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Affective Personality in Relation to General Personality, Self-Reported Stress, Coping, and Optimism

Sven-Åke Bood

Karlstad University

Trevor Archer

Göteborg University

Torsten Norlander*

Karlstad University

ABSTRACT - Two studies investigated the relationship between personality and experience of stress in regard to four types of affective personality, as derived from the Positive affect and Negative affect scales (PANAS): Self-destructive, Low Affective, High Affective, and Self-actualizing. In both Study 1 and Study 2, it was found that individuals possessing the combination of low negative affectivity and high positive affectivity (i.e. the Self-actualizing) showed a more psychologically healthy profile, with regard to stress and dispositional optimism, than individuals possessing the combination of high negative affectivity and low positive affectivity (i.e. the Self-destructive). In Study 1, this same relationship was upheld for 'feeling of responsibility', 'affective stability' and original thinking. In Study 2, in addition, individuals possessing High Affectivity also scored highly on original thinking compared to the 'Self-destructive' individuals. Both High Affectivity and Low Affectivity individuals estimated personal relations higher than the 'Self-destructive' individuals. These studies, derived from two markedly differing populations, serve to describe the utility of affective personality in considerations of both the response to stressors and the resources available for eventual coping behavior.

Key Words: Affective Personality, Negative Affect, Positive Affect, Stress, Traits

Within stress research, self-report data are used generally to study the stress phenomenon (Watson, Pennebaker & Folger, 1987). Several studies have shown that self-reported stress data are strongly associated with different individuals'

*Dr. T. Norlander, Department of Psychology, Karlstad University, SE-651 88 Karlstad, Sweden. Email: (at.norlander@mailbox.swipnet.se).

affective state (e.g., Watson, Pennebaker & Folger, 1987). Some individuals are more prone than others to feel threatened by life's difficulties. For example, anxious, neurotic people report more stress than others (Watson, David and Suls, 1999), as do people whom are relatively unhappy (Seidlitz & Diener, 1993). Thus, individuals' perceptions and appraisals of stress are highly subjective. Studies have indicated an underlying affective factor, Negative Affect (NA), correlated strongly with reported stress symptoms (Watson & Clark, 1984). Involvement of NA and Positive Affect (PA) has an influence upon how stress is expressed and reported (Melvin & Molly, 2000).

Negative tendencies appear to be maintained as relatively stable characteristics expressing feelings like anger, contempt, shame, fear and depression (Watson & Pennebaker, 1989). Costa and McCrae (1980) have found that NA, defined as the tendency to experience regularly several negative feelings over time in different situations (Spector & O'Connell, 1994), may last for 10 years or more. Thus, for example, high NA correlates with stresses and strains in a variety of situations and with events over which one experiences lack of control (Spector & O'Connell, 1994; Watson, Pennebaker & Folger, 1987).

In contrast to NA, PA reflects enthusiasm, activity, control and commitment. PA incorporates an individual's disposition to maintain a positive (happy) outlook over both time and various situations (Watson, Pennebaker & Folger, 1987). Individuals possessing a high degree of PA more often feel greater life satisfaction, are more secure, usually have better self-confidence (Varg 1997), and a higher level of activity (Costa & Mc Crae, 1980; Watson & Clark, 1984). They have more social relationships, experience greater satisfaction with their friends and have a greater social influence in different organizations (Watson & Clark, 1984). The authors (i.e., Watson & Clark) imply that PA also bears a positive relationship with different biological and social rhythms, such as weather, circadian rhythm, week-days and season (Watson & Clark, 1984). Adjectives like passionate, enthusiastic, glad, active, energetic, alert and determined describe the character of positive affect (Watson & Clark, 1984; Watson Clark & Tellegen, 1988).

