DEMOGRAPHIC AND BUSINESS FACTORS IMPACTING CHARACTERISTICS OF TYPE A BEHAVIOR IN RESPONDENTS FROM BELIZE

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ABSTRACT

With relative few studies exploring personalities of people in some of the smaller Caribbean countries, the *present study examines Type A stress behaviors of adults in Belize. More specifically, this study looked at the relationships among twenty-four characteristics used to measure Type A behavior, eleven demographic variables, and three business variables for Belize. Correlation analysis was done to identify highly correlated independent variables. Multiple regression analysis was done for each of the twenty four characteristics to identify significant variables.*

Significant variables included age, gender, country where you were raised, country presently living, race, education, work status, job position, religion, number of employees at workplace, number of employees for business owners, and type of business. Older Belizeans tended to have less of the Type A stress behavior. More educated Belizeans tended to have less of the Type A stress behavior than did younger Belizeans. Belizean managers tended to have more of the Type A stress behavior than did university faculty and other personnel. Males tended to have more Type A stress behavior than did females.

Finally, we discuss the meaning and implications of these findings for international expatriates, the limitations of the study and make recommendations for further research.

INTRODUCTION

Most leaders and managers tend to have a Type A personality and this is especially true in competitive work environments. These leaders and managers are always trying to find a better way to do things. They tend to want to be at the forefront of conversations. They get bored with routine work. This behavior is usually found in business owners, managers, and sales people. These are people who know what they want and forge ahead to get it. This topic has been researched extensively. However, no study has been found on Type A behavior in Belize. This study looks at the relationships among characteristics of Type A behavior and demographic and business variables in Belize.

In the competitive world of business, according to experts, understanding behaviors of one's customers and employees are paramount to succeeding (Mujtaba and Khazem, 2008). Thus, it is critically important for managers and employees to reflect on their relationships with others and examine how their responses impact teamwork, productivity and service to customers. Of course, teamwork, productivity, and quality service to customers are just as important in Belize as they are in developed economies such as the United State, Canada and the European Community. In developed economies, most employees are used to receiving sufficient training

through their companies and the organizational culture regarding the importance of teamwork, service with a smile, etc. However, in most developing economies there may not be enough resources to provide state of the art training and development opportunities for all employees in stress management, teamwork, conflict resolution, quality service, etc. However, managers and employees can better understand each other by knowing more about a person's cultural background and his/her general tendencies. As it has been said by Mujtaba and Khazem (2008), cultures tend to regularize human behavior and make people's responses more predictable. So the question for this study is to find out a typical personality profile of respondents from Belize so expatriates working there can have a better understanding of possible responses to different situation from their colleagues.

Belize is a small democratic country (8,867square miles) in Central America. It is bordered to the south and west by Guatemala, to the north by Mexico, and to the east by the Caribbean Sea. It got its independence from Great Britain in1981. Belize's main industries are agriculture, light manufacturing, and tourism. The main exports are citrus concentrate, bananas, sugar, and sea foods. The tourism industry has grown considerably. Many tourists, especially Americans and Canadians, visit its barrier reef (the longest in the Americas and the second longest in the world), its tropical rain forests, and its many Mayan archeological sites. According to the most recent vegetation surveys, about sixty percent (60%) of Belize is forested, with only about twenty percent (20%) of the country's land subject to human uses (such as agricultural land and human settlements). Savanna, scrubland and wetland constitute extensive parts of the land. As a result, Belize's biodiversity is rich, both marine and terrestrial, with a host of flora and fauna. About thirty-seven percent (37%) of Belize's land territory falls under some form of official protected status. Although a number of economically important minerals exist in Belize, none has been found in quantities large enough to warrant their mining. These minerals include dolomite, barite (source of barium), bauxite (source of aluminum), cassite (source of tin), and gold.

As of July 2008, its population was estimated at 301,270 people (Belize: People, 2008). Belize is a multiracial country. About 34% of the population is of mixed Maya and European descent (Mestizo), 25% are Kriols (a mixture of European and African descendants), 15% are Spanish, about 10.6% are Mayan, and about 6.1% are Afro-Amerindian (Garifuna). The remaining population includes European, East Indian, Chinese, Middle Eastern, and North American groups, including Mennonites (Belize, 2000). Belize has a young population with 38.4 percent 14 years of age or less. It has 58.1 percent between the ages of 15 and 65, and 3.5 percent beyond 65 years. Its median age is 20 years. It birth rate is 27.84 births per 1000 and its death rate is 5.77 deaths per 1000. The population growth rate, estimated in 2008, was 2.207 percent per year. Most Belizeans are Christian (Roman Catholic 49.6%, Protestant 27% (Pentecostal 7.4%, Anglican 5.3%, Seventh-day Adventist 5.2%, Mennonite 4.1%, Methodist 3.5%, Jehovah's Witnesses 1.5%), other 14%, and none 9.4%) (Belize, 2000). This Christian background influences the population's value systems for business. English is the official language in Belize, but 43 percent of the population speaks Spanish at home. (Belize: Language and Religion -*MSN Encarta Encyclopedia*). The literacy rate, defined as those 15 years and over who can read and write, was 76.9%.

