BRIEF CONTENTS

PREFACE AND TEXT ORGANIZATION v
ACKNOWLEDGMENTS ix

CHAPTER 1
ORIENTATION TO PERSONALITY 1

CHAPTER 2
DATA, METHODS, AND TOOLS 19

PART I
THE TRAIT-DISPOSITIONAL LEVEL

CHAPTER 3
TYPES AND TRAITS 45

CHAPTER 4
THE EXPRESSIONS OF DISPOSITIONS 72

PART II
THE BIOLOGICAL LEVEL

CHAPTER 5
HEREDITY AND PERSONALITY 95

CHAPTER 6
BRAIN, EVOLUTION, AND PERSONALITY 124

PART III
THE PSYCHODYNAMIC-MOTIVATIONAL LEVEL

CHAPTER 7
PSYCHODYNAMIC THEORIES: FREUD'S CONCEPTIONS 155

CHAPTER 8
PSYCHODYNAMIC APPLICATIONS AND PROCESSES 177

CHAPTER 9
POST-FREUDIAN PSYCHODYNAMICS 209

PART IV
THE BEHAVIORAL-CONDITIONING LEVEL

CHAPTER 10
BEHAVIORAL CONCEPTIONS 245

CHAPTER 11
ANALYZING AND MODIFYING BEHAVIOR 270

PART V
THE PHENOMENOLOGICAL-HUMANISTIC LEVEL

CHAPTER 12
PHENOMENOLOGICAL-HUMANISTIC CONCEPTIONS 297

CHAPTER 13
THE INTERNAL VIEW 323

PART VI
THE SOCIAL COGNITIVE LEVEL

CHAPTER 14
SOCIAL COGNITIVE CONCEPTIONS 349

CHAPTER 15
SOCIAL COGNITIVE PROCESSES 379

PART VII
INTEGRATION OF LEVELS: THE PERSON AS A WHOLE

CHAPTER 16
THE PERSONALITY SYSTEM: INTEGRATING THE LEVELS 409

CHAPTER 17
SELF-REGULATION: FROM GOAL PURSUIT TO GOAL ATTAINMENT 437

CHAPTER 18
PERSONALITY IN ITS SOCIAL CONTEXT AND CULTURE 466
Search for Basic Traits 56
Quantification 57
Aggregating across Situations to Increase Reliability 57
Taxonomy of Human Attributes 58
The “Big Five” Trait Dimensions 59
Factor Analysis to Find Trait Dimensions: The NEO-PI-R and Big Five 59
Evidence and Issues 61
Overview of Usefulness of the Big Five 61
Stability of Traits over Time 62
In Focus 3.2 Prototypes: “Typical” People 63
Big Five Differences Predicting Life Outcomes 65
Limitations, Concerns, Contributions 66
Limitations of Factor Analysis 67
Are Traits Causal Explanations or Descriptive Summaries? 67
Links between Perceiver and Perceived: Valid Rating 68
Summary 68
Interaction of Traits and Situations 69
Summary 70
Key Terms 71

CHAPTER 4

THE EXPRESSIONS OF DISPOSITIONS 72
Traits, Situations, and the Personality Paradox 73
Individual Differences in Behavior Tendencies 73
The Intuitive Assumption of Consistency 73
The 1968 Challenge 74
The Paradox Defined 74
The Person versus Situation Debate 74
Revision of the Traditional Paradigm 75
The Role of the Situation 75
Incorporating Situations into Traits 75
If ... Then ... Situation–Behavior Signatures 76
In Focus 4.1 Looking Under the Hood 77
Evidence for Signatures Indicative of Personality Types 77
Gary W.'s Behavioral Signatures 79
Two Types of Consistency 80
Uses of the Two Types of Consistency 81
Interactionism in Personality Psychology 82
The Meaning of Person–Situation Interaction 82
An Example: Uncertainty Orientation 83
Definition of Triple Typology 83
Interaction as a Rule in Science 84
In Focus 4.2 A Triple Typology for Hostility 85
Resolution of the Personality Paradox 85
Summary: Expressions of Consistency in Traits–Dispositions 87
Summary 88
Key Terms 89
Taking Stock Part I: The Trait-Dispositional Level 89
Overview: Focus, Concepts, Methods 89
Enduring Contributions of the Trait-Dispositional Level 90

