

DEVELOPMENT AND VALIDATION OF AN INDEGENEOUS SELF-ACTUALIZATION SCALE FOR PROFESSIONAL ADULTS

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Abstract

The study was conducted to develop and validate an indigenous Self-Actualization Scale for professional adults. The mixed method approach was used. The study was conducted in three phases. In the first phase, data was extracted from explored phenomenon (Irfan & Habib, 2020), focus group discussion, and previous literature (Maslow, 1979). In the second phase, the factor structure was determined. 620 professional adults aged 20 to 45 years ($M_{age} = 31.5$; $SD = 1.27$) were recruited. PCA was used with the Varimax Rotation. 27 items were retained in final scale. In the third phase, the psychometric properties were determined. Data was collected from professionals ($N=200$), for the convergent and divergent validity, Short Index of Self Actualization Scale (Palmira & Saimona, 2015), Narcissistic Personality Inventory (Daniel et al., 2005) were used. EFA revealed three-factors named self-Awareness, Self-Realization and Self-Control. The Cronbach's Alpha value ($\alpha=0.97$). The psychometric evaluation finding revealed ($r=0.69^{**}$) with Short Index Self- Actualization, and ($r= -0.57^{**}$) with Narcissistic Personality Inventory. The overall results revealed that SAS is a

Keywords. Phenomenology, Self-Actualizations, Exploratory Factor Analysis, Construct Validity, Principal Component Analysis.

Introduction

The adulthood period appears to be considered by a certain number of responsibilities and the assumption of duties. The word "adult" originates from the Latin word "adults", a noun used to indicate something that is "full-grown, mature, firmly established," or a "fully-grown person" (Oxford English Dictionary, 2022). It is a period in which life development in the form of an institutional processing program seems to be challenged. This can be seen in the prolonged periods of schooling, teaching, and training and the associated shortening of the working part of a lifetime (Herzog, 2020).

People try to explore their all potential as they want to become gentle as a whole but a person cannot realize which capacity should be polished keenly and this is the crucial task of a person's life. A person should know the tact of realizing himself because self-realization leads a person to explore his capacities. Maslow (1968) invented the term "self-actualization" to explain the highest level of self-motivation. Self-actualization needs not only understanding oneself but also optimizing one's abilities. A self-actualized person is both personally and socially happy (Sivakumar, 2019).

According to Maslow (1948), the highest need and one of the inspiring factors for reaching one's full capabilities is "self-actualization." It is the procedure of attaining one's full capabilities through creativeness, independence, freedom, and an acute awareness of an individual's needs and wishes (Tripathi, 2018).

Self-actualization has an important effect on the development of an individual's knowledge, skill, creativity, attitude, and overall personality. A self-actualized person thinks clearly, reacts wisely, and performs fairly in a social setting (Said, 2016). According to Maslow (1948), self-actualized people live healthier and more fulfilling lives than non-self-actualized people. He emphasized that a person with self-actualized characteristics is optimally healthy and excels at achieving capacity for self-actualization (Sumerlin, 1997).

The Theoretical Foundation of the Self-Actualization

According to the self-centered viewpoint, an individual views the world that is based on their own experiences. Roger (1961) striking for one's potential growth is a process, not a destination, and if it stops, a person loses their openness, flexibility, and spontaneity (Roger, 1961). A man has primary (biological and psychological) needs that must be met in demand for him to feel free enough to pursue greater degrees of awareness. He also felt that the body had

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the characteristic, unconscious, and inbuilt ability to seek out its demands (Maslow, 1954). The individual is under pressure from inside to achieve personality wholeness, spontaneous expressiveness, full uniqueness, and identity, to perceive the truth rather than be blind, to be creative, to be nice, and a whole lot more (Maslow, 1968) The human is built in such a way that he strives for what most people consider positive qualities, such as tranquility, compassion, courage, honesty, love, selflessness, and goodness (Maslow, 1971).

Self-actualization may be reached in several ways for individuals. For some, it must be performed via manufacturing works of art or literature, while for others, it can be attained through the game, in the schoolroom, or the workstation (Kenrick et al., 2010).

According to the Theory on Attaining Self-Actualization (Maslow, 1962) among older adults, the self-actualization of an older adult is recognized as his or her capability as a human being and viewpoint in life. Self-actualizing people have a clear idea of life. They are less emotional and more objective, and they are less likely to be influenced by hopes, anxieties, or ego defenses. They are also dedicated to a cause or profession that requires them to grow something larger than themselves and achieve success in their chosen roles. Self-actualization likely reflects favorable events that have influenced a person (Pausanos, 2016).

