



World Database of Happiness

Correlational Findings

© on data collected: Ruut Veenhoven, Erasmus University Rotterdam

Findings on Happiness & VALUE CAREER

Correlate Code: V 1

Classification of Findings

<i>Correlate Code</i>	<i>Correlate Name</i>	<i>Number of Studies on this Subject</i>
V 1	VALUE CAREER	0
V 1.1	Earlier values	0
V 1.1.1	Earlier value-preferences	2
V 1.1.2	Earlier value-climate	0
V 1.1.3	Earlier value-similarity	2
V 1.2	Change in values	0
V 1.2.1	Change in value-preferences	0
V 1.2.2	Change in value-climate	0
V 1.2.3	Change in value-similarity	0
V 1.4	Later values	0
V 1.4.1	Later value-preferences	4
V 1.4.2	Later value-climate	0
V 1.4.3	Later value-similarity	0

Appendix 1:	Happiness queries used
Appendix 2:	Statistics used
Appendix 3:	About the World Database of Happiness
Appendix 4:	Further Findings in the World Database of Happiness
Appendix 5:	Related Topics

Cite as: Veenhoven, R.: Findings on Happiness & VALUE CAREER
World Database of Happiness. Internet: www.eur.nl/fsw/research/happiness
Erasmus University Rotterdam, 2003, Netherlands

Study	BACHM 1978*	<i>Page in Report:</i>
<i>Reported in:</i>	Bachman, J. G., O'Malley, P. M., Johnston, J. Youth in transition, vol. VI: Adolescence to adulthood, change and stability in the Institute for Social Research, University of Michigan, Ann Arbor, Michigan, 1978	
<i>Population:</i>	Public highschool boys followed 8 years from grade 10, USA, 1966-74	
<i>Sample:</i>		
<i>Non-Response:</i>	2.8% at T1, 17.2% at T2, 21.0% at T3, 28.9% at T4, 28.5% at T5	
<i>N:</i>	t1 - T5: 2213/1886/1799/ 1620/1628	

Measured Correlate

Class: Earlier value-preferences Code: V 1.1.1

Measurement: Index at T1, T2 and T3 of four items that indicate the extent to which the respondent considers it to be "a good thing" to demonstrate behavior indicative of academic achievement. Items: "studying constantly in order to become a well-educated person; working hard to achieve academic honors; striving to get the top grade-point average in the group; studying hard to get good grades in school." Scale: 1 = low to 6 = high in academic achievement value

Measured Values:

Error Estimates:

Remarks:

Observed Relation with Happiness

<i>Happiness Query</i>	<i>Statistics</i>	<i>Remarks</i>
O-HP/g/mq/v/5/a	tau=+ p<.s	Academic achievement value
		Happiness T1 T2 T3
		T1 _ = +.26 (001) +.15 (001) +.15 (001)
		T2 _ = +.16 (001) +.22 (001) +.14 (001)
		T3 _ = +.12 (01) +.18 (001) +.25 (001)
		T4 _ = +.10 (01) +.13 (001) +.18 (001)
		All _ significant
		T1: 1966, T2: 1968, T3: 1969, T4: 1970

Study	BACHM 1978*	<i>Page in Report:</i>
<i>Reported in:</i>	Bachman, J. G., O'Malley, P. M., Johnston, J. Youth in transition, vol. VI: Adolescence to adulthood, change and stability in the Institute for Social Research, University of Michigan, Ann Arbor, Michigan, 1978	
<i>Population:</i>	Public highschool boys followed 8 years from grade 10, USA, 1966-74	
<i>Sample:</i>		
<i>Non-Response:</i>	2.8% at T1, 17.2% at T2, 21.0% at T3, 28.9% at T4, 28.5% at T5	
<i>N:</i>	t1 - T5: 2213/1886/1799/ 1620/1628	

Measured Correlate

Class: Earlier value-preferences Code: V 1.1.1

Measurement: Composite measure at T1, T2, T3 and T4 designed to tap values that are highly approved in the United States, consisting of six indexes: honesty (7 items), kindness (4 items), reciprocity (7 items), self-control (5 items), social responsibility (4 items), social skills (6 items). Scale: 1.00 = low approval to 6.00 = high approval of social values

Measured Values:

Error Estimates:

Remarks:

