

Exercise walk-through

Social-Cognitive and Trait Theories of Personality ■ 4.5

eXercise

You must be able to

- name the dimensions of the **five-factor** 五因素 model
- explain **reciprocal determinism** 交互决定论
- describe **self-efficacy** 自我效能 and **locus of control** 控制点
- state how personality is assessed and one limitation of each method

Method — Five factors

Openness, conscientiousness, extraversion, agreeableness and neuroticism. These emerged from analysing how trait words cluster, and they predict outcomes modestly but reliably across cultures.

Method — Reciprocal determinism

Person, behaviour and environment each influence the other two. A sociable person seeks social settings, which reinforce sociability. Personality is not only inside the person.

Method — Self-efficacy and locus of control

Self-efficacy is belief in one's capability at a specific task; it predicts persistence.

Locus of control is the general belief that outcomes follow from one's own actions (internal) or from luck and powerful others (external).

Method — Assessment and its limits

Self-report inventories are efficient but vulnerable to social desirability. **Projective tests** are open-ended but score inconsistently. **Behavioural observation** avoids self-report bias but is costly and samples limited situations.

Practice 2.1 ■ 3 marks

Name three of the five factors.

Solution 2.1

Method: Five factors

Worked steps

any three of: openness, conscientiousness, extraversion, agreeableness, neuroticism

B3.

Practice 2.2 ■ 2 marks

Explain reciprocal determinism with one example.

Solution 2.2

Method: Reciprocal determinism

Worked steps

person, behaviour and environment each influence the other two **B1**; e.g. a sociable person chooses social settings, which further reinforce sociability **B1**.

Practice 2.3 ■ 1 mark

A student believes exam results depend mainly on luck.

- (a) Name the construct.
- (b) State one likely behavioural consequence.

Solution 2.3

Worked steps

(a) an external locus of control **B1**. (b) reduced effort, since effort is not believed to affect the outcome **B1**.

Exam-style 3.1 ■ 1 mark

Belief in one's capability at a specific task is

- A** locus of control
- B** self-efficacy
- C** neuroticism
- D** reciprocal determinism

Solution 3.1

Method: Self-efficacy and locus of control

A locus of control

B self-efficacy



C neuroticism

D reciprocal determinism

Worked steps

B. self-efficacy is task-specific capability belief.

Exam-style 3.2 ■ 1 mark

The main limitation of self-report inventories is

- A** they take too long
- B** social desirability responding
- C** they cannot be scored
- D** they require observation

Solution 3.2

Method: Assessment and its limits

- A they take too long
- B social desirability responding**
- C they cannot be scored
- D they require observation



Worked steps

B. respondents may answer as they wish to be seen.

Exam-style 3.3 ■ 1 mark

An employer uses a personality inventory for selection.

- (a) State one reason candidates' answers may not be accurate.
- (b) Explain one way to reduce the problem.

Solution 3.3

Worked steps

(a) candidates want the job, so they answer to appear desirable **B1**. (b) include validity or consistency scales and combine the inventory with structured behavioural evidence **B1**, so a distorted response pattern can be detected and does not stand alone **B1**.