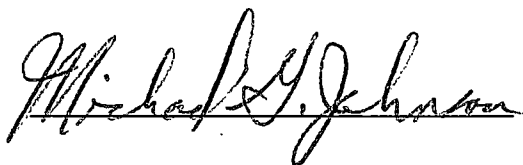


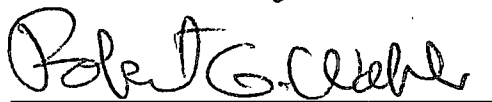
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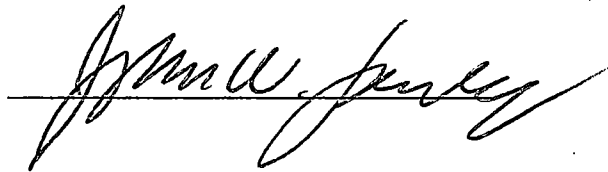
I am submitting herewith a thesis written by Vidhya Iyer entitled "The Validation Analysis of the Forgiving Personality Scale." I have examined the final paper copy of this thesis for form and content and recommend that it be accepted in partial fulfillment of the requirements for the degree of Master of Arts, with a major in Psychology.


Warren H. Jones, Major Professor

We have read this thesis
And recommend its acceptance:







Accepted for the Council:


Vice Provost and Dean of Graduate Studies

THE VALIDATION ANALYSIS OF THE FORGIVING PERSONALITY SCALE

A Thesis
Presented for the
Master of Arts
Degree
The University of Tennessee, Knoxville

Vidhya Iyer
December 2001

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DEDICATION

This thesis is dedicated to my parents

Mr. V. Chandrasekharan Iyer and Mrs. C. Jayalakshmi Iyer.

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ABSTRACT

North (1987) has stated that forgiveness occurs when the injured person is able to view the offender with compassion and love even though anger and retaliation might be expected. To date, forgiveness has been conceptualized and measured in a variety of ways. The present research attempted to validate the Forgiving Personality Scale (FP); an instrument developed to measure an individual's general inclination to forgive across time and situations. Part I of study I sought to examine the direct comparison of FP scores with alternate self-report measures of forgiveness. Part II of study I compared FP scores to measures of relevant interpersonal, emotional and personality constructs. Study II assessed the comparison of self-reported FP scores to FP ratings by family and friends. Results indicated that FP was significantly related to alternate measures of forgiveness suggesting the convergent validity of FP. Furthermore, FP was directly related to most of the positive characteristics and inversely related to most of the negative characteristics, thereby suggesting the construct validity of FP. Also, FP scores were significantly related to ratings by family and friends thereby demonstrating the non- test validity and visibility of the FP scale. These findings thus support the validity of interpretations of the FP scale scores and the expectation that Forgiveness is a 'visible' personality and interpersonal construct.

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CHAPTER 1

INTRODUCTION

“ Where there is hatred, let me sow love, where there is injury, pardon.... For it is in giving that we receive, it is in pardoning that we are pardoned....” (Easwaran, 1991a,p.29).

Forgiveness can be defined as a process that occurs when the victim chooses to relinquish his or her right to hurt back, while harboring feelings of compassion toward the offender. The psychological research on forgiveness has only recently begun to investigate the issue of the personality disposition of forgiveness. Only a few scales focus on an individual's generalized capacity to forgive. Therefore, there is a need to have a reliable and valid measure of the forgiving personality. The purpose of this research is to validate the Forgiving Personality Scale (FP), a recently developed measure of trait forgiveness. The present studies sought to examine the direct comparison of FP scores with extant measures of forgiveness, and measures of interpersonal, emotional and personality constructs in order to assess both convergent and discriminant validity of FP scores. This research also sought to assess the non-test validity and the visibility of the forgiving personality construct by examining the comparison of self-reported FP scores to forgiveness ratings by friends and family.

Learning to forgive someone who has been hurtful may be one of life's most demanding, yet meaningful, tasks (Worthington, 1998). As a goal commonly advocated by the major religions of the world (e.g. Judaism, Christianity, Islam, and Hinduism),

forgiveness is described as a truly transforming experience that allows movement beyond one's own selfish desires and needs (Smith, 1989). Specifically, Islam values interpersonal forgiveness because it can repair relationships. In Judaism (Williams, 2000) and Christianity (Dorff, 2000), people receive forgiveness from God if they are willing to forgive each other. In contrast, Buddhists maintain that forgiveness is necessary to end the suffering of self and others. In Hinduism, forgiveness is necessary if one chooses to follow the path of righteousness (Rye, Pargament, Ali, Beck, Dorff, Hallisey, Narayanan & Williams, 2000).

The wisdom in the religious perspective of forgiveness provides valuable insight into the nature of human experience. However, to understand forgiveness and its role in interpersonal relationships, it is necessary to separate forgiveness from the purely religious realm and incorporate it into the secular world.

Definitions and Theoretical assumptions regarding Forgiveness

Forgiveness requires reappraisal of hurt and its source and a change in how one thinks and feels about the offender and oneself (Worthington, 1998). It can be best conceptualized as "giving up one's right to hurt back" (Pingleton, 1997, p.404). This definition of relinquishing one's vengeance acknowledges, anticipates, and attempts to mitigate against the *lex talionis*, or "law of the talon", the reflexive propensity for retaliation and retribution in the face of hurt or pain at the hand of another. Forgiveness can thus be understood as comprising the very antithesis of an individual's presumably natural and predictable response to violation and victimization (Pingleton, 1997).

Forgiveness requires people to let go of their need to be pitied, their need to be right and their need to be connected to the offender through anger. Thus, forgiveness is

basically a choice. It is a choice that requires one to take responsibility for one's actions and even one's pain (Cloke, accessed on 02/05/01).

Forgiveness works directly on the emotion of anger by diminishing its intensity (Fitzgibbons, 1986). When people forgive, they do not allow the pain and hurt caused by the original offense to mar their entire life (North, 1987). This does not mean that one should lay oneself open to further abuse. One can forgive and yet end the relationship (Coleman, 1989).

According to Flanigan (1992), to forgive a person for his or her harmful deeds requires giving up resentment towards the perpetrator who by his or her very injurious act has shattered the victim's assumptions of life that the world is a good place and the self is valued (Flanigan, 1992). North (1987) states that forgiveness occurs when the injured person is able to "view the wrongdoer with compassion, benevolence, and love while recognizing that he has willfully abandoned his right to them" (p.502).

According to Sheen (accessed on 02/05/01), life will occasionally force people to experience pain and disappointment, a negative experience that will hurt them. Each moment people cling to the injury, they cause the past offense to generate an entirely new sequence of emotions, which in turn magnifies their pain. By forgiving, one gives up one's attachment to the past incident, its pain and anger. The author thus believes that forgiveness is operating in the 'here' and 'now' i.e., the present where the event is no longer occurring (Sheen, accessed on 02/05/01).

Worthington (1998) has developed an empathy-humility-commitment model of forgiveness. In this model, forgiveness is hypothesized to be initiated by empathy for the offender, furthered by feelings of humility by the victim and then strengthened through a

public commitment to forgive the offender. Enright and the Human Development Study Group (1991) define forgiveness as an individual's willingness to give up his or her right to resentment and negativity toward the offender while harboring the feelings of compassion and even love toward him or her. Hargrave and Sells (1997) define forgiveness as an "effort in restoring love and trustworthiness to relationships so that victims and victimizers can put an end to destructive entitlement" (p.43).

Thus several theorists and philosophers have a general agreement regarding the conceptual definition of forgiveness. However, given the numerous theories and definitions of forgiveness, various misconceptions regarding forgiveness have become apparent. Further clarification is therefore necessary to avoid these misconceptions.

Some consider forgiveness to be undoing the harm incurred. According to North (1998), this cannot be achieved without the party that has been wronged consenting to give up his or her angry feelings toward the offender. Also, some people have argued that forgiveness excuses the offender. North believes that people do not excuse their offender by forgiving them. They still see the wrongdoer as the perpetrator of the wrong and as the one who is responsible for it. Furthermore, as Yandell (1995) argues, forgiveness can be meaningful if and only if the victim feels that he or she has been wronged and holds the offender responsible for it. After all, if there is no offense and no offender, then there is nothing and no one to forgive.

Also, another important distinction to be made is that forgiveness is not reconciliation. Reconciliation indicates the coming together of two people involved in an interpersonal relationship after a separation. Forgiveness on the other hand, is a private experience, a personal decision of one individual involved in an interpersonal relationship

(Enright, 2001). Hence, it is possible to forgive without reconciling or without restoring the relationship to its original status. However, it is not possible to reconcile truly without forgiving (Coleman, 1989).

