TPRAT White Paper

Purpose: The purpose of this white paper is to present a reliability and validity assessment of the Townsend Personal and Relational and Tool (TPRAT). The TPRAT item pool used in this analysis contained 64 questions. This analysis consisted of two components:

1. A confirmatory factor analysis (CFA) to assess whether there was evidence supporting the proposed four dimensions of the theoretical framework and which items served as the best exemplars of the TPRAT dimensions; and

2. A partial, prospective validation analysis, using other validated instruments assumed to be similar to the TPRAT character capacities. This helps establish whether the TPRAT demonstrates strong relationships with scales that are very similar to the TPRAT (or convergent validity) but shows slightly different relationships with scales that are measure similar, but slightly different measures (or divergent validity).

This paper consists of the following six sections:

1. Introduction: The theory behind TPRAT and what the measure can be used for

2. The design and implementation of the validation study

3. Results: Analysis of survey participant demographics

4. Results: How the final scale was developed through confirmatory factor analysis of the initial item pool

5. Results: What relationships emerged between the TPRAT character dimensions and similar validated scales

6. Highlights of what the analysis suggests.

The first section introduces the TPRAT instrument, including how and why the instrument was developed, a description of the four domains it seeks to measure and the purpose and audiences for its application. The second section provides an overview of how the validated instruments were identified and their presumed relationships with the components of the TPRAT character capacity framework, as well as a brief description on the administration of the survey instrument. The third section provides a description of the survey respondent demographics.

Section 4 presents the results of the CFA in order to identify the items that showed the strongest fit to the TPRAT theoretical model, based on the factor loadings for each TPRAT survey item. Section 5

provides the correlation results examining the convergent and divergent validity of the TPRAT survey character capacity scales. Finally, section 6 reviews the conclusions and highlights of the study, what these results suggest, and recommendations for further studies.

Introduction: The Theory behind the TPRAT

Individual proficiency in life capacities and internal character are important because they are demonstrative of particular abilities. More specifically, they are important in meeting the demands of reality, including oneself, relationships, and work (Caligor, Kernberg, Clarkin, Yeomans, 2018; Covey, 2018; Goleman, Boyatzis, and McKee, 2013; Lencioni, 2022). We propose that there are four key dimensions of importance are Attachment (bonding and vulnerability in relationships); Separation (boundaries self-definition and confronting well); Integration (managing the positives and negatives of oneself and others) and Adulthood (clarity in one's purpose and maintaining a mutual orientation toward others in authority).

The theoretical base for these models is derived from several sources, including neuroscience, object relations theory, cognitive behavioral theory, business and leadership research and spiritual growth models. These dimensions provide significant contributions to the life of the individual in different ways. Attachment creates the ability to receive and utilize the support, encouragement and feedback of significant, in order to "fuel" life and function at high levels (Cloud, 1990; Townsend, 1991) COULD NOT LOCATE THESE CITATIONS. Separation helps the individual to experience themselves as distinct from others, with their own voice, and interact with others with healthy boundaries (Cloud and Townsend, 1992). Integration creates the ability to deal successfully with failure, imperfection and losses (Cloud, 1990; Townsend, 1991). Adulthood enables the person to determine their purposes and mission, and function well in authority contexts such as work and organizations (Cloud, 1990; Townsend, 1991).

The Townsend Personal and Relational Assessment Tool (TPRAT) was created as a resource to measure an individual's proficiency in these four domains. This paper presents evidence that the scales are valid and reliable when tested among a diverse[1] sample of participants.

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[1] This sample included individuals working as executives, small business owners, executive directors, human resources professionals, pastors, therapists, and as educators. These respondents worked for a variety of organizations, such as: Safe Families, American Association of Christian Counselors, Celebrate Recovery, Townsend Leadership Group, Townsend Institute for Leadership and Counseling, and participants in the Townsend Institute's GrowthSkills workshops.

The TPRAT has been designed for application with businesses, educational organizations, counseling groups, and churches. It is targeted for both individuals, couples, groups and teams. In the future, we are looking towards examining the utility of this tool in businesses, educational organizations, counseling groups and churches, and within those contexts, providing helpful information for individuals, groups and teams.

