

## DOCUMENT RESUME

ED 043 675

TM 000 140

AUTHOR Tucker, Ledyard P.  
TITLE Relations Between Multidimensional Scaling and Three-Mode Factor Analysis.  
INSTITUTION Illinois Univ., Urbana. Dept. of Psychology.  
SPONS AGENCY Office of Naval Research, Washington, D.C. Personnel and Training Research Programs Office.  
PUB DATE Jul 70  
NOTE 44p.  
EDRS PRICE EDRS Price MF-\$0.25 HC-\$2.30  
DESCRIPTORS \*Factor Analysis, \*Individual Differences, Interest Tests, \*Models, \*Psychometrics, Statistical Analysis  
IDENTIFIERS \*Multidimensional Scaling, Space Relations

## ABSTRACT

Two lines of psychometric interest are combined: a) multidimensional scaling and, b) factor analysis. This is achieved by employing three-mode factor analysis of scalar product matrices, one for each subject. Two of the modes are the group of objects scaled and the third is the sample of subjects. Resulting from this are, an object space, a person space and a system for changing weights given to dimensions and of angles between dimensions in the object space for individuals located at different places in the person space. The development is illustrated with data from an adjective similarity study. (Author/LR)

EDO 43675

# RELATIONS BETWEEN MULTIDIMENSIONAL SCALING AND THREE-MODE FACTOR ANALYSIS

Ledyard R Tucker

July, 1970

The research of this report was supported by the Personnel and Training Research Programs Office of the Office of Naval Research under contract US NAVY/00014-67-A-0305-0003, NR 150-304.

Project on Techniques for Investigation of Structure  
of Individual Differences in Psychological Phenomena  
Ledyard R Tucker, Principal Investigator

Department of Psychology  
University of Illinois at Urbana-Champaign  
Champaign, Illinois



This document has been approved for public release and sale;  
its distribution is unlimited.

Reproduction in whole or in part is permitted for any purpose  
of the United States Government.

TM 000140

+8

DOCUMENT CONTROL DATA - R & D

(Security classification of title, body of abstract and indexing annotation must be entered when the overall report is classified)

1. ORIGINATING ACTIVITY (Corporate author)  Psychology Department University of Illinois Champaign, Illinois		2a. REPORT SECURITY CLASSIFICATION  Unclassified	
		2b. GROUP	
3. REPORT TITLE  RELATIONS BETWEEN MULTIDIMENSIONAL SCALING AND THREE-MODE FACTOR ANALYSIS			
4. DESCRIPTIVE NOTES (Type of report and inclusive dates) Technical			
5. AUTHOR(S) (First name, middle initial, last name)  Ledyard R Tucker			
6. REPORT DATE July, 1970		7a. TOTAL NO. OF PAGES 42	7b. NO. OF REFS 12
8a. CONTRACT OR GRANT NO. US NAVY/00014-67-A-0305-0003		9a. ORIGINATOR'S REPORT NUMBER(S)	
b. PROJECT NO. NR 150-304			
c.		9b. OTHER REPORT NO(S) (Any other numbers that may be assigned this report)	
d.			
10. DISTRIBUTION STATEMENT This document has been approved for public release and sale; its distribution is unlimited			
11. SUPPLEMENTARY NOTES		12. SPONSORING MILITARY ACTIVITY Office of Naval Research Personnel and Training Branch	
13. ABSTRACT  A combination is achieved of two lines of psychometric interest: a) multidimensional scaling and b) factor analysis. This is accomplished with the use of three-mode factor analysis of scalar product matrices, one for each subject. Two of the modes are the group of objects scaled and the third mode is the sample of subjects. Results are an object space, a person space and a system for changing weights given to dimensions and of angles between dimensions in the object space for individuals located at different places in the person space. The development is illustrated with data from an adjective similarity study.			





RELATIONS BETWEEN MULTIDIMENSIONAL SCALING  
AND THREE-MODE FACTOR ANALYSIS

ED0 43675

Ledyard R Tucker

July, 1970

The research of this report was supported by the Personnel and Training Research Programs Office of the Office of Naval Research under contract US NAVY/00014-67-A-0305-0003, NR 150-304.

Project on Techniques for Investigation of Structure  
of Individual Differences in Psychological Phenomena  
Ledyard R Tucker, Principal Investigator

Department of Psychology  
University of Illinois at Urbana-Champaign  
Champaign, Illinois

This document has been approved for public release and sale;  
its distribution is unlimited.  
Reproduction in whole or in part is permitted for any purpose  
of the United States Government.

## ABSTRACT

A combination is achieved of two lines of psychometric interest: a) multidimensional scaling and b) factor analysis. This is accomplished with the use of three-mode factor analysis of scalar product matrices, one for each subject. Two of the modes are the groups of objects scaled and the third mode is the sample of subjects. Results are an object space, a person space, and a system for changing weights given to dimensions and of angles between dimensions in the object space for individuals located at different places in the person space. The development is illustrated with data from an adjective similarity study.

One line of recent development in quantitative psychology involves creation of models which incorporate description of individual behavior with description of the variety of individuals with respect to this behavior. Multidimensional scaling of individual responses in comparisons among objects in a group of objects is a particular example. A separate scaling experiment could be conducted for each individual in a sample of subjects so as to obtain measures of dissimilarity between objects or pairs of objects. Such measures of dissimilarity frequently are taken as distances between points for the objects in a space which represents the responses of the subject to the objects. Tucker and Messick (1963) presented a model for investigating the variety of such spaces for a sample of individuals. An example of the application of this model to color vision data was given by Helm and Tucker (1962). Tucker and Messick emphasized the description of the subjects by the establishment of a person space. The multidimensional scaling space implied for selected "idealized individuals" could be determined by subsequent analysis and used as an aid in interpretation of the person space. In contrast, Horan (1969) has presented a model which involves a common multidimensional space for the objects and which is utilized, in theory, differentially by the various subjects in a sample by different weighting of the dimensions by the various subjects. Horan did not develop a procedure for the description of individual subjects. Carroll and Chang (1969) developed a model similar to that of Horan but included a person

space. The present report concerns a model which involves both a person space and a common object space and for which individual parameters may effect changes not only in the weights given to the dimensions of the object space but also in the angles between these dimensions. This model utilizes Tucker's (1966) recent development of three-mode factor analysis.

A point of some interest is that the present model has wider applicability than to only multidimensional scaling. It may be used whenever each object in a group of objects is represented as a vector in an object space, emanating from an origin to a terminal point. Input data to analysis by the model are the scalar products of the pairs of vectors for each subject. Such scalar products may be obtained by some one of a variety of procedures, including direct ratings as in the data used in an example to be presented. For multidimensional scaling when measures of interpoint distances in a Euclidean space are available, these distances may be converted to scalar products of vectors emanating from the centroid of the objects by the procedure given by Tongerson (1958, see pages 257-258) where  $d_{jk}$  represents the distance between points for objects  $j$  and  $k$  and  $b_{jk}^*$  represents the scalar product between vectors for these objects. Such a conversion from interpoint distances to scalar products is to be accomplished separately for each subject. When the measures are comparative interpoint distances for each subject, a solution must be made for the additive constant for each subject and then the scalar products computed. In other cases, such as when only the rank order of the interpoint distances is known, one of the nonmetric scaling procedures like the one by Kruskal (1964) could be

used to scale the data for each subject so as to obtain interpoint distances and the scalar products between vectors for the objects.

Consider that there are  $n$  objects in a multidimensional scaling experiment. Note that the word "object" is used to designate individual words, phrases, shapes, colored chips, etc. that are being scaled in an experiment. Subscripts  $j$  and  $j' = 1, 2, \dots, n$  will be used to designate these objects. Let data be for  $N$  individuals. A subscript  $i = 1, 2, \dots, N$  will be used to designate these individuals. The scalar product between the vectors for objects  $j$  and  $j'$  for individual  $i$  is designated by  $x_{jj',i}$ . These scalar products may be assembled into matrices in several different ways. One way is to define a matrix  $X_i$  for each individual having a row and a column for each object. Each of these matrices will be symmetric with each scalar product appearing twice in symmetric locations. The diagonal entries will be the squares of the lengths of the vectors. Another way is to define a matrix  $\underline{X}$  having a row for every combination of  $j$  and  $j'$ , thus having  $n^2$  rows, and a column for each individual. The matrix  $X_i$  for each individual is strung out into a column vector to form a column of the matrix  $\underline{X}$ . Both of these forms will be used.

