

**MODULE CODE:** ECAP5002  
**TITLE:** Individual Differences: Theory and Practice  
**DATED:** 26/04/2018

**LEVEL:** 5  
**CREDITS:** 20

**JACS CODE:** C810

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### **AIM(S)**

- To provide students with a critical understanding of the ideas and approaches relating to individual differences.

### **LEARNING OUTCOMES**

Upon the successful completion of this module, the student should be able to:

- critically appraise the theories underlying the concept of personality from a variety of psychological perspectives;
- evaluate historical and contemporary ideas relating to intelligence, and its measurement, detailing cultural, biological and environmental factors thought to influence intelligence;
- critically review and appraise the application of individual differences research in an applied setting;
- take responsibility for their own learning and skill development; including effective personal planning, self-reflection and project management skills.

### **INDICATIVE CONTENT**

- Critical examination of the approaches and theories (e.g. Adler, Kelly, Trait Approaches etc.) related to personality development; models developed to measure personality and their application.
- Critical examination of the theories that attempt to define and measure intelligence, (for example Binet, Galton, Sternberg, Gardner etc.); explore the links between heritability, environmental and cultural influences on the concept of intelligence.
- A critical exploration of issues relating to individual differences research and to focus on the application and significance of examining individual differences in the workplace.
- To explore the role of individual differences and its relationship with work-related efficiency and evaluate intervention strategies relating to enhancing work productivity.

### **LEARNING AND TEACHING STRATEGY**

Topics will be introduced in weekly lectures and consolidated through seminars which will vary in format from group exercises and discussions to small group exercises to further develop students' understanding of the principles and key topic areas within individual differences research.

The study time for the module is divided as follows:

| Activity type        | Hours      | Percentage  |
|----------------------|------------|-------------|
| Scheduled learning   | 30         | 15%         |
| Independent learning | 170        | 85%         |
| Placement learning   | 0          | 0%          |
| <b>TOTAL</b>         | <b>200</b> | <b>100%</b> |

## ASSESSMENT

### Assessment Component 1

☐ Written exam      ☒ Coursework      ☐ Practical

| Mode of assessment | Volume      | Weighting |
|--------------------|-------------|-----------|
| Essay              | 3,000 words | 70%       |

### Assessment Component 2

☐ Written exam      ☐ Coursework      ☒ Practical

| Mode of assessment      | Volume     | Weighting |
|-------------------------|------------|-----------|
| Individual Presentation | 10 minutes | 30%       |

### Assessment Summary

| Activity type | Percentage  |
|---------------|-------------|
| Written exam  |             |
| Coursework    | 70%         |
| Practical     | 30%         |
| <b>TOTAL</b>  | <b>100%</b> |

This module is a core requirement for Graduate Basis for Chartership (GBC) accreditation with the British Psychological Society (BPS) as set out in documentation to the BPS February 2018.

## READING LIST

Please note that at Level Five students will be expected to engage with empirical journal articles in addition to the reading list below.

| Module Code    | ECAP5002                                                                                                                                               |                                     |
|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| Module Title   | Individual Differences: Theory and Practice                                                                                                            |                                     |
| Classification | Reading List entry                                                                                                                                     | Electronic*                         |
| Essential      | Chamorro-Premuzic, T. (2011). <i>Personality and Individual Differences</i> (2nd Edition), London: Blackwell Publishing.                               | <input type="checkbox"/>            |
| Essential      | Cooper, C. (2010). <i>Individual differences and personality</i> (3rd ed.). London: Hodder Education                                                   | <input type="checkbox"/>            |
| Essential      | Furnham, A. (2008). <i>Personality and intelligence at work [ebook] exploring and explaining individual differences at work</i> . New York: Routledge. | <input checked="" type="checkbox"/> |
| Essential      | Haslam, N., Smillie, L., & Song, J. (2017). <i>An introduction to personality, individual differences and intelligence</i> (Second ed). London: Sage.  | <input type="checkbox"/>            |

|           |                                                                                                                                                    |                                     |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|
| Essential | Maltby, J., Day, L., & Macaskill, A. (2013). <i>Personality, individual differences and intelligence</i> (3rd ed.). Harlow: Pearson.               | <input checked="" type="checkbox"/> |
| Further   | Chamorro-Premuzic, T Von Stumm, S., & Furnham, A. (2011). <i>The Wiley-Blackwell handbook of individual differences</i> . Oxford: Wiley-Blackwell. | <input type="checkbox"/>            |
| Further   | Gardner, H. (1999). <i>Intelligence reframed: Multiple intelligences for the 21st century</i> . New York: Basic Books.                             | <input type="checkbox"/>            |
| Further   | Lewis, R., & Zibarras, L. (2013). <i>Work and occupational psychology: Integrating theory and practice</i> . London: SAGE.                         | <input type="checkbox"/>            |
| Further   | McMartin, J. (1995). <i>Personality psychology: Student-centered approach</i> . London: Sage.                                                      | <input type="checkbox"/>            |
| Further   | Pervin, L., Cervone, D., & John, O. (2005). <i>Personality: Theory and research</i> (9th ed.). Hoboken, N.J.: Wiley.                               | <input type="checkbox"/>            |
| Further   | Steptoe-Warren, G. (2013). <i>Occupational psychology: An applied approach</i> (Always learning). Harlow: Pearson.                                 | <input type="checkbox"/>            |
| Further   | Sternberg, R. (1990). <i>Metaphors of mind: Conceptions of the nature of intelligence</i> . Cambridge: Cambridge University Press.                 | <input checked="" type="checkbox"/> |
| Further   | Sternberg, R. (2004). <i>International handbook of intelligence</i> . Cambridge; New York: Cambridge University Press.                             | <input type="checkbox"/>            |
| Journal   | European journal of personality                                                                                                                    | <input checked="" type="checkbox"/> |
| Journal   | Individual differences research                                                                                                                    | <input checked="" type="checkbox"/> |
| Journal   | Journal of individual differences                                                                                                                  | <input checked="" type="checkbox"/> |
| Journal   | Journal of Intelligence                                                                                                                            | <input checked="" type="checkbox"/> |
| Journal   | Journal of occupational and organizational psychology                                                                                              | <input checked="" type="checkbox"/> |
| Journal   | Journal of occupational health psychology                                                                                                          | <input checked="" type="checkbox"/> |
| Journal   | Journal of research in personality                                                                                                                 | <input checked="" type="checkbox"/> |
| Journal   | Learning and individual differences                                                                                                                | <input checked="" type="checkbox"/> |
| Journal   | Personality and individual differences                                                                                                             | <input checked="" type="checkbox"/> |