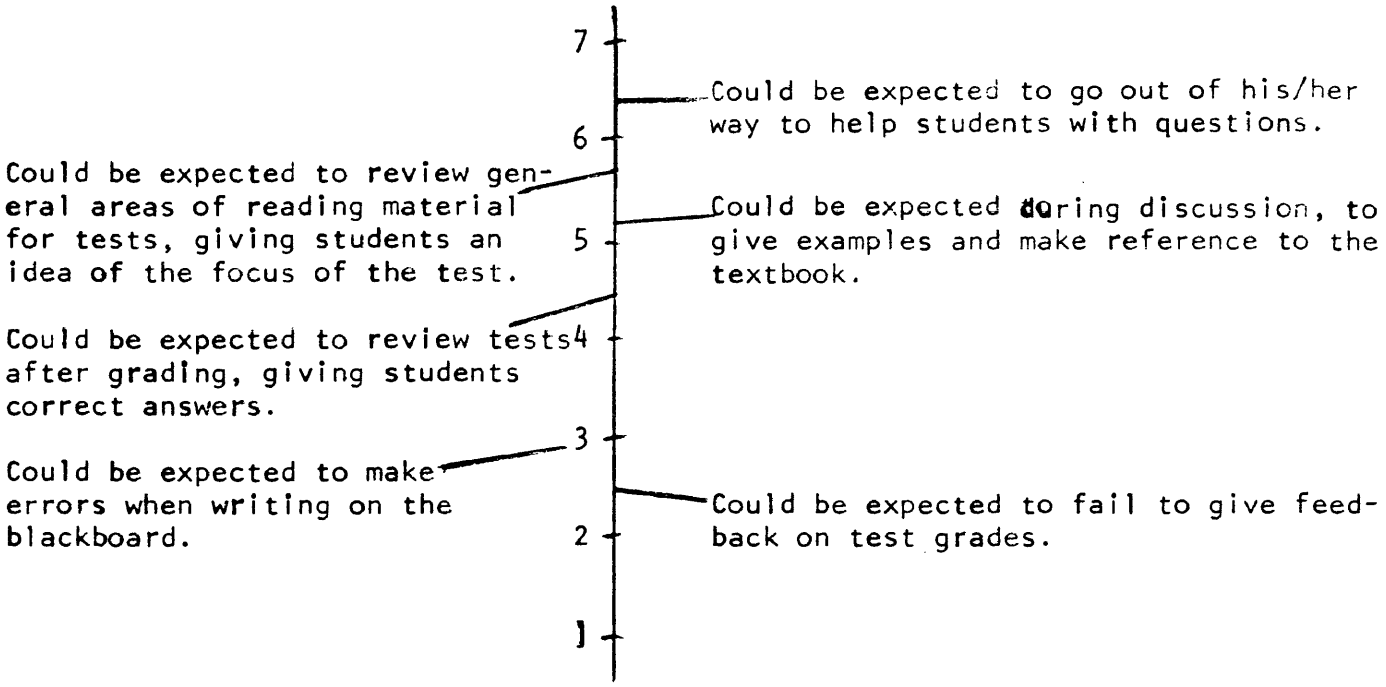
Please mark only one number per scale.



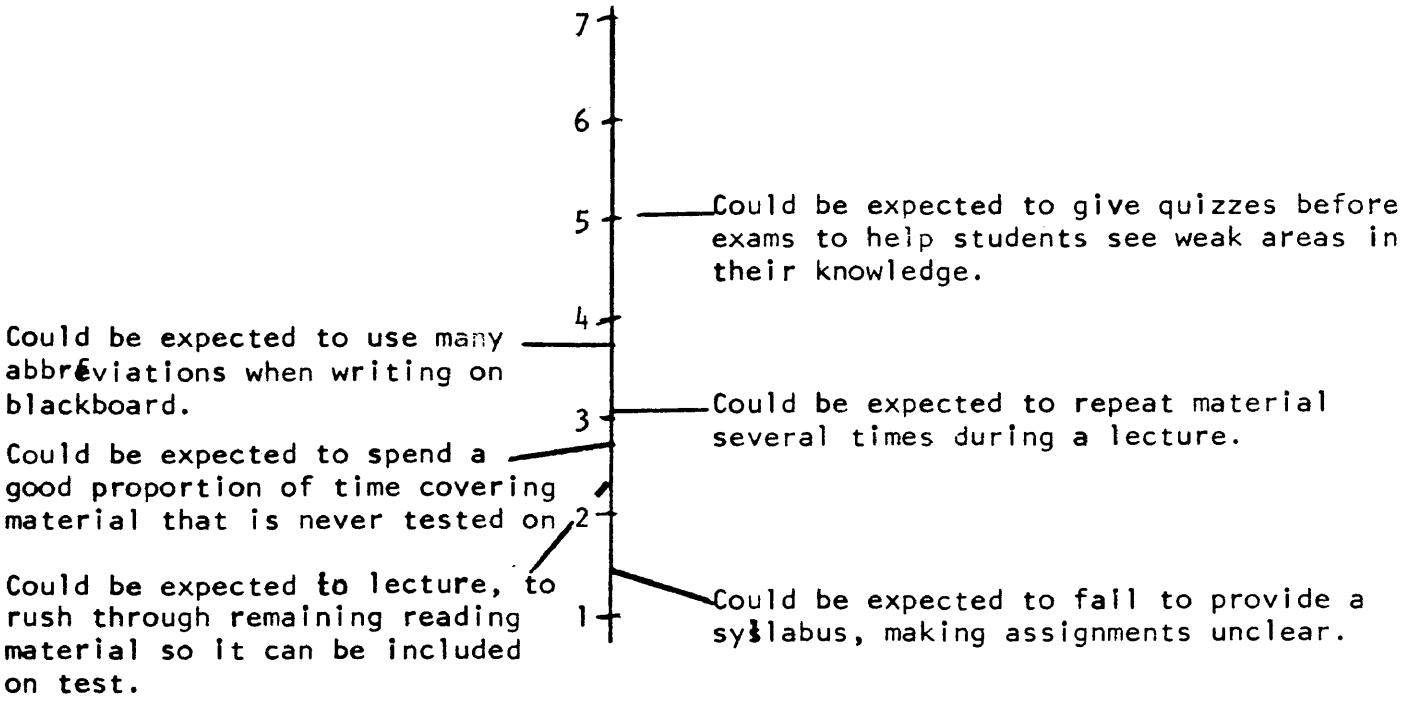
Helpfulness and
Behavioral Expectation Scale: Helpfulness and Positive Student Regard



Behavioral Expectation Scale: Organization and Clarity



Behavioral Expectation Scale: Proper Emphasis on Time Usage



Behavioral Observation Scale: Please rate the performance of your instructor on the following items. Rate his/her performance in terms of relatively how frequently you have observed the behavior in question. If you have not observed the behavior in question, do not leave the item blank. Make your rating using the following anchors:

1=0 to 19% 2=20 to 39% 3=40 to 59% 4=60 to 79% 5=80 to 100%

Make your ratings in terms of relatively how often you have observed the behavior in question. Thus, if you have never seen a behavior, rank a "one", which is 0 to 19% in relative frequency. Please mark directly on the scale. Thank you.

Scale One: Course Material Covered,
Definition: Covers relevant material; covers proper amount of material per class session.

1) Stays with relevant material in class long enough for students to absorb it.
1 2 3 4 5

2) Covers material in class that was assigned.
1 2 3 4 5

3) Covers only what is being studied at the time.
1 2 3 4 5

4) Stays within the course outline most of the time.
1 2 3 4 5

5) Covers too little in a class period.
1 2 3 4 5

6) Gives reading assignments that don't relate well to the course.
1 2 3 4 5

7) Goes off on tangents, leaves too little time for material assigned.
1 2 3 4 5

Scale Two: Testing.
Definition: Tests material covered in course. Good balance in emphasiging material covered in both reading and lecture.

1) Tests students only on what pertains to the subject being studied.
1 2 3 4 5

2) Balances lecture and reading in terms of number of test questions.
1 2 3 4 5

3) Tests students on any material covered.
1 2 3 4 5

4) Gives regular true/false tests.
1 2 3 4 5

5) Has tests which cover an unreasonable amount of material.
1 2 3 4 5

Testing(Continued)

6) Tests material that's irrelevant to the course.
1 2 3 4 5

7) Uses "trick" questions which may have multiple interpretations.
1 2 3 4 5

Scale Three: Objectivity.
Definition: Impartiality;is unbiased in treatment of students.

1) Treats male and female students equally.
1 2 3 4 5

2) Treats all students the same.
1 2 3 4 5

3) Treats most students equally.
1 2 3 4 5

4) Basically treats students equally,but converses with smarter students more.
1 2 3 4 5

5) Gives good grades to favored students.
1 2 3 4 5

Scale Four:Preparedness.
Definition:Shows evidence of preparation for lecture and test material.

1) Has well-thought-out lectures.
1 2 3 4 5

2) Has examples to use prior to coming to class.
1 2 3 4 5

3) Is prepared,but is lacking in some areas of preparation.
1 2 3 4 5

4) Has few notes prepared,thumbs through book during class.
1 2 3 4 5

5) Is late for class quite frequently.
1 2 3 4 5

6) Has poorly prepared lectures.
1 2 3 4 5

Scale Five: Explanation of concepts.
Definition: Clarity of explanations, explains why concepts are important.

1) Explains definitions clearly and completely.
1 2 3 4 5

2) Gives reasons why material is important to know.
1 2 3 4 5

3) Gives very concrete examples in his/her explanations.
1 2 3 4 5

4) Gets ideas across with his/her explanations, but is somewhat abstract.
1 2 3 4 5

5) Is very abstract in his/her explanations.
1 2 3 4 5

Scale Six: Empathy
Definition: Ability to put self in place of student.

1) Realizes students don't know as much as he/she, but knows they are trying to learn.
1 2 3 4 5

2) Has the ability to relate student experiences to his/her own.
1 2 3 4 5

3) Sees what students are going through and tries to help.
1 2 3 4 5

4) Has little ability to relate students' experiences to his/her own.
1 2 3 4 5

Scale Seven: Student/teacher interactions
Definition: Communications with students, answering and asking questions.

1) Makes material interesting by giving examples and asking questions.
1 2 3 4 5

2) Uses names of students when addressing them in class.
1 2 3 4 5

3) Takes time after class to talk with students.
1 2 3 4 5

4) Has students with questions "see me after class".
1 2 3 4 5

Behavioral Observation Scale
Dimension:Instructor Competency

1) Includes material on tests that was never covered in class or readings.
1 2 3 4 5

2) Gives textbook replies to student questions.
1 2 3 4 5

3) When answering student questions,doesn't follow up to make sure student understood explanation.
1 2 3 4 5

4) Reminds students he/she has the power to fail them.
1 2 3 4 5

5) Spends an excess amount of time covering small parts of reading material.
1 2 3 4 5

6)Changes voice inflections while lecturing.
1 2 3 4 5

7) Uses terms from upper level courses (jargon) to explain concepts.
1 2 3 4 5

8) Lectures "over the heads" of most students in the class.
1 2 3 4 5

9) Supplies little structure to classroom discussions.
1 2 3 4 5

10) Presents material in an enthusiastic manner.
1 2 3 4 5

11) Provides little structure in course.
1 2 3 4 5

12) At times,is unable to answer student questions.
1 2 3 4 5

13) Spends time in class going through books or notes before he/she can continue.lecturing.
1 2 3 4 5

14) Talks in a monotone while lecturing.
1 2 3 4 5

15) Shows signs of nervousness while lecturing.
1 2 3 4 5

Dimension: Helpfulness and positive student regard

1) Explains course material when questioned without needing to look at notes.
1 2 3 4 5

Helpfulness,continued

2) Laughs at students who have questions.
1 2 3 4 5

3) Discounts student opinions during discussions.
1 2 3 4 5

4) Offers personal insights into material covered in class.
1 2 3 4 5

5) Becomes impatient with student questions.
1 2 3 4 5

6) Ridicules students who ask questions.
1 2 3 4 5

7) Becomes angry if his/her authority is questioned.
1 2 3 4 5

8) Ignores student questions.
1 2 3 4 5

9) Gives multiple answers when answering student questions.
1 2 3 4 5

10) Comments on grades of individual students in front of class.
1 2 3 4 5

11) Answers questions in such a way to make the student asking questions sound dumb.
1 2 3 4 5

12) Becomes angry when students ask questions.
1 2 3 4 5

Dimension: Concern for classroom control and student needs

1) Stresses applied rather than theoretical aspects of course material.
1 2 3 4 5

2) Exercises authority when needed without disrupting class.
1 2 3 4 5

3) Lets students talk during lecture,disrupting class.
1 2 3 4 5

4) Uses body movements during lecture.
1 2 3 4 5

5) Obtains up-to-date material to supplement text material that's out of date.
1 2 3 4 5

6) Gives real-life examples to illustrate technical terms.
1 2 3 4 5

7) Uses humor to regain attention of class.
1 2 3 4 5

8) Shows impartiality in grading.
1 2 3 4 5

Concern for classroom control-continued

9) Provides outline that will be followed during lecture.
1 2 3 4 5

10) Uses visual aids such as movies without explaining terminology in the film.
1 2 3 4 5

11) Asks unruly students to be quiet.
1 2 3 4 5

Dimension: Concern for student understanding

1) Makes use of visual aids such as overhead projector,slides,movies,or blackboard.
1 2 3 4 5

2) Is available for help other than just class and office hours.
1 2 3 4 5

3) Shows patience when dealing with student questions.
1 2 3 4 5

4) Has no notes to rely on during lecture.
1 2 3 4 5

5) Gives constructive comments to students when they make mistakes.
1 2 3 4 5

6) Gives detailed explanations to student questions.
1 2 3 4 5

7) Shows personal interest in students.
1 2 3 4 5

8) Provides extra help to students during office hours.
1 2 3 4 5

9)Has written notes on reading assignments.
1 2 3 4 5

10) Answers student questions in great detail.
1 2 3 4 5

11) Explains why material covered is important.
1 2 3 4 5

12) Compliments students who perform well.
1 2 3 4 5

Dimension: Organization and clarity

1) During discussion,gives examples and makes reference to the textbook.
1 2 3 4 5

2) Asks students if they have anything to add to discussion of reading Assignments.
1 2 3 4 5

Organization and clarity-continued

3) Fails to go over tests to show students what correct answers are.
1 2 3 4 5

4) Specifically lists some of the things that should be known for a test during review.
1 2 3 4 5

5) Reviews general areas of reading material for tests, giving students an idea of the focus of the test.
1 2 3 4 5

6) Reviews tests after grading, giving students correct answers.
1 2 3 4 5

7) Goes out of his/her way to help students with questions.
1 2 3 4 5

8) Fails to give feedback on test grades.
1 2 3 4 5

9) Makes errors when writing on the blackboard.
1 2 3 4 5

10) Maintains eye contact with class.
1 2 3 4 5

11) Allows students to question answers on test question.
1 2 3 4 5

Dimension: Proper emphasis on time usage

1) Fails to provide a syllabus, making assignments unclear.
1 2 3 4 5

2) Spends a good proportion of time covering material that is never tested on.
1 2 3 4 5

3) Uses many abbreviations when writing on blackboard.
1 2 3 4 5

4) In lecture, rushes through remaining reading material so it can be included on test.
1 2 3 4 5

5) Gives quizzes before exams to help students see weak areas in their knowledge.
1 2 3 4 5

6) Fails to tie together points made during lecture.
1 2 3 4 5

7) Repeats material several times during a lecture.
1 2 3 4 5

8) Repeats the same explanations over again.
1 2 3 4 5

Please answer a few more questions and you'll be done.

Please circle the answer which best describes your feelings.

1) Would you take another course from this instructor?

Definitely not 1 2 3 4 5 Very definitely

2) Would you recomend this course to a friend?

Definitely not 1 2 3 4 5 Very definitely

3) How many psychology courses have you taken?

1 2 3 4 5

4) Overall,how effective would you rate the teaching in this course?

Very ineffective 1 2 3 4 5 Very effective

5) Your sex? Male Female

6) Grade you expect for this course?

A B C D F

7) Do you prefer the BES (vertical) or BOS format?

BES BOS

Why?_____

_____

8) Your instructors name? _____

Thank you for your participation.

Cal Hoffman

APPENDIX C:
CORRELATIONS OF ALL ITEMS

	ITEM1	ITEM2	ITEM3	ITEM4	ITEM5	ITEM6
ITEM1	1.0000 (0) P=******	-.0543 (302) P= .173	-.0754 (302) P= .096	-.0789 (302) P= .086	.2195 (302) P= .001	.0528 (302) P= .180
ITEM2	-.0543 (302) P= .173	1.0000 (0) P=******	.2941 (302) P= .001	.1706 (302) P= .001	-.0436 (302) P= .225	-.0024 (302) P= .484
ITEM3	-.0754 (302) P= .096	.2941 (302) P= .001	1.0000 (0) P=******	.3046 (302) P= .001	-.0307 (302) P= .298	.1316 (302) P= .011
ITEM4	-.0789 (302) P= .086	.1706 (302) P= .001	.3046 (302) P= .001	1.0000 (0) P=******	.0562 (302) P= .165	.0567 (302) P= .163
ITEM5	.2195 (302) P= .001	-.0436 (302) P= .225	-.0307 (302) P= .298	.0562 (302) P= .165	1.0000 (0) P=******	.0152 (302) P= .396
ITEM6	.0528 (302) P= .180	-.0024 (302) P= .484	.1316 (302) P= .011	.0567 (302) P= .163	.0152 (302) P= .396	1.0000 (0) P=******
ITEM7	-.0845 (302) P= .072	.0260 (302) P= .326	.0583 (302) P= .156	.1080 (302) P= .030	-.0561 (302) P= .166	.1619 (302) P= .002
ITEM8	.0864 (302) P= .067	-.1270 (302) P= .014	-.0769 (302) P= .091	.0379 (302) P= .256	.2461 (302) P= .001	.0137 (302) P= .406
ITEM9	.0149 (302) P= .398	.0440 (302) P= .223	-.0502 (302) P= .192	-.2925 (302) P= .001	.0651 (302) P= .130	.0352 (302) P= .271
ITEM10	-.0167 (302) P= .386	.1768 (302) P= .001	.1003 (302) P= .041	.1159 (302) P= .022	.0105 (302) P= .428	.0342 (302) P= .277
ITEM11	-.0731 (302) P= .103	.1401 (302) P= .007	.1975 (302) P= .001	.2575 (302) P= .001	.0561 (302) P= .166	-.0170 (302) P= .384
ITEM12	.0494 (302) P= .196	.0559 (302) P= .166	.0755 (302) P= .095	.2524 (302) P= .001	-.0516 (302) P= .186	-.0450 (302) P= .218
ITEM13	-.1175 (302) P= .021	.2298 (302) P= .001	.2452 (302) P= .001	.2941 (302) P= .001	-.0988 (302) P= .043	.0627 (302) P= .139

	1	2	3	4	5	6
ITEM14	-.0443	.2584	.2723	.1977	.0640	.0350
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .222	P= .001	P= .001	P= .001	P= .134	P= .272
ITEM15	.0350	-.0877	-.0781	.0007	.1447	.0983
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .273	P= .064	P= .088	P= .495	P= .006	P= .044
ITEM16	-.0253	.0777	.0795	.1383	-.0148	-.0128
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .330	P= .089	P= .084	P= .008	P= .399	P= .412
ITEM17	.0327	-.0324	.0748	.0408	.1918	.0721
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .286	P= .287	P= .097	P= .240	P= .001	P= .106
ITEM18	.1246	-.1320	-.0670	-.0797	.1202	.0329
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .015	P= .011	P= .123	P= .084	P= .018	P= .284
ITEM19	.0610	-.0235	.0039	.0510	.2722	-.0028
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .145	P= .342	P= .473	P= .189	P= .001	P= .481
ITEM20	.0949	-.0750	-.0797	-.0998	.2181	.0683
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .050	P= .097	P= .084	P= .042	P= .001	P= .118
ITEM21	.0431	-.0290	-.1222	-.0508	.1655	-.0203
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .228	P= .308	P= .017	P= .189	P= .002	P= .363
ITEM22	.0509	.0161	.0361	.0189	.0430	.0349
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .189	P= .390	P= .266	P= .372	P= .228	P= .273
ITEM23	-.0325	.1323	.2465	.1772	-.1398	.0986
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .287	P= .011	P= .001	P= .001	P= .008	P= .044
ITEM24	-.0322	.2625	.2538	.2193	-.0426	.1829
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .289	P= .001	P= .001	P= .001	P= .231	P= .001
ITEM25	.0855	-.0960	-.0680	-.1069	.2240	-.0262
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .069	P= .048	P= .120	P= .032	P= .001	P= .325
ITEM26	.0761	-.0614	-.1447	-.1368	.2845	-.0863
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .094	P= .144	P= .006	P= .009	P= .001	P= .067

	1	2	3	4	5	6
ITEM27	.1045	-.0939	-.0120	.0652	.1265	-.0415
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .035	P= .052	P= .418	P= .129	P= .014	P= .236
ITEM28	-.0061	.0983	.1755	.1500	-.0101	.1420
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .458	P= .044	P= .001	P= .004	P= .430	P= .006
ITEM29	-.0222	.2879	.2719	.1334	.0094	.0680
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .350	P= .001	P= .001	P= .010	P= .435	P= .119
ITEM30	-.1300	.0916	.0648	.2308	.0180	.0354
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .056	P= .131	P= .001	P= .377	P= .270
ITEM31	.1034	-.0794	-.0879	-.0681	.1539	-.0061
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .036	P= .084	P= .064	P= .119	P= .004	P= .458
ITEM32	.1399	-.1408	-.1671	.0449	.1336	.0311
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .007	P= .002	P= .218	P= .010	P= .295
ITEM33	-.1011	.1634	.1902	.3055	-.0685	.0078
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .040	P= .002	P= .001	P= .001	P= .118	P= .446
ITEM34	-.0613	.2284	.2287	.1857	.0280	.1525
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .144	P= .001	P= .001	P= .001	P= .314	P= .004
ITEM35	-.0577	.1878	.2249	.2339	-.0068	.0915
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .159	P= .001	P= .001	P= .001	P= .453	P= .056
ITEM36	.1692	-.2243	-.0942	-.1477	.1751	-.0010
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .001	P= .051	P= .005	P= .001	P= .493
ITEM37	.1770	-.1396	-.0876	-.1135	.2028	.0374
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .008	P= .064	P= .024	P= .001	P= .259
ITEM38	.0143	.2361	.3331	.1126	-.0191	.1960
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .402	P= .001	P= .001	P= .025	P= .371	P= .001
ITEM39	-.0474	.0964	.2502	.1818	.0481	.1070
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .206	P= .047	P= .001	P= .001	P= .202	P= .032

	1	2	3	4	5	6
ITEM40	-.0595	.1447	.1985	.1355	-.0250	.0699
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .151	P= .006	P= .001	P= .009	P= .333	P= .113
ITEM41	-.0670	.1361	.2192	.0539	.0140	.0413
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .123	P= .009	P= .001	P= .175	P= .399	P= .238
ITEM42	.0354	.0485	.2063	.2147	.0801	.1428
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .270	P= .201	P= .001	P= .001	P= .083	P= .006
ITEM43	.0834	-.1998	-.0363	-.0707	.1421	-.0533
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .074	P= .001	P= .265	P= .110	P= .007	P= .178
ITEM44	-.0087	-.0411	.0056	.0132	.0124	.0746
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .440	P= .238	P= .461	P= .409	P= .415	P= .098
ITEM45	.1521	-.1873	-.0453	-.0400	.0169	.0224
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .001	P= .216	P= .244	P= .385	P= .349
ITEM46	-.1916	.2279	.3593	.2031	-.1123	.1724
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .001	P= .026	P= .001
ITEM47	-.1050	.2209	.3389	.1855	-.0023	.1248
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .034	P= .001	P= .001	P= .001	P= .484	P= .015
ITEM48	.1193	-.0958	-.1148	-.2225	.1270	.0488
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .048	P= .023	P= .001	P= .014	P= .199
ITEM49	-.0009	.1395	.0394	.0566	-.0504	.0400
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .494	P= .008	P= .247	P= .163	P= .191	P= .244
ITEM50	.0644	-.0488	-.0240	.0658	.1437	.0887
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .132	P= .199	P= .339	P= .127	P= .006	P= .062
ITEM51	.0548	-.1499	-.0566	-.0191	.2325	-.0051
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .171	P= .005	P= .164	P= .371	P= .001	P= .465
ITEM52	.0807	.0554	.0209	.0907	.1971	.0304
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .081	P= .168	P= .359	P= .058	P= .001	P= .300

	1	2	3	4	5	6
ITEM53	.1504	-.0041	-.0960	-.0457	.1623	-.0180
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .073	P= .048	P= .215	P= .002	P= .377
ITEM54	.0712	-.1236	-.0479	.0435	.1580	.0808
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .109	P= .016	P= .203	P= .226	P= .003	P= .081
ITEM55	.0120	.0547	.1234	.0119	.0737	.1008
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .418	P= .172	P= .016	P= .418	P= .101	P= .029
ITEM56	.0524	-.0238	-.0408	-.1199	.1744	.0348
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .182	P= .340	P= .240	P= .017	P= .001	P= .273
ITEM57	-.0956	.2348	.1416	.1854	-.0589	.0705
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .049	P= .001	P= .007	P= .001	P= .154	P= .111
ITEM58	.0876	.0921	.0566	.0377	.2996	-.0251
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .064	P= .055	P= .163	P= .257	P= .001	P= .332
ITEM59	.0457	-.0736	-.1341	-.0246	.1179	-.1171
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .214	P= .101	P= .010	P= .335	P= .020	P= .021
ITEM60	-.0941	.2370	.3713	.1896	-.0122	.1693
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .051	P= .001	P= .001	P= .001	P= .417	P= .002
ITEM61	-.0311	.1660	.3005	.1377	.0277	.0954
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .295	P= .002	P= .001	P= .008	P= .316	P= .049
ITEM62	.0054	-.1322	-.1531	-.1129	.1891	-.0257
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .463	P= .011	P= .004	P= .025	P= .001	P= .328
ITEM63	.0189	.0133	-.0055	-.0286	.1269	.0234
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .372	P= .409	P= .462	P= .311	P= .014	P= .343
ITEM64	-.0206	-.0053	.0415	.0863	.0880	.0596
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .361	P= .463	P= .236	P= .067	P= .064	P= .151
ITEM65	.0966	-.0726	.0124	.0399	.1735	-.0495
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .047	P= .104	P= .415	P= .245	P= .001	P= .196

	1	2	3	4	5	6
ITEM66	-.0904	.1972	.1620	.1019	-.1565	.0345
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .058	P= .001	P= .002	P= .039	P= .003	P= .277
ITEM67	.0240	.1575	.1157	.1616	-.0287	.0322
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .339	P= .003	P= .022	P= .001	P= .310	P= .289
ITEM68	.1126	-.1019	-.0162	-.0300	.1548	.0302
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .025	P= .039	P= .389	P= .302	P= .004	P= .301
ITEM69	.0904	-.1327	-.0159	-.0733	.1629	-.0504
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .058	P= .011	P= .391	P= .102	P= .002	P= .192
ITEM70	.0557	-.0890	-.0207	-.0320	.1511	-.0221
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .167	P= .061	P= .360	P= .290	P= .004	P= .351
ITEM71	-.0575	.1601	.1833	.0983	-.0345	-.1275
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .160	P= .003	P= .001	P= .044	P= .275	P= .013

	ITEM7	ITEM8	ITEM9	ITEM10	ITEM11	ITEM12
ITEM1	-.0845	.0864	.0149	-.0167	-.0731	.0494
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .072	P= .067	P= .398	P= .386	P= .103	P= .196
ITEM2	.0260	-.1270	.0440	.1768	.1401	.0559
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .326	P= .014	P= .223	P= .001	P= .007	P= .166
ITEM3	.0583	-.0769	-.0502	.1003	.1975	.0755
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .156	P= .091	P= .192	P= .041	P= .001	P= .095
ITEM4	.1080	.0379	-.2925	.1159	.2575	.2524
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .030	P= .256	P= .001	P= .022	P= .001	P= .001
ITEM5	-.0561	.2461	.0651	.0105	.0561	-.0516
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .166	P= .001	P= .130	P= .428	P= .166	P= .186

	7	8	9	10	11	12
ITEM6	.1619	.0137	.0352	.0342	-.0170	-.0450
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .406	P= .271	P= .277	P= .384	P= .218
ITEM7	1.0000	-.1237	-.0933	.1081	.0492	.1939
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .016	P= .053	P= .030	P= .197	P= .001
ITEM8	-.1237	1.0000	.1182	-.0743	-.0783	-.1340
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .016	P=******	P= .020	P= .099	P= .087	P= .010
ITEM9	-.0933	.1182	1.0000	-.1541	-.1309	-.4662
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .053	P= .020	P=******	P= .004	P= .011	P= .001
ITEM10	.1081	-.0743	-.1541	1.0000	.5691	.5197
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .030	P= .099	P= .004	P=******	P= .001	P= .001
ITEM11	.0492	-.0783	-.1309	.5691	1.0000	.4144
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .197	P= .087	P= .011	P= .001	P=******	P= .001
ITEM12	.1939	-.1340	-.4682	.5197	.4144	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .001	P= .010	P= .001	P= .001	P= .001	P=******
ITEM13	.3038	-.0867	-.2709	.3250	.3418	.4747
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .066	P= .001	P= .001	P= .001	P= .001
ITEM14	.1330	.0077	-.0247	.0998	.2068	.1720
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .010	P= .447	P= .335	P= .042	P= .001	P= .001
ITEM15	.0736	.2691	.0140	.0198	-.1481	-.0111
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .101	P= .001	P= .404	P= .366	P= .005	P= .424
ITEM16	.2264	-.1625	-.1461	.0979	.1027	.2012
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .006	P= .045	P= .037	P= .001
ITEM17	-.0476	.0955	.0785	-.0439	.0360	.0156
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .205	P= .049	P= .087	P= .224	P= .266	P= .394
ITEM18	-.0347	.0812	.2290	.1276	-.0673	-.0987
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .274	P= .080	P= .001	P= .013	P= .122	P= .043