Multidimensional scaling for each individual would result in a matrix  $A_i$  of coordinates of the points for the objects on dimensions for the individual. Let there be  $Q_i$  dimensions in the multidimensional scaling space for individual  $i$ . Matrix  $A_i$  would be  $n \times Q_i$  with entries  $a_{jq_i}$  where  $q_i$  is used as a subscript index for dimensions for individual  $i$ . Matrix  $A_i$  is related to  $X_i$  by

$$X_i = A_i A_i' \quad (1)$$

and may be obtained from  $X_i$  by any of several matrix factoring techniques. Its actual determination for each individual is only of theoretical concern in the present context. Consider a supermatrix formed by adjoining horizontally the  $X_i$  matrices for all individuals, thus forming  $(A_1, A_2, \dots, A_i, \dots, A_N)$  which will be of order  $n \times \sum_i Q_i$ . Let the rank of this super matrix be  $P$ . Then matrices  $B$ , of order  $n \times P$  and rank  $P$ , and  $(W_1, W_2, \dots, W_i, \dots, W_N)$ , of order  $P \times \sum_i Q_i$  and rank  $P$ , exist such that

$$(A_1, A_2, \dots, A_i, \dots, A_N) = B (W_1, W_2, \dots, W_i, \dots, W_N) \quad (2)$$

Since  $(A_1, A_2, \dots, A_i, \dots, A_N)$  has  $n$  rows, its rank can be no greater than  $n$ ; thus

$$0 < P \leq n \quad (3)$$

where the possibility of  $P$  equalling zero is discarded as being trivial. Note that there is a row of  $B$  for each object. The matrix  $B$  contains all of the information about the objects and can be considered to represent a common scaling space for all individuals. The matrices  $W_i$  for the individuals form transformations of the common scaling space to the individual scaling space.

Some relations for each individual based on the common scaling space and the individual transformations are of interest. From equation (2)

$$A_i = B W_i \quad (4)$$

which when substituted in equation (1) yields

$$X_i = B W_i W_i' B' \quad (5)$$

and, upon the definition of the  $P \times P$ , symmetric matrix  $H_i$  as

$$H_i = W_i W_i' \quad (6)$$

becomes

$$X_i = B H_i B' \quad (7)$$

Note that the rank of matrix  $H_i$  is the lesser of  $P$  or  $Q_i$ . Equation (7) gives an important relation of the individual scalar products matrix  $X_i$  to the common scaling space matrix  $B$  and the matrix  $H_i$  which contains information about the use of the common dimensions by the individual. The foregoing development has separated parameters for the objects from parameters for the individuals. Individuals may be conceived as making different use of the various common dimensions and of involving different relations among the common

dimensions. Each matrix  $H_i$  characterizes each individual.

Further interesting results may be obtained for each individual by defining a diagonal matrix  $D_i$  containing the square roots of the diagonal entries in the matrix  $H_i$

$$D_i^2 = \text{Diag} (H_i) \quad (8)$$

Let

$$F_i = B D_i \quad (9)$$

and

$$\phi_i = D_i^{-1} H_i D_i^{-1} \quad (10)$$

Note that  $\phi_i$  is  $P \times P$ , symmetric, and has unit diagonal entries. From equations (6) and (10),  $\phi_i$  is positive, semi-definite. Thus, the off-diagonal entries in  $\phi_i$  may be considered to be cosines of angles between the common dimensions for the individual. For any individual whose judgments were based on the same relations among the dimensions as existed for the common scaling space the matrix  $\phi_i$  would be an identity. Individuals who altered the relations among the common dimensions would be characterized by  $\phi_i$  matrices that were not identities. Substitution of equations (9) and (10) into equation (7) yields

$$X_i = F_i \phi_i F_i' \quad (11)$$

Thus, the entries in the  $F_i$  matrix are the coordinates of points for the objects standardized for the individuals' use of the dimensions. Entries in  $D_i$  may be conceived as representing the weights given the dimensions by the individual. Parameters for each individual, then, include weights which he might use in his reactions to each common scaling dimension and the cosines of the angles representing the relations between the common dimensions which would characterize the individual's system of reactions.

A second aspect of the complete model is to be considered next. This aspect concerns development of a person space for description of the variety of individuals in a sample. While the matrices  $H_i$  contain parameters for the individuals, these matrices may not form the most compact basis for description of the sample of individuals. A more compact basis may be developed from the matrix  $X$  which has a row for each pair of objects and a column for each individual. Consider that  $X$  is of rank  $M$  which is less than either  $N$  or  $n^2$ . This presumes that the responses of the individuals may be described in a space having fewer dimensions than the number of individuals or the number of paired objects. Such a situation may or may not be the case for any particular body of observations; and when it is not the case, as is probably true for the majority of observed bodies of data, a reduced rank description may or may not be an adequate approximation to the observations. A model is being considered here when the rank of  $X$  is less than its order.

In this case matrices  $\underline{C}$  and  $Z$  can be developed such that  $\underline{C}$  has  $n^2$  rows for the pairs of objects and  $M$  columns while  $Z$  has  $M$  rows and  $N$  columns for the individuals and so that

$$\underline{X} = \underline{C} Z \quad . \quad (12)$$

Entries in matrix  $\underline{C}$  may be designated as  $c_{jj'm}$ , and entries in matrix  $Z$  may be designated as  $z_{mi}$ . The  $c$ 's, however may be recorded in  $M$  matrices  $C_m$ , one for each column of  $\underline{C}$ , with a row and a column for each object. An alternative form of equation (12) is

$$X_i = \sum_{m=1}^M C_m z_{mi} \quad . \quad (13)$$

Note in equation (12) for any particular individual that the column of  $\underline{X}$  is a weighted sum of the columns of  $\underline{C}$ , the weights being the  $z_{mi}$ 's for that individual. In equation (13) each of the columns of  $\underline{C}$  is recorded as a matrix  $C_m$  which is multiplied by the scalar  $z_{mi}$ . These weighted matrices,  $C_m z_{mi}$ , are summed over all dimensions  $m$ . This type of paired statements of relations will be used several times in the following development.

Since the matrix  $Z$  has a row order equal to the rank of  $\underline{X}$ , it also has a rank of  $M$  and the product  $Z Z'$  is non-singular and the matrix  $\ddot{Z}$  may be defined as

$$\ddot{Z} = Z' (Z Z')^{-1} \quad (14)$$

with entries  $\ddot{z}_{im}$ . Then, from equation (12)

$$\underline{C} = \underline{X} \ddot{Z} \quad (15)$$

or

$$C_m = \sum_{i=1}^N X_i \ddot{z}_{im} \quad (16)$$

Since  $C_m$  is a weighted sum of symmetric matrices  $X_i$ ,  $C_m$  is symmetric also. Substitution from equation (7) into equation (16) yields

$$C_m = \sum_{i=1}^N B H_i B' \ddot{z}_{im} = B \left( \sum_{i=1}^N H_i \ddot{z}_{im} \right) B' \quad (17)$$

A matrix  $G_m$  may be defined as

$$G_m = \sum_{i=1}^N H_i \ddot{z}_{im} \quad (18)$$

where  $G_m$  is  $P \times P$  and symmetric since each  $H_i$  is  $P \times P$  and symmetric. Substitution of equation (18) into the last term of equation (17) yields

$$C_m = B G_m B' \quad (19)$$

a result that will be used subsequently.

An alternative definition to that of equation (18) involves the

matrix  $\underline{G}$ , which has a row for each pair of common scale dimensions,  $p$  and  $p'$ , and a column for each person dimension  $m$ , and the matrix  $\underline{H}$ , which also has a row for each pair of common scale dimensions and a column for each individual. Then equation (18) may be written as

$$\underline{G} = \underline{H} \underline{Z} \quad (20)$$

A consistent relation is for

$$\underline{H} = \underline{G} \underline{Z} \quad (21)$$

or

$$H_i = \sum_{m=1}^M G_m z_{mi} \quad (22)$$

from which and equation (7)

$$X_i = \sum_{m=1}^M B_m G B' z_{mi} \quad (23)$$

The same result can be obtained by substitution from equation (19) into equation (13). Equation (23) may be written in terms of the elements of the matrices as

$$x_{jj'i} = \sum_{p=1}^P \sum_{p'=1}^P \sum_{m=1}^M b_{jp} b_{j'p'} z_{mi} g_{pp'm} \quad (24)$$

This equation is of considerable interest: it is a special case of the three-mode factor analysis model developed by Tucker (1966). A consequence is that many of the propositions and methods of analysis for three-mode factor analysis may be utilized in the present context. In this adaptation of the three-mode factor analysis theory, a first point is that two of the modes are identical, the objects form two of the modes while the individuals form the third mode. One simplification results, the matrix  $B$  is the factor matrix for the two object modes. Another point of interest is that the matrices  $H_i$  for the individuals are dependent on the core matrix  $G$  of the three-mode factor analysis and the factor matrix  $Z$  among individuals as per equations (21) and (22). Thus the factor matrix  $Z$  among individuals provides a basic description of the responses of the individuals.

