

Instructor's Manual with Tests

for

Olson and Hergenhahn

An Introduction to Theories of Personality

Eighth Edition

prepared by

Matthew H. Olson
Hamline University

Prentice Hall

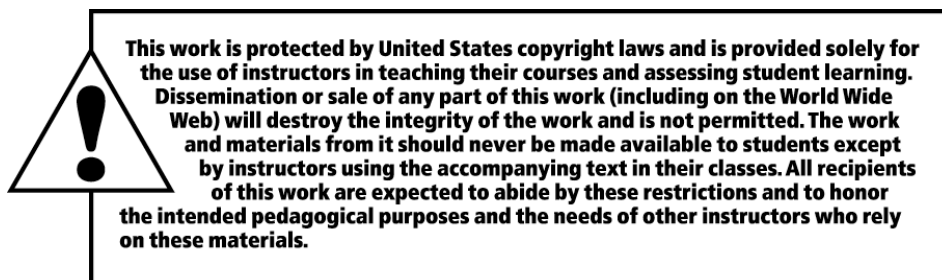
Boston Columbus Indianapolis New York San Francisco Upper Saddle River
Amsterdam Cape Town Dubai London Madrid Milan Munich Paris Montreal Toronto
Delhi Mexico City Sao Paulo Sydney Hong Kong Seoul Singapore Taipei Tokyo

Copyright © 2011, 2007, 2003 Pearson Education, Inc., Pearson Education, Inc., publishing as Prentice Hall, 1 Lake St., Upper Saddle River, NJ 07458. All rights reserved. Manufactured in the United States of America. The contents, or parts thereof, may be reproduced with *An Introduction to Theories of Personality*, Eighth Edition, by Olson and Hergenhahn, provided such reproductions bear copyright notice, but may not be reproduced in any form for any other purpose without written permission from the copyright owner. To obtain permission(s) to use material from this work, please submit a written request to Pearson Education, Inc., Permissions Department, 1 Lake St., Upper Saddle River, NJ 07458.

All rights reserved. Manufactured in the United States of America. No part of the material protected by this copyright notice may be reproduced or utilized in any form or by any means, electronic or mechanical, including photocopying, recording, or by any information storage and retrieval system, without written permission from the copyright owner.

10 9 8 7 6 5 4 3 2 1

14 13 12 11 10



Prentice Hall
is an imprint of



www.pearsonhighered.com

ISBN-10: 0-205-80959-6
ISBN-13: 978-0-205-80959-2

Table of Contents

Chapter 1: What Is Personality?	1
Chapter 2: Sigmund Freud	12
Chapter 3: Carl Jung	33
Chapter 4: Alfred Adler	51
Chapter 5: Karen Horney	67
Chapter 6: Erik H. Erikson	81
Chapter 7: Gordon Allport	98
Chapter 8: Raymond B. Cattell and Hans J. Eysenck	114
Chapter 9: B. F. Skinner	132
Chapter 10: John Dollard and Neal Miller	149
Chapter 11: Albert Bandura and Walter Mischel	164
Chapter 12: David M. Buss	178
Chapter 13: George Kelly	196
Chapter 14: Carl Rogers	211
Chapter 15: Abraham Maslow	225
Chapter 16: Rollo Reese May	240
Chapter 17: A Final Word	255

CHAPTER 1: WHAT IS PERSONALITY?

Chapter Outline

- I. Proposed Determinants of Personality
 - A. Genetics
 - B. Traits
 - C. Sociocultural determinants
 - D. Learning
 - E. Existential-humanistic considerations
 - F. Unconscious mechanisms
 - G. Cognitive processes
 - H. Personality as a composite of the above factors
- II. Questions Confronting the Personality Theorist
 - A. What is the relative importance of the past, present, and future?
 - B. What motivates human behavior?
 - C. How important is the concept of self?
 - D. How important are unconscious mechanisms?
 - E. Is human behavior freely chosen or is it determined?
 - F. What can be learned by asking people about themselves?
 - G. Uniqueness versus commonality
 - H. Are people controlled externally or internally?
 - I. How are the mind and the body related?
 - J. What is the nature of human nature?
 - K. How consistent is human behavior?
- III. How Do We Find the Answers?
 - A. Science as an epistemological pursuit
 - B. Science as a combination of rationalism and empiricism
 - C. The roles of scientific theory: Synthesizing and heuristic functions
 - D. The principle of verification
- IV. Science and Personality Theory
 - A. Kuhn's view of science and scientific paradigms
 - B. Popper's view of science and the principle of falsifiability

1.1 Multiple Choice Questions

- 1) The term personality is derived from the Latin word persona, which means
- A) mask.
 - B) mind.
 - C) brain.
 - D) the person.

