

ADVERSITY QUOTIENT OF DRUGS ABUSER BASED ON PERSONALITY TYPOLOGY

Rida Yanna Primanita¹, Tesi Hermaleni²

Universitas Negeri Padang

e-mail: yannaprimanita@fip.unp.ac.id, tesi.hermaleni@gmail.com

Submitted: 2021-07-15

Published: 2022-06-16

DOI: 10.24036/rapun.v12i2.113172

Accepted: 2022-06-16

Abstract: *Adversity Quotient of Drugs Abuser Based on Personality Typology.* This research aims to find the description of adversity quotient, description of personality typology, and the difference of adversity quotient based on personality types in drugs abuser. This is a quantitative comparative research. The population of this research is drugs abuser in West Sumatera, with sampling technique used snowball sampling. Participants of this research were 253 people from various cities in West Sumatera such as Bukittinggi, Padang, Padang Panjang, Payakumbuh, Solok, Lubuk Sikaping, Pariaman and Agam. The instrument used was Millon Personality Type Inventory developed by Airin Triwahyuni and Adversity quotient scale developed by the researcher. The data were analyzed using anova technique. The result showed there is significant difference of adversity quotient of drugs abuser based on personality type, at the level of $p=0.001$ ($p<0.05$).

Keywords: *Drugs abuser, millon personality type, personality, adversity quotient, West Sumatera.*

Abstrak: **Adversity Quotient Penyalahguna Narkoba Berdasarkan Tipologi Kepribadian.** Penelitian ini bertujuan untuk mengetahui gambaran adversity quotient, gambaran tipologi kepribadian, dan perbedaan *adversity quotient* berdasarkan tipe kepribadian pada penyalahguna narkoba. Penelitian ini merupakan penelitian kuantitatif komparatif. Populasi dalam penelitian ini adalah penyalahguna narkoba di Sumatera Barat, dengan teknik pengambilan sampel menggunakan snowball sampling. Partisipan penelitian ini berjumlah 253 orang dari berbagai kota di Sumatera Barat seperti Bukittinggi, Padang, Padang Panjang, Payakumbuh, Solok, Lubuk Sikaping, Pariaman dan Agam. Instrumen yang digunakan adalah *Millon Personality Type Inventory* yang dikembangkan oleh Airin Triwahyuni dan skala *Adversity quotient* yang dikembangkan oleh peneliti. Analisis data menggunakan teknik anova. Hasil penelitian



menunjukkan terdapat perbedaan yang signifikan antara *adversity quotient* penyalahguna narkoba berdasarkan tipe kepribadian, pada taraf $p=0,001$ ($p<0,05$).

Kata kunci: Penyalahguna narkoba, tipe kepribadian millon, kepribadian, *adversity quotient*, Sumatera Barat

INTRODUCTION

Drug abuse (narcotics, psychotropic substances and other addictive substances) is one of the phenomena in the community which is always in the spotlight due to the domino effect caused, in addition to disrupting physical and mental health it also disrupts social stability. In Indonesia the drug abuse preference is around 3,367,154 people (1,77 %) in 2017 increasing to 2.1% in 2018 (BNN, 2018). In West Sumatra the number is 59 thousand people (2015), 63 thousand people (2017), now around 66,612 people (Moerti, 2018).

The cause of someone abusing drugs is influenced by many things from internal and external factors. Internal factors such as the desire to feel pleasure, stay away from problems, and the desire to be better (Nevid, 2016). How to avoid the problems that are unable to be resolved indicate the low adversity quotient of drug abusers. How to deal with problems either by avoiding, giving up easily or resolving to the end, is one of the behavioral traits that describes a person's personality characteristics. Personality is something that is very complex, very general related to the nature, attitudes and habits that are sometimes shown indirectly (Millon, 2011).

A number of drug abusers that researchers encounter display different behavioral characteristics. Some are very careful in their relationships with others. Some always want to be considered by their environment. Some glorify themselves, full of mistrust in others. Some have always taken the initiative to achieve their own goals. Some are overtly arrogant, suspect others. Some people spend their time manipulating their social life so that they are always protected, cared for and acknowledged by others. Some always feel inferior, unable to be assertive, and always adjust themselves to be accepted by others. There are also those who always feel like a failure because they are confused about balancing self-esteem and guilt when dealing with others. With different features, it is assumed that drug abusers do not have the same personality type from one another. Theoretically, someone who has high confidence and shows a lot of achievements will have a strong struggle in overcoming his problems; while someone who has mistrust in others prevents him from developing himself, it is difficult to make changes to solve the problem (Stoltz, 2005).

