

Chapter Twelve

PERSONALITY: THEORY, RESEARCH, AND ASSESSMENT

Review of Key Ideas

THE NATURE OF PERSONALITY

1. Define the construct of personality in terms of consistency and distinctiveness.

- 1-1.** I could always tell when my colleague across the hall (now retired) had finished for the day, because I could hear squeaking as he carefully moved his computer table under his bookcase. And I knew what followed: he closed and reshelved his books, sorted the papers on his desk into two piles, and slid the pens and pencils into his desk drawer bin. The fact that my colleague engaged in the *same behaviors* every day illustrates the feature of personality termed _____.
- 1-2.** When I'm done, on the other hand, I usually just stand up and walk out, leaving my somewhat (some would say very) messy desk behind. The fact that my colleague and I *differ* with respect to office neatness illustrates the feature of personality termed _____.

Answers: 1-1. consistency (stability) 1-2. distinctiveness (behavioral differences).

2. Explain what is meant by a personality trait and describe the five-factor model of personality.

- 2-1.** A consistent or durable disposition to behave in a particular way is referred to as a personality _____. Personality trait descriptions frequently consist of a series of _____, such as anxious, excitable, shy, aggressive, and so on.
- 2-2.** There are an enormous number of trait words that could be used to describe people. Gordon Allport, for example, listed several thousand. Raymond Cattell reduced Allport's list to just _____ traits. More recently, McCrae and Costa have described an even simpler model involving only _____ traits, the so-called Big Five theory.
- 2-3.** Some researchers maintain that more than five factors are needed to describe personality. Others contend that fewer than five factors are needed. Of the various models, however, the dominant conception of personality structure is currently the _____ theory.

- 2-4. Below are listed some of the adjectives that describe each of the five factors: neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness. List the name of each of the factors next to the descriptions. (The five factors are relatively easy to remember if one thinks of NEO, which may mean “new,” and adds AC: NEOAC.)

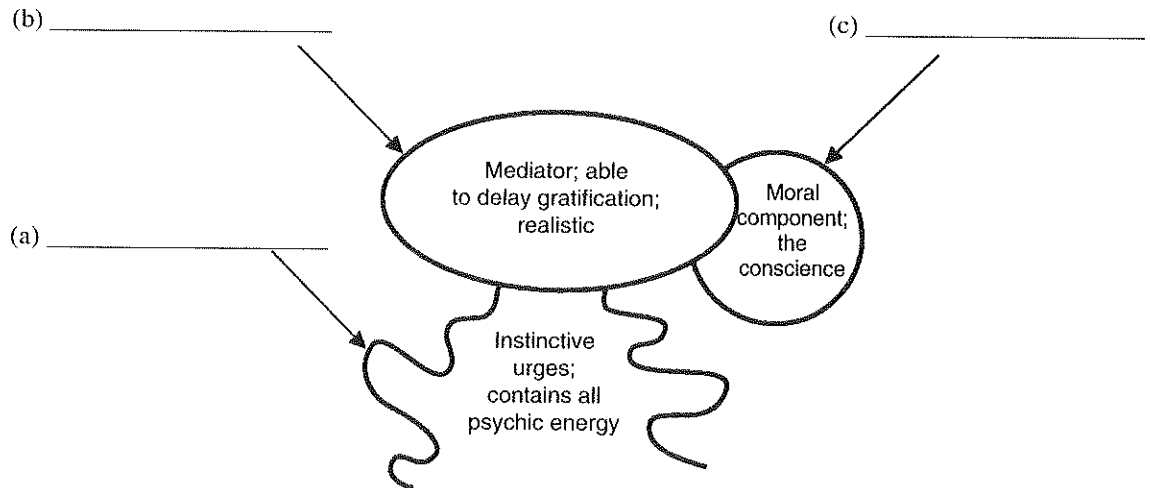
_____ : outgoing, sociable
 _____ : imaginative, nonconforming
 _____ : anxious, insecure
 _____ : dependable, disciplined
 _____ : sympathetic, trusting

Answers: 2-1. trait, adjectives 2-2. 16, five 2-3. Big Five (five-factor) 2-4. extraversion, openness to experience, neuroticism, conscientiousness, agreeableness.

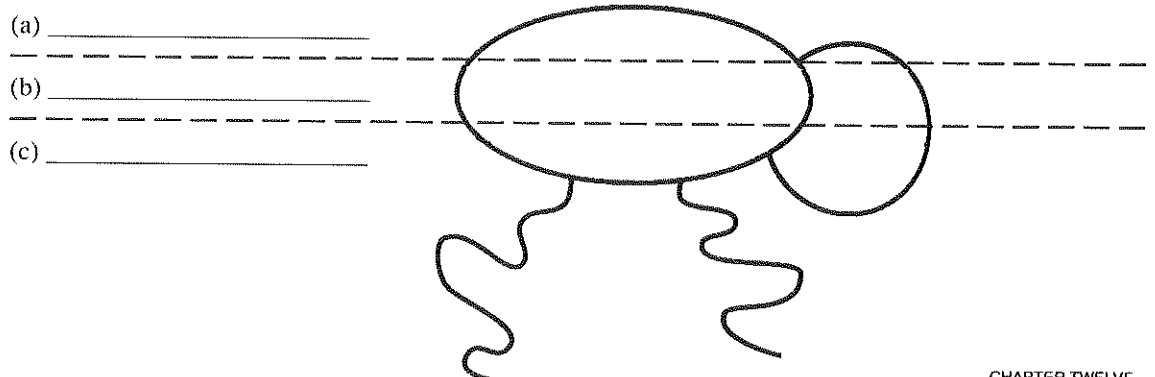
PSYCHODYNAMIC PERSPECTIVES

3. List and describe the three components into which Freud divided the personality and indicate how these are distributed across three levels of awareness.