Observed Relation with Happiness

<i>Happiness Query</i>	<i>Statistics</i>	<i>Remarks</i>
O-HP/g/mq/v/5/a	tau=+ p<.001	Acceptance of social values
		Happiness
		T1 T2 T3 T4
		T1 _ = +.28 +.22 +.19 +.15
		T2 _ = +.20 +.34 +.21 +.25
		T3 _ = +.18 +.26 +.33 +.25
		T4 _ = +.14 +.21 +.24 +.34
		All _ significant (001)
		T1: 1966, T2: 1968, T3: 1969, T4: 1970

Study	SEARS 1977A	<i>Page in Report:</i>	40-62/4
<i>Reported in:</i>	Sears, P.S. & Barbee, A.H. Career and Life satisfactions among Terman's gifted women. Chapter 3 in: 'The Stanley, J.C., George, W.C. & Solano, C.H. (eds.) The Johns Hopkins Univ.Press Publ.1977, Baltimore and London, p.28-72		
<i>Population:</i>	"Gifted women" (IQ >135), followed 50 years, California, USA, 1921-72		
<i>Sample:</i>			
<i>Non-Response:</i>	Attrition in 1972: 25%		
<i>N:</i>	1928 N=671: 1972 N=430		

Measured Correlate

Class: Earlier value-similarity Code: V 1.1.3

Measurement:

- a. Becoming more like father (or mother).
- b. Fathers choice of vocation for subject.
- c. Mothers choice of vocation for subject.
- d. Conflict with father regarding career choice.
- e. Conflict with mother regarding career choice.

Assessed retrospectively in 1950.

Measured Values:

Error Estimates:

Remarks:

Observed Relation with Happiness

<i>Happiness Query</i>	<i>Statistics</i>	<i>Remarks</i>
M-PL/h/sq/v/5/b	Chi ² = ns	a.
	Chi ² = ns	b.
	Chi ² = ns	c.
	Chi ² = ns	d.
	Chi ² = ns	e.

Study	SEARS 1977A	Page in Report:	40-62/4
<i>Reported in:</i>	Sears, P.S. & Barbee, A.H. Career and Life satisfactions among Terman's gifted women. Chapter 3 in: 'The Stanley, J.C., George, W.C. & Solano, C.H. (eds.) The Johns Hopkins Univ.Press Publ.1977, Baltimore and London, p.28-72		
<i>Population:</i>	"Gifted women" (IQ >135), followed 50 years, California, USA, 1921-72		
<i>Sample:</i>			
<i>Non-Response:</i>	Attrition in 1972: 25%		
<i>N:</i>	1928 N=671: 1972 N=430		

Measured Correlate

Class: Earlier value-similarity Code: V 1.1.3

Measurement:

- a. Becoming more like father (or mother).
- b. Fathers choice of vocation for subject.
- c. Mothers choice of vocation for subject.
- d. Conflict with father regarding career choice.
- e. Conflict with mother regarding career choice.

Assessed retrospectively in 1950.

Measured Values:

Error Estimates:

Remarks: Earlier retrospective rating (1950) by present happiness (1972).

Observed Relation with Happiness

Happiness Query	Statistics	Remarks
C-ASG/h/mq/v/5/a	AoV= ns	a.
	AoV= ns	b.
	AoV= ns	c.
	AoV= ns	d.
	AoV= ns	e.
		Earlier retrospective rating (1950) by present happiness (1972).

Study	BACHM 1978	<i>Page in Report:</i>
<i>Reported in:</i>	Bachman, J. G., O'Malley, P. M., Johnston, J. Youth in transition, vol. VI: Adolescence to adulthood, change and stability in the lives Institute for Social Research, University of Michigan, Ann Arbor, Michigan, 1978	
<i>Population:</i>	Public highschool boys followed 8 years from grade 10, USA, 1966-74	
<i>Sample:</i>		
<i>Non-Response:</i>	2.8% at T1, 17.2% at T2, 21.0% at T3, 28.9% at T4, 28.5% at T5	
<i>N:</i>	T1 - T5: 2213/1886/1799/ 1620/1628	

Measured Correlate

Class: Later value-preferences Code: V 1.4.1

Measurement: Composite measure at T1, T2, T3 and T4 designed to tap values that are highly approved in the United States, consisting of six indexes: honesty (7 items), kindness (4 items), reciprocity (7 items), self-control (5 items), social responsibility (4 items), social skills (6 items). Scale: 1.00 = low approval to 6.00 = high approval of social values