Belize is a small, essentially private-enterprise economy. Tourism is the number one foreign exchange earner. This is followed by exports of marine products, citrus, cane sugar, bananas, and garments. Due to the government's expansionary monetary and fiscal policies, initiated in September 1998, GDP grew at an annual rate of 4% in 1999-2007. Economic growth

was further stimulated with oil discoveries in 2006. Belize's major concerns continue to be the sizable trade deficit and unsustainable foreign debt. In February 2007, the government restructured nearly all of its public external commercial debt. This reduced interest payments and liquidity concerns. Poverty reduction continues to be a key concern. (CIA World Factbook, 2008). Belize's gross domestic product was $1.3 billion U.S. in 2007, or $3, 950 U.S. per capita. Its economic growth rate is 2.2 percent in 2007. Its exports in 2007 were $ 215 million U.S. f.o.b. and consisted of sugar, bananas, citrus, clothing, fish products, molasses, and wood. Its imports in 2007 was $321 million U.S. f.o.b and consisted of machinery and transport equipment, manufactured goods; fuels, chemicals, pharmaceuticals; food, beverages, and tobacco.

Belize also has strong bilateral relationships with the United States and the United Kingdom, represented by an ambassador in Washington and High Commissioner in London. Belize also associates closely with other nations of the Caribbean Community (CARICOM). Belize is a parliamentary democracy. Its laws are based on English laws. Its government has three branches, the Executive Branch, the Legislative Branch, and the Judiciary Branch. There are two main political parties, the People's United Party (PUP) and the United Democratic Party (UDP).

Personality and Type A Behaviors

Stress is a fact of life for most individuals who work in a competitive work environment. Stress-related illnesses are a significant problem for twenty-first century businesses as most doctor visits are stress-related (Hyde and Allen, 1996; Romas and Sharma, 2007; Mujtaba and McCartney, 2007). The stress-related costs, for example, to the U.S. business community seem to be around $150 billion annually, possibly reaching $600 billion world-wide (Murphy at al., 2007). Studies also indicate that over 40 percent of all turnover world-wide is caused by stress. Furthermore, workers with high stress are twice as likely to be absent for five or more workdays per year. This can be very costly to an organization and Type A personalities tend to be a major cause of most undue stress.

Understanding personality is also linked to a person's locus of control. Understanding locus of control helps to better understand personality and stress. A person with internal locus of control tends to believe that he/she is largely in control of things such as job position, financial status, and quality of life (Mujtaba and McCartney, 2007). These individuals tend to believe that a deliberate effort and hard work can lead to desired goals. External locus of control individuals tend to believe that outside forces such as luck and fate, and other things are controlling events and outcomes.

The disadvantages of a Type A personality often include characteristics such as being overly aggressive, impatient, inconsiderate, and arrogant. These are not characteristics that most people would want to be associated with. It has also been shown that Type A personalities are more prone to psychosomatic diseases such as cardiovascular disease. The advantages of a Type A personality are that they tend to be steadier and laid back without being lazy (Hyde and Allen, 2006; Mujtaba and McCartney, 2007). Type A personalities also tend to be hardworking and tend to perform better than Type B personalities in some situations. Of course, the reality is that a capitalistic society often encourages behaviors that are closely linked to Type A personalities. Many of us experience this on a daily basis working within our organizations which are driven by deadlines, rewards, incentives, and, at times, backbiting politics. Employees who are aggressive, demonstrate a sense of time urgency, and are competitive tend to be rewarded better

than those who get their work done in calmer manner. Those who fit into the Type B personality are viewed as less successful since they do not demonstrate these characteristics that are expected in a competitive type of work environment. The disadvantages of Type B personalities are characteristics such as becoming angry, irritated, aggressive and upset, even though it may not be to the same extent as a Type A. Of course, one cannot see too many other characteristics of a Type B personality which can be considered a disadvantage. Then again, it is all relative; one could say that a disadvantage of a Type B is that they are slower moving than a Type A. This could illustrate that they are less productive…this may or may not be true. Type B personalities tend to be slower moving, but often choose quality over quantity. Others would say that the advantages of Type B personality include, showing much more patience than a Type A personality, not being so time sensitive, choosing quality over quantity, and appropriate speech patterns for the situation. The biggest advantage of a Type B personality is that they are not prone to psychosomatic diseases. It seems that Type B personalities do not display characteristics that appear to lead to additional stress like a Type A personality does. Type Bs are not constantly pushing to get things done when they have plenty of time. Type Bs are also not trying to juggle a hundred tasks at a time which could lead to additional stress.

Generally, Type A personality is defined as an emotional laden behavior that can be observed in persons who are aggressive and demand to succeed in everything they do. Furthermore, these individuals place such attitudes and behaviors before their family and friends (Friedman and Rosenman, 1974; Kunnanatt, 2003). Individuals who exhibit such obsessive-compulsive personality traits and workaholic behavior tendencies are more disposed to Type A stress behavior. Type A behavior can be seen in managers/individuals who consistently try to achieve as much as they can in as little time as possible, they self-impose work and overload themselves, they consistently have a time urgency, they are very critical of themselves, and they have the same expectations of their employees and supervisors.