- 3-1. Below is a schematic illustration of the three Freudian structures of personality. Label each.



- 3-2. Freud superimposed levels of consciousness on the psychic structures. The following illustration makes clear that two of the structures exist at all three levels, while one is entirely unconscious. Label the levels.



Answers: 3-1. (a) id (b) ego (c) superego 3-2. (a) conscious (b) preconscious (c) unconscious (The diagram shows that the ego emerges from the id, and that the superego grows out of the ego.)

4. Explain the preeminence of sexual and aggressive conflicts in Freud's theory and describe the operation of defense mechanisms.

4-1. Freud believed that most of our conflicts arise from _____ and _____ urges. Conflicts relating to these areas were preeminent in his mind because (1) they are subject to subtle social _____ and, for that reason, are a source of confusion; and (2) they are less likely to be immediately gratified and more apt to be _____ than other urges.

4-2. Following is a list of the defense mechanisms. Match each with the correct description by placing the appropriate letters in the blanks.

- | | | |
|--------------------|-----------------------|-------------------|
| A. rationalization | D. displacement | F. regression |
| B. repression | E. reaction formation | G. identification |
| C. projection | | |

- _____ A return to an earlier, less mature stage of development.
- _____ Forming an imaginary or real alliance with a person or group; becoming like them.
- _____ Creating false but reasonable-sounding excuses.
- _____ Pushing distressing thoughts into the unconscious.
- _____ Attributing ones own thoughts, feelings, or conflicts to another.
- _____ Expressing an emotion that is the exact opposite of the way one really, but unconsciously, feels.
- _____ Diverting emotional feelings from their original source to a substitute target.

4-3. Using the letters from the previous question, match the defense mechanisms with the following examples.

- _____ After John and Marsha break up, John says he hates Marsha; this statement helps him defend against his real feelings of affection.
- _____ "Society is filled with perverts," says the preacher; but later evidence suggests that he is the one with the sexual conflicts.
- _____ In reaction to the stress of entering college, Alice starts acting like a grade-school kid.
- _____ Bruce acts like John Wayne, and he owns tapes of all the Duke's movies.
- _____ Mary is angry at her mother, so she kicks her baby brother.

Answers: 4-1. sexual, aggressive, norms (rules, controls), frustrated (thwarted, unfulfilled) 4-2. F, G, A, B, C, E, D 4-3. E, C, F, G, D.

5. Outline Freud's psychosexual stages of development and their theorized relations to adult personality.

5-1. List Freud's stages of psychosexual development, in the order in which they are supposed to occur, in the blanks below. Place the ages in the parentheses.

(a) _____ (_____)

(b) _____ (_____)

(c) _____ (_____)

(d) _____ (_____)

(e) _____ (_____)

5-2. The following behaviors or personality characteristics are supposed to result from fixation at a particular psychosexual stage. Place the names of the correct stages in the blanks.

(a) She has problems with anger control, is hostile toward people in authority, and defies any attempt at regulation of her behavior. _____

(b) He eats too much, drinks too much, and smokes. _____

(c) He has occasional outbursts of hostility toward his father that he can't understand. In family arguments he sides with his mother. _____

5-3. The Oedipus complex occurs during the _____ stage, between the ages of _____ and _____. This complex theoretically involves an erotically tinged attraction toward the (same-sex/opposite-sex) parent and a strong hostility toward the (same-sex/opposite-sex) parent. Resolution of the Oedipus complex involves (increasing/stopping) both the child's erotic attraction and the child's hostility.

Answers: 5-1. (a) oral (first year) (b) anal (second year) (c) phallic (ages 3 through 5) (d) latency (age 5 to puberty) (e) genital (puberty on) 5-2. (a) anal (b) oral (c) phallic 5-3. phallic, 3, 5, opposite-sex, same-sex, stopping.

6. Summarize the revisions of Freud's theory proposed by Jung and Adler.

6-1. Freud devised the theory and method of treatment termed *psychoanalysis*. To differentiate his approach from Freud's, Jung called his theory _____. Like Freud, Jung emphasized the unconscious determinants of personality. Unlike Freud, he proposed that the unconscious consists of two layers, a _____ unconscious and a _____ unconscious. The personal unconscious is similar to Freud's unconscious, but it has less emphasis on sexuality. The collective unconscious is a repository of inherited, ancestral memories that Jung termed _____.

6-2. Jung's major contribution to psychology is considered by many to be his description of two major personality types: _____, reserved, contemplative people who tend to be concerned with their own internal world of thoughts, and _____, outgoing people who are more interested in the external world of others.

- 6-3. For Freud, the driving energy behind the human personality was sexuality; for Jung it may have been the collective unconscious. For Adler, it was striving for _____ and the attempt to overcome childhood feelings of inferiority. Efforts to overcome imagined or real inferiorities involve _____ through development of one's abilities. While Adler considered compensation to be a normal mechanism, he saw _____ as an abnormal attempt to conceal feelings of inferiority.
- 6-4. Adler is associated with the term _____, an exaggerated feeling of inadequacy, supposedly caused by parental pampering or neglect in early childhood. Adler also thought that _____ (that is, whether one is an only child, first-born, second-born, etc.) had a major effect on personality.
- 6-5. Adler's concept of birth order has created considerable interest. Initial data failed to support Adler's hypotheses, but Frank Sulloway's recent analyses of decades of research concludes that birth order (is/is not) a factor in personality. Referring to the _____ trait theory, Sulloway proposed, for example, that first-borns are more conscientious but less agreeable than later-borns. (Not all/All other) research on birth order has supported Sulloway's conclusions, and the topic is of current interest to many researchers.

