

HANDBOOK
of
PSYCHOLOGY

VOLUME 5
PERSONALITY AND SOCIAL PSYCHOLOGY

Theodore Millon
Melvin J. Lerner
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Handbook of Psychology Preface

Psychology at the beginning of the twenty-first century has become a highly diverse field of scientific study and applied technology. Psychologists commonly regard their discipline as the science of behavior, and the American Psychological Association has formally designated 2000 to 2010 as the “Decade of Behavior.” The pursuits of behavioral scientists range from the natural sciences to the social sciences and embrace a wide variety of objects of investigation. Some psychologists have more in common with biologists than with most other psychologists, and some have more in common with sociologists than with most of their psychological colleagues. Some psychologists are interested primarily in the behavior of animals, some in the behavior of people, and others in the behavior of organizations. These and other dimensions of difference among psychological scientists are matched by equal if not greater heterogeneity among psychological practitioners, who currently apply a vast array of methods in many different settings to achieve highly varied purposes.

Psychology has been rich in comprehensive encyclopedias and in handbooks devoted to specific topics in the field. However, there has not previously been any single handbook designed to cover the broad scope of psychological science and practice. The present 12-volume *Handbook of Psychology* was conceived to occupy this place in the literature. Leading national and international scholars and practitioners have collaborated to produce 297 authoritative and detailed chapters covering all fundamental facets of the discipline, and the *Handbook* has been organized to capture the breadth and diversity of psychology and to encompass interests and concerns shared by psychologists in all branches of the field.

Two unifying threads run through the science of behavior. The first is a common history rooted in conceptual and empirical approaches to understanding the nature of behavior. The specific histories of all specialty areas in psychology trace their origins to the formulations of the classical philosophers and the methodology of the early experimentalists, and appreciation for the historical evolution of psychology in all of its variations transcends individual identities as being one kind of psychologist or another. Accordingly, Volume 1 in the *Handbook* is devoted to the history of psychology as it emerged in many areas of scientific study and applied technology.

A second unifying thread in psychology is a commitment to the development and utilization of research methods suitable for collecting and analyzing behavioral data. With attention both to specific procedures and their application in particular settings, Volume 2 addresses research methods in psychology.

Volumes 3 through 7 of the *Handbook* present the substantive content of psychological knowledge in five broad areas of study: biological psychology (Volume 3), experimental psychology (Volume 4), personality and social psychology (Volume 5), developmental psychology (Volume 6), and educational psychology (Volume 7). Volumes 8 through 12 address the application of psychological knowledge in five broad areas of professional practice: clinical psychology (Volume 8), health psychology (Volume 9), assessment psychology (Volume 10), forensic psychology (Volume 11), and industrial and organizational psychology (Volume 12). Each of these volumes reviews what is currently known in these areas of study and application and identifies pertinent sources of information in the literature. Each discusses unresolved issues and unanswered questions and proposes future directions in conceptualization, research, and practice. Each of the volumes also reflects the investment of scientific psychologists in practical applications of their findings and the attention of applied psychologists to the scientific basis of their methods.

The *Handbook of Psychology* was prepared for the purpose of educating and informing readers about the present state of psychological knowledge and about anticipated advances in behavioral science research and practice. With this purpose in mind, the individual *Handbook* volumes address the needs and interests of three groups. First, for graduate students in behavioral science, the volumes provide advanced instruction in the basic concepts and methods that define the fields they cover, together with a review of current knowledge, core literature, and likely future developments. Second, in addition to serving as graduate textbooks, the volumes offer professional psychologists an opportunity to read and contemplate the views of distinguished colleagues concerning the central thrusts of research and leading edges of practice in their respective fields. Third, for psychologists seeking to become conversant with fields outside their own specialty

and for persons outside of psychology seeking information about psychological matters, the *Handbook* volumes serve as a reference source for expanding their knowledge and directing them to additional sources in the literature.