Most Type A behavior pattern individuals tend to be impatient, hard- charging, achievement-oriented and have short time orientations. Type A behavior has also been shown to be related to depression , more controlling work-related conditions, and higher incidences of occupational stress in cross-cultural blue collar workers. Also such a personality tends to lead to occupational stress, job dissatisfaction and turnover and lower job performance. The high Type A behavior managers and leaders tend to report having strong drives for the values of achievement, ambition, accomplishment, and control over their environment.

Type A behavior people impose on themselves longer work hours and more trips away from home, as compared to non-type A people. This can cause an enormous amount of stress on them. Research indicates that Type A personality people under prolonged stress at work can eventually experience burnout and could develop many harmful diseases. Stress burnout often leads to job dissatisfaction, negative attitudes towards work and others, fatigue, depression, and it is the single greatest cause of turnover.

Murphy et al. (2007) investigated type A behaviors patterns and personal values between developed and developing countries, finding that working adults in developing countries had higher type A and stress than working adults in developed countries, because working adults in developing countries did not have the business and social support systems that are available in the developed countries. Of course, Belize is a developing economy and understanding people's level of stress and personality tendencies are important for research and practitioners. It is well known that achievement-orientated individuals are more susceptible to Type A stress behavior

pattern (TABP), and there are no known studies of the Type A stress behaviors of working adults in Belize.

From the above literature, we have developed the following hypotheses for research and analysis in this study:

H1: Male respondents from Belize possess higher Type A stress behavior total scores as compared to female respondents.

H2: Younger respondents from Belize possess higher Type A stress behavior total scores as compared to older respondents.

H3: More educated respondents from Belize possess higher Type A stress behavior total scores as compared to less educated respondents.

H4: Managers from Belize possess higher Type A stress behavior total scores as compared to non-management respondents.

Researchers have measured Type A personality using structured interviews approach of Friedman and Rosenman (1974) and their Type A Personality Scale. We chose this over other measures because it incorporates the survey questions used in their Structures Interview methods and it has proven its validity and test-retest reliability in identifying individuals with High Type A personalities in longitudinal research (Murphy at al., 2007).

As explained by Murphy et al. (2007), the Type A Personality Scale asks a series of 24 questions that respondents rank as three, two or one as to whether the statement is very typical of me (3); the statement is somewhat typical of me (2), and the statement is not at all typical of me (1). The scale allows researchers to produce total Type A behavior scores and behavioral tendencies mean scores for Competitiveness, Life Imbalance/Work Involvement, Hostility/Anger, and Impatience/Urgency. The total scores for Type A range from 0 to 72. The scores of 12 in any of the Type A areas, indicates high for that area. As such, we classified any individual who scored 48 for the sum of all four areas as high Type A, and individuals who scored below 48 were classified as low Type B.

METHDOLOGY AND DATA ANALYSIS

This study looked at demographic and business factors that impacted Type A behavior in Belize. A Type A Personality Scale survey was done using the Internet. A total of 131 questionnaires were completed and utilized in this study. The survey was divided into four sections. They were: 1) Type A Behavior Scales (responses), 2) Terminal Values, 3) Instrumental Values, and 4) Demographic and Business Factors. Low correlations were found for all 24 dependent variables. This is not surprising as these instruments were pre-tested and used in several other studies. Also, low correlations were found for most independent variables. However, the independent variables, Q83 (age) and Q90 (years of work experience), had a correlation coefficient of 0.789 and were significantly correlated. These two variables were expected to be highly correlated. Hence, the variable, Q90, was removed from the analysis. The variables, Q86 (nationality) and Q87 (country where you were raised) were also highly correlated. They had a correlation coefficient of 0.765. This result was not surprising as most respondents were Belizeans and were raised in Belize. Hence, the variable, Q86, was also removed from the analysis.

Multiple regression analyses were done to see if any significant relationships existed between each dependent variable, representing a Type A characteristic, and the independent variables representing demographic and business factors. There were 24 dependent variables, representing characteristics associated with Type A behavior. The Type A Behavior Scale was structured as a Likert scale (1 = Very Typical, 2 = Somewhat Typical, and 3 = Not Typical). There were fourteen independent variables consisting of eleven demographic variables and three business variables. The demographic and business variables were numerically coded except for a few questions that asked for exact values.

For the first multiple regression model, the dependent variable (Q19) was "My greatest satisfaction comes from doing things better than others" (Table 1). The intercept was significantly different from 0, implying that there were other factors, not included in the model, which influenced the dependent variable. The independent variable, country where the respondent was raised, was statistically significant with a beta coefficient of 0.049 and a p-value of 0.039. Note that the coding system used for this variable was US = 1 to Belize = 11, and Other = 12. Also, note that nearly all respondents were raised in Belize. This significant result implied that it was not typical for the respondents to get the greatest satisfaction from doing things better than others. Using this criterion, it would seem that Belizeans typically did not show this Type A characteristic.

