

3. Individual Difference

Terminal Values vs. Instrumental Values by Rokeach value survey.

A comfortable life (and prosperous)
An exciting life (stimulating)
A sense of accomplishment (lasting contribution)
A world at peace (free of war and conflict)
A world of beauty (beauty of nature and the arts)
Equality (brotherhood, equal opportunity)
Family security (taking care of loved ones)
Freedom (independence, free choice)
Happiness (contentedness)
Inner harmony (freedom from inner conflict)
Mature love (sexual and spiritual intimacy)
National security (attack protection)
Pleasure (leisurely, enjoyable life)
Salvation (saved, eternal life)
Self-respect (self-esteem)
Social recognition (admiration, respect)
True friendship (close companionship)
Wisdom (mature understanding of life)

Ambitious (hardworking)
Broad-minded (open-minded)
Capable (competent, effective)
Cheerful (lighthearted, joyful)
Clean (neat, tidy)
Courageous (standing up for beliefs)
Forgiving (willing to pardon)
Helpful (working for others' welfare)
Honest (sincere, truthful)
Imaginative (creative, daring)
Independent (self-sufficient, self-reliant)
Intellectual (intelligent, reflective)
Logical (rational, consistent)
Loving (affectionate, tender)
Obedient (dutiful, respectful)
Polite (courteous, well mannered)
Responsible (reliable, dependable)
Self-controlled (self-disciplined)

Figure 1.10

A work-related example of the three components of attitudes.

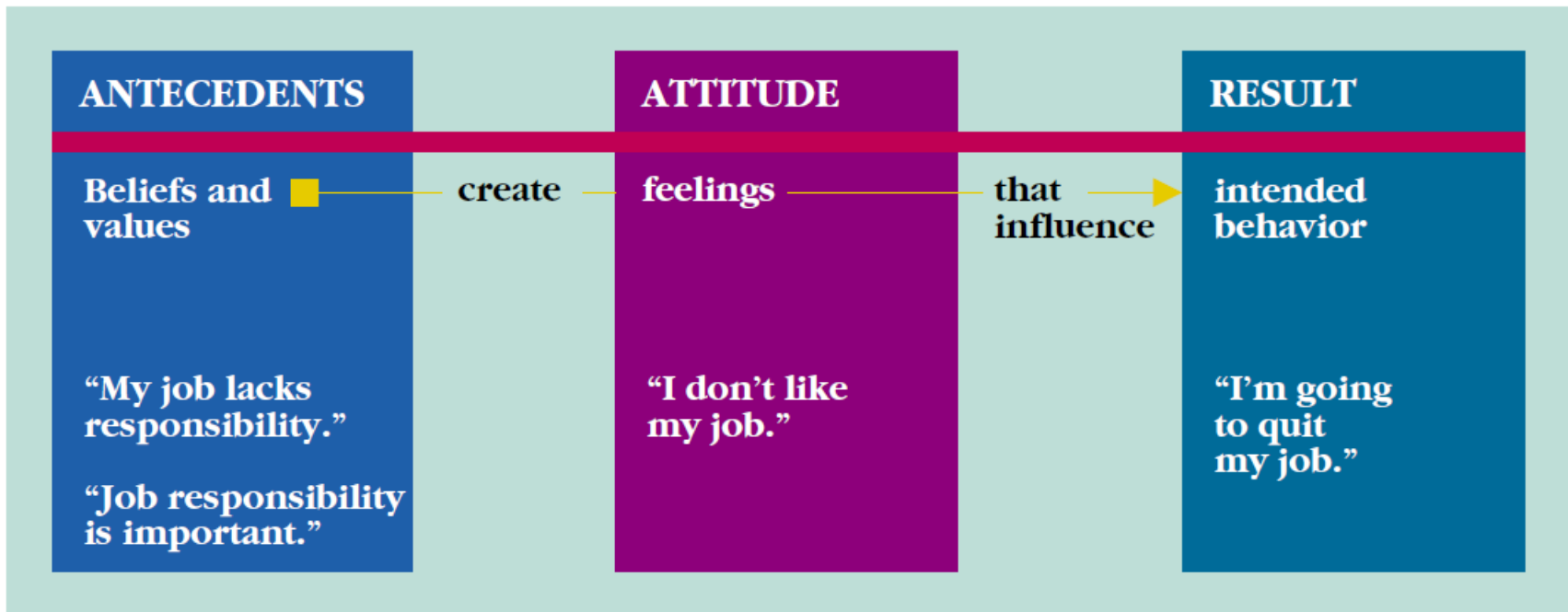


Figure 1.5

Heredity and environmental linkage with personality.