Answers: 6-1. analytical psychology, personal, collective, archetypes 6-2. introverts, extraverts 6-3. superiority, compensation, overcompensation 6-4. inferiority complex, birth order 6-5. Big Five, Not all.

7. Summarize the strengths and weaknesses of the psychodynamic approach to personality.

- 7-1. Psychoanalytic formulations have had a major impact on the field of psychology. List the four contributions discussed in your text.
- 7-2. Psychoanalytic formulations have also been extensively criticized. After each of the following statements, list the particular criticism, from the discussion in your text, that the statement invites.
- (a) Freud proposed that females develop weaker superegos and that they have a chronic sense of inferiority caused by penis envy. _____
- (b) Although he discussed some characteristics associated with the psychosexual stages, Freud didn't really specify which events, occurring during which childhood stages, produce which sets of personality traits. _____
- (c) Claims of support for the theories are based largely on clinical case studies and clinical intuition. _____

Answers: 7-1. the discovery that *unconscious forces* can influence behavior, that *internal conflict* may generate psychological distress, and that *early childhood experiences* influence the adult personality, and that people do use *defense mechanisms* 7-2. (a) sexism (b) poor testability (vague ideas) (c) inadequate or weak evidence.

BEHAVIORAL PERSPECTIVES

8. Discuss how Skinner's principles of operant conditioning can be applied to the structure and development of personality.

- 8-1. Which of the following processes plays an important part in Skinner's ideas about human behavior?
- mental conflict
 - the mind
 - free will
 - none of the above
- 8-2. According to Skinner, much of our behavior is affected by reinforcement, punishment, or extinction—in other words, by the environmental _____ that follow our behavior. For example, if some individuals behave in a consistently aggressive manner (i.e., have aggressive personality traits), they do so because they have been _____ for behaving aggressively in the past.
- 8-3. Skinner recognized that there are differences between people and that people behave relatively consistently over time. Distinctiveness and consistency occur, however, not because of what's going on in an individual's *mind* but because of what has occurred previously in their _____.
- 8-4. Thus, for Skinner, personality is not mental, but environmental. People's minds don't change, their environment changes. Skinner makes a strong case for the point of view that our behavior is caused, or _____ rather than free, and that the determinants are largely _____ rather than genetic.

Answers: 8-1. d 8-2. consequences (stimuli, events), reinforced 8-3. environment 8-4. determined, environmental.

9. Describe Bandura's social cognitive theory and compare it to Skinner's viewpoint.

- 9-1. In what respect is Bandura's point of view similar to Skinner's?
- 9-2. Three of the major differences between Bandura's and Skinner's viewpoints involve the concepts, listed below. Carefully define and explain these concepts and indicate how they represent a difference from Skinner's position.
- reciprocal determinism:
 - observational learning:
 - self-efficacy:

9-3. We don't imitate everyone. We tend to imitate others whom we like, consider attractive, powerful, or observe being reinforced. In observational learning, the person whom we imitate is referred to as a _____.

Answers: 9-1. Both Bandura and Skinner believed that personality is largely shaped through learning. 9-2. (a) *Reciprocal determinism* refers to the point of view that not only does environment determine behavior, as Skinner asserted, but that behavior determines environment, and further, that behavior, environment, and mental processes all mutually affect one another. (b) *Observational learning* is the process through which we learn behaviors by observing the consequences of someone else's (i.e., a model's) behavior. For example, we learn not only by being reinforced, as Skinner proposed, but by observing someone else being reinforced. (c) *Self-efficacy* is a belief in our ability to perform certain behaviors. This belief affects whether we undertake those behaviors and how well we perform them. Skinner makes no allowance for mentalistic concepts such as self-efficacy. 9-3. model.

10. Identify Mischel's major contribution to personality theory and indicate why his ideas have generated so much controversy.

10-1. Mischel's major contribution to personality theory is his contention that human behavior is not as consistent as had been supposed, that behavior is determined to a great extent by the _____.

10-2. Why was Mischel's idea a provocative one for the field of personality? Because the definition of personality emphasizes *consistent differences*. Mischel's findings suggest that behavior (*is/is not*) as consistent across different situations as personality theorists had thought.

Answers: 10-1. situation (immediate environment) 10-2. is not.

11. Summarize the strengths and weaknesses of the behavioral approach to personality.

11-1. The major strengths of the behavioral approach have been its commitment to empirical _____ and its identification of important _____ determinants of behavior.

11-2. The major weaknesses of the behavioral approach, according to its critics, have been its overdependence on research involving _____ subjects, its denial of free will and of the importance of _____ processes, and its view of personality as nothing more than a collection of behaviors or _____ associations.

Answers: 11-1. research, environmental (empirical) 11-2. animal, cognitive, stimulus-response.

HUMANISTIC PERSPECTIVES

12. Explain how humanism was a reaction against both the behavioral and psychodynamic approaches and discuss the assumptions of the humanistic view.

12-1. The humanistic movement reacted against the behavioral approach because of its mechanistic view of personality and its emphasis on _____ research, and against the psychoanalytic approach because of its emphasis on _____ drives.