To support the concept of self-actualization with literature, research was carried out to explore the level of self-actualization of married and single professionals of middle age, and relate the level of self-actualization of married and single middle-aged professionals based on sex and public status. It further investigates the factors that contribute to the participant's self-actualization. A sample of 110 married and single men and women from various barangays in Batangas City was selected and both quantitative and qualitative data analysis techniques were used. The results indicate that married people have a small level of self-actualization, whereas single people are average self-actualization (Amparado et al., 2014).

Another cross-sectional research was carried out on 417 team participants and 186 speedy team leaders from Pakistan's banking industry. The study participants were interviewed to investigate self-actualization's link with employee's taking charge, and taking charge has a positive impact on both creative and normal performance of employees. The findings have important implications for improving top self-actualization, which leads to control and, as a result, creative and normal performance (Kumar & Hossain, 2020).

An investigator-developed survey approach was used in a study to explore the self-actualization among Coimbatore district school teachers. The study's participants were selected from a pool of 275 school teachers. A self-actualization scale was used in the study to quantify self-actualization construct. According to the findings, school teachers had an average level of self-actualization (Sivakumar, 2019).

The Paucity of Existing Self-actualization Measures.

There are minimum indigenous scales available to measure the Self-Actualization need. Following the emergence of the theory of self-actualization, it was necessary to measure self-actualization, that's why various self-actualization measures were developed. And considering this need various self-actualization measures have been developed. Some of these are worldwide measures, and are listed below.

The Personal Orientation Inventory (POI)

This scale was developed by Shostrom (1964) as a collective assessment for assessing self-actualization. Clinical evaluations of self-actualized people with non-self-actualized participants are used to determine their validity. The exam contains 150 comparative value judgments with two choices (paired position). Some of the POI's subscales include Inner directedness (I), Time Competence (TC), Self-Actualizing Value (SAV), Existentialism (Ex), Feeling Reactivity (FR), Spontaneity (S), Self-Regard (SR), Self-Acceptance (SA), Nature of Man (NC), Synergy (Sy), Acceptance of Aggression (A), and Capacity for intimate contact (C). Willamette High School in Eugene provided 95 male and 113 female students for the study. During the 50-minute room learning period, the study hall teacher gave them the POI (Damm,1969). The POI is scored on two main scales and ten subscales. Administration takes about 30-40 minutes. The percentile and average scores in the outline depends on the standards of 2,607 incoming college newcomers (1514 men and 1093 women). Sample profiles include professional managers, paramedical students, Peace Corps volunteers, college juniors and seniors, incoming college freshmen, students who study in high school, mental patients that are admitted to hospital, offending males, and males that drink alcohol.

According to Shostrom (1964), the Time Ratio and Support Ratio have test-retest reliability coefficients of 0.91 and 0.93, respectively, without accounting for the time delay. Klavetter and Mogar (1967) reported the test-retest consistencies of the 12 scales ($n = 48$, range.52 - 32, median =.70). A study that used the Personal Orientation Inventory to distinguish three numbers of adult groups: "self-actualized" ($n = 29$), "normal" ($n = 160$), and "non-self-actualized" ($n =$

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34) found construct validity. The POI distinguished the self-actualized from the non-self-actualized on 11 measures; however, NC was not good (Shostrom, 1964). According to McClain (1970), nine of the POI measures were strongly related to staff assessments of school therapists depending on Maslow's self-actualization criteria (Tosi & Lindamood, 1975).

The Short Index of Self-Actualization

It is a popular summarized version for measuring self-actualization. In the Jones and Crandall (1986) interpretation, the Short Index of Self Actualization Scale was first exposed to a principal component analysis with a varimax rotation to a basic erection. The factors with eigenvalues larger than one had their Eigenvalues removed. Significant loadings of .40 or higher were considered. According to principal component analysis, the 15-item questionnaire yielded five factors based on these criteria: autonomy or self-direction, self-acceptance, self-esteem, acceptance of emotions and freedom of expression of emotions, confidence, and responsibility in interpersonal relationships, and capability to treat unwanted sides of life. To ensure content validity, a pilot study was conducted which includes 30 specialists who were asked to determine whether each of the 15 SAS original questions met the criteria of self-actualization (Faraci & Cannistraci, 2015).

