# Contents

List of figures page xi
List of tables xviii
List of boxes xxiv
Preface to the third edition xxv
Preface to the second edition xxviii
Preface to the first edition xxx

## Part I The nature of personality traits

1 The trait concept and personality theory
   Introduction: conceptions of traits 3
   A brief history of traits 8
   Psychometric approaches to identifying personality dimensions 12
   Primary factors of personality: the 16PF and other questionnaires 19
   Higher-order factors: the ‘Big Five’ or the ‘Gigantic Three’? 23
   Current conceptions of personality structure 26
   Conclusions 40

2 Persons, situations and interactionism
   Traits and situations 42
   Are traits universal across cultures? 55
   Conclusions 62

3 Personality across the life span
   Trait stability 63
   Temperament 70
   Temperament, personality and stability: longitudinal studies 78
   Conclusions 83

4 Stable traits and transient states
   Introduction: the place of states in trait theory 85
   Trait-state models 86
   State dimensions: affect, mood and self-report arousal 91
Beyond mood: additional state domains 101
Traits and states: empirical studies 104
Conclusions 118

5 Alternative views of personality: challenges to trait theory 121
Traits in psychodynamic theory 122
The unconscious: contemporary studies 128
Assessment of implicit traits 133
Humanistic and phenomenological approaches 139
Conclusions 148

Part II Causes of personality traits 151
6 Genes, environments and personality traits 153
Introduction 153
Twin studies 159
Other research designs 164
Genes, environment and multiple personality traits 168
Further issues in genetic research 171
Molecular genetic studies of personality 181
Conclusions 185

7 The psychobiology of traits 187
Introduction: neuropsychological approaches to personality 187
Ground-plans for neuropsychological theory 189
Psychophysiological techniques: an outline and examples 196
Personality and brain imaging 203
Personality and arousal: towards an integrated theory? 209
Personality and sensitivity to motivational stimuli 219
Psychophysiology: where next? 226
Conclusions 228

8 The social psychology of traits 231
Introduction: personality and social behaviour 231
Personality development: social-psychological perspectives 236
Consistencies in social knowledge and cognition 248
Traits and processes: agreeableness and social behaviour 254
‘Social-psychological’ traits 257
A rapprochement between social psychology and trait theory? 261
Conclusions 264
## Part III  Consequences and applications

### 9  Stress  
267  
Introduction: the nature of stress  
Stress and physiological reactivity  
Neuroticism and stress vulnerability  
Transactional perspectives on personality and stress: mediator and moderator hypotheses  
Neuroticism, stress and emotional disorders: a self-regulative perspective  
Conclusions  

### 10  Traits and health  
301  
Introduction  
Heart disease  
Cancer  
Neuroticism as a risk factor for multiple diseases  
Stress and health  
Traits and health-related behaviours  
Life course approaches to personality, stress and illness  
Models of psychosomatic illness  
Conclusions  

### 11  Abnormal personality traits?  
323  
Personality disorders: concept and classification  
Problems with personality disorders in current categorical systems  
Are there abnormal personality traits?  
Personality disorders and models of normal personality: integrating psychiatry and differential psychology?  
Conclusions  

### 12  Personality, performance and information processing  
357  
Performance studies and trait theory  
Theories of personality and performance  
Extraversion–introversion and performance  
Trait anxiety, neuroticism and performance  
Personality and intelligence  
Conclusions  

### 13  Applications of personality assessment  
392  
Principles of trait assessment  
Educational and clinical applications
<table>
<thead>
<tr>
<th>CONTENTS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Personality and job performance</td>
<td>411</td>
</tr>
<tr>
<td>Organisational psychology: further applications</td>
<td>416</td>
</tr>
<tr>
<td>Emotional intelligence</td>
<td>421</td>
</tr>
<tr>
<td>Conclusions</td>
<td>427</td>
</tr>
<tr>
<td>14 Conclusions</td>
<td>430</td>
</tr>
<tr>
<td>Achievements of trait research</td>
<td>430</td>
</tr>
<tr>
<td>Towards a theory of traits</td>
<td>436</td>
</tr>
<tr>
<td>Traits and the coherence of personality theory</td>
<td>447</td>
</tr>
<tr>
<td>Conclusions</td>
<td>450</td>
</tr>
</tbody>
</table>

References 452
Author index 547
Subject index 555