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James F. Hubbard

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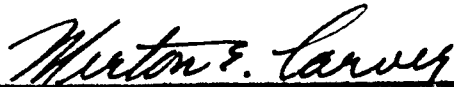
A STUDY OF THE OCCUPATIONAL PATTERN OF THE
PREBYTERIAN MINISTRY OF THE
SYNOD OF NORTH CAROLINA

by

James F. Hubbard

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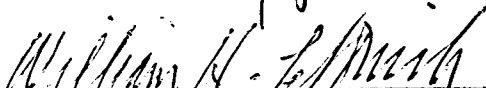
Approved:



Kerton E. Carver, Chairman



Austin E. Grigg



William H. Leftwich

A STUDY OF THE OCCUPATIONAL PATTERN OF THE
PRESBYTERIAN MINISTRY OF THE
SYNOD OF NORTH CAROLINA

A THESIS
PRESENTED TO
THE FACULTY OF THE GRADUATE SCHOOL
UNIVERSITY OF RICHMOND, VIRGINIA

IN PARTIAL FULFILLMENT
OF THE REQUIREMENTS FOR THE DEGREE
MASTER OF ARTS IN PSYCHOLOGY

BY
JAMES FREDERICK HUBBARD

June 1965

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I wish to express my sincere gratitude to the 71 Presbyterian ministers who gave a day of their valuable time to make this possible.

Much appreciation is expressed to Dr. Price H. Gwynn, Jr., Director, and Mr. Robert Urie, Assistant Director of Presbyterian Guidance Center at St. Andrews College for their counsel and encouragement during the planning and execution of the research.

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Chapter I

ORIGIN AND PURPOSE OF THE STUDY

The Synod of North Carolina of the Presbyterian Church in the United States operates a Guidance Center on the campus of St. Andrews Presbyterian College at Laurinburg, North Carolina. Similar centers are in operation in other states by the appropriate Synod of the church. It is the task of these centers to provide a program of testing and counseling for high school Juniors and Seniors from local churches throughout the state. Candidates for the ministry are also examined and reports made to the Presbytery in charge. The emphasis is upon vocational and educational guidance. The Guidance Center in North Carolina accommodates from six hundred to seven hundred students annually.

The Counselors in this center felt a need for a more objective criterion to use with candidates and potential candidates for the Presbyterian ministry. Norms for the clergy are meagre and discussions with the counselees tend to be subjective. If more definite data on Presbyterian ministers were available, based on the instruments commonly used in the Center, our task of guidance and counseling would be greatly benefited. With this objective in mind the present study of the occupational pattern of the Presbyterian ministry has been undertaken.

Fortunately for this study a survey of the research on clergymen was made by James E. Dittes in 1962. The basic findings were these: (1) the major portion of the research in this field

has been related to screening candidates to predict their success in seminary training, (2) the majority of the subjects have been college or seminary students rather than men tried in the field of service, (3) the criteria have been inadequate.

In the first area, some helpful results have been obtained for screening candidates as to ability and personality maladjustments. Grade point averages and intelligence tests have been found to have value in predicting success in seminary training. Certain personality measures have predicted this criterion to a lesser degree. However, broader understanding of the variables which are contributing to success and effectiveness as clergymen is needed.

In regard to the second area noted by Dr. Dittes, it should be pointed out that though students are more readily available as subjects, many of these do not continue in seminary training and do not enter actively into the pastorate. Hence, data are needed from those known to be successful in the performance of the actual tasks of their occupation as clergymen.

With reference to the third area noted, the usual criteria of the size of the church served, the salary received, the rating of the immediate supervisor, evaluation by church officers or members of the congregation have been open to serious question as valid measures of success, Dr. Dittes concludes: "One likely but largely untapped source for criterion categories would seem to be the clergymen themselves. Presumably they would be able to report with some validity about themselves as to their own degree of success." (Dittes, 1962) This affords a point of departure of ~~the~~^{the} present study.

Chapter II

EXPERIMENTAL DESIGN AND PROCEDURE

The design of this study makes use of active ministers as subjects with a self-evaluation method for reporting their own degree of success.

The research is based on a representative sample of Presbyterian ministers of the state of North Carolina drawn in proportion to the size of congregation served. No assumption is made that the larger the church the more successful the minister, but rather that selection from all size churches would include all success levels. This procedure is likely to approximate the total population of Presbyterian ministers. A study of the size of the churches in the Synod of North Carolina led to the following breakdown:

over 1,000 members	1.7 %
500 to 1,000 members	6.3 %
250 to 500 members	17.4 %
under 250 members	72.6 %

A sample of ministers selected on the basis of this pattern should be reasonably representative of the larger population from which the present sample is drawn.

Two basic considerations govern the selection of the tests to be used: (1) the likelihood that the tests used would differentiate and establish adequate occupational norms for the purpose of analysis and comparison, (2) restriction of the testing

period to no longer than one day. The tests employed are as follows.

(1) The S R A Verbal Mental Ability Test - This is a fifteen minute test which contains a variety of mental problems in words, numbers, and symbols. Since the majority of the ministerial candidates coming to the Guidance Center are already in college, it was felt that the major portion of the time should be given to other areas of measurement. Norms are available, however, for a large number of occupational groups based on scores from this test. This was a particular advantage for the study of the occupational pattern for the ministerial sample.

(2) The Watson-Glaser Critical Thinking Appraisal - This is an untimed test which attempts to measure thinking ability in five different types of situations. Subtest 1 with the title Inference is designed to sample ability to discriminate among degrees of truth or falsity or probability of certain inferences drawn from given facts or data. Subtest 2 is designed to measure Recognition of Assumptions. Subtest 3 seeks to sample ability to reason deductively and to recognize the relation of implication between propositions. Subtest 4 with the title Interpretation is designed to sample ability to weigh evidence and to distinguish between unwarranted generalizations. Subtest 5 is designed to sample ability to evaluate arguments as to the relative importance to the question at issue. This test is used by a large number of Seminaries for evaluation of students for admission. It was felt also that this type of thinking ability would be important in the preparation of sermons as well as in the leadership role of the clergy. Unfortunately this test has very few norms for occupational groups.

(3) The Kuder Preference Record - Personal - This interest inventory was designed as a supplement to the Vocational form. It emphasizes the kind of situation in which a person prefers to work and contains three scales dealing directly with social relations. Scale A seeks to measure the preference for being active in groups, scale B, preference for familiar and stable situations which is primarily centered in interest for the routine life as contrasted to the desire for new experiences and new situations. Scale C seeks to measure preference for working with ideas, an interest in situations where philosophizing and thinking through problems is primary. Scale D is designated preference for avoiding conflict which suggests interest in situations which do not require self-assertion or aggressiveness. Scale E seeks to measure preference for directing or influencing others. It indicates a desire for situations where the leadership role is involved. It was felt that all of these factors have a direct relationship to the clergyman's role in society. Moreover, there are a variety of occupational norms available for this instrument.

(4) The Allport-Vernon Study of Values - This instrument seeks to measure the relative prominence of six basic interests in personality: the theoretical, economic, aesthetic, social, political, and religious. The theoretical scale seeks to identify the individual who is cognitive in his approach to life, whose chief aim is the discovery of truth, who emphasizes the intellectual realm seeking activities which require observation and reasoning. The economic scale attempts to measure interest in the practical affairs of producing, marketing, and consuming goods. This is the business interest.