An important topic involves possible transformations of the matrices in the model of equation (23). Consider square, non-singular matrices  $T$  and  $U$  of orders  $P$  and  $M$  so that

$$B T = B^t \quad (25)$$

and

$$U Z = Z^u \quad (26)$$

where  $B^t$  and  $Z^u$  are the transformed matrices  $B$  and  $Z$ . Inverse transformations are to be applied to the core matrix  $G$  so that

$$\sum_{m=1}^M T^{-1} G_m (T')^{-1} u^{mm'} = G_{m'}^{tu} \quad (27)$$

where  $u^{mm'}$  is the  $mm'$  entry in  $U^{-1}$  and  $G_{m'}^{tu}$  is the  $m'$  matrix of the transformed core matrix. The result of these transformations is that

$$\sum_{m'=1}^M B^t G_{m'}^{tu} (B^t)' z_{m'i}^u = \sum_{m=1}^M B G_m B' z_{mi} = X_i \quad (28)$$

so that these transformations do not change the form of the model nor the representation of the scalar products. These transformations are analogous to rotation of axes in factor analysis. A major difference is that there is no necessary equivalent interpretation of orthonormal transformations as representing uncorrelated factors and oblique transformations as representing correlated factors. The matrices  $T$  and  $U$  may or may not be orthonormal without affecting a difference in the interpretation as to correlations among the factors.

The transformations can be carried through to the matrices  $H_i$  of individual parameters for the scaling space. The transformed  $H_i$  matrices may be designated by  $H_i^t$  and defined by

$$H_i^t = \sum_{m'=1}^M G_{m'}^{tu} z_{m'i}^u \quad (29)$$

Then the scalar products matrices for the individuals are

$$X_i = B^t H_i^t (B^t)^{-1} \quad (30)$$

Matrices  $D_i^t$ ,  $F_i^t$ , and  $\phi_i^t$  may be defined analogously to equations (8), (9), and (10). Equation (11) then applies to the transformed matrices.

A logical consequence of the possibility of transformations is that the object space of matrix  $B$  and the person space of matrix  $Z$  are identifiable from the scalar product matrices  $X_i$  but particular dimensions of these spaces are not identifiable. Some practical matters will be discussed subsequently as related to data analysis; however, some further conditions are necessary in order to establish complete identifiability for reference matrices  $B$ ,  $Z$ , and  $G$ . Once such reference matrices are established uniquely, other solutions may be selected within the possibilities of transformations.

Since matrices  $T$  and  $U$  are non-singular, inverse transformations are possible from equations (25), (26), and (27) so that when  $B^t$ ,  $Z^u$ , and  $G^{tu}$  are given along with  $T$  and  $U$ , matrices  $B$ ,  $Z$ , and  $G$  can be determined. When any particular solution is given with matrices  $B^t$ ,  $Z^u$ , and  $G^{tu}$ , matrices  $T$  and  $U$  may be determined such that

$$B' B = I \quad ; \quad (31)$$

$$Z Z' = I \quad ; \quad (32)$$

$$\sum_{m=1}^M G_m G'_m = \sum_{m=1}^M G_m^2 = \Delta^2 \quad ; \quad (33)$$

$$\underline{G}' \underline{G} = \Gamma^2 \quad (34)$$

where  $\Delta^2$  and  $\Gamma^2$  are diagonal matrices. Proof of this possibility depends upon expressing the super matrix  $(X_1, X_2, \dots, X_i, \dots, X_N)$  and the matrix  $\underline{X}$  in basic form (see Horst, 1963, pages 364-382) such that

$$(X_1, X_2, \dots, X_i, \dots, X_N) = B \Delta (L_1, L_2, \dots, L_i, \dots, L_N) \quad (35)$$

$$\underline{X} = \underline{Y} \Gamma Z \quad (36)$$

where  $\Delta$  and  $\Gamma$  are diagonal matrices,  $(L_1, L_2, \dots, L_i, \dots, L_N)$  is a  $P \times n \times N$  section of an orthonormal matrix, and  $\underline{Y}$  is an  $n^2 \times M$  section of an orthonormal matrix. Note that matrices  $B$  and  $Z$  are sections of orthonormal matrices as specified in equations (31) and (32). To obtain equation (7) from equation (35) define

$$\Delta L_i = H_i B' \quad (37)$$

so that, using equation (31)

$$H_i = A L_i B \quad . \quad (38)$$

Further algebraic manipulations involving equations (14), (18), (31), and (32) yield equation (33). To obtain equation (12) from equation (36) define

$$\underline{Y} \Gamma = \underline{C} \quad . \quad (39)$$

Further algebraic manipulations involving equations (19) and (31) yield equation (34). Equations (31) through (34) specify a useful standard form.

Possible data analysis procedures will be discussed in conjunction with an example which will illustrate also a number of the features of the model. This example utilizes judgmental data on the relations between personality adjectives<sup>1</sup>. Each subject judged each pair of adjectives on a nine point scale running from -4 through 0 to +4. A rating of -4 was to mean that the two adjectives in a pair were opposite in meaning while a rating of +4 was to mean that the two adjectives in a pair were identical in meaning. A rating of 0 was to mean that the two adjectives were completely independent in meaning. Intermediate ratings were to mean gradations of tendencies toward oppositeness or similarity. The twelve adjectives

1. The questionnaire was constructed by Mr. Teddy Dielman while participating in a special seminar conducted by the author at the University of Hawaii. Mr. Dielman collected the data on the 22 subjects at the University of Hawaii.

listed in Table 1 were used in the study and the questionnaire included all 66 possible pairs of adjectives. Data from 87 subjects were used in the analysis, 22 graduate and undergraduate students at the University of Hawaii and 65 undergraduate students at the University of Illinois.

The ratings were divided by 4 so that the adjusted ratings ranged from -1 to +1. A possible psychological model represents each adjective as a unit length vector with the adjusted ratings of similarity between a pair of adjectives being interpreted as the cosine of the angle between the two vectors for the two adjectives. Thus, a matrix  $X_i$  can be constructed from the ratings by each subject. This matrix will contain the adjusted ratings by the subject. This model has an intuitive appeal in that the following relations exist.

- 1) Two adjectives judged opposite in meaning by an adjusted rating of -1 are represented by oppositely directed vectors.
- 2) Two adjectives judged to be unrelated by an adjusted rating of 0 are represented by vectors at right angles so as to involve unrelated directions in the space.
- 3) Two adjectives judged to be identical by an adjusted rating of +1 are represented by identical vectors.

Ratings between -1, 0, and +1, represent partial degrees of relatedness which may be taken to be equivalent to cosines of angles in the ranges of  $180^\circ$ ,  $90^\circ$ , and  $0^\circ$ , respectively.

The ratings by each subject were recorded in a  $12 \times 12$  matrix  $X_i$  with each rating recorded in the two, symmetrically located cells

for the pair of adjectives. Values of +1 were recorded in the diagonal cells for the squares of the lengths of the vectors. Analysis followed Tucker's (1966, pp 297-298) method I which utilizes an Eckart-Young (1936) type approximation for each mode of the data matrix. Since, in the present case, two of the modes are identical, being the adjectives, the analyses for these modes were identical and required only one run through the computer. The super matrix  $(X_1, X_2, \dots, X_i, \dots, X_N)$  was formed, the product  $(X_1, X_2, \dots, X_i, \dots, X_N)(X_1, X_2, \dots, X_i, \dots, X_N)'$  was computed, and characteristic roots and vectors of this product were obtained. The plot in Figure 1 of root size against root number was inspected to determine the number of dimensions to retain for the object (adjective) space. Roots 1 and 2 appear quite distinct from the remaining roots while roots 4 through 12 are quite close to a straight line. Root 3 is slightly above the straight line drawn through roots 4 through 12. A decision was made to retain three dimensions in the object space; that is, the number  $P$  of dimensions in the object space was set equal to 3. Thus, the matrix  $B$ , given in Table 1, contained the first three characteristic vectors. This matrix is in the standard form defined in equation (31).

Matrix  $\underline{X}$  was formed by recording the entries in each matrix  $X_i$  as a column vector. Thus, matrix  $\underline{X}$  had 144 (= 12 squared) rows and 87 columns, one for each subject. Since the number of columns was less than the number of rows, the product  $\underline{X}'\underline{X}$  was computed and the characteristic roots and vectors of this product were determined. Figure 2 presents the plot of root size against root number. The points on this plot appear to lie on a hyperbolic shaped curve so

that there is no clear break to aid in deciding on the number of dimensions to retain for the person space. The first root is considerably larger than any of the remaining roots; however, the differences between successive roots 2, 3, 4, and 5 are somewhat larger than the differences between successive roots 5 onward. From this observation, a 4 dimensional person space was selected for use in this example; that is, the number  $M$  of dimensions for the person space was set at 4. Matrix  $Z'$  contained the first four characteristic vectors. This matrix is in the standard form defined in equation (32), in subsequent processing it was multiplied by  $\sqrt{N}$ , which equals  $\sqrt{87}$  in this study, so that the sum of squares of entries in each column became equal to  $N$ . Figure 3 presents the dimensional plots, or scatter plots, for pairs of dimensions of the adjusted matrix  $Z$ . Matrix  $\underline{C}$  was computed by

$$\underline{C} = \underline{X} Z' \quad , \quad (40)$$

a relation that may be derived from equations (12) and (32) and which is consistent with an Eckart-Young resolution of the matrix  $\underline{X}$ .

