

Examining the Specific Implicit Theory of Personality-Behavior Association: The Comparisons of Different Personalities, Gender, and Status

Kung-Yu Hsu

Department of Psychology, Fo Guang University

This study explored the content of six kinds of specific implicit theory of personality-behavior association (competent, impotent, extraverted, introverted, other-oriented, and self-centered) based on different gender and status and the impact of these implicit theories on participants' interpersonal behaviors in the working situation. Hsu (2003) presented a new theoretical construct that coined as the implicit theory of personality-behavior association and examined the relationship between this implicit theory and interpersonal interaction. The implicit theory of personality-behavior association refers to the associative schema about target with one kind of personality will perform some kinds of interpersonal behavior. Hsu (2003) considered these implicit theories could be influenced by those interacting situations and the interacting targets' characteristics (like gender and status) and these implicit theories could influence on interpersonal interaction behaviors. We would test this possibility.

The study has collected 434 adult participants (236 female) to fill out two kinds of structural questionnaires that were designed two different cooperative scenarios of working tasks. These scenarios were designed according to four combinations of gender and status of interacting dyads and sex personalities of interacting targets. Results showed that, all six kinds of specific implicit theories of personality-behavior associations were supported by participants' responses. The impact of the gender and status of interacting targets on specific implicit theories of personality-behavior only was found in the competent target. And the impact of all of specific implicit theories of personality-behavior on participants' interacting behaviors supported the theoretical predictions. These results were discussed in terms of dyadic interaction in working situations.

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