The aesthetic scale seeks to identify the person whose highest value is form and harmony. Each single experience is judged from the standpoint of grace, symmetry, or fitness and is enjoyed for its own sake. He is likely to emphasize pleasure and sensual satisfaction. The social scale seeks to measure the humanitarian or love for people. He values people as ends. The political scale attempts to measure the desire for the expression and exercise of power, a desire for aggressive activity and self-assertion. The religious scale identifies the interest in comprehending the cosmos as a whole and relating one's self to its embracing totality. It was felt that the pattern of values as measured by this instrument would be significant for the Presbyterian ministry. In addition occupational norms are available for a variety of groups so that the scores of the ministerial sample could be compared with the pattern of other careers.

(5) The Guilford-Zimmermann Temperament Survey - This is a trait assessment survey which contains scales in ten areas: the G factor is general energy level, the R factor, restraint or seriousness, the A factor, Ascendance or social boldness, the S factor, social interest or sociability, the E factor, emotional stability, the O factor, objectivity, the F factor, friendliness or agreeableness, the T factor, thoughtfulness in sense of meditative activity, the P factor, personal relations or criticalness as the opposite, and the M factor, masculinity. There are thirty questions related to each trait requiring the subject to respond with a yes or no. He may take refuge in a question mark answer, but more than three such responses invalidates the scale for any single trait. Occupational norms are not available, but it was felt that this instrument might

yield some significant correlations with success level.

(6) The Michigan Vocabulary Profile Test - This is a combined interest and ability test with respect to eight different areas of knowledge and experience. The four areas used for this study were human relations, commerce, government, and fine arts. Assuming that these would be more related to the ministry than physical science, biological science, mathematics, and sports and recognizing that the time was limited, this choice seemed best for our purpose. As the test indicates in its title, the items are related to words associated with the respective fields. It was the premise of the author that knowledge of the words in a particular area would indicate interest as well as experience.

The self-evaluation form is designed in keeping with the Dittes suggestion so as to permit each clergyman to evaluate himself with respect to success in the various tasks of the ministry. In order to accomplish this it was necessary to draw up a list of the basic tasks and responsibilities. The primary objective was to focus attention on a specific activity rather than a broad area of function, yet care had to be taken not to fragment the tasks of the ministry into too many components. After a series of conferences and discussions with several groups of clergymen the self-evaluation scales were finalized. Nineteen basic tasks were included and each minister could rate himself from 1 (highly successful) to 5 (ineffective). An opportunity was also given for a rating as to attitude 1 meaning enthusiastic acceptance of the task and 5 meaning preference not to have this task as a part of his work. The scores would then be summed to give a success-

satisfaction index. Low scores would mean a high success-satisfaction rating and high scores a low level. A copy of the self-evaluation form is appended.

In order to secure subjects for the study the experimenter met with the ministers at a regular meeting of Concord Presbytery. He explained the reasons for the study and also emphasized that each subject would be assigned a number so that the scores would be completely anonymous. The experimenter felt that this was an important factor in order to secure representatives from all size churches and encourage all levels of success. A date was selected for the testing at the First Presbyterian Church, Statesville, North Carolina where tables were provided in a well lighted air conditioned room.

The following procedure was followed in the administration of the instruments. First of all, notation was made as to the size of the church represented by each subject. Then numbers of eight digits were given to each individual to put on his answer sheet. The self-evaluation form was given first to the whole group so that instructions could be given and an effort made to encourage objectivity. The timed S R A Verbal Mental Ability Test was then administered to the entire group. Following this the remainder of the measuring instruments were given individually with their order varied so as to counterbalance boredom and fatigue effects.

The identical procedure was followed with a second group of subjects from Winston-Salem Presbytery. The third group of subjects was selected from Orange, Fayetteville, and Wilmington Presbyteries. They were asked to come to the Guidance Center at St. Andrews Presbyterian College for their testing. This instrument was given to

small groups of volunteers numbering from 5 to 10 subjects in each group. Care was taken at the end of the research to select subjects to fill out the gaps in the sample.

There were finally a total of 81 subjects, but the incomplete results of ten of this group had to be dropped from the final computations. The data was processed on an I B M 1620 Computer using the Stepwise Regression Analysis Program by A. R. Colville and L. S. Holmes, 1620 General Program Library, 6-0-066, White Plains, New York, January 15, 1962.

Chapter III

RESULTS

The results of the research are presented as follows:

1. A study of the means of the Presbyterian ministers along each of the variables with a comparison made with other occupational groups where the data is available from the manuals.
2. A study of the distribution of the scores in each variable for significant trends.
3. A study of the intercorrelations among the variables.
4. A multiple regression analysis.

Table I

PATTERN OF INTERESTS, TEMPERAMENT, AND ABILITY LEVEL

<u>TEST VARIABLE</u>	<u>MEAN</u>	<u>STANDARD DEVIATION</u>
Kuder Preference Record - Personal		
Factor A	34.74	11.62
Factor B	43.39	8.15
Factor C	43.75	8.97
Factor D	52.12	7.88
Factor E	43.67	10.83
Allport Vernon Study of Values		
Theoretical	36.59	5.65
Economic	32.30	5.87
Aesthetic	36.61	6.46
Social	42.13	4.99
Political	37.33	4.50
Religious	53.73	7.41
Guilford Zimmermann Temperament Survey		
Factor G	16.90	5.95
Factor R	19.75	4.41
Factor A	17.21	5.31
Factor S	20.42	6.08
Factor E	20.04	5.87
Factor O	20.06	5.43
Factor F	18.15	4.11
Factor T	20.92	4.26
Factor P	20.56	4.83
Factor M	20.23	3.46
The S R A Verbal	59.14	13.64
The Watson Glaser Critical Thinking Appraisal	75.00	8.56
The Michigan Vocabulary		
Human Relations	19.81	2.15
Commerce	17.32	3.76
Government	20.72	2.91
Fine Arts	15.14	3.71

Table II

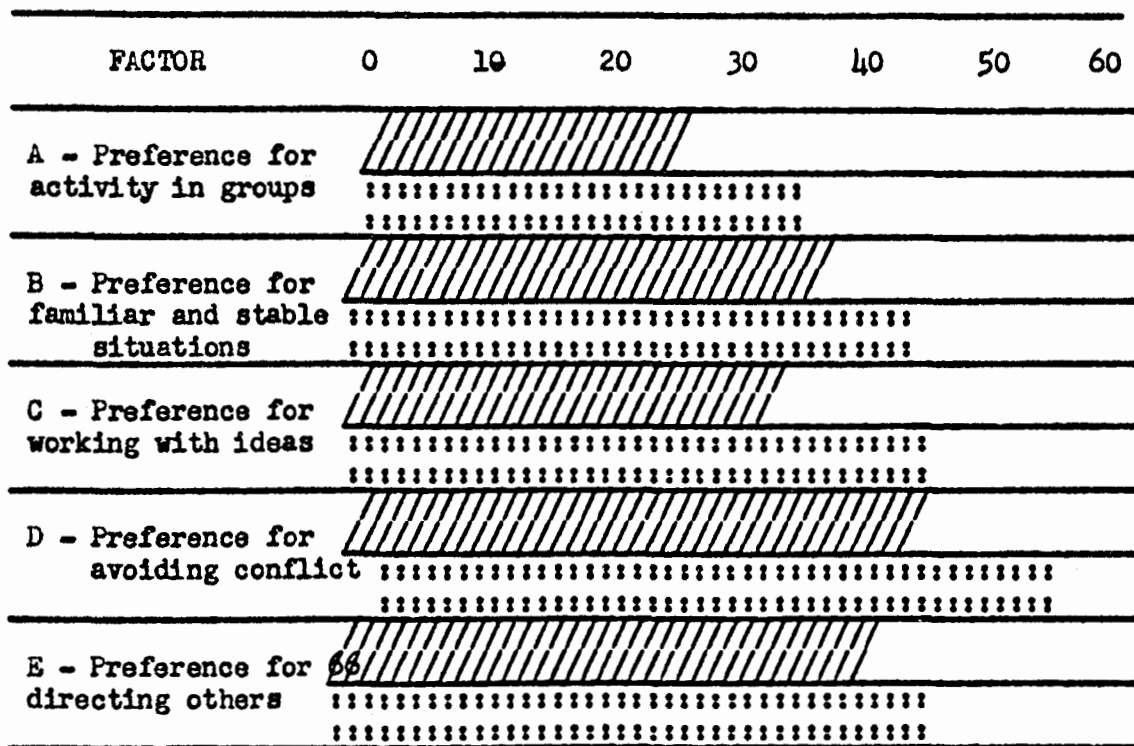
A COMPARISON OF THE SCORES OF 71 PRESBYTERIAN MINISTERS WITH
210 PHYSICIANS AND SURGEONS ON THE KUDER PREFERENCE RECORD -
PERSONAL

