

Personality

Overview

Personality refers to each individual's characteristic pattern of thinking, feeling, and acting. Chapter 14 examines four perspectives on personality. Psychodynamic theories emphasize the unconscious and irrational aspects of personality. Humanistic theory draws attention to the concept of self and to the human potential for healthy growth. Trait theory led to advances in techniques for evaluating and describing personality. The social-cognitive perspective emphasizes the effects of our interactions with the environment. The text first describes and then evaluates the contributions, shortcomings, and historical significance of the psychodynamic and humanistic perspectives. Next, the text turns to contemporary research on personality, focusing on how the trait and social-cognitive perspectives explore and assess traits and the focus of many of today's researchers on the concept of self.

NOTE: Answer guidelines for all Chapter 14 questions begin on page 349.

Outline



Introduction to Personality and Psychodynamic Theories



Humanistic Theories and Trait Theories



Social-Cognitive Theories and the Self

Instructions

First, skim each section, noting headings and boldface items. After you have read the section, review each objective by answering the fill-in, essay-type, and multiple-choice questions for that section. In some cases, Study Tips explain how best to learn a difficult concept and Applications and Section Reviews help you to know how well you understand the material. Finally, try to define the important terms and concepts using your own words. As you proceed, evaluate your performance by consulting the answers on page 349. Do not continue with the next section until you understand each answer. If you need to, review or reread the section in the textbook before continuing.

Before You Move On includes activities that test you on material from the entire chapter.

Introduction to Personality and Psychodynamic Theories

What Is Personality?

Objective 14-1: Describe historically significant and current theories that inform our understanding of personality.

1. Personality is defined as an individual's characteristic pattern of _____, _____, and _____.
2. The psychoanalytic perspective on personality was proposed by _____. A second, historically significant perspective was the _____ approach, which focused on people's capacities for _____ and _____.
3. Later theorists built upon these two broad perspectives. Characteristic patterns of behavior are the focus of _____ theories, while _____ theories explore the interaction between people's traits (including their thinking) and their social context.

Psychodynamic Theories

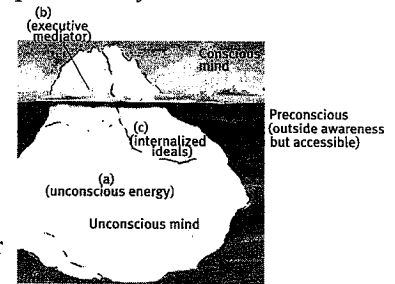
Objective 14-2: Discuss how Sigmund Freud's treatment of psychological disorders led to his view of the unconscious mind.

4. Theories that view human behavior as an interaction between the _____ and _____ minds are referred to as _____ theories. These theories are descended from Freud's theory and associated techniques, called _____.
5. Sigmund Freud was a medical doctor who specialized in _____ disorders.
6. Freud developed his theory in response to his observation that many patients had disorders that did not make _____ sense.
7. At first, Freud thought _____ would unlock the door to the unconscious.

8. The technique later used by Freud, in which the patient relaxes and says whatever comes to mind, is called _____.
9. According to this theory, many of a person's thoughts, wishes, and feelings are hidden in a large _____ region. Some of the thoughts in this region can be retrieved at will into consciousness; these thoughts are said to be _____. Many of the memories of this region, however, are blocked, or _____, from consciousness.
10. Freud believed that a person's _____ wishes are often reflected in his or her beliefs, habits, and troubling _____.

Objective 14-3: Describe Freud's view of personality.

11. Freud believed that all facets of personality arise from conflict between our _____ internalized urges and the _____ controls over them.
12. According to Freud, personality consists of three interacting structures: the (a) _____, the (b) _____, and the (c) _____.



13. The id is a reservoir of psychic energy that is primarily _____ (conscious/unconscious) and operates according to the _____ principle in order to satisfy basic drives to survive, reproduce, and _____.
14. The ego develops _____ (before/after) the id and consists of thoughts, judgments, and memories that are mostly _____ (conscious/unconscious). The ego operates according to the _____ principle.

Explain why the ego is considered the "executive" of personality.

15. The personality structure that reflects moral values is the _____, which Freud believed began emerging at about age _____.
16. A person with a _____ (strong/weak) superego may be self-indulgent; one with an unusually _____ (strong/weak) superego may be virtuous but guilt-ridden.