For the second multiple regression model, the dependent variable (Q20) was "I tend to bring the theme of a conversation around the things I'm interested in." Five out of fourteen independent variables were significant. The intercept was not significantly different from zero. The independent variable, age, was statistically significant with a beta coefficient of 0.083 and a p-value of 0.049. With the coding system (18 to 25 years = 1 to 51 years + = 6), it appeared that as age increased there was less tendency to bring the conversation around to things the respondents were interested in. This implied that the younger people tended to bring the conversation around the things they were interested in. Hence, younger Belizeans tended to have more of this Type A characteristic. The next independent variable, education, was statistically significant with a beta coefficient of 0.058 and a p-value of 0.38. This implied that more educated people did not tend to bring the conversation around to things that they wanted to talk about as compared to less educated people. The next independent variable, work status, was statistically significant with a beta coefficient of 0.124 with a p-value of 0.044. Based on the coding system, full-time students and government workers were more likely to steer the conversation to things they wanted to talk about than would business owners, business employees, and the unemployed. The next independent variable, position, was statistically significant with a beta coefficient of 0.149 with a p-value of 0.037. Again based on the coding system, managers tended to bring the conversation to things that they wanted to talk about. Those with university positions (faculty and other administrative positions) tended to not bring the theme of the conversation to the things that they wanted to talk about. The next independent variable, type of business, was statistically significant with a beta coefficient of 0.047 with a p-value of 0.004. Again based on the coding system, those in tourism, other services, and retail tended to steer the conversation to what they wanted to talk about compared to those in agriculture and construction/real estate.

For the third multiple regression model, the dependent variable (Q21) was "In conversations, I frequently clench my fist, bang on the table, or pound one fist into the palm of another for emphasis." Only the intercept and the independent variable, age, were statistically significant. A significant intercept implied that other variables were important to explain this

behavior. The independent variable, age, had a beta coefficient of 0.035 with a p-value of 0.066. Again, this result implied that the younger people will show this behavior. This seemed reasonable as with age, people tended to be calmer.

For the fourth multiple regression model, the dependent variable (Q22) was "I move, walk, and eat rapidly." Only the intercept and the independent variable, religion, were statistically significant. Again, the significant intercept implied that other variables were important to explain this behavior. The independent variable, religion, had a beta coefficient of 0.060 with a p-value of 0.099. This meant that Catholics and other Christian religions tended to exhibit this characteristic more so than did atheist and other religions. This was not an intuitive result.

For the fifth multiple regression model, the dependent variable (Q24) was "I feel that I accomplished more than others." The intercept and four other independent variables were statistically significant. The first independent variable was gender with a beta coefficient of 0.328 and a p-value of 0.013. This implied that men felt this way more than did women. The second independent variable was country where the respondent was raised. This variable had a beta coefficient of 0.053 with a p-value of 0.012. This feeling was seen for respondents raised in the U.S., Korea, Japan, and Europe but not for those from developing countries, including Belize. The competitive lifestyle was more prominent in the developed countries. The third independent variable, work status, had a beta coefficient of -0.169 and a p-value of 0.009. This meant that full-time students and government employees did not feel that they accomplished more than did entrepreneurs and business employees. This reinforced the idea that the private sector was more competitive than the public sector. The fourth independent variable, number of employees in your firm, has a beta coefficient of 0.008 with a p-value of 0.089. This result meant that entrepreneurs with larger numbers of employees tended to feel that they accomplished less than those with smaller number of employees.

The dependent variable (Q25) was "I feel guilty when I relax or do nothing for several hours or days." For this multiple regression model, only the intercept and three independent variables were significant. The first independent variable was country where the respondent was raised. This variable had a beta coefficient of -0.052 with a p-value of 0.029. This meant that Belizeans felt guilty if they relaxed or did nothing for several hours or days. Those that grew up in the U.S and other developed countries did not feel as guilty if they did the same thing. The second independent variable was number of employees in the respondent's firm. This variable had a beta coefficient of 0.008 with a p-value of 0.094. This implied that respondents with more employees felt less guilty when they relaxed and did nothing for several hours or days. This was due partly to the fact that they had others to take up the slack. The third independent variable was the type of business, which had a beta coefficient of 0.047 and a p-value of 0.014. This implied that those respondents in tourism, retail, and other services felt guilty when relaxing than did other businesses, including agriculture and construction.

The dependent variable (Q26) was "It does not take much to get me to argue." The intercept and two independent variables were statistically significant. The first independent variable was age which had a beta coefficient of 0.118 and a p-value of 0.004. The younger respondents did not take much to get them to argue. The second independent variable was education which had a beta coefficient of 0.091 with a p-value of 0.001. This supported the position that lower educated people did not take much to get them to argue.

The dependent variable (Q27) was "I feel impatient with the rate at which most events take place." The intercept and three independent variables were statistically significant. The

first independent variable was country presently living. This variable had a beta coefficient of -0.044 with a p-value of 0.053. This result implied that those living in Belize felt impatient with the rate at which most events take place. The opposite result was shown for countries like the U.S., Korea, Japan, and countries in Europe. The second independent variable was the number of employees in the respondent's workplace. This variable had a beta coefficient of -0.040 with a p-value of 0.068. This result implied that with more employees at the workplace, the respondents felt impatient with the rate at which most events took place. The third independent variable was the type of business with a beta coefficient of 0.046 with a p-value of 0.012. Again, tourism, retail, and services all felt impatient at the rate at which most events took place as compared with agriculture and construction/real estate.