Based on the problems, namely the continued increase in the number of drug abusers in West Sumatra, so it is assumed that the adversity quotient to recover from drug abuse seems low making researchers interested in conducting research with the title of adversity quotient differences in terms of Millon's personality typology in drug abusers in West Sumatra.

METHOD

This research is a comparative quantitative research with the dependent variable being the adversity quotient and the independent variable being the typology of Millon's personality. The population in this research was drug abusers in the province of West Sumatra. The sampling technique that will be used is snowball sampling taken from cities/districts in West Sumatra, with the number of participants obtained by 253 drug abusers.

Personality typology Millon (2011) classified into 5 on personality type 1). Independent Personality, 2). Dependent Personality, 3). Discordant Personality, 4). Ambivalent Personality, 5). Detached Personality. The measuring instrument used is Millon Personality Type Inventory (MPTI). This measurement tool measures personality types through the domain of expressive act, interpersonal conduct, cognitive style,

regulatory mechanisms, self-image, object representation, morphologic organization, and mood / temperament. The validity index is 0, 3 with reliability in the range of 0.749 - 0.848. Millon Personality Type Inventory (MPTI) consists of 14 personality types namely Negativistic, Borderline, Compulsive (Ambivalent); Sadistic, Melancholic, Masochistic (Discordant); Antisocial, Paranoid, Narcissistic (Independent); Dependent, Histrionic (Dependent); Skizoti pal, Schizoid, Avoidant (Detached). The response choices in the MPTI answer consist of two choices YES and NO. YES if the respondent has more compliance with the statement given. NO if the respondent only has a slight agreement with the statement given. In total, MPTI has 254 statements consisting of 249 personality statements and 5 control statements. Five control statements were made to ensure that respondents filled in by reading each statement one by one. Working time ranged from 25-40 minutes. The use of MPTI is intended for respondents with an adult age of 17 years and above. The measuring instrument used is the Adversity quotient Scale which is prepared using dimensions of control, ownership, reach and endurance. The validity index is 0, 30 with a reliability of 0.8 75. This scale is a Likert scale, with 4 answer choices, divided into two types of statements, favorable and unfavorable.

The data analysis technique used is oneway anava. This technique examines differences between 3 data groups or more than one independent variable. And the data group in this research consisted of 5 groups.

RESULTS AND DISCUSSION

Result

Research on the adversity quotient based on the personality types of drug users in West

Sumatra using 253 respondents drug users who live in West Sumatra. Respondents were given MPTI test so that the types and personality types were obtained. The number of drug users personality ambivalent totaling 95 people, discordant amounted to 28 people, independent totaled 65 persons, dependent totaling 35 people, and detached totaling 30 people. Details of types and personality types are explained in table 1.

Table 1. Research Respondents

No	Personality	Personality type	amount	Total	Percentage
1	Ambivalent	Negative	8	95	37.54%
		Borderline	13		
		Compulsive	74		
2	Discordant	Sadistic	12	28	11.08%
		Melancholic	5		
		Masochistic	11		
3	Independent	Antisocial	28	65	25.69%
		Paranoid	20		
		Narcissistic	17		
4	Dependent	Histrionic	20	35	13.83%
		Dependent	15		
5	Detached	Avoidant	19	30	9.4%
		Schizotypal	4		
		Schizoid	7		
Total				253	100%

The difference in adversity quotient in research subjects will be divided into 3 categories, namely high, medium and low. The

following is the categorization of adversity quotient in drug abusers in West Sumatra.

Table 2. The categorization of Adversity quotient Drug Abuse

No	Formula	Score	Categorization	Subject	
				F	%

1	$(\mu + 1,0 \sigma) \leq X$	$105 \leq X$	High	110	33.04%
2	$(\mu - 1,0 \sigma) \leq X$ ($\mu + 1,0 \sigma$)	$70 \leq X < 105$	Medium	143	66.96%
3	$X < (\mu - 1,0 \sigma)$	$X < 70$	Low	0	0%
Total				253	100%

Based on the score of categorization, there are 110 people (33%) drug abusers who have a high adversity quotient and 143 people (67%) in the medium category. There is nobody

in the low category. So, in general it can be said that the drug users in West Sumatra have adversity quotient which is good.

