

Personality Psychology

Domains of Knowledge
about Human Nature

Randy Larsen,
David Buss &
Andreas Wismeijer

with contributions from John Song



McGraw-Hill
Higher Education

London Boston Burr Ridge, IL Dubuque, IA Madison, WI New York San Francisco
St. Louis Bangkok Bogotá Caracas Kuala Lumpur Lisbon Madrid Mexico City
Milan Montreal New Delhi Santiago Seoul Singapore Sydney Taipei Toronto

Brief table of contents

Detailed table of contents	vii
Preface	xiv
Guided tour	xviii
Online resources	xx
Acknowledgements	xxiii
About the authors	xxiv
1 Introduction to Personality Psychology	1
2 Personality Assessment, Measurement and Research Design	18
Part 1: The Dispositional Domain	46
3 Traits and Trait Taxonomies	48
4 Theoretical and Measurement Issues in Trait Psychology	76
5 Personality Dispositions over Time: Stability, Coherence and Change	100
Part 2: The Biological Domain	130
6 Genetics and Personality	132
7 Physiological Approaches to Personality	160
8 Evolutionary Perspectives on Personality	190
Part 3: The Intrapsychic Domain.....	218
9 Psychoanalytic Approaches to Personality	221
10 Psychoanalytic Approaches: Contemporary Issues	250
11 Motives and Personality	274
Part 4: The Cognitive/Experiential Domain.....	298
12 Cognitive Topics in Personality	301
13 Intelligence, <i>By John Song</i>	322
14 Emotion and Personality	357
15 Approaches to the Self	385
Part 5: The Social and Cultural Domain.....	408
16 Personality and Social Interaction	410
17 Sex, Gender and Personality	436
18 Culture and Personality	461
Part 6: The Adjustment Domain.....	488
19 Stress, Coping, Adjustment and Health	490
20 Disorders of Personality	515
21 Summary and Future Directions	548
Glossary	557
References	593
Name Index	666
Subject Index	684

Detailed table of contents

Preface	xiv
Guided tour	xviii
Online resources	xx
Acknowledgements	xxiii
About the authors	xxiv

CHAPTER 1 INTRODUCTION TO PERSONALITY PSYCHOLOGY	1	Is There a Grand Ultimate and True Theory of Personality?	16
Personality Defined	2	Key Terms	17
Personality Is the Set of Psychological Traits ...	3		
And Mechanisms ...	4		
Within the Individual ...	4		
That Are Organized and Relatively Enduring ...	5		
And that Influence ...	5		
His or Her Interactions with ...	5		
And Adaptations to ...	6		
The Environment	6		
Three Levels of Personality Analysis	7	CHAPTER 2 PERSONALITY ASSESSMENT, MEASUREMENT AND RESEARCH DESIGN	18
Human Nature	7	Sources of Personality Data	19
Individual and Group Differences	8	Self-report Data (S-Data)	19
Individual Uniqueness	8	Observer-report Data (O-Data)	22
A Fissure in the Field	9	Test Data (T-Data)	24
Grand Theories of Personality	9	Life-outcome Data (L-Data)	28
Contemporary Research in Personality	9	Issues in Personality Assessment	29
Six Domains of Knowledge about Human Nature	10	Evaluation of Personality Measures	31
Dispositional Domain	11	Reliability	31
Biological Domain	11	Response Sets	31
Intrapsychic Domain	12	Validity	34
Cognitive-Experiential Domain	12	Generalizability	35
Social and Cultural Domain	13	Development of Measurement Instruments	35
Adjustment Domain	13	Scale Development	36
The Role of Personality Theory	14	Scale Diagnostics	36
Standards for Evaluating Personality Theories	15	Research Designs in Personality	37
		Experimental Methods	37
		Correlational Studies	39
		Case Studies	42
		When to Use Experimental, Correlational and Case Study Designs	43
		Summary and Evaluation	43
		Key Terms	44