The preparation of this *Handbook* was made possible by the diligence and scholarly sophistication of the 25 volume editors and co-editors who constituted the Editorial Board. As Editor-in-Chief, I want to thank each of them for the pleasure of their collaboration in this project. I compliment them for having recruited an outstanding cast of contributors to their volumes and then working closely with these authors to achieve chapters that will stand each in their own right as

valuable contributions to the literature. I would like finally to express my appreciation to the editorial staff of John Wiley and Sons for the opportunity to share in the development of this project and its pursuit to fruition, most particularly to Jennifer Simon, Senior Editor, and her two assistants, Mary Porterfield and Isabel Pratt. Without Jennifer's vision of the *Handbook* and her keen judgment and unflagging support in producing it, the occasion to write this preface would not have arrived.

IRVING B. WEINER
Tampa, Florida

Volume Preface

There are probably not many psychologists who have spent much time thinking about creating a handbook. The prevalent reasons for becoming a psychologist—scientific curiosity, the need for personal expression, or the desire for fame and fortune—would be unlikely to bring to mind the idea of generating a handbook. At the same time, most would agree that a handbook can be remarkably useful when the need arises. The chapters can provide the background for a grant proposal, the organization of a course offering, or a place for graduate students to look for a research problem. If presented at the right time, the clearly worthwhile aspects of this otherwise most unlikely endeavor can make it an attractive opportunity; or, at least in retrospect, one could imagine saying, “Well, it seemed like a good idea at the time.” Even if there are a few simple and sovereign principles underlying all personality processes and social behavior, they were not consciously present when organizing this volume. Instead, what was terribly salient were the needs and goals of potential users of this volume: What would a reader need to know to have a good understanding of the current theoretical and empirical issues that occupy present-day thinkers and researchers? What could the highly sophisticated investigators who were selected to write the chapters tell the reader about the promising directions for future development? The chapters in this volume provide both thorough and illuminating answers to those questions, and, to be sure, some can be grouped into a few sections based on some common, familiar themes. For those readers who want more information about what chapters would be useful or who are open to being intrigued by the promise of some fascinating new ideas, this is a good time to take a brief glimpse at what the chapters are about.

An immediately pressing question for the editors centered on what content to include and whom to invite for the individual chapters. There are probably many ways to arrive systematically at those decisions, but then there is the intuitive method, which is easier, at least in that it can introduce a slight element of self-expression. The first chapter of this volume is a clear manifestation of the self-expressive mode. It comprises the thoughts of one of this volume’s editors and contains a creative series of proposals concerning both the logic and the derivations of employing evolutionary theory as

a basis for generating personality attributes, personality being the initial topic of the two major subjects that compose this fifth volume of the 12-volume *Handbook of Psychology*.

Chapters 1 and 2 of this book are subsumed under the general heading of *contexts*. The thought here is that both personality and social psychology, broad though they may be in their own right, should be seen as components of even wider fields of study, namely evolution and culture.

Evolution provides a context that relates to the processes of the *time dimension*, that is, the sequences and progressions of nature over the history of life on earth. Evolutionary theory generates a constellation of phylogenetic principles representing those processes that have endured and continue to undergird the ontogenetic development and character of human functioning. As such, these principles may guide more effective thinking about which functions of personality are likely to have been—and to persist to be—the most relevant in our studies. Similarly, *culture* provides a context that relates to the structure and processes of the *space dimension*, that is, the larger configuration of forces that surround, shape, and give meaning to the events that operate in the more immediate social psychological sphere. The study of culture may explicate the wide constellation of influences within which social behaviors are immersed and that ever so subtly exert direction, transform, and control and regulate even the most prosaic events of ordinary social communications and relationships. A few additional words should be said in elaboration of these two contextual chapters.

Admittedly theoretical and speculative, the paper by Theodore Millon outlines several of what he has deduced as the universal polarities of evolution: first, the core aims of existence, in which the polarities of life preservation are contrasted with life enhancement; second, life’s fundamental modes of adaptation, counterposing ecologic accommodation and ecologic modification; third, the major strategies of species replication, setting reproductive nurturance in opposition to reproductive propagation; and fourth, a distinctly human polarity, that of predilections of abstraction, composed of comparative sources of information and their transformational processes. Millon spells out numerous personality implications of these polarities and articulates sources of support from a wide range of psychological

literatures, such as humanistic theory and neurobiological research.

