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Personality Correlates of Psychological Androgyny

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ملخص

كان الهدف الأساسي لهذا البحث هو دراسة علاقة التوجه نحو تمثل الدور المرتبط بالجنس ببعض سمات الشخصية (الإمتثال، التكيف للواقع، المزاج، القيادة) لدى عينة (ن = ١٨٠) من طلبة السنة الأولى في جامعة مؤتة/ الجناح المدني. وقد تم تطبيق أدواتي الدراسة وهما الصورة الأردنية المعربة لمقياس بيم لقياس التوجه نحو تمثل الدور بالجنس (BSRI) وبعض المقاييس الفرعية للصورة الأردنية المعربة لقائمة مينوستا الإرشادية (MCI) في أوقات المحاضرات العادية. أشارت نتائج تحليل التباين الثنائي (Two-Way ANOVA) الى أن هناك فروقاً ذات دلالة إحصائية في سمات الشخصية تعزى الى نمط التوجه نحو تمثل الدور المرتبط بالجنس. كما أشارت نتائج المقارنات البعدية (Scheffé) الى أن النمط الإنساني (Androgyny) كان أفضل أنماط التوجه نحو تمثل الدور المرتبط بالجنس من حيث سمات الشخصية موضع الدراسة في حين أن نمط الجنس الآخر (Cross-sex-typed) ارتبط بمستويات تكيفية متدنية.

ABSTRACT

Personality correlates of psychological androgyny among University freshmen in Jordan were investigated in this study. The sample was classified to different sex-role orientations (androgynous, masculine, feminine, undifferentiated) according to their scores on the Arabic Version of the Bem Sex-Role Inventory. Results indicated that the simultaneous endorsement of masculine and feminine qualities (androgyny) is related to particular advantages in conformity, Adjustment to Reality, Mood, and leadership dimensions. Sex-typed individuals were next to androgynous in terms of psychological effectiveness as reflected in these personality dimensions followed by undifferentiated individuals. Cross-sex-typed individuals, however, expressed the lowest levels of psychological functioning.

Introduction

The study of gender identity has at its core an attempt to determine the effects of sex-role stereotyping and the impact of sex-role conformity and nonconformity on other aspects of psychological development. This relationship between sex-role characteristics and personality development has been conceptualized differently in the academic literature.

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Traditional theories of sex-role (Brown)⁽¹⁾ view masculinity and femininity as opposite ends of a bipolar scale and postulates that healthy adjustment for the individual depends upon the degree of congruence between his/her attitudes, traits, and interest and those that characterize the end of the scale corresponding to his/her biological sex. Within this theory, there were some variations on the basic theme. For instance, Miller and Swanson⁽²⁾ conceptualized a "multileveled sex role identity" which viewed masculinity and femininity as composed of numerous, relatively independent bipolar traits of different strengths and at different levels of consciousness. Regardless of the degree of complexity of the particular bipolar, sex-role identity theory, however, the basic assumption holds that good adjustment is related to congruence with cultural sex-role norms.

This particular construct, while applicable to some, did not account for a large number of seemingly "healthy" individuals who did not exhibit extreme or even considerable "sex-role appropriate" behavior and who, in fact, seemed to combine elements of both the masculine and feminine sex role (Bem)⁽³⁾. Research on this phenomenon led to further conceptualization of sex role and personality development by exploring androgyny as a model.

Androgyny was first operationalized in the academic literature by Sandra Bem⁽⁴⁾ and was developed further by Block⁽⁵⁾, by Spence, Helmreich & Stapp⁽⁶⁾ and by Heilbrun⁽⁷⁾. These theorists employed a dialectical model which viewed masculinity and femininity as two unipolar dimensions. In this context, both masculinity and femininity as defined by cultural norms can coexist within the same individual. Furthermore, these theorists hypothesized that this co-existence is normal, desirable and healthy.