PART II

THE BIOLOGICAL LEVEL 93
Prelude to Part II: The Biological Level 93

CHAPTER 5

HEREDITY AND PERSONALITY 95
Genetic Bases of Personality 96
The Human Genome: The Genetic Heritage 96
Inside DNA: The Basic Information 96
Not Really a Blueprint 97
DNA–Environment Interactions 97
Individual Differences in DNA 98
Biological Switches 98
In Focus 5.1 Even the Bees Do It: Gene–Environment Interactions in Social Behavior 99
Twin Studies 100
The Twin Method 100
Results of Twin Studies 100
The Big Five 100
Temperaments 101
In Focus 5.2 Inhibited Children: Kagan’s Shyness Research 104
Attitudes and Beliefs 104
Aggressive and Altruistic Tendencies 105
Romantic Love and Marriage 105
Twins Reared Apart 106
Beyond Self-Report Measures 107
In Focus 5.3 Understanding Heritability and the Heritability Index 108
Heredity versus Environment: Another False Dichotomy 110
Summary 110
Gene–Environment Interaction 110
The Unique (Nonshared) Psychological Environment of Each Family Member 111
Nonshared Environmental Influences within the Family 111
Nonshared Environmental Influences Outside the Family 112
Interactions among Nature–Nurture Influences 113
In Focus 5.4 Nature and (Not Versus) Nurture: Both Matter 114
Genes Also Influence Environments 115
Search for Specific Gene–Behavior Connections 117
Causal Mechanisms: The Role of Neurotransmitter Systems 118
Genetic and Environmental Influences on Person × Situation Interactions 119
In Focus 5.5 Interaction of Biology and Environmental Stress in the Development of Depression 120
Social Environments Change the Expression of Genes, the Brain, and Personality 121
Stress Is Bad for Your Brain 121
Summary 122
Key Terms 123

CHAPTER 6
BRAIN, EVOLUTION, AND PERSONALITY 124

Brain–Personality Links 124
Biological Bases of Extraversion–Introversion (H. J. Eysenck) 125
In Focus 6.1 An Early Effort: Physique and Personality? 125
Brain Asymmetry and Personality Differences 128
Brain Asymmetry 128
The Behavioral Inhibition and Activation Systems 128
Brain Asymmetry and Emotional Reactivity 128
BIS, BAS, and Personality Traits 129
In Focus 6.2 BIS/BAS and Everyday Emotional Experiences 130
Stress and Impulsivity 131
Provoking the Biology of Neurotism 132
Sensation Seeking: A Trait with a Specific Biological Basis? 132
In Focus 6.3 Testosterone and the Antisocial Personality 134
Biological Assessment and Change 135
New Windows on the Brain 135
The Amygdala and Personality 136
Linking Inhibition to Amygdala Activation 137
Biological Therapies 137
Antidepressants 138
Antipsychotics 138
Anxiolytics 139
Other Common Drugs 139
Evolutionary Theory and Personality 139
The Evolutionary Approach 140
In Focus 6.4 “There is Grandeur in this View of Life...” 141
Implications of Evolution for Personality 142
Mate Selection 142
Sexual Fitness 142
Sex Differences in Romantic and Sexual Behaviors 142
Explanations Are Not Justifications 143
Altruism 143
Evolutionary Theory and Inborn Constraints on Learning 144
Biological Preparedness 145
Specificity of Psychological Mechanisms 145

PART III
THE PSYCHODYNAMIC-MOTIVATIONAL LEVEL

Prelude to Part III: the Psychodynamic-Motivational Level 151

CHAPTER 7
PSYCHODYNAMIC THEORIES: FREUD’S CONCEPTIONS 155

Basic Assumptions: Unconscious Mental Determinism 157
The Unconscious 157
The Roads to the Unconscious 157
Dreams 158
Free Association 158
Psychic Structure: Anatomy of the Mind 159
In Focus 7.1 Encouraging Free Association 159
The Id: The Passions at the Core of Life Instincts (Eros) 160
The Ego: In the Service of Reality, Reason, and Order 161
The Superego: High Court in Pursuit of Perfection, Ideals, Transcendence 162
Looking Back at Freud’s Theory of Mental Structures and Their Biological Bases 163
Conflict, Anxiety, and Psychodynamics 164
Conflict 164
In Focus 7.2 The Traumatic Freud–Allport Meeting 165
Defense: Denial and Repression 166
Neurosis 167
When Defenses Fail: Neurotic Anxiety and Conflict 167
Development of Neurotic Anxiety 167
The Meaning of Neurotic Acts 167
Origins of Neuroses 168
The Psychopathology of Everyday Life: “Mistakes” That Betray 169
Motivational Determinism: Unconscious Causes 170
Personality Development 170

