

ATTRIBUTIONS MADE TOWARDS ALCOHOLICS AND RECOVERING ALCOHOLICS
WITHIN EMPLOYMENT RELATED SCENARIOS

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ABSTRACT

The purpose of this experiment was to examine the effects of alcoholism recovery status and the correspondence bias in a workplace setting. The two conditions were constrained using minimal, maximal and control vignettes with the dependent variables being questions assessing situational or dispositional attribution. Additional questions assessing appropriate consequences were asked. The study hypotheses were not confirmed; however, there was a main effect of recovery status on perceptions of probability of occurrence of future problem behavior in that the probability of reoccurrence of behavior (being late) in the future was higher for the alcoholic condition than in the control condition. The results possibly indicate evidence for a discrimination between recovery status of alcoholics, recovering alcoholics and non-alcoholics and the reoccurring of future negative behaviors.

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DEDICATION

I would like to dedicate this thesis to my family. To my parents, Gordon and Joan Marmorstein, for their love, guidance and unwavering confidence in my abilities. Without their continued support and encouragement I would not be where I am today. To my brother, Fred Marmorstein, for his ability to show me how to grow despite adversity. To my wife, Debbie, who provided love and support throughout these two years. She has always been there for me, even during the roughest moments of my life. My love, admiration and thankfulness will endure until the end of time. To my son, Joshua Marmorstein, who keeps my soul smiling every single day.

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EFFECTS OF ALCOHOLISM

According to the National Institute on Alcohol Abuse and Alcoholism (2001) 14 million Americans either abuse alcohol or are alcohol dependent. This is at a cost of \$185 billion annually. This money is spent on treatment, education, prevention, medical costs and productivity in employment settings (2001). Alcoholism is a complex disorder with physical, psychological, and sociocultural aspects (Wallace 1989). The impact of alcoholism can spread far beyond the individual whom suffers from this disorder (Zucker & Gomberg 1986). The effects of alcoholism can result in family, sociocultural, health, and employment problems as well as stigmatization (Mullahy & Sindelar 1992, Jason, Davis, Ferrari & Bishop 2001, Wallace 1989).

MODELS OF ALCOHOLISM

Alcoholism has been defined in the past as a hereditary disease, a mental illness, a social disorder, and as a way of life (Ries, 1977). Two prevalent models of alcoholism currently held within the popular culture are the moral model and the disease model. The moral model states that alcoholism is the result of a personal choice, alcoholics are of weak moral character and that alcoholics have a loss of personal control. This model views a loss of social benefits such as status or freedom as appropriate for the alcoholics' self-inflicted behavior (Miller & Kurtz, 1992, Lender & Martin, 1987). The Supreme Court of the United States ruled that alcoholism could be treated as "willful misconduct" (Connors & Rychtarik, 1988).

Many people appear to view the moral model as appropriate. In a study by Blizard (1971) almost all participants filling out attitude surveys rejected alcoholics as marriage partners for their children, would not share or rent a room to them and would not want to work with them. One third wanted nothing to do with alcoholics at any level. In another study by Ries (1977),

alcoholics were perceived by a majority of the participants as being responsible for their behavior. In this same study, alcoholics were viewed as more unfavorable overall than epileptics and blind persons. This leads one to believe that if the respondents felt alcoholics were victims of a disease then there should be no difference in how they were viewed when compared to others with “legitimate” diseases. This attitude, Ries suggests, could lead to rebuffs from prospective employers and others.

In 1952 the World Health Organization defined alcoholism as a disease. The definition states that individuals whose dependence on alcohol is so severe that it interferes noticeably with physical and mental health, interpersonal relations as well as social and economic functioning can be possibly classified as alcohol dependent individuals. In defining alcoholism as a disease, the World Health Organization essentially stated that alcoholism cannot be cured, only treated and that the alcoholic bears no responsibility for the development of their problem. There are four core assumptions that underlie the disease model of alcoholism: 1. Alcoholism is distinct and discontinuous from normality - one is either an alcoholic or not; 2. The cause of alcoholism is biological with ones environment a symptom of the physical problems, not the cause; 3. Alcoholism is an inability to control consumption of alcohol after the first drink; and 4. The condition is irreversible and is not curable, only treatable (Miller & Kurtz, 1992). This definition is widely known but a majority of the general public still believes alcoholics are responsible for their behavior (Ries, 1977).

The disease model has been criticized because it takes away the responsibility of problem drinking from the alcoholic and allows the alcoholic to assume a sick role (Moyers & Miller, 1993). At the same time the disease model concept has been offered as a reason that public stigmatization of the alcoholic is decreasing, which allows for more public funding for treatment

of alcoholics (1993). However, research has not been conclusive of these theories and responses from participants depended on how the questions about the disease model were phrased.

Perhaps Alcoholics Anonymous (AA) best expresses the dominant view of alcoholism in American society. AA is fundamentally a spiritual program but it does recognize, as does the disease model that total abstinence from alcohol is mandatory for recovery. Drinking alcohol is seen as a reflection of a human need gone astray looking for spiritual life and growth. AA believes the core of alcoholism lies in a character flaw of the drinker; one passage in AA (1976) refers to selfishness and self-centeredness as the root of the alcoholic's troubles. These patterns of thoughts that follow a recovering alcoholic into their lives and in the world, reflect the moral model and to a lesser degree the disease model. Although AA has helped many people, it also influences the public's perception of the disease model of alcoholism and may perpetuate the discrimination and stereotypes of the alcoholic and recovering alcoholic. Each of these models forms a possible basis for how individuals view alcohol dependent individuals.

It is possible that models concerning the nature of alcoholism form a stereotype of the "alcoholic," and this stereotype. Research has shown that stereotypes can be automatically activated without conscious effort. This activation is thought to influence emotions and behavior such as negative attitudes towards blacks (Dovidio, Kawakami, & Johnson, 1997) or positive attitudes towards the young (Perdue, Dovidio, Gurtman & Tyler, 1990). This suggests that when a person sees or hears information about a recovering alcoholic, automatic perceived behavior traits of alcoholics activate in the perceiver and the stereotype becomes the reality of what the perceiver expects. These stereotypes have been examined in many different ways but essentially a stereotype is a person assigning a specific attribution to another in an attempt to explain that person's behavior.

It is possible that alcoholics can experience many emotions and consequences such as low self-esteem, guilt, fear, anger, anxiety, decreased income, instability of the family, reduction of productivity, and increased absenteeism from work and eventually must devise some sort of coping strategy to adjust to these specific issues (Mullahy & Sindelar 1992, Wallace 1989). The environment in which an alcoholic lives or returns to after treatment has been suggested, in research by Billings and Moos (1983), to have more of an effect on their recovery than treatment programs. A non-supportive network of family, friends and co-workers could possibly impede the process of recovery for the alcoholic (Wallace 1989).

IMPORTANCE OF EMPLOYMENT IN RECOVERY

Gainfully employed people could have more opportunities in society overall than the unemployed. By obtaining an income, they can choose where to live, what commodities they wish to purchase and be self-reliant. Employment status could be shown to be a significant index of social stability. The availability of empirical research in the area of employment in alcohol recovery is limited. Employed alcoholics show reductions in anxiety, depression, and fatigue in the overall context of their lives (Braunstein, Powell, McGowan, & Thoreson 1984). This is possibly true for the recovering alcoholic as well. The return to the workplace can serve as an index of recovery and can possibly lead to a renewed, stable sense of identity (Ronan & Reichman 1986). It has been shown that occupational stability is a major factor in maintaining sobriety (Dyszlewski & Dyszlewski 1981). In 1972 the National Council on Alcoholism added “the resumption of work without excessive absenteeism” to its definition of recovery from alcoholism. Valliant’s (1995) conclusions from his study showed that people who are married, have jobs, and have stable lives, have by far the best chance for overcoming alcohol and drug problems. A few studies have also shown that employment can be important to a recovering

drug addict as well. The National Institute on Drug Abuse (NIDA) in 1979 said that employment might be an essential ingredient not only for a successful outcome to addiction treatment but also for remaining in future treatment. Platt (1995) found that employment might play a very important role in the treatment and recovery from drug abuse. It is possible that these conclusions concerning drug abusers can be applied to alcoholics and recovering alcoholics as well.

BARRIERS TO EMPLOYMENT OF THE RECOVERING ALCOHOLIC

There are many different individual and societal barriers with which a recovering alcoholic must cope. Individual barriers can consist of low self-esteem, feelings of helplessness, dependency, isolation, lack of education, and the dilemma of being dishonest in an employment interview when explaining gaps in their work history. Societal barriers can include stereotypes. Stereotypes are the characteristics associated with members of social categories and are usually portrayed as cognitive structures consisting of personality traits, but also can include physical characteristics, expectations, attitudes, feelings about social groups, and thoughts of behavioral tendencies of social groups. Societal barriers can also include discrimination, stigma, and employer bias (Kawakami, Young, & Dovidio, 2002).

It is possible that employer bias is a problem for both recovering alcoholics and ex drug addicts however the empirical research is limited in these areas. The problem of employer bias is one possible reason that recovering alcoholics are often unable to obtain employment. Employer discrimination is often considered to be one of the principal barriers in recovering alcoholics from seeking employment (Ronan & Reichman 1986). Holding stereotypes about a recovered alcoholic employee may have significant, serious consequences (Tootle 1987). Howard (1990)

found employers have a great gap of knowledge and understanding of employee's addiction problems, in particular, drug and alcohol problems.

There have been many telephone surveys done in order to assess the public's view of this problem. A survey of 1,500 adults, conducted by the Entertainment Industry Council (2002) which is reported on their website, showed that if a person was given a choice between hiring two equally qualified job candidates where one had been treated for alcoholism and the other had not, 47% would hire the individual not treated for alcoholism. The misconceptions about rehabilitated alcohol and drug abusers may adversely affect job opportunities that are available to them (Woellner, 1986). Morton (1976) showed that employers feel employing ex-addicts posed a threat to the established beliefs and practices of their workplace and that many employers do not distinguish between addicts and ex-addicts. Some employers requested medical proof that applicants were "cured" or an assessment from a psychiatrist that they were recovered. It is important to note that this study is referencing drug addiction specifically and not alcoholics. A possible general belief is that drug offenses undermine the employer's public image as a trustworthy and competent employer and provider of services (Howard 1990).

Snyderman (1974) showed that ex-addicts had problems finding work not only because of a lack of skills but also because of employer's attitudes. Some feared that the ex-addict would resume their addiction and steal from the employer. This is illustrated in the 2002 case of *Hernandez V Hughes Aircraft System Company* (Pilchack, Cohen & Price, 2002). In this case, the plaintiff tested positive for cocaine during a random workplace drug test. Mr. Hernandez had always been an excellent employee, but according to company policy was required to be immediately terminated, which he was. Two years later he reapplied for the same job and was rejected based solely on his previously failed drug test. Hernandez took the company to court and

they ruled in his favor saying that if Hernandez is no longer using drugs and he is rehabilitated, then Hughes may not deny him a job based only on his past drug history. These studies all specifically reference drug addiction only, it is possible that these results could apply to alcoholics and recovering alcoholics but there is no concrete evidence of this conclusion.

Although employers cannot legally terminate an employee simply because the employee is addicted to a substance, employers are responsible for the negligence of their employees, so the employer may be reluctant to hire recovered alcoholics or formerly addicted people in the first place. Some surveys of hiring practices by employers have shown avoidance behavior toward alcoholics (Knox 1983). Merely changing the behavior or improving the skills of a substance abuser will not sufficiently address societal attitudes (Platt, 1995). These findings may also relate to how the recovering alcoholic is dealt with in the workplace.