Central to the theory of psychological androgyny is the question of independence of

1. a. Brown, D., "Masculinity-femininity development in children", *Journal of Consulting and Clinical Psychology* 21, 1975, pp. 197-202.
b. Brown, D. "Sex development in a changing culture", *Psychological Bulletin* 55, 1985, pp. 232-242.
2. Miller, T & Swanson, A, in Block, 1973.
3. Bem, S., "The measurement of Psychological androgyny." *Journal of consulting and Clinical Psychology* 42, 1974. pp. 155-162.
4. a. Bem, S. "Psychology Looks at sex-role: where have all the androgynous people gone?" Paper presented at the U.C.L.A. Symposium on sex-role, L.A., CA, 1972.
b. Bem, op. cit., 1974, pp. 155-162.
5. Block, J. "Conceptions of sex-role: Some Cross-Cultural and Longitudinal perspectives", *American Psychologists* 28, 1973, pp. 512-526.
6. Spence, J., Helmreich, R., & Stapp, J. "The personal Attributes Questionnaire: A measure of Sex-role stereotypes and masculinity-femininity," *Journal supplement Abstract Service Catalog of Selected Documents in Psychology* 4, 1974, p. 43.
7. Heilbrun, A., Jr. "Measurement of masculine and feminine sex-role identities as independent dimensions", *Journal of consulting and Clinical Psychology* 44(2), 1974, pp. 183-190.

masculinity and femininity. In addressing this issue, both Gaudreau⁽⁸⁾ and Carlsson⁽⁹⁾ asserted that masculinity and femininity are independent dimensions. Based on his findings, Gaudreau⁽¹⁰⁾ concluded that "the conceptualization of these traits (masculinity and femininity) as two separate dimensions rather than a single bipolar dimension is a step in the right direction. Similarly, after studying the factor structure of the BSRI on a Swedish sample, Carlsson⁽¹¹⁾ concluded that masculinity and femininity are independent dimensions.

A major hypothesis of the research on psychological androgyny contends that androgyny would be associated with high levels of psychological functioning. In the literature, androgyny has been equated with high levels of psychological effectiveness, especially self-esteem, flexibility, adjustment, and social competence. Waterman and Whitbourne⁽¹²⁾ hypothesized that androgynous and undifferentiated orientations differ in the stage related personality components provided by Erikson's psychosocial theory of personality. Results supported the hypothesis that sex role orientation would be related to psychological effectiveness with androgynous individuals functioning best. Androgyny was followed by masculinity, femininity, and undifferentiated, in that order. Furthermore, the androgynous orientation ranked highest across all six stages (Trust vs. mistrust, Autonomy vs. shame, Industry vs. inferiority, Identity vs. role confusion, Intimacy vs. isolation), the masculine orientation ranked second across all stages except Intimacy vs. isolation where it ranked third. The feminine orientation ranked third on four stage scales, second on Intimacy vs. isolation and last on Autonomy vs. shame.

Baumrind⁽¹³⁾ reported that androgynous individuals have higher self-esteem than other individuals. Undifferentiated individuals, compared to other individuals, have lower self-esteem. A similar conclusion was reached by Gauthier and Kjervik⁽¹⁴⁾ in their investigation of the relationship between sex-role attributes and self-esteem among graduate nursing students. Results indicated that androgynous and masculine students scored significantly higher on self-esteem measure than feminine and undifferentiated students.

Block⁽¹⁵⁾ employs Loevinger's model of ego development as a theoretical framework underlying her conceptualization of sex-role development, defined Loevinger's final stage

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8. Gaudreau, P., "Factor analysis of the Bem Sex-role Inventory, *Journal of Consulting and Clinical Psychology* 45, 1977, pp. 299-302.
 9. Carlsson, M., "Note on the factor structure of the Bem Sex-role Inventory." *Scandinavian Journal of Psychology* 33, 123, 1988, p 127.
 - 10 Gaudreau, op. cit., 1977, p. 302.
 11. Carlsson, op. cit., 1981, pp. 123-127.
 12. Waterman, A., & Whitbourne, S. "Androgyny and psychological development among college students and adults, " *Journal of Personality* 50, 1982, pp. 121-133.
 13. Baumrind, D., "Are androgynous individuals more effective persons and parents?", *Child Development*, 53, 1982, pp. 44-75.
 14. Gauthier, J. and Kjervik, D. "Sex-role identity and self-esteem in female graduate nursing students", *Sex Roles*, 8(1), 1982, pp. 44-45.
 15. Block, op. cit. 1973, p. 513

(Integrated) of ego development as the integration by the individual of the function of both agency and communion. In Block's androgyny model, agency, the masculine component, is defined as autonomy individuality and self-enhancement. Communion, the feminine component, is descriptive of the individual person as she exists in some larger whole, i.e., the human community, and is concerned with connectedness and expression. Block sees the fundamental task of development as the balance and integration of these forces, since unchecked agency leads to exploitation and communion without agency leads to passivity. The blending of opposite forces benefits both the individual and the culture.