The TPRAT provides clarity on the areas of strengths one possesses, and the growth areas the person needs to address. Specific skills are provided to assist the individual in developing competence in each of the four domains.

I.   Design and Implementation of the TPRAT study

The primary purpose for why the Townsend Group invested in a study of the TPRAT was two-fold:

i.   To streamline the survey instrument to fewer questions; and

ii.   To provide some confirmation to the validity of the instrument as an assessment tool.

The survey instrument for this validation study required the inclusion of the 64 TPRAT survey items[2] along with an additional 113 questions from 6 different validated surveys, each corresponding to one or more TPRAT character capacity (see Exhibit 1).[3] Section V below provides more detailed information on each of the validated instruments used in this study.

The survey instrument given to participants also included validated instruments to assess the psychometric properties of the TPRAT. The resulting survey instrument was provided to the Townsend group, who enlisted the support of Concordia College to create an online survey instrument. The survey was fielded between August of 2022 to August of 2023. The survey was made available through a variety of venues, including students at Concordia College[4] and to [NEED SPECIFICS ON WHO THE SURVEY WAS DISTRIBUTED TO]. Respondents that completed at least 90% of all required items were included in the survey, which consisted of almost 80% of individuals who started the survey (1,145 of 1,470). These 1145 participants serve as the participants for all analyses reported here.

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[2] There were an additional 34 TPRAT items related to subscales for the Adulthood character capacity included in this survey, but they were removed from the final validation analysis based on low loading factors.

[3] The survey instrument also included the Adjective Checklist (ACL), which was to be used to validate the TPRAT Adulthood subscale questions but was excluded from the analysis because the Adulthood subscale items were removed from the final analysis.
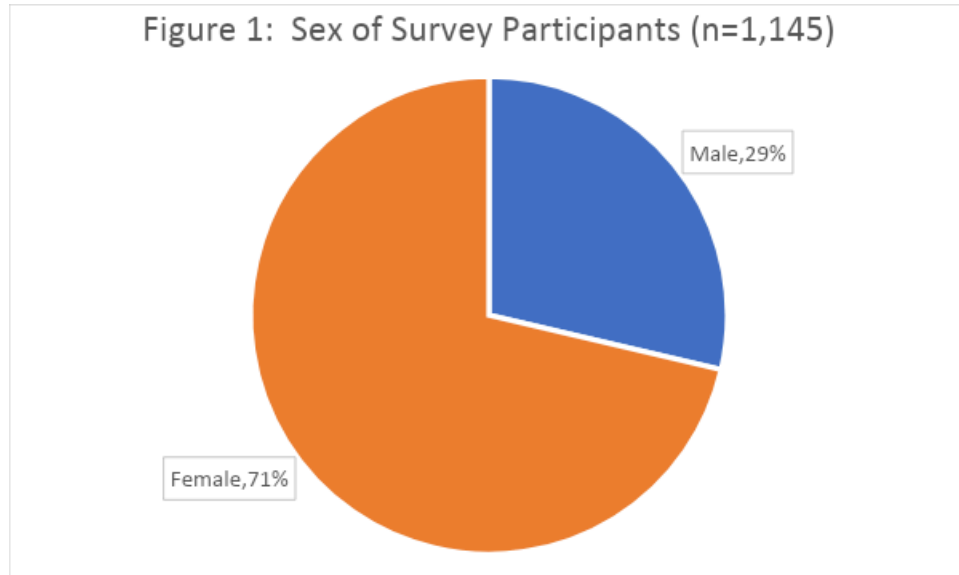
[4] An IRB exemption was applied for and approved for surveying students at Concordia College.
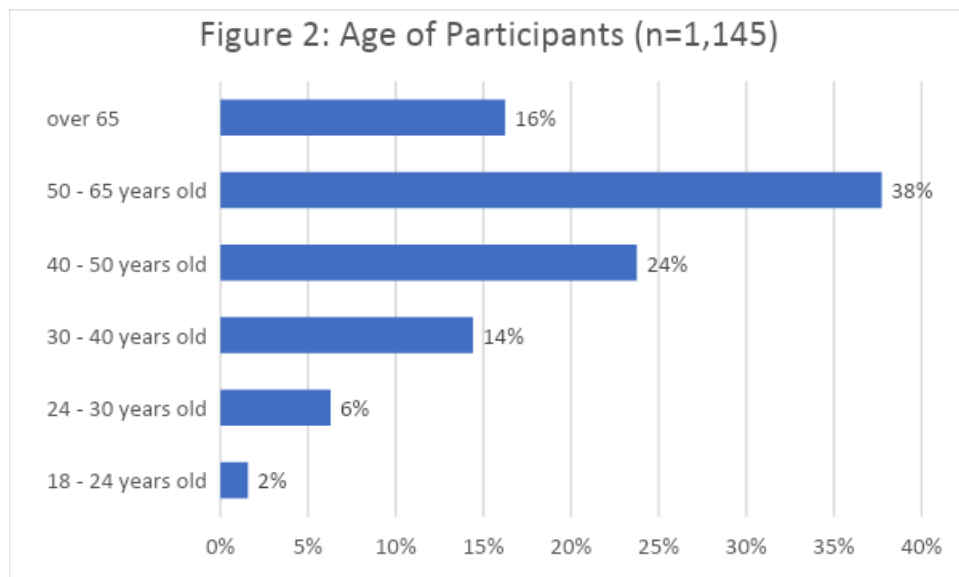
II.   Results: Analysis of survey participant demographics