Another misconception commonly observed is that forgiveness means the offender will not be punished. By contrast, North (1987) believes that forgiveness is actually recognizing the transgression having been committed. Also from the victim's point of view, forgiveness prevents the damage to one's self-esteem and one's psyche, thereby restoring one's relation with others (North, 1987).

To summarize then, forgiveness does not remove the transgression, nor does it excuse, condone, or justify the wrongdoing (Enright, 2001), but instead depends on the recognition of the wrong having been perpetuated in order for forgiveness to occur (North, 1998).

However, empirical research is needed to assess the accuracy of these conceptual definitions and theories regarding forgiveness. A review of the literature shows that research on forgiveness generally began first in the therapeutic realm and then spread out into the basic scientific realm. The review of the literature also reveals that there are two kinds of forgiveness i.e., the state forgiveness (to forgive a specific offender for a specific offense) and the trait forgiveness (disposition to forgive) and it is important to make a distinction between them.

Empirical Research

Research on forgiveness first began among researchers interested in psychotherapy. Two such research groups emerged. The pyramid model of forgiveness, which focuses on empathy as a necessary condition for promoting forgiveness was

developed by McCullough and Worthington (1995). In a study (McCullough, & Worthington, 1995), eighty-six students were randomly assigned to either a wait-list control group or one of the two forgiveness intervention groups: The self-enhancement forgiveness group or the interpersonal forgiveness group. Compared to the control group, participants from the intervention groups reported higher scores on forgiveness measures.

Additional empirical evidence regarding the therapeutical benefits of forgiveness came from the 20-step process model developed by Enright and the Human Development Study Group (1996). One study (Hebl, & Enright, 1993) was done on twenty-four elderly females who had suffered a personal injury. Participants in the experimental group, who were given a group forgiveness intervention, reported higher scores on forgiveness measures than the control group after an eight-week interval. In another study (Al-Mabuk, Enright, & Cardis, 1995), forty-five parentally love deprived college students were randomly assigned to either an experimental or control group. After a six-week period, students in the experimental group, who received the forgiveness intervention, demonstrated significant gains on forgiveness measures compared to the control group.

Studies using the process model of forgiveness also indicate the importance of forgiveness in reduction of depression, anger and anxiety. For instance, in a study by Freedman and Enright (1996), twelve adult female incest survivors who had received the forgiveness intervention, reported significantly higher levels of forgiveness and hope, and lower levels of anxiety and depression compared to the control group. In another study (Coyle, & Enright, 1997), ten adult males who were hurt by a personal abortion experience, demonstrated significant increases in forgiveness and significant reductions in anger and anxiety following a forgiveness intervention.

Though these studies using the process model of forgiveness measure state forgiveness, empirical research suggests that trait forgiveness may also play an important role in reducing depression, anger and anxiety. In a study (Tangney, Fee, Reinsmith, Boone, & Lee, 1999), two hundred and eighty five college students completed the Propensity to Forgive Others (trait forgiveness measure), a subscale of the Multidimensional Forgiveness Inventory (MFI) and the Symptom Checklist 90 (SCL-90; Derogatis, Lipman & Covi, 1973). Findings revealed that individuals who had the disposition or the propensity to forgive others were less likely to be angry, hostile or depressed. In another study by Hargrave, and Sells (1997), one hundred and sixty four participants completed the Pain Scale (trait forgiveness measure), a subscale of the Interpersonal Resolution Relationship Scale (IRRS) and the Burns Depression Checklist. The results from this study indicated that people who had not forgiven family pain were more likely to be depressed.

Additional evidence for the relation between trait forgiveness and depression, anxiety, and anger came from a study conducted by Mauger, et al. (1992). Two hundred and thirty seven outpatient counseling clients completed the Forgiveness of Others Scale, a trait forgiveness measure and the Minnesota Multiphasic Personality Inventory (MMPI). Results suggested that people who scored low on Forgiveness of Others measure were more likely to score higher on depression, anxiety, and anger/ distrust.

Empirical evidence also seems to suggest that forgiveness is not only important for psychological adjustment, but also for physical well-being and health. A study (Lawler, Younger, Piferi, Billington, Jobe, Edmondson, & Jones, 2000) showed a relation between trait forgiveness and cardiovascular responding. Forty-four male and

sixty-four female college students were monitored during baseline, two interviews recalling times of betrayal (parent and friend/partner) and recovery periods. Results indicated that highly forgiving people had lower blood pressure across all measurement periods. Also, highly forgiving men seemed to have greater blood pressure recovery after interviews whereas highly forgiving women had smaller increases in systolic blood pressure to the parent interview (Lawler et al., 2000).

Research also seems to indicate that forgiveness plays an important role not only in intimate, close personal relationships, but also in interpersonal relationships that require co-operative interactions for survival between relationship partners who are not related to each other and where one member's survival is not of intrinsic value to the other. Reciprocal altruism is the basis for such cooperative interactions. It involves a beneficial act from one individual to another person who may be completely unrelated to the individual, with the understanding that the other person will return the assistance to the individual in the future (Ashton et al., 1998).

In a study by Ashton, Paunonen, Helmes and Jackson (1998), one hundred and eighteen college students completed the Forgiveness Non-Retaliation Scale, and a money allocation task. The participants had to choose between two combinations of amounts of money that would be hypothetically given to the participant and to another person. Participants could then make an altruistic allocation to the other person, if they desired. These combinations were: 1) \$125 for the participant and \$75 for the other or 2) \$150 for the participant and \$50 for the other (Ashton et al, 1998). The other person was described to the participant as a non-cooperator. Results indicated, that people who had the

personality traits involving forgiveness and non-retaliation were more likely to make an altruistic hypothetical allocation toward the non-cooperator.

As empirical work on forgiveness continues, the need for reliable and valid instruments with which to measure and investigate the construct of forgiveness has increased. The literature thus far, reveals the existence of several instruments that measure forgiveness. Most of these instruments were designed to measure the experience of forgiveness for a specific person and offense (i.e., state forgiveness) or forgiveness as an enduring dimension of personality (i.e., trait forgiveness).

State forgiveness represents the extent to which a person has forgiven a specific offender for a specific offense. According to McCullough, Hoyt, & Rachal (2000), state forgiveness therefore, would include the extent to which a person has forgiven (or sought forgiveness) in the context of a single interpersonal offense.

Trait forgiveness on the other hand, represents a person's general tendency to grant (or seek) forgiveness across a variety of interpersonal offenses occurring in a variety of relationships. (McCullough, Hoyt, & Rachal, 2000).

State forgiveness measures

Hargrave and Sells (1997) developed a 22-item forgiveness scale, which is a subscale of the 44-item Interpersonal Relationship Resolution Scale (IRRS). The forgiveness scale was designed to measure state forgiveness i.e., the extent to which an individual forgives a family member for past injury. The Enright Forgiveness Inventory (EFI) (Subkoviak, Enright, Wu, Gassin, Freedman, Olson, & Sarinopoulous, 1995) is a 60-item scale that measures state forgiveness. This scale assesses six areas (absence of negative affect, presence of positive affect, absence of negative cognition, presence of

positive cognition, absence of negative behavior, presence of positive behavior) of forgiving another person.

The Acts of Forgiveness Scale (AF) was developed to measure state forgiveness i.e., the degree to which one forgives a specific person for a specific injury (Drinnon, 2000). Trainer's Forgiveness Scale (1981) is a 9-item scale developed by Trainer to measure offense specific forgiveness, which she called as 'General Forgiveness'. Wade (1989) developed a 26-item scale that measured state forgiveness. It is a subscale of a larger, i.e., 83-item, forgiveness inventory developed by Wade.

Trait forgiveness measures

Forgiveness Non Retaliation Scale.

Ashton, Paunonen, Helmes & Jackson, (1998) hypothesized that reciprocal altruism should be related to personality characteristics that involve the tendency to forgive or the tendency to retaliate. In other words, traits such as forgiveness non-retaliation mainly facilitated reciprocal altruism. According to these authors, though reciprocity was needed in interactions among kin, individual differences in the tendencies to be forgiving and non-retaliatory should be primarily associated with willingness to behave altruistically toward non-kin. This led Ashton et al., (1998) to conclude that forgiveness non-retaliation was the underlying trait that formed the basis of individual differences in reciprocal altruism. This led to the development of the Forgiveness Non-Retaliation Scale.

