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IMPACT OF PERSONALITY TYPE ON MARITAL SATISFACTION

Patricia A. Brown, B.A.



A Thesis Presented to the Faculty of the Graduate School of Lindenwood
University in Partial Fulfillment of the Requirements for the Degree of Master of
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Committee in Charge of Candidacy

Marilyn Patterson, Ph.D., Associate Professor.
Committee Chairperson

Pamela Nickels, Ph.D., Associate Professor, Program Director.

Anita Sankar, Ph.D., Assistant Professor

Dedication

This thesis is dedicated to my loving husband, Jim Brown, for his patience and cooperation in the long hours spent away from him while I completed my studies, and for the support and encouragement he gave me throughout my education especially during my research and preparation of this work.

Acknowledgments

I would like to acknowledge my two daughters, Tonya Brown and Tara Thater who gave support, encouragement, and assistance in distributing and collecting some of the data necessary to complete this thesis. A special thanks goes out to Tara who gave tireless assistance in helping to obtain some of the research literature I could not access on my own. I would also like to acknowledge Stacey Thater, my son-in-law, for his enthusiasm, knowledge, and statistical ability in also giving support and encouragement.

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Chapter I

Introduction

As far back as humankind can be traced, the differences between man and woman seemed to be a source of instability in relationships. The old adage, “opposites attract” may be true to an extent, but how long did that uniqueness remain intriguing, or might there have come a time when being “opposite” became much less attractive and much harder to cope with? Exploring personality types before settling down to “live happily ever after” will lead to longer-lasting, more loving marital relationships.

While people may initially have been attracted to someone who was different, most, over time, find that those differences were no longer attractive. Actually, there may even have come a time when one demanded that those differences be entirely eliminated. If this was not within one’s power to accomplish, the result could have been alienation (Kroeger & Thuesen, 1988).

The divorce rate in America is extremely high at present (Gottman, 1998). According to John Gottman (1998), it was estimated that 50-67% of first marriages end in divorce and that second marriages fair even worse. Failed marriages have had great impact upon the couple as well as society as a whole. Studies have shown that separation and divorce had such negative consequences as: increased risk for psychopathology; increased rates of automobile accidents including fatalities; and increased incidence of physical illness, suicide, violence, homicide, significant immunosuppression, and mortality from diseases (Gottman, 1998).

In the United States today, there is a significant increase in single parent families from 5.9 million in 1980 to 8.5 million in 1990 according to the U. S. Census Bureau. Additionally, the U. S. Census Bureau stated that in 1990, there were 142 divorced adults for every 1,000 married adults which was three times the ratio in 1970.

The U. S. Bureau of the Census (1995), reported that younger people in the U. S. that married for the first time had approximately a 40-50% chance of divorcing in their lifetime according to current trends. Many of these first marriages ended in divorce in the first 3 to 5 years.

As stated by Noller and Fitzpatrick (1988), conflict is inevitable in close relationships such as marriage. The ability of spouses to handle the conflicts and tensions that arise in marriage has made a significant difference between distressed and nondistressed marriages. Ideally, couples dealt with conflicting interests by utilizing some form of negotiation or problem-solving strategy. The best picture involves one spouse taking a position, seeking and obtaining validation of the position from the partner, and engaging in a straightforward problem-solving exchange. In this way, communication between spouses was free of any misunderstandings and both parties worked together toward resolving the problem until some acceptable solution was obtained.

Personality styles directly affect the way individuals relate to one another. These styles especially impact upon marital relationships. Being able to assess the current personality style of each individual in a couple puts a therapist in a

better position to identify interactions and processes which can disrupt or enhance a couple's marriage (Krug-Fite, 1992).

Some studies have examined personality type and some have focused on marital satisfaction, but the relationship between personality type and marital satisfaction has been less explored. This study explored the possibility of differences in personality type as a major stressor in marital satisfaction. This study examined the effect of complementary versus noncomplementary personality types within a marriage as measured by the Keirsey-Bates Temperament Sorter. This instrument defines personality types which use similar styles of communication and similar ways of thinking about the world as complementary personality types. Whereas, noncomplementary types would possess different communication styles and have different world views. The findings will assist counselors who work with couples dealing with poor marital relationships.

If unresolved differences in communication and style of making decisions are merely due to basic personality differences, educating couples about these differences could help partners to acknowledge the inherent limitations and strengths in their relationship and increase satisfaction. Instead of the differences being a source of tension, then, couples could learn to draw on each other's natural strengths to enrich their relationships and increase marital satisfaction (Gottman, 1994).

Problems may arise between couples when basic differences in style are misconstrued as intentional attempts to mislead or to hurt the other partner.

Miscommunications and problems in making decisions together may result in unresolved conflicts which build over time leading to dysfunction in the marriage (Pittman, 1998).

When basic differences are attributed to a preferred way of thinking about the world, rather than a deliberate intent to hurt the other, miscommunications can be mended. Understanding that differences among individuals are acceptable and even valuable can lead to growth and enhancement of a relationship with one's partner (Gottman, 1994).

This study intended to show the link between personality type and marital satisfaction. As divorce rates in America continually rise, the study of personality types aims to explain the cause of such marital destruction. The intent was to assist counselors in gaining increased ability to educate couples in the awareness of personality types, how to combat and blend differences in personality, and to strengthen the bond between the complementary personalities so that they can cope with differences in an effort to help save marriages and thereby decrease divorce rates.

Purpose

This study focused on couples that have been married eight years or longer. The administration of the Keirse-Bates Temperament Sorter and the Index of Marital Satisfaction (IMS) by Walter W. Hudson helped to ascertain if there is a link between personality type and marital satisfaction.

Hypothesis

It was hypothesized that couples who had complimentary personality types would report significantly greater marital satisfaction than couples who had noncomplimentary personality types.

Chapter II

Literature Review

Scope of the Problem

Divorce Statistics. Divorce rates in America are extremely high. Martin and Bumpass (cited in Gottman, 1998), stated that current estimates of the chances of first marriages ending in divorce fall between 50% and 67%. Furthermore, the failure rates for second marriages are said to be even 10% higher.

The US Census Bureau (1995) reported 49.8% of children live in non-traditional families. Additional reports were that, in 1990, there were 142 divorced adults for every 1,000 married adults, which was three times the ratio in 1970. Furthermore, 16% of all families with children at home lived in step-families. Also, high divorce and remarriage rates have resulted in about 20% of the children in two-parent households living with one natural parent and one step parent.

Studies have shown that divorce has strong negative consequences for both spouses (Gottman, 1998). Studies have shown that persons who experienced a divorce as a child are under much more stress than those who did not. These adults also reported less satisfaction with family and friends, greater anxiety that bad things more often happened to them, and that they find it more difficult to cope with life's stresses in general (Gottman, 1998).

As Gottman (1996) stated, the United States is in a crisis today when it comes to the breaking up of families. In terms of what is happening to families and children the U.S. is experiencing the negative consequences of this crisis.

According to Gottman (1994), a lasting marriage results from a couple's ability to resolve the conflicts that are inevitable in any relationship. It was his belief that people grow in relationships by reconciling differences. Resolving conflicts allows people to be more loving and to truly experience the fruits of marriage. Exploring the level of marital satisfaction and what contributes to high or low levels of marital satisfaction may help find a way of decreasing the rate of divorce in America.

According to Pittman (1998), in order for a marriage to be worth more than just a vacation or living arrangement, a marital promise was necessary. The promise must be one that could stand the test of human emotions and inhuman ones as well. The promise must also have been able to survive cruelty, neglect, and subtle forms of abuse that some people might have used to protect themselves from acknowledging the equal rights of others.

Thornton Wilder (1942), in *The Skin of Our Teeth*, wrote a perfect speech regarding the promise.

I didn't marry you because you were perfect. I didn't even marry you because I loved you. I married you because you gave me a promise. That promise made up for your faults. And the promise I gave you made up for mine. Two imperfect people got married and it was the promise that made the marriage. And when our children were growing up, it wasn't a house that protected them; and it wasn't our love that protected them--it was that promise.

Historically, Americans seem to have taught their children, through personal instruction, media portrayal, love story movies, books, etc., that marriage is a case of falling in love and then living the rest of one's life happily married to the person of their dreams. However, as Pittman (1999) states, marriage is not the cause of happiness and people do not marry to be happy. Happiness comes from within oneself and all marriage means is that two people have made a promise. This is a promise to recognize and accept each other's faults, a promise to work together to build a mutual life in spite of those faults and to share the happiness each experiences with the other.

Thus, one should be very careful to whom they make this promise, for promises can get difficult to keep. Many marriages end in divorce despite the reason they were initially established. The couples' promises could not stand the tests (Pittman, 1999). This study attempted to uncover some possible causes of those broken promises.

