

VALIDATION OF THE IDENTITY STYLE INVENTORY AND THE PERSONAL GROWTH INITIATIVE SCALE

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ABSTRACT

Introduction: Various traits, such as the preferred identity style and the tendency to initiate personal development play an important role in the formation of a stable identity and the psychological well-being of an individual.

Objective: Validation of the Croatian translation of the Identity Style Inventory (ISI-5) and the Personal Growth Initiative Scale (PGIS-2).

Method: A total of 228 participants (28 male and 200 female) between the ages of 18 and 28 from Bosnia and Herzegovina, Croatia, Serbia and Montenegro participated in the research. The data was collected by filling out an online questionnaire in which the Identity Style Inventory and the Personal Growth Initiative Scale were applied.

Results: Confirmatory factor analysis confirmed the three-factor structure of the Identity Style Inventory (Information oriented, Normative oriented and Diffuse-avoidant identity style) and the four-factor structure of the Personal Growth Initiative Scale (Readiness to change, Planfulness, Using resources and Intentional behavior). At the same time, satisfactory psychometric characteristics of both measuring instruments were confirmed.

Conclusion: The adapted versions of the Identity Style Inventory and the Personal Growth Initiative Scale provide a good basis for further research on identity styles and personal growth initiative in the Bosnian/Croatian/Serbian speaking area.

Key words: identity statuses, identity styles, personal development

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INTRODUCTION

Personal identity is a personality structure resulting from identification with selected values, social roles and lifestyles. Marcia suggested different identity statuses based on two key criteria from Erikson's exploration and commitment theory: identity achievement (high identity commitment and high self-exploration), moratorium (low commitment, high self-exploration), foreclosure (high commitment, low self-exploration) and identity diffusion (low commitment, low self-exploration) (1). The status conception implies that identity is a resulting variable, that is, a certain stability of personality that is maintained over time. Therefore, numerous researchers have tried to focus directly on the process of identity formation. For example, Berzonsky and Barclay (2) hypothesized that identity statuses as defined by Marcia reflect three different ways of solving or avoiding conflicts and identity issues: an informational, a normative and a diffuse-avoidant orientation (2 - 4). Thus, identity style refers to relatively stable differences in the way individuals process identity-relevant information while participating in or managing to avoid the challenges of constructing, maintaining, and/or reconstructing a sense of identity (5). Young individuals with an information oriented identity style actively seek and evaluate information when solving their own identity problems or making decisions. It has been established that informational types root the definition of one's self in private components of the self such as personal values, goals and self-knowledge (6, 7). In contrast, individuals with a normative oriented style predominantly adopt the instructions and values of significant others, and conform to their expectations. People who use a normative identity orientation are assumed to be relatively more defensive and closed to feedback that could threaten important components of the self, such as personal values. Also, normative individuals define their identity in terms of collective

elements of the self, such as expectations and demands of family, religion and other important reference groups (7). Finally, people with a diffuse-avoidant style tend to procrastinate and postpone confrontation with identity problems as long as possible, until situational consequences and/or rewards dictate a course of action (3, 8). Their definitions of self are often based on public components of self, such as popularity, reputation, and the impression they leave on others (6, 7).

In the explanation of the factors that facilitate optimal identity development, a relatively new construct called personal growth initiative (PGI) was highlighted (9 - 11). Robitschek (12) defined personal growth initiative as active and intentional engagement in the process of personal development. Personal growth initiative is an intra-individual change that is subjectively perceived as positive, which is intentional or purposeful in nature. These key aspects qualitatively distinguish personal growth initiative from unintentional changes (9). Namely, individuals with high personal growth initiative invest in this growth process in order to improve their sense of identity. PGI contains cognitive components, such as knowing how to change and believing that change is possible (dimensions Planfulness and Readiness for change), and behavioral components, such as taking the initiative to actually carry out the change process (dimensions Using resources and Intentional behavior). Therefore, in order for an individual to have high personal growth initiative, it is not enough to just notice a shift in their personal development over time (because it can follow with maturation or be situationally determined), but it is necessary for them to be proactive in the process of change by deliberately seeking out or creating opportunities for personal development (10). Numerous studies have shown that individuals with high personal growth initiative usually have good

emotional, social and psychological well-being (12 - 15), and that they have fewer emotional and psychosocial problems (14). Also, Robitschek and Cook (10) found a positive correlation of personal growth initiative with career exploration and work identity. Consequently, individuals with a high propensity to initiate personal development are consciously motivated and directed towards the realization of their goals on a daily basis, and show a certain wisdom regarding the choice of directions and optimal roles in the future, developing comprehensive, feasible and rational action plans to achieve these specific goals (12, 16).