Joan G. Miller and Lynne Schaberg, in their contextual chapter, provide a constructively critical review of the failings of mainstream social psychology owing to its culture-free assumption of societal homogeneity. The authors specify a number of reasons why the cultural grounding of basic social-psychological processes have historically been downplayed. No less important is their articulation of the key conceptual formulations that have led to modern cultural psychology. Also notable are the several insights and challenges that stem from this new field. Equally valuable is a thorough review of how cultural research may bear significantly on a range of basic cognitive, emotional, and motivational functions. The authors conclude by outlining the many ways in which ongoing cultural studies can contribute new and useful theoretical constructs, as well as pertinent research questions that may substantially enrich the character, constructs, and range of numerous, more basic social-psychological formulations.

The next set of eight chapters of the volume represent the creative and reflective thinking of many of our most notable theoretical contributors to personology. They range from the genetic and biologic to the interpersonal and factorial. Each contributor is a major player in contemporary personality thought and research.

Before we proceed, a few words should be said concerning the current status of personologic theory. As he wrote in a 1990 book, *Toward a New Personology*, the first editor of this volume commented that the literature of the 1950s and 1960s was characterized by egregious attacks on the personality construct—attacks based on a rather facile and highly selective reading of then-popular research findings. And with the empirical grounding of personality in question and the consequential logic of personologic coherence and behavioral consistency under assault, adherents of the previously valued integrative view of personality lost their vaunted academic respectability and gradually withdrew from active publication. Personality theory did manage to weather these mettlesome assaults, and it began what proved to be a wide-ranging resurgence in the 1970s. By virtue of time, thoughtful reflection, and, not the least, disenchantment with proposed alternatives such as behavioral dogmatism and psychiatric biochemistry, the place of the personality construct rapidly regained its formal solid footing. The alternatives have justly faded to a status consonant with their trivial character, succumbing under the weight of their clinical inefficacy and scholarly boredom. By contrast, a series of widely acclaimed formulations were articulated by a number of contemporary psychological, psychoanalytic, interpersonal,

cognitive, factorial, genetic, social, neurobiologic, and evolutionary theorists. It is to these theorists and their followers that we turn next.

Bringing the primitive and highly speculative genetic thought of the early twentieth century up to date by drawing on the technologies of the recent decade, W. John Livesley, Kerry L. Jang, and Philip Anthony Vernon articulate a convincing rationale for formulating personality concepts and their structure on the basis of trait-heritability studies. In a manner similar to Millon, who grounds his personologic concepts on the basis of a theory of evolutionary functions, Livesley et al. argue that genetic research provides a fundamental grounding for deriving complex trait constellations; these two biologically anchored schemas may ultimately be coordinated through future theoretical and empirical research. The authors contend that most measures of personality reflect heritable components and that the phenotypic structure of personality will ultimately resemble the pattern of an underlying genetic architecture. They assert, further, that etiologic criteria such as are found in genetics can offer a more objective basis for appraising personologic structure than can psychometrically based phenotypic analyses. Moreover, they believe that the interaction of multiple genetic factors will fully account for the complex patterns of trait covariances and trait clusters.

Continuing the thread of logic from evolution to genetics to the neurochemical and physiological, Marvin Zuckerman traces the interplay of these biologically based formulations to their interaction with the environment and the generation of learned behavioral traits. Writing in the spirit of Edward Wilson's concept of *consilience* and its aim of bringing a measure of unity to ostensibly diverse sciences, Zuckerman spells out in considerable detail the flow or pathways undergirding four major personality trait concepts: extroversion/sociability; neuroticism/anxiety; aggression/agreeableness; and impulsivity/sensation seeking. Recognizing that detailed connections between the biological and the personologic are not as yet fully developed, Zuckerman goes to great pains, nevertheless, to detail a wide range of strongly supporting evidence, from genetic twin studies to EEG and brain imaging investigations of cortical and autonomic arousal, to various indexes of brain neurochemistry.

Shifting the focus from the biological grounding of personality attributes, Robert F. Bornstein provides a thoughtful essay on both classical psychoanalytic and contemporary models of psychodynamic theory. He does record, however, that the first incarnation of psychoanalysis was avowedly biological, recognizing that Freud in 1895 set out to link psychological phenomena to then-extant models of neural functioning. Nevertheless, the course of analytic theory has

evolved in distinctly divergent directions over the past century, although recent efforts have been made to bridge them again to the challenge of modern neuroscience, as Bornstein notes. His chapter spells out core assumptions common to all models of psychoanalysis, such as classical analytic theory, neoanalytic models, object-relations theory, and self psychology, as well as contemporary integrative frameworks. Threads that link these disparate analytic perspectives are discussed, as are the key issues facing twenty-first-century analytic schemas.

