

Contents

PART I Introduction 1

CHAPTER 1 *Introduction to Personality Theory* 2

What Is Personality? 3

What Is a Theory? 5

Theory Defined 5

Theory and Its Relatives 5

Philosophy 6

Speculation 6

Hypothesis 6

Taxonomy 7

Why Different Theories? 7

Theorists' Personalities and Their Theories of Personality 7

What Makes a Theory Useful? 8

Generates Research 9

Is Falsifiable 10

Organizes Data 10

Guides Action 10

Is Internally Consistent 11

Is Parsimonious 11

Dimensions for a Concept of Humanity 12

Research in Personality Theory 13

PART II Psychodynamic Theories 17

CHAPTER 2 *Freud: Psychoanalysis* 18

Overview of Psychoanalytic Theory 19

Biography of Sigmund Freud 20

Levels of Mental Life 26

Unconscious 26

Preconscious 27

Conscious 28

Provinces of the Mind 29

The Id 30

The Ego 31

The Superego 32

Dynamics of Personality 33

Drives 34

Sex 34

Aggression 35

Anxiety 36

Defense Mechanisms 37

Repression 37

Reaction Formation 38

Displacement 38

Fixation 38

Regression 39

Projection 39

Introjection 40

Sublimation 40

Stages of Development 41

Infantile Period 41

Oral Phase 41

Anal Phase 42

Phallic Phase 43

Male Oedipus Complex 43

Female Oedipus Complex 45

Latency Period 47

Genital Period 48

Maturity 48

Applications of Psychoanalytic Theory 49

Freud's Early Therapeutic Technique 49

<i>Freud's Later Therapeutic Technique</i>	50
<i>Dream Analysis</i>	52
<i>Freudian Slips</i>	54
Related Research	55
<i>Unconscious Mental Processing</i>	56
<i>Pleasure and the Id: Inhibition and the Ego</i>	56
<i>Repression, Inhibition, and Defense Mechanisms</i>	58
<i>Research on Dreams</i>	59
Critique of Freud	61
<i>Did Freud Understand Women, Gender, and Sexuality?</i>	61
<i>Was Freud a Scientist?</i>	63
Concept of Humanity	65
CHAPTER 3 Adler: Individual Psychology	68
Overview of Individual Psychology	69
Biography of Alfred Adler	70
Introduction to Adlerian Theory	73
Striving for Success or Superiority	74
<i>The Final Goal</i>	74
<i>The Striving Force as Compensation</i>	75
<i>Striving for Personal Superiority</i>	76
<i>Striving for Success</i>	76
Subjective Perceptions	77
<i>Fictionalism</i>	77
<i>Physical Inferiorities</i>	77
Unity and Self-Consistency of Personality	78
<i>Organ Dialect</i>	78
<i>Conscious and Unconscious</i>	79
Social Interest	79
<i>Origins of Social Interest</i>	80
<i>Importance of Social Interest</i>	81
Style of Life	82
Creative Power	83
Abnormal Development	83
<i>General Description</i>	84
<i>External Factors in Maladjustment</i>	84
Exaggerated Physical Deficiencies	84
Pampered Style of Life	85
Neglected Style of Life	85
<i>Safeguarding Tendencies</i>	85
Excuses	86
Aggression	86
Withdrawal	87
<i>Masculine Protest</i>	88
Origins of the Masculine Protest	88
Adler, Freud, and the Masculine Protest	88
Applications of Individual Psychology	89
<i>Family Constellation</i>	89
<i>Early Recollections</i>	90
<i>Dreams</i>	92
<i>Psychotherapy</i>	93
Related Research	94
<i>Birth Order Effects</i>	94
<i>Early Recollections and Career Choice</i>	95
<i>Early Childhood and Health-Related Issues</i>	97
Critique of Adler	97
Concept of Humanity	99
CHAPTER 4 Jung: Analytical Psychology	101
Overview of Analytical Psychology	102
Biography of Carl Jung	103
Levels of the Psyche	107
<i>Conscious</i>	107
<i>Personal Unconscious</i>	108
<i>Collective Unconscious</i>	108
<i>Archetypes</i>	109
Persona	111
Shadow	111
Anima	112
Animus	113
Great Mother	113
Wise Old Man	114
Hero	115
Self	115
Dynamics of Personality	118
<i>Causality and Teleology</i>	118
<i>Progression and Regression</i>	118
Psychological Types	119
<i>Attitudes</i>	119
Introversion	119
Extraversion	120