The dependent variable (Q28) was "Having more than others is important to me." Only the intercept was statistically significant with a beta coefficient of 2.681 with a p-value of 0.000, implying that there were other factors that were related to the dependent variable stated above.
The dependent variable (Q29) was "One aspect of my live (e.g. work, family care, school) dominates all others." Only the intercept and one independent variable were statistically significant. The independent variable was country where the respondent lived. This variable had a beta coefficient of -0.043 with a p-value of 0.061. This result showed that in Belize one aspect of life did dominate all others. This was the opposite for the U.S. and other developed countries.
The dependent variable (Q30) was "I frequently regret not being able to control my temper." The intercept and one independent variable were statistically significant. The independent variable, education, had a beta coefficient of 0.06 with a p-value of 0.029. This implied that this statement above was not typical of educated people.

The dependent variable (Q31) was "I hurry the speech of others by saying "Uh huh," "Yes, yes," or by finishing their sentences for them." The intercept and four independent variables were statistically significant. The first independent variable was race with a beta coefficient of 0.059 with a p-value of 0.046. This result supported the position that Belizeans who were of Asian descent or those in other (mostly mixed races) did not tend to hurry the speech of others. Those who classified themselves as white or black tended to hurry the speech of others. The second independent variable was the number of employees at the workplace, which had a beta coefficient of -0.039 with a p-value of 0.056. The respondents from firms with larger number of employees did not exhibit this behavior. The third independent variable was the number of employees in the respondent's firm. This variable had a beta coefficient of 0.007 and a p-value of 0.093. This result implied that business owners who had many employees did not hurry the speech of others by saying "Uh huh," and "Yes, yes." This would imply that there were enough employees to get the job done without the respondent being impatient. The fourth independent variable was type of business which had a beta coefficient of 0.030 and a p-value of 0.077. This result showed that those in tourism, retail, and other services tended to exhibit this behavior whereas those in agriculture and construction/real estate did not.

The dependent variable (Q32) was "People who avoid competition have low self-confidence." The intercept and one independent variable were statistically significant. The independent variable was gender and had a beta coefficient of 0.237 with a p-value of 0.068. Male respondents stated that this was not typical of them. This implied that they did not avoid competition and perhaps did not have low self-confidence.

The dependent variable (Q33) was "To do something well, you have to concentrate on it alone and screen out all distractions." The intercept and two independent variables were statistically significant. The first independent variable was the country presently living. This

first independent variable had a beta coefficient of 0.043 and a beta coefficient of 0.075. From the coding system for countries, people living in Belize did not have to concentrate on something alone and screen out all distractions to do it well. The second independent variable was type of business which had a beta coefficient of -0.039 with a p-value of 0.047. This meant that those in tourism, services, and retail did not have to concentrate on only one activity to do it well as compared with those in agriculture and construction/real estate.

The dependent variable (Q35) was "I feel others' mistakes and errors cause me needless aggravation." The intercept and four independent variables were statistically significant. The first independent variable was country presently living which had a beta coefficient of 0.040 with a p-value of 0.039. This behavior was not typical of respondents who were presently living in Belize. The second independent variable was education with a beta coefficient of 0.056 with a p-value of 0.038. This implied that respondents who were more educated typically did not show that behavior. The third independent variable was the number of employees at the respondent's workplace, which had a beta coefficient of -0.043 and a p-value of 0.021. This result implied that with more employees, this feeling of others causing me aggravation was there. The fourth independent variable was the type of business with a beta coefficient of 0.025 and a p-value of 0.101. This result implied that tourism, services, and retail tended to show this behavior but agriculture and construction/real estate did not.

The dependent variable (Q36) was "I find it intolerable to watch others perform task I know I can do faster." The intercept and five independent variables were statistically significant. The first independent variable was age with a beta coefficient of 0.100 and a p-value of 0.027. This intolerance behavior was more typical of the younger respondents. The second independent variable was country raised and it had a beta coefficient of -0.036 and a p-value of 0.097. This meant that those raised in Belize exhibited this behavior. The third independent variable was work status which had a beta coefficient of -0.110 and a p-value of 0.093. Student or government employees did not exhibit this behavior. Private sector employees or those who did not work exhibited this behavior. The fourth independent variable was position and it had a beta coefficient of 0.137 with a p-value of 0.073. Managers exhibited this intolerance behavior. University professors and other university employees did not exhibit this behavior. The fifth independent variable was type of business, with a beta coefficient of 0.039 and a p-value of 0.023. This behavior was found in tourism, retail, and services but was not typical in agriculture and construction/real estate.

The dependent variable (Q37) was "Getting ahead in my job is a major personal goal." Only the intercept term was statistically significant implying that there were other variables (not included in the model) that were important to explain this behavior. The dependent variable (Q38) was "I simply don't have enough time to lead a well-balanced life." The intercept and one independent variable were statistically significant. The independent variable was work status which had a beta coefficient of 0.127 and a p-value of 0.080. This result meant that students and government officers exhibited this unbalanced life behavior. The private sector and those that did not work did not exhibit that behavior.

The dependent variable (Q39) was "I take my frustrations with my own imperfections on others." The intercept and two independent variables were statistically significant. The first independent variable was age which had a beta coefficient of 0.066 and a p-value of 0.082. This result meant that the older respondents did not exhibit this behavior. The second independent variable was education which had a beta coefficient of 0.047 and a p-value of 0.063. This result meant that more educated Belizeans did not typically exhibit this behavior.