Choosing a Partner. Two opposite concepts that seemed to be the tradition were that "opposites attract," and "birds of a feather flock together" (Rytting, Ware, & Hopkins, 1992). Keirsey-Bates (1978) noted that there were many variables that affected choosing one's mate such as: family background, economics, social status, educational level, national origin, racial origin, physique, etc. However, Keirsey-Bates declared that all else being equal, mates will pair according to temperament. This was the perspective that these authors took in looking at how personality types paired off and how the four temperament

groups acted as mates. According to Rytting, Ware, and Hopkins (1992), studies have shown that similarity leads to attraction, but scholars who study marriage found that complementarity of needs was a more important variable in marital choice. Keirsey and Bates (1978) also argued for complementarity in marital choice. Even Wheelwright (cited in Rytting, et. al., 1992) took the position that similarity might be more important for friendships, but complementarity was the ingredient for successful marriage.

According to Keirsey-Bates (1978), people were attracted to, and married, their opposites frequently. Also, if the marriage failed, the spouses just as often were again attracted to, and married, their opposite. Additionally, these authors pointed out that, with the advent of mating bureaus and especially the entry of computer scanning for compatibility, a much different outcome was revealed; that like is attracted to like.

However, only the bureaus and computers paired people that way; people did not very often do it on their own. When opposites attract, according to Jung (cited in Keirsey-Bates, 1978), people were often looking for their shadow. By shadow Jung meant that people grope around for the rejected, abandoned, or unlived half of themselves. Therefore, the search for another other half was built-in, people instinctively sought out opposites.

As pointed out by Graham-Mist (1980), when a man selects his mate, he projects his unconscious ideas of "woman" onto his chosen one, never seeing her as she is in reality. When the projection diminishes, he is faced with a woman he does not know at all.

Unfortunately, once a person is attracted to, and marries, their opposite, they then set about changing them into an exact replica of themselves. It is this attempt to change the other that causes damage to the union. Once one chips away at their spouse, sending the message that they want their spouse to be other than they are, they are telling the spouse that they are unappreciated, even though it is precisely what the spouse is that was the attraction in the first place (Keirse-Bates, 1978). Once this desire to change the spouse is resisted, could they then live happily together? Keirse-Bates (1978) says maybe. This maybe depends upon whether one could have recognized the instinctive urge to tell their partner what they needed to change, and could have resisted the temptation to do so, then the spouse might have been able to step back and take a look at what attracted them in the first place. Some compromise, or logical agreement to disagree may have helped them to appreciate the differences which drew them together to marry originally.

Marital Satisfaction. In medieval times, marital success was judged by how much family power and how much reinforcement of local class line was gained by pairing a chosen male with a chosen female. The choice was not of the bride and groom's dictation at all, but of the heads of the family. Gradually romantic love and personal attractions developed as a basis for marriage. This allowed for some satisfaction with the partner and the marriage, thus allowing assumption of increasing importance in the prediction of whether a husband and wife would stay married. Nowadays, marital success is measured by the quality of the relationship

between husbands and wives. Marital quality is then the subjective evaluation of a marriage as good, happy, or satisfying (Fitzpatrick, 1988).

One factor that is consistently repeated in marital satisfaction research is that marital satisfaction is a product of marital adjustment. According to Spanier and Cole (1976), marital adjustment is a process, the outcome of which is determined by the degree of: 1. Troublesome marital differences, 2. Interpersonal tensions and personal anxiety, 3. Marital satisfaction, 4. Dyadic cohesion, and 5. Consensus on matters of importance to marital functioning (127-128).

Graham-Mist (1990) found that most marital problems are brought into the marriage by the participants. The problems do not occur after the wedding has taken place. Likewise, studies have shown that relationship compatibility is an absolute essential to lasting family success. Therefore, it is apparently the inner resources and the personality orientation of the marriage partners as individuals that determines the failure or success of a relationship (Graham-Mist, 1980).

A marriage partnership is comprised of one male and one female. This joining of the two genders automatically brings differences to the union. Considering biological processes is necessary due to arguments that gender differences are not merely a creation of socialization, patriarchy, or capitalism (Fitzpatrick, 1988). Rather, gender differences are rooted in the fact that males and females must be different in order to reproduce the species. However, one should be reminded that husbands and wives are cognitive and social creatures with individual differences and conversational, cognitive, and affective models (Fitzpatrick, 1988).

In relationship to gender, Jung also studied the archetypes such as the anima and the animus. These are thought of as autonomous parts of the psyche. The anima is the female part of a man's emotions and the animus is the male part of a female's emotions. Sanford (1980) insisted that the more one becomes familiar with his/her inner self, the more harmony one will have within his/her own personality. This, in turn, assists one with understanding and creating a harmonious relationship with one's partner. Since the anima and animus are archetypal figures, they do not simply go away and disappear from one's life, but they actually act as partners with whom they must find some way of relating. For these archetypes, relationship makes all the difference. When a figure of the unconscious is denied, rejected, or ignored, it turns against us and shows its negative side. When it is accepted, understood, and related to, its positive side tends to appear (Sanford, 1980).

Lancaster (as cited in Noller & Fitzpatrick, 1988), stated that many theories dealing with evolution consider the ability of an adult male and female to bond, share, and work together in the raising of their children differentiates humans from other higher order primates. Human males and females are assumed to be both cognitive and social creatures. Being social means that husbands and wives are born into established and continuing social contacts, they are generally dependent on others and are seldom, if ever, completely alone (Fitzpatrick, 1988).

Although it takes two people to make a marriage, they still remain individuals as well. Therefore, there are always issues of individual differences.

Psychological differences in males and females in general may influence the interaction in a marriage. The level of marital satisfaction between husbands and wives often depends upon who is speaking. One particular difference between males and females may be the value they each place on a satisfying and close relationship. For example, women may tie morality issues to human relationships more than males do, or women may place more emphasis on intimacy, attachments, and caring across the life cycle. It is felt that the concern for maintaining connections in the females may explain why they appear to monitor relationships more closely and are aware of interpersonal problems sooner than males (Fitzpatrick, 1988).

Fitzpatrick (1988) found that many theories of communication in marriage suggest that relationships are accomplished through talk. In these conversational models, one major issue in studies of marital conversations is the degree to which such discourse is strategic. Studies have found that when a conversation is planned, the more difficulty a spouse is expecting to experience, the more aware they are of their message behavior. However, during actual low and high stressful conversations, spouses seem to be less aware of their own behavior in communication.

Also found in Fitzpatrick (1988) is the cognitive model of marriage. The happily married people believe that they have very good marital communication which includes: openness, self-disclosure of thoughts and feelings, perceived accuracy of nonverbal communication, and frequent successful communicative exchanges.

The social exchange models of marriage argue that spouses 'buy' the best relationship they can get. They search for the most rewarding, the least costly and the best value relative to other relationships (Fitzpatrick, 1988). Additionally, the attribution theories take into consideration how the spouses arrive at estimates of the causes of their own as well as their partner's behavior. Dissatisfied spouses often dwell on the attributed personality deficits of the partner, while overlooking situational and interactions causes of behavior (Fitzpatrick, 1988).

Studies have found that the intensity and intimacy of marriage makes the relationship particularly prone to misunderstandings in communications. Noller (1980) stated that the potential for misunderstanding is great. Weakland (cited in Noller, 1980) claimed that people send and receive many messages by both verbal and nonverbal methods. According to Noller (1980), misunderstandings or errors may be logically divided into misunderstandings related to either the encoding or the decoding process. Encoding being the ability to send a message in such a way that the intentions of the communicator is readily apparent to the receiver. Decoding is the ability to accurately decipher the cues which are present in the message. Misunderstanding derived from the encoding process may be related to lack of social skill or lack of expressive skills.

Misunderstanding caused by encoding processes may be due to some nonverbal seepage of underlying hostility, deception, or desire to dominate. By the same token, misunderstandings cause by the decoding process may be due to factors such as the attitude one has to the person with whom one is interacting, preconceived prejudices, mood or relationship history (Noller, 1980).

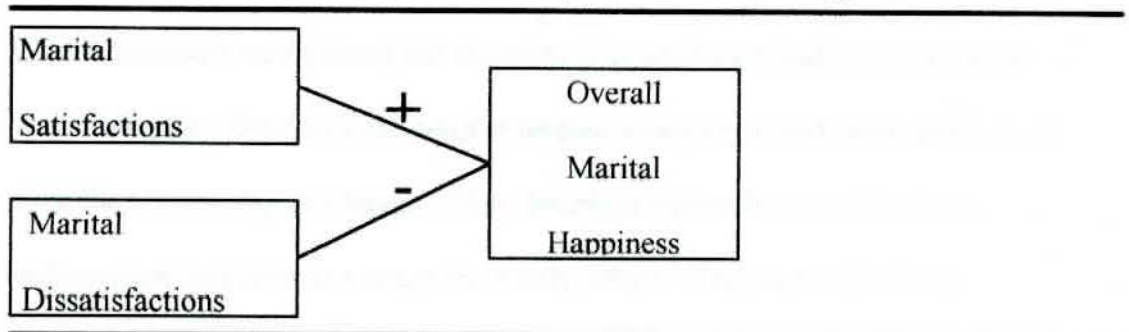
Bier & Sternberg (1970) found that several cues have been shown to indicate "closeness" in a marriage. For example, eye contact has been found to consistently have a positive relationship to interpersonal closeness. Certain postures such as open and closed positions of arms and legs have also been related to positive feelings of closeness. Additionally, self-touching, other-touching, and spatial distance between two people as well as time spent talking by each spouse has also been related to marital adjustment.