Measured Values:

Error Estimates:

Remarks:

Observed Relation with Happiness

<i>Happiness Query</i>	<i>Statistics</i>	<i>Remarks</i>
O-HP/g/mq/v/5/a	tau=+ p<.001	Acceptance of social values
		Happiness
		T1 T2 T3 T4
		T1 _ = +.28 +.22 +.19 +.15
		T2 _ = +.20 +.34 +.21 +.25
		T3 _ = +.18 +.26 +.33 +.25
		T4 _ = +.14 +.21 +.24 +.34
		All _ significant (001)
		T1: 1966, T2: 1968, T3: 1969, T4: 1970

Study	BACHM 1978	<i>Page in Report:</i>
<i>Reported in:</i>	Bachman, J. G., O'Malley, P. M., Johnston, J. Youth in transition, vol. VI: Adolescence to adulthood, change and stability in the lives Institute for Social Research, University of Michigan, Ann Arbor, Michigan, 1978	
<i>Population:</i>	Public highschool boys followed 8 years from grade 10, USA, 1966-74	
<i>Sample:</i>		
<i>Non-Response:</i>	2.8% at T1, 17.2% at T2, 21.0% at T3, 28.9% at T4, 28.5% at T5	
<i>N:</i>	T1 - T5: 2213/1886/1799/ 1620/1628	

Measured Correlate

<i>Class:</i>	Later value-preferences Code: V 1.4.1
<i>Measurement:</i>	A mean composed of three items asking the respondent how strongly he agrees or disagrees that the government should take a role in racial issues. Scale: 1.00 = disagree to 4.00 =agree. Assessed at T3, T4, T5
<i>Measured Values:</i>	
<i>Error Estimates:</i>	
<i>Remarks:</i>	

Observed Relation with Happiness

<i>Happiness Query</i>	<i>Statistics</i>	<i>Remarks</i>
O-HP/g/mq/v/5/a	tau= ns	Government should end discrimination
		Happiness T3 T4 T5
		T1 _ = +.03 +.02 +.03
		T2 _ = +.04 +.02 +.05
		T3 _ = +.04 +.04 +.04
		T4 _ = +.03 +.06 -.03
		All _ not significant
		T1: 1966, T2: 1968, T3: 1969, T4: 1970, T5: 1974

Study	BACHM 1978	<i>Page in Report:</i>
<i>Reported in:</i>	Bachman, J. G., O'Malley, P. M., Johnston, J. Youth in transition, vol. VI: Adolescence to adulthood, change and stability in the lives Institute for Social Research, University of Michigan, Ann Arbor, Michigan, 1978	
<i>Population:</i>	Public highschool boys followed 8 years from grade 10, USA, 1966-74	
<i>Sample:</i>		
<i>Non-Response:</i>	2.8% at T1, 17.2% at T2, 21.0% at T3, 28.9% at T4, 28.5% at T5	
<i>N:</i>	T1 - T5: 2213/1886/1799/ 1620/1628	

Measured Correlate

<i>Class:</i>	Later value-preferences Code: V 1.4.1
<i>Measurement:</i>	Simple direct question at T4 and T5: 'A woman should be permitted to have an abortion at any time during the first three months of pregnancy.' Scale: 1 = agree; 2 = mostly agree; 3 = mostly disagree; 4 = disagree;
<i>Measured Values:</i>	
<i>Error Estimates:</i>	
<i>Remarks:</i>	

Observed Relation with Happiness

<i>Happiness Query</i>	<i>Statistics</i>	<i>Remarks</i>
O-HP/g/mq/v/5/a	tau=	Abortion disapproval
		T4 T5
	Happiness	
	T1	- = +.05 (ns) +.03 (ns)
	T2	- = +.05 (ns) +.01 (ns)
	T3	- = +.08 (05) -.01 (ns)
	T4	- = +.06 (ns) -.02 (ns)
	T1: 1966, T2: 1968, T3: 1969, T4: 1970, T5: 1974	