Part 1 The Dispositional Domain

	Beware of Barnum Statements in Personality Test Interpretations	90
	Personality and Selection	91
	Personnel Selection – Choosing the Right Person for the Job	92
	Selection in Business Settings – The Myers-Briggs Type Indicator	94
	Selection in Business Settings – The Hogan Personality Inventory	97
	Summary and Evaluation	99
	Key Terms	99
CHAPTER 3 TRAITS AND TRAIT TAXONOMIES.....	48	
What Is a Trait? Two Basic Formulations	50	
Traits as Internal Causal Properties	50	
Traits as Purely Descriptive Summaries	50	
The Act Frequency Formulation of Traits – An Illustration of the Descriptive Summary Formulation	51	
Act Frequency Research Program	51	
Evaluation of the Act Frequency Formulation	52	
Identification of the Most Important Traits	53	
Lexical Approach	53	
Statistical Approach	55	
Theoretical Approach	56	
Evaluating the Approaches for Identifying Important Traits	57	
Taxonomies of Personality	57	
Eysenck's Hierarchical Model of Personality	58	
Cattell's Taxonomy: The 16 Personality Factor System	61	
Circumplex Taxonomies of Personality	62	
Five-factor Model	65	
Summary and Evaluation	75	
Key Terms	75	
CHAPTER 4 THEORETICAL AND MEASUREMENT ISSUES IN TRAIT PSYCHOLOGY.....	76	
Theoretical Issues	77	
Meaningful Differences between Individuals	78	
Consistency over Time	78	
Consistency across Situations	79	
Person–Situation Interaction	82	
Aggregation	86	
Measurement Issues	87	
Carelessness	88	
Faking on Questionnaires	89	
	CHAPTER 5 PERSONALITY DISPOSITIONS OVER TIME: STABILITY, COHERENCE AND CHANGE	100
	Conceptual Issues: Personality Development, Stability, Coherence and Change	101
	What Is Personality Development?	101
	Rank Order Stability	101
	Mean Level Stability	102
	Personality Coherence	102
	Personality Change	104
	Three Levels of Analysis	104
	Population Level	104
	Group Differences Level	105
	Individual Differences Level	105
	Personality Stability over Time	105
	Stability of Temperament during Infancy	105
	Stability during Childhood	107
	Rank Order Stability in Adulthood	110
	Mean Level Stability in Adulthood	113
	Personality Change	116
	Changes in Self-esteem from Adolescence to Adulthood	116
	Autonomy, Dominance, Leadership and Ambition	117
	Sensation Seeking	118
	Femininity	119
	Independence and Traditional Roles	121