Earlier studies have shown that both the positive and negative affective scales have explanatory value (e.g., Clark & Watson, 1988), but as pointed out by Watson and Pennebaker (1989) the PA- and NA-scales correlate markedly with different factors. Wilson, Gullone, and Moss (1998) have shown that there is generally no significant correlation between the extent of positive and negative affectiveness. Norlander, Bood and Archer (2002) therefore drew the conclusion that at the level of the individual it may be possible to have different combinations of high or low PA- and NA-values. Thus, they developed a procedure whereby both affect scales was unified in a model with four affective personality types, i.e., those with high PA and low NA ("Self-actualization"), those with high PA and high NA ("High affective"), those with low PA and low NA ("Low affective") and finally those with low PA and high NA ("Self-destructive").

Norlander et al. (2002) studied the performance ability during stress measured with the Stroop Color and Word Test (SCWT, Stroop, 1935) of bus drivers, nurses and a group derived from a number of different occupations. They found that the Self-actualizing individuals performed best under stress whereas the High affective group presented the lowest resting systolic blood pressure. These observations were in contrast to those of the Low affective subjects who showed the worst performance under stress and the Self-destructive subjects who presented the highest level of resting systolic blood pressure. Further, it was indicated that for both personality types incorporating High positive affectivity, i.e. Self-actualization and High affective, there was no difference between the performance of younger and older subjects under stress. For both personality types with Low positive affectivity, i.e. Low Affective and Self-destructive, it was found that the younger subjects performed better than older, under stress. It was concluded that Affective Personality appears to offer meaning explanatory utility that allows scope for further studies on this theme.

The purpose of the present study, consisting of two parts, was to examine the extent to the association between Affective Personality and ability to perform under stress, observed previously (Norlander et al., 2002), may be applied to subjectively experienced occupational stress and stress measured through a stress test. Further, the extent to which different central personality traits may be associated with different affective personality types was examined.

Study 1

Methods

Participants

Ninety-one students, 46 male and 45 female, with a mean age of 24.33 years ($SD = 5.84$, $range = 19$ to 42), recruited from Karlstad University (Karlstad, Sweden) participated in the investigation. The two independent variables used in the study were Gender and Affective Personality incorporating four types of personality (see section "Design"). Statistical analysis using Chi-Square (Goodness-of-fit) indicated that there were no significant differences between the number of male and female subjects with regard to types of personality ($ps > 0.05$). Two-way ANOVA with Affective Personality and Gender as independent variables and with age as dependent variable did not indicate any significant effects ($ps > 0.05$).

Design

The two independent variables were Affective Personality (consisting of the four types of personality: Self-destructive, Low affective, High affective and Self-actualization) and Gender (Male and Female participants). The four types of personality were derived through the application of the two PANAS scales (Watson & Clark, 1988), positive affect and negative affect, respectively, in combination with the technique developed by Norlander, Bood & Archer (2002). Thus, four types of personality included: one group consisting of 24 students

with a "self-destructive" affective personality, one group consisting of 23 "low affective" students, one group consisting of 21 "high affective" students, and finally one group consisting of 23 "self-actualization" students. The 46 male and 45 female student participants defined the second independent variable, Gender. The dependent variables consisted of a number of personality tests.

Instruments

SE - Stress and Energy. The instrument is a self-estimation instrument concerning individuals' energy and stress experiences (Kjellberg & Iwanowski, 1989). It is evaluated in two subscales that elucidate the mood levels of the subjects in the dimensions: 'experienced stress' and 'experienced energy'. The response alternatives were ordered on six-grade scales, extending from: 0 = not at all, to 5 = very much. The instrument has been validated by analyses from studies focussed upon occupational burdens and pressures (Iwanowski, 1989; Kjellberg & Bohlin, 1974; Kjellberg & Iwanowski, 1989).