Most marital measures assess not the marital relationship itself, but rather individual adjustment to that relationship. Individual adjustment or satisfaction in the marriage involves several variables in addition to personality style and neuroticism of each individual partner. Not only is similarity in personality an important factor in marital satisfaction, but the perception of how similar one is to one's partner is an important factor as well Krug-Fite (1992). Newcomb (1961) found that perceived similarity of attitudes increased interpersonal attraction between partners. Thus, not only actual similarities, but also perceived similarities to one's partner contribute to the reporting of marital satisfaction.

Krug-Fite (1992) used the following prediction model in a study of marital relationship. The prediction model was created for the study based on a combination of two models of psychological well-being and a third model of marital happiness. According to the model of marital happiness proposed by Orden and Bradburn (1968), overall marital happiness can be predicted from a combination of satisfactions and dissatisfactions between partners (see Figure 1). In this model, satisfactions are positively related to marital happiness, and

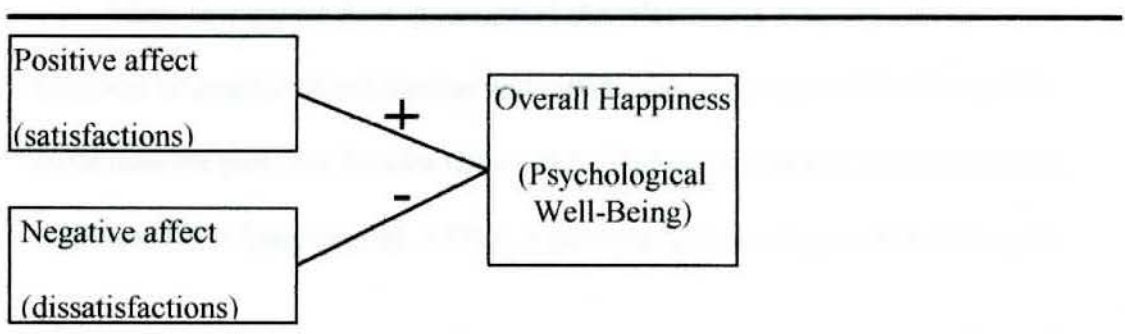
dissatisfactions are negatively related to marital happiness. Marital satisfaction and marital dissatisfaction appear to be relatively independent dimensions which measure the outcome of marital happiness. To that end, Orden and Bradburn (1968) report that overall happiness in marriage is best predicted from the difference between the number of satisfactions one reports in a marriage and the number of dissatisfactions or tensions one reports rather than either of these measures separately.

Figure 1. A Model for Predicting Overall Marital Happiness.



The dimensions of satisfactions and dissatisfactions parallel the two dimensions of overall psychological well-being in a model proposed by Bradburn and Caplovitz (1965). They found that happiness, or psychological well-being, resulted from a combination of the independent dimensions of positive and negative affect (see Figure 2). The difference between positive and negative affect scores resulted in the best indicator of one's psychological well-being.

Figure 2. A Model for Predicting Psychological Well-Being.



Laurence (1982) examined the marriage relationships of 25 happily married couples. He used the term couple constancy to mean a sense of coupleness as well as a sense of constancy in the relationship. His study revealed that these couples had weathered hard times and had a strong sense of teamwork. They valued being a couple. All the couples reported a growing awareness of the difference between the real spouse and the fantasized (happily-ever-after) version. As this transition came about, the elements of commitment and common sense came into play. Over time the couples became more sensitive to one another and used the relationship as a haven. They described themselves as self-reliant, independent, and able to manage their daily affairs. They seemed to have common sense, practicality, humor, and a warm and pleasant relational atmosphere. They respected one another, treated each other well, and behaved in ways that showed their partner that he or she was important.

The results of this study indicated that there was more than one kind of happily married couple and that marital satisfaction was made up of many different variables. Identity, one's sense of self, appeared to be more important than measures of growth, self-fulfillment, and affiliation (Laurence, 1982).

Many researchers have investigated the relationship between various measures of marital dissatisfaction and satisfaction and stages of the family life cycle over the past two decades (Burr, 1970; Rollins & Cannon, 1974; Rollins & Feldman, 1970; Spanier et al., 1975). Additionally, since stages of the life cycle

correlate fairly highly with age and number of years married to current spouse, all three of these measures have been examined in terms of their relationships with marital dissatisfaction and satisfaction. (Gilford & Bengtson, 1977; Miller, 1976).

Studies have found that there is at least a linear relationship between marital satisfaction and stages of the family cycle to the extent that satisfaction appeared to decline as couples go through the various stages of the family life cycle (Hudson & Murphy, 1980). However, more recent studies found that there is a non-linear relationship between these two variables to the extent that marital satisfaction tends to decline during the early stages, levels off a little during the middle, and actual increases over the final stages of the family life cycle (Rollins & Cannon, 1974).

Spanier et al., (1975) conducted a study which challenged the earlier evidence supporting a non-linear relationship between marital satisfaction and stages of the family life cycle. Their argument was that the early studies relied merely on visual inspections of data to find non-linear trends and that the earlier studies actually did no testing for statistically significant withdrawal from linearity. Therefore, Spanier et al. (1975) reported that the appropriate method for testing for withdrawal from linearity in the marital "satisfaction/life cycle" relationship consisted of fitting an "orthogonal polynomial model to a set of data and then testing the linear and non-linear components of the model for statistical significance" (p. 265). They reported finding only weak evidence supporting a non-linear relationship between marital satisfaction and the family life cycle.

Therefore, Spanier et. al (1975) concluded that a non-linear relationship between these measures was still in question and needed to be resolved in further study.

In addition to the many studies done on the linear/nonlinear relationship between marital happiness and the family life cycle, studies have also been done on the reciprocal relationship between marital interaction and marital happiness. This research was brought about by the concern about the impact of time constraints on marital happiness due to the increase of women, particularly married women, in the workforce (Zuo, 1992). Zuo (1992) allows that less leisure time and less time for one another have changed the family dynamics as well as the psychological well-being of married couples. However, it seems that there has been something missing from these studies, that being a close look at the reciprocal relationship between marital happiness and marital interaction (time a couple spends together in joint activities).

White (1983) was the first to do a study that focused on the reciprocal relationship between marital happiness and marital interaction. Her study confirmed a significant effect of the impact of marital interaction on marital satisfaction. However, the study also indicated a strong impact of marital happiness on marital interaction.

Homans (1950; 1974) noted that except in situations when two people are rivals of each other, the more often two people interact with each other, the greater the affection for one another. Greater affection, in return, increases interactions between them.

Many studies have indicated a positive relationship between joint activities and marital happiness. In fact, Holman and Epperson (1984) found that shared leisure time is considered a sign of a healthy family. In her analysis with a national sample, White (1983) found that marital happiness is found to be a stronger indicator of marital interaction than marital interaction is an indicator of marital happiness.

King (1993) conducted a study of emotional expression, ambivalence over expression, and marital satisfaction. This study found that the tendency to be emotionally expressive, especially for men, was positively associated with marital satisfaction. Additionally, husbands' ambivalence over emotional expression was negatively related to both wives' and husbands' marital satisfaction. These findings are correlational and as such indicate that being emotionally expressive leads to higher levels of marital satisfaction for oneself and one's spouse. However, a husband's ambivalence over emotional expression may simply be a product of personality rather than true ambivalence. Here again, personality plays a major role in the puzzle leading to marital satisfaction.

According to Jorgensen and Gaudy (1980), marital communication is the process which supports most, if not all, marital processes and outcomes. Further, their study on self-disclosure and satisfaction in marriage found that quantity and quality of marital communication is also linked to the level of perceived satisfaction with marriage. To that end, they allow that self-disclosure is one type of marital communication that has indicated it is a key factor in the development of fulfilling and stable marriages.

However, there is still disagreement as to what types and how much self-disclosure is positive to developing marital satisfaction. Not everyone will appreciate public self-disclosure. Private self-disclosure, however, is deemed to be a positive process that can build a strong relationship foundation that will enhance each partner's satisfaction with the marital relationship.

There are facts and there are myths about marital relationships. An individual could not know which was true for his/her own situation until he experienced his own marital relationship. Therefore, most newlywed couples have found that they had much more to learn than they ever imagined.

Newlyweds' Expectations. When couples marry, they may feel an intense sense of unity with their partner. Even though they are aware of personal differences, they may seem insignificant in the early stages of marriage. It is not that they do not know the odds, but they are sure they will beat them. It is not that they naively think their marriage will be free from conflict and disappointment, but they believe their love is strong enough to conquer such obstacles and retain its passion and vitality. However, experience continually proves that heartfelt promises and vows alone can not build a lasting bond between a wife and husband. This is why millions of couples secretly sense that their marriage is failing or falling short of their expectations. They feel disillusioned rather than hopeful, and they do not know how to renew the initial bright promise of marriage (Kinder & Cowan, 1989).

