


CONSTRUCTION OF A SELF-ACTUALIZATION MEASUREMENT INSTRUMENT BASED ON ABRAHAM MASLOW'S THEORY

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Article Information	ABSTRACT
<p>Keywords: Self-Actualization Psychological Instruments Maslow Personal Growth.</p>	<p>The primary focus of humanistic psychology is the development of human potential toward self-maturity. This study aims to develop and test the psychometric properties of a self-actualization measurement tool constructed based on the fifteen characteristics of self-actualization from Abraham Maslow's theory. Data were collected online from 200 early adult participants (aged 17-30 years) using a convenience sampling technique. Data analysis was performed using JASP software through internal consistency reliability testing and Confirmatory Factor Analysis (CFA) to test construct validity. The analysis results showed that this 32-item instrument has adequate discriminatory power. The reliability test produced a Cronbach's Alpha value of 0.93, indicating a very high level of internal consistency. Construct validity testing through CFA showed the model has a very good fit with the empirical data, indicated by a chi-square value of 458.522 ($p = 0.060$), a CFI of 0.986, an RMSEA of 0.023, and a SRMR of 0.043. Based on these results, this measuring instrument was found to be empirically valid and reliable for measuring the psychological dimensions of self-actualization. This instrument is suitable for use as an assessment tool in self-development programs and counseling services to help individuals identify their potential and guide their personal growth.</p>
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INTRODUCTION

Human development has always been a crucial area of study in psychology because every individual carries inner potential waiting to be realized. This potential does not emerge spontaneously; it develops through a long process involving life experiences, emotional dynamics, and mental readiness (Wahyuningratna et al., 2022). Understanding how a person achieves their fullest self is a key focus of the humanistic approach, which emphasizes the human capacity for growth and expansion.

In humanistic psychology, Abraham Maslow provided a strong foundation through the concept of self-actualization. Maslow defined self-actualization as a state in which an individual is able to perceive reality objectively, accept themselves holistically, and display

healthy spontaneity and thriving creativity. He wrote that an actualized individual demonstrates the ability to live life according to their inner potential. This concept positions humans as beings continually moving toward a more mature and meaningful level of development.

The topic of constructing a self-actualization measurement tool was chosen because assessing self-development cannot be done solely through visual observation. Many personality characteristics are internal, necessitating assessment tools capable of accurately capturing psychological patterns (Pavai et al., 2020). The presence of an appropriate measurement instrument provides an opportunity to explore the deepest characteristics of human potential and helps understand how the process of self-growth occurs at various stages of life.

The main problem addressed in this research is how to develop a measurement tool that can comprehensively represent the characteristics of self-actualization. According to Maslow, self-actualization consists of a deep understanding of oneself, the ability to give meaning to experiences, moral sincerity, and the affirmation of personal values. The challenge of this research lies in translating these characteristics into measurable items that are sensitive to variations in individual development. The research problem formulation is directed at finding a measurement form that is not only accurate but also reflects the breadth of Maslow's ideas.

Research on self-actualization has long been developed in personality psychology and humanistic psychology. Shostrom developed the Personal Orientation Inventory, which assesses self-actualization tendencies through an individual's time orientation and life value direction (in Przyby, 2025). Crandall examined self-actualization through a scale emphasizing existential satisfaction and adaptive psychological functioning (in Dexter, 2024), while Weijers & Bustos (2024) viewed self-actualization as personal expressiveness, namely an individual's involvement in activities that reflect their deepest potential. These instruments demonstrate that attempts have been made to measure self-actualization psychologically, although their approaches emphasize certain characteristics of self-growth and do not fully represent the full range of self-actualization characteristics formulated by Maslow. Subsequent research has shown that self-actualization is often measured through related but not identical constructs. Gaglio (2023) links self-growth to the fulfillment of basic psychological needs through Self-Determination Theory, while Wong (2025) positions self-actualization as part of a flourishing state and positive mental health.