The recovering alcoholic may be stigmatized not only by prospective employers but also by society as a whole (Goffman 1963). A study by Kinney, Bergen and Price (1982) showed medical students' perceptions of alcoholics as perpetual doomed losers who need a crutch to make it through life. The students did not want to waste their time as physicians on the alcoholics and preferred to devote their skills to people who really needed their help. They defined patients who were really sick as those who could respond quickly to the doctor's treatments. They felt the alcoholics required help outside the scope of the medical profession. They also felt that doctors who did engage treatment of an alcoholic were deviant and outside a physician's role. These authors found that after interviewing the students further, their thoughts about alcoholics were not a deep emotional prejudice but a cultural stereotype that had been instilled long ago in their cognitive structure. Burk and Sher (1990) studied the stereotyping toward children of alcoholics (COAs) by their peers and the mental health community. In study one they found that student

participants rated COAs as being significantly different from both a typical teenager and mentally ill teenagers. COAs were more often grouped with mentally ill teenagers when non-significant differences occurred. In study two mental health workers labeled COAs as being more pathological than non-COAs, both of these studies found that teenagers and mental health workers held strong negative stereotypes toward children with alcoholic parents.

This stigma may lead to disqualification from full social acceptance. Being labeled an alcoholic isolates individuals from social groupings and decreases overall opportunities available (Tootle, 1987). In a study by Coe and Smith (1972), participants reported that less than half would be comfortable working with an alcoholic. Building on this study, Tootle (1987) asked participants their willingness to work with and accept a recovering alcoholic in the workplace. Results showed that the labeled and stigmatized alcoholic might not be given full social acceptance in the workplace.

There are few studies that have examined attitudes of employers in relation to employing recovering alcoholics. A large majority of these studies are dated and although many have reported important and scientific information, society's attitudes and perceptions may have changed from thirty years ago. Therefore this is a reason to reexamine these societal attitudes and find if stigma and stereotype is possibly being interpreted as discrimination. The recovering alcoholic may find many societal barriers made up of stigma, bias and stereotype. In some ways it may be that this view is influenced by the manner in which alcohol dependence has been defined and, in turn, how this definition is viewed within the general population.

ATTRIBUTION THEORY

One way in which to understand the nature of stereotypes is through attribution theory. Attribution theory explains how individuals use information around them to arrive at

explanations of the causality and intent of events. This theory examines the information that is perceived as well as how it is combined to form causal judgments. Attribution theory explains the generic causal principles that people use in a wide variety of situations (Fiske & Lindzey, 1998). People make causal attributions to help them predict the future, which helps them to take control of life events (Heider, 1958).

In order to obtain information about others' traits, motives, and intentions individuals engage in the attributional process to explain why others have acted as they have. As people make these attributions, they attempt to infer others' traits by observing certain aspects of their behaviors and decide if these behaviors were the result of internal or external causes. Heider (1958) provided an explanation of different types of attributions. He maintained that a systematic understanding of how people comprehend the social world can be enlightened by common sense psychology; the ways in which people usually think about and infer meaning from what occurs around them. Heider believed that the motivation for this inference was a need for people to predict and control their environment. He felt that people had a need to anticipate and influence what will happen to them and others around them and the best way of doing this is to understand the causes of behavior. When one can understand what factors contribute to certain outcomes, this enables a person to control the likelihood of that outcome or at least predict that outcome. This is very important to the pursuit of individual goals. A person needs to know how events happen in order to make things happen. Causal attributions are important tools that are used in all our lives (Fiske & Lindzey, 1998).

Heider based his idea on the Brunswik (1956) lens model that attempted to explain how people perceive objects. Brunswik claimed that objects are not directly perceived, but are perceived based on the attributes of the object in the context in which the object is perceived and

the characteristics of the perceiver. Heider believed that object perception and person perception had much in common and the same elements could be used in person perception with a key difference being that people cause actions, have intentions and abilities and that they are perceivers as well. In trying to make sense of people's behavior, we try to make sense of why the behavior took place. To do this we must reduce the wide variability of behavior into a smaller range of stable causes. These causes are categorized broadly into either internal or external. Internal attributions or motivations assign causation to factors within the person; the person was directly responsible for the event (dispositional attribution). External attributions assign causation to an outside agent or force; some outside thing motivated the event (situational attribution). In every situation, we become observers of variable behavior and perform an unconscious attributional analysis that delivers conclusions about a person's dispositions. By making these attributions, we sometimes tend to draw inferences about a person's unique and enduring dispositions from behaviors that can be entirely explained by the situations in which they occur, we do this by ignoring the situational constraints and focusing on the dispositional traits of the person. This is called the correspondence bias (Gilbert & Malone, 1995). For example, we may attribute a friend's recent car accident to the fact that they are a poor driver rather than to the fact that another car just happened to pull out in front of the friend. Instead of realizing that there are situational forces, such as social norms or controls (e.g. stop signs) that produce particular behavior, people ignore these situational factors and generally see another's behavior as freely chosen and as representing that other person's qualities. Even when situational factors can and do fully explain another's behavior, the social perceiver tends to ignore the situational constraint and attribute behavior to enduring dispositions, such as attitudes and traits (Jones & Harris, 1967).

The correspondence bias has been studied and researched extensively since the classic experiment by Jones and Harris in 1967. In that study, participants were shown essays that supported or opposed a political figure, and they were told that the writer was either free to determine their view or that they were instructed to defend a particular view. Participants observed that when the writer was freely choosing their position the writer really believed those ideals, but what was unexpected was that participants felt the same way about the writers who were instructed to take a certain position. For some reason, participants believed that even though the writer was instructed to take a position the writer must agree with that position.

Ross, Amabile, & Steinmetz (1977) randomly assigned participants to one of two groups, quizmaster or contestant, for a mock game show. Quizmasters devised questions out of their own personal knowledge bank and, as expected, the contestants typically failed to answer them correctly. When observers of the game show were asked who of the two groups was more intelligent, they chose the quizmasters even though to the experimenters the contestants faced a much more rigorous test.

Role of Vignettes in Attributional Theory

The use of vignettes to study the correspondence bias and many other psychological phenomena has been shown to be a recognized form of empirical based study, which is both reliable and valid if constructed carefully (Collins & Brief 1995, Haidt & Baron 1994, Harcum & Rosen 2001, McConnell & Fazio 1996, Poulou 2001). Vignettes are short descriptions of hypothetical situations, which contain information necessary for the participants to base their judgments upon. They are generally written and held constant except for the variables being studied (Poulou, 2001). Different constraints can also be used (minimal or maximal) in order to force a participant to make a choice after reading the vignette to find out what kind of attribution

the participant will make. For example a minimal constraint in a vignette could be a light rain falling as an individual is driving on a road and has an accident. A maximal constraint in a vignette could be a sudden downpour as an individual is driving on a road and has an accident. In each of these vignettes a participant is asked to make an attribution about the actions of the individual whether the accident is a result of a dispositional or situational factor.

Vignettes allow the participant to form his own interpretation of the described situation, are concrete, specific and assist in examining precisely the situation under investigation. They provide the experimenter with the ability to elicit individualized and comparable responses (Poulou, 2001). Vignettes are readily used in studying the correspondence bias of memory concerns and perceptions in older and younger adults (Erber, 1989, Erber, Szuchman, & Prager, 1997, Erber, Rothberg, Szuchman, & Etheart, 1993). The use of vignettes has also been shown to be a useful tool when studying prejudice, discrimination and race correspondence bias (Inman & Baron, 1996 Chang & Sue, 2003).

HYPOTHESES AND RATIONALE

Few scientifically controlled studies have been conducted that examine the attributions made towards alcoholics and recovering alcoholics. Most of the research has centered on treatment. The purpose of the current study was to conduct a controlled study of attributions made toward alcoholics and recovering alcoholics so that society can be made aware of the problem of employer bias against recovering alcoholics, and to help assess what kinds of attributions are made towards alcoholics and recovering alcoholics in a workplace setting.

Hypothesis testing was conducted using a series of 2 (constraint level-minimal/maximal) X 3 (alcohol condition-recovering alcoholic, alcoholic, control) factorial ANOVAs where level

of constraint and recovery status were the independent factors. The dependent variables consisted of the answers to four 7-point Likert scaled questions.

The hypotheses of the present study are as follows: 1. Within the minimal constraint condition individuals will attribute a greater degree of causality to dispositional characteristics in the alcoholic and recovering alcoholic conditions as compared to the control conditions. 2. Within the minimal constraint condition individuals will attribute a lesser degree of causality to situational characteristics in the alcoholic and recovering alcoholic conditions as compared to the control conditions. 3. Within the minimal constraint condition individuals will assign a greater degree of probability of reoccurrence of the situation in the alcoholic and recovering alcoholic conditions as compared to the control conditions and 4. Within the minimal constraint condition individuals will indicate a greater degree of punishment is appropriate for the situation in the alcoholic and recovering alcoholic conditions as compared to the control conditions. Although no specific hypotheses are made for the maximal constraint condition results will be examined for moderating effects on hypothesized biases along with the measures for social desirability, participants understanding of alcoholism and individual personality traits.

METHODS

Participants

A total of 236 male and female undergraduate students from the University of North Carolina at Wilmington were participants. Participants were recruited using flyers posted in a central location within the department of psychology. Participants received class credit for their participation as part of the requirements for psychology courses.

Materials

Participants completed a short battery of questionnaires. This battery included assessments of demographics (Appendix A), beliefs about alcoholism (Understanding of Alcoholism Scale 3AC, Miller & Moyers 2001) (Appendix B), a measure of social desirability (Marlowe-Crowne Social Desirability Scale 1960), (Appendix C), and a personality inventory (NEO-Personality Inventory Scale, Costa & McCrae 1992), (Appendix D). The assessment battery took approximately 15 minutes to complete. To assess attributions about alcoholics and recovering alcoholics, participants read a series of vignettes and answered questions tapping attributions about each vignette. Vignettes were handed out in random order. The vignettes consisted of four independent variables; minimal constraint recovering alcoholic, (Appendix E), maximal constraint recovering alcoholic, (Appendix F), minimal constraint alcoholic, (Appendix G), maximal constraint alcoholic, (Appendix H), minimal control, (Appendix I), and maximal control, (Appendix J). There were also four distracter vignettes; minimal constraint distracter one, (Appendix K), maximal constraint distracter one, (Appendix L), minimal constraint distracter two, (Appendix M), maximal constraint distracter two, (Appendix N), control distracter one (Appendix O), control distracter two (Appendix P). There were six different packets that consisted of a demographic questionnaire and three vignettes plus the dependent variables. The packets were all maximal, minimal or control. There are four dependent variables for each of the vignettes (Appendix Q). These are questions that go along with each vignette which ask about the attributions that each participant is making about either the person in the vignette or the situation the person is in. The vignettes in this study were used in a pilot study and were shown to have construct validity in that the statistical results were significant.

PROCEDURE

After signing up, participants presented to the designated room at the assigned time. When all participants arrived, trained experimenters read an instruction sheet to them explaining that they will be participating in an experiment designed to study people's perceptions in a variety of different contexts. Participants were then given a consent form (Appendix R) to read which was also read to them by the experimenter, after which, they had an opportunity to ask any questions and then sign the consent form. Consent forms were then be picked up by the experimenter and placed aside.

Upon obtaining informed consent, a packet of three vignettes was handed out to each participant in random order. Each packet is numbered 1-6 and was handed out to each participant in order. After number six was handed out, researchers started with number one again until all packets were handed out. Each received only one type of vignette out of a possible six. Each packet is numbered and contains one vignette of interest (minimal constraint recovering alcoholic, maximal constraint recovering alcoholic, minimal constraint alcoholic, maximal constraint alcoholic, control recovering alcoholic, control alcoholic), two distracter vignettes and four questions that are the dependent variable for each vignette. These questions assess the attributions that the participants are making based on the vignette that they are reading. They were making these attributions about the person in the vignette or about the situation the person in the vignette are in. The participants were instructed to read each vignette and then to answer the questions using a 7-point Likert Scale on the following page about that vignette only. After they read all the vignettes and answered all the questions they were instructed to sit quietly until everyone was done.