STUDY TIP/APPLICATION: Each of Freud's three interacting systems—the id, the ego, and the superego—has a different role in our conscious and unconscious thought processes. To help you understand the systems and how they differ, try completing the table on the next page. It includes three real-life conflicts and asks you to explain how each system would respond in each situation.

17. Conflict	The Id's Response	The Ego's Response	The Superego's Response
a. The driver ahead of you is driving 10 miles/hour below the speed limit.			
b. You have pledged a charitable donation but now need money to buy a new sweater.			
c. You've procrastinated about completing a term paper and a friend suggests buying one online.			

APPLICATION:

18. A psychoanalyst would characterize a person who is impulsive and self-indulgent as possessing a strong _____ and a weak _____.
- a. id and ego; superego c. ego; superego
b. id; ego and superego d. id; superego

Objective 14-4: Identify the developmental stages proposed by Freud.

19. According to Freud, personality is formed as the child passes through a series of _____ stages, each of which is focused on a distinct body area called an _____.
20. The first stage is the _____ stage, which takes place during the first 18 months of life. During this stage, the id's energies are focused on behaviors such as _____.
21. The second stage is the _____ stage, which lasts from about age _____

- _____ months to _____ months.
22. The third stage is the _____ stage, which lasts roughly from ages _____ to _____ years. During this stage, the id's energies are focused on the _____. Freud also believed that during this stage children develop sexual desires for the _____ (same/opposite)-sex parent. Freud referred to these feelings as the _____ in boys. Some psychoanalysts in Freud's era believed that girls experience a parallel _____.
23. Freud believed that _____ with the same-sex parent provided the basis for what psychologists now call _____.

Explain how this complex of feelings is resolved through the process of identification.

24. During the next stage, sexual feelings are repressed: this phase is called the _____ stage and lasts until puberty.
25. The final stage of development is called the _____ stage.
26. According to Freud, it is possible for a person's development to become blocked in any of the stages; in such an instance, the person is said to be _____.

APPLICATIONS:

27. Jill has a biting, sarcastic manner. According to Freud, she is
 - a. projecting her anxiety onto others.
 - b. fixated in the oral stage of development.
 - c. fixated in the anal stage of development.
 - d. identifying with her mother.
28. Song Yi works in a smoke-free office. So, she frequently has to leave work and go outside to smoke a cigarette. Freud would probably say that Song Yi is _____ at the _____ stage of development.

Objective 14-5: Describe how Freud thought people defended themselves against anxiety.

29. The ego attempts to protect itself against anxiety through the use of _____. The process underlying each of these mechanisms is _____.

30. All defense mechanisms function _____ and _____.
31. Freud also viewed jokes and dreams as expressions of repressed sexual and aggressive tendencies. He called the remembered content of dreams the _____, which he believed to be a censored version of the dream's true _____.
32. Dealing with anxiety by returning to an earlier stage of development is called _____.
33. When a person reacts in a manner opposite that of his or her true feelings, _____ is said to have occurred.
34. When a person attributes his or her own feelings to another person, _____ has occurred.
35. When a person offers a false, self-justifying explanation for his or her actions, _____ has occurred.
36. When impulses are directed toward an object other than the one that caused arousal, _____ has occurred.
37. When a person refuses to believe or even perceive a painful reality, he or she is experiencing _____.

APPLICATIONS:

38. According to the psychoanalytic perspective, a child who frequently "slips" and calls her teacher "Mom" PROBABLY
 - a. has some unresolved conflicts concerning her mother.
 - b. is fixated in the oral stage of development.
 - c. is ruled by the pleasure principle.
 - d. has a superego that overrides her id.

39. Match each defense mechanism in the following list with the proper example of how it could show itself.

Defense Mechanisms

- _____ 1. displacement
- _____ 2. projection
- _____ 3. reaction formation
- _____ 4. rationalization
- _____ 5. regression
- _____ 6. denial

Example

- a. nail biting or thumb sucking in an anxiety-producing situation
- b. overzealous crusaders against "immoral behaviors" who don't want to admit to their own sexual desires
- c. saying you drink "just to be sociable" when in reality you have a drinking problem
- d. a parent will not admit that her child could cheat on a test
- e. thinking someone hates you when in reality you hate that person
- f. a child who is angry at his parents and vents this anger on the family pet, a less threatening target

40. Suzy bought a used, high-mileage automobile because it was all she could afford. Attempting to justify her purchase, she raves to her friends about the car's attractiveness, good acceleration, and stereo. According to Freud, Suzy is using the defense mechanism of

- a. displacement.
- b. reaction formation.
- c. rationalization.
- d. projection.