<i>Functions</i>	121
Thinking	121
Feeling	122
Sensing	122
Intuiting	123
Development of Personality	124
<i>Stages of Development</i>	<i>124</i>
Childhood	124
Youth	125
Middle Life	125
Old Age	126
<i>Self-Realization</i>	<i>127</i>
Jung's Methods of Investigation	127
<i>Word Association Test</i>	<i>128</i>
<i>Dream Analysis</i>	<i>128</i>
<i>Active Imagination</i>	<i>130</i>
<i>Psychotherapy</i>	<i>132</i>
Related Research	133
<i>Personality Type and Investing Money</i>	<i>133</i>
<i>Personality Type and Leadership</i>	<i>134</i>
Critique of Jung	135
Concept of Humanity	136
CHAPTER 5 Klein: Object Relations Theory	139
Overview of Object Relations Theory	140
Biography of Melanie Klein	141
Introduction to Object Relations Theory	143
Psychic Life of the Infant	144
<i>Phantasies</i>	<i>144</i>
<i>Objects</i>	<i>145</i>
Positions	145
<i>Paranoid-Schizoid Position</i>	<i>145</i>
<i>Depressive Position</i>	<i>147</i>
Psychic Defense Mechanisms	147
<i>Introjection</i>	<i>147</i>
<i>Projection</i>	<i>148</i>
<i>Splitting</i>	<i>148</i>
<i>Projective Identification</i>	<i>149</i>
Internalizations	149
<i>Ego</i>	<i>149</i>
<i>Superego</i>	<i>150</i>
<i>Oedipus Complex</i>	<i>151</i>
Female Oedipal Development	151
Male Oedipal Development	152
Later Views on Object Relations	152
<i>Margaret Mahler's View</i>	<i>153</i>
<i>Heinz Kohut's View</i>	<i>155</i>
<i>John Bowlby's Attachment Theory</i>	<i>156</i>
<i>Mary Ainsworth and the Strange Situation</i>	<i>158</i>
Psychotherapy	158
Related Research	159
<i>Childhood Trauma and Adult Object Relations</i>	<i>159</i>
<i>Attachment Theory and Adult Relationships</i>	<i>160</i>
Critique of Object Relations Theory	162
Concept of Humanity	163
CHAPTER 6 Horney: Psychoanalytic Social Theory	166
Overview of Psychoanalytic Social Theory	167
Biography of Karen Horney	168
Introduction to Psychoanalytic Social Theory	170
<i>Horney and Freud Compared</i>	<i>170</i>
<i>The Impact of Culture</i>	<i>170</i>
<i>The Importance of Childhood Experiences</i>	<i>171</i>
Basic Hostility and Basic Anxiety	171
Compulsive Drives	173
<i>Neurotic Needs</i>	<i>173</i>
<i>Neurotic Trends</i>	<i>174</i>
Moving Toward People	176
Moving Against People	176
Moving Away From People	177
Intrapsychic Conflicts	178
<i>The Idealized Self-Image</i>	<i>179</i>
The Neurotic Search for Glory	179
Neurotic Claims	180
Neurotic Pride	181
<i>Self-Hatred</i>	<i>181</i>