FACTOR	MINISTERS		PHYSICIANS AND SURGEONS	
	MEAN	S.D.	MEAN	S.D.*
A - Preference for activity in groups	34.74	11.62	28.11	
B - Preference for familiar and stable situations	43.39	8.15	39.27	
C - Preference for working with ideas	43.75	8.97	35.01	
D - Preference for avoiding conflict	52.12	7.88	42.20	
E - Preference for directing others	43.67	10.83	40.18	

*Since the standard deviation for the physicians and surgeons was not available in the manual, a test of significance could not be calculated.

CHART 1

A COMPARISON OF THE SCORES OF 71 PRESBYTERIAN MINISTERS WITH
210 PHYSICIANS AND SURGEONS ON THE KUDER PREFERENCE RECORD -
PERSONAL



PHYSICIANS AND SURGEONS



MINISTERS



DISCUSSION

Factor A of the Kuder Preference Record - Personal is described as "preference for being active in groups." This is primarily an interest in people from the standpoint of social activity rather than in a leadership role. A person scores high on this scale when he enjoys meeting new people and working with people. He likes to be the center of interest, but does not necessarily like to control the activities. Both of these groups scored within the average range on this scale and are not greatly different from the general population. The ministers score is approaching the above average level while the physicians and surgeons score is tending toward the below average level. The ministers thus have a higher preference for group activity. This difference is somewhat expected since a major portion of the ministers' work is in meeting new people and being active in groups.

Factor B of the Kuder Preference Record - Personal is described as "preference for familiar and stable situations". The person scoring high on this scale prefers to restrict himself to familiar situations rather than to seek out a variety of new experiences. The ministers' score is in the above average range on this scale while the physicians and surgeons are within the general population norm. There is considerable routine involved in both professional groups, but the ministers tend to have a stronger preference in this area. Since the majority of the churches in the Presbyterian denomination are small in size, it is not surprising that the preference for the routine and familiar becomes

paramount quite rapidly. The clergyman who desires a variety of experiences would tend to become bored and dissatisfied.

Factor C is described as "preference for working with ideas". "High scores indicate that a person is interested in exchanging ideas and philosophizing. He likes situations in which he can think through problems, and he would rather work with ideas than things. He is interested in what other people think and likes to know why they act as they do." Thus, the manual describes this scale. The ministers are distinctly different from the physicians and surgeons in this area. The former group scored in the high range while the latter group is not different from the general population. This is not at all surprising, for the clergyman must function regularly in the realm of ideas in his preaching and teaching role. Gathering materials for sermons and writing creatively are such an integral part of his profession that if he dislikes this activity, he would tend to become unhappy.

Factor D is described by the manual as preference for avoiding conflict. The subject who scores high on this scale likes pleasant situations without conflict. He does not want to be aggressive, and is willing to avoid asserting himself or defending his feelings and opinions in order to preserve friendly, smooth relations with other people. The mean for the ministers is in the high range while the physicians and surgeons scored in the above average level. Both groups have a preference for avoiding conflict but the Presbyterian clergymen have a stronger tendency on this scale. The medical profession needs to be aware of this concern in order to keep clients and to operate smoothly, but the peace-seeking role is paramount

for the minister if he is to achieve his goals and maintain progress along with order. He usually must also work with widely differing viewpoints within the larger group he is striving to lead. His own thinking on social and religious issues is well beyond that of his congregation and if he moves too rapidly he may lose his opportunity to teach and lead his people. If he brings about either through sermon or action disharmony, friction, and confusion he loses his hearers and followers. Moreover, if this tendency to disrupt is not controlled he may eventually lose his pastorate.

Factor E is designated as preference for directing others. "High scores in this area indicate that a person likes to influence and direct others. He prefers activities involving the use of authority and power." Both of these professional groups are in the above average range on this scale. The organizing and leadership role is an integral part of both of these groups in working with staff and committees. It is not, however, a major activity for either group. In the larger congregations the administrative function of the clergymen is more important. The more portion of the churches in the Presbyterian group are not in this category. It is, thus, not surprising that the physicians and surgeons and the Presbyterian ministers are much alike on this scale.

TABLE III

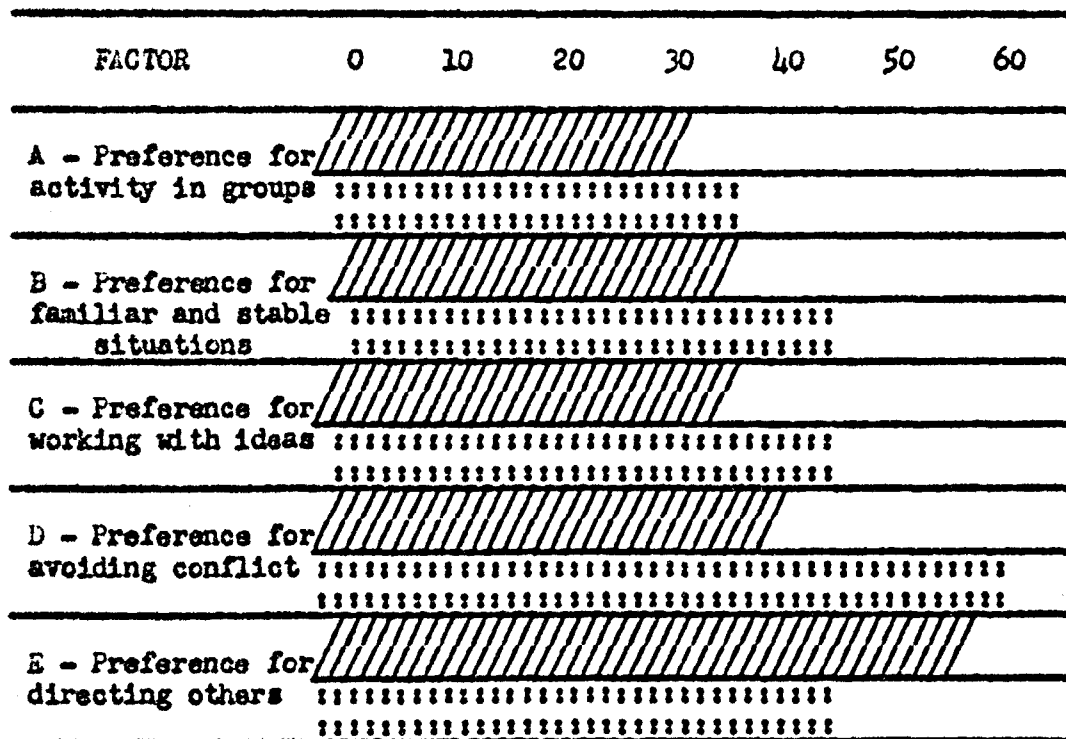
A COMPARISON OF 71 PRESBYTERIAN MINISTERS WITH 231 LAWYERS
AND JUDGES ON THE KUDER PREFERENCE RECORD - PERSONAL

FACTOR	MINISTERS		LAWYERS AND JUDGES	
	MEAN	S.D.	MEAN	S.D.*
A - Preference for activity in groups	34.74	11.62	31.82	
B - Preference for familiar and stable situations	43.39	8.15	35.28	
C - Preference for working with ideas	43.75	8.97	37.58	
D - Preference for avoiding conflict	52.12	7.88	39.05	
E - Preference for directing others	43.67	10.83	53.00	

* Since the standard deviation for the lawyers and judges was not available in the manual, a test of significance could not be calculated.