Discoveries About Marital Changes. In the 1970's traditional marriage began to come under scrutiny. Due to the rise of the narcissistic attitudes of the

1960's, marriage began to become another vehicle for personal gratification rather than a cooperative and collaborative venture. The type of marriage that developed was one in which each partner held the other one responsible for happiness and fulfillment. This began what was called the Other-Directed marriage. However, this marriage failed to provide the very reward it seemed to promise. The women's movement shook up traditional roles and responsibilities and the number of wives entering into the workplace forever changed the division of labor and the emotional tone in millions of homes. Marriage had to change, however, all too often it didn't. Still in the 80's, Americans were struggling to overcome the beliefs and myths that no longer served contemporary realities (Kinder & Cowan, 1989). Today, in the 90's, many scholars believe that a study of personality type and its affects on marital satisfaction can give us clues to solving some of the age-old problems that still exist.

Personality Type

According to Hergenhahn (1994), there are as many definitions of personality as there are personality theorists. Each personality theory can be viewed as an attempt to define personality and these definitions differed markedly from one another. This author also stated that people are all like all other human beings considering that there was a human nature that describes humanness. Therefore, one task of the personality theorist was to describe what it is that all humans had in common, thereby defining human nature.

Human beings tend to wonder what makes each person the way they are, why there are different personalities and what makes people take on the traits of

certain ones over others. W. Harold Grant did a lot of work with Jung's theories and reported that Jung believed that personality type was something that was developmental and that the process could be observed throughout one's life. Jung's theory was that the early phases of life provided the dominant order of the four functions of sensing, intuition, thinking, and feeling, and the development of one's dominant and auxiliary functions. Then, in later phases of life one develops their tertiary and inferior functions (Consulting Psychologists, 1999).

Jung's Theory of Psychological Types. According to Kroeger and Thuesen (1988), personality typewatching dated back to the early 1900s when psychiatrist C. G. Jung first suggested that human behavior was not random, but that it was predictable, and therefore could also be classified. Jung's personality types were not based on sicknesses, abnormalities, or disproportionate drives. Instead, Jung professed that differences in behavior result from preferences related to basic functions one's personality performs every day of one's life.

Carl Jung was a pioneer in developing a theory of personality types. A brief summary was provided in Carlson and Williams (1984).

Jungian typology offers a complex, dynamically interactive model of personality based on a set of interlocking variables:

- (a) attitudes of extraversion or introversion (E-I) which describe one's characteristic attention to the outer world or toward subjective experience;
- (b) functions of sensing or intuiting (S-N) which describe preferred modes of taking-in information via

perception of concrete, factual, sensory data (sensing) or spontaneous perception of implications and possibilities; and (c) judging functions of thinking or feeling (T-F) that describe a tendency to evaluate experience in terms of its logical features (thinking) or affective import (feeling) (p. 87).

In the theory of psychological type, Jung proposed that individuals differ in their basic perceptions and judgments of the world around them (De Laszlo, 1959). He distinguished initially between the extroverted types of personality--social, outgoing, and optimistic--and the introverted type--more apt to withdraw from external reality, less sociable, more absorbed in his own inner life. This initial distinction was accompanied by an explanation of four functions of personality, namely, sensation, thinking, feeling and intuition. By sensation Jung (1921) meant all that one acquired through sense perception. Thinking is used with common sense meaning in its usage. Feeling is the capacity for making evaluations of oneself and others. Intuition is the perception of realities which are not consciously perceived; it works spontaneously for the solution of problems which cannot be grasped rationally (Jung, 1921).

Types of personalities were differentiated in terms of which function was dominant and whether the person was extroverted or introverted (Jung, 1921). For example, the extroverted person, in whom thinking was dominant, was fascinated by facts and concerned to order them rationally. He tended to underplay the emotions and thus was subject, now and again, to uncontrolled and unrecognized outbursts of emotions. The introverted thinking type, on the other

hand, was one in whom facts were never valued for their own sake but only in relation to the creative inner theorizing of the thinker. Both types of thinking were accompanied by an undeveloped feeling function, for, in Jung's terms, thinking and feeling were essentially opposite. Sensation and intuition were paired in the same way, namely, in opposite functions (Jung, 1921).

In keeping with Jung's theory of personality type, people were born with a predisposition to certain personality preferences. Typewatching incorporated four pairs of preference alternatives. These alternatives showed that you were: Extroverted or Introverted, Sensing or iNtuitive, Thinking or Feeling, Judging or Perceiving preferences (Kroeger & Thuesen, 1988).

In Jung's estimation, these preferences are a reflection of both genetic predisposition and whatever else is part of your earliest experiences. As life develops, the state of your environment has a great influence upon your preferences (Kroeger & Thuesen, 1988).

Myers-Briggs Type Indicator. Unlike Jung, Katharine Briggs was neither psychologist, nor physician. However, Ms. Briggs also had a great interest in personality classification and had already developed classifications of her own when she first encountered Jung's Psychological Types. Recognizing that her theory of personality types was consistent with Jung's, she became an exhaustive student of his. Katharine's only child, Isabel, graduated from Swarthmore College with a major in political science. She married Clarence Myers in the interim and began a life as wife and mother for twenty years. Although Isabel

authored two books of her own, she never stopped observing people and trying to fit them into the classifications her mother had created (Myers & Myers, 1980).

During World War II, Katharine and Isabel, feeling that the war was partly caused by people not understanding differences, set out to develop a series of questions to measure personality differences. The result was the Myers-Briggs Type Indicator (MBTI). By the early 1960s the MBTI was not only validated as a measure of personality differences, but it also seemed to be reliable in reporting those differences over time (Myers & Myers, 1980). A brief discussion of the MBTI 16 individual types is discussed in Appendix E.

Carlson and Williams (1984) found that partners in a sample of relatively successful marriages were more likely to be similar than different psychological types. Four of the five unhappy couples in their study were dissimilar on three or more components of type as compared with only three of the 15 happy couples. However, no particular pattern of type combinations was associated with the degree of self-reported marital happiness.

Another scholar of personality types is David Keirse. Dr. Keirse specialized in the pragmatics of coaching children, parents, and spouses to decrease conflict and to increase cooperation. His first book, Please Understand Me sold over two million copies and he recently finished Please Understand Me II: Temperament, Character, Intelligence. Tieger and Barron-Tieger (1995) explained that many philosophers, writers, psychologists, and others noticed throughout history that there are four distinct categories into which all people fit. Even Hippocrates in 450 BC described four different dispositions. Additionally

the American Indian Medicine Wheel suggested four spirit keepers, similar to the temperaments, and Hindu wisdom assumed four central desires. Dr. Keirsey took the 16 types a step further and divided them into four temperaments much the same as the ancient scholars did. Dr. Keirsey also developed the Keirsey Temperament Sorter. This instrument was designed to identify different kinds of personality. It is similar to other instruments which use Carl Jung's theory of "psychological types," such as the Myers-Briggs, the Singer-Loomis, and the Grey-Wheelright (Keirsey-Bates, 1998).

In clarifying what was meant by opposite in the context of temperament theory, Keirsey (1978) explained that, in a very broad sense, Thinkers are opposites of Sensibles. In Jungian framework Thinkers are opposites of Feelers, Judicials are opposites of Perceptives, and Extraverts are opposites of Introverts. However, there is no such thing as an extraverted type, per se; there are eight extraverted types, as there are eight introverted types. Extraverts can be radically different from each other, just as are Thinkers and Judicials. According to Keirsey (1978), Opposite types are as follows:

INTP	--	ESFJ	INFP	--	ESTJ
ENTP	--	ISFJ	ENFP	--	ISTJ
INTJ	--	ESFP	INFJ	--	ESTP
ENTJ	--	ISFP	ENFJ	--	ISTP

Opposite temperaments are:

NF	vs	NT
SP	vs	SJ

Keirsey (1998) pointed out that it appeared that opposite types were more attracted to each other than opposite temperaments. Thus, with regard to couples, the Keirsey-Bates Temperament Sorter (which was based on Jungian Theory) can shed light on the role of personality in influencing one's perceptions and actions in a marital relationship.

Keirsey-Bates and Temperaments. Keirsey (1998) divided the 16 personality types into four temperaments: The Idealists, The Rationals, The Guardians, and The Artisans. The Idealists contained the following personality types: iNFp, iNFj, eNFp, and eNFj. The Rationals contained the following personality types: iNTp, iNTj, eNTp, and eNTj. Personality types contained in The Guardians were: iStJ, iSfJ, eStJ, and eSfJ. The Artisans were comprised of iSfP, iStP, eSfP, and eStP personality types. The capital letters in the types are what made them complementary. Keirsey (1999), on his web page, gave a brief description of the four temperaments (see Appendix F).

Understanding Differences. Hardin and Sloan (1993) explained that different does not mean wrong or bad, it just means different. Couples were originally raised by different families creating unique cultural backgrounds. Therefore they will never see everything exactly the same. Sometimes couples may have to agree to disagree. It is OK to see things differently at times. As a matter of fact, it would be considered unusual if couples did not have differences. Good communication is the lifeblood of a marriage and when one values their

partner's differences and takes the time to understand them, then communication is good. When people respect the fact that their partner has his or her own ways of perceiving situations which are different, then they know that what they think is important to their mate. This allows couples to grow by teaching and learning from each other.