- 12-2. The humanistic viewpoint found fault with both movements because they stressed _____, or absolute causation. The humanists also thought that the behaviorists and the Freudians failed to recognize the (unique/common) qualities of human behavior.
- 12-3. Humanistic psychology emphasizes the (similarities/differences) between human beings and the other animal species, believes we (are controlled by/can rise above) our biological heritage, asserts that we are largely (rational/irrational) creatures, and maintains that a person's (subjective/objective) view of the world is more important than _____ reality.

Answers: 12-1. animal, primitive (animalistic) 12-2. determinism, unique 12-3. differences, can rise above, rational, subjective, objective.

13. Identify the single structural construct in Rogers's person-centered theory, and summarize his view of personality development.

- 13-1. Who are you? What are you like? What are your unique qualities? What is your typical behavior? Your answers to these questions are likely to reflect what Rogers called the _____.
- 13-2. Although Ralph tends to be a submissive and somewhat lazy person (and that is the way his friends, family, and co-workers describe him), he views himself as hard-working and dynamic, a leader both on the job and at home.
- (a) What is Ralph's self-concept?
- (b) Is his self-concept congruent or incongruent?
- (c) According to Rogers, what parental behavior may have led to this incongruence?
- (d) According to Rogers, what parental behavior would have resulted in Ralph's achieving congruence rather than incongruence?

13-3. Define the following Rogerian concepts.

- (a) conditional love:
- (b) unconditional love:

13-4. What is defensiveness for Rogers?

Answers: 13-1. self or self-concept 13-2. (a) that he is hard-working, dynamic, and a leader (b) incongruent (c) conditional love or acceptance (d) unconditional love or acceptance 13-3. (a) affection given conditionally, the condition being that the child or adult must live up to another's expectations (b) affection given without conditions, full acceptance of the person not dependent on what he or she is or does. 13-4. Defensiveness is related to Roger's incongruence. As with Freud, people defend against anxiety by distorting or denying reality. For Rogers, defensiveness arises when people defend their self-concepts against inconsistent experiences.

14. Explain Maslow's hierarchy of needs, and summarize his findings on the characteristics of self-actualizing people.

- 14-1. Maslow proposed that human needs are arranged in a hierarchy, usually depicted as a pyramid, with the most basic, physiological needs at the _____ and higher-level needs closer to the _____.
- 14-2. The lower level needs would include needs for food, water, and factors related to survival and security. Next in the hierarchy would be a need for acceptance by others. Higher level needs, called _____ needs, would include the need for knowledge and aesthetic beauty. At the top of the pyramid is the need for _____, the need to express one's full potential.
- 14-3. A higher level need would be activated only after a lower level need is satisfied. For example, a need for knowledge would be activated (before/after) needs for esteem, belongingness, and several lower level needs had been reasonably well satisfied.
- 14-4. Maslow referred to a need to fulfill one's potential in his concept of _____. For example, if a woman had the talent and strong desire to become a mathematician, but followed the urging of others and became a nurse instead (or vice versa), she would not be _____.
- 14-5. Maslow proposed that people who are self-actualized have exceptionally healthy personalities. Which of the following, according to Maslow, are characteristic of self-actualized people? Place Y in the blank if the description applies, N if it does not.
- _____ spontaneous
 - _____ has more profound emotional experiences than others
 - _____ uncomfortable being alone
 - _____ not dependent on others for approval
 - _____ thrive on their work
 - _____ extreme in personality (e.g., either conforming or rebellious)

Answers: 14-1. bottom, top 14-2. growth, self-actualization 14-3. after 14-4. self-actualization, self-actualized 14-5. Y, Y, N, Y, Y, N.

15. Summarize the strengths and weaknesses of the humanistic approach to personality.

- 15-1.** To its credit, the humanistic movement called attention to the possibility that a person's _____ views may be more important than objective reality. The movement also emphasized the importance of the _____, or self-concept, and stressed the study of the (normal/abnormal) personality.
- 15-2.** Critics have also identified several weaknesses of the humanistic formulations. Match the weaknesses listed below with the statements, by placing the appropriate letters in the blanks.
- a. poor testability
 - b. unrealistic view of human nature
 - c. inadequate evidence
- _____ Humanistic psychologists tend to scorn research, so little experimental support for their views has emerged.
- _____ Even without research, some of the descriptions, such as of self-actualized personalities, have an idealized, perfectionistic ring.
- _____ Humanistic ideas are frequently difficult to define, so research on some concepts is difficult or impossible.

Answers: 15-1. subjective, self, normal 15-2. c, b, a.

BIOLOGICAL PERSPECTIVES

16. Describe Eysenck's theory of personality.

- 16-1.** According to Eysenck, individual differences in personality can be understood in terms of a hierarchy of traits. At the top of the hierarchy are three fundamental higher-order traits from which all other traits derive: _____, _____, and _____.
- 16-2.** Eysenck asserted that a major factor in personality involves the ease with which people can be _____. Eysenck believed that differences in conditionability, like personality differences in general, are to a large extent (environmentally/genetically) determined.
- 16-3.** Conditionability, in turn, is related to extraversion-introversion. According to Eysenck, (extraverts/introverts) have higher levels of physiological arousal, a characteristic that makes them (more/less) readily conditioned.
- 16-4.** Why would conditionability be related to introversion? Because easily conditioned people could be readily conditioned to fear social situations. People who fear social situations may be classified as _____.

Answers: 16-1. extraversion, neuroticism, psychoticism 16-2. conditioned, genetically 16-3. introverts, more 16-4. introverts.