Measuring instruments for examining identity styles and personal growth initiative have never been applied in the Bosnian/Croatian/Serbian speaking area, and the need for their translation and validation is emphasized. Namely, the shortcomings of such research are largely a reflection of the lack of measuring instruments for assessing the specific subjective experiences of young individuals.

The objective of this research was to validate the Croatian translation of the Identity Style Inventory (5) and the Personal Growth Initiative Scale (17).

METHOD

Participants and procedure

A total of 228 young individuals (28 male and 200 female) from Bosnia and Herzegovina (61.8%), Croatia (20.6%), Serbia (14.9%) and Montenegro (2.6%) participated in the research. The age range was 18 to 28 years, and the average age of the participants was 23 years. Students made up 62.7% of the sample, employed individuals 27.6% and unemployed 9.6%. Participation in the research was voluntary and anonymous, in accordance with the research ethics code. Data were collected by filling out an online questionnaire that was advertised through various social media channels.

Measuring instruments

The first part of the questionnaire included questions about sociodemographic data that were constructed for the purposes of this research. Then the Identity Style Inventory or ISI-5 (5) was applied, which distinguishes three identity styles: Information oriented, Normative oriented and Diffuse-avoidant. The entire inventory consists of 27 items (9 items for each subscale). Furthermore, the Personal Growth Initiative Scale or PGIS-2 (17) was applied, which consists of 16 items and includes the participants' assessments on the subscales Readiness for change (4 items), Planfulness (5 items), Using resources (3 items) and Intentional behavior (4 items). Both questionnaires are of the Likert type, and the participants indicated the degree of agreement with each individual statement with values from 1 to 5 (1 – *completely disagree*; 5 – *completely agree*).

Statistical analyses

The data collected by the research were analyzed using statistical software SPSS Statistics 25 (IBM Corp., Armonk, NY, USA) and STATISTICA 7 (StatSoft Inc., Tulsa, OK, USA).

In order to verify the factor structure, a confirmatory factor analysis (CFA) of the results on the ISI-5 was conducted, in which the factors Informational, Normative and Diffuse-avoidant identity style represented latent variables. Due to the theoretically assumed connections between individual identity styles, in addition to the model in which all factors were treated as mutually independent, an ISI-5 model in which all factors were treated as interconnected was also checked. A CFA was then conducted on the PGIS-2 scores, with the factors Readiness for change, Planfulness, Using resources, and Intentional behavior representing latent variables. Since the Readiness for change and Planfulness dimensions are defined as cognitive components of the PGIS-2, and Using resources and Intentional behavior as behavioral, another CFA was conducted to examine the possible better fit of the two-dimensional model for the

PGIS-2. The ratio of Chi-square values and degrees of freedom, RMSEA (Root Mean Square Error Approximation), SRMR (Standardized Root Mean Square), GFI (Goodness of Fit Index), AGFI (Adjusted Goodness of Fit Index) and CFI (Comparative Fit Index) were used as indicators of model fit. The acceptance criteria of the model fit were as follows: $\chi^2/df \leq 5$; RMSEA and SRMR ≤ 0.10 ; GFI ≥ 0.85 ; AGFI ≥ 0.80 ; CFI ≥ 0.90 (18 - 20). Latent factor intercorrelations and standardized factor loadings were calculated, taking into account the recommended criterion for minimum factor loading of 0.4 (21). The reliability analysis was performed by calculating the Cronbach alpha coefficients of all factors, while the discriminative validity was analyzed by reviewing the range of responses on individual factors and indicators of normality of distributions. The discriminative validity of individual factors was additionally analyzed by examining the correlations of items with the

associated factor scales. Satisfactory discriminative validity is manifested in homogeneity (items of the associated factor should correlate highly with the overall result, and low with the other factors). The greater the difference, the greater the discriminative validity (22). Finally, the basic descriptive parameters of the results on all factor scales were calculated.

