
Theories of Personality Exam 1

Chapters 1-5 Verified 100% Correct!!

Psychoanalytic Answer - Personality is formed through conflicts among the 3 fundamental structures. Aggressive undertones, trauma shapes personality.

Neoanalytic Answer - Less emphasis on the sexual, more on parenting and social relationships.

Biological Answer - Genetics are the primary factor in personality. Mental illness is chemical.

Behavioral Answer - Focus on observable behavior, personality is through learning. Gratifying/satisfying the community.

Cognitive Answer - Modeling. Cognitive processes such as thinking and judging.

Trait Answer - Measurement of traits that can be defined as habitual patterns of thought, behavior and emotion.

Humanistic/Existential Answer - All people are inherently good, bad comes from not getting something that you needed.

Interactionist Answer - Multiple causes, interacting community.

Nomothetic Answer - Formulating universal laws, seeing patterns across all cases.

Idiographic Answer - Study of individual cases, the unique cases that are the exception.

Characteristics of good theories Answer - Falsifiable-can be proven wrong

Parsimonious-simple is better

Comprehensive-can explain all types of behavior without leaving groups out

Productive-useful in generating predictions

Barnum Effect Answer - Something for everyone. Believe vague generalities about your personality.

Correlational Coefficient Answer - The mathematical index of the degree of agreement or association between two measurements.

Third Variable Problem Answer - Also called confounding variable. When a third variable leads to a mistaken causal relationship.

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Fowler Dell Brooks



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Instructor's Resource Manual to Accompany Psychology, Second Edition [by] Carole Wade and Carol Tavris Carole Wade, Sarah A. Rundle, 1990 **The Psychology of Adolescence** Fowler Dell Brooks, 1929 ORGANIZATIONAL BEHAVIOUR, SECOND EDITION CHITALE, AVINASH K., MOHANTY, RAJENDRA PRASAD, DUBEY, NISHITH RAJARAM, 2019-07-01 For creating a balance in the organizational environment harmony amongst the employees and the employer is a prerequisite The factors that help in determining an organizational balance are the sociology of an environment psychology of the people working there channels of communication along with a sound and rational management The book highlights the fundamental concepts of organizational behaviour and its applications in the Indian organizational scenario The second edition of the book maintaining the same chapters organization as in the previous edition comprises 28 chapters based on the fundamental concepts of organizational behaviour and case studies from various Indian industry verticals These case studies reveal the authors experience in real life scenario as consultants as well as their observations pertaining to the concepts of organizational behaviour Besides the text lays emphasis on some modern tools of management such as TQM BPR and Knowledge Management which is a unique feature of this book The book is designed for the students of management and psychology Moreover it is useful for the postgraduate students of commerce as well as it is of immense use to the personnel associated with technical commercial and IT based industries requiring human resource management **KEY FEATURES** Every chapter is concluded with a real life case study Appendices added to most of the chapters contain research based questionnaire instruments Discussion Questions on Case studies enhance learning among students **NEW TO THE SECOND EDITION** Includes three new sections on Case Study Method as an Important Pedagogy Classification of Case Studies and Steps of Solving a Case Incorporates 29 new short and sharp cases at the end of the book to make the reader aware of real life situations **TARGET AUDIENCE** MBA PGDM BBA BA Hons Psychology MCom **The ^AOxford Handbook of Personnel Assessment and Selection** Neal Schmitt, 2013-12-15 The Oxford Handbook of Personnel Assessment and Selection distills the science and practice of employee selection Now in paperback this volume includes essential information about the validation process individual difference constructs and measures and performance outcomes and measures and will be a comprehensive and authoritative reference and training tool in the field **More Than Half the Sky ?** Bettina

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