The Forgiveness Non-retaliation Scale is an 8-item scale developed to measure trait forgiveness. The scale included positively keyed items such as "My attitude toward people who have tried to harm me is 'forgive and forget'", "Occasionally, people take

advantage of the fact that I hardly ever get angry” and negatively keyed items such as “I tend to ‘hold a grudge’ against people who have wronged me”. These items involved the tendency to suspect deceit, become angry, retaliate, and hesitate to forgive other people (Ashton et al., 1998). The alpha coefficient of internal consistency for the scale was 0.75, and the scale correlated significantly with reciprocal altruism. Furthermore, correlations with Saucier’s (1994) adjective markers of the Big five indicated that forgiveness- non retaliation was positively and significantly related to both agreeableness and emotional stability (Ashton et al, 1998).

IRRS Pain Scale.

Hargrave (1994a, 1994b) conceptualized relational pain from a family therapy perspective. According to Hargrave, the most powerful dimension of family relationships is relational ethics. Relational ethics indicates that people have an innate sense of justice, which requires a balanced give and take in relationships. Pain results when members of a relationship violate this relational ethics. Hargrave believed that people who were victims of family pain would develop feelings of rage at the injustice and shame for being unlovable. Furthermore, these individuals are likely to act chaotic or overcontrolling in their future relationships. This pain can be resolved by forgiveness, which was seen by Hargrave as a way to restore love and trustworthiness to the relationship (Hargrave & Sells, 1997).

Based on this framework, Hargrave developed the Interpersonal Relationship Resolution Scale (IRRS) which was divided into two scales: The Forgiveness Scale which measured state forgiveness and the Pain Scale which measured trait forgiveness. The Pain Scale assessed a respondent’s perspective of pain resulting from relational

violations. In other words, the Pain Scale measured dispositional qualities such as rage, shame and over controlling or chaotic behavior. It included items such as "I am ashamed of what has happened to me" (shame), "I hit things when I am really angry" (rage), "Winning is very important to me" (control), "People don't ask my advice or opinion" (chaos).

The Pain Scale demonstrated predictive validity by discriminating between clinical and non-clinical groups. Construct validity was suggested by significant negative correlations between the Intergenerational Triangulation, Intergenerational Intimidation and the spousal Intimacy subscales of the Personal Authority in the Family System Questionnaire and the Pain Scale.

Forgiveness of Others (FOO).

Mauger, Freeman, McBride, Perry, Grove, & McKinney (1992) designed two measures of forgiveness i.e., Forgiveness of Self (FOS) and Forgiveness of Others (FOO) as part of a research project to develop an objective personality inventory that would sample personality disordered behaviors. The FOO is a 15-item scale, which measures trait forgiveness. It consists of true-false items such as "If another person hurts you first it is all right to get back at him or her" (true), "It is hard for me to forgive those who hurt me" (true), "I am able to make up pretty easily with friends who have hurt me in some way" (false), and "I feel that other people have done more good than bad for me" (false) (Mauger et al., 1992). Cronbach's alpha for the scale was 0.79 and test-retest reliability for a two-week interval was 0.94.

A person with a low score on FOO was considered to be alienated from others and overly sensitive to criticism and slights. According to Mauger et al (1992), having

problems in forgiving others was associated with having higher degrees of psychopathology.

The Apology Scale.

The Apology Scale (Jones, 2000a) is a 21-item self-report instrument designed to measure a personal orientation toward others that included accepting responsibilities for one's mistakes, apologizing to others, and seeking restoration of relationships when offenses were committed. Though the scale was not intentionally developed to measure forgiveness, it was included because its items measured a general tendency to respond in a non-retaliatory manner when a transgression occurred in a relationship. For example, it included items such as "A sincere apology should always count for something", and "I respect people who have the courage to admit their mistakes". The coefficient alpha for the scale was 0.86, the mean inter-item correlation was 0.22, and the test-retest reliability for a two-month interval was 0.62. The Apology Scale was strongly positively correlated with factors presumed necessary for mutually satisfying relationships (e.g. trust, etc.) and inversely related to factors indicating dissatisfaction in relationships (e.g. loneliness, etc.), thereby demonstrating the construct validity of the scale.

The Vengeance Scale.

Stuckless, and Goranson (1992) developed a 20-item Vengeance Scale to measure the tendency to seek revenge following a transgression. Though this scale was not intentionally developed to measure forgiveness, it was included because its items measured dispositions (attitudes, emotions, etc.) that were diametrically opposite to forgiveness. For example, it consisted of items such as "If I am wronged, I can't live with myself unless I get revenge". The Cronbach's alpha for this scale was 0.92 and the mean

inter-item correlation was 0.38. The validity of the measure was demonstrated by the high significant correlations between the Vengeance Scale and trait anger and the low significant correlations between the Vengeance Scale and the Empathy Scale.

These scientific studies of forgiveness suggest that research on forgiveness has begun to focus on the issue of the personality disposition of forgiveness. Though several scales have been developed to study forgiveness, there exists considerable divergence in purpose and structure among its measures and operationalizations. For example, some scales are unidimensional whereas others are multidimensional; some include items assessing characteristics and tendencies broadly related to forgiveness whereas others are more narrowly focused (Jones, & Lawler, 1997). Few scales focus on an individual's generalized tendency to forgive. In other words, not much work has been done in the area where some people are more forgiving by virtue of their personality. Therefore, there is a need to have a reliable and valid measure of the forgiving personality in order to investigate forgiveness as a trait.

The Forgiving Personality Scale (FP)

Jones (2000b) developed the Forgiving Personality Scale (FP) which is a 33-item self-report instrument designed to measure an individual's general inclination to forgive across time and situations. The scale contains items that reflect what was presumed to be the essential feature of forgiveness i.e., a greater tendency to forgive others who have committed an offense and less of a tendency to take offense in the first place. Responses are rendered on a standard, five-point Likert-type format (e.g., Strongly agree, Agree, Disagree, etc.).

The scale is reliable internally (coefficient alpha = 0.93, mean inter-item correlation = 0.30) and over time (i.e., test-retest correlation = 0.79 over two months). FP scores significantly relate to self-labeling criterion items (e.g., "Basically I am a forgiving person") thereby providing initial supportive evidence of the validity of scale score interpretations.

The goal of this research is to further validate the Forgiving Personality Scale, specifically to determine whether the FP Scale measures forgiveness as a dimension of individual differences in the interpersonal sphere of experience. This goal was pursued by two studies. The first study compared scores on the FP Scale with scores on (1) extant measures of both trait and state forgiveness; and (2) relevant measures of personality, emotion, and interpersonal experience (e.g., commitment, loneliness, vengeance, mortality, trust, antisocial personality, grudge holding, etc.) in order to assess construct validity of FP scores. For example, FP is expected to be directly related to variables such as morality and inversely related to loneliness and grudge holding suggesting construct validity. In addition, FP scores should be more strongly related to extant measures of forgiveness than to generalized measures of personality, emotion, and interpersonal experience suggesting discriminant validity. Also, FP should be more strongly related to other trait measures of forgiveness than to state measures of forgiveness thereby further suggesting discriminant validity evidence.

The second study assessed the 'visibility' of the Forgiving Personality construct. A sample of college student respondents were asked to complete the FP Scale and then asked to provide ratings by three other people i.e., individuals who were members of their social networks (e.g., family, friends, etc.). Self-reported FP scores were then compared

to FP ratings by friends and family to determine the validity of FP scores and the visibility of the forgiving personality construct.

CHAPTER 2

METHODS

Participants

This research consisted of two studies and two groups of participants. The first validation study consisted of two parts. In this study, approximately 1116 college students were recruited from undergraduate psychology classes at the University of Tennessee. Students received extra credit in these classes for their participation.

The second study involved 93 college students who were asked to arrange for the participation of up to three individuals who knew them reasonably well to serve as raters. The college students were recruited from undergraduate psychology classes at the University of Tennessee and received extra credit in these classes for their participation. A total of 196 friends and family members served as raters and the students received nominal credit for their participation as well.

Procedure

The procedure for the first study consisted in the participant's completing questionnaires. The first section in the questionnaire was an explanation of the study and a request for informed consent (see Appendix). All completed questionnaires were retained for data analysis.