Stages of Development 170

Oral 170

In Focus 7.3 How Oral is the Infant? 170

Anal 171

Phallic 172

Latency 172

Genital 172

Fixation and Regression 172

Freud’s Theory of Identification 173

Impact of Freud’s Theories 174

Image of the Person 174

The Healthy Personality 174

Behaviors as Symptoms 175

Summary 175

Key Terms 176

CHAPTER 8

PSYCHODYNAMIC APPLICATIONS AND PROCESSES 177

Applications to Personality Assessment 178

The Core Beneath the Mask 178

Relying on the Clinician 178

Projective Methods 179

The Rorschach 179

The Thematic Apperception Test (TAT) 181

Applying Psychodynamic Clinical Inferences to Gary W.: A Freudian View 181

In Focus 8.1 Gary’s Tat Stories 182

Murray, the Harvard Personologists, and Higher Motives 184

Studying Lives in Depth 184

Assessment Strategy: Diagnostic Council 185

Higher-Order Motives 185

In Focus 8.2 Selecting U.S. Spies: the OSS Assessment Project 187

Competence Motivation 188

Need for Achievement 188

Need for Power 190

Need for Intimacy 190

Implicit and Explicit Motives 190

Treatment and Change 191

The Beginnings: Free Association and Dream Interpretation 191

Today’s View of Freud’s Theory of Trauma 192

The Transference Relationship and Working Through 193

Alternative Psychodynamic Interpretations of Gary W. 194

Psychodynamic Processes: Anxiety and the Unconscious 195

The Psychoanalytic Concept of Unconscious Repression 195

Repression versus Suppression 196

Perceptual Defense 197

The Long History of Perceptual Defense 197

Limitations of Early Laboratory Studies 198

Current View of Unconscious Processes: the Adaptive Unconscious 199

The Repressed Memory Debate: False Memories of Abuse? 200

The Power of Suggestion 201

The Value of Self-Disclosure 201

Patterns of Defense: Individual Differences in Cognitive Avoidance 202

Repression—Sensitization 202

Selective Attention 202

Blunting versus Monitoring Styles 204

The Role of Control: When Don’t You Want to Know? 205

Matching the Medical Information to the Patient’s Style 206

Summary 207

Key Terms 207

CHAPTER 9

POST-FREUDIAN PSYCHODYNAMICS 209

Toward Ego Psychology and the Self 210

Anna Freud and the Ego Defense Mechanisms 210

Transformation of Motives 211

In Focus 9.1 “Little Anna” and Sigmund: a Freudian Slip? 212

Projection 213

In Focus 9.2 Testing Reaction Formation in the Lab 214

Rationalization 215

Sublimation 215

Carl Jung 215

Alfred Adler 218

Erich Fromm 220

Erik Erikson’s Psychosocial Theory of Personality Development 221

Stages of Psychosocial Development 221

Trust versus Mistrust 222

Autonomy versus Shame and Doubt 223

Initiative versus Guilt 223

Industry versus Inferiority 224

Adolescence and the Struggle for Identity versus Role Confusion 224

Intimacy versus Isolation 225

Generativity versus Self-Absorption/Stagnation 225
Contents

Integrity versus Despair 225
Erikson’s Contributions 226
Object Relations Theory and the Self 226
“Good–Bad Splitting” 227
The Development of Self 228
Attachment: The Roots of Object Relations 228
Attachment Theory 229
Early Attachment Relations: Secure—Insecure Attachment Patterns 229
Attachment in Adult Relationships 230
In Focus 9.3 Secure–Insecure Attachment and Perceived Social Support in Close Adult Relationships 231
Kohut’s Theory 233
Relational Therapy and Restoration of the Self 235
Summary 236
Key Terms 237
Taking Stock Part III: The Psychodynamic Level 238
Overview: Focus, Concepts, Methods 238
Enduring Contributions of the Psychodynamic Level 239