Objective 14-6: Identify which of Freud's ideas were accepted or rejected by his followers.

41. The theorists who established their own, modified versions of psychoanalytic theory are called _____.

These theorists typically place _____ (more/less) emphasis on the conscious mind than Freud did and _____ (more/less) emphasis on sex and aggression.

Briefly summarize how each of the following theorists departed from Freud.

- a. Adler _____
 - b. Horney _____
 - c. Jung _____
42. Today's psychologists _____ (accept/reject) the idea of inherited experiences, which _____ (which theorist?)

called a _____, a reservoir of images, or _____.

43. More recently, some of Freud's ideas have been incorporated into _____ theory. Unlike Freud, the theorists advocating this perspective do not believe that _____ is the basis of personality. They do agree, however, that much of mental life is _____, that _____ shapes personality, and that we often struggle with _____.

Objective 14-7: Describe projective tests and how they are used, and discuss some criticisms of them.

44. Tests that provide test-takers with ambiguous stimuli for interpretation are called _____ tests. One such test in which people view ambiguous pictures and then make up stories about them, called the _____, was developed by _____.
45. The most widely used projective test is the _____, in which people are shown a series of _____. Critics contend that these tests have _____ (little/significant) validity and reliability.

APPLICATION:

46. Teresa is taking a personality test that asks her to describe random patterns of dots. This is a _____ test.

Objective 14-8: Discuss how contemporary psychologists view Freud's psychoanalysis.

47. Contrary to Freud's theory, research indicates that human development is _____ (fixed in childhood/life-long), children gain their gender identity at a(n) _____ (earlier/later) age, and the presence of a same-sex parent _____ (is/is not) necessary for the child to become strongly masculine or feminine.
48. Research also disputes Freud's belief that dreams disguise and fulfill _____ and that defense mechanisms disguise _____ and _____ impulses. Another Freudian idea that is no longer widely accepted is that psychological disorders are caused by _____.
49. Criticism of psychoanalysis as a scientific theory centers on the fact that it provides _____ explanations and does not offer _____.
50. Psychoanalytic theory rests on the assumption that the human mind often _____ painful experiences. Many of today's researchers think that this process is much _____ (more common/rarer) than Freud believed. They also believe that when it does occur, it is a reaction to terrible _____.

Objective 14-9: Discuss how modern research has developed our understanding of the unconscious.

51. Today's psychologists agree with Freud that we have limited access to all that goes on in our minds. However, they believe that the unconscious involves the _____ that control our perceptions and interpretations,

the _____ of stimuli not consciously attended, and our _____ memories, for example.

52. There is also research support for two of Freud's defense mechanisms. For example, one study demonstrated _____ (trading unacceptable impulses for their opposite).
53. The defense mechanism that Freud called _____ is what researchers today call the _____ effect. This refers to our tendency to _____ the extent to which others share our beliefs and behaviors.
54. Another Freudian idea that has received support is that people defend themselves against _____. According to _____ theory, when people are faced with a threatening world, they act to enhance their _____ and may adhere more strongly to the _____ that create meaning in their lives.

State several of Freud's ideas that have endured.

SECTION REVIEW:

55. The text defines *personality* as
- the set of personal attitudes that characterizes a person.
 - an individual's characteristic pattern of thinking, feeling, and acting.
 - a predictable set of responses to environmental stimuli.
 - an unpredictable set of responses to environmental stimuli.