College students were routinely asked to complete the FP Scale. At the same time, they also completed several questionnaires containing other trait forgiveness measures such as The Vengeance Scale, The Apology Scale, Pain subscale of the IRRS inventory, Forgiveness Non-Retaliatio n subscale of the Empathy-Attachment and Forgiveness Non-

Retaliation Scale, and Forgiveness of Others Scale and state measures of forgiveness such as Acts of forgiveness Scale, Wade's forgiveness, Trainer's General Forgiveness, Enright's Forgiveness and the forgiveness subscale of the IRRS Inventory in order to assess convergent and discriminant validity.

The participants also completed other related measures such as the UCLA Loneliness scale, Family Satisfaction Scale, Rosenberg's Self-Esteem scale, Scale of Interpersonal Cynicism, Dogmatism Scale, the Trait guilt and Moral Standards subscales of the Guilt Inventory, the Empathy-Attachment subscale of the Empathy-Attachment and Forgiveness Non-Retaliation inventory, The Social Reticence Scale, Need to Belong Scale, Rejection Sensitivity Questionnaire, Big Five personality Inventory, the Betrayal by Others and Betrayal of Others subscales of the Interpersonal Betrayal Scale, Interpersonal Jealousy Scale, the Partner Trust, Network Trust and the General Trust of the Trust Inventory for the purposes of determining construct validity.

Since these measures were administered in different questionnaires, varying n's on specific comparisons were observed. For example, 669 students completed the Acts of Forgiveness Scale as well as the FP Scale whereas only 83 students completed the FP Scale as well as the UCLA Loneliness Scale.

In the second study, the target students were first asked to complete the FP Scale. They were then asked to provide ratings by up to three significant others. Ninety-three students were given three identical questionnaires to be filled out by three people (either friends or family) who knew them well. These three individuals were asked to 1) to indicate their relationship with the target person and 2) to complete the FP Scale by rating the target person. Envelopes were provided so that the raters could mail the sealed

envelopes back to the experimenters to better ensure confidentiality. Of the responses returned by raters of 72 students, 54 students received ratings from all the three raters. Averages were then calculated by combining these ratings to compare with the individual's self-rating in order to assess the validity and the visibility of the FP Scale.

Instruments

Conceptualizations of forgiveness fall into two categories: Trait forgiveness and State Forgiveness. Trait forgiveness is defined as the generalized tendency to forgive or as an individual's inclination to forgive across time and situations. State forgiveness on the other hand, is offense and offender specific. State forgiveness concerns the degree to which an individual forgives a specific person for a specific offense.

This section describes the state and trait measures of forgiveness used to assess both the convergent and discriminant validity of FP. For the purposes of addressing construct validity, some personality and relationship scales were used in this study. Therefore, these scales are also described in this section.

The Forgiving Personality Scale (FP).

The Forgiving Personality Scale (Jones, 2000b) was developed to provide a reliable and valid measure trait forgiveness. Trait forgiveness is defined as an individual's general inclination to forgive across time and situations. The scale contains 33 items. The items were written to reflect what was presumed to be the essential features of the forgiving personality, i.e. a greater tendency to forgive others who have committed an offense and less of a tendency to take offense in the first place. For example, the scale included items such as "Even if someone wrongs me, I believe it would be wrong for me to seek revenge", "Forgiveness is as beneficial to the person who forgives as it is to the

person who is forgiven” and reverse scored items such as “I often seethe with anger”, and “I tend to expect the worst in others”. Participants were asked to indicate their agreement with the 33 statements using a five-point Likert-type response format anchored by the following verbal labels: Strongly Agree, Agree, Undecided, Disagree, and Strongly Disagree. The sum of these responses provided a total forgiveness score, with higher scores indicating a greater degree of forgiveness. In an initial sample of 377 college students, the mean and S.D of the scale were 125.46 and 16.21 respectively. The mean inter-item correlation was .30 and coefficient alpha was .93. The test-retest correlation was .79 over a two month time period for a sample of 69 college students. The maximum score was 162 and the minimum score was 68. Subsequent analyses involving college student data indicated comparable operating characteristics.

Preliminary evidence suggested the validity of scale score interpretations. For instance, FP scores were significantly related to self-labeling criterion items e.g., “Basically I am a forgiving person”. Also, brief untested scales or homogenous item clusters were included in the initial item pool to answer questions about what the domain of forgiveness included. The forgiveness items were found to be significantly related to these homogenous item clusters in predictable ways including inverse correlations with grudge holding, argumentativeness, revenge, hypersensitivity and positive correlations with kindness, apology and humility thereby providing an initial evidence of the validity of the FP Scale.

The Apology Scale.

The Apology Scale (Jones, 2000a) is a 21-item self-report instrument designed to assess the willingness to use apology when in the wrong and appreciation of an apology

when one has been wronged. Though the scale was not intentionally developed to measure forgiveness, it was included because its items measured a general tendency of confirming responsibility for relationship transgressions and facilitating relationship restoration (Jones, 2000a). For example, it included items such as "Everyone makes mistakes, including me", and "Many relationships have been saved by a sincere apology". Responses were rendered using a five-point response format ranging from strongly disagree to strongly agree. In a sample of 129 college students, the mean inter-item correlation was .34 and the coefficient alpha was .91. There is evidence for the validity of Apology interpretations. The Apology Scale was directly significantly related to positive characteristics such as trust, parental and peer attachment which are necessary for satisfying relationships and inversely significantly related to negative characteristics such as grudge holding, loneliness, and rage proneness which are responsible for dissatisfying relationships.

Forgiveness of Others (FOO).

Mauger, Freeman, McBride, Perry, Grove, & McKinney (1992) developed a 15-item scale that measured a respondent's forgiveness of others. This scale measured trait forgiveness. The items of the Forgiveness of Others scale related to taking revenge, justifying retaliation and revenge, holding grudges, and seeing others as the cause of one's hurt. For example the scale included items such as "If a person hurts you on purpose you deserve to get whatever revenge you can", and "I have grudges which I have held on to for months or years". A person with a low score on FOO was considered to be alienated from others, denying a need for affection, feeling persecuted by others, overly sensitive to criticism and slights and having cynical attitudes and defects in controlling

impulses. Cronbach alpha for the scale was .79 and test-retest reliability for a 2-week interval was .94. Positive correlations between FOO and scales on MMPI indicated that having problems in forgiving others was associated with having higher degrees of psychopathology and indirectly supported the validity of FOO.

Forgiveness Non-Retaliatioin Scale.

Ashton, Paunonen, Helmes, & Jackson, (1998) conceptualized individual differences in the tendencies to be forgiving and non-retaliatory to be associated with reciprocal altruism. This led to the development of the 8-item Forgiveness Non-Retaliatioin Scale, which measured trait forgiveness. It is a subscale of the 16-item Empathy-attachment and Forgiveness Non-Retaliatioin Scale (Ashton et al., 1998). The scale included items such as "I probably wouldn't lose my temper at someone even if they were extremely annoying", "Even when people are very ungrateful for what I've done for them, I usually don't say or do anything about it" and reverse scored items such as "When someone treats me really unfairly, I want to get even with them even if it's inconvenient to do so", and "I usually start out suspecting other people and only trusting them after getting to know them well".

The internal consistency of the Forgiveness Non-Retaliatioin scale was .75. Forgiveness Non-Retaliatioin scale was significantly positively related to Jackson Personality Inventory-revised JPI-R Responsibility Scale suggesting a strong relationship with altruistic behavior. Forgiveness non-retaliatioin was also positively significantly related to both agreeableness and emotional stability thereby demonstrating construct validity.

The Vengeance Scale.

The Vengeance Scale (Stuckless & Goranson, 1992) was used for the examination of individual differences in response to revenge-eliciting situations. The Vengeance Scale is a 20-item scale developed to measure attitudes toward the appropriateness of taking vengeful actions. Stuckless and Goranson (1992) conceptualized vengeance as harmful response to perceived wrong. Therefore, items for the scale were selected on the basis of whether or not their content addressed important aspects of revenge and vengefulness. For example, the scale included 10 items such as "I don't just get mad, I get even" and 10 reversed scored items such as "I find it easy to forgive those who have hurt me". Responses were rendered on a 7-point Likert-type response format ranging from disagree strongly to agree strongly. Though this scale was not intentionally developed to measure forgiveness, it was included because its items measured dispositions (attitudes, emotions, etc.) that were diametrically opposite to forgiveness. The Cronbach's alpha for the scale was .92. Specifically, alpha was .92 for females and .93 for males. The mean inter-item correlation was .38. These findings suggest that the scale has high level of internal consistency for both males and females. The test-retest reliability for the scale was .90.