When everyone finished reading the vignettes and answered the questions the second packet was handed out containing the short battery of questionnaires. Participants were then asked to record the number on the first packet to the second packet, and then the first packet was collected. This second packet includes the Understanding of Alcoholism Scale 3AC, (Miller & Moyers 2001), the Marlowe-Crowne Social Desirability Scale (1960) and the NEO-PI-S personality scale (Costa & McCrae 1992). They were instructed to remain quietly seated until everyone was finished. When everyone was finished, the questionnaires were collected. The participants were then debriefed and told the study is examining the way people view and feel about recovering alcoholics and alcoholics and how society categorizes and makes attributions about them. After that we asked if anyone had any questions and thanked them for their participation and gave them credit slips for their class.

RESULTS

The frequency of categorical variables (gender, major, year in school, age and past employment) was examined using Chi square for equal distribution. Only the gender variable was of importance because of the large number of female students enrolled in introductory psychology classes and although it showed gender was unbalanced, with a larger proportion of females, gender was equally in distributed across groups. Figure 1 shows the percent breakdown of categorical variables in this experiment.

Hypothesis testing was conducted using a series of 2 (constraint level-minimal/maximal) X 3 (alcohol condition-recovering alcoholic, alcoholic, control) factorial ANOVAs where level of constraint and recovery status were the independent factors. The dependent variables consisted of the answers to 7-point Likert scaled questions.

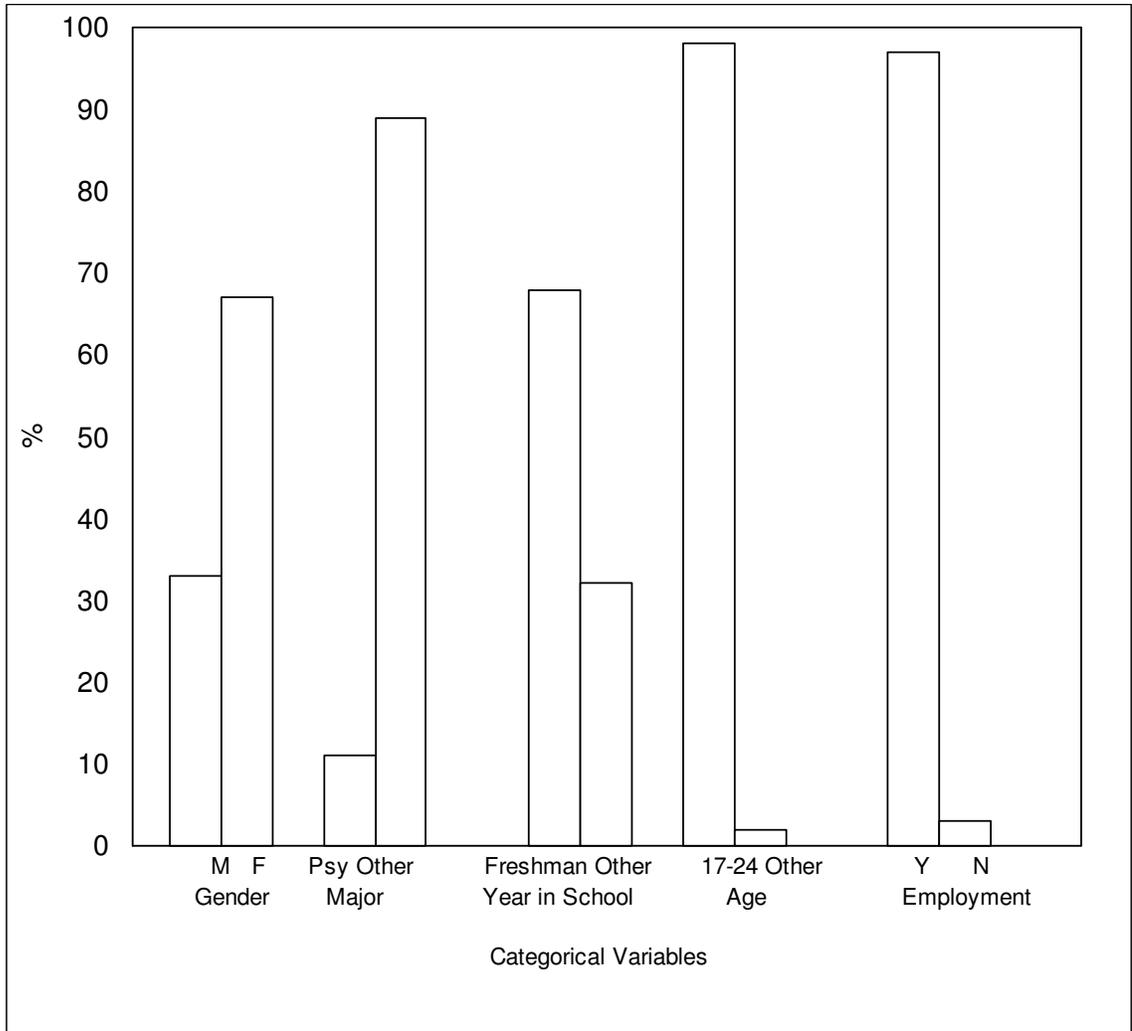


Figure 1. The percentage of responses for the categorical variables: gender, major, year in school, age, and past employment history.

Hypothesis One

Hypothesis one stated that within the minimal constraint condition individuals would attribute a greater degree of causality to dispositional characteristics in the alcoholic and recovering alcoholic conditions as compared to the control conditions. Hypothesis one was analyzed by conducting an ANOVA expecting to find that participants would make the correspondence bias by how they answered the dependent variable questions: How much do you think that Bill being late is due to some personal characteristic of Bill? (1-Not at all, 7-A great deal) and How much do you think that Bill being late is due to something other than Bill? (1-Not at all, 7-A great deal). These questions were analyzed separately by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control and together by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control.

Analysis of a 2 (constraint level-minimal/maximal) X 3 (alcohol condition-recovering alcoholic, alcoholic, control) factorial ANOVA, where level of constraint and recovery status were the independent factors showed this hypothesis was not confirmed and there was not a significant interaction $F(2,230) = 1.794, p = .169$ and the minimal/maximal constraint by recovery status means were not significant, minimal: control $M = 3.74, SD = .248$, active $M = 4.077, SD = .248$, recovering $M = 3.45, SD = .245$, maximal: control $M = 2.92, SD = .248$, active $M = 2.87, SD = .248$, recovering $M = 3.20, SD = .245$, there was no significance for recovery status $F(2,230) = .209, p = .811$ control $M = 3.33, SD = .176$, active $M = 3.47, SD = .176$, recovering $M = 3.33, SD = .173$ however there was significance when analyzed by minimal/maximal constraint $F(1,230) = 14.411, p = .001$ minimal $M = 3.76, SD = .143$ maximal $M = 2.99, SD = .143$ but since there was no significant interaction this hypothesis is not supported (figure 2).

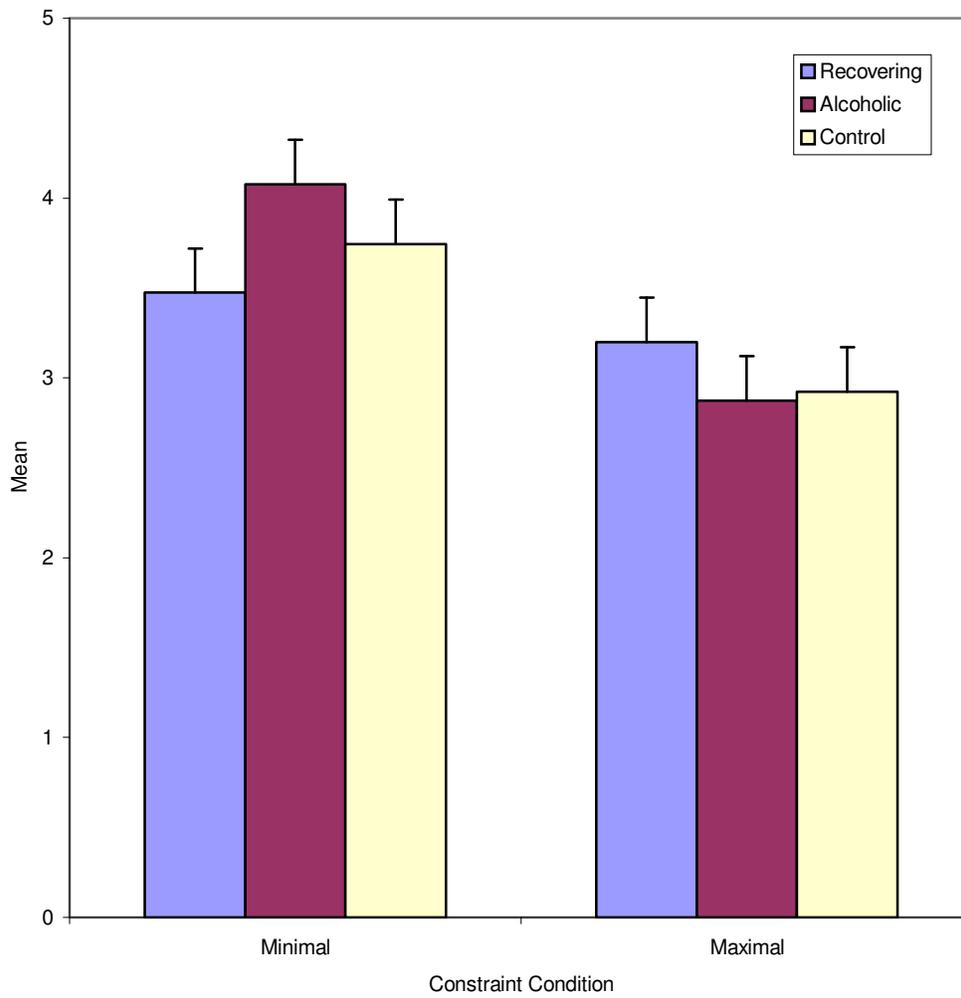


Figure 2. The mean and standard deviation for dependent variable question 1 according to response and constraint condition (minimal and maximal).

Hypothesis Two

Hypothesis two stated that within the minimal constraint condition individuals would attribute a lesser degree of causality to situational characteristics in the alcoholic and recovering alcoholic conditions as compared to the control conditions. Hypothesis two was analyzed by conducting an ANOVA expecting to find that participants would make the correspondence bias by how they answered the dependent variable questions: How much do you think that Bill being late is due to some personal characteristic of Bill? (1-Not at all, 7-A great deal) and How much do you think that Bill being late is due to something other than Bill? (1-Not at all, 7-A great deal). These questions were analyzed separately by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control and together by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control. Analysis of a 2 (constraint level-minimal/maximal) X 3 (alcohol condition-recovering alcoholic, alcoholic, control) factorial ANOVA, where level of constraint and recovery status were the independent factors showed this hypothesis was not confirmed and there was not a significant interaction $F(2,230) = .903, p = .407$ and the minimal/maximal constraint by recovery status means were not significant, minimal: control $M = 4.35, SD = .247$, active $M = 4.61, SD = .247$, recovering $M = 5.00, SD = .244$, maximal: control $M = 5.05, SD = .247$, active $M = 5.35, SD = .247$, recovering $M = 5.15, SD = .244$, there was no significance for recovery status $F(2,230) = 1.23, p = .292$ control $M = 4.70, SD = .174$, active $M = 4.98, SD = .174$, recovering $M = 5.07, SD = .172$ however there was significance when analyzed by minimal/maximal constraint $F(1,230) = 6.94, p = .009$ minimal $M = 4.65, SD = .142$ maximal $M = 5.18, SD = .142$ but since there was no significant interaction this hypothesis is not supported (figure 3).

