

WHITE PAPER · DRAFT 2.6

The TPRAT *white paper*

Reliability and validity of the Townsend Personal and
Relational Assessment Tool



ATTACHMENT

Live connected



SEPARATION

Live freely



INTEGRATION

Live balanced



ADULTHOOD

Live purposefully

WHITE PAPER

Purpose of this *paper*

This paper presents a reliability and validity assessment of the Townsend Personal and Relational Assessment Tool (TPRAT). The item pool used in this analysis contained 64 questions.



1,145

participants analyzed

64 to 20

items after factor
analysis

4

character capacities

6

validated instruments
compared

.75 to .80

Cronbach's alpha by
scale

The analysis had two parts

1. **A confirmatory factor analysis (CFA)** to test whether the data support the four proposed dimensions of the theoretical framework, and which items best represent each dimension.
2. **A partial, prospective validation analysis** using validated instruments assumed to be similar to the TPRAT capacities. This shows whether the TPRAT relates strongly to very similar scales (convergent validity) and differently to scales that measure something related but distinct (divergent validity).

What follows

- 01 Introduction: the theory behind the TPRAT and what it is used for
- 02 Design and implementation of the validation study
- 03 Results: participant demographics
- 04 Results: developing the final scale through confirmatory factor analysis
- 05 Results: how the TPRAT relates to similar validated scales
- 06 Highlights: what the analysis suggests

INTRODUCTION

01 The theory behind the TPRAT

Proficiency in life capacities and internal character matters because it shows up as particular abilities, especially in meeting the demands of reality: oneself, relationships and work (Caligor, Kernberg, Clarkin and Yeomans, 2018; Covey, 2018; Goleman, Boyatzis and McKee, 2013; Lencioni, 2022). We propose four key dimensions.



Attachment

Bonding and vulnerability in relationships.

Creates the ability to receive and use the support, encouragement and feedback of significant others, to fuel life and function at high levels.



Separation

Boundaries, self-definition and confronting well.

Helps a person experience themselves as distinct from others, with their own voice, and interact with healthy boundaries.



Integration

Managing the positives and negatives of oneself and others.

Creates the ability to deal successfully with failure, imperfection and loss.



Adulthood

Clarity of purpose and a mutual orientation toward others in authority.

Enables a person to determine their purpose and mission, and to function well in authority contexts such as work and organizations.

The theoretical base draws on several sources, including neuroscience, object relations theory, cognitive behavioral theory, business and leadership research, and spiritual growth models (Cloud, 1990; Townsend, 1991; Cloud and Townsend, 1992). Editor note: the draft could not locate the Cloud 1990 and Townsend 1991 citations.

The TPRAT was created to measure a person's proficiency in these four domains. This paper presents evidence that the scales are valid and reliable when tested among a diverse sample of participants.¹

¹ The sample included executives, small business owners, executive directors, human resources professionals, pastors, therapists and educators, from organizations such as Safe Families, the American Association of Christian Counselors, Celebrate Recovery, Townsend Leadership Group, the Townsend Institute for Leadership and Counseling, and participants in the Townsend Institute's GrowthSkills workshops.

WHO IT IS FOR

Designed for businesses, educational organizations, counseling groups and churches, for individuals, couples, groups and teams.

The TPRAT gives clarity on a person's areas of strength and the growth areas they need to address. Specific skills are provided to help the individual develop competence in each of the four domains.

THE VALIDATION STUDY

02 Design and *implementation*

The Townsend Group invested in this study for two reasons:

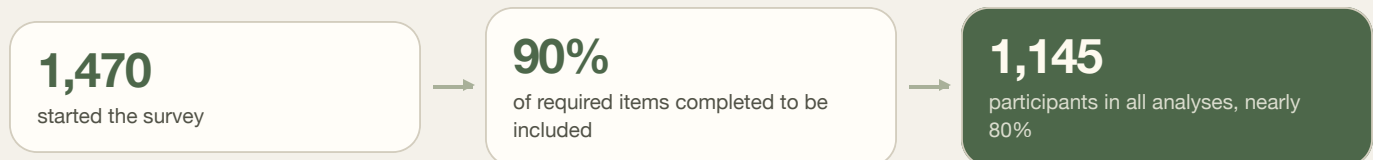
i

To streamline the survey instrument to fewer questions.

ii

To confirm the validity of the instrument as an assessment tool.

The survey included the 64 TPRAT items² plus 113 questions from six validated surveys, each corresponding to one or more TPRAT capacities (see Exhibit 1).³ It was built as an online survey with the support of Concordia College and fielded from August 2022 to August 2023, including to students at Concordia College⁴ and Editor note: specify who else received the survey.