A review of existing research and instruments indicates that there is no self-actualization measurement tool in Indonesia that is directly constructed from Abraham Maslow's self-actualization theory and comprehensively maps its characteristics. Existing instruments do not fully represent the fifteen characteristics of self-actualization as an integrated psychological configuration. This situation emphasizes the urgency of this research to present a self-actualization measurement tool that is directly derived from Maslow's conceptual framework, translated into measurable behavioral indicators, and tested through systematic psychometric procedures. The presence of this instrument is expected to fill the gap in self-actualization measurement and provide a more precise empirical contribution to understanding the dynamics of human potential growth, particularly in the Indonesian context.

This research aims to design an instrument capable of systematically describing a person's internal process toward self-actualization. The instrument is expected to indicate the extent to which individuals exhibit signs of personal growth in their daily lives. Through a sound measurement tool, research on human potential gains a more solid foundation, allowing exploration of humanistic concepts to extend beyond theory and be tested empirically.

The benefits of this research are divided into theoretical and practical areas. In theory, this research enhances understanding of how the concept of self-actualization can be realized through structured measurement. In practice, this instrument has the potential to be used in education, counseling, and self-development programs to help individuals identify their personal potential, potential obstacles, and desired growth directions. With this instrument, psychological support can be more systematic because the information obtained is measurable.

METHOD

Participants

This study involved 200 young adults aged 17–30. The sampling technique used was convenience sampling, selecting participants based on ease of access and willingness to participate. Data collection was conducted online through a Google Form-based questionnaire distributed through digital communication media. Participation was voluntary and required informed consent.

Research Instruments (Materials)

The instrument used in this study was a self-actualization scale developed based on Abraham Maslow's self-actualization theory, which encompasses fifteen key characteristics of self-actualization. The scale is structured as a blueprint that maps characteristics, indicators, the number of items, and the direction of statements (favorable and unfavorable). The instrument consists of 32 items measured on a five-level Likert scale, ranging from 1 (very inappropriate) to 5 (very appropriate).

Content validity was conducted through expert judgment by five psychologists to assess the suitability and relevance of the items to the construct being measured. Quantification of the expert assessment results was analyzed using Aiken's V coefficient to ensure the content validity of each statement item.

The validated scale was then empirically tested on 200 early adult participants aged 17–30 years. Data analysis was performed using JASP software to test the instrument's psychometric quality. Item quality was evaluated through item-total correlation analysis to assess discriminatory power, while internal consistency reliability was estimated using Cronbach's Alpha coefficient. Furthermore, construct validity was tested using Confirmatory Factor Analysis (CFA) to ensure the fit between the theoretical factor structure and the empirical data obtained.

Development Procedures Measuring instrument

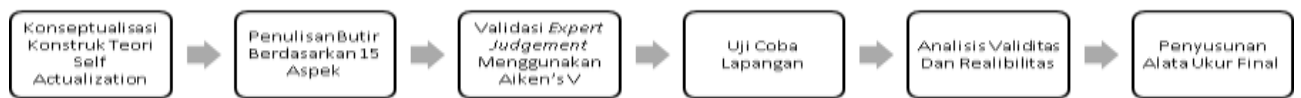


Figure 1.Data Analysis Stage in Developing Self-Actualization Instruments Based on Azwar (2024)

This research procedure refers to the stages of psychological scale development according to Azwar (2024) which is carried out through several stages:

Characteristics	Favorable	Unfavorable	Amount
Efficiency of Perception of Reality	1	2	2
Acceptance of Self, Others, and Nature	3.5	4	3
Spontaneity, Simplicity, and Naturalness	6	7	2
<i>Problem Centering</i>	8	9	2
Detachment and the Need for Privacy	10.11	-	2
Autonomy	12.13	-	2
Appreciation of Life Experience	14,15,16	-	3
Peak Experiences	17,18	-	2
Gemeinschaftsgefühl (Sense of Humanity)	19.20	-	2
Deep Interpersonal Relationships	21,22	-	2
Democratic Character Structure	23	24	2
Discrimination between Means and Ends	25.26	-	2
Philosophical Humor	28	27	2

