Instructor's Resource Manual and Test Bank

Rachel C. Willis

**An Introduction to Theories of Personality**

Ninth Edition

Matthew H. Olson

Domenica Favero

B. R. Hergenhahn



**This work is protected by United States copyright laws and is provided solely for the use of instructors in teaching their courses and assessing student learning. Dissemination or sale of any part of this work (including on the World Wide Web) will destroy the integrity of the work and is not permitted. The work and materials from it should never be made available to students except by instructors using the accompanying text in their classes. All recipients of this work are expected to abide by these restrictions and to honor the intended pedagogical purposes and the needs of other instructors who rely on these materials.**

**Sponsoring Editor:** Tanimaa Mehra

**Content Producer:** Sugandh Juneja

**Editorial Assistant:** Anna Austin

**Supplement Project Manager:** Seetha Perumal, SPi Global

Copyright © 2020 by Pearson Education, Inc. or its affiliates. All Rights Reserved. Manufactured in the United States of America. This publication is protected by copyright, and permission should be obtained from the publisher prior to any prohibited reproduction, storage in a retrieval system, or transmission in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise. For information regarding permissions, request forms, and the appropriate contacts within the Pearson Education Global Rights and Permissions department, please visit [www.pearsoned.com/permissions/](http://www.pearsoned.com/permissions/).

PEARSON and ALWAYS LEARNING are exclusive trademarks owned by Pearson Education, Inc. or its affiliates, in the United States, and/or other countries.

Unless otherwise indicated herein, any third-party trademarks, logos, or icons that may appear in this work are the property of their respective owners, and any references to third-party trademarks, logos, icons, or other trade dress are for demonstrative or descriptive purposes only. Such references are not intended to imply any sponsorship, endorsement, authorization, or promotion of Pearson’s products by the owners of such marks, or any relationship between the owner and Pearson Education, Inc., or its affiliates, authors, licensees, or distributors.

ISBN-10: 0-13-479293-9

ISBN-13: 978-0-13-479293-4

**Table of Contents**

Chapter 1: What Is Personality? 1

Chapter 2: Sigmund Freud 13

Chapter 3: Carl Jung 35

Chapter 4: Alfred Adler 54

Chapter 5: Karen Horney 70

Chapter 6: Erik H. Erikson 86

Chapter 7: Gordon Allport 104

Chapter 8: Raymond B. Cattell and Hans J. Eysenck 119

Chapter 9: B. F. Skinner 136

Chapter 10: John Dollard and Neal Miller 152

Chapter 11: Albert Bandura and Walter Mischel 167

Chapter 12: David M. Buss 183

Chapter 13: George Kelly 199

Chapter 14: Carl Rogers 215

Chapter 15: Abraham Maslow 230

Chapter 16: Rollo Reese May 245

Chapter 17: A Final Word 260

**CHAPTER 1:WHAT IS PERSONALITY?**

**Chapter Outline**

I. Three Concerns of Personality Theory

II. 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

III. 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 internally or externally?

I. How are the mind and the body related?

J. What is the nature of human nature?

K. How consistent is human behavior?

IV. How Do We Find the Answers?

A. Epistemology

B. Science

C. Scientific Theory

D. Synthetic function versus heuristic function

E. Principle of verification

V. Science and Personality Theory

A. Kuhn’s view of science

B. Popper’s view of science

**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*

*LO: 1.1: Outline the issues in providing a comprehensive explanation of personality*

2) According to Kluckhohn and Murray, every human being is

A) like every other human being

B) like apes

C) like animals

D) like machines

*Answer: A*

*Diff: 1*

*Page Ref: 1, 2*

*Skill: Applied*

*LO: 1.1: Outline the issues in providing a comprehensive explanation of personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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: 3*

*Skill: Applied*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*Skill: Conceptual*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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*

*LO: 1.2: Describe the factors that influence personality*

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: 5*

*Skill: Conceptual*

*LO: 1.2: Describe the factors that influence personality*

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: 5*

*Skill: Applied*

*LO: 1.2: Describe the factors that influence personality*

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: 5*

*Skill: Conceptual*

*LO: 1.2: Describe the factors that influence personality*

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: 6*

*Skill: Conceptual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 6*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

23) The \_\_\_\_\_\_\_\_\_\_ believes that knowing all the influences on a person at any given time makes it possible to predict that person’s behavior with complete accuracy.

A) determinist

B) existentialist

C) free-willist

D) introspective

*Answer: A*

*Diff: 3*

*Page Ref: 8*

*Skill: Conceptual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 8*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 8*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 8*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 8*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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*

*LO: 1.3: Summarize the personality theories on human nature*

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: 8*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 8*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 8*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 9*

*Skill: Conceptual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 9*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 9*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

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: 9*

*Skill: Factual*

*LO: 1.3: Summarize the personality theories on human nature*

36) \_\_\_\_\_\_\_\_\_ is the study of knowledge.

A) Introspection

B) Empiricism

C) Epistemology

D) Rationalism

*Answer: C*

*Diff: 1*

*Page Ref: 10*

*Skill: Factual*

*LO: 1.4: Describe the scientific method in studying personality*

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: 10*

*Skill: Factual*

*LO: 1.4: Describe the scientific method in studying personality*

38) Scientific theory combines \_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_.

A) introspection; nativism

B) hedonism; epistemology

C) determinism; free will

D) rationalism; empiricism

*Answer: D*

*Diff: 2*

*Page Ref: 10*

*Skill: Factual*

*LO: 1.4: Describe the scientific method in studying personality*

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: 11*

*Skill: Factual*

*LO: 1.4: Describe the scientific method in studying personality*

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: 11*

*Skill: Factual*

*LO: 1.4: Describe the scientific method in studying personality*

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: 11*

*Skill: Applied*

*LO: 1.4: Describe the scientific method in studying personality*

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) refute current research

*Answer: B*

*Diff: 2*

*Page Ref: 11*

*Skill: Conceptual*

*LO: 1.4: Describe the scientific method in studying personality*

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: 11*

*Skill: Conceptual*

*LO: 1.4: Describe the scientific method in studying personality*

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: 12*

*Skill: Applied*

*LO: 1.5: Summarize the various paradigms that guide research on personality*

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: 13*

*Skill: Conceptual*

*LO: 1.5: Summarize the various paradigms that guide research on personality*

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

A) make zero predictions.

B) be falsifiable.

C) make nothing but correct predictions.

D) be irrefutable.

*Answer: B*

*Diff: 1*

*Page Ref: 14*

*Skill: Applied*

*LO: 1.5: Summarize the various paradigms that guide research on personality*

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: 14*

*Skill: Applied*

*LO: 1.5: Summarize the various paradigms that guide research on personality*

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) theories are right.

*Answer: A*

*Diff: 3*

*Page Ref: 14*

*Skill: Applied*

*LO: 1.5: Summarize the various paradigms that guide research on personality*

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

*Answer: D*

*Diff: 3*

*Page Ref: 14, 15*

*Skill: Applied*

*LO: 1.5: Summarize the various paradigms that guide research on personality*

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) are philosophical.

*Answer: C*

*Diff: 1*

*Page Ref: 15*

*Skill: Applied*

*LO: 1.5: Summarize the various paradigms that guide research on personality*

**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.