17. Summarize behavioral genetics research on personality and its conclusions.

- 17-1. The most important and conclusive result from the various twin studies is the finding that the personalities of (identical/fraternal) twins reared (together/apart) were more similar than those of (identical/fraternal) twins reared (together/apart). This outcome has been found with several dependent measures, including the factors of the Big Five personality inventory as well as peer ratings.
- 17-2. Approximately what percentage of the variance in personality is assumed to be caused by genetic factors?
- a. 10 to 20 percent
 - b. 20 to 40 percent
 - c. 40 to 60 percent
 - d. 60 to 80 percent
- 17-3. How important a determinant of personality is family environment, according to the results of these studies?
- a. of very little importance
 - b. of about the same importance as heredity
 - c. more important than heredity
- 17-4. The twin studies have had a major impact on the way psychologists think about the causes of human behavior. Why are the results so important and so surprising?
- 17-5. Is the family environment an unimportant factor? Obviously, opinions still differ on this issue. For one thing, the family environment may not be as homogeneous as has been assumed. That is, children in the same family (may not be/are always) treated the same way. Research on this issue continues.

Answers: 17-1. identical, apart, fraternal, together. This is the most important comparison because, even though the fraternal twins shared the same environment, their common environment did not make them nearly as similar as twins who did not have a common environment *but who shared the same heredity*. 17-2. c 17-3. a 17-4. Theories of development and personality have tended to stress the importance of the environment, especially the family environment; the recent twin studies find heredity to be very important and family environment to be of little importance. Thus, the results are contrary to the expectations of most of us and of much of the theorizing in the field of personality. 17-5. may not be.

18. Outline Buss' explanation for why the Big Five traits are important.

- 18-1. As group animals, we gain an advantage by being able to predict the behavior of other human beings. That is, the ability to recognize the "Big Five" characteristics in others has _____ value for our species.

- 18-2. The big five traits are: neuroticism, extraversion, openness to experience, agreeableness, and conscientiousness. In terms of survival value, it is useful to know who in a group will fulfill their commitments, the trait of _____; who will fall apart under stress, the trait of _____; who will be a good problem solver, the trait of _____, and so on.
- 18-3. The fact that these traits appear as dimensions across a variety of cultures attests to their importance. For Buss, our ability to _____ these traits in others also has adaptive significance. MacDonald, also an evolutionary theorist, asserts that it is the traits themselves, not just the ability to _____ them, that had adaptive value in our evolutionary past.

Answers: 18-1. adaptive (survival, evolutionary) 18-2. conscientiousness, neuroticism, openness to experience
18-3. recognize, recognize.

19. Summarize the strengths and weaknesses of the biological approach to personality.

- 19-1. People frequently blame parents for children's personalities. I recently asked a friend of mine why she thought a mutual acquaintance was so obnoxious. She said, "Well, raised with such crazy parents, what would you expect?" I asked, "Is that an argument for environment or heredity?" That is one of the benefits of the twin studies: they put data in place of speculation. But what are some of the weaknesses of the biological approach? First, heritability ratios should be regarded only as _____ that will vary depending on sampling and other procedures. In addition, there is not really a truly comprehensive biological _____ of personality.

Answers: 19-1. estimates, theory.

CONTEMPORARY EMPIRICAL APPROACHES TO PERSONALITY

20. Explain the chief concepts and hypotheses of terror management theory.

- 20-1. Human beings are keenly aware that _____ is inevitable, an awareness at odds with our drive for self-preservation. According to terror-management theory, people deal with this fear through the worldviews or traditions created by their _____.
- 20-2. If we have a sense of worth, as defined by the standards of a culture, then we are able to manage our _____ relating to death. In other words, our cultures provide us an anxiety buffer in the form of self-_____.
- 20-3. In summary, fear of death increases our valuation of culture and increases our desire for self-esteem, which serves as an _____ buffer.

Answers: 20-1. death, cultures 20-2. terror (fear), esteem 20-3. anxiety.

21. Describe how elevated mortality salience influences people's behavior.

- 21-1. According to terror management theory, situations that make our mortality *salient* cause us to attempt to bolster our self-esteem and, therefore, defend cultural values. Thus, terror management theory leads to several predictions. Which of the following appear to be true when situations cause us to ponder our mortality?

- ___ We are more negative toward critics of our country.
- ___ We show more respect for symbols of the country, such as the flag.
- ___ We have more negative evaluations of people from different ethnic groups.
- ___ We are more materialistic.
- ___ We develop a stronger preference for charismatic leaders with a grand vision.
- ___ We are more patriotic, less tolerant of those who question government policies.
- ___ We tend to prefer mountain climbing to skydiving and scuba diving.

Answers: 21-1. All are true except the last one (which I just tossed in so that there would be at least one false).

22. Summarize research on culture and personality and on cultural variations in conceptions of self.

- 22-1. With the current increased attention to cultural factors, interest in the relationship between personality and culture has again surfaced, and the new data have revealed both cross-cultural similarities and differences. With regard to similarity, precisely the same “_____” personality factors tend to emerge in different cultures.
- 22-2. With regard to differences, research by Markus and Kitayama clearly indicates that the individualistic orientation characteristic of the West is not universal across cultures. While Americans tend to value (independence/connectedness), Asians value (interdependence/uniqueness) among people.
- 22-3. Similarly, while American parents encourage their children to (stand out/blend in), Asian parents emphasize taking pride in the accomplishments of (each individual/the group). Thus, Western cultures seem to be characterized by individualism and Asian cultures by _____.