Table 3. The Categorization of Drug Abusers Based on the Adversity quotient Dimension

Dimension	Category	Score	Subject	
			F	%
Control	High	$24 \leq X$	99	39.13%
	Medim	$16 \leq X < 24$	149	58.89%
	Low	$X < 16$	5	1.98%
Total			253	100%
Origin and ownership	High	$27 \leq X$	175	69.17%
	Medium	$18 \leq X < 27$	76	30.04%
	Low	$X < 18$	2	0.79%
Total			253	100%
Reach	High	$21 \leq X$	100	39.52%
	Medium	$14 \leq X < 21$	152	60.08%
	Low	$X < 14$	1	0.40%
Total			253	100%
Endurance	High	$33 \leq X$	132	52.17%
	Medium	$22 \leq X < 33$	119	47.04%
	Low	$X < 22$	2	0.79%
Total			253	100%

Based on the dimensions of adversity quotient in Table 3 it can be seen that the dimensional control, 99 people (39, 13%) were in the high category, 149 people (58.89%) in the medium category and 5 people (1.98%) are in the low category. In the dimensions of origin and ownership, there were 175 people (69.17%)

with a high category, 76 people (30.04 %) with a medium category, and 2 people (0.79 %) with a low category. Then on the reach dimension, there are 100 people (39.52 %) who have a high category, 152 people (60.08 %) have a medium category and 1 person (0, 40 %) is in the low category. And lastly, on the dimensions of

endurance obtained 132 votes (52.17%) had a higher category, first 19 people (47.04%) had medium category and 2 persons (0.79 %) are in the low category.

also divided into 3 categories: high, medium, and low. These categories can be seen in the table below:

The differences in adversity quotient based on personality types in drug abusers are

Table 4. Adversity quotient categorization by Personality Type

Personality type	Category	Score	Subject	
			F	%
Ambivalent	High	$105 \leq X$	51	20.2 %
	Medium	$75 \leq X < 105$	44	17.4 %
	Low	$X < 75$	0	0 %
Total			95	37.6 %
Discordant	High	$105 \leq X$	7	2.77 %
	Medium	$75 \leq X < 105$	21	8.3 %
	Low	$X < 75$	0	0 %
Total			28	11.07 %
Independent	High	$105 \leq X$	31	12.25 %
	Medium	$75 \leq X < 105$	34	13.43 %
	Low	$X < 75$	0	0 %
Total			65	25.68 %
Dependent	High	$105 \leq X$	11	4.3 %
	Medium	$75 \leq X < 105$	24	9.5 %
	Low	$X < 75$	0	0 %
Total			35	13.8 %
Detached	High	$105 \leq X$	10	3.95 %
	Medium	$75 \leq X < 105$	20	7.9 %
	Low	$X < 75$	0	0 %
Total			30	11.85 %
Total Respondents			253	100%

Based on table 4, it can be seen that 51 subjects (20.2%) with ambivalent personality have adversity quotient in the high category, 44 people (17.4%) are in the medium category and none are in the low category. 7 people (2.77%) subjects with discordant personality were in the

high category, 21 people (8.3%) were in the medium category, and none were in the low category. 31 people (12.25%) subjects with independent personality were in the high category, 34 people (13.43%) were in the medium category, and none were in the low

category. 11 persons (4.3%) subjects personality dependent on high category, 24 (9.5 %) are in the medium category, and none are in the low category. 10 people (3.95%) are in ka tegori high, 20 persons (7.9%) are in ka tegori medium, and none are in the low category.

In drug abusers with ambivalent personality, there are 2 dimensions of adversity quotient that are in the medium category, namely control dimension 54,74% and reach dimension 50.53%. While the other 2 dimensions are in the high category, namely origin and ownership 81.05 % and endurance 61.05 %.

In the other side, discordant personality drug abusers have a medium category in all dimensions of adversity quotient namely control 64.3%, origin and ownership 57.1%, reach 64.3%, and endurance 71.4%. The abusers of independent personality drugs there are 2 dimensions of adversity quotient that are in the medium category, namely control dimension 56.38% and reach dimension 50,77 %. While the other 2 dimensions are in the high category, namely origin and ownership 73.84 % and endurance 52.31%.