Answer: A

Diff: 1 Page Ref: 1

Skill: Factual

- 2) According to Kluckhohn and Murray, every human being is
- A) like every other human being.
 - B) like some other human beings.
 - C) like no other human beings.
 - D) all of the above

Answer: D

Diff: 1 Page Ref: 1, 2

Skill: Applied

- 3) According to the authors of your text, probably the most common lay explanation of personality is based on
- A) learning.
 - B) cultural norms.
 - C) genetics.
 - D) existential-humanistic considerations.

Answer: C

Diff: 2 Page Ref: 2

Skill: Conceptual

- 4) The statement “He has an Irish temper” implies which of the following explanations of personality?
- A) cultural expectations
 - B) learning
 - C) inherited characteristics
 - D) unconscious mechanisms

Answer: C

Diff: 1 Page Ref: 2

Skill: Conceptual

- 5) Findings by Bouchard and others suggest that the role of genetics in personality development is
- A) substantial.
 - B) minimal.
 - C) nonexistent.
 - D) substantial in other animals but minimal in humans.

Answer: A

Diff: 2 Page Ref: 2, 3

Skill: Applied

- 6) The question “How much of an attribute is accounted for by heredity and how much of it is accounted for by experience?” defines the
- A) mind-body problem.
 - B) nativism-empiricism controversy.
 - C) existential-humanistic controversy.
 - D) uniqueness-lawfulness controversy.

Answer: B

Diff: 2 Page Ref: 3

Skill: Conceptual

- 7) A person who believes that a person's IQ level is determined mainly by experience can be considered a(n)
- A) empiricist.
 - B) existentialist.
 - C) humanist.
 - D) nativist.

Answer: A

Diff: 2 Page Ref: 3, 4

Skill: Conceptual

- 8) The researcher who is interested in knowing what organizations you belong to and the economic level of your family is stressing _____ determinants of personality.
- A) genetic
 - B) sociocultural
 - C) existential-humanistic
 - D) unconscious

Answer: B

Diff: 2 Page Ref: 4

Skill: Conceptual

- 9) Those emphasizing the learning process in their explanation of personality are
- A) nativists.
 - B) existentialists.
 - C) humanists.
 - D) empiricists.

Answer: D

Diff: 1 Page Ref: 4

Skill: Conceptual

- 10) Those theorists who say, "We are what we have been rewarded for being," emphasize _____ in their explanation of personality.
- A) learning
 - B) genetics
 - C) early experience
 - D) unconscious mechanisms

Answer: A

Diff: 2 Page Ref: 4

Skill: Conceptual

- 11) According to the theorist emphasizing the learning process in the explanation of personality, the difference between a successful person and an unsuccessful person is found in
- A) cultural norms.
 - B) early experience.
 - C) the genes.
 - D) patterns of reward and punishment.

Answer: D

Diff: 1 Page Ref: 4, 5

Skill: Conceptual

12) According to the theorist emphasizing the learning process in the explanation of personality, control _____ and you can control personality development.

- A) inheritance
- B) cultural expectations
- C) patterns of reward and punishment
- D) early experience

Answer: C

Diff: 2 Page Ref: 5

Skill: Conceptual

13) Theorists who emphasize the importance of either sociocultural determinants or learning in their explanations of personality are said to accept

- A) nativism.
- B) unconscious thought processes.
- C) free will.
- D) environmentalism.

Answer: D

Diff: 2 Page Ref: 5

Skill: Conceptual

14) Which of these questions is the existential-humanistic theorist likely to ask?

- A) Why are you the way you are?
- B) What have you been rewarded for being?
- C) What does it mean to be you?
- D) Why doesn't anyone like you?

Answer: C

Diff: 3 Page Ref: 5

Skill: Conceptual

15) Who is most likely to ask the question, "What is the significance of your awareness that you ultimately must die?"

- A) a learning theorist
- B) a psychoanalytic theorist
- C) an existential theorist
- D) a geneticist

Answer: C

Diff: 2 Page Ref: 5

Skill: Conceptual

16) The _____ theorist assumes that a person knows a great deal about the determinants of his or her own personality.