In addition, there were high significant correlations between the Vengeance Scale and self-report measures of vengeful behaviors. The findings of construct validity attested to the validity of the measure. Convergent validity was demonstrated by correlations with related scales. There was a negative correlation between the Vengeance Scale and the Empathy Scale. There was substantial positive correlation between the Vengeance Scale and Trait Anger. Discriminant validity was demonstrated by the low correlations between the Vengeance Scale and the measures of positive reciprocity i.e., the likelihood of

responses to helpful behavior. This indicated that the Vengeance Scale was not merely a measure of people's general reciprocity.

IRRS Pain Scale.

Hargrave (1994a, 1994b) conceptualized family pain as resulting in feelings of rage, shame, chaotic and over controlling behavior. Hargrave further hypothesized that this pain could be resolved by forgiveness. This led to the development of the Pain Scale and the Forgiveness Scale, which taken together comprise the Interpersonal Relationship Resolution Scale (IRRS). The 22-item Pain Scale, which is a subscale of the 44-item IRRS, was designed to assess the extent to which a person who had received serious hurts from a specific family member continued to feel pain as a result of the offenses (Hargrave, & Sells, 1997). The Pain Scale measured trait forgiveness since it included items such as "When in an argument, I have been known to throw things" (rage), "I don't want people to know what happened to me" (shame), "I have difficulty compromising with other people" (control), "After work or school, I have no motivation to get anything accomplished" (chaos).

The Cronbach's Alpha for the Pain Scale was .95 and the coefficient alphas for the four subscales ranged from .74 to .87. Outpatient psychotherapy clients with family-of-origin problems scored significantly higher on all four Pain subscales than did a sample of graduate and undergraduate students who had received no prior counseling or psychotherapy.

Acts of Forgiveness (AF).

The AF Scale (Drinnon, 2000) is a 45-item scale developed to measure the degree to which one forgives a specific person for a specific offense or state forgiveness.

Participants were first asked to describe an incident in which someone had hurt their feelings deeply and then they were asked to indicate their agreement with the 45 statements using a 5-point Likert-type response format anchored by the following verbal labels: Strongly Agree, Agree, Undecided, Disagree, and Strongly Disagree. The scale included items such as "I would trust the person in question again", and "I understand why the person in question did what he/she did". For a sample of 382 college students, the mean inter-item correlation was .37 and alpha coefficient was .96. Preliminary estimates of validity were supportive. For example, AF scores were more strongly related to other measures of state forgiveness than to measures of trait forgiveness (Drinnon, 2000). Also, AF scores were significantly and inversely related to ratings by others of the seriousness of the hurt feelings incident.

Trainer's Forgiveness Scale.

Trainer (1981) developed a 9-item self-report measure of offense specific forgiveness that she called "General Forgiveness" which was part of a larger inventory. General Forgiveness measured state forgiveness. It was conceptualized as a behavior consisting of five elements: 1) overt gestures of reconciliation, 2) cessation of overt hostile impulses, 3) letting go of resentment, 4) re-emergence of positive attitudes and feelings toward the one who had done the injury, 5) gestures of good will. An example item is "To what extent do you bear a grudge now?" The internal consistency for the scale, determined by split half with Sperman Brown correction was found to be .77.

Wade's Forgiveness Scale.

This is a 26-item scale that measured state forgiveness. It is a subscale of a larger i.e., 83-item forgiveness inventory developed by Wade (1989). The scale included items

such as "Vengeance is dropped no pleasure in it", and "Hurt rushes away, is accepted or assuaged". Responses were rendered on a 5-point Likert-type response format ranging from strongly disagree to strongly agree. Internal consistency for the 26-item scale was determined by Cronbach's Alpha that had a value of .95. This measure has been used in several research efforts. McCullough and Worthington (1998) developed an 18-item Transgression-Related Interpersonal Motivations (TRIM) inventory using the revenge and avoidance subscales of the Wade's Forgiveness Scale.

The IRRS Forgiveness Scale.

This is a 22-item subscale of the 44-item Interpersonal Relationship Resolution Scale (IRRS) developed by Hargrave and Sells (1997). The Forgiveness Scale was designed to assess the extent to which a person who had received serious hurts from a specific family member had forgiven the offending family member for the offenses that occurred in the past. The Forgiveness scale consisted of four subscales namely, Insight, Understanding, Giving the opportunity for Compensation, and the Overt Act of Forgiving. It included items such as "This person has taken responsibility for causing me pain", and "Our relationship is improving each time we are together". Cronbach's Alpha for the Forgiveness Scale was .92 and the coefficient alphas for the four subscales ranged from .63 to .86. Outpatient psychotherapy clients with family-of-origin problems scored significantly lower on all four forgiveness subscales than did a sample of graduate and undergraduate students who had received no prior counseling or psychotherapy.

Enright Forgiveness Inventory (EFI).

Subkoviak, Enright, Wu, Gassin, Freedman, Olson, and Sarinopoulos, (1995) developed a 60-item Enright Forgiveness inventory that assessed six areas of forgiving

another person namely, absence of negative affect, presence of positive affect, absence of negative cognition, presence of positive cognition, absence of negative behavior, presence of positive behavior. This scale measured state forgiveness. It included items such as "Aid him/her when in trouble", and "Hope he/she finds happiness". The internal consistency as determined by Cronbach's Alpha for the 60-item EFI total was .98. In some samples, the EFI correlated negatively with measures of depression and anxiety (Subkoviak et al., 1995). Moreover, there was evidence that the EFI was sensitive to experimental manipulations designed to facilitate forgiveness (Coyle & Enright, 1997).

Rosenberg Self-Esteem Scale (RSES).

This scale was designed to measure one's level of self-esteem, or feelings of global self-worth (Rosenberg, 1965). The RSES is highly reliable and it is widely used in research as an index of trait self-esteem. The RSES is comprised of 10 items measured on a 5-point Likert-type response format. Rosenberg found that people with low self-esteem scores not only appeared depressed, but they were also more likely to express feelings of unhappiness, gloom, and discouragement to others.

The Scale of Interpersonal Cynicism (SIC).

SIC (Moore, 1999) is a 36-item inventory designed to measure cynicism in each of the four domains: cynicism as behavioral justification, cynicism toward relationships, cynicism toward human nature and cynicism toward love. Preliminary evidence supported the validities and reliabilities of the scales. The Cronbach's alpha for SIC was .89. Also, SIC was not related to optimism and was negatively related to measures such as trust, and a belief in a just world thereby demonstrating construct validity.

Empathy-Attachment Scale.

This is a 8-item scale which measured kin-altruism. It is a subscale of the 16-item Empathy-Attachment and Forgiveness Non-Retaliatioin Scale inventory (Ashton et al., 1998). The internal consistency of the Empathy-Attachment scale was .73. The Empathy-Attachment Scale was significantly positively related to Jackson Personality Inventory-Revised (JPI-R) Responsibility scale. Ashton et al., (1998) also found that Empathy-Attachment was directly related to the agreeableness factor and inversely related to the emotional stability factor of the Big Five Personality Inventory (BFI; Benet-Martinez & John, 1998).

The Guilt Inventory.

Moral Standards and the Trait Guilt subscales of the 45-item Guilt Inventory (Jones, Schratte & Kugler, 2000; Jones, Kugler & Adams 1995; Kugler & Jones, 1992) were used for this study. Evidence regarding the validity and reliability of each scale has been presented. The coefficient alphas for the trait and moral standards subscales were .89 and .34 respectively. Jones and Kugler, (1993) found trait and state guilt to be significantly related to various interpersonal measures such as depression, anxiety, shyness and loneliness.

Dogmatism Scale.

The short version of the 40-item Rokeach Dogmatism Scale (D40) (1962) was used to measure dogmatism. This 10-item scale (D10) had a coefficient of reproducibility of .83. The D10 scale correlated significantly with the Heineman anxiety scale thereby demonstrating construct validity. The significant correlation obtained between the D10 scale and the Heineman anxiety scale corroborated the expected association of

dogmatism and anxiety, and therefore gave support to the original contention that the D10 measured essentially the same attitude as D40 (Shulze, 1962).

The Family Satisfaction Scale.

This is a 20-item scale (Carver & Jones, 1992) which was designed to measure the degree to which one was generally satisfied with one's family of origin and the constituent relationships embedded therein (e.g., parent-child, siblings, etc.). Coefficient alpha was .95. Subsequent analyses indicated that Family Satisfaction Scale scores were related to various measures of family attitudes (e.g., cohesion, task acceptance, etc.) as well as current interpersonal functioning and attitudes (eg., loneliness, social support, and marital satisfaction) thereby supporting the validity of Family Satisfaction Scale.