CHART 2

A COMPARISON OF 71 PRESBYTERIAN MINISTERS WITH 231 LAWYERS
AND JUDGES ON THE KUDER PREFERENCE RECORD - PERSONAL



LAWYERS AND JUDGES



MINISTERS



DISCUSSION

With reference to Factor A, preference for being active in groups, the ministers and the lawyers and judges are not significantly different. Both scored in the average range.

There is, however, a distinct difference on the Factor B scale, preference for familiar and stable situations. The ministers scored in the above average range on this scale while the lawyers and judges are like the general population. The former group, thus, has more preference for routine and stability than the latter. This difference probably describes a major difference in the function of the two professions. Friction and disorder is the arena of the lawyer and judge, but the minister can accomplish his purpose in the regular routine and stability of common everyday life.

Both of the groups are above the norm for the general population on the Factor C scale, preference for working with ideas. The ministers are higher, however, in this area. Clergymen generally have more of this type of activity as a regular part of their professional task due to their teaching and preaching function.

The most noticeable differences between these two groups is defined on the D and E factor scales. The minister is highly sensitive to avoiding conflict while the lawyer and judge group scored below the average for the general population in this area. The latter profession does not need to be cautious about stirring conflict. In fact, he is the initiator and promoter of change in society. He is frequently involved in the political arena where conflict is the rule rather than the exception. The minister

must be more cautious in his leadership, for friction and disorder hamper the fulfillment of his objectives. He must be more sensitive to individuals and their personal growth. The lawyer and judge are also quite different on the E factor scale. This group's mean is in the high range indicating a strong preference for directing others, for influencing and leading people, and for activities involving the use of authority and power. The legal profession emphasizes control through law and government, and thus the lawyer and judge envision their role in this capacity. The minister's group scored above average on this scale and does not indicate a strong preference for this type of leadership. The minister perhaps envisions his role more from the standpoint of education and individual growth. The very nature of his position as spiritual leader requires that he remain cautious in his use of power and authority. Aggressiveness and self-assertion must be controlled as confirmed by the high preference for the minister's group for avoiding conflict, the Kuder D scale.

TABLE IV

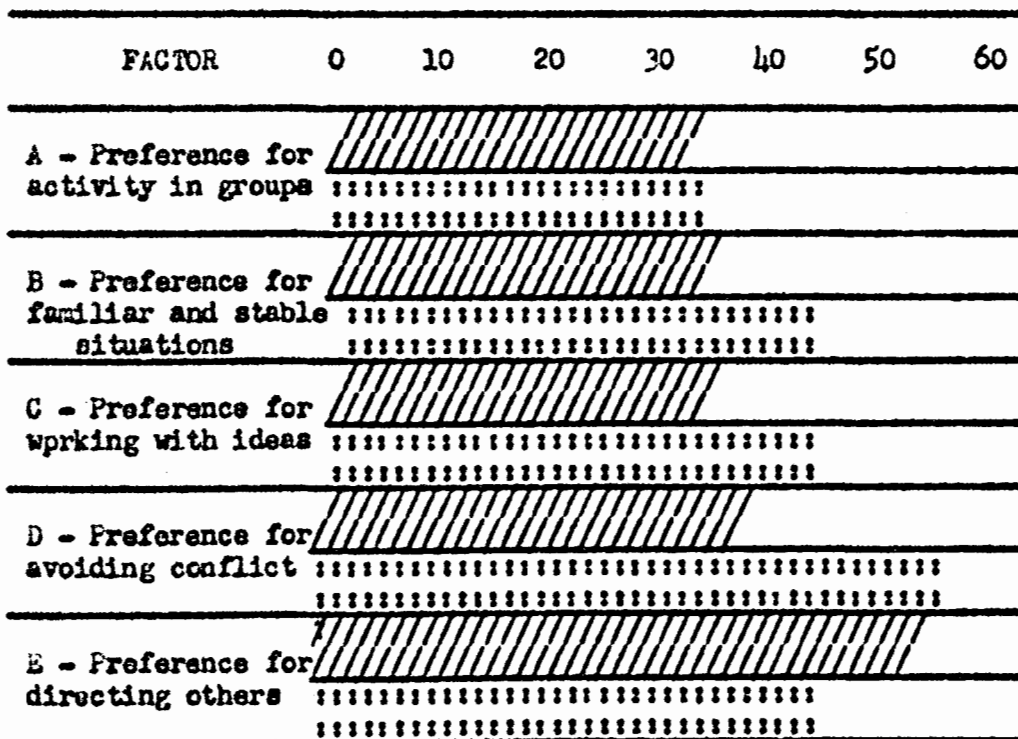
A COMPARISON OF 71 PRESBYTERIAN MINISTERS WITH 516 ACCOUNTANTS
ON THE KUDER PREFERENCE RECORD - PERSONAL


FACTOR	MINISTERS		ACCOUNTANTS	
	MEAN	S.D.	MEAN	S.D.
A - Preference for activity in groups	34.74	11.62	34.85	
B - Preference for familiar and stable situations	43.39	8.15	35.28	
C - Preference for working with ideas	43.75	8.97	37.58	
D - Preference for avoiding conflict	52.12	7.88	39.05	
E - Preference for directing others	43.67	10.83	50.48	


* Since the standard deviation for the accountants was not available in the manual, a test of significance could not be calculated.

CHART 3

A COMPARISON OF 71 PRESBYTERIAN MINISTERS WITH 516 ACCOUNTANTS
ON THE KUDER PREFERENCE RECORD - PERSONAL



ACCOUNTANTS 

MINISTERS 

DISCUSSION

The interest pattern of the accountants is very similar to that of the lawyer and judge. This group is not as high on the E scale, but they still have a stronger preference for directing others than the ministers, according to the scores in this area. The accountants' preference for the realm of ideas is above the average for the general population but falls short of the high score of the minister's group. The ministers have a much stronger preference for avoiding conflict than the accountants, which again describes a basic difference in the two professions. The accountant is not usually thought of as one who prefers activities involving the use of authority and power, but perhaps his concern for order and accuracy in keeping the accounts also manifests itself in a desire to control and direct the spending of the company where he is employed. Whether or not the accountant is allowed to exercise this authority would depend largely upon the business executive. Evidently the accountant likes to feel that he has a part in directing the affairs of the firm. To function in this capacity he must not be sensitive to conflict, which is apparent on the D scale of the Kuder.

TABLE V

THE DISTRIBUTION OF THE SCORES OF THE MINISTERIAL SAMPLE
ON THE KUDER PREFERENCE RECORD - PERSONAL

PERCENTILE LEVEL	FREQUENCY				
	FACTOR A	FACTOR B	FACTOR C	FACTOR D	FACTOR E
BELOW 20	8	5	2	0	7
20-40	13	11	1	3	10
40-60	19	31	6	4	14
60-80	7	8	7	4	16
ABOVE 80	25	16	55	60	34

DISCUSSION

Factor A - There are basically two major groups within the ministerial sample with respect to their interest in activity in groups of people. There is a large average group and a large high group.