	7	8	9	10	11	12
ITEM19	-.1413	.1171	-.0106	-.0455	.0755	.0061
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .021	P= .427	P= .215	P= .095	P= .456
ITEM20	-.1111	.4168	.1268	-.1345	-.0790	-.1456
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .027	P= .001	P= .014	P= .010	P= .085	P= .006
ITEM21	-.1994	.3178	.1590	-.0785	-.0227	-.1522
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .003	P= .087	P= .347	P= .004
ITEM22	.1298	.0828	.0331	-.0337	.0140	.0888
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .076	P= .283	P= .280	P= .404	P= .062
ITEM23	.1807	-.1954	-.1069	.1192	.2259	.2059
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .032	P= .019	P= .001	P= .001
ITEM24	.2786	-.1093	-.1093	.2859	.2344	.3879
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .029	P= .029	P= .001	P= .001	P= .001
ITEM25	-.0534	.2323	.1529	-.1052	-.0183	-.1419
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .178	P= .001	P= .004	P= .034	P= .376	P= .007
ITEM26	-.1791	.3275	.1648	-.1174	-.0815	-.2307
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .002	P= .021	P= .079	P= .001
ITEM27	-.1366	.1636	.0351	.0776	.0140	.0054
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .009	P= .002	P= .272	P= .089	P= .404	P= .463
ITEM28	.0106	-.1167	-.0656	.2396	.2564	.2273
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .427	P= .021	P= .128	P= .001	P= .001	P= .001
ITEM29	.1143	-.1962	-.0879	.2833	.2711	.3115
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .024	P= .001	P= .064	P= .001	P= .001	P= .001
ITEM30	.0194	.0076	-.1327	.0374	.1046	.1135
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .368	P= .448	P= .011	P= .259	P= .035	P= .024
ITEM31	-.1403	.1701	.0789	.0049	-.0692	-.0455
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .002	P= .086	P= .466	P= .115	P= .215

	7	8	9	10	11	12
ITEM32	.1060	.0081	-.1387	.1055	-.0544	.2063
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .033	P= .444	P= .008	P= .034	P= .173	P= .001
ITEM33	.1313	.0434	-.1254	.2115	.2734	.2613
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .011	P= .226	P= .015	P= .001	P= .001	P= .001
ITEM34	.2064	-.0028	-.1327	.2272	.2379	.3478
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .481	P= .011	P= .001	P= .001	P= .001
ITEM35	.1626	-.0568	-.1697	.2475	.2601	.2882
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .163	P= .002	P= .001	P= .001	P= .001
ITEM36	-.1376	.2716	.1412	-.1870	-.1202	-.1886
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .001	P= .007	P= .001	P= .018	P= .001
ITEM37	-.1250	.1012	.0504	-.0146	-.1268	-.0014
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .015	P= .040	P= .192	P= .400	P= .014	P= .490
ITEM38	.2047	-.1147	.0358	.2582	.1661	.1965
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .023	P= .268	P= .001	P= .002	P= .001
ITEM39	.2499	.0220	.0348	.1765	.1435	.0947
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .352	P= .274	P= .001	P= .006	P= .050
ITEM40	.1851	-.0872	.0101	.0629	.1551	.1632
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .065	P= .431	P= .138	P= .003	P= .002
ITEM41	-.0801	.0221	.0545	.0256	.1919	-.0032
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .083	P= .351	P= .172	P= .329	P= .001	P= .478
ITEM42	.1747	-.0641	-.1367	.0691	.1349	.1995
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .134	P= .009	P= .116	P= .010	P= .001
ITEM43	-.0375	.1614	.0617	-.0858	-.0799	-.0929
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .258	P= .002	P= .142	P= .069	P= .083	P= .054
ITEM44	.1441	.0197	.0653	.0306	-.0256	.0095
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .006	P= .367	P= .129	P= .298	P= .329	P= .435

	7	8	9	10	11	12
ITEM45	-.0332	.0718	.1089	-.0776	-.1256	.1536
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .283	P= .107	P= .029	P= .089	P= .015	P= .004
ITEM46	.1587	-.1245	-.1441	.2755	.3156	.2001
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .015	P= .006	P= .001	P= .001	P= .001
ITEM47	.1406	.0020	.0387	.1711	.2652	.2570
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .486	P= .252	P= .001	P= .001	P= .001
ITEM48	-.1717	.1428	.3903	-.2576	-.2323	-.4789
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .006	P= .001	P= .001	P= .001	P= .001
ITEM49	.1303	-.1797	-.1549	.1689	.2131	.2856
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .001	P= .003	P= .002	P= .001	P= .001
ITEM50	-.1073	.1010	.0982	-.0307	-.1014	-.0237
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .031	P= .040	P= .044	P= .298	P= .039	P= .341
ITEM51	-.1191	.1312	.0602	-.1117	-.0895	-.0911
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .011	P= .149	P= .026	P= .060	P= .057
ITEM52	-.1088	.2021	-.0147	.0508	.0699	.0405
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .030	P= .001	P= .400	P= .189	P= .113	P= .242
ITEM53	-.1775	.3911	.0677	.0087	-.0313	-.0783
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .120	P= .440	P= .294	P= .087
ITEM54	-.0938	.1835	.0747	-.0243	-.0232	-.1236
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .052	P= .001	P= .098	P= .337	P= .344	P= .016
ITEM55	.0676	-.0408	.0620	.0778	.1287	.0962
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .121	P= .240	P= .141	P= .089	P= .013	P= .048
ITEM56	-.0242	.1268	.0927	-.0069	.0252	.0671
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .338	P= .014	P= .054	P= .453	P= .331	P= .123
ITEM57	.1547	-.0566	-.0636	.1822	.2434	.1609
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .164	P= .135	P= .001	P= .001	P= .003

	7	8	9	10	11	12
ITEM58	-.0421	.1479	.0662	.0165	.1349	.0032
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .233	P= .005	P= .119	P= .374	P= .014	P= .478
ITEM59	-.1543	.1790	.0829	-.0427	-.0385	-.0521
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .001	P= .059	P= .230	P= .253	P= .183
ITEM60	.2350	-.1515	-.0031	.2509	.3355	.2211
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .004	P= .075	P= .001	P= .001	P= .001
ITEM61	.1574	-.0902	-.0705	.1587	.1786	.1486
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .059	P= .111	P= .003	P= .001	P= .005
ITEM62	-.0202	.2386	.2434	-.0943	-.1779	-.1927
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .363	P= .001	P= .001	P= .051	P= .001	P= .001
ITEM63	-.1062	.1057	.0899	.0533	.0731	.0463
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .033	P= .033	P= .059	P= .178	P= .103	P= .212
ITEM64	.0480	.0468	-.0972	.1620	.1771	.1282
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .203	P= .209	P= .046	P= .002	P= .001	P= .013
ITEM65	.0477	.0040	-.0571	-.0711	-.0868	-.0704
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .204	P= .472	P= .161	P= .109	P= .066	P= .111
ITEM66	.2351	-.0766	-.0971	.2753	.1476	.3084
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .092	P= .046	P= .001	P= .005	P= .001
ITEM67	.1757	-.0740	-.2859	.4099	.3730	.5497
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .100	P= .001	P= .001	P= .001	P= .001
ITEM68	-.0999	.1987	.2159	-.0834	-.0871	-.1134
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .041	P= .001	P= .001	P= .074	P= .066	P= .024
ITEM69	-.0517	.1000	.1284	-.0937	-.1143	-.1731
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .185	P= .041	P= .013	P= .052	P= .024	P= .001
ITEM70	-.0758	.1662	-.0019	.0675	-.0753	.0408
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .095	P= .002	P= .487	P= .121	P= .096	P= .240
ITEM71	-.0568	.1074	-.0535	.1560	.3187	.2385
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .163	P= .031	P= .177	P= .003	P= .001	P= .001

	ITEM13	ITEM14	ITEM15	ITEM16	ITEM17	ITEM18
ITEM1	-.1175	-.0443	.0350	-.0253	.0327	.1246
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .021	P= .222	P= .273	P= .330	P= .286	P= .015
ITEM2	.2298	.2584	-.0877	.0777	-.0324	-.1320
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .064	P= .089	P= .287	P= .011
ITEM3	.2452	.2723	-.0781	.0795	.0748	-.0370
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .088	P= .084	P= .097	P= .123
ITEM4	.2941	.1977	.0007	.1383	.0408	-.0797
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .495	P= .008	P= .240	P= .084
ITEM5	-.0988	.0640	.1447	-.0148	.1918	.1202
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .043	P= .134	P= .006	P= .399	P= .001	P= .018
ITEM6	.0627	.0350	.0983	-.0128	.0721	.0329
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .139	P= .272	P= .044	P= .412	P= .106	P= .284
ITEM7	.3038	.1330	.0736	.2264	-.0476	-.0347
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .010	P= .101	P= .001	P= .205	P= .274
ITEM8	-.0867	.0077	.2691	-.1625	.0955	.0812
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .066	P= .447	P= .001	P= .002	P= .049	P= .080
ITEM9	-.2709	-.0247	.0140	-.1461	.0785	.2290
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .335	P= .404	P= .006	P= .087	P= .001
ITEM10	.3250	.0998	.0198	.0979	-.0439	-.1276
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .042	P= .366	P= .045	P= .224	P= .013
ITEM11	.3418	.2068	-.1481	.1027	.0360	-.0673
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .005	P= .037	P= .266	P= .122
ITEM12	.4747	.1720	-.0111	.2012	.0156	-.0987
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .424	P= .001	P= .394	P= .043
ITEM13	1.0000	.4608	.0330	.2264	-.0883	-.2245
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .001	P= .284	P= .001	P= .063	P= .001

	13	14	15	16	17	18
ITEM14	.4608	1.0000	-.0651	.1803	.0394	-.0572
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .001	P=******	P= .130	P= .001	P= .248	P= .161
ITEM15	.0330	-.0651	1.0000	-.0960	.1374	.0918
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .284	P= .130	P=******	P= .048	P= .008	P= .056
ITEM16	.2264	.1803	-.0960	1.0000	.0859	.0427
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .001	P= .001	P= .048	P=******	P= .068	P= .230
ITEM17	-.0883	.0394	.1374	.0859	1.0000	.1626
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .063	P= .248	P= .008	P= .068	P=******	P= .001
ITEM18	-.2245	-.0572	.0918	.0427	.1826	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .001	P= .161	P= .056	P= .230	P= .001	P=******
ITEM19	-.0692	.0688	-.0233	.0682	.2310	.1118
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .115	P= .117	P= .343	P= .119	P= .001	P= .026
ITEM20	-.1479	.0062	.1777	-.1709	.1476	.1343
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .457	P= .001	P= .001	P= .005	P= .010
ITEM21	-.1190	.0156	.1789	-.0413	.0796	.1442
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .394	P= .001	P= .238	P= .084	P= .006
ITEM22	.0011	.0283	.0520	.0594	.0921	.0259
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .492	P= .312	P= .184	P= .152	P= .055	P= .327
ITEM23	.1953	.1518	-.1262	.1589	-.0607	.0101
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .004	P= .014	P= .003	P= .146	P= .430
ITEM24	.5152	.2561	.0143	.1024	-.0393	-.1721
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .402	P= .038	P= .248	P= .001
ITEM25	-.1264	-.0879	.1968	-.0754	.2277	.1300
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .014	P= .064	P= .001	P= .096	P= .001	P= .012
ITEM26	-.1937	.0010	.1613	-.1148	.2292	.1635
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .493	P= .002	P= .023	P= .001	P= .002

	13	14	15	16	17	18
ITEM27	-.1387	-.0218	.0260	-.0556	.0860	.1608
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .353	P= .326	P= .168	P= .067	P= .003
ITEM28	.1217	.0749	-.0454	.2164	.0604	.0176
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .017	P= .097	P= .216	P= .001	P= .148	P= .380
ITEM29	.2884	.2119	-.0988	.2341	.0279	-.0828
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .043	P= .001	P= .315	P= .076
ITEM30	.0744	.0237	.0377	-.0337	-.0085	-.0763
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .099	P= .341	P= .257	P= .280	P= .442	P= .093
ITEM31	-.1132	-.1265	.0157	-.0634	.0915	.2649
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .025	P= .014	P= .393	P= .136	P= .056	P= .001
ITEM32	.0359	-.0538	.0914	.0534	-.0097	.0262
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .267	P= .176	P= .057	P= .178	P= .433	P= .325
ITEM33	.3420	.2446	-.0320	.1294	.0075	-.1097
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .290	P= .012	P= .449	P= .028
ITEM34	.4281	.3208	.0109	.1403	-.0330	-.1403
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .425	P= .007	P= .284	P= .007
ITEM35	.4843	.3844	.0436	.1779	-.0011	-.1422
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .225	P= .001	P= .492	P= .007
ITEM36	-.2466	-.0332	-.0235	-.1040	.1418	.1716
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .282	P= .342	P= .036	P= .007	P= .001
ITEM37	-.1429	-.0582	.1815	-.0788	.1167	.1382
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .006	P= .157	P= .001	P= .086	P= .021	P= .008
ITEM38	.2151	.1214	-.0343	.1088	-.0764	-.0957
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .017	P= .276	P= .029	P= .093	P= .048
ITEM39	.1699	.1111	.0742	.1269	.0018	-.0610
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .027	P= .099	P= .014	P= .488	P= .145

	13	14	15	16	17	18
ITEM40	.4041	.4515	-.1295	.1747	.0731	-.1247
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .012	P= .001	P= .103	P= .015
ITEM41	.1235	.1855	-.1585	.1476	.0666	.0271
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .016	P= .001	P= .003	P= .005	P= .124	P= .320
ITEM42	.1734	.1372	-.0398	.3435	.0255	-.0213
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .009	P= .245	P= .001	P= .329	P= .356
ITEM43	-.2576	-.1159	.0131	-.0244	.0847	.2042
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .022	P= .410	P= .336	P= .071	P= .001
ITEM44	.0974	-.0102	.0965	.0356	-.0177	-.0088
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .045	P= .430	P= .047	P= .269	P= .380	P= .440
ITEM45	-.2055	-.0528	-.0308	-.0069	.0763	.1360
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .180	P= .297	P= .452	P= .093	P= .009
ITEM46	.3620	.1765	-.0499	.1548	-.0203	-.0898
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .194	P= .004	P= .363	P= .060
ITEM47	.3749	.3613	-.0054	.1054	.0059	-.0779
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .463	P= .034	P= .459	P= .088
ITEM48	-.3047	-.1462	.0617	-.1083	.0717	.1888
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .005	P= .143	P= .030	P= .107	P= .001
ITEM49	.2285	.2188	-.1870	.2258	.0075	-.0412
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .001	P= .448	P= .238
ITEM50	-.1466	-.0636	.0453	-.0055	.2042	.1523
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .135	P= .216	P= .462	P= .001	P= .004
ITEM51	-.1079	-.0516	.1717	-.0628	.0599	.2378
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .031	P= .186	P= .001	P= .138	P= .150	P= .001
ITEM52	-.0698	.0671	.1631	.0108	.2040	.1522
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .113	P= .122	P= .002	P= .426	P= .001	P= .004

	13	14	15	16	17	18
ITEM53	-.0699	-.0028	.1781	-.1200	.0913	.2304
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .113	P= .480	P= .001	P= .019	P= .057	P= .001
ITEM54	-.1487	.0081	.0002	.0082	.1555	.1491
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .444	P= .499	P= .443	P= .003	P= .005
ITEM55	.1778	.1900	.0058	.1076	.2017	.0078
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .460	P= .031	P= .001	P= .447
ITEM56	-.1290	.0661	.0808	.0281	.2152	.1420
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .126	P= .081	P= .314	P= .001	P= .007
ITEM57	.2875	.1668	.0216	.1131	.0450	-.0847
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .354	P= .025	P= .218	P= .071
ITEM58	-.0788	.1259	.0503	.0021	.2474	.0782
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .086	P= .014	P= .192	P= .485	P= .001	P= .088
ITEM59	-.1747	.0026	.0881	-.0894	.0870	.1682
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .482	P= .063	P= .061	P= .066	P= .002
ITEM60	.2755	.2894	-.1024	.2312	.1039	-.0567
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .038	P= .001	P= .036	P= .163
ITEM61	.2796	.2110	-.0008	.0716	.0256	-.0791
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .494	P= .107	P= .329	P= .085
ITEM62	-.1335	-.0011	.1887	-.0856	.1746	.1033
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .010	P= .492	P= .001	P= .069	P= .001	P= .037
ITEM63	-.0009	.1392	.0604	.0563	.2000	.0896
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .494	P= .008	P= .148	P= .165	P= .001	P= .060
ITEM64	.0405	.0476	.0066	.2367	.0476	.0761
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .241	P= .205	P= .455	P= .001	P= .205	P= .094
ITEM65	-.0416	.0126	.0442	-.0684	.0496	.1439
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .236	P= .413	P= .222	P= .118	P= .195	P= .006

	13	14	15	16	17	18
ITEM66	.3710	.1694	.0049	.1242	-.0433	-.1583
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .466	P= .015	P= .226	P= .003
ITEM67	.4781	.3167	-.0851	.1930	.0561	-.1810
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .070	P= .001	P= .165	P= .001
ITEM68	-.2734	.0037	.0215	.0187	.1793	.2470
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .475	P= .355	P= .373	P= .001	P= .001
ITEM69	-.2297	-.0157	.0573	.0361	.0786	.2183
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .393	P= .161	P= .266	P= .087	P= .001
ITEM70	-.0399	-.0055	.1209	-.1261	.1056	.0689
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .245	P= .462	P= .018	P= .014	P= .033	P= .116
ITEM71	.3282	.3122	-.0424	.1239	.0239	-.1037
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .232	P= .016	P= .340	P= .036

	ITEM19	ITEM20	ITEM21	ITEM22	ITEM23	ITEM24
ITEM1	.0610	.0949	.0431	.0509	-.0325	-.0322
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .145	P= .050	P= .228	P= .189	P= .287	P= .289
ITEM2	-.0235	-.0750	-.0290	.0161	.1323	.2625
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .342	P= .097	P= .308	P= .390	P= .011	P= .001
ITEM3	.0039	-.0797	-.1222	.0361	.2465	.2538
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .473	P= .084	P= .017	P= .266	P= .001	P= .001
ITEM4	.0510	-.0998	-.0508	.0189	.1772	.2193
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .189	P= .042	P= .189	P= .372	P= .001	P= .001
ITEM5	.2722	.2181	.1655	.0430	-.1398	-.0426
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .002	P= .228	P= .008	P= .231

	19	20	21	22	23	24
ITEM6	-.0028	.0683	-.0203	.0349	.0986	.1829
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .481	P= .118	P= .363	P= .273	P= .044	P= .001
ITEM7	-.1413	-.1111	-.1994	.1298	.1807	.2786
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .027	P= .001	P= .012	P= .001	P= .001
ITEM8	.1171	.4168	.3178	.0828	-.1954	.1093
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .021	P= .001	P= .001	P= .076	P= .001	P= .029
ITEM9	-.0106	.1268	.1590	.0331	-.1069	-.1093
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .427	P= .014	P= .003	P= .283	P= .032	P= .029
ITEM10	-.0455	-.1345	-.0785	-.0337	.1192	.2859
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .215	P= .010	P= .087	P= .280	P= .019	P= .001
ITEM11	.0755	-.0790	-.0227	.0140	.2259	.2344
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .095	P= .085	P= .347	P= .404	P= .001	P= .001
ITEM12	.0061	-.1458	-.1522	.0888	.2059	.3879
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .458	P= .006	P= .004	P= .062	P= .001	P= .001
ITEM13	-.0692	-.1479	-.1190	.0011	.1953	.5152
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .115	P= .005	P= .019	P= .492	P= .001	P= .001
ITEM14	.0688	.0062	.0156	.0283	.1518	.2561
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .117	P= .457	P= .394	P= .312	P= .004	P= .001
ITEM15	-.0233	.1777	.1789	.0520	-.1262	.0143
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .343	P= .001	P= .001	P= .184	P= .014	P= .402
ITEM16	.0682	-.1709	-.0413	.0594	.1589	.1024
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .119	P= .001	P= .238	P= .152	P= .003	P= .038
ITEM17	.2310	.1476	.0796	.0921	-.0607	-.0393
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .005	P= .084	P= .055	P= .146	P= .248
ITEM18	.1118	.1343	.1442	.0259	.0101	-.1721
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .026	P= .010	P= .006	P= .327	P= .430	P= .001

	19	20	21	22	23	24
ITEM19	1.0000	.1021	.0950	.0981	.0145	-.0966
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .038	P= .050	P= .044	P= .401	P= .047
ITEM20	.1021	1.0000	.2677	.1767	-.0980	-.1069
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .038	P=******	P= .001	P= .001	P= .045	P= .032
ITEM21	.0950	.2677	1.0000	.0916	-.1218	-.1267
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .050	P= .001	P=******	P= .056	P= .017	P= .014
ITEM22	.0981	.1767	.0916	1.0000	.0961	-.0305
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .044	P= .001	P= .056	P=******	P= .048	P= .299
ITEM23	.0145	-.0980	-.1218	.0961	1.0000	.1906
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .401	P= .045	P= .017	P= .048	P=******	P= .001
ITEM24	-.0966	-.1069	-.1267	-.0305	.1906	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .047	P= .032	P= .014	P= .299	P= .001	P=******
ITEM25	.1860	.2108	.2373	.0924	-.0390	-.0793
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .055	P= .250	P= .085
ITEM26	.3120	.3434	.2810	.0719	-.2234	-.2017
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .106	P= .001	P= .001
ITEM27	.1487	.0391	.2259	.0379	-.0345	-.1651
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .249	P= .001	P= .256	P= .275	P= .002
ITEM28	.0456	-.1522	.0079	-.0194	.3179	.2307
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .215	P= .004	P= .445	P= .369	P= .001	P= .001
ITEM29	.0114	-.1562	-.1140	.0566	.2060	.2707
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .422	P= .003	P= .024	P= .163	P= .001	P= .001
ITEM30	-.0078	.0057	-.0355	-.0279	.1063	.0743
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .447	P= .461	P= .269	P= .315	P= .033	P= .099
ITEM31	.1038	.1044	.0537	.0720	-.0750	-.0849
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .036	P= .035	P= .176	P= .106	P= .097	P= .071

	19	20	21	22	23	24
ITEM32	.0029	.0596	-.1513	.0999	.0271	.0181
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .480	P= .151	P= .004	P= .042	P= .320	P= .377
ITEM33	-.0677	.0257	-.0352	-.0280	.1372	.3660
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .120	P= .328	P= .271	P= .314	P= .009	P= .001
ITEM34	-.0604	-.0813	-.0890	.1160	.1739	.4500
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .148	P= .079	P= .061	P= .022	P= .001	P= .001
ITEM35	-.0630	-.0552	-.0564	.0508	.2115	.3450
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .137	P= .170	P= .164	P= .190	P= .001	P= .001
ITEM36	.2304	.1490	.1695	.1127	-.1147	-.2231
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .005	P= .002	P= .025	P= .023	P= .001
ITEM37	.0608	.1659	.0913	.1367	-.1006	-.0368
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .146	P= .002	P= .057	P= .009	P= .040	P= .262
ITEM38	-.1412	-.1670	-.1129	.0765	.2152	.3669
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .002	P= .025	P= .093	P= .001	P= .001
ITEM39	-.0098	-.0841	-.0660	.1328	.2180	.2630
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .432	P= .072	P= .127	P= .010	P= .001	P= .001
ITEM40	-.0185	-.0887	-.1331	.1019	.1129	.2581
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .375	P= .062	P= .010	P= .039	P= .025	P= .001
ITEM41	.0478	-.0198	.0275	.0021	.0627	.0752
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .204	P= .366	P= .317	P= .485	P= .139	P= .096
ITEM42	.1004	-.1020	-.0652	.1007	.2750	.1536
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .041	P= .038	P= .129	P= .040	P= .001	P= .004
ITEM43	.1448	.1963	.1812	.1094	.0508	-.2979
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .006	P= .001	P= .001	P= .029	P= .189	P= .001
ITEM44	-.0171	-.0336	.0829	.0543	-.0204	.0447
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .384	P= .280	P= .075	P= .174	P= .362	P= .220

	19	20	21	22	23	24
ITEM45	.1781	.1646	.1185	-.0225	.0084	.2180
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .020	P= .349	P= .442	P= .001
ITEM46	-.0338	-.1096	-.2040	.0525	.3876	.3601
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .279	P= .029	P= .001	P= .182	P= .001	P= .001
ITEM47	-.0932	.0263	-.0580	.1020	.2212	.3557
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .053	P= .324	P= .158	P= .038	P= .001	P= .001
ITEM48	.1156	.1391	.1347	-.0070	-.0900	-.1175
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .022	P= .008	P= .010	P= .452	P= .059	P= .021
ITEM49	.0771	-.1192	-.1273	.0984	.1084	.1828
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .091	P= .019	P= .013	P= .044	P= .030	P= .001
ITEM50	.2231	.1020	.1647	.0927	-.0373	-.1017
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .038	P= .002	P= .054	P= .259	P= .039
ITEM51	.2314	.1076	.1828	.0629	-.0646	-.0389
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .031	P= .001	P= .138	P= .132	P= .250
ITEM52	.1767	.2449	.2818	.1335	.0134	-.1077
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .010	P= .408	P= .031
ITEM53	.1534	.3511	.3789	.1021	-.1173	-.1242
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .001	P= .001	P= .038	P= .021	P= .015
ITEM54	.2949	.2385	.1498	.1608	-.0503	-.2002
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .005	P= .003	P= .192	P= .001
ITEM55	.1291	.0834	.0432	.2032	.1213	.1196
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .074	P= .227	P= .001	P= .018	P= .019
ITEM56	.2020	.0871	.1207	.1604	-.0742	-.0897
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .065	P= .018	P= .003	P= .099	P= .060
ITEM57	.0179	-.0959	-.0489	.0483	.0767	.2692
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .378	P= .048	P= .199	P= .202	P= .092	P= .001

	19	20	21	22	23	24
ITEM58	.0853	.1982	.1504	.0977	.0001	-.0461
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .069	P= .001	P= .004	P= .045	P= .499	P= .213
ITEM59	.2284	.2237	.3069	.1357	-.0467	-.1294
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .009	P= .209	P= .012
ITEM60	.0770	-.1679	-.1231	.0912	.2258	.2886
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .091	P= .002	P= .016	P= .057	P= .001	P= .001
ITEM61	-.0043	.0065	-.1059	.1194	.1467	.2689
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .470	P= .455	P= .033	P= .019	P= .005	P= .001
ITEM62	.0830	.1789	.2310	-.0137	-.4860	-.0944
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .075	P= .001	P= .001	P= .406	P= .001	P= .051
ITEM63	.0904	.2130	.1847	.1595	.0514	-.0375
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .058	P= .001	P= .001	P= .003	P= .187	P= .258
ITEM64	.1400	-.0206	.1174	.0289	.0464	-.0703
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .361	P= .021	P= .309	P= .211	P= .112
ITEM65	.1307	.1465	-.0062	.0618	-.1360	-.0712
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .005	P= .457	P= .142	P= .009	P= .109
ITEM66	-.1686	-.1109	-.0644	-.0497	.1989	.4430
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .027	P= .132	P= .195	P= .001	P= .001
ITEM67	.0109	-.1179	-.0983	.0649	.1601	.2963
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .425	P= .020	P= .044	P= .130	P= .003	P= .001
ITEM68	.1965	.1924	.1398	.0717	-.0173	-.2865
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .008	P= .107	P= .382	P= .001
ITEM69	.2816	.1723	.1332	.0719	-.0488	-.3703
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .010	P= .106	P= .199	P= .001
ITEM70	.0854	.1595	.2349	.1064	-.0654	-.0077
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .069	P= .003	P= .001	P= .032	P= .129	P= .447
ITEM71	.0743	-.0432	.1359	.0062	.0199	.1252
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .099	P= .227	P= .009	P= .457	P= .365	P= .015