On the basis of the results of three studies, Heilbrun⁽¹⁶⁾ concluded that androgynous females blend their sex role behaviors more than androgynous males; androgynous men tend to display either masculinity or femininity depending on the situation. Androgyny seems to be a desirable goal for female social effectiveness. That is an androgynous orientation is more advantageous for women relative to other orientations for men. It is (androgynous on the part of females) associated with good defenses, confidence, initiative and combines with low tolerance for ambiguity, skill in judging affect and interpersonal wisdom to help androgynous females to respond effectively in social interaction. Androgynous males, on the other hand, are not exceptionally socially competent although they are uniquely high in social cognition relative to other males with different sex role attributes Bem & Lenney⁽¹⁷⁾ introduced a series of paired activities and asked participants to indicate which activities they preferred to perform for pay while being photographed. Results reveals that sex-typed individuals, compared to androgynous and cross-typed individuals, were more willing to engage in sex-appropriate activity and to oppose sex-inappropriate activity.

Another line of research did not support the assumption that androgynous individuals possess greater adaptive capability Jones et al⁽¹⁸⁾ found that masculine males and females are more adaptive than either androgynous or sex-typed individuals. Based on a meta-analysis of 26 studies investigated the relationship between sex-role and psychological health, Bassoff and Glass⁽¹⁹⁾ concluded that androgyny is not a valid predictor of psychological health. Whitley⁽²⁰⁾ has reached a similar conclusion meta-analytically on more than 35 studies. In fact these studies emphasize the role of masculinity in predicting psychological effectiveness more than androgyny. Al-Qataee⁽²¹⁾ in his investigation of the relationship

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16. Heilbrun, A. "Sex-based models of androgyny: a further cognitive elaboration of competence differences", *Journal of personality and Psychology*, 46, 1984, pp. 216-229.
 17. Bem, S., & Lenney, S. "Sex-typing and the avoidance of cross-sex behavior", *Journal of Personality and Social Psychology* 33, 1976, pp. 48-54.
 18. Jones, W., Chernovetz, M., and Hansson, R. "The enigma of androgyny: Differential implications for males and females?" *Journal of Consulting and clinical Psychology*, 46(2), 1978, p.311.
 19. Bassoff, E. and Glass, G. "The relationship between sex roles and mental health" A meta-analysis of twenty-six studies", *The Consulting Psychologist*, 10(4), 1982, 105-112.
 20. Whitley, B. "Sex-role orientation and psychological well-being: Two meta-analysis" *Sex Roles*, 12, 1985, pp.207-225.
 21. Al-Qataee, A. "The relationship of dogmatism, ego development and sex-role among college students majoring in different fields in Saudi Arabia" Unpublished doctoral dissertation, University of Pittsburgh, Pittsburgh, 1986.

between ego, moral development and sex-role, reported that sex role does not seem to be related to either ego or to oral development.

The increasing number of educated women in Jordan and the increased entry of women into labor force provoked widespread change in our society. Among its possible effects is the reexamination of the meaning and value of traditional sex roles.

The question that might be asked whether it is better (in terms of psychological effectiveness) for the individual to incorporate both masculine and feminine attributes within his/her personality system or to limit his/her behavior to sex role stereotypes. Do these relationships differ according to sex? That is to say, is it the integration of masculinity and femininity or the separation of sex role behavior that is associated with optimal levels of psychological effectiveness? Is the separation or integration detrimental to both individual men and women?

Answers to these questions are crucial to the socialization process of children. For example, knowing that psychological maturity depends on the integration of masculinity and femininity would suggest that socialization process of children may promote maturity by encouraging less stereotyped beliefs and behaviors.

Although a large body of research exists on sex roles and various dimensions of psychological well-being in western culture, little has been done cross-culturally concerning such issue, especially in conservative cultures that clearly define the sex roles. Given such lack of research in this area, it is the purpose of this study to examine differences in certain personality traits among different types of sex-role orientations. Specifically, the following question is asked: do respondents with different sex-role orientations differ in conformity, adjustment to reality, mood, and leadership? The major hypothesis of this study could be stated as follows: There will be no significant differences among the respondents with different sex-role orientations in conformity, adjustment to reality, mood and leadership.

