

For instrument administration, answer sheets were handed out followed by the question booklets. After students had filled out the basic demographics, a teacher from the Student Counseling Center read the descriptions and instructions out loud to the class. Then, students were asked to record their responses on individual answer sheets by checking the box that best represented their own thoughts or feelings. During this section, students were encouraged to ask questions if they were not clear about the items. There was no time limitation for the responses. When all questionnaires were completed, students were asked to calculate their own scores based upon the instructions given. Both question booklets and answer sheets were handed in before students left the classroom. Finally, participant confidentiality was maintained throughout the progress of the study, and data are only reported in aggregate form.

Assessment Instrument

The Lai Personality Instrument was designed to assess overall personality profiles as well as individual traits for students ranging from junior high school to college. Because of its appropriate illustration of personality profiles and practical applicability to counseling, this instrument has been broadly adopted in many business enterprises and in student counseling centers of middle schools to colleges in Taiwan.

The 130-item, self-reporting tool of the Lai Personality Instrument requires participants to mark a 'yes', 'no', or '?' answer to each statement. A response of 'yes' represents that this item describes what one feels or how one acts, while a response of 'no' reflects that this item is not appropriately descriptive. Marking the '?' response is not encouraged, but represents that one is indecisive on the statement. A total scale score is calculated by adding 2 points for each 'yes' answer and one point for each '?' response for each item of the scale. Each scale score is then compared to the normative group and rated from 1 to 5, with 3 indicating the middle responses (from the 40th to the 60th percentiles) of the general population.

In general, the Lai Personality Instrument is comprised of 130 items which form 13 scales (10 for each scale) measuring 3 personality factors. Each of the 13

scales represents a personality trait as follows: General activity (G), Ascendancy (A), Social extraversion (S), Thinking extraversion (T), Rhythymia (R), Subjectivity (S), Uncooperativeness (CO), Aggressiveness (AG), Depression (D), Cyclic tendency (C), Inferiority feelings (I), Nervousness (N), and Lie (L). Among these, while the G, A, S, T, and R scales measure the personality factor of extraversion, O, Co, and Ag assess social adaptation status, and D, C, I, and N evaluate emotional stability. The L scale score is designed to examine whether the participant's responses are valid or are "socially desirable". Finally, to depict a general picture of the personality profile, 5 personality types are identified based upon the ratings of each scale as Average type (A), Black-list type (B), Calm type (C), Director type (D), and Eccentric type (E). These 5 types are described as follows.

(1) Average type (A):

This represents an ordinary type with an intermediate ability of social adaptation and emotional regulation.

(2) Black-list type (B):

This signifies an extroversive type with a poor social adaptation status and deficient emotional stability. Based upon previous studies, adolescent delinquency or problematic behaviors are frequently observed in respondents of this type.

(3) Calm type (C):

Type C respondents are categorized as being tranquil with good social adaptation and stable emotional modifications. They are more fixed and passive and are more willing to obey rules.

(4) Director type (D):

This type of person frequently acts as a leader within a group, and has extroversive traits, a good social adaptation status, and stable emotional regulation.

(5) Eccentric type (E):

This E type symbolizes persons who are passive, fragile, and emotionally unstable. They tend to blame themselves for things that do not go as they may have expected and have greater difficulties adapting themselves to their environment. Respondents of this type are often in need of psychological counseling to prevent future mental problems.

The Lai Personality Instrument exhibits good reli-