

ECAP5002 Individual Differences: Theory and Practice

Module leader: Dr Judith Marshall

Week	Recorded resource	Additional online engagement activities/key readings	On-campus Sessions
1	Personality I Definitions of Personality: Idiographic vs Nomothetic Trait theories Allport Cattell Eysenck Kelly	Please watch the video (part 1) on moodle https://clickv.ie/w/Xayl Reading: PART 1 Maltby, J., Day, L., & Macaskill, A. (2013). Personality, individual differences and intelligence (3rd ed.). Harlow: Pearson. Schultz, D. P., & Schultz, S. E. (2016). Theories of personality. Cengage Learning. Roberts, B. W., Luo, J., Briley, D. A., Chow, P. I., Su, R., & Hill, P. L. (2017). A systematic review of personality trait change through intervention. Psychological Bulletin, 143(2), 117. Brown, R., & Chiesa, M. (1990). George Kelly and repertory grids in psychotherapy research. British Journal of Psychotherapy, 6(4), 411- 419.	Seminar 1 Practical session: The big five inventory. Complete the inventory. Then in groups, design a study that examines the effect of personality on a chosen variable (methodology/ethics).
2	Personality II Psychoanalytic theories Freud Jung Adler	Please watch the video (part 2) on moodle https://clickv.ie/w/-ayl Reading: PART 2 Maltby, J., Day, L., & Macaskill, A. (2013). Personality, individual differences and intelligence (3rd ed.). Harlow: Pearson. Deal, K. H. (2007). Psychodynamic theory. Advances in Social Work, 8(1), 184-195.	Seminar 2 Students spend 15 mins reading this Boeree, G. C. D. (2006). Personality theories: Karen Horney http://webpace.ship.edu/cgboer/horney.html Jigsaw classroom: discuss Karen Horney's theory of personality and compare and contrast it with Freud's theory and discuss its relevance in today's society. Assessment 1 Focus Topic: Personality Coursework prep. Essay: 3,000 words

3	Intelligence I (intro and theory) 1. Spearman 2. Thurstone 3. Gardner 4. Sternberg 5. Goleman (EI)	Watch the video on moodle: Horizon, what makes us intelligent? https://clickv.ie/w/gXyl Reading: Revelle, W., & Wilt, J. (2013). The general factor of personality: A general critique. Journal of research in personality, 47(5), 493- 504. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3743124/ Intelligence theories and issues https://www.researchgate.net/publication/279474502_Intelligence_theories_and_issues Sternberg, R. J. (2004). Culture and intelligence. American psychologist, 59(5), 325. Elliott, J., & Resing, W. (2015). Can intelligence testing inform educational intervention for children with reading disability?. Journal of Intelligence, 3(4), 137-157.	Seminar 3 Critical thinking skills session: Students would have read this before the session. We will pull out some of the issues with this paper. Hardies, K. (2019). Personality, social norms, and sexual harassment in the workplace. Personality and Individual Differences, Vol.151.
4	Intelligence Testing History of the IQ test Alfred Binet Henry Goddard Stanford-Binet Robert Yerkes Wechsler Intelligence Scale The Standard Progressive Matrices Genes and environment	Watch the video on moodle: Race And Intelligence (Science's Last Taboo) https://clickv.ie/w/s0to Reading: Section 2, Chapter 13 Maltby, J., Day, L., & MacAskill, A. (2013). Personality, Individual Differences and Intelligence (3rd ed.). Harlow: Pearson Education Limited. Intelligence (IQ) Testing https://www.researchgate.net/publication/6716188_Intelligence_IQ_Testing Intelligence Is What the Intelligence Test Measures. Seriously https://www.mdpi.com/2079-3200/2/1/12/htm	Seminar 4 Write an abstract for this paper. Students would have read this paper before today's seminar: Van De Weijer, Steve G.A. "Big Five Personality Traits of Cybercrime Victims." Cyber Psychology, Behavior & Social Networking 20.7 (2017): 407-13. https://moodle.uwtsd.ac.uk/pluginfile.php/312523/mod_resource/content/6/seminar%20paper.pdf