Method

Participants:

A total of 180 first year students enrolled at Mu'tah University (90 males & 90 females) voluntarily participated in this study. These participants were majoring in different academic departments at Mu'tah University/Civilian Campus. However, care was taken to ensure that these academic departments were equally represented in the sample.

Measures:

Two instruments were used, the Arabic version of the Bem Sex Role Inventory and the Arabic version of the Minnesota Counseling Inventory.

The Arabic version of the Bem Sex-Role Inventory, developed by Al-Qataee⁽²²⁾, uses a 7-point self-rating scale for 30 personality characteristics of which 10 are socially desirable

22. Al-Qataee, A. "The effect of exposure to western cultures on the sex-role identity of Saudi Arabians", *Contemporary Educational Psychology* 9, 1984, pp. 303-312.

masculine characteristics, 10 are socially desirable feminine characteristics, and 10 are considered neutral. Estimates of internal consistency for the Arabic version of the Bem Sex-Role Inventory were, .74, .70 and .73 for the masculinity, Femininity, and neutral subscales, respectively (Al-Nhar)⁽²³⁾. Studies on the validity of Bem Sex-Role Inventory supported the contention that androgyn is related favourably to various dimensions of psychological well-being (Al-Qataee)⁽²⁴⁾. Secondly, four subscales of the Arabic version of the Minnesota Counseling Inventory (MCI) (Smadi)⁽²⁵⁾ were used for its relevance to the university environment. These subscales are Conformity, Adjustment to Reality, Mood, and Leadership. Test-retest reliability coefficients for these subscales were found to range from .70- .91 (Shreim)⁽²⁶⁾. Studies on the validity of the Arabic version of the MCI done in Jordan supported the validity of the Arabic version of the MCI (Smadi)⁽²⁷⁾.

Procedure:

The Arabic version of the BSRI and the Arabic version of the MCI were administered to the participants in a group testing situation in regular classes. Respondent were categorized as either androgynous, masculine, feminine, or undifferentiated according to their scores on the Masculinity and Femininity subscales of the BSRI using the Median-split technique. It was found that the medians were 45 and 51 for the Masculinity and Femininity, respectively. Accordingly, those whose scores were above the median on both Masculinity and Femininity subscales were labeled androgynous (n =60). Masculine-type subjects are those whose scores were above the median on the Masculinity subscale, but below the median on the Femininity subscale (n =38). Feminine-typed subjects are those whose scores were above the median on the Femininity subscale, but below the median on the Masculinity subscale (n =39). Finally, those whose scores were below the median on both Masculinity and Femininity subscales were classified as undifferentiated (n =43).

A 4 (sex-role orientation) ×2 (sex) analysis of variance (NAOVA) was performed to detect possible significant differences in conformity, adjustment to reality, mood and leadership subscales among the respondents differentiated by sex, and sex-role orientations.

Results and Discussion

Descriptive statistics for the MCI subscales by sex and sex-role orientations are presented in Table 1.

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23. Al-Nhar, T. "Coeducation vs. Single-Sex schooling, fear of success and sex-role orientation: Results from Jordan" Unpublished doctoral dissertation, University of Pittsburgh, Pittsburgh, 1986.
 24. Al-Qataee, A., op., cit., 1986.
 25. Smadi, Kh. "Factors affecting performance on the Jordanian version of the Minnesota Counseling Inventory" Unpublished Master's thesis, University of Jordan, Amman, Jordan, 1978.
 26. Shreim, R. "Norms of adaptive performance on Jordan adaptation of the Minnesota Counseling Inventory in Jordan Secondary School Students". Unpublished Master's thesis, University of Jordan, Amman, Jordan, 1980.
 27. Smadi, op. cit., 1978, pp. 36-55.