No more radical a contrast with psychoanalytic models of personality can be found than in theories grounded in the logical positivism and empiricism that are fundamental to behavioral models, such as those articulated in the chapter by one of its primary exponents, Arthur W. Staats. Committed to a formal philosophical approach to theory development, Staats avers that most personality models lack formal rules of theory construction, possessing, at best, a plethora of different and unrelated studies and tests. Staats's theory, termed *psychological behaviorism*, is grounded in learning principles generated originally in animal research, but more recently put into practice in human behavioral therapy. Like Clark Hull, a major second-generation behavioral thinker, he believes that all behavior is generated from the same primary laws. In his own formulations, Staats explicates a unified model of behavioral personology that is philosophically well structured and provides a program for developing diverse avenues of systematic personality research.

An innovative and dynamic framework for coordinating the cognitive, experiential, learning, and self-oriented components of personology (termed CEST) is presented in the theoretical chapter by Seymour Epstein. The author proposes that people operate through two interacting information-processing modes, one predominantly conscious, verbal, and *rational*, the other predominantly preconscious, automatic, and emotionally *experiential*. Operating according to different rules, it is asserted that the influence of the experiential system on the rational system is akin to what psychoanalysis claims for the role of the unconscious, but it is conceptualized in CEST in a manner more consistent with contemporary evolutionary and cognitive science. Epstein details the application of his CEST model for psychotherapy, notably by pointing out how the rational system can be employed to correct problems generated in the experiential system. Also discussed is the importance of designing research that fully recognizes and encompasses the interplay between these two information-processing systems.

The chapter by Charles S. Carver and Michael F. Scheier represents the current status of their decades-long thought and research on self-regulatory models of personality func-

tioning. Anchored in a sophisticated framework of feedback schemas, the authors emphasize a major facet of personality processing, the system of goals that compose the self, how the patterns of a person's goals are related, and the means by which persons move toward and away from their goals. As a consequence of their research, the authors have come to see that *actions* are managed by a different set of feedback processes than are *feelings*. Aspirations are recalibrated in reasonably predictable ways as a function of experience; for example, successes lead to setting higher goals, whereas failures tend to lower them. Conflicting goals often call for the suppression of once-desired goals, resulting in goal shifts, scaling back, disengagements, and, ultimately, lapses in self-control. Carver and Scheier view their goal as closely related to other contemporary schemas, such as dynamic systems theory and connectionism.

In their richly developed chapter, Aaron L. Pincus and Emily B. Ansell set out to create a new identity for interpersonal theory that recognizes its unique aspects and integrative potential. They suggest that the interpersonal perspective can serve as the basis for integrating diverse theoretical approaches to personality. Given its focus on interpersonal situations, this perspective includes both proximal descriptions of overt behavioral transactions and the covert or intrapsychic processes that mediate those transactions, including the internal mental representations of self and other. In addition to reviewing the work of the major originators (e.g., Sullivan, Leary) and contemporary thinkers in interpersonal theory (e.g., Benjamin, Kiesler), the authors believe that there continues to be a need for a more complete integration of the interpersonal perspective with motivational, developmental, object-relations, and cognitive theories of human behavior. Similarly, they argue for a further identification of those catalysts that stimulate the internalization of relational experiences into influential mental representations.

The current popularity among psychologists of various five-factor formulations of personality in contemporary research is undeniable. Despite the extensive literature in the area, these formulations have not been as thoroughly dissected, critically examined, and explicated as they are in Willem K. B. Hofstee's chapter on the structure of personality traits. The author asserts that concepts such as personality are shaped and defined largely by the operations employed to construct them. Hence, several procedures applied under the rubric of the number five have been employed to characterize trait adjectives describing the structure and composition of the personality concept. Hofstee differentiates four operational modules that constitute the five component paradigms: The first set of operations reflects standardized self-report questionnaires; the second comprises the lexical approach

based on selections from a *corpus* of a language; the third relies on a linear methodology employing a principal components analysis of Likert item scales; and the fourth produces rival hierarchical and circumplex models for structuring trait information. Hofstee concludes his chapter by proposing a family of models composed of a hierarchy of generalized semicircumplexes.