Complementary Types. Complementarity means that two people approach things in such a way that they complement each other. In complementary couple types, each person enhances the other by what they add to themselves together as a unit. In a study done by Carlson and Williams (1984), partners of relatively successful marriages were more likely to be similar than different in psychological type. In this study, 4 of 5 unhappy couples were dissimilar on 3 or more components of type as compared with only 3 of the 15 happy couples.

Noncomplementary Types. Although many believe in the old adage "opposites attract," many people who start out attracted to the opposite type find themselves in serious discord after a while. The differences can bring them to a point when they can no longer tolerate each other. Sperry and Carlson (1991), claimed that the same qualities that might initially attract two people to each other are basically the same factors that cause discord and divorce. Everything goes along smoothly until one or both are threatened. At this point defensiveness begins to increase and the attracting qualities come to be perceived in a negative way.

Living with Difference. Differences in type between husband and wife have caused some friction, however, the friction could have been decreased or even

eliminated if the couple understood where it came from. When two noncomplimentary types marry, they need to recognize that the other person is different and has a right to remain different, and be fully willing to concentrate on the plusses of the others' type rather than the faults (Myers & Myers, 1980).

Personality Types & Marital Satisfaction. While studies have shown that there is no significant evidence that personality type made a difference in marital satisfaction, many studies did indicate that more unhappy couples are noncomplimentary types than complimentary. Jung (cited in Myers & Myers, 1980) purported that marriage counselors who see unhappy couples see many more who are noncomplimentary types.

Hypothesis

The current study expected to find that couples who are complimentary types report significantly greater marital satisfaction than couples who are noncomplimentary types.

Chapter III

Method

Participants

Subjects for this study were solicited from the population of several midwestern towns. Subjects were 50% male and 50% female who had been married for a minimum of 8 years and longer. Subjects varied in age, socioeconomic status, and educational background. The sample of this study contained 50 couples (50 males and 50 females; totaling 100 participants). The average number of years married was 20.2. The mean age of the participants at the time of the study was 42.5 years. The youngest participant was 27 and the oldest participant was 74. There were 16 participants who graduated from high school, 23 who took some college courses, 39 who achieved undergraduate college degrees, and 24 who held graduate degrees.

Instruments

Index of Marital Satisfaction. (Refer to Appendix D) This study used Walter W. Hudson's (1992) Index of Marital Satisfaction (IMS) to measure problems in the marital relationship. This scale is comprised of 25 items designed to measure the degree, severity, or magnitude of a problem one spouse or partner has in the marital relationship. The items are rated on a 7-point Likert scale ranging from 1 = none of the time to 7 = all of the time. There is no training required to administer or to score the IMS. The IMS is scored by first reverse-scoring items listed at the bottom of the page (1, 3, 5, 8, 9, 11, 13, 16, 17, 19, 20, 23), summing these and the remaining scores, subtracting the number of

completed items, multiplying this figure by 100, and dividing by the number of items completed times 6. This produced a range from 0 to 100 with higher scores indicating greater magnitude or severity of problems. This scale has two cutting scores. The first is a score of 30 (+5); indicating scores below this point indicate there is no clinically significant problem. Scores above this point indicate there may be a clinically significant problem. The second cutting score is 70. Scores above 70 nearly always indicate that clients are experiencing severe stress with clear possibilities that violence could be considered or used to deal with problems.

Single and married individuals, clinical and nonclinical populations, high school and college students and nonstudents were respondents who participated in the development of the IMS scale. These respondents were primarily Caucasian, but included Japanese and Chinese Americans as well. Additionally a smaller number of members of other ethnic groups participated. Actual norms are not available.

The IMS has a mean alpha of .96, indicating excellent internal consistency, and an excellent (low) Standard Error of Measurement of 4.00. The IMS also has excellent short-term stability with a two-hour test-retest correlation of .96.

The IMS has excellent concurrent validity, correlating significantly with the Locke-Wallace Marital Adjustment Test. The IMS also has very good known-groups validity discriminating significantly between couples known to have marital problems and those known not to which strengthens its validity for this

study. The IMS also has good construct validity, with respect to such measures as sexual satisfaction and marital problems, it correlates poorly with measures with which it should not correlate, and correlates significantly with several measures with which it should correlate.

One strength of the IMS is that the items contained in this scale are very easily answered. The ease of answering the items will help promote response rate. Also the very high reliability ($\alpha = .96$) reported for the IMS indicates that it is a very good scale to use. Also, there is concurrent validity, construct validity and known-groups validity. Another strength of the scale is ease of administration and scoring.

Keirsey-Bates Temperament Sorter. The other instrument used in this study was the Keirsey-Bates Short Form Temperament Sorter by David Keirsey and Marilyn Bates (1978). This instrument is a personality inventory. The Keirsey-Bates Temperament Sorter is a self evaluation instrument used to determine temperament types. Temperament types are defined in the same way as the 16 personality types determined by the Myers-Briggs Type Indicator (MBTI). The items cover four pairs of preferences. For each of 70 items, individuals choose which of 2 responses best describes themselves. This instrument may be used to help individuals understand the ways in which people are different from one another so that they may become more understanding of others' behavior rather than trying to change them. There is no special training required to administer this instrument (See Appendix C). Once the participant has answered all the questions, the answer sheet is completed.

The four-letter types are compared to the descriptions on the Keirsey Bates Preference Strengths sheet to find out which of the four temperaments fit the participant. Once the temperament was determined, it was compared to the spouse's temperament to see if they were of complimentary or noncomplimentary types. The four temperaments are: The Guardians, The Artisans, The Rationals, and The Idealists. Each temperament contains four personality types taken from the 16 personality types found in the Myers-Briggs Type Indicator (MBTI). The Guardians and The Artisans are considered compatible temperaments because they contain the sensing preference of the personality types and The Rationals and The Idealists are considered compatible temperaments because they contain the intuitive preference of the personality types (Keirsey, 1998).

The Keirsey-Bates Temperament Sorter was based largely on the Myers-Briggs Type Indicator (MBTI). The Sorter itself had no documented validity or reliability. According to Macdaid (1997), the MBTI had no single numbers that summarized its reliability or validity either. However, the MBTI Manual summarized data from many studies on reliability. There were three primary kinds of reliability reported for the MBTI: correlations of logical split-half for internal consistency, correlations of test-retest reliability, and percentage of agreement of direction of preference on test-retest studies. Also, the MBTI Manual and Atlas of Type Tables contained data which supported the validity of the MBTI, and correlational studies in the Manual showed evidence of convergent validity. Additionally, studies reporting data from Q-Sort, observers, behavioral

outcomes, measures on other instruments, etc. were evaluated. These results also indicated support for the validity of the MBTI (Macdaid, 1997).

Although this is a lengthy instrument, some of its strength lies in the length due to the fact that the assessment of so many items gives a good aspect of one's personality when the instrument is completed, scored, and types reviewed. However, it is possible that the frame of mind one is in at the time of completing the instrument can make a difference in responses. The method of scoring at first glance seems to be overwhelming; however, the actual scoring process and results provides an understanding of the temperamental base of the types.

Procedures

The study conducted was a causal comparative research study. The decision to use the design was based on the fact that the study compared marital satisfaction caused by the likeness or difference in couples' personality type, a variable that cannot be manipulated by the researcher.

A cover letter (refer to Appendix A) introduced questionnaires which were numbered sequentially with A and B to insure matching of couples (e.g., 1A, 1B, 2A, 2B, etc.). Each pair of questionnaires were placed into envelopes and given to six people who distributed them to couples they knew who were willing to participate in the study. A demographics data sheet (refer to Appendix B) was also included with the questionnaires for the purpose of gathering specific data. Once questionnaires and demographics sheets were completed, the participants sealed them in envelopes provided and gave them back to their distributor for return to the researcher.

The questionnaire involved two instruments; one testing personality type and one assessing marital satisfaction. Both spouses were requested to answer both questionnaires without prior discussion of the contents with each other. Any questionnaires returned without the spouse's questionnaire accompanying it was not used in the study. Both instruments were scored and documented by the researcher.

The couples' personality types were determined, and used to divide them into two groups, those who were complementary and those who were noncomplementary. Then the marital satisfaction data was examined for each

group. A comparison was made to ascertain if couples with complementary personalities were significantly different in their level of marital satisfaction from couples with noncomplementary personalities.

Chapter IV

Results

The scores for the IMS ranged from 0 to 100 with the lower scores indicating a higher level of marital satisfaction. The highest score was 70.60 and the lowest score was 18.60. The mean of all IMS scores was 34.43 and the standard deviation of the IMS scores was 9.93. Additionally, 50% of the sample scored between 27 and 40 which falls in the median range.

After the IMS scores were determined, the Keirse-Bates Temperament sorter was scored. As per Table 1, of the 100 participants, the Keirse-Bates Temperament Sorter determined that 70 were placed in the Guardians Temperament (32 husbands and 38 wives), 13 in the Idealists Temperament (7 husbands and 6 wives), 9 in the Artisans Temperament (8 husbands and 1 wife), and 8 in the Rationalists Temperament (3 husbands and 5 wives).