Answers: 22-1. Big Five 22-2. independence, interdependence 22-3. stand out, the group, collectivism.

REFLECTING ON THE CHAPTER'S THEMES

23. Explain how the chapter highlighted three of the text's unifying themes.

- 23-1. We've just discussed one of the three themes emphasized in this chapter, that our behavior is influenced by our cultural heritage. Two other themes prominently demonstrated in the area of personality are that the field is theoretically _____ and that psychology evolves in a _____ context.
- 23-2. Freudian, behavioral, and biological perspectives of personality assume that behavior is determined; the _____ perspective does not. The biological perspective stresses genetic inheritance; the behavioral perspective stresses (heredity/environment). As these examples illustrate, the study of personality has produced an enormous amount of theoretical _____.

- 23-3. Concerning sociohistorical context, it is clear that theories of personality have strongly affected our culture. For example, the surrealist art movement, begun in the 1920s, derives directly from _____ psychology, as do other movements in literature and the arts. And the current debate on the effects of media violence is, to a large extent, a product of research in social _____ theory.
- 23-4. In turn, culture has affected psychology. For example, it seems quite likely that the sexually repressive climate of Victorian Vienna caused Freud to emphasize the _____ aspects of human behavior; and it is clear, from Freud's own description, that World War I influenced his development of the second Freudian instinct, the _____ instinct. Thus, psychology evolves in a _____ context.

Answers: 23-1. diverse, sociohistorical 23-2. humanistic, environment, diversity 23-3. psychoanalytic (Freudian), learning 23-4. sexual, aggression, sociohistorical.

PERSONAL APPLICATION • UNDERSTANDING PERSONALITY ASSESSMENT

24. Describe the MMPI, 16PF, and NEO Personality Inventory, and summarize the strengths and weaknesses of self-report inventories.

- 24-1. The MMPI, 16PF, and NEO Personality Inventories are (projective/self-report) tests. All three tests are also used to measure (single/multiple) traits.
- 24-2. Identify which tests (MMPI, 16PF, or NEO) are described by each of the following.
- _____ Measures the "Big Five" personality traits.
 - _____ Originally designed to diagnose psychological disorders.
 - _____ Contains 187 items assessing 16 personality traits.
- 24-3. The major strength of self-report inventories, in comparison with simply asking a person what they are like, is that they provide a more precise and more (objective/personal) measure of personality.
- 24-4. The major weakness of self-report inventories is that they are subject to several sources of error, including the possibility that test-takers: (1) may intentionally fake responses, that is, engage in deliberate _____; may answer questions in ways to make themselves "look good," the _____ bias; may tend either to agree or to disagree with nearly every statement on a test, a source of error involving _____ sets.

Answers: 24-1. self-report, multiple 24-2. NEO, MMPI, 16PF, NEO 24-3. objective 24-4. deception (lying, faking), social desirability, response.

25. Describe the projective hypothesis and summarize the strengths and weaknesses of projective tests.

- 25-1. If you have ever looked at clouds and thought that the images you saw reflected something about your personality, then you accepted the *projective hypothesis*. The projective hypothesis is the idea that people will tend to _____ their characteristics onto ambiguous stimuli, which reveals something about their personalities and problems.

- 25-2. Two major projective tests are the Rorschach, a series of _____, and the TAT, a series of simple _____.
- 25-3. The advantages claimed for projective tests are that (1) since interpretations are not at all obvious, it is difficult for people to engage in intentional _____; and (2) projective tests may help tap problems or aspects of personality of which people are _____.
- 25-4. In fact, some evidence suggests that faking (especially faking bad) is possible with projective tests. In addition, the major weakness of projective tests concerns inadequate evidence that they are either _____ (consistent) or _____ (measure what they are intended to measure).

Answers: 25-1. project 25-2. inkblots, pictures (scenes) 25-3. deception, unconscious (unaware) 25-4. reliable, valid.

CRITICAL THINKING APPLICATION • HINDSIGHT IN EVERYDAY ANALYSES OF PERSONALITY

26. Discuss how hindsight bias affects everyday analyses of personality, as well as some theoretical analyses of personality.

- 26-1. I am writing this sentence several years after a very substantial decline in the stock market. Somewhat surprising, to me at least, is the fact that my colleagues say they saw “the bubble” coming. If everyone saw it coming, why didn’t everyone sell before it occurred? Because we didn’t see it coming. Rather, once exposed to information, we are inclined to believe that we knew it all along, the cognitive tendency known as the _____.
- 26-2. Suppose you meet someone who is achievement motivated and fiercely independent. You learn that this person was brought up by adoptive parents who were somewhat distant and undemonstrative. Would you think that the parent’s child-rearing style accounted for their child’s independence? Or, suppose that the person brought up by these parents is depressed and chronically unemployed. Would you connect the parenting and personality in this case, too? You might, because people tend to interpret _____ events in terms of _____, which is a definition of the hindsight bias.
- 26-3. What is the hindsight bias? Write a definition in the space below.
- 26-4. In what way might psychoanalytic interpretations involve the hindsight bias?
- 26-5. How might evolutionary theory’s account of the emergence of the Big Five traits reflect the hindsight bias?