RESULTS

Confirmatory factor analysis of the Identity Style Inventory and the Personal Growth Initiative Scale

The results of the conducted CFA indicate partial fit between the hypothesized models and the data. By reviewing the indices of fit for different models (Table 1), it was concluded that the three-factor model for ISI-5 with correlated factors and the four-factor model for PGIS-2 fit the data best. As a result, it was decided to keep these two models in further analyses.

Table 1. Indices of model fit

	Criteria of model fit*	Correlated three factor ISI-5 model	Uncorrelated three factor ISI-5 model	Four factor PGIS-2 model	Two factor PGIS-2 model
χ^2 (df)	$p < 0.01$	778.501 (321)	817.872 (324)	359.368 (98)	489.415 (103)
χ^2 / df	≤ 5	2.43	2.52	3.67	4.75
RMSEA	≤ 0.10	0.089	0.091	0.111	0.119
SRMR	≤ 0.10	0.099	0.114	0.128	0.089
GFI	≥ 0.85	0.773	0.765	0.830	0.807
AGFI	≥ 0.80	0.733	0.726	0.763	0.746
CFI	≥ 0.90	0.669	0.642	0.871	0.809

Note: *criteria by Sun, (18); Schreiber et al. (19); Hooper et al. (20)

The results of correlation analyzes indicate a statistically significant positive correlation between the Diffuse-avoidant and Normative oriented identity style, while the correlation between other identity styles was not significant (Table 2). All components of personal growth initiative were significantly positively correlated with each other (Table 3).

Table 2. Intercorrelations of latent factors on the Identity Style Inventory

	Diffuse	Informational	Normative
Diffuse	-	-.043	.261**
Informational		-	-.057
Normative			-

Note: **p<.01

Table 3. Intercorrelations of latent factors on the Personal Growth Initiative Scale

	Readiness for change	Planfulness	Using resources	Intentional behavior
Readiness for change	-	.748**	.468**	.660**
Planfulness		-	.455**	.625**
Using resources			-	.488**
Intentional behavior				-

Note: **p<.01

Standardized factor loadings of individual indicators with associated latent constructs for the ISI-5 are, except for three items, statistically significant (Table 4). Of the items with significant factor loadings, six items had loadings significantly below 0.4, which would imply their exclusion. All item factor loadings for PGIS-2 were statistically significant and,

except for one item, were of appropriate size (Table 5). Nevertheless, it was decided to keep all items in further analyses, since they all had statistically significant correlations with the total results on the associated factors and were of satisfactory size, as well as due to the fact that these scales were applied to a convenient and small sample of young individuals.

Table 4. Standardized factor loadings of items with associated factors on the Identity Style Inventory

Items	Diffuse	Informational	Normative
Trudim se ne razmišljati o problemima niti se baviti njima koliko god mogu. (I try not to think about or deal with problems as long as I can.)	.072		
Kada moram donijeti odluku, pokušavam čekati što je dulje moguće kako bih vidio/vidjela što će se dogoditi. (When I have to make a decision, I try to wait as long as possible in order to see what will happen.)	.614**		
Moji se životni planovi mijenjaju kad god razgovaram s različitim ljudima. (My life plans tend to change whenever I talk to different people.)	.568**		
Nisam siguran/na kamo idem u svom životu; pretpostavljam da će se stvari riješiti same od sebe. (I'm not sure where I'm heading in my life; I guess things will work themselves out.)	.680**		
Ne isplati se brinuti o vrijednostima unaprijed; odlučujem o stvarima kada se dogode. (It doesn't pay to worry about values in advance; I decide things as they happen.)	-.018		
Kada se pojave osobni problemi, pokušavam odgoditi djelovanje što je dulje moguće. (When personal problems arise, I try to delay acting as long as	.699**		