- Feminine Psychology** 183
- Psychotherapy** 184
- Related Research** 185
- Developing and Validating a New Measure of Horney's Neurotic Trends* 185
- Can Neuroticism Ever Be a Good Thing?* 186
- Critique of Horney** 187
- Concept of Humanity** 188
- CHAPTER 7 Fromm: Humanistic Psychoanalysis** 191
- Overview of Humanistic Psychoanalysis** 192
- Biography of Erich Fromm** 193
- Fromm's Basic Assumptions** 195
- Human Needs** 196
- Relatedness* 196
- Transcendence* 197
- Rootedness* 198
- Sense of Identity* 199
- Frame of Orientation* 199
- Summary of Human Needs* 200
- The Burden of Freedom** 200
- Mechanisms of Escape* 201
- Authoritarianism 201
- Destructiveness 201
- Conformity 202
- Positive Freedom* 202
- Character Orientations** 202
- Nonproductive Orientations* 203
- Receptive 203
- Exploitative 203
- Hoarding 203
- Marketing 204
- The Productive Orientation* 204
- Personality Disorders** 205
- Necrophilia* 205
- Malignant Narcissism* 205
- Incestuous Symbiosis* 206
- Psychotherapy** 207
- Fromm's Methods of Investigation** 208
- Social Character in a Mexican Village* 208
- A Psychohistorical Study of Hitler* 209
- Related Research** 211
- Estrangement From Culture and Well-Being* 211
- Authoritarianism and Fear* 212
- Critique of Fromm** 213
- Concept of Humanity** 214
- CHAPTER 8 Erikson: Post-Freudian Theory** 217
- Overview of Post-Freudian Theory** 218
- Biography of Erik Erikson** 219
- The Ego in Post-Freudian Theory** 221
- Society's Influence* 222
- Epigenetic Principle* 223
- Stages of Psychosocial Development** 224
- Infancy* 225
- Oral-Sensory Mode 225
- Basic Trust Versus Basic Mistrust 226
- Hope: The Basic Strength of Infancy 227
- Early Childhood* 227
- Anal-Urethral-Muscular Mode 228
- Autonomy Versus Shame and Doubt 228
- Will: The Basic Strength of Early Childhood 228
- Play Age* 229
- Genital-Locomotor Mode 229
- Initiative Versus Guilt 230
- Purpose: The Basic Strength of the Play Age 230
- School Age* 230
- Latency 230
- Industry Versus Inferiority 231
- Competence: The Basic Strength of the School Age 231
- Adolescence* 231
- Puberty 232
- Identity Versus Identity Confusion 232
- Fidelity: The Basic Strength of Adolescence 233
- Young Adulthood* 234
- Genitality 234
- Intimacy Versus Isolation 234
- Love: The Basic Strength of Young Adulthood 235
- Adulthood* 235
- Procreativity 235
- Generativity Versus Stagnation 235
- Care: The Basic Strength of Adulthood 236

Old Age 236

- Generalized Sensuality 237
- Integrity Versus Despair 237
- Wisdom: The Basic Strength of Old Age 238

Summary of the Life Cycle 238**Erikson's Methods of Investigation 239****Anthropological Studies 239****Psychohistory 240****Related Research 242****Does Identity Precede Intimacy? 242****Generativity Versus Stagnation 243****Critique of Erikson 244****Concept of Humanity 245****PART III Humanistic/Existential Theories 249****CHAPTER 9 Maslow: Holistic-Dynamic Theory 250****Overview of Holistic-Dynamic Theory 251****Biography of Abraham H. Maslow 252****Maslow's View of Motivation 255****Hierarchy of Needs 256**

- Physiological Needs 257
- Safety Needs 257
- Love and Belongingness Needs 258
- Esteem Needs 258
- Self-Actualization Needs 259

Aesthetic Needs 260**Cognitive Needs 260****Neurotic Needs 260****General Discussion of Needs 261**

- Reversed Order of Needs 261
- Unmotivated Behavior 261
- Expressive and Coping Behavior 261
- Deprivation of Needs 262
- Instinctoid Nature of Needs 262
- Comparison of Higher and Lower Needs 263

Self-Actualization 263**Maslow's Quest for the Self-Actualizing Person 263****Criteria for Self-Actualization 264****Values of Self-Actualizers 265****Characteristics of Self-Actualizing People 266**

- More Efficient Perception of Reality 266
- Acceptance of Self, Others, and Nature 267
- Spontaneity, Simplicity, and Naturalness 267
- Problem-Centering 267
- The Need for Privacy 268
- Autonomy 268
- Continued Freshness of Appreciation 268
- The Peak Experience 268
- Gemeinschaftsgefühl* 269
- Profound Interpersonal Relations 269
- The Democratic Character Structure 270
- Discrimination Between Means and Ends 270
- Philosophical Sense of Humor 270
- Creativeness 271
- Resistance to Enculturation 271

Love, Sex, and Self-Actualization 271**Philosophy of Science 272****Measuring Self-Actualization 273****The Jonah Complex 275****Psychotherapy 275****Related Research 276****Deficiency Needs, B-Values, and Self-Esteem 276****Positive Psychology 278****Critique of Maslow 279****Concept of Humanity 281****CHAPTER 10 Rogers: Person-Centered Theory 284****Overview of Client-Centered Theory 285****Biography of Carl Rogers 286****Person-Centered Theory 289****Basic Assumptions 289**

