

*P*erspectives ON *sonality*



FOURTH EDITION

CHARLES S. CARVER

MICHAEL F. SCHEIER

f o u r t h e d i t i o n

Perspectives on Personality

CHARLES S. CARVER

University of Miami

MICHAEL F. SCHEIER

Carnegie Mellon University

ALLYN and BACON

Boston London Toronto Sydney Tokyo Singapore

Editor in Chief, Social Sciences: Karen Hanson
Executive Editor: Carolyn Merrill
Editorial Assistant: Lara M. Zeises
Executive Marketing Manager: Joyce Nilsen
Editorial Production Service: Chestnut Hill Enterprises, Inc.
Manufacturing Buyer: Megan Cochran
Cover Administrator: Linda Knowles
Text Designer: Carol Somberg/Omegatype Typography, Inc.



Copyright © 2000, 1996, 1992, 1988 by Allyn & Bacon
A Pearson Education Company
160 Gould Street
Needham Heights, MA 02494

All rights reserved. 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 the written permission of the copyright owner.

Internet: www.abacon.com

Between the time Website information is gathered and published, some sites may have closed. Also, the transcription of URLs can result in typographical errors. The publisher would appreciate notification where these occur so that they may be corrected in subsequent editions.

Library of Congress Cataloging-in-Publication Data

Carver, Charles S.

Perspectives on personality / Charles S. Carver, Michael F. Scheier.—4th ed.

p. cm.

Includes bibliographical references and indexes.

ISBN 0-205-29394-8 (alk. paper)

1. Personality. I. Scheier, Michael. II. Title.

BF698.C22 2000

155.2—dc21

99-26281

CIP

Photo Credits: Photo credits can be found on p. 602, which should be considered an extension of the copyright page.

Printed in the United States of America

10 9 8 7 6 5 4 3 2 1 VHP 04 03 02 01 00 99

FREE COPY NOT TO BE SOLD FREE COPY NOT TO BE SOLD FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD FREE COPY NOT TO BE SOLD FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

FREE COPY NOT TO BE SOLD

Perspectives on Personality

For my favorite young ladies in all the world:
Alexandra Carver and Julia Carver
CSC

For my brother, Stephen P. Scheier
MFS



preface

P*erspectives on Personality*, Fourth Edition, examines one of life's most fascinating and mysterious topics: human personality. As the title implies, there are many perspectives a person might take on personality, many ways to think about how people function in life. In this book, we present a range of viewpoints that are used by personality psychologists today.

What's the Same in This Edition?

As in the three earlier editions of *Perspectives on Personality*, the book's content reflects two of our firm beliefs. The first is that theoretical concepts are the most important part of a first course on personality. For this reason, we stress concepts throughout the book. Our first priority has been to present as clearly as we can the ideas that form each theoretical viewpoint.

A second belief reflected in the book is that research is important in personality psychology. Ideas and intuitions are valuable, but an idea shouldn't lie around too long before someone checks to see whether it actually works. For this reason, along with each theory we discuss research that bears on the theory. This emphasis on the role of research stresses that personality psychology is a living, dynamic process of ongoing scientific exploration.

As in previous editions, we present the theories in groups, which we've labeled *perspectives*. Each group of theories depends on a particular sort of orienting viewpoint, an angle from which the theorists proceeded. Within a given perspective there often are several theories, which differ from one another. In each case, however, the theories of a given perspective share fundamental assumptions about human nature.

Each perspective on personality is presented in a pair of chapters, introduced by a prologue. The prologue provides an overview of that perspective's orienting assumptions and major themes. By starting with these orienting assumptions, you'll be right inside the thought processes of the theorists, as you go on to read the chapters themselves. Each chapter concludes with a discussion of current problems within that theoretical viewpoint and our own best guess about its future prospects.

The perspectives are discussed in an order that makes sense to us, but they can easily be read in other orders. Each theoretical section of the book is intended to stand on its own, with no assumptions about previous exposure to other parts of the book. Thus, instructors can move through the perspectives in whatever order they prefer.

