

# **Workshop Discussion Topics**

## **Marise Born**

## I Asch on traits



Once upon a time, the famous social psychologist Solomon Asch gave four groups of subjects (group A - D) a list of traits that were said to characterize a particular person (the stimulus traits).

The subjects then had to select from pairs of opposing traits the one they felt would best characterize the person (the response traits).

This is what he found:

Stimulus list A	Stimulus list B	Stimulus list C	Stimulus list D
Intelligent	Intelligent	Intelligent	Intelligent
Skillful	Skillful	Skillful	Skillful
Industrious	Industrious	Industrious	Industrious
Warm	Cold	Polite	Blunt
Determined	Determined	Determined	Determined
Practical	Practical	Practical	Practical
Cautious	Cautious	Cautious	Cautious

### Percentage of subjects indicating that trait is characteristic of person

Response list	Group A	Group B	Group C	Group D
Generous	91	8	56	58
Wise	65	25	30	50
Happy	90	34	75	65
Good-natured	94	17	87	56
Reliable	94	99	95	100
Important	88	99	94	96

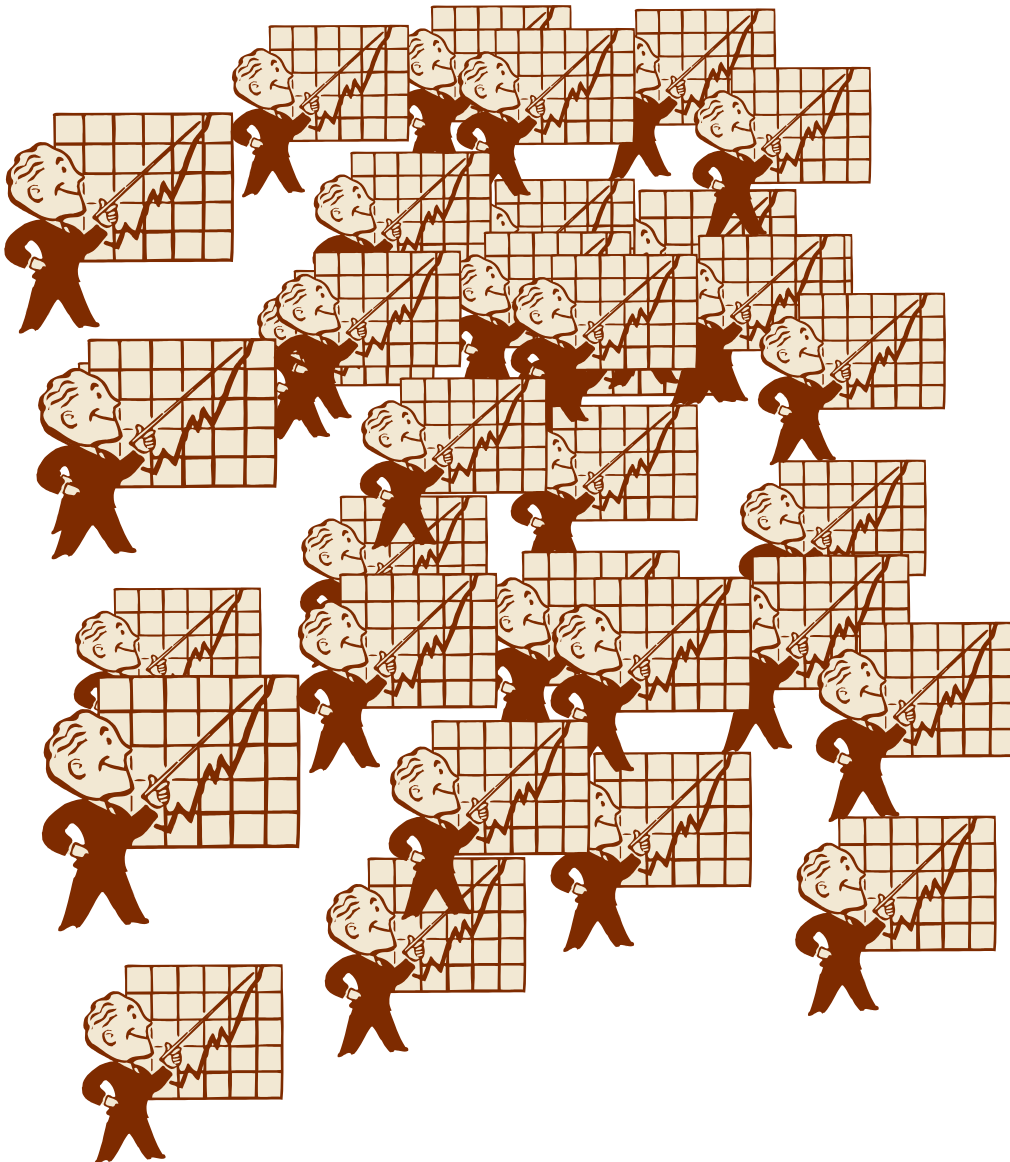
## II Thin slices

Ambady and Rosenthal (1991) showed nine raters (students) three 10-second silent video clips of each of 13 lecturers teaching Bachelors courses.

The raters assessed each teacher on 15 dimensions such as 'enthusiastic', 'competent'. They calculated the correlation\* between the lecturers' overall rating by their class students and each single viewer's rating of the videotape.

They also calculated the correlation between the lecturers' overall rating by their class students and the average rating given to each lecturer by the viewers of the videotape.

\* correlation on scale from  $-1$  (perfect negative) through  $0$  (no relationship) to  $+1$  (perfect positive relationship)



### **III Their colleagues and supervisors**

Stella was describing several of her colleagues and also her supervisors to me. She above all told me how humorous she thought some of these people were, but that some missed humor completely. Also, some were very conscientious, but others were not at all, she said.

Wendy then described several of her colleagues and supervisors. She especially told me how dumb she thought some of these people were, but that some others really were very intelligent.

It occurred to me that Wendy and Stella had the same colleagues and supervisors.

## IV Estimates and Actuals

Kunda and Nisbett (1986) conducted an experiment in which they asked participants to estimate the relationship (the correlation) between:

- (a) individual team members' performances at a hockey game and those individuals' performances at another hockey game in that tournament
- (b) applicants' performances at a numerical test and a second numerical test in a subsequent hurdle in a selection procedure
- (c) peace corps volunteers' behaviors on the job and the ratings by an assessor of these volunteers during their employment interviews

Kunda and Nisbett then compared these estimates to the actual relationships by drawing histograms in a figure. Histograms were drawn for the estimated and the actual relationships for each of a, b and c.