This section summarizes the demographic characteristics of the 1,145 survey participants.

<u>Sex:</u> As shown in Figure 1 below, close to three-quarters (71%) of the participants were female.

Figure 1: Sex of Survey Participants (n=1,145)

Male, 29%

Female, 71%
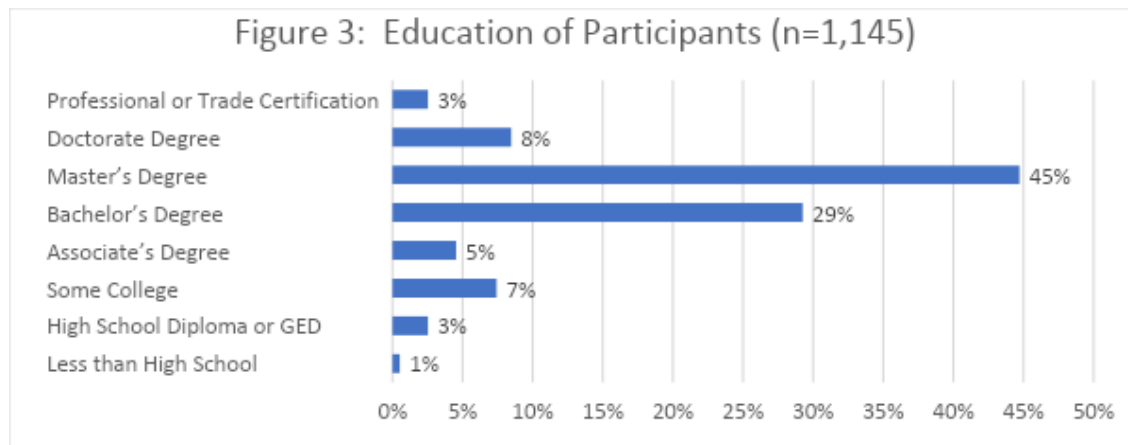
<u>Age:</u> As shown in Figure 2 below, more than half of the participants (54%) were 50 or older, and more than three-quarters (78%) were 40 or older.

Figure 2: Age of Participants (n=1,145)

Age group	Percentage
over 65	16%
50 - 65 years old	38%
40 - 50 years old	24%
30 - 40 years old	14%
24 - 30 years old	6%
18 - 24 years old	2%

<u>Education:</u> As shown in figure 3 below, 85% of the survey participants had at least a bachelor's degree or professional or trade certification.