Answers: 26-1. hindsight bias (By the way, since that time, the market has recovered a bit. After the recovery, some people said they knew that it would.) **26-2.** past (previous), present information (outcomes, current information) **26-3.** Once we know something, we tend to reinterpret past events in terms of that information. Or, once exposed to information, we tend to think we knew it all along. Or, knowing the outcome of events tends to bias our recall and interpretation of those events. **26-4.** Once the analyst is exposed to an individual's personality, he or she can easily explain how the person's childhood experiences could account for the present behavior. **26-5.** Once exposed to the fact that the Big Five traits appear world-wide, a theorist can fairly easily explain why that might be the case. If a dozen entirely different traits had emerged, one could imagine that there could be an evolutionary explanation for that occurrence as well.

Review of Key Terms

Archetypes	Identification	Psychodynamic theories
Behaviorism	Incongruence	Psychosexual stages
Collective unconscious	Individualism	Rationalization
Collectivism	Introverts	Reaction formation
Compensation	Model	Reality principle
Conscious	Need for self-actualization	Reciprocal determinism
Defense mechanisms	Observational learning	Regression
Displacement	Oedipal complex	Repression
Ego	Personal unconscious	Self-actualizing persons
Extraverts	Personality	Self-concept
Factor analysis	Personality trait	Self-efficacy
Fixation	Phenomenological approach	Self-enhancement
Hierarchy of needs	Pleasure principle	Self-report inventories
Hindsight bias	Preconscious	Striving for superiority
Humanism	Projection	Superego
Id	Projective tests	Unconscious

- _____ 1. An individual's unique constellation of consistent behavioral traits.
- _____ 2. A characteristic that represents a durable disposition to behave in a particular way in a variety of situations.
- _____ 3. A systematic arrangement of needs, according to priority, in which basic, physiological needs must be met before social or growth needs are aroused.
- _____ 4. All the diverse theories, descended from the work of Sigmund Freud, that focus on unconscious mental forces.
- _____ 5. The primitive, instinctive component of personality that operates according to the pleasure principle.
- _____ 6. The id's demands for immediate gratification of its urges.
- _____ 7. The decision-making component of personality that operates according to the reality principle.
- _____ 8. The ego's delay of gratification of the id's urges until appropriate outlets and situations can be found.
- _____ 9. The moral component of personality that incorporates social standards about what represents right and wrong.
- _____ 10. Consists of whatever you are aware of at a particular point in time.
- _____ 11. Contains material just beneath the surface of awareness that can be easily retrieved.
- _____ 12. Contains thoughts, memories, and desires that are well below the surface of conscious awareness.

- _____ 13. The series of largely unconscious Freudian reactions that protect a person from unpleasant emotions such as anxiety or guilt.
- _____ 14. The defense mechanism that pushes distressing thoughts and feelings into the unconscious or keeps them from emerging into consciousness.
- _____ 15. Attributing your own thoughts, feelings, or motives to another.
- _____ 16. Creating false but plausible excuses to justify unacceptable behavior.
- _____ 17. Diverting emotional feelings (usually anger) from their original source to a substitute target.
- _____ 18. Behaving in a way that is exactly the opposite of one's true (but unconscious) feelings.
- _____ 19. Reverting to immature patterns of behavior.
- _____ 20. Bolstering self-esteem by forming an imaginary or real alliance with some person or group.
- _____ 21. Developmental periods with a characteristic sexual focus that leave their mark on adult personality.
- _____ 22. A failure to move forward from one stage to another as expected.
- _____ 23. Characterized by erotically tinged desires for one's opposite-sex parent and hostility toward one's same-sex parent.
- _____ 24. Jungian concept referring to the structure holding material that is not in one's awareness because it has been repressed or forgotten.
- _____ 25. A storehouse of latent memory traces inherited from our ancestral past.
- _____ 26. Emotionally charged images and thought forms that have universal meaning.
- _____ 27. People who tend to be preoccupied with the internal world of their own thoughts, feelings, and experiences.
- _____ 28. People who tend to be interested in the external world of people and things.
- _____ 29. An Adlerian concept referring to a universal drive to adapt, to improve oneself, and to master life's challenges.
- _____ 30. Efforts to overcome imagined or real inferiorities by developing one's abilities.
- _____ 31. Personality tests that ask people a series of questions about their characteristic behavior.
- _____ 32. A statistical procedure that identifies clusters of variables that are highly correlated with one another.
- _____ 33. A theoretical orientation based on the premise that scientific psychology should study only observable behavior.
- _____ 34. The assumption that internal mental events, external environmental events, and overt behavior all influence one another.
- _____ 35. Learning that occurs when an organism's responding is influenced by the observation of others.
- _____ 36. A person whose behavior is observed by another.
- _____ 37. Our belief about our ability to perform behaviors that should lead to expected outcomes.
- _____ 38. A theoretical orientation that emphasizes the unique qualities of humans, especially their freedom and potential for personal growth.
- _____ 39. Approach that assumes we have to appreciate individuals' personal, subjective experiences to truly understand their behavior.

- _____ 40. A collection of beliefs about one's own nature, unique qualities, and typical behavior.
- _____ 41. A Rogerian concept referring to the degree of disparity between one's self-concept and one's actual experience.
- _____ 42. The need to fulfill one's potential.
- _____ 43. People with exceptionally healthy personalities, marked by continued personal growth.
- _____ 44. The biased interpretation of past events in terms of present information.
- _____ 45. Putting personal goals first and defining one's identity in terms of personal rather than group attributes.
- _____ 46. Putting group goals ahead of personal ones and defining one's identity in terms of the group.
- _____ 47. A person's overall assessment of her or his personal adequacy or worth.
- _____ 48. The tendency to focus on positive feedback, exaggerate one's strengths, and see oneself as above average.

