

Second Canadian Edition

PERSONALITY PSYCHOLOGY

DOMAINS OF KNOWLEDGE ABOUT HUMAN NATURE



LARSEN | BUSS | KING | ENSLEY

PERSONALITY PSYCHOLOGY

DOMAINS OF KNOWLEDGE ABOUT HUMAN NATURE

Second Canadian Edition

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ISBN-13: 978-1-26-006577-0

ISBN-10: 1-26-006577-4

1 2 3 4 5 6 7 8 9 M 23 22 21 20

Printed and bound in Canada.

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Cover Design: Lightbox Visual Communications Inc.

Interior Design: Liz Harasymczuk

Cover Image: © Panther Media GmbH/Alamy

Page Layout: MPS Limited

Printer: Marquis

Dedication

To Tommy and Ana.

RL

To my father and first personality teacher, Arnold H. Buss.

DB

To Chris, whose personality is the best part of my day; and to
Atticus and London, whose spirits are greatly missed.

DK

To my husband, Henry, my best friend and greatest supporter.

CE

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About the Authors

Randy J. Larsen received his PhD in Personality Psychology from the University of Illinois at Champaign–Urbana in 1984. In 1992, he was awarded the Distinguished Scientific Achievement Award for Early Career Contributions to Personality Psychology from the American Psychological Association, and in 1987 he received a Research Scientist Development Award from the National Institute of Mental Health. He has been an associate editor at the *Journal of Personality and Social Psychology* and the *Personality and Social Psychology Bulletin*, and has been on the editorial boards of the *Journal of Research in Personality*, *Review of General Psychology*, and the *Journal of Personality*. Randy Larsen has served on several Scientific Review Groups for the National Institute of Mental Health and the National Research Council. He is a Fellow in the Association for Psychological Science and the American Psychological Association. His research on personality has been supported by the National Institute of Mental Health, the National Science Foundation, the National Institute of Aging, the McDonnell Foundation for Cognitive Neuroscience, and the Solon Summerfield Foundation. In 2000 he was elected president of the Midwestern Psychological Association. He has served on the faculty at Purdue University and the University of Michigan. Currently Randy Larsen is chairman of the Psychology Department, and the William R. Stuckenberg Professor of Human Values and Moral Development, at Washington University in St. Louis, where he teaches Personality Psychology and other courses. He lives in St. Louis with his wife and two children.



Courtesy of Randy J. Larsen

David M. Buss received his PhD in 1981 from the University of California at Berkeley. He served on the faculties of Harvard University and the University of Michigan before accepting a professorship at the University of Texas at Austin, where he has taught since 1996. Buss received the American Psychological Association (APA) Distinguished Scientific Award for Early Career Contribution to Psychology in 1988, the APA G. Stanley Hall Award in 1990, and the APA Distinguished Scientist Lecturer Award in 2001. Books by David Buss include *The Evolution of Desire: Strategies of Human Mating* (Revised Edition) (Basic Books, 2003), which has been translated into 10 languages; *Evolutionary Psychology: The New Science of the Mind* (4th ed.) (Allyn & Bacon, 2012), which was presented with the Robert W. Hamilton Book Award; *The Dangerous Passion: Why Jealousy*



Courtesy of David M. Buss

Is as Necessary as Love and Sex (Free Press, 2000), which has been translated into 13 languages; and *The Handbook of Evolutionary Psychology* (Wiley, 2005). Buss has authored more than 250 scientific publications and has also written articles for *The New York Times* and the *Times Higher Education Supplement*. He appears in the ISI List of Most Highly Cited Psychologists Worldwide, and as the 27th Most Cited Psychologist in Introductory Psychology textbooks. He lectures widely throughout the United States and abroad and has extensive cross-cultural research collaborations. David Buss greatly enjoys teaching, and in 2001 he won the President's Teaching Excellence Award at the University of Texas.

