

# The Personality Disorder Scene in North America: *DSM-5*

Bergen International Conference  
on Forensic Psychiatry: Personality Disorder

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# Target Audience

- ♦ Familiarity with general personality disorder characteristics
- ♦ TEST: Reaction to next 3 slides

GEECH



IT'S A GIFT.





By Jerry Bittle

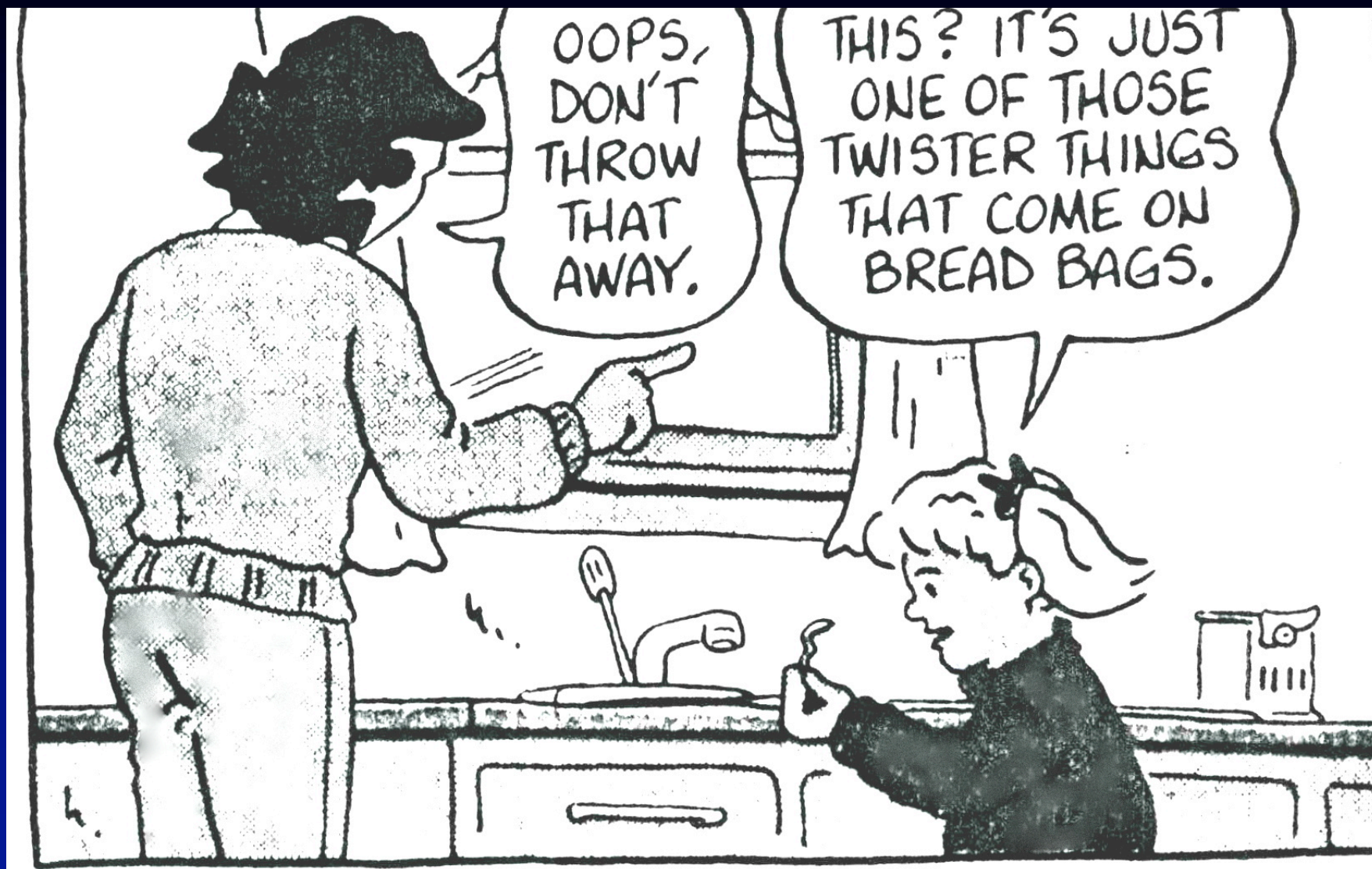


# *DSM* Personality Definition

- ◆ **Trait:** Pervasive, enduring pattern of affect, behavior, and cognition that is exhibited in a wide range of activities and situations
- ◆ **Disorder:** Maladaptive and inflexible **traits** that cause significant distress or dysfunction

