

Vocabulary for chapter 2

Key vocabulary

applied	developmental	process
approach	driven	psychodynamic
awareness	field	psychometric
attention	humanist	pure
biopsychology	interpretation	standardize
cognitivism	introspection	subjective
constructivist	objective	theory
context	perception	unique
deprivation	personality	valid
determinism	practitioner	verifiable

3.1 A

Answers

- 1 designs and applies psychometric tests; solves organizational problems; designs reward systems and appraisal systems; designs staff selection procedures; advises on stress management and health and safety; designs organization and management systems
- 2 consistent patterns of individual behaviour, traits, characteristic behaviours
- 3 by psychometric tests

3.1 B

Possible answers:

- 1 a board meeting where there is only one woman; an example of a lack of **diversity** in senior management positions
 - 2 a job interviewer interviewing an interviewee using an interview **schedule**
 - 3 a sample page of a **personality** test; this is known as a **psychometric** test
 - 4 an **organization** chart showing an **institutional** structure
 - 5 a sample page of a job satisfaction questionnaire; this shows the respondent's **attitude** to his role
 - 6 a chart showing the percentage of men and women in different departments in a university; there may not be much **equality** in the distribution of genders across the **organization**
- 2 Students should notice that each picture represents a different aspect of professional practice in occupational psychology: 1 designing equality and diversity policies; 2 selecting staff; 3 identifying personality and abilities; 4 designing management structures; 5 designing appraisal systems; 6 identifying organizational inequalities.

3.1 D

Model answers:

- 1 Traumatic events can lead to a sense of unreality or dissociation.
- 2 When people gather in large groups, they may experience deindividuation, losing their sense of individual identity.
- 3 Regression to an early stage of development can be a reaction to stress.
- 4 Constructivism is a theory that people build their knowledge through social interaction.
- 5 It is illegal to discriminate against individuals on the grounds that they are disabled.
- 6 People addicted to drugs or alcohol may need a period of rehabilitation to recover.

3.1 E

Answers

Model answers:

dis = show opposite or negative

de = to remove from, to decrease, to change in the opposite direction

in = inside, in, not

re = do something again, go back

inter = between, among

3.1 F

Answers

Model answers:

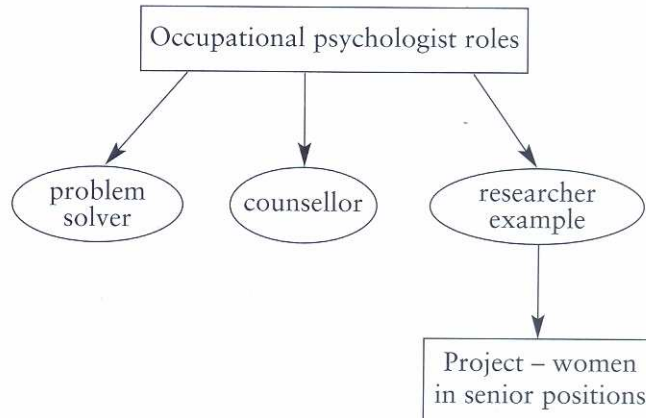
- 1 Traumatic events can lead to a sense of unreality or dissociation.
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3.2 B

Answers

Model answers:

- 1 occupational psychology; researching an institutional problem
- 2 A realistic picture of what occupational psychology involves.
- 3 A spidergram with several boxes for roles; flow chart from example role (researcher).



3.2 C

Answers

Model answers:

- 1 Main idea = *are women fully represented in senior positions across the university? Is this because of the institutional structure, or because of personality or unconscious attitudes?*
- 2 The *constructivist point of view* is the theory that people's behaviour is shaped by social interaction; therefore, institutional structures affect behaviour.
- 3 Stages of the project were: formulating research questions; collecting, organizing and interpreting data; and presenting results in terms of the university's organizational structure.
- 4 Three: statistics from the university database; a psychometric test; structured interviews.
- 5 Answers depend on the students, but you would expect more details about the project.

3.2E

Answers

Model answers:

1	Key word	Definition
	personality	consistent patterns of individual behaviour
	culture	behaviour which is institutionalized and accepted by everyone who belongs to a group

- 2 The research task is to look at the influence of genetics, the unconscious and social interaction on behaviour.

3.2 F

Answers

1	false	Constructivists claim that the personality is shaped by social interaction.
2	false	Personalities vary from person to person, regardless of gender.
3	true	
4	true	Personality can be measured by psychometric tests.
5	false	
6	false	Statistics describe trends in large groups. They do not identify individual opinions.

Transcript 1.15

- 1 According to constructivists, each individual is born with a fixed personality.
- 2 Personality traits are the same for all women.
- 3 Culture is the institutionalized and accepted behaviour of a group of people.
- 4 Personality can be measured by psychotherapy.
- 5 Occupational psychologists are also known as industrial psychologists.
- 6 Statistics can give an accurate picture of individual attitudes.

3.3 A

Transcript 1.16

- 1 ap'proach
- 2 'phobia
- 3 schizo'phrenia
- 4 de'pression
- 5 anx'xiety
- 6 dis'order
- 7 'treatment
- 8 bio'medical
- 9 prac'titioner
- 10 psy'chiatrist
- 11 psycho'analyst
- 12 'therapist
- 13 multi'causal
- 14 rein'terpret
- 15 diag'nosis
- 16 antide'pressants
- 17 medi'cation
- 18 environ'mental

3.3 D

Answers

1/2

Phobia	Fear of
1 acrophobia	heights
2 arachnophobia	spiders
3 ophidiophobia	snakes
4 agoraphobia	not being able to escape
5 cynophobia	dogs
6 astraphobia	thunder and lightning

- 3 Biological causes, chemical imbalances, and/or environmental causes, such as loss, grief, illness, death of a family member, etc.

3.4 B

Answers

- 1 Slide 1: The four principal models of the causes of mental disorder. Slide 2: A chart of causal models of mental disorder and treatments.
- 2 The causal models in Slide 1 determine the treatments of mental disorders.

3.4 C

Answers

Model answers:

- 1 phobias, stress, anxiety and depression
- 2 personality disorders
- 3 The mental disorders could be listed and numbered 1–4; the other illness could be placed in a separate circle.

3.4 D

Causal model	Description	Example	Treatment)
psychodynamic	repressed childhood memories and emotions	<ul style="list-style-type: none">• phobias	<ul style="list-style-type: none">• psychoanalysis
biomedical	neurological malfunction genetically inherited	<ul style="list-style-type: none">• schizophrenia• bipolar disorder• depression	<ul style="list-style-type: none">• medication
multicausal	combination of neurological, genetic, cognitive, environmental factors		
socio-cognitive	faulty beliefs about self, responses to life events and personal relationships	<ul style="list-style-type: none">• low self-esteem• depression• stress	<ul style="list-style-type: none">• cognitive behavioural therapy (CBT)

3.4 G

Answers

1 g, 2 h, 3 f, 4 b, 5 d, 6 e, 7 c, 8 a.