Appropriately placed at the conclusion of the social psychology section, Aubrey Immelman's chapter comprises a synthesis of personality and social behavior. It not only examines the history of personality inquiry in political psychology but also offers a far-reaching and theoretically coherent framework for studying the subject in a manner consonant with principles in contextually adjacent fields, such as behavioral neuroscience and evolutionary ecology. Immelman provides an explicit framework for a personality-based risk analysis of political outcomes, acknowledging the role of filters that modulate the impact of personality on political performance. Seeking to accommodate a diversity of politically relevant personality characteristics, he bridges conceptual and methodological gaps in contemporary political study and specifically attempts a psychological examination of political leaders, on the basis of which he imposes a set of standards for personality-in-politics modeling.

By way of confession, the social psychology chapters in this volume were selected for the most part after simply jotting down the first thoughts about what areas to include and who would be good candidates to write the chapters. Fortunately, subsequent scanning of a few well-known introductory texts and prior handbooks did nothing to alter those initial hunches that came so immediately and automatically to mind. For the most part, the vast majority of the chapters cover contemporary perspectives on traditional social psychological issues; however, a few introduce new, highly active areas of inquiry (e.g., justice, close relationships, and peace studies).

At this point, it would be nice to describe the central theme, the deep structure underlying the organization of the social psychology chapters. But, as most readers know, social psychology and social behavior are too broad and varied for that kind of organization to be valid, much less useful. For the past 50 years or so, social psychology has done remarkably well examining the various aspects of social behavior with what Robert Merton termed theories of the midrange—his theory of relative deprivation being a good example.

The social psychology chapters easily fall in to a few categories based on the nature of the issues they address. Four chapters focus on the social context of fundamental psychological structures: social cognitions, emotions, the self concept, and attitudes. These, together with the chapter

on environmental psychology, provide a natural introduction to the social processes and interpersonal dynamics that follow.

In the chapter on social cognition, Galen V. Bodenhausen, C. Neil Macrae, and Kurt Hugenberg, point out that the substance of the chapter contains an excellent review of the available literature describing the types of mental representations that make up the content of social cognitions; how various motives and emotions influence those cognitions; and the recent very exciting work on the nature, appearance, and consequences of automatic as well as more thoughtfully controlled processes. This chapter would be an excellent place for someone to get an overview of the best that is now known about the cognitive structures and processes that shape understanding of social situations and mediate behavioral reactions to them.

No less fundamental are the questions of the sources of people's emotions and how they influence behavior. The chapter by José-Miguel Fernández-Dols and James A. Russell provides a review of the theories and empirical evidence relevant to the two basic approaches to emotions and affect: as modular products of human evolutionary past and as script-like products of human cultural history. Whether one fully accepts their highly creative and brave integration of these two approaches employing the concept of core affect, their lucid description of the best available evidence together with their astute analytic insights will be well worth the reader's time and effort. In addition, it would be remarkably easy to take their integrative theoretical model as the inspiration, or at least starting point, for various lines of critically important research.

Roy F. Baumeister and Jean M. Twenge clearly intend that their readers fully appreciate their observation that the self-concept is intrinsically located in a social processes and interpersonal relations. In fact, as they state, the self is constructed and maintained as a way of connecting the individual organism to other members of the species. It would be easy to view this as a contemporary example of teleological theorizing (i.e., explaining structures and processes referring to a functional purpose); however, the authors go to considerable length to provide evidence explicitly describing the underlying dynamics. This includes issues such as belongingness, social exclusion, and ostracism, as well as the more familiar concerns with conformity and self-esteem. The authors make a good case for their proposition that one of the self's crucial defining functions is to enable people to live with other people in harmony and mutual belongingness.

The notion that people walk around with predispositions to think, feel, and act with regard to identifiable aspects of their world has a long and noble tradition in social

psychology. Certainly since Gordon Allport's writings the concept of attitudes and their nature, origins, and behavioral consequences have been at the core of social psychology. To be sure, those issues appear in one form or another throughout most of the chapters in this volume. James M. Olson and Gregory Maio took on the task of presenting what is now known about attitudes in social behavior. This includes the structure of attitudes, the dimensions on which they differ, how they are formed and related to beliefs and values, and their functions in social relations and behavior. Of particular importance is the identification of those issues and questions that should be addressed in future research. For example, the evidence for the distinction between implicit and explicit attitudes opens up several areas worthy of investigation.