	ITEM25	ITEM26	ITEM27	ITEM28	ITEM29	ITEM30
ITEM1	.0855	.0761	.1045	-.0061	-.0222	-.1390
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .069	P= .094	P= .035	P= .458	P= .350	P= .012
ITEM2	-.0960	-.0614	-.0939	.0983	.2879	.0916
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .048	P= .144	P= .052	P= .044	P= .001	P= .056
ITEM3	-.0680	-.1447	-.0120	.1755	.2719	.0648
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .120	P= .006	P= .418	P= .001	P= .001	P= .131
ITEM4	-.1069	-.1368	.0652	.1508	.1334	.2308
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .032	P= .009	P= .129	P= .004	P= .010	P= .001
ITEM5	.2240	.2845	.1265	-.0101	.0094	.0180
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .014	P= .430	P= .435	P= .377
ITEM6	-.0262	-.0863	-.0415	.1428	.0680	.0354
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .325	P= .067	P= .236	P= .006	P= .119	P= .270
ITEM7	-.0534	-.1791	-.1366	.0106	.1143	.0194
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .178	P= .001	P= .009	P= .427	P= .024	P= .368
ITEM8	.2323	.3275	.1636	-.1167	-.1962	.0076
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .002	P= .021	P= .001	P= .448
ITEM9	.1529	.1648	.0351	-.0656	-.0879	-.1327
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .002	P= .272	P= .128	P= .064	P= .011
ITEM10	-.1052	-.1174	.0776	.2396	.2833	.0374
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .034	P= .021	P= .089	P= .001	P= .001	P= .259
ITEM11	-.0183	-.0815	.0140	.2564	.2711	.1046
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .376	P= .079	P= .404	P= .001	P= .001	P= .035
ITEM12	-.1419	-.2307	.0054	.2273	.3115	.1135
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .001	P= .463	P= .001	P= .001	P= .024

	25	26	27	28	29	30
ITEM13	-.1264	-.1937	-.1387	.1217	.2884	.0744
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .014	P= .001	P= .008	P= .017	P= .001	P= .099
ITEM14	-.0879	.0010	-.0218	.0749	.2119	.0237
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .064	P= .493	P= .353	P= .097	P= .001	P= .341
ITEM15	.1968	.1613	.0260	-.0454	-.0900	.0377
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .326	P= .216	P= .043	P= .257
ITEM16	-.0754	-.1148	-.0556	.2164	.2341	-.0337
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .096	P= .023	P= .168	P= .001	P= .001	P= .280
ITEM17	.2277	.2292	.0866	.0604	.0279	-.0085
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .067	P= .148	P= .315	P= .442
ITEM18	.1300	.1635	.1608	.0176	-.0828	-.0763
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .002	P= .003	P= .380	P= .076	P= .093
ITEM19	.1860	.3120	.1487	.0456	.0114	-.0078
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .005	P= .215	P= .422	P= .447
ITEM20	.2108	.3434	.0391	-.1522	-.1562	.0057
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .249	P= .004	P= .003	P= .461
ITEM21	.2373	.2810	.2259	.0079	-.1140	-.0355
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .445	P= .024	P= .269
ITEM22	.0924	.0719	.0379	-.0194	.0566	-.0279
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .055	P= .106	P= .256	P= .369	P= .163	P= .315
ITEM23	-.0390	-.2234	-.0345	.3179	.2060	.1063
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .250	P= .001	P= .275	P= .001	P= .001	P= .033
ITEM24	-.0793	-.2017	-.1651	.2307	.2707	.0743
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .085	P= .001	P= .002	P= .001	P= .001	P= .099
ITEM25	1.0000	.5821	.0210	-.0100	-.1166	.0158
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .001	P= .358	P= .432	P= .021	P= .393

	25	26	27	28	29	30
ITEM26	.5821	1.0000	.1234	-.0860	-.1022	-.0109
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .001	P=******	P= .016	P= .068	P= .038	P= .425
ITEM27	.0210	.1234	1.0000	-.0309	-.0827	.0904
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .358	P= .016	P=******	P= .296	P= .076	P= .058
ITEM28	-.0100	-.0860	-.0309	1.0000	.3405	.0425
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .432	P= .068	P= .296	P=******	P= .001	P= .231
ITEM29	-.1166	-.1022	-.0827	.3405	1.0000	-.0096
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .021	P= .038	P= .076	P= .001	P=******	P= .434
ITEM30	.0158	-.0109	.0904	.0425	-.0096	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .393	P= .425	P= .058	P= .231	P= .434	P=******
ITEM31	.2034	.1668	.0648	-.0792	.0246	-.0524
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .131	P= .085	P= .335	P= .182
ITEM32	-.0398	-.0766	.0500	.0536	.0203	.0557
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .245	P= .092	P= .193	P= .177	P= .363	P= .167
ITEM33	-.0507	-.0567	-.0313	.2105	.2056	.1317
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .190	P= .163	P= .294	P= .001	P= .001	P= .011
ITEM34	.0197	-.0962	-.0238	.2308	.3730	.0196
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .367	P= .048	P= .340	P= .001	P= .001	P= .367
ITEM35	-.1106	-.0989	-.0079	.1425	.3364	.1328
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .027	P= .043	P= .445	P= .007	P= .001	P= .010
ITEM36	.2154	.2838	.2231	-.1516	-.2181	-.0405
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .004	P= .001	P= .242
ITEM37	.1904	.1744	.1099	-.0302	-.0520	-.0199
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .028	P= .300	P= .184	P= .365

	25	26	27	28	29	30
ITEM38	-.1816	-.2879	-.1075	.2216	.3476	.0003
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .031	P= .001	P= .001	P= .498
ITEM39	-.0703	-.1301	-.0130	.1484	.2359	.1425
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .111	P= .012	P= .411	P= .005	P= .001	P= .007
ITEM40	.0268	-.0748	.1512	.2202	.2462	.1111
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .322	P= .098	P= .004	P= .001	P= .001	P= .027
ITEM41	.0161	.0261	.0166	.1266	.1203	-.0458
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .390	P= .325	P= .387	P= .014	P= .018	P= .214
ITEM42	.0056	-.0672	.0173	.1691	.2058	.1084
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .461	P= .122	P= .382	P= .002	P= .001	P= .030
ITEM43	.1985	.2171	.3544	-.0671	-.1504	.0368
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .123	P= .004	P= .262
ITEM44	-.0668	-.0543	.1108	.0756	.0945	.0565
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .123	P= .173	P= .027	P= .095	P= .051	P= .164
ITEM45	.0680	.1504	.3558	-.0992	-.1630	.0198
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .119	P= .004	P= .001	P= .043	P= .002	P= .366
ITEM46	-.1488	-.2319	-.0262	.2882	.3079	.1263
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .001	P= .325	P= .001	P= .001	P= .014
ITEM47	-.0391	-.0907	-.0329	.2335	.3056	.0559
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .249	P= .058	P= .285	P= .001	P= .001	P= .166
ITEM48	.1882	.1766	.0111	-.1639	-.2086	-.1811
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .424	P= .002	P= .001	P= .001
ITEM49	-.1616	-.1059	-.1368	.1651	.2316	.0282
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .033	P= .009	P= .002	P= .001	P= .313
ITEM50	.1088	.1581	.2775	-.0403	-.0609	.0516
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .030	P= .003	P= .001	P= .243	P= .146	P= .186

	25	26	27	28	29	30
ITEM51	.1637	.2655	.0754	-.0166	-.0610	-.0170
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .001	P= .096	P= .387	P= .145	P= .384
ITEM52	.1369	.2240	.2440	.0654	-.0561	.0781
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .009	P= .001	P= .001	P= .129	P= .165	P= .088
ITEM53	.2518	.3468	.1777	-.0676	-.1506	-.0060
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .121	P= .004	P= .459
ITEM54	.2109	.2526	.2527	-.0790	-.1714	-.0228
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .086	P= .001	P= .347
ITEM55	.1253	.1127	-.0325	.1742	.0885	-.1584
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .015	P= .025	P= .287	P= .001	P= .062	P= .003
ITEM56	.1624	.2250	.0336	.0726	-.0071	-.0601
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .001	P= .280	P= .104	P= .451	P= .149
ITEM57	.0012	-.0501	-.1134	.1991	.2045	.1306
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .492	P= .193	P= .025	P= .001	P= .001	P= .012
ITEM58	.1545	.1639	.0310	.0457	.0653	.0726
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .002	P= .296	P= .214	P= .129	P= .104
ITEM59	.1572	.2416	.3064	.0623	-.1407	-.0865
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .001	P= .001	P= .140	P= .007	P= .067
ITEM60	-.0481	-.0588	-.0620	.2484	.3183	-.0479
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .202	P= .154	P= .142	P= .001	P= .001	P= .203
ITEM61	-.0300	-.0950	-.0287	.1098	.1374	-.0549
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .302	P= .050	P= .310	P= .028	P= .008	P= .171
ITEM62	.1787	.3050	.0938	-.1389	-.0924	-.1146
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .052	P= .008	P= .055	P= .023
ITEM63	.1615	.1804	.0493	.1590	-.0039	-.1523
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .001	P= .197	P= .003	P= .473	P= .004

	25	26	27	28	29	30
ITEM64	-.0721	.0023	.1475	.0930	.0484	.0372
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .106	P= .484	P= .005	P= .053	P= .201	P= .260
ITEM65	.0435	.1482	.0705	-.1473	-.0923	-.0289
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .226	P= .005	P= .111	P= .005	P= .055	P= .309
ITEM66	-.0657	-.1520	-.1115	.2391	.2261	.0748
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .127	P= .004	P= .026	P= .001	P= .001	P= .097
ITEM67	-.0870	-.0906	-.0539	.2561	.3073	.1367
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .066	P= .058	P= .175	P= .001	P= .001	P= .009
ITEM68	.1104	.1617	.2660	-.0629	-.0863	-.0170
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .028	P= .002	P= .001	P= .138	P= .067	P= .385
ITEM69	.1276	.1924	.2662	-.1454	-.2079	-.0240
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .013	P= .001	P= .001	P= .006	P= .001	P= .339
ITEM70	.0786	.1189	.1292	.0018	.0448	-.0642
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .086	P= .019	P= .012	P= .488	P= .219	P= .133
ITEM71	-.0007	.0268	.0231	.0867	.1218	.0297
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .495	P= .322	P= .345	P= .066	P= .017	P= .304

	ITEM31	ITEM32	ITEM33	ITEM34	ITEM35	ITEM36
ITEM1	.1034	.1399	-.1011	-.0613	-.0577	.1692
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .036	P= .007	P= .040	P= .144	P= .159	P= .002
ITEM2	-.0794	-.1408	.1634	.2284	.1878	-.2243
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .084	P= .007	P= .002	P= .001	P= .001	P= .001
ITEM3	-.0879	-.1671	.1902	.2287	.2249	-.0942
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .064	P= .002	P= .001	P= .001	P= .001	P= .051

	31	32	33	34	35	36
ITEM4	-.0681	.0449	.3055	.1857	.2339	-.1477
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .119	P= .218	P= .001	P= .001	P= .001	P= .005
ITEM5	.1539	.1336	-.0685	.0280	-.0068	.1751
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .010	P= .116	P= .314	P= .453	P= .001
ITEM6	-.0061	.0311	.0078	.1525	.0915	-.0010
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .458	P= .295	P= .446	P= .004	P= .056	P= .493
ITEM7	-.1403	.1060	.1313	.2064	.1626	-.1376
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .033	P= .011	P= .001	P= .002	P= .008
ITEM8	.1701	.0081	.0434	-.0028	-.0568	.2716
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .444	P= .226	P= .481	P= .163	P= .001
ITEM9	.0789	-.1387	-.1254	-.1327	-.1697	.1412
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .086	P= .008	P= .015	P= .011	P= .002	P= .007
ITEM10	.0049	.1055	.2115	.2272	.2475	-.1870
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .466	P= .034	P= .001	P= .001	P= .001	P= .001
ITEM11	-.0692	-.0544	.2734	.2379	.2601	-.1202
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .115	P= .173	P= .001	P= .001	P= .001	P= .018
ITEM12	-.0455	.2063	.2613	.3478	.2882	-.1886
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .215	P= .001	P= .001	P= .001	P= .001	P= .001
ITEM13	-.1132	.0359	.3420	.4281	.4843	-.2466
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .025	P= .267	P= .001	P= .001	P= .001	P= .001
ITEM14	-.1265	-.0538	.2446	.3208	.3844	-.0332
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .014	P= .176	P= .001	P= .001	P= .001	P= .282
ITEM15	.0157	.0914	-.0320	.0109	.0436	-.0235
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .393	P= .057	P= .290	P= .425	P= .225	P= .342
ITEM16	-.0634	.0534	.1294	.1403	.1779	-.1040
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .136	P= .178	P= .012	P= .007	P= .001	P= .036

	31	32	33	34	35	36
ITEM17	.0915	-.0097	.0075	-.0330	-.0011	.1418
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .056	P= .433	P= .449	P= .284	P= .492	P= .007
ITEM18	.2649	.0262	-.1097	-.1403	-.1422	.1716
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .325	P= .028	P= .007	P= .007	P= .001
ITEM19	.1038	.0029	-.0677	-.0604	-.0630	.2304
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .036	P= .480	P= .120	P= .148	P= .137	P= .001
ITEM20	.1044	.0596	.0257	-.0813	-.0552	.1490
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .035	P= .151	P= .328	P= .079	P= .170	P= .005
ITEM21	.0537	-.1518	-.0352	-.0890	-.0564	.1695
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .176	P= .004	P= .271	P= .061	P= .164	P= .002
ITEM22	.0720	.0999	-.0280	.1160	.0508	.1127
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .106	P= .042	P= .314	P= .022	P= .190	P= .025
ITEM23	-.0750	.0271	.1372	.1739	.2115	-.1147
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .097	P= .320	P= .009	P= .001	P= .001	P= .023
ITEM24	-.0849	.0181	.3660	.4500	.3450	-.2231
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .071	P= .377	P= .001	P= .001	P= .001	P= .001
ITEM25	.2034	-.0398	-.0507	.0197	-.1106	.2154
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .245	P= .190	P= .367	P= .027	P= .001
ITEM26	.1668	-.0766	-.0567	-.0962	-.0989	.2838
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .092	P= .163	P= .048	P= .043	P= .001
ITEM27	.0648	.0500	-.0313	-.0238	-.0079	.2231
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .131	P= .193	P= .294	P= .340	P= .445	P= .001
ITEM28	-.0792	.0536	.2105	.2308	.1425	-.1516
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .085	P= .177	P= .001	P= .001	P= .007	P= .004
ITEM29	.0246	.0203	.2056	.3730	.3364	-.2181
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .335	P= .363	P= .001	P= .001	P= .001	P= .001

	31	32	33	34	35	36
ITEM30	-.0524	.0557	.1317	.0196	.1328	-.0405
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .182	P= .167	P= .011	P= .367	P= .010	P= .242
ITEM31	1.0000	.1196	-.0029	-.0114	-.0496	.1668
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .019	P= .480	P= .422	P= .195	P= .002
ITEM32	.1196	1.0000	.0281	.0245	.0665	.0686
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .019	P=******	P= .313	P= .336	P= .125	P= .117
ITEM33	-.0029	.0281	1.0000	.3491	.2839	-.1999
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .480	P= .313	P=******	P= .001	P= .001	P= .001
ITEM34	-.0114	.0245	.3491	1.0000	.3665	-.1621
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .422	P= .336	P= .001	P=******	P= .001	P= .002
ITEM35	-.0496	.0665	.2839	.3665	1.0000	-.1204
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .195	P= .125	P= .001	P= .001	P=******	P= .018
ITEM36	.1668	.0686	-.1999	-.1621	-.1204	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .002	P= .117	P= .001	P= .002	P= .018	P=******
ITEM37	.1623	.1517	-.1443	.0595	-.1014	.1269
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .004	P= .006	P= .152	P= .039	P= .013
ITEM38	-.0723	-.0187	.1952	.3403	.1638	-.1939
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .105	P= .373	P= .001	P= .001	P= .002	P= .001
ITEM39	-.0961	.0187	.2706	.3212	.2332	-.1413
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .048	P= .373	P= .001	P= .001	P= .001	P= .007
ITEM40	-.0754	-.0255	.2039	.2646	.2845	-.1125
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .096	P= .329	P= .001	P= .001	P= .001	P= .025
ITEM41	-.0049	-.2532	.1779	.1465	.1055	.0188
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .466	P= .001	P= .001	P= .005	P= .034	P= .373
ITEM42	-.0021	.0847	.1854	.2230	.1524	.0363
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .486	P= .071	P= .001	P= .001	P= .004	P= .265

	31	32	33	34	35	36
ITEM43	.0514	.0464	-.1134	-.1519	-.1270	.3428
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .186	P= .211	P= .025	P= .004	P= .014	P= .001
ITEM44	.0142	.1393	.0652	.0409	.1020	.0237
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .403	P= .008	P= .129	P= .239	P= .038	P= .341
ITEM45	.0247	.0051	-.1310	-.1609	-.1190	.4376
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .335	P= .465	P= .011	P= .003	P= .019	P= .001
ITEM46	-.0885	.0096	.3604	.3686	.3483	-.1838
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .062	P= .434	P= .001	P= .001	P= .001	P= .001
ITEM47	-.0216	.0041	.2830	.7071	.3465	-.1456
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .355	P= .472	P= .001	P= .001	P= .001	P= .006
ITEM48	.1478	-.0008	-.2098	-.2239	-.2644	.1814
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .494	P= .001	P= .001	P= .001	P= .001
ITEM49	-.0736	.0166	.2447	.2103	.1767	-.1082
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .101	P= .387	P= .001	P= .001	P= .001	P= .030
ITEM50	.0619	.0382	-.0591	-.0478	-.0349	.2246
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .142	P= .254	P= .153	P= .204	P= .273	P= .001
ITEM51	.3176	-.0117	-.0515	-.0470	-.0792	.1569
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .420	P= .186	P= .208	P= .085	P= .003
ITEM52	.0325	-.0380	-.0532	-.0683	.0581	.1424
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .287	P= .255	P= .178	P= .118	P= .157	P= .007
ITEM53	.2201	-.0266	-.0169	-.1449	-.1068	.1707
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .323	P= .385	P= .006	P= .032	P= .001
ITEM54	.1395	.1017	-.0852	-.1448	-.0108	.3116
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .039	P= .070	P= .006	P= .426	P= .001
ITEM55	-.0276	-.0160	.0953	.2468	.1356	.0352
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .317	P= .391	P= .049	P= .001	P= .009	P= .271

	31	32	33	34	35	36
ITEM56	.0271	.0008	-.0475	.0435	-.0754	.2134
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .320	P= .495	P= .206	P= .226	P= .096	P= .001
ITEM57	-.0272	-.0869	.2520	.2710	.1950	-.1517
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .319	P= .066	P= .001	P= .001	P= .001	P= .004
ITEM58	.0660	-.0446	.0408	.0262	-.0197	.0040
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .126	P= .220	P= .240	P= .325	P= .367	P= .472
ITEM59	.1288	.0057	-.0831	-.0343	-.0767	.1208
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .013	P= .461	P= .075	P= .276	P= .092	P= .018
ITEM60	-.0815	-.0683	.3189	.3726	.2175	-.0851
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .079	P= .118	P= .001	P= .001	P= .001	P= .070
ITEM61	-.0635	.0277	.2200	.3223	.1758	-.0213
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .136	P= .316	P= .001	P= .001	P= .001	P= .356
ITEM62	.1881	.0229	-.0707	-.0795	-.1664	.1365
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .346	P= .110	P= .084	P= .002	P= .009
ITEM63	.0949	-.0408	.0266	.0864	-.0136	.0337
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .050	P= .240	P= .323	P= .067	P= .407	P= .280
ITEM64	.0768	.0531	.1350	.0082	.0628	.0164
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .092	P= .179	P= .009	P= .444	P= .138	P= .389
ITEM65	.0318	.0689	-.1122	-.0518	.0175	.0846
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .291	P= .116	P= .026	P= .185	P= .381	P= .071
ITEM66	-.0663	.0082	.2128	.2489	.2242	-.2012
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .125	P= .444	P= .001	P= .001	P= .001	P= .001
ITEM67	-.0712	.0154	.2873	.2468	.3510	-.1676
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .109	P= .395	P= .001	P= .001	P= .001	P= .002
ITEM68	.0419	.0378	-.1281	-.1618	-.2000	.2188
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .234	P= .256	P= .013	P= .002	P= .001	P= .001

	31	32	33	34	35	36
ITEM69	.0775	-.0095	-.2221	-.2412	.1683	.2417
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .090	P= .435	P= .001	P= .001	P= .002	P= .001
ITEM70	.0178	-.0351	-.0490	.0104	-.1025	.0146
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .379	P= .272	P= .198	P= .429	P= .038	P= .399
ITEM71	-.0164	-.1378	.3265	.1671	.1673	-.0652
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .389	P= .008	P= .001	P= .002	P= .002	P= .129

	ITEM37	ITEM38	ITEM39	ITEM40	ITEM41	ITEM42
ITEM1	.1770	.0143	-.0474	-.0595	-.0670	.0354
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .402	P= .206	P= .151	P= .123	P= .270
ITEM2	-.1396	.2361	.0964	.1447	.1361	.0485
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .001	P= .047	P= .006	P= .009	P= .201
ITEM3	-.0876	.3331	.2502	.1985	.2192	.2063
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .064	P= .001	P= .001	P= .001	P= .001	P= .001
ITEM4	-.1135	.1126	.1818	.1355	.0539	.2147
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .024	P= .025	P= .001	P= .009	P= .175	P= .001
ITEM5	.2028	-.0191	.0481	-.0250	.0148	.0801
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .371	P= .202	P= .333	P= .399	P= .083
ITEM6	.0374	.1960	.1070	.0699	.0413	.1428
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .259	P= .001	P= .032	P= .113	P= .238	P= .006
ITEM7	-.1250	.2047	.2499	.1851	-.0801	.1747
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .015	P= .001	P= .001	P= .001	P= .083	P= .001
ITEM8	.1012	-.1147	.0220	-.0872	.0221	-.0641
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .040	P= .023	P= .352	P= .065	P= .351	P= .134

	37	38	39	40	41	42
ITEM9	.0504	.0358	.0348	.0101	.0545	-.1367
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .192	P= .268	P= .274	P= .431	P= .172	P= .009
ITEM10	-.0146	.2582	.1765	.0629	.0256	.0691
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .400	P= .001	P= .001	P= .138	P= .329	P= .116
ITEM11	-.1268	.1661	.1435	.1551	.1919	.1349
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .014	P= .002	P= .006	P= .003	P= .001	P= .010
ITEM12	-.0014	.1965	.0947	.1632	-.0032	.1995
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .490	P= .001	P= .050	P= .002	P= .478	P= .001
ITEM13	-.1429	.2151	.1699	.4041	.1235	.1734
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .006	P= .001	P= .002	P= .001	P= .016	P= .001
ITEM14	-.0582	.1214	.1111	.4515	.1855	.1372
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .157	P= .017	P= .027	P= .001	P= .001	P= .009
ITEM15	.1815	-.0343	.0742	-.1295	-.1585	-.0398
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .276	P= .099	P= .012	P= .003	P= .245
ITEM16	-.0788	.1088	.1269	.1747	.1476	.3435
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .086	P= .029	P= .014	P= .001	P= .005	P= .001
ITEM17	.1167	-.0764	.0018	.0731	.0666	.0255
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .021	P= .093	P= .488	P= .103	P= .124	P= .329
ITEM18	.1382	-.0957	-.0610	-.1247	.0271	-.0213
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .048	P= .145	P= .015	P= .320	P= .356
ITEM19	.0608	-.1412	-.0098	-.0185	.0478	.1004
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .146	P= .007	P= .432	P= .375	P= .204	P= .041
ITEM20	.1659	-.1670	-.0841	-.0887	-.0198	-.1020
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .002	P= .072	P= .062	P= .366	P= .038
ITEM21	.0913	-.1129	-.0660	-.1331	.0275	-.0652
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .057	P= .025	P= .127	P= .010	P= .317	P= .129

	37	38	39	40	41	42
ITEM22	.1367	.0765	.1328	.1019	.0021	.1007
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .009	P= .093	P= .010	P= .039	P= .485	P= .040
ITEM23	-.1006	.2152	.2180	.1129	.0627	.2750
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .040	P= .001	P= .001	P= .025	P= .139	P= .001
ITEM24	-.0368	.3669	.2630	.2581	.0752	.1536
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .262	P= .001	P= .001	P= .001	P= .096	P= .004
ITEM25	.1904	-.1816	-.0703	-.0268	.0161	.0056
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .111	P= .322	P= .390	P= .461
ITEM26	.1744	-.2879	-.1301	-.0748	.0261	-.0672
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .012	P= .098	P= .325	P= .122
ITEM27	.1099	-.1075	-.0130	-.1512	.0166	.0173
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .028	P= .031	P= .411	P= .004	P= .387	P= .382
ITEM28	-.0302	.2216	.1484	.2202	.1266	.1691
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .300	P= .001	P= .005	P= .001	P= .014	P= .002
ITEM29	-.0520	.3476	.2359	.2462	.1203	.2058
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .184	P= .001	P= .001	P= .001	P= .018	P= .001
ITEM30	-.0199	.0003	.1425	-.1111	-.0458	.1084
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .365	P= .498	P= .007	P= .027	P= .214	P= .030
ITEM31	.1623	-.0723	-.0961	-.0754	-.0049	-.0021
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .105	P= .048	P= .096	P= .466	P= .486
ITEM32	.1517	-.0187	.0187	-.0255	-.2532	.0847
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .373	P= .373	P= .329	P= .001	P= .071
ITEM33	-.1443	.1952	.2706	.2039	.1779	.1854
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .006	P= .001	P= .001	P= .001	P= .001	P= .001
ITEM34	.0595	.3403	.3212	.2646	.1465	.2230
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .152	P= .001	P= .001	P= .001	P= .005	P= .001

	37	38	39	40	41	42
ITEM35	-.1014	.1638	.2332	.2845	.1055	.1524
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .039	P= .002	P= .001	P= .001	P= .034	P= .004
ITEM36	.1289	-.1939	-.1413	-.1125	.0188	.0363
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .013	P= .001	P= .007	P= .025	P= .373	P= .265
ITEM37	1.0000	-.0050	.0144	-.0505	-.1330	.0386
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .465	P= .401	P= .191	P= .010	P= .252
ITEM38	-.0050	1.0000	.4842	.1240	.1060	.2313
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .465	P=******	P= .001	P= .016	P= .033	P= .001
ITEM39	.0144	.4842	1.0000	.0691	.0753	.2702
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .401	P= .001	P=******	P= .116	P= .096	P= .001
ITEM40	-.0505	.1240	.0691	1.0000	.2896	.0820
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .191	P= .016	P= .116	P=******	P= .001	P= .078
ITEM41	-.1330	.1060	.0753	.2896	1.0000	.1354
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .010	P= .033	P= .096	P= .001	P=******	P= .009
ITEM42	.0386	.2313	.2702	.0820	.1354	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .252	P= .001	P= .001	P= .078	P= .009	P=******
ITEM43	.2102	-.1556	-.0587	-.0933	.0054	.0131
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .003	P= .155	P= .053	P= .462	P= .410
ITEM44	.0032	.0587	.1364	.0106	-.0798	.1064
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .478	P= .155	P= .009	P= .427	P= .083	P= .032
ITEM45	.1908	-.1348	-.0581	-.1150	-.0426	.0408
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .010	P= .157	P= .023	P= .230	P= .240
ITEM46	-.1661	.3966	.3453	.1926	.1541	.3621
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .001	P= .001	P= .001	P= .004	P= .001
ITEM47	.0114	.3690	.3064	.2719	.1450	.2766
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .422	P= .001	P= .001	P= .001	P= .006	P= .001

	37	38	39	40	41	42
ITEM48	.2203	-.0944	-.1141	-.1761	-.0456	-.1218
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .051	P= .024	P= .001	P= .215	P= .017
ITEM49	-.1059	.2060	.0830	.2289	.1413	.1346
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .033	P= .001	P= .075	P= .001	P= .007	P= .010
ITEM50	.1282	-.1363	.0102	.0043	.0266	.0654
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .013	P= .009	P= .430	P= .470	P= .322	P= .129
ITEM51	.1150	-.1129	-.0201	-.0959	-.0318	-.0189
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .023	P= .025	P= .364	P= .048	P= .291	P= .372
ITEM52	.1079	-.1260	-.0479	.0420	.0082	-.0073
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .030	P= .014	P= .203	P= .233	P= .444	P= .450
ITEM53	.1889	-.2591	-.1173	-.1562	-.0192	-.0812
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .021	P= .003	P= .370	P= .080
ITEM54	.1736	-.1667	-.0446	-.0666	.1293	.0413
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .220	P= .124	P= .012	P= .237
ITEM55	.1539	.1301	.0923	.1968	.1156	.0825
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .012	P= .055	P= .001	P= .022	P= .076
ITEM56	.1488	.0343	-.0306	.0823	.1533	.0278
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .277	P= .298	P= .077	P= .004	P= .315
ITEM57	-.0602	.1909	.2032	.1753	.1843	.0851
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .149	P= .001	P= .001	P= .001	P= .001	P= .070
ITEM58	.1708	-.0387	.0540	.0903	.1048	.0030
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .251	P= .175	P= .059	P= .034	P= .479
ITEM59	.1874	-.1984	-.0871	-.0490	.0432	-.0540
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .066	P= .198	P= .227	P= .175
ITEM60	-.1342	.3520	.3011	.2705	.2978	.2843
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .010	P= .001	P= .001	P= .001	P= .001	P= .001