Personality Changes across Cohorts:
 Assertiveness and Narcissism 121

Personality Coherence over Time: Prediction of Socially Relevant Outcomes 122

Marital Stability, Marital Satisfaction and Divorce 123

Alcoholism and Emotional Disturbance 124

Religiosity and Spirituality 124

Education, Academic Achievement and Dropping Out 124

Health and Longevity 125

Predicting Personality Change 126

Summary and Evaluation 127

Key Terms 128

Part 2 The Biological Domain

CHAPTER 6 GENETICS AND PERSONALITY 132

The Human Genome 133

Controversy about Genes and Personality 135

Goals of Behavioural Genetics 136

What Is Heritability? 137

Misconceptions about Heritability 137

Nature-Nurture Debate Clarified 138

Behavioural Genetic Methods 139

Selective Breeding – Studies of Humans’ Best Friend 139

Family Studies 139

Twin Studies 140

Adoption Studies 143

Major Findings from Behavioural Genetic Research 144

Personality Traits 144

Attitudes and Preferences 146

Drinking and Smoking 147

Marriage 150

Shared versus Non-shared Environmental Influences: A Riddle 150

Genes and the Environment 152

Genotype-Environment Interaction 152

Genotype-Environment Correlation 153

Environmental Modulation of Gene Expression 154

Molecular Genetics 155

Behavioural Genetics, Science, Politics and Values 157

Summary and Evaluation 158

Key Terms 159

CHAPTER 7 PHYSIOLOGICAL APPROACHES TO PERSONALITY..... 160

A Physiological Approach to Personality 164

Physiological Measures Commonly Used in Personality Research 165

Electrodermal Activity (Skin Conductance) 165

Cardiovascular Activity 165

Brain Activity 166

Other Measures 168

Physiologically Based Theories of Personality 169

Extraversion–Introversion 169

Sensitivity to Reward and Punishment 171

Sensation Seeking 175

Neurotransmitters and Personality 180

Morningness–Eveningness 182

Brain Asymmetry and Affective Style 185

Summary and Evaluation 188

Key Terms 189

CHAPTER 8 EVOLUTIONARY PERSPECTIVES ON PERSONALITY 190

Evolution and Natural Selection 192

Natural Selection 192

Sexual Selection 193

Genes and Inclusive Fitness 193

Products of the Evolutionary Process 194

Evolutionary Psychology	195	Id: Reservoir of Psychic Energy	229
Premises of Evolutionary Psychology	196	Ego: Executive of Personality	229
Empirical Testing of Evolutionary Hypotheses	196	Superego: Upholder of Societal Values and Ideals	230
Human Nature	198	Interaction of the Id, Ego and Superego	232
Need to Belong	198	Dynamics of Personality	233
Helping and Altruism	200	Types of Anxiety	233
Universal Emotions	201	Defence Mechanisms	233
Sex Differences	202	Psychosexual Stages of Personality Development	239
Sex Differences in Aggression	203	Personality and Psychoanalysis	241
Sex Differences in Jealousy	205	Techniques for Revealing the Unconscious	242
Sex Differences in Desire for Sexual Variety	208	The Process of Psychoanalysis	244
Sex Differences in Mate Preferences	209	Why Is Psychoanalysis Important?	245
Individual Differences	210	Evaluation of Freud's Contributions	246
Environmental Triggers of Individual Differences	211	Summary and Evaluation	248
Heritable Individual Differences Contingent on other Traits	212	Key Terms	249
Frequency-dependent Strategic Individual Differences	212	CHAPTER 10 PSYCHOANALYTIC APPROACHES: CONTEMPORARY ISSUES	250
The Big Five, Motivation and Evolutionarily Relevant Adaptive Problems	214	The Neo-analytic Movement	251
Limitations of Evolutionary Psychology	215	Repression and Contemporary Research on Memory	252
Summary and Evaluation	216	Contemporary Views on the Unconscious	258
Key Terms	217	Ego Psychology	259
Part 3 The Intrapsychic Domain		Erikson's Eight Stages of Development	260
CHAPTER 9 PSYCHOANALYTIC APPROACHES TO PERSONALITY	221	Karen Horney and a Feminist Interpretation of Psychoanalysis	265
Sigmund Freud: A Brief Biography	223	Emphasis on Self and the Notion of Narcissism	265
Fundamental Assumptions of Psychoanalytic Theory	224	Object Relations Theory	267
Basic Instincts: Sex and Aggression	224	Early Childhood Attachment	268
Unconscious Motivation: Sometimes We Don't Know Why We Do What We Do	225	Adult Relationships	270
Psychic Determinism: Nothing Happens by Chance	226	Summary and Evaluation	272
Structure of Personality	228	Key Terms	273
		CHAPTER 11 MOTIVES AND PERSONALITY	274
		Basic Concepts	276

Need	277
Press	277
Apperception and the TAT	278
The Big Three Motives: Achievement, Power and Intimacy	282
Need for Achievement	282
Need for Power	284
Need for Intimacy	285
Humanistic Tradition: The Motive to Self-actualize	286
Maslow's Contributions	287
Rogers' Contributions	291
Summary and Evaluation	296
Key Terms	297

Part 4 The Cognitive/Experiential Domain

CHAPTER 12 COGNITIVE TOPICS IN PERSONALITY.....	301
Personality Revealed through Perception	304
Field Dependence	304
Pain Tolerance and Sensation Reducing/Augmenting	308
Personality Revealed through Interpretation	310
Kelly's Personal Construct Theory	310
Locus of Control	312
Personality Revealed through Goals	314
Personal Projects Analysis	316
Social Cognition	317
Summary and Evaluation	320
Key Terms	321
CHAPTER 13 INTELLIGENCE, <i>By John Song</i>	322
Why Does Intelligence Matter?	323
Defining Intelligence	324

Implicit Theories of Intelligence	325
History of Intelligence and Models of Intelligence	329
Psychometric Approaches to Intelligence	329
Cognitive-Experiential Approaches to Intelligence	336
Intelligence Tests	337
The Stanford-Binet Test and the Wechsler Scales	337
General Intelligence Tests: Raven's Progressive Matrices	340
Modern Intelligence Tests	340
Other Approaches to Intelligence Tests	343
Genetics, Environment and Race Issues in Intelligence	347
Genetics	347
Environment	348
Race	350
Intelligence, Learning Styles and Personality in Education	351
Summary and Evaluation	355
Key Terms	356
CHAPTER 14 EMOTION AND PERSONALITY	357
Issues in Emotion Research	359
Emotional States versus Emotional Traits	359
Categorical versus Dimensional Approach to Emotion	360
Content versus Style of Emotional Life	362
Content of Emotional Life	362
Style of Emotional Life	376
Interaction of Content and Style in Emotional Life	380
Personality and Well-being	380
Summary and Evaluation	383
Key Terms	384
CHAPTER 15 APPROACHES TO THE SELF.....	385
Descriptive Component of the Self: Self-concept	387