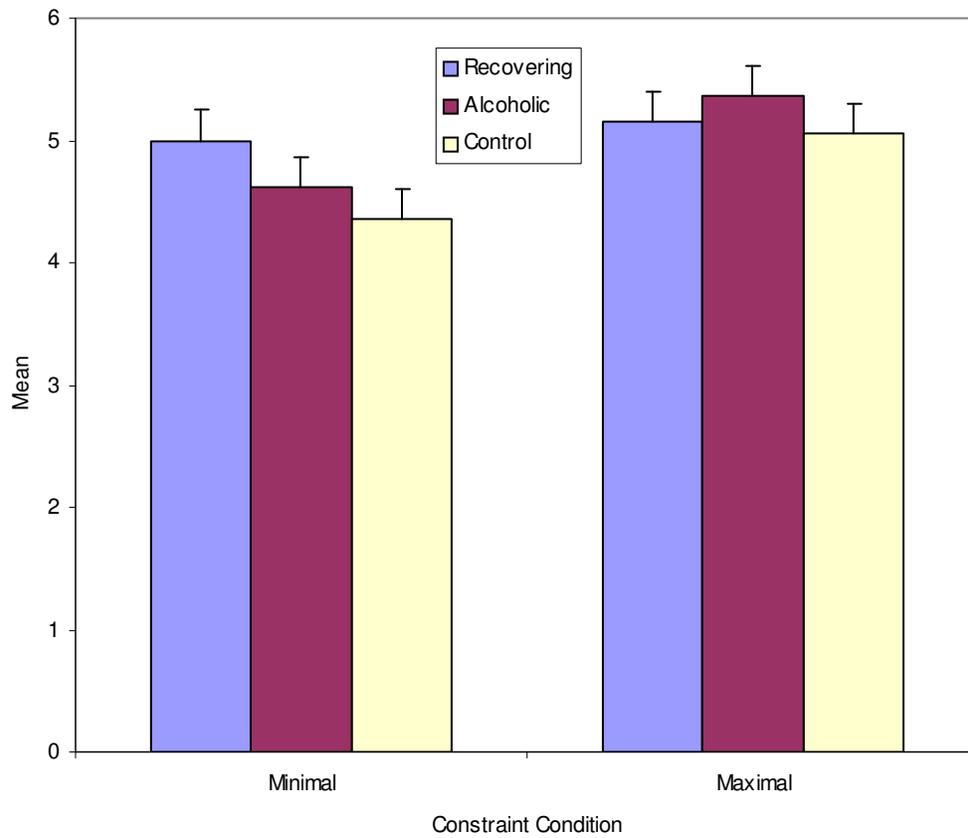


Figure 3. The mean and standard deviation for dependent variable question 2 according to response and constraint condition (minimal and maximal).

Hypothesis Three

Hypothesis three stated that within the minimal constraint condition individuals would assign a greater degree of probability of reoccurrence of the situation in the alcoholic and recovering alcoholic conditions as compared to the control conditions. Hypothesis three was analyzed by conducting an ANOVA to find if the participants perceived reoccurrence of the behavior by participants answer to the dependent variable question What is the probability that Bill will be late within the next couple of months? (1-Very low, 7-Very high) was affected by which attribution they made (situational or dispositional) to the dependent variable questions How much do you think that Bill being late is due to some personal characteristic of Bill? (1-Not at all, 7-A great deal) and How much do you think that Bill being late is due to something other than Bill? (1-Not at all, 7-A great deal). These questions were analyzed separately by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control and together by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control. Analysis of a 2 (constraint level-minimal/maximal) X 3 (alcohol condition-recovering alcoholic, alcoholic, control) factorial ANOVA, where level of constraint and recovery status were the independent factors showed this hypothesis was not confirmed and there was not a significant interaction $F(2,230) = 1.505, p = .224$ and the minimal/maximal constraint by recovery status means was not significant, minimal: control $M = 3.17, SD = .246$, active $M = 4.15, SD = .246$, recovering $M = 3.37, SD = .243$, maximal: control $M = 2.61, SD = .246$, active $M = 3.17, SD = .246$, recovering $M = 3.25, SD = .243$, however there was significance for an independent effect of recovery status, ratings for the active alcoholic condition were greater than the control condition with the recovering alcoholic condition in the middle of the other two conditions there was significance for recovery status $F(2,230) = 4.883, p = .008$ control $M = 2.87, SD = .174$, active

M=3.66, SD=.174, recovering M=3.13, SD=.172 and there was significance when analyzed by minimal/maximal constraint $F(1,230) = 7.65, p = .006$ minimal M=3.56, SD=.142 maximal M=3.01, SD=.142 but since there was no significant interaction this hypothesis is not supported (figure 4).

Hypothesis Four

Hypothesis four stated that within the minimal constraint condition individuals would indicate a greater degree of punishment is appropriate for the situation in the alcoholic and recovering alcoholic conditions as compared to the control conditions. Hypothesis four was analyzed by conducting an ANOVA to find if participants level of constraint (minimal/maximal) and alcohol condition (recovering alcoholic, alcoholic, control) will affect the amount of punishment assigned by how they answered the dependent variable questions: What are the appropriate consequences for Bill's actions (1-None, 7-Suspension). These questions were analyzed separately by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control and together by minimal/maximal constraint level, by alcohol condition-recovering alcoholic, alcoholic, control. Analysis of a 2 (constraint level-minimal/maximal) X 3 (alcohol condition-recovering alcoholic, alcoholic, control) factorial ANOVA, where level of constraint and recovery status were the independent factors showed this hypothesis was not confirmed and there was not a significant interaction $F(2,230) = .097, p = .907$ and the minimal/maximal constraint by recovery status means were not significant, minimal: control M=4.07, SD=.205, active M=4.13, SD=.205, recovering M=4.00, SD=.203, maximal: control M=3.35, SD=.205, active M=3.56, SD=.205, recovering M=3.35, SD=.203, there was no significance for recovery status $F(2,230) = .321, p = .726$ control M=3.71, SD=.145, active M=3.83, SD=.145, recovering M=3.67, SD=.143 however there was significance when analyzed

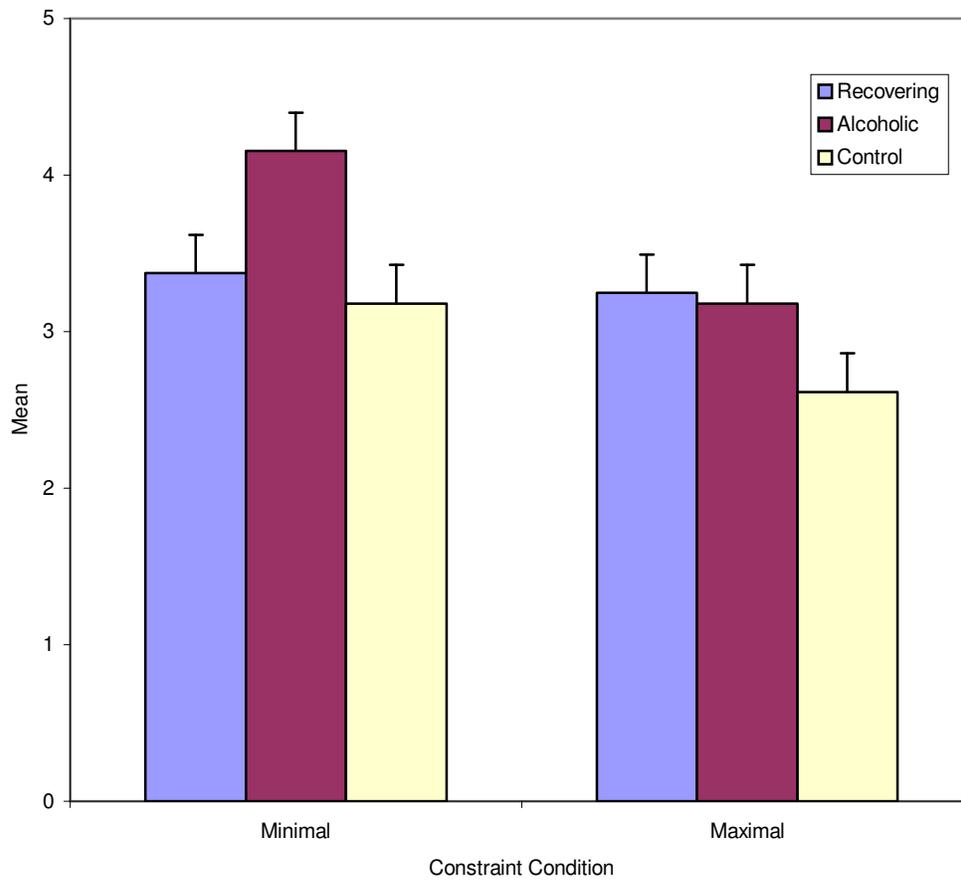


Figure 4. The mean and standard deviation for dependent variable question 3 according to response and constraint condition (minimal and maximal).

by minimal/maximal constraint $F(1,230) = 14.494, p = .001$ minimal $M = 4.06, SD = .118$ maximal $M = 3.42, SD = .118$ but since there was no significant interaction this hypothesis is not supported (figure 5).

Given the direction of the means towards significance it was decided to rerun the analyses without the controls. The controls appeared to not serve as traditional control measures, in the control vignettes the participants were trying to decide between the dispositional or situational attributions of the character when there was not really enough evidence for them to make an accurate decision because the key points were removed from the control vignette to construct a valid control measure. Univariate F tests were run for all dependent variable questions on recovery status (active or recovering), constraint (minimal or maximal) and both analyzing for main effects and an interaction. Question 1 showed no significance for recovery status $F(1,158) = .305, p = .582$ active minimal $M = 4.07, SD = .249$, active maximal $M = 2.87, SD = .249$, recovering minimal $M = 3.47, SD = .246$ recovering maximal $M = 3.20, SD = .246$ however there was significance and main effects for constraint $F(1,158) = 8.91, p = .003$ and there was a trend toward significance in the interaction $F(1,158) = 3.52, p = .062$. Question 2 showed no significance for recovery status $F(1,158) = .139, p = .710$ active minimal $M = 4.61, SD = .237$, active maximal $M = 5.35, SD = .237$, recovering minimal $M = 5.00, SD = .234$ recovering maximal $M = 5.15, SD = .234$ however there was a trend toward significance for constraint $F(1,158) = 3.59, p = .060$ and there was no interaction $F(1,158) = 1.58, p = .209$. Question 3 showed no significance for recovery status $F(1,158) = 2.06, p = .153$ active minimal $M = 4.15, SD = .248$, active maximal $M = 3.17, SD = .248$, recovering minimal $M = 3.37, SD = .245$ recovering maximal $M = 3.25, SD = .245$ however there was significance and main effects for constraint $F(1,158) = 4.97, p = .027$ and there was a trend toward significance in the interaction $F(1,158) = 2.96, p = .087$. Question 4 showed no