Creativity	29	30	2
Resistance to Enculturation	31	32	2
Total			32

- a) Conceptualization and Item Writing Stage: formulating the construct of self-actualization based on Abraham Maslow's theory and compiling items according to the fifteen relevant characteristics of self-actualization.
- b) Expert Validation Stage: conducting expert judgment by a psychologist to assess the suitability and relevance of items to the construct being measured.
- c) Empirical Test Stage: Distributed questionnaires to 200 early adult respondents (17–30 years) to obtain empirical data used in analyzing the psychometric quality of measuring instruments.

Table 1. Measuring Instrument Blueprint

Data analysis in this study was conducted to evaluate the psychometric quality of the self-actualization measurement tool developed. The analysis stages included item analysis, reliability estimation, and construct validity testing. Item analysis was conducted using item-total correlation to assess the discriminatory power of each item and to determine the appropriateness of the items in measuring the construct of self-actualization. Items that did not meet the established correlation criteria were eliminated from the scale.

Reliability estimation was performed to determine the internal consistency of the scale using the Cronbach's Alpha coefficient. Construct validity was tested through Confirmatory Factor Analysis (CFA) to verify the suitability of the measurement model developed based on Abraham Maslow's self-actualization theory. All statistical analyses in this study were conducted using JASP software as a data processing and testing tool to assess the suitability between the theoretical factor structure and the empirical data.

RESULTS AND DISCUSSION

Results

This study involved 200 respondents in the early adulthood age range (17–30 years old) from various universities. Participants had diverse educational backgrounds and academic experiences and participated voluntarily in accordance with the study's inclusion criteria. This study aimed to develop a self-actualization measurement tool based on Abraham Maslow's self-actualization theory, which views self-actualization as the pinnacle of personality development and the optimal realization of individual potential. Data analysis was conducted to assess the validity and reliability of the instrument to ensure it met psychometric validity and consistency standards. Construct validity testing was conducted using Confirmatory Factor Analysis (CFA), a method in Structural Equation Modeling (SEM) used to test the suitability of the theoretical model of self-actualization with empirical data and to analyze the relationship between indicators and latent variables. In addition, item

analysis and reliability testing were conducted to ensure internal consistency and the appropriateness of each item in representing the construct being measured.

Reliability Test Results

Reliability testing of the self-actualization instrument was conducted to assess the scale's internal consistency and the contribution of each item to the overall measurement. The testing process began with a corrected item-total correlation analysis, followed by calculating the Cronbach's Alpha reliability coefficient.

Table 2. *Item rest correlation*

No	Item	Item rest Correlation	No	Item	Item rest Correlation
1	Ea1	0.664	17	PPa1	0.742
2	Eb3	0.671	18	PPb4	0.720
3	Pa2	0.661	19	Ga1	0.638
4	Pb3	0.396	20	Gb3	0.686
5	Pc5	0.755	21	Ia2	0.772
6	Sa1	0.577	22	Ib3	0.649
7	Sb4	0.682	23	SKa1	0.693
8	PCa1	0.608	24	SKb4	0.742
9	PCb4	0.686	25	DSa1	0.536
10	Da1	0.330	26	DSB4	0.639
11	Db3	0.636	27	Ha1	0.497
12	Oa2	0.577	28	Hb4	0.505
13	Ob3	0.771	29	Ka1	0.489
14	Ma2	0.690	30	Kb3	0.601
15	Mb3	0.317	31	Ra2	0.440
16	Mc5	0.737	32	Rb3	0.582

The results of the corrected item-total correlation analysis indicate that all items have a positive correlation with the total instrument score. The correlation values obtained range from 0.317 to 0.772, indicating that each item has adequate discriminatory power in differentiating respondents based on their level of self-actualization. Details of the corrected item-total correlation values for each item are presented in Table 2.

