

Personality and Social Psychology Interaction

**Trait Theorists**  
When personality traits DO predict behaviour.

**Eysenck's Three Factor Model** predicts various aspects of behaviour. He had books called "personality and crime" and "personality and sex" etc.

**Interactions Between Personality & Social Psychology**

**Personality Psychologists** Search for consistencies in behaviour that allow them to infer traits, processes and consequences of behaviour. Often they **ignore** the impact of experimental manipulations the underlying processes, in order **understand the outcome** or content of these processes.

**Experimental Psychologists** Study the impact of experimental manipulations on specific responses. They focus on one or two IV's. Variation is considered to be **error variance**.

**Results of The Debate**

People have given up "how much" is person determined by a situation questions in favour of "how" are they questions.

There is still an increasing interest in how people cognitively appraise the social situation. Cognitive Behavioural Therapy teaches people to change their cognitive appraisals of situations that don't like or are uncomfortable in (e.g. public speaking).

There have been attempts to describe and taxonomise the social environment in order to get better predictions of behaviour.

People continue to argue about the notion of **reciprocal determinism** ("I change the situation and the situation affects me").

**Positions**  
"Set in plaster or set in stone?" Furnham

**Trait Theory**  
Traits are the main source of behavioural variance. Uses correlational techniques and believes behaviour is cross situationally consistent. Assumes **Primary Causality and Internal Locus** of traits. These people argue that the personality affects what choices you make (whereas situationists argue that situation will change a personality)

**Situationism**  
Correlations between similar behaviour in different situations is rarely above  $r=.30$ . Self reported behaviour varies as a function of interpersonal situation. This uses experimental techniques. Personality is a result of past experience or error variance.

**Interactionism**  
Behaviour is a function of the continuous process of multi-directional interaction between P and S. The person is an active intentional agent. Cognitive and emotional factors are essential determinants of behaviour.

**Furnham** argues that from the age of about 25, you are consistent in your behaviour. Characteristics are stable over time.

**Walter Mischel (1968)** A strong situationist.

**Endler, Rosenstein & Hunt (1962)** Discovered that anxiety was a function of the situation. There was no 'trait anxiety'.

**Lewin(1935)  $B=f(P.E)$**  Behaviour is a function of personality and environment (about 20 PHD's written on what the dot means, whether it is multiplicative etc.)

**Person x Situation Fit**  
The person can be fitted to the situation through recruitment, selection and training. The situation can also be fit to the person through Ergonomics, Task Design and Organisational Structure.

**Person - Organisation Fit**  
People choose, adapt, change and evolve with their business. This happens according to incentives and requirements and these can cause quite dramatic changes in attitudes, beliefs and work-related behaviours. Many organisations will adopt **primary socialisation** (induction, mentoring, training) to mould individual behaviour into currently acceptable behaviour.