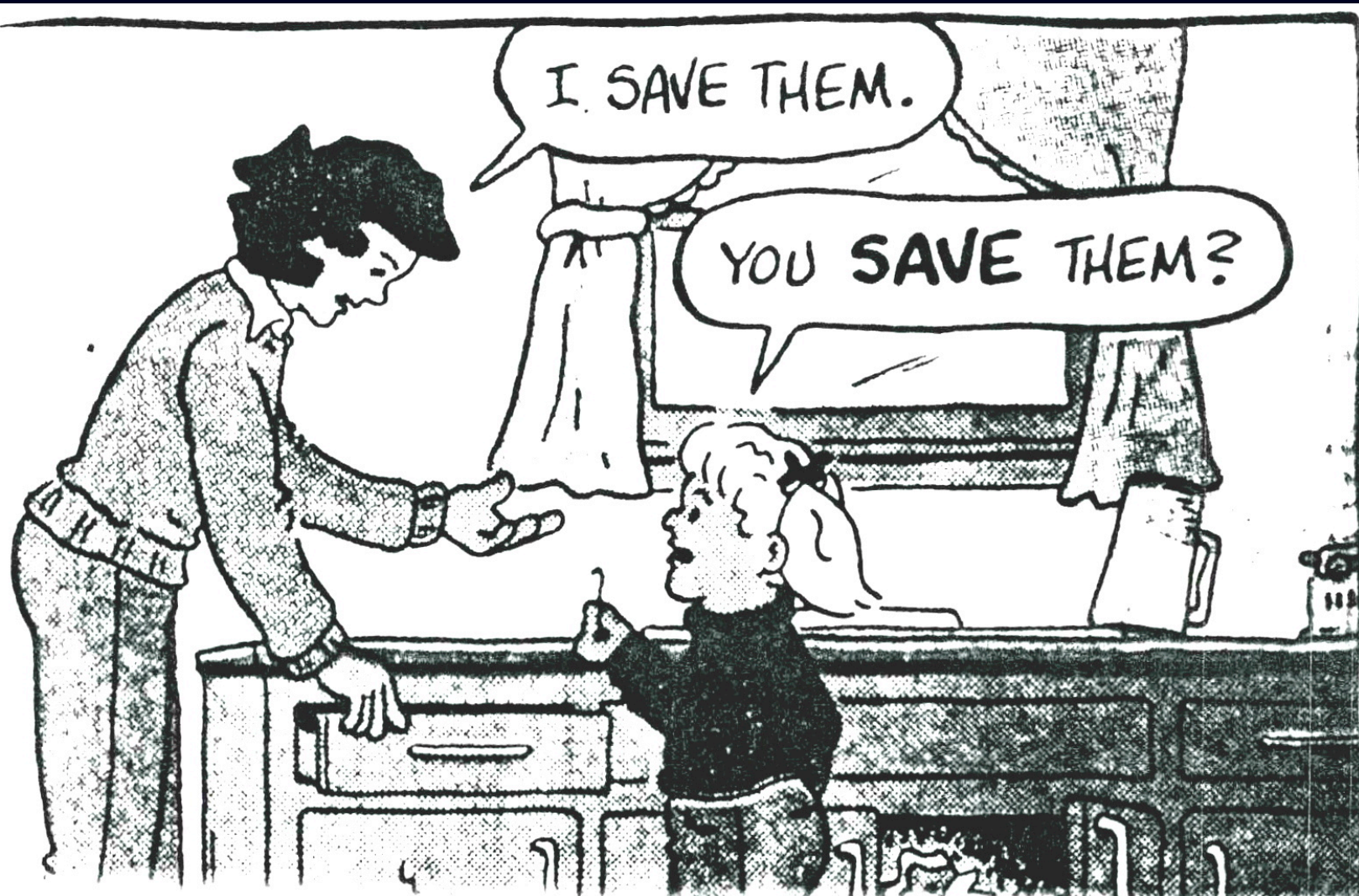


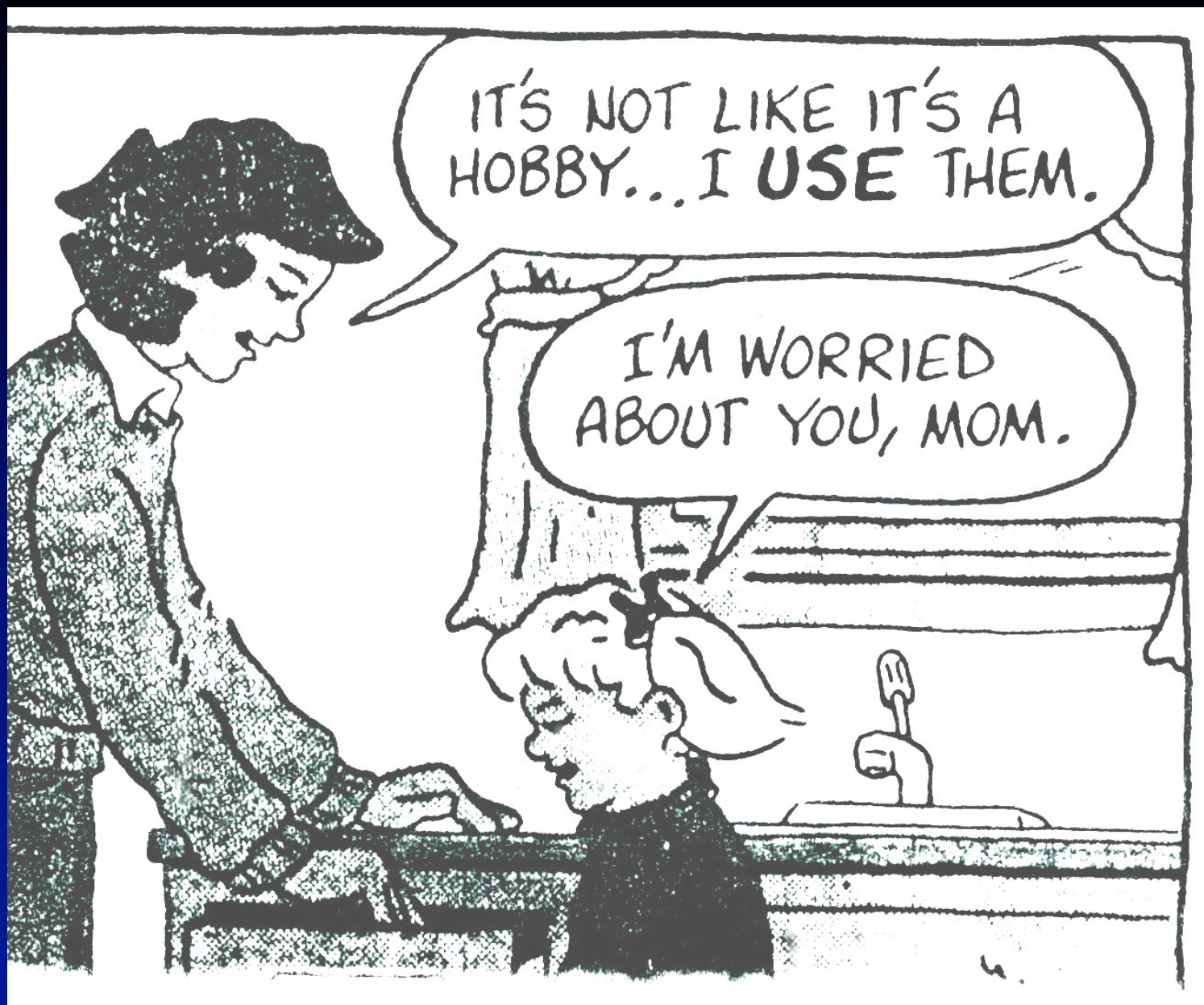






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# The Road to *DSM-5*

- ♦ *DSM-III* – major changes from *DSM-II*
  - Early critiques

# Problems with PD in *DSM-III*

- ◆ **Reliability** remained low
  - **Boundaries** unclear
    - With normality – artificial cut points
    - Between PDs – overlapping criteria
  - **Inferential** criteria
- ◆ **Mismatch** between  
definition and criteria



# Problems with PD in *DSM-III*

## ◆ Questionable validity

- Inability to
  - Sustain consistent work behavior
  - Function as a responsible parent
- ~80% of criminals met ASPD criteria
- ~30% of criminals met narrower psychopathy criteria

# Frances (1980, 1982) on *DSM-III*

- ◆ *DSM-III* system “much more effective for Axis I conditions”
- ◆ PDs too heterogeneous to guide treatment selection
- ◆ “More nominal than real”

# The Road to *DSM-5*

- ◆ *DSM-III* – major changes from *DSM-II*
  - Early critiques
- ◆ *DSM-III-R*
  - Severity of the problems became clear



# Problems with PD in *DSM-III-R*

- ◆ Excessive comorbidity
- ◆ Temporal instability of categories vs. stability within dimensions
- ◆ No discrete breaks – arbitrary boundaries
- ◆ Heterogeneity within diagnoses
- ◆ Poor convergent validity

Which of these major *DSM-III-R*  
problems were fixed or improved  
in *DSM-IV* ?



# The Road to *DSM-5*

- ◆ *DSM-III* – major changes from *DSM-II*
  - Early critiques
- ◆ *DSM-III-R*
  - Severity of the problems become clear
- ◆ *DSM-IV*
  - Rearranging deck chairs on the Titanic



# First (2011) on *DSM-IV*

- ◆ Purely categorical model for PD diagnosis “unsuitable”
- ◆ High % comorbidity & PDNOS
- ◆ Arbitrary threshold for diagnosis
- ◆ Questionable clinical utility