	37	38	39	40	41	42
ITEM61	-.0017	.3638	.2660	.1832	.1046	.3403
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .488	P= .001	P= .001	P= .001	P= .035	P= .001
ITEM62	.1521	-.0806	-.0178	-.0293	.0201	-.1131
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .081	P= .379	P= .306	P= .364	P= .025
ITEM63	.2122	-.0433	-.0436	.1426	.0119	.0846
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .227	P= .225	P= .007	P= .419	P= .071
ITEM64	-.0135	-.0426	-.0393	.0058	.0704	.1994
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .408	P= .231	P= .248	P= .460	P= .111	P= .001
ITEM65	.0432	-.0469	.0473	.0462	.0220	.0590
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .227	P= .208	P= .206	P= .212	P= .351	P= .153
ITEM66	-.0971	.2421	.2382	.1837	.0662	.1422
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .046	P= .001	P= .001	P= .001	P= .126	P= .007
ITEM67	-.1129	.1601	.1631	.3422	.1610	.1173
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .025	P= .003	P= .002	P= .001	P= .003	P= .021
ITEM68	.1685	-.0532	-.0551	.0168	-.0088	-.0018
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .178	P= .170	P= .385	P= .440	P= .488
ITEM69	.1791	-.1499	-.0474	-.0749	-.0530	-.0129
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .005	P= .206	P= .097	P= .179	P= .411
ITEM70	.2126	-.0019	.0225	.0528	-.0444	-.1180
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .487	P= .348	P= .180	P= .221	P= .020
ITEM71	-.0946	.0754	.0710	.2313	.3120	.0118
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .050	P= .096	P= .109	P= .001	P= .001	P= .419

	ITEM43	ITEM44	ITEM45	ITEM46	ITEM47	ITEM48
ITEM1	.0834	-.0087	.1521	-.1916	-.1050	.1193
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .074	P= .440	P= .004	P= .001	P= .034	P= .019
ITEM2	-.1998	-.0411	-.1873	.2279	.2209	-.0958
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .238	P= .001	P= .001	P= .001	P= .048
ITEM3	-.0363	.0056	-.0453	.3593	.3389	-.1148
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .265	P= .461	P= .216	P= .001	P= .001	P= .023
ITEM4	-.0707	.0132	-.0400	.2031	.1855	-.2225
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .110	P= .409	P= .244	P= .001	P= .001	P= .001
ITEM5	.1421	.0124	.0169	-.1123	-.0023	.1270
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .415	P= .385	P= .026	P= .484	P= .014
ITEM6	-.0533	.0746	.0224	.1724	.1248	.0488
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .178	P= .098	P= .349	P= .001	P= .015	P= .199
ITEM7	-.0375	.1441	-.0332	.1587	.1406	-.1717
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .258	P= .006	P= .283	P= .003	P= .007	P= .001
ITEM8	.1614	.0197	.0718	-.1245	.0020	.1428
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .367	P= .107	P= .015	P= .486	P= .006
ITEM9	.0617	.0653	.1089	-.1441	-.0387	.3903
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .142	P= .129	P= .029	P= .006	P= .252	P= .001
ITEM10	-.0858	.0306	-.0776	.2755	.1711	-.2576
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .069	P= .298	P= .089	P= .001	P= .001	P= .001
ITEM11	-.0799	-.0256	-.1256	.3156	.2652	-.2323
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .083	P= .329	P= .015	P= .001	P= .001	P= .001
ITEM12	-.0929	.0095	-.1536	.2881	.2578	-.4789
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .054	P= .435	P= .004	P= .001	P= .001	P= .001

	43	44	45	46	47	48
ITEM13	-.2576	.0974	-.2055	.3620	.3749	-.3047
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .045	P= .001	P= .001	P= .001	P= .001
ITEM14	-.1159	-.0102	-.0528	.1765	.3613	-.1462
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .022	P= .430	P= .160	P= .001	P= .001	P= .005
ITEM15	.0131	.0965	-.0308	-.0499	-.0054	.0617
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .410	P= .047	P= .297	P= .194	P= .463	P= .143
ITEM16	-.0244	.0356	-.0069	.1548	.1054	-.1083
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .336	P= .269	P= .452	P= .004	P= .034	P= .030
ITEM17	.0847	-.0177	.0763	-.0203	.0059	.0717
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .071	P= .380	P= .093	P= .363	P= .459	P= .107
ITEM18	.2042	-.0088	.1360	-.0898	-.0779	.1888
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .440	P= .009	P= .060	P= .088	P= .001
ITEM19	.1448	-.0171	.1781	-.0338	-.0932	.1156
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .006	P= .384	P= .001	P= .279	P= .053	P= .022
ITEM20	.1963	-.0336	.1646	-.1096	.0263	.1391
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .280	P= .002	P= .029	P= .324	P= .008
ITEM21	.1812	.0829	.1185	-.2040	-.0580	.1347
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .075	P= .020	P= .001	P= .158	P= .010
ITEM22	.1094	.0543	-.0225	.0525	.1020	-.0070
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .029	P= .174	P= .349	P= .182	P= .038	P= .452
ITEM23	.0508	-.0204	.0084	.3876	.2212	-.0900
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .189	P= .362	P= .442	P= .001	P= .001	P= .059
ITEM24	-.2979	.0447	-.2188	.3601	.3559	-.1175
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .220	P= .001	P= .001	P= .001	P= .021
ITEM25	.1985	-.0668	.0680	-.1488	-.0391	.1882
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .123	P= .119	P= .005	P= .249	P= .001

	43	44	45	46	47	48
ITEM26	.2171	-.0543	.1504	-.2319	-.0907	.1766
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .173	P= .004	P= .001	P= .058	P= .001
ITEM27	.3544	-.1108	.3558	-.0262	-.0329	.0111
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .027	P= .001	P= .325	P= .285	P= .424
ITEM28	-.0671	.0756	-.0992	.2882	.2335	-.1639
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .123	P= .095	P= .043	P= .001	P= .001	P= .002
ITEM29	-.1504	.0945	-.1630	.3079	.3056	-.2086
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .051	P= .002	P= .001	P= .001	P= .001
ITEM30	.0368	.0565	.0198	.1263	.0559	-.1811
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .262	P= .164	P= .366	P= .014	P= .166	P= .001
ITEM31	.0514	.0142	.0247	-.0885	-.0216	.1478
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .186	P= .403	P= .335	P= .062	P= .355	P= .005
ITEM32	.0464	.1393	.0051	.0096	.0041	-.0008
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .211	P= .008	P= .465	P= .434	P= .472	P= .494
ITEM33	-.1134	.0652	-.1310	.3604	.2830	-.2098
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .025	P= .129	P= .011	P= .001	P= .001	P= .001
ITEM34	-.1519	.0409	-.1609	.3686	.7071	-.2239
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .239	P= .003	P= .001	P= .001	P= .001
ITEM35	-.1270	.1020	-.1190	.3483	.3465	-.2644
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .014	P= .038	P= .019	P= .001	P= .001	P= .001
ITEM36	.3428	.0237	.4376	-.1838	-.1456	.1814
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .341	P= .001	P= .001	P= .006	P= .001
ITEM37	.2102	.0032	.1908	-.1661	.0114	.2203
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .478	P= .001	P= .002	P= .422	P= .001
ITEM38	-.1556	.0587	-.1348	.3966	.3690	-.0944
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .155	P= .010	P= .001	P= .001	P= .051

	43	44	45	46	47	48
ITEM39	-.0587	.1364	-.0581	.3453	.3064	-.1141
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .155	P= .009	P= .157	P= .001	P= .001	P= .024
ITEM40	-.0933	.0106	-.1150	.1926	.2719	-.1761
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .053	P= .427	P= .023	P= .001	P= .001	P= .001
ITEM41	.0054	-.0798	-.0426	.1541	.1450	-.0456
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .462	P= .083	P= .230	P= .004	P= .006	P= .215
ITEM42	.0131	.1064	.0408	.3621	.2766	-.1216
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .410	P= .032	P= .240	P= .001	P= .001	P= .017
ITEM43	1.0000	.0444	.5582	-.0728	-.1179	.0924
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .221	P= .001	P= .104	P= .020	P= .055
ITEM44	.0444	1.0000	-.0054	.0536	.0758	-.0223
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .221	P=******	P= .462	P= .177	P= .095	P= .350
ITEM45	.5582	-.0054	1.0000	-.1470	-.1591	.1274
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .001	P= .462	P=******	P= .005	P= .003	P= .013
ITEM46	-.0728	.0536	-.1470	1.0000	.4199	-.2363
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .104	P= .177	P= .005	P=******	P= .001	P= .001
ITEM47	-.1179	.0758	-.1591	.4199	1.0000	-.1402
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .020	P= .095	P= .003	P= .001	P=******	P= .007
ITEM48	.0924	-.0223	.1274	-.2363	-.1402	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .055	P= .350	P= .013	P= .001	P= .007	P=******
ITEM49	-.1600	-.0499	-.1359	.1969	.1766	-.2345
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .194	P= .009	P= .001	P= .001	P= .001
ITEM50	.3680	.0674	.2366	-.0605	-.0638	.0722
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .121	P= .001	P= .147	P= .135	P= .105
ITEM51	.1429	.0455	.0746	-.1996	-.0420	.0737
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .006	P= .216	P= .098	P= .001	P= .234	P= .101

	43	44	45	46	47	48
ITEM52	.2414	-.0765	.1471	-.0913	-.0432	-.0138
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .092	P= .005	P= .057	P= .227	P= .405
ITEM53	.1879	-.0545	.1761	-.2293	-.1355	.1652
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .173	P= .001	P= .001	P= .009	P= .002
ITEM54	.2837	-.0234	.3340	-.0351	-.0742	.1889
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .343	P= .001	P= .271	P= .099	P= .001
ITEM55	-.0134	.0067	-.0247	.0626	.3084	-.0065
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .408	P= .454	P= .335	P= .139	P= .001	P= .455
ITEM56	.1724	-.0768	.0588	-.1429	.0022	.0519
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .092	P= .154	P= .006	P= .485	P= .185
ITEM57	-.1403	.0396	-.1679	.2717	.2401	-.1402
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .247	P= .002	P= .001	P= .001	P= .007
ITEM58	.1390	-.0959	.0127	-.0091	.0589	.1234
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .048	P= .413	P= .437	P= .154	P= .016
ITEM59	.1271	-.0050	.0768	-.1466	-.0405	.1804
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .014	P= .465	P= .092	P= .005	P= .242	P= .001
ITEM60	-.1160	-.0007	-.1269	.4216	.3786	-.1700
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .022	P= .495	P= .014	P= .001	P= .001	P= .002
ITEM61	-.1233	.1181	-.0729	.3634	.4513	-.0339
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .016	P= .020	P= .103	P= .001	P= .001	P= .279
ITEM62	-.0069	.0414	.0089	-.4060	-.0572	.1919
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .453	P= .237	P= .439	P= .001	P= .161	P= .001
ITEM63	.0675	-.0383	-.0283	-.0536	.1551	.1128
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .121	P= .253	P= .312	P= .177	P= .003	P= .025
ITEM64	.1060	.1156	.0120	.1025	.0565	-.0231
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .033	P= .022	P= .418	P= .038	P= .164	P= .345

	43	44	45	46	47	48
ITEM65	.1206	-.0124	.1230	-.0736	-.0603	.0477
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .018	P= .415	P= .016	P= .101	P= .148	P= .206
ITEM66	-.1642	.0308	-.1182	.2999	.1740	-.1433
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .297	P= .020	P= .001	P= .001	P= .006
ITEM67	-.1051	-.0100	-.1261	.2705	.1860	-.3867
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .034	P= .432	P= .014	P= .001	P= .001	P= .001
ITEM68	.3746	-.0252	.2984	-.0922	-.0905	.0704
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .331	P= .001	P= .055	P= .058	P= .096
ITEM69	.3390	.0126	.4231	-.1826	-.1920	.1560
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .413	P= .001	P= .001	P= .001	P= .003
ITEM70	.1190	.0589	.1185	-.1068	-.0561	.0343
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .154	P= .020	P= .032	P= .166	P= .276
ITEM71	-.0669	-.0106	-.0949	.1623	.1928	-.1272
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .123	P= .427	P= .050	P= .002	P= .001	P= .014

	ITEM49	ITEM50	ITEM51	ITEM52	ITEM53	ITEM54
ITEM1	-.0009	.0644	.0548	.0807	.1504	.0712
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .494	P= .132	P= .171	P= .081	P= .004	P= .109
ITEM2	.1395	-.0488	-.1499	.0554	-.0841	-.1236
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .199	P= .005	P= .168	P= .073	P= .016
ITEM3	.0394	-.0240	-.0566	.0209	-.0960	-.0479
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .247	P= .339	P= .164	P= .359	P= .048	P= .203
ITEM4	.0566	.0658	-.0191	.0907	-.0457	.0435
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .163	P= .127	P= .371	P= .058	P= .215	P= .226

	49	50	51	52	53	54
ITEM5	-.0504	.1437	.2325	.1971	.1623	.1580
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .191	P= .006	P= .001	P= .001	P= .002	P= .003
ITEM6	.0400	.0887	-.0051	.0304	-.0180	.0808
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .244	P= .062	P= .465	P= .300	P= .377	P= .081
ITEM7	.1303	-.1073	-.1191	-.1088	-.1775	-.0938
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .031	P= .019	P= .030	P= .001	P= .052
ITEM8	-.1797	.1010	.1312	.2021	.3911	.1835
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .040	P= .011	P= .001	P= .001	P= .001
ITEM9	-.1549	.0982	.0602	-.0147	.0677	.0747
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .044	P= .149	P= .400	P= .120	P= .098
ITEM10	.1689	-.0307	-.1117	.0508	.0087	-.0243
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .298	P= .026	P= .189	P= .440	P= .337
ITEM11	.2131	-.1014	-.0895	.0699	-.0313	-.0232
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .039	P= .060	P= .113	P= .294	P= .344
ITEM12	.2856	-.0237	-.0911	.0405	-.0783	-.1236
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .341	P= .057	P= .242	P= .087	P= .016
ITEM13	.2285	-.1466	-.1079	-.0698	-.0699	-.1487
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .005	P= .031	P= .113	P= .113	P= .005
ITEM14	.2188	-.0636	-.0516	.0671	-.0028	.0081
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .135	P= .186	P= .122	P= .480	P= .444
ITEM15	-.1870	.0453	.1717	.1631	.1781	.0002
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .216	P= .001	P= .002	P= .001	P= .499
ITEM16	.2258	-.0055	-.0628	.0108	-.1200	.0082
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .462	P= .138	P= .426	P= .019	P= .443
ITEM17	.0075	.2042	.0599	.2040	-.0913	.1555
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .448	P= .001	P= .150	P= .001	P= .057	P= .003

	49	50	51	52	53	54
ITEM18	-.0412	.1523	.2378	.1522	.2304	.1491
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .238	P= .004	P= .001	P= .004	P= .001	P= .005
ITEM19	.0771	.2231	.2314	.1767	.1534	.2949
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .091	P= .001	P= .001	P= .001	P= .004	P= .001
ITEM20	-.1192	.1020	.1076	.2449	.3511	.2385
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .038	P= .031	P= .001	P= .001	P= .001
ITEM21	-.1273	.1647	.1828	.2818	.3789	.1498
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .013	P= .002	P= .001	P= .001	P= .001	P= .005
ITEM22	.0984	.0927	.0629	.1335	.1021	.1608
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .044	P= .054	P= .138	P= .010	P= .038	P= .003
ITEM23	.1084	-.0373	-.0646	.0134	-.1173	-.0503
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .030	P= .259	P= .132	P= .408	P= .021	P= .192
ITEM24	.1828	-.1017	-.0389	-.1077	-.1242	-.2002
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .039	P= .250	P= .031	P= .015	P= .001
ITEM25	-.1616	.1088	.1637	.1369	.2518	.2109
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .030	P= .002	P= .009	P= .001	P= .001
ITEM26	-.1059	.1581	.2655	.2240	.3468	.2526
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .033	P= .003	P= .001	P= .001	P= .001	P= .001
ITEM27	-.1368	.2775	.0754	.2440	.1777	.2527
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .009	P= .001	P= .096	P= .001	P= .001	P= .001
ITEM28	.1651	-.0403	-.0166	.0654	-.0676	-.0790
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .243	P= .387	P= .129	P= .121	P= .086
ITEM29	.2316	-.0609	-.0610	-.0561	-.1506	-.1714
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .146	P= .145	P= .165	P= .004	P= .001
ITEM30	.0282	.0516	-.0170	.0781	-.0060	-.0228
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .313	P= .186	P= .384	P= .088	P= .459	P= .347

	49	50	51	52	53	54
ITEM31	-.0736	.0619	.3176	.0325	.2201	.1395
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .101	P= .142	P= .001	P= .287	P= .001	P= .008
ITEM32	.0166	.0382	-.0117	-.0380	-.0266	.1017
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .387	P= .254	P= .420	P= .255	P= .323	P= .039
ITEM33	.2447	-.0591	-.0515	-.0532	-.0169	-.0852
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .153	P= .186	P= .178	P= .385	P= .070
ITEM34	.2103	-.0478	-.0470	-.0683	-.1449	-.1448
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .204	P= .208	P= .118	P= .006	P= .006
ITEM35	.1767	-.0349	-.0792	.0581	-.1068	-.0108
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .273	P= .085	P= .157	P= .032	P= .426
ITEM36	-.1082	.2246	.1569	.1424	.1707	.3116
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .030	P= .001	P= .003	P= .007	P= .001	P= .001
ITEM37	-.1059	.1282	.1150	.1079	.1889	.1736
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .033	P= .013	P= .023	P= .030	P= .001	P= .001
ITEM38	.2060	-.1363	-.1129	-.1260	-.2591	-.1667
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .009	P= .025	P= .014	P= .001	P= .002
ITEM39	.0830	.0102	-.0201	-.0479	-.1173	-.0446
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .075	P= .430	P= .364	P= .203	P= .021	P= .220
ITEM40	.2289	.0043	-.0959	.0420	-.1562	-.0666
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .470	P= .048	P= .233	P= .003	P= .124
ITEM41	.1413	.0266	-.0318	.0082	-.0192	.1293
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .322	P= .291	P= .444	P= .370	P= .012
ITEM42	.1346	.0654	-.0189	-.0073	-.0812	.0413
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .010	P= .129	P= .372	P= .450	P= .080	P= .237
ITEM43	-.1600	.3680	.1429	.2414	.1879	.2837
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .001	P= .006	P= .001	P= .001	P= .001

	49	50	51	52	53	54
ITEM44	-.0499	.0674	.0455	-.0765	-.0545	-.0234
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .194	P= .121	P= .216	P= .092	P= .173	P= .343
ITEM45	-.1359	.2366	.0746	.1471	.1761	.3340
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .009	P= .001	P= .098	P= .005	P= .001	P= .001
ITEM46	.1969	-.0605	-.1996	-.0913	-.2293	-.0351
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .147	P= .001	P= .057	P= .001	P= .271
ITEM47	.1766	-.0638	-.0420	-.0432	-.1355	-.0742
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .135	P= .234	P= .227	P= .009	P= .099
ITEM48	-.2345	.0722	.0737	-.0138	.1652	.1889
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .105	P= .101	P= .405	P= .002	P= .001
ITEM49	1.0000	-.0120	-.1164	-.0218	-.1606	-.0544
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .417	P= .022	P= .353	P= .003	P= .173
ITEM50	-.0120	1.0000	.1631	.1906	.1767	.3148
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .417	P=******	P= .002	P= .001	P= .001	P= .001
ITEM51	-.1164	.1631	1.0000	.1998	.3210	.0851
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .022	P= .002	P=******	P= .001	P= .001	P= .070
ITEM52	-.0218	.1906	.1998	1.0000	.3543	.2092
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .353	P= .001	P= .001	P=******	P= .001	P= .001
ITEM53	-.1606	.1767	.3210	.3543	1.0000	.2174
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .003	P= .001	P= .001	P= .001	P=******	P= .001
ITEM54	-.0544	.3148	.0851	.2092	.2174	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .173	P= .001	P= .070	P= .001	P= .001	P=******
ITEM55	.0691	.0712	.0481	.0700	.0396	.0997
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .116	P= .109	P= .203	P= .112	P= .247	P= .042
ITEM56	.0542	.1237	.0786	.2285	.1631	.0531
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .174	P= .016	P= .087	P= .001	P= .002	P= .179

	49	50	51	52	53	54
ITEM57	.2378	-.0411	.0214	-.0131	-.1169	-.1730
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .238	P= .356	P= .410	P= .021	P= .001
ITEM58	.0729	.2190	.1101	.3464	.2084	.2328
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .103	P= .001	P= .028	P= .001	P= .001	P= .001
ITEM59	-.0786	.1917	.1575	.2861	.2821	.2521
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .087	P= .001	P= .003	P= .001	P= .001	P= .001
ITEM60	.3066	-.0992	-.1262	-.0244	-.2243	-.0603
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .043	P= .014	P= .336	P= .001	P= .148
ITEM61	.1325	-.0485	-.0744	.0501	-.0936	.0379
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .011	P= .201	P= .099	P= .193	P= .052	P= .256
ITEM62	-.1102	.1298	.1820	.0692	.2820	.1436
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .028	P= .012	P= .001	P= .115	P= .001	P= .006
ITEM63	.0177	.1857	.0899	.2278	.1897	.1765
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .380	P= .001	P= .059	P= .001	P= .001	P= .001
ITEM64	.1608	.1768	.0591	.1426	.0879	.0716
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .001	P= .153	P= .007	P= .064	P= .107
ITEM65	-.1140	.0678	.0377	.1007	.0191	.2045
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .024	P= .120	P= .257	P= .040	P= .371	P= .001
ITEM66	.1294	-.0632	-.0667	-.0255	-.0810	-.2048
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .137	P= .124	P= .330	P= .080	P= .001
ITEM67	.3102	-.0140	-.0950	.0520	-.0421	-.1119
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .405	P= .050	P= .184	P= .233	P= .026
ITEM68	-.0783	.3380	.1574	.1533	.1806	.2832
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .087	P= .001	P= .003	P= .004	P= .001	P= .001
ITEM69	-.0970	.3803	.0874	.1481	.1601	.3997
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .046	P= .001	P= .065	P= .005	P= .003	P= .001

	49	50	51	52	53	54
ITEM70	-.1224	.1722	.1342	.2409	.2890	.1040
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .017	P= .001	P= .010	P= .001	P= .001	P= .036
ITEM71	.2038	.0625	.0075	.1055	.1116	.0356
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .140	P= .448	P= .034	P= .026	P= .269

	ITEM55	ITEM56	ITEM57	ITEM58	ITEM59	ITEM60
ITEM1	.0120	.0524	-.0956	.0876	.0457	-.0941
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .418	P= .182	P= .049	P= .064	P= .214	P= .051
ITEM2	.0547	-.0238	.2348	.0921	-.0736	.2370
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .172	P= .340	P= .001	P= .055	P= .101	P= .001
ITEM3	.1234	-.0408	.1416	.0566	-.1341	.3713
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .016	P= .240	P= .007	P= .163	P= .010	P= .001
ITEM4	.0119	-.1199	.1854	.0377	-.0246	.1896
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .418	P= .019	P= .001	P= .257	P= .335	P= .001
ITEM5	.0737	.1744	-.0589	.2996	.1179	-.0122
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .101	P= .001	P= .154	P= .001	P= .020	P= .417
ITEM6	.1088	.0348	.0705	-.0251	-.1171	.1693
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .029	P= .273	P= .111	P= .332	P= .021	P= .002
ITEM7	.0676	-.0242	.1547	-.0421	-.1543	.2350
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .121	P= .338	P= .004	P= .233	P= .004	P= .001
ITEM8	-.0408	.1268	-.0566	.1479	.1790	-.1515
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .240	P= .014	P= .164	P= .005	P= .001	P= .004
ITEM9	.0620	.0927	-.0636	.0682	.0899	-.0831
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .141	P= .054	P= .135	P= .119	P= .059	P= .075

	55	56	57	58	59	60
ITEM10	.0778	-.0069	.1822	.0185	-.0427	.2509
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .089	P= .453	P= .001	P= .374	P= .230	P= .001
ITEM11	.1287	.0252	.2434	.1269	-.0385	.3355
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .013	P= .331	P= .001	P= .014	P= .253	P= .001
ITEM12	.0962	.0671	.1609	-.0032	-.0521	.2211
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .048	P= .123	P= .003	P= .478	P= .183	P= .001
ITEM13	.1778	-.1290	.2875	-.0788	-.1747	.2755
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .012	P= .001	P= .086	P= .001	P= .001
ITEM14	.1900	.0661	.1668	.1259	.0026	.2894
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .126	P= .002	P= .014	P= .482	P= .001
ITEM15	.0058	.0808	.0216	.0503	.0881	-.1024
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .460	P= .081	P= .354	P= .192	P= .063	P= .038
ITEM16	.1076	.0281	.1131	.0021	-.0894	.2312
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .031	P= .314	P= .025	P= .485	P= .061	P= .001
ITEM17	.2017	.2152	.0450	.2474	.0870	.1039
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .218	P= .001	P= .066	P= .036
ITEM18	.0078	.1420	-.0847	.0782	.1682	-.0567
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .447	P= .007	P= .071	P= .088	P= .002	P= .163
ITEM19	.1291	.2020	.0179	.0853	.2284	.0770
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .001	P= .378	P= .069	P= .001	P= .091
ITEM20	.0834	.0871	-.0959	.1982	.2237	-.1679
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .074	P= .065	P= .048	P= .001	P= .001	P= .002
ITEM21	.0432	.1207	-.0489	.1504	.3069	-.1231
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .227	P= .010	P= .199	P= .004	P= .001	P= .016
ITEM22	.2032	.1604	.0483	.0977	.1357	.0912
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .003	P= .202	P= .045	P= .009	P= .057

	55	56	57	58	59	60
ITEM23	.1213	-.0742	.0767	.0001	-.0467	.2258
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .018	P= .099	P= .092	P= .499	P= .209	P= .001
ITEM24	.1196	-.0897	.2692	-.0461	-.1294	.2086
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .060	P= .001	P= .213	P= .012	P= .001
ITEM25	.1253	.1624	.0012	.1545	.1572	.0481
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .015	P= .002	P= .492	P= .004	P= .003	P= .202
ITEM26	.1127	.2250	-.0501	.1639	.2416	-.0588
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .025	P= .001	P= .193	P= .002	P= .001	P= .154
ITEM27	-.0325	.0336	-.1134	.0310	.3064	-.0620
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .287	P= .280	P= .025	P= .296	P= .001	P= .142
ITEM28	.1742	,0726	.1991	.0457	.0623	.2484
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .104	P= .001	P= .214	P= .140	P= .001
ITEM29	.0885	-.0071	.2045	.0653	-.1407	.3183
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .062	P= .451	P= .001	P= .129	P= .007	P= .001
ITEM30	-.1584	-.0601	.1306	.0726	-.0865	-.0479
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .149	P= .012	P= .104	P= .067	P= .203
ITEM31	-.0276	.0271	-.0272	.0660	.1288	-.0815
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .317	P= .320	P= .319	P= .126	P= .013	P= .079
ITEM32	-.0160	.0008	-.0869	-.0446	.0057	-.0683
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .391	P= .495	P= .066	P= .220	P= .461	P= .118
ITEM33	.0953	-.0475	.2520	.0408	-.0831	.3189
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .049	P= .206	P= .001	P= .240	P= .075	P= .001
ITEM34	.2468	.0435	.2710	.0262	-.0343	.3726
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .226	P= .001	P= .325	P= .276	P= .001
ITEM35	.1356	-.0754	.1950	-.0197	-.0767	.2175
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .009	P= .096	P= .001	P= .367	P= .092	P= .001

	55	56	57	58	59	60
ITEM36	.0352	.2134	-.1517	.0040	.1208	-.0851
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .271	P= .001	P= .004	P= .472	P= .018	P= .070
ITEM37	.1539	.1488	-.0602	.1708	.1874	-.1342
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .004	P= .005	P= .149	P= .001	P= .001	P= .010
ITEM38	.1301	.0343	.1909	-.0387	-.1984	.3520
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .012	P= .277	P= .001	P= .251	P= .001	P= .001
ITEM39	.0923	-.0306	.2032	.0540	-.0871	.3011
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .055	P= .298	P= .001	P= .175	P= .066	P= .001
ITEM40	.1968	.0823	.1753	.0903	-.0490	.2705
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .077	P= .001	P= .059	P= .198	P= .001
ITEM41	.1156	.1533	.1843	.1048	.0432	.2978
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .022	P= .004	P= .001	P= .034	P= .227	P= .001
ITEM42	.0825	.0278	.0851	.0030	-.0540	.2843
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .076	P= .315	P= .070	P= .479	P= .175	P= .001
ITEM43	-.0134	.1724	-.1403	.1390	.1271	-.1160
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .408	P= .001	P= .007	P= .008	P= .014	P= .022
ITEM44	.0067	-.0768	.0396	-.0959	-.0050	-.0007
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .454	P= .092	P= .247	P= .048	P= .465	P= .495
ITEM45	-.0247	.0588	-.1679	.0127	.0768	-.1269
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .335	P= .154	P= .002	P= .413	P= .092	P= .014
ITEM46	.0626	-.1429	.2717	-.0091	-.1466	.4216
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .139	P= .006	P= .001	P= .437	P= .005	P= .001
ITEM47	.3084	.0022	.2401	.0589	-.0405	.3786
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .485	P= .001	P= .154	P= .242	P= .001
ITEM48	-.0065	.0519	-.1402	.1234	.1804	-.1700
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .455	P= .185	P= .007	P= .016	P= .001	P= .002