Ever since the seminal work of Barker and his colleagues, social psychologists have recognized the importance of considering the built environments as well as sociocultural contexts in arriving at an adequate understanding of human thought, feelings, and actions. In their chapter on environmental psychology, Gabriel Moser and David Uzzell adopt the idea exemplified in Barker's early field research that psychologists must recognize that the environment is a critical factor if they are to understand how people function in the real world. As Moser and Uzzell demonstrate, much has been discovered about the environment-person relationship that falls nicely within the context created by that early work. The authors note that not only do environmental psychologists work in collaboration with other psychologists to understand the processes mediating these relationships, but they also find themselves in collaborative efforts with other disciplines, such as architects, engineers, landscape architects, urban planners, and so on. The common focus, of course, consists of the cognitions, attitudes, emotions, self-concepts, and actions of the social participants.

The next chapters consider the dynamics involved in interpersonal and social processes that lead to changes in people's attitudes and social behavior.

Recognizing the important distinction between implicit and explicit attitudes, in their chapter on persuasion and attitude change Richard E. Petty, S. Christian Wheeler, and Zakary L. Tormala report that as yet there is no way to change implicit attitudes. Their main contribution consists of presenting the evidence and theories relevant to changing explicit attitudes. After a relatively brief discussion of the currently influential elaboration likelihood model, their chapter is organized around the important distinction between processes that involve relatively automatic low-effort reactions from the target person and those that engage the target's thoughts and at times behavioral reactions. The distinction between high- and low-effort processes of attitude change

provides a comfortable and rather meaningful framework for organizing processes as seemingly disparate as affective priming, heuristic-based reactions, role playing, dissonance, information integration, and so on.

Andrzej Nowak, Robin R. Vallacher, and Mandy E. Miller's chapter on social influence and group dynamics has several noteworthy features, one of which is the range of material that they have included. The chapter is so nicely composed and lucidly written that the reader may not easily appreciate the wide range of material, both theory and evidence, that is being covered. For example, the chapter begins with the more traditionally familiar topics such as obedience and reactance, moves on to what is known about more explicit efforts to influence people's behavior, and then addresses the interpersonal processes associated with group pressure, polarization, and social loafing. All that is pretty familiar to most psychologists. However, the authors finally arrive at the most recent theoretical perspectives involving cellular automata that naturally lend themselves to the use of computer simulations to outline the implicit axiomatic changes in complex systems. What an amazing trip in both theories and method! Is it possible that what the authors identify as the press for higher order coherence provides a coherent integration of the entire social influence literature?

The transition from these initial chapters to those remaining can be roughly equated with the two dominant concerns of social psychologists. Up to this point, the chapters were most concerned with basic social psychological processes: scientific understanding of the interpersonal processes and social behavior. The remaining chapters exemplify social psychologists' desire to find ways to make the world a better place, where people treat each other decently or at least are less cruel and destructive. Three of these chapters consider the social motives and processes that are involved in people helping and being fair to one another, whereas the last three examine harmful things that can happen between individuals and social groups, ranging from acts of prejudice to open warfare. The last chapter offers an introduction to what is now known about achieving a peaceful world.

In their chapter on altruism and prosocial behavior, C. Daniel Batson and Adam A. Powell offer a most sophisticated analysis of the relevant social psychological literature. On the basis of his research and theoretical writings, Batson is the most cited and respected psychological expert on prosocial behavior. In this chapter he discusses the evidence for four sources of prosocial behavior. After providing an analysis of the sources of these prosocial motives—enlightened self-interest, altruism, principialism, and collectivism—he then takes on the task of discussing the points of possible conflict and cooperation among them. One might

argue with his evidence for the ease with which the principal motives—justice and fairness—can be corrupted by self-interest, and thus his conclusion is that prosocial behavior can be most reliably based on altruistic (i.e., empathy-based) motives. I suspect, however, that Kurt Lewin would have been very pleased with this highly successful example of the potential societal value of good social psychological theory.