Dependent drug users with dependent personality are in the medium category for all dimensions of adversity quotient, namely control 60%, origin and ownership 50%, reach 71.4%, and endurance 51.4%. Then, the two

dimensions of adversity quotient of drug users with detached personalities are in the medium category. The control dimension is 70 %, and the reach dimension is 93.3 %. While the other two dimensions on a high category, the dimensions of the origin and ownership se number 56, 7%, and the dimensions of endurance se the amount of 53, 3 %.

Testing the normality of the normality test for the distribution of the adversity quotient variable obtained the Kolmogorov Smirnov value and the Asym.sig value. The asym.sig value of the adversity quotient variable and the five personalities is higher than 0.05, which means the data in the research are normally distributed. Normality test results are met so that the requirements to use homogeneity statistics and one- way statistics can be done. Homogeneity test in this research uses a statistical model of homogeneity of variance. In the adversity quotient variable obtained $p = 0,350$ ($p > 0,05$). That is, data variants are homogeneous. Furthermore, the hypothesis testing of this research was directed to test the hypotheses in this research. The hypothesis in this reseach found that “there is a significant difference in the adversity quotient of drug users in West Sumatra based on the typology of personality”. In analyzing the data used a one-way Anova technique, obtained F of 4, 657 with a significance of 0.00 1. That is, H_a is

accepted which suggests that there is a significant difference in Adversity quotient based on personality typologies (ambivalent, discordant, independent, dependent, detached in drug abusers in West Sumatra.

DISCUSSION

This research was conducted on drug abusers in West Sumatra. The survey results revealed that most subjek drug users have a degree of adversity quotient medium (56, 52 %). It means that in general drug abusers in West Sumatra have tried to solve the challenges in this case stop using drugs, but several times gave up and returned to using drugs. Often these drug abusers do not have the desire to continue to rise to solve even more difficult challenges because they are people who are easily satisfied with what they have obtained. Drug abusers in West Sumatra have at least responded to the challenge to stop using drugs. They have reached a certain level. The work that they do for some others is considered easy, or perhaps through great struggle and sacrifice, to the point where it is today. This is analogous to people who are climbing and then stopping to camp. The incomplete climb was considered by some as "success". However, even though Campers have managed to reach the campsite, they cannot possibly maintain that success without continuing on the climb. Because what

is meant by climbing is the growth and improvement in a person's lifetime.

There are several dimensions that must be completed in assessing the ability of adversity quotient someone, namely the control (control), the origin and recognition (origin and ownership), reach (reach), and durability (endurance). The results of research on drug abusers indicate different levels per dimension. Origin and recognition (origin and ownership) on drug use is the dimension that is most excellent dimensions. High origin and ownership indicate that drug abusers are able to clearly know what is causing a bad event and know to place the guilt they feel is reasonable. Drug use in this research showed ability to avoid behavioral blame yourself and to take the responsibility (Stoltz, 2007). Origin and ownership that is high can be seen from how he does not blame himself entirely on events that are happening in the environment, such as when he uses the drug to resolve the deadline for its work, he realized that the factors that led to his drug use is the limited time because of the competition in that field. Durability (endurance) on drug use in West Sumatra also looks good. The higher the endurance ability of a person, the more likely he is to assume difficulties and their causes will last for a short time. Drug abusers in West Sumatra respond to bad events and their causes as something that

lasts for a moment. Drug abusers with good endurance can be due to social support factors obtained from friends or family, such as when he tries to stop using drugs, he is given reinforcement and motivation by their friends / family so that they feel not alone and are able to survive in situations that are difficult. According to Ozbay, et al. (2007) positive and quality social support can increase stress resistance, help protect the impact of psychopathological trauma, reduce the functional consequences of injury, such as post traumatic stress disorder (PTSD), and medical illness and death.

The other two dimensions, namely the control (control) and range (reach) the drug abusers West Sumatra perform quite well. Drug abusers in this research have fairly good control in themselves, because according to Stoltz (2007) people who have a higher adversity quotient will feel greater control over the events in their lives than people who have a lower adversity quotient, these drug abusers will respond to bad events as something that is now within their control. But there are times when it is difficult to maintain a feeling of being in control when faced with setbacks or more severe challenges. The control is inside can be influenced by the their skills such as social skills, by way of adjusting to the situation and the particular circumstances such as self-control

to only use illicit drugs (drugs) are in places of particular so as not shunned by people around him. Sometimes these drug abusers also engage in community service such as mutual cooperation activities so that a close relationship is established between them and the community in their environment.