PART IV
THE BEHAVIORAL-CONDITIONING LEVEL
Prelude to Part IV: The Behavioral-Conditioning Level 241

CHAPTER 10
BEHAVIORAL CONCEPTIONS 245
The Behavioral Approach to Psychodynamics: Dollard and Miller 246
Neurotic Conflict: The Core 246
Recasting Conflict in Learning Terms 247
Primary Needs and Learning 248
Drive 249
Cue 250
Response 250
Reinforcement 250
Conflict 251
Anxiety and Depression 252
Reactions to Psychodynamic Behavior Theory 252
Classical Conditioning: Learning Emotional Associations 253
How Classical Conditioning Works 254
Higher-Order Conditioning 254
In Focus 10.1 A Behavioral Challenge to the Psychodynamic Theory of Neurosis 257
From Trauma to Anxiety 257
Operant (Instrumental) Conditioning: B.F. Skinner’s Contributions 259
How Operant (Instrumental) Conditioning Works 259
Learning from Response Consequences 259
Skinner’s Basic Approach 259
Importance of the Situation: The Role of Stimuli 260
Rejection of Inferred Motives 261
Conditioned Generalized Reinforcers 263
Discrimination and Generalization in Everyday Life 263
Shaping Behavior by Successive Approximations 264
Superstitious Getting Reinforced into Irrationality 265
Punishment 266
Skinner’s Own Behavior 267
In Focus 10.2 Skinner Analyzes Himself 267
Summary 268
Key Terms 269

CHAPTER 11
ANALYZING AND MODIFYING BEHAVIOR 270
Characteristics of Behavioral Assessments 271
Case Example: Conditions “Controlling” Gary W.’s Anxiety 271
Direct Behavior Measurement 272
Situational Behavior Sampling 272
Finding Effective Rewards 274
Assessing Conditions Controlling Behavior 275
Functional Analyses: Basic Method 276
Functional Analyses: Case Example 277
Changing Emotional Reactions 279
Desensitization: Overcoming Anxiety 279
Conditioned Aversion: Making Stimuli Unattractive 283
An Example: Treating Cocaine Dependency 283
Changing Behavior 284
Case Example: Hyperactivity 284
In Focus 11.1 Rewards May backfire 285
Contingency Management: Contracting to Control Drug Abuse 286
In Focus 11.2 Depression as Insufficient Reinforcement 287
Symptom Substitution? 288
Evaluating the Consequences of Behavior, Not the Person 289
Does Changing Behavior Change Personality? 289
Summary 290
Key Terms 291
Taking Stock Part IV: The Behavioral-Conditioning Level 292
Overview: Focus, Concepts, Methods 292
Enduring Contributions of the Behavioral-Conditioning Level 292
PART V
THE PHENOMENOLOGICAL-HUMANISTIC LEVEL

Prelude to Part V: The Phenomenological-Humanistic Level

CHAPTER 12
PHENOMENOLOGICAL-HUMANISTIC
CONCEPTIONS

Sources of Phenomenological-Humanistic Perspectives

Defining Humanistic Psychology, Phenomenology, Existentialism

Allport's Functional Autonomy

Lewin's Life Space

Phenomenology and Existentialism: The Here and Now

Carl Rogers's Self Theory

Unique Experience: The Subjective World

The Self

In Focus 12.1
Pioneers at Different Levels of Analysis

At Work and War in the Same Place

Allport's Functional Autonomy

Lewin's Life Space

Phenomenology and Existentialism: The Here and Now

Carl Rogers's Self Theory

Unique Experience: The Subjective World

Self-Actualization

The Self

In Focus 12.2
Self-Actualization as a Need
(Maslow)

Consistency and Positive Regard

Self-Determination

Rogers Reflects on His Own Work

George Kelly's Psychology of Personal Constructs

The Person's Constructs and Personality

Exploring Personal Constructs

A Personal Construct Conceptualization of Gary W.

