

ECAP5010 Individual Differences: Theory and Practice (2024.25)

Module leader: Dr Charlotte Greenway

Week beginning	Lecture topic (40mins)	Additional engagement activities/key readings	Seminar activity (40mins)
30 th Sept L1	Introduction to individual differences, personality and intelligence. Intelligence 1. Introduction 2. Cultural differences	Reading: Maltby, J., Day, L., & Macaskill, A. (2022). <i>Personality, individual differences and intelligence</i> (Fifth Edition.). Pearson. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100569302302421 Cooper, C. (2021). <i>Individual differences and personality</i> (Fourth edition.). Routledge. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100348559302421 Haslam, N., & Smillie, L. (2022). <i>An introduction to personality, individual differences & intelligence</i> (3rd edition.). SAGE. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100569302102421 Watch the video on moodle: Horizon, what makes us intelligent? https://clickv.ie/w/gXyl Reading: Yelamos, C., Goodman, M. S., & Stout, M. (2022). Intelligence and culture: an introduction. <i>Intelligence and National Security</i> , 37(4), 475–481. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1ir6fgh/cdi_informaworld_taylorfrancis_310_1080_02684527_2022_2065610	Seminar task Research and Presentation You will choose a specific culture or subculture and conduct in-depth research on its view of intelligence. Prepare a group presentation covering: • Traditional and contemporary views of intelligence in the culture. • Methods used to assess intelligence. • Implications for education and psychological assessment. • Cross-cultural comparisons and potential biases.
7 th Oct L2	Intelligence (theory) 1. Spearman 2. Thurstone 3. Gardner	Reading: Chapter 5: Intelligence https://www.blackwellpublishing.com/content/personalityandindividualdifferences/9781405130080_4_005.pdf Sternberg, R. J. (2004). Culture and intelligence. <i>American psychologist</i> , 59(5), 325. Elliott, J., & Resing, W. (2015). Can intelligence testing inform educational	Seminar task Group Discussions and Debates Three groups: Each group will discuss and present the strengths and weaknesses of their assigned theory (those discussed today).

		intervention for children with reading disability?. Journal of Intelligence, 3(4), 137-157. Morgan, H. (2021). Howard Gardner's Multiple Intelligences Theory and his Ideas on Promoting Creativity. In F. Reisman (Ed.), Celebrating Giants and Trailblazers: A-Z of Who's Who in Creativity Research and Related Fields (pp.124-141). London, UK: KIE Publications. https://files.eric.ed.gov/fulltext/ED618540.pdf	Debate on the most comprehensive and applicable theory in today's context.
14th Oct L3	Intelligence (theory) 1. Sternberg 2. Emotional intelligence and Goleman	Watch these presentations on EI Rutledge, H. (2020). <i>Resilience and emotional intelligence</i>. Henry Stewart Talks. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/11c0l68/alma99100590158902421 Faronbi, S. (2020). <i>The power of thought in developing emotional intelligence</i>. Henry Stewart Talks. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/11c0l68/alma99100590159102421 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/ Goleman, D. (2020). <i>Emotional intelligence : why it can matter more than IQ</i> (25th-anniversary edition, with a new introduction [cover]). Bloomsbury Publishing. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma9910343059702421	Seminar task Read this before today's session UsesofArtificialIntelligenceinPsychology.pdf Irshad, S., Azmi, S., & Begum, N. (2022). Uses of artificial intelligence in psychology. Psychology, 5(4), 21-30. In groups, create a poster outlining the benefits of AI in clinical psychology
21st Oct L4	Intelligence Testing History of the IQ test Alfred Binet Stanford-Binet Robert Yerkes Wechsler Intelligence Scale The Standard Progressive Matrices	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	Seminar task Critical discussion: Are intelligence tests valid measures of intelligence, and what are some of the best uses of intelligence tests?

		https://www.mdpi.com/2079-3200/2/1/12/htm	
28 th Oct	READING WEEK		
4 th Nov L5	Intelligence Testing 1. Validity 2. Genes and environment	Reading: Kan, J., Wicherts, J. M., & Dolan, C. V. (2013). On the Nature and Nurture of Intelligence and Specific Cognitive Abilities. <i>Psychological Science</i> . https://doi.org/10.1177/0956797613493292 Bosman, A. M. (2023). Intelligence tests and the individual: Unsolvable problems with validity and reliability. <i>Methodological Innovations</i> . https://doi.org/10.1177/20597991231213871	Seminar task Go through the proforma for the presentation and select groups.
12 th Nov L6	Intelligence and education 1. Intelligence 2. Motivation	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 task Group task: Create a plan for answering the following question: Critically evaluate the relationship between education and IQ.