David B. King received his PhD in 2013 from the University of British Columbia in Vancouver, Canada. During his doctoral training, he specialized in the field of *health psychology*, studying social factors in the daily stress of Canadian paramedics. He also holds a Master of Science degree in *statistical modelling* and a Bachelor of Science degree in *psychology*, both from Trent University. David's current research addresses the question of how stress unfolds within social contexts of varying size and complexity. Within dyads and small groups, he is interested in understanding how individuals cope with stress together and carry stress across roles and settings. On the sociocultural level, he explores how people cope with stress arising from disease outbreaks, pandemics, and other collective threats to health. In addition to his research, David has been teaching at the university level since 2012, leading courses in *personality*, *gender*, *health*, and *death and dying* in the Department of Psychology at the University of British Columbia. He remains dedicated to his goal of fostering critical thinking and student engagement in psychology, as well as improving science literacy more broadly in the community. David has authored multiple papers in peer-reviewed academic journals and is the co-author of one additional textbook, the Canadian edition of *Health Psychology: Biopsychosocial Interactions* (Sarafino, Smith, King, & DeLongis, 2015). He has also received multiple awards, including an Early Career Achievement Award from the American Psychological Association and a Postdoctoral Research Fellowship Award from the Social Sciences and Humanities Research Council of Canada. In his spare time, David enjoys writing, staying active, and spending time in nature with his husband, Chris, and his two rescue dogs from Mexico, Hunter and Scout.



Courtesy of David B. King

Carolyn E. Ensley received her PhD in 1999 from the University of Waterloo in Waterloo, Canada. Carolyn's doctoral research examined dual-task interference and the role of attention in visual information processing. After completing her PhD, Carolyn began a post-doctoral fellowship for the Ontario government, which involved developing an assessment tool that could accurately predict the length of stay for psychiatric patients at inpatient facilities. The tool is now used at psychiatric facilities across Ontario. In 2004 Carolyn began teaching at Wilfrid Laurier University in Waterloo and since that time has developed and taught more than 60 courses covering a wide variety of topics in undergraduate psychology. Carolyn is an expert on evolutionary influences on personality and personality and psychological disorders. When not working, Carolyn enjoys reading, birding, gardening, and spending time with her husband, Henry, and her sons Jonathan, James, and Joshua.



Courtesy of Carolyn E. Ensley

Preface

We are pleased and excited to present the second Canadian edition of *Personality Psychology: Domains of Knowledge About Human Nature*. As with previous editions of the book, the second Canadian edition continues to adopt a framework of six important domains of knowledge about personality functioning, rather than organizing material around the traditional grand theories of personality. This innovative framework is one of the reasons *Domains of Knowledge* has remained a forerunner among personality texts, and it has proven equally valuable within a Canadian context. These six domains are the *dispositional domain* (traits, trait taxonomies, and personality dispositions over time), the *biological domain* (genetics, physiology, evolution), the *intrapsychic domain* (psychodynamics, motives), the *cognitive-experiential domain* (cognition, emotion, and the self), the *social and cultural domain* (social interaction, gender, and culture), and the *adjustment domain* (stress, coping, health, and personality disorders). Original authors Randy Larsen and David Buss believed that these domains of knowledge represented the contemporary state of affairs in personality psychology, and progress in the field since publication of the first American edition has continued to bear out that belief.

In line with the goals of previous editions, we envision our text as a reflection of the field of personality psychology, both generally and now specifically within a Canadian context. Our desire is to capture the excitement of what the science of personality is all about and how it remains relevant to Canadians. For the second Canadian edition, we did our best to remain true to that vision. We believe that the field of personality psychology has entered a golden age of sorts, and we hope that the changes we've made to this edition convey a discipline that is vibrant in a way it never has been before. After all, no other field is devoted to the study of all that it means to be human.

For the previous American edition on which the first Canadian edition was based, each chapter was streamlined through judicious trimming. This provided room for discussing new research and made the book a bit shorter and more economical. The book has since been edited and revised further to resonate with a Canadian readership. Key additions and revisions to the first and second Canadian editions are described below. We have updated the language of the text (to improve gender neutrality, to remove potentially stigmatizing language, and to ensure that examples are relevant within a modern context), added more salient cultural references, and paid special attention to current social issues that many Canadians consider important. In order to showcase Canadian contributions to personality research, we have included in each chapter a *Highlight On Canadian Research* box describing research by Canadian scientists. At the end of each chapter (as well as sections within), we have also added a few questions (referred to as “Concept Checks”) to help students think more critically about the material.