- A) learning
- B) trait
- C) existential-humanistic
- D) psychoanalytic

Answer: C

Diff: 3 Page Ref: 5

Skill: Conceptual

17) The so-called _____ theorist is most interested in studying lapses of memory.

- A) learning
- B) trait
- C) existential-humanistic
- D) depth

Answer: D

Diff: 3 Page Ref: 5

Skill: Conceptual

18) The theorist emphasizing the unconscious assumes the person knows _____ determinants of his or her own personality.

- A) the unconscious
- B) only the conscious
- C) the existential-humanistic
- D) few if any

Answer: D

Diff: 3 Page Ref: 6

Skill: Conceptual

19) According to Freud's or Jung's theories, the ultimate causes of behavior are

- A) unconscious.
- B) learned.
- C) traits.
- D) cultural norms.

Answer: A

Diff: 1 Page Ref: 6

Skill: Applied

20) Which theory posits that your present experience and future goals are important determinants of personality?

- A) Learning Theory
- B) Existential-Humanistic Theory
- C) Trait Theory
- D) Cognitive Theory

Answer: D

Diff: 1 Page Ref: 6

Skill: Conceptual

21) Behavior that is pulled by the future rather than pushed by the past is called _____ behavior.

- A) teleological
- B) hedonistic
- C) humanistic
- D) existential

Answer: A

Diff: 1 Page Ref: 7

Skill: Conceptual

- 22) Hedonism refers to
A) the search for meaning.
B) the tendency to seek pleasure and avoid pain.
C) goal-directed behavior.
D) attraction to men named Don.

Answer: B

Diff: 1 Page Ref: 7

Skill: Factual

- 23) The _____ believes that all of the influences acting on a person at a given time can actually be known.
A) determinist
B) existentialist
C) free-willist
D) none of the above

Answer: D

Diff: 3 Page Ref: 8

Skill: Conceptual

- 24) The intense study of the individual case is called _____ research.

- A) idiographic
B) nomothetic
C) introspective
D) humanistic

Answer: A

Diff: 1 Page Ref: 9

Skill: Factual

- 25) The study of the average performance of groups of individuals is called _____ research.

- A) idiographic
B) nomothetic
C) introspective
D) humanistic

Answer: B

Diff: 1 Page Ref: 9

Skill: Factual

- 26) Variables controlling a person's behavior internally are called

- A) person variables.
B) situation variables.
C) introspective variables.
D) unconscious variables.

Answer: A

Diff: 1 Page Ref: 9

Skill: Factual

27) Variables controlling a person's behavior externally are called

- A) person variables.
- B) situation variables.
- C) introspective variables.
- D) unconscious variables.

Answer: B

Diff: 1 Page Ref: 9

Skill: Factual

28) The mind-body problem consists of determining how

- A) our behavior can be both freely chosen and determined at the same time.
- B) mental events and bodily events are related to each other.
- C) bodily experiences are similar to mental experiences.
- D) the mind can inhibit undesirable behavior.

Answer: B

Diff: 3 Page Ref: 9

Skill: Conceptual

29) Which of the following positions on the mind-body problem states that there is really no problem because the mind does not exist?

- A) physical monism
- B) epiphenomenalism
- C) parallelism
- D) interactionism

Answer: A

Diff: 1 Page Ref: 9

Skill: Factual

30) Which of the following positions on the mind-body problem claims that mental events are merely irrelevant byproducts of bodily events?

- A) physical monism
- B) epiphenomenalism
- C) parallelism
- D) interactionism

Answer: B

Diff: 1 Page Ref: 9

Skill: Factual

31) Which of the following positions on the mind-body problem claims that external events trigger mental and bodily events at the same time?

- A) physical monism
- B) epiphenomenalism
- C) parallelism
- D) interactionism

Answer: C

Diff: 1 Page Ref: 9

Skill: Factual

32) The _____ theory of human nature states that people become what they experience.

- A) rationalistic
- B) empirical
- C) existential
- D) animalistic

Answer: B

Diff: 2 Page Ref: 10

Skill: Conceptual

33) The _____ conception of human nature claims that we inherit behavioral predispositions from our evolutionary past, but these predispositions can be modified by rational thought or by cultural influence.

- A) empirical
- B) evolutionary
- C) existential
- D) mechanistic

Answer: B

Diff: 1 Page Ref: 10

Skill: Factual

34) The _____ theory of human nature assumes that we are born basically good.