The factor B scale represents a skewed distribution toward the high level, but the largest group is in the average range. The preference for the stable and routine activity would not be a strongly distinguishing characteristic for the ministerial sample.

Factors C and D are strongly skewed toward the high levels. It is quite revealing that 77% of the ministers indicated strong preference for working in the realm of ideas and 84% scored in the highest level of the preference for avoiding conflict.

Factor E represents a distribution that is skewed toward high scores, but it does not distinguish the ministerial group as well as the C and D scales.

TABLE VI

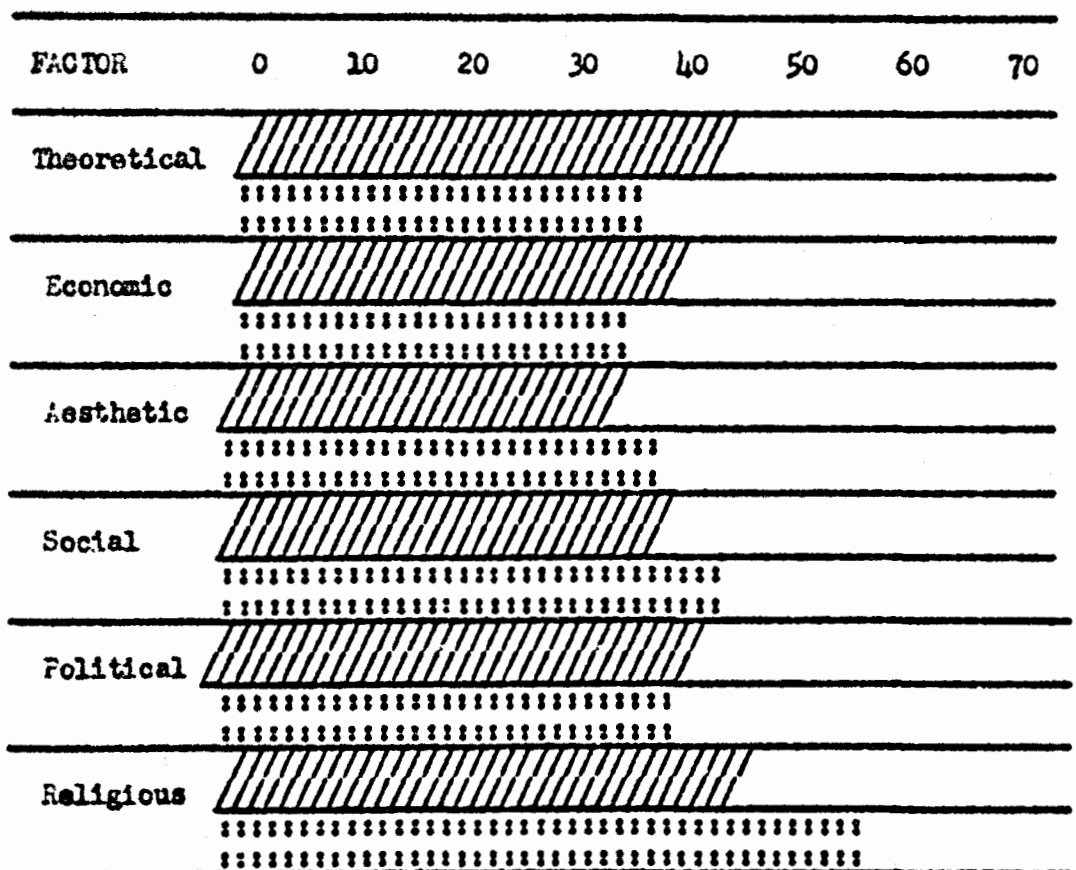
A COMPARISON OF THE SCORES OF THE 71 PRESBYTERIAN MINISTERS
WITH 126 WISCONSIN HIGH SCHOOL TEACHERS ON THE ALLPORT VERNON
STUDY OF VALUES


FACTOR	MINISTERS		TEACHERS	
	MEAN	S.D.	MEAN	S.D.
Theoretical	36.59	5.65	42.10	7.40*
Economic	32.30	5.87	41.71	7.91*
Aesthetic	36.61	6.46	32.85	8.02 *
Social	42.13	4.99	37.32	5.78 *
Political	37.33	4.50	41.32	5.69*
Religious	53.73	7.41	44.75	7.43 *

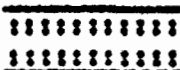
* Differences between ministers and teachers significant at .01 level.

CHART 4

A COMPARISON OF THE SCORES OF THE 71 PRESBYTERIAN MINISTERS
WITH 126 WISCONSIN HIGH SCHOOL TEACHERS ON THE
ALLPORT VERNON STUDY OF VALUES



HIGH SCHOOL TEACHERS 

MINISTERS 

DISCUSSION

The Allport-Vernon manual describes the T factor as a predominantly intellectual value. "The dominant interest is the discovery of truth. This is the cognitive attitude that looks for and identifies differences. It divests itself of judgments regarding beauty or utility of objects, but seeks only to observe and reason. The theoretical man is necessarily an intellectualist, frequently a scientist or philosopher. His chief interest is to order and systematize knowledge." One of the basic differences between the ministers and teachers is described on this scale. The clergymen are below the level 39-49 where fifty per cent of all males score, and the teachers score at the mean of the adult male population. The ministers can be described as not favoring this value while the teachers score somewhat higher could not be considered to favor this area.

The manual describes the E factor as the economic value. "This characterizes an interest in what is useful. The interest in utilities develops to embrace the practical affairs of the business world -- production, marketing, and consumption of goods." The clergymen scored in the lower eighteen per cent of the population on this scale while again the teachers are near the mean. The ministers tend to strongly reject this value.

The manual describes the A factor as the aesthetic realm. "The primary interest is order and harmony. Each experience is judged from the standpoint of grace, beauty, symmetry, or fitness. It regards life as a process of events, each single impression enjoyed for its own sake." The ministers and teachers are both much like

the adult male population on this scale.

The S factor is designated the social value. "The dominant interest here is love for people. The social man prizes people as ends and is, therefore, himself kind, sympathetic, and unselfish. He is likely to find the first three interests cold and inhuman." There is very little difference between these two professional groups on this scale. The ministers scored just beyond the average range which encompasses fifty per cent of the adult male population. The teachers are above the mean and approaching the upper limit of the average level.

The P factor is defined as the political interest. "The dominant interest here is power. He does not necessarily operate within the narrow range of politics, but whatever his vocation he desires to lead, to compete, to struggle. He desires personal power, influence, and renown." Although the teachers scored somewhat higher on this scale, both groups are within the average range for men.

The R factor is described in the manual as the religious value. "He is mystical and seeks to comprehend the cosmos as a whole, to relate himself to its embracing totality. He finds his best experience in the affirmation of life and participation therein." One finds outlets for expression of the value in many occupations, but as would be expected this is the distinguishing value for ministers. The teachers are above the norm for men, but their score does not fall outside the fifty per cent range.