Leo Montada, in the chapter on justice, equity, and fairness in human relations, provides a very content-rich but necessarily selective review of what is known about how justice appears in people's lives, the various aspects of justice, and their social and individual sources, as well as interpersonal consequences. At the same time that he leads the reader through a general survey of the justice literature, he provides the reader with highly sophisticated insights and critical analyses. It is clear from the outset of this chapter that Montada is a thoroughly well-informed social scientist approaching one of the fundamental issues in human relations: how and why people care about justice in their lives, what forms that concern takes, and how important those are concerns in shaping how they treat one another.

Margaret S. Clark and Nancy K. Grote's chapter can be viewed as the integration of several literatures associated with close relationships, friendships, and marriages—romantic and familial. They focus on the social-psychological processes associated with "good relationships": those that they define as fostering members' well-being. This chapter provides the most recent developments in Clark's important distinction between communal and exchange relationships and includes the report of an important longitudinal study examining the relationship between conflict and fairness in close relationships. They find that conflict in a relationship leads to increased concern with issues of fairness that then lead the participants even further from the important communal norms based on mutual concern for one another's welfare.

Kenneth L. Dion's chapter on prejudice, racism, and discrimination looks at various aspects of the darker side of interpersonal relations. In the first section of the chapter, Dion leads the reader to a very thoughtful and complete review of the various explanations for prejudice, racism, and discrimination. Beginning with the classic and contemporary versions of the authoritarian personality theories, he discusses just-world, belief congruence, and ambivalence literatures. Dion does a masterful job of leading the reader through the more recently developed distinction between automatic and controlled processes, as well as social dominance theory and multicomponent approaches to intergroup attitudes. But that is only the beginning. Reflecting his own earlier research interests, Dion devotes the second section of his chapter to

the psychology of the victim of prejudice and discrimination. This section integrates the most recent findings in this highly active and productive area of inquiry. Dion describes the research that has given the familiar self-fulfilling prophecy notion in social psychology new meaning and has provided compelling new insights into the very important ways victims respond to their unfair treatment.

The chapter by John F. Dovidio, Samuel L. Gaertner, Victoria M. Esses and Marilynn B. Brewer examines the social-psychological processes involved in interpersonal and intergroup relations. This includes both the sources of social conflict and those involved in bringing about harmony and integration. The origins of the important work reported in this chapter can be traced to the initial insights of European social psychologists who recognized that when people they think in terms of "we" rather than "I," there is a strong tendency also to react in terms of "us" versus "them" (i.e., in-group vs. out-group). The consequences, of course, include favoring members of the in-group and discriminating against members of the salient out-groups. After describing what is known about the psychological processes involved in these biased reactions, the authors then consider those processes that can preclude or overcome those destructive biases and promote harmony and social integration.

Joseph de Rivera's chapter takes a similar path, by first focusing on those social-psychological processes involved in aggression and violence, and then with that as background presenting his recommendations concerning how positive peace can be promoted. For de Rivera this does not simply mean an absence of open conflict, but rather a benevolent and supportive environment, as well as societal norms, that promote individual processes involving harmony and well-being. In describing the various means for generating a global culture of peace, he also makes the case for the importance of individual's personal transformation in creating and maintaining a culture of peace. De Rivera offers the reader a highly sophisticated use of the social-psychological research and theory to arrive at specific recommendations for solving, arguably, the most important issues of our lives: the achievement of a peaceful, caring, nurturing social environment. Ambitious? Yes. But de Rivera generates the framework of his own perspective out of the best of what social science has to offer.

We trust the readers of this volume on personality and social psychology will find the chapters it contains to be both provocative and illuminating. It has been an honor and a joy to edit a book written by so many able, inspiring, and cooperative authors, whom we thank personally for their thoughtful and stimulating contributions.