- A) rationalistic
- B) existential
- C) animalistic
- D) humanistic

Answer: D

Diff: 1 Page Ref: 10

Skill: Factual

35) Traditionally, most personality theorists have assumed that

- A) people are basically selfish and animalistic.
- B) people are consistent.
- C) people have the tendency to lie and deceive.
- D) people are basically good.

Answer: B

Diff: 1 Page Ref: 10

Skill: Factual

36) _____ is the study of knowledge.

- A) Introspection
- B) Empiricism
- C) Epistemology
- D) Rationalism

Answer: C

Diff: 1 Page Ref: 11

Skill: Factual

37) _____ is the belief that sensory experience is the basis of all knowledge.

- A) Determinism
- B) Rationalism
- C) Empiricism
- D) Hedonism

Answer: C

Diff: 1 Page Ref: 11

Skill: Factual

38) Scientific theory combines _____ and _____ .

- A) introspection; nativism
- B) hedonism; epistemology
- C) determinism; free will
- D) rationalism; empiricism

Answer: D

Diff: 2 Page Ref: 11

Skill: Factual

39) A theory's ability to explain several different observations is its _____ function.

- A) synthetic
- B) heuristic
- C) empirical
- D) deterministic

Answer: A

Diff: 1 Page Ref: 12

Skill: Factual

40) A theory's ability to generate new research is referred to as its _____ function.

- A) synthetic
- B) heuristic
- C) empirical
- D) deterministic

Answer: B

Diff: 1 Page Ref: 12

Skill: Factual

41) According to Hall and Lindzey, the most important question to ask when evaluating a personality theory is:

- A) Does it generate empirical research?
- B) Would it be approved by physical scientists?
- C) Does it seem reasonable?
- D) Does it explain everything that is known about personality?

Answer: A

Diff: 3 Page Ref: 12

Skill: Applied

42) In order to be useful, a scientific theory must

- A) explain all phenomena in a research area.
- B) generate new research.
- C) be incapable of being proven incorrect.
- D) all of the above

Answer: B

Diff: 2 Page Ref: 12

Skill: Conceptual

43) According to “the principle of verification,” a theory is only useful if it

- A) is correct.
- B) is understood by scientists.
- C) has interesting premises and conclusions.
- D) can be tested.

Answer: D

Diff: 3 Page Ref: 13

Skill: Conceptual

44) Thomas Kuhn called a point of view shared by a large number of scientists a

- A) paradigm.
- B) theory.
- C) beam of light.
- D) heuristic approach.

Answer: A

Diff: 1 Page Ref: 14

Skill: Applied

45) According to the authors of your text, the most important thing about paradigms is that

- A) logically, only one can be correct.
- B) they all generate different research methodologies.
- C) both A and B
- D) neither A nor B

Answer: B

Diff: 1 Page Ref: 14

Skill: Conceptual

46) According to Popper, before a theory can be considered scientific it must

- A) make risky predictions.
- B) be falsifiable.
- C) make nothing but correct predictions.
- D) both A and B above

Answer: D

Diff: 1 Page Ref: 15

Skill: Applied

- 47) Popper's principle of falsifiability is quite similar to
- A) the principle of verification.
 - B) the Kuhn dictum.
 - C) the rationality debate.
 - D) the existential paradigm.

Answer: A

Diff: 3 Page Ref: 15

Skill: Applied

- 48) According to Marx and Goodson, progress in science occurs when
- A) theories are wrong.
 - B) good people work together to solve problems.
 - C) technology makes the impossible possible.
 - D) all of the above

Answer: A

Diff: 3 Page Ref: 16

Skill: Applied

- 49) Which of the following would Popper consider to be nonscientific?
- A) astrology
 - B) Freud's theory of personality
 - C) Einstein's theory of relativity
 - D) both A and B

Diff: 3 Page Ref: 16

Skill: Applied

- 50) According to Popper's criteria, many theories of personality
- A) are as scientifically sound as Einstein's theory.
 - B) are based on pre-paradigmatic science.
 - C) are not scientific.
 - D) all of the above

Answer: C

Diff: 1 Page Ref: 16

Skill: Applied

1.2 Questions for Essay or Discussion

1. In your opinion, what are the most important questions about human personality? In other words, what questions about human nature should be contained in a theory of personality?
2. In your opinion, can human personality be studied scientifically? Why or why not?
3. How important is it for a theory of personality to make risky, testable statements? Explain your answer.