PANAS - Positive affect and Negative affect Scales. The PANAS instrument (Kercher, 1992; Varg, 1997; Watson, Clark & Tellegen, 1988) estimates the degree of 'affectiveness', whether as negative or positive affectiveness. The instrument consists of 10 adjectives for the NA dimension and 10 adjectives for the PA dimension. In the test manual (Watson et al., 1988), it is postulated that the adjectives describe feelings (affect) and mood levels. Subjects were instructed to estimate how they had been feeling during the latest week. Response alternatives were presented on a five-grade scale, extending from: 1 = not at all, to 5 = very much. The negatively-charged adjectives were summated to provide a NA result for negative affect and the positively-charged adjectives were summated to a PA result for positive affect. The instrument has been validated by analyses from studies generally using these types of scales and focused upon matters relating to general aspects of psychopathology (Huebner & Dew, 1995). Wilson, Gullone, & Moss (1998) have shown that there does not exist any significant correlation between the extent of positive and negative affectiveness which implies that a 'divergent validity' appears to be the case.

Norlander et al. (2002) have developed the instrument further through the derivation of four types of personality. The identical procedure concerning cut-points was applied in the present study, i.e., the cumulative percent of participants results on the PA and NA scales should be as close as possible to 50 %. This procedure was implemented in the present study through dividing the results on the PA-scale into two parts thereby distributing the participants into one group with high PA and another group with low PA (*cut-point* = 51.6 %). The same procedure was implemented for participants responses on the NA-scale (*cut-point* = 50.5 %). Following this, the results from these two scales were combined through distributing the participants into four groups: High PA and Low NA (Self-actualization), High PA and High NA (High Affective), Low PA and Low NA (Low Affective), and finally Low PA and High NA (Self-destructive).

LOT – Life Orientation Test. The test (Scheier & Carver, 1985) was constructed originally to study the extent to which the personality trait optimism was associated with the ability to develop suitable 'coping-strategies' in connection with severe psychological and physical handicaps (e.g., tinnitus). Since the test has been shown to be successful for predicting success-rate in physically demanding and stressful sports (Norlander & Archer, 2002) it was considered both sufficient and necessary for inclusion in the present study. The LOT test consists of eight items, plus four filler items. The task for each respondent is to decide whether or not one is in agreement with each of the items described, on a scale ranging from 0 – 4, where 0 indicates "strongly disagree" and 4 indicates "strongly agree". The test measures dispositional optimism, defined in terms of generalized outcome expectancies. According to Scheier and Carver (1985) LOT is a suitable scientific instrument with an estimated Internal Consistency of 0.76 (Cronbach's Alpha) and a Test-Retest reliability of 0.79 (Pearson's r). The LOT test requires about 5 minutes to be completed.

BSRI - Bem Sex-Role Inventory. The test (Bem, 1974) consists of 60 characteristics of personality wherein 20 are perceived as masculine, 20 as feminine, in the so-called "Western industrial culture". The remaining 20 items are termed "filler-items" that are considered relatively neutral. The version of the test applied in this investigation (cf. Norlander, Erixon & Archer, 2000) provides 100-millimeter lines, visual analogue scales (VAS), that subjects place a mark at a point on the line he/she considers appropriate. 0 signifies "complete disagreement" and 100 signifies "complete agreement".

GP: A - Gordon personal profile and inventory, form A. GP:A (Gordon, 1978; Wirberg, 1986) is an instrument that measures eight personality traits that are important for the normal individual to function adequately in his/her everyday life. The test is constructed from 38 presentations of four descriptive statements. Of the four descriptive statements two retain the same high preference value, i.e. are equally complimentary for the typical person. Subjects are required to decide which of the statements is most like himself/herself, or least fitting, respectively.

The eight different subscales are: *Ascendancy* [whereby high scoring characterizes persons who are verbally superior, that take an active/assertive role in group situations], *Responsibility* [whereby persons who are capable of satisfactory completion of a task placed before them generally score highly according to this scale], *Emotional stability* [whereby high scores are achieved by persons who maintain a stable affective and remain untroubled by worry, anxiety and nervous tension], *Sociability* [whereby high scores characterize persons who enjoy being with other persons and are recognized as companionable and social], *Cautiousness* [defined as very careful; persons who consider very carefully before making decisions and who do not enjoy taking risks at all generally obtain high scores on this scale], *Original thinking* [whereby persons who achieve high scores enjoy working on difficult tasks, they are hungry for knowledge and are fascinated by confrontations with novel ideas/innovations], *Personal relations* [whereby high scores characterize those

persons who show trust in other people, who show tolerance, patience and understanding], and *Vigor* [whereby high scoring usually characterizes energetic persons, who enjoy working at a high tempo and whose performance exceeds the average levels]. The response sheet consists of 28 items for each scale. The subject receives four alternatives on an ipsative scale and must choose that alternative that agrees most and that which agrees least.