Associated with the dimension range (reach), injecting drug users sometimes let certain events go to other parts of his life. As experienced by one of the drug abusers in this research, being abandoned by his parents makes him feel lost and less able to categorize the problem so they calm themselves with the use of addictive substances. It means that drug users to let certain things go in and affect the other parts of life side of her. If he has a reach that is good, then he will be able to put certain issues in place and does not affect the other problems that exist in the life of her as still active in the reunion of the school / college with a friend -personal it even if he does not have a prestigious job.

Based on the explanation of the four dimensions above, injecting drug users in the research is need to increase the two-dimensional adversity quotient that is the dimension of control and reach, Meanwhile the two dimensions more effort is needed to maintain order for them to have adversity quotient the better in order to in front of these

drug abusers will continue to try to escape from the bondage of drugs, do not recur again forever.

The results of this research found that the kind of personality that is most widely owned drug users is personality ambivalent (Ambivalent) a number of 95 subjects (37.54 %), then a personality independent number 65 subjects (25.69%), personality dependent (Dependent) a total of 35 subjects (13.83%), Detached personalities totaling 30 subjects (11.86 %), and Discordant personalities totaling 28 subjects (11,08%).

Millon (2011) defines an ambivalent personality possessed by someone who is not sure which direction to change because he is in conflict over whether to depend on oneself for reinforcement or on others. This means that ambivalent people oscillate between pleasing others or pleasing themselves. It was concluded that drug abusers with ambivalent personalities were not sure which direction to go to or what to change, would lead to conflict, for example, wanting to oppose or submit to avoid punishment as he had gotten from the environment. Drug users with ambivalent personality type shows the characteristics of self -displaying trend is actually owned by almost everyone, only when he experienced a conflict in life, unavoidable then continually harassed because of the ambivalent personality

(Millon, 2011). Other ambivalent personalities show real dependence and compliance. Ambivalent Personality is divided into 3 types namely Active, Passive and Active and Passive Mixtures. Approximately 77,9% of drug abusers with ambivalent personalities are in the passive ambivalent category, then 13.7 % in mixed ambivalents and 8.4 % in active ambivalents.

Drug abusers who have a Passive Ambivalent personality point to the following characteristics: the actions expressed tend to be disciplined and obey the rules and be regular in their daily activities; Behaviors interpersonal tends to be full of respect, like manners, formal relationships and demonstrate good personal; Cognitive style tends to look at the world that is built up in his thoughts with the terms rules, regulations, and regular schedules; mechanism regulations tend to use the reaction formation, repeating the thought, social behavior can be appreciated as an individual discipline; Self Image tends to see themselves as diligent, trustworthy, conscientious, and efficient ; the concept of an object tends to describe the internal conditions relating to affect, attitudes, and activities in context with the approval of its social environment, which allows it to express its behavior; organization structure of organisms tends to be psychic rigid structure, and organized into a consolidated system with a

very tight, in a number of barriers that separate constellation of encouragement, memory, and cognition, with only a few open channels d a pat allowed between components the component; Mood / Temperament tends to be less relax and often sullen, feeling of warmth hampered and many emotions under control is very strict.

Drug abusers who have an Active-Passive Ambivalent personality exhibit the following characteristics: the actions they express tend to be erratic, sudden and unexpected energy that is accompanied by explosive impulsivity and harshness; behaviors interpersonal tend w lthough indicate the need for attention and affection but it is difficult to predict, and easily volatile and more led to rejection and indicate the reactions of fear of separation and isolation; Cognitive styles tend to experience that change rapidly, fluctuations occur and conflicting between perceptions or thinking. His memory is more focused on past events; mechanism regulations tend to use regression, under conditions of stress, then a degree of tolerance for setbacks in the development of anxiety, impulse control and social adaptation before. setbacks occur as a result of the inability to resolve conflicts and environmental demands; Self Image tends to be confusing or vague experiences and changing identities are immaturity; subjects try to let go

by changing their appearance with expressions of sadness; the ambitions about objects tend to be imperfect to fool themselves and repeatedly fail to learn to overcome the problems at hand, which are indicated by confusion about their memories, needs, and conflicting emotions ; the structure of organism tends to be weak to clarify and look at various issues between the various elements at the level of consciousness; The mood/temperament tends to be an unstable motion with external reality.