As in previous editions, the final chapter takes up the question of how different views relate to each other. The main goal of this chapter is to tie together ideas from theories that were discussed separately in earlier chapters. A second goal is to consider the usefulness of blending theoretical viewpoints, treating theories as complementary to each other rather than as competitors.

This edition also continues our use of the box feature “The Theorist and the Theory.” These boxes focus on how the personal experiences of some of the theorists have influenced the form of their theories. In more than one case, theorists almost literally took events from their own lives as models of human affairs more generally, deriving an entire theory from those personal experiences. Not all cases are quite this striking, but personal experience does appear to have played a role in the development of several views on personality.

In this revision we’ve tried hard to make the content accessible to readers. We’ve continued to use a conversational style, to try to draw you into the ideas. We’ve also included examples of how the ideas under discussion can apply to your own life. We hope these qualities will make the book enjoyable as well as informative.

What’s Different in This Edition?

This edition retains the third edition’s structure (the same chapters, in the same perspectives). However, the content of the fourth edition differs in several important ways from that of the third edition. Most of these changes in content reflect four years of change in the continually evolving research literature of personality psychology. We’ve made updates to every substantive chapter. Two of them are important enough that we should note them explicitly.

First, work has continued apace on the trait structure of personality. Much of it is taking place within the framework of the five-factor model of personality. Indeed, there have also been efforts to link that model to several other views of personality. This evolution has resulted in considerable change in Chapter 4 (Types, Trait, and Interactionism). It’s also resulted in the inclusion of material bearing on the five-factor model in several other chapters.

Second, there continues to be rapid evolution in work concerning biological processes and their influence on personality. Theorists have approached this question from new directions, and there have been shifts in how certain biological processes are viewed. As a result, Chapter 7 (Biological Processes and Personality) has undergone a major reorganization. We’ve made a special effort in that chapter to pull the ideas of several theorists together into a coherent story.

A minor structural change in this edition is the relocation of the “Problems and Prospects” sections. In previous editions, they were epilogues. Each epilogue addressed criticisms raised about the perspective as a whole and evaluated its future prospects. In this edition, problems and prospects have been considered in individual chapters, with specific criticisms now presented closer to the theory to which they pertain. This, we hope, will create a greater sense of immediacy, making it easier for readers to keep the theory in mind while considering its remaining problems.

A final change that’s worth noting, although more prosaic, concerns chapter length. In preparing this edition, we’ve shortened several of the previous edition’s longer chapters. We did this partly by trimming the writing and partly by thinning the detail. We hope the result is more readable, but without loss of clarity.

For more on *Perspectives on Personality*, Fourth Edition, consult its web page: www.abacon.com/carver.

Acknowledgments

We'd both like to express our thanks to some of the people who were important in the creation of this edition, starting with Carolyn Merrill, our editor at Allyn and Bacon and her assistant, Lara Zeises. We also thank Peter Miene, Winona State University; Barbara Rybski Beaver, University of Wisconsin at Whitewater; Andrea A. Zevenbergen, University of North Dakota; Scott Dickman, University of Massachusetts, Dartmouth; and Lynn Friedman, for comments and suggestions on the previous edition.

We also have some more personal acknowledgments:

From Coral Gables, my thanks to those who've been part of my life during this period, particularly Linda Cahan, Janine Shelby, Allison Wilcox and Adrian Voorhies, Linda Nilsson, Rod Gillis, André Perwin, Jessica Lehman, Stacie Spencer, Barbara Wolfsdorf, Jennifer Strauss, Susan Alferi, Bonnie McGregor, Björn Meyer, Mike Antoni, Adele Hayes, and Caroline Willi. Thanks also to my family—Jeff, Allysen, Alexandra, and Julia; Carol; Nancy Lorey; all the Sherricks; and Mike, Karen, Meredith, and Jeremy. Finally, a very special note of appreciation goes to my shag terrier Calvin, who continues to amaze me with his deep insights and his ability to sleep upside down.