The dependent variable (Q40) was "I frequently try to do two or more things simultaneously." Only the intercept was statistically significant, implying that there were other variables that explained this behavior. The dependent variable (Q41) was "When encounter a competitive person, I feel a need to challenge him or her." Only the intercept and one independent variable were statistically significant. The independent variable was age with a beta coefficient of 0.078 and a p-value of 0.091. This was more typical of younger Belizeans. The dependent variable (Q42) was "I tend to fill up my spare time with thoughts and activities related to my work (school or family care)." Only the intercept was statistically significant, implying that there were other variables that explained this behavior.

The dependent variable (Q43) was "I am frequently upset by the unfairness of life." The intercept and four independent variables were statistically significant. The first independent variable was country presently living which had a beta coefficient of -0.059 with a p-value of 0.006. The results show that Belizeans typically exhibit this behavior. The second independent variable was race with a beta coefficient of -0.092 with a p-value of 0.003. Those respondents who were white or black did not exhibit this behavior. The respondents who were other (mixed race) did exhibit this behavior. The third independent variable was education with a beta coefficient of 0.073 and a p-value of 0.016. This result implied that the more educated Belizeans did not exhibit this behavior.

The dependent variable (Q44) was "I find it anguishing to wait in line." The intercept and five independent variables were statistically significant. The first independent variable was age with a beta coefficient of 0.085 with a p-value of 0.060. This result implied that older Belizeans did not exhibit this anguish behavior. The second independent variable was country presently lived in which had a beta coefficient of -0.076 with a p-value of 0.001. Belizeans exhibited this behavior. The third independent variable was work status with a beta coefficient of 0.144 and a p-value of 0.029. Students and government workers exhibited this behavior. Those employed by a corporation and those who were not working did not exhibit this behavior. The fourth independent variable was position with a beta coefficient of 0.149 and a p-value of 0.052. Managers exhibited this behavior. University professors and other university employees did not exhibit this behavior. The fifth independent variable was the number of employees in your firm which had a beta coefficient of 0.011 and a p-value of 0.014. This result implied that employers with bigger number of employees did not exhibit this behavior.

CONCLUSION

This study looked at the relationships among twenty-four characteristics used to measure Type A behavior, eleven demographic variables, and three business variables for Belize. The summary of findings was shown in Table 2.

The intercept term was significant in 23 of the twenty four multiple regression estimations. This implied that there were other factors, not included in the model used, that would explain Type A behavior. These included genetics, other environmental factors, etc. Age showed up as significant in seven of the 24 models. In every case, increased age showed less of the Type A behavior. This finding supported Hypothesis 2. This seemed reasonable as people tended to be calmer with age. Gender only showed up as significant in two of the 24 models. This finding supported Hypothesis 1. Country raised showed up as significant in 3 of the 24 models. However, the country where the respondent was presently living showed up as significant in 7 of the 24 models. This was not surprising as most of the respondents were from

Table 1. Multiple Regression Results for Type A Characteristics

	Dependent Variables											
Independent	Q19		Q20		Q21		Q22		Q24		Q25	
Variables	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value
Intercept	1.769***	0.006	-0.102	0.849	2.547***	0.000	1.672**	0.014	1.326**	0.020	2.450***	0.000
AGE	0.008	0.873	0.083**	0.049	0.035*	0.066	0.075	0.156	0.043	0.334	-0.003	0.954
GENDER	-0.057	0.699	0.024	0.848	-0.010	0.864	0.081	0.604	0.328**	0.013	0.077	0.604
COUNTRY RAISED	0.049**	0.039	0.031	0.126	0.009	0.323	0.013	0.610	0.053**	0.012	-0.052**	0.029
COUNTRY LIVING	-0.007	0.757	0.013	0.516	0.005	0.582	0.019	0.453	0.012	0.562	0.000	0.991
RACE	-0.060*	0.075	-0.001	0.966	-0.018	0.153	0.003	0.925	-0.015	0.611	-0.016	0.642
EDUCATION	-0.029	0.383	0.058**	0.038	-0.002	0.901	-0.033	0.340	-0.025	0.402	-0.002	0.958
WORK STATUS	-0.043	0.551	0.124**	0.044	0.026	0.339	-0.063	0.411	-0.169***	0.009	-0.074	0.304
POSITION	-0.001	0.991	0.149**	0.037	0.025	0.426	0.123	0.166	-0.055	0.462	0.028	0.737
RELIGION	0.004	0.897	0.030	0.294	0.008	0.538	0.060*	0.099	-0.019	0.532	0.012	0.733
MARITAL STATUS	0.047	0.484	-0.013	0.817	0.000	0.997	-0.004	0.957	0.035	0.558	-0.001	0.989
NO. OF CHILDREN	0.009	0.879	0.004	0.926	0.007	0.746	-0.016	0.783	0.017	0.729	-0.028	0.623
NO. OF EMPLOYEES	-0.038*	0.100	0.006	0.738	0.005	0.587	-0.011	0.663	-0.030	0.138	-0.029	0.210
NO. IN YOUR FIRM	0.012**	0.014	0.000	0.998	0.000	0.906	-0.002	0.693	0.008*	0.089	0.008*	0.094
TYPE OF BUSINESS	0.022**	0.240	0.047***	0.004	-0.003	0.655	-0.017	0.390	0.015	0.358	0.047**	0.014