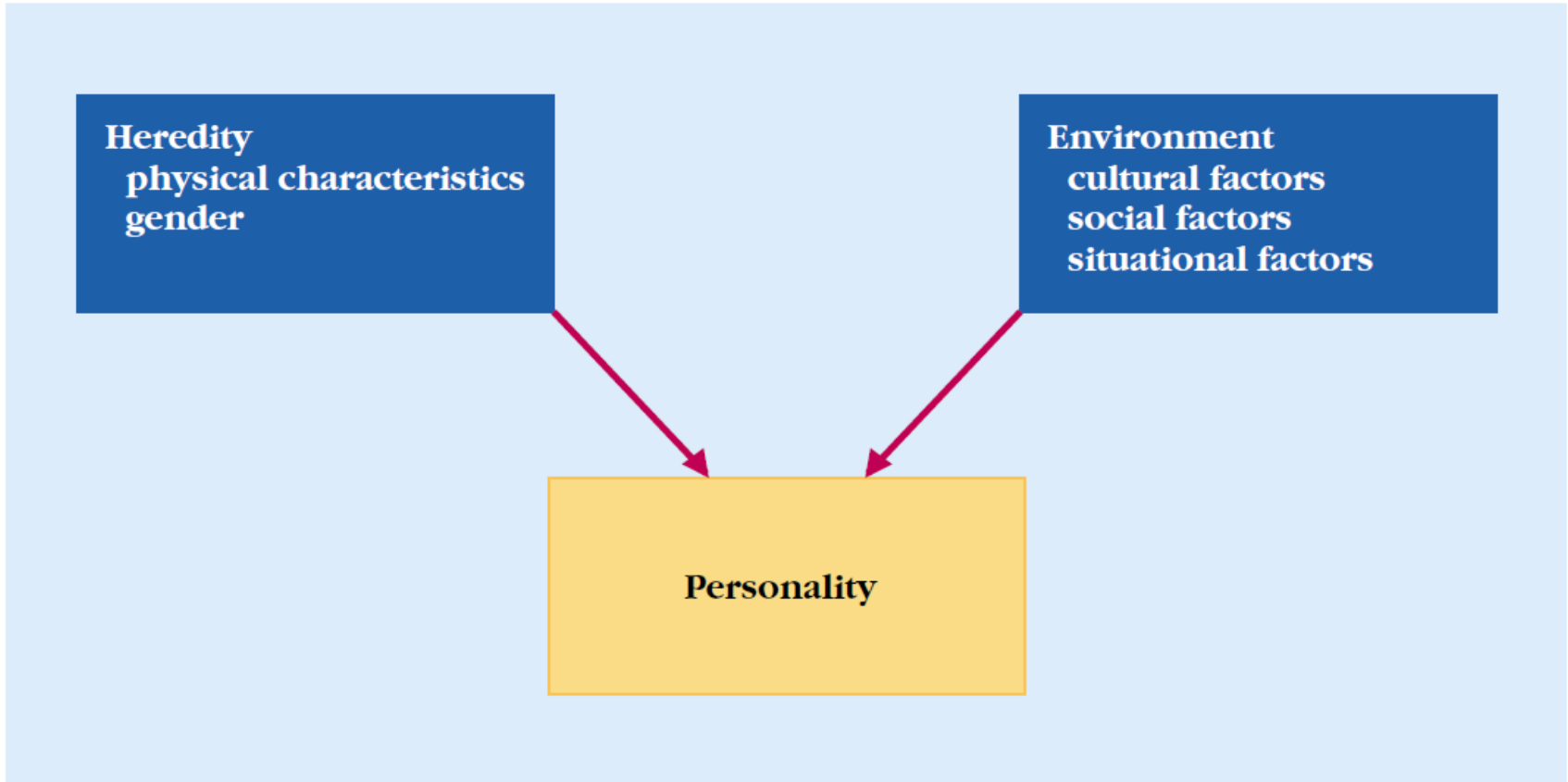


Figure 1.6

Argyris's Maturity-Immaturity Continuum