Study	BACHM 1978*	<i>Page in Report:</i>
<i>Reported in:</i>	Bachman, J. G., O'Malley, P. M., Johnston, J. Youth in transition, vol. VI: Adolescence to adulthood, change and stability in the Institute for Social Research, University of Michigan, Ann Arbor, Michigan, 1978	
<i>Population:</i>	Public highschool boys followed 8 years from grade 10, USA, 1966-74	
<i>Sample:</i>		
<i>Non-Response:</i>	2.8% at T1, 17.2% at T2, 21.0% at T3, 28.9% at T4, 28.5% at T5	
<i>N:</i>	t1 - T5: 2213/1886/1799/ 1620/1628	

Measured Correlate

Class: Later value-preferences Code: V 1.4.1

Measurement: Index at T1, T2 and T3 of four items that indicate the extent to which the respondent considers it to be "a good thing" to demonstrate behavior indicative of academic achievement. Items: "studying constantly in order to become a well-educated person; working hard to achieve academic honors; striving to get the top grade-point average in the group; studying hard to get good grades in school." Scale: 1 = low to 6 = high in academic achievement value

Measured Values:

Error Estimates:

Remarks:

Observed Relation with Happiness

<i>Happiness Query</i>	<i>Statistics</i>	<i>Remarks</i>
O-HP/g/mq/v/5/a	tau=+ p<.s	Academic achievement value
		Happiness T1 T2 T3
		T1 _ = +.26 (001) +.15 (001) +.15 (001)
		T2 _ = +.16 (001) +.22 (001) +.14 (001)
		T3 _ = +.12 (01) +.18 (001) +.25 (001)
		T4 _ = +.10 (01) +.13 (001) +.18 (001)
		All _ significant
		T1: 1966, T2: 1968, T3: 1969, T4: 1970

Appendix 1 **Queries on Happiness used in reported Studies**

Happiness Query Code Full Text

C-ASG/h/mq/v/5/a

Selfreport on 2 questions:

A. "How important was each of the following goals in life in the plans you made for yourself in early adulthood?"

- occupational success
- family life
- friendships
- richness of cultural life
- total service to society.

1 less important to me than to most people

2

3

4

5 of prime importance to me

B. "How successful have you been in the pursuit of these goals?"

1 little satisfaction in this area

2

3

4

5 had excellent fortune in this respect

Computation: General Satisfaction 5 is the quotient obtained by multiplying the planned goal (early adulthood) by the reported success in attaining that goal, adding the five of these multiplied areas and dividing them by the sum of the planned goals for each of the areas.

$$\frac{Pa.Sa + Pb.Sb + Pc.Sc + Pd.Sd + Pe.Se}{Pa + Pb + Pc + Pd + Pe}$$

$$Pa + Pb + Pc + Pd + Pe$$

Pa = planned goal a (1-5)

Sa = success goal a (1-5)

M-PL/h/sq/v/5/b

Selfreport on single question: following enumeration of lifegoals in six areas, the last of which was 'joy in living'

" How successful have you been in pursuit of that goal.....?"

(joy in living)

5 had excellent fortune in this respect

4

3

2

1 found little satisfaction in this area

O-HP/g/mq/v/5/a

Selfreport on 6 questions:

" Describe the kind of person you are. Please read each sentence, then mark how often it is true for you"

1 I feel like smiling

- 2 I generally feel in good spirits
- 3 I feel happy
- 4 I am very satisfied with life
- 5 I find a good deal of happiness in life
- 6 I feel sad

Response options:

- 5 almost always true
- 4 often true
- 3 sometimes true
- 2 seldom true
- 1 never true

Summation: average

Possible range: 1 to 5

On the web you will find an overview of valid queries on happiness and an explanation of the classification used. Go to: www.eur.nl/fsw/research/happiness/hap_quer/hqi_fp.htm. This is the introductory text to the Catalog of Happiness Queries.