Procedure

Participants were recruited at the campus of Karlstad University. On arrival at the Human Performance Laboratory, subjects were presented the SE, PANAS, LOT, BSRI and GPI in a random order and allowed to respond to each. Before each test a set of written instructions was given to the subject and at the same time read aloud. Only the GPI test had a time limitation. On completion of the psychological testing each participant was given debriefing and requested not to discuss the study with any other person before all the material had been collected.

Results

Dependent variables

Pillais' MANOVA (4 x 2 factorial design) was applied with Affective Personality and Gender as independent variables and with GPI (i. e., Ascendancy, Responsibility, Emotional stability, Sociability, Cautiousness, Original thinking, Personal relations and Vigor), SE (i. e., Stress and Energy), LOT (i. e., Dispositional optimism), and BSRI (i. e., Masculinity and Femininity) as dependent variables. The analysis indicated no significant effects for either Interaction ($p = 0.178$) or Gender ($p = 0.065$), but did indicate a significant effect for Affective Personality ($p < 0.001$, $Eta^2 = 0.56$, $power = 0.99$), even though the univariate F-testing did not show any significant results for Ascendancy, Sociability, Cautiousness, Vigor, Energy, Masculinity and Femininity ($ps > 0.05$). For means and standard deviations see Table 1.

Responsibility. A univariate F-test indicated a significant difference [$F(3,83) = 3.72$, $p = 0.015$, $Eta^2 = 0.12$, $power = 0.79$] whereby post hoc testing (Scheffé's test, 5% level) indicated that the Low affective ($M = 24.30$, $SD = 4.30$) and Self-actualization ($M = 23.13$, $SD = 5.36$) groups presented higher levels of responsible feelings than the Self-destructive group ($M = 19.58$, $SD = 5.40$), whereas the High affective group ($M = 21.67$, $SD = 4.07$) was intermediary.

Emotional stability. A univariate F-test indicated a significant difference [$F(3,83) = 5.23$, $p = 0.002$, $Eta^2 = 0.16$, $power = 0.92$] whereby post hoc testing (Scheffé's test, 5% level) indicated that the Self-actualization group showed a higher level of emotional stability ($M = 24.83$, $SD = 4.07$) compared to the Self-destructive ($M = 19.96$, $SD = 6.50$) and High affective ($M = 20.48$, $SD = 5.35$) groups. The Low affective group ($M = 23.30$, $SD = 5.55$) displayed a higher level of emotional stability than the Self-destructive group.

Table 1
Means and (Standard Deviations) for Type of Affective Personality
and Gender on Variables