Development of the Self-concept	388	Personality Predictors of Tactics of Manipulation	428
Self-schemata: Possible Selves, Ought Selves and Undesired Selves	390	Panning Back: An Overview of Personality and Social Interaction	431
Evaluative Component of the Self: Self-esteem	392	Summary and Evaluation	434
Evaluation of Oneself	392	Key Terms	435
Research on Self-esteem	393		
Social Component of the Self: Social Identity	402	CHAPTER 17 SEX, GENDER AND PERSONALITY.....	436
The Nature of Identity	402	The Science and Politics of Studying Sex and Gender	437
Identity Development	403	History of the Study of Sex Differences	438
Identity Crises	404	Calculation of Effect Size: How Large Are the Sex Differences?	438
Summary and Evaluation	406	Minimalists and Maximalists	439
Key Terms	407	Sex Differences in Personality	440
		Temperament in Children	440
Part 5 The Social and Cultural Domain		Five-factor Model	441
		Basic Emotions: Frequency and Intensity	444
CHAPTER 16 PERSONALITY AND SOCIAL INTERACTION	410	Other Dimensions of Personality	445
Selection	411	Masculinity, Femininity, Androgyny and Sex Roles	449
Personality Characteristics Desired in a Long-term Romantic Partner	412	The Search for Androgyny	449
Assortative Mating for Personality: The Search for the Similar	412	Gender Stereotypes	452
Do People Get the Mates They Want? And Are They Happy?	415	Theories of Sex Differences	454
Personality and the Selective Break-up of Couples	417	Socialization and Social Roles	454
Shyness and the Selection of Social Situations	418	Hormonal Theories	456
Selection in the Digital Era: Personality Expressed Using Facebook	418	Evolutionary Psychology Theory	458
Other Personality Traits and the Selection of Situations	420	An Integrated Theoretical Perspective	458
Evocation	421	Summary and Evaluation	459
Aggression and the Evocation of Hostility	421	Key Terms	460
Evocation of Anger and Upset in Partners	421	CHAPTER 18 CULTURE AND PERSONALITY.....	461
Evocation through Expectancy Confirmation	424	Cultural Violations: An Illustration	462
Manipulation: Social Influence Tactics	425	What Is Cultural Personality Psychology?	463
A Taxonomy of Eleven Tactics of Manipulation	426	Three Major Approaches to Culture	463
Sex Differences in Tactics of Manipulation	427	Evoked Culture	463
		Transmitted Culture	466

Cultural Universals 478

Summary and Evaluation 486

Key Terms 487

Part 6 The Adjustment Domain

CHAPTER 19 STRESS, COPING, ADJUSTMENT AND HEALTH..... 490

Models of the Personality–Illness Connection 492

The Concept of Stress 495

Stress Response 496

Major Life Events 497

Daily Hassles 498

Varieties of Stress 499

Primary and Secondary Appraisal 500

Coping Strategies and Styles 500

Attributional Style 500

Optimism and Physical Well-being 503

Management of Emotions 504

Disclosure 507

Type A Personality and Cardiovascular Disease 509

Hostility: The Lethal Component of the Type A Behaviour Pattern 510

How the Arteries Are Damaged by Hostile Type A Behaviour 512

Summary and Evaluation 513

Key Terms 514

CHAPTER 20 DISORDERS OF PERSONALITY..... 515

The Building Blocks of Personality Disorders 517

The Concept of Disorder 518

What Is Abnormal? 519

What Is a Personality Disorder? 520

Specific Personality Disorders 522

The Eccentric Cluster: Ways of Being Different 522

The Erratic Cluster: Ways of Being Unpredictable, Violent or Emotional 525

The Anxious Cluster: Ways of Being Nervous, Fearful or Distressed 535

Prevalence of Personality Disorders 541

Gender Differences in Personality Disorders 542

DSM-V: Hybrid Model of Personality Disorders 543

Dimensions and Categories: Rationale for *DSM-V* 543

Proposed structure of the *DSM-V* 544

Causes of Personality Disorders 545

Summary and Evaluation 547

Key Terms 547

CHAPTER 21 SUMMARY AND FUTURE DIRECTIONS548

Current Status of the Field 549

Domains of Knowledge: Where We Have Been, Where We Are Going 550

Dispositional Domain 550

Biological Domain 551

Intrapsychic Domain 553

Cognitive/Experiential Domain 554

Social and Cultural Domain 554

Adjustment Domain 555

Integration: Personality in the Twenty-first Century 556

Glossary 557

References 593

Name Index 666

Subject Index 684