

Personal construct analysis of a vice-principal on conflicts in a high school as workplace through High Tea Method by using repertoire grid technique

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Background & Purpose

- High Tea Method (Ito, Yoshizawa, & Inoue, 2008) was developed to analyze personal construct
- The purpose of present study was to explore the structure of conflict of a stakeholder in a high school by conducting High Tea Method, which the authors had developed, by using repertoire grid technique.

Method

- A vice-principal of a suburban high school participated in the study. First, he was asked to point out his experience in association of conflict in his workplace.
- An interview with those sentences of his conflict experience was conducted by repertoire grid method.
- Second interview was then conducted to interpret the constellation of MDS output.

Results & Conclusions

- Results showed that the participant summarized four clusters of his conflicts in his experience as his personal attitude construct.
- High Tea Method, as well as PAC Analysis developed by Naito (1997), is found to be a significant tool to search for inner structure of personal construct.
- The specific methodological features of High Tea Method were also discussed.
- The combination of High Tea Method and repertoire grid technique was found to be useful to explore the subjective structure of human individuals.

Table 1 Repertoire grid of a high school vice principal

Similarity類似性	Ten Items of conflictコンフリクトの10項目										Difference相違点
	①	②	③	④	⑤	⑥	⑦	⑧	⑨	⑩	
Trouble with teachers 教員とのトラブル	70	×100	×100	80	80	50	10	○0	0	0	Teachers' problem 教員自身の問題
Advice cannot be accepted アドバイスが受け入れられない	×100	50	0	90	×90	20	0	100	100	100	Concrete caution 具体的注意
Task as a whole school 学校全体の課題	0	0	0	0	50	○0	30	80	×100	×100	Relation to others 他人の関係
Daily dissatisfaction toward teachers 常日頃の教員に対する不満	30	50	0	○0	×100	80	50	×100	100	100	Specific problems 特定のこと
Anger 怒りの感情	×20	○100	20	50	20	0	100	80	×80	80	No anger 怒りはない
My Discomfort feeling 私の不快感	100	100	×100	80	40	0	×100	80	80	80	Mind-set 心がけ
Volition toward novelty 新しいものへの意欲	20	0	0	×80	0	0	0	○100	0	×100	lack of sense of mission 使命感不足
My inner persuasive power 自分の内面の説得力	50	100	100	×80	0	0	0	50	50	50	Anger 怒り
Heavy duty重い課題	100	0	0	0	50	50	0	×100	×100	100	Individuality 個性
Responsible feeling on cause of trouble トラブル原因にある責任感	10	×100	×100	80	20	0	0	0	0	0	Relationship as the cause 原因は関係
×: Two items of similarity、○:One item of difference											

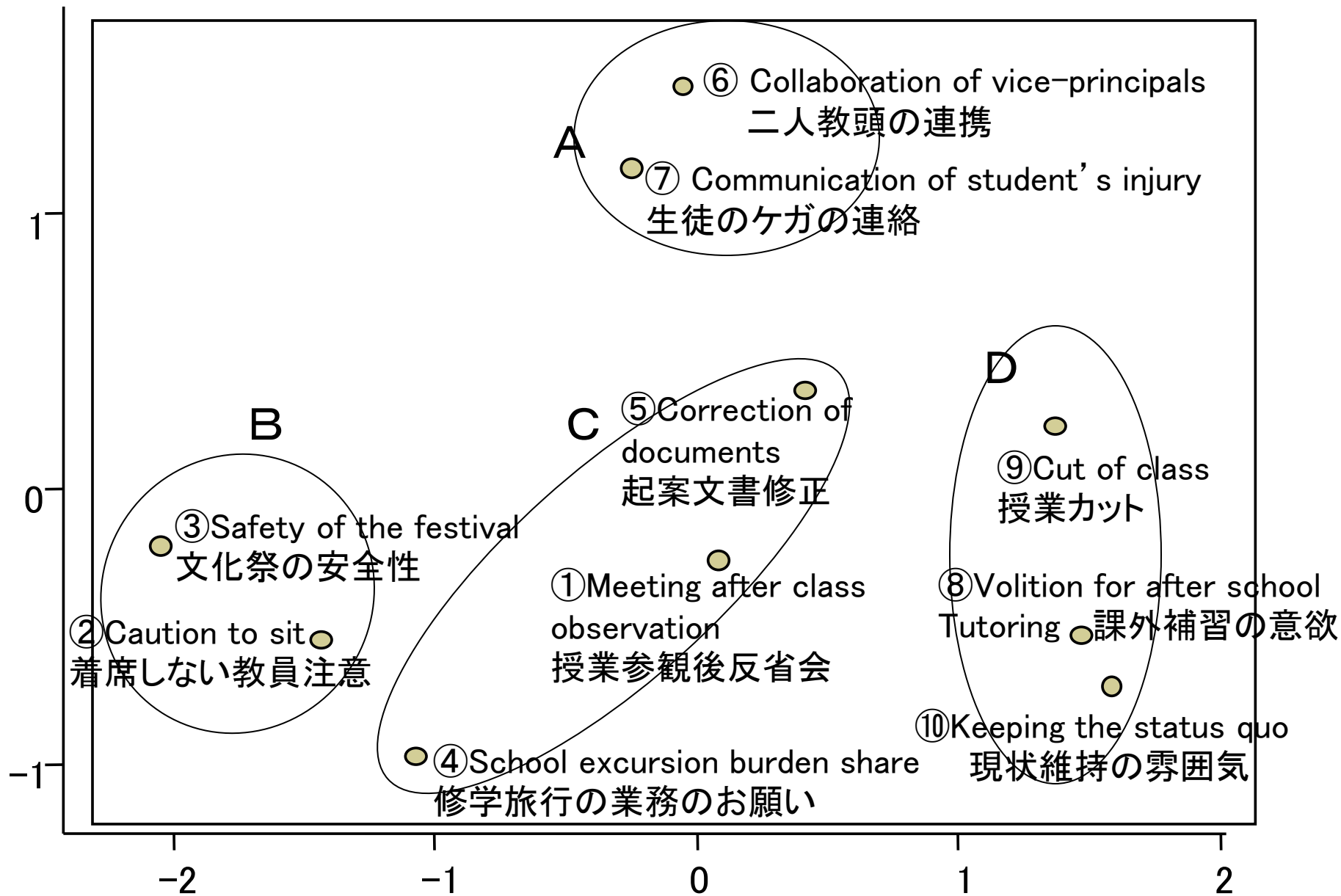


Fig 1 Constellation of conflict of a vice-principle by MDS