² An additional 34 TPRAT items related to Adulthood subscales were included in the survey but removed from the final validation analysis because of low factor loadings.

³ The survey also included the Adjective Check List (ACL), intended to validate the Adulthood subscale questions. It was excluded because those subscale items were removed.

⁴ An IRB exemption was applied for and approved for surveying students at Concordia College.

RESULTS · DEMOGRAPHICS

03 Who took part

This section summarizes the demographic characteristics of the 1,145 participants. More than half were 50 or older, and 85% held at least a bachelor’s degree or a professional or trade certification.

FIGURE 1 · SEX

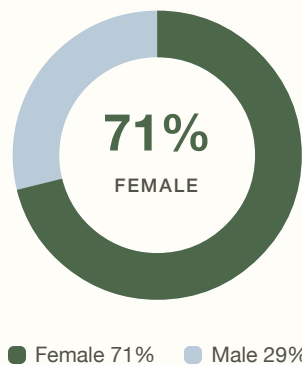
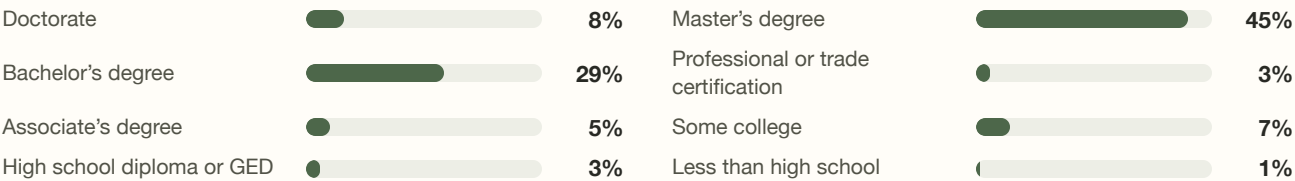


FIGURE 2 · AGE



54% were 50 or older. 78% were 40 or older.

FIGURE 3 · HIGHEST EDUCATION



70%

married. 15% single, 11% divorced, 2% separated, 2% widowed

77%

have children

n = 1,145

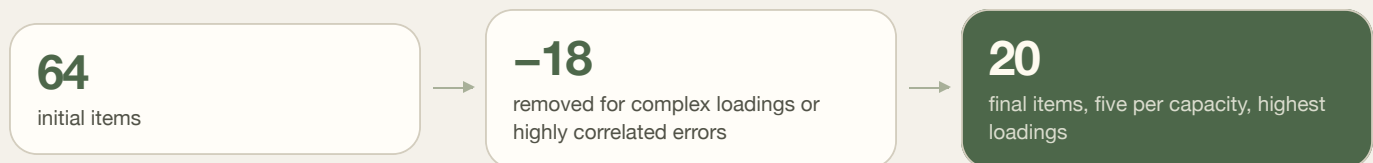
all figures

Some participants were part of the Townsend Leadership Group or the Townsend Institute.

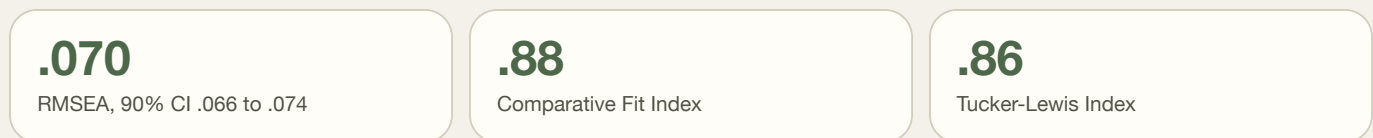
RESULTS · CONFIRMATORY FACTOR ANALYSIS

04 Finding the *strongest* items

Confirmatory factor analysis (CFA) is a form of factor analysis common in social science research. It tests whether measures of a construct are consistent with a researcher's understanding of that construct, that is, whether the data fit a hypothesized measurement model based on theory and prior research. For this study it also offered a way to pare down the TPRAT into a shorter, more streamlined tool.



The model fit the data reasonably well, meaning the proposed factor structure was similar to the observed structure. Cronbach alphas and Raykov omegas were acceptable (Appendix Table 3). All scales were highly correlated with each other ($r \geq .44$, Appendix Table 2).



The revised instrument based on this analysis appears in Appendix I. Table 1 on the next page shows the factor loading for each final item.