Rationality–Emotionality

Power and Control versus Dependence and Weakness

Security–Liberty

Behavioral Referents for Personal Constructs

People as Scientists

Construcive Alternatives: Many Ways to See

Roles: Many Ways to Be

People Are What They Make of Themselves: Self-Determination

Common Themes and Issues

The World as Perceived

Potential for Growth, Change, and Freedom

In Focus 12.3
อบects of Self-Disclosure about Subjective Experiences

In Focus 12.2
Caution: Rumination Can Increase Depression

Change and Well-Being

The Meaningful Life, the Healthy Personality

Positive Psychology: Finding Human Strengths

Overview: Focus, Concepts, Methods

Enduring Contributions of the Phenomenological-Humanistic Level

PART VI
THE SOCIAL COGNITIVE LEVEL

Prelude to Part VI: The Social-Cognitive Level

CHAPTER 14
SOCIAL COGNITIVE CONCEPTIONS

Development of the Social Cognitive Level

Historical Roots

Linking Cognition and Social Behavior

In Focus 14.1
George Kelly: A Bridge to the Social Cognitive Level

The Cognitive Revolution

Albert Bandura: Social Learning Theory

Learning Through Observation (Modeling)
Contents

Observing Other People’s Outcomes: What Happens to Them Might Happen to You 354
Importance of Rules and Symbolic Processes 355
The Agentic, Proactive Person 356
Self-Efficacy 356
The Role of Self-Efficacy in Personality and Behavior Change 357
Social Cognitive Reconceptualization of Personality: Walter Mischel 357
Understanding Consistency in Personality: People as Meaning Makers 358
Social Cognitive Person Variables 359
Encodings (Construals): How Do You See It? 360
Expectancies and Beliefs: What Will Happen? 361
What Can You Do?: Overcoming Stimulus Control through Self-Regulation 363
Contributors to Person Variables: A Quick Look at a Long History 364
In Focus 14.2 Mischel’s View of His Mentors, Julian Rotter and George Kelly 365
Personality Assessment 366
Measuring Self-Efficacy Expectancies 367
Individual Differences in If . . . Then . . . Signatures 367
The Implicit Association Test (IAT) 368
Incorporating the Psychological Situation into Personality Assessment 370
In Focus 14.3 Identifying Psychological Situations 371
Personality Change and Therapy 371
Overview of Approach 371
Behavior Therapies Become Cognitive 372
Beck’s Cognitive Therapy 374
Common Themes 375
Summary 377
Key Terms 378

CHAPTER 15 SOCIAL COGNITIVE PROCESSES 379
Principles of Social Cognition Applied to Personality 379
Social Cognition and Personality 380
Schemas 380
Effects of Schemas 381
Directing Attention and Influencing Memory 381
Making Inferences 382
Self-Fulfilling Prophecies 382
Activation of Schemas 382
The Self 383
Self-Schemas 384
The Relational Self and Transference 384
The Relational Self 384
Transference Reconsidered 385
Perceived Stability of Self and Potential for Change 386
Multiple Self-Concepts: Possible Selves 387
Self-Esteem and Self-Evaluation 389
Costs of Self-Esteem Pursuit 390
Essential Features and Functions of the Self 390
Perceived Efficacy, Helplessness, and Mastery 391
Self-Efficacy Expectancies 391
Learned Helplessness and Apathy 391
Causal Attributions Influence Emotions and Outcomes 392
Pride and Shame 393
In Focus 15.1 The Perception of Control and Meaningfulness 394
Perceived Control and Predictability 394
Reinterpreting Helplessness and Depression: Pessimistic Explanatory Styles 394
Learned Optimism 395
In Focus 15.2 The Illusory Warm Glow of Optimism 396
Helpless versus Mastery-Oriented Children 397
Testing in to the Wrong Thoughts: Anxiety 398
Enhancing Self-Efficacy When Expecting Failure 399
Incremental versus Entity Theories: Your Own Personality Theory Matters 399
Summary 400
Key Terms 401
Taking Stock Part VI: The Social Cognitive Level 402
Overview: Focus, Concepts, Methods 402
Enduring Contributions of the Social Cognitive Level 403

PART VII INTEGRATION OF LEVELS: THE PERSON AS A WHOLE
Prelude to Part VII: Integration of Levels 405