Chapter 2: Personality Assessment, Measurement, and Research Design

- Research on social desirability and impression management, including a highlight of leading Canadian research by Del Paulhus.
- Updated practical examples of personality assessment and research methods.

Chapter 3: Traits and Trait Taxonomies

- An expanded look at the HEXACO model of personality developed by Canadian researchers, which is now featured as a main taxonomy following the Five Factor Model.
- A detailed discussion of the Honesty–Humility trait and new research supporting its inclusion as a sixth factor of personality.

Preface

- A new and expanded examination of the Dark Triad and Dark Tetrad models, including definitions of narcissism, subclinical psychopathy, Machiavellianism, and dispositional sadism. These additions better enable the reader's understanding of research findings on the dark traits discussed throughout the text.

Chapter 4: Theoretical and Measurement Issues in Trait Psychology

- Highlighted discussion of the work of Canadian researcher Sampo Paunonen, including expanded discussions of the hierarchical organization of traits.
- Information on personality testing in RCMP officers.
- New research on gender diversity in the Canadian workforce.

Chapter 5: Personality Dispositions over Time: Stability, Coherence, and Change

- New research on impulsivity in the section on sensation seeking, including findings on differential developmental trajectories of these traits.
- New content on increasing openness and creativity.
- New content on volitional personality change.
- Information on the Victoria Longitudinal Study addressing stability and change of personality traits over time.
- Updated research findings on historical changes in narcissism.

Chapter 6: Genetics and Personality

- Findings from a Canadian twin study on mental toughness.
- New material from behavioural genetics on the link between social values and personality.

Chapter 7: Physiological Approaches to Personality

- An overview of the famous Canadian case study of the brain injury of Patient K. C., including the contributions of the case to modern psychology.
- A highlighted discussion of Canadian research from the Centre for Gambling Research at the University of British Columbia.
- A closer look at fascinating research that demonstrates how the brain uses its own models of personality to predict behaviour.

Chapter 8: Evolutionary Perspectives on Personality

- Research on the adaptive rumination hypothesis, which proposes that depression is an evolved mechanism in humans.
- Information on how ADHD may have evolved as an adaptive trait.

Chapter 9: Psychoanalytic Approaches to Personality

- The discussion of a famous Canadian case of repression.
- Canadian research on dream analysis and dream interpretation.

Chapter 10: Psychoanalytic Approaches: Contemporary Issues

- The inclusion of an example of a Canadian court case that was influenced by false memories.
- Research on Erikson's psychosocial stages of development among Holocaust survivors from Canadian psychologist Peter Suedfeld.
- Updated research on attachment theory and narcissism.

Chapter 11: Motives and Personality

- Significant updates and corrections to the table of Murray's needs.
- Research on the effects of Canadian acculturation on intrinsic and extrinsic motivation for achievement.
- Updated research on Maslow's hierarchy of needs and self-actualization, including a brief discussion of self-transcendence.
- An expanded discussion of peak experiences, flow, and the autotelic personality.

Chapter 12: Cognitive Topics in Personality

- The inclusion of a clearer definition of *schema*.
- Information on learned helplessness among First Nations youth.
- New exercise on intelligence, numeracy, and information-processing within the context of analyzing data.

Chapter 13: Emotion and Personality

- Updated research on the basic emotion of pride from Canadian researcher Jessica Tracy.
- Updated research on money and happiness, including Canadian research on prosocial spending.
- A closer look at the link between money and happiness in a Canadian context.

Chapter 14: Approaches to the Self

- Updated research on the mirror recognition test in other species.
- Canadian research on the link between ambiguous text messaging and social anxiety.
- An expanded discussion of the distinction between shyness and social disinterest in childhood, based on Canadian research.
- Canadian research on implicit and explicit self-esteem.
- Canadian research examining self-concept and body dissatisfaction among First Nations schoolchildren.
- New discussion on self-concept differentiation and related research.