possible.)	
Pokušavam izbjegavati osobne situacije koje od mene zahtijevaju da puno razmišljam i da se sam/a s njima nosim. (I try to avoid personal situations that require me to think a lot and deal with them on my own.)	.520**
Sada baš i ne razmišljam o svojoj budućnosti, još je daleko. (I am not really thinking about my future now, it is still a long way off.)	.209**
Osjećaj "tko sam ja" se mijenja od situacije do situacije. (Who I am changes from situation to situation.)	.586**
Kad se suočim sa životnom odlukom, pokušavam analizirati situaciju kako bih je razumio/razumjela. (When facing a life decision, I try to analyze the situation in order to understand it.)	.615**
Probleme u svom životu rješavam aktivno razmišljajući o njima. (I handle problems in my life by actively reflecting on them.)	.200**
Prilikom donošenja važnih odluka volim imati što više informacija. (When making important decisions, I like to have as much information as possible.)	.363**
Povremeno razmišljam i ispitujem logičku dosljednost između mojih vrijednosti i životnih ciljeva. (I periodically think about and examine the logical consistency between my values and life goals.)	.277**
Provodim puno vremena čitajući ili razgovarajući s drugima pokušavajući razviti skup vrijednosti koji za mene ima smisla. (I spend a lot of time reading or talking to others trying to develop a set of values that makes sense to me.)	.474**
Kada donosim važne odluke, volim provoditi vrijeme razmišljajući o svojim mogućnostima. (When making important decisions, I like to spend time thinking about my options.)	.513**
Kad se suočim sa životnom odlukom, uzimam u obzir različita gledišta prije nego što donesem odluku. (When facing a life decision, I take into account different points of view before making a choice.)	.628**
Razgovor s drugima pomaže mi istražiti svoja osobna uvjerenja. (Talking to others helps me explore my personal beliefs.)	.417**
Važno mi je dobiti i procijeniti informacije iz raznih izvora prije nego što donesem važne životne odluke. (It is important for me to obtain and evaluate information from a variety of sources before I make important life decisions.)	.618**
Mislim da je bolje usvojiti čvrsta uvjerenja nego biti otvorenog uma. (I think it is better to adopt a firm set of beliefs than to be open-minded.)	.246**
Nikad ne dovodim u pitanje što želim raditi u životu jer sam sklon/a slijediti ono što važni ljudi očekuju od mene. (I never question what I want to do with my life because I tend to follow what important people expect me to do.)	.581**
Radije se bavim situacijama u kojima se mogu osloniti na društvene norme i standarde. (I prefer to deal with situations in which I can rely on social norms and standards.)	.381**
Automatski usvajam i slijedim vrijednosti uz koje sam odgajan/a. (I automatically adopt and follow the values I was brought up with.)	.429**
Mislim da je bolje držati se čvrstih vrijednosti nego razmatrati nove vrijednosti. (I think it's better to hold on to fixed values rather than to consider alternative value systems.)	.504**
Kada drugi kažu nešto što dovodi u pitanje moje osobne vrijednosti ili	.178**

uvjerenja, automatski zanemarujem ono što imaju za reći. (When others say something that challenges my personal values or beliefs, I automatically disregard what they have to say.)	
Kada donosim odluku o svojoj budućnosti, automatski pratim što bliski prijatelji ili rodbina očekuju od mene. (When I make a decision about my future, I automatically follow what close friends or relatives expect from me.)	.820**
Nastojim ostvariti ciljeve koje moja obitelj i prijatelji imaju za mene. (I strive to achieve the goals that my family and friends hold for me.)	.838**
Oduvijek sam znao/la u što vjerujem i u što ne vjerujem; nikada zapravo ne sumnjam u svoja uvjerenja. (I have always known what I believe and don't believe; I never really have doubts about my beliefs.)	.021

Note: **p<.01

Table 5. Standardized factor loadings of items with associated factors on the Personal Growth Initiative Scale