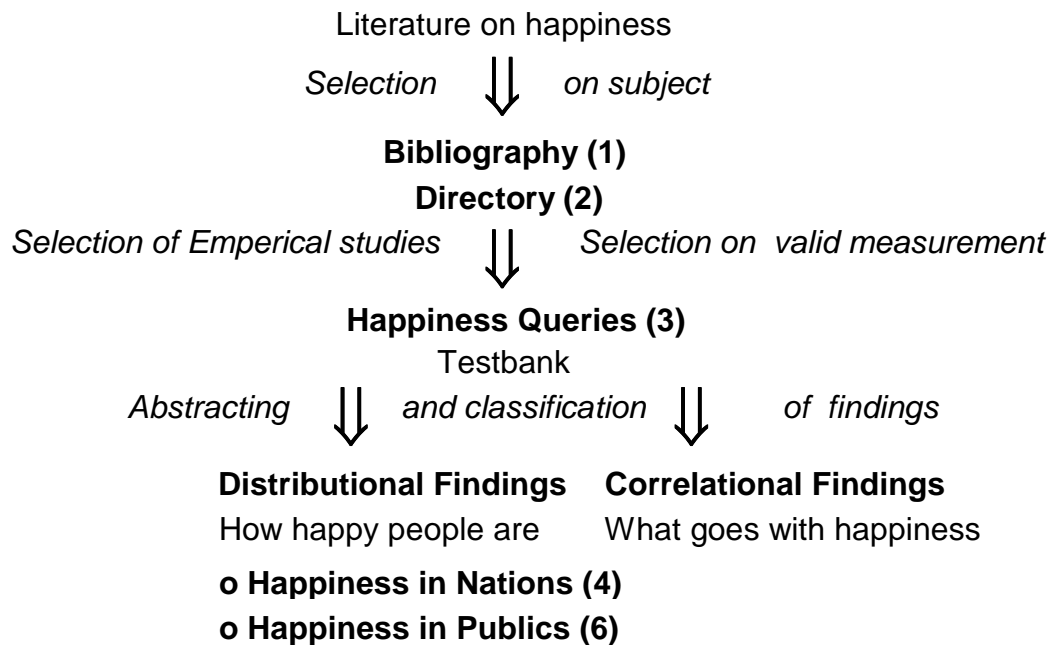
Appendix 2 *Statistics used in reported studies*

Symbol	Explanation
AoV	<p>ANALYSIS of VARIANCE (ANOVA) Type: statistical procedure Measurement level: Correlate(s): nominal, Happiness: metric. In an ANOVA, the total happiness variability, expressed as the sum of squares, is split into two or more parts, each of which is assigned to a source of variability. At least one of those sources is the variability of the correlate, in case there is only one, and always one other is the residual variability, which includes all unspecified influences on the happiness variable. Each sum of squares has its own number of degrees of freedom (df), which sum up to $N_e - 1$ for the total variability. If a sum of squares (SS) is divided by its own number of df, a mean square (MS) is obtained. The ratio of two correctly selected mean squares has an F-distribution under the hypothesis that the corresponding association has a zero-value.</p> <p>NOTE: A significantly high F-value only indicates that, in case of a single correlate, the largest of the c mean values is systematically larger than the smallest one. Conclusions about the other pairs of means require the application of a Multiple Comparisons Procedure (see e.g. BONFERRONI's MULTIPLE COMPARISON TEST, DUNCAN's MULTIPLE RANGE TEST or STUDENT-NEWMAN-KEULS)</p>
Chi ²	<p>CHI-SQUARE Type: test statistic Range: $[0; N_e * (\min(c,r) - 1)]$, where c and r are the number of columns and rows respectively in a cross tabulation of N_e sample elements.</p> <p>Meaning: $Chi^2 \leq (c-1) * (r-1)$ means: no association $Chi^2 \gg (c-1) * (r-1)$ means: strong association</p>
tau	<p>GOODMAN & Kruskal's TAU Type: descriptive statistic only. Measurement level: Correlate: nominal, Happiness: ordinal Range: $[0; +1]$</p> <p>Meaning: $\tau = 0$ « knowledge of the correlate value does not improve the prediction quality of the happiness rating. $\tau = 1$ « knowledge of the correlate value enables a perfect (error-free) prediction of the happiness rating.</p>

On the web you will find a text explaining the statistics used in more detail. Go to: www.eur.nl/fsw/research/happiness/hap_cor/cor_fp.htm. This is the introductory text to the Catalog of Correlational Findings. An overview of all statistics is in chapter 4.