An alternative procedure for determination of the person space is useful when the number of rows of  $\underline{X}$  is less than the number of columns; that is,  $n^2 < N$ . In this procedure the matrix product  $\underline{X} \underline{X}'$  is formed and its characteristic roots and vectors are obtained. Note that the non-zero roots are identical for  $\underline{X}' \underline{X}$  and  $\underline{X} \underline{X}'$ , the one of these matrices having a larger order having more zero roots. Thus the root size against root number plot is identical for the alternative procedures and the decision as to number of dimensions to

retain remains the same. Once the value of  $M$  is settled, a matrix  $\underline{Y}$  may be formed containing the first  $M$  characteristic vectors of  $\underline{X} \underline{X}'$ . Let  $\underline{\Lambda}$  be a diagonal matrix containing the  $M$  selected characteristic roots. Then

$$\underline{C} = \underline{Y} \underline{\Lambda}^{1/2} \quad (41)$$

and

$$\underline{Z} = \underline{\Lambda}^{-1/2} \underline{Y}' \underline{X} \quad (42)$$

where  $\underline{\Lambda}^{1/2}$  is diagonal containing the square roots of the characteristic roots and  $\underline{\Lambda}^{-1/2}$  is diagonal containing the reciprocals of the square roots of the characteristic roots.

Once the matrices  $\underline{B}$ ,  $\underline{Z}$ , and  $\underline{C}$  are determined the core matrix may be computed. Matrices  $\underline{C}_m$  are formed from the columns of  $\underline{C}$ , one matrix for each column of  $\underline{C}$ . As per the discussion following equations (12) and (16), each  $\underline{C}_m$  matrix for the example was  $12 \times 12$ , symmetric with a row and a column for each of the 12 adjectives. Matrices  $\underline{G}_m$  are computed by

$$\underline{G}_m = \underline{B}' \underline{C}_m \underline{B} \quad (43)$$

which may be derived from equations (19) and (31). The matrices  $\underline{G}_m$  for the example are given in Table 2. They are  $3 \times 3$ , symmetric with a row and a column for each dimension in the object space.

Transformations of the axes of the object space and of the person space are considered next. The specific form of these transformations depends upon the nature of the domain of phenomena being investigated, the design of the study, and relations observed in the data and the results obtained in matrices  $B$ ,  $Z$ , and  $G$ . The only general principle is that the transformations should aid in the interpretation of the results. These interpretations are dependent not only upon the results obtained from the study but also upon the design of the study and upon knowledge of the domain of phenomena being studied. Rotation to simple structure is not always appropriate and should be explicitly justified as meaningful when employed by an investigator. Use of a varimax rotation (Kaiser, 1958) should not be an automatic, reflex reaction for rotation of axes in factor analytic type analyses. In the adjective similarity study the adjectives were selected so as to, possibly, be representable in a two dimensional space having dimensions related to strength and to calmness. There were six pairs of more or less opposite meaning adjectives, two pairs for strength, two pairs for calmness, one pair for a combination of strength and calmness, and one pair for a combination of strength and the negative of calmness. Thus, if the hypotheses made during the selection of the adjectives were correct, the adjective vectors should radiate like spokes of a wheel in a two dimensional space. This is not the type of configuration for a simple structure. A different principle was required for determination of a transformation in the object space.

The design for the adjective similarity study was almost successful in terms of a two dimensional space. There were two large roots

as shown in Figure 1 for the object space. However, a small third dimension appeared to exist. In order to define the transformation of axes in the three dimensional space a decision was made to define three "conceptual" adjectives each of which might be considered as pure for each of the transformed dimensions. For a strength dimension, which had an intuitive appeal for a meaningful dimension, the centroid of four adjective vectors was obtained: 7, strong; 8, courageous; -1, weak reflected; and -2, cowardly reflected. This vector is the first row of matrix  $B_c$  given in Table 3. The two positive vectors were nearly co-linear while the negative vectors were nearly oppositely directed from the positive vectors so that with the reflections the four vectors formed a relatively tight cluster. Calmness appealed as a second dimension and was represented by a conceptual vector determined as the centroid of three adjective vectors: 3, serene; 6, calm; -12, excitable reflected. Adjective 9, nervous, appeared as not being sufficiently opposite to 3, serene, and 6, calm, to be included in the cluster. The second row of matrix  $B_c$  in Table 3 is the conceptual vector for calmness. A problem remained as to the nature of the third dimension and the definition of an appropriate conceptual vector. After much study a decision was made to use adjective 4, self-conscious, to define the third conceptual vector. This adjective has the highest loading on the unexpected third dimension. Thus, the third row of matrix  $B_c$  is the vector for adjective 4, self-conscious. Matrix  $B_c$  can be considered to be a vertical extension of matrix  $B$  so that equation (25) can be used to yield

$$B_c T = B_c^t \quad (44)$$

where  $B_c^t$  is the transformed matrix  $B_c$ . In the present scheme for developing  $T$ ,  $B_c^t$  is to be a diagonal matrix.

Before completing the development of matrix  $T$  the possibility of a transformation of the axes in the person space was studied. Inspection of the dimension plots for the subject space revealed no particular clustering of the individuals other than that they were all positive on the first dimension, see Figure 3. No other principle was apparent for a transformation. The first dimension would, then, represent a general dimension among the individuals and the other three dimensions would be interpreted as representing deviant perceptions of the similarity relations among the adjectives. As noted previously, a decision was made to scale the  $Z$  matrix so that the sum of squares of the person coordinates on each dimension would equal  $N$ . This scaling should make the person coefficients independent of the sample size except for sampling variance. The entries in the characteristic vector of a person space tend to be inversely related to the sample size since the sum of squares are restricted to unity. The preceding decisions resulted in the transformation matrix  $U$  being defined as

$$U = \sqrt{N} I \quad (45)$$

(Note that this is not a general definition of  $U$ .) This rescaling of the person coefficients results in an inverse rescaling of the core matrices

$$G_m^u = \frac{1}{\sqrt{N}} G_m \quad . \quad (46)$$

One other decision was made which affected the transformation matrix  $T$  for the object space: the diagonal entries in the transformed core matrix  $G_1^{tu}$ , for the general dimension among individuals, should be unity. This may be accomplished defining a diagonal matrix  $S$  such that

$$S^2 = \text{Diag}(B_c G_1^u B_c') \quad . \quad (47)$$

Then the matrix  $T$  is defined such that

$$T^{-1} = S^{-1} B_c \quad . \quad (48)$$

Table 3 presents the computations for the Adjective Similarity Study. The transformed object space matrix  $B^t$  is given at the right in Table 1 and the transformed core matrix is given at the right in Table 2.

Inspection of the transformed matrix  $B^t$  for the adjectives indicates some interesting relations. As expected, the first dimension,  $A$ , may be characterized as strength with the adjectives 7, strong, and 8, courageous having high positive coefficients and the adjectives 1, weak, and 2, cowardly having negative loadings high in absolute value. These adjectives have trivial loadings on the other two dimensions. The second dimension,  $B$ , may be characterized as calmness with adjectives 6, calm, and 3, serene having high positive loadings and the adjective 12, excitable, having a negative

loading high in absolute value. These adjectives have trivial loadings on dimensions A and C. The third dimension, C, is characterized by a high positive loading for the adjective 4, self-conscious. Interesting descriptions are given for the other adjectives. Adjective 5, retiring, is slightly weak, high on calmness and on self-consciousness. Adjective 9, nervous, is negative on calmness and positive on self-consciousness. Adjective 10, self-confident, is positive on strength and calmness while being negative on self-consciousness. Adjective 11, aggressive, is positive on strength, negative on calmness, and slightly negative on self-consciousness. These descriptions of the adjectives appear quite reasonable.