56. Which of the following places the greatest emphasis on the unconscious mind?
- the humanistic perspective
 - the social-cognitive perspective
 - the trait perspective
 - the psychoanalytic perspective
57. Which of the following is the correct order of psychosexual stages proposed by Freud?
- oral; anal; phallic; latency; genital
 - anal; oral; phallic; latency; genital
 - oral; anal; genital; latency; phallic
 - anal; oral; genital; latency; phallic
58. According to Freud, defense mechanisms are methods of reducing
- anger.
 - fear.
 - anxiety.
 - lust.
59. Neo-Freudians such as Adler and Horney believed that
- Freud placed too great an emphasis on the conscious mind.
 - Freud placed too great an emphasis on sexual and aggressive instincts.
 - the years of childhood were more important in the formation of personality than Freud had indicated.
 - Freud's ideas about the id, ego, and superego as personality structures were incorrect.
60. Which of Freud's ideas would NOT be accepted by most contemporary psychologists?
- Development is essentially fixed in childhood.
 - Sexuality is a potent drive in humans.
 - The mind is an iceberg with consciousness being only the tip.
 - Repression can be the cause of forgetting.
61. Projective tests such as the Rorschach inkblot test have been criticized because
- their scoring system is too rigid and leads to unfair labeling.
 - they were standardized with unrepresentative samples.
 - they have low reliability and low validity.
 - it is easy for people to fake answers in order to appear healthy.
62. Id is to ego as _____ is to _____.
- reality principle; pleasure principle
 - pleasure principle; reality principle
 - conscious forces; unconscious forces
 - conscience; "personality executive"
63. Contemporary research has provided more support for defense mechanisms such as _____ than for defense mechanisms such as _____.
- projection; reaction formation
 - reaction formation; projection
 - displacement; regression
 - regression; displacement
64. According to Freud's theory, personality arises in response to conflicts between
- our unacceptable urges and our tendency to become self-actualized.
 - the process of identification and the ego's defense mechanisms.
 - the collective unconscious and our individual desires.
 - our biological impulses and the social restraints against them.
65. The Oedipus and Electra complexes have their roots in the
- anal stage.
 - oral stage.
 - latency stage.
 - phallic stage.
66. Which of the following was NOT mentioned in the text as a criticism of Freud's theory?
- The theory is sexist.
 - It offers few testable hypotheses.
 - There is no evidence of anything like an "unconscious."
 - The theory ignores the fact that human development is lifelong.
67. According to Freud, _____ is the process by which children incorporate their parents' values into their _____.
- reaction formation; superegos
 - reaction formation; egos
 - identification; superegos
 - identification; egos
68. Which of the following refers to the tendency to overestimate the extent to which others share our beliefs?
- displacement
 - projection
 - rationalization
 - the false consensus effect

TERMS AND CONCEPTS TO REMEMBER:

- personality
- psychodynamic theories
- psychoanalysis

72. unconscious
73. free association
74. id
75. ego
76. superego
77. psychosexual stages
78. Oedipus complex
79. identification
80. fixation
81. defense mechanisms
82. repression
83. collective unconscious
84. projective tests
85. Thematic Apperception Test (TAT)
86. Rorschach inkblot test
87. terror-management theory



Humanistic Theories and Trait Theories

Humanistic Theories

Objective 14-10: Describe how humanistic psychologists view personality, and explain their goal in studying personality.

1. Two influential theories of humanistic psychology were proposed by _____ and _____. These theorists offered a _____ perspective that emphasized human _____.
2. According to Maslow, humans are motivated by needs that are organized into a _____. Maslow refers to the process of fulfilling one's potential as _____ and the process of finding meaning, purpose, and communion beyond the self as _____. Many people who fulfill their potential have been moved by _____ that surpass ordinary consciousness.

List some of the characteristics Maslow associated with those who fulfilled their potential.

3. According to Rogers, a person nurtures growth a relationship by being _____, _____, and _____.
4. People who are accepting of others offer them _____. By so doing, they enable others to be _____ without fearing the loss of their esteem.
5. For both Maslow and Rogers, an important feature of personality is how an individual perceives himself or herself; this is the person's _____.

Objective 14-11: Explain how humanistic psychologists assessed a person's sense of self.

6. Humanistic psychologists sometimes use _____ to assess personality, that is, to evaluate the _____.
7. One questionnaire, inspired by Carl Rogers, asked people to describe themselves both as they would _____ like to be and as they _____ are. When these two selves are alike, the self-concept is _____.
8. Some humanistic psychologists feel that questionnaires are _____ and prefer to use _____ to assess personality.

Objective 14-12: Describe how humanistic theories have influenced psychology, and discuss the criticisms they have faced.

9. Humanistic psychologists have influenced such diverse areas as _____, _____, _____, and _____. They have also had a major impact on today's _____ psychology.
10. Critics contend that the concepts of humanistic theory are _____ and _____.
11. Another criticism of humanistic theory is that it encourages _____, which can lead to _____.