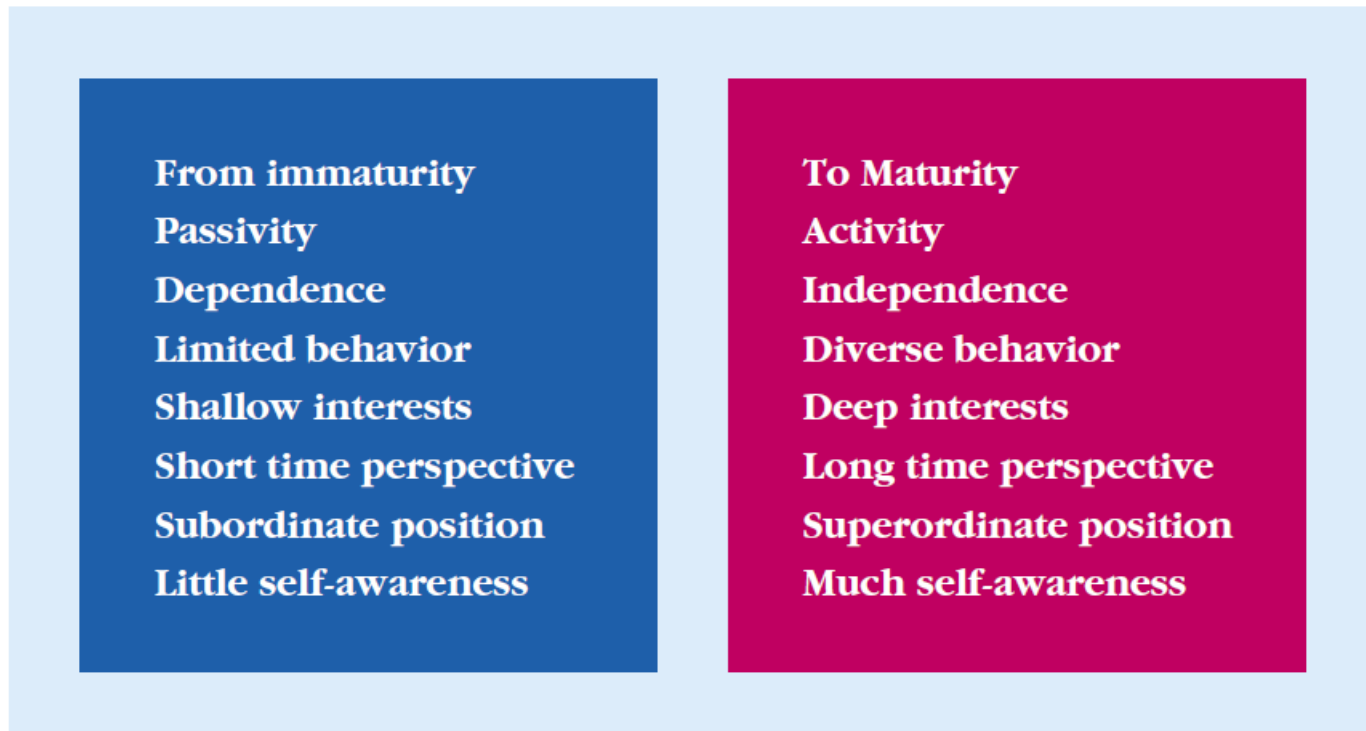


Figure 1.7

Four problem-solving style summaries.