TABLE VII

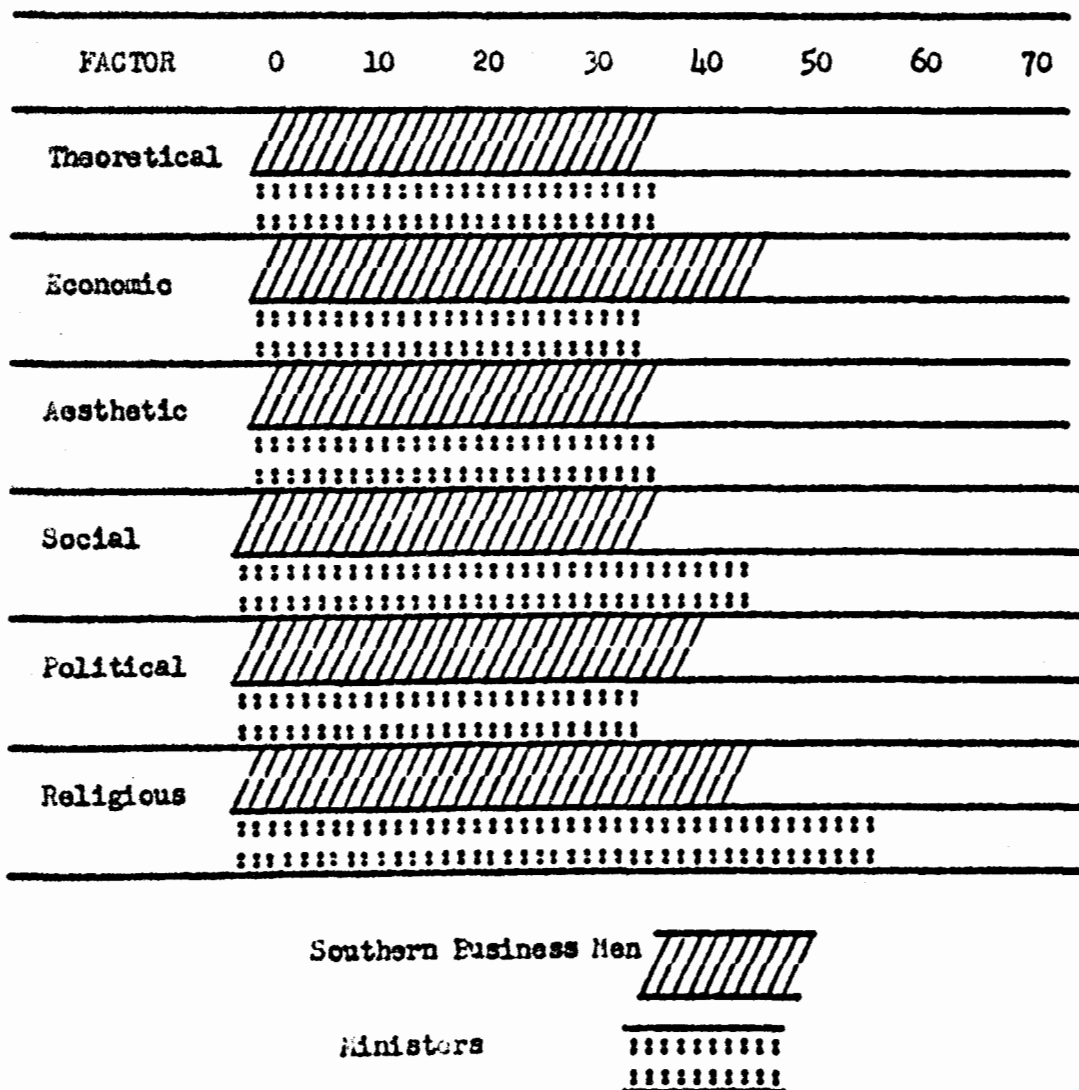
A COMPARISON OF THE SCORES OF 71 PRESBYTERIAN MINISTERS AND 49 SOUTHERN BUSINESS MEN ON THE ALLPORT VERNON STUDY OF VALUES

FACTOR	MINISTERS		BUSINESS MEN MEAN*
	MEAN	S.D.	
Theoretical	36.59	5.65	37.04
Economic	32.30	5.37	45.69
Aesthetic	36.61	6.46	34.35
Social	42.13	4.99	36.24
Political	37.33	4.50	40.39
Religious	53.73	7.41	46.29

*Since the standard deviation for the group of business men as reported in the manual of the Allport Study of Values was not available the test of significance could not be performed.

CHART 5

A COMPARISON OF THE SCORES OF 71 PRESBYTERIAN MINISTERS AND 49
SOUTHERN BUSINESS MEN ON THE ALLPORT VERNON STUDY OF VALUES



DISCUSSION

The two groups indicate little difference as measured on the Theoretical scale. The ministers and the Southern business men are, however, both low in this area and fall below the lower limit for fifty per cent of the male population.

The strongest differences between the two groups in defined on the Economic scale. The clergymen scored in the lower eighteen per cent of the total population while the business men are in the upper eighteen per cent. A difference on this scale would be expected, but the degree of the preference is somewhat surprising. Since the ministers usually must communicate with the Southern business men who are frequently officers in the church, it is apparent that in many issues a divergence of opinion is inevitable.

There is also little difference between the two groups as represented on both the aesthetic and political scales. Both are near the norm for the general adult male population.

The scores on the religious and social scales distinguish the two groups to some extent. On both values the ministers are in the upper eighteen per cent of the adult population of men and the business men lie within the limits of fifty per cent of this population. This result is not surprising for it describes the basic differences between the two occupations. Ministers tend to prize people as ends and to comprehend the cosmos as a whole while these values are not necessary in the everyday practical world of buying and selling where profit is the primary goal.

TABLE VIII

THE DISTRIBUTION OF THE SCORES OF THE MINISTERIAL SAMPLE
ON THE ALLPORT VERNON STUDY OF VALUES

LEVEL	FREQUENCY					
	THEORETICAL	ECONOMIC	AESTHETIC	SOCIAL	POLITICAL	RELIGIOUS
HIGH	7	1	23	41	14	63
MEDIUM	33	19	40	29	29	6
LOW	32	51	8	1	28	2

DISCUSSION

The theoretical scale and the economic scales represent skewed distributions toward low scores. The religious and social areas represent skewed distributions toward high scores. The political and aesthetic factors approximate normal distributions.

The religious scale is the most distinguishing factor, for 89% of the ministerial sample scored in the high range. On the economic scale 71% of the ministers scored in the low range. With respect to the social factor 57% of the sample of Presbyterian clergymen scored in the high range.

TABLE IX
A COMPARISON OF THE SCORES OF THE MINISTERIAL SAMPLE WITH THE
ADULT MALE POPULATION ON THE GUILFORD ZIMMERMANN TEMPERAMENT
SURVEY

FACTOR	MINISTERS		ADULT MALE POPULATION	
	MEAN	S.D.	MEAN	S.D.
O General Energy	16.90	5.95	17.00	5.64
R Restraint or seriousness	19.75	4.41	16.90	4.94 *
A Ascendance or social boldness	17.21	5.31	15.90	5.84
S Sociability	20.42	6.08	18.20	6.97
E Emotional Stability	20.04	5.87	16.90	6.15 *
O Objectivity	20.06	5.43	17.90	4.98
F Friendliness	18.15	4.11	13.80	5.07 *
T Thoughtfulness, Reflectiveness	20.92	4.26	18.40	5.11
P Personal relations	20.56	4.83	16.70	5.05
M Masculinity	20.23	3.46	19.90	3.97

* Ministers verses Adult Male Population significant at .01 level.

Ministers N = 71

Adult male
Population N = 523

DISCUSSION

1. Factor G - General activity or energy level

The ministers average somewhat lower than the adult male population. There is a tendency for this group not to desire to be busy, participating actively in a variety of events. They prefer the more relaxed, sedentary life. This is not surprising since a major portion of the minister's time must be spent in his study.

2. Factor R - Restraint or seriousness

On the R scale the ministers scored higher than the adult male group. They tend to plan, to think through their decisions, and are not given to impulsiveness. They are more serious minded than the average man. This is also expected because of the very nature of the clergyman's role in society.

3. Factor A - Ascendance, social boldness, or aggressiveness

The ministerial group is very much like the adult male population on this scale. There is no tendency in either direction.

4. Factor S - Social activity

The ministers are neither highly sociable nor shy. The group is very much like the general male population.