Need to Belong.

The Need to Belong Scale (Schreindorfer, Leary, & Keith, 1996) is a 10-item self-report measure designed to assess the degree to which individuals were concerned with social avoidance or rejection as well as distress about being alone. The scale demonstrated adequate reliability with $\alpha = .83$ and its construct validity was suggested by significant positive correlations between need to belong and fear of negative evaluation as well as negative correlations between need to belong and self-esteem and enjoyment of solitary activities.

UCLA Loneliness Scale, Version 3.

The 20-item Revised UCLA Loneliness Scale (Russell, 1996) was designed to detect everyday variations in loneliness. Responses were rendered using a 5-point Likert-type format. Internal consistency as measured by alpha ranged from .89 to .94. The scale was strongly related to other measures of loneliness thereby supporting convergent

validity. The construct validity for the scale was indicated by significant correlations with measures of health and well-being. It is a widely used instrument and its validity has been presented in several studies across a variety of populations.

The Social Reticence Scale.

This is a 20-item scale (Jones, Briggs, & Smith, 1986) designed to measure tendencies and experiences related to shyness, such as difficulty in meeting people, discomfort associated with speaking in groups, and feelings of isolation. The alpha coefficient for the scale was .91 and its validity was suggested by comparison with other measures of shyness, related personality measures, and behavioral validation, using videotaped monologues and interactions.

Rejection Sensitivity Questionnaire (RSQ).

This is an 18-item scale (Downey & Feldman, 1996) designed to measure rejection sensitivity as generalized expectations and anxiety about whether significant others will meet one's needs for acceptance or will be rejecting. Responses were rendered on a 6-point Likert response format. For each item, the respondent answered twice. The RSQ first asked people to indicate their degree of concern or anxiety about the outcome of each situation. They were then asked to indicate the likelihood that the other person(s) would respond in an accepting fashion. The rejection sensitivity score was obtained by multiplying the expectancy of rejection score by the score of anxiety and summing across items. The RSQ showed high internal reliability ($\alpha = .83$). The authors examined the validity of the scale by demonstrating that rejection sensitivity captured a distinctive cognitive-affective processing disposition.

The Big Five Personality Inventory (BFI).

The 44-item English BFI (Benet-Martinez & John, 1998) was constructed to allow efficient and flexible assessment of the five dimensions of personality namely; Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Openness. In U.S and Canadian samples, the alpha reliabilities of the BFI scales typically ranged from .75 to .90 and averaged above .80. The test-retest reliabilities over a three-month time period ranged from .80 to .90 with a mean of .85. In terms of convergent validity with other Big Five instruments, the BFI scales correlated more highly with both Costa, & McCrae's (1992) and Goldberg's (1992) scales (mean r s = .75 and .80 respectively) than those two correlated with each other (mean r = .65).

The Interpersonal Betrayal Scale.

This scale had two 15-item subscales i.e., Betrayal of Others and Betrayal by Others, measuring the tendency to betray one's friends and family members and the corresponding perception of having been betrayed by one's relational partners (Jones & Burdette, 1994). The scale had alphas, which were greater than .75. Validity of scale interpretations was suggested by inverse correlations with measures of morality and direct correlations with alternative measures of relationship betrayal and conflict, and measures of harm doing within the family (Carver & Jones, 1993) and social support network (Jones & Burdette, 1994).

The Interpersonal Jealousy Scale.

This is a 28-item scale (Mathes & Severa, 1981) designed to measure the amount of negative emotion resulting from actual or threatened loss of a loved one to a rival (jealousy). The scale had reliable internal consistency (α = .92). Also, the scale

correlated with the Love and Liking Scale (Rubin, 1970) in the expected direction indicating that those individuals who were most vulnerable to jealousy were in love with their partners.

Trust Inventory.

This is a 50-item scale (Couch, 1994; Couch, Adams, & Jones, 1996) designed to measure trust at differing components of relationship involvement. The components included in the instrument were generalized trust; social network trust; and partner trust. The scales were found to be internally consistent with coefficient alphas ranging from .87 to .92, and the mean inter-item correlations for the scales ranging from .33 to .40. Scores from the Trust Inventory correlated with the extant measures of trust in the expected direction suggesting concurrent validity. Also, construct validity was demonstrated by comparing the scores on the three scales of the trust inventory with other relational and trait/emotion measures such as jealousy, guilt, shyness, and loneliness.

CHAPTER 3

RESULTS

This chapter is divided into three sections. The first section reports results obtained by comparing scores on the FP scale with scores on extant measures of forgiveness. The second section deals with the results comparing relevant measures of personality, emotions, and interpersonal traits and experiences with FP. The third section examines comparisons between self-reported FP scores and FP ratings by friends and family.

Convergent/Discriminant Validity

In order to further validate a self-report psychological instrument called the Forgiving Personality Scale, the FP scores were compared to other measures of forgiveness including both trait and state measures of forgiveness. Trait forgiveness is defined as an individual's inclination to forgive across time and situations. State Forgiveness is defined as the degree to which one forgives a specific person for a specific offense.

As maybe seen in Table 1, FP was significantly correlated with most of the extant measures of forgiveness. The pattern of correlations is not the same for both trait and state measures. However, FP was more strongly correlated with other trait measures as compared to state measures. For instance, FP was significantly correlated with Vengeance, IRRS Pain, Apology, Forgiveness of Others, and Forgiveness Non-Retaliation, all trait measures, in the expected direction. Those who were more vengeful were less forgiving and those who were more forgiving reported less interpersonal pain. Also, people who indicated that they valued apology were more forgiving and those who

scored higher on FP also scored higher on Forgiveness Non-Retaliation. This pattern of results demonstrates convergent validity since FP is highly and significantly correlated with all trait measures of forgiveness or its opposite.

On the other hand, FP was not as strongly related to the state measures of forgiveness. Table 1 shows that FP was significantly related to all but one of the state measures of Forgiveness. Five state measures of forgiveness: Wade's Forgiveness, Trainer's Forgiveness, Enright's Forgiveness, Acts of Forgiveness and IRRS Forgiveness were compared with FP scores. FP was also more strongly related to Acts of Forgiveness and Wade's Forgiveness compared to Trainer's general and Enright's Scale. To further explore the relationship between the State and Trait measures, inter correlations of all forgiveness measures were computed. These pearson-product moment correlations were then converted to fisher's z . The mean correlation was then computed for each of these categories i.e., trait and state forgiveness measures with FP. The average correlations were then reconverted to r .

Independent samples t-test was conducted to check the significance of the differences between the mean correlations. Having tested for the equality of variances and finding that they were not equal, a two-tailed t-test gave a t- value of +3.448 for 5.234 degrees of freedom and a p-value of 0.017. The difference between the average correlations was thus statistically significant at 5 % level of significance. Discriminant validity was hence demonstrated by the fact that the average correlation between FP and the trait forgiveness measures was significantly higher than that with the state forgiveness measures.

Table 1

Correlations between FP and Forgiveness Measures

Measures Of Forgiveness	r	n
<u>Trait</u>		
IRRS(Pain)	-.44**	178
Forgiveness of Others	.33**	270
Forgiveness Non-Retaliation	.70**	129
Vengeance	-.63**	324
Apology	.63**	501
Mean	.59	
<u>State</u>		
Wade's Forgiveness	.33**	175
Trainer's general	.24**	253
Enright Forgiveness	.28**	241
Acts of Forgiveness	.34**	669
IRRS(Forgive)	.14	169
Mean	.27	

Notes: * $p < .05$, two-tailed. ** $p < .01$, two-tailed.

Forgiving Personality = Jones (2000b); Interpersonal Relationship Resolution Scale (IRRS Pain Scale) = Hargrave, & Sells (1997); Forgiveness of Others = Mauger, Freeman, McBride, Perry, Grove, & McKinney (1992); Forgiveness Non-Retaliation Scale = Ashton, Paunonen, Helmes & Jackson (1998); Vengeance = Stuckless, & Goranson (1992); The Apology Scale = Jones (2000a); Wade's Forgiveness = Wade (1989); Trainer's forgiveness = Trainer (1981); Enright Forgiveness = Subkoviak,

Enright, Wu, Gassin, Freedman, Olson, & Sarinopoulos (1992); Acts of Forgiveness = Drinnon (2000); Interpersonal Relationship Resolution Scale (IRRS Forgive) = Hargrave, & Sells (1997).