Jones and Crandall's (1986) Short Index of Self-actualization is a shorter test that produces a single overall measure. Many validation types of research have been conducted to support the claims. The construct validity of the Short Index was investigated further by examining its association with the Purpose in Life Scale. This scale is an especially good predictor of construct validity because it has a lot of validation and is similar to what self-actualization should be in that it measures an essential feature of which people are capable of becoming. The Short Index, in our opinion, advances the emerging prospect of rigorously scientifically testing humanistic notions rather than simply thinking about them, as has previously been done (Ebersole & Humphreys, 1991).

Previously developed scales on self-actualization are out-dated and specifically these are developed in the west for student population. So there was a dire need to develop an indigenous self-actualization measure in order to identify self-actualization abilities of the professional adults to succeed in their professional life. Furthermore, an indigenous perspective of professional adults on self-actualization was missing therefore, the current study was an effort to develop an indigenous scale of self-actualization based on the Pakistani adult

Methods

The study was completed in three phases. In the first phase, the phenomenon of self-actualization was explored, and in the second phase factor analysis was carried out to explore the factor structure of self-actualization scale. In the third and last phase, the psychometric properties of the SAS were determined.

Phase 1: Exploring Phenomenology and Item Pool Generation

In the first phase, the phenomena of self-actualization were explored. Firstly, the initially explored phenomenon of self-actualization (Irfan & Habib, 2020) was used to generate the item pool. Using semi-structured interviews (Inductive approach) 19 high and low-rank police officials in Faisalabad and Lahore districts were interviewed. In the second step focus group discussion was conducted to explore the phenomena of self-actualization from eight professionals from Sociology, English Literature, Mass Communication and Applied Psychology Departments, Government College University Faisalabad. The data of focus group discussion alongside the previous literature was collated for item pool generation (Maslow, 1981).

Item Pool Generation. A total of 64 items were generated initially with a Likert-type Scale of three points 1= Relevant, 2=Relevant but not necessary, and 3= Irrelevant and then distributed to experts for review. Following refinement and scrutiny, two items were discarded, and a final scale of 62 items was used for data collection with a five-point Likert-type scale from 1 to 5 responses where 1 meant Strongly disagree and 5 is strongly agreed.

Phase 2: Determining Factor Analysis of SAS

Participants and Procedure. The data was collected in two phases in the first phase data was collected from 620 professional adults (Men=547, Women=73) working in different government and private institutions (i.e. RESCUE 1122, Punjab Police, Traffic Police, Lawyers, Healthcare workers and doctors, Agricultural experts and Bankers) with an age range of 20-45 years (Mage=31.5, SD= 1.27) based on 10:1 (Osborne & Costello, 2004). The data were analyzed by using SPSS v23. To explore the factor structure of the scale, EFA was performed using Principal Component Analysis and the varimax rotation method. Three factors were extracted in Exploratory Factor Analysis (EFA) named as (Self-Awareness, Self-Realization and Self-Control).

Phase 3: Evaluation of Psychometric Properties of SAS

The third Phase was carried out to investigate the convergent and divergent validity of the scale, the data was collected from 200 (Men=100, Women=100) professional adults (Mage= 30.95, SD= 1.27) to explore the convergent and

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divergent validity of the newly developed scale. The questionnaire was completed in small group settings.

Results

Table 1.

Descriptive Statistics (Minimum and Maximum Scores, Mean and SD) for Initial 27-Items of Indigenous Self-Actualization Scale for Professional Adults (N=620).

