

Solutions

Each answer shows the steps, then the **result**.

2.1

- any three of: openness, conscientiousness, extraversion, agreeableness, neuroticism

2.2

- person, behaviour and environment each influence the other two; e.g. a sociable person chooses social settings, which further reinforce sociability

2.3

(a)

- an external locus of control

(b)

- reduced effort, since effort is not believed to affect the outcome

3.1 B

- self-efficacy is task-specific capability belief

3.2 B

- respondents may answer as they wish to be seen

3.3

(a)

- candidates want the job, so they answer to appear desirable

(b)

- include validity or consistency scales and combine the inventory with structured behavioural evidence, so a distorted response pattern can be detected and does not stand alone

3.4

(a)

- **X** uses the **trait** approach (1); **Y** uses the **social-cognitive** approach (1). The five dimensions are openness, conscientiousness, extraversion, agreeableness and neuroticism (1)

(b)

- Reciprocal determinism is Bandura's idea that the person, their behaviour and the environment each influence the other two (1); here her expectations shape which situations she enters, those situations shape her behaviour, and the results feed back into her expectations (1)

(c)

- **Self-efficacy** is the belief that one can succeed at a **specific** task, so it varies from one domain to another; self-esteem is a global feeling of one's own worth (1)

(d)

- Traits are meant to be consistent across situations, but her conscientiousness appears in one subject and not in others — behaviour is far more situation-specific than a single trait score suggests (1)