# An alternative model for PD diagnosis

# Frances (1982) concluded:

- ◆ Diagnostic nosologies that are **too radically innovative** are not likely to achieve wide acceptance.

# First (2011)

## *DSM-5* proposal:

- ◆ Impossibly complex to use
- ◆ Too radical a shift from current practice
- ◆ Too unfamiliar to clinicians



# Frances (1982) concluded:

- ◆ Diagnostic nosologies that are **too radically** innovative are not likely to achieve wide acceptance.
- ◆ As computers become ubiquitous and psychiatrists are better trained as scientists, **dimensional diagnosis of personality will become essential for clinical decision making.**

# First (2011) concludes:

- ◆ A major hurdle to the successful adoption of a trait model for PD is **lack of clinical comfort**
- ◆ Trait system should be included in the ***DSM-5 appendix*** to stimulate further study as well as future clinician acceptance

# The Road to *DSM-5*

- ◆ *DSM-III* – major changes from *DSM-II*
  - Early critiques
- ◆ *DSM-III-R*
  - Severity of the problems become clear
- ◆ *DSM-IV*
  - Rearranging deck chairs on the Titanic
- ◆ *DSM-5, Section II (DSM-5-II)*
  - No change except in text

# An alternative model for PD diagnosis



# Theoretical Model of PD

- ◆ Extreme traits alone  $\neq$  PD
- ◆ “Disorder” implies dysfunction
- ◆ What is dysfunctional in PD?

# *DSM-5, Section III*

- ◆ Revised general criteria
  1. Impairment in personality functioning
    - 2 broad domains, 2 subdomains each
  2. 1+ pathological personality traits
    - 25 pathological personality traits in 5 domains

# The function of X

**Lungs** – to take in oxygen

**COPD** = disorder because  
interferes with lung functioning

**Knee** – to enable mobility

**Torn ACL** = disorder because  
disrupts mobility

# PD Proposal for *DSM-5*

- ◆ Extreme traits alone  $\neq$  PD
- ◆ “Disorder” implies dysfunction
- ◆ What is dysfunctional in PD?
- ◆ What is the function of personality?