Appendix 3: About the World Database of Happiness

The World Database of Happiness is an ongoing register of scientific research on subjective appreciation of life. It brings together findings that are scattered throughout many studies and provides a basis for synthetic analysis. The research literature is processed as follows:



-
- 1 **BIBLIOGRAPHY OF HAPPINESS** Presents all contemporary scientific publications. Detailed subject-classification. Current contents: 3422 titles, mainly in English.
 - 2 **DIRECTORY OF INVESTIGATORS** Names and addresses of most authors on the subject. Enumerates years of publication. Current contents: 5818 names and 3073 addresses. Part of Bibliography.
 - 3 **CATALOG OF HAPPINESS QUERIES (testbank)** Presents all indicators that tap happiness as defined here. Current content: 522 measures, mostly single questions. Queries are classified by focus, time reference, mode of observation, rating and wording.
 - 4 **CATALOG OF HAPPINESS IN NATIONS** Presents distributional research findings, in particular responses to questions on happiness in national survey studies. Allows comparison across time and nations. Current content: 1889 surveys in 112 nations, 1946-2000.
 - 5 **CATALOG OF HAPPINESS IN PUBLICS** Distributional findings on happiness in special publics within nations, such as aged people. Current contents: 705 studies. Part of Catalog of Correlational Findings.
 - 6 **CATALOG OF CORRELATIONAL FINDINGS** Presents abstracts of correlational research findings. Detailed subject-classification. Allows comparison through time and across nations. Current contents: 7476 findings from 705 studies in 140 nations, 1911-2000.

Appendix 4 Further Findings in the World Database of Happiness

<i>Main Category's</i>	<i>Category Name</i>	<i>Number of Studies in this Category</i>
A 1	ACTIVITY LEVEL (how much one does)	53
A 2	ACTIVITY PATTERN (what one does)	7
A 3	AFFECTIVE LIFE	31
A 4	AGE	279
A 5	AGGRESSION	11
A 6	ANOMY	30
A 7	APPEARANCE (good looks)	8
A 8	ATTITUDES	4
A 9	AUTHORITARIANISM	4
B 3	BODY	66
C 1	CHILDREN 1:	4
C 10	CREATIVENESS	6
C 11	CULTURE (Arts and Sciences)	6
C 2	CHILDREN: WANT FOR (Parental aspirations)	6
C 3	CHILDREN: HAVING (parental status)	145
C 4	CHILDREN's CHARACTERISTICS	19
C 5	CHILDREN: RELATION WITH	8
C 6	CHILDREN: REARING (parental behavior)	11
C 7	COMMUNAL LIVING	1
C 8	CONCERNS	15
C 9	COPING	27
D 1	DAILY JOYS & HASSLES	4
E 1	EDUCATION	243
E 2	EMPLOYMENT	180
E 3	ETHNICITY	63
E 4	EXPRESSIVE BEHAVIOR	10
F 1	FAMILY OF ORIGIN (earlier family for adults, current for young)	195
F 2	FAMILY OF PROCREATION	42
F 3	FAMILY OF RELATIVES	145
F 4	FARMING	30
F 5	FREEDOM	24
F 6	FRIENDSHIP	123
G 1	GENDER	252
G 2	GRIEF	1
H 10	HOPE	3
H 11	HOUSEHOLD: COMPOSITION	90
H 12	HOUSEHOLD: WORK	10
H 13	HOUSING	75
H 2	HANDICAP	13

H 3	HAPPINESS: ATTITUDES	39
H 5	HAPPINESS CAREER	144
H 6	HAPPINESS: CURRENT LEVEL	260
H 8	HEALTH-BEHAVIOR	15
H 9	HELPING	4
I 1	INCOME	415
I 2	INSTITUTIONAL LIVING	28
I 3	INTELLIGENCE	63
I 4	INTERESTS	5
I 5	INTERVIEW	49
I 6	INTIMACY	70
L 1	LANGUAGE	1
L 10	LOCAL ENVIRONMENT	270
L 11	LOTTERY	7
L 12	LOVE-LIFE	26
L 2	LEADERSHIP	8
L 3	LEISURE	128
L 4	LIFE APPRAISALS: OTHER THAN HAPPINESS4	290
L 5	LIFE-CHANGE	26
L 6	LIFE-EVENTS	63
L 7	LIFE-GOALS	52
L 8	LIFE HISTORY	1
L 9	LIFE STYLE	4
M 1	MARRIAGE: MARITAL STATUS CAREER	32
M 10	MIGRATION: MIGRANT WORK	3
M 11	MILITARY LIFE	5
M 12	MODERNITY	5
M 13	MOOD	181
M 2	MARRIAGE: CURRENT MARITAL STATUS	315
M 3	MARRIAGE: RELATIONSHIP	99
M 4	MARRIAGE: PARTNER	34
M 5	MEANING	18
M 6	MEDICAL TREATMENT	49
M 7	MENTAL HEALTH	99
M 8	MIGRATION: OTHER COUNTRY	9
M 9	MIGRATION: MOVING WITHIN COUNTRY (residential mobility)	17
N 1	NATIONALITY	5
N 2	NATION: TIME & PLACE	20
N 3	NATIONAL CHARACTER (modal personality)	2
N 4	NATION'S CONDITION	52
N 6	ATTITUDES TO THE NATION	111
N 7	LIVABILITY OF THE NATION	5
N 8	NUTRITION	18
O 1	OCCUPATION	133