Figure 3: Education of Participants (n=1,145)

<u>Other Demographics:</u> the other demographics of participants revealed the following:

- *Marital Status*: 70% married/15% Single/11% Divorced/2% Separated/2% Widowed
- *Children*: 77% have children/23% do not
- *Part of the Townsend Leadership Group of Townsend Institute*

III.   Results: How the revised TPRAT item pool was examined through confirmatory factor analysis

Confirmatory factor analysis (CFA) is a special form of factor analysis, most commonly used in social science research. It is used to test whether measures of a construct are consistent with a researcher's understanding of the nature of that construct (or factor). As such, the objective of confirmatory factor analysis is to test whether the data fit a hypothesized measurement model. This hypothesized model is based on theory and/or previous analytic research. One of the benefits of CFA for this study is that it provides a means of also paring down the number of TPRAT items to allow for a shorter and more streamlined assessment tool.

We used confirmatory factor analysis to examine whether the proposed factor model fit the data with the initial pool of 64 items developed. We removed 18 items based on preliminary analyses suggesting these items had complex factor loadings, where items loaded on more than one factor or had highly correlated errors. We conducted further model runs to arrive at a set of 20 items, where we would conveniently have 5 items per construct with the highest factor loadings in these data, as shown in Table

1 below. These items are the strongest questions corresponding to each character capacity, based on factor loadings.[5]

The model fit the data reasonably well [RMSEA=.070 (90% Confidence interval: .066 to .074), Comparative Fit Index: .88, and Tucker-Lewis Index: .86], meaning the proposed factor structure was similar to the observed factor structure. Cronbach alphas and Raykov omegas, were acceptable and appear in Appendix Tables 2 and 3 for the interested reader. Examining the correlations between loading weighted factor scale score results suggested that all scales were highly correlated (r ≥ .44). These correlations are provided in Appendix Table 3 for the interested reader.

Table 1. Factor loadings on scales.

Scale Items and Scale	λ
Adulthood (A)	
I am clear on my life's mission and path.	*.71*
I have struggled with finding my career niche. (R)	*-.69*
I am frustrated I have not sufficiently developed my potential. (R)	*-.70*
I usually confront those in authority in ways that are amicable for all.	*.44*
I am comfortable relating to those in authority.	*.54*
Attachment (AT)	
I have difficulty telling others how much they really mean to me. (R)	*.62*
I find it difficult to be in touch with my deeper emotions. (R)	*.67*
It is difficult for me to ask for help or support from others. (R)	*.62*
I have a tough time talking about my feelings, even with those I am close to. (R)	*.84*
When I am in a small group, I tend to keep my vulnerable feelings to myself. (R)	*.63*
Integration (I)	
I readily forgive others for their mistakes.	*.49*
I know and accept my weaknesses.	*.53*
When I fail, I am able to try again.	*.68*
When I am disappointed by someone, I am still mindful of their good points at the same time.	*.61*
When I fail, I can deal with the disappointment in a healthy way.	*.74*
Separation (S)	
I can communicate what I want and do not want in my work and relationships.	*.67*
When I disagree with someone, I prefer to remain silent.	*-.46*
I put too much time and energy into people-pleasing. (R)	*-.72*
I have difficulty being clear on my own opinions and values when speaking to others.	*-.65*
I avoid saying "no" so that I will not risk rejection or hurt someone's feelings. (R)	*-.76*

[5] The only exception to this was Adulthood scale, which used two questions, *I usually confront those in authority in ways that are amicable for all*, and *I am comfortable relating to those in authority* that had a slightly lower loading factor in order to reflect the breadth of the character capacity area.

Note. All loadings statistically significant, p<.001; (R) indicates items are reverse-coded.

The revised TPRAT instrument, based on this analysis, is shown in Appendix Table 1.

IV.   Results: What we did to validate the scale

A validation analysis seeks to answer the question: "Are you building the right thing?" which, for purposes of the TPRAT, means whether the survey instrument measures what it intends to measure. The first step in this process was to identify publicly available, validated survey instruments that address one or more of the four character capacities of the TPRAT (i.e., Adulthood, Attachment, Integration and Separation). Exhibit 1 provides a summary of the validated instruments used in this analysis, the number of survey questions, any subscales and any minor adjustments and additional comments regarding the survey instrument. Exhibit 2 provides a more detailed description of each of the instruments selected, along with citations.