12. A third criticism of humanistic theory is that it is _____, and fails to appreciate the human capacity for _____.

APPLICATIONS:

- 13. Professor Minton believes that people are basically good and are endowed with self-actualizing tendencies. Evidently, Professor Minton is a proponent of
 - a. behaviorism.
 - b. psychodynamic theory.
 - c. the humanistic perspective.
 - d. self-concept theory.
- 14. Andrew's grandfather, who has lived a rich and productive life, is a spontaneous, loving, and self-accepting person. Maslow might say that he
 - a. is at the middle rung of the hierarchy of needs
 - b. has passed the need for self-transcendence.
 - c. still has to satisfy his basic, physiological needs.
 - d. is a self-actualizing person.
- 15. The school psychologist believes that having a positive self-concept is necessary before students can achieve their potential. Evidently, the school psychologist is working within the _____ perspective.
 - a. trait
 - b. psychodynamic
 - c. humanistic
 - d. behaviorist
- 16. Wanda wishes to instill in her children an accepting attitude toward other people. Maslow and Rogers would probably recommend that she
 - a. teach her children first to accept themselves.
 - b. use discipline sparingly.
 - c. be affectionate with her children only when they behave as she wishes.
 - d. exhibit all of these behaviors.

Trait Theories

Objective 14-13: Explain how psychologists use traits to describe personality.

- 17. Gordon Allport developed trait theory, which defines personality in terms of people's stable and enduring _____. Unlike Freud, he was generally less interested in _____ individual traits than in _____ them.
- 18. The _____ classifies people according to Carl Jung's

personality types. Although recently criticized for its lack of predictive value, this test has been widely used for _____, _____ counseling, and _____ development.

19. To reduce the number of traits to a few basic ones, psychologists use the statistical procedure of _____. The Eysencks think that two or three personality dimensions are sufficient; these include

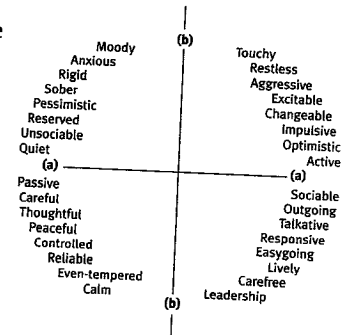
(a) _____

and (b) emotional

20. Some researchers believe that extraverts seek stimulation because their level of _____ is

relatively low. PET scans reveal that an area of the brain's _____ lobe involved in behavior inhibition is less active in _____ (extraverts/introverts) than in _____ (extraverts/introverts). Dopamine and dopamine-related neural activity tend to be higher in _____ (extraverts/introverts).

- 21. Biology influences our personality in others ways as well. Twin and adoption studies indicate that our _____ play an important role in defining our _____ and _____ style.
- 22. Jerome Kagan attributes differences in children's _____ and _____ to autonomic nervous system reactivity.
- 23. Personality differences among dogs, birds, and other animals _____ (are/are not) evident and consistently judged.



APPLICATIONS:

24. Isaiah is sober and reserved; Rashid is fun-loving and affectionate. The Eysencks would say that Isaiah _____ and Rashid _____.
- has a positive self-concept; has a negative self-concept
 - has a negative self-concept; has a positive self-concept
 - is an extravert; is an introvert
 - is an introvert; is an extravert
25. Because you have a relatively low level of brain arousal, a trait theorist would suggest that you are an _____ who would naturally seek _____.
- introvert; stimulation
 - introvert; isolation
 - extravert; stimulation
 - extravert; isolation
26. Nadine has a relatively high level of brain arousal. Trait theorists would probably predict that she is an _____.

Objective 14-14: Identify some common misunderstandings about introversion, and discuss whether extraversion leads to greater success than introversion.

27. (Thinking Critically) Western cultures prize _____ (introversion/extraversion), which tends to be equated with _____, over _____ (introversion/extraversion), which is often equated with _____.
28. (Thinking Critically) Introversion is often equated with _____, although they are not the same thing.
29. (Thinking Critically) Introverts seek _____ (high/low) levels of stimulation from the environment.

Objective 14-15: Describe personality inventories, and discuss their strengths and weaknesses as trait-assessment tools.

30. Questionnaires that categorize personality traits are called _____.

31. The most widely used of all such personality tests is the _____; its questions are grouped into _____ (how many?) clinical scales.
32. This test was developed by testing a large pool of items and selecting those that differentiated particular individuals; in other words, the test was _____ derived.

APPLICATION:

33. A psychologist at the campus mental health center administered an empirically derived personality test to diagnose an emotionally troubled student. Which test did the psychologist MOST LIKELY administer?
- the MMPI
 - the Neuroticism Index
 - the Big Five Questionnaire
 - the Eysenck Personality Questionnaire

Objective 14-16: Identify the traits that seem to provide the most useful information about personality variation.