	55	56	57	58	59	60
ITEM49	.0691	.0542	.2378	.0729	-.0786	.3066
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .116	P= .174	P= .001	P= .103	P= .087	P= .001
ITEM50	.0712	.1237	-.0411	.2190	.1917	-.0992
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .109	P= .016	P= .238	P= .001	P= .001	P= .043
ITEM51	.0481	.0786	.0214	.1101	.1575	-.1262
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .203	P= .087	P= .356	P= .028	P= .003	P= .014
ITEM52	.0700	.2285	-.0131	.3464	.2861	-.0244
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .112	P= .001	P= .410	P= .001	P= .001	P= .336
ITEM53	.0396	.1631	-.1169	.2084	.2821	-.2243
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .247	P= .002	P= .021	P= .001	P= .001	P= .001
ITEM54	.0997	.0531	-.1730	.2328	.2521	-.0603
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .042	P= .179	P= .001	P= .001	P= .001	P= .148
ITEM55	1.0000	.1346	.0944	.1502	.0311	.2013
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .010	P= .051	P= .004	P= .295	P= .001
ITEM56	.1346	1.0000	.0677	.1820	.0860	.0063
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .010	P=******	P= .120	P= .001	P= .068	P= .457
ITEM57	.0944	.0677	1.0000	.0701	-.0841	.2704
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .051	P= .120	P=******	P= .112	P= .072	P= .001
ITEM58	.1502	.1820	.0701	1.0000	.2243	.0911
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .004	P= .001	P= .112	P=******	P= .001	P= .057
ITEM59	.0311	.0860	-.0841	.2243	1.0000	-.0840
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .295	P= .068	P= .072	P= .001	P=******	P= .073
ITEM60	.2013	.0063	.2704	.0911	-.0840	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .001	P= .457	P= .001	P= .057	P= .073	P=******
ITEM61	.2719	.0426	.1181	.0811	-.0020	.4038
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .230	P= .020	P= .080	P= .486	P= .001

	55	56	57	58	59	60
ITEM62	.0575	.1801	-.0710	.0947	.1823	-.1288
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .160	P= .001	P= .109	P= .050	P= .001	P= .013
ITEM63	.5204	.1839	-.0373	.2174	.2715	.0077
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .259	P= .001	P= .001	P= .447
ITEM64	.1211	.0803	.0608	.1054	.0862	.1497
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .018	P= .082	P= .146	P= .034	P= .067	P= .005
ITEM65	.0896	.0046	-.0614	.0992	.1680	-.0338
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .060	P= .468	P= .144	P= .043	P= .002	P= .279
ITEM66	.0075	-.0621	.1827	-.0812	-.1929	.1903
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .448	P= .141	P= .001	P= .080	P= .001	P= .001
ITEM67	.1200	.0356	.2215	.0167	-.1224	.2849
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .269	P= .001	P= .386	P= .017	P= .001
ITEM68	.0896	.1781	-.1317	.2408	.1718	.0017
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .060	P= .001	P= .011	P= .001	P= .001	P= .488
ITEM69	.0160	.0896	-.1629	.1626	.2399	-.0493
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .391	P= .060	P= .002	P= .002	P= .001	P= .196
ITEM70	.0788	.1150	-.0794	.1532	.2504	-.0675
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .086	P= .023	P= .084	P= .004	P= .001	P= .121
ITEM71	.1789	.0535	.2535	.1595	-.0095	.2292
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .177	P= .001	P= .003	P= .435	P= .001

	ITEM61	ITEM62	ITEM63	ITEM64	ITEM65	ITEM66.
ITEM1	-.0311	.0054	.0189	-.0206	.0966	-.0904
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .295	P= .463	P= .372	P= .361	P= .047	P= .058
ITEM2	.1660	-.1322	.0133	-.0053	-.0726	.1972
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .011	P= .409	P= .463	P= .104	P= .001
ITEM3	.3005	-.1531	-.0055	.0415	.0124	.1620
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .004	P= .462	P= .236	P= .415	P= .002
ITEM4	.1377	-.1129	-.0286	.0863	.0399	.1019
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .025	P= .311	P= .067	P= .245	P= .039
ITEM5	.0277	.1891	.1269	.0880	.1735	-.1565
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .316	P= .001	P= .014	P= .064	P= .001	P= .003
ITEM6	.0954	-.0257	.0234	.0596	.0495	.0345
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .049	P= .328	P= .343	P= .151	P= .196	P= .275
ITEM7	.1574	-.0202	-.1062	.0480	.0477	.2351
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .363	P= .033	P= .203	P= .204	P= .001
ITEM8	-.0902	.2386	.1057	.0468	.0040	-.0766
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .059	P= .001	P= .033	P= .209	P= .472	P= .092
ITEM9	-.0705	.2434	.0899	-.0972	-.0571	-.0971
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .111	P= .001	P= .059	P= .046	P= .161	P= .046
ITEM10	.1587	-.0943	.0533	.1620	-.0711	.2753
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .051	P= .178	P= .002	P= .109	P= .001
ITEM11	.1786	-.1779	.0731	.1771	-.0868	.1476
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .103	P= .001	P= .066	P= .005
ITEM12	.1486	-.1927	.0463	.1282	-.0704	.3084
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .001	P= .212	P= .013	P= .111	P= .001
ITEM13	.2796	-.1335	-.0009	.0405	-.0416	.3710
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .010	P= .494	P= .241	P= .236	P= .001

	61	62	63	64	65	66
ITEM14	.2110	-.0011	.1392	.0476	.0126	.1694
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .492	P= .008	P= .205	P= .413	P= .002
ITEM15	-.0008	.1887	.0604	.0066	.0442	.0049
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .494	P= .001	P= .148	P= .455	P= .222	P= .466
ITEM16	.0716	-.0856	.0563	.2367	-.0684	.1242
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .107	P= .069	P= .165	P= .001	P= .118	P= .015
ITEM17	.0256	.1746	.2000	.0476	.0496	-.0433
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .329	P= .001	P= .001	P= .205	P= .195	P= .226
ITEM18	-.0791	.1033	.0896	.0761	.1439	-.1583
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .085	P= .037	P= .060	P= .094	P= .006	P= .003
ITEM19	-.0043	.0830	.0904	.1400	.1307	-.1686
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .470	P= .075	P= .058	P= .007	P= .012	P= .002
ITEM20	.0065	.1789	.2130	-.0206	.1465	-.1109
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .455	P= .001	P= .001	P= .361	P= .005	P= .027
ITEM21	-.1059	.2310	.1847	.1174	-.0062	-.0644
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .033	P= .001	P= .001	P= .021	P= .457	P= .132
ITEM22	.1194	-.0137	.1595	.0289	.0618	-.0497
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .406	P= .003	P= .309	P= .142	P= .195
ITEM23	.1467	-.4860	.0514	.0464	-.1360	.1989
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .005	P= .001	P= .187	P= .211	P= .009	P= .001
ITEM24	.2689	-.0944	-.0375	-.0703	-.0712	.4430
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .051	P= .258	P= .112	P= .109	P= .001
ITEM25	-.0300	.1787	.1615	-.0721	.0435	-.0657
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .302	P= .001	P= .002	P= .106	P= .226	P= .127
ITEM26	-.0950	.3050	.1804	.0023	.1482	-.1520
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .050	P= .001	P= .001	P= .484	P= .005	P= .004

	61	62	63	64	65	66
ITEM27	-.0287	.0938	.0493	.1475	.0705	.1115
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .310	P= .052	P= .197	P= .005	P= .111	P= .026
ITEM28	.1098	-.1389	.1590	.0930	-.1473	.2391
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .028	P= .008	P= .003	P= .053	P= .005	P= .001
ITEM29	.1374	-.0924	-.0039	.0484	-.0923	.2261
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .008	P= .055	P= .473	P= .201	P= .055	P= .001
ITEM30	-.0549	-.1146	-.1523	.0372	-.0289	.0748
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .171	P= .023	P= .004	P= .260	P= .309	P= .097
ITEM31	-.0635	.1881	.0949	.0768	.0318	-.0663
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .136	P= .001	P= .050	P= .092	P= .291	P= .125
ITEM32	.0277	.0229	-.0408	.0531	.0689	.0082
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .316	P= .346	P= .240	P= .179	P= .116	P= .444
ITEM33	.2200	-.0707	.0266	.1350	-.1122	.2128
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .110	P= .323	P= .009	P= .026	P= .001
ITEM34	.3223	-.0795	.0864	.0082	-.0518	.2489
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .084	P= .067	P= .444	P= .185	P= .001
ITEM35	.1758	-.1664	-.0136	.0628	.0175	.2242
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .407	P= .138	P= .381	P= .001
ITEM36	-.0213	.1365	.0337	.0164	.0846	-.2012
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .356	P= .009	P= .280	P= .389	P= .071	P= .001
ITEM37	-.0017	.1521	.2122	-.0135	.0432	-.0971
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .488	P= .004	P= .001	P= .408	P= .227	P= .046
ITEM38	.3638	-.0806	-.0433	-.0426	-.0469	.2421
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .081	P= .227	P= .231	P= .208	P= .001
ITEM39	.2660	-.0178	-.0436	-.0393	.0473	.2382
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .379	P= .225	P= .248	P= .206	P= .001

	61	62	63	64	65	66
ITEM40	.1832	-.0293	.1426	.0058	.0462	.1837
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .306	P= .007	P= .460	P= .212	P= .001
ITEM41	.1046	.0201	.0119	.0704	.0220	.0662
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .035	P= .364	P= .419	P= .111	P= .351	P= .126
ITEM42	.3403	-.1131	.0846	.1994	.0590	.1422
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .025	P= .071	P= .001	P= .153	P= .007
ITEM43	-.1233	-.0069	.0675	.1060	.1206	-.1642
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .016	P= .453	P= .121	P= .033	P= .018	P= .002
ITEM44	.1181	.0414	-.0383	.1156	-.0124	.0308
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .020	P= .237	P= .253	P= .022	P= .415	P= .297
ITEM45	-.0729	.0089	-.0283	.0120	.1230	-.1182
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .103	P= .439	P= .312	P= .418	P= .016	P= .020
ITEM46	.3634	-.4060	-.0536	.1025	-.0736	.2999
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .177	P= .038	P= .101	P= .001
ITEM47	.4513	-.0572	.1551	.0565	-.0603	.1740
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .161	P= .003	P= .164	P= .148	P= .001
ITEM48	-.0339	.1919	.1128	-.0231	.0475	-.1433
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .279	P= .001	P= .025	P= .345	P= .206	P= .006
ITEM49	.1325	-.1102	.0177	.1608	-.1140	.1294
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .011	P= .028	P= .380	P= .003	P= .024	P= .012
ITEM50	-.0485	.1298	.1857	.1768	.0678	-.0632
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .201	P= .012	P= .001	P= .001	P= .120	P= .137
ITEM51	-.0744	.1820	.0899	.0591	.0377	-.0667
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .099	P= .001	P= .059	P= .153	P= .257	P= .124
ITEM52	.0501	.0692	.2278	.1426	.1007	-.0255
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .193	P= .115	P= .001	P= .007	P= .040	P= .330

	61	62	63	64	65	66
ITEM53	-.0936	.2820	.1897	.0879	.0191	-.0810
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .052	P= .001	P= .001	P= .064	P= .371	P= .080
ITEM54	.0379	.1436	.1765	.0716	.2045	-.2048
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .256	P= .006	P= .001	P= .107	P= .001	P= .001
ITEM55	.2719	.0575	.5204	.1211	.0896	.0075
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .160	P= .001	P= .018	P= .060	P= .448
ITEM56	.0426	.1801	.1839	.0803	.0046	-.0621
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .230	P= .001	P= .001	P= .082	P= .468	P= .141
ITEM57	.1181	-.0710	-.0373	.0608	-.0614	.1827
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .020	P= .109	P= .259	P= .146	P= .144	P= .001
ITEM58	.0811	.0947	.2174	.1054	.0992	-.0812
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .080	P= .050	P= .001	P= .034	P= .043	P= .080
ITEM59	-.0020	.1823	.2715	.0862	.1680	-.1929
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .486	P= .001	P= .001	P= .067	P= .002	P= .001
ITEM60	.4038	-.1288	.0077	.1497	-.0338	.1903
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .013	P= .447	P= .005	P= .279	P= .001
ITEM61	1.0000	-.0796	.0647	.0777	.0348	.2109
	(0)	(302)	(302)	(302)	(302)	(302)
	P=******	P= .084	P= .131	P= .089	P= .273	P= .001
ITEM62	-.0796	1.0000	.1909	-.0032	.0473	-.1638
	(302)	(0)	(302)	(302)	(302)	(302)
	P= .084	P=******	P= .001	P= .478	P= .206	P= .002
ITEM63	.0647	.1909	1.0000	.1696	.0443	-.0306
	(302)	(302)	(0)	(302)	(302)	(302)
	P= .131	P= .001	P=******	P= .002	P= .222	P= .298
ITEM64	.0777	-.0032	.1696	1.0000	.0334	-.0271
	(302)	(302)	(302)	(0)	(302)	(302)
	P= .089	P= .478	P= .002	P=******	P= .282	P= .319
ITEM65	.0348	.0473	.0443	.0334	1.0000	-.3512
	(302)	(302)	(302)	(302)	(0)	(302)
	P= .273	P= .206	P= .222	P= .282	P=******	P= .001

	61	62	63	64	65	66
ITEM66	.2109	-.1638	-.0306	-.0271	-.3512	1.0000
	(302)	(302)	(302)	(302)	(302)	(0)
	P= .001	P= .002	P= .298	P= .319	P= .001	P=*****
ITEM67	.1660	-.1250	.0610	.1123	-.1907	.3935
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .015	P= .145	P= .026	P= .001	P= .001
ITEM68	-.0375	.0963	.1417	.0803	.0623	-.1163
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .258	P= .044	P= .007	P= .082	P= .140	P= .022
ITEM69	-.0516	.1478	.0395	.0963	.2551	-.2376
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .186	P= .005	P= .247	P= .047	P= .001	P= .001
ITEM70	.0179	.2140	.1954	-.0250	.0863	-.0401
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .378	P= .001	P= .001	P= .333	P= .067	P= .244
ITEM71	.1399	.0598	.0745	.1161	-.1253	.0724
	(302)	(302)	(302)	(302)	(302)	(302)
	P= .007	P= .150	P= .098	P= .022	P= .015	P= .105

	ITEM67	ITEM68	ITEM69	ITEM70	ITEM71
ITEM1	.0240	.1126	.0904	.0557	-.0575
	(302)	(302)	(302)	(302)	(302)
	P= .339	P= .025	P= .058	P= .167	P= .160
ITEM2	.1575	-.1019	-.1327	-.0890	.1601
	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .039	P= .011	P= .061	P= .003
ITEM3	.1157	-.0162	-.0159	-.0207	.1833
	(302)	(302)	(302)	(302)	(302)
	P= .022	P= .389	P= .391	P= .360	P= .001
ITEM4	.1816	-.0300	-.0733	-.0320	.0983
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .302	P= .102	P= .290	P= .044
ITEM5	-.0287	.1548	.1629	.1511	-.0345
	(302)	(302)	(302)	(302)	(302)
	P= .310	P= .004	P= .002	P= .004	P= .275

	67	68	69	70	71
ITEM6	.0322	.0302	-.0504	-.0221	-.1275
	(302)	(302)	(302)	(302)	(302)
	P= .289	P= .301	P= .192	P= .351	P= .013
ITEM7	.1757	-.0999	-.0517	-.0758	-.0568
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .041	P= .185	P= .095	P= .163
ITEM8	-.0740	.1987	.1000	.1662	.1074
	(302)	(302)	(302)	(302)	(302)
	P= .100	P= .001	P= .041	P= .002	P= .031
ITEM9	-.2859	.2159	.1284	-.0019	-.0535
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .013	P= .487	P= .177
ITEM10	.4099	-.0834	-.0937	.0675	.1560
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .074	P= .052	P= .121	P= .003
ITEM11	.3730	-.0871	-.1143	-.0753	.3187
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .066	P= .024	P= .096	P= .001
ITEM12	.5497	-.1134	-.1731	.0400	.2385
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .024	P= .001	P= .240	P= .001
ITEM13	.4781	-.2734	-.2297	-.0399	.3282
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .245	P= .001
ITEM14	.3167	.0037	-.0157	-.0055	.3122
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .475	P= .393	P= .462	P= .001
ITEM15	-.0851	.0215	.0573	.1209	-.0424
	(302)	(302)	(302)	(302)	(302)
	P= .070	P= .355	P= .161	P= .018	P= .232
ITEM16	.1930	.0187	.0361	-.1261	.1239
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .373	P= .266	P= .014	P= .016
ITEM17	.0561	.1793	.0786	.1056	.0239
	(302)	(302)	(302)	(302)	(302)
	P= .165	P= .001	P= .087	P= .033	P= .340
ITEM18	-.1810	.2470	.2183	.0689	-.1037
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .116	P= .036

	67	68	69	70	71
ITEM19	.0109	.1965	.2816	.0854	.0743
	(302)	(302)	(302)	(302)	(302)
	P= .423	P= .001	P= .001	P= .069	P= .099
ITEM20	-.1179	.1924	.1723	.1595	-.0432
	(302)	(302)	(302)	(302)	(302)
	P= .020	P= .001	P= .001	P= .003	P= .227
ITEM21	-.0983	.1398	.1332	.2349	.1359
	(302)	(302)	(302)	(302)	(302)
	P= .044	P= .008	P= .010	P= .001	P= .009
ITEM22	.0649	.0717	.0719	.1064	.0062
	(302)	(302)	(302)	(302)	(302)
	P= .130	P= .107	P= .106	P= .032	P= .457
ITEM23	.1601	-.0173	-.0488	-.0654	.0199
	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .382	P= .199	P= .129	P= .365
ITEM24	.2963	-.2885	-.3703	-.0077	.1252
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .001	P= .447	P= .015
ITEM25	-.0870	.1104	.1276	.0786	-.0007
	(302)	(302)	(302)	(302)	(302)
	P= .066	P= .028	P= .013	P= .086	P= .495
ITEM26	-.0906	.1617	.1924	.1189	.0268
	(302)	(302)	(302)	(302)	(302)
	P= .058	P= .002	P= .001	P= .019	P= .322
ITEM27	-.0539	.2660	.2662	.1292	.0231
	(302)	(302)	(302)	(302)	(302)
	P= .175	P= .001	P= .001	P= .012	P= .345
ITEM28	.2561	-.0629	-.1454	.0018	.0867
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .138	P= .006	P= .488	P= .066
ITEM29	.3073	-.0863	-.2079	.0448	.1218
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .067	P= .001	P= .219	P= .017
ITEM30	.1367	-.0170	-.0240	-.0642	.0297
	(302)	(302)	(302)	(302)	(302)
	P= .009	P= .385	P= .339	P= .133	P= .304
ITEM31	-.0712	.0419	.0775	.0178	-.0164
	(302)	(302)	(302)	(302)	(302)
	P= .109	P= .234	P= .090	P= .379	P= .389

	67	68	69	70	71
ITEM32	.0154	.0378	-.0095	-.0351	-.1378
	(302)	(302)	(302)	(302)	(302)
	P= .395	P= .256	P= .435	P= .272	P= .008
ITEM33	.2873	-.1281	-.2221	-.0490	.3265
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .013	P= .001	P= .198	P= .001
ITEM34	.2468	-.1618	-.2412	.0104	.1671
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .002	P= .001	P= .429	P= .002
ITEM35	.3510	-.2000	-.1683	-.1025	.1673
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .001	P= .002	P= .038	P= .002
ITEM36	-.1676	.2188	.2413	.0148	-.0652
	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .001	P= .001	P= .399	P= .129
ITEM37	-.1129	.1685	.1791	.2126	-.0946
	(302)	(302)	(302)	(302)	(302)
	P= .025	P= .002	P= .001	P= .001	P= .050
ITEM38	.1601	-.0532	-.1499	-.0019	.0754
	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .178	P= .005	P= .487	P= .096
ITEM39	.1631	-.0551	-.0474	.0225	.0710
	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .170	P= .206	P= .348	P= .109
ITEM40	.3422	.0168	-.0749	.0528	.2313
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .385	P= .097	P= .180	P= .001
ITEM41	.1610	-.0088	-.0530	-.0444	.3120
	(302)	(302)	(302)	(302)	(302)
	P= .003	P= .440	P= .179	P= .221	P= .001
ITEM42	.1173	-.0018	-.0129	-.1180	.0118
	(302)	(302)	(302)	(302)	(302)
	P= .021	P= .488	P= .411	P= .020	P= .419
ITEM43	-.1051	.3746	.3390	.1190	-.0669
	(302)	(302)	(302)	(302)	(302)
	P= .034	P= .001	P= .001	P= .019	P= .123
ITEM44	-.0100	-.0252	.0126	.0589	-.0106
	(302)	(302)	(302)	(302)	(302)
	P= .432	P= .331	P= .413	P= .154	P= .427

	67	68	69	70	71
ITEM45	-.1261	.2984	.4231	.1185	-.0949
	(302)	(302)	(302)	(302)	(302)
	P= .014	P= .001	P= .001	P= .020	P= .050
ITEM46	.2705	-.0922	-.1826	-.1066	.1623
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .055	P= .001	P= .032	P= .002
ITEM47	.1860	-.0905	-.1720	-.0561	.1928
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .058	P= .001	P= .166	P= .001
ITEM48	-.3867	.0754	.1560	.0343	-.1272
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .096	P= .003	P= .276	P= .014
ITEM49	.3102	-.0783	-.0970	-.1224	.2038
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .087	P= .046	P= .017	P= .001
ITEM50	-.0140	.3380	.3803	.1722	.0625
	(302)	(302)	(302)	(302)	(302)
	P= .405	P= .001	P= .001	P= .001	P= .140
ITEM51	-.0950	.1574	-.0874	.1342	.0075
	(302)	(302)	(302)	(302)	(302)
	P= .050	P= .003	P= .065	P= .010	P= .448
ITEM52	.0520	.1533	.1481	.2409	.1055
	(302)	(302)	(302)	(302)	(302)
	P= .184	P= .004	P= .005	P= .001	P= .034
ITEM53	-.0421	.1806	.1601	.2690	.1116
	(302)	(302)	(302)	(302)	(302)
	P= .233	P= .001	P= .003	P= .001	P= .026
ITEM54	-.1119	.2832	.3997	.1040	.0356
	(302)	(302)	(302)	(302)	(302)
	P= .026	P= .001	P= .001	P= .036	P= .269
ITEM55	.1200	.0896	.0160	.0788	.1789
	(302)	(302)	(302)	(302)	(302)
	P= .019	P= .060	P= .391	P= .086	P= .001
ITEM56	.0356	.1781	.0896	.1150	.0535
	(302)	(302)	(302)	(302)	(302)
	P= .269	P= .001	P= .060	P= .023	P= .177
ITEM57	.2215	-.1317	-.1629	-.0794	.2535
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .011	P= .002	P= .084	P= .001

	67	68	69	70	71
ITEM58	.0167	.2408	.1626	.1532	.1595
	(302)	(302)	(302)	(302)	(302)
	P= .386	P= .001	P= .002	P= .004	P= .003
ITEM59	-.1224	.1718	.2399	.2504	-.0095
	(302)	(302)	(302)	(302)	(302)
	P= .017	P= .001	P= .001	P= .001	P= .435
ITEM60	.2849	.0017	-.0493	-.0675	.2292
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .488	P= .196	P= .121	P= .001
ITEM61	.1660	-.0375	-.0516	.0179	.1399
	(302)	(302)	(302)	(302)	(302)
	P= .002	P= .258	P= .186	P= .378	P= .007
ITEM62	-.1250	.0983	.1478	.2140	.0598
	(302)	(302)	(302)	(302)	(302)
	P= .015	P= .044	P= .005	P= .001	P= .150
ITEM63	.0610	.1417	.0395	.1954	.0745
	(302)	(302)	(302)	(302)	(302)
	P= .145	P= .007	P= .247	P= .001	P= .098
ITEM64	.1123	.0803	.0963	-.0250	.1161
	(302)	(302)	(302)	(302)	(302)
	P= .026	P= .082	P= .047	P= .333	P= .022
ITEM65	-.1907	.0623	.2551	.0863	-.1253
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .140	P= .001	P= .067	P= .015
ITEM66	.3935	-.1163	-.2376	-.0401	.0724
	(302)	(302)	(302)	(302)	(302)
	P= .001	P= .022	P= .001	P= .244	P= .105
ITEM67	1.0000	-.0492	-.1611	.0661	.2641
	(0)	(302)	(302)	(302)	(302)
	P=******	P= .197	P= .003	P= .126	P= .001
ITEM68	-.0492	1.0000	.4475	.1806	.0488
	(302)	(0)	(302)	(302)	(302)
	P= .197	P=******	P= .001	P= .001	P= .199
ITEM69	-.1611	.4475	1.0000	.1517	-.0071
	(302)	(302)	(0)	(302)	(302)
	P= .003	P= .001	P=******	P= .004	P= .451
ITEM70	.0661	.1806	.1517	1.0000	.0294
	(302)	(302)	(302)	(0)	(302)
	P= .126	P= .001	P= .004	P=******	P= .305
ITEM71	.2641	.0488	-.0071	.0294	1.0000
	(302)	(302)	(302)	(302)	(0)
	P= .001	P= .199	P= .451	P= .305	P=******

APPENDIX D

FACTOR LOADINGS
ORTHOGONAL ROTATION

VARIMAX ROTATED FACTOR MATRIX
AFTER ROTATION WITH KAISER NORMALIZATION

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
ITEM1	-.03195	.10695	.01452	.02194	.07407
ITEM2	.18712	-.21636	.39201	.11669	-.14351
ITEM3	.48180	.02779	.23126	-.00215	-.03697
ITEM4	.24212	-.02336	.24537	-.02711	.03129
ITEM5	.11180	.03321	.03219	.03616	.17201
ITEM6	.15838	.00874	.03285	-.02777	.06639
ITEM7	.20851	-.02801	.19420	.03878	-.08113
ITEM8	.02854	.10636	-.02030	-.06245	.73296
ITEM9	.00189	.10997	-.03553	-.09418	.07170
ITEM10	.16434	-.01701	.08553	.83841	-.07000
ITEM11	.16401	-.07173	.15450	.71574	.00887
ITEM12	.12466	-.04485	.21057	.50570	-.10752
ITEM13	.19262	-.18283	.65407	.25232	-.02450
ITEM14	.11850	.01798	.73684	.00100	.05301
ITEM15	.04887	-.06158	-.03995	-.00300	.32866
ITEM16	.09722	.00607	.16627	-.06611	-.24152
ITEM17	-.02904	.09109	-.04694	.01306	.03420
ITEM18	-.09923	.20388	-.13192	-.00304	.07773
ITEM19	-.01462	.20256	-.03708	.02922	-.13392
ITEM20	-.07343	.08424	.01876	-.06271	.66503
ITEM21	-.10041	.12800	-.00380	-.02308	.41022
ITEM22	.16025	.04705	.00684	-.08525	.16781
ITEM23	.21931	.04880	.09850	.04425	-.09423
ITEM24	.38103	-.27561	.42409	.17043	-.10917
ITEM25	-.02054	.07657	-.05222	-.01946	.18510
ITEM26	-.14389	.12895	.01110	-.01402	.25421
ITEM27	.01491	.57323	-.00856	.14153	.08920
ITEM28	.16487	-.13435	.02328	.17692	-.17843
ITEM29	.29136	-.18532	.28776	.22616	-.27426
ITEM30	.04868	.09788	.10950	.00587	.05237
ITEM31	-.02577	-.00209	-.04589	.05114	.08574
ITEM32	-.01131	.03209	.01154	.05099	.03919
ITEM33	.33169	-.14607	.26774	.16402	.21216
ITEM34	.54352	-.11331	.44496	.08972	-.05563
ITEM35	.12855	-.07080	.65082	.18509	.02865
ITEM36	-.08190	.50653	-.06020	-.13122	.16878
ITEM37	.12073	.25184	-.05098	-.07945	-.03676
ITEM38	.69482	-.11357	.01046	.15233	-.12976
ITEM39	.67566	-.00428	.03129	.04351	-.00335
ITEM40	.04286	-.04579	.56356	-.04746	-.11441
ITEM41	.17392	.03036	.16030	.03277	.02486
ITEM42	.50665	.08101	.03110	-.13860	-.07195
ITEM43	-.07261	.73027	-.10668	-.03749	.13592
ITEM44	.12181	.07369	.08988	-.00877	.00910
ITEM45	-.06117	.77941	-.02331	-.06349	.01551
ITEM46	.51425	-.05381	.14754	.24252	-.00375
ITEM47	.58977	-.08464	.41459	.05197	.05666
ITEM48	-.01601	.03847	-.17326	-.22981	.04698

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5
ITEM49	.07441	-.13222	.19222	.17603	-.20244
ITEM50	-.05352	.53028	.01264	-.07647	-.06143
ITEM51	-.03904	.07647	-.02564	-.14159	.05600
ITEM52	-.13195	.19089	.07951	.08281	.30149
ITEM53	-.17805	.15294	-.01455	.05335	.49930
ITEM54	-.02750	.44998	-.01928	.02146	.16627
ITEM55	.17894	.02272	.18007	.07541	-.03301
ITEM56	.00687	.15072	-.08324	.01828	.05404
ITEM57	.22035	-.16260	.25456	.18752	-.16813
ITEM58	.06780	.06502	.07007	.07321	.16846
ITEM59	-.07488	.12456	-.04595	-.00630	.12337
ITEM60	.52046	-.06611	.13921	.25500	-.13270
ITEM61	.62798	-.02828	.11365	.08579	.05108
ITEM62	-.03122	.01397	-.03360	-.09508	.13797
ITEM63	-.03311	.00927	.05815	.01799	.11484
ITEM64	-.01389	.10302	-.02543	.21725	.05669
ITEM65	.03258	.10889	.07246	-.03345	-.01715
ITEM66	.20943	-.10287	.22096	.16319	-.03123
ITEM67	.03823	-.03969	.34645	.42377	-.03424
ITEM68	-.01492	.55448	-.14607	-.04267	.13495
ITEM69	-.05842	.60201	-.09993	-.01840	-.03484
ITEM70	.04945	.15431	-.08965	.03785	.13698
ITEM71	.11572	.03216	.31475	.25400	.14558

