The **Personal Attributes Questionnaire** (Spence, Helmreich, & Stapp, 1974) was included in the 1981 interview to determine the sex-typing of personality. Its two scales, "expressivity" and "instrumentality," measure the degree to which a person can be classified according to masculine or feminine adjectives. It is a 24 item self-report questionnaire in which people are asked to indicate the extent to which they can be characterized in terms of various adjectives. Thus, for example, a person responding to the questionnaire was asked to indicate, using a scale like that shown below, the extent to which they see themselves as independent:

| Not at all Independent | X | X | X | X | X | Very Independent |

### The instrumental scale

Eight of the questionnaire items represent characteristics that (a) men are stereotyped to possess to a greater extent than women, and (b) that are seen as desirable qualities for both men and women. The items are shown in the table to the right. These items were selected from a much longer list. In thinking about the construct "masculinity," it is important to consider it in terms of the whole cluster, rather than a single item. Thus, "superior" makes more sense when it is embedded within the other seven items than when is considered in isolation. Note that "masculinity" as defined by the PAQs means being "self-assertive" or "*instrumental*." Stereotypes of "masculine" are much more broadbased, of course, and include physical qualities such as strong, big, as well as demeanor (e.g., tough).

### The expressive scale

Another eight items were chosen to represent the extent to which a person sees himself or herself as possessing characteristics that (a) women are generally seen possessing more than men; and (b) that are viewed as desirable qualities for both men and women. These qualities include such attributes as "kind, gentle, helpful, and understanding of others -- in short, "*expressive*" or "interpersonal" traits.

### The androgyny scale

The other eight items were originally designed to measure another construct, "androgyny," but the measure has generally been abandoned. Most researchers keep the full 24-item scale intact even though they don't score the androgyny subscale.

| MASCULINE:(High scores reflect high "masculinity" or "instrumentality.") | FEMININE: (High scores reflect high "femininity" or "expressivity.") |
| --- | --- |
| Independent | Emotional |
| Active | Able to devote self completely to others |
| Competitive | Gentle |
| Can make decisions easily | Helpful to others |
| Never give up easily | Kind |
| Self-confident | Aware of feelings of others |
| Superior | Understanding of others |
| Stand up well under pressure | Warm in relations with others |

# Personal Attributes Questionnaire

The items below inquire about what kind of person you think you are. Each items consists of a pair of characteristics, with the letters A-E in between. For example:

Not at all Artistic    A.....B.....C.....D.....E    Very Artistic

Each pair describes contradictory characteristics--that is, you cannot be both at the same time, such as very artistic and not at all artistic.

The letters form a scale between the two extremes. You are to choose a letter which describes where you fall on the scale. For example, if you think you have no artistic ability, you would choose A. If you think you are pretty good, you might choose D. If you are only medium, you might choose C, and so forth.

| | | A | B | C | D | E | |
|---|---|---|---|---|---|---|---|
| 1. | Not at all aggressive | ○ | ○ | ○ | ○ | ○ | Very aggressive |
| 2. | Not at all Independent | ○ | ○ | ○ | ○ | ○ | Very independent |
| 3. | Not at all emotional | ○ | ○ | ○ | ○ | ○ | Very emotional |
| 4. | Very submissisve | ○ | ○ | ○ | ○ | ○ | Very dominant |
| 5. | Not at all excitable in a major crisis | ○ | ○ | ○ | ○ | ○ | Very excitable in a major crisis |
| 6. | Very passive | ○ | ○ | ○ | ○ | ○ | Very active |
| 7. | Not at all able to devote self completely to others | ○ | ○ | ○ | ○ | ○ | Able to devote self completely to others |
| 8. | Very rough | ○ | ○ | ○ | ○ | ○ | Very gentle |
| 9. | Not at all helpful to others | ○ | ○ | ○ | ○ | ○ | Very helpful to others |
| 10. | Not at all competitive | ○ | ○ | ○ | ○ | ○ | Very competitive |
| 11. | Very home oriented | ○ | ○ | ○ | ○ | ○ | Very worldly |
| 12. | Not at all kind | ○ | ○ | ○ | ○ | ○ | Very kind |
| 13. | Indifferent to others approval | ○ | ○ | ○ | ○ | ○ | Highly needful of others approval |
| 14. | Feelings not easily hurt | ○ | ○ | ○ | ○ | ○ | Feelings easily hurt |
| 15. | Not at all aware of feelings of others | ○ | ○ | ○ | ○ | ○ | Very aware of feelings of others |
| 16. | Can make decisions easily | ○ | ○ | ○ | ○ | ○ | Has difficulty making decisions |
| 17. | Gives up very easily | ○ | ○ | ○ | ○ | ○ | Never gives up easily |
| 18. | Never cries | ○ | ○ | ○ | ○ | ○ | Cries very easily |
| 19. | Not at all self-confident | ○ | ○ | ○ | ○ | ○ | Very self-confident |
| 20. | Feels very inferior | ○ | ○ | ○ | ○ | ○ | Feels superior |
| 21. | Not at all understanding of others | ○ | ○ | ○ | ○ | ○ | Very understanding of others |
| 22. | Very cold in relations with others | ○ | ○ | ○ | ○ | ○ | Very warm in relations with others |
| 23. | Very little time for security | ○ | ○ | ○ | ○ | ○ | Very strong need for security |
| 24. | Goes to pieces under pressure | ○ | ○ | ○ | ○ | ○ | Stands up well under pressure |