Items	Readiness for change	Planfulness	Using resources	Intentional behavior
Shvaćam što moram promijeniti na sebi. (I figure out what I need to change about myself.)	.631**			
Spreman/na sam napraviti određene promjene na sebi. (I can tell when I am ready to make specific changes in myself.)	.545**			
Znam kada trebam napraviti određene promjene na sebi. (I know when I need to make a specific change in myself.)	.788**			
Znam kada je vrijeme da promijenim određene stvari na sebi. (I know when it's time to change specific things about myself.)	.781**			
Kada pokušavam promijeniti sebe, napravim realan plan za svoj osobni razvoj. (When I try to change myself, I make a realistic plan for my personal growth.)		.667**		
Znam kako napraviti realan plan kako bih promijenio/la sebe. (I know how to make a realistic plan in order to change myself.)		.804**		
Znam korake koje mogu poduzeti kako bih napravio/la namjerne promjene na sebi. (I know steps I can take to make intentional changes in myself.)		.727**		
Znam kako postaviti realne ciljeve da bih napravio/la promjene na sebi. (I know how to set realistic goals to make changes in myself.)		.844**		
Postavljam realne ciljeve za ono što želim promijeniti na sebi. (I set realistic goals for what I want to change about myself.)		.692**		
Koristim različite izvore kada se pokušavam razvijati. (I use resources when I try to grow.)			.267**	
Tražim pomoć kada se pokušavam promijeniti. (I ask for help when I try to change myself.)			.859**	
Aktivno tražim pomoć kada se pokušavam promijeniti. (I actively seek out help when I try to change myself.)			.922**	

Neprestano pokušavam rasti kao osoba. (I am constantly trying to grow as a person.)	.700**
Koristim svaku priliku za razvoj. (I take every opportunity to grow as it comes up.)	.820**
Aktivno radim na poboljšanju sebe. (I actively work to improve myself.)	.859**
Tražim prilike za rast kao osoba. (I look for opportunities to grow as a person.)	.774**

Note: **p<.01

Reliability analysis

Cronbach alpha reliabilities of the subscales for the ISI-5 are .700 for Diffuse-avoidant, .686 for Information oriented and .738 for Normative oriented identity style. The reliabilities of the subscales for the PGIS-2 are .775 for Readiness for change, .860 for Planfulness, .697 for Using resources and .868 for Intentional behavior. According to reports on acceptable values of the Cronbach alpha coefficient in the range from .70 to .95 (23 - 26), the coefficients obtained in the current research can be considered satisfactory, taking into account that the reliability coefficients for Information oriented identity style and Usingresources are close to the limit value. Additionally, the reliability analysis shows that eliminating several items would increase the reliability of individual subscales of ISI-5 and PGIS-2. It is important to mention that all subscales of both questionnaires are of satisfactory reliability when all associated items are taken into the analysis and, although the exclusion of individual items would slightly increase their reliability, it was decided to keep the original structure of the questionnaire.

Discriminability analysis and basic descriptive parameters

By reviewing the obtained ranges of results on all subscales (Table 7), it was concluded that the results of all subscales on the PGIS-2 cover 100% of the theoretical range, which points to the excellent sensitivity of these subscales. In contrast, scores on the ISI-5 cover 72% of the

theoretical range for the Diffuse-avoidant, 50% for Information oriented, and 75% for Normative oriented identity style. It can be concluded that the sensitivity of the subscales is acceptable, except for the Information oriented identity style, the sensitivity of which would be desirable to check on a larger and more representative sample of young individuals.

The discriminative validity of individual factors on the ISI-5 and PGIS-2 was additionally analyzed by examining the correlations of items with the associated factor scales (Table 6). Although external correlations on PGIS-2 are relatively high, the ranges of correlation coefficients of items with the associated factors (homogeneity) are larger than the range of correlation coefficients of items with other factors (external correlation), which suggests good discriminative validity of the factors (Table 6).

Table 6. Discriminative validity of individual factors

	Factor	Number of items	Range (smallest-largest) of correlation coefficients	
			Homogeneity*	External correlation**
Identity Style Inventory	Diffuse	9	.252-.725	.002-.383
	Informational	9	.394-.621	.004-.207
	Normative	9	.384-.716	.016-.376
Personal Growth Initiative Scale	Readiness for change	4	.653-.851	.317-.670
	Planfulness	5	.753-.862	.327-.663
	Using resources	3	.525-.904	.280-.618
	Intentional behavior	4	.799-.882	.379-.574

Note: *Range of correlations of individual items with the associated factor; **Range of correlations of individual items with other factors

Table 7 shows the descriptive parameters of individual subscales of the Identity Style Inventory and the Personal Growth Initiative Scale. The distributions of all subscales on the ISI-5 and PGIS-5 deviated significantly from normality on the Kolmogorov-Smirnov test, but other indicators of normality of distribution were taken into account as indicators of discriminability, such as coefficients of skewness and kurtosis, which were in a satisfactory range for all subscales i.e. skewness index <3 and kurtosis index <10 (27).