Chapter 15: Personality and Social Interaction

- More inclusive language when discussing relationships and families.
- Where available, research on gay and lesbian relationships, including new research on assortative mating among gay men.
- Canadian research on Internet trolling behaviour and its psychological underpinnings.

Chapter 16: Sex, Gender, and Personality

- Updated discussion of sex and gender (including additional definitions of key terms) to better align the text with a contemporary Canadian perspective.
- New section on gender identity.
- Updated research on sex differences throughout, with outdated research removed or replaced.
- Updated research on masculinity/femininity, gender stereotypes, and theories of sex differences.
- Information on the challenges faced by the transgender community, including a highlight box on Canadian research examining increased suicide risk resulting from discrimination.

Chapter 17: Culture and Personality

- New and comprehensive highlight box examining cultural identity (and related psychosocial factors) in Indigenous peoples of Canada, reviewed by David Newhouse, Chair of Indigenous Studies at Trent University.
- An expanded discussion of acculturation, including new Canadian research.
- Intriguing Canadian research on a third type of self-construal, the metapersonal type, and its link to environmental awareness and conservation behaviour.
- A detailed discussion of the limitations of Western, educated, industrialized, rich, and democratic (WEIRD) populations in research, as outlined by Canadian researchers.
- Information on the Cross-Cultural (Chinese) Personality Assessment Inventory and how it differs from conventional measures and models of personality.

Chapter 18: Stress, Coping, Adjustment, and Health

- New section on hardiness and resilience.
- Improved integration of research findings on the role of the Big Five traits in stress, coping, and health.
- Canadian research on the effects of acute social stress on children's emotional processing in the lab.
- Information on coping in a social context, including Canadian research on the role of neuroticism in relationship-focused coping.

Chapter 19: Disorders of Personality

- Reordering of clusters to align with the layout of the DSM-5.
- Inclusion of Cluster letters (A, B, or C) to better align with the DSM-5 and improve cross-referencing.
- Reviews of Canadian cases of antisocial personality disorder.
- Canadian research on ambiguous facial expressions and borderline personality disorder.
- A closer look at alexithymia, including a discussion of Canadian research on the topic.

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- W. Q. Elaine Perunovic (Xun), *New Brunswick University*
- Michael Ross, *University of Waterloo*
- Ann Wilson, *Wilfrid Laurier University*

Chapter 3: Traits and Trait Taxonomies

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Chapter 4: Theoretical and Measurement Issues in Trait Psychology

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Acknowledgments

A project of this scope and magnitude requires the efforts of many people. We are greatly indebted to our colleagues who reviewed this and previous editions in their various stages. We sincerely appreciate their time, effort, and thoughtful feedback. We would also like to thank our team at McGraw-Hill, including Alex Campbell, Portfolio Manager, Melissa Hudson, Content Developer, Jessica Barnoski, Senior Supervising Editor, Marnie Lamb, Permissions Editor, and Margaret Henderson, Copy Editor. Thanks to David Newhouse, Chair of Indigenous Studies at Trent University, for providing invaluable feedback reviewing the Indigenous content in this edition. For their help and assistance on the first Canadian edition, we would like to give special thanks to Karolina Donasewicz and Juliane Dmyterko. Their time, effort, and feedback throughout the original Canadianization of this book proved invaluable to the project. David King feels especially indebted to their assistance in the initial research and editing process.

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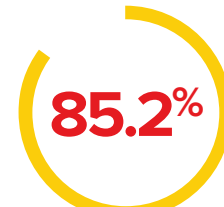
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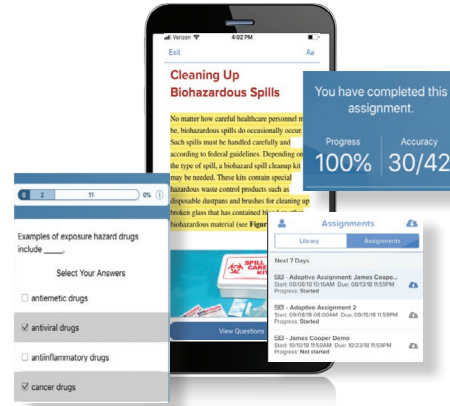
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CHAPTER 1

Introduction to Personality Psychology

Personality Defined

Personality Is the Set of Psychological Traits . . .