	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
ITEM1	-.03742	-.00731	-.01522	-.06224	.03146
ITEM2	-.19895	-.04391	.13369	-.11646	.25505
ITEM3	.09868	-.05904	.21487	.06677	.15615
ITEM4	.47448	-.02385	.11198	-.13490	.22492
ITEM5	.02265	.35186	-.18469	-.02431	.34997
ITEM6	-.05841	-.07647	.05511	.06517	-.00465
ITEM7	.03503	-.04387	.02207	-.06951	-.07212
ITEM8	-.00874	.16151	-.20451	-.06441	.04494
ITEM9	-.77506	.05608	-.08997	.04556	.11319
ITEM10	.09186	-.06550	.00296	.02744	-.00057
ITEM11	.10204	.09045	.17690	.04184	.05810
ITEM12	.55224	-.10570	.06535	.08086	-.01442
ITEM13	.26399	-.05802	.00038	.06016	-.16811
ITEM14	.01933	-.01830	-.00488	.12494	.10035
ITEM15	.04530	.15310	-.19203	.02736	.07174
ITEM16	.11604	.03703	.11389	.06140	.10225
ITEM17	.06284	.38826	-.09110	.25138	.40878
ITEM18	-.23250	-.00412	.12663	.02861	.13681
ITEM19	.13674	.50160	-.04949	.02376	.10373
ITEM20	-.11891	.13303	.03470	.11182	.14570
ITEM21	-.14354	.12936	-.11389	.03368	-.01353
ITEM22	.03397	.06254	.14191	.15922	.03392
ITEM23	.05250	-.03694	.74781	.07342	.01885
ITEM24	.08765	-.00828	.00484	-.04845	-.11193
ITEM25	-.13570	.74573	.01399	.10628	.01515
ITEM26	-.12645	.70365	-.15176	.06059	.04734
ITEM27	.03399	-.03781	-.05026	-.07928	-.04953

	Factor 6	Factor 7	Factor 8	Factor 9	Factor 10
ITEM28	.08980	.10053	.33293	.14596	.12921
ITEM29	.04137	.00092	.15718	-.00922	.18592
ITEM30	.22591	.09425	.12707	-.40494	.25340
ITEM31	-.11410	.10813	-.05741	.00478	-.02304
ITEM32	.12388	-.04016	.00843	-.01532	.04182
ITEM33	.15868	-.04043	.00772	-.07981	.04133
ITEM34	.10662	.01550	.00953	.14046	-.11588
ITEM35	.11876	.00315	.18316	-.04964	-.05432
ITEM36	-.07293	.30501	-.08657	.00661	-.24753
ITEM37	-.06031	.10114	-.16394	.24648	.12238
ITEM38	-.08748	-.22612	.02057	-.03203	.04960
ITEM39	.00475	.00588	.01385	-.17729	.12200
ITEM40	.06581	-.02829	.00392	.23085	.14194
ITEM41	-.04260	.06938	-.04218	-.03552	.00296
ITEM42	.22664	.13119	.19009	.03432	-.04258
ITEM43	-.00566	.10915	.14836	-.00109	.04854
ITEM44	-.09163	-.05382	-.11162	-.03165	-.14966
ITEM45	-.05168	.07618	.05085	-.06449	-.13101
ITEM46	.08564	-.07414	.41189	-.04056	-.00562
ITEM47	-.00100	-.05452	.09606	.26610	-.05918
ITEM48	-.58247	.14447	-.09137	.07856	.01386
ITEM49	.08202	-.10265	-.02308	-.06895	.11556
ITEM50	.03360	.03549	-.15730	.08412	.30566
ITEM51	.10792	.17499	-.09919	.02749	.02057
ITEM52	.15265	.09309	.09769	.07836	.30484
ITEM53	.01990	.10911	-.10642	.07244	.05475
ITEM54	-.07663	.21123	-.02717	.09231	.09640
ITEM55	-.03142	.14143	-.00515	.73847	.02863
ITEM56	.02389	.22008	-.19585	.16299	.15596
ITEM57	-.00192	.10942	-.07140	-.18075	.08853
ITEM58	-.09279	.08045	-.02579	.09245	.65614
ITEM59	-.06529	.10238	-.02267	.11903	.06000
ITEM60	.02811	.08255	.08775	.07875	.06157
ITEM61	.04118	-.01830	.01283	.25546	-.09470
ITEM62	-.14311	.14794	-.71982	.11890	.08893
ITEM63	-.04363	.08504	.00466	.74059	.17920
ITEM64	.07432	-.11500	-.03165	.17101	.07792
ITEM65	.07699	.06893	-.06736	-.00183	.03542
ITEM66	.05620	-.01680	.13418	-.04919	-.05293
ITEM67	.37051	.00803	.03128	.04109	.08398
ITEM68	-.08475	-.04891	-.03191	.15891	.42272
ITEM69	-.11802	.06379	-.10553	.02408	.22270
ITEM70	.19194	.05596	-.21124	.20290	.16633
ITEM71	.07441	-.04192	-.21492	.06825	.08754

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15
ITEM1	-.01060	-.04402	.02898	.08074	.00803
ITEM2	.08923	-.11652	.01429	-.10409	.04834
ITEM3	-.03825	.09191	-.18984	.03440	-.05326
ITEM4	-.04702	.00167	.05507	.01133	.13873
ITEM5	-.22136	-.09814	.00931	.10335	.08697
ITEM6	-.03121	.02360	-.07449	.00936	.02848

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15
ITEM7	-.01781	-.10254	-.12051	-.09192	.07852
ITEM8	.04666	.04447	.04867	.07653	-.01368
ITEM9	.04983	.07022	-.01245	.06113	-.10906
ITEM10	.10698	-.07779	.06407	-.03142	.00637
ITEM11	-.01641	.14671	-.03286	-.04401	.13907
ITEM12	.16457	-.01734	.03308	.03203	.03228
ITEM13	.13890	-.01493	-.04954	-.01838	.04267
ITEM14	-.00350	.15773	-.04110	-.07378	.08061
ITEM15	-.03352	-.42119	.08086	.07905	-.00206
ITEM16	.13798	.20136	.04057	-.02692	.51886
ITEM17	-.00371	.12172	-.10003	.03716	-.00007
ITEM18	-.20347	.11210	.08273	.53873	.10432
ITEM19	-.09821	.11033	.12062	.15048	.14437
ITEM20	-.12558	-.04731	.05958	.01969	-.11712
ITEM21	.09111	-.04259	.44627	.02917	.15766
ITEM22	-.06820	-.04337	.10273	.05916	-.05767
ITEM23	.15400	.02073	.05089	.03364	.04557
ITEM24	.26110	-.04974	.10457	.02445	-.10698
ITEM25	.03738	-.05924	.06135	.11285	-.09846
ITEM26	-.08439	-.00238	.09388	.11520	-.03687
ITEM27	-.10698	-.04132	.31134	.02459	.08691
ITEM28	.23939	.25813	.29964	-.01853	.06115
ITEM29	.11257	.13885	.01368	.10404	-.07361
ITEM30	.08961	-.27824	-.04241	-.08179	.09399
ITEM31	-.01986	.03694	-.02712	.72335	.00598
ITEM32	-.02796	-.18300	-.05051	.04245	.07085
ITEM33	.19088	.26520	.02324	.03772	.15315
ITEM34	.03120	.01601	.08507	.04030	-.05214
ITEM35	-.05098	-.02818	-.00595	-.04084	.04953
ITEM36	-.05415	.08122	-.12982	.06737	.06756
ITEM37	.03826	-.32064	.20751	.12446	-.11777
ITEM38	.09776	.03670	-.06617	-.03714	-.09049
ITEM39	.05620	-.02535	.06842	-.03983	-.06674
ITEM40	.04137	.41451	-.02934	-.07675	-.15856
ITEM41	-.02743	.66471	.07800	.00114	.08205
ITEM42	.05378	.05700	.00873	-.01649	.43793
ITEM43	-.05580	-.03285	.02491	.05329	-.00245
ITEM44	.03498	-.16861	.05673	.01403	.13617
ITEM45	-.01261	-.03084	.02250	-.02461	-.02796
ITEM46	.06888	.14332	-.08184	-.05935	.05883
ITEM47	-.03293	.00935	-.02556	.03187	.03639
ITEM48	.01389	.09833	.16094	.07641	.06936
ITEM49	.12206	.30048	-.01466	-.04968	.26802
ITEM50	.11369	-.04189	.16265	.11796	.07416
ITEM51	.02366	-.13659	.09338	.71181	.00920
ITEM52	-.06677	-.11395	.32591	.04372	.10222
ITEM53	.11963	-.09814	.29026	.34441	.02484
ITEM54	-.18351	.12868	.17986	.00081	.06117
ITEM55	-.04943	-.02507	-.03789	.00066	.06302
ITEM56	.03115	.12993	.00301	-.00906	.07485
ITEM57	.08926	.03407	.03283	.09378	.12247
ITEM58	-.08330	-.00196	.16398	.01447	.06907
ITEM59	-.20338	.05785	.72940	.07929	-.00168

	Factor 11	Factor 12	Factor 13	Factor 14	Factor 15
ITEM60	-.03622	.33535	-.11273	-.05930	.14480
ITEM61	-.02178	-.01658	-.05213	-.09946	.10516
ITEM62	-.00932	.04205	.14627	.13682	-.02530
ITEM63	.04041	-.02400	.24088	.03452	.10949
ITEM64	-.04673	.00506	.04960	.10207	.68847
ITEM65	-.77016	-.02292	.12351	.02369	-.06846
ITEM66	.65139	-.04683	-.01081	-.03955	-.06852
ITEM67	.35758	.18319	-.06394	-.07031	-.03660
ITEM68	.02872	.10921	-.09925	.11437	-.04909
ITEM69	-.22766	-.04045	.06902	.04957	.04188
ITEM70	.05386	-.01960	.41548	.08075	-.41228
ITEM71	.19135	.28277	-.01126	.05498	.16584

	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
ITEM1	.13452	.70056	-.05659	.06689	.02773
ITEM2	-.30607	.01801	-.20261	-.02319	.11223
ITEM3	-.36807	-.00797	-.11819	.08031	-.14898
ITEM4	-.02790	-.13080	-.06850	.09506	-.20634
ITEM5	.09691	.40108	-.09367	-.02277	-.06452
ITEM6	.01338	.05230	.06076	.81745	.00285
ITEM7	.09436	-.09776	.70751	.09754	.12954
ITEM8	.04177	.05179	-.08116	-.00186	-.02542
ITEM9	-.07277	-.02972	-.00025	.03057	-.02164
ITEM10	.05193	.04403	.04810	.03199	-.05023
ITEM11	-.06984	-.06824	-.08884	-.06627	-.03668
ITEM12	.19465	.06457	.10338	-.04327	.10594
ITEM13	-.02897	-.07667	.19834	.02062	-.01562
ITEM14	-.12674	.08984	.05205	-.09024	.01176
ITEM15	-.03253	-.06457	.28997	.17246	-.12398
ITEM16	.05656	.10903	.36885	-.15369	-.04396
ITEM17	.01489	-.02634	.03445	.24635	-.05497
ITEM18	.01890	.07385	.22803	.07370	-.10690
ITEM19	-.12304	.13890	-.15487	.07049	.24504
ITEM20	.11085	.03576	-.01287	.06559	.14719
ITEM21	-.26741	.04205	-.05395	-.05178	-.00403
ITEM22	.06729	-.00132	.09386	-.03291	.71395
ITEM23	-.02006	-.02483	.10473	.01522	.04209
ITEM24	.05124	.01173	.10958	.28724	-.08261
ITEM25	.03828	-.05441	.08139	-.07270	-.04768
ITEM26	-.05954	.00729	-.04524	-.09714	.04268
ITEM27	.01643	-.00128	-.22148	-.02622	-.13463
ITEM28	.08105	.02581	-.01336	.19017	-.16351
ITEM29	.03404	.14689	-.03395	-.05268	.02750
ITEM30	.08231	-.32475	-.17302	.08537	-.01489
ITEM31	.24894	.05464	-.14602	-.02914	.04061
ITEM32	.68620	.18834	.05974	.04174	.08433
ITEM33	.16887	-.27385	-.00193	-.02864	-.09913
ITEM34	.16736	-.10014	-.07610	.01191	.02135
ITEM35	.09066	-.05412	.00688	.10252	.00063
ITEM36	.01699	.22767	-.18478	.10115	.16096
ITEM37	.28374	.18510	-.06806	-.00641	-.00802
ITEM38	-.06187	.13827	.07700	.09896	.06557

	Factor 16	Factor 17	Factor 18	Factor 19	Factor 20
ITEM39	.03434	-.09420	.21101	.00728	.04714
ITEM40	.02916	-.00173	.18544	.04463	.07475
ITEM41	-.19505	-.07686	-.07457	.06928	-.03409
ITEM42	.10458	.13138	.08228	.01986	-.02111
ITEM43	.02363	-.01087	.03875	-.07013	.00532
ITEM44	.12559	-.09380	.04251	.06406	.06279
ITEM45	-.02820	.13663	.04218	.05059	-.08359
ITEM46	.06489	-.22619	-.01409	.13496	.01857
ITEM47	.10568	-.15699	-.14968	-.02485	-.01067
ITEM48	.03878	.17347	-.05956	.10071	-.09583
ITEM49	.12444	.01028	.01270	.05481	.43733
ITEM50	.05399	-.13955	-.12632	.21875	.11659
ITEM51	-.18459	.02064	-.02638	.01596	.05380
ITEM52	-.29385	.14468	-.00856	.12231	.11517
ITEM53	-.17535	.14482	.00125	-.00925	.01244
ITEM54	.17869	-.00198	-.06522	.12970	.10919
ITEM55	-.04478	-.05920	-.00418	.07379	.10945
ITEM56	-.12776	.18012	.03758	.10302	.25692
ITEM57	-.11758	-.31970	.02526	.16598	.19085
ITEM58	-.00340	.03791	-.03475	-.06157	.08740
ITEM59	.05762	-.02332	-.07606	-.08835	.09235
ITEM60	-.13091	-.04538	.11913	.05759	.08630
ITEM61	-.07536	.06525	.01090	.02752	.12950
ITEM62	.03729	.00892	.07967	-.01123	-.08355
ITEM63	.04066	-.02473	-.07316	.01850	.01977
ITEM64	-.02888	-.05232	-.01017	.07671	.03962
ITEM65	.01273	.07517	.15912	.09899	-.00495
ITEM66	-.02873	-.00251	.22409	.08569	-.05674
ITEM67	.01553	.05443	.12372	.02723	.14504
ITEM68	-.00847	.05241	.05489	-.08895	.04005
ITEM69	-.07195	.03375	.15950	-.13164	.08439
ITEM70	-.14876	.12385	.09752	-.01694	.05094
ITEM71	-.21645	-.18094	-.12114	-.23976	.07650

	FACTOR 21	FACTOR 22
ITEM1	.04993	-.09677
ITEM2	-.05523	-.02990
ITEM3	-.11946	.06033
ITEM4	-.19807	.02987
ITEM5	.03706	.11817
ITEM6	.01595	.04310
ITEM7	.01731	.02800
ITEM8	.02028	.06092
ITEM9	.04216	.15235
ITEM10	-.01658	.03443
ITEM11	.01508	-.02072
ITEM12	.11773	-.05440
ITEM13	-.12777	-.01812
ITEM14	-.02281	-.01144
ITEM15	.13935	.08535
ITEM16	.01689	.07857
ITEM17	.04735	.09302

	FACTOR 21	FACTOR 22
ITEM18	.16265	-.02233
ITEM19	-.26897	.10357
ITEM20	-.04855	-.07525
ITEM21	.12360	.17053
ITEM22	.03450	.10932
ITEM23	-.04241	-.01256
ITEM24	-.05367	-.13411
ITEM25	.06543	-.12472
ITEM26	.04630	-.01188
ITEM27	.06376	.18711
ITEM28	.21998	.22276
ITEM29	.14967	.33286
ITEM30	.09218	-.02175
ITEM31	-.08690	-.02741
ITEM32	-.07452	.13877
ITEM33	-.02111	-.04261
ITEM34	.30440	-.05136
ITEM35	.03185	.17567
ITEM36	.03864	.01141
ITEM37	.17315	-.24623
ITEM38	.11794	.06054
ITEM39	.01477	.14930
ITEM40	.03470	.06165
ITEM41	.08669	-.13494
ITEM42	-.03656	.03382
ITEM43	.20265	.00424
ITEM44	-.03865	.67110
ITEM45	-.01544	-.09495
ITEM46	-.07772	.04930
ITEM47	.22616	-.00901
ITEM48	-.23541	-.18380
ITEM49	.08623	-.14240
ITEM50	-.12141	.07276
ITEM51	.02310	.07168
ITEM52	.12709	-.05206
ITEM53	-.07275	-.11488
ITEM54	-.40371	-.11430
ITEM55	.03116	-.02071
ITEM56	.49241	-.08599
ITEM57	.23046	-.12546
ITEM58	.02977	-.23950
ITEM59	-.08247	-.02539
ITEM60	-.02721	.00840
ITEM61	-.17567	-.06539
ITEM62	.00661	.09627
ITEM63	.03450	-.02520
ITEM64	-.00471	.12846
ITEM65	-.10272	-.06055
ITEM66	-.06125	-.02559
ITEM67	.01293	.05789
ITEM68	-.03808	.08302
ITEM69	-.27146	-.00288
ITEM70	-.04755	-.14836
ITEM71	-.05530	-.10319

APPENDIX E

OBLIQUE FACTOR STRUCTURE MATRIX
AFTER ROTATION WITH KAISER NORMALIZATION

DELTA = 0

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
ITEM1	-.09570	.07855	.14617	.01428	.08015
ITEM2	.23093	.14781	-.23283	.04832	-.13502
ITEM3	.24304	.12153	-.03106	-.06993	-.23905
ITEM4	.16664	.12615	-.04723	-.36218	-.02450
ITEM5	-.01707	.26316	.10289	.02815	.11556
ITEM6	.10846	-.00469	.00937	.05104	.00187
ITEM7	.17197	-.09591	-.08168	-.12702	.06135
ITEM8	-.06701	.10485	.16546	.07455	.04036
ITEM9	-.07807	.04977	.12144	.73302	-.05686
ITEM10	.18622	.01776	-.06474	-.23351	.01314
ITEM11	.24297	.10676	-.11617	-.21924	-.24791
ITEM12	.31579	.04937	-.10785	-.69025	-.00585
ITEM13	.38467	-.10960	-.27105	-.39279	-.10920
ITEM14	.28839	.13588	-.06374	-.08954	-.25344
ITEM15	.00315	.05729	-.00171	-.02014	.32173
ITEM16	.09219	.02509	-.02595	-.14434	-.15920
ITEM17	-.04430	.29670	.11578	-.00108	-.06597
ITEM18	-.13650	.12935	.22697	.21543	-.02589
ITEM19	-.17678	.10478	.21161	-.04102	-.04289
ITEM20	-.08172	.23748	.15227	.11662	.10501
ITEM21	-.11968	.08111	.20446	.18558	.05071
ITEM22	.10552	.09648	.05936	-.04076	.05290
ITEM23	.18568	.03335	.00625	-.11091	-.05697
ITEM24	.45590	-.04204	-.31845	-.20401	-.08657
ITEM25	-.02260	.17081	.13117	.11198	.01506
ITEM26	-.12963	.14064	.18840	.14248	.00062
ITEM27	-.06565	.01462	.51923	.00601	.19242
ITEM28	.24834	.04466	-.12206	-.13455	-.17168
ITEM29	.36823	.00930	-.21722	-.13341	-.14438
ITEM30	.08127	.09880	.05118	-.19711	.18786
ITEM31	.00519	.02446	.03225	.10769	.01505
ITEM32	.06830	-.05224	.02708	-.14907	.32557
ITEM33	.37125	.04439	-.19211	-.21348	-.23751
ITEM34	.80184	.00168	-.17163	-.20859	-.12200
ITEM35	.38686	-.07979	-.13829	-.22733	-.04108
ITEM36	-.18283	-.09297	.50502	.14719	-.03038
ITEM37	.06327	.24926	.23382	.05020	.25428
ITEM38	.40289	-.02165	-.17354	.02436	-.10721
ITEM39	.33226	.01110	-.06267	-.03071	.02192
ITEM40	.24149	.13856	-.12534	-.12891	-.41002
ITEM41	.12452	.09801	-.00717	.03129	-.61529
ITEM42	.25677	-.02701	.04489	-.18340	-.06351
ITEM43	-.16656	.17259	.71011	.04173	.06192
ITEM44	.09446	-.22893	.04952	.04519	.20126
ITEM45	-.24439	.02395	.75906	.09573	.05706
ITEM46	.41734	-.04161	-.14541	-.16840	-.19849
ITEM47	.78442	.04958	-.15086	-.07818	-.12653
ITEM48	-.19760	.10842	.10212	.56241	.08037
ITEM49	.21671	.07614	-.18896	-.17719	-.27214
ITEM50	-.13431	.29309	.45809	.02400	.10492

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
ITEM51	-.07651	.06143	.12128	.00965	.11334
ITEM52	-.12994	.37126	.24130	-.10972	.03016
ITEM53	-.23428	.22179	.22588	.02178	.08732
ITEM54	-.21094	.22328	.42088	.10265	-.00498
ITEM55	.26379	.19769	-.00624	-.01887	-.03690
ITEM56	.01119	.22572	.15607	.00746	-.14260
ITEM57	.31942	.07589	-.21200	-.10334	-.19179
ITEM58	.01557	.65004	.07931	.05528	-.07116
ITEM59	-.07057	.17377	.16383	.08605	.02676
ITEM60	.34791	.05698	-.14019	-.09639	-.40374
ITEM61	.35770	.03397	-.08613	-.07667	-.11150
ITEM62	-.09368	.08682	.05219	.20170	.04334
ITEM63	.10399	.33157	.03104	.02470	.03083
ITEM64	.01003	.07909	.09366	-.08625	-.03232
ITEM65	-.08066	.08103	.12544	-.03299	.04076
ITEM66	.20707	-.05095	-.15885	-.16582	-.04642
ITEM67	.17528	.06150	-.11884	-.46966	-.19575
ITEM68	-.24185	.35406	.48872	.14393	.00616
ITEM69	-.36848	.24317	.54876	.16545	.11212
ITEM70	-.11415	.19827	.17437	-.09770	.10178
ITEM71	.15571	.18260	-.04699	-.13059	-.35690

	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
ITEM1	-.08140	.04555	.07459	.06619	.08331
ITEM2	.09465	-.31367	-.09128	-.18918	-.15397
ITEM3	.03914	-.31823	-.07294	-.28105	-.01726
ITEM4	.26173	-.31657	-.05229	-.15846	.00110
ITEM5	.02589	-.05404	.35815	.24277	.23447
ITEM6	-.02150	-.03273	-.01981	-.07290	.02177
ITEM7	.03538	-.15926	-.09530	-.10883	-.04537
ITEM8	.15286	-.08695	.34783	.35378	-.00626
ITEM9	-.12592	.10063	.12720	.18175	.00892
ITEM10	.01563	-.13970	-.12133	-.07613	-.21991
ITEM11	.04589	-.24575	-.00063	-.22963	-.13685
ITEM12	-.01410	-.21689	-.17159	-.17722	-.29593
ITEM13	.01435	-.69793	-.13153	-.15330	-.27544
ITEM14	-.07035	-.68884	-.00875	-.07228	-.08408
ITEM15	.07033	.00970	.22867	.24993	.01573
ITEM16	-.06913	-.17052	-.05125	-.16419	-.11850
ITEM17	-.13358	-.01083	.33215	.13879	.05591
ITEM18	-.07726	.16542	.14110	.03711	.18554
ITEM19	-.06994	-.06136	.35277	.05488	.18804
ITEM20	-.03025	-.07060	.33749	.17034	.14135
ITEM21	-.01628	-.04478	.26264	.26932	-.05033
ITEM22	-.15333	-.04179	.11774	-.05445	.04840
ITEM23	-.01958	-.12670	-.09363	-.70256	-.17355
ITEM24	.06205	-.39086	-.09773	-.15460	-.35976
ITEM25	-.09905	.07103	.76110	.12993	.03219
ITEM26	-.06494	-.01177	.74653	.30769	.15030
ITEM27	.11135	.02821	.05156	.12136	.12822
ITEM28	-.08101	-.03991	.00381	-.28839	-.27577
ITEM29	.01351	-.23313	-.10139	-.21457	-.20373
ITEM30	.42780	-.07195	.03458	-.10808	-.07588

	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
ITEM31	-.01886	.08891	.19150	.12842	.05867
ITEM32	.05599	.05027	-.02918	.01619	.05568
ITEM33	.18463	-.31863	-.03040	-.09616	-.27866
ITEM34	-.03625	-.32483	-.00134	-.12968	-.20190
ITEM35	.14482	-.53181	-.06326	-.21140	-.10057
ITEM36	-.07376	.08402	.30502	.17011	.17987
ITEM37	-.22244	.12699	.21788	.17792	.06244
ITEM38	-.00943	-.06012	-.26056	-.17713	-.18597
ITEM39	.16269	-.12075	-.04105	-.11241	-.10687
ITEM40	-.21670	-.49370	-.03633	-.09008	-.11064
ITEM41	-.03241	-.19627	.05449	-.03376	-.04711
ITEM42	.02832	-.10837	.05153	-.24973	-.03422
ITEM43	.00507	.15843	.22334	-.00277	.16456
ITEM44	.08435	-.04548	-.07210	.08222	-.03177
ITEM45	-.02138	.05651	.13120	.02127	.16884
ITEM46	.17893	-.21583	-.14908	-.50555	-.19371
ITEM47	-.09020	-.34906	-.03255	-.18916	-.13481
ITEM48	-.16594	.17907	.20466	.15912	.12915
ITEM49	-.01160	-.16533	-.16203	-.13950	-.18849
ITEM50	-.02832	.00793	.13876	.16255	.04853
ITEM51	-.02582	.02660	.23784	.16936	.05126
ITEM52	-.01757	-.12807	.22778	.05678	.07319
ITEM53	-.05098	-.08618	.31739	.26985	-.03214
ITEM54	-.08509	-.05087	.28226	.09973	.28856
ITEM55	-.60952	.19952	.18051	-.01897	.01012
ITEM56	-.19913	.07643	.24277	.19047	-.01812
ITEM57	.13414	-.19234	.00702	-.07786	-.19970
ITEM58	-.03947	-.09974	.22405	.07596	.09331
ITEM59	-.12248	.03381	.20322	.12892	.19545
ITEM60	-.04722	-.23229	-.01618	-.23846	-.08458
ITEM61	-.14414	-.23538	-.02747	-.15330	-.04982
ITEM62	-.14584	.01921	.24929	.71981	.06653
ITEM63	-.57529	-.08830	.22478	.08204	-.03243
ITEM64	-.02708	-.04677	-.03372	.00730	.01556
ITEM65	-.05370	-.04841	.10422	.08107	.64449
ITEM66	.07506	-.24553	-.08360	-.20377	-.60202
ITEM67	-.00123	-.39708	-.05830	-.12856	-.42071
ITEM68	-.11757	.07860	.13398	.11389	.11152
ITEM69	-.08397	.03689	.15785	.14185	.36005
ITEM70	-.18432	-.02450	.09747	.23698	-.00004
ITEM71	-.01181	-.39176	.00359	.08730	-.24434