Sr. No	Original items no	Items	Maximum	Minimum	M	SD
1	09	میں ایک خود مختار انسان ہوں	5	1	4.11	1.11
2	03	میں اپنی تخلیق کے مقصد سے آگاہ ہوں۔	5	1	4.13	1.11
3	27	میں تمام کام بغیر کسی ڈر یا خوف سے کر سکتا / سکتی ہوں ۔	5	1	3.82	1.21
4	02	میں دوسروں کو ان کی تمام خوبیوں اور خامیوں سمیت قبول کرتا / کرتی ہوں۔	5	1	4.05	1.11
5	57	میں حالات کے مطابق خود کو ڈھال سکتا / سکتی ہوں	5	1	3.84	1.92
6	26	ذاتی قبولیت کی وجہ سے میری سمجھ اور انتخاب کرنے کی صلاحیت میں اضافہ ہوا ہے۔	5	1	3.87	1.12
7	59	میں ماضی کے واقعات کو سوچ کر پریشان ہوتا / ہوتی ہوں	5	1	3.81	1.26
8	21	میں کسی مقصد کو پورا کرتے وقت اس میں آنے والی رکاوٹوں اور مشکلات سے پریشان نہیں ہوتا / ہوتی۔	5	1	3.97	1.23
9	31	میں معمولی باتوں پر لڑنے کی خواہش نہیں رکھتا / رکھتی ۔	5	1	3.80	1.30
10	13	مجھے موقع کی مناسبت سے مذاق کرنا اور ہنسنا اچھا لگتا ہے۔	5	1	3.85	1.30
11	29	میں کسی مسئلے کو حل کرتے ہوئے اپنے بارے میں زیادہ فکر مند نہیں ہوتا / ہوتی۔	5	1	3.54	1.40
12	30	میں سطحی تعلقات میں دلچسپی نہیں لیتا / لیتی۔	5	1	3.73	1.37
13	24	میں ایک ایسا نادر انسان ہوں ۔	5	1	3.83	1.36
14	37	میرے لئے نئی چیز ملنے کے بعد پلے والی چیز کی اہمیت کم نہیں ہوتی۔	5	1	3.79	1.28
15	33	میں معمولی معاملات پر زیادہ توجہ نہیں دیتا / دیتی ۔	5	1	3.75	1.38
16	61	میں سماج مخالف انسان نہیں ہوں	5	1	3.66	1.41
17	14	میں ایک حقیقت پسند انسان ہوں۔	5	1	3.66	1.41
18	07	میں اپنی حقیقی زندگی میں مسائل حل کرنے کی صلاحیتوں کو استعمال کر کے لطف اندوز ہوتا / ہوتی ہوں۔	5	1	3.38	1.49
19	05	میں ایک نامہ دار انسان ہوں ۔	5	1	3.97	1.26
20	46	میں اچھائی اور برائی میں فرق کر سکتا / سکتی ہوں۔	5	1	3.39	1.51
21	58	میں احساس ندامت کے بغیر اپنی زندگی سے لطف اندوز ہوتا / ہوتی ہوں۔	5	1	3.30	1.51
22	45	میں دوسرے لوگوں کے ساتھ وفا داری کرنے کا قائل ہوں ۔	5	1	3.42	1.50
23	25	میں اپنی پریشانیوں اور مشکلات کو دوسروں پر عیاں نہیں ہونے دیتا / دیتی ۔	5	1	3.56	1.39
24	48	میں دوسروں کے ساتھ عاجزی سے پیش آتا / آتی ہوں۔	5	1	3.55	1.51
25	20	میں اپنی سوچ کے مطابق عمل کرتا / کرتی ہوں۔	5	1	3.83	1.44
26	39	جب بھی میرا نقصان ہوا مجھے بہت کچھ سیکھنے کو ملا۔	5	1	3.39	1.46
27	23	میرے لئے کسی مقصد کے حصول کی طرف سفر اتنا ہی اہم اور پُر لطف ہے جتنا کہ حقیقت میں اس مقصد کو پورا کرنا	5	1	3.57	1.45

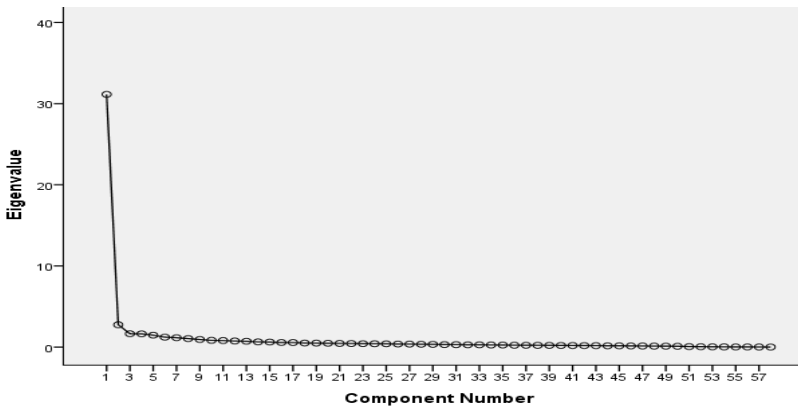
Table 2.