Measures to Assess Validity: We first assessed the degree to which previously validated scales measuring character capacities similar (or dissimilar) to the TPRAT character capacities were internally consistent. This was assessed with Cronbach's alpha (continuous items) and Kuder-Richardson Formula 20 (dichotomous items), which both assess whether all items on a particular scale are measuring the same underlying character capacity. All reliabilities were acceptable (i.e., .70 or greater), except for the AAG Controlled (.65) and AAG Overwhelmed (.64) scales, which were still marginally acceptable. These reliabilities are shown on Exhibit 4 for the interested reader.

Validation Correlations: Examining the correspondence between the character capacities measured by the TPRAT and measures assessing similar capacities, we examined simple Pearson correlations between these measures. We used Cohen's (1988) thresholds of small/weak (|r|=.10), medium/moderate (|r|=.30), and large/strong (|r|=.50) as a guide to interpret the magnitude of relationships in our narrative.

Adulthood

The scales that were thought to be associated with the Adulthood scale were generally strong. Of the nine PERMA measures, four of the measures (Positive Emotions (r=.59), Meaning (r=.64), Accomplishment (r=.60), Overall Well-Being (r=.65)) showed a strong positive association with the

Adulthood scale, with the remaining five (Engagement (r=.43), Relationships (r=.46), Negative Emotion (-.44), Health (r=.32), Loneliness (r=-.38)) showing a moderately positive association[6].

In addition, the Rosenberg Self-esteem measure also showed a strong positive association with the Adulthood scale (r=.64).

Attachment (AT)

The TPRAT Attachment measure, which is scored in the direction of a secure style, was negatively correlated with both the AAQ Anxiety (r= -.24) and Avoidance (r= -.64) measures in the expected direction; however, the relationship was somewhat weak for Anxiety.

Integration (I)

Findings for the TPRAT Integration measure had a moderate positive association with the Hypersensitive Narcissism Scale (r= -.47).

The TPRAT also showed a moderate positive association with Multidimensional Perfectionism Scale (MPS) Socially Prescribed (r= -.32), but a weak positive association with MPS Other Oriented (r= -.11) and MPS Self Oriented (r= -.22) in the expected direction.

The Integration measure also showed a strong positive association with the AAG Resilient (r=.53) and a moderately positive association with AAG Overwhelmed (r=.33) but had a very weak association with the AAG Controlled measure (r=.05).

Separation

The TPRAT Separation measure showed moderately positive association with the DSI Emotional Reactivity (r=.45) and Fusion with Others (r=.45) scales. However, it only showed a weak positive association with the DSI I Position (r=.28) and DSI Emotional Cutoff (r=.16) scales.

Exhibit 3 shows the correlation values between the validated instruments and one or more TPRAT character capacity building areas.

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[6] The association of the Negative Emotion and Loneliness (-.42 and -.37, respectively) to Adulthood was in the expected direction.

V. **Highlights of what the analysis suggests.**

These 4 TPRAT scales showed a moderate to positive association with the corresponding validated instrument scales in all, or almost all, instances, demonstrated high Cronbach and Raykov reliabilities (as shown in Appendix Tables 2 and 3, and the confirmatory factor model fit the data).

We conclude that these results demonstrate validity of the 20-item TRPAT survey instrument, based on the finding that the predicted relationships between the TPRAT scales and the scales used to assess validation were mostly strong and in the expected direction.