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15
ITEM1	-.06011	-.02382	.17297	-.03487	.42228
ITEM2	-.01301	-.00394	-.17495	.22359	-.15925
ITEM3	-.04606	.06212	-.08809	.17502	-.21736
ITEM4	-.03579	.22597	-.05309	.20145	-.18921
ITEM5	-.16382	.12237	.27965	.02354	.29422
ITEM6	.11318	.05343	.01466	.01877	.03377
ITEM7	.69980	.14126	-.17119	.09942	-.04449
ITEM8	-.24756	-.00443	.27925	-.07024	.05486
ITEM9	-.05748	-.12819	.14856	-.17601	.03054
ITEM10	.10666	.07896	-.07501	.85022	.03453
ITEM11	-.03486	.21507	-.08630	.70123	-.10253
ITEM12	.23772	.13905	-.06494	.59064	.13090
ITEM13	.31851	.09502	-.15618	.43238	-.15000
ITEM14	.07993	.14214	-.11732	.18647	-.03492
ITEM15	.09651	-.02706	.19121	-.03306	-.04395
ITEM16	.26310	.53455	-.06430	.11073	.04221
ITEM17	-.07865	.12721	.15135	-.00046	.03537
ITEM18	-.00234	.13194	.45418	-.10042	.12594
ITEM19	-.21955	.19256	.26505	-.00628	.10538
ITEM20	-.16975	-.08486	.20989	-.11802	.10319
ITEM21	-.22824	.11207	.26161	-.03475	-.10785
ITEM22	.11527	.06080	.09028	-.01855	.08987
ITEM23	.14132	.16983	-.07461	.17179	-.05958
ITEM24	.31176	-.08505	-.09624	.34751	-.01473
ITEM25	-.05291	-.04426	.27176	-.09210	.04916
ITEM26	-.21908	-.01467	.31825	-.11094	.05110
ITEM27	-.26096	.14995	.16838	.07570	-.00930
ITEM28	.03578	.23038	-.02901	.30333	-.03357
ITEM29	.12604	.11900	-.03531	.35965	.04292
ITEM30	-.05415	.07246	-.05800	.10042	-.18027
ITEM31	-.12777	.03540	.54478	-.01005	.21772
ITEM32	.11526	.12298	.06559	.03992	.38917
ITEM33	.08320	.20977	-.04824	.34186	-.19950
ITEM34	.20064	.05439	-.07097	.30247	-.03084
ITEM35	.12372	.14396	-.12883	.34028	-.07460
ITEM36	-.23065	.05048	.22423	-.22269	.28363
ITEM37	-.04986	-.07106	.23710	-.09267	.29650
ITEM38	.25578	-.01155	-.14133	.28410	.02887
ITEM39	.25282	.08778	-.06447	.20295	-.11638
ITEM40	.23756	.01453	-.16458	.11809	-.02389
ITEM41	-.06544	.13918	-.01936	.13465	-.13285
ITEM42	.11922	.47648	-.02864	.08929	.09463
ITEM43	-.09626	.09490	.20895	-.11960	.06264
ITEM44	.09632	.15480	.04706	.03008	-.07039
ITEM45	-.09093	.02173	.11981	-.15287	.14910
ITEM46	.12434	.17586	-.20760	.38582	-.18604
ITEM47	.07671	.13901	-.07841	.26846	-.11293
ITEM48	-.14915	-.05902	.21231	-.31337	.20292
ITEM49	.18631	.22351	-.13912	.25309	.06737
ITEM50	-.15987	.14392	.23531	-.06977	-.05378

	Factor 11	Factor 12	Factor 13	Factor 14	Factor 15
ITEM51	-.10903	.02656	.62580	-.11613	-.00276
ITEM52	-.16748	.12046	.21189	.07918	.00974
ITEM53	-.22759	.00822	.50419	-.00207	.05812
ITEM54	-.21371	.14138	.17899	-.05518	.12775
ITEM55	.00594	.15869	.03107	.13323	-.08268
ITEM56	.00622	.08003	.13794	-.00154	.16312
ITEM57	.18008	.09644	-.02231	.27749	-.22728
ITEM58	-.10203	.10175	.14819	.08847	.04866
ITEM59	-.17087	.04777	.23952	-.04403	.03388
ITEM60	.20564	.25021	-.16088	.35585	-.10438
ITEM61	.12238	.13333	-.13220	.20074	.00225
ITEM62	-.04038	-.01112	.28107	-.13565	.03250
ITEM63	-.16319	.20087	.13692	.06152	-.01746
ITEM64	-.04779	.52046	.12620	.21186	-.05818
ITEM65	.04581	-.01789	.08033	-.08994	.08243
ITEM66	.27564	-.01713	-.14416	.27827	-.06174
ITEM67	.18146	.09586	-.14685	.50092	.00065
ITEM68	-.13632	.07765	.22966	-.11588	.05828
ITEM69	-.06656	.09505	.19547	-.15212	.03694
ITEM70	-.05002	-.19449	.19845	.01536	.01130
ITEM71	-.09816	.15794	.03552	.32264	-.25245

	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
ITEM1	-.00586	.06974	.06799	-.06694	.03375
ITEM2	-.21328	-.06612	.20098	.14444	.03831
ITEM3	-.48942	-.13917	.11331	.15193	.21491
ITEM4	-.22813	.01093	-.04536	.14455	.21510
ITEM5	-.11181	.15458	.12979	-.16697	.15250
ITEM6	-.16914	-.04945	-.00731	-.02585	.48791
ITEM7	-.17866	-.14799	-.07145	-.00715	.19958
ITEM8	-.03988	.25242	-.01781	-.49089	.11684
ITEM9	.00003	.05563	.07145	-.11725	.04003
ITEM10	-.14788	.04660	.01348	.08252	.08921
ITEM11	-.13321	-.03341	.05780	.02185	.04476
ITEM12	-.07188	.01454	-.03202	.02450	.05048
ITEM13	-.21173	-.10374	-.08191	.13104	.13728
ITEM14	-.18615	.00728	.10385	-.04899	.05490
ITEM15	-.04777	.16594	.07783	-.19915	.22628
ITEM16	-.10919	-.06131	.03584	.13024	.00212
ITEM17	-.02170	.10037	.08323	-.12451	.25707
ITEM18	.06789	.17257	.05119	-.13059	.07323
ITEM19	-.09556	.22577	.03219	-.09270	.05279
ITEM20	.02078	.27365	-.04670	-.50001	.14369
ITEM21	.03255	.43791	.26754	-.30315	.01170
ITEM22	-.13849	.18128	.00695	-.35610	.11561
ITEM23	-.21526	-.02166	.00523	.07505	.13767
ITEM24	-.30751	-.04218	-.00870	.28966	.38874
ITEM25	.03343	.15563	.02635	-.15456	.04119
ITEM26	.09593	.24480	.11520	-.28340	-.01996
ITEM27	-.01652	.37451	-.00581	-.11040	.01688
ITEM28	-.10630	.10697	.17874	.13975	.26299
ITEM29	-.24315	-.09084	.19796	.16730	.10343
ITEM30	-.00916	-.06293	-.01480	.01437	.11861

	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
ITEM31	.06204	.10293	-.15686	-.07241	.00159
ITEM32	.06309	.03329	-.30874	-.08078	.12896
ITEM33	-.21296	-.02939	-.13064	-.01578	.16249
ITEM34	-.33285	.00825	.02400	.02469	.20414
ITEM35	-.12454	-.03154	-.00596	.01936	.23898
ITEM36	.04839	.09431	-.04580	-.26896	.07545
ITEM37	-.04567	.22652	-.00992	-.10350	.08098
ITEM38	-.61036	-.16500	.13319	.07491	.23688
ITEM39	-.53781	-.02107	.01923	-.01615	.25890
ITEM40	-.05928	-.03731	.02243	.01163	.14254
ITEM41	-.13904	.00389	.07437	.00837	.05848
ITEM42	-.41217	-.02165	-.07634	.05574	.22910
ITEM43	.07171	.17264	.01336	-.25949	.01902
ITEM44	-.10042	.07292	-.07180	-.04844	.14920
ITEM45	-.00862	.12383	-.04003	-.07242	.01456
ITEM46	-.42647	-.10693	-.17860	.04024	.28996
ITEM47	-.40632	-.02395	-.03074	-.07082	.21488
ITEM48	-.00880	.17249	-.08450	.03300	.03178
ITEM49	-.04595	-.09510	.00679	-.03842	.00672
ITEM50	-.00087	.27720	-.09446	-.13090	.17846
ITEM51	.01364	.17977	.13421	-.10320	.06737
ITEM52	.02085	.40592	.33388	-.29662	.18146
ITEM53	.05991	.41062	.13441	-.33266	.02060
ITEM54	-.05905	.32044	-.28175	-.21531	.10798
ITEM55	-.17666	.06165	.02003	-.16794	.24731
ITEM56	.01347	.10477	.28699	-.27005	.11491
ITEM57	-.13429	-.09373	.11130	.04503	.16622
ITEM58	-.07776	.23944	.13114	-.20937	.08769
ITEM59	.05800	.76093	.01020	-.18218	-.06402
ITEM60	-.46578	-.10453	.03220	.04432	.17674
ITEM61	-.54438	.02869	-.08192	-.05345	.22176
ITEM62	.02228	.22286	-.03615	-.13327	.00786
ITEM63	.02226	.33234	.04606	-.22237	.17849
ITEM64	-.00884	.13013	-.02139	-.11553	.10605
ITEM65	-.07008	.14969	-.05950	-.05234	.10675
ITEM66	-.20443	-.08764	.02939	.15770	.17450
ITEM67	-.08415	-.05968	.06062	-.03266	.09891
ITEM68	-.07508	.16401	-.02900	-.29418	-.02071
ITEM69	-.10040	.24710	-.12273	-.17140	-.15483
ITEM70	-.11665	.40655	.17135	-.17540	.04579
ITEM71	-.14009	.03130	.01991	-.12209	-.12531

	FACTOR 21	FACTOR 22
ITEM1	.01091	-.02034
ITEM2	-.04086	.16356
ITEM3	-.14213	.04846
ITEM4	-.10565	.02573
ITEM5	-.09207	.04995
ITEM6	-.07668	.01617
ITEM7	-.11646	.03558
ITEM8	.12822	-.25908
ITEM9	-.06380	-.04636
ITEM10	-.15363	.04802
ITEM11	-.05893	.16501
ITEM12	-.18241	.18016
ITEM13	-.05625	.06320
ITEM14	-.12810	.16349
ITEM15	.03667	-.21220
ITEM16	-.22922	.17217
ITEM17	-.14240	.15861
ITEM18	-.05058	-.02481
ITEM19	-.05832	.41818
ITEM20	.14715	-.18042
ITEM21	.09973	-.14388
ITEM22	-.08785	.17820
ITEM23	-.15070	-.05717
ITEM24	-.01102	.04429
ITEM25	.08045	-.03546
ITEM26	.08506	.06984
ITEM27	-.08363	-.00686
ITEM28	-.35600	.07707
ITEM29	-.44654	.16794
ITEM30	-.00331	.05634
ITEM31	-.00696	-.01567
ITEM32	-.16127	-.00822
ITEM33	-.08237	.02797
ITEM34	-.17810	.11085
ITEM35	-.18957	.09526
ITEM36	.15199	.14239
ITEM37	-.02578	-.05528
ITEM38	-.23746	.07005
ITEM39	-.25330	.05117
ITEM40	-.36213	.16532
ITEM41	-.04767	.15547
ITEM42	-.14783	.12529
ITEM43	-.06414	-.02487
ITEM44	-.20521	-.01927
ITEM45	.05632	-.01049
ITEM46	-.20458	.12358
ITEM47	-.14928	.06198
ITEM48	-.23905	-.11713
ITEM49	-.10919	.44722
ITEM50	-.18405	.22420

	FACTOR 21	FACTOR 22
ITEM51	.01260	.04159
ITEM52	.04998	.03258
ITEM53	.21622	-.20927
ITEM54	.02435	.11724
ITEM55	-.09388	.17229
ITEM56	-.03737	.20636
ITEM57	-.05164	.26453
ITEM58	-.03672	.11511
ITEM59	.00784	.02287
ITEM60	-.19877	.30796
ITEM61	-.01576	.13199
ITEM62	-.02844	-.07865
ITEM63	-.09772	-.00701
ITEM64	-.05559	.15007
ITEM65	.00972	.00754
ITEM66	-.10771	-.02349
ITEM67	-.27509	.22352
ITEM68	-.24225	.08097
ITEM69	-.10400	.14680
ITEM70	-.16173	-.11964
ITEM71	.01131	.18430

APPENDIX F

FACTOR LOADINGS
OBLIQUE ROTATION

DELTA = .250

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
ITEM1	-.06853	.05565	.08341	-.00387	.03785
ITEM2	.06014	.20258	-.15236	.17406	.06457
ITEM3	.03978	.07601	.04882	-.04314	-.11514
ITEM4	.02243	.13613	-.01157	-.32150	.02109
ITEM5	-.00770	.18666	-.04913	.00859	.12498
ITEM6	-.01570	-.02410	.01239	.06659	-.03144
ITEM7	.01036	-.02434	.02520	-.00909	.07840
ITEM8	-.00713	.02250	.03645	-.00968	-.06272
ITEM9	-.00305	.01714	.07476	.73852	-.02154
ITEM10	-.07002	-.02624	.06198	.01349	.09213
ITEM11	.01687	.05989	-.01353	-.02053	-.10387
ITEM12	.11570	.01903	.03355	-.52450	.02285
ITEM13	.06312	-.13638	-.07989	-.19965	.03149
ITEM14	.10119	.07150	.03817	.05246	-.06347
ITEM15	.00197	.03106	-.08260	-.05075	.26601
ITEM16	-.05137	.02003	.00074	-.04940	-.05957
ITEM17	-.07803	.16279	.01789	-.02821	-.06258
ITEM18	-.03053	.07106	.10441	.15997	-.09144
ITEM19	-.20611	-.06870	.03589	-.07283	-.00176
ITEM20	-.03094	.14440	.00237	.05661	.02738
ITEM21	-.03855	-.02929	.08671	.10904	.04436
ITEM22	.05729	.00551	-.02470	-.02671	.05650
ITEM23	-.01284	.01791	.06722	.01031	.04714
ITEM24	.17692	.00123	-.13619	-.06758	-.03634
ITEM25	.05526	.01326	.03341	.04637	-.01256
ITEM26	-.01761	-.04736	.02936	.06936	.00061
ITEM27	.10435	-.07986	.50588	-.01024	.03537
ITEM28	.05550	-.03295	-.08731	-.02402	-.11200
ITEM29	.14844	-.01556	-.12876	.02977	.00822
ITEM30	.08969	.19175	.10420	-.14452	.21310
ITEM31	.07828	-.03652	-.07877	.05592	-.06701
ITEM32	.05424	-.02625	-.01502	-.08592	.23310
ITEM33	.19272	.05384	-.08708	-.11596	-.19589
ITEM34	.73012	-.01482	.04596	-.09674	-.04666
ITEM35	.17565	-.09434	-.00856	-.03391	.09145
ITEM36	-.00815	-.21785	.44199	.04897	-.11583
ITEM37	.19146	.16766	.18349	-.00728	.17877
ITEM38	.16606	.01858	-.06186	.10988	-.03148
ITEM39	.14913	.02344	-.00925	.04175	.07044
ITEM40	.04336	.03276	-.02792	-.02117	-.32475
ITEM41	.05497	.03091	.03973	.02417	-.58746
ITEM42	.10762	-.05534	.05102	-.15498	-.03456
ITEM43	.07813	.06506	.71193	-.02034	-.02098
ITEM44	.05315	-.25221	.04682	.09598	.19434
ITEM45	-.03512	-.07007	.80767	.03266	-.02432
ITEM46	.14178	-.03276	-.03014	-.02569	-.12884
ITEM47	.69137	.01302	.02967	.02226	-.01938

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
ITEM48	-.09049	.10635	-.03192	.46828	.01944
ITEM49	.06783	.11745	-.12624	-.04438	-.16470
ITEM50	-.03681	.16229	.38523	-.01214	.06393
ITEM51	.00399	-.04424	-.01262	-.08975	.08797
ITEM52	-.12494	.26759	.12085	-.11718	.05330
ITEM53	-.18276	.09050	.06563	-.05920	.02268
ITEM54	-.15463	.06816	.27843	.05247	-.09297
ITEM55	.12084	-.04354	-.01264	.00785	.05995
ITEM56	.05849	.13070	.10897	-.02128	-.13394
ITEM57	.19097	.11287	-.11040	.00040	-.07777
ITEM58	.01886	.61619	-.02419	.06717	-.01643
ITEM59	.05731	.04845	-.02324	.03641	-.07484
ITEM60	.09133	.00730	-.06064	.00862	-.28809
ITEM61	.14430	-.02614	-.04276	-.03366	-.06033
ITEM62	.01704	-.01172	-.05741	.09593	-.04422
ITEM63	.04317	.09407	-.07344	.01824	.05738
ITEM64	-.04672	.03050	.03573	-.03073	.00422
ITEM65	-.01307	.02592	.01577	-.10199	-.03358
ITEM66	-.06030	-.02731	.00016	-.02444	.02407
ITEM67	-.12699	-.01980	.00006	-.28226	-.08709
ITEM68	-.15031	.21403	.37888	.08743	-.02253
ITEM69	-.24172	.11678	.41108	.10562	.08703
ITEM70	-.11649	.03770	.07598	-.16345	.02653
ITEM71	.03786	.10544	.01923	-.06648	-.23578

	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
ITEM1	.03105	-.05003	-.02749	.01010	.01873
ITEM2	.06168	-.25785	-.03177	-.10175	-.06046
ITEM3	-.04407	-.18187	-.04834	-.16338	.06799
ITEM4	.10324	-.16819	-.03994	-.03685	.07210
ITEM5	.05712	-.09125	.21344	.18243	.18786
ITEM6	-.06553	.00799	-.08480	-.03473	.03645
ITEM7	.07974	-.10523	.02566	-.00350	.05509
ITEM8	.11096	-.05647	.16555	.20521	-.09813
ITEM9	-.02766	-.05537	.04799	.06494	-.08110
ITEM10	-.04480	.05823	-.00645	.04601	-.01970
ITEM11	-.04601	-.02838	.09236	-.12425	.05736
ITEM12	-.05979	-.00563	-.10812	-.03121	-.12115
ITEM13	-.07899	-.56935	-.01872	-.00040	-.08437
ITEM14	-.07061	-.69111	-.03405	.00920	.00816
ITEM15	-.00248	.02983	.15265	.16646	-.00076
ITEM16	-.03658	-.13238	.00710	-.03559	-.08085
ITEM17	-.15301	.02917	.21656	.10836	.00796
ITEM18	.01829	.08137	-.03155	-.10101	.12107
ITEM19	-.02311	-.06275	.24793	-.02839	.08966
ITEM20	-.06658	-.07840	.14911	-.02798	.05331

	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
ITEM21	-.01718	-.06130	.09745	.11905	-.12619
ITEM22	-.12329	-.00098	.02169	-.13704	.03319
ITEM23	-.06996	-.05706	.01315	-.71849	-.12079
ITEM24	.06169	-.23365	-.01165	.00802	-.21651
ITEM25	-.05455	.08341	.78026	-.04483	-.05043
ITEM26	-.01338	-.05860	.68096	.10918	.05076
ITEM27	.09179	.01485	-.06877	.07778	.05105
ITEM28	-.08989	.06929	.07016	-.21476	-.17660
ITEM29	.04780	-.18754	-.00208	-.08739	-.04693
ITEM30	.26303	-.00561	.07622	-.07288	-.07056
ITEM31	.03571	.04794	.04996	.00523	.00900
ITEM32	.03840	.00586	-.04662	.01624	.02841
ITEM33	.08120	-.09423	.01115	.03190	-.15907
ITEM34	-.05954	-.15053	.04350	.02581	-.02192
ITEM35	.04326	-.48926	.00849	-.11635	.05465
ITEM36	.00574	-.02200	.15059	.05259	.00934
ITEM37	-.18121	.09376	.06952	.09648	-.03404
ITEM38	.03739	.10450	-.20089	-.00203	-.06092
ITEM39	.14247	.04225	.02272	-.00121	-.02922
ITEM40	-.13551	-.48898	-.01841	.01068	.00112
ITEM41	.05733	-.07298	.02685	.05700	.01475
ITEM42	-.00438	.03668	.08524	-.12852	-.02475
ITEM43	.01742	.09136	.09494	-.12551	.03014
ITEM44	.02642	-.06576	-.06645	.10299	-.02518
ITEM45	.04058	-.05897	.03307	-.05278	.00208
ITEM46	.06355	.02938	-.01247	-.37232	-.05746
ITEM47	-.20037	-.16132	-.03176	-.05830	.02644
ITEM48	-.06164	.05734	.08292	.02852	-.04622
ITEM49	.04341	-.05885	-.14905	-.00889	-.10122
ITEM50	-.08824	.00843	-.06388	.10966	-.09755
ITEM51	-.01424	-.02878	.03396	.00852	-.01687
ITEM52	-.03454	-.10710	.01419	-.06616	.03255
ITEM53	-.04943	-.09415	.06923	.05236	-.13600
ITEM54	-.08225	-.03912	.12233	-.00297	.14323
ITEM55	-.74214	-.08084	.07002	-.02012	.05930
ITEM56	-.09874	.09325	.09412	.15699	-.04857
ITEM57	.09770	-.04162	.04555	.02865	-.07467
ITEM58	-.03795	-.02673	.03455	.02602	.06083
ITEM59	.00818	.03936	.04501	-.03046	.12461
ITEM60	-.01337	-.00489	.06979	-.06370	.05505
ITEM61	-.16984	-.02438	-.02539	-.04059	.01387
ITEM62	-.07110	-.01407	.07662	.69737	-.00507
ITEM63	-.68990	-.01259	.03971	-.00007	-.05044
ITEM64	-.13128	.05211	-.14353	.04771	.03043
ITEM65	.00082	-.09129	.02268	.04968	.67351
ITEM66	.05905	-.12902	.05565	-.10676	-.54715
ITEM67	-.03053	-.25039	.02647	-.00815	-.28847
ITEM68	-.09819	.03521	-.05395	.00780	-.03711
ITEM69	-.02261	-.04582	.02485	.03119	.19751
ITEM70	-.12059	-.00669	-.04504	.14434	-.03638
ITEM71	-.07315	-.21711	-.05539	.15854	-.17450

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15
ITEM1	-.06148	-.00932	.10148	.01847	.32643
ITEM2	-.10991	-.02923	-.08822	.07968	-.13172
ITEM3	-.15787	-.01603	.02973	.00096	-.19620
ITEM4	-.10850	.15084	.00929	-.01319	-.09225
ITEM5	-.14160	.11070	.09362	.06704	.19428
ITEM6	.04708	-.01917	.01763	-.01707	.03124
ITEM7	.65731	.15119	-.08254	.03186	-.02423
ITEM8	-.12894	-.01573	.07585	-.04544	.05695
ITEM9	.02291	-.09213	.04208	.01190	-.06691
ITEM10	.05371	-.07337	-.04622	.92416	.08719
ITEM11	-.07327	.05671	-.02110	.67474	-.05806
ITEM12	.13143	-.01658	.05947	.38337	.19339
ITEM13	.20098	-.00242	.04497	.18115	-.01723
ITEM14	.01053	.07315	-.05563	-.04498	.01814
ITEM15	.15026	-.00538	.06922	.00321	-.09431
ITEM16	.18519	.56332	-.02389	-.05616	.05891
ITEM17	-.03262	.05488	-.00057	-.00359	-.00215
ITEM18	.11538	.10039	.41557	.00239	.00367
ITEM19	-.16117	.08182	.13334	.01221	.01046
ITEM20	-.02797	-.13220	.02601	-.05195	.09504
ITEM21	-.09584	.12135	.04912	-.00335	-.21393
ITEM22	.13214	-.03207	.03757	-.08108	.05091
ITEM23	.05557	.07184	.07917	.01317	-.01942
ITEM24	.16146	-.15849	.05143	.11013	.08529
ITEM25	.09791	-.04175	.04725	.02807	-.01982
ITEM26	-.04986	-.02921	.04343	.03382	-.06594
ITEM27	-.16671	.06180	-.00549	.13052	-.04230
ITEM28	-.09116	.14559	-.01566	.13380	.00314
ITEM29	-.06906	.05359	.08129	.17020	.06179
ITEM30	-.07210	.02933	-.05562	.00998	-.12778
ITEM31	-.05981	-.01511	.56321	.04766	.19220
ITEM32	.05691	.09468	.02993	.03697	.48041
ITEM33	.01903	.11682	.04296	.11332	-.03385
ITEM34	.05074	-.05243	.01635	.01180	.03453
ITEM35	-.00610	.02549	-.02785	.14068	.02203
ITEM36	-.13057	-.00149	.04196	-.09116	.15293
ITEM37	.00905	-.08244	.07871	-.04885	.23631
ITEM38	.05834	-.04770	-.02174	.14228	.02497
ITEM39	.13897	.03819	-.03380	.06115	-.07380
ITEM40	.15756	-.07902	-.08039	-.10636	.08690
ITEM41	-.05620	.06742	.00471	.01891	-.10657
ITEM42	-.00011	.44993	-.02990	-.10610	.12191
ITEM43	.06974	.01985	.03650	-.00339	-.04515
ITEM44	.04009	.13488	.02620	.00782	-.03552
ITEM45	.04765	-.02163	-.03314	-.00762	.04063
ITEM46	-.02302	.01666	-.05489	.17539	-.01394
ITEM47	-.06337	.02183	.01321	-.00150	-.02272

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15
ITEM48	-.03903	.03624	.06513	-.13677	.16728
ITEM49	.09726	.13418	-.03438	.06842	.11079
ITEM50	-.04934	.01086	.07933	-.08174	-.04027
ITEM51	-.01846	-.02563	.63494	-.11438	-.16322
ITEM52	-.05231	.03695	.03833	.04523	-.13164
ITEM53	-.03537	-.02263	.35728	.05619	-.04965
ITEM54	-.05451	.02460	-.02376	.04847	.17289
ITEM55	-.00151	.01909	-.00863	.08281	-.09969
ITEM56	.05331	.04035	-.00938	-.00475	.00353
ITEM57	.12622	.00893	.07766	.12269	-.21325
ITEM58	.00529	.04086	.01015	.04172	.03230
ITEM59	-.01404	-.01502	.01991	-.03555	.02603
ITEM60	.09560	.14109	-.07944	.18958	-.06371
ITEM61	.02572	.05028	-.10587	.04287	.05615
ITEM62	.06531	.05539	.07477	-.04526	-.00855
ITEM63	-.10350	.10740	-.01505	.02182	-.00393
ITEM64	-.02448	.44450	.08810	.16887	-.06046
ITEM65	.12318	-.06053	.01680	.03156	.00468
ITEM66	.15816	-.03694	-.04347	.07685	.04778
ITEM67	.07326	-.04440	-.06127	.28741	.09322
ITEM68	-.00991	.00150	.08591	-.04940	.02793
ITEM69	.11695	.04725	.03218	.01394	-.01969
ITEM70	.02421	-.24407	.06668	.00900	-.04621
ITEM71	-.06289	.05568	.09347	.16598	-.18035

	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
ITEM1	-.05453	-.01414	.21745	.00491	.02531
ITEM2	-.11185	.02044	.06200	.08387	-.01413
ITEM3	-.38516	-.14396	-.03577	.08561	.10665
ITEM4	-.11030	.01761	-.17270	.07800	.13903
ITEM5	-.11682	-.03303	.13074	-.04614	.05440
ITEM6	-.06446	-.06815	.01047	-.02598	.49052
ITEM7	-.06726	-.06574	-.00349	-.01817	.09321
ITEM8	-.07198	.04969	-.02617	-.45679	.06584
ITEM9	-.00341	-.01187	-.01563	-.04328	.06384
ITEM10	-.04776	.01740	.00868	.07129	-.00102
ITEM11	.01389	-.05147	.00225	-.02250	-.04962
ITEM12	.03324	.02891	.04998	.01631	-.07849
ITEM13	-.01145	-.05040	-.10188	.06146	-.00087
ITEM14	-.00578	-.01255	.05453	-.04166	-.08111
ITEM15	-.04635	.04580	.02641	-.12348	.15623
ITEM16	-.02747	-.02293	.04952	.13024	-.10817

	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
ITEM17	.01996	-.05021	-.01283	.01243	.20778
ITEM18	.06985	.04096	.05596	-.00833	.05770
ITEM19	-.11293	.10241	-.00465	.04252	.00542
ITEM20	.02502	.08292	-.02964	-.42307	.08648
ITEM21	.01808	.30134	.16971	-.17693	-.02180
ITEM22	-.10209	.11340	.05639	-.28895	-.00382
ITEM23	-.07883	.05587	-.02026	-.00932	.01931
ITEM24	-.12719	.10197	-.02522	.25700	.31730
ITEM25	.02920	.00004	-.04036	.02855	-.07473
ITEM26	.06666	.04241	.04157	-.08799	-.09604
ITEM27	.01147	.25786	-.02620	.00679	-.00714
ITEM28	.01879	.17659	.06840	.12363	.19123
ITEM29	-.13225	-.03194	.10931	.10736	-.02953
ITEM30	.06710	-.06599	-.12014	-.04493	.09910
ITEM31	.04131	-.03306	-.11605	-.00434	-.03585
ITEM32	.08552	-.00353	-.12557	-.09404	.07292
ITEM33	-.06251	.00720	-.21498	-.10967	.05525
ITEM34	-.10455	.06824	.03571	.05130	-.01773
ITEM35	.10293	.00532	-.03727	-.05703	.12855
ITEM36	.01955	-.07378	.13316	-.12927	.10711
ITEM37	-.06286	.06973	.05740	.09621	-.02099
ITEM38	-.56072	-.08622	.13627	-.00869	.10174
ITEM39	-.46091	.01068	-.06314	-.06873	.08704
ITEM40	.10057	.00620	-.05584	.01718	.06767
ITEM41	-.05771	.04445	-.00648	.00324	.06427
ITEM42	-.32050	-.00882	-.01100	.03092	.06378
ITEM43	.09146	-.03663	.04025	-.08510	-.02969
ITEM44	-.05593	.05690	-.08647	-.06994	.09559
ITEM45	-.01073	-.03481	.06260	.09884	.01991
ITEM46	-.24834	.00496	-.23568	-.13236	.16280
ITEM47	-.16970	-.02326	-.04220	-.07854	-.02862
ITEM48	-.07704	.12650	-.03823	.14643	.07828
ITEM49	.04705	.00222	.05871	-.07699	-.02809
ITEM50	.04015	.09343	-.21270	.04875	.14312
ITEM51	-.01242	-.00825	.05595	.03981	.01838
ITEM52	.07300	.24932	.24565	-.14101	.13917
ITEM53	.01276	.17147	.09143	-.17812	-.02074
ITEM54	-.04263	.15207	-.25961	-.07531	.06943
ITEM55	-.04484	-.12338	-.01322	-.00178	.07378
ITEM56	.02018	-.01722	.31751	-.10259	.07670
ITEM57	.00728	-.03467	-.00335	.03317	.10629
ITEM58	-.02161	.09650	.00082	-.06795	-.01448
ITEM59	.05515	.76605	-.04713	-.00678	-.09884
ITEM60	-.33813	-.03427	-.01454	.00179	.03516
ITEM61	-.45411	.04578	-.03571	-.06331	.05246
ITEM62	-.06211	.06402	-.02589	.04647	-.00722
ITEM63	.10534	.13581	-.02879	-.03182	.04719
ITEM64	.07451	.03563	-.02699	-.07709	.05062
ITEM65	-.04894	.09315	-.01393	.03921	.09206
ITEM66	-.12369	.01024	-.02480	.08338	.10352
ITEM67	.02098	-.05653	.01614	-.08034	.00601
ITEM68	-.12501	-.07322	-.10713	-.15971	-.09708
ITEM69	-.17598	.05365	-.16339	-.00006	-.22181
ITEM70	-.18728	.28478	.06571	-.03213	-.01795
ITEM71	-.06904	-.04345	-.11034	-.11791	-.21542