Next, internal reliability testing was conducted using the Cronbach's Alpha coefficient to determine the consistency of responses between items in the instrument. The analysis results showed a Cronbach's Alpha coefficient value of 0.93, indicating a very high level of reliability. This value indicates that all items in the scale are strongly related and work consistently in measuring the same construct. A summary of the reliability test results is presented in Table 3.

Table 3. Reliability Statistics Results

Method	Coefficient
Cronbach's Alpha	0.93

Reliability testing using the Cronbach's Alpha coefficient yielded a value of 0.93. This value indicates a very high level of internal consistency, reflecting the interrelationships

between items in the instrument. This high coefficient indicates that respondents' responses to each item move in a similar direction and supports the reliability of the measuring instrument in the context of psychological research.

Validity Test Results

The instrument's content validity was analyzed to ensure that each item represented the self-actualization construct according to the theoretical indicators used. Content validity was assessed through expert judgment using Aiken's V coefficient, which aims to assess the level of expert agreement on the relevance of each item.

The test results show that the Aiken's V value for all items ranges from 0.90 to 1.00, with a minimum validity limit of 0.80. Thus, all items meet the content validity criteria. Details of the Aiken's V assessment results for each item are presented in Table 4.

Table 4. Expert Judgment Assessment Results

Item Code	Aiken's V	Criteria	Information	Item Code	Aiken's V	Criteria	Information
Ea1	1.00	0.8	Valid	PPa1	1.00	0.8	Valid
Eb3	0.95	0.8	Valid	PPb4	1.00	0.8	Valid
Pa2	1.00	0.8	Valid	Ga1	1.00	0.8	Valid
Pb3	1.00	0.8	Valid	Gb3	1.00	0.8	Valid
Pc5	0.90	0.8	Valid	Ia2	1.00	0.8	Valid
Sa1	1.00	0.8	Valid	Ib3	1.00	0.8	Valid
Sb4	1.00	0.8	Valid	SKa1	1.00	0.8	Valid
PCa1	0.95	0.8	Valid	SKb4	1.00	0.8	Valid
PCb4	1.00	0.8	Valid	DSa1	1.00	0.8	Valid
Da1	1.00	0.8	Valid	DSB4	1.00	0.8	Valid
Db3	1.00	0.8	Valid	Ha1	0.95	0.8	Valid
Oa2	0.90	0.8	Valid	Hb4	1.00	0.8	Valid
Ob3	1.00	0.8	Valid	Ka1	1.00	0.8	Valid
Ma2	0.95	0.8	Valid	Kb3	1.00	0.8	Valid
Mb3	1.00	0.8	Valid	Ra2	1.00	0.8	Valid
Mc5	1.00	0.8	Valid	Rb3	1.00	0.8	Valid

Based on the results of Table 4, all items were declared content-valid, as the Aiken's V values obtained exceeded the criterion value. This indicates that the experts had a high level of agreement regarding the suitability of the items to the self-actualization characteristics being measured.

Construct Validity Test (Confirmatory Factor Analysis)

Construct validity testing was conducted using Confirmatory Factor Analysis (CFA) to assess the suitability of the measurement model formulated based on the theoretical framework to the research's empirical data. This analysis aims to ensure that the proposed factor structure adequately represents the relationship between the latent variables and their measurement indicators.

The results of the CFA analysis show that the measurement model has a good level of fit with the empirical data. The chi-square test produces a value of $\chi^2 = 458.522$ with a p-value of 0.060. A p-value greater than 0.05 indicates that there is no significant difference between the model covariance matrix and the empirical data, so the model can be declared fit. A summary of all CFA model fit indices is presented in Table 5.