Answers: 1. personality 2. personality trait 3. hierarchy of needs 4. psychodynamic theories 5. id 6. pleasure principle 7. ego 8. reality principle 9. superego 10. conscious 11. preconscious 12. unconscious 13. defense mechanisms 14. repression 15. projection 16. rationalization 17. displacement 18. reaction formation 19. regression 20. identification 21. psychosexual stages 22. fixation 23. Oedipal complex 24. personal unconscious 25. collective unconscious 26. archetypes 27. introverts 28. extraverts 29. striving for superiority 30. compensation 31. self-report inventories 32. factor analysis 33. behaviorism 34. reciprocal determinism 35. observational learning 36. model 37. self-efficacy 38. humanism 39. phenomenological approach 40. self-concept 41. incongruence 42. need for self-actualization 43. self-actualizing persons 44. hindsight bias 45. individualism 46. collectivism 47. self-esteem 48. self-enhancement.

Review of Key People

Alfred Adler
 Albert Bandura
 Hans Eysenck
 Sigmund Freud

Carl Jung
 Abraham Maslow
 Robert McCrae & Paul Costa

Walter Mischel
 Carl Rogers
 B. F. Skinner

- _____ 1. The founder of psychoanalysis.
- _____ 2. Developed the theory called analytical psychology; anticipated the humanists' emphasis on personal growth and self-actualization.
- _____ 3. Founder of an approach to personality called individual psychology.
- _____ 4. Modern behaviorism's most prominent theorist, recognized for his theories of operant conditioning.
- _____ 5. A contemporary behavioral theorist who elaborated the concept of observational learning.
- _____ 6. His chief contribution to personality theory has been to focus attention on the extent to which situational factors govern behavior.
- _____ 7. One of the fathers of the human potential movement, he called his approach a person-centered theory.
- _____ 8. The humanist who developed a theory of self-actualization.
- _____ 9. Proposed that conditionability and introversion-extraversion are largely genetically determined.

Answers: 1. Freud 2. Jung 3. Adler 4. Skinner 5. Bandura 6. Mischel 7. Rogers 8. Maslow 9. Eysenck 10. McCrae & Costa.

Self-Quiz

1. Personality traits are characterized by:
 - a. consistency and distinctiveness
 - b. charm and wit
 - c. change as a function of the situation
 - d. lack of individual differences

2. Someone attributes his thoughts or feelings or conflicts to someone else. For example, although he chronically interrupts people, he thinks that other people interrupt him. What Freudian defense mechanism is illustrated?
 - a. rationalization
 - b. reaction formation
 - c. regression
 - d. projection

3. Which of the following is entirely unconscious, according to Freud?
 - a. the id
 - b. the ego
 - c. the superego
 - d. the archetype

4. Although Osmo, at an unconscious level, has great hatred for Cosmo, he believes that he likes Cosmo and, to the outside world, gives all the appearance of liking him. Which defense mechanism is Osmo using?
 - a. regression
 - b. reaction formation
 - c. projection
 - d. rationalization

5. The Oedipal complex occurs during the:
 - a. oral stage
 - b. anal stage
 - c. phallic stage
 - d. genital stage

6. Which of the following concepts did Carl Jung originate?
 - a. id
 - b. superego
 - c. inferiority complex
 - d. introversion-extraversion

7. Which of the following did Adler emphasize in his theory of personality?
 - a. striving for superiority
 - b. castration anxiety
 - c. introversion-extraversion
 - d. the collective unconscious

8. Much of the behavior that we call personality results from reinforcement and observational learning, according to:
 - a. Jung
 - b. Skinner
 - c. Bandura
 - d. Adler
9. Which of the following tends to emphasize freedom and personal growth in its view of human behavior?
 - a. the psychoanalytic approach
 - b. the biological approach
 - c. the behavioral approach
 - d. the humanistic approach
10. According to Rogers, what causes incongruence?
 - a. an inherited sense of irony
 - b. conditional acceptance or affection
 - c. unconditional acceptance or affection
 - d. unconditioned stimuli
11. Herb had the desire and potential to be a violinist but became, instead, a trader in hog futures. He decided never to touch the violin again. What is going on with Herb, according to Maslow?
 - a. He suffers from incontinence.
 - b. He suffers from castration anxiety.
 - c. He has not achieved self-actualization.
 - d. He has an inferiority complex.
12. Which of the following views personality in terms of the adaptive significance of the Big Five traits?
 - a. Abraham Maslow
 - b. William James
 - c. the behavioral approach
 - d. the evolutionary approach
13. Your friend spends money like water. When you learn that he is from a poverty-stricken background, you attribute his spending patterns to his earlier deprivation. According to the critical thinking analysis, you are likely to do this because of:
 - a. the hindsight bias
 - b. a self-serving attribution
 - c. the consistency and distinctiveness of personality
 - d. circular reasoning
14. According to Mischel, which of the following is a major factor that predicts human behavior?
 - a. childhood experience
 - b. specifics of the situation
 - c. extraversion and introversion
 - d. central and peripheral traits
15. You are asked to tell stories about a series of pictures. Which test is being administered to you?
 - a. Rorschach
 - b. MMPI
 - c. TAT
 - d. 16PF

Answers: 1. a 2. d 3. a 4. b 5. c 6. d 7. a 8. c 9. d 10. b 11. c 12. d 13. a 14. b 15. c.

InfoTrac Keywords

Big Five Traits
Carl Rogers
Collectivism
Extraversion

Hindsight Bias
Introversion
Oedipus Complex
Personality Trait

Projective Tests
Psychoanalysis
Jungian