Inter-item Correlations between the Initial 27-Items Self-Actualization Scale for Professional Adults (N=620)

	Q9	Q3	Q27	Q4	Q37	Q26	Q39	Q21	Q31	Q13	Q29	Q30	Q24	Q37	Q33	Q61	Q14	Q7	Q5	Q46	Q38	Q45	Q23	Q48	Q20	Q39	Q23	
Q997**	.49**	.83**	.51**	.43**	.40**	.54**	.60**	.60**	.57**	.60**	.59**	.56**	.53**	.43**	.43**	.39**	.70**	.34**	.32**	.38**	.36**	.40**	.37**	.38**	.47**	
Q3	49**	.84**	.50**	.44**	.41**	.54**	.59**	.61**	.56**	.59**	.60**	.53**	.53**	.44**	.45**	.40**	.69**	.34**	.34**	.37**	.36**	.41**	.37**	.38**	.47**	
Q27		52**	.96**	.64**	.61**	.58**	.58**	.51**	.61**	.60**	.62**	.53**	.58**	.48**	.48**	.39**	.51**	.38**	.42**	.41**	.52**	.46**	.43**	.42**	.53**	
Q4			52**	.97**	.47**	.44**	.56**	.58**	.57**	.58**	.57**	.53**	.53**	.43**	.45**	.41**	.64**	.37**	.36**	.34**	.36**	.37**	.39**	.37**	.47**	
Q37				65**	.62**	.56**	.60**	.53**	.60**	.61**	.63**	.53**	.56**	.51**	.51**	.38**	.52**	.40**	.40**	.43**	.52**	.48**	.47**	.43**	.54**	
Q26					94**	.62**	.59**	.57**	.60**	.60**	.58**	.57**	.51**	.53**	.53**	.40**	.51**	.39**	.39**	.41**	.52**	.48**	.44**	.44**	.46**	
Q39						58**	.56**	.53**	.53**	.58**	.54**	.54**	.49**	.51**	.51**	.36**	.48**	.34**	.36**	.36**	.47**	.43**	.40**	.38**	.41**	
Q21							66**	.60**	.63**	.64**	.63**	.63**	.57**	.49**	.49**	.32**	.53**	.38**	.42**	.42**	.43**	.38**	.43**	.47**	.49**	
Q31								66**	.64**	.68**	.63**	.62**	.61**	.54**	.53**	.39**	.58**	.44**	.42**	.47**	.46**	.44**	.50**	.53**	.57**	
Q13									61**	.61**	.62**	.57**	.59**	.63**	.63**	.39**	.58**	.42**	.41**	.42**	.43**	.44**	.48**	.48**	.50**	
Q29										69**	.73**	.61**	.58**	.63**	.63**	.44**	.62**	.49**	.50**	.47**	.48**	.46**	.48**	.49**	.60**	
Q30											76**	.62**	.64**	.64**	.64**	.48**	.64**	.47**	.46**	.50**	.48**	.50**	.59**	.53**	.64**	
Q24												60**	.59**	.60**	.60**	.48**	.70**	.49**	.47**	.53**	.53**	.53**	.53**	.56**	.72**	
Q37													53**	.58**	.58**	.43**	.58**	.42**	.41**	.46**	.44**	.43**	.43**	.48**	.52**	
Q33														53**	.53**	.33**	.53**	.42**	.46**	.41**	.46**	.46**	.53**	.47**	.53**	
Q61															98**	.48**	.62**	.49**	.43**	.47**	.43**	.44**	.48**	.48**	.49**	
Q14																48**	.62**	.49**	.46**	.48**	.43**	.44**	.48**	.48**	.49**	
Q7																	53**	.33**	.34**	.38**	.39**	.40**	.37**	.40**	.48**	
Q5																		48**	.46**	.51**	.50**	.52**	.48**	.50**	.56**	
Q46																			93**	.74**	.72**	.71**	.57**	.57**	.61**	
Q38																				70**	.71**	.67**	.54**	.53**	.60**	
Q45																					68**	.64**	.63**	.67**	.70**	
Q23																						70**	.56**	.56**	.63**	
Q48																							57**	.56**	.61**	
Q20																								74**	.67**	
Q39																									67**	
Q23																										67**

Inter-item Correlations between the Initial 27-Items Self-Actualization Scale for Professional Adults

Note. $p < .01$



A scree plot is a graphical representation of an analysis's main components or factor eigenvalues (Lewith et al., 2010). In the scree plot eigenvalues are always shown in the downward curve, going from highest to lowest. The scree test indicates that the major components should be preserved to the left of the graph elbow where the eigenvalues appear to level out (Dmitrienko et al., 2007). As the point of inflection occurred at the third factor, the scree plot extracted and three-factor solution for Self-Actualization Scale (SAS) for professional adults.

Table 3.

