

# Personality Research:

## A review

# Personality Research: Review

- Individual differences versus experimentalism
- Theories of individual differences
  - Descriptive taxonomies
    - Folk taxonomies
    - Recent work in folk taxonomy: the Big 5
    - Five Factor Model of Traits

Causal models

Psychometric theory

# The ABCDs of personality

Affect	What we feel
Behavior	What we do
Cognition	What we think
Desire	What we want
Environment	Where we are

# Achievement Motivation and the ABCDs

- Achievement as positive Affect upon success
- Achievement as approach Behavior
- Achievement motivation as Cognitive appraisals of task difficulty
- Achievement motivation as Goal setting

# Extraversion and the ABCDs

- Extraversion as positive Affect
- Extraversion as approach Behavior
- Extraversion as cognitive bias towards rewards
- Extraversion as performance approach Desires

# Anxiety and the ABCDs

- Anxiety as negative Affect
- Anxiety as avoidance Behavior
- Anxiety as cognitive bias towards threats
- Anxiety as performance avoidance Desires

# Ways of studying Personality coherence and Affect, Behavior, Cognition, and Goals

- Between individual differences across items
- Between individual differences across situations and across time
- Within person variation across items, situation and time
- Are within person patterns different across people?

# The ABCDs of personality

Affect	What we feel
Behavior	What we do
Cognition	What we think
Desire/Goals	What we want
Environment	Where we are



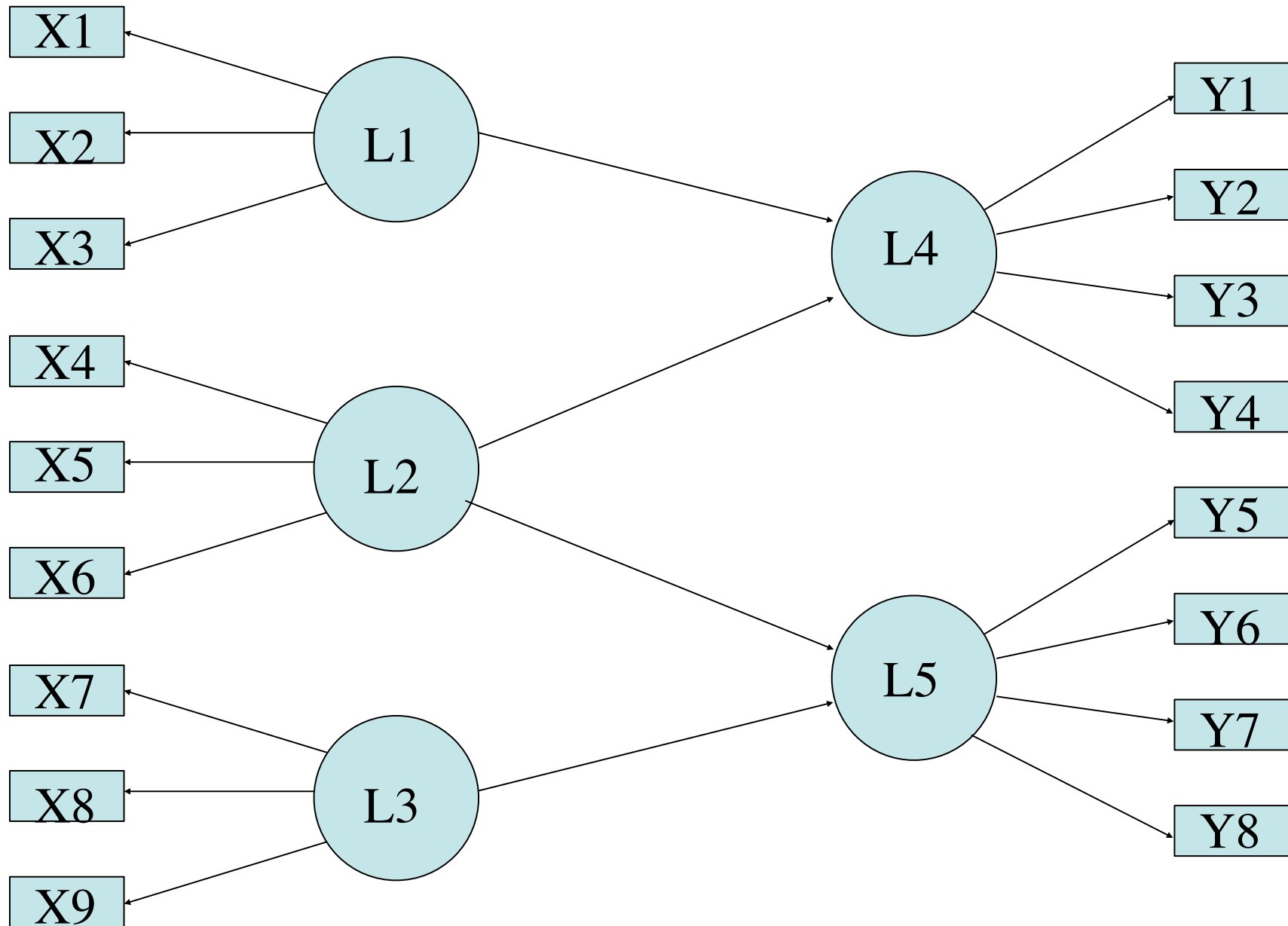
# The Big 5 and the ABCDs

		E	N	C	A	O
Affect	Pos	+	0		+	+
	Neg	0	+			0
Behavior	App	+	0		+	+
	Avoid/ Inhibit*	0	+			
	F/F/F				+	
Cognition	+ bias	+				
	- bias	0	+	+		
	broad	+		-		+
Desires	mastery			+		+
	success	+		+		
	avoid	0	+	+		
	long term	-		+		

# Causal Models

- Approach and Inhibitory traits
  - Approach/Positive Affect/Positive Emotionality
    - Extraversion/impulsivity/Achievement
    - Problems with simple state theories
    - Traits as central tendency of state
    - Traits as likelihood of state
    - Traits as rates of change in state
  - Avoidance/Inhibition/negative Emotionality
    - Anxiety/Depression

# Psychometric Theory: A conceptual Syllabus



# Personality theory and personality measurement

- If it exists, it exists in some amount ...
- Issues in measurement
  - Latent constructs - observed variables
  - Shape of relationship between latent and observed
  - Reliability of measurement
    - Multiple forms of reliability

# Reliability

- How well are we measuring whatever we are measuring?
  - Internal consistency of measures
    - Domain sampling, true score theory
  - Stability of measures
    - Traits versus states
  - Alternate forms/alternate people

# Validity

- How well are we measuring what we think we are measuring
  - Face, Concurrent, Predictive, Construct
  - Construct
    - Do measures of the same thing go together/
    - Do measures of different things not go together
    - So what (does it make a difference)

# Methods of scale construction

- Empirical
- Rational/Theoretical
- Homogeneous

Do they make a difference?

How to do it

# Sources of data

- Not limited to simple self report, need to be sensitive to threats to validity from many sources
- Multi-traits - multi methods and the principles of convergent and discriminant validity



# Final research project

- Introduction
  - Review of relevant literature
  - Why is the problem an interesting problem
- Method
  - Enough to be replicated
- Results
  - Appropriate analysis
- Discussion
  - What does it all mean?

# Final research project

- Additional comments
  - APA style throughout
  - Writing to be yours, thoughts can be shared with research partners (and others)
  - Analysis - can be done with me
    - Schedule appointments - walk in, email, etc.

Due December 10.