

References

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Issue 2

YES article

1. All quotations are from “Experience,” in *Essays: First and Second Series*, R. W. Emerson (Vintage, New York, 1990) (original work published 1844).
2. For recent and sometimes divergent treatments of this topic, see R. R. McCrae and P. T. Costa, Jr., *Personality in Adulthood* (Guilford, New York, 1990); D. C. Funder, R. D. Parke, C. Tomlinson-Keasey, and K. Widaman, Eds., *Studying Lives Through Time: Personality and Development* (American Psychological Association, Washington, DC, 1993); T. Heatherton and J. Weinberger, *Can Personality Change?* (American Psychological Association, Washington, DC, 1994).
3. I. C. Siegler, K. A. Welsh, D. V. Dawson, G. G. Fillenbaum, N. L. Earl, E. B. Kaplan, and C. M. Clark, Ratings of personality change in patients being evaluated for memory disorders, *Alzheimer Disease and Associated Disorders, 5*, 240–250 (1991); R. M. A. Hirschfeld, G. L. Klerman, P. Clayton, M. B. Keller, P. McDonald-Scott, and B. Larkin, Assessing personality: Effects of depressive state on trait measurement. *American Journal of Psychiatry, 140*, 695–699 (1983); R. R. McCrae, Moderated analyses of longitudinal personality stability, *Journal of Personality and Social Psychology, 65*, 577–585 (1993).
4. D. Woodruff, The role of memory in personality continuity: A 25 year follow-up, *Experimental Aging Research, 9*, 31–34 (1983); P. T. Costa, Jr., and R. R. McCrae, Trait psychology comes of age, in *Nebraska Symposium on Motivation: Psychology and Aging*. T. B. Sonderegger, Ed. (University of Nebraska Press, Lincoln, 1992).
5. P. T. Costa, Jr., and R. R. McCrae, Influence of extraversion and neuroticism on subjective well-being: Happy and unhappy people, *Journal of Personality and Social Psychology, 38*, 668–678 (1980).
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8. Observations in nonpatient samples show what happens over time under typical life circumstances; they do not rule out the possibility that psychotherapeutic interventions can change personality. Whether or not such change is possible, in practice much of psychotherapy consists of helping people learn to live with their limitations, and this may be a more realistic goal than "cure" for many patients. See P. T. Costa, Jr., and R. R. McCrae, Personality stability and its implications for clinical psychology, *Clinical Psychology Review*, 6, 407–423 (1986).
9. A. Tellegen, Personality traits: Issues of definition, evidence and assessment, in *Thinking Clearly About Psychology: Essays in Honor of Paul E. Meehl*, Vol. 2, W. Grove and D. Cicchetti, Eds. (University of Minnesota Press, Minneapolis, 1991).
10. R. R. McCrae and P. T. Costa, Jr., Age, personality, and the spontaneous self-concept, *Journals of Gerontology: Social Sciences*, 43, S177–S185 (1988).

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25. By contrast, distinct cultures within countries showed different profiles. In the UK, the profiles of England and Northern Ireland showed no resemblance ($ICC = -0.01$). Similarly, in the PRC, the profiles of China and Hong Kong showed no resemblance ($ICC = -0.25$). There is some resemblance between Czech and Slovakian ($ICC = 0.43$, $P < 0.05$), and Serbian and Croatian ($ICC = 0.43$, $P < 0.05$) profiles; the separation of those nations is relatively recent.
26. Additionally, we compared NCS scores from the Philippines to ratings made by bicultural raters in an earlier study (20). Because Church and Katigbak used comparative judgments, we created new NCS scores by subtracting Filipino ratings of the typical American from Filipino ratings of the typical Filipino. The correlation of these 30 difference scores with the Church and Katigbak ratings was 0.76, $P < 0.001$.
27. Different standards of evaluation across cultures might have affected the results—that is, raters from some cultures may have been more generous or critical in their ratings than raters from other cultures, distorting the comparison across cultures. On the assumption that such biases would affect ratings both of one's own compatriots and of Americans, we calculated difference scores by subtracting each judge's rating of the typical American from his or her rating of the typical compatriot for each NCS item. Assuming that cultures agree on the typical American, this procedure in effect subtracts the bias plus a constant and leaves a potentially better estimate of national character. We standardized the differences as *T* scores, using difference score normative values from the worldwide sample, excluding the United States. The difference scores were highly correlated with NCS scores ($r_s = 0.65$ to 0.91 , $P < 0.001$) and provided essentially the same results. ICCs between difference scores and NEO-PI-R observer ratings ranged from -0.44 for England to 0.48 for Lebanon (median, 0.03). ICCs between differences scores and NEO-PI-R self-reports ranged from -0.47 for Russia to 0.53 for Poland (median, 0.01). For the five factors, correlations with observer ratings across cultures ranged from 0.08 to 0.23 , and those with self-reports ranged from -0.37 to 0.23 . These results suggest that the lack of correspondence between NEO-PI-R and NCS profiles is not simply due to different standards of evaluation in different cultures. A different issue concerns the reference-group effect (28), according to which self-reports and observer ratings of individuals are implicitly made by reference to the distribution of scores in the rater's culture. Such an effect would tend to make aggregate personality scores uniform for all cultures, and the failure to find correlations with NCS factors would be due to a lack of variation in aggregate NEO-PI-R means. However, NEO-PI-R means in fact vary systematically across cultures

and show strong correlations across methods and with other culture-level variables (12, 14). Thus, the reference-group effect cannot explain the failure to find correlations with NCS scales.

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