Table 5. *Confirmatory Factor Analysis Results (CFA)*

Index	Mark
Chi-square (χ^2)	458,522
p-value	0.060
CFI	0.986
RMSEA	0.023
SRMR	0.043

Based on Table 5, the Comparative Fit Index (CFI) value was obtained as 0.986 and the Tucker–Lewis Index (TLI) as 0.984, which indicates that the model has a very good level of fit because it has exceeded the general feasibility limit (≥ 0.90). Additional fit indices such as the Incremental Fit Index (IFI) of 0.987 and the Relative Noncentrality Index (RNI) of 0.986 also support the suitability of the proposed model. In addition, the Root Mean Square Error of Approximation (RMSEA) value of 0.023 indicates a very low level of approximation error. The 90% confidence interval of the RMSEA is in the range of 0.000 to 0.035, all of which are in the close fit category. The RMSEA p-value of 1.000 further strengthens that the model has a very good level of fit. Furthermore, the Standardized Root Mean Square Residual (SRMR) value of 0.043 is also below the recommended fit limit (≤ 0.08), thus indicating a relatively small model residual.

Figure 2 shows a path diagram of the Confirmatory Factor Analysis (CFA) results that tested the one-factor structure of the self-actualization measurement instrument. In this model, all 32 items are positioned as indicators reflecting a single latent variable, namely self-actualization. The factor loading values appearing on each arrow indicate the significant contribution of each item in explaining the variance of the construct. This visualization confirms the unidimensional nature of this instrument, where the fifteen original characteristics of Maslow's theory empirically merge into a unified motivational system. This is supported by the excellent model fit index values, namely a CFI of 0.986, an RMSEA of 0.023, and a SRMR of 0.043.

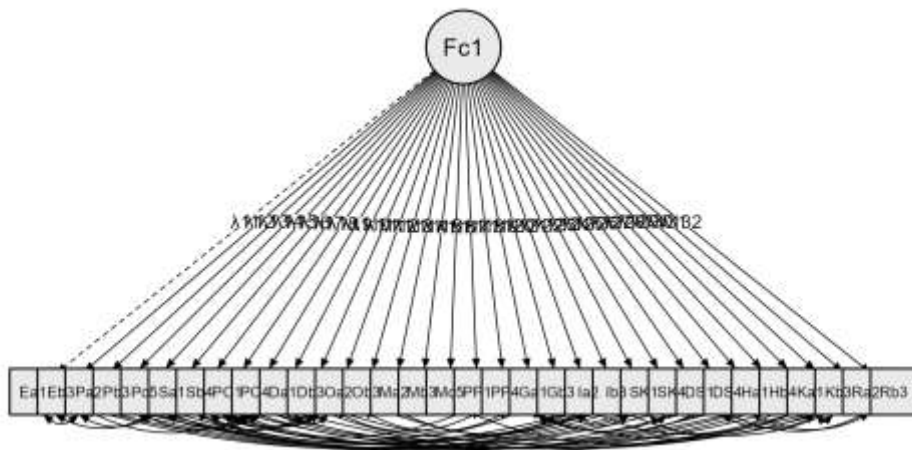


Figure 2.One-Factor Plot Model of Self-Actualization Scale

Overall, the CFA results indicate that the tested measurement model has a good to excellent fit. Therefore, it can be concluded that the indicators used are capable of empirically representing the latent constructs and are consistent with the underlying theoretical framework, thus declaring this measurement model valid and suitable for use.