34. Researchers have arrived at a cluster of five factors that seem to describe the major features of personality. List and briefly describe the Big Five.
- _____
 - _____
 - _____
 - _____
 - _____
35. Personality continues to develop and change through late childhood and adolescence. By adulthood, the Big Five traits are quite _____ (stable/variable), though conscientiousness, agreeableness, openness, and extraversion _____ (increase/decrease) into middle age, and neuroticism (emotional instability) _____ (increases/decreases).
36. Heritability of the Big Five is estimated at _____ percent or more for each dimension. Moreover, these traits _____ (do/do not) predict other attributes.

APPLICATION:

37. For his class presentation, Bruce plans to discuss the Big Five personality factors used by people throughout the world to describe others or themselves. Which of the following is NOT a factor that Bruce will discuss?
- a. extraversion c. independence
b. openness d. conscientiousness

Objective 14-17: Discuss whether research supports the consistency of personality traits over time and across situations.

38. Human behavior is influenced both by our inner _____ and by the external _____. The issue of which of these is the more important influence on personality is called the _____ - _____ controversy.
39. To be considered a personality trait, a characteristic must persist over _____ and across _____. Research studies reveal that personality trait scores _____ (correlate/do not correlate) with scores obtained seven years later. The consistency of specific behaviors from one situation to the next is _____ (predictably consistent/not predictably consistent).
40. An individual's score on a personality test _____ (is/is not) very predictive of his or her behavior in any given situation.

Explain the apparent contradiction between behavior in specific situations and average behavior patterns.

41. People's expressive styles, which include their _____, manner of _____, and _____, are quite _____ (consistent/inconsistent), which _____ (does/does not) reveal distinct personality traits.

SECTION REVIEW:

42. Which two dimensions of personality have the Eysencks emphasized?
- a. extraversion-introversion and emotional stability-instability
b. self-actualization and self-transcendence
c. unconditional positive regard and emotional stability-instability
d. melancholic-phlegmatic and choleric-sanguine
43. With regard to personality, it appears that
- a. there is little consistency of behavior from one situation to the next and little consistency of traits over the life span.
b. there is little consistency of behavior from one situation to the next but significant consistency of traits over the life span.
c. there is significant consistency of behavior from one situation to the next but little consistency of traits over the life span.
d. there is significant consistency of behavior from one situation to the next and significant consistency of traits over the life span.
44. Humanistic theories of personality
- a. emphasize the description rather than the explanation of traits.
b. emphasize the growth potential of "healthy" individuals.
c. emphasize the importance of consistency of behavior from one situation to the next.
d. describe personality in terms of scores on various personality scales.
45. According to Rogers, three conditions are necessary to promote growth in personality. These are
- a. honesty, sincerity, and empathy.
b. high self-esteem, honesty, and empathy.
c. high self-esteem, genuineness, and acceptance.
d. genuineness, acceptance, and empathy.
46. A major criticism of trait theory is that it
- a. places too great an emphasis on early childhood experiences.
b. overestimates the consistency of behavior in different situations.
c. underestimates the importance of heredity in personality development.
d. places too great an emphasis on positive traits.

47. For humanistic psychologists, many of our behaviors and perceptions are ultimately shaped by whether our _____ is _____ or _____.
- genuineness; real; feigned
 - empathy; internal; external
 - personality structure; introverted; extraverted
 - self-concept; positive; negative
48. In studying personality, a trait theorist would MOST LIKELY
- interview the person.
 - observe a person in a variety of situations.
 - use a personality inventory.
 - show unconditional positive regard.
49. The _____ classifies people according to Carl Jung's personality types.
- Myers-Briggs Type Indicator
 - MMPI
 - the Hierarchy of Needs Scale
 - Kagan Temperament Scale
50. The Minnesota Multiphasic Personality Inventory (MMPI) is a(n)
- projective personality test.
 - empirically derived and objective personality test.
 - personality test developed mainly to assess job applicants.
 - personality test used primarily to assess locus of control.
51. Trait theory attempts to
- show how development of personality is a lifelong process.
 - describe and classify people in terms of their predispositions to behave in certain ways.
 - determine which traits are most conducive to individual self-actualization.
 - explain how behavior is shaped by the interaction between traits, behavior, and the environment.
52. Which of the following is a common criticism of the humanistic perspective?
- Its concepts are vague and subjective.
 - The emphasis on the self encourages selfishness in individuals.
 - Humanism fails to appreciate the reality of evil in human behavior.
 - All of these are common criticisms.
53. The Big Five personality factors are
- emotional stability, openness, introversion, sociability, locus of control.
 - neuroticism, extraversion, openness, emotional stability, sensitivity.
 - neuroticism, gregariousness, extraversion, impulsiveness, conscientiousness.
 - emotional stability, extraversion, openness, agreeableness, conscientiousness.
54. In promoting personality growth, the person-centered perspective emphasizes all but
- empathy.
 - acceptance.
 - genuineness.
 - altruism.
55. Research on the Big Five personality factors provides evidence that
- some tendencies decrease during adulthood, while others increase.
 - these traits only describe personality in Western, individualist cultures.
 - the heritability of individual differences in these traits generally runs about 25 percent or less.
 - all of these statements are true.