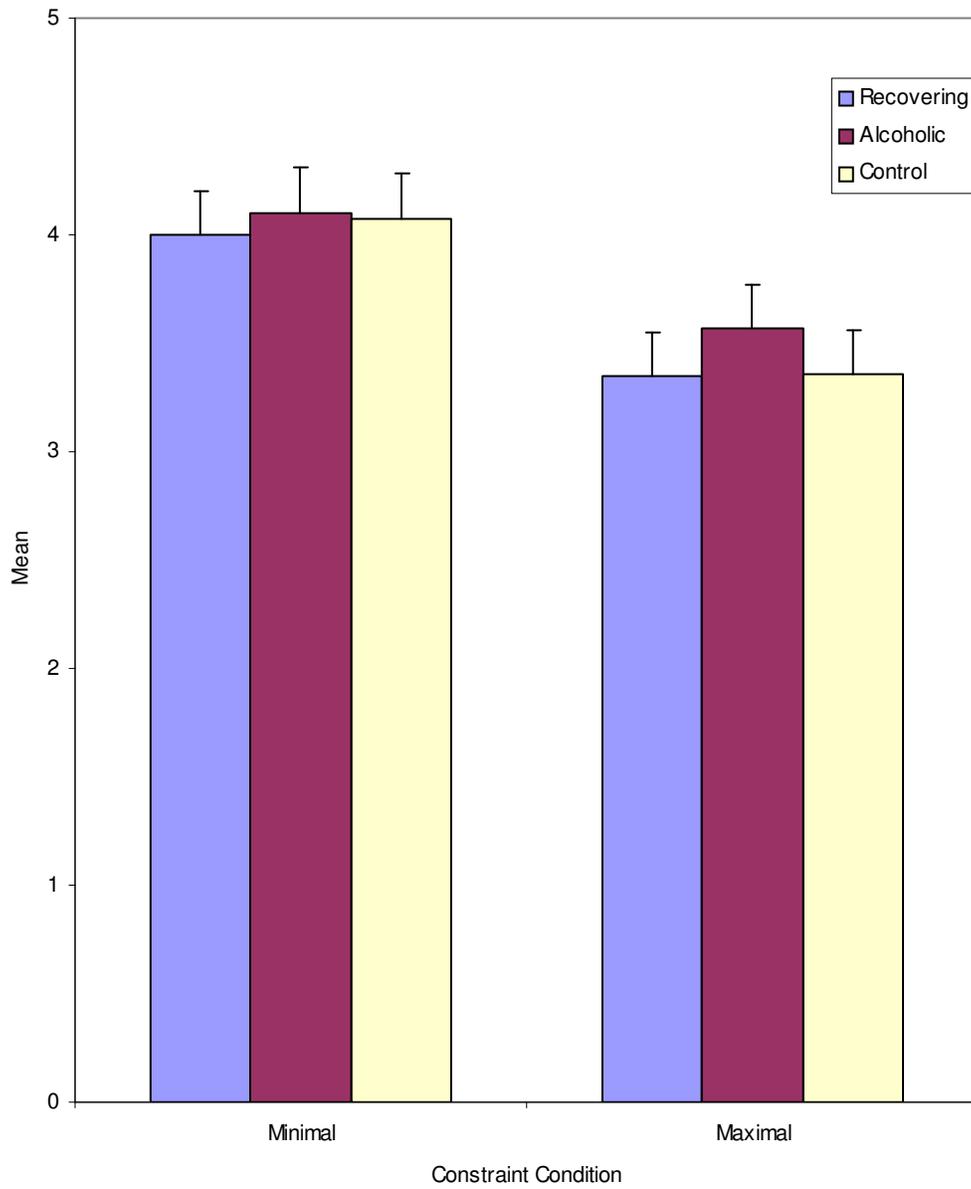


Figure 5. The mean and standard deviation for dependent variable question 4 according to response and constraint condition (minimal and maximal).

significance for recovery status $F(1,158) = .581, p = .447$ active minimal $M = 4.10$ $SD = .209$, active maximal $M = 3.56$ $SD = .209$, recovering minimal $M = 4.00$ $SD = .206$ recovering maximal $M = 3.35$ $SD = .206$ however there was significance and main effects for constraint $F(1,158) = 8.18, p = .005$ and there was no interaction $F(1,158) = .072, p = .789$.

Correlational Analysis

In order to explore relationships between an individual's understanding of alcohol, personality and social desirability variables on rankings of responsibility on answers to dependent variable questions 1-4, bivariate correlations were conducted (Table 1-Table 8). In Table 1 correlations of minimal and maximal constraints by the measures for personality and understanding of alcoholism for dependent variable questions 1-4 are shown. In the minimal constraint condition correlation between neuroticism (NEO-PIS) and question 4 (assigning punitive measures) was significant indicating that higher neuroticism scores were associated with a decrease in degree of indicated punishment. In the minimal constraint condition correlation between extraversion (NEO-PIS) and question 1 (assigning dispositional blame) was significant concluding that since personality is a stable construct, participants who portrayed a higher extraversion score were more likely to make a dispositional attribution when assigning blame.

In the maximal constraint condition correlation between openness (NEO-PIS) and question 1 (assigning dispositional blame) was significant indicating that participants who are more open to new and different ideas are more probable to assign more dispositional blame. In the maximal constraint condition correlation between agreeableness (NEO-PIS) and question 2 (assigning situational blame) was significant concluding that participants who are more altruistic are more probable to assign more situational blame. In the maximal constraint condition correlation between heterogeneity of beliefs about alcoholism (UAC-3C) and question 3

(probability of repeat behavior) was significant concluding that as the participants who have more than one view of alcoholism have an increased probability that Bill (vignette character) will be late again in the future (Table 1).

In Table 2 correlations of recovery status of alcohol usage for control by minimal and maximal constraint by the measures for personality and understanding of alcoholism for dependent variable questions 1-4 are shown. In the minimal constraint condition there are no significant correlations. In the maximal constraint condition correlation between openness (NEO-PIS) and question 4 (assigning punitive consequences) was significant concluding that as a participant is more open to new ideas and experiences they have a higher probability to assign a higher degree of punishment to Bill (vignette character) in the control condition. In the maximal constraint condition correlation between heterogeneity of beliefs about alcoholism (UAC-3C) and question 3 (probability of repeat behavior) was significant concluding that as the participants who have more than one view of alcoholism have an increased probability that Bill (vignette character) will be late again in the future (Table 2).

In Table 3 correlations of recovery status of alcohol usage for active alcoholic by minimal and maximal constraint by the measures for personality and understanding of alcoholism for dependent variable questions 1-4 are shown. In the minimal constraint condition correlation between extraversion (NEO-PIS) and question 1 (assigning dispositional blame) was significant concluding that the more participants enjoy the company of others and are extroverts the higher the probability they are to assign blame to some personal characteristic of Bill (vignette character).

In the maximal constraint condition correlation between openness (NEO-PIS) and question 2 (assigning situational blame) was significant concluding that the participants who

Table 1

Correlations of minimal and maximal constraints by the measures for personality and understanding of alcoholism for dependent variable questions 1-4.

Minimal	Q1	Q2	Q3	Q4
NN	-.094	.028	-.054	-.205*
NE	.250**	.036	.027	.059
NO	.006	-.014	.001	-.020
NA	.025	.110	-.079	-.083
NC	.000	-.081	-.079	-.010
UAS DM	-.017	-.007	-.075	.116
UAS PS	.061	-.004	.036	.077
UAS MS	.037	-.027	-.072	.027
UAS HT	.082	-.014	.010	.062

Maximal	Q1	Q2	Q3	Q4
NN	-.047	-.019	-.028	-.083
NE	-.111	.065	.028	.052
NO	.195*	-.127	.158	.178
NA	-.065	.210*	-.056	-.104
NC	.123	-.039	.029	.014
UAS DM	.002	.149	-.135	-.068
UAS PS	.121	-.037	.046	.058
UAS MS	-.042	.135	-.129	-.130
UAS HT	.055	-.044	.189*	.030

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

Table 2

Correlations of recovery status of alcohol usage for control by minimal and maximal constraint by the measures for personality and understanding of alcoholism for dependent variable questions 1-4.

Minimal	Q1	Q2	Q3	Q4
NN	-.027	-.155	-.193	-.267
NE	.165	.067	-.005	.150
NO	.064	-.073	-.040	.148
NA	-.121	.299	-.068	-.242
NC	-.042	-.158	-.030	.002
UAS DM	-.131	-.012	-.042	.130
UAS PS	-.046	.010	.026	.044
UAS MS	-.107	.036	-.109	-.139
UAS HT	.157	-.114	.088	.059
Maximal	Q1	Q2	Q3	Q4
NN	.106	-.132	-.014	-.163
NE	-.151	.036	.128	.041
NO	.260	-.072	.145	.332*
NA	-.031	.174	.085	-.070
NC	.010	-.045	.221	-.063
UAS DM	.282	-.105	.004	.126
UAS PS	.137	-.073	-.001	-.076
UAS MS	.071	.002	-.134	-.076
UAS HT	.152	-.267	.316*	.084

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

Table 3

Correlations of recovery status of alcohol usage for active alcoholic by minimal and maximal constraint by the measures for personality and understanding of alcoholism for dependent variable questions 1-4.

Minimal	Q1	Q2	Q3	Q4
NN	-.244	.139	-.087	-.251
NE	.474**	.033	.131	.265
NO	-.201	.036	-.039	-.005
NA	.255	.013	.169	.177
NC	.199	-.203	-.021	.172
UAS DM	.105	-.015	-.084	.237
UAS PS	.211	-.204	.188	.179
UAS MS	.093	-.039	-.094	.122
UAS HT	-.051	.095	.087	.103
Maximal	Q1	Q2	Q3	Q4
NN	-.118	.046	.068	.059
NE	-.039	.030	-.080	.113
NO	.041	-.354*	.082	.076
NA	-.109	.392*	-.235	-.104
NC	.003	.233	-.393*	-.022
UAS DM	-.148	.195	-.211	-.034
UAS PS	-.036	-.053	-.131	.099
UAS MS	.039	.105	-.144	-.049
UAS HT	-.003	-.029	.253	.018

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

enjoy new experiences are more probable to assign more situational blame as opposed to dispositional blame. In the maximal constraint condition correlation between agreeableness (NEO-PIS) and question 2 (assigning situational blame) was significant concluding that the participants who tend to be compassionate towards others are more probable to assign more situational blame as opposed to dispositional blame. In the maximal constraint condition correlation between conscientiousness (NEO-PIS) and question 3 (probability of repeat behavior) was significant concluding that the participants who tend to show self discipline and strive for achievement are more probable to say that Bill (vignette character) will be late again in the future.

In Table 4 correlations of recovery status of alcohol usage for recovering alcoholic's by minimal and maximal constraint by the measures for personality and understanding of alcoholism for dependent variable questions 1-4 are shown. In the minimal constraint condition correlation between agreeableness (NEO-PIS) and question 3 (probability of repeat behavior) was significant concluding that the participants who tend to be compassionate towards others say that Bill (vignette character) will be late again in the future.

In the maximal constraint condition correlation between conscientiousness (NEO-PIS) and question 1 (assigning dispositional blame) was significant concluding that the participants who tend to show self-discipline and strive for achievement are more probable to say that some personal characteristic of Bill (vignette character) is responsible for his being late instead of some environmental factor. In the maximal constraint condition correlation between the disease model beliefs about alcoholism (UAC-3C) and question 2 (assigning situational blame) was significant concluding that as the participants who have a view of alcoholism as a disease that can be treated have an increased probability that Bill's (vignette character) situation is

Table 4

Correlations of recovery status of alcohol usage for recovering alcoholic by minimal and maximal constraint by the measures for personality and understanding of alcoholism for dependent variable questions 1-4.

Minimal	Q1	Q2	Q3	Q4
NN	-.063	.065	-.027	-.150
NE	-.001	.111	-.146	-.284
NO	.144	-.025	.036	-.169
NA	-.101	.062	-.318*	-.290
NC	-.109	.102	-.161	-.173
UAS DM	-.095	.162	-.080	-.043
UAS PS	-.001	.148	-.236	.011
UAS MS	.014	.061	-.103	.050
UAS HT	.128	.022	-.195	.000
Maximal	Q1	Q2	Q3	Q4
NN	-.112	.059	-.102	-.166
NE	-.169	.180	-.016	.009
NO	.270	-.031	.191	.126
NA	-.039	.085	-.037	-.167
NC	.346*	-.296	.136	.161
UAS DM	-.080	.381*	-.224	-.294
UAS PS	.223	.000	.174	.164
UAS MS	-.233	.328*	-.149	-.269
UAS HT	.020	.134	-.013	.019

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

responsible for him being late instead of a personal characteristic. In the maximal constraint condition correlation between moral and spiritual beliefs about alcoholism (UAC-3C) and question 2 (assigning situational blame) was significant concluding that as the participants who believe that alcoholism is caused by having a moral flaw have an increased probability that Bill's (vignette character) situation is responsible for him being late instead of a personal characteristic.