Table 6.Self-Actualization Characteristics Scale

Characteristics	Item	Code
Perception Efficiency	Accepting reality even if it feels unpleasant	Ea1
	Developing a critical attitude towards social construction	Eb3
Against Realistic	Feel at ease in facing personal weaknesses	Pa2
	Show empathy for the limitations of others	Pb3
	Showing genuine admiration for the beauty of nature	Pc5
Acceptance of Self, Others, and Nature	Expressing feelings honestly	Sa1
	Trying to appear perfect at the expense of authenticity	Sb4
Spontaneity, Simplicity, and Naturalness	Expressing opinions honestly even if they conflict with common views	PCa1
	Avoiding conflict to seek validation from others	PCb4
Problem-Centering	Able to focus despite environmental distractions	Da1
	Enjoying alone time with a feeling of calm	Db3
Detachment and the Need for Privacy	Make your own decisions without outside pressure	Oa2
	Take responsibility for the direction of his life	Ob3
Autonomy	Appreciating the beauty of nature	Ma2
	Grateful for everyday life	Mb3
	Consider life as a gift	Mc5
Appreciation of Life Experience	Experiencing a deep surge of emotion in a meaningful moment	PPa1

	Experiencing a change in perspective after an emotional moment that has spiritual meaning.	PPb4
Gemeinschaftsgefühl (Sense of Humanity)	Feeling that everyone is part of the big human family	Ga1
	Have a sincere desire to help others	Gb3
Deep Interpersonal Relationships	Establishing a very deep relationship with a particular individual	Ia2
	The bond of love in friendship is based on mutual understanding	Ib3
Democratic Character Structure	Respect every individual regardless of status	SKa1
	Willing to learn from anyone	SKb4
Want to Learn From Anyone	Only choose activities that have personal meaning.	DSa 1
	Only interested in what is relevant to life values	DSB 4
Philosophical Humor	Laughing at the strangeness of life	Ha1
	Laughing at the absurd things in everyday life	Hb4
Creativity	Generating unique ideas in various situations	Ka1
	Solving problems in a different way than usual	Kb3
Resistance to Enculturation	Resisting social pressures that conflict with personal values	Ra2
	Dare to be yourself	Rb3

Discussion

Self-actualization Self-actualization is understood as a condition where an individual is able to optimally realize their psychological potential and live a life aligned with their internal values. From a humanistic perspective, self-actualization is seen as the pinnacle of personality development and is an integrative process involving self-meaning, value orientation, and active individual involvement in their life. Due to its comprehensive and complex nature, the construct of self-actualization cannot be reduced to a single behavior, so its measurement requires an approach that can capture the integration of various internal psychological aspects (Ezaka et al., 2021; Karthikeyan, 2024; Maslow, 2024).

The results of the Confirmatory Factor Analysis (CFA) show that the developed measurement model has a very good level of fit with the empirical data. This finding indicates that the compiled indicators are able to consistently represent the same latent construct, namely self-actualization. The high model fit strengthens the assumption that self-actualization is an integrated construct, where various psychological characteristics do not stand alone but are interrelated to form a coherent motivational system, as reflected by the high CFA model fit index obtained.

Within a psychometric framework, the fit of the CFA model reflects the integration between items measuring the same construct. This pattern indicates that indicators move uniformly and reinforce each other in representing self-actualization as a driver of psychological growth. This finding aligns with the view that constructs oriented toward

meaning in life and self-development are generally characterized by stable and integrated factor structures (Krieglstein et al., 2023; Uher, 2025). Similar results were also reported by Alexander and Jürgen (2023) and Perez-Martinez (2025), who showed that self-actualization indicators tend to converge because they are rooted in the same growth orientation.

The factor structure confirmed through CFA indicates that self-actualization in this instrument can be understood as a unidimensional construct with a strong motivational core. This pattern is consistent with humanistic psychology studies that view self-actualization as a comprehensive drive that organizes various positive psychological expressions. In modern psychometric studies, a single factor structure is often found in integrative constructs, as their aspects function as part of a unified system of meaning (Schnell, 2023; Skrzypińska, 2021). This finding also aligns with research by Voitenko et al. (2021) which shows that self-actualization plays a central role in organizing various expressions of psychological well-being.

The reliability test results showed a high level of internal consistency, with a Cronbach's alpha value of 0.93. This value indicates that all instrument components are strongly correlated with each other and share a similar structure. Furthermore, the instrument's reliability level indicates excellent internal consistency in measuring the self-actualization construct in the studied group of respondents. Therefore, this instrument is suitable for use in psychological research and assessment.