From Pittsburgh, thanks go first to the other members of the Matthews/Scheier clan: Karen, Meredith, and Jeremy (the last two, in part, for making the morning school bus at least some of the time). Thanks also to the following group of friends and colleagues: Andy Baum, Mike Bridges, Chuck Carver, Peggy Clark, Ed Gerrard, Vicki Helgeson, David Klahr, Ken Kotovsky, Ginger Placone, Rich Schulz, and Jim Staszewski. Finally, a special "thank you" to my brother, Steve, for helping me adjust to the changes that have occurred over the past few years to our original family group.

Chuck Carver
Michael Scheier

About the Authors

The authors met in graduate school at the University of Texas at Austin, where they both earned Ph.D. degrees in personality psychology. After graduation, they took jobs at the University of Miami and Carnegie Mellon University, where they've remained throughout their careers. They have collaborated for two and a half decades in work that spans personality, social, motivational, clinical, and health psychology—with a particular emphasis on personality and coping as influences on well-being under stress. In 1998, they received awards for Outstanding Scientific Contribution (Senior Level) from the Division of Health Psychology of the American Psychological Association. Along with the four editions of *Perspectives on Personality*, they have published two books on self-regulation (the most recent being *On the Self-Regulation of Behavior*, in 1998) and over 170 articles and chapters. Mike is an avid outdoorsman, hunter, and fisherman. Chuck keeps intending to take up painting but gets distracted by other things.

www.psy.miami.edu/faculty/ccarver/
www.psy.cmu.edu/~scheier/mscheier/html

contents

PREFACE xix

PART ONE An Introduction 1

1 *What Is Personality Psychology?* 2

Defining Personality 3

Why Do People Use Personality as a Concept? 3

A Working Definition 5

Two Fundamental Issues in Personality Psychology 6

Theory in Personality Psychology 7

What Do Theories Do? 7

Evaluating Theories: The Role of Research 8

What Else Makes a Theory Good? 9

Perspectives on Personality 10

Groupings among Theories 11

How Distinct Are the Perspectives? 12

Another Kind of “Perspective” 13

Organization within Chapters 13

Assessment 14

Problems in Behavior, and Behavior Change 14

Summary 15

2 *Methods in the Study of Personality* 17

Gathering Information 18

Sources: Observe Yourself and Observe Others 18

Seeking Depth: Case Studies 19

Seeking Generality: Studies of Many People 20

Establishing Relationships among Variables 21

Correlation between Variables 22

Two Kinds of Significance 26

Causality and a Limitation on Inference 27

Search for Causality: Experimental Research 28

Recognizing Types of Study 31

What Kind of Research Is Best? 32

Multifactor Studies	32
Reading Figures from Multifactor Research	33
<i>Summary</i>	35

3 Issues in Personality Assessment 36

<i>Sources of Information</i>	37
<i>Reliability of Measurement</i>	38
Internal Consistency	39
Inter-Rater Reliability	41
Stability across Time	41
<i>Validity of Measurement</i>	42
Construct Validity	44
Criterion Validity	44
Convergent Validity	45
Discriminant Validity	45
Face Validity	46
Culture and Validity	46
Response Sets and Loss of Validity	47
<i>Two Rationales behind the Development of Assessment Devices</i>	48
Rational, or Theoretical, Approach	49
Empirical Approaches	49
<i>Better Assessment: A Never-Ending Search</i>	51
<i>Summary</i>	51

PART TWO The Dispositional Perspective 53

PROLOGUE: The Dispositional Perspective: Major Themes and Underlying Assumptions 54

4 Types, Traits, and Interactionism 56

<i>Types and Traits</i>	57
Nomothetic and Idiographic Views of Traits	58
<i>What Traits Matter?</i>	59
A Tool to Use along the Way: Factor Analysis	60
Let Reality Reveal Itself: Cattell's Approach	61
Start from a Theory: Eysenck's Approach	64
Other Theoretical Starting Points: Folk Concepts and the Interpersonal Circle	67
<i>The Five-Factor Model: The Basic Dimensions of Personality?</i>	68
What <i>Are</i> the Five Factors?	69
The Five-Factor Model in Relation to Other Models	71
Further Variations	72
Are Superordinate Traits the Best Level to Use?	73
<i>Traits, Situations, and Interactionism</i>	74
Is Behavior Actually Traitlike?	74
Situationism	74
Low Reliability in Measurement of Behavior	74

