

Alternative tests: 3 Multimedia Emotion Management Assessment (MEMA)

- 16 scenarios each with 4 possible responses
- Click the BEST choice

Test characteristics to note

- Issues with scoring can create ceiling effects
 - o The right answer is reasonably obvious
 - 'Attractive distractors' are difficult to create tests with socio-emotional content
 - Most ability-based EI test items are best at discriminating at the bottom end rather than the top
- Possible construct-irrelevant variance of verbal ability/reading comprehension
 - o Multimedia assessment may overcome this
 - o No difference in cognitive ability correlations for videos (MEMA) and test (MSCEIT)
- Issues of cultural relativity/different social norms
 - o The 'correct' answer may depend on social norms and expectations
 - o Scoring may need to be re-normed/re-created for different cultures/countries

Is 'emotional intelligence' an intelligence?

- Correlation criteria
 - o EI branches relate to each other
 - o EI branches relate to intelligence
 - o BUT EI is distinct from known measures (discriminant validity)
 - Correlations among EI and EI should be bigger than correlations between EI and other intelligences

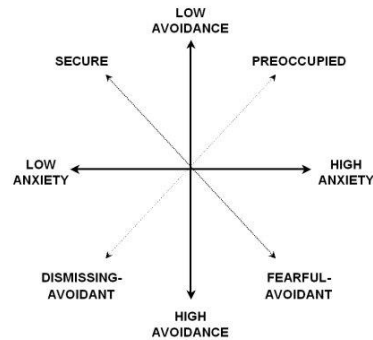
Adult attachment styles

- Hazan and Shaver (1987)
 - o Early attachment is a strong predictor of the type of attachment in later life
 - Later life: bond with more people and form attachment and other bonds
 - o Most often conceptualised in romantic love
 - Underlying mechanisms in romantic relationship are similar to the ones of child-caregiver attachment (e.g. physical contact)
- Kim Bartholomew
 - o Proposed a four-style model for adult attachment
 - o Secure: people comfortable with intimacy and autonomy
 - o Preoccupied: preoccupied with relationships and strive for self-acceptance
 - o Fearful: individuals who tend to avoid close involvement with others
 - o Dismissing: those who maintain a sense of independence and vulnerability

**MODEL OF SELF
(Dependence)**

		Positive (Low)	Negative (High)
MODEL OF OTHER (Avoidance)	Positive (Low)	Secure	Preoccupied
	Negative (High)	Dismissing	Fearful

- Model of self: positive – I'm worth
- Model of other: positive – reliable
- Extending Bartholomew's model – Brennan, Shaver and Tobey (1991-present)
 - Adult attachment can be represented as having a 2D higher structure
 - Anxiety dimension: need for approval
 - Avoidance dimension: discomfort with closeness/dependence on others



Decision making

- Decisions
 - A form of action – of what to do or not to do (Baron, 1994)
 - Dictionary: selecting deliberately or intentionally from a range of possible alternatives
- Constraints
 - Cognitive capacity
 - Not enough information
 - Time
- Significance of decision making
 - Individual level: we make decisions on every aspect of our lives – important consequences
 - 'Higher level': decisions that other people/groups make with important consequences

Processes involved in decision making

- Cognitive 'ritual' (Baron, 1994)
 - Consider available possibilities
 - Evaluate possibilities on the basis of some criteria (or goals)

- Gather evidence that helps us to determine the extent a possibility meets our criteria/achieves goals
- Process of inference or use of evidence – each possibility is strengthened or weakened

Thinking and reasoning

- Each stage of decision-making involves some sort of 'thinking' and reasoning
- When we consider the available possibilities, intense cognitive activity takes place
- Weights
 - The weight of a given piece of evidence would determine how much it should strengthen or weaken the possibility as a means of achieving the goals
- The weight of evidence is subjective
 - By itself – does not determine how much the strength of a possibility is revised as the possibility is evaluated
 - The thinker controls this revision

Rationality and logic

- Provide rules of what is assumed to be correct reasoning and decision-making
- There are:
 - Valid/invalid conclusions
 - Ideal world: ideal human beings should strive for rationality and have potential to reach it