	Dependent Variables											
Independent	Q26		Q27		Q28		Q29		Q30		Q31	
Variables	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value
Intercept	2.238***	0.000	3.040***	0.000	2.681***	0.000	2.382***	0.000	2.562***	0.000	1.715***	0.003
AGE	0.118***	0.004	0.015	0.752	-0.012	0.719	0.042	0.389	0.055	0.181	0.049	0.269
GENDER	-0.102	0.392	-0.157	0.269	-0.003	0.974	-0.006	0.965	-0.127	0.296	0.007	0.959
COUNTRY RAISED	-0.015	0.414	-0.028	0.221	-0.010	0.513	-0.022	0.340	-0.003	0.897	0.010	0.648
COUNTRY LIVING	-0.028	0.137	-0.044*	0.053	-0.013	0.391	-0.043*	0.061	-0.010	0.600	-0.017	0.417
RACE	-0.018	0.512	0.003	0.928	0.006	0.766	0.014	0.678	0.018	0.513	0.059**	0.046
EDUCATION	0.091***	0.001	0.009	0.771	0.033	0.129	0.007	0.839	0.060**	0.029	0.026	0.371
WORK STATUS	-0.019	0.741	0.002	0.979	0.045	0.341	-0.029	0.678	-0.009	0.879	0.047	0.466
POSITION	-0.003	0.962	-0.055	0.497	-0.037	0.499	0.127	0.123	-0.014	0.833	0.057	0.442
RELIGION	0.012	0.665	0.007	0.824	0.002	0.912	0.005	0.887	0.002	0.943	0.027	0.372
MARITAL STATUS	-0.074	0.165	-0.037	0.561	-0.019	0.660	-0.047	0.471	-0.016	0.774	-0.032	0.593
NO. OF CHILDREN	0.056	0.221	-0.041	0.455	0.055	0.137	-0.009	0.872	-0.024	0.602	0.030	0.553
NO. OF EMPLOYEES	0.004	0.833	-0.040*	0.068	-0.001	0.943	0.003	0.889	-0.015	0.435	-0.039*	0.056
NO. IN YOUR FIRM	0.001	0.870	0.007	0.140	-0.004	0.181	0.000	0.961	0.001	0.763	0.007*	0.093
TYPE OF BUSINESS	0.012	0.433	0.046**	0.012	-0.005	0.707	-0.005	0.791	0.016	0.299	0.030*	0.077

Table 1. Multiple Regression Results for Type A Characteristics, cont.

	Dependent Variables											
Independent	Q32		Q33		Q35		Q36		Q37		Q38	
Variables	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value
Intercept	1.974***	0.001	1.329**	0.044	1.586***	0.002	1.994***	0.001	1.556**	0.014	1.853***	0.004
AGE	0.058	0.182	0.039	0.444	-0.002	0.953	0.100**	0.027	0.065	0.185	0.010	0.840
GENDER	0.237*	0.068	-0.073	0.630	0.034	0.778	0.002	0.987	0.200	0.169	0.090	0.542
COUNTRY RAISED	0.017	0.423	0.030	0.213	-0.003	0.895	-0.036*	0.097	-0.017	0.464	-0.032	0.172
COUNTRY LIVING	-0.027	0.187	0.043*	0.075	0.040**	0.039	-0.003	0.898	-0.006	0.804	-0.028	0.241
RACE	-0.010	0.739	-0.014	0.689	0.007	0.805	0.017	0.570	-0.039	0.232	0.030	0.364
EDUCATION	0.016	0.581	0.033	0.337	0.056**	0.038	0.021	0.493	-0.018	0.582	0.048	0.146
WORK STATUS	-0.020	0.749	-0.079	0.287	-0.078	0.184	-0.110*	0.093	0.016	0.816	0.127*	0.080
POSITION	0.023	0.755	0.119	0.169	0.166**	0.015	0.137*	0.073	0.005	0.954	0.100	0.231
RELIGION	0.027	0.367	-0.004	0.911	-0.042	0.130	-0.006	0.849	-0.005	0.872	-0.006	0.860
MARITAL STATUS	-0.005	0.931	-0.013	0.852	0.015	0.783	0.045	0.453	0.007	0.917	-0.082	0.218
NO. OF CHILDREN	-0.035	0.477	0.034	0.560	0.025	0.581	-0.031	0.546	-0.014	0.799	-0.006	0.919
NO. OF EMPLOYEES	0.027	0.173	-0.006	0.807	-0.043**	0.021	-0.024	0.243	-0.011	0.635	-0.013	0.580
NO. IN YOUR FIRM	-0.001	0.787	0.007	0.204	0.003	0.456	0.004	0.395	0.004	0.452	0.000	0.927
TYPE OF BUSINESS	-0.021	0.195	-0.039**	0.047	0.025*	0.101	0.039**	0.023	0.009	0.624	0.008	0.677