# GEPAQ – German Extended Personal Attributes Questionnaire (Runge et al. 1981)

Der GEPAQ ist die übersetzte und erweiterte Version des PAQ und umfasst insgesamt 40 bipolare Attribute auf einer 5-stufigen Skala. Jeweils 8 Items repräsentieren eine Subskala; für jede Subskala des Fragebogens werden Summenscores über die Einzelitems gebildet:

- Die Skala *Mplus* erfasst über 8 Items positiv bewertete, maskuline Eigenschaften (z. B. *„nicht selbstsicher vs. sehr selbstsicher"*).
- Die Skala *Mminus* erfasst über 8 Items negativ bewertete, maskuline Eigenschaften (z. B. *„sehr zynisch vs. nicht zynisch"*).
- Die Skala *Fplus* erfasst über 8 Items positiv bewertete, feminine Eigenschaften (z. B. *„bin nicht hilfsbereit vs. bin sehr hilfsbereit"*).
- Die Skala *Fminus* erfasst über 8 Items negativ bewertete, feminine Eigenschaften (z. B. *„sehr nervös vs. nicht nervös"*).
- Die letzte Skala umfasst gemischte Attribute.

Zur Erfassung der Maskulinität und Feminität werden die jeweils 8 Items der ***M+ - und F+ - Skalen des GEPAQ*** verwendet, d.h. die sozial erwünschten männlichen bzw. weiblichen Eigenschaften:

***Ich halte mich für ...***
1. nicht unabhängig ........................... A.....B.....C.....D.....E.........sehr unabhängig
2. nicht gefühlsbetont ........................A.....B.....C.....D.....E.........sehr gefühlsbetont
3. sehr passiv ................................... A.....B.....C.....D.....E.........sehr aktiv
4. fähig, auf andere einzugehen........ A.....B.....C.....D.....E.........völlig unfähig auf andere einzugehen
5. sehr rau....................................... A.....B.....C.....D.....E.........sehr zart
6. nicht hilfreich.............................. A.....B.....C.....D.....E.........sehr hilfreich
7. nicht wettbewerbsorientiert........... A.....B.....C.....D.....E.........sehr wettbewerbsorientiert
8. sehr unfreundlich.......................... A.....B.....C.....D.....E ........sehr freundlich
9. der Gefühle anderer nicht bewusst .A.....B.....C.....D.....E.........der Gefühle anderer sehr bewusst
10. fälle leicht Entscheidungen........... A.....B.....C.....D.....E.........fälle schwer Entscheidungen
11. gebe leicht auf ..............................A.....B.....C.....D.....E.........gebe nie leicht auf
12. nicht selbstsicher..........................A.....B.....C.....D.....E.........sehr selbstsicher
13. fühle mich unterlegen.................... A.....B.....C.....D.....E.........fühle mich überlegen
14. nicht verständnisvoll..................... A.....B.....C.....D.....E.........sehr verständnisvoll
15. sehr kühl in Beziehungen                                    sehr herzlich in Beziehungen
     zu anderen ................................. A.....B.....C.....D.....E.........zu anderen
16. kann Druck nicht standhalten........ A.....B.....C.....D.....E.........kann Druck gut standhalten

| M+ (Instrumentalität) | F+ (Expressivität) |
|---|---|
| unabhängig | gefühlsbetont |
| aktiv | fähig, auf andere einzugehen |
| wettbewerbsorientiert | zart |
| fällt leicht Entscheidungen | sehr hilfreich |
| gibt nicht leicht auf | freundlich |
| selbstsicher | der Gefühle anderer bewusst |
| berlegen | verständnisvoll |
| kann Druck gut standhalten | herzlich in Beziehungen zu anderen |

In den Untersuchungen des Züricher Längsschnitts kommt in der Regel eine andere Version des GEPAQ zum Einsatz (Buddeberg et al., 2003). Er besteht ebenfalls aus 16 bipolaren Item-Paaren, die jedoch auf einer 6-stufigen Skala bewertet werden. Alfermann (1998) berichtet Mittelwerte von 3.75 (Männer) und 3.50 (Frauen) für PAQ-I, 4.38 (Männer) und 4.63 (Frauen) für PAQ-E, Cronbachs alpha 0.72 (PAQ-I) und 0.75 (PAQ-E).

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Runge TE, Frey D, Gollwitzer PM, Helmreich RL, Spence JT (1981) Masculine (instrumental) and feminine (expressive) traits. A comparison between students in the United States and West Germany. J Cross-Cult Psychol 12:142–162