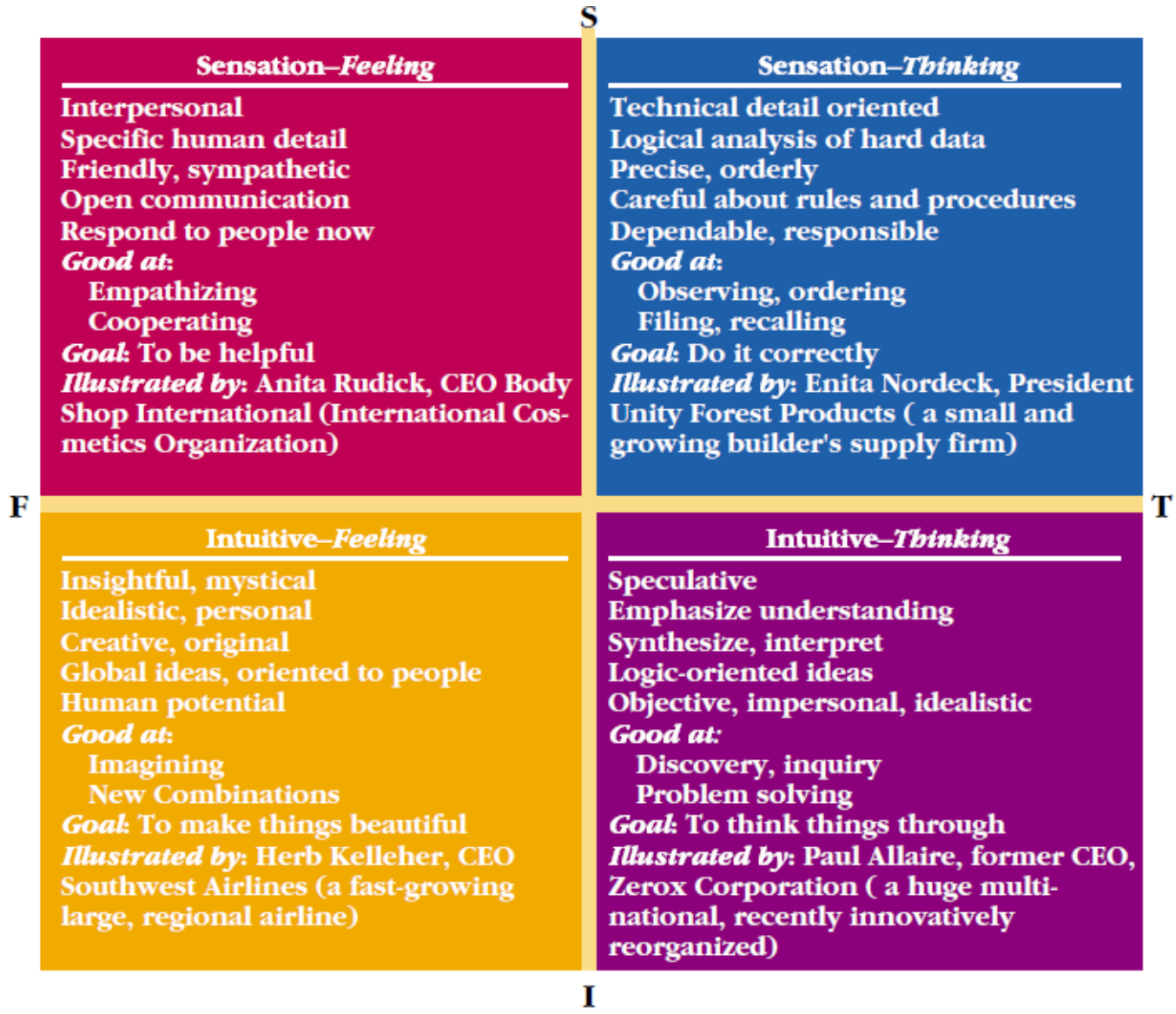


Figure 1.8

Some ways in which internals differ from externals.

Information processing	Internals make more attempts to acquire information, are less satisfied with the amount of information they possess, and are better at utilizing information.
Job satisfaction	Internals are generally more satisfied, less alienated, less rootless, and there is a stronger job satisfaction/performance relationship for them.
Performance	Internals perform better on learning and problem-solving tasks, when performance leads to valued rewards.
Self-control, risk, and anxiety	Internals exhibit greater self-control, are more cautious, engage in less risky behavior, and are less anxious.
Motivation, expectancies, and results	Internals display greater work motivation, see a stronger relationship between what they do and what happens to them, expect that working hard leads to good performance, feel more control over their time.
Response to others	Internals are more independent, more reliant on their own judgment, and less susceptible to the influence of others; they are more likely to accept information on its merit.