	Dependent Variables											
Independent	Q39		Q40		Q41		Q42		Q43		Q44	
Variables	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value	Coef.	p-value
Intercept	3.038***	0.000	1.705***	0.003	1.819***	0.002	1.494**	0.027	2.883***	0.000	1.997***	0.001
AGE	0.066*	0.082	0.037	0.401	0.078*	0.091	0.013	0.808	0.047	0.298	0.085*	0.060
GENDER	-0.153	0.176	-0.181	0.169	0.100	0.465	0.045	0.769	-0.099	0.457	-0.005	0.968
COUNTRY RAISED	-0.017	0.339	0.004	0.863	0.012	0.586	-0.002	0.939	-0.005	0.803	-0.029	0.178
COUNTRY LIVING	-0.015	0.403	-0.007	0.733	-0.004	0.856	-0.010	0.677	-0.059***	0.006	-0.076***	0.001
RACE	0.007	0.790	-0.001	0.977	-0.005	0.874	-0.013	0.715	-0.092***	0.003	-0.006	0.853
EDUCATION	0.047*	0.063	0.015	0.599	0.035	0.251	0.056	0.109	0.073**	0.016	-0.008	0.791
WORK STATUS	-0.086	0.121	-0.022	0.734	-0.070	0.296	0.063	0.407	0.042	0.521	0.144**	0.029
POSITION	0.074	0.248	0.091	0.221	0.046	0.556	0.064	0.471	-0.141*	0.062	0.149*	0.052
RELIGION	-0.017	0.519	0.033	0.273	-0.002	0.950	0.052	0.147	0.017	0.581	0.046	0.142
MARITAL STATUS	-0.067	0.188	-0.029	0.629	0.024	0.696	-0.007	0.920	-0.063	0.292	-0.080	0.190
NO. OF CHILDREN	0.048	0.268	-0.044	0.384	0.032	0.538	-0.087	0.148	0.054	0.289	-0.032	0.535
NO. OF EMPLOYEES	-0.009	0.604	-0.002	0.914	0.001	0.945	-0.017	0.479	0.022	0.275	-0.004	0.838
NO. IN YOUR FIRM	-0.003	0.490	0.004	0.351	0.002	0.721	-0.003	0.612	-0.003	0.550	0.011**	0.014
TYPE OF BUSINESS	0.012	0.416	0.016	0.338	-0.019	0.275	0.019	0.326	-0.021	0.227	0.019	0.267

Belize and a few were presently living elsewhere so the results were basically from Belize. Race showed up as significant in 3 of the 24 models. Education was significant in 6 of the 24 models. In all cases, more educated respondents showed less of the characteristics of Type A behavior. This finding supported Hypothesis 3.

Work status was significant in 5 of the 24 models. Students and government employees provided different responses than did business employees or those who did not work. Position at one's job showed up as significant in 5 of 24 models. Managers tended to show Type A behavior. This finding supported Hypothesis 3. University faculty and other personnel tended to show less of a Type A behavior. Religion only showed up as significant in 1 of 24 models. Marital status and number of children were not significant in any of the 24 models. Number of employees at the respondent's workplace was significant for 4 out of 24 models. The number of employees employed by the respondents was significant in 5 of the 24 models. Lastly, the type of business was significant in 8 of the 24 models. Respondents from tourism, retail, and other services tended to show the characteristics of Type A behavior. Respondents from agriculture and construction/real estate tended to not show these Type A characteristics.

This is the first study done about the characteristics of Type A behavior in Belize and it looked at the relationships among the characteristics used to measure Type A behavior of respondents in Belize. Significant variables included age, gender, country where you were raised, country presently living, race, education, work status, job position, religion, number of employees at workplace, number of employees for business owners, and type of business. Overall, Type A stress behaviors were high in Belize. Students and government employees provided different responses than did business employees or those who did not work. Managers tended to show Type A behavior. The study provided a picture of a typical personality profile of respondents from Belize so expatriates working there can have a better understanding of possible responses to different situation from their colleagues. The study was limited to a small number of respondents; as such, future researchers can increase the sample size and focus on specific sectors (such as public, private, retail industry, manufacturing, healthcare, etc.) in the Belize population.

Table 2. Summary of Findings

		Independent Variables													
		Demographic											Business		
Dep. Variables	Intercept	Age	Gender	Country Raised	Country Living	Race	Education	Work Status	Position	Religion	Marital Status	No. of Children	No. of Employees	No. of employees in your firm	Type of business
Q19	Sig.			Sig.		Sig.							Sig.	Sig.	Sig.
Q20		Sig.					Sig.	Sig.	Sig.						Sig.
Q21	Sig.	Sig.													
Q22	Sig.									Sig.					
Q24	Sig.		Sig.	Sig.				Sig.						Sig.	
Q25	Sig.			Sig.										Sig.	Sig.
Q26	Sig.	Sig.					Sig.								
Q27	Sig.				Sig.								Sig.		Sig.
Q28	Sig.														
Q29	Sig.				Sig.										
Q30	Sig.						Sig.								
Q31	Sig.					Sig.							Sig.	Sig.	Sig.
Q32	Sig.		Sig.												
Q33	Sig.				Sig.										Sig.
Q35	Sig.				Sig.		Sig.		Sig.				Sig.		Sig.
Q36	Sig.	Sig.			Sig.			Sig.	Sig.						Sig.
Q37	Sig.														
Q38	Sig.							Sig.							
Q39	Sig.	Sig.					Sig.								
Q40	Sig.														
Q41	Sig.	Sig.													
Q42	Sig.														
Q43	Sig.				Sig.	Sig.	Sig.		Sig.						
Q44	Sig.	Sig.			Sig.			Sig.	Sig.					Sig.	

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