Exhibit 1: Proposed Validation Survey Questions

TPRAT Character Capacities	Validated Instrument(s)	Subscales	# of Items	Comments
Attachment	Adult Attachment Questionnaire (Simpson et al., 1996)	Avoidance Anxiety	17	Does not include subscale on Disorganized attachment
Separation	Differentiation of Self Inventory-Short Form (Skowron & Schmitt, 2003)	Emotional Reactivity (ER) I-Position (IP) Fusion with Others (FO) Emotional Cutoff (EC)	20	Spouse/partner questions changed to *important people in my life.*
Integration	Hypersensitive Narcissism Scale (Holly & Cheek, 1997)	N/A	10	The Hypersensitive Narcissism Scale (HSNS) measures the second of two principal components in the construct of narcissism, the overt and covert forms.
Integration	Multidimensional Perfectionism Scale (Hewitt and Flett, 1990)	Self Oriented Other Oriented Socially Prescribed	24	A couple of questions on religion and spirituality. Reference point for question is in response to a traumatic event.
Integration/Adulthood	Rosenberg Self-Esteem Scale (Vecchione et al., 2015)	N/A	10	
Integration	Adult Attitude to Grief Scale (AAG) (Machin, 2007)	Overwhelmed Controlled Resilient	9	The AAG scale has now been adopted by many bereavement services and is used to appraise the relative overwhelmed, controlled and resilient characteristics shown by bereaved clients and to use these characteristics collectively to provide an overall indication of vulnerability.
Adulthood	PERMA profiler (Butler & Kern, 2015)	Positive and Negative emotions Engagement Relationships Meaning Accomplishment Health	23	The measure is freely available for noncommercial research and assessment purposes, after registering. For commercial purposes, please contact the University of Pennsylvania Center for Technology Transfer

Exhibit 2: Scales to Validate the TPRAT: Measures Used to Assess Similar/Dissimilar Character Capacities

Transactional analyses ego states (Adulthood)

Transactional analyses ego states were measured with the 13 adjectives specified for each of the five states by Williams and Williams (1980), using adjectives from the Adjective Check List (ACL; Gough & Heilbrun, 1965). Participants respond to items in a dichotomous fashion where they check items that they see as descriptive of themselves.

Attachment (Attachment)

Attachment was measured with Simpson and colleagues two-dimensional Adult Attachment Questionnaire (AAQ; Simpson, Rholes, & Phillips, 1996). This measure consists of eight items measuring Avoidance and nine items measuring Anxiety, where participants respond on a seven-point Likert scale.

Differentiation (Separation)

Differentiation was measured with the short form of the Differentiation of Self Inventory (DSI-SF; Sloan and Dierendonck, 2016), which contains four scales measuring Emotional Reactivity (6 items), I-Position (6 items), Fusion with Others (5 items), and Emotional Cutoff (3 items). Participants respond to items on a 1=Not at All Characteristic of Me to 6=Very Characteristic of Me response scale.

Narcissism (Integration)

The ten item Hypersensitive Narcissism Scale (Hendin and Cheek, 1997) was used to assess narcissism, where participants respond to items on a five-point response scale. Participants responded to items using 1=Never to 5=Very Often.

Perfectionism (Integration)

Perfectionism was assessed with an abbreviated version of the Multidimensional Perfectionism Scale (MPS; Hewitt & Flett, 1991) where participants responded to items on a seven-point Likert scale. Nine items were used to measure each of Other-Oriented and Self-Oriented Perfectionism and six items were used to measure Socially Prescribed Perfectionism.

Self-esteem (Adulthood)

Self-esteem was measured with the ten item Rosenberg (1965) Self-Esteem scale, where participants responded to ten items on a four-point Likert scale.

Grief (Integration)

The Adult Attitude to Grief (Manchin, 2006) scale was used to measure three grief-related constructs (Controlled, Overwhelmed, and Resilient) with three-item scales using a five-point Likert response scale.

Well-Being (Adulthood)

Well-being was measured with the 23 item PERMA Profiler (PERMA; Flourish, 2011), which measures Positive Emotions (3 items), Engagement (3 items), Relationships (3 items), Meaning (3 items), Accomplishment (3 items), Overall Well-Being (prior 5 scales and one face-valid happiness item), Negative Emotion (3 items), Health (3 items), Loneliness (1 face-valid item). Participants respond to items on a 1=Not at All to 10=Completely response scale.