And Mechanisms . . .

Within the Individual . . .

That Are Organized and Relatively Enduring . . .

And That Influence . . .

The Individual's Interactions with . . .

And Adaptations to . . .

The Environment

Three Levels of Personality Analysis

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Individual and Group Differences

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Contemporary Research in Personality

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Intrapsychic Domain

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The Role of Personality Theory

Standards for Evaluating Personality Theories

Is There a Grand Ultimate and True Theory of Personality?

Key Terms

Introduction

Those who carry humour to excess are thought to be vulgar buffoons, striving after humour at all costs, not caring about pain to the object of their fun; . . . while those who can neither make a joke themselves nor put up with those who do are thought to be boorish and unpolished. But those who joke in a tasteful way are called ready-witted and tactful . . . and it is the mark of a tactful person to say and listen to such things as befit a good and well-bred person.

Aristotle, in *The Nicomachean Ethics*, expressed these wise observations on the subject of humour and people who do and do not indulge in it. In this quote we see Aristotle behaving much as a personality psychologist. He is analyzing the characteristics of individuals who have an appropriate sense of humour, providing some details about what features are associated with a sense of humour. Aristotle adds to this description by comparing people who are extreme, having either too much or too little sense of humour. In his book on ethics, Aristotle described and analyzed many personality characteristics, including truthfulness, courage, intelligence, self-indulgence, anger proneness, and friendliness.



Each person is, in certain respects, like all other persons, like some other persons, and like no other person.

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We might conclude that Aristotle was an amateur personality psychologist. But aren't we all amateur personality psychologists to some extent? Aren't we all curious about the characteristics people possess, including our own characteristics? Don't we all use personality characteristics in describing people? And haven't we all used personality characteristics to explain behaviour, either our own or that of others?

When we say that a friend goes to a lot of parties because they are outgoing, we are using personality to explain their behaviour. When we refer to another friend as conscientious and reliable, we are describing features of their personality. When we characterize ourselves as thoughtful, intelligent, and ambitious, we are describing features of our personality.

Features of personality make people different from one another, and these features usually take the form of adjectives; for instance, John is lazy, Lina is optimistic, and Samir is anxious. Adjectives that can be used to describe characteristics of people are called **trait-descriptive adjectives**. There are nearly 20,000 such trait-descriptive adjectives in the English language. This astonishing fact alone tells us that, in everyday life, there are compelling reasons for trying to understand and describe those we interact with, as well as ourselves.

Notice that the adjectives describing personality refer to several very different aspects of people. Words such as *thoughtful* refer to inner qualities of the mind. Words such as *charming* and *humorous* refer to the effects a person has on other people. Words such as *domineering* are relational and signify a person's position, or stance, toward others. Words such as *ambitious* refer to the intensity of desire to reach our goals. Words such as *creative* refer both to a quality of mind and to the nature of the products we produce. Words such as *deceitful* may refer to the strategies used to attain one's goals, however socially problematic. All of these features describe aspects of personality.