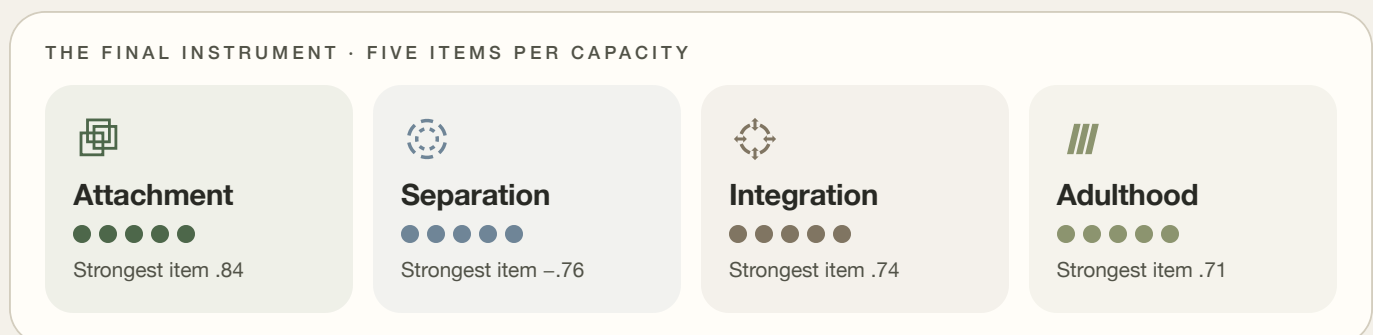


TABLE 1

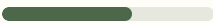
Factor loadings by *scale*

Bar length shows the strength of each loading (λ). All loadings significant, $p < .001$. **R** indicates a reverse-coded item.

/// Adulthood (A)

I am clear on my life's mission and path.		.71
I have struggled with finding my career niche. R		-.69
I am frustrated I have not sufficiently developed my potential. R		-.70
I usually confront those in authority in ways that are amicable for all.		.44
I am comfortable relating to those in authority.		.54

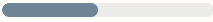
Attachment (AT)

I have difficulty telling others how much they really mean to me. R		.62
I find it difficult to be in touch with my deeper emotions. R		.67
It is difficult for me to ask for help or support from others. R		.62
I have a tough time talking about my feelings, even with those I am close to. R		.84
When I am in a small group, I tend to keep my vulnerable feelings to myself. R		.63

Integration (I)

I readily forgive others for their mistakes.		.49
I know and accept my weaknesses.		.53
When I fail, I am able to try again.		.68
When I am disappointed by someone, I am still mindful of their good points at the same time.		.61
When I fail, I can deal with the disappointment in a healthy way.		.74

Separation (S)

I can communicate what I want and do not want in my work and relationships.		.67
When I disagree with someone, I prefer to remain silent.		-.46
I put too much time and energy into people-pleasing. R		-.72
I have difficulty being clear on my own opinions and values when speaking to others.		-.65
I avoid saying "no" so that I will not risk rejection or hurt someone's feelings. R		-.76

⁵ The only exception was the Adulthood scale, which kept two items with slightly lower loadings (confronting and relating to those in authority) to reflect the breadth of the capacity.

RESULTS · VALIDATION

05 How the TPRAT *compares*

A validation analysis asks, “Are you building the right thing?” For the TPRAT, that means whether the instrument measures what it intends to measure. The first step was to identify publicly available, validated instruments addressing one or more of the four capacities (Exhibit 1, with fuller descriptions in Exhibit 2).

MEASURES TO ASSESS VALIDITY

We first checked that the comparison scales were internally consistent, using Cronbach’s alpha for continuous items and Kuder-Richardson Formula 20 for dichotomous items. All reliabilities were acceptable (.70 or greater) except AAG Controlled (.65) and AAG Overwhelmed (.64), which were still marginally acceptable (Appendix Table 4).

VALIDATION CORRELATIONS

We examined Pearson correlations between the TPRAT capacities and the comparison measures, using Cohen’s (1988) thresholds to describe magnitude.

■ Small, $|r| = .10$ ■ Medium, $|r| = .30$ ■ Large, $|r| = .50$

/// Adulthood

Generally strong. Four of nine PERMA measures were strongly positive: Positive Emotions (.59), Meaning (.64), Accomplishment (.60) and Overall Well-Being (.65). The other five were moderate: Engagement (.43), Relationships (.46), Negative Emotion (–.44), Health (.32) and Loneliness (–.38).⁶ Rosenberg Self-Esteem was also strongly positive (.64).

Attachment

Scored toward a secure style, Attachment correlated negatively with AAQ Anxiety (–.24) and AAQ Avoidance (–.64), in the expected direction, though the relationship with Anxiety was weak.