Table 1
Descriptive Statistics for the MCI
Subscales by sex and sex-role orientations

MCI Subscales Sex-Role		Conformity		Adjustment to Reality		Mood		Leadership	
		M	F	M	F	M	F	M	F
Androgynous	X	8.6	7.27	19.17	16.35	11.42	12.61	9.91	9.57
	S	3.34	3.9	7.92	7.64	3.25	4.5	3.86	3.33
	n	34	26						
Masculine		9.91	10.4	19.82	27	11	18.8	8.52	10.6
		4.11	4.39	9.24	7.8	3.25	4.5	3.86	4.71
		23	15						
Feminine		10.27	9.79	31.63	22.14	16.7	14.35	18.55	16.96
		2.81	3.6	9.03	7.44	4.66	3.34	3.84	4.66
		11	28						
Undifferentiated		11.36	11.7	21.68	26.14	13.55	15.67	13.77	16.14
		3.73	3.05	8.11	7.68	3.4	4.22	4.64	4.37
		22	21						

Conformity

The results of the analysis of variance on the conformity subscale are presented in Table 2.

Table 2
Analysis of variance for conformity

Source	SS	D.F	Ms	F-ratio
Sex	.12	1	.12	.18
Sex-role	113.1	3	37.7	58*
Interaction	1.05	3	.35	.542
Error		172	.65	

* p < .05

As shown in Table 2, there is a statistically significant difference on the conformity subscale ($P < .05$) between different sex-role orientations. Neither the main effect of sex, nor the interaction effect of sex and sex-role orientations, however, are statistically significant. Post-hoc comparisons (Scheffe) indicated that androgynous individuals were more reliable and responsible followed by masculine, feminine and finally undifferentiated individuals. Androgynous individuals, knowing what is required from a university student from the very beginning, are more able to develop better adjustment to college and thus they are more reliable and responsible. Masculine and feminine individuals are similar in the level of conformity which indicates that neither masculinity nor femininity have different effects on the level of conformity. Masculine and feminine, individuals, however, exhibited better levels of adjustment compared to undifferentiated individuals. Result of this analysis are shown in Table 3.

Table 3
F-Scheffe' Comparisons on the Conformity Subscale

	\bar{x}_1	\bar{x}_2	\bar{x}_3	\bar{x}_4
Androgyny X1 (8.02)		2.08* (.47)	1.91* (.47)	3.51* (.45)
Masculine X2 (10.1)			0.17 (0.52)	1.43* (.52)
Feminine X3 (9.93)				1.60* (0.55)
Undifferentiated X4 (11.53)				—

- Critical F- Scheffe' values are shown in parantheses

* $P < .05$

Adjustment to Reality

Results of the two-way ANOVA on the Adjustment to Reality subscale are shown in Table 4.

Table 4
Analysis of Variance for Adjustment to Reality

Source	SS	D.F.	Ms.	F-ratio
Sex	.49	1	.49	.015
Sex-Role	87.06	3	29.02	8.85*
Interaction	84.66	3	28.22	8.60*
Error		172	3.28	

* $P < .05$

The ANOVA result, table 4, showed that the main effect of sex role and the interaction effect of sex role with sex were statistically significant ($p < .05$). The main effect of sex, however, was not statistically significant. The graphic representation of this interaction is indicated in figure 1.

In terms of adjustment to reality (the ability to master situations or to withdraw from them), results indicated that regardless of sex, androgynous individuals are better adjusted to life situations than any other sex-role orientation. Sex-typed individuals of both sexes compared to other cross-sex and undifferentiated individuals are better adjusted. Finally, undifferentiated individuals are better adjusted than cross-sex-typed individuals. The interaction effect of sex X sex-role (Figure 1) determines a new kind of relationships in terms of adjustment to reality. Androgynous females are more able to deal effectively with reality than are androgynous males. They are more able to make friends and establish satisfactory relationships with groups. They have little difficulty communicating with others. Cross-sex-typed individuals of both sexes, compared to other sex-role orientations, have difficulty in making and establishing relationships with groups especially males of feminine orientation. The results showed that although it is desirable to integrate both masculinity and femininity within the same self-structure, it is undesirable to shift one's sex-role (cross-sex-typed) to the other sex-role orientation.