? Exercise

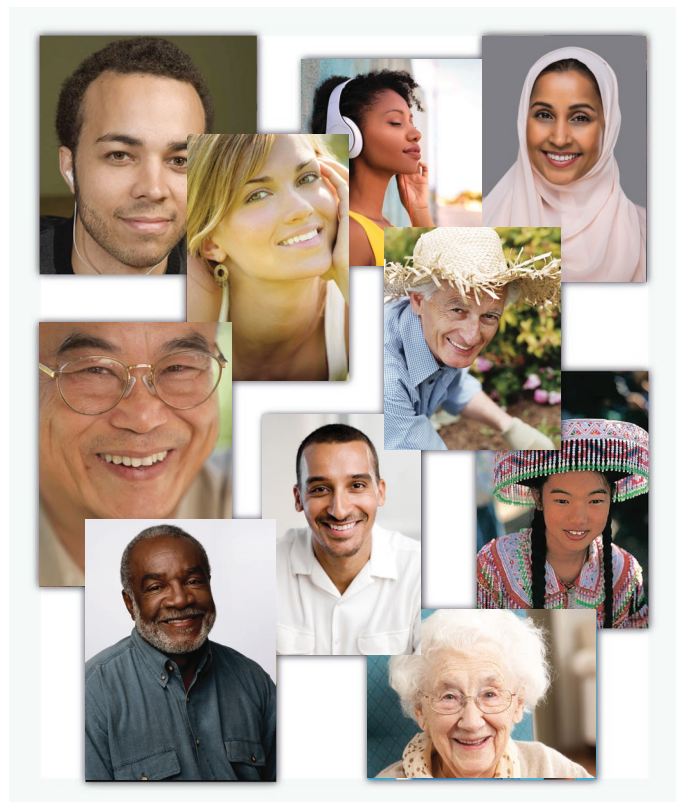
Think of someone you know well—say, a friend, family member, or roommate. Consider the many characteristics that make this person unique. List the five adjectives you think best capture this person’s personality. For example, if you were to describe this person to someone, what five adjectives would you use? Now, ask your target person to list the five adjectives *they* think make them most unique. Compare your lists. How similar or different are they?

Personality Defined

Establishing a definition for something as complex as human personality is difficult. The authors of the first textbooks on personality—Gordon Allport (1937) and Henry Murray (1938)—struggled with the definition. The problem is how to establish a definition that is sufficiently comprehensive to include all of the aspects mentioned in the introduction to this chapter, including inner features, social effects, qualities of the mind, qualities of the body, relations to others, and inner goals. Because of these complexities, some texts on personality omit a formal definition entirely. Nonetheless, the following definition captures the essential elements of personality: **Personality** is the set of psychological traits and mechanisms within the individual that are organized and relatively enduring and that influence the individual’s interactions with, and adaptations to, the intrapsychic, physical, and social environments. Let’s examine the elements of this definition more closely.

Personality Is the Set of Psychological Traits . . .

Psychological traits are characteristics that describe ways in which people are different from each other. Saying that someone is *shy* is to mention one way in which that person differs from others who are more outgoing. Traits also define ways in which people are *similar* to some others. For example, people who are shy are similar to each other in that they are anxious in social situations, particularly when there is an audience watching them.



People are different from each other in many ways. The science of personality psychology provides an understanding of the psychological ways that people differ from one another.

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Consider another example—the trait of talkativeness. This characteristic can be meaningfully applied to people and describes a dimension of difference among them. Typically, a talkative person is that way from day to day, from week to week, and from year to year. Certainly, even the most talkative person can have quiet moments, quiet days, or even quiet weeks. Over time, however, those with the trait of talkativeness tend to emit verbal behaviour with greater frequency than those who are low on talkativeness. In this sense, traits describe the **average tendencies** of a person. On average, a high-talkative person starts more conversations than a low-talkative person.

Research on personality traits asks four kinds of questions:

- How many traits are there?
- How are the traits organized?
- What are the origins of traits?
- What are the correlates and consequences of traits?

One primary question is *how many* fundamental traits there are. Are there dozens or hundreds of traits, or merely a few? The second research question pertains to the *organization*, or structure, of traits. For example, how is talkativeness related to other traits, such as impulsivity and extraversion? A third research question concerns the *origins* of traits—where they come from and how they develop. Does heredity influence talkativeness? What sorts of cultural and child-rearing practices affect the development of traits such as talkativeness? A fourth key question pertains to the *correlations and consequences* of traits in terms of experience, behaviour, and life outcomes. Do talkative people have many friends? Do they have a more extended social network to draw upon in times of trouble? Do they annoy people who are trying to study?