Interactionism	76
Individual Differences in Consistency	78
Beyond Analysis of Variance in Interactionism	79
Was the Problem Ever Really as Bad as It Seemed?	80
<i>Interactionism Extended: Context-Dependent Expression of Personality</i>	81
Older and Contemporary Views of Traits and Behavior	81
<i>Assessment</i>	83
Comparing Individuals: Personality Profiles	83
<i>Problems in Behavior, and Behavior Change</i>	84
Interactionism in Behavior Problems	85
Behavior Change	85
<i>Trait Psychology: Problems and Prospects</i>	86
<i>Summary</i>	88

5 Needs and Motives 90

<i>Basic Theoretical Elements</i>	91
Needs	91
Motives	94
Press	94
<i>Needs, Motives, and Personality</i>	95
Motivational States and Motive Dispositions	95
Murray's System of Needs	96
Measuring Motives: The Thematic Apperception Test	98
<i>Individual Differences in Specific Needs</i>	99
Need for Achievement	100
Need for Power	104
Need for Affiliation	106
Need for Intimacy	107
Patterned Needs: Inhibited Power Motive	109
<i>Further Determinants of Behavior</i>	110
Incentive Value	110
<i>The Methods of Personology</i>	111
<i>Assessment</i>	112
Self-Reports and the TAT May Not Measure the Same Thing	113
Motives and the Five-Factor Model	113
Traits and Motives as Distinct	114
<i>Problems in Behavior, and Behavior Change</i>	115
The Need for Power and Alcohol Abuse	115
Focusing on and Changing Motivation	115
<i>Need and Motive Theories: Problems and Prospects</i>	118
<i>Summary</i>	118

PART THREE The Biological Perspective 122

PROLOGUE: The Biological Perspective: Major Themes and Underlying Assumptions	122
--	-----

6 Inheritance, Evolution, and Personality 124

Physique and Personality 125

Somatotypes 125

Temperament 126

Determining the Role of Inheritance in Personality 128

Twin Study Method 128

Adoption Research 130

What Personality Qualities Are Inherited? 130

Temperaments: Activity, Sociability, and Emotionality 131

Are There Other Temperaments? 134

Inheritance of Traits 135

Temperaments and the Five-Factor Model 136

Genetics of Other Qualities: How Distinct Are They? 137

Two Further Issues 138

The Nature of Environmental Influences 138

Inheritance and Sexual Orientation 138

Evolution and Human Behavior 139

Sociobiology and Evolutionary Psychology 139

Genetic Similarity and Attraction 142

Mate Selection and Competition for Mates 143

Mate Retention and Other Issues 145

Aggression and the Young Male Syndrome 146

Assessment 148

Problems in Behavior, and Behavior Change 148

Behavior Genetics and Disorders 148

Evolution and Problems in Behavior 151

Behavior Change: How Much Is Possible? 151

Inheritance and Evolution: Problems and Prospects 152

Summary 154

7 Biological Processes and Personality 156

Eysenck: Extraversion, Neuroticism, and Brain Functions 157

Extraversion and Cortical Arousal 157

Cortical Arousal Differences 159

Biological Basis of Emotionality 161

A Different View of Brain Functions: Approach and Inhibition 161

Behavioral Approach, Activation, Engagement, or Facilitation 162

Neurotransmitters and the Approach System 163

Behavioral Inhibition, Withdrawal, or Avoidance 164

Relating These Systems to Temperaments or Traits 165

Sensation Seeking: A Third Biological System? 167

Sensation Seeking, Impulsiveness, and Other Theories 168

Brain Chemicals and Sensation Seeking 169

Biological Function of Sensation Seeking 170

Hormones and Personality 172

Hormones, the Body, and the Brain 172

Early Hormonal Exposure and Behavior	173
Testosterone and Adult Personality	175
Cycles of Hormones and Action	177
Hormones, Dominance, and Evolutionary Psychology	178