Factor Loadings Explained by Three Factors of Self-Actualization Scale (SAS)

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for Professional Adults (N=620)

	Sr No	Item no	F1	F2	F3
F1	1	Item 09	.73		
	2	Item 03	.73		
	3	Item 27	.72		
	4	Item 02	.71		
	5	Item 57	.71		
	6	Item 26	.71		
	7	Item 59	.70		
	8	Item 21	.70		
	9	Item 31	.68		
	10	Item 13	.65		
	11	Item 29	.64		
	12	Item 30	.63		
	13	Item 24	.62		
	14	Item 37	.61		
	15	Item 33	.60		
F2	16	Item 61		.66	
	17	Item 14		.66	
	18	Item 07		.63	
	19	Item 05		.62	
F3	20	Item 46			.80
	21	Item 58			.77
	22	Item 45			.76
	23	Item 25			.75
	24	Item 48			.73
	25	Item 20			.65
	26	Item 39			.61
	27	Item 23			.61

The factor loadings of all the items were shown in the table above. The highlighted values in the above table indicate where the particular item falls under that factor. The current scale has twenty-seven items that are divided into three factors. Factor one has a loading range from .60 to .73 and factor two has a loading range from .62 to .66 and the third factor has a loading range of .61 to .80. The Varimax rotation method was used for the Principal Component Analysis (Kaiser & Henry, 1959).

EFA: Determining the Factor Structure of the SAS

An EFA analysis was carried out on the sample of professional adults. Despite the appearance of four eigenvalues greater than one, a scree plot revealed the presence of just three distinct factors. Thus, the three-factor solution model was implemented as the most parsimonious. Three items of the scale were reversed scores (10, 12 & 60). Four items (10,12,19 and 60) were removed based on low correlation values. We also assess the data's eligibility for factor analysis using the Kaiser-Meyer-Olkin (KMO) measure of sample adequacy (Kaiser, 1970) and Bartlett's test of sphericity (Bartlett, 1950). The KMO measure of sample adequacy was 0.96, which is greater than the usually recommended value of 0.60, and Bartlett's test of sphericity was significant (43203.36, $p < 0.01^{**}$). This

Factor 1: Self-Awareness

This factor is explained by items that indicate a tendency towards becoming aware of self and having complete knowledge about his/ her strengths and weaknesses. The items of the factor also explain that the self-actualized individuals know about his/her rebufs and weaknesses and they tried to overcome these weaknesses. They are completely aware of their selves The overall items explain the content of self-awareness. The factor of self-awareness includes 15 items from 1 to 15 which explain the content like

I am aware of the purpose of my creation

I am not much worried to solve any problems

Factor 2: Self-Realization

The items overall explain the realization of the self. The self-actualized individuals realized his/her own feelings, sentiments and also has completely realization of their actions. The items of the factors convey the content of the realization of self. This factors include 4 items from 16 to 19 that explain the content that

I am not an anti-social

I am a responsible person

Factor 3: Self Control

The factor was named on the basis of the content of item that display the view of self-control. The self-actualized individual has control on his/her own actions, thoughts, feelings and emotion and can control their overall self. Third factor include 8 items from 20 to 27 which convey the content like

I enjoy the life without any regret

I act according to my thinking

Table 4.

Eigenvalues, percentage of variance and cumulative percentage for factors for 27 items

Factors	Eigenvalues	% Variance	Cumulative %
1	31.14	53.69	53.69
2	2.75	4.74	58.43
3	1.65	2.84	61.27

Table 4 indicate the eigenvalues and variance of the three factors retained in EFA,

Table 5.

Correlations between Subscales of Self Actualization Scale for Professional Adults(N=620).

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	SA	SS	SA	SAST
SA77**	.71**	.96**
SR	64**	.85**
SC		87**
SAS				...

Note. $p < 0.01^{**}$; SA=Self-Awareness, SR= Self-Realization, SC= Self Control, SAS=Self-Actualization Scale

Table 4 indicates that the subscales of the Self-actualization Scale are significantly positively correlated with one another as well as with the total score on Self-Actualization Scale. A strong linear association reveals a significantly positive (negative) linear relationship with values between 0.7 and 1.0 (or 0.7 and 1.0) (Ratner, 2009).

Table 6.

Descriptive Statistics (Minimum and Maximum Scores, Mean and SD) and Cronbach’s Alpha Reliability Estimates for the Three Subscales and the Self-Actualization scale for Professional Adults (N=620).