5. Factor E - Emotional stability

The sample of the Presbyterian clergymen averaged higher on this scale than the adult male group. They are not easily thrown

into worry or depression.

6. Factor O - Objectivity

The mean for the ministers is also higher than the average of the adult male population on this scale. There is a tendency to be more open-minded with reference to other opinions and viewpoints.

7. Factor F - Friendliness

The largest difference between the ministerial group and the adult male population is apparent on this scale. The sample of clergymen tend to score higher. According to the author, this scale measures hostility. High scores would mean an absence of belligerence with respect to individuals.

8. Factor T - Thoughtfulness or Reflectiveness

It is not difficult to understand that ministers would tend to score higher on this scale than the adult male population. A large portion of their professional tasks are in the meditative category.

9. Factor P - Personal Relations or Criticalness

High scores on this scale indicate a tendency not to be critical of the restraints or restrictions placed upon the individual by society. The ministerial sample scored higher on this factor than the general population norm.

10. Factor M - Masculinity

There is no difference between the ministerial group and the

adult male population on this scale.

TABLE X

THE DISTRIBUTION OF THE SCORES OF THE MINISTERIAL SAMPLE ON THE TEN
FACTORS OF THE GUILFORD ZIMMERMANN TEMPERAMENT SURVEY

PERCENTILE LEVEL	FREQUENCY									
	G	R	S	E	O	F	T	P	M	
95-100	1	9	2	0	11	7	11	5	3	1
90-95	10	10	7	8	4	8	10	14	11	7
80-90	7	14	8	9	10	10	18	16	16	3
60-80	8	22	16	12	6	15	19	13	11	11
40-60	20	11	11	15	18	14	11	6	15	18
20-40	5	5	16	15	3	7	2	5	11	13
10-20	12	3	5	4	8	9	0	2	3	15
0-10	8	0	6	8	2	1	0	0	1	3

DISCUSSION

Factor G represents a tri-modal distribution. There is one high group, a very large middle group, and one large low group. The ministerial sample constitutes a wide variety of individuals with respect to energy level.

Factor R represents a skewed distribution toward the higher scores. There is, thus, a tendency for the ministers to be alike in their serious mindedness.

Both Factor A and Factor S approximate normal distributions. There is thus a tendency to be like the general population.

Factor E is a tri-modal distribution. There is one very high group, one high group, and one average group.

The O, F, T, and P scales are all skewed to the high scores. Moreover, on the F and T factors there are very few in the lower ranges.

The M scale represents a normal distribution. There are, however, a few more ministers in the lower range than in the higher levels.

TABLE XI

THE DISTRIBUTION OF THE SCORES OF THE MINISTERIAL SAMPLE ON THE
SRA VERBAL TEST OF GENERAL MENTAL ABILITY

<u>MEAN</u>	<u>STANDARD DEVIATION</u>	<u>MEDIAN</u>
59.14	13.64	60.72

THE DISTRIBUTION OF SCORES

<u>SCORE INTERVAL</u>	<u>FREQUENCY</u>	<u>I Q LEVEL</u>
80-85	3	above 140
75-79	8	138-140
70-74	8	135-138
65-69	8	132-135
60-64	11	130-132
55-59	9	115-125
50-54	8	110-115
45-49	4	100-110
40-44	6	95-100
35-39	1	90-95
below 35	5	below 90

DISCUSSION

The range of abilities is seen as quite wide, but seventy-seven per cent of the scores are above the 110 I Q level. Since a college education and a three year seminary program are required for the Presbyterian ministry, the above findings are not surprising. Some difficulty of interpretation arises from the fact that twenty-three percent of the sample are below this level with five who actually scored below I Q 90. The S R A Verbal is a fifteen minute time-limit test which could penalize the slow thinkers. When the scores of these men are compared with the scores made on the Watson Glaser Critical Thinking Appraisal, the time factor is seen as definitely working to their disadvantage. (See the discussion and table on the next page.)

TABLE XII

THE DISTRIBUTION OF SCORES OF THE MINISTERIAL SAMPLE ON
THE WATSON GLASER CRITICAL THINKING APPRAISAL

<u>MEAN</u>	<u>STANDARD DEVIATION</u>	<u>MEDIAN</u>
75.00	8.56	77.5

THE DISTRIBUTION OF SCORES

<u>SCORE INTERVAL</u>	<u>FREQUENCY</u>
87-89	3
84-86	4
81-83	10
78-80	14
75-77	9
72-74	9
69-71	6
66-68	8
63-65	2
60-62	2
57-59	1
54-56	2
51-53	1

DISCUSSION

The distribution is skewed toward the high levels with only a few scoring in the lower range. The type of analytical thinking required on this test is probably related to the preparation and delivery of sermons, and other tasks involving critical analysis and decision making.

TABLE XIII

THE SCORES OF THE MINISTERIAL SAMPLE ON FOUR AREAS OF THE
MICHIGAN VOCABULARY PROFILE TEST

AREA	MINISTERS		ADULT MALE POPULATION MEAN*
	MEAN	S. D.	
HUMAN RELATIONS	19.81	2.15	17
COMMERCE	17.32	3.76	18
GOVERNMENT	20.72	2.91	19
FINE ARTS	15.14	3.71	14

* No standard deviation data is available in the manual.

DISCUSSION

In the human relations area the ministers' score reaches the 75th percentile. It is not unexpected that this would be the strongest difference for the ministerial sample due to the proportion of their occupational tasks in this general area.

It is not surprising that the lowest area is commerce, where the score approximates the 40th percentile. On the Allport Vernon Study of Values the ministers lowest factor was the economic.

The score in the government area reaches the 70th percentile. Though the clergymen must not play a political role in his work, it is not surprising that he manifests knowledge and interest in this realm. His messages must frequently become indirectly involved with the affairs of the nation and world.

On the Fine Arts section score of the group of ministers reaches the 60th percentile. It would be expected that they would differ to a greater degree from the adult male population. In the building of church sanctuaries they would need to become familiar with architecture and other aspects of the aesthetic realm.

TABLE XIV

THE INTERCORRELATIONS BETWEEN THE VARIABLESLEGEND FOR THE VARIABLES ON THE NEXT PAGE

- KA - Kuder Preference Record - Personal - Factor A
 KB - Kuder Preference Record - Personal - Factor B
 KC - Kuder Preference Record - Personal - Factor C
 KD - Kuder Preference Record - Personal - Factor D
 KE - Kuder Preference Record - Personal - Factor E
- AT - Allport Vernon Study of Values - Theoretical Factor
 AE - Allport Vernon Study of Values - Economic Factor
 AA - Allport Vernon Study of Values - Aesthetic Factor
 AS - Allport Vernon Study of Values - Social Factor
 AP - Allport Vernon Study of Values - Political Factor
 AR - Allport Vernon Study of Values - Religious Factor
- GG - Guilford Zimmermann Temperament Survey - Factor G
 GR - Guilford Zimmermann Temperament Survey - Factor R
 GA - Guilford Zimmermann Temperament Survey - Factor A
 GS - Guilford Zimmermann Temperament Survey - Factor S
 GE - Guilford Zimmermann Temperament Survey - Factor E
 GO - Guilford Zimmermann Temperament Survey - Factor O
 GF - Guilford Zimmermann Temperament Survey - Factor F
 GT - Guilford Zimmermann Temperament Survey - Factor T
 GP - Guilford Zimmermann Temperament Survey - Factor P
 GM - Guilford Zimmermann Temperament Survey - Factor M
- SRA - The S R A Verbal Mental Ability Test
 WG - The Watson Glaser Critical Thinking Appraisal
 MHR - The Michigan Vocabulary-Human Relations Area
 MC - The Michigan Vocabulary - Commerce Area
 MG - The Michigan Vocabulary - Government Area
 MFA - The Michigan Vocabulary - Fine Arts Area
- SL - The Success Level as measured by the Self-Evaluation Form

Low scores on this form indicate high success levels while high scores indicate low success levels. Some negative correlations will thus be expected on this variable.