Exhibit 3: Validation Correlations

Green = Strong Effect

Orange = Moderate Effect

Yellow = Weak Effect

Red = Little to no Effect

Correlations between	Adulthood	Attachment	Integration	Separation
AAQ Avoidance		-.64		
AAQ Anxiety		-.24		
DSI SF Emotional Cutoff				.16
DSI SF Emotional Reactivity				.45
DSI SF Fusion with Others				.45
DSI SF I Position				.28
Hypersensitive Narcissism Scale			-.47	
MPS Other Oriented			-.11	
MPS Self Oriented			-.22	
MPS Socially Prescribed			-.32	
Rosenberg Self Esteem	.64			
AAG Controlled			.05	
AAG Overwhelmed			.33	
AAG Resilent			.53	
PERMA Positive Emotions	.59			
PERMA Engagement	.43			
PERMA Relationships	.46			

Correlations between	Adulthood	Attachment	Integration	Separation
PERMA Meaning	.64			
PERMA Accomplishment	.60			
PERMA Overall Well Being	.65			
PERMA Negative Emotion	-.44			
PERMA Health	.32			
PERMA Loneliness	-.38			

Appendix I: Revised Proposed TPRAT Survey Instrument

1. I usually confront those in authority in ways that are amicable for all [Adulthood].

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

2. When I fail, I can deal with the disappointment in a healthy way [Integration].

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

3. I can communicate what I want and do not want in my work and relationships [Separation].

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

4. I have struggled with finding my career niche [Adulthood]. (R)

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

5. When I disagree with someone, I prefer to remain silent [Separation].

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

6. I have difficulty telling others how much they really mean to me [Attachment]. (R)

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

7. I avoid saying "no" so that I will not risk rejection or hurt someone's feelings [Separation]. (R)

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

8. I am comfortable relating to those in authority [Adulthood].

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

9. I find it difficult to be in touch with my deeper emotions [Attachment]. (R)

   (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

10. I am frustrated that I have not sufficiently developed my potential [Adulthood]. (R[7])

    (1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

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[7] R indicates Reverse Coding.

11. It is difficult for me to ask for help or support from others [Attachment]. (R)

(1)   Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

12. I know and accept my weaknesses [Integration].

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

13. I have a tough time talking about my feelings, even with those I am close to [Attachment]. (R)

(1)   Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

14. I readily forgive others for their mistakes [Integration].

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

15. I am clear on my life's mission and path [Adulthood].

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

16. When I fail, I am able to try again [Integration].

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

17. When I am disappointed by someone, I am still mindful of their good points at the same time [Integration].

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

18. I put too much time and energy into people-pleasing [Separation]. (R)

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

19. I have difficulty being clear on my own opinions and values when speaking to others [Separation].

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

20. When I am in a small group, I tend to keep my vulnerable feelings to myself [Attachment]. (R)

(1) Strongly Disagree   -Disagree -Somewhat Disagree -Somewhat Agree -Agree   -Strongly Agree (6)

Appendix Table 2. Correlations between loading-weighted factor scores.

	A	AT	I	S
A	1.00			
AT	.52	1.00		
I	.74	.44	1.00	
S	.67	.56	.63	1.00

Note: All correlations significant p<.001.

Appendix Table 3. Cronbach's Alpha and Raykov's Omega for scales.

	α	ω
A	.75	.77
AT	.80	.81
I	.75	.75
S	.79	.80

Appendix Table 4. Scale reliabilities (Cronbach's a) and number of items for scales used to assess validity.

	α	k
AAQ Avoidance	.85	8
AAQ Anxiety	.81	9
DSI SF Emotional Cutoff	.80	3
DSI SF Emotional Reactivity	.87	6
DSI SF Fusion with Others	.76	5
DSI SF I Position	.80	6
Hypersensitive Narcissism Scale	.77	10
MPS Other Oriented	.71	9
MPS Self Oriented	.88	9
MPS Socially Prescribed	.73	6
Rosenberg Self Esteem	.90	10
AAG Controlled	.65	3
AAG Overwhelmed	.64	3
AAG Resilient	.71	3
PERMA Positive Emotions	.82	3
PERMA Engagement	.73	3
PERMA Relationships	.82	3
PERMA Meaning	.89	3
PERMA Accomplishment	.76	3
PERMA Overall Well Being	.94	16
PERMA Negative Emotion	.71	3
PERMA Health	.93	3
PERMA Loneliness	-	1

Note. For dichotomous items, Kuder-Richardson Formula 20 is reported.

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