Table 7. Descriptive parameters of the subscales of the Identity Style Inventory and the Personal Growth Initiative Scale (N=228)

	Subscales	n	M	SD	Range of results	Kolmogorov-Smirnov	Skewness (st. error)	Kurtosis (st. error)
Identity Style Inventory	Diffuse-avoidant	9	21.193	5.709	9-35	.084**	.106 (.161)	-.685 (.321)
	Information oriented	9	37.513	4.124	27-45	.078**	-.332 (.161)	-.333 (.321)
	Normative oriented	9	22.250	5.750	9-36	.095**	.048 (.161)	-.485 (.321)
Personal Growth Initiative Scale	Readiness for change	4	16.430	2.778	4-20	.126**	-.873 (.161)	1.307 (.321)
	Planfulness	5	18.259	4.471	5-25	.092**	-.576 (.161)	-.150 (.321)
	Using resources	3	10.487	2.780	3-15	.091**	-.222 (.161)	-.587 (.321)
	Intentional behavior	4	16.829	3.074	4-20	.151**	-1.117 (.161)	1.873 (.321)

Note: n-number of items; M-mean; SD-standard deviation; st. error.-standard error; **p<.01

DISCUSSION

The results of the factor analysis indicate consistency of the factor structure, as stated by the authors of the original questionnaires. The three-factor structure for the ISI-5 and the four-factor structure for the PGIS-2 were confirmed. It was expected that identity styles would manifest as three different ways of solving and/or avoiding identity-related conflicts (informational, normative and diffuse-avoidant orientation), while personal growth initiative was expected to manifest itself through cognitive components such as readiness for change and creating plans for personal development, and through behavioral components such as using different sources of support and initiating intentional behavior in the direction of actually implementing the change process. The results of this research indicate satisfactory psychometric characteristics of both measuring instruments.

By reviewing the individual fit indices of the selected models for the ISI-5 and PGIS-2, it can be concluded that some indicate a good fit of the model with the data (Chi-square divided by the degrees of freedom for both models, and SRMR and RMSEA for the ISI-5 model), while others are predominantly on the border of acceptability or slightly below/above the recommended values (especially the SRMR, RMSEA, GFI, AGFI and CFI indices for the PGIS-2 model). It should be noted that not a single extreme deviation of the mentioned indices from the criteria of model fit was observed (Table 1). Namely, it is possible that the relatively small and convenient sample of young individuals in this study influenced the size of the indicated model fit indices, as well as some other factors such as the type of data, normality of data distribution, method of parameter estimation, and the complexity of the model (28). The authors of the original questionnaires reported the Chi-square test divided by the degrees of freedom, SRMR and RMSEA values in the confirmatory factor analysis (5, 17). The values of these indices in the original research were excellent for ISI-5, but

for PGIS-2, according to the authors of the scale, they implied "*acceptable (but not good) model fit*" (17). As a result, it was concluded that the factor structure of the Identity Style Inventory, as well as the Personal Growth Initiative Scale, partially match the results of the authors of the mentioned scales.

During the psychometric validation of the two measuring instruments, standardized factor loadings and reliability indices would be increased by eliminating individual items. Some of the items that had insignificant and/or low factor loadings also had the lowest factor loadings in the author's original questionnaires, although they were all statistically significant. The reason for this is probably that some of the items include the examination of several independent experiences that need to be evaluated, for instance, "*I try not to think about or deal with problems as much as I can.*" All the items that had insignificant factor loadings were formulated similarly, i.e. in a way that they examine independent experiences and states that can be examined separately, which can be considered a potential shortcoming of the measuring instrument. It should also be noted that moderate correlations are expected among individual identity styles. According to Berzonsky (8), active processing of identity-relevant information, which is a characteristic of the Information oriented identity style, should be negatively related to the Diffuse-avoidant style. Then, since normative orientation could stimulate the processing of information received from significant others, its positive association with Information oriented identity style is possible. By examining the intercorrelations of the latent factors, it was noticed that their relationships do not suit the expected direction (Table 2). Namely, a positive correlation between the Normative oriented and the Diffuse-avoidant style was obtained, while the relationship between the other identity styles was not statistically significant. It is interesting to note that the same result regarding the