TERMS AND CONCEPTS TO REMEMBER:

- humanistic theories
- self-actualization
- unconditional positive regard
- self-concept
- trait
- personality inventory
- Minnesota Multiphasic Personality Inventory (MMPI)
- empirically derived test



Social-Cognitive Theories and the Self

Social-Cognitive Theories

Objective 14-18: Discuss how social-cognitive theorists view personality development, and describe how they explore behavior.

- Social-cognitive theory, which focuses on how the individual and the _____ interact, was proposed by _____.
- Social-cognitive theorists propose that personality is shaped by the mutual influence of our internal _____, our _____, and _____ factors, as reflected in the

_____ approach to personality.
This is the principle of _____.

Describe three different ways in which the environment and personality interact.

3. It follows from the social-cognitive perspective that the best means of predicting people's future behavior is their _____.
4. Modern studies indicate that assessment center exercises are more revealing of visible dimensions, such as _____, than others, such as _____ drive.

Objective 14-19: Discuss the criticisms social-cognitive theorists have faced.

5. Social-cognitive theories build from research on _____ and _____.
6. The major criticism of the social-cognitive perspective is that it fails to appreciate a person's _____.

APPLICATIONS:

7. Ramona identifies with her politically conservative parents. At college, most of her friends also held conservative views. After four years in this environment Ramona's politics have become even more conservative. According to the social-cognitive perspective, in this case Ramona's parents (_____ factor) helped shape her political beliefs (_____ factor), which influenced her choice of college (also a _____ factor) and created an _____ that fostered her already formed political attitudes.
8. In high school, Chella and Nari were best friends. They thought they were a lot alike, as did everyone else who knew them. After high school, they went on to very different colleges, careers, and life courses. Now, at their twenty-fifth reunion, they are shocked at how little they have in common. Bandura would suggest that their differenc-

es reflect the interactive effects of environment, personality, and behavior, which he refers to as _____.

Exploring the Self

Objective 14-20: Explain why psychology has generated so much research on the self, and discuss the importance of self-esteem to psychology and to human well-being.

9. One of Western psychology's most vigorously researched topics today is the _____.
10. Hazel Markus and colleagues introduced the concept of an individual's _____ to emphasize how our aspirations motivate us through specific goals.
11. Our tendency to overestimate the extent to which others are noticing and evaluating us is called the _____.
12. According to self theorists, personality development hinges on our feelings of self-worth, or _____. Our sense of competence on a task, or our _____, is also important. People who feel good about themselves are relatively _____ (dependent on/independent of) outside pressures.
13. In a series of experiments, researchers found that people who were made to feel insecure were _____ (more/less) critical of other persons or tended to express heightened _____.

APPLICATION:

14. The behavior of many people has been described in terms of a *spotlight effect*. This means that they
 - a. tend to see themselves as being above average in ability.
 - b. perceive that their fate is determined by forces not under their personal control.
 - c. overestimate the extent to which other people are noticing them.
 - d. do all of these things.

Objective 14-21: Discuss how excessive optimism, blindness to one's own incompetence, and self-serving bias reveal the costs of self-esteem, and describe how defensive and secure self-esteem differ.

15. Excessive _____, without a dash of realism, can blind us to real risks.
 16. People tend to be most overconfident of their abilities in areas where they are, in fact, most _____ (competent/incompetent).
 17. The tendency of people to judge themselves favorably is called the _____ bias. The phenomenon, which reflects overestimating the self as well as the desire to maintain a positive self-view, is less striking in _____, where people value _____.
 18. Responsibility for success is generally accepted _____ (more/less) readily than responsibility for failure.
 19. Most people perceive their own behavior and traits as being _____ (above/below) average.
 20. Bushman and Baumeister found that students with unrealistically _____ (low/high) self-esteem were most likely to become exceptionally aggressive after criticism. Some psychologists believe that today's new generation expresses more _____ than earlier generations.
- Identify some of the attitudes and behaviors that seem to be on the rise in *Generation Me*.
21. Some researchers distinguish _____ self-esteem, which is fragile and sensitive to _____, from _____ self-esteem, which is less focused on _____ evaluations.