	Self-destructive		Low affective		High affective		Self-actualization	
	Men	Women	Men	Women	Men	Women	Men	Women
Ascen	20.69 (5.69)	22.38 (4.00)	24.69 (3.88)	22.50 (4.53)	19.29 (6.47)	24.07 (3.83)	26.30 (5.33)	22.92 (4.25)
Respo	19.69 (5.96)	19.38 (4.44)	24.62 (3.12)	23.90 (5.65)	21.86 (3.39)	21.57 (4.48)	23.50 (3.78)	22.85 (6.47)
Emoti	21.31 (6.67)	17.25 (5.57)	24.69 (5.17)	21.50 (5.78)	19.29 (3.25)	21.07 (6.17)	26.40 (3.69)	23.62 (4.07)
Socia	23.06 (6.62)	20.50 (4.41)	25.54 (4.43)	23.80 (5.39)	21.14 (6.07)	23.36 (6.30)	23.50 (6.79)	23.85 (4.60)
Cauti	18.81 (5.52)	22.63 (5.73)	22.62 (4.63)	19.00 (9.37)	21.00 (9.17)	20.29 (7.21)	19.60 (4.06)	19.62 (5.91)
Orig	21.88 (4.65)	25.25 (5.57)	26.23 (4.42)	24.10 (5.15)	24.86 (6.67)	28.86 (5.91)	29.30 (5.54)	27.31 (4.44)
Relat	21.56 (6.00)	19.63 (6.99)	28.38 (5.08)	21.70 (7.12)	23.71 (5.62)	25.29 (7.10)	26.00 (3.62)	23.15 (4.04)
Vigor	18.56 (5.67)	25.38 (6.16)	21.54 (4.61)	22.10 (4.48)	21.29 (3.90)	24.50 (4.73)	25.40 (4.97)	24.85 (3.65)
Stress	2.31 (0.92)	3.34 (1.01)	2.16 (0.99)	2.09 (1.16)	1.54 (0.61)	2.51 (1.06)	1.48 (0.84)	1.37 (0.46)
Energ	2.18 (0.85)	3.06 (1.00)	3.18 (0.62)	3.17 (0.82)	2.51 (1.10)	3.23 (1.05)	3.29 (1.10)	2.98 (0.87)
LOT	17.88 (5.78)	21.38 (3.42)	23.23 (3.90)	22.40 (4.53)	17.29 (4.07)	19.93 (4.30)	24.00 (3.62)	20.69 (5.89)
Mascu	1070.25 (185.15)	1146.00 (222.90)	1231.08 (185.74)	1069.60 (190.56)	1140.00 (280.19)	1068.36 (233.77)	1290.50 (187.68)	1174.54 (179.83)
Femin	1218.38 (1242.57)	1282.88 (165.48)	1343.15 (196.39)	1296.00 (231.77)	1306.14 (138.94)	1355.36 (140.87)	1285.20 (158.55)	1237.08 (216.84)

Note: Ascendancy (Ascen), Responsibility (Respo), Emotional stability (Emoti), Sociability (Socia), Cautiousness (Cauti), Original thinking (Orig), Personal relations (Relat.), Energy (Energ), Dispositional optimism (LOT), Masculinity (Mascu), and Femininity (Femin).

Original thinking. Univariate F-test indicated a significant difference [$F(3,83) = 3.40$, $p = 0.022$, $Eta^2 = 0.11$, $power = 0.75$] whereby post hoc testing (Scheffé's test, 5% level) indicated that the Self-actualization ($M = 28.17$, $SD = 4.93$) and High affective ($M = 27.52$, $SD = 6.31$) groups displayed greater original thinking compared with the Self-destructive group ($M = 23.00$, $SD = 5.12$), whereas the Low affective group ($M = 25.30$, $SD = 4.76$) was intermediary.

Personal relations. Univariate F-test indicated a significant difference [$F(3,83) = 2.72, p = 0.498, \text{Eta}^2 = 0.09, \text{power} = 0.64$] whereby post hoc testing (Scheffé's test, 5% level) indicated that the Low affective ($M = 25.48, SD = 6.80$) and High affective ($M = 24.76, SD = 6.54$) groups scored higher points on personal relations than the Self-destructive group ($M = 20.92, SD = 6.26$).

Stress. Univariate F-test indicated a significant difference [$F(3,83) = 8.61, p < 0.001, \text{Eta}^2 = 0.24, \text{power} = 0.99$] whereby post hoc testing (Scheffé's test, 5% level) indicated that the Self-destructive ($M = 2.65, SD = 1.05$), High affective ($M = 2.19, SD = 1.03$) and Low affective ($M = 2.13, SD = 1.04$) groups displayed higher stress levels compared to the Self-actualization group ($M = 1.42, SD = 1.42$).

