Personality
Chapter 3-5 Personality Dispositions

Outline

I. What Is a Trait? Two Basic Formulations
   A. Traits as Internal Causal Properties
   B. Traits as Purely Descriptive Summaries

II. Identification of the Most Important Traits (Three approaches)
   A) Lexical Approach
      - Two criteria for identifying important traits
        • Synonym frequency
        • Cross-cultural universality
   B) Statistical Approach
   C) Theoretical Approach

III. Important Trait Theories
   A. Eysenck’s Hierarchical Model of Personality (Figure 3.1, p. 74)
      • Three traits met criteria: Extraversion-Introversion (E), Neuroticism-Emotional Stability (N), Psychoticism (P); PEN
      • Hierarchical structure of Eysenck’s System
   B. Cattell’s Taxonomy: The 16 Personality Factor System (p.78)
   C. Circumplex Taxonomies of Personality
   D. Five-Factor Model
      • Five broad factors: Surgency or Extraversion, Agreeableness, Conscientiousness, Emotional Stability, and Openness/Intellect

IV. Theoretical Issues in Trait Psych (Meaningful individual differences, Stability or consistency over time & Consistency across situations)
   A) Meaningful Differences Between Individuals
   B) Consistency Over Time
   C) Consistency Across Situations
      • Mischel (1968)
      • Situationism:
        • Person-Situation Interaction
      • Three additional ways in which personality and situation interact to produce behavior
        • Situational Selection
        • Evocation
        • Manipulation

V. Measurement Issues
   • Trait approach relies on self-report surveys to measure personality
   • Personality psychologists assume that people differ in the amounts of various traits, so a key measurement issue is determining how much of a trait person has
   • Traits are often represented as dimensions along which people differ
   • Trait psychologists are aware of and address circumstances that affect accuracy, reliability, validity, and utility of self-report trait measures

VI. Personality and Prediction
   A. Applications of Personality Testing in the Workplace
Three main reasons employers use personality tests:
- Personnel selection
- Integrity testing
- Negligent hiring

VII. Personality Dispositions Over Time
A. What Is Personality Development?
- Three key forms of stability
  - Rank order stability
  - Mean level stability
  - Personality coherence
- Personality change: Two defining qualities
  - Internal
  - Enduring
B. Three Levels of Analysis
- Population level
- Group differences level
- Individual differences level
C. Stability in Adulthood
D. Personality Change
- Changes in Self-Esteem from Adolescence to Adulthood
- Sensation Seeking
- Femininity
- Competence
- Independence and Traditional Roles

VIII. Marital Stability, Marital Satisfaction, and Divorce (Kelly and Conley, 1987)