



A bright side, facet analysis of Schizotypal Personality Disorder: The relationship between the HDS Imaginative Factor, the NEO-PI-R personality trait facets in a large adult sample



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ABSTRACT

Around 5000 British adults completed the NEO-PI-R (Costa & McCrae, 1985) which measures the Big Five Personality factors at the Domain and the Facet level, and the Hogan Development Survey (Hogan & Hogan, 1997) which has a measure of Schizotypal Personality Disorder (SPD). The Imaginative Scale from the HDS was the criterion variable in all analyses. Imaginative individuals are high on Openness and Extraversion and low on Agreeableness. Facet analysis showed which of the six subscale scores from each superfactor best predicted SPD. The study partially confirmed work using different population groups and different measures, but showed some important differences. Limitations are considered as well as the problems associated with working with creative people are discussed.

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1. Introduction

This study looks at “bright side”, big five, personality correlates of the “dark side” trait Schizotypal Personality Disorder (SPD); that is the relationship between “normal” personality traits, measured at the facet level, and SPD. A number of studies have sought to look at personality correlates of highly creative people (Simonton, 2012) and various studies have demonstrated a relationship between creativity and schizotypy (Batey & Furnham, 2008). Studies have also been done looking at broad higher-order traits like Openness and Psychoticism, as well as narrower traits like hypomania (Batey & Furnham, 2006; Furnham, Batey, Anand, & Manfield, 2008). This study focuses on SPD using a short measure used in coaching and selecting adults (Hogan & Hogan, 2009).

The DSM criteria of SPD are a pervasive pattern of deficits in interpersonal relatedness – peculiarities of ideation, appearance, and behaviour, beginning by early adulthood and presenting in a variety of contexts. They are associated with excessive social anxiety, e.g., extreme discomfort in social situations involving unfamiliar people; odd beliefs or magical thinking, influencing behaviour; unusual perceptual experiences, odd or eccentric behaviour or appearance; few close friends or confidants; odd speech inappropriate or constricted.

Hogan and Hogan (2009) call these types *Imaginative* and suggest that they think about the world in unusual and often quite interesting ways. They may enjoy entertaining others with their unusual perceptions and insights. They are constantly alert to new ways of seeing, thinking, and expressing themselves, unusual forms of self-expression. They often seem bright, colourful, insightful, imaginative, very playful, and innovative, but also as eccentric, odd, and flighty. These people are

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'curiously interesting' and may be fun to be around, but they are distractible and unpredictable and as managers they often leave people confused regarding their directions or intentions. They tend to miscommunicate in idiosyncratic and unusual ways. At their best, these people are imaginative, creative, interesting, and amazingly insightful about the motives of others, but at their worst, they can be self-absorbed, single-minded, insensitive to the reactions of others, and indifferent to the social and political consequences of their single-minded focus on their own agendas.

Hogan and Hogan (2009) suggest that those with SPD are insensitive to social cues, see themselves as special and are relatively immune from criticism. Yet there is evidence that they are creative, innovative and insightful.

Oldham and Morris (1991), who call these types *Idiosyncratic*, note that they are tuned in to, and sustained by, their own feelings and belief systems, whether or not others accept or understand their particular worldview. They are self-directed and independent, requiring few close relationships and they are oblivious to convention. They are drawn to abstract and speculative thinking.

There have been various attempts to integrate 'normal' (personality trait) and 'abnormal' (personality disorders) personality structures (Widiger, 2011). Indeed there are numerous important papers which attempt to link together these systems. Widiger, Costa, & McCrae (2001) provided an important *theoretical* analysis of the relationship between personality disorders and the Big Five, at both Domain and Facet level. This 'speculative' work was updated in an important review by Samuel and Widiger (2008) who combined the data from 16 studies with a total *N* of 3207. Most of the participants were students (12 groups) and some outpatients. Further, they had completed very different personality disorder instruments, yet nearly always the same personality instrument (NEO-PI-R) was used (as in this study). They analysed their results at both the domain and facet level and compared their results to an earlier and similar study by Saulsman and Page (2004). They showed that OCD was correlated positively with Neuroticism ($r = .18$) and Conscientiousness ($r = .24$). What was most interesting about the facet level analysis was that OCD was correlated with all six Conscientiousness facets (r between $.19$ and $.25$). Four other correlations were $r > .10$ and they were N1. Anxiousness ($.16$), N2. Angry Hostility ($.10$), N3. Self-Conscientiousness ($.13$) and E5. Excitement seeking ($-.12$).

Bastiaansen, Rossi, Schotte, and De Fruyt (2011) using three authors' speculations provided a table in the chapter that shows the letter H,h,L,l indicating the *hypothetical* association between the possible 30 facets of the well established and accepted NEO-PI-R (Costa & McCrae, 2010) and SPD. In all, three Neuroticism facets (N1, N4, N6) were labelled high or very high, three Extraversion (E1, E2, E6) were rated as low or very low, five Openness factors (O1, O2, O4, O5, O6) rated as high or very high (and O3) as low) and one Agreeableness factor (A1) as low.

1.1. This study

This study attempted to test these "hypotheses" and replicate these findings based on a large adult sample completing a standard measure of "normal" personality: the NEO-PI-R (Costa & McCrae, 1985) and the now extensively used Hogan Development Survey (Hogan & Hogan, 1997), which is a measure based on the Personality Disorders categories but useful with normal populations and has an SPD scale (Furnham & Trickey, 2011). The scale has been used in many studies: results have shown that high scorers tend to be in the private sector, more than the public sector; to score low on job reliability measures but high on sales potential, and tend to be interested in ascetics (Furnham, Tickey, & Hyde, 2012; Furnham, Hyde, & Trickey, 2013a, 2013b)

The Hogan 'dark side' measure is now used in organisational research and practice to measure personality disorders in the 'normal population' (De Fruyt et al., 2009; Furnham, 2006, 2008; Furnham & Crump, 2005; Furnham et al., 2012; Hogan & Hogan, 2009). Its aim is partly to help selectors and individuals themselves diagnose how they typically react under work stress. It has the advantages of being psychometrically valid, of measuring all the personality disorders and being appropriate for a "normal" population.

The Hogan Development Survey (HDS) was explicitly based on the DSM-IV-TR Axis II Personality Disorder descriptions, but it was not developed for the assessment of all DSM-IV-TR disorders (American Psychiatric Association, 1994, 2000). The HDS focuses only on the core construct of each disorder from a dimensional perspective (Hogan & Hogan, 2001, p.41). There are other measures of schizotypy but tend to be long and have a very clinical "flavour" attempting to measure dimensions like magical ideation and social anhedonia (Mason, Linney, & Claridge, 2005; Winterstein et al., 2011).

This study was concerned with the SPD measure derived from the HDS. The HDS gives scores that are labelled "no risk, low risk, moderate risk and high risk". The study used both a domain and facet analysis using correlations and regressions to investigate which was most closely related to SPD. It aimed to replicate the findings of Bastiaansen et al. (2011) using a large "normal" adult population and a non-clinical measure of SPD.

2. Method

2.1. Participants

In total 4926 British working adults took part in this study of which 1213 were females and 3713 males. Their mean age was 42.36 years ($SD = 7.12$ years) with the range being between 23 and 65 years. They were nearly all (over 95%) graduates and in middle class occupations with English as their mother tongue. None, as far as could be established, was diagnosed as OCD.

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