	No of items	M(SD)	Minimum	Maximum	Skewness	Kurtosis	α
Total SAS Scale	27	100.29(26.57)	27	135	-.89	-.25	.97
Self-Awareness	15	57.72(14.85)	15	75	-1.02	-.001	.96
Self-Realization	04	14.68(4.72)	4	20	-.84	-.44	.87
Self-Control	08	27.70(9.80)	8	40	-.58	-.98	.94

Descriptive statistics and Cronbach’s alpha reliability for the final 27-item SAS and its three subscales are shown in Table 4. Cronbach’s reliability for the overall 27-item scale

was excellent ($\alpha=0.97$) and within the range of good to excellent for each facet. The Cronbach’s of three subscales (Self Awareness, Self-Realization, Self-Control), is .97, .96 and .94 respectively (Tavakol & Dennick, 2011).

In summary, the initial factor analysis using a sample of professional adults proposes that the SAS has good psychometric properties and the emergent three factors explains the underlying theoretical framework consequent from key themes depicted by the literature.

Study Two: Determining the Convergent and Divergent Validity of SAS

To investigate the convergent validity, SAS score were compared with the scales of established, related measures. The Short Index of Self- Actualization (Palmira & Saimona, 2015) was used because this scale measures the same concept as of self-actualization. The divergent validity was assessed by using the

Narcissistic Personality Inventory (Ames et al., 2006) because this scale measures the opposite construct as of self-actualization.

Participants and Procedure

Data were collected from the sample of professional adults described in first study. These participants (N=200) were employees with an age range of 20- 45 (Mage=30.95, SD= 1.27) years from different government and private institutions. The study measures were administered in small group settings.

Measures

Self-Actualization Scale (Khan and Habib, 2022)

Developed self-actualization scale (Khan & Habib, 2022) was used. The scale consists of 5 point Likert type scale comprised of 27 items. The Likert type response ranged from 1 to 5 which meant 1=Strongly Disagree, 2= Disagree, 3 Neutral, 4= Agree, 5= Strongly Agree. The Cronbach's alpha of the scale is 0.97.

The Short index of self-actualization (Palmira & Simona, 2015)

The Short Index of Self Actualization Scale (Palmira & Simona, 2015) was used. It is a four-point Likert-type Scale having 15 items. The Likert-type response format ranged from 1 to 4. which meant 1 = Disagree, 2= Somewhat disagree, 3 = Somewhat agree, and 4 = Agree. The Cronbach's Alpha value (a=.92) of the Short Index Self-actualization Scale with this population.

Narcissistic Personality Inventory (Daniel et al., 2006)

Narcissistic Personality inventory (Daniel et al., 2006) forced choice inventory was used which comprises 16 items. The English version Inventory was used and the reason was that participants were educated professional adults who can easily understand the items of the inventory. As it has been explored through the literature and phenomenology that Self Actualized individuals have weak attachment bounds with the Narcissistic Personality Inventory. The Cronbach's Alpha value (a=.86) of NPI with this population

Table 7.

Correlations between Self-Actualization Scale, Short Index of Self-Actualization and Narcissistic Personality Inventory (N=200).

	<i>SAS</i>	<i>SISA</i>	<i>NPI</i>
<i>SAS</i>69**	-.57**
<i>SISA/</i>		...	-.45**
<i>NPI</i>			...

Note. $p < 0.01^{**}$, SAS= Self-Actualization Scale; SISA= Short Index of Self Actualization, NPI= Narcissistic Personality Inventory

Table 6 indicates that the Self-Actualization Scale was positively associated

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with the Short Index of Self-actualization while Self-actualization Scale was significantly negatively correlated with Narcissistic Personality Inventory. The overall findings revealed that the indigenous SAS has good convergent and divergent validity.

Discussion

The current study was mainly aimed to develop a short, reliable and valid scale of Self Actualization that would help practitioners and researchers to measure the extent to which an individual has self-actualized traits and striving for the superiority which might help to lead success in any professional field. The self-actualization scale would be a useful addition to the field of positive psychology, both in terms of measuring the construct of self-actualization and in giving a means of better understanding of the individual's potential to striving for success in life. The findings of the factor analysis revealed that the point of inflection occurred at the third factor, extracted through scree plot, therefore three-factor solution for Indigenous Self-Actualization Scale (SAS) for professional adults was emerged. The Exploratory Factor Analysis (EFA) gives rise to a final 27-item scale consisting of three subscales named Self-Awareness, Self-Realization and Self-Control respectively. These subscales demonstrated good- to-excellent internal reliability and the total scale scores also indicated good internal reliability. In addition, convergent validity and divergent validity were also found to be acceptable.