# The function of personality

Evolved to handle major life tasks

- ◆ Stable representations of self /others
- ◆ Capacity for relationships, intimacy
- ◆ Effective societal functioning
  - ◆ Prosocial behavior
  - ◆ Cooperative relationships

Livesley (1998)



# Essential Dysfunction in PD

- ◆ Impairments in core personality functioning, both
  - ◆ **Self** functioning
    - ◆ Identity
    - ◆ Self-directedness
  - ◆ **Interpersonal** functioning
    - ◆ Empathy
    - ◆ Intimacy

# Self Functioning

## ◆ Identity

- ◆ Sense of unique self
- ◆ Clear self-other boundaries
- ◆ Self-esteem stability,  
accurate self-appraisal
- ◆ Emotion regulation

# Self Functioning

## ◆ Self-directedness

- ◆ Pursuit of short-term and life goals
- ◆ Internalized standards of behavior
- ◆ Self-reflection

# Interpersonal Functioning

## ◆ Empathy

- ◆ Comprehension, appreciation of others' experiences, motivations
- ◆ Tolerance of differing perspectives
- ◆ Understanding the effects of one's behavior on others

# Interpersonal Functioning

## ◆ Intimacy

- ◆ Connections with others
- ◆ Desire, capacity for closeness
- ◆ Mutuality of regard



# Essential Dysfunction in PD

- ◆ 1+ pathological personality traits
  - ◆ Negative Affectivity
  - ◆ Detachment
  - ◆ Antagonism
  - ◆ Disinhibition vs. Compulsivity  
(Rigid Perfectionism)
  - ◆ Psychoticism (Schizotypy)

# Personality Disorder diagnosis

Personality impairments and traits are

- ♦ **Stable** across time
- ♦ **Consistent** across situations
- ♦ *Not* **developmentally** normative
- ♦ *Not* **culturally** normative
- ♦ *Not* directly due to **drugs** or **general medical condition**

# Personality Disorder diagnosis

- ◆ Two required decisions
  1. Severity level
  2. Trait configuration
- ◆ One optional decision
  - ◆ Trait configuration = type?

# Levels of Functioning

0-4 scale of impairment

◆ 0 = **None** (healthy functioning)

◆ 1 = **Mild** (personality difficulty)

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◆ 2 = **Moderate** (PD threshold)

◆ 3 = **Severe** impairment

◆ 4 = **Extreme** impairment

# Self Functioning

## ◆ Identity – Level 1

- ◆ Sense of self: relatively intact
- ◆ Self-other boundary clarity: some decrease under stress
- ◆ Self-esteem: at times, overly critical; self-appraisal distorted
- ◆ Emotional regulation: Distressed by strong emotions; may restrict range of emotional experience



# Self Functioning

## ◆ Self-directedness – Level 2

- ◆ **Goals:** often driven by external approval; may lack coherence, stability
- ◆ **Personal standards:** avowed standards unreasonably high or low; behavior inconsistent with standards
- ◆ **Self-reflection:** Moderately impaired

# Interpersonal Functioning

## ◆ Empathy – Level 3

- ◆ **Comprehension of others' experiences:** significantly limited, often to specific aspects (e.g., anger, but not sadness)
- ◆ **Tolerance of other perspectives:** very limited; feels threatened by differences of opinion, viewpoints
- ◆ **Understanding of effects of own behavior on others:** Confused or unaware; often misattributes others' actions negatively

# Interpersonal Functioning

## ◆ Intimacy – Level 4

- ◆ **Connections with others:** Detached, disorganized, or consistently negative
- ◆ **Desire/ capacity for closeness:** Disinterest or expectations of harm
- ◆ **Mutuality of regard:** Absent; relationships viewed as providing comfort or inflicting harm

# Personality Disorder diagnosis

- ◆ Two required decisions
  1. Severity level
  2. Trait configuration

# Empirically based Trait Structure

Well known Five-Factor Model (FFM)

Neuroticism (N)

Extraversion (E)

Agreeableness (A)

Conscientiousness (C)

Openness (O)