Dispositional optimism. Univariate F-test indicated a significant difference [$F(3,83) = 3.98, p = 0.011, \text{Eta}^2 = 0.13, \text{power} = 0.82$] whereby post hoc testing (Scheffé's test, 5% level) indicated that the Low affective ($M = 22.87, SD = 4.10$) and Self-actualization ($M = 22.13, SD = 5.21$) groups displayed higher levels of optimism than the Self-destructive ($M = 19.04, SD = 5.31$) and High affective ($M = 19.05, SD = 4.32$) groups.

Study 2

Methods

Participants

Eighty-one Heads of organizations, 41 males and 40 females, presented a mean age of 41.94 years ($SD = 8.08, \text{range} = 24$ to 59) and had occupied their current Headship situation for an average of 3.02 years ($SD = 2.79$). Pertinent to Civil status, 14.8% were single, 30.9% co-habited in a partner relationship and 54.3% were married. 75.3% of the participants had children. Affective Personality with the four types of personality (see section on "Design") was the independent variable in the present investigation. A two-way ANOVA with Affective Personality and Gender as independent variables and Age as dependent variable did not indicate any significant differences ($ps > 0.05$).

In order to obtain further background data, a personality test, and the Life Orientation Test (Scheier & Carver, 1985) that assesses the personality trait dispositional optimism were administered. The mean value obtained was 23.28 ($SD = 3.50$), higher than that obtained by students in the Swedish norm group ($M = 20.79, SD = 5.02$), but comparable to the levels observed among the most successful competitors at the Junior Swedish National Cross-country Skiing Championships (Norlander & Archer, 2002; Norlander, Erixon & Archer, 2000). A two-way ANOVA with Affective Personality and Gender as independent variables and dispositional optimism as the dependent variable did not indicate any significant effects for either interaction or Gender ($ps > 0.05$). Nevertheless, there was a significant difference with regard to personality ($p = 0.001$) and continued analysis indicated that there existed significant differences between the personality types whereby the Self-actualization ($M = 25.52, SD = 3.06$) and High affective ($M = 23.75, SD = 2.97$) personality types showed more optimism

than the Self-destructive ($M = 21.00$, $SD = 3.65$). The Low affective ($M = 22.94$, $SD = 2.56$) personality type showed an intermediate level of optimism.

Design

The independent variable, Affective Personality, consisting of the four types of personality was derived according to the technique and procedure developed by Norlander et al. (2002). Accordingly, the participants were grouped, on the basis of the responses to PANAS, in the four following types of personality: 22 participants with "Self-destructive" consisting of low PA and high NA, 18 participants with "Low affective" consisting of low PA and low NA, 20 participants with "High affective" consisting of high PA and high NA and finally 21 participants with "Self-actualization" consisting of high PA and low NA. The dependent variable was obtained from the Tema Stress Test (Statshälsan-Prevab, 1987).

Instruments

TST – Tema Stress Test. The test (Statshälsan-Prevab, 1987) consists of five main categories, i.e., Behavior, Role conflict, Possibility to influence, Self-image, and Life style. Within each category, there were 7 questions (e.g., "People listen at my opinions at work", "I worry often", "I exercise regularly") and each subject was allowed to estimate on a scale (from 1 = never, to 9 = always) the extent to which each question concurred with his/her notion of own situation or experience. The test was evaluated through a certain procedure, by averaging all the questions to a total number of stress points. Cronbach's Alpha in the present study was 0.76.

LOT - Life Orientation Test. See section "Instruments" in Study 1.

PANAS – Positive Affect and Negative Affect scales. See section "Instruments" in Study 1. The PA-scale was also here divided into two parts thereby distributing the participants into one group with high PA and another group with low PA (*cut-point* = 49.4 %). The same procedure was implemented for participants responses on the NA-scale (*cut-point* = 48.1 %). Following this, the results from these two scales were combined in the same fashion as in Study 1.