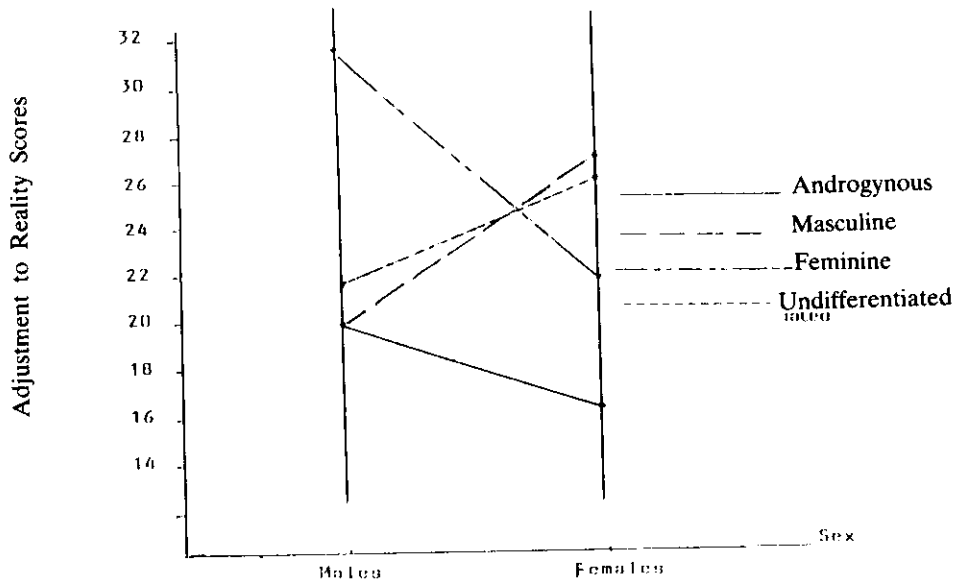


Figure 1: graphic representation of the interaction between different types of sex-role orientation of both sexes on the Adjustment to reality subscale.

Mood

Results of the two-way analysis of variance on the Mood subscale are shown in Table 5.

Table 5
Analysis of variance for Mood

Source	Ss	D.F.	M.S.	F-ratio
Sex	9.29	1	9.29	12.32*
Sex-role	14.91	3	4.97	6.59*
Interaction	26.82	3	8.94	11.86*
Error		172	.754	

*P < .05

As shown in Table 5, the main effects of sex and sex-roles were statistically significant as well as the interaction effect ($p < .05$). The graphic representation of this interaction is indicated in Figure 2.

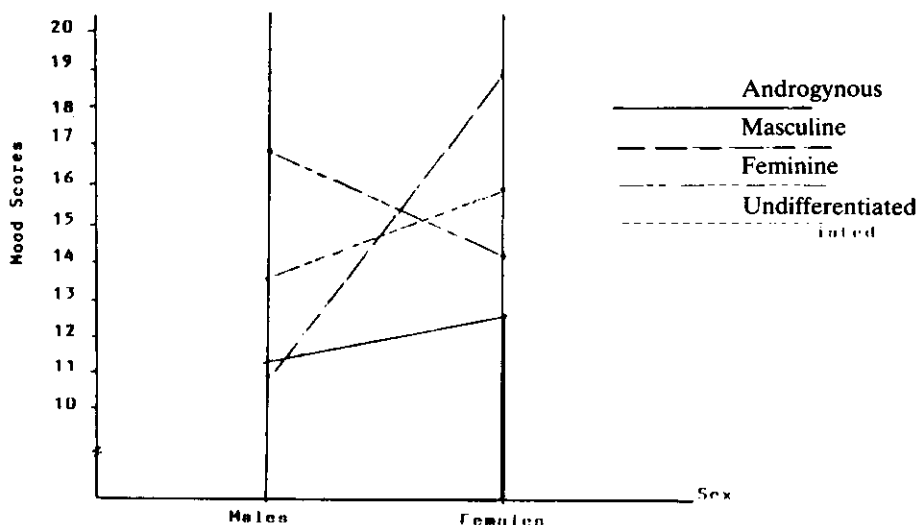


Figure II: Graphic representation of the interaction on the Mood subscale

Results indicated that, regardless of sex, androgynous individuals exhibit appropriate morale and are more optimistic, enthusiastic about friends and activities. They are followed by masculine, undifferentiated and, finally, feminine individuals who seemed to be depressed and "blue" most of the time and lack self-confidence and frequently feel useless. As for male, sex-typed individuals maintain good or appropriate morale followed by androgynous, undifferentiated and finally feminine males. Looking at the females, however, androgynous females come first followed by sex-typed, undifferentiated and finally masculine females. Finally, cross-sex-typed individuals of both sexes, as in adjustment to reality, exhibit morale and lack self-confidence.

