



Research Behind the Dimensional System

Introduction

In 1958, Victor R. Buzzotta, Ph.D. and Robert E. Lefton, Ph.D. founded Psychological Associates. They were among the first to apply behavioural science methods to business solutions.

The Dimensional Model

Together, Buzzotta and Lefton developed the Dimensional® Model of Behavior as an effective human resource tool that can be applied to any business interaction and thereby help their clients achieve greater performance.

The Model was developed out of earlier research in behavioural psychology on interpersonal behaviour. Below is a summary of the research that went into developing the Model.

First model: Leary, et al., 1951

The first form of the model was the “interpersonal classification system” that looked like this:

Leary, T., Freedman, M.B., Ossorio, A.G., and Coffey, H.S. (1951).
“The interpersonal dimension of personality.” *Journal of Personality*, 20, 143-161.

Kaiser model, 1957

Leary continued to research and validate the system through the Kaiser Foundation and in 1957 published this version of the model:

Leary, Timothy, *Interpersonal Diagnosis of Personality*. 1957

Buzzotta, Lefton model, 1958

In 1958, Buzzotta and Lefton adapted the earlier models specifically for business use and called it the Dimensional® Model, which looks like this:

Truckenmiller-Schaie Study

In 1957, Truckenmiller of Wilkes College and Schaie of the University of Southern California tested the validity of the Kaiser Study model on 160 subjects.

Their conclusion:

“Our results principally confirm the general validity with respect to the number and nature of dimensions found to subsume interpersonal behavior ratings.... Our results seem consistent with a body of literature analyzing the structure of interpersonal behavior ratings.”

They then list a number of studies that generally coincide with their results.

Truckenmiller, J.C., & Schaie, K.W. (1979). “Multilevel structural validation of Leary's interpersonal diagnosis system.” *Journal of Consulting and Clinical Psychology*, 47, 1030-1045.