Drug abusers who have personality Active Ambivalent show the following characteristics: the action which he refuses to live up to other people's expectation often show a delay in activity, inefficiency, and persistence and annoying behaviors and pleased to manipulate others; Behaviors Interpersonal it tends to have many conflicts and frequent changes in social relations role, sometimes looks dependent and independent sometimes visible, less tolerance of others, easily express a negative attitude or demeanor opposition to others; Cognitive style tends menu has put forward cynicism, look to the future with great trepidation, and less trusting of positive events, had a bad life and a tendency to express insult and innuendo spicy to get into fortunes for themselves, or replace anger with behave forget or indicate laziness; Self Image tends to see themselves as people who misunderstand, are

unlucky, unappreciated, bring bad luck, and are looked down on by others. Besides, admitted to being hurt characteristic, not fast, and disappointed with life; the concept of objects tends to look at things always in a state of conflict; structure of organisms tend Divergent, the pattern of internal elements for the sake of coping and self-defense that directly leads to conflicting objectives, this is because the conflict is a result of a number of k that can not be solved; Mood/ Temperament tends to be Irritable, characterized by frequent stubbornness, stubbornness, and irritability, followed by irritating, moody, talkative, impatient, easily disappointed by others.

The results of the research proved that there are differences in adversity quotient based on personality types in drug abusers in West Sumatra. In general, four types of measured personalities (discordant, independent, dependent, and detached) shows a medium level of adversity quotient, whereas ambivalent personalities have a high adversity quotient. The difference in personality typology adversity quotient is seen more clearly than per dimension of measured adversity quotient. Drug abusers personality ambivalent personality and independent has the ability origin and ownership and endurance are high, while the control and reach medium. Drug abusers with discordant and dependent

personalities are in the medium category for all dimensions of adversity quotient. Another case with drug users personality detached that has the ability origin and ownership is high, while the ability to control, reach and endurance is medium.

CONCLUSION AND SUGGESTION

Conclusion

Based on the results of research, it can be concluded that the level of adversity quotient in drug abusers in West Sumatra is in the medium category and the personality of the most widely owned drug users in West Sumatra is the kind of personality ambivalent with personality types ambivalent passive (Passive Ambivalent). There is a significant difference in adversity quotient in drug abusers in West Sumatra.

Suggestion

For drug abusers it is recommended to be able to further improve their ability to overcome various problems encountered. Because drug abuse is one of the things that will damage yourself both physically and psychologically, as well as having a bad impact on the surrounding environment.

Expected on stakeholders related to me constructing the treatment that fits on abusers drug. Drug abusers with moderate adversity

quotient can be given self-management training or by following outbound containing challenges or evaluative situations. For academics who are also anti-drug activists to be able to provide counseling about adversity quotient to drug abusers and the wider community.

REFERENCE

- BNN. (2018). *World Drug Report 2018: Krisis Opioid, Penyalahgunaan Narkoba Meningkat, Kokain Dan Opium Mencatatkan Rekor Tertinggi (UNODC)*. Jakarta.
- Millon, T. (2011). *Disorder of personality, (3th ed)*. Canada: Jhon Wiley & Sons Inc.
- Moerti, W. (2018). Data BNNP: *Jumlah pengguna narkoba di sumbar capai 66.612 orang*. Padang: Merdeka.com. Diakses 15 Juli 2018 dari: <http://m.merdeka.com/peristiwa-a/data-bnnp-jumlah-pengguna-narkoba-disumbar-capai-66612-orang.html>
- Nevid, J. S, et al. (2014). *Abnormal psychology in a changing world (9th ed.)*. New York: PEARSON.
- Ozbay, F, et. al (2007). Social Support and Resilience to Stress. *Psychiatry (Edgmont)*, 4 (5), 35-40.
- Stolzt, P. G. (2005). *Adversity Quotient: Mengubah Hambatan Menjadi Peluang*. Jakarta: PT Grasindo.
- Stolzt, P. G. (2007). *Adversity Quotient: Mengubah Hambatan Menjadi Peluang*. Jakarta: PT Grasindo.