Construct validity for FP

This section reports analyses focused on the construct validity of FP scores and involves comparisons between FP and variables conceptually linked to forgiveness. Also these data allowed for a closer examination of the meaning of FP scores. For example, FP would be expected to be directly related to trust and inversely related to loneliness.

The results were organized into three broad categories, specifically, (a) Interpersonal Traits and Experiences, (b) Emotions, and (c) Personality.

Results as seen in Table 2 indicate that measures of interpersonal traits and experiences like Loneliness, Family Satisfaction, Trust, Need to Belong, Betrayal by Others, Empathy –Attachment and Cynicism were significantly related to FP. More specifically, people who reported being more forgiving also reported greater family satisfaction. Furthermore, Forgiveness scores were directly related to need to belong and inversely correlated with scores for loneliness and betrayal by others, whereas the correlations with betrayals of others and dogmatism were not reliably different from zero. Also, people who were more forgiving scored higher on measures of trust, especially general trust as compared to network trust and partner trust. Table 2 also showed that FP scores were inversely related to all components of Cynicism. Specifically, those who reported being more forgiving scored lower on cynicism as behavioral justification, cynicism toward relationship, cynicism toward human nature and cynicism toward love.

Table 2

Correlations between FP and Interpersonal Traits and Experiences

Variable	r	n
UCLA Loneliness	-.26*	83
Family Satisfaction	.32**	84
Trust		
General Trust	.59**	131
Network Trust	.46**	131
Partner Trust	.34**	131
Need to belong	.31**	83
Betrayal		
Betrayal by others	-.23*	83
Betrayal of others	-.20	83
Empathy - Attachment	.30**	101
Cynicism		
Behavioral justification	-.40**	83
Human nature	-.26*	83
Love	-.44**	83
Relationships	-.34**	83

Notes: * $p < .05$, two-tailed. ** $p < .01$, two-tailed. UCLA Loneliness = Russell, (1996); Family Satisfaction = Jones, & Carver (1992); General Trust; Network Trust ; Partner Trust = Couch, 1994; Couch, Adams, & Jones, (1996); Need to Belong = Schreindorfer, Leary, & Keith (1996); Betrayal by others = Jones, & Burdette (1994); Betrayal of others

= Jones, & Burdette (1994); Empathy-Attachment Scale = Ashton, Paunonen, Helmes & Jackson (1998); Cynicism toward behavioral justification, Cynicism toward human nature, Cynicism toward love, & Cynicism toward relationship = Moore (1999).

The results showed emotional traits and states to be significantly related to FP. Specifically, people who reported being more forgiving also reported lower jealousy and guilt scores. Those who reported being socially reticent reported being less forgiving and those who scored higher on self-esteem also reported greater forgiveness. Also participants who were highly sensitive to rejection reported being less forgiving.

As may be seen in Table 3, FP was compared to a measure of the five factor model of personality including agreeableness, conscientiousness, extraversion, neuroticism and openness. Results indicated that three of the personality characteristics, agreeableness, conscientiousness and neuroticism were significantly related to FP and the other two (i.e. openness and extraversion) were not significantly related to FP. More specifically, people who reported being more forgiving scored lower on neuroticism and those who reported being more agreeable and conscientious, scored higher on forgiveness. Because this pattern of findings is consistent with the conceptual definition of forgiveness, these findings may be interpreted as supporting the construct validity of FP.

Table 3

Correlations between FP and the category of Emotions and the Big Five Measures of Personality

	Correlation with FP	n
<u>Emotions</u>		
Jealousy	-.39**	131
Guilt	-.22*	84
Social Reticence	-.25*	83
Self-Esteem	.27*	83
Rejection sensitivity	-.27*	82
<u>Personality</u>		
Agreeableness	.54**	83
Conscientiousness	.35**	83
Extraversion	.14	83
Neuroticism	-.22*	83
Openness	.08	83
Dogmatism	-.18	83

Notes: * $p < .05$, two-tailed. ** $p < .01$, two-tailed.

Jealousy = Mathes, & Severa (1981); Guilt = Kugler, & Jones (1992); Jones, Kugler, & Adams (1995); Jones, Schratter, & Kugler (2000); Social Reticence = Jones, Briggs, & Smith (1986); Self-Esteem = Rosenberg (1965); Rejection Sensitivity = Downey, & Feldman (1996); Agreeableness, Conscientiousness, Extraversion, Neuroticism, & Openness = Benet-Martinez, & John (1998); Dogmatism = Schulze (1962).

Validity and Visibility of the Forgiving Personality

The second study involved comparisons of self-reported FP scores to ratings up to three members of the participant's social networks i.e. friends and family. Seventy-two students completed the FP Scale for themselves and solicited ratings by friends and family. Fifty-four target students had all the three raters while others had either one or two raters. For each target person, ratings were determined by calculating the mean of the available ratings. Specifically, distinct average ratings were obtained for participants who had one, two or three raters and for those who had all three raters.

As seen in Table 4, analyses were carried out when there was at least one rater, and in cases where all the three raters rated the participant. Results indicated that the correlations between the individual's self-report FP scores and the average ratings by friends and family converged as expected. More specifically, the results showed that the correlation between the target person and average of the ratings when all the three raters rated the participant was greater than the correlation between the target person and average of the ratings by others when there were either one, two or three raters. This was likely due to the increase in reliability in those instances where three raters were available as compared to ratings provided by one or two raters.

Table 4

Correlations between self rating on FP and the average ratings by others

Participant's group	Target person's self report measures	n
One to three raters	.45**	72
All three raters	.51**	54

Notes. * $p < .05$, two-tailed. ** $p < .01$, two-tailed.

CHAPTER 4

DISCUSSION

The Forgiving Personality Scale was developed to provide a reliable and valid measure of trait forgiveness. Trait forgiveness was defined as an individual's inclination to forgive across time and situations. Taken together, the results of these studies suggested the validity of the FP Scale interpretations.

The first part of study I supported the validity of FP by direct comparison with alternative self-report measures of forgiveness. Although, FP was not significantly related to IRRS Forgiveness (i.e., state measure), the correlations of FP with all other state measures of forgiveness and all other trait measures of forgiveness were significant which was consistent with their respective definitions. That FP was related to alternative measures of forgiveness is suggestive of the convergent validity of FP. Furthermore, FP was more strongly related to other trait measures of forgiveness than it was to state measures of forgiveness thereby suggesting discriminant validity. Specifically, the mean correlation between FP and other trait measures of forgiveness was significantly higher than its mean correlation with state forgiveness measures. These findings, therefore, indicated that trait forgiveness was something different from state forgiveness.

In the second part of study I, FP scores were compared to measures of relevant interpersonal, emotional, and personality characteristics such as trust, empathy, attachment, family satisfaction, need to belong, self-esteem, agreeableness, conscientiousness, and inversely related to negative characteristics such as cynicism, loneliness, betrayal by others, jealousy, guilt, social reticence, and rejection sensitivity.

The observed results essentially fit the pattern of what was expected. FP was directly and significantly related to most of the positive characteristics and inversely related to most of the negative characteristics, which was evidence of construct validity.

The second study assessed the validity of the FP Scale beyond intra-individual self-reports. A significant relationship was found between an individual's self-reported trait and the perceptions of the individual by others. This finding thus provided strong evidence for the validity of the FP Scale, since one measure was a self-report measure and the other represented the judgements of significant others.

The results from part I of study I may be interpreted as indicating that there are individual differences in the motivation to forgive and these dispositional differences can be reliably and validly measured using the FP Scale. That FP was most strongly related to AF among the state measures may have resulted from the fact that both scales were generated by the same author. The specific reason for the unreliable correlation between FP and IRRS Forgiveness Scale is unclear from the perspective of these data.

Part I of study I also provided somewhat surprising information with respect to Forgiveness of Others (FOO). Contrary to our expectations, the magnitude of the correlation between FP and another trait forgiveness measure i.e., FOO was very low. One possible explanation for this finding could be that FOO might be measuring something other than trait forgiveness (Case, 1997) and may not be a valid scale.