In Table 5 correlations of recovery status of alcohol usage for control, active and recovering by the measures for personality and understanding of alcoholism for dependent variable questions 1-4 are shown. In the control condition correlation between openness (NEO-PIS) and question 4 (assigning punitive consequences) was significant concluding that the participants who enjoy new experiences are more probable to assign stronger punishment. In the active condition correlation between extraversion (NEO-PIS) and question 1 (assigning dispositional blame) was significant concluding that the more participants enjoy the company of others and are extroverts the higher the probability they are to assign blame to some personal characteristic of Bill (vignette character). In the active condition correlation between extraversion (NEO-PIS) and question 4 (assigning punitive consequences) was significant concluding that the more participants enjoy the company of others and are extroverts the higher the probability they are to assign punishment to Bill (vignette character). In the recovering condition correlation between the disease model beliefs about alcoholism (UAC-3C) and question 2 (assigning situational blame) was significant concluding that as the participants who have a view of alcoholism as a disease that can be treated have an increased probability that Bill's (vignette character) situation is responsible for him being late instead of a personal characteristic.

Table 5

Correlations of recovery status of alcohol usage for control, active and recovering by the measures for personality and understanding of alcoholism for dependent variable questions 1-4.

Control	Q1	Q2	Q3	Q4
NN	.035	-.132	-.102	-.211
NE	.013	.024	.090	.114
NO	.152	-.064	.049	.227*
NA	-.055	.212	.027	-.123
NC	.004	-.113	.107	-.009
UAS DM	.100	-.094	.020	.181
UAS PS	.004	.000	-.013	-.054
UAS MS	.029	-.019	-.083	-.049
UAS HT	.208	-.218	.217	.135
Active	Q1	Q2	Q3	Q4
NN	-.129	.070	.016	-.082
NE	.281*	-.028	.109	.227*
NO	-.102	-.104	-.011	.018
NA	.066	.161	-.010	.042
NC	.097	-.012	-.177	.074
UAS DM	-.002	.058	-.116	.112
UAS PS	.107	-.152	.071	.148
UAS MS	.134	-.033	-.032	.084
UAS HT	.032	.001	.201	.087
Recovering	Q1	Q2	Q3	Q4
NN	-.078	.059	-.053	-.141
NE	-.093	.148	-.092	-.174
NO	.203	-.023	.106	-.046
NA	-.056	.065	-.184	-.189
NC	.114	-.084	-.033	-.027
UAS DM	-.101	.273*	-.149	-.194
UAS PS	.116	.074	-.043	.076
UAS MS	-.137	.212	-.129	-.140
UAS HT	.060	.086	-.105	-.008

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

In Table 6 correlations of recovery status for control by minimal and maximal constraint for the dependent variable questions 1-4 are shown. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 2 (assigning situational blame) was significant. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 3 (probability of repeat behavior) was significant. In the minimal condition correlation between question 3 (probability of repeat behavior) and question 4 (assigning punitive consequences) was significant. In the maximal condition correlation between question 1 (assigning dispositional blame) and question 2 (assigning situational blame) was significant. In the maximal condition correlation between question 1 (assigning dispositional blame) and question 3 (probability of repeat behavior) was significant.

In the maximal condition correlation between question 1 (assigning dispositional blame) and question 4 (assigning punitive consequences) was significant. In the maximal condition correlation between question 2 (assigning situational blame) and question 3 (probability of repeat behavior) was significant.

In Table 7 correlations of recovery status for active alcoholic by minimal and maximal constraint for the dependent variable questions 1-4 are shown. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 2 (assigning situational blame) was significant. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 3 (probability of repeat behavior) was significant. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 4 (assigning punitive consequences) was significant. In the minimal condition correlation between question 2 (assigning situational blame) and question 3 (probability of repeat behavior) was significant. In the minimal condition correlation between

Table 6

Correlations of recovery status for control by minimal and maximal constraint for the dependent variable questions 1-4.

Minimal	Q1	Q2	Q3	Q4
Q1	1.000	-.467**	.570**	.280
Q2	-.467**	1.000	-.285	.067
Q3	.570**	-.285	1.000	.423**
Q4	.280	.067	.423**	1.000
Maximal	Q1	Q2	Q3	Q4
Q1	1.000	-.602**	.401*	.350*
Q2	-.602**	1.000	-.359*	-.300
Q3	.401*	-.359*	1.000	.205
Q4	.350*	-.300	.205	1.000

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

Table 7

Correlations of recovery status for active alcoholic by minimal and maximal constraint for the dependent variable questions 1-4.

Minimal	Q1	Q2	Q3	Q4
Q1	1.000	-.547**	.560**	.648**
Q2	-.547**	1.000	-.455**	-.593**
Q3	.560**	-.455**	1.000	.597**
Q4	.648**	-.593**	.597**	1.000
Maximal	Q1	Q2	Q3	Q4
Q1	1.000	-.626**	.405*	.224
Q2	-.626**	1.000	-.589*	-.243
Q3	.405*	-.589*	1.000	.272
Q4	.224	-.243	.272	1.000

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

question 2 (assigning situational blame) and question 4 (assigning punitive consequences) was significant. In the minimal condition correlation between question 3 (probability of repeat behavior) and question 4 (assigning punitive consequences) was significant. In the maximal condition correlation between question 1 (assigning dispositional blame) and question 2 (assigning situational blame) was significant. In the maximal condition correlation between question 1 (assigning dispositional blame) and question 3 (probability of repeat behavior) was significant. In the maximal condition correlation between question 2 (assigning situational blame) and question 3 (probability of repeat behavior) was significant.

In Table 8 correlations of recovery status for recovering alcoholic by minimal and maximal constraint for the dependent variable questions 1-4 are shown. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 2 (assigning situational blame) was significant. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 3 (probability of repeat behavior) was significant. In the minimal condition correlation between question 1 (assigning dispositional blame) and question 4 (assigning punitive consequences) was significant. In the minimal condition correlation between question 2 (assigning situational blame) and question 3 (probability of repeat behavior) was significant. In the minimal condition correlation between question 2 (assigning situational blame) and question 4 (assigning punitive consequences) was significant. In the minimal condition correlation between question 3 (probability of repeat behavior) and question 4 (assigning punitive consequences) was significant. In the maximal condition correlation between question 1 (assigning dispositional blame) and question 2 (assigning situational blame) was significant. In the maximal condition correlation between question 1 (assigning dispositional blame) and question 3 (probability of repeat behavior) was significant. In the maximal condition

Table 8

Correlations of recovery status for recovering alcoholic by minimal and maximal constraint for the dependent variable questions 1-4.

Minimal	Q1	Q2	Q3	Q4
Q1	1.000	-.701**	.523**	.397*
Q2	-.701**	1.000	-.709**	-.487**
Q3	.523**	-.709**	1.000	.627**
Q4	.397*	-.487**	.627**	1.000
Maximal	Q1	Q2	Q3	Q4
Q1	1.000	-.689**	.634**	.708**
Q2	-.689**	1.000	-.432**	-.533**
Q3	.634**	-.432**	1.000	.521**
Q4	.708**	-.533**	.521**	1.000

* Correlation is significant at the 0.05 level (2-tailed)

** Correlation is significant at the 0.01 level (2-tailed)

correlation between question 1 (assigning dispositional blame) and question 4 (assigning punitive consequences) was significant.

In the maximal condition correlation between question 2 (assigning situational blame) and question 3 (probability of repeat behavior) was significant. In the maximal condition correlation between question 2 (assigning situational blame) and question 4 (assigning punitive consequences) was significant. In the maximal condition correlation between question 3 (probability of repeat behavior) and question 4 (assigning punitive consequences) was significant.

DISCUSSION

This study is novel in that it is an empirical examination of attributions made about alcoholics and recovering alcoholics in reference to issues concerning employment and job performance. None of the hypotheses were confirmed; however, there was a main effect of recovery status on perceptions of probability of occurrence of future problem behavior in that the probability of reoccurrence of behavior (being late) in the future was higher for the alcoholic condition than in the control condition. This may mean that even though the participant did not think that the alcoholic was late for being an alcoholic they were concerned for their behavior in the future only because they were an alcoholic.

The significant results of this study are interesting but they are only correlational and should not be confused with causation. However it is possible that different personality characteristics of a person may aid people in what type of judgments that they make. For example this study suggested that higher neuroticism scores were associated with a decrease in degree of indicated punishment, participants whom portrayed a higher extraversion score were more likely to make a dispositional attribution when assigning blame, participants who are more

open to new and different ideas are more probable to assign more dispositional blame, participants who are more altruistic are more probable to assign more situational blame and participants who have more than one view of alcoholism have an increased probability that Bill (vignette character) will be late again in the future. In future studies personality could be examined to find if there might be an interaction between recovery status (alcoholic, recovering alcoholic, and control) and stable personality characteristics.

There were no correlational controls in this study and subsequently results were analyzed with and without the controls. Although no significant differences emerged within the experiment there were significant correlations that were driven by pattern differences.

The results of this study may be due to a variety of reasons. The participants in this experiment were all college students the majority being freshman within the ages of 18-19. The vignettes that each person read may have been hard to visualize for someone with little workplace experience in which they would have had to interact with an alcoholic or recovering alcoholic during a 40 hour work week situation. It may have been easier for them to dismiss the behaviors of the characters in the vignettes to a drinking experience that as college students they have had and equate that to going to class with a hangover which is easier to disguise than someone trying to work through their 8 hour shift as an alcoholic or recovering alcoholic. Also the participants may have viewed the recovering alcoholic condition as someone whom deserves a chance for trying to give up alcohol and not taking into account that there was no indication of how long the person had stopped their drinking. If the vignette had said that Bill (vignette character) had been sober for three years or three weeks the results may have been different.

The definition of what an alcoholic is may have been a concern in regards to this study. If participants defined an alcoholic more by using the disease model or the moral model ideas then

they could have come upon a different decision than others who may use their own personal ideals of how to define an alcoholic or recovering alcoholic. It is very possible that they participants did not even have a strong sense of what an alcoholic is and either made a guess or used their past media exposure to conjure up a definition to be able to answer the dependent variable questions. As Moyers and Miller (1993) found when people define an alcoholic using the disease model they would answer dependent variable questions differently depending on how the questions were written and phrased.

It is also a limitation of the experiment that since the participants were college age that they have had very limited supervisory and managing experience in a workplace. The main setting of the vignette of purpose was that the participant had to make a judgment based on what the boss did was correct or incorrect. Since the availability of experience of being a boss was limited the participant answered the dependent variable questions based on the thoughts of an employee not a manager, who would have probably answered the questions in a different way since the manager has a different mind set than does the employee. This does not mean that the correspondence bias would have been apparent if a different set of participants took part in this experiment but it is a strong possibility.

The possibility exists that the reason significance was not found is an issue with the dependent variable questions 1. How much do you think that Bill being late is due to some personal characteristic of Bill? 2. How much do you think that Bill being late is due to something other than Bill? 3. What is the probability that Bill will be late within the next couple of months? 4. What are the appropriate consequences for Bill's actions? The term "personal characteristics" may not have made the impact that was expected by the experimenter on participants because it was too narrow in thought. It is possible that participants defined this term in a variety of ways

that was not intended by the experimenters. Perhaps that term could have been excluded and the question could have read How much do you think that Bill being late is due to Bill? That leaves the opportunity much more available to the participants to really give some thought into why Bill made the decision that he did. Question 2 may have been too vague in its reach to the participant and it was designed to be that way but in retrospect it appears that writing “something other than Bill” really needed to be much more narrow especially since this variable was the crux of the study but it was intentionally left this way so the participant was not being led into a specific response. The idea was a very subtle one and that was to find if the correspondence bias exists at any level but if the question had been constructed differently it may have shown the expected results. The other two dependent variable questions were straightforward and really fed off the more important first two questions and probably do not need to be adjusted.