- Formative Tendency 289
- Actualizing Tendency 289

The Self and Self-Actualization 290

- The Self-Concept 291
- The Ideal Self 292

Awareness 292

- Levels of Awareness 292
- Denial of Positive Experiences 293

Becoming a Person 293

- Barriers to Psychological Health 294**
 - Conditions of Worth 294
 - Incongruence 294
 - Vulnerability 295
 - Anxiety and Threat 295
 - Defensiveness 295
 - Disorganization 296
- Psychotherapy 297**
 - Conditions 297**
 - Counselor Congruence 297
 - Unconditional Positive Regard 299
 - Empathic Listening 299
 - Process 300**
 - Stages of Therapeutic Change 300
 - Theoretical Explanation for Therapeutic Change 302
 - Outcomes 303**
- The Person of Tomorrow 303**
- Philosophy of Science 305**
- The Chicago Studies 306**
 - Hypotheses 306*
 - Method 306*
 - Findings 307*
 - Summary of Results 308*
- Related Research 309**
 - Self-Discrepancy Theory 309*
 - Motivation and Pursuing One's Goals 310*
- Critique of Rogers 312**
- Concept of Humanity 313**
- CHAPTER 11 *May: Existential Psychology 316***
- Overview of Existential Psychology 317**
- Biography of Rollo May 318**
- Background of Existentialism 321**
 - What Is Existentialism? 321*
 - Basic Concepts 322*
 - Being-in-the-World 322
 - Nonbeing 323
- The Case of Philip 325**
- Anxiety 325**
 - Normal Anxiety 326*
 - Neurotic Anxiety 326*
- Guilt 327**
- Intentionality 328**
- Care, Love, and Will 328**
 - Union of Love and Will 329*
 - Forms of Love 330*
 - Sex 330
 - Eros 330
 - Philia 330
 - Agape 331
- Freedom and Destiny 331**
 - Freedom Defined 331*
 - Forms of Freedom 332*
 - Existential Freedom 332
 - Essential Freedom 332
 - What Is Destiny? 332*
 - Philip's Destiny 333*
- The Power of Myth 333**
- Psychopathology 335**
- Psychotherapy 335**
- Related Research 337**
 - Mortality Salience and Denial of Our Animal Nature 338*
 - Fitness as a Defense Against Mortality Awareness 339*
 - Is There an Upside to Mortality Awareness? 341*
- Critique of May 342**
- Concept of Humanity 343**
- PART IV** Dispositional Theories 347
- CHAPTER 12 *Allport: Psychology of the Individual 348***
- Overview of Allport's Psychology of the Individual 349**
- Biography of Gordon Allport 350**
- Allport's Approach to Personality Theory 352**
 - What Is Personality? 352*
 - What Is the Role of Conscious Motivation? 353*
 - What Are the Characteristics of a Healthy Person? 353*

Structure of Personality 355***Personal Dispositions 355***

- Levels of Personal Dispositions 356
- Cardinal Dispositions 356*
- Central Dispositions 356*
- Secondary Dispositions 356*
- Motivational and Stylistic Dispositions 357

Proprium 357**Motivation 358*****A Theory of Motivation 358******Functional Autonomy 359***

- Perseverative Functional Autonomy 360
- Propriate Functional Autonomy 361
- Criterion for Functional Autonomy 361
- Processes That Are Not Functionally Autonomous 362

The Study of the Individual 362***Morphogenic Science 363******The Diaries of Marion Taylor 363******Letters From Jenny 364*****Related Research 366**

- Intrinsic Versus Extrinsic Religious Orientation 367*
- How to Reduce Prejudice: Optimal Contact 368*

Critique of Allport 370**Concept of Humanity 371****CHAPTER 13 *McCrae and Costa's Five Factor Trait Theory 374*****Overview of Trait and Factor Theories 375****The Pioneering Work of Raymond B. Cattell 376****Basics of Factor Analysis 377****The Big Five: Taxonomy or Theory? 379****Biographies of Robert R. McCrae and Paul T. Costa, Jr. 379****In Search of the Big Five 381*****Five Factors Found 381******Description of the Five Factors 382*****Evolution of the Five-Factor Theory 384*****Units of the Five-Factor Theory 384***