# Consensus Hierarchical Trait Structure

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MARKON, KRUEGER, AND WATSON

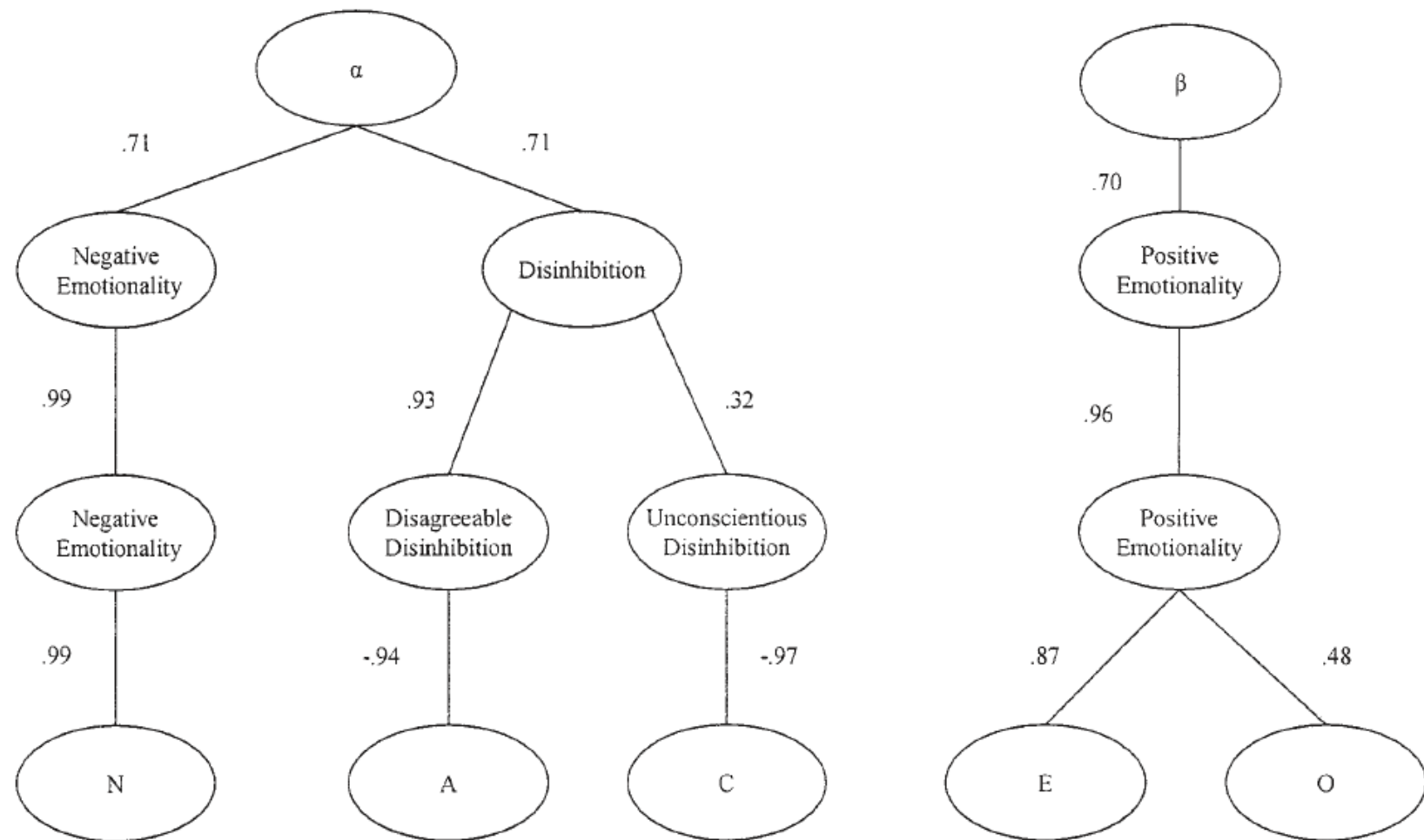


Figure 1. Study 1: Correlations between subordinate and superordinate factors. N = Neuroticism; A = Agreeableness; C = Conscientiousness; E = Extraversion; O = Openness.

# Consensus Hierarchical Trait Structure

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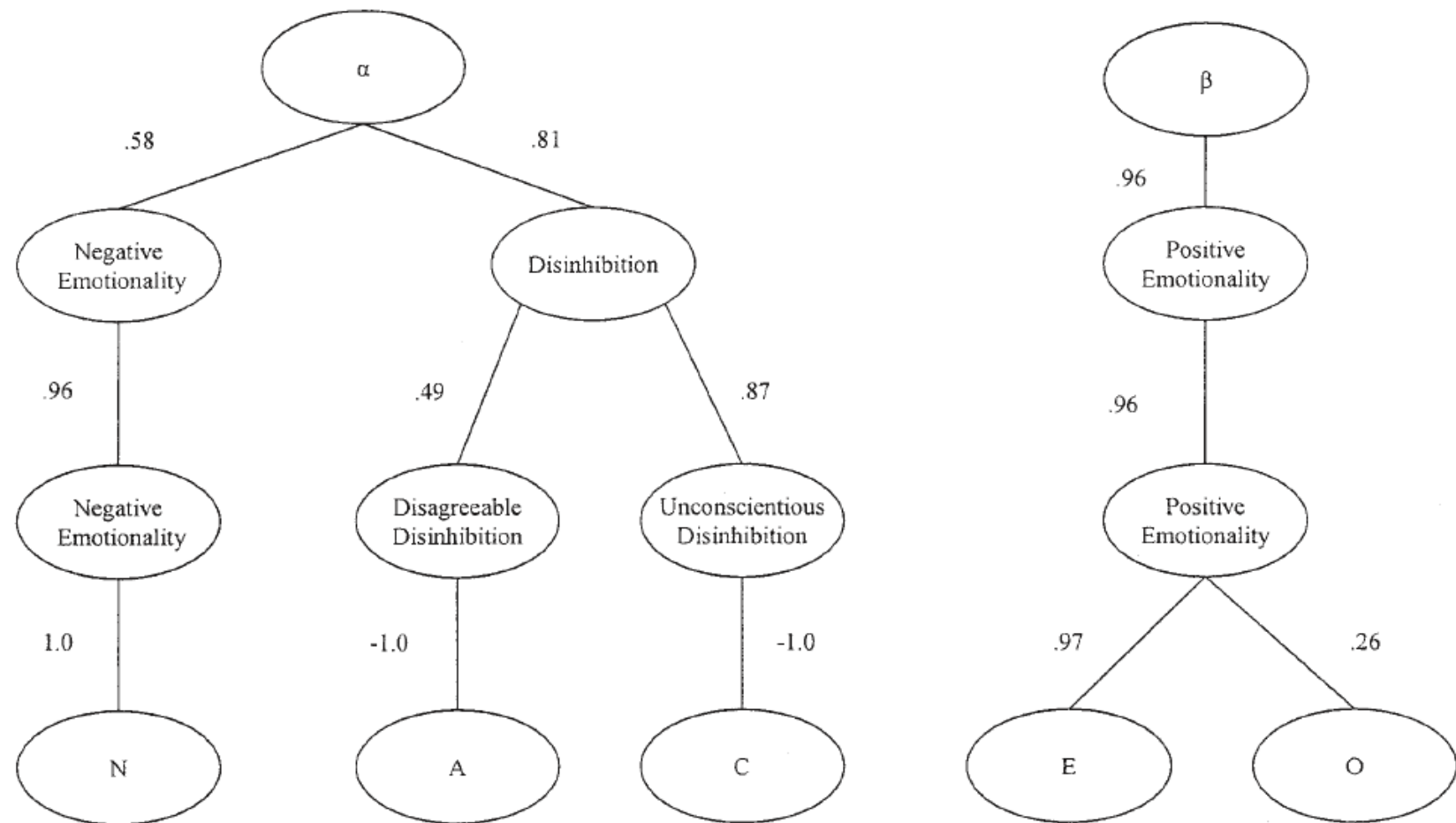


Figure 2. Study 2: Correlations between subordinate and superordinate factors. N = Neuroticism; A = Agreeableness; C = Conscientiousness; E = Extraversion; O = Openness.