	FACTOR 21	FACTOR 22
ITEM1	.01099	-.02112
ITEM2	.01555	.10957
ITEM3	-.05072	-.08205
ITEM4	-.00635	-.06924
ITEM5	-.09547	.01117
ITEM6	.00743	.00097
ITEM7	.02876	-.01585
ITEM8	.06983	-.22537
ITEM9	-.08786	-.00210
ITEM10	-.01563	-.04033
ITEM11	.03769	.00816
ITEM12	-.03915	.07987
ITEM13	.14451	-.03902
ITEM14	.01000	.01947
ITEM15	.02133	-.14643
ITEM16	-.09073	.00911
ITEM17	-.13073	.09499
ITEM18	-.05506	-.05326
ITEM19	-.00510	.40722
ITEM20	.09962	-.14875
ITEM21	.05350	-.11366
ITEM22	-.02831	.18196
ITEM23	-.04722	-.03736
ITEM24	.16479	.01541
ITEM25	-.00124	-.04436
ITEM26	-.01646	.08482
ITEM27	-.03357	-.01141
ITEM28	-.29967	-.02746
ITEM29	-.36597	.05711
ITEM30	.01031	.06374
ITEM31	.00326	-.00010
ITEM32	-.07018	.02020
ITEM33	.03774	-.07680
ITEM34	-.02915	.01221
ITEM35	-.05147	.00945
ITEM36	.15706	.16776
ITEM37	.00371	-.03755
ITEM38	-.10591	.01035
ITEM39	-.12300	.01003

	FACTOR 21	FACTOR 22
ITEM40	-.27479	.01373
ITEM41	-.02313	.00835
ITEM42	.02065	-.00089
ITEM43	-.06989	-.07808
ITEM44	-.11807	.01975
ITEM45	.10578	-.03656
ITEM46	-.04326	.02065
ITEM47	.01403	-.06064
ITEM48	.23668	-.04654
ITEM49	.00962	.36418
ITEM50	-.08637	.21614
ITEM51	.00112	.08475
ITEM52	.03570	-.00787
ITEM53	.18261	-.18383
ITEM54	.11325	.08722
ITEM55	.03751	.06533
ITEM56	-.05879	.15592
ITEM57	.02864	.20646
ITEM58	-.01653	.01576
ITEM59	.01151	.07342
ITEM60	-.04545	.14537
ITEM61	.16606	.05686
ITEM62	-.04448	-.03673
ITEM63	-.03414	-.08817
ITEM64	.06667	.05206
ITEM65	.01159	-.02115
ITEM66	.00819	-.04658
ITEM67	-.16316	.11356
ITEM68	-.21935	.02633
ITEM69	-.04343	.12620
ITEM70	-.18465	-.08611
ITEM71	.10043	.06753

APPENDIX G

OBLIQUE FACTOR STRUCTURE MATRIX
AFTER ROTATION WITH KAISER NORMALIZATION

DELTA = .500

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
ITEM1	-.03351	.17697	.21772	.08295	.14260
ITEM2	.29000	-.19226	-.33549	.18384	.02388
ITEM3	.53271	-.11208	-.15076	-.04515	-.12206
ITEM4	.33004	-.01892	-.13842	-.44896	-.02819
ITEM5	.11334	.36837	.22477	.07362	.12699
ITEM6	.19552	.00322	-.02035	.03934	-.00867
ITEM7	.30562	-.21792	-.18301	-.12886	.11416
ITEM8	-.03426	.73991	.29142	.02380	.00988
ITEM9	-.07535	.17525	.20479	.79398	-.07813
ITEM10	.27062	-.16676	-.19211	-.15818	.05813
ITEM11	.27729	-.09450	-.22720	-.16710	-.21577
ITEM12	.26759	-.24509	-.24405	-.61143	.00255
ITEM13	.39554	-.23491	-.42018	-.39552	.00917
ITEM14	.28610	.00037	-.12537	-.05268	-.18557
ITEM15	.03592	.33937	.07774	-.06806	.39344
ITEM16	.23810	-.22443	-.07931	-.16193	-.21241
ITEM17	-.00744	.19054	.17528	.04297	-.18675
ITEM18	-.15052	.23683	.35808	.26849	-.13757
ITEM19	.01894	.12239	.30498	-.06054	-.09618
ITEM20	-.12735	.70058	.27835	.14952	.05102
ITEM21	-.11406	.52172	.32054	.14612	.05002
ITEM22	.17562	.18441	.09212	-.01747	.06655
ITEM23	.30108	-.20228	-.11581	-.10124	-.05101
ITEM24	.49015	-.30530	-.45552	-.21451	.02331
ITEM25	-.07927	.32457	.25840	.09426	-.02289
ITEM26	-.18754	.46013	.36186	.13237	-.04164
ITEM27	-.02119	.23993	.56883	-.02212	.06243
ITEM28	.25783	-.22153	-.20027	-.09035	-.25886
ITEM29	.42334	-.33294	-.32843	-.01105	-.08690
ITEM30	.07143	.00424	.00015	-.27407	.16777
ITEM31	-.07291	.19555	.15498	.09639	-.02243
ITEM32	.02758	.04378	.05729	-.15579	.28158
ITEM33	.40139	.01458	-.28932	-.26229	-.30995
ITEM34	.60406	-.22429	-.27939	-.24508	-.09113
ITEM35	.31559	-.11665	-.24474	-.22180	.04683
ITEM36	-.14212	.32106	.59763	.05779	-.02386
ITEM37	.02537	.13341	.35502	.05356	.21927
ITEM38	.69808	-.28852	-.29917	.07482	-.02324
ITEM39	.67190	-.10712	-.14680	-.02252	.03375
ITEM40	.18786	-.17399	-.20232	-.03121	-.40202

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
ITEM41	.18277	-.00994	-.03859	.04140	-.70268
ITEM42	.56246	-.10232	-.00049	-.30278	-.05847
ITEM43	-.14593	.30150	.73006	.03349	-.00357
ITEM44	.20016	-.00054	.04664	.05962	.32028
ITEM45	-.12662	.18142	.72954	.05534	.03668
ITEM46	.58937	-.22533	-.30422	-.17355	-.17156
ITEM47	.64070	-.11384	-.24230	-.12495	-.10129
ITEM48	-.12876	.22300	.24591	.56885	.06697
ITEM49	.18415	-.27724	-.26554	-.13938	-.35738
ITEM50	-.06078	.17067	.52362	.04040	-.03057
ITEM51	-.06410	.22678	.24955	-.06762	.12391
ITEM52	-.09366	.44740	.31698	-.07362	.04061
ITEM53	-.20778	.63143	.36948	.00813	.08442
ITEM54	-.06745	.37364	.52383	.11264	-.13909
ITEM55	.23915	.01407	.01191	.00776	-.08832
ITEM56	-.01289	.15851	.23794	.01132	-.21074
ITEM57	.28852	-.25971	-.28925	-.10929	-.19017
ITEM58	.05525	.32833	.15747	.19149	-.16430
ITEM59	-.12960	.33040	.32291	.10591	-.07762
ITEM60	.59889	-.23484	-.25285	-.05951	-.37488
ITEM61	.65568	-.04980	-.15088	-.10130	-.00726
ITEM62	-.09518	.30522	.20536	.19679	-.02851
ITEM63	-.00207	.23908	.12924	.06430	-.09049
ITEM64	.08408	.11617	.12021	-.13171	-.06565
ITEM65	-.00025	.12808	.21015	-.00345	.04358
ITEM66	.31884	-.22636	-.31245	-.15496	.04117
ITEM67	.22190	-.16967	-.25905	-.38848	-.16779
ITEM68	-.07119	.33949	.57093	.24474	-.13054
ITEM69	-.11337	.24767	.63722	.22817	.02180
ITEM70	.00759	.26609	.23467	-.02060	.08474
ITEM71	.18945	.09238	-.08577	-.10982	-.37274

	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
ITEM1	-.01975	-.11156	.01171	.09862	.04928
ITEM2	.10050	.18558	.05123	-.22768	.13782
ITEM3	-.01837	.05584	-.06177	-.33510	.11796
ITEM4	.08429	.05470	.03351	-.20628	.13024
ITEM5	-.20968	-.31288	.01316	.29008	-.18124
ITEM6	-.05485	-.01526	.01050	-.06861	.00382
ITEM7	.16236	.07175	-.00082	-.13666	-.05914
ITEM8	-.13076	-.08345	-.00266	.35531	-.18208
ITEM9	-.15186	-.09950	-.09540	.18261	-.07927
ITEM10	.06355	.24764	-.04166	-.09714	.11279
ITEM11	-.00839	.15611	.14264	-.25727	.02962
ITEM12	.04200	.33889	-.03792	-.17756	.10534
ITEM13	.11507	.35409	.06892	-.16748	.02650
ITEM14	-.12487	.09198	.05141	-.08596	.08784
ITEM15	-.10125	-.09686	-.09118	.27373	-.24663
ITEM16	-.09128	.19646	.25536	-.18720	.16798
ITEM17	-.40814	-.11705	-.15459	.15100	-.24937
ITEM18	-.21747	-.32829	-.02240	.01550	-.00112
ITEM19	-.25009	-.19052	.05171	.14744	-.18913
ITEM20	-.28808	-.28459	-.09091	.14388	-.19455

	FACTOR 6	FACTOR 7	FACTOR 8	FACTOR 9	FACTOR 10
ITEM21	-.23795	-.03157	-.01093	.27642	-.02152
ITEM22	-.23696	-.09694	-.09985	-.05305	-.06543
ITEM23	.00281	.20420	.01722	-.75365	.04597
ITEM24	.18108	.41278	-.06229	-.15070	-.11715
ITEM25	-.28346	-.12393	-.02115	.16712	-.73586
ITEM26	-.30831	-.24915	.01180	.35145	-.60073
ITEM27	-.09453	-.16642	.01954	.15418	.13782
ITEM28	-.11272	.31216	-.11418	-.35757	-.01010
ITEM29	.08367	.26166	-.13436	-.25806	.08448
ITEM30	.27086	.13305	.14744	-.12634	-.09417
ITEM31	-.13152	-.08839	.07942	.19718	-.12803
ITEM32	.01702	-.02719	.09382	.04583	.01480
ITEM33	.07815	.33696	.13753	-.10980	.01449
ITEM34	-.05182	.23419	.05237	-.10416	-.17471
ITEM35	.12258	.14391	.13190	-.25460	-.00510
ITEM36	-.16018	-.19204	.21119	.25588	-.24308
ITEM37	-.37162	-.11649	-.15055	.28385	-.20458
ITEM38	.13971	.22882	-.11432	-.18008	.13988
ITEM39	.15540	.13443	-.13642	-.11570	-.05195
ITEM40	-.15847	.11869	-.23647	-.12723	.03808
ITEM41	-.05218	.03545	.05055	-.03644	-.00013
ITEM42	-.07503	.13080	.34002	-.22537	-.00481
ITEM43	-.19853	-.22777	-.03442	.01303	-.09266
ITEM44	.07107	.10390	.08022	.13200	.13043
ITEM45	-.08068	-.18878	-.00868	.06025	-.05583
ITEM46	.13676	.25410	.10950	-.53114	.05011
ITEM47	-.17819	.15987	.13764	-.17382	-.07446
ITEM48	-.22760	-.19413	.06676	.22544	-.12794
ITEM49	.03820	.25253	.19385	-.08877	.18791
ITEM50	-.33380	-.05314	-.13020	.24465	.10949
ITEM51	-.19222	-.08120	-.06758	.24322	-.13815
ITEM52	-.32125	-.18638	-.12521	.03135	.04265
ITEM53	-.29324	-.07496	-.11051	.29390	-.06320
ITEM54	-.33695	-.35304	-.00079	.15043	-.06648
ITEM55	-.67629	-.03579	-.01636	.02004	-.11011
ITEM56	-.31823	-.04239	-.03134	.26381	-.18595
ITEM57	.11865	.23770	.12727	-.02314	-.13941
ITEM58	-.38371	-.21333	-.15015	.08121	.03346
ITEM59	-.34841	-.32224	-.18956	.17030	-.00924
ITEM60	-.04788	.12045	.08559	-.23963	.01133
ITEM61	-.18289	.07936	.10002	-.10685	.02780
ITEM62	-.27046	-.13130	-.16588	.76554	-.12102
ITEM63	-.78272	-.04862	-.10164	.09687	-.01056
ITEM64	-.28637	.01314	.44797	.05737	.35124
ITEM65	-.10383	-.75809	-.06710	.08562	-.05744
ITEM66	.18733	.69011	-.11591	-.23667	-.04457
ITEM67	.05076	.47243	-.12753	-.15469	.06783
ITEM68	-.36830	-.19211	-.25345	.12382	.16292
ITEM69	-.26473	-.42878	-.12983	.19285	.10585
ITEM70	-.26802	-.08918	-.65508	.25310	.06534
ITEM71	-.13125	.26498	.08925	.13044	.15224

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15
ITEM1	.24489	.04322	.19663	.57242	.00282
ITEM2	.04376	.19401	-.23528	.07781	-.03377
ITEM3	.03488	.15614	-.12854	-.08362	.21042
ITEM4	-.08520	.01995	-.09106	-.15158	.29018
ITEM5	.33433	.03258	.34095	.23977	.12900
ITEM6	.04254	-.06120	-.01788	-.00415	-.00222
ITEM7	-.06352	-.60883	-.23039	-.12183	-.19720
ITEM8	.06618	.07740	.31800	-.02279	.04340
ITEM9	.06388	-.00007	.20444	-.05578	.01017
ITEM10	.01332	-.01036	-.16124	.00955	-.00541
ITEM11	.06793	.08123	-.16915	-.06440	.01780
ITEM12	.07957	-.07349	-.16730	.06011	-.17488
ITEM13	-.18218	-.07942	-.28688	-.08163	-.04887
ITEM14	.04196	-.02148	-.14512	.06444	-.02579
ITEM15	.11429	-.26413	.19957	-.08828	.09381
ITEM16	.20081	-.50269	-.07951	-.01106	.08531
ITEM17	.22824	-.13068	.21023	-.03012	.07299
ITEM18	.20222	-.31069	.59363	.06156	.10853
ITEM19	.05796	.04798	.32580	.04790	-.12065
ITEM20	-.05253	.01361	.26869	.10544	-.14092
ITEM21	.24533	-.03058	.28601	-.08009	.05879
ITEM22	.06798	-.07203	.13418	-.03905	-.69008
ITEM23	.00745	-.10609	-.14900	-.02665	-.01089
ITEM24	-.15376	.01317	-.23208	.09209	.01240
ITEM25	.04825	-.07130	.33120	.08111	-.00446
ITEM26	.12540	.02426	.41052	.04635	-.04807
ITEM27	.10310	.13921	.22691	-.13654	.15061
ITEM28	.35656	-.03434	-.09906	-.12779	.15603
ITEM29	.34435	.09549	-.09413	-.10449	-.02356
ITEM30	-.00980	.11046	-.10246	-.20256	.06160
ITEM31	-.08330	.12106	.68858	.07578	-.04460
ITEM32	-.05403	-.06528	.09157	.07545	-.11623
ITEM33	-.12596	.00073	-.11478	-.21209	.06498
ITEM34	.07807	.17802	-.12745	-.04815	-.15952
ITEM35	.02788	.08242	-.20195	-.17807	-.03794
ITEM36	.09494	.15281	.31410	.12954	-.15788
ITEM37	.03480	.01609	.31953	.38918	-.07728
ITEM38	.14034	.01596	-.22533	.04048	-.08908
ITEM39	.03733	-.13266	-.12583	-.18147	-.04859
ITEM40	.06507	-.11394	-.19102	-.03366	-.13625
ITEM41	.08313	.04432	-.03874	-.03028	.02951
ITEM42	.10283	-.17124	-.03704	.01025	.06928
ITEM43	.16692	-.11530	.28644	-.01164	-.02271
ITEM44	.11620	-.00903	.04009	-.51719	-.03963
ITEM45	-.03097	-.08258	.18076	.14544	.07135
ITEM46	-.11095	.05962	-.29066	-.24072	-.02342
ITEM47	.03830	.21405	-.10900	-.11722	-.09898
ITEM48	-.19631	-.02159	.28746	.31182	.13046
ITEM49	.06689	-.09363	-.17920	.10325	-.42585
ITEM50	-.04210	-.04826	.31998	-.07376	-.05539

	FACTOR 11	FACTOR 12	FACTOR 13	FACTOR 14	FACTOR 15
ITEM51	.12357	-.01507	.71226	-.02539	-.00243
ITEM52	.29640	-.11608	.24763	.16215	-.02784
ITEM53	.02183	-.07390	.53508	.19434	.03826
ITEM54	-.31358	-.04202	.27425	.10621	-.05873
ITEM55	.02396	-.03274	.06258	.02135	-.18778
ITEM56	.50750	-.11664	.16984	.20150	-.29333
ITEM57	.06503	-.03605	-.07605	-.14162	-.22307
ITEM58	.11702	-.12661	.20249	.27553	-.02677
ITEM59	-.05205	-.01443	.32660	.04677	-.06264
ITEM60	.06527	-.10494	-.20523	-.08685	-.08685
ITEM61	-.13866	.02499	-.15617	.06509	-.13623
ITEM62	.03681	-.10754	.36119	-.01567	.04771
ITEM63	.07025	-.05816	.21622	.08074	-.05886
ITEM64	.14464	-.22542	.16670	-.15040	.03677
ITEM65	-.07456	-.11628	.14167	.07128	.00551
ITEM66	-.07150	-.15348	-.25521	.01790	.02561
ITEM67	.10338	-.08237	-.24090	-.00989	-.17027
ITEM68	.12368	-.17730	.33103	.03082	.01079
ITEM69	-.12083	-.26623	.30220	.06240	-.01352
ITEM70	.09094	-.05017	.21936	.03637	-.04105
ITEM71	-.06602	.06399	-.00502	-.07799	-.07061

	FACTOR 16	FACTOR 17	FACTOR 18	FACTOR 19	FACTOR 20
ITEM1	-.17840	-.02960	-.07889	-.07428	.15229
ITEM2	.31147	.00544	.44303	.29984	.11949
ITEM3	.15356	-.12303	.41531	.20836	.15032
ITEM4	.37323	-.10009	.35572	.19839	.19272
ITEM5	.19938	.08252	-.06297	-.07081	.32899
ITEM6	.02503	-.78939	.10231	.04014	.03283
ITEM7	-.03541	-.27406	.31282	.18730	-.16065
ITEM8	.05902	.06211	-.15318	-.18098	.03685
ITEM9	-.03516	.03161	-.19473	-.24720	-.04416
ITEM10	.07823	-.13970	.30639	.82728	-.03198
ITEM11	.15826	.00037	.38136	.75408	.07385
ITEM12	.10558	-.10303	.44109	.65736	-.06875
ITEM13	.00608	-.19492	.77656	.53585	-.04978
ITEM14	.10939	.04544	.69658	.21777	.11699
ITEM15	.14544	-.20923	-.12312	-.06718	-.14077
ITEM16	.02878	.11137	.29014	.11399	.23113
ITEM17	.30070	-.14661	-.05334	-.06271	.30108
ITEM18	.03520	.01491	-.27620	-.18306	-.02520
ITEM19	.12232	.04844	-.07444	-.07667	.67690
ITEM20	.10853	.02278	-.15911	-.21176	.00896
ITEM21	.04583	.14707	-.15458	-.13901	.14006
ITEM22	.05622	-.00252	.04359	-.06277	.11443
ITEM23	.07083	-.11023	.28054	.23254	.00805
ITEM24	.06509	-.45924	.58382	.44725	-.15670
ITEM25	.09091	.06557	-.19279	-.18371	.09354
ITEM26	.09628	.16524	-.20543	-.23200	.25449
ITEM27	.10285	.08873	-.13157	.01110	.10843
ITEM28	.11757	-.24500	.25710	.34200	.05639
ITEM29	.10957	-.08055	.49772	.43628	.07847
ITEM30	.56987	-.10899	.09047	.11272	-.04303

	FACTOR16	FACTOR17	FACTOR18	FACTOR19	FACTOR20
ITEM31	-.01232	.06460	-.18210	-.08890	.03517
ITEM32	-.00461	-.10668	-.01377	.04211	-.02431
ITEM33	.22509	-.06573	.43953	.39010	-.11645
ITEM34	.11811	-.22646	.58561	.37315	-.32130
ITEM35	.12101	-.23897	.68605	.42197	-.02328
ITEM36	-.21020	-.03291	-.24223	-.32306	.24999
ITEM37	.15003	.01171	-.21842	-.19068	-.14995
ITEM38	.00870	-.26503	.32077	.36225	-.15740
ITEM39	.20415	-.17316	.26480	.23846	-.07417
ITEM40	.03908	-.09007	.61415	.16659	.05554
ITEM41	.03085	-.01953	.26032	.12626	.10762
ITEM42	.03404	-.11178	.22885	.07777	.21016
ITEM43	.11752	.12403	-.27395	-.22363	.03105
ITEM44	-.09870	-.15316	.11475	.04785	.10007
ITEM45	-.06460	.00735	-.21405	-.23886	.11521
ITEM46	.15915	-.28041	.45672	.49649	-.06235
ITEM47	.12746	-.15329	.55498	.32318	-.28678
ITEM48	-.09387	.02525	-.38303	-.40885	.10312
ITEM49	.16888	-.07095	.34868	.33805	.10490
ITEM50	.40281	-.06374	-.13513	-.16744	.31954
ITEM51	.08884	.03985	-.17993	-.23594	.16271
ITEM52	.33386	.01758	-.03343	-.00192	.25203
ITEM53	.07606	.13886	-.21961	-.13795	.15508
ITEM54	.12754	.02878	-.17353	-.15973	.38748
ITEM55	.00107	-.08429	.22517	.10727	.07044
ITEM56	.11066	-.05900	-.09335	-.06302	.05647
ITEM57	.37653	-.24436	.35569	.35539	-.10327
ITEM58	.57747	.20355	-.01289	.01578	.16125
ITEM59	.12711	.21487	-.20113	-.13890	.14768
ITEM60	.07415	-.15230	.44525	.44239	.14475
ITEM61	-.04961	-.13474	.33547	.25573	.07372
ITEM62	.00729	.09282	-.20181	-.24877	.06969
ITEM63	.10262	.07247	.00840	-.02748	.09287
ITEM64	.14294	.01268	.02519	.20725	.26251
ITEM65	.00402	-.04093	-.04878	-.13643	.09973
ITEM66	.03018	-.24303	.40603	.37798	-.08752
ITEM67	.11723	-.12615	.55469	.59227	.12608
ITEM68	.22993	.22793	-.24260	-.21657	.22725
ITEM69	.14261	.27477	-.27974	-.24716	.35029
ITEM70	.04934	.06926	-.10358	-.05232	.10706
ITEM71	.19597	.25839	.37283	.33916	.11325

	FACTOR 21	FACTOR 22
ITEM1	-.22540	.07092
ITEM2	.29155	.01073
ITEM3	.25918	-.20623
ITEM4	.00105	.07414
ITEM5	-.22489	.05483
ITEM6	-.05068	-.04007
ITEM7	-.05752	-.11528
ITEM8	-.01940	.09260
ITEM9	.02387	-.04432
ITEM10	-.06073	.14845
ITEM11	.05120	.04544
ITEM12	-.17059	.09512
ITEM13	.11187	.02416
ITEM14	.12525	-.03303
ITEM15	.08702	.11846

	FACTOR 21	FACTOR 22
ITEM16	-.14900	.10649
ITEM17	-.12917	-.16056
ITEM18	-.08233	.07108
ITEM19	-.00383	.12942
ITEM20	-.06110	.01586
ITEM21	.25979	.48248
ITEM22	-.07498	.06446
ITEM23	-.02739	.05902
ITEM24	.03409	.13832
ITEM25	.01014	.05259
ITEM26	.07113	.09564
ITEM27	-.04966	.40369
ITEM28	-.19949	.31258
ITEM29	-.18601	.04829
ITEM30	-.00586	.03293
ITEM31	-.24167	.05436
ITEM32	-.69012	.06745
ITEM33	-.09701	.08846
ITEM34	-.06565	.16895
ITEM35	-.06337	.11075
ITEM36	-.04799	-.02353
ITEM37	-.20881	.19520
ITEM38	-.01049	-.05586
ITEM39	-.07549	.07188
ITEM40	-.07764	-.14302
ITEM41	.16576	.01408
ITEM42	-.16851	.14941
ITEM43	-.05289	.04218
ITEM44	-.21484	.23503
ITEM45	.01056	.04543
ITEM46	-.07414	-.01647
ITEM47	-.02630	.07557
ITEM48	-.01718	.14233
ITEM49	-.11263	-.00322
ITEM50	-.09851	.14151
ITEM51	.15353	.12792
ITEM52	.25295	.27264
ITEM53	.20416	.27987
ITEM54	-.18499	.14133
ITEM55	.05082	-.04008
ITEM56	.08593	-.02342
ITEM57	.21158	.06345
ITEM58	-.01711	.03442
ITEM59	-.02444	.63553
ITEM60	.05268	-.10481
ITEM61	.07587	-.00385
ITEM62	-.03124	.11289
ITEM63	-.03533	.20155
ITEM64	-.01574	.22556
ITEM65	-.02260	.03877
ITEM66	.05217	.02070
ITEM67	-.05647	-.05365
ITEM68	-.13231	-.18955
ITEM69	-.00819	-.01106
ITEM70	.06898	.23492
ITEM71	.25651	.00005

FACTOR LOADINGS: SECOND ORDER FACTOR ANALYSIS.[a] ORTHOGONAL ROTATION

	FACTOR 1	FACTOR 2	FACTOR 3	FACTOR 4	FACTOR 5
FACTOR1	-.22037	-.37296	.56059	-.04551	-.03601
FACTOR2	.45143	-.05580	.06249	-.19828	-.16683
FACTOR3	.50108	.32588	-.11568	-.12293	.11823
FACTOR4	.01746	.59984	.02685	.10859	-.16354
FACTOR5	.14504	.03306	-.02347	.56793	.44115
FACTOR6	-.33751	-.05292	-.13607	.22809	-.05230
FACTOR7	-.01519	.43399	-.34904	.22717	.23177
FACTOR8	.60639	.11998	.08818	-.08073	.05532
FACTOR9	.41387	.12594	-.18967	.19005	.05437
FACTOR10	.16597	.46867	-.11812	-.09468	.15298
FACTOR11	-.27822	-.13134	.24332	-.01094	.28013
FACTOR12	.09307	-.13909	.19250	-.39201	.03418
FACTOR13	.65630	.11817	-.00734	.03811	.15121
FACTOR14	-.02870	-.63961	.19407	-.14987	-.10375
FACTOR15	.04719	.10573	-.01799	-.04937	.52587
FACTOR16	-.01094	.02212	-.66952	.11708	.08156
FACTOR17	.63445	-.02605	-.01312	.11420	-.04254
FACTOR18	.10774	.03591	-.11578	.02151	.09579
FACTOR19	-.51618	.00730	-.03811	.01866	-.00761
FACTOR20	.14107	-.09640	.59091	.02063	.10556
FACTOR21	-.00041	.11997	-.14224	.17049	-.07647
FACTOR22	.02541	-.07615	.02757	-.64542	.10641

	FACTOR 6
FACTOR1	-.02655
FACTOR2	-.10192
FACTOR3	.22253
FACTOR4	-.23001
FACTOR5	.26875
FACTOR6	.38423
FACTOR7	-.00315
FACTOR8	-.16710
FACTOR9	-.20018
FACTOR10	.15013
FACTOR11	-.11684
FACTOR12	.29113
FACTOR13	-.10030
FACTOR14	.08739
FACTOR15	-.11111
FACTOR16	-.03952
FACTOR17	-.04101
FACTOR18	-.40372
FACTOR19	-.03851
FACTOR20	.12236
FACTOR21	.09351
FACTOR22	.01829

[a] FACTORS ON LEFT SIDE OF TABLE REFER TO FACTORS DERIVED FROM AN OBLIQUE FACTOR ANALYSIS WITH A DELTA PARAMETER OF -.25.