The four research questions constitute the core of the research program of many personality psychologists. Psychological traits are useful for at least three reasons. First, they help *describe* people and help understand the dimensions of difference among people. Second, traits are useful because they help *explain* behaviour. The reasons people act may be partly a function of their personality traits. Third, traits are useful because they can help *predict* future behaviour—for example, the sorts of careers individuals will find satisfying, who will tolerate stress better, and who is likely to get along well with others. Thus, personality is useful in *describing, explaining, and predicting* differences among individuals. All good scientific theories enable researchers to describe, explain, and predict in their domains. Just as an economic theory might be useful in describing, explaining, and predicting fluctuations in the economy, personality traits describe, explain, and predict differences among people.

And Mechanisms . . .

Psychological mechanisms are like traits, except that the term *mechanisms* refers more to the processes of personality. For example, most psychological mechanisms involve an information-processing activity. Someone who is extraverted, for example, may look for and notice opportunities to interact with other people. That is, an extraverted person is prepared to notice and act on certain kinds of social information.



Courage is an example of a trait that is activated only under particular circumstances.

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Most psychological mechanisms have three essential ingredients: *inputs*, *decision rules*, and *outputs*. A psychological mechanism may make people more sensitive to certain kinds of information from the environment (input), may make them more likely to think about specific options (decision rules), and may guide their behaviour toward certain categories of action (outputs). For example, an extraverted person may look for opportunities to be with other people, may consider in each situation the possibilities for human contact and interaction, and may encourage others to interact with them. Our personalities contain many psychological mechanisms of this sort—information-processing procedures that have the key elements of inputs, decision rules, and outputs (see Figure 1.1).

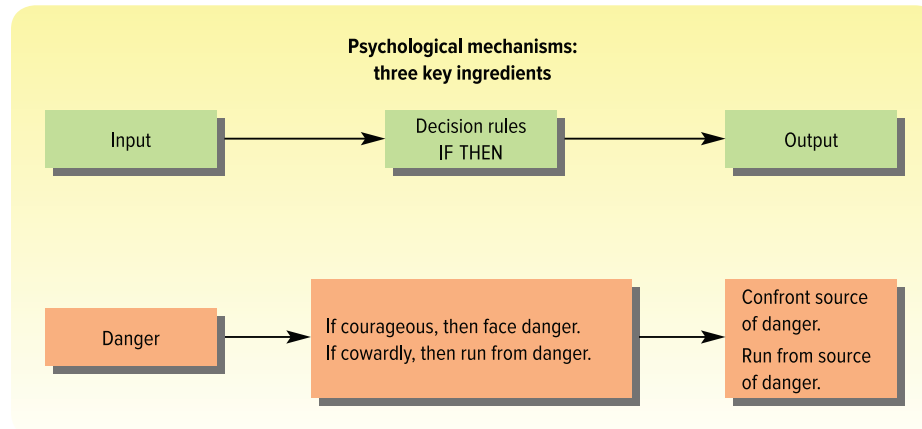


FIGURE 1.1 Psychological mechanisms have three essential ingredients. Our personalities contain many such mechanisms.

This does not mean that all of our traits and psychological mechanisms are activated at all times. In fact, at any point in time, only a few are activated. Consider the trait of courageousness. This trait is activated only under particular conditions, such as when people face serious dangers and threats to their lives. Some people are more courageous than others, but we will never know which people are courageous unless and until the right situation presents itself. Look around next time you are in class: Who do you think has the trait of courageousness? You won't know until you are in a situation that provides the potential for courageous behaviour.

Within the Individual . . .

Within the individual means that personality is something a person carries with themselves over time and from one situation to the next. Typically, we feel that we are today the same people we were last week, last month, and last year. We also feel that we will continue to have these personalities into the coming months and years. And, although our personalities are certainly influenced by our environments, and especially by the significant others in our lives, we feel that we carry with us the same personalities from situation to situation in our lives. The definition of personality stresses that the important sources of personality reside within the individual and, hence, are at least somewhat stable over time and somewhat consistent over situations.

That Are Organized and Relatively Enduring . . .

Organized means that the psychological traits and mechanisms for a given person are not simply a random collection of elements. Rather, personality is organized because the mechanisms and traits are linked to one another in a coherent fashion. Imagine the simple case of two desires—a desire for food and a desire for