5	Individual differences and education	Please watch the video on moodle Bergold, S., & Steinmayr, https://www.youtube.com/watch?v=lk8sdMGJ3m4&feature=youtu.be Reading: Bergold, S. and Steinmayr, R. (2018). Personality and intelligence interact in the prediction of academic achievement. <i>Journal of Intelligence</i>, 6(2), 27. Dowker, A. (2019). Individual differences in arithmetic: Implications for psychology, neuroscience and education. Routledge. Crosswaite, M., & Asbury, K. (2019). Teacher beliefs about the aetiology of individual differences in cognitive ability, and the relevance of behavioural genetics to education. <i>British Journal of Educational Psychology</i>, 89(1), 95-110. Ethical dilemmas of using intelligence tests in practice and research http://www.cercetari.institutuldefilosofie.ro/e107_files/downloads/Extrase%20C.F.P.%20anul%209,%20nr.%202%20[2017]/C.%20POPA,%20A.%20CIOBANU,%20B.%20IONESCU,%20Ethical%20Dilemmas%20of%20Using%20Intelligence%20Tests.pdf	Seminar 5 Ethical considerations when assessing children. Student to read this paper before the session - Psychological Assessment of Children: Guidelines and Ethics https://www.researchgate.net/publication/287218175_Psychological_Assessment_of_Children_Guidelines_and_Ethics In groups, you will create a workshop aimed at teachers to help them understand ethical issues in assessing individual differences between children and young people. You will draw on what you have learnt about measuring intelligence and consider how classroom practices/assessment adheres to: obtaining parental consent, respecting children's autonomy, maintaining confidentiality, separating children and parents during assessments, and using multiple sources of information and appropriate measures. Assessment 2 focus topic: Measurement of Intelligence Coursework prep. Comp 2 – Practical: Individual Presentation (10 minutes)
6	Personality and intelligence in the workplace Intelligence and Job performance The Big Five constructs to predict work behaviours Emotional Intelligence and the workplace	Reading: Sackett, P., & Walmsley, P. (2014). Which Personality Attributes Are Most Important in the Workplace? <i>Perspectives on Psychological Science</i>, 9(5), 538-551. Linton, D. K., & Power, J. L. (2013). The personality traits of workplace bullies are often shared by their victims: Is there a dark side to victims?. <i>Personality and Individual Differences</i>, 54(6), 738-743. Ho, C., Welbourne, J., & Howard, P. (2014). Personality Assessment in the Workplace: Evidence for the Workplace Interpersonal Relatedness Construct Across Cultures. <i>Journal of Cross-Cultural Psychology</i>, 45(8), 1249-1272. Yesil, & Sozibilir. (2013). An Empirical Investigation into the Impact of Personality on Individual Innovation Behaviour in the Workplace. <i>Procedia - Social and Behavioral Sciences</i>, 81(C), 540-551.	Seminar 6 You are a teacher and have been asked by your school to write a report (500 words) for parents on the role of personality or intelligence in academic achievement. Although you need to use academic sources – you must make sure that this is easy for parents to understand.