Though the second part of study I provided insight into the process of forgiveness by comparing the FP Scale with other related constructs, some questions remained unanswered. For instance, although FP was significantly and directly related to measures of most of the positive human characteristics and inversely related to the negative

characteristics, it was not related to either morality or dogmatism. This was somewhat surprising given the religious significance of the concept of forgiveness. Another interesting observation in these analyses was the way the two subscales of betrayal related to forgiveness. Forgiveness and 'Betrayal by Others' were inversely related as expected since one would expect a person with a forgiving personality to forgive an offense of betrayal by another. By the same token, however, it is possible for a forgiving person to betray others. Hence, we had hypothesized that FP and 'Betrayal of others' would not be related. The results supported our hypothesis.

Results from part II of study I also showed that FP was more strongly related to general trust than to network trust or partner trust. This was not surprising since partner trust and network trust were not conceptualized as a trait measure or a generalized tendency directed toward people in general. On the other hand, generalized trust was conceptualized as an underlying personality trait. Therefore, the results supported our hypothesis that general trust being a trait measure should be more related to another trait measure like FP.

The findings from this research also indicated that FP was more strongly related to some of the five basic factors of personality, but not others. Specifically, FP was found to be more strongly related to agreeableness, and less strongly related to conscientiousness and neuroticism. Also, contrary to our expectations, openness was not significantly related to forgiveness.

Also, as was expected, FP was more strongly related to other forgiveness measures as compared to related constructs such as need to belong, trust, empathy, family satisfaction, self-esteem, agreeableness, cynicism, loneliness, jealousy, guilt, social

reticence, rejection sensitivity. Though the correlations between FP and these related constructs were significant, their magnitudes were much lower than one. Therefore, it is important to note that the magnitude of these correlations suggest that FP and other related interpersonal traits and experiences were not conceptually measures of the same basic construct.

The second study addressed the validity as well as the visibility of the forgiving personality. Results from this study indicated a strong relationship between the individual's self-report and the scores by others who rated them. Thus, FP Scale measures a construct that can be judged by others rather than one that is exclusive to the phenomenological perspective of the experiencing person. In other words, forgiveness has a social or consensual reality in addition to its intra-individual features.

There is no clear line of demarcation that separates scale development or psychometrics research from substantive research. For instance, though these studies were primarily designed to assess the validity of the Forgiving Personality Scale, they also provide new ideas or hypotheses that might be useful for further exploration of the phenomenon of forgiveness.

First, forgiveness was inversely related to loneliness, cynicism, and jealousy. The direction causality issue apparent here raises interesting questions. "Are non-forgiving people more jealous, cynical, and lonely because of their non-forgiving disposition?" or "Are they non-forgiving because they are jealous, cynical, and lonely to begin with?" An important starting point for answering these questions would be an additional systematic examination of the interplay among interpersonal experiences such as jealousy, cynicism, loneliness, and forgiveness.

Despite the fact that trait guilt was inversely related to forgiveness, experiencing feelings of guilt for a specific behavior (i.e., state guilt) might prove to be an important indicator for trait forgiveness. Furthermore, it is also possible that guilt for a specific behavior might induce feelings of remorse, regret which in turn might motivate the individual for reparative action or to ask for forgiveness (Tangney et al., 1999). Consequently, people who are more likely to ask for forgiveness may prove to be high forgivers themselves. Future research investigating these possibilities might yield important new insights regarding the phenomenon of trait forgiveness.

Third, though the studies suggested that forgiveness was directly related to many positive characteristics such as trust, family satisfaction, self-esteem, conscientiousness, and agreeableness, they did not indicate that forgiveness serves as a positive social function. A possible direction for future research might be the investigation of whether or not forgiveness provides a mechanism for developing social skill.

Limitations of the study

The present study was not without limitations. Conclusions drawn from the two studies reported were limited by the inability to randomly select participants. Participants were college students who were predominantly white and from a limited geographical region. Therefore, generalization to other ethnic groups may be limited. Also, due to small numbers of male participants, these studies were also limited in their ability to look at the possibility of gender differences.

Conclusions

A number of conclusions were drawn from the results of the two studies. First, strong evidence was found for both the construct and discriminant validity of the

Forgiving Personality Scale. Second, FP Scores appeared to be highly predictive of relevant interpersonal states and characteristics such as loneliness, cynicism, guilt, jealousy and social reticence. Also, it appeared that forgiveness was needed for maintaining family satisfaction, self-esteem and trust. These findings support the construct validity of FP and initiate the development of a nomological network indicating the underlying meaning of a forgiving personality. Finally, FP scores were related to ratings by friends and family supporting the non-test validity of FP and suggesting the 'visibility' of the construct of trait forgiveness.

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APPENDICES

APPENDIX A

INFORMED CONSENT

INFORMED CONSENT

This questionnaire is about your experiences within different relationships. Please take some time to answer each of the questions carefully. There are no right or wrong responses to these questions, so please respond freely to the items. It should take you about 30 minutes to answer all the statements. The answers you provide will be used to explore some of the many ways in which people think about their various relationships.

It is sometimes difficult for people to report on the details of their personal lives, but please be assured that the responses you provide will be kept confidential. Only the investigators will have access to your responses, which will be stored in a filing cabinet in a locked office in the psychology building.

Because the researcher is interested in examining the patterns of responses over a large number of people, you will in no way be singled out and identified with the responses you provide. There are no anticipated risks or benefits to you. Your participation in this study is voluntary and you may refuse to participate. You may withdraw at any time during this study without penalty. If you have any questions or comments about this research, please contact Vidhya Iyer, or Warren H. Jones, Psychology Department, Austin Peay Building, University of Tennessee, Knoxville, TN 37996, or call (423) 974-6305.

I have read and understood the explanation of this study and agree to participate.

Name _____
(Please print)

Date _____

Age _____

Gender _____

Signature

APPENDIX B

THE FORGIVING PERSONALITY SCALE (FP)

Forgiving Personality Scale

For each of the following statements, write in the number from the scale, which best describes how you feel about the statement.

1 = Strongly Disagree 2 = Disagree 3 = Undecided 4 = Agree 5 = Strongly Agree

- | | |
|--|---|
| ___ 1. I believe in the importance of forgiveness. | ___ 17. If someone wrongs me, sooner or later I will try to make them pay for it. |
| ___ 2. There's a lot of truth in the old expression "revenge is sweet." | ___ 18. Forgiving someone who has hurt or harmed you only encourages them to do it again. |
| ___ 3. I believe that people should forgive others who have wronged them. | ___ 19. No matter what has happened with a friend or family member, after thorough discussion, all can be forgiven. |
| ___ 4. I tend to hold grudges. | ___ 20. I try not to judge others too harshly, no matter what they have done. |
| ___ 5. I have genuinely forgiven people who have wronged me in the past. | ___ 21. I don't believe in second chances. |
| ___ 6. I have to admit, I harbor more than a bit of anger toward those who have wronged me. | ___ 22. I often seethe with anger. |
| ___ 7. Forgiveness is a sign of weakness. | ___ 23. I find it difficult to forgive others, even when they apologize. |
| ___ 8. I believe that in order to be forgiven, we must first forgive. | ___ 24. Forgiveness is as beneficial to the person who forgives as it is to the person who is forgiven. |
| ___ 9. If someone wrongs me, I tend to hold a grudge. | ___ 25. I tend to be a pessimistic person. |
| ___ 10. I believe that "revenge is devilish and forgiveness is saintly." | ___ 26. People must face the consequences of their mistakes, but they should also be forgiven. |
| ___ 11. I tend to be an unforgiving person. | ___ 27. I am slow to forgive. |
| ___ 12. Even if someone wrongs me, I believe it would be wrong for me to seek revenge. | ___ 28. Some misdeeds are so horrible that forgiveness is out of the question. |
| ___ 13. Forgiving someone who has wronged you is an invitation for that person to walk all over you. | ___ 29. If you hurt me a little, I will hurt you a lot. |
| ___ 14. I tend to expect the worst in others. | ___ 30. Compromise is a sign of weakness. |
| ___ 15. I am quick to forgive. | ___ 31. I tend to be a forgiving person. |
| ___ 16. Forgiving someone with whom I am angry is virtually impossible for me to do. | ___ 32. I remain bitter about the actions of certain people towards me. |
| | ___ 33. I tend to be an angry person. |

VITA

Vidhya Iyer was born in Madras, India but raised in Bombay, the commercial capital of India. In 1993, she received her B.Sc. in Statistics from the University of Bombay. In 1995, she received her Master of Science degree in Statistics from the University of Bombay. In May 1996, she received a diploma in journalism from 'Xavier Institute for Communications'. In August 1998, she entered the University of Tennessee as a doctoral student in Experimental Psychology.