Table 1

Mean and Standard Deviation of IMS Scores by Temperament

Temperament	N	Mean	Std. Deviation
Guardians	70	34.61	10.55
Artisans	9	37.01	9.08
Idealists	13	32.80	8.90
Rationalists	8	32.65	6.97
TOTAL	100	34.43	9.93

Table 2 indicates the proportion of subjects who had complementary or non complementary personality types as a couple. Seventeen couples were non complementary types and 33 couples were complementary types. Table 2 also shows the mean and standard deviation of the IMS scores.

Table 2

Group Statistics

	N	Mean	Std. Deviation	T Value	P Value
Non Complementary	34	32.24	8.14	2.77	.09
Complementary	66	35.56	10.62		

The mean IMS scores for the complementary couples was 35.56 with a standard deviation of 10.62. While the mean for non complementary couples was 32.24 with a standard deviation of 8.14 (see Table 2). The t-value is 2.77 and the p-value is .09. The results of the statistical analysis revealed that there was no significant difference in the level of marital satisfaction between couples with complementary temperaments and couples with noncomplementary temperaments. This is not to say that the original hypothesis was not supported by this evidence. The null hypothesis was not rejected, therefore, there is no evidence as to whether the hypothesized relationship is true or false.

A question that was explored in this study was whether the level of education seemed to have some affect on the marital satisfaction. It seemed as though the higher the level of education, the better the job, and the less worries

one has. However, the results suggested that the higher the level of education, the lower the level of marital satisfaction (see Table 3).

Table 3

Mean and Std. Deviation of IMS Scores Per Level of Education

Level of Education	N	Mean	Std. Deviation	T Value	P Value
Some College	85	33.96	9.81	.76	.34
Undergraduate Degree	62	34.70	10.48	.43	.52
Graduate Degree	23	36.10	12.50	2.65	.11

Table 3 also shows that subjects with at least some college credits had a mean IMS score of 33.96 with a standard deviation of 9.81 ($t = .76, p = .38$). However, subjects with undergraduate degrees had a mean of 34.70 with a standard deviation of 10.48 ($t = .49, p = .52$) and those with graduate degrees exhibited a mean of 36.10 with a standard deviation of 12.50 ($t = 2.65, p = .11$) indicating lower marital satisfaction with the higher level of education.

Other observations made from the data were that those who married at a younger age reported less marital satisfaction than those who married at an older age ($t = 3.86, p = .05$). Subjects were divided into two groups; those who married before the age of 23 and those who married after the age of 23. The mean marital satisfaction score of the younger group was 36.38 with a standard deviation of 10.60 and the marital satisfaction mean of the older group was 32.60 with a standard deviation of 8.99 (see Table 4).

Table 4

IMS Mean and Standard Deviation by Age at Time of Marriage

Age at Marriage	N	Mean	Std. Deviation	T Value	P Value
> 23 years	51	33.00	8.99	3.86	.05
< 23 years	49	36.40	10.56		

Another interesting result came from the personality type. Some couples had two of the four letters come out the same while the remaining two letters were opposites. There seemed to be a pattern with the Thinking vs Feeling component of type. Table 5 shows the results of Thinkers married to Thinkers (mean = 39.44, Std. Deviation = 9.43), Thinkers married to Feelers (mean = 33.94, Std. Deviation = 9.43), Feelers married to Thinkers (mean = 34.91, Std. Deviation = 12.73), and Feelers married to Feelers (mean = 32.21, Std. Deviation = 7.70). These results suggest that Feelers married to Feelers have a higher level of marital satisfaction than the other combinations.

Table 5

Mean and Standard Deviation of the Thinking/Feeling Components

Components	N	Mean	Std. Deviation
Thinkers married to Thinkers	16	39.44	9.43
Thinkers married to Feelers	25	33.94	9.43
Feelers married to Thinkers	24	34.91	12.73
Feelers married to Feelers	36	32.21	7.68

Temperament frequencies were also observed and are shown in Table 6. The frequencies were 70 for Guardians, 9 for Artisans, 13 for Idealists, and 8 for Rationalists. This is in keeping with previous studies using the Keirsey-Bates Temperament Sorter. The Guardians tend to be the largest group out numbering the others by a significant number with the Idealists second, the Artisans third, and the Rationalists last.

Table 6

Temperament Frequencies

Temperament	n	% of n
Guardians	70	70%
Artisans	9	.09%
Idealists	13	.13%
Rationalists	8	.08%
TOTAL	100	100%

Since this result is repetitive among studies, it suggests that a great many people share the Guardian temperament. However, one must still consider the differences in the personality types that make up the Guardian temperament (iStJ, iSfJ, eStJ, and eSfJ) in a study of this sort.

Chapter V

Discussion

Although the study was inconclusive, it does lean toward some correlation between type and satisfying relationships. There were several areas wherein significant differences might infer a connection between at least some parts of personality type and successful relationships.

Tieger and Baron-Tieger did a study recently on type and relationships (Tieger & Baron-Tieger, 1999) which had some similar results. Their study found that type had an effect on behaviors. They looked at certain components of type as well. They noted that the combinations in their sample resulted in Thinkers and Judgers with Thinkers and Judgers reported the highest satisfaction, while Thinkers and Perceivers with Thinkers and Perceivers reported the lowest satisfaction (See Appendix C). However, when they factored in a third component of type, the results often changed once more. While their results were also inconclusive, once again they suggest a link between personality type and satisfying relationships.

There are several suggestions indicated from the results that there is some evidence that at least certain aspects of personality type may affect marital satisfaction. However, the results of this study remain inconclusive.

One hint of a possible second hypothesis for this study began to appear as the data was gathered and tested. The amount of education between a couple might also have its own affect. The expectation was that a higher level of

education would provide better jobs at higher pay, thereby reducing stress from a financial burden. However, the results of this study suggest the opposite.

Conclusions

The current study, as well as Tieger and Baron-Tieger's (1999), reveal many aspects of personality type that can have a great impact on the success or failure of relationships. Still, many people do not realize that such differences exist. Once educated about the existence of difference in personality type, perhaps couples could come to understand why each reacts to the other the way they do. With understanding comes communication and with communication comes understanding. With these two components, perhaps couples can accept and appreciate the difference that attracted them to their partners in the first place and help them to develop happier, healthier relationships.

Limitations of the Study. All participants of this study were Caucasian, thereby limiting the results to only Caucasians. Another major limitation of this study lies in the results of the Keirsey-Bates Temperament Sorter. When one encounters an equal score in pairs it is suggested that the person read the portraits of both and choose the one that is more like them. In this study, no direct contact was made with the participants, therefore any equal scores decision had to be made by the researcher by simply choosing one or the other.

Other limitations of the study involve the use of questionnaires rather than interviews. In this way, there is no possibility of clarifying anything either the researcher or the subject may not completely understand. Also, the mood of the

subject on the day the instruments were completed could give different results than if they took them on a different day.

Sampling bias could have occurred due to the fact that the subjects were volunteers and possibly, those who volunteered to fill out the instruments may have been those who felt they had a stable marriage. Additionally, there is no way to know if social desirability may have had an impact on results. Some subjects may have answered in a socially desirable manner.

Additionally, the sample may have been biased in that there were a few groups given the instruments, and those groups were friends of the distributors of the instruments, therefore, each group could be assumed to be made up of like temperaments and personality types which are drawn together socially. Distributing the instruments to a wider variety of subjects in a broader geographical area could conceivably produce much different results.

Age and length of marriage can also be a bias in this study as there was a range both in age and length of marriage. The range in length of marriage means that these subjects would be at different stages of marriage. Different stages of marriage may possibly affect the level of marital satisfaction when compared to some other stage within the same couple.

Recommendations For Future Research

Future researchers may want to broaden their sampling methods making deliberate efforts to include many ethnic groups and/or culturally diverse couples. Level of financial stability may also be a factor to study. Social standing, whether

a couple is or is not highly visible in their community, may have a significant impact on whether their personality type has an affect on marital satisfaction.

Future researchers need to find some control for subjects who do not answer the IMS questions as truthfully as possible for fear of reprisal in cases where the marriage may be in some potentially dangerous state. Other controls may be necessary for more truthful answers in making sure that couples do not discuss their answers before completing the instrument as well as making certain that neither member of a couple will be able to obtain their partner's answers.

There are many factors involved that may have contributed to the results of this study. Additionally, there are a number of limitations in this study. Further research is indicated because of these factors and limitations. By furthering the research, a more accurate assessment of the true relationship between personality type and marital satisfaction may be obtained.

Appendix A

Participant Cover Letter

March, 1999

My name is Pat Brown and I am a graduate student majoring in professional counseling at Lindenwood University. I am presently gathering information to use in a study which I will use to write my graduate thesis. I am researching the impact of personality type on marital satisfaction.

I am contacting couples who have been married for a minimum of eight years to solicit your participation in the following two instruments: The Index of Marital Satisfaction and The Keirsey-Bates Temperament Sorter. ***It is very important that you do not discuss these instruments with your spouse before you have individually completed them, as prior discussion could destroy the results of the study.*** It is even more important that *both spouses* complete the instruments otherwise the information is not useful.

Confidentiality will be maintained at all times. No information will be associated with any names as no names will be used in the study. Reporting will be done on group results only, not individual responses.

