

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

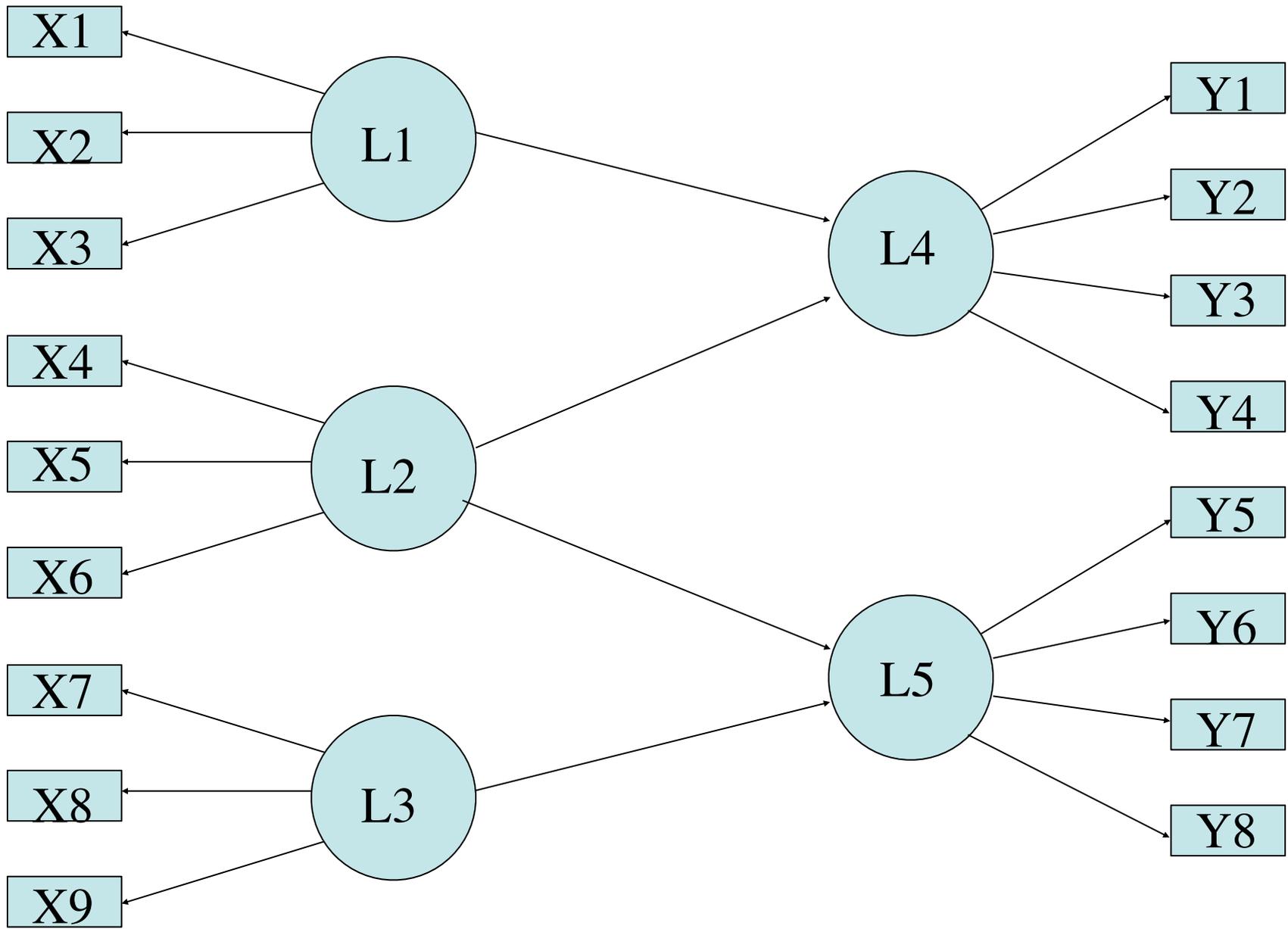
The Big 5 and the ABCDs

		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.