The construction of the vignettes was carefully done and has been shown to be empirically valid (Collins & Brief 1995, Haidt & Baron 1994, Harcum & Rosen 2001, McConnell & Fazio 1996, Poulou 2001). However, even though the vignettes were shown to be valid in a pilot study there may have been modifications to the vignettes that could have aided in the expected results. The maximal constraint vignettes were constructed well and were very maximal, that is it unlikely that participants did not view the vignette in that fashion. The control vignette was the same scenario without reference to any alcoholic condition so again it is unlikely that those could have swayed participants in either direction. But the minimal constraint condition vignettes were designed to be the most vague and find if the participant evidenced the correspondence bias even in trace amounts. It is possible that the minimal constraint was too minimal which would put the participant in a distinct disadvantage for exposing the bias, if one

existed. There is a fine line between the idea of minimal constraint and a tendency to over emphasize the point in a story and move toward maximal constraint.

People's perceptions are based on what they have read in these different vignettes and although all participants were read explicit instructions to not infer anything that is not in the story when answering questions, it is possible and probable that they did just that. If participants did infer or include ideas about the scenarios that were not in the vignettes and used that information to answer the dependent variable questions then it is possible that this caused the experimenters to not find the expected results. If for example in the minimal recovering alcoholic condition a participant thought the conversation with the boss was too short and there was more to it and thought of how the scenario might have gone, or if the participant expressed concern that the boss and the employee's relationship was important and decided if they had a good or bad one, or if they just did not think the scenario was realistic and answered based on that idea, it is very possible that these reasons plus many other examples could have been the reason that we did not find the expected results. This is true with all the other five different vignette conditions as well.

In retrospect the design of the experiment holds up well however the vignettes may need to be altered to make the minimal more obvious and the specific stories may need refining even further. The dependent variable questions were tied directly to the vignettes but the main two questions need to possibly be more obvious as to exactly what character traits need to be addressed. A possible idea may be to have area managers give actual experiences that could be retooled for believability. Also I think it may be important to use a demographic that has been exposed to alcoholics, recovering alcoholics, and supervisor situations in order to possibly make

this study more robust. Participants in the community or other areas in the graduate school community may aid in this process.

The scenarios were intended to be vague to the participant so they were unclear as to what the study was about and to truly find if there was a correspondence bias that exists. However perhaps because of vagueness of vignette the participant was unclear in how to answer the dependent variable questions. If this was the case then the controls served no purpose except to confuse the participant or downplay any bias that may have existed. In future studies I would suggest the experiment be replicated without any controls vignettes.

The current research still evidences a possible discrimination towards alcoholics and recovering alcoholics in the workplace and future experiments may benefit this population by obtaining participants in a variety of different businesses. This could include managers and employees from the same work environment or different work environments. A comparison could then be made to find if the bias is apparent and if it is then educating these managers about the changes that people can make in their lives would be appropriate.

Since past research has shown how important employment is to recovering alcoholics and this study suggests there may be bias attributed towards this population, society can possibly help to overcome these biases and help recovering alcoholics continue in their recovery efforts. Even an optimal rehabilitation program cannot overcome all of the structural or societal barriers to employment that may be faced by recovering substance abusers. Society itself must change (Arella, Deren, Reandall, & Brewington 1990).

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APPENDIX

Appendix A. Personal Demographic Questionnaire

1. Gender (Check One) Male_____ Female_____

2. Major_____

3. Year (Circle One) Freshman Sophomore Junior Senior None

4. Age (Check One) 17-24_____ 25-34_____ Over 35_____

5. Have you ever had any kind a job? Yes_____ No_____

Appendix B. Understanding of Alcoholism Scale (3C)

APPENDIX S

CASAA Research Division

UNDERSTANDING OF ALCOHOLISM SCALE (3C)

William R. Miller & Theresa B. Moyers

FOR OFFICE USE ONLY	
_____	Study
_____	ID
_____	Point
_____	Date
_____	Raid
<small>UAS000- Revised 7/94 3 Pages</small>	

INSTRUCTIONS: For each of the following statements, rate the extent to which you agree or disagree, using the rating scale provided. If you neither agree nor disagree with a statement, circle "3" (Unsure).

Do you agree ?	Strongly Disagree	Mostly Disagree	Unsure	Mostly Agree	Strongly Agree
1. A person's environment plays an important role in determining whether he or she develops alcoholism.	1	2	3	4	5
2. If an alcoholic has a drink, he or she loses control and is unable to keep from getting drunk.	1	2	3	4	5
3. Anyone can develop alcoholism if he or she drinks enough.	1	2	3	4	5
4. Denial is part of the personality of alcoholics.	1	2	3	4	5
5. People can be <u>born</u> alcoholic.	1	2	3	4	5
6. Alcoholics tend to be weak in morals or character.	1	2	3	4	5
7. Alcoholics Anonymous (AA) is the only really successful route to recovery.	1	2	3	4	5
8. Spiritual problems lie at the core of alcoholism.	1	2	3	4	5
9. Alcoholism is caused, in part, by growing up in a troubled family.	1	2	3	4	5
10. Alcoholics can sometimes learn to control their drinking.	1	2	3	4	5
11 Alcoholics who are drinking usually lie about how much they drink.	1	2	3	4	5
12. Anyone who has blackouts is an alcoholic.	1	2	3	4	5

Do you agree ?	Strongly Disagree	Mostly Disagree	Unsure	Mostly Agree	Strongly Agree
13. As long as an alcoholic keeps drinking, the problems get worse.	1	2	3	4	5
14. There are alcoholics in the world who have never had a drink.	1	2	3	4	5
15. The more a person drinks, the greater the chances of becoming alcoholic.	1	2	3	4	5
16. A person's genes determine whether he or she will be an alcoholic.	1	2	3	4	5
17. Once a person is an alcoholic, he or she will always be an alcoholic.	1	2	3	4	5
18. Alcoholism is, in part, a spiritual problem.	1	2	3	4	5
19. Alcoholics who are drinking can't make good decisions for themselves.	1	2	3	4	5
20. Alcoholism is caused, in part, by what one learns about alcohol and the drinking patterns of one's family and friends.	1	2	3	4	5
21. Every alcoholic must accept that he or she is powerless over alcohol and can never drink again.	1	2	3	4	5
22. In the long run, most alcoholics recover and live relatively normal lives.	1	2	3	4	5
23. Drinking alcoholics are liars and cannot be trusted.	1	2	3	4	5
24. There are only two possibilities for an alcoholic: lifelong abstinence or death.	1	2	3	4	5
25. Unless alcoholics rely on God or a Higher Power, they will not recover.	1	2	3	4	5
26. Some alcoholics recover without AA or any kind of treatment.	1	2	3	4	5

Do you agree ?	Strongly Disagree	Mostly Disagree	Unsure	Mostly Agree	Strongly Agree
27. The society or culture in which one grows up has a significant influence on whether or not one becomes alcoholic.	1	2	3	4	5
28. Even when they are not drinking, alcoholics' bodies are different from those of nonalcoholics.	1	2	3	4	5
29. A person can develop alcoholism because of underlying psychological problems.	1	2	3	4	5
30. There are "problem drinkers" who have significant problems with alcohol, but who are not alcoholic.	1	2	3	4	5
31. Most alcoholics relapse after treatment.	1	2	3	4	5
32. The development of a spiritual faith is crucial for recovery from alcoholism.	1	2	3	4	5
33. Every alcoholic is one drink away from a relapse.	1	2	3	4	5
34. There are no shades of gray; either you are an alcoholic or you aren't.	1	2	3	4	5
35. Weakness of character is an important cause of alcoholism.	1	2	3	4	5
36. Alcoholics have a different personality than other people.	1	2	3	4	5
37. Alcoholism is not caused by drinking.	1	2	3	4	5
38. Alcoholics are more self-centered than other people.	1	2	3	4	5
39. Compared to other people, alcoholics often show a lack of strong moral values, even before they begin drinking.	1	2	3	4	5
40. Alcoholism is often caused, at least in part, by underlying emotional problems.	1	2	3	4	5

Appendix C.

Marlowe-Crowne Social Desirability Scale

Instructions: Listed below are a number of statements concerning personal attitudes and traits. Read each item and decide whether the statement is true (T) or false (F) as it pertains to you personally. It is best to go with your first judgment and not spend too long mulling over any one question. Place a T or an F in the space next to each question.

- _____ 1. Before voting I thoroughly investigate the qualifications of all the candidates.
- _____ 2. I never hesitate to go out of my way to help someone in trouble.
- _____ 3. It is sometimes hard for me to go on with my work if I am not encouraged.
- _____ 4. I have never intensely disliked anyone.
- _____ 5. On occasions I have had doubts about my ability to succeed in life.
- _____ 6. I sometimes feel resentful when I don't get my way.
- _____ 7. I am always careful about my manner of dress.
- _____ 8. My table manners at home are as good as when I eat out in a restaurant.
- _____ 9. If I could get into a movie without paying and be sure I was not seen I would probably do it.
- _____ 10. On a few occasions, I have give up something because I thought too little of my ability.
- _____ 11. I like to gossip at times.
- _____ 12. There have been times when I felt like rebelling against people in authority even though I knew they were right.
- _____ 13. No matter who I'm talking to, I'm always a good listener.
- _____ 14. I can remember "playing sick" to get out of something.
- _____ 15. There have been occasions when I have taken advantage of someone.
- _____ 16. I'm always willing to admit it when I make a mistake.
- _____ 17. I always try to practice what I preach.

- _____18. I don't find it particularly difficult to get along with loudmouthed, obnoxious people.
- _____19. I sometimes try to get even rather than forgive and forget.
- _____20. When I don't know something I don't mind at all admitting it.
- _____21. I am always courteous, even to people who are disagreeable.
- _____22. At times I have really insisted on having things my own way.
- _____23. There have been occasions when I felt like smashing things.
- _____24. I would never think of letting someone else be punished for my wrong-doings.
- _____25. I never resent being asked to return a favor.
- _____26. I have never been irked when people expressed ideas very different from my own.
- _____27. I never make a long trip without checking the safety of my car.
- _____28. There have been times when I was quite jealous of the good fortune of others.
- _____29. I have almost never felt the urge to tell someone off.
- _____30. I am sometimes irritated by people who ask favors of me.
- _____31. I have never felt that I was punished without cause.
- _____32. I sometimes think when people have a misfortune they only got what they deserved.
- _____33. I have never deliberately said something that hurt someone's feelings.

Appendix D. Neo-Personality Inventory Scale

NEO-PIS

This questionnaire contains 60 statements. Read each statement carefully. For each statement, circle the response that best represents your opinion.

Circle **SD** if you *Strongly Disagree* or the statement is definitely false.

Circle **D** if you *Disagree* or the statement is mostly false.

Circle **N** if you are *Neutral* on the statement, you cannot decide, or the statement is about equally true or false.

Circle **A** if you *Agree* or the statement is mostly true.

Circle **SA** if you *Strongly Agree* or the statement is definitely true.