Since I have very little time to complete this study, I need to request that you complete and return the questionnaires within one week. After completing the questionnaires, please seal them in the envelope provided so that I will remain blind to all participants in order to maintain confidentiality and return them to your distributor.

Thank you very much for your time in participating in this study. Attached to your packet is a small token of my appreciation, I hope you enjoy reading it.

Sincerely,

Pat Brown

Appendix B

Demographic Information

Please complete the following data sheet. All information will be treated with total confidentiality. Reporting measures will not reveal any identifying data.

Gender: Male _____ Female _____

Age: Present _____ At time of marriage _____

Educational Background:

completed grade school	_____	some college	_____
completed high school	_____	undergraduate degree	_____
GED	_____	graduate degree (+)	_____

Is this your first marriage?
Yes No

Number of years married to **present spouse**: (*Circle one*)

8-11 12-15 16-19 20-23 24-27 28-31 32 or more

Appendix C

The Keirsey-Bates Temperament Sorter

1. At a party do you
 - (a) interact with many, including strangers
 - (b) interact with a few, known to you
2. Are you more
 - (a) realistic than speculative
 - (b) speculative than realistic
3. Is it worse to
 - (a) have your "head in the clouds"
 - (b) be in a rut
4. Are you more impressed by
 - (a) principles
 - (b) emotions
5. Are you more drawn toward the
 - (a) deadlines
 - (b) touching
6. Do you prefer to work toward
 - (a) rather carefully
 - (b) just "whenever"
7. Do you tend to choose
 - (a) rather carefully
 - (b) somewhat impulsively
8. At parties do you
 - (a) stay late with increasing energy
 - (b) leave early with decreased energy
9. Are you more attracted to
 - (a) sensible people
 - (b) imaginative people
10. Are you more interested in
 - (a) what is actual
 - (b) what is possible



Appendix C (continued)

11. In judging others are you more swayed by
 - (a) laws than circumstances
 - (b) circumstances than laws

12. In approaching others is your inclination to be somewhat
 - (a) objective
 - (b) personal

13. Are you more
 - (a) punctual
 - (b) leisurely

14. Does it bother you having more things
 - (a) incomplete
 - (b) completed

15. In your social groups do you
 - (a) keep abreast of other's happenings
 - (b) get behind on the news

16. In doing ordinary things are you more likely to
 - (a) do it the usual way
 - (b) do it your own way

17. Writers should
 - (a) "say what they mean and mean what they say"
 - (b) express things more by the use of analogy

18. Which appeals to you more
 - (a) consistency of thought
 - (b) harmonious human relationships

19. Are you more comfortable in making
 - (a) logical judgments
 - (b) value judgments

20. Do you want things
 - (a) settled and decided
 - (b) unsettled and undecided

Appendix C (continued)

21. Would you say you are more
 - (a) serious and determined
 - (b) easy-going

22. In phoning do you
 - (a) rarely question that it will all be said
 - (b) rehearse what you'll say

23. Facts
 - (a) "speak for themselves"
 - (b) illustrate principles

24. Are visionaries
 - (a) somewhat annoying
 - (b) rather fascinating

25. Are you more often
 - a) a cool headed person
 - b) a warm hearted person

26. Is it worse to be
 - a) unjust
 - b) merciless

27. Should one usually let events occur
 - a) by careful selection and choice
 - b) randomly and by chance

28. Do you feel better about
 - a) having the option to buy
 - b) having purchased

29. In company do you
 - a) initiate conversation
 - b) wait to be approached

30. Common sense is
 - a) rarely questionable
 - b) frequently questionable

Appendix C (continued)

31. Children often do not
 - a) make themselves useful enough
 - b) exercise their fantasy enough
32. In making decisions do you feel comfortable with
 - a) standards
 - b) feelings
33. Are you more
 - a) firm than gentle
 - b) gentle than firm
34. Which is more admirable
 - a) the ability to organize and be methodical
 - b) the ability to adapt and make do
35. Do you put more value on
 - a) definite
 - b) open-ended
36. Does new and non-routine interaction with others
 - a) stimulate and energize you
 - b) tax your reserves
37. Are you more frequently
 - a) a practical sort of person
 - b) a fanciful sort of person
38. Are you more likely to
 - a) see how others are useful
 - b) see how others see
39. Which is more satisfying
 - a) to discuss an issue thoroughly
 - b) to arrive at agreement on an issue
40. Which rules you more
 - a) your head
 - b) your heart

Appendix C (continued)

41. Are you more comfortable with work that is
 - a) contracted
 - b) done on a casual basis
42. Do you tend to look for
 - a) the orderly
 - b) whatever turns up
43. Do you prefer
 - a) many friends with brief contact
 - b) a few friends with lengthy contact
44. Do you go more by
 - a) facts
 - b) principles
45. Are you more interested in
 - a) production and distribution
 - b) design and research
46. Which is more of a compliment
 - a) "There is a very logical person"
 - b) "There is a very sentimental person"
47. Do you value in yourself more that you are
 - a) unwavering
 - b) devoted
48. Do you more often prefer the
 - a) final and unalterable statement
 - b) tentative and preliminary statement
49. Are you more comfortable
 - a) after a decision
 - b) before a decision
50. Do you
 - a) speak easily and at length with strangers
 - b) find little to say to strangers

Appendix C (continued)

51. Are you more likely to trust your
 - a) experience
 - b) hunch

52. Do you feel
 - a) more practical than ingenious
 - b) more ingenious than practical

53. Which person is more to be complimented: one of
 - a) clear reason
 - b) strong feeling

54. Are you inclined more to be
 - a) fair minded
 - b) sympathetic

55. Is it preferable mostly to
 - a) make sure things are arranged
 - b) just let things happen

56. In relationships should most things be
 - a) re-negotiable
 - b) random and circumstantial

57. When the phone rings do you
 - a) hasten to get to it first
 - b) hope someone else will answer

58. Do you prize more in yourself
 - a) a strong sense of reality
 - b) a vivid imagination

59. Are you drawn more to
 - a) fundamentals
 - b) overtones

60. Which seems the greater error
 - a) to be too passionate
 - b) to be too objective

Appendix C (continued)

61. Do you see yourself as basically
 - a) hard headed
 - b) soft hearted

62. Which situation appeals to you more
 - a) the structured and scheduled
 - b) the unstructured and unscheduled

63. Are you a person that is more
 - a) routinized than whimsical
 - b) whimsical than routinized

64. Are you more inclined to be
 - a) easy to approach
 - b) somewhat reserved

65. In writings do you prefer
 - a) the more literal
 - b) the more figurative

66. Is it harder for you to
 - a) identify with others
 - b) utilize others

67. Which do you wish more for yourself
 - a) clarity of reason
 - b) strength of compassion

68. Which is the greater fault
 - a) being indiscriminate
 - b) being critical

69. Do you prefer the
 - a) planned event
 - b) unplanned event

70. Do you tend to be more
 - a) deliberate than spontaneous
 - b) spontaneous than deliberate

Appendix C (continued)

To complete the answer sheet, a check is entered for each answer in the column for "a" or "b". The total number of "a" answers is added and is written in the box at the bottom of each column (See Appendix B). The "b" answers were totaled in the same manner. Each of the 14 boxes had to have a number in it. Next the number in box No. 1 of the answer grid is transferred to box No. 1 below the answer grid. This is also done for box No. 2 as well. There are two numbers for boxes 3 through 8. The first number is brought down for each box beneath the second, as is indicated by arrows. Then, all the pairs of numbers are added and the total entered in the boxes below the answer grid, so each box has only one number. Now there are four pairs of numbers. The letter below the larger numbers of each pair is circled. If the two numbers of any pair are equal, then neither is circled, instead a large X is put below them and circled. This is the procedure to identify the personality type. If there is an X in the type label, the two portraits indicated are both applicable, and one is chosen at random since the method of gathering the data prevented discussion with the participant.

Appendix C (continued)

Keirsey Bates Preference Strengths**Establishing Your Type**

- E Extroversion probably means you are more stimulated by the world of things and people around you.
- I Introversion means you relate to the world inside you of ideas, theories, and thoughts.
- S Sensing connotes a preference for working with facts, reality, and practical applications.
- N Intuition shows a preference for working with ideas, possibilities and relationships.
- T Thinking shows a tendency to base your judgments and actions on logic, analysis, and equitable treatment rather than on personal considerations.
- F For feeling shows your judgments are weighted by personal values and considerations.
- J Is for judging which prefers a planned and orderly way of life with goals and closure.
- P Represents a perceptive attitude that enjoys pondering on decisions, flexibility, and spontaneity.

Record your type here

E-I

S-N

T-F

P-J

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Transfer your score from the Temperament Sorter Score Sheet. In the case of tie scores read: Practical Applications in Applications by Type, Your Profile at a glance, or Portraits by type and list the type that best describes you.

Note: Remember, no one is a pure type and special circumstances can shift your type preference.