# Preliminary Structure: Four of “Big Five” / FFM

Neg. Affectivity	Neuroticism
Detachment	Extraversion
Antagonism	Agreeableness
Disinhibition	Conscientiousness

Openness found not to be PD relevant

# Four of “Big Five” / FFM + Clinically Relevant Traits

Neg. Affectivity

Detachment

Antagonism

Disinhibition

Compulsivity

Psychoticism

Neuroticism

Extraversion

Agreeableness

Conscientiousness

# Four of “Big Five” / FFM + Clinically Relevant Traits

Neg. Affectivity

Neuroticism

Detachment

Extraversion

Antagonism

Agreeableness

Disinhibition

Conscientiousness

vs. Compulsivity (Rigid Perfectionism)

Psychoticism

# Brief Definitions

**Neg Affectivity**      Experiencing negative emotions frequently and intensely

**Detachment**      Withdrawal from other people and social interactions

**Antagonism**      Behaving in ways that puts one at odds with other people

# Brief Definitions

**Disinhibition** Engaging in behaviors on impulse, without reflecting on potential future consequences

**vs. Compulsivity** Rigid insistence on things being flawless and orderly at expense of timeliness; difficulty with change

**Psychoticism** Having unusual, bizarre cognitions, perception, and experiences; behaving oddly



# Sample Content

- |                               |   |
|-------------------------------|---|
| Neg Affectivity               | I always expect the worst.                          |
| Detachment                    | I prefer not to get too close to other people.      |
| Antagonism                    | I use people to get what I want.                    |
| Disinhibition                 | Others see me as irresponsible                      |
| Compulsivity<br>(Rigid Perf.) | If something I do isn't perfect, it's unacceptable. |
| Psychoticism                  | People seem to think I'm weird                      |

# Personality Disorder diagnosis

- ◆ Two required decisions
  1. Severity level
  2. Trait configuration –  
Domain-level sufficient  
If domain seems to apply,  
facet assessment is available

# Negative Affectivity

Emotional lability    Anxiousness

Separation insecurity

Perseveration      Submissiveness

## SHARED FACETS

Hostility (*Antagonism*)

Restricted affectivity (negatively)

(*Detachment - positively*)

# Detachment

Withdrawal

Anhedonia

Intimacy avoidance

## SHARED FACETS

Depressivity (*Negative Affectivity*)

Suspiciousness (*Negative Affectivity*)

# Antagonism

Manipulativeness    Deceitfulness  
Grandiosity        Attention seeking

## SHARED FACETS

Hostility (*Negative Affectivity*)

# Disinhibition

Irresponsibility

Impulsivity

Distractibility

## SHARED FACETS

Rigid Perfectionism (*Negative Affectivity*)

Risk taking (*Detachment - negatively*)

# Psychoticism

Unusual beliefs and experiences

Cognitive and perceptual dysregulation

Eccentricity

*SHARED FACET*

Perseveration (*Negative Affectivity*)



# Personality Disorder diagnosis

- ◆ Two required decisions
  1. Severity level
  2. Trait configuration

Personality disorder—Trait Specified

Ex.: Moderate PD with  
Negative Affectivity, Disinhibited traits

# Personality Disorder diagnosis

- ◆ Two required decisions
  1. Severity level
  2. Trait configuration
- ◆ One optional decision
  - ◆ Trait configuration = type?

# Five Types Proposed Initially

Schizotypal

Borderline

Antisocial / Dyssocial

Avoidant

Obsessive-compulsive

# Rationale for Retaining Types

- ◆ Large research literature
- ◆ Described by 2+ trait domains

**Schizotypal:** Psychoticism  
Detachment, NA (*Suspiciousness*)

**Borderline:** Negative Affectivity,  
Disinhibition, Antagonism (*Hostility*)

**Antisocial / Dyssocial:**  
Antagonism, Disinhibition

# Rationale for Retaining Types

- ◆ Large research literature
- ◆ Described by 2+ trait domains

**Avoidant:** Detachment +  
NA (*Anxiousness*)

**Obsessive-Compulsive:** Compulsivity  
(*Rigid Perfectionism*),  
NA (*Perseveration*)

# A Rationale for Dropping Types

Described by 1 trait domain or facet

**Paranoid:** Suspiciousness facet (NA)

**Histrionic:** Attention-seeking facet (Ant.)

**Dependency:** Submissiveness &  
Insecure attachment (NA)

**Schizoid:** Detachment domain

**Narcissistic:** Attention-seeking &  
Grandiosity (Antagonism)

# A Rationale for Dropping Types

Described by 1 trait domain or facet

Paranoid: Suspiciousness facet (NA)

Histrionic: Attention-seeking facet (Ant.)