- | | | | | | |
|---|-----------|----------|----------|----------|-----------|
| 1. I am not a worrier. | SD | D | N | A | SA |
| 2. I like to have a lot of people around me. | SD | D | N | A | SA |
| 3. I don't like to waste my time daydreaming. | SD | D | N | A | SA |
| 4. I try to be courteous to everyone I meet. | SD | D | N | A | SA |
| 5. I keep my belongings clean and neat. | SD | D | N | A | SA |
| 6. I often feel inferior to others. | SD | D | N | A | SA |
| 7. I laugh easily. | SD | D | N | A | SA |
| 8. Once I find the right way to do something, I stick to it. | SD | D | N | A | SA |
| 9. I often get into arguments with my family and co-workers. | SD | D | N | A | SA |
| 10. I'm pretty good about pacing myself so as to get things done on time. | SD | D | N | A | SA |
| 11. When I'm under a great deal of stress, sometimes I feel like I'm going to pieces. | SD | D | N | A | SA |
| 12. I don't consider myself especially "light-hearted." | SD | D | N | A | SA |
| 13. I am intrigued by the patterns I find in art and nature. | SD | D | N | A | SA |
| 14. Some people think I'm selfish and egotistical. | SD | D | N | A | SA |
| 15. I am not a very methodical person. | SD | D | N | A | SA |
| 16. I rarely feel lonely or blue. | SD | D | N | A | SA |
| 17. I really enjoy talking to people. | SD | D | N | A | SA |
| 18. I believe letting students hear controversial speakers can only confuse and mislead them. | SD | D | N | A | SA |
| 19. I would rather cooperate with others than compete with them. | SD | D | N | A | SA |
| 20. I try to perform all the tasks assigned to me conscientiously. | SD | D | N | A | SA |
| 21. I often feel tense and jittery. | SD | D | N | A | SA |

22. I like to be where the action is.	SD	D	N	A	SA
23. Poetry has little or no effect on me.	SD	D	N	A	SA
24. I tend to be cynical and skeptical of others' intentions.	SD	D	N	A	SA
25. I have a clear set of goals and work toward them in an orderly fashion.	SD	D	N	A	SA
26. Sometimes I feel completely worthless.	SD	D	N	A	SA
27. I usually prefer to do things alone.	SD	D	N	A	SA
28. I often try new and foreign foods.	SD	D	N	A	SA
29. I believe that most people will take advantage of you if you let them.	SD	D	N	A	SA
30. I waste a lot of time before settling down to work.	SD	D	N	A	SA
31. I rarely feel fearful or anxious.	SD	D	N	A	SA
32. I often feel as if I'm bursting with energy.	SD	D	N	A	SA
33. I seldom notice the moods or feelings that different environments produce.	SD	D	N	A	SA
34. Most people I know like me.	SD	D	N	A	SA
35. I work hard to accomplish my goals.	SD	D	N	A	SA
36. I often get angry at the way people treat me.	SD	D	N	A	SA
37. I am a cheerful, high-spirited person.	SD	D	N	A	SA
38. I believe we should look to our religious authorities for decisions on moral issues.	SD	D	N	A	SA
39. Some people think of me as cold and calculating.	SD	D	N	A	SA
40. When I make a commitment, I can always be counted on to follow through.	SD	D	N	A	SA
41. Too often, when things go wrong, I get discouraged and feel like giving up.	SD	D	N	A	SA
42. I am not a cheerful optimist.	SD	D	N	A	SA
43. Sometimes when I am reading poetry or looking at a work of art, I feel a chill or wave of excitement.	SD	D	N	A	SA
44. I'm hard-headed and tough-minded in my attitudes.	SD	D	N	A	SA
45. Sometimes I'm not as dependable or reliable as I should be.	SD	D	N	A	SA
46. I am seldom sad or depressed.	SD	D	N	A	SA
47. My life is fast-paced.	SD	D	N	A	SA

8. I have little interest in speculating on the nature of the universe r the human condition.	SD	D	N	A	SA
9. I generally try to be thoughtful and considerate.	SD	D	N	A	SA
0. I am a productive person who always gets the job done.	SD	D	N	A	SA
1. I often feel helpless and want someone else to solve my problems.	SD	D	N	A	SA
2. I am a very active person.	SD	D	N	A	SA
3. I have a lot of intellectual curiosity.	SD	D	N	A	SA
4. If I don't like people, I let them know it.	SD	D	N	A	SA
5. I never seem to be able to get organized.	SD	D	N	A	SA
6. At times I have been so ashamed I just wanted to hide.	SD	D	N	A	SA
7. I would rather go my own way than be a leader of others.	SD	D	N	A	SA
8. I often enjoy playing with theories or abstract ideas.	SD	D	N	A	SA
9. If necessary, I am willing to manipulate people to get what I want.	SD	D	N	A	SA
0. I strive for excellence in everything I do.	SD	D	N	A	SA

Appendix E. Minimal Constraint Recovering Alcoholic Vignette

Bill arrives at work 45 minutes late. Unfortunately, he missed a meeting with a major client. The client became upset and cancelled a contract worth \$300,000. Bill explains to his boss that the night before his son had developed a very high fever and that at about 3:00 am, he had to go to the all night drug store and get some more aspirin for his son. When he arrived home from the store he gave his son the medicine and his son finally fell asleep. Bill set his alarm and went to sleep. When he woke up at 9:00am, instead of 6:00am, he realized that he had slept through his alarm. Bill shows the boss the receipt for the medicine. His boss looks over the receipt and asks, "Are you sure you're not late because you're a recovering alcoholic". Bill replies, "No, my past alcohol problems have nothing to do with this. I'm over that. I overslept because I slept through my alarm".

Appendix F. Maximal Constraint Recovering Alcoholic Vignette

Bill arrives at work 45 minutes late. Unfortunately, he missed a meeting with a major client. The client became upset and cancelled a contract worth \$300,000. Bill explains to his boss that the night before his son had developed a very high fever and that at about 3:00 am, he had to go to the all night drug store and get some more aspirin for his son. When he arrived home from the store he gave his son the medicine and his son finally fell asleep. Bill set his alarm and went to sleep. When he woke up at 9:00am, instead of 6:00am, he realized his alarm had not gone off and that the power was out in his apartment due to a severe lightning storm. Bill shows the boss the receipt for the medicine. His boss looks over the receipt and asks, "Are you sure you're not late because you're a recovering alcoholic". Bill replies, "No, my past alcohol problems have nothing to do with this. I'm over that. I overslept because the power went out in my apartment".

Appendix G. Minimal Constraint Alcoholic Vignette

Bill arrives at work 45 minutes late. Unfortunately, he missed a meeting with a major client. The client became upset and cancelled a contract worth \$300,000. Bill explains to his boss that the night before his son had developed a very high fever and that at about 3:00 am, he had to go to the all night drug store and get some more aspirin for his son. When he arrived home from the store he gave his son the medicine and his son finally fell asleep. Bill set his alarm and went to sleep. When he woke up at 9:00am, instead of 6:00am, he realized that he had slept through his alarm. Bill shows the boss the receipt for the medicine. His boss looks over the receipt and asks “Are you sure you’re not late because you’re an alcoholic”. Bill replies, “No, my alcohol problems have nothing to do with this. I’m over that. I overslept because I slept through my alarm”.

Appendix H. Maximal Constraint Alcoholic Vignette

Bill arrives at work 45 minutes late. Unfortunately, he missed a meeting with a major client. The client became upset and cancelled a contract worth \$300,000. Bill explains to his boss that the night before his son had developed a very high fever and that at about 3:00 am, he had to go to the all night drug store and get some more aspirin for his son. When he arrived home from the store he gave his son the medicine and his son finally fell asleep. Bill set his alarm and went to sleep. When he woke up at 9:00am, instead of 6:00am, he realized his alarm had not gone off and that the power was out in his apartment due to a severe lightning storm. Bill shows the boss the receipt for the medicine. His boss looks over the receipt and asks, "Are you sure you're not late because you're an alcoholic". Bill replies, "No, my alcohol problems have nothing to do with this. I'm over that. I overslept because the power went out in my apartment".

Appendix I. Minimal Constraint Control Vignette

Bill arrives at work 45 minutes late. Unfortunately, he missed a meeting with a major client. The client became upset and cancelled a contract worth \$300,000. Bill explains to his boss that the night before his son had developed a very high fever and that at about 3:00 am, he had to go to the all night drug store and get some more aspirin for his son. When he arrived home from the store he gave his son the medicine and his son finally fell asleep. Bill set his alarm and went to sleep. When he woke up at 9:00am, instead of 6:00am, he realized that he had slept through his alarm. Bill shows the boss the receipt for the medicine. His boss looks over the receipt and asks “Are you sure you’re not late for another reason”. Bill replies, “No, I overslept because I slept through my alarm”.

Appendix J. Maximal Constraint Control Vignette

Bill arrives at work 45 minutes late. Unfortunately, he missed a meeting with a major client. The client became upset and cancelled a contract worth \$300,000. Bill explains to his boss that the night before his son had developed a very high fever and that at about 3:00 am, he had to go to the all night drug store and get some more aspirin for his son. When he arrived home from the store he gave his son the medicine and his son finally fell asleep. Bill set his alarm and went to sleep. When he woke up at 9:00am, instead of 6:00am, he realized his alarm had not gone off and that the power was out in his apartment due to a severe lightning storm. Bill shows the boss the receipt for the medicine. His boss looks over the receipt and asks, “Are you sure you’re not late for another reason”. Bill replies, “No, I overslept because the power went out in my apartment”.

Appendix K. Minimal Constraint Distracter 1 Vignette

Kelly was a very successful researcher and had published many papers. She was getting married to Greg the next month. Because name recognition is important in her field, Kelly was concerned that changing her last name after they got married would harm her professional identity. Kelly discussed it with Greg, but they could not agree. Greg began to wonder if Kelly was embarrassed by his lack of success. The wedding was postponed.

Appendix L. Maximal Constraint Distracter 1 Vignette

Kelly was a very successful researcher and had published many papers. She was getting married to Greg the next month. Because name recognition is important in her field, Kelly was concerned that changing her last name after they got married would harm her professional identity. Kelly discussed it with her boss who agreed with her and suggested she demand Greg agree to the change. Kelly discussed it with Greg, but they could not agree. The wedding was postponed.

Appendix M. Minimal Constraint Distracter 2 Vignette

Nicole did not begin working on a term paper until the weekend before it was due. She worked all through the weekend and finally finished just in time to turn it in. As she was printing the report she ran out of paper and could not finish printing it until after class the next day. She told her professor what happened, but it would not be fair to the other students to give her an extension. As a result, she ended up with a “C” in the class.

Appendix N. Maximal Constraint Distracter 2 Vignette

Nicole did not begin working on a term paper until the weekend before it was due. She worked all through the weekend and finally finished just in time to turn it in. As she was saving it on her disk, the computer failed and she lost everything. She told her professor what happened, but it would not be fair to the other students to give her an extension. As a result, she ended up with a “C” in the class.

Appendix O. Control Distracter 1 Vignette

Kelly was a very successful researcher and had published many papers. She was getting married to Greg the next month. Because name recognition is important in her field, Kelly was concerned that changing her last name after they got married would harm her professional identity. Kelly discussed it with Greg, but they could not agree. The wedding was postponed.

Appendix P. Control Distracter 2 Vignette

Nicole did not begin working on a term paper until the weekend before it was due. She worked all through the weekend and finally finished just in time to turn it in. As a result, she ended up with a “C” in the class.

Appendix R. Consent Form

Department of Psychology
University of North Carolina at Wilmington

I _____ (please print your name) have agreed to participate in the experiment entitled “Observations of Society” and hereby give my consent to be a participant. This experiment is being conducted to further the existing research on how individuals make decisions about other individuals. I understand that I will read some brief scenarios and answer questions about them and then I will answer some questionnaires. I understand that this entire experiment will take about 1 hour or less to complete. I understand that my responses will be kept confidential and will in no way be linked to my name or other identifying information.

I have the option of withdrawing from this experiment at any time without penalty, and I also reserve the right to ask that my responses not be used in this experiment. This experiment is being conducted by Mr. Jonathan Marmorstein of the department of Psychology at the University of North Carolina at Wilmington. I understand that if I have any questions about this experiment, either while I am participating in it or afterward, I may direct these questions to:

Mr. Jonathan Marmorstein
Department of Psychology
University of North Carolina at Wilmington
601 S. College Rd
Wilmington NC, 28403-5612
910-452-5447

Please note:

Should you have any concerns about this experimenter’s procedures or how you were treated as a participant, please feel free to contact the Chair of the Institutional Review Board University of North Carolina at Wilmington, NC Dr. Candace Gauthier Bear Hall 272, 962-3558 or Gauthierc@uncw.edu. I understand that I will be compensated for participating in this experiment and I will receive compensation. I have the option of withdrawing from this experiment at any time without penalty.

Participant’s Signature

Date

Researcher’s Signature

Date