Appendix D

Index of Marital Satisfaction (IMS)

Hudson (1992) published the Index of Marital Satisfaction. This questionnaire is designed to measure the degree of satisfaction you have with your present marriage. It is not a test, so there are no right or wrong answers. Answer each item as carefully and as accurately as you can by placing a number beside each one as follows:

- 1 = None of the time
- 2 = Very rarely
- 3 = A little of the time
- 4 = Some of the time
- 5 = A good part of the time
- 6 = Most of the time
- 7 = All of the time

1. ___ My partner is affectionate enough.
2. ___ My partner treats me badly.
3. ___ My partner really cares for me.
4. ___ I feel that I would not choose the same partner if I had it to do over again.
5. ___ I feel that I can trust my partner.
6. ___ I feel that our relationship is breaking up.
7. ___ My partner really doesn't understand me.
8. ___ I feel that our relationship is a good one.
9. ___ Ours is a very happy relationship.
10. ___ Our life together is dull.
11. ___ We have a lot of fun together.
12. ___ My partner does not confide in me.
13. ___ Ours is a very close relationship.
14. ___ I feel that I cannot rely on my partner.
15. ___ I feel that we do not have enough interests in common.
16. ___ We manage arguments and disagreements very well.
17. ___ We do a good job of managing our finances.
18. ___ I feel that I should never have married my partner.
19. ___ My partner and I get along very well together.
20. ___ Our relationship is very stable.
21. ___ My partner is a real comfort to me.
22. ___ I feel that I no longer care for my partner.
23. ___ I feel that the future looks bright for our relationship.
24. ___ I feel that our relationship is empty.
25. ___ I feel there is no excitement in our relationship.

Appendix E

The Myers-Briggs Type Indicator consists of 16 personality types. Each is labeled with a combination of letters chosen from four pairs of alternatives, E or I, S or N, T or F, J or P. The letters represent the following words: E = Extroverted, I = Introverted, S = Sensory, N = Intuitive, T = Thinking, F = Feeling, J = Judging, and P = Perceiving (Myers & Myers). The following is a list of the 16 types, each listed across from the opposite type. This provides an idea of what type means and how it is used to show differences in the way people experience life.

<p style="text-align: center;">ENTJ</p> <p>Intuitive, innovative organizer; aggressive, analytical, systematic; well informed and enjoy adding to their fund of knowledge.</p>	<p style="text-align: center;">ISFP</p> <p>Observant, loyal helper, sensitive, modest, reflective, patient with details, shuns disagreement, enjoys the moment.</p>
<p style="text-align: center;">ESTJ</p> <p>Fact-minded, practical organizer; realistic, matter-of-fact, like to organize and run activities, not interested in subjects they see no use for.</p>	<p style="text-align: center;">INFP</p> <p>Imaginative, independent, full of enthusiasms and loyalties, care about learning, ideas, and projects of their own, not about possessions or physical surrounding.</p>
<p style="text-align: center;">INTP</p> <p>inquisitive analyzer; quiet and reserved, reflective, independent, likes solving problems with logic and analysis.</p>	<p style="text-align: center;">ESFJ</p> <p>Practical harmonizer; sociable, expressive, orderly, opinionated, talkative, main interest is in things that directly and visibly affect people's lives.</p>
<p style="text-align: center;">ISTP</p> <p>Practical analyzer; reflective, observer, interested in cause and effect, likes organizing facts and using logical principles.</p>	<p style="text-align: center;">ENFJ</p> <p>Responsive and responsible; sociable, popular, sympathetic, orderly, can lead a group discussion with ease and tact. Feel real concern for what others think or want.</p>
<p style="text-align: center;">ESTP</p> <p>Realistic adapter in the world of material things, tolerant, easy-going, good on-the-spot problem solvers, highly observant of details of things.</p>	<p style="text-align: center;">INFJ</p> <p>People oriented innovator of ideas; succeed by perseverance, originality and desire to do what is needed, respected for their firm principles.</p>
<p style="text-align: center;">ESFP</p> <p>Realistic adapter in human relationships, outgoing, friendly and easy going with people, oriented to practical first hand experience.</p>	<p style="text-align: center;">INTJ</p> <p>Logical, critical, decisive, serious, intent highly independent, skeptical, independent, have a power to organize a job and see it through.</p>
<p style="text-align: center;">ISTJ</p> <p>Analytic manager of facts and details; dependable, decisive, painstaking, and systematic, concerned with systems and organization; stable and conservative.</p>	<p style="text-align: center;">ENFP</p> <p>Logical, critical, decisive, serious, intent highly independent, skeptical, independent, have a power to organize a job and see it through.</p>
<p style="text-align: center;">ISFJ</p> <p>Quiet, friendly, conscientious, devoted workers, concerned with people's welfare, patient with details, their interests are usually not technical.</p>	<p style="text-align: center;">ENTP</p> <p>Inventive analytical planner of change; alert and outspoken, apt to turn to one new interest after another, quick, ingenious (Myers & Myers, 1980).</p>

Appendix F

The Rationals communicate in an abstract manner and are utilitarian in the way they implement goals. They can become highly skilled in strategic analysis. The intelligent operations they develop and practice the most are marshaling and planning (organizing), or inventing and configuring (engineering). They take pride in the degree to which they act competently, respect themselves because they are autonomous, and they feel confident in themselves due to their degree of being strong willed. This is known as the "Knowledge Seeking Personality." Usually pragmatic about the present, they are skeptical about the future, and egotistic about the past. Educationally, they enjoy the sciences, in activities outside of normal work they prefer technology, and vocationally they go for systems work. As parents, Rationals are individualizing parents, and learning oriented as children. Rationals appear rather infrequently, they comprise as few as 5% and no more than 7% of the population.

The Guardians communicate in a concrete manner and are cooperative in implementation of goals. They can become highly skilled in logistics. Their most practiced and developed intelligent operations are supervising and inspecting (administering), or supplying and protecting (conserving). They are proud of their reliability in action, respect themselves in the degree that they do good deeds, and feel confident in the fact that they are very respectable. They are known as the "Security Seeking Personality." They are indifferent to the present, pessimistic about the future, and regard the past in a fatalistic view. Educationally, they are interested in commerce, in activities outside of work they prefer regulations, and on the job they prefer material work. They are enculturating as parents, helpmates as spouses, and conforming as

Appendix F (Continued)

children. There are more Guardians than any other temperament, at least 40% and as many as 45% of the population.

Artisans also communicate in a concrete manner, and are utilitarian in implementing goals. They can become highly skilled in Tactical Variation. Their most practiced and developed intelligent operations are usually promoting and operating (expediting), or displaying and composing (improvising). They are proud of their graceful actions, respect the fact that they are daring, and feel confident that they are adaptable. This is the "Sensation Seeking Personality." They are usually hedonic about the present, optimistic about the future, and cynical about the past. They prefer the arts and crafts educationally, activities outside of work they prefer techniques, and on the job they go for operations. There are many Artisans, at least 35% and as many as 40% of the population.

The Idealist temperament communicates abstractly and is cooperative in implementing goals. They can become highly skilled in diplomatic integration. Their most practiced and developed intelligent operations are usually teaching and counseling (mentoring), or conferring and tutoring (advocating). They are proud of their authentic actions, respect their benevolence, and feel confident in their degree of empathy. They are known as "Identity Seeking Personality." They are gullible about the future and mystical about the past. Educationally they prefer humanities, outside of work activities they prefer ethics, and on the job they enjoy personnel work. The Idealists comprise only about 8% and no more than 10% of the population.

Appendix G

On Validity and Reliability

In answer to your question on the validity and reliability of the Keirsey Temperament Sorter, I can only answer that neither the validity nor the reliability of any personality test can be measured.

The Sorter, like the Myers-Briggs, the Grey-Wheelwright, the Singer-Loomis, the Murphy-Meisgier, and all similar devices, is a personality questionnaire or inventory, not really a "test" at all, and is therefore not subject to measurement of validity or reliability. The measurement of test validity or reliability presupposes an accurate, objective standard of "right" and "wrong" response against which a given test result can compare, and in the highly subjective area of personality studies such a yard stick cannot be established. Also, the validity and reliability of all such inventories vary enormously with the circumstances and conditions under which they are administered. Even older tests, such as the Minnesota Multiphasic Test, the California Personality Inventory, the Rorschach Ink Blot Test, the Thematic Apperception Test, as well as Word Associations tests and Sentence Completion tests, on and on, all suffer from the same lack of measurable validity and reliability.

Per our phone conversation, I am sending you this written confirmation concerning The Keirsey-Bates Temperament Sorter. I wish you luck on completing your thesis.

Appendix H

Subject: IMS

Date: Sun, 04, Apr 1999 13:17:44 -0400

From: Myrna Hudson <walmyr@sypac.com>

To: bro87@earthlink.net

The Index of Marital Satisfaction is a commercial, copyright scale. You may use the scale in your dissertation, upon purchase of it. You may not photo-copy, reproduce, retype, translate, or alter the scale. We sell them in pads of 50 copies per pad at a very reasonable cost of \$15.00 per pad.

Summary information concerning the validity and reliability can be found in the Walmyr Assessment Scale Scoring Manual (WASSM. (\$15.00)

Take a look at our Web page <http://www.sypac.com/~walmyr/>

An order form can be completed and faxed to us.

Thanks for your inquiry.

Myrna Hudson

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