Interpretation of the core matrix and the person space dimensions may best be accomplished by the use of "conceptual" individuals located at various, but systematic, points in the person space. Table 4 presents results for seven conceptual individuals. The points for these conceptual individuals are indicated on the dimension plots of Figure 3 by open circles. The first conceptual individual is located at a point having a unit coordinate on the first person dimension and a zero coordinate on each of the other three dimensions. This conceptual individual may be thought of as representing the general dimension among the individuals. The weights used by this individual for the three dimensions of the object space are all unity. Dimensions A and B are almost orthogonal while dimension C has negative cosines of angles with the other two object dimensions. Thus, the self-conscious dimension is considered to be related to weakness (the negative of strength) and to excitability (the negative of calmness). Conceptual individuals 2+ and 2- have unit coordinates on

dimension 1 but are contrasted by positive and negative coordinates on dimension 2 of the person space. The comparison of these two conceptual individuals indicates a small change in the weight for object dimension A, a larger change in the weight given dimension B, and no change in the weight for dimension C. Major contrasts occur, however, in the cosines of the angles between the dimensions of the object space. Conceptual individuals 3+ and 3- present a contrast associated with the third dimension in the person space. Conceptual individual 3+ gives higher weights to all three dimensions, which indicates that he gave more extreme ratings, while keeping the three dimensions of the object space nearly orthogonal. Conceptual individual 3-, in contrast, gave lower weights to all three dimensions and used the dimensions of the object space as quite oblique, especially dimensions A and C for which the cosine of the angle was  $-.90$ . Thus, for this conceptual individual, the self-conscious dimension was almost opposite to the strength dimension. Conceptual individuals 4+ and 4- present a contrast associated with the fourth dimension in the person space. The main effect of this dimension in the person space is a change in the weight given to dimension C of the object space plus some change in the weight given to dimension A. The preceding comparisons of conceptual individuals indicate that different locations in the person space are associated with both the changes in weights given to the object space dimensions and changes in the angles between the object space dimensions.

The Adjective Similarity Study illustrated one method of analysis. Other methods are possible for developing the standard form matrices  $B$ ,  $Z$ , and  $G$ . There are other procedures possible, also, for

developing the transformations. One possibility that may be appropriate for some studies is to make the core matrix as simple as possible. A point of special note is that, if every matrix  $G_{m'}^{tu}$  can be made diagonal, all matrices  $H_i^t$  must be diagonal and the variation from individual to individual would occur only in variation in the weights applied to the several transformed object dimensions. This would correspond to the model utilized by Horan (1969) and by Carroll and Chang (1969). When not every matrix  $G_{m'}^{tu}$  can be made diagonal the differences between individuals will involve changes in the angles between the dimensions of the object space as well as possible changes in the weights for the object space dimensions. The present model allows for each of these cases.

## REFERENCES

- Carroll, J. Douglas, and Chang, J. J. A new method for dealing with individual differences in multidimensional scaling. Murray Hill, New Jersey: Bell Telephone Laboratories, 1969 (Mimeographed).
- Cliff, Norman. The "idealized individual" interpretation of individual differences in multidimensional scaling. Psychometrika, 1968, 33, 225-232.
- Eckart, Carl, and Young, Gale. The approximation of one matrix by another of lower rank. Psychometrika, 1936, 1, 211-218.
- Helm, C. E., and Tucker, L. R. Individual differences in the structure of color-preception. Amer. J. Psychol., 1962, 75, 437-444.
- Horan, C. B. Multidimensional scaling: combining observations when individuals have different perceptual structures. Psychometrika, 1969, 34, 139-165.
- Horst, Paul. Matrix algebra for social scientists. New York: Holt, Rinehart, and Winston, Inc., 1963.
- Kaiser, Henry F. The varimax criterion for analytic rotation in factor analysis. Psychometrika, 23, 1958, 187-200.
- Kruskal, J. B. Nonmetric multidimensional scaling: a numerical method. Psychometrika, 1964, 29, 115-129.
- Ross, John: A remark on Tucker and Messick's "points of view" analysis. Psychometrika, 1966, 31, 27-31.
- Torgerson, Warren S. Theory and methods of scaling. New York: John Wiley & Sons, Inc., 1958.
- Tucker, L. R. Some mathematical notes on three-mode factor analysis. Psychometrika, 1966, 31, 279-311.
- Tucker, L. R and Messick, S. An individual difference model for multidimensional scaling. Psychometrika, 1963, 28, 333-367.

TABLE 1  
Adjective Similarity Study  
Matrices for the Object Space

No.	Adjectives	Standard Form Matrix $B_1$ Dimensions			No.	Transformed Matrix $B^t$ Dimensions		
		1	2	3		A	B	C
1	Weak	-.307	-.237	-.181	1	-.829	.082	.051
2	Cowardly	-.346	-.175	-.202	2	-.834	-.073	.036
3	Serene	.245	-.397	.105	3	.003	.970	.066
4	Self-conscious	-.263	-.030	.622	4	.000	.000	.885
5	Retiring	-.066	-.356	.499	5	-.146	.727	.703
6	Calm	.312	-.377	.075	6	.104	.987	-.016
7	Strong	.329	.218	.306	7	.925	.011	.082
8	Courageous	.331	.214	.239	8	.878	-.001	.005
9	Nervous	-.355	.232	.340	9	-.043	-.640	.554
10	Self-confident	.389	.022	-.081	10	.542	.298	-.347
11	Aggressive	.131	.445	-.027	11	.654	-.681	-.230
12	Excitable	-.207	.373	.012	12	.106	-.854	.050

TABLE 2  
 Adjective Similarity Study  
Core Matrices

Standard Form  
 Matrices  $G_m$

		m = 1		
Dimensions		1	2	3
1		45.284	-.195	.005
2		-.195	35.422	-.068
3		.005	-.068	10.715

		m = 2		
Dimensions		1	2	3
1		-3.003	5.382	-2.153
2		5.382	4.649	-.714
3		-2.153	-.714	-1.502

		m = 3		
Dimensions		1	2	3
1		-4.809	-1.343	2.771
2		-1.343	4.070	2.445
3		2.771	2.445	3.779

		m = 4		
Dimensions		1	2	3
1		-.553	-.938	-2.656
2		-.938	-.735	-.016
3		-2.656	-.016	1.202

Transformed  
 Matrices  $G_m^{tu}$

		m = 1		
Dimensions		1	2	3
1		1.000	.143	-.360
2		.143	1.000	-.292
3		-.360	-.292	1.000

		m = 2		
Dimensions		1	2	3
1		.022	-.151	-.103
2		-.151	-.073	.073
3		-.103	.073	.004

		m = 3		
Dimensions		1	2	3
1		.049	-.074	.241
2		-.074	.065	.024
3		.241	.024	.016

		m = 4		
Dimensions		1	2	3
1		-.081	-.014	-.013
2		-.014	-.004	-.051
3		-.013	-.051	.175

TABLE 3

Adjective Similarity Study  
Computation of Transformation  
in the Object Space

Matrix  $B_c$  : Centroid Vectors of Selected Groups of Objects

Group	Selected Objects	Mean Loading on Original Dimensions		
		1	2	3
A	-1 , -2 , +7 , +8	.328	.211	.232
B	+3 , +6 , -12	.255	-.382	.056
C	+4	-.263	-.030	.622

Product Matrix:  $B_c G_c^u B_c'$

Transformed Dimension	Transformed Dimension			$S_m$ = $\sqrt{\text{diag}}$
	A	B	C	
A	.751	.116	-.276	.867
B	.116	.878	-.242	.937
C	-.276	-.242	.782	.885

Matrix  $T^{-1} = S^{-1} B_c$

Transformed Dimension	Original Dimension		
	1	2	3
A	.379	.244	.268
B	.272	-.408	.060
C	-.297	-.034	.703

Transformation Matrix T

Original Dimension	Transformed Dimension		
	A	B	C
1	1.471	.931	-.639
2	1.078	-1.785	-.259
3	.672	.308	1.140

TABLE 4

## Adjective Similarity Study

Transformed Object Space Parameters for Conceptual Individuals

Conceptual Individual Number	Coordinates, $z_{mi}$ on Person Space Dimensions				Weights, $d_p^t$ , for Transformed Dimensions			Cosines, $\phi_{pp'}^t$ , between Pairs of Transformed Dimensions		
	1	2	3	4	A	B	C	A-B	A-C	B-C
1	1	0	0	0	1.00	1.00	1.00	.14	-.36	-.29
2+	1	2	0	0	1.02	.92	1.00	-.17	-.55	-.16
2-	1	-2	0	0	.98	1.07	1.00	.43	-.16	-.41
3+	1	0	2	0	1.05	1.06	1.02	.00	.11	-.23
3-	1	0	-2	0	.95	.93	.98	.33	-.90	-.37
4+	1	0	0	2	.92	1.00	1.16	.13	-.36	-.34
4-	1	0	0	-2	1.08	1.00	.81	.16	-.38	-.23