Dependency: Submissiveness &  
Insecure attachment (NA)

Schizoid: Detachment domain

**Narcissistic:** Attention-seeking &  
Grandiosity (Antagonism)



# IMP: Improving the Measurement of Personality

- Multi-domain (personality, functioning, disorders)
- Multi-measure (6 pers trait + 3 pers function instru, 2 meas clinical syndromes, 4 functioning meas)
- Multi-method (questionnaires-interviews)
- Multi-population (~300 each: pts, high-risk comm)
- Multi-occasion (two waves, 6-12 months apart)
- Multi-perspective (primary participants-informants)

# Personality Diagnosis: Issues

Optimally combining traits & dysfunction

Current model: **Multiple-threshold**

Above threshold on *functional level*  
AND *1+ traits*

# Personality Diagnosis: Issues

Optimally combining traits & dysfunction

1. Is **trait-threshold model** alone sufficient?
2. If *yes*, **how many elevated traits needed?**  
One domain? One facet?
3. If *no*, is **multiple-threshold model** optimal?
4. Should other than ***personality*** dysfunction (e.g., occupational) be considered?

# Personality Diagnosis: Issues

Optimally combining traits & dysfunction

1. Is **trait-threshold model** alone sufficient?

Specifically, how well do traits alone capture *DSM-5-III* PD diagnoses?

# Demographics

- $N = 605$ 
  - Subsamples
    - 50% high-risk community adults
    - 40% CMH patients
  - 56% female
  - $\text{Age}_M = 45.7 \pm 13.3$   
range = 18-84 yrs.

# Demographics

- Race ( $p < .01$ )

	<u>HRC / Pt</u>
• 69% White	( <b>75</b> / 63)
• 22% Black	(18 / <b>25</b> )
• 9% Other minority	(7 / <b>12</b> )
- Education level
  - 33% high-school or less
  - **46%** some post-hs classes
  - 21% college degree or higher

# Relationship Status

$p < .0001$	High-Risk Comm. Adults	Patients	Total (%)
Single / Never Married	25	43	34
Married / Partnered	48	21	34
Divorced / Separated	21	34	28
Widowed	6	2	4

# Employment Status

$p < .0001$	High-Risk Comm. Adults	Patients	Total (%)
Employed	44	18	31
Unemployed	17	28	22
Disabled	14	38	26
Other	25	16	21



# Occupational Status

$p < .0001$	High-Risk Comm. Adults	Patients	Total (%)
Unskilled	26	34	30
Skilled/ Clerical	29	25	27
Managerial / Professional	35	25	30
None / Other	10	16	13

# Income Level

$p < .0001$	High-Risk Comm. Adults	Patients	Total (%)
< \$10,000	14	53	34
\$10,000 - \$19,999	17	24	21
\$20,000 – 39,999	28	12	20
\$40,000 – 59,999	18	5	11.5
\$60,000+	23	6	14.5

# Treatment Status

$p < .0001$	High-Risk Comm. Adults	Patients	Total (%)
Never	54	0	26
Past Only	38	14	26
Current	8	86	48
Ever hospzd	14	64	39

# Medication Use

$p < .0001$	High-Risk Comm. Adults	Patients	Total (%)
None	37	10	23
Physical Only	37	6	22
Mental Only	5	24	14
Both	21	60	41

# Method – Interview

- *SIDP* interview
  - Each PD criterion scored 0-3
- + Interviewers rated *DSM-5-III*  
Criteria *A* & *B*, 0-3 scale
  - 4 functional domains (LPFS)
  - 25 trait facets (CRF)

# Method – Self-report

- Personality **Traits**
  - *PID-5* questionnaire
- Personality **Impairment**
  - *GAPD* (Livesley)
  - *SIPP* (Verheul)
  - *MDPF* (Parker)

# Interrater Reliability – SIDP

Personality Disorder	Dimensional Ratings (ICC)	Dichotomous Ratings (ICC)
Paranoid PD	.85	.82
Schizoid PD	.89	.79
Schizotypal PD	.85	.82
Antisocial Adult/Ch	.83/.96	.85/1.0
Borderline PD	.86	.89
Histrionic PD	.92	.80
Narcissistic PD	.94	.97
Avoidant PD	.96	.87
Dependent PD	.90	.61
Obs-Compulsiv PD	.73	.75
General PD Criteria	--	.82

# Interrater Reliability – *DSM-5-III*

Personality Rating	Dimensional Ratings (ICC)	Dichotomous Ratings (ICC)
<b><i>Personality Impairment</i></b>		
Identity	.71	.62
Self-direction	.76	.77
Empathy	.67	.50
Intimacy	.73	.58
<b><i>Facets by Domain</i></b>	<b><i>Mean</i></b>	<b><i>Sum</i></b>
Negative Affectivity	.70	.72
Detachment	.64	.68
Antagonism	.71	.85
Disinhibition	.70	.83
Psychoticism	.52	.64



# Internal Consistency – *PID-5*

Personality Rating	<i>MEAN</i>	<i>SUM</i>
<i>Personality Impairment</i>		
Self-pathology	<b>.90</b>	<b>.62</b>
Interpersonal pathol	<b>.77</b>	<b>.50</b>
<i>Facets by Domain</i>	<i>Mean</i>	<i>Sum</i>
Negative Affectivity	<b>.70</b>	<b>.72</b>
Detachment	<b>.64</b>	<b>.68</b>
Antagonism	<b>.71</b>	<b>.85</b>
Disinhibition	<b>.70</b>	<b>.83</b>
Psychoticism	<b>.52</b>	<b>.64</b>

# Internal Consistency – PID-5

Scale	# items	Alpha	AIC
Emotional lability	7	.87	.49
Anxiousness	9	.89	.47
Separation Insecurity	7	.84	.43
Submissiveness	4	.79	.48
Hostility	10	.86	.38
Perseveration	9	.82	.36
Depressivity	14	.93	.49
Withdrawal	10	.91	.50
Intimacy Avoidance	6	.83	.45
Anhedonia	8	.87	.46
Restricted Affectivity	7	.75	.30
Suspiciousness	7	.79	.35