18 th Nov L7	Motivation 1. Self-determination theory	Reading: Ryan, R. M., & Deci, E. L. (2020). Intrinsic and extrinsic motivation from a self-determination theory perspective: Definitions, theory, practices, and future directions. <i>Contemporary educational psychology</i> , 61, 101860. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1ir6fgh/cdi_crossref_primary_10_1016_j_cedpsych_2020_101860 Guay, F. (2022). Applying self-determination theory to education: Regulations types, psychological needs, and autonomy supporting behaviors. <i>Canadian Journal of School Psychology</i> , 37(1), 75-92. https://journals.sagepub.com/doi/pdf/10.1177/08295735211055355 https://selfdeterminationtheory.org/wp-content/uploads/2023/01/2022_RyanDeci_SDT_Encyclopedia.pdf	Seminar task Complete the set of motivation scales provided and critically discuss their use and application
25 th Nov L8	Intelligence in the workplace 1. Intelligence and Job performance 2. Emotional Intelligence and the workplace	Reading: Tuncdogan, A., Acar, O. A., Volberda, H. W., & Ruyter, K. de (Eds.). (2024). <i>The Oxford handbook of individual differences in organizational contexts</i> (First edition.). Oxford University Press. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/11c0l68/alma99100603489802421 Richardson, K., & Norgate, S. H. (2015). Does IQ Really Predict Job Performance? <i>Applied Developmental Science</i> , 19(3), 153-169. https://doi.org/10.1080/10888691.2014.983635	Seminar task You are a teacher and have been asked by your school to write a report (500 words) for parents on the role of intelligence in academic achievement. Although you need to use academic sources – you must make sure that this is easy for parents to understand.
2 nd Dec L9	Social anxiety 1. Definition 2. Symptoms and Prevalence and Causes 3. Shyness	Reading: Social anxiety disorder – NICE https://www.nice.org.uk/guidance/cg159/evidence/full-guideline-189895069 Dobrean, A., & Păsărelu, C. R. (2016). Impact of Social Media on Social Anxiety: A Systematic. <i>New developments in anxiety disorders</i> , 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. <i>BMC psychology</i> , 7(1), 24.	Seminar task Create a leaflet for a doctor's surgery that highlights social anxiety. Title: Living with Social Anxiety

9th Dec L10	Group presentations
--------------------	----------------------------

Semester two

Week beginning	Topic	Additional engagement activities/key readings	On-campus Sessions
27 th Jan	Personality Definitions Idiographic vs Nomothetic Trait Theories Allport Cattell	Please watch the video (part 1) on moodle https://clickv.ie/w/Xayl Reading: Maltby, J., Day, L., & Macaskill, A. (2022). <i>Personality, individual differences and intelligence</i> (Fifth Edition.). Pearson. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100569302302421 Cooper, C. (2021). <i>Individual differences and personality</i> (Fourth edition.). Routledge. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100348559302421 Haslam, N., & Smillie, L. (2022). <i>An introduction to personality, individual differences & intelligence</i> (3rd edition.). SAGE. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100569302102421 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. <i>Psychological Bulletin</i>, 143(2), 117. Brown, R., & Chiesa, M. (1990). George Kelly and repertory grids in psychotherapy research. <i>British Journal of Psychotherapy</i>, 6(4), 411- 419.	Seminar task Kelly's Rep Grid. Create your own rep grid. https://www.bbc.co.uk/radio4/science/kellys_grid.pdf
3 rd Feb	Personality Eysenck The Big Five	Reading: Corr, P. J., & Matthews, G. (Eds.). (2020). <i>The Cambridge handbook of personality psychology</i> (Second edition.). Cambridge University Press. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/11c0l68/alma99100402270702421 Costa, P. T., & McCrae, R. R. (1985). The NEO personality inventory.	Seminar task 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).