Integration

Moderate association with the Hypersensitive Narcissism Scale (–.47) and MPS Socially Prescribed (–.32), weaker with MPS Other Oriented (–.11) and Self Oriented (–.22), in the expected direction. Strong with AAG Resilient (.53), moderate with AAG Overwhelmed (.33), very weak with AAG Controlled (.05).

Separation

Moderately positive with DSI Emotional Reactivity (.45) and Fusion with Others (.45), and weakly positive with DSI I-Position (.28) and Emotional Cutoff (.16).

⁶ The associations of Negative Emotion and Loneliness with Adulthood were in the expected direction. **Editor note: the footnote lists –.42 and –.37 while the text lists –.44 and –.38. Confirm which values are final.**

HIGHLIGHTS

06 What the analysis suggests

“These results demonstrate validity of the 20-item TPRAT survey instrument. The predicted relationships between the TPRAT scales and the validation scales were mostly strong and in the expected direction.”



All four scales showed moderate to strong association with the corresponding validated scales in all, or almost all, instances.



Cronbach and Raykov reliabilities were high for every scale (Appendix Tables 2 and 3).



The confirmatory factor model fit the data, supporting the four-capacity structure.



The instrument was streamlined from 64 items to 20, five per capacity.

PUT IT TO WORK



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EXHIBIT 3

Validation *correlations*

■ Strong effect
■ Moderate effect
■ Weak effect
■ Little to no effect

COMPARISON SCALE	 Adulthood	 Attachment	 Integration	 Separation
AAQ Avoidance		-.64		
AAQ Anxiety		-.24		
DSI SF Emotional Cutoff				.16
DSI SF Emotional Reactivity				.45
DSI SF Fusion with Others				.45
DSI SF I-Position				.28
Hypersensitive Narcissism Scale			-.47	
MPS Other Oriented			-.11	
MPS Self Oriented			-.22	
MPS Socially Prescribed			-.32	
AAG Controlled			.05	
AAG Overwhelmed			.33	
AAG Resilient			.53	
Rosenberg Self-Esteem	.64			
PERMA Positive Emotions	.59			
PERMA Engagement	.43			
PERMA Relationships	.46			
PERMA Meaning	.64			
PERMA Accomplishment	.60			
PERMA Overall Well-Being	.65			
PERMA Negative Emotion	-.44			
PERMA Health	.32			
PERMA Loneliness	-.38			

EXHIBIT 1

Validated *instruments* used

CAPACITY	INSTRUMENT	SUBSCALES	ITEMS	COMMENTS
Attachment	Adult Attachment Questionnaire (Simpson et al., 1996)	Avoidance; Anxiety	17	Does not include the disorganized attachment subscale.
Separation	Differentiation of Self Inventory, Short Form (Skowron and Schmitt, 2003)	Emotional Reactivity; I-Position; Fusion with Others; Emotional Cutoff	20	Spouse or partner questions changed to important people in my life.
Integration	Hypersensitive Narcissism Scale (Hendin and Cheek, 1997)	None	10	Measures the second of two principal components of narcissism, the overt and covert forms.
Integration	Multidimensional Perfectionism Scale (Hewitt and Flett, 1990)	Self Oriented; Other Oriented; Socially Prescribed	24	A few questions on religion and spirituality. The reference point is a response to a traumatic event.
Integration, Adulthood	Rosenberg Self-Esteem Scale (Vecchione et al., 2015)	None	10	
Integration	Adult Attitude to Grief Scale (Machin, 2007)	Overwhelmed; Controlled; Resilient	9	Adopted by many bereavement services to appraise overwhelmed, controlled and resilient characteristics, and together an overall indication of vulnerability.
Adulthood	PERMA Profiler (Butler and Kern, 2015)	Positive and negative emotions; Engagement; Relationships; Meaning; Accomplishment; Health	23	Freely available for noncommercial research and assessment after registering. Commercial use through the University of Pennsylvania Center for Technology Transfer.

EXHIBIT 2

Measures for similar and dissimilar *capacities*

Transactional analysis ego states

/// Adulthood

Measured with the 13 adjectives specified for each of five states by Williams and Williams (1980), using the Adjective Check List (Gough and Heilbrun, 1965). Participants check items they see as descriptive of themselves.

Attachment

Attachment

Measured with the two-dimensional Adult Attachment Questionnaire (Simpson, Rholes and Phillips, 1996): eight items for Avoidance and nine for Anxiety, on a seven-point Likert scale.

Differentiation

Separation

Measured with the Differentiation of Self Inventory, Short Form (Sloan and Dierendonck, 2016): Emotional Reactivity (6 items), I-Position (6), Fusion with Others (5) and Emotional Cutoff (3), on a six-point scale from Not at All to Very Characteristic of Me.