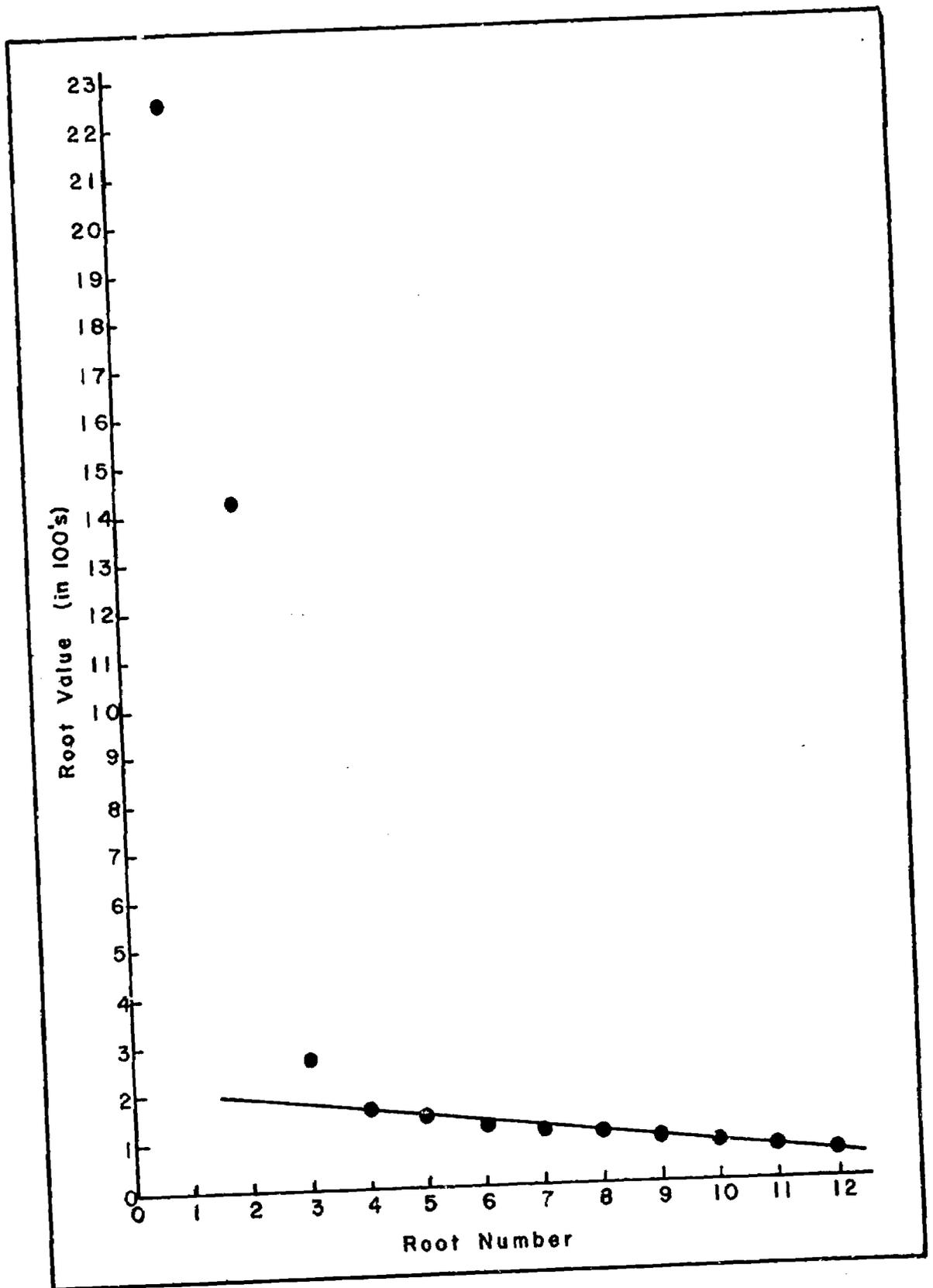


Figure 1  
 Adjective Similarity Study  
 Roots 6 for Object Space

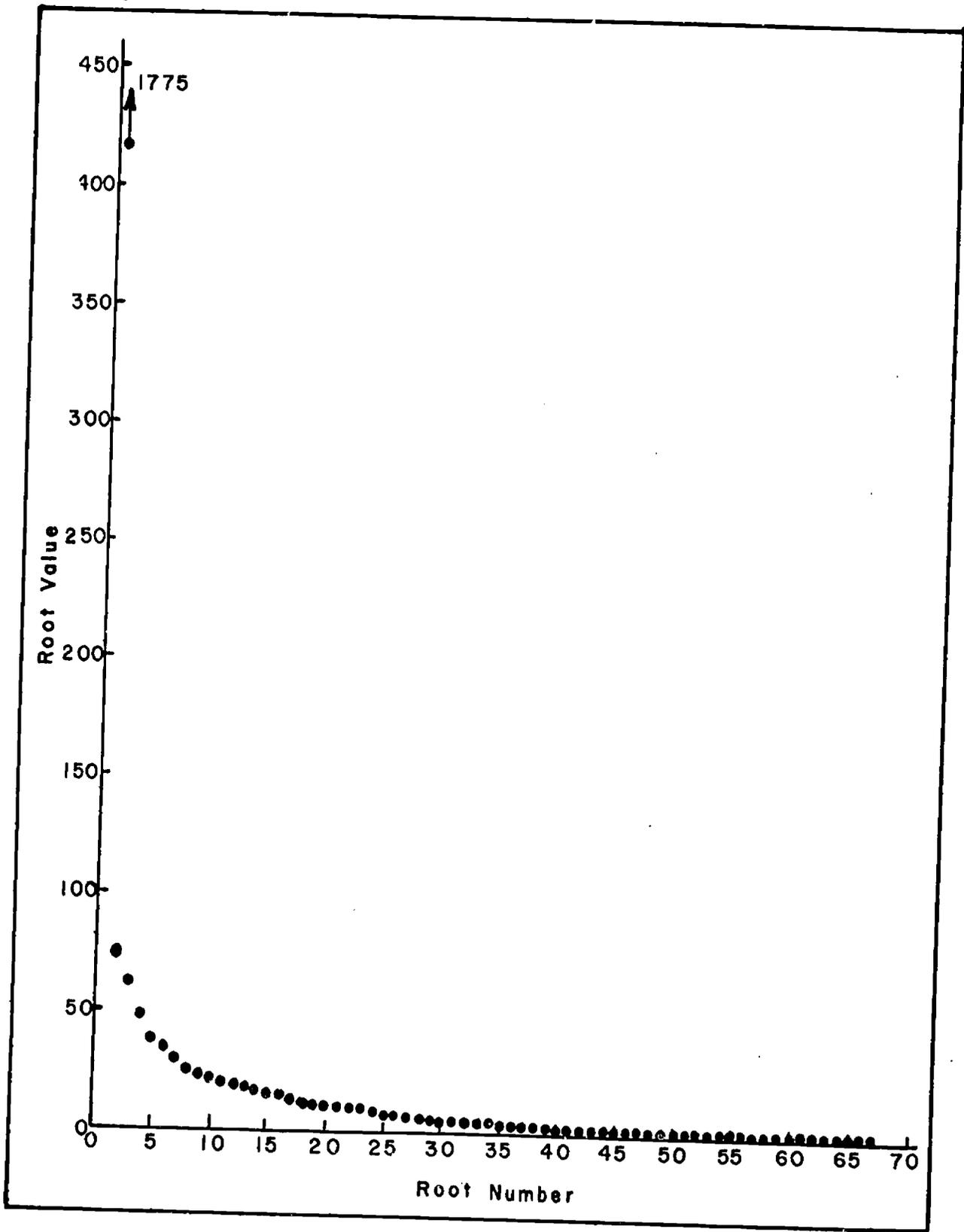


Figure 2  
 Adjective Similarity Study  
 Roots  $\lambda_i$  for Person Space

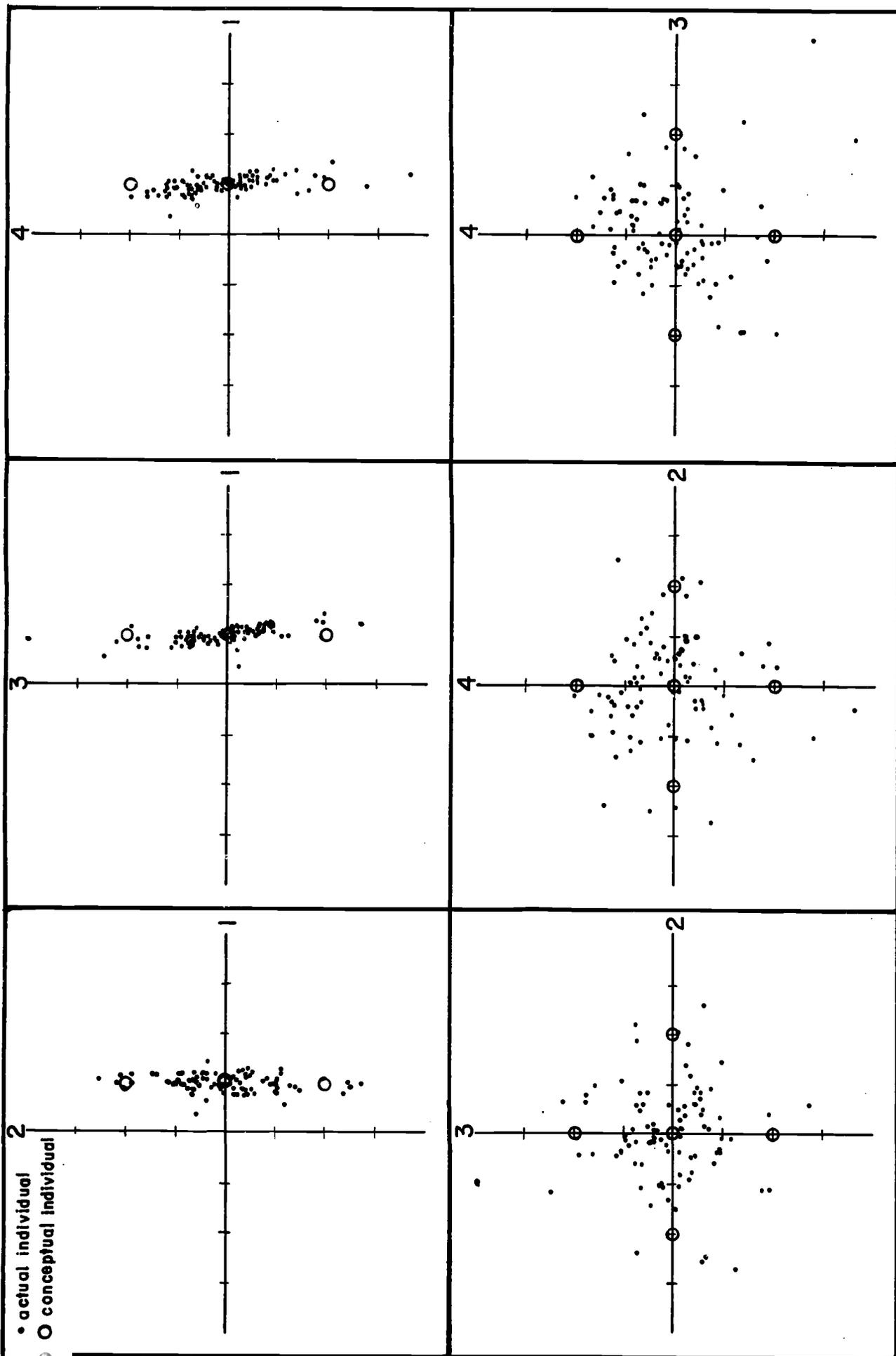


Figure 3  
 Adjective Similarity Study  
 Dimension Plots for Person Space

ONR Distribution List

NAVY

- |  |   |
|--|---|
| <p>4 Chief of Naval Research<br/>Code 458<br/>Department of the Navy<br/>Arlington, Virginia 22217</p>                     | <p>1 Commanding Officer<br/>Naval Medical Neuropsychiatric<br/>Research Unit<br/>San Diego, California 92152</p>  |
| <p>1 Director<br/>ONR Branch<br/>495 Summer Street<br/>Boston, Massachusetts 02210</p>                                     | <p>1 Dr. James J. Regan, Code 55<br/>Naval Training Device Center<br/>Orlando, Florida 32813</p>  |
| <p>1 Director<br/>ONR Branch Office<br/>219 South Dearborn Street<br/>Chicago, Illinois 60604</p>                          | <p>1 Technical Library<br/>U. S. Naval Weapons Laboratory<br/>Dahlgren, Virginia 22448</p>  |
| <p>1 Director<br/>ONR Branch Office<br/>1030 East Green Street<br/>Pasadena, California 91101</p>                          | <p>1. Research Director, Code 06<br/>Research and Evaluation Department<br/>U. S. Naval Examining Center<br/>Building 2711 - Green Bay Area<br/>Great Lakes, Illinois 60088<br/>ATTN: C. S. Winiewicz</p> |
| <p>6 Director, Naval Research Laboratory<br/>Washington, D. C. 20390<br/>ATTN: Library, Code 2029 (ONRL)</p>               | <p>1 Chairman<br/>Behavioral Science Department<br/>Naval Command and Management Division<br/>U. S. Naval Academy<br/>Luce Hall<br/>Annapolis, Maryland 21402</p>   |
| <p>1 Office of Naval Research<br/>Area Office<br/>207 West Summer Street<br/>New York, New York, 10011</p>                 | <p>1 Dr. A. L. Slafkosky<br/>Scientific Advisor (Code AX)<br/>Commandant of the Marine Corps<br/>Washington, D. C. 20380</p>  |
| <p>1 Office of Naval Research<br/>Area Office<br/>1076 Mission Street<br/>San Francisco, California 94103</p>              | <p>1 Behavioral Sciences Department<br/>Naval Medical Research Institute<br/>National Naval Medical Center<br/>Bethesda, Maryland 20014</p>   |
| <p>6 Director<br/>Naval Research Laboratory<br/>Washington, D. C. 20390<br/>ATTN: Technical Information Division</p>       | <p>1 Commanding Officer<br/>Naval Medical Field Research<br/>Laboratory<br/>Camp Lejeune, North Carolina 28542</p>  |
| <p>20 Defense Documentation Center<br/>Cameron Station, Building 5<br/>5010 Duke Street<br/>Alexandria, Virginia 22314</p> | <p>1 Director<br/>Aerospace Crew Equipment Department<br/>Naval Air Development Center<br/>Johnsville<br/>Warminster, Pennsylvania 18974</p>  |