O 2	ORGAN TRANSPLANTATION	11
P 1	PERSONALITY: HISTORY	44
P 10	POSSESSIONS	26
P 12	PROBLEMS	20
P 13	PSYCHO-SOMATIC COMPLAINTS	53
P 2	PERSONALITY: CHANGE	7
P 3	PERSONALITY: CURRENT ORGANIZATION	7
P 4	PERSONALITY: CURRENT TRAITS	392
P 5	PERSONALITY: LATER	23
P 6	PHYSICAL HEALTH	286
P 7	PLANNING	7
P 8	POLITICS	197
P 9	POPULARITY	22
R 1	RELIGION	198
R 2	RESOURCES	8
R 3	RETIREMENT	46
R 4	ROLES	13
S 1	SCHOOL	92
S 10	SOCIAL SUPPORT: RECEIVED	26
S 11	SOCIAL SUPPORT: Provided	3
S 12	SPORTS	32
S 13	STIMULANTS	33
S 14	SUICIDE	4
S 15	SUMMED EFFECTS ON HAPPINESS	71
S 2	SELF-IMAGE	193
S 3	SEX-LIFE	54
S 4	SLEEP	10
S 5	SOCIAL MOBILITY	16
S 6	SOCIAL PARTICIPATION: PERSONAL CONTACTS	50
S 7	SOCIAL PARTICIPATION: VOLUNTARY ASSOCIATIONS	111
S 8	SOCIAL PARTICIPATION: TOTAL (personal + associations)	25
S 9	SOCIAL STATUS (Socio-Economic Status)	140
T 1	TIME	27
T 2	THERAPY	9
T 3	TOLERANCE	37
V 1	VALUE CAREER	8
V 2	VALUES: CURRENT PREFERENCES (own)	49
V 3	VALUES: CLIMATE (current values in environment)	4
V 4	VALUES: SIMILARITY (current fit with others)	5
V 5	VICTIM	11
W 1	WAR	5
W 2	WORK CAREER	1
W 3	WORK CONDITIONS	34
W 4	WORK-ATTITUDES	313

W 5	WORK-PERFORMANCE (current)	6
W 6	WORRIES	27
X	UNCLASSIFIED	22

Appendix 5 Related Topics

This Topic*Classification Page 1****Related Topics****In Subject List on Appendix 4*

V 1	VALUE CAREER		
V 1.1	Earlier values		
V 1.1.1	Earlier value-preferences	V 2	VALUES: CURRENT PREFERENCES (own)
V 1.1.2	Earlier value-climate	V 3	VALUES: CLIMATE (current values in environment)
V 1.1.3	Earlier value-similarity	V 4	VALUES: SIMILARITY (current fit with others)
		E 3.7.2	Personal experience of ethnic discrimination
V 1.2	Change in values		
V 1.2.1	Change in value-preferences	V 2	VALUES: CURRENT PREFERENCES (own)
V 1.2.2	Change in value-climate	V 3	VALUES: CLIMATE (current values in environment)
V 1.2.3	Change in value-similarity	V 4	VALUES: SIMILARITY (current fit with others)
V 1.4	Later values		
V 1.4.1	Later value-preferences	V 2	VALUES: CURRENT PREFERENCES (own)
V 1.4.2	Later value-climate	V 3	VALUES: CLIMATE (current values in environment)
V 1.4.3	Later value-similarity	V 4	VALUES: SIMILARITY (current fit with others)

End of Report