Narcissism

Integration

The ten-item Hypersensitive Narcissism Scale (Hendin and Cheek, 1997), on a five-point scale from Never to Very Often.

Perfectionism

Integration

An abbreviated Multidimensional Perfectionism Scale (Hewitt and Flett, 1991) on a seven-point Likert scale: nine items each for Other-Oriented and Self-Oriented, and six for Socially Prescribed.

Self-esteem

/// Adulthood

The ten-item Rosenberg (1965) Self-Esteem Scale on a four-point Likert scale.

Grief

Integration

The Adult Attitude to Grief scale (Machin, 2006) measures Controlled, Overwhelmed and Resilient with three-item scales on a five-point Likert scale.

Well-being

/// Adulthood

The 23-item PERMA Profiler: Positive Emotions, Engagement, Relationships, Meaning, Accomplishment (3 items each), Overall Well-Being, Negative Emotion, Health (3) and Loneliness (1), on a scale from Not at All to Completely.

APPENDIX I

Revised TPRAT *survey instrument*

Each item is answered on a six-point scale: 1 Strongly disagree, 2 Disagree, 3 Somewhat disagree, 4 Somewhat agree, 5 Agree, 6 Strongly agree. **R** indicates reverse coding.

Strongly disagree ○ ○ ○ ○ ○ Strongly agree

01	I usually confront those in authority in ways that are amicable for all.	/// Adulthood
02	When I fail, I can deal with the disappointment in a healthy way.	⚙ Integration
03	I can communicate what I want and do not want in my work and relationships.	⚙ Separation
04	I have struggled with finding my career niche. R	/// Adulthood
05	When I disagree with someone, I prefer to remain silent.	⚙ Separation
06	I have difficulty telling others how much they really mean to me. R	📎 Attachment
07	I avoid saying “no” so that I will not risk rejection or hurt someone’s feelings. R	⚙ Separation
08	I am comfortable relating to those in authority.	/// Adulthood
09	I find it difficult to be in touch with my deeper emotions. R	📎 Attachment
10	I am frustrated that I have not sufficiently developed my potential. R	/// Adulthood
11	It is difficult for me to ask for help or support from others. R	📎 Attachment
12	I know and accept my weaknesses.	⚙ Integration
13	I have a tough time talking about my feelings, even with those I am close to. R	📎 Attachment
14	I readily forgive others for their mistakes.	⚙ Integration
15	I am clear on my life’s mission and path.	/// Adulthood
16	When I fail, I am able to try again.	⚙ Integration
17	When I am disappointed by someone, I am still mindful of their good points at the same time.	⚙ Integration
18	I put too much time and energy into people-pleasing. R	⚙ Separation
19	I have difficulty being clear on my own opinions and values when speaking to others.	⚙ Separation
20	When I am in a small group, I tend to keep my vulnerable feelings to myself. R	📎 Attachment

APPENDIX TABLES

Reliability and *correlations*

Table 2. Correlations between loading-weighted factor scores

	A	AT	I	S
A	1.00			
AT	.52	1.00		
I	.74	.44	1.00	
S	.67	.56	.63	1.00

All correlations significant, $p < .001$.

Table 3. Cronbach’s alpha and Raykov’s omega

	α	ω
A • Adulthood	.75	.77
AT • Attachment	.80	.81
I • Integration	.75	.75
S • Separation	.79	.80

Table 4. Reliabilities and item counts for validation scales

	Scale	α	Items	
AAQ Avoidance		.85	8	
AAQ Anxiety		.81	9	
DSI SF Emotional Cutoff		.80	3	
DSI SF Emotional Reactivity		.87	6	
DSI SF Fusion with Others		.76	5	
DSI SF I-Position		.80	6	
Hypersensitive Narcissism Scale		.77	10	
MPS Other Oriented		.71	9	
MPS Self Oriented		.88	9	
MPS Socially Prescribed		.73	6	
Rosenberg Self-Esteem		.90	10	
AAG Controlled		.65	3	
AAG Overwhelmed		.64	3	
AAG Resilient		.71	3	
PERMA Positive Emotions		.82	3	
PERMA Engagement		.73	3	
PERMA Relationships		.82	3	
PERMA Meaning		.89	3	
PERMA Accomplishment		.76	3	
PERMA Overall Well-Being		.94	16	
PERMA Negative Emotion		.71	3	
PERMA Health		.93	3	
PERMA Loneliness		n/a	1	

For dichotomous items, Kuder-Richardson Formula 20 is reported. Editor note: the draft lists 1 and 0 on separate lines for three item counts; read here as 10, 10 and 16.

SOURCES

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