7	Social anxiety Definition Symptoms and Prevalence Causes Shyness Embarrassment	Reading: Social anxiety disorder – NICE https://www.nice.org.uk/guidance/cg159/evidence/full-guideline189895069 Dobrean, A., & Păsărelu, C. R. (2016). Impact of Social Media on Social Anxiety: A Systematic. New developments in anxiety disorders, 129. https://www.researchgate.net/publication/311509368_Impact_of_Social_Media_on_Social_Anxiety_A_Systematic_Review Thompson, T., Van Zalk, N., Marshall, C., Sargeant, M., & Stubbs, B. (2019). Social anxiety increases visible anxiety signs during social encounters but does not impair performance. BMC psychology, 7(1), 24.	Seminar 7 Create a leaflet for a doctor's surgery that highlights social anxiety. Title: Living with Social Anxiety
8	Optimism / Pessimism Definition Dispositional optimism Issues in researching optimism and pessimism. Situational optimism	Reading: Palgi, Yuval. (2013). Are ongoing cumulative chronic stressors associated with optimism and pessimism in the second half of life? Anxiety, Stress & Coping, 26(6), 674-690. Sweeny, Kate. (2010). The costs of optimism and the benefits of pessimism. Emotion, 10(5), 750-754. Tuckwiller, Beth. (2018). Mindset, grit, optimism, pessimism and life satisfaction in university students with and without anxiety and/or depression. Journal of Interdisciplinary Studies in Education, 6(2), 32-49. Rodricks, D. (2015). The old battle: Pessimism vs. optimism. The Baltimore Sun, pp. The Baltimore Sun, 2015-07-15. Jacoby, M. (2016). Shame and the origins of self-esteem: A Jungian approach. Routledge. Brewer, G., & Kerslake, J. (2015). Cyberbullying, self-esteem, empathy and loneliness. Computers in human behavior, 48, 255- 260.	Seminar 8 Group task: prepare for a presentation: You can chose Optimism or Pessimism. Using empirical studies – examine the impact of Optimism or Pessimism on an applied area, i.e., mental health or academic performance.

9	Self-esteem	Reading: Self-esteem - Chapter 8 http://faculty.washington.edu/jdb/452/452_chapter_08.pdf Self-esteem and academic performance https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3121006	Seminar 9 Write a briefing report on how present-day societal issues (your choice) affect self-esteem. Feedback on the reports to the class to discuss.
10	Interpersonal relationships Interpersonal attraction Love and attachment styles Relationship dissolution Forgiveness	Reading: Walster, E., & Abrahams, D. (2017). Interpersonal attraction and social influence. In <i>The social influence processes</i> (pp. 197-238). Routledge. Rodrigues, D., Lopes, D., Alexopoulos, T., & Goldenberg, L. (2017). A new look at online attraction: Unilateral initial attraction and the pivotal role of perceived similarity. <i>Computers in Human Behavior</i> , 74, 16-25. Wrape, E. R., Jenkins, S. R., Callahan, J. L., & Nowlin, R. B. (2016). Emotional and cognitive coping in relationship dissolution. <i>Journal of College Counseling</i> , 19(2), 110-123. Hart, A. (2015). Forgiveness: Could it be the answer to everything? New research shows letting go of grudges brings huge physical and mental benefits, says Anna Hart. <i>Daily Telegraph</i> (London, England), p. 31. Toussaint, L. L., Worthington Jr, E. L., & Williams, D. R. (2015). <i>Forgiveness and health: Scientific evidence and theories relating forgiveness to better health</i> . New York, NY, US: Springer Science+ Business Media Bleidorn, W., Arslan, R. C., Denissen, J. J., Rentfrow, P. J., Gebauer, J. E., Potter, J., & Gosling, S. D. (2016). Age and gender differences in self-esteem—A cross-cultural window. <i>Journal of personality and social psychology</i> , 111(3), 396.	Seminar 10 To help you to understand the importance of addressing equality and diversity, you will act as research consultants to improve diversity and ethics in a workplace (case studies provided). The case studies outline scenarios where employees have been made to feel uncomfortable about their socioeconomic background and do not promote equal opportunities among all employees or prospective employees to be hired and promoted. In groups, you will create an intervention programme for the HR department to improve these companies' situations. You will also develop a proposal on how to implement and evaluate the intervention programme. Discuss the importance of personal and professional boundaries when dealing with children with special educational needs. You will create a leaflet for practitioners that will help them to establish personal, behavioural, and emotional boundaries whilst carrying out research.