THEODORE MILLON
MELVIN J. LERNER

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Contributors

Emily B. Ansell

Department of Psychology
Pennsylvania State University
University Park, Pennsylvania

C. Daniel Batson, PhD

Department of Psychology
University of Kansas
Lawrence, Kansas

Roy F. Baumeister, PhD

Department of Psychology
Case Western Reserve University
Cleveland, Ohio

Galen V. Bodenhausen, PhD

Department of Psychology
Northwestern University
Evanston, Illinois

Robert F. Bornstein, PhD

Department of Psychology
Gettysburg College
Gettysburg, Pennsylvania

Marilynn B. Brewer, PhD

Department of Psychology
The Ohio State University
Columbus, Ohio

Charles S. Carver, PhD

Department of Psychology
University of Miami
Coral Gables, Florida

Margaret S. Clark, PhD

Department of Psychology
Carnegie Mellon University
Pittsburgh, Pennsylvania

Kenneth L. Dion, PhD

Department of Psychology
University of Toronto
Toronto, Ontario, Canada

John F. Dovidio, PhD

Department of Psychology
Colgate University
Hamilton, New York

Seymour Epstein, PhD

Psychology Department
University of Massachusetts at Amherst
Amherst, Massachusetts

Victoria M. Esses, PhD

Department of Psychology
University of Western Ontario
London, Ontario, Canada

José-Miguel Fernández-Dols

Facultad de Psicología
Universidad Autónoma de Madrid
Madrid, Spain

Samuel L. Gaertner, PhD

Department of Psychology
University of Delaware
Newark, Delaware

Nancy K. Grote, PhD

Department of Social Work
University of Pittsburgh
Pittsburgh, Pennsylvania

Willem K. B. Hofstee, PhD

University of Groningen
Groningen, The Netherlands

Kurt Hugenberg, MA

Department of Psychology
Northwestern University
Evanston, Illinois

Aubrey Immelman, PhD

Department of Psychology
Saint John's University
Collegeville, Minnesota

Kerry L. Jang, PhD

Department of Psychiatry
University of British Columbia
Vancouver, British Columbia, Canada

W. John Livesley, PhD, MD

Department of Psychiatry
University of British Columbia
Vancouver, British Columbia, Canada

C. Neil Macrae, PhD

Department of Psychological and Brain Science
Dartmouth College
Hanover, New Hampshire

Gregory R. Maio, PhD

Department of Psychology
University of Wales
Cardiff, United Kingdom

Joan G. Miller, PhD

Institute for Social Research
University of Michigan
Ann Arbor, Michigan

Mandy E. Miller, JD

Department of Psychology
Florida Atlantic University
Boca Raton, Florida

Theodore Millon, PhD, DSc

Institute for Advanced Studies in Personology
and Psychopathology
Coral Gables, Florida

Leo Montada, PhD

Department of Psychology
University of Trier
Trier, Germany

Gabriel Moser, PhD

Institute of Psychology
Université René Descartes—Paris 5
Boulogne-Billancourt, France

Andrzej Nowak, PhD

Center for Complex Systems
University of Warsaw
Warsaw, Poland

James M. Olson, PhD

Department of Psychology
University of Western Ontario
London, Ontario, Canada

Richard E. Petty, PhD

Department of Psychology
Ohio State University
Columbus, Ohio

Aaron L. Pincus, PhD

Department of Psychology
Pennsylvania State University
University Park, Pennsylvania

Adam A. Powell, MBA, MA

Department of Psychology
University of Kansas
Lawrence, Kansas

Joseph de Rivera, PhD

Department of Psychology
Clark University
Worcester, Massachusetts

James A. Russell, PhD

Department of Psychology
Boston College
Chestnut Hill, Massachusetts

Lynne Schaberg, PhD

Department of Psychology
University of Michigan
Ann Arbor, Michigan

Michael F. Scheier, PhD

Department of Psychology
Carnegie Mellon University
Pittsburgh, Pennsylvania

Arthur W. Staats, PhD

Department of Psychology
University of Hawaii
Honolulu, Hawaii

Zakary L. Tormala, MA

Department of Psychology
Ohio State University
Columbus, Ohio

Jean M. Twenge, PhD

Department of Psychology
San Diego State University
San Diego, California

David Uzzell, PhD

Department of Psychology
University of Surrey
Guildford, United Kingdom

Robin R. Vallacher, PhD

Department of Psychology
Florida Atlantic University
Boca Raton, Florida

Philip A. Vernon, PhD

Department of Psychiatry
University of British Columbia
Vancouver, British Columbia, Canada

S. Christian Wheeler, PhD

Graduate School of Business
Stanford University
Stanford, California

Marvin Zuckerman, PhD

Department of Psychology
University of Delaware
Newark, Delaware