Assessment 178

Electroencephalograms	179
Computer-Assisted Imaging	179
Diagnosing Depression Chemically	180

Problems in Behavior, and Behavior Change 180

Biological Bases of Anxiety, Depression, and Antisocial Personality	180
Medication in Therapy	181

Biological Processes and Personality: Problems and Prospects 182

Summary	183
---------	-----

PART FOUR The Psychoanalytic Perspective 185

PROLOGUE: The Psychoanalytic Perspective: Major Themes and Underlying Assumptions 186

8 Psychoanalytic Structure and Process 188

The Topographical Model of Mind 191

Aspects of Personality: The Structural Model 193

Id	193
Ego	194
Superego	196
Balancing the Forces	197

Motivation: The Drives of Personality 198

Cathexes and the Utilization of Energy	199
Two Classes of Drives: Life and Death Instincts	200
Coming Together of Libidinal and Aggressive Energies	202
Catharsis	203
Displacement and Sublimation of Motive Forces	204

Psychosexual Development 205

The Oral Stage	206
The Anal Stage	208
The Phallic Stage	209
The Latency Period	212
The Genital Stage	213

Psychoanalytic Structure and Process: Problems and Prospects 214

Summary 216

9 Anxiety, Defense, and Self-Protection 218

Anxiety 219

Mechanisms of Defense 220

Repression	220
------------	-----

Denial	222
Projection	224
Rationalization	225
Intellectualization	225
Reaction Formation	226
Regression	226
Displacement and Sublimation	227
Research on Defenses	228
Evidence of Unconscious Conflict	228
<i>The Psychopathology of Everyday Life</i>	230
Parapraxes	230
Dreams	232
Humor	235
<i>Projective Techniques of Assessment</i>	235
Rorschach Inkblot Test	237
<i>Problems in Behavior, and Behavior Change</i>	239
Origins of Problems	239
Behavior Change	240
Does Psychoanalytic Therapy Work?	244
<i>Psychoanalytic Defense: Problems and Prospects</i>	245
<i>Summary</i>	246

PART FIVE The Neoanalytic Perspective 249

PROLOGUE: The Neoanalytic Perspective: Major Themes and Underlying Assumptions 250

10 Ego Psychology 252

<i>Principles of Ego Psychology</i>	255
Shifting the Emphasis from Id to Ego	255
Adaptation and Autonomy	256
The Ego, Adaptation, and Competence Motivation	257
Is Competence Striving Automatic, or Is It Done to Remedy Inferiority?	259
Ego-Control and Ego-Resiliency	262
<i>Ego Development</i>	264
Early Ego Development	265
Middle Stages of Development: Control of Impulses	266
Advanced Stages of Development: Taking More into Account	268
Research on Ego Development	268
<i>Assessment</i>	270
Assessment of Lifestyles	270
Assessment of Level of Ego Development	271
<i>Problems in Behavior, and Behavior Change</i>	273
Inferiority and Superiority Complexes	274
Behavior Change	274
<i>Ego Psychology: Problems and Prospects</i>	275
<i>Summary</i>	276

11 Psychosocial Theories 278***Object Relations Theories 279***

Self Psychology 281

Basic Anxiety 282

Attachment Theory and Personality 283

Attachment Patterns in Adult Behavior 286

Other Reflections of Adult Attachment 287

Erikson's Theory of Psychosocial Development 288

Ego Identity, Competence, and the Experience of Crisis 289

Infancy 290

Early Childhood 291

Preschool 292

School Age 293

Adolescence 294

Young Adulthood 296

Adulthood 298

Old Age 299

The Epigenetic Principle 299

Comparing Erikson's Theory with Other Psychosocial Theories 301

Assessment 301

Object Relations, Attachment, and the Focus of Assessment 301

Play in Assessment 302

Problems in Behavior, and Behavior Change 303

Narcissism as a Disorder of Personality 303

Neurotic Needs 304

Attachment and Depression 305

Behavior Change 305

Psychosocial Theories: Problems and Prospects 306***Summary 307*****PART SIX The Learning Perspective 309****PROLOGUE: The Learning Perspective: Major Themes and Underlying Assumptions 310****12 Conditioning Theories 312*****Classical Conditioning 313***