APPLICATION:

22. James attributes his failing grade in chemistry to an unfair final exam. His attitude exemplifies
 - a. self-efficacy.
 - b. narcissism.
 - c. self-serving bias.
 - d. reciprocal determinism.

SECTION REVIEW:

23. Regarding high self-esteem, psychologists who study the self have found that self-affirming thinking
 - a. is generally maladaptive to the individual because it distorts reality by overinflating self-esteem.
 - b. is generally adaptive to the individual because it reduces shyness, anxiety, and loneliness.
 - c. tends to prevent the individual from viewing others with compassion and understanding.
 - d. tends *not* to characterize people who exhibit narcissism.
24. Which of the following is the major criticism of the social-cognitive perspective?
 - a. It focuses too much on early childhood experiences.
 - b. It focuses too little on the inner traits of a person.
 - c. It provides descriptions but not explanations.
 - d. It lacks appropriate assessment techniques.
25. Which personality theory emphasizes the interaction between the individual and the environment in shaping personality?

a. psychodynamic	c. humanistic
b. trait	d. social-cognitive
26. Research has shown that individuals who are made to feel insecure are subsequently
 - a. more critical of others.
 - b. less critical of others.
 - c. more likely to display self-serving bias.
 - d. less likely to display self-serving bias.
27. An example of self-serving bias described in the text is the tendency of people to
 - a. see themselves as average on nearly any desirable dimension.
 - b. accept more responsibility for successes than failures.
 - c. be overly critical of other people.
 - d. exhibit heightened racial prejudice.

28. Which of the following statements about self-esteem is NOT correct?
- People with low self-esteem tend to be negative about others.
 - People with high self-esteem are more persistent at difficult tasks.
 - People with low self-esteem tend to be non-conformists.
 - People with high self-esteem have fewer sleepless nights.
29. In studying personality, a social-cognitive theorist would MOST LIKELY make use of
- personality inventories.
 - projective tests.
 - observing behavior in different situations.
 - factor analyses.

TERMS AND CONCEPTS TO REMEMBER:

- social-cognitive perspective
- reciprocal determinism
- self
- spotlight effect
- self-esteem
- self-efficacy
- self-serving bias
- narcissism

Before You Move On

Matching Items 1

Match each definition or description with the appropriate term.

Definitions or Descriptions

- _____ 1. redirecting impulses to a less threatening object
- _____ 2. test consisting of a series of inkblots
- _____ 3. the conscious executive of personality
- _____ 4. personality inventory
- _____ 5. disguising an impulse by imputing it to another person
- _____ 6. switching an unacceptable impulse into its opposite
- _____ 7. the unconscious repository of instinctual drives
- _____ 8. a statistical technique that identifies clusters of personality traits
- _____ 9. personality structure that corresponds to a person's conscience
- _____ 10. providing self-justifying explanations for an action

Terms

- id
- ego
- superego
- reaction formation
- rationalization
- displacement
- factor analysis
- projection
- Rorschach
- MMPI

Matching Items 2

Match each term with the appropriate definition or description.

Terms

- _____ 1. projective test
- _____ 2. identification
- _____ 3. collective unconscious
- _____ 4. reality principle
- _____ 5. psychosexual stages
- _____ 6. pleasure principle
- _____ 7. empirically derived test
- _____ 8. reciprocal determinism
- _____ 9. personality inventory
- _____ 10. Oedipus complex
- _____ 11. preconscious

Definitions or Descriptions

- a. the id's demand for immediate gratification
- b. a boy's sexual desires toward his mother
- c. information that is retrievable but currently not in conscious awareness
- d. stages of development proposed by Freud
- e. questionnaire used to assess personality traits
- f. the two-way interactions of behavior with personal and environmental factors
- g. personality test that provides ambiguous stimuli
- h. the repository of universal memories proposed by Jung
- i. the process by which children incorporate their parents' values into their developing superegos
- j. the process by which the ego seeks to gratify impulses of the id in nondestructive ways
- k. developed by testing a pool of items and then selecting those that discriminate the group of interest

Essay Question

You are an honest, open, and responsible person. Discuss how these characteristics would be explained according to the major perspectives on personality. (Use the space below to list points you want to make, and organize them. Then write the essay on a separate piece of paper.)