connection between the normative and diffuse style was obtained on a sample of students in Italy (29). The explanation for these results can be found in the fact that low self-exploration is a feature of both mentioned identity styles, as well as a feature of their eponymous identity statuses (1). What differentiates them is the level of identity commitment, with normative types characterized by high commitment, while diffuse types are characterized by low commitment. The positive association of these styles and their common lack of self-exploration provokes thought that normative orientation may be underpinned by similar deficits in the processing of identity-important information as the diffuse-avoidant orientation. The results of some studies support this assumption, showing that both normative and diffuse identity individuals exclude relevant information due to a limited focus of attention (30) and that both orientations are associated with an approach to problem solving that is directed by others (31). However, in normative types, this deficit could be compensated by automatically identifying with the goals, values and lifestyle of significant others, whereby normative individuals actually ensure certain identity commitment without having to go through a moratorium crisis and the emotional effort associated with it, nor expend cognitive resources due to dealing with issues of identity.

As expected, all factors on the PGIS-2 are significantly and positively correlated with each other (Table 3) as stated by the original authors of the scale (17). Although it is not possible to conclude about causal relationships, cognitive components probably facilitate behavioral ones and vice versa, thus assuming a reciprocal relationship between these variables.

Reliability and validity indicators indicate good psychometric properties of both measuring instruments. Due to the aforementioned shortcomings of the convenient sample and the first application of these instruments in the Croatian language, it was decided to keep all

items in the analysis as the authors suggest. Although the results of the analyzes were satisfactory for both instruments despite these shortcomings, the need to verify their characteristics on larger samples is highlighted. Nevertheless, it should be noted that the psychometric characteristics of the ISI-5 and PGIS-2 are relatively good and have a good basis for further research on identity formation processes and personal growth initiative, thus enabling future research on identity styles and personal growth initiative in the Bosnian/Croatian/Serbian speaking area. The validation of these measuring instruments is an important step in the realization of such research.

CONCLUSION

The three-factor structure of the Identity Style Inventory and the four-factor structure of the Personal Growth Initiative Scale were confirmed, as well as the satisfactory psychometric characteristics of both measuring instruments. Thus, the adapted versions of the ISI-5 and PGIS-2 provide a good basis for further research on identity styles and personal growth initiative in the Bosnian/Croatian/Serbian speaking area.

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VALIDACIJA INVENTARA STILOVA IDENTITETA I SKALE INICIRANJA OSOBNOG RAZVOJA

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SAŽETAK

Uvod: Različite osobine, poput preferiranog stila identiteta i sklonosti iniciranja osobnog razvoja imaju važnu ulogu u formiranju stabilnog identiteta i psihološkoj dobrobiti pojedinca.

Cilj istraživanja: Validacija hrvatskog prijevoda Inventara stilova identiteta (ISI-5) i Skale iniciranja osobnog razvoja (PGIS-2).

Metoda: U istraživanju je sudjelovalo ukupno 228 mladih osoba (28 mladića i 200 djevojaka) u dobi od 18 do 28 godina s područja Bosne i Hercegovine, Hrvatske, Srbije i Crne Gore. Podaci su prikupljeni ispunjavanjem online upitnika kojim su primijenjeni Inventar stilova identiteta i Skala iniciranja osobnog razvoja.

Rezultati: Konfirmatornom faktorskom analizom je potvrđena trofaktorska struktura Inventara stilova identiteta (Informacijski orijentirani, Normativno orijentirani i Difuzno izbjegavajući stil identiteta) i četverofaktorska struktura Skale iniciranja osobnog razvoja (Spremnost na promjenu, Planiranost, Korištenje izvora podrške i Namjerno ponašanje). Ujedno su potvrđene zadovoljavajuće psihometrijske karakteristike oba mjerna instrumenta.

Zaključak: Adaptirane verzije Inventara stilova identiteta i Skale iniciranja osobnog razvoja pružaju dobru podlogu za daljnja istraživanja o stilovima identiteta i iniciranju osobnog razvoja na B/H/S govornom području.

Ključne riječi: statusi identiteta, stilovi identiteta, osobni razvoj

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