		Costa Jr, P. T., & McCrae, R. R. (2008). The Revised NEO Personality Inventory (NEO-PI-R). The Big Five Personality Theory: The 5 Factor Model Explained https://gmdconsulting.eu/nykerk/wp-content/uploads/2020/02/The-Big-Five-Personality-Theory-The-5-Factor-Model-Explained-PDF.pdf	
10 th Feb	Personality 1. Psychoanalytic Theories 2. Freud 3. Adler	Please watch the video (part 2) on moodle https://clickv.ie/w/-ayl Reading: Maltby, J., Day, L., & Macaskill, A. (2022). <i>Personality, individual differences and intelligence</i> (Fifth Edition.). Pearson. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100569302302421 Cooper, C. (2021). <i>Individual differences and personality</i> (Fourth edition.). Routledge. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1pbrh66/alma99100348559302421	Seminar task 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.
17 th Feb	Personality 1. Jung 2. Myers-Briggs	Cano, M. (2024). COVID-19 Lockdowns and Jung's Personality Types. <i>Jung Journal</i>, 18(1), 37–54. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1ir6fgh/cdi_proquest_journals_2927748121 Vibhute, S. J., & Kumar, B. S. (2024). Unraveling the Depths of the Psyche: A Review of Carl Jung's Analytical Psychology. <i>International Journal of Indian Psychology</i>, 12(1). https://ijip.in/wp-content/uploads/2024/02/18.01.059.20241201.pdf Stein, R., & Swan, A. B. (2019). Evaluating the validity of Myers-Briggs Type Indicator theory: A teaching tool and window into intuitive psychology. <i>Social and Personality Psychology Compass</i>, 13(2), e12434. https://swanpsych.com/publications/SteinSwanMBTITheory_2019.pdf	Seminar task Complete the MBTI Group discussion – evaluate the Myers-Briggs test. https://www.16personalities.com/free-personality-test

24 th Feb	READING WEEK		
3 rd Mar	Personality and education	Please watch the video on moodle Bergold, S., & Steinmayr, https://www.youtube.com/watch?v=lk8sdMGJ3m4&feature=youtu.be Reading: Dowker, A. (2019). Individual differences in arithmetic: Implications for psychology, neuroscience and education. Routledge. Albar, R. A., Mohamed, A. M. A., Albarazi, M. A. B., McAleer, S., & Shaibah, H. S. (2022). Interplay between personality traits and learning strategies: the missing link. <i>Advances in physiology education</i>, 46(4), 637–646. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9602687/ Mammadov, S. (2022). Big Five personality traits and academic performance: A meta-analysis. <i>Journal of personality</i>, 90(2), 222-255. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/1ir6fgh/cdi_proquest_miscellaneous_2552994288 Jach, H. K., Bardach, L., & Murayama, K. (2023). How personality matters for education research. <i>Educational Psychology Review</i>, 35(3), 94. https://rdcu.be/dPlvo	Seminar task 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." <i>Cyber Psychology, Behavior & Social Networking</i> 20.7 (2017): 407-13. https://moodle.uwtsd.ac.uk/pluginfile.php/312523/mod_resource/content/6/seminar%20paper.pdf
10 th Mar	Personality in the workplace The Big Five constructs to predict work behaviours	Reading: Tuncdogan, A., Acar, O. A., Volberda, H. W., & Ruyter, K. de (Eds.). (2024). <i>The Oxford handbook of individual differences in organizational contexts</i> (First edition.). Oxford University Press. https://librarysearch.uwtsd.ac.uk/permalink/44WHELF_UWTSD/11c0l68/alma99100603489802421 Dimitriou, E., & Galanakis, M. (2022). Organizational psychology re-invented—the big five personality traits model as a reliable behavior framework in the workplace. <i>Psychology</i>, 13(5), 798-804. https://www.scirp.org/pdf/psych_2022053016330744.pdf	Seminar task 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. <i>Personality and Individual Differences</i>, Vol.151.

17 th Mar	Optimism Definition Dispositional optimism Issues in researching optimism Situational optimism	Reading: Palgi, Yuval. (2013). Are ongoing cumulative chronic stressors associated with optimism and pessimism in the second half of life? <i>Anxiety, Stress & Coping</i> , 26(6), 674-690. Tuckwiller, Beth. (2018). Mindset, grit, optimism, pessimism and life satisfaction in university students with and without anxiety and/or depression. <i>Journal of Interdisciplinary Studies in Education</i> , 6(2), 32-49. Rodricks, D. (2015). The old battle: Pessimism vs. optimism. <i>The Baltimore Sun</i> , pp. The Baltimore Sun, 2015-07-15. Jacoby, M. (2016). <i>Shame and the origins of self-esteem: A Jungian approach</i> . Routledge. Brewer, G., & Kerslake, J. (2015). Cyberbullying, self-esteem, empathy and loneliness. <i>Computers in human behavior</i> , 48, 255- 260.	Seminar task Group task: prepare for a presentation: Using empirical studies – examine the impact of Optimism on an applied area, i.e., mental health or academic performance.
24 th Mar	Qual report session		
31 st Mar	Qual report session		