- Core Components of Personality 384
- Basic Tendencies 385*

Characteristic Adaptations 386***Self-Concept 386******Peripheral Components 387******Biological Bases 387******Objective Biography 387******External Influences 387******Basic Postulates 388******Postulates for Basic Tendencies 388******Postulates for Characteristic Adaptations 389*****Related Research 390*****Traits and Academics 390******Traits, Internet Use, and Well-Being 391******Traits and Emotion 392*****Critique of Trait and Factor Theories 394****Concept of Humanity 396****PART V****Biological/Evolutionary Theories 397****CHAPTER 14 *Eysenck's Biologically Based Factor Theory 398*****Overview of Biologically Based Trait Theory 399****Biography of Hans J. Eysenck 401****Eysenck's Factor Theory 403*****Criteria for Identifying Factors 404******Hierarchy of Behavior Organization 404*****Dimensions of Personality 405*****Extraversion 407******Neuroticism 408******Psychoticism 409*****Measuring Personality 411****Biological Bases of Personality 411****Personality as a Predictor 412*****Personality and Behavior 412******Personality and Disease 413*****Related Research 414*****The Biology of Personality Traits 414*****Critique of Eysenck's Biologically Based Theory 416****Concept of Humanity 417**

CHAPTER 15 *Buss: Evolutionary Theory of Personality* 418

Overview of Evolutionary Theory 419

Biography of David Buss 421

Principles of Evolutionary Psychology 423

Evolutionary Theory of Personality 423

The Nature and Nurture of Personality 425

Adaptive Problems and their Solutions (Mechanisms) 425

Evolved Mechanisms 427

Motivation and Emotion as Evolved Mechanisms 428

Personality Traits as Evolved Mechanisms 428

Origins of Individual Differences 430

Environmental Sources 431

Heritable/Genetic Sources 432

Nonadaptive Sources 432

Maladaptive Sources 432

Neo-Bussian Evolutionary Theories of Personality 432

Common Misunderstandings in Evolutionary Theory 434

Evolution Implies Genetic Determinism (Behavior as Set in Stone and Void of Influence From the Environment) 434

Executing Adaptations Requires Conscious Mechanisms 435

Mechanisms Are Optimally Designed 435

Related Research 435

Temperament and the Pre- and Post-Natal Environment 436

Genetics and Personality 437

Animal Personality 438

Critique of Evolutionary Theory of Personality 440

Concept of Humanity 441

PART VI Learning-Cognitive Theories 445

CHAPTER 16 *Skinner: Behavioral Analysis* 446

Overview of Behavioral Analysis 447

Biography of B. F. Skinner 448

Precursors to Skinner's Scientific Behaviorism 452
Scientific Behaviorism 452

Philosophy of Science 453

Characteristics of Science 453

Conditioning 455

Classical Conditioning 455

Operant Conditioning 456

Shaping 456

Reinforcement 458

Positive Reinforcement 458

Negative Reinforcement 459

Punishment 459

Effects of Punishment 459

Punishment and Reinforcement Compared 460

Conditioned and Generalized Reinforcers 460

Schedules of Reinforcement 461

Fixed-Ratio 461

Variable-Ratio 462

Fixed-Interval 462

Variable-Interval 462

Extinction 463

The Human Organism 463

Natural Selection 464

Cultural Evolution 464

Inner States 465

Self-Awareness 465

Drives 466

Emotions 466

Purpose and Intention 466

Complex Behavior 467

Higher Mental Processes 467

Creativity 467

Unconscious Behavior 468

Dreams 468

Social Behavior 469

Control of Human Behavior 469

Social Control 469

Self-Control 470

The Unhealthy Personality 471

Counteracting Strategies 471

Inappropriate Behaviors 472

- Psychotherapy 472**
- Related Research 473**
 - How Conditioning Affects Personality 473*
 - How Personality Affects Conditioning 474*
 - Reinforcement and the Brain 477*
- Critique of Skinner 478**
- Concept of Humanity 479**