# Internal Consistency – PID-5

Scale	# items	Alpha	AIC
Manipulativeness	5	.81	.44
Deceitfulness	10	.88	.42
Grandiosity	6	.79	.37
Attention seeking	8	.89	.53
Callousness	14	.88	.34
Irresponsibility	7	.74	.29
Distractibility	6	.89	.57
Risk taking	9	.88	.45
Rigid perfectionism	14	.88	.34
Unusual Beliefs/ Exp	10	.85	.36
Eccentricity	8	.95	.38
Cog/ Percep Dysreg	13	.87	.25

# Convergent/ Discriminant Validity of Self-report Personality Functioning scales

Scale	<i>M r</i>	Range
Self-pathology	<b>.77</b>	.74-.81
Interpersonal pathology	<b>.53</b>	.53-.65
Self with Interpersonal pathology scales		= <b>.63</b>

# Method

- 44 *a priori* hypotheses re:  
*DSM-5-II* criteria — *DSM-5-III* trait correlations
- Predictions made in 2011
  - 25 *DSM-5-III* PD facets were set
  - Which facets → each PD type  
NOT set

# Example: Antisocial PD

- **Callousness**

- Disregard for the rights of others
- Lacks remorse

- **Hostility**

- Irritability and aggressiveness
- Adolescent bullying, threats, fights...

- **Recklessness**

- Reckless disregard for the safety of self and others

# Example: Antisocial PD

- **Manipulativeness / Deceitfulness**
  - Violation of the rights of others
  - Failure to conform to social norms
  - Deceitfulness (e.g., lying, conning)
- **Impulsivity**
  - Failure to plan ahead
- **Irresponsibility**
  - Failure to sustain consistent work behavior, honor financial obligations

# CRF Intercorrelations

## Antisocial PD

SCALE	Irresp	Manipl	Impuls	Deceit	Callous	Hostile
Manipltvness	<b>.56</b>					
Impulsivity	<b>.66</b>	<b>.53</b>				
Deceitfulness	<b>.62</b>	<b>.73</b>	<b>.53</b>			
Callousness	.44	<b>.53</b>	.41	<b>.56</b>		
Hostility	.35	.37	.38	.37	.44	
Risk-taking	.43	.37	.43	.42	.43	.24

Facets alpha = .86; AIC = .47

Facets + Criterion A alpha = .85, AIC = .41



# PID-5 Intercorrelations

## Antisocial PD

SCALE	Irresp	Manipl	Impuls	Deceit	Callous	Hostile
Manipulativeness	.38					
Impulsivity	.55	.32				
Deceitfulness	.58	.72	.45			
Callousness	.56	.49	.43	.64		
Hostility	.47	.38	.51	.46	.59	
Risk-taking	.37	.39	.51	.38	.40	.27

Facets alpha = .85; AIC = .45

Facets + Criterion A alpha = .86, AIC = .43

# CRF—PID-5 Correlations

## Antisocial PD

SCALE	Irresp	Manipl	Impuls	Deceit	Callous	Hostile	RiskT
Irresponsibility	<b>.41</b>	.22	.31	.28	.29	.25	.29
Manipulativeness	.32	<b>.43</b>	.29	<b>.41</b>	.34	.28	.34
Impulsivity	.38	.23	<b>.40</b>	.26	.27	.25	.34
Deceitfulness	.38	.39	.26	<b>.44</b>	.37	.30	.32
Callousness	.28	.31	.25	.29	<b>.40</b>	.28	.30
Hostility	.29	<b>.41</b>	.34	.28	.34	<b>.53</b>	.25
Risk-taking	.23	.28	.24	.22	.24	.14	<b>.43</b>

# Antisocial PD—facet correlations

Scale	CRF	PID-5
Irresponsibility	.79	.46
Deceitfulness	.71	.38
Impulsivity	.72	.37
Manipulativeness	.68	.34
Callousness	.57	.42
Risk taking	.55	.42
Hostility	.47	.33
Multiple <i>R</i>	.82	.52
<b>Multiple <i>R</i>, sig. facets</b>	<b>.82</b>	<b>.52</b>

*Italics* = not significant in multiple regression

# DSM-5-III — DSM-IV/5-II

## Summary

- Clinician's Rating Form

- *M* hypothesized trait-PD *rs* .56

- Six *DSM*-5-III types .58

- Four non-*DSM*-5-III types .55

- 100% *rs*  $\geq$  .35      86%  $\geq$  .40

- Median multiple *R* .82

- Six *DSM*-5-III types .83

- Four non-*DSM*-5-III types .82

# DSM-5-III — DSM-IV/5-II

## Summary

- PID-5 questionnaire
  - *M* hypothesized trait-PD *rs* .40
    - Six DSM-5-III types .41
    - Four non-DSM-5-III types .37
  - 70% *rs*  $\geq$  .35      77%  $\geq$  .30
  - Median multiple *R* .54
    - Six DSM-5-III types .54
    - Four non-DSM-5-III types .54

# Conclusions re: *DSM-5-III*

## Clinician Trait Ratings

- High interrater reliability
  - .89 dimensional ratings
  - .82 dichotomous ratings
- Model *DSM-IV/ 5-II* PDs with high fidelity
- No distinction for PDs *in* vs. *not in* *DSM-5-III*

# Conclusions re: *DSM-5-III*

## *PID-5 trait ratings*

- Correlate with clinicians' diagnostic ratings as or more strongly as self-report diagnostic ratings

## *DSM-5-III model has greater coverage*

- can specify 10 *DSM-IV/ 5-II* PDs
- **PLUS** *all* other trait profiles

# Thanks to all who helped IMP

## Graduate + Undergraduate Students

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x

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