DISCUSSION

(1) The Multiple R

The correlation of this group of variables with success level is $-.728$, but a multiple correlation procedure capitalizes on chance elements. Thus, the correlation has a tendency to be somewhat inflated. This could be corrected by giving this group of tests to another sample, but since this is not possible a statistical formula makes the correction. By this procedure the unbiased (shrunken) multiple R is $-.662$.

(2) The Prediction Equation

A grouping of variables in a multiple regression analysis lends itself to the use of the prediction equation. By using the scores of an individual candidate on the variables indicated a predicted score on the self-evaluation form can be obtained. The prediction equation is as follows:

$$Y = .0089 - .973 X_1 - .419 X_2 - .364 X_3 - .340 X_4 \\ - .013 X_5 + .555 X_6 + .245 X_7 + .012 X_8 - .011 X_9$$

Y = the predicted score on the self evaluation form

X_1 = the raw score on the respective variable above

By inserting the respective raw scores on the above tests in this equation a predicted score on the self evaluation form can be obtained. The highest success level score would be 38 and the lowest 190. The score Y obtained from the prediction equation would represent the success level of the individual as measured on this scale, the lower the Y score the higher the success level.

(3) The Relative Strength of the Variables

According to the above analysis the successful Presbyterian minister tends to score high on the ascendance scale of the Guilford Zimmermann Temperament Survey, which means that he is unafraid to speak up for those things he believes in. He does not hesitate to take the lead in issues which are important. This aggressiveness must be in combination with a preference for avoiding conflict which seems somewhat contradictory. These two factors together, however, probably mean controlled assertion. He desires to lead and move forward but at the same time does not desire to cause disharmony and disruption.

It is not surprising that the successful minister tends to score high on the Kuder preference for working with ideas, for this is such an integral part of the task of the minister in his preaching and teaching role. The tendency to score high on the reflective scale of the Guilford Zimmermann scale is also associated with these basic tasks of the ministry.

The successful minister should also have an exceptional interest in the religious realm as indicated by high scores on the Allport Vernon in this area. The ministers who score high on the aesthetic scale tend to have low success. Perhaps the emphasis on culture and entertainment may cause the minister to neglect some of the more mundane and basic tasks he must perform. Higher scores in the aesthetic realm may perhaps identify the one who is already attempting to compensate in this type of life because of some inadequacies in his major profession.

The reverse relationship of success level with the Kuder

preference for activity in groups suggests possibly that ministers of the socially gregarious type tend to neglect some of their other basic functions and consequently their own degree of success is lowered when they are being measured along a broad area of basic tasks. As a matter of general observation, the highly extroverted minister is not known as a good organizer or preacher. This same relationship to success is probably reflected by the scores on the Michigan Vocabulary Human Relations Scale.

The reverse relationship with the masculine scale of the Guilford Zimmermann may be due to a lack of sensitivity to the feelings of others, a trait which would be a barrier to success as a clergyman. Actually the contribution of this variable to success level when added to the two preceding ones is very small.

TABLE XVI
THE SUCCESS EXPECTANCY BASED ON THE SCORES OF THE BEST
PREDICTOR VARIABLES

CHANGES IN A HUNDRED OF SCORING IN THE HIGHEST 40% ON THE SELF EVALUATION FORM				
PERCENTILE LEVEL	80	60	40	20
THE GUILFORD ZIMMERMANN ASCENDANCE FACTOR	63	48	39	31 *
THE KUDER PREFERENCE FOR WORKING WITH IDEAS	61	47	39	32 *
THE KUDER PREFERENCE FOR AVOIDING CONFLICT	48	44	40	36 *
THE ALLPORT VERNON RELIGIOUS VALUE	48	44	40	36 *
THE ALLPORT VERNON AESTHETIC FACTOR	32	39	47	61

* These figures are taken from the appendix of The Use of Psychological Tests in Industry, Albright, L.E., Glennon, J.. R., and Smith, W. S., Howard Allen, Cleveland, 1963 based on the correlations of the above variables with success level.

DISCUSSION

Since the highest score on the self evaluation form was 60 and the lowest 113 which was not a wide range of success level, it seemed appropriate to construct an expectancy chart which would differentiate the highly successful group from the average. Thus, the ministers were divided into the upper 40% and lower 60% groups for the purposes of comparison. A test of significance was performed for each of the variables in the prediction equation. The above variables were found to be significant.

Chapter IV

CONCLUSIONSTHE OCCUPATIONAL PATTERN

1. The Presbyterian ministers differ from the general population and other occupational groups on the Kuder Preference Record - Personal in their

- a. Preference for avoiding conflict - quite high
- b. Preference for working in the realm of ideas - high
- c. Preference for directing others - above average

2. The Presbyterian ministers differ from the general population on the Allport Vernon Study of Values with reference to the

- a. Economic scale - quite low
- b. Religious scale - quite high
- c. Social scale - above average

3. Most of the Presbyterian ministers as measured by the S R A Verbal Mental Ability Test fall within the 110-140 I.Q. range.

4. The Presbyterian ministers indicate high level analytical thinking ability as measured by the Watson Glaser Critical Thinking Appraisal.

5. The Presbyterian ministers as measured by the Guilford Zimmerman Temperament Survey scored high on the meditative and friendliness scales, above average in the seriousness, social boldness, sociability, emotional stability, and objectivity scales, and

average in the general energy, personal relations, and masculinity areas.

6. The Presbyterian ministers as measured by the Michigan Vocabulary Profile Test scored above average in the human relations and fine arts areas with average scores in the Commerce and government areas.

7. The best grouping of success level predictors according to the multiple regression analysis is as follows:

<u>VARIABLE</u>	<u>COEFFICIENT</u>
The Guilford Zimmermann Ascendance Factor	- .973
The Kuder Preference for Working With Ideas	- .419
The Kuder Preference for Avoiding Conflict	- .364
The Allport Vernon Religious Factor	- .340
The Kuder Preference for Activity in Groups	.245
The Allport Vernon Aesthetic Factor	.565
The Michigan Vocabulary Human Relations Area	.012
The Guilford Zimmermann Thoughtfulness Scale	- .013
The Guilford Zimmermann Masculine Factor	.011

APPENDIX

SELF EVALUATION FORM

INSTRUCTIONS: Concerning your success in and attitude toward the tasks of the ministry, rate yourself as to the following scales using the appropriate number.

EFFECTIVE	1	AS 2	TO	SUCCESS 3	4	5	INEFFECTIVE
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ENTHUSIASTICALLY ACCEPT THIS DUTY	1	AS TO ATTITUDE 2	3	4	5	WOULD PREFER NOT TO HAVE THIS DUTY
--------------------------------------	---	---------------------	---	---	---	---------------------------------------

DUTY	SUCCESS	ATTITUDE
1. Preparation of Sermons		
2. Delivery of Sermons		
3. Leading in public worship		
4. Leading in public or private prayer		
5. Congregational visiting		
6. Counseling in problems		
7. Youth work		
8. Children's work		
9. Democratic leadership in effecting the church's program		
10. Influencing people to accept responsibility		
11. Handling controversial situations		
12. Visiting the sick and distressed		
13. Performing weddings		
14. Performing baptisms		
15. Leading in the Sacrament of the Lord's Supper		
16. Leading in funerals		
17. Work in Church Courts		

18. Personal Evangelism

19. Evangelistic Preaching

TOTAL

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VITA

VITA

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