| <p>1 Commanding Officer<br/>Service School Command<br/>U. S. Naval Training Center<br/>San Diego, California 92133</p>     | <p>1 Chief<br/>Naval Air Technical Training<br/>Naval Air Station<br/>Memphis, Tennessee 38115</p>  |
| <p>3 Commanding Officer<br/>Naval Personnel and Training<br/>Research Laboratory<br/>San Diego, California 92152</p>       |   |

- 1 Director  
Education and Training Sciences Dept.  
Naval Medical Research Institute  
National Naval Medical Center  
Building 142  
Bethesda, Maryland 20014
- 1 Commander  
Submarine Development Group TWO  
Fleet Post Office  
New York, New York 09501
- 1 Commander  
Operational Test & Evaluation Force  
U. S. Naval Base  
Norfolk, Virginia 23511
- 1 Office of Civilian Manpower Management  
Technical Training Branch (Code 024)  
Department of the Navy  
Washington, D. C. 20390
- 1 Chief of Naval Operations, (Op-07TL)  
Department of the Navy  
Washington, D. C. 20350
- 1 Chief of Naval Material (MAT 031M)  
Room 1323, Main Navy Building  
Washington, D. C. 20360
- 1 Mr. George N. Graine  
Naval Ship Systems Command (SHIPS 03H)  
Department of the Navy  
Washington, D. C. 20360
- 1 Chief  
Bureau of Medicine and Surgery  
Research Division (Code 713)  
Department of the Navy  
Washington, D. C. 20390
- 9 Technical Library (Pers-11b)  
Bureau of Naval Personnel  
Department of the Navy  
Washington, D. C. 20370
- 3 Personnel Research and Development  
Laboratory  
Washington Navy Yard, Building 200  
Washington, D. C. 20390  
ATTN: Library, Room 3307
- 1 Chief  
Bureau of Medicine and Surgery  
Code 513  
Washington, D.C. 20390
- 1 Commandant of the Marine Corps  
Headquarters, U. S. Marine Corps  
Code A01B  
Washington, D. C. 20380
- 1 Technical Library  
Naval Ship Systems Command  
Main Navy Building, Room 1532  
Washington, D. C. 20360
- 1 Mr. Philip Rochlin, Head  
Technical Library Branch  
Naval Ordnance Station  
Indian Head, Maryland, 20640
- 1 Library, Code 0212  
Naval Postgraduate School  
Monterey, California 93940
- 1 Technical Reference Library  
Naval Medical Research Institute  
National Naval Medical Center  
Bethesda, Maryland 20014
- 1 Scientific Advisory Team (Code 71)  
Staff, COMASWFORLANT  
Norfolk, Virginia 23511
- 1 Education and Training Developments  
Staff  
Personnel Research & Development Lab.  
Washington Navy Yard, Building 200  
Washington, D. C. 20390
- 1 Mr. Don H. Coombs, Co-Director  
ERIC Clearinghouse  
Stanford University  
Palo Alto, California 94305
- 1 ERIC Clearinghouse on  
Educational Media and Technology  
Stanford University  
Stanford, California 94305
- 1 ERIC Clearinghouse on Vocational  
and Technical Education  
The Ohio State University  
1900 Kenny Road  
Columbus, Ohio 43210  
ATTN: Acquisition Specialist