The content of first subscale of the self-actualization conveys the content of self-awareness. The self-actualized individuals are aware about the self, they know about their actions, feelings and sentiment. They are not only aware about their sentiments but of other peoples as well. The English translation of that factor statement (I know for what purposes I have been created) indicates that the self-actualized individual know the purpose of creation. They know how and why they are created and how to live in the life. Self-awareness subscale indicates that self-actualized professionals are aware of their strengths and weakness. Self-Actualized individuals observe their own actions and task what they are doing and how they are doing. They are completely aware of their own self. Previous literature also indicates that self-actualized people are fully aware of themselves. A descriptive research was conducted to explore the relationship between the self-awareness, self-actualization and personality traits. The study was conducted on gifted students from high schools. The result of the study indicates that the private self-awareness and public self-awareness showed a positive correlation

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while social anxiety revealed a significant negative relationship with general self-actualization (Panah et al., 2016).

According to the previous literature, self-aware, authentic leaders are generally motivated by self-actualizing needs and have a high level of emotional intelligence. FLOW is frequently experienced by the self-aware, self-actualized, emotionally intelligent authentic leader as a result of the collision of Peak Performance and Peak Experiences. This leader has self-esteem, self-regulation/management, self-mastery, and self-awareness (Mason, 2021). Previous literature further suggests that inborn tendency for self-actualization leads the individual toward more awareness, independence, creativity, personal and social capability, and several other desirable traits (Maslow, 1970; Rogers, 1963, 1980).

The content of the second factor of the self-actualization scale indicates the tendencies of self-realization. The content of the factor (I am an honest person) indicates that the individual realizes their own qualities, strengths and weakness very well. The self-actualized individual has complete realization of his/ her self. Self-realization is an assessment of one's true self and optimal potential. Self-actualized individual knows about their flaws, their surroundings and about their capacities in a better way. This point is also supported by the previous literature. Self-realization is often explained as the ultimate goal of human life. It should be written down, however, that the self to be recognized is not the phenomenal self which is the point of reference for the experiences of everyday life. Self-realization is a dimension in which one attains complete freedom. Vedantic philosophy distinguishes several different ways to liberation. Although the self to be realized is a metaphysical concept, the methods designed for moving toward it are completely practical and have too much bearing on the conduct of life in the here and now (Ajit, 1989).

The third and last factor of self-actualization indicates self-control. The content of this factor (I can differentiate from good and bad) indicates that the individuals have full control on his/ her actions and they also control their actions and feelings about someone or about something. The self-actualized individual has control of self and can manage their thoughts, action and behavior toward others. Self-actualized people have control over their weaknesses and strengths. This point of view can be explained by previous literature. The findings of past studies lend credence to the link between self-actualization and self-control. In comparison to non-self-actualizing participants, who showed the greatest variation in their reasoning test scores and the analyses revealed that high and moderate self-actualizing subjects had a larger sense of personal autonomy

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(Brodages, 1989). Low self-control scores indicate that a person is more impulsive, cunning, emotional, self-centred, unrestrained, hostile, short-tempered, and forceful. While high self-control scores explain a calm, tolerant, practical, slow, self-denying, inhibited, strict, and sympathetic person (Martian et al., 1981).

Implications of the Study

The presence of self-actualizing tendency can be determined with the help of the newly developed self-actualization assessment tool. This assessment will further help professional adults to improve and excel in their professional lives in a better and more efficient way to achieve their professional goals. It can be beneficial to get a better awareness about an individual's personality. This tool will assist in exploring the level of self-actualization and determining how to motivate professional individuals to reach their full potential and in the better selection of the profession. The self-actualization scale can be utilized by various government and private agencies and organizations in the selection process of employees with better self-actualization traits. The employee selected after administering the self-actualization scale will be required low organizational investment in employee's training process.

Conclusion

The current study aimed to develop and validate the indigenous Self Actualization Scale for professional adults. The Exploratory Factor Analysis (EFA) revealed three- factors structure of the indigenous Self Actualizations Scale for professional adults. These three factors were naming as Self-Awareness, Self-realization, and Self-control. To check the convergent and divergent validity of the scale the short index Self -Actualization and Narcissistic Personality Inventory were used and result explained that the newly developed Self-Actualization Scale has a good reliability and validity

Limitations and Recommendations

The data of men and women participants was not equal because few departments/ organizations have minimum number of women employees like the Traffic Police, and Agriculture departments. Therefore, in future researches equal data of both genders should be taken to seek gender differences across their specific area and profession on self- actualization measure.

The data was collected from only two cities (Faisalabad and Chiniot). To enhance the generalizability of the research findings the data should be collected from other cities of Punjab province as well.

The study sample comprised of only professional adults, the comparative study should be designed for both professional and non-professional adults to



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