Leadership

Results of the two-way ANOVA for the leadership subscale are shown in Table 6.

Table 6
Analysis of Variance for the Leadership

Source	SS	D.F.	M.S.	F.ratio
Sex	.79	1	.79	.84
Sex-role	7.77	3	32.59	34.78*
Interaction	5.52	3	1.84	1.96
Error		172	.937	

* $p < .05$

The ANOVA results, Table 6, showed that neither the main effect of sex nor the interaction effect of sex and sex-role was statistically significant. Sex-role, however, was statistically significant ($p < .05$). Post-hoc comparisons (Scheffe) revealed significant differences in leadership skills with androgynous and masculine individuals differing significantly from other sex-role attributes. In leadership skills. Both androgynous and masculine individuals assume responsibilities in group to which they belong and show initiatives in developing and carrying out ideas. Feminine individuals, however, differ significantly in their leadership skills from undifferentiated individuals. These results are shown in Table 7.

Table 7
F-Scheffe' Comparisons on the Leadership Subscale

	\bar{X}_1	\bar{X}_2	\bar{X}_3	\bar{X}_4
Androgyny X1 (9.76)		0.44 (.65)	7.65* (.64)	5.17* (.62)
Masculine X2 (9.34)			8.07* (.71)	5.59* (.71)
Feminine X3 (17.41)				2.48* (.69)
Undifferentiated X4 (14.93)				

- Critical F-Scheffe' values are shown in parantheses

* $P < .05$

To recapitulate, results of the present study indicated that androgynous individuals are more able to develop better adjustment to college in particular and to life situations in general, exhibit appropriate morale and more optimistic, enthusiastic about friends, and finally more able to assure responsibilities in the group than any other sex-role orientations. This result is consistent with the findings of waterman & whitbourne, Bem, Heilbrune, Block, Baumrind, Gauthier & Kjervile⁽²⁸⁾.

These findings make it clear that the combination of masculine and feminine attributes (androgyn) is associated with optimal levels of psychological functioning as reflected in these traits (conformity, adjustment to reality, mood, leadership) and in other personality traits such as self-esteem and ego strength investigated by other researchers (Bem, Waterman & whitbourne, Block⁽²⁹⁾).

The fact that androgyny is associated with higher levels of psychological strength implies that androgyny would prepare an individual to cope with greater diversity of environmental challenges. It also follows that adjustment to college and life, good morale, leadership skills could be enhanced among university students by encouraging the simultaneous endorsement of masculine and feminine attributes and by promoting a more adaptive, non-sex-typed behavioral repertoire.

As a milieu for social change, university environment could facilitate this integration by encouraging girls for independence and initiation attempts, and boys for cooperative and nonaggressive behaviors. As a result, both girls and boys may begin to evaluate nontraditional sex-typed activities positively and impute them with new meaning.

Results also revealed that sex-typed individuals were next to androgynous individuals in terms of psychological strength followed by undifferentiated individuals. Cross-sex-typed individuals, however, expressed the lowest levels of psychological functioning. These results might indicate that the movement of the individual through the developmental changes of sex-role attributes follows an ordered sequence beginning from cross-sex-typed orientation to undifferentiated orientation to sex-typed orientation and finally to androgynous orientation. As the individual reaches this balance between the forces of agency and communion (masculinity and femininity), the person moves upward in the spiral of growth. The balance is maintained through the integration of the forces of agency and communion (androgyny). Thus, maturity depends on mitigating agency and communion and the integration of these two forces within the healthy personality. These assumptions, however,

28. See

- a. Waterman & Whitbourne, op. cit., 1982.
- b. Bem, S., op. Cit., 1974.
- c. Heilbrune, A., op. cit., 1984.
- d. Block, J., op. cit., 1973.
- e. Baumrind, D., op. cit., 1982.
- f. Gauthir & Kjervile, op. cit., 1982.

29. See

- a. Bem, S., op. cit., 1974.
- b. Waterman, whitbourne., op. cit., 1982.
- c. Block, J., op. cit., 1984.

need further clarification. A Longitudinal study of sex-role development is recommended to clarify this issue.

There are some limitations to the findings of our investigation that should be recognized. subjects were drawn from a very specific population, that is, first years students at Mu'tah University/Civilian Campus. Therefore, any attempt to generalize the findings of this study should be made with reserve.