Basic Elements 313

Classical Conditioning as Anticipatory Learning 316

Discrimination, Generalization, and Extinction in Classical Conditioning 318

Emotional Conditioning 319

Instrumental Conditioning 319

The Law of Effect 321

Reinforcement and Punishment 322

Discrimination, Generalization, and Extinction in Instrumental Conditioning 324

Altering the Shape of Behavior	326
Schedules of Reinforcement and the Issue of Persistence	326
Learning "Irrational" Behavior	328
Reinforcement of Dimensions of Behavior	330
Assessment	330
Techniques	331
Problems in Behavior, and Behavior Change	333
Classical Conditioning of Emotional Responses	333
Classical Conditioning of Aversion	336
Instrumental Conditioning and Maladaptive Behaviors	337
Instrumental Conditioning of Conflict	337
Instrumental Conditioning and Token Economies	338
Instrumental Conditioning and Biofeedback	338
Conditioning Theories: Problems and Prospects	339
Summary	340

13 Social-Cognitive Learning Theories 343

Elaborations on Conditioning Processes	344
Social Reinforcement	344
Vicarious Emotional Arousal	346
Vicarious Reinforcement	348
Semantic Generalization	349
Rule-Based Learning	349
Expectancies Concerning Outcomes	350
Locus-of-Control Expectancies	351
Efficacy Expectancies	354
Observational Learning	355
Acquisition versus Performance	357
Manifestations of Cognitive and Social Learning	360
Modeling and Sex Role Acquisition	360
Modeling of Aggression and the Issue of Media Violence	362
Assessment	363
Problems in Behavior, and Behavior Change	365
Conceptualizing Behavioral Problems	365
Modeling-Based Therapy for Skill Deficits	366
Modeling and Responses to Fear	367
Therapeutic Changes in Efficacy Expectancy	368
Self-Instructions and Cognitive Behavior Modification	370
Social-Cognitive Learning Theories: Problems and Prospects	371
Summary	373

PART SEVEN The Phenomenological Perspective 375

PROLOGUE: The Phenomenological Perspective: Major Themes and Underlying Assumptions	376
--	------------

14 Humanistic Psychology: Self-Actualization and Self-Determination 378

Self-Actualization 379

The Need for Positive Regard 380

Self-Determination 383

Free Will and Reactance 384

The Self and Processes of Defense 386

Incongruity, Disorganization, and Defense 386

Self-Esteem Maintenance and Enhancement 387

Self-Handicapping 388

Self-Actualization and Maslow's Hierarchy of Motives 389

Characteristics of Frequent Self-Actualizers 392

The Peak Experience 394

Existential Psychology 396

The Existential Dilemma 396

Emptiness and Loneliness 397

Assessment 398

Interviews in Assessment 398

The Q-Sort and Measurement of the Self-Concept 399

Measurement of Self-Actualization 400

Problems in Behavior, and Behavior Change 401

Client-Centered Therapy 403

Encounter Groups 404

Beyond Therapy, to Personal Growth 404

Humanistic Theories: Problems and Prospects 404

Summary 407

15 Personal Constructs 410

Personal Constructs and Personality 412

Using Constructs 413

Constructs Are Bipolar 414

The Role of Recurrences 415

Range and Focus of Convenience 416

Elaboration and Change in Construct Systems 416

Organization among Constructs 418

Individuality of Constructs 421

Similarities and Differences between People 422

Role Taking 423

Personal Constructs and Behavioral Consistency 425

Assessment 426

Kelly's Role Construct Repertory Test 426

Problems in Behavior, and Behavior Change 428

Personal Constructs and Psychological Distress 428

Dealing with Anxiety and Threat 429

Fixed Role Therapy 430