CHAPTER 16 THE PERSONALITY SYSTEM: INTEGRATING THE LEVELS 409
What has to be Integrated? Contributions from Each Level 410
Trait-Dispositional Level: Two Types of Consistency 410
Overall Average Differences in Types of Behavior (Broad Traits) 411
If . . . Then . . . Situation–Behavior Signatures of Personality 411
Biological Level 412
Psychodynamic-Motivational Level 412
Behavioral-Conditioning Level 413
Phenomenological-Humanistic Level 413
Social Cognitive Level 414

Toward Integration: Characteristics of the Personality System 414

Application of Neural Network Information-Processing Models to Personality 414

An Application: The Cognitive–Affective Personality System (CAPS) 415

Two Basic Assumptions: Chronic Accessibility and Stable Organization 416

Expressions of Personality Structure: If ... Then ... Personality Signatures in CAPS 417

Personality Dispositions (Processing Dynamics) 418

The Rejection Sensitivity (RS) Signature: Finding Both If ... Then ... and Trait Components 418

RS and Aggression 418

RS and Depression 419

The Narcissistic Signature 419

Personality Development and Change 420

Features and Findings Integrated from Each Level 421

The Personality System in Action 423

External and Internal Sources of Activation 424

Expressions of the System—and Their Consequences 424

Shaping One’s Own Future Situations: Selecting Dating Partners 425

Applying CAPS to Real-Life Problems: Breast Self-Examination 426

In Focus 16.1: When the “Situation” is Another Person: The Personality of Close Relationships 427

Getting “Under the Hood”: What is the Person Thinking, Feeling, Doing in the Situation? 428

Putting It Together: Integrating the Levels 434

Self-Regulation for Purposive Change 434

Summary 435

Key Terms 436

CHAPTER 17

SELF-REGULATION: FROM GOAL PURSUIT TO GOAL ATTAINMENT 437

Overview of Contributions to Self-Regulation from Each Level 438

Self-Regulatory Processes in Goal Pursuit 441

Personal Goals and Projects 441

Life Tasks 441

Goal Hierarchies 441

Standards and Self-Evaluation 442

Why Self-Regulate? 442

Automaticity 442

Regulatory Automaticity to Willpower? 443

Self-Regulation Requires Both Motivation and Competence 443

The Biological Level: Effortful Control 444

Brain Mechanisms in Effortful Control 444

The Trait-Dispositional Level 444

Ego Control and Ego Resilience 445

The Social Cognitive and Phenomenological-Humanistic Levels 446

Self-Regulation in Approach (Appetitive) Dilemmas 447

Delay of Gratification Ability 447

The Goal-Driven Delay Situation: The Marshmallow Test 447

Cooling Strategies: It’s How You Think That Counts 448

Strategic Self-Distraction 448

Hot and Cool Construal 449

Flexible Attention 450

Summary 451

Life-Span Implications of Self-Regulatory Competence 451

Stable Self-Regulatory Competence 451

Long-Term Protective Effects 453

Multiple Interacting Influences in Self-Regulation 453

Self-Regulation in Avoidance (Aversive) Dilemmas 454

Cognitive Appraisal of Stress: Dealing with Negative Emotions 454

Cognitive Appraisal versus Hiding Negative Feelings 454

In Focus 17.1: Overcoming the Stress of Dissecting a Cadaver in Medical Training 454

Cognitive Transformations to Deal with Stress 455

In Focus 17.2: Working Through, and Getting Over, Emotional Hassles in Close Relationships 456

Interaction of Hot and Cool Systems in Self-Regulation 457

The Emotional (Hot) Brain/The Rational (Cool) Brain 457

Rally Changes: Emotion in Stress 458

Fight or Flight Reactions 458

The Hot Amygdala 459

The Rational Cool Brain 459

Hot Systems/Cool System Interaction in Self-Regulation 459

In Focus 17.3: Neural Mechanisms in Impulsive Violence 460

Attention Control 460

Making Willpower Automatic: From Intentions to Implementation 461

Social Emotions Enable Self-Regulation: Links to Evolution 461

The Downside of Self-Regulation 462

Conclusions 462

Potential for Self-Directed Change? 463

Summary 464

Key Terms 465