All items meet the criteria of relevance to the construct of self-actualization, according to content validity tested by experts with Aiken's V coefficient. This instrument is not only empirically strong but also theoretically consistent, because the high level of expert agreement strengthens the conceptual basis of this instrument based on expert assessment.

Total score variation Respondents' self-actualization reflects differences in the level of self-actualization development between individuals. Although the construct structure was consistently confirmed through CFA, the level of self-actualization manifestation remained variable, indicating that the actualization process occurs individually and is influenced by different life experiences and psychosocial contexts. These findings support the view that self-actualization is a psychological potential that develops gradually, not a static state achieved uniformly by each individual (Huang, 2024; Dahiam & Ghaleb, 2024; Clinique, 2022).

Differences in the contributions of items in representing the construct of self-actualization indicate that some indicators more strongly capture the core of the construct, while others reflect more specific characteristics. This reflects the broad scope of the construct being measured and does not diminish the integrity of the confirmed factor structure. In developing psychological instruments, such variation in factor loadings is considered normal, especially for complex constructs encompassing diverse dimensions of life experience and meaning.

The presence of items representing both positive growth expressions and barriers to self-actualization enhances the instrument's discriminatory power. Items depicting positive expressions reflect authenticity of attitude, openness to experience, and internal value orientation, while items capturing barriers reflect dependence on external factors and unclear

life direction. This diversity of content remains integrated within a coherent factor structure, as demonstrated by the CFA results.

Overall, the empirical results indicate that the developed self-actualization instrument has a strong theoretical and psychometric foundation. The excellent fit of the CFA model, supported by high reliability and a clear factor structure, indicates that this instrument is able to consistently capture the internal dynamics of self-actualization. Thus, this scale makes an important contribution in bridging humanistic approaches and empirical methods, so that self-actualization can be understood not only as a philosophical ideal but also as a psychological construct that can be measured and analyzed scientifically.

In practical terms, this self-actualization instrument has broad applicability in psychology services in Indonesia. This scale can be used by psychologists, counselors, and educational practitioners as an assessment tool to help individuals understand their level of self-actualization, recognize personal potential, and identify areas for growth that need further development. The use of this instrument also allows for more targeted, empirically-based planning of self-development interventions.

However, this study has limitations. The results were limited to a group of early adults with a college education. Therefore, generalization of the study results to other age groups or individuals with different sociodemographic characteristics should be done with caution. Furthermore, the instrument was tested in a single cultural context and did not include a measurement invariance analysis. Consequently, it is impossible to ensure that the factors are structurally equivalent across different social contexts or cultural groups. Furthermore, this study did not conduct a test-retest to evaluate the instrument's temporal stability. Consequently, the consistency of the measurements over time remains unknown. Therefore, to improve the validity and effectiveness of the self-actualization instrument, future research should be expanded to include samples from different ages and cultural backgrounds, and specific tests such as factor invariance and temporal reliability should be conducted.

CONCLUSION

This study successfully created a self-actualization measurement tool that has been proven valid and reliable, directly referring to the fifteen characteristics contained in Abraham Maslow's theoretical framework. By testing 200 young adults, this tool produced 32 questions that had excellent internal consistency, with a Cronbach's Alpha value reaching 0.93. The validity of the measuring tool is supported by expert agreement through Aiken's V values ranging from 0.90 to 1.00, as well as the results of Confirmatory Factor Analysis (CFA) analysis that showed the model has good consistency, proving that the indicators used are able to represent the construct of self-actualization as an integrated and one-dimensional motivation system. This measuring tool makes a significant contribution in addressing the lack of measurement tools for self-development in Indonesia, so that it can be used in real counseling services and various self-learning programs. Although this study has good measurement capabilities, the results only apply to university students, therefore further research is needed with a more diverse sample to test the stability and consistency of this measurement in the future.

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