Procedure

The study was carried out during those occasions when the Institute of Corporate Management held a series of Developmental and Leadership courses for Heads of Department and Project Leaders. Prior to the start of each course, questionnaires were printed to coincide with the number of participants. Consulting Heads of Department from the Institute of Corporate Management who arranged and led the courses aided in the distribution of the questionnaires and later their collection and receipt by the experimenters. Questionnaires were distributed at the beginning of the course, an introduction was presented on their purpose and content. The participants were informed that participation in the study was voluntary and that it was impossible to identify the responder of any

particular questionnaire. This identity protection was facilitated by arranging the situation so that responders could at any time during the course place the envelope containing the questionnaires in a container placed at a discrete place. This procedure was carefully organized to ensure complete security and anonymity for the participants. In order to reduce loss of participation, reminders about the questionnaires were given during the courses. Of the total of 102 questionnaires distributed, 81 fully completed responses were obtained, providing a response frequency of 79.41%.

Results

Total Scores on TST

A one-way ANOVA with Affective Personality as the independent variable and total scores on the TST as the dependent variable indicated a significant difference [$F(3,77) = 8.95, p < 0.001, \eta^2 = 0.26, power = 0.99$]. Post hoc testing using Scheffé's test indicated that the Self-actualization personality type ($M = 4.01, SD = 0.66$) accumulated lower scores for stress than both the Self-destructive ($M = 5.02, SD = 0.52$) and High affective ($M = 4.60, SD = 0.81$) types. However, there was no significant difference between the Self-actualization and Low affective ($M = 4.13, SD = 0.83$) types, although a significant difference existed between the Low affective and Self-destructive.

Discussion

The Self-actualization students in Study 1 experienced themselves as less stressed in comparison with the three other types of affective personality. The Self-actualization heads of organizations in Study 2 accumulated a lower total number of stress points in the Tema Stress Test (TST) in comparison with both the High affective and Self-destructive types of affective personality. These findings are compatible with those of Norlander et al. (2002) where it was found that the Self-actualizing group performed better during stress compared with the other groups. Both studies of the present investigation present a pattern whereby participants with the combination of low negative affectivity and high positive affectivity (i.e., the Self-actualizing), despite obvious differences in the constitution of the two samples, show a more psychologically healthy profile compared primarily to the combination of high negative affectivity and low positive affectivity (i.e., the Self-destructive). This relationship was observed for stress, dispositional optimism (Study 1 and Study 2) and for feeling of responsibility, affective stability, and original thinking (Study 1).

The observation of two other affective personality types (i.e., High affective and Low affective, respectively) within the statistical analyses provided possibilities for examining whether presence of high or low NA and PA, respectively, gave greater effects. Thus, it seems evident that a high level of positive affectivity is associated with high scoring on originality since both the Self-actualizing and High Affectivity scored highly on original thinking compared with the Self-destructive. On the other hand, for feeling of

responsibility, emotional stability and dispositional optimism it appears that a low level of negative affectivity is critical since the Self-actualizing here showed the highest points together with the Low affective. Both the High affective and Low affective individuals estimated personal relations higher than the Self-destructive. This was the only instance where the High affective and Low affective personality types together showed the highest number of points on any scale and future investigations aim at a possible clarification of this effect.

The heads of department participating in Study 2 had a higher mean age ($M = 41.49$), higher values for PA ($M = 37.86$) and lower values for NA ($M = 16.88$) than the students participating in Study 1 (age: $M = 24.33$, PA: $M = 32.74$, NA: $M = 21.99$). Current investigations involve the construction of norm-groups based upon sufficiently large populations that may offer insights to factors, e.g. age, selective pressures of occupation, job training, social position, etc. underlying the affectivity values of the two samples in the present study.

The present investigation seems to describe some manner of an 'affective continuum' on the basis of experienced stress (Study 1) and stress estimated through the TST (Study 2), whereby the most stressed individuals tended to be placed in the Self-destructive group and the least stressed in the Self-actualizing group. These results are in agreement with those of Norlander et al (2002), when measuring performance during stress. Studies in progress may indicate whether or not the derived 'affective continuum' for aspects of personality extends beyond stress to other areas of emotional/motivational expression and how this expression may be described. Future research is also needed to elucidate possible causal mechanism in the relationships observed in the present investigation.

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