- CHAPTER 17 Bandura: Social Cognitive Theory 482**
- Overview of Social Cognitive Theory 483**
- Biography of Albert Bandura 484**
- Learning 485**
 - Observational Learning 486*
 - Modeling 486
 - Processes Governing Observational Learning 486
 - Attention 486
 - Representation 487
 - Behavioral Production 487
 - Motivation 487
 - Enactive Learning 487*
- Triadic Reciprocal Causation 488**
 - An Example of Triadic Reciprocal Causation 489*
 - Chance Encounters and Fortuitous Events 490*
- Human Agency 491**
 - Core Features of Human Agency 492*
 - Self-Efficacy 492*
 - What Is Self-Efficacy? 493
 - What Contributes to Self-Efficacy? 494
 - Mastery Experiences 494
 - Social Modeling 495
 - Social Persuasion 495
 - Physical and Emotional States 495
 - Proxy Agency 496*
 - Collective Efficacy 496*
- Self-Regulation 498**
 - External Factors in Self-Regulation 498*
 - Internal Factors in Self-Regulation 499*
 - Self-Observation 499
 - Judgmental Process 499
 - Self-Reaction 500
- Self-Regulation Through Moral Agency 500*
 - Redefine the Behavior 501
 - Disregard or Distort the Consequences of Behavior 502
 - Dehumanize or Blame the Victims 502
 - Displace or Diffuse Responsibility 202
- Dysfunctional Behavior 503**
 - Depression 503*
 - Phobias 503*
 - Aggression 504*
- Therapy 505**
- Related Research 506**
 - Self-Efficacy and Terrorism 506*
 - Self-Efficacy and Diabetes 508*
 - Social Cognitive Theory “Goes Global” 509*
- Critique of Bandura 510**
- Concept of Humanity 511**

- CHAPTER 18 Rotter and Mischel: Cognitive Social Learning Theory 515**
- Overview of Cognitive Social Learning Theory 516**
- Biography of Julian Rotter 517**
- Introduction to Rotter’s Social Learning Theory 518**
- Predicting Specific Behaviors 519**
 - Behavior Potential 519*
 - Expectancy 520*
 - Reinforcement Value 520*
 - Psychological Situation 521*
 - Basic Prediction Formula 522*
- Predicting General Behaviors 523**
 - Generalized Expectancies 523*
 - Needs 523*
 - Categories of Needs 524
 - Recognition-Status 524
 - Dominance 524
 - Independence 524
 - Protection-Dependency 524
 - Love and Affection 524

- Physical Comfort* 524
- Need Components 525
- Need Potential* 525
- Freedom of Movement* 525
- Need Value* 525
- General Prediction Formula** 526
- Internal and External Control of Reinforcement** 527
- Interpersonal Trust Scale** 529
- Maladaptive Behavior** 530
- Psychotherapy** 531
 - Changing Goals* 532
 - Eliminating Low Expectancies* 532
- Introduction to Mischel's Personality Theory** 534
- Biography of Walter Mischel** 535
- Background of the Cognitive-Affective Personality System** 536
 - Consistency Paradox* 536
 - Person-Situation Interaction* 537
- Cognitive-Affective Personality System** 538
 - Behavior Prediction* 539
 - Situation Variables* 539
 - Cognitive-Affective Units* 541
 - Encoding Strategies 541
 - Competencies and Self-Regulatory Strategies 542
 - Expectancies and Beliefs 543
 - Goals and Values 543
 - Affective Responses 544
- Related Research** 545
 - Locus of Control and Holocaust Heroes* 545
 - Person-Situation Interaction* 546
 - Self-Regulation Across the Lifespan* 547
- Critique of Cognitive Social Learning Theory** 548
- Concept of Humanity** 549
- CHAPTER 19 Kelly: Psychology of Personal Constructs** 552
- Overview of Personal Construct Theory** 553
- Biography of George Kelly** 554
- Kelly's Philosophical Position** 555
- Person as Scientist** 556
- Scientist as Person** 556
- Constructive Alternativism** 556
- Personal Constructs** 557
 - Basic Postulate** 558
 - Supporting Corollaries** 559
 - Similarities Among Events 559
 - Differences Among People 560
 - Relationships Among Constructs 560
 - Dichotomy of Constructs 561
 - Choice Between Dichotomies 562
 - Range of Convenience 562
 - Experience and Learning 563
 - Adaptation to Experience 563
 - Incompatible Constructs 564
 - Similarities Among People 564
 - Social Processes 565
- Applications of Personal Construct Theory** 566
 - Abnormal Development** 566
 - Threat 567
 - Fear 567
 - Anxiety 567
 - Guilt 568
 - Psychotherapy** 568
 - The Rep Test** 569
- Related Research** 571
 - Gender as a Personal Construct* 572
 - Understanding Internalized Prejudice Through Personal Construct Theory* 573
 - Personal Constructs and the Big Five* 574
- Critique of Kelly** 575
- Concept of Humanity** 576
- Glossary** G-1
- References** R
- Photo Credits** C
- Name Index** N-1
- Subject Index** S-1