NAVY

-3-

- 1 LTCOL F. R. Ratliff  
Office of the Assistant Secretary  
of Defense (M&RU)  
The Pentagon, Room 3D960  
Washington, D. C. 20301
- 1 Dr. Ralph R. Canter  
Military Manpower Research Coordinator  
OASD (M&RA) MR&U  
The Pentagon, Room 3D960  
Washington, D. C. 20301
- 1 Deputy Director  
Office of Civilian Manpower Management  
Department of the Navy  
Washington, D. C. 20390
- 1 Technical Library  
Naval Training Device Center  
Orlando, Florida 32813

- 1 Commandant  
U. S. Army Adjutant General School  
Fort Benjamin Harrison, Indiana 46216  
ATTN: ATSAG-EA
- 1 Director of Research  
U. S. Army Armor Human Research Unit  
Fort Knox, Kentucky 40121  
ATTN: Library
- 1 Director  
Behavioral Sciences Laboratory  
U. S. Army Research Institute of  
Environmental Medicine  
Natick, Massachusetts 01760
- 1 U. S. Army Behavior and Systems  
Research Laboratory  
Commonwealth Building, Room 239  
1320 Wilson Boulevard  
Arlington, Virginia 22209

ARMY

- 1 Director  
Human Resources Research Organization  
300 North Washington Street  
Alexandria, Virginia 22314
- 1 Human Resources Research Organization  
Division #1, Systems Operations  
300 North Washington Street  
Alexandria, Virginia 22314
- 1 Human Resources Research Organization  
Division #3, Recruit Training  
Post Office Box 5787  
Presidio of Monterey, California 93940  
ATTN: Library
- 1 Human Resources Research Organization  
Division #4, Infantry  
Post Office Box 2086  
Fort Benning, Georgia 31905
- 1 Human Resources Research Organization  
Division #5, Air Defense  
Post Office Box 6021  
Fort Bliss, Texas 79916
- 1 Human Resources Research Organization  
Division #6, Aviation  
Post Office Box 438  
Fort Rucker, Alabama 36360

- 1 Division of Neuropsychiatry  
Walter Reed Army Institute of Research  
Walter Reed Army Medical Center  
Washington, D. C. 20012
- 1 Behavioral Sciences Division  
Office of Chief of Research and  
Development  
Department of the Army  
Washington, D. C. 20310
- 1 Center for Research in Social Systems  
American Institutes for Research  
10305 Concord Street  
Kensington, Maryland 20795  
ATTN: ISB
- 1 Dr. George S. Harker, Director  
Experimental Psychology Division  
U. S. Army Medical Research Laboratory  
Fort Knox, Kentucky 40121

AIR FORCE

- 1 Commandant  
U. S. Air Force School of Aerospace  
Medicine  
ATTN: Aeromedical Library (SMSL-4)  
Brooks Air Force Base, Texas 78235

AIR FORCE

-4-

- 1 AFHRL (TR/Dr. G. A. Eckstrand)  
Wright-Patterson Air Force Base  
Ohio 45433
  
- 1 Personnel Research Division (AFHRL)  
Lackland Air Force Base  
San Antonio, Texas 78236
  
- 1 AFOSR(SRLB)  
1400 Wilson Boulevard  
Arlington, Virginia 22209
  
- 1 Headquarters, U. S. Air Force  
AFPTRBD  
Programs Resources and Technology Div.  
Washington, D. C. 20330
  
- 1 AFHRL (HRTT/Dr. Ross L. Morgan)  
Wright-Patterson Air Force Base  
Ohio 45433

MISCELLANEOUS

- 1 Dr. Alvin E. Goins, Executive Secretary  
Personality and Cognition Research  
Review Committee  
Behavioral Sciences Research Branch  
National Institute of Mental Health  
5454 Wisconsin Avenue, Room 10A02  
Chevy Chase, Maryland 20015
  
- 1 Mr. Joseph J. Cowan, Chief  
Psychological Research Branch (P-1)  
U. S. Coast Guard Headquarters  
400 Seventh Street, S. W.  
Washington, D. C. 20226
  
- 1 Executive Officer  
American Psychological Association  
1200 Seventeenth Street, N. W.  
Washington, D. C. 20036
  
- 1 Dr. Bernard M. Bass  
University of Rochester  
Management Research Center  
Rochester, New York 14627
  
- 1 Dr. Lee R. Beach  
Department of Psychology  
University of Washington  
Seattle, Washington 98105

- 1 Dr. Donald L. Bitzer  
Computer-Based Education Research  
Laboratory  
University of Illinois  
Urbana, Illinois 61801
  
- 1 Dr. Lee J. Cronbach  
School of Education  
Stanford University  
Stanford, California 94305
  
- 1 Dr. Philip H. DuBois  
Department of Psychology  
Washington University  
Lindell & Skinker Boulevards  
St. Louis, Missouri 63130
  
- 1 Dr. Marvin D. Dunnette  
University of Minnesota  
Department of Psychology  
Elliot Hall  
Minneapolis, Minnesota 55455
  
- 1 S. Fisher, Research Associate  
Computer Facility  
Graduate Center  
City University of New York  
33 West 42nd Street  
New York, New York 10036
  
- 1 Dr. John C. Flanagan  
American Institutes for Research  
Post Office Box 1113  
Palo Alto, California 94302
  
- 1 Dr. Robert Glaser  
Learning Research and Development  
Center  
University of Pittsburgh  
Pittsburgh, Pennsylvania 15213
  
- 1 Dr. Albert S. Glickman  
American Institutes for Research  
8555 Sixteenth Street  
Silver Spring, Maryland 20910
  
- 1 Dr. Bert Green  
Department of Psychology  
Johns Hopkins University  
Baltimore, Maryland 21218
  
- 1 Dr. Duncan N. Hansen  
Center for Computer Assisted Instruction  
Florida State University  
Tallahassee, Florida 32306

MISCELLANEOUS

- 1 Dr. M. D. Havron  
Human Sciences Research, Inc.  
Westgate Industrial Park  
7710 Old Springhouse Road  
McLean, Virginia 22101
- 1 Dr. Carl E. Helm  
Department of Educational Psychology  
Graduate Center  
City University of New York  
33 West 42nd Street,  
New York, New York 10036
- 1 Dr. Lloyd G. Humphreys  
Department of Psychology  
University of Illinois  
Champaign, Illinois 61820
- 1 Dr. Frederic M. Lord  
Educational Testing Service  
20 Nassau Street  
Princeton, New Jersey 08540
- 1 Dr. Robert R. Mackie  
Human Factors Research, Inc.  
Santa Barbara Research Park  
6780 Cortona Drive  
Goleta, California 93107
- 1 Dr. Richard Myrick, President  
Performance Research, Inc.  
919 Eighteenth Street, N.W., Suite 425  
Washington, D. C. 20036
- 1 Dr. Stanley M. Nealey  
Department of Psychology  
Colorado State University  
Fort Collins, Colorado 80521
- 1 Dr. Gabriel D. Ofiesh  
Center for Educational Technology  
Catholic University  
4001 Harewood Road, N. E.  
Washington, D. C. 20017
- 1 Mr. Luigi Petruccio  
2431 North Edgewood Street  
Arlington, Virginia 22207
- 1 Dr. Len Rosenbaum  
Psychology Department  
Montgomery College  
Rockville, Maryland 20852
- 1 Dr. Arthur I. Siegel  
Applied Psychological Services  
Science Center  
404 East Lancaster Avenue  
Wayne, Pennsylvania 19087
- 1 Dr. Paul Slovic  
Oregon Research Institute  
Post Office Box 3196  
Eugene, Oregon 97403
- 1 Dr. Ledyard R. Tucker  
University of Illinois  
Psychology Building  
Urbana, Illinois 61820
- 1 Dr. John Annett  
Department of Psychology  
Hull University  
Hull  
Yorkshire, England
- 1 Dr. M. C. Shelesnyak  
Interdisciplinary Communications  
Program  
Smithsonian Institution  
1025 Fifteenth Street, N.W./Suite 700  
Washington, D. C. 20005
- 1 Dr. Joseph W. Rigney  
Behavioral Technology Laboratories  
University of Southern California  
University Park  
Los Angeles, California 90007
- 1 Education Testing Service  
Division of Psychological Studies  
Rosedale Road  
Princeton, New Jersey 08540
- 1 Dr. George E. Rowland  
Rowland and Company, Inc.  
Post Office Box 61  
Haddonfield, New Jersey 08033
- 1 Dr. Mats Bjorkman  
University of Umea  
Department of Psychology  
Umea 6, SWEDEN