b. But if it’s not even consistent from one situation to another, is there even such a thing as personality?

c. If you’re outgoing in one situation, but not in another, are we wasting time by asking you how outgoing you are in general?
   i. Some people say yes (Person-situation debate)

d. Rise of Situationism
   i. Emphasis on the power of the situation to shape behavior
      1. Milgram’s obedience studies (electric shocks), Zimbardo’s prison studies (Stanford Prison Experiment), Asch’s conformity studies (line test)
   ii. Occurred after WWII: how can regular people commit unthinkable acts? How fat will people go when following behaviors of others?
   iii. Walter Mischel’s 1968 Critique
      1. Personality doesn’t predict behavior (0.3-0.4 correlations)
      2. People act differently across situations
      3. Intuitions about personality are flawed

e. Beliefs of Situationism
   i. There’s an upper limit to how well one can predict what a person will do based on personality. This limit is low, therefore situations are more important than personality for predicting behavior.
   ii. Personality assessment is a waste of time. People think others are consistent over time, so personality is really a myth that arises from this reasoning (fundamental attribution error)
   iii. Low predictive power collected in lab settings; correlations of 0.3-0.4
   iv. Real-world behavior: it’s not that personality doesn’t exist, but rather that we can do research on correlations with behavior in real life instead of lab settings

f. People Vary in Consistency
   i. People who are high self-monitors change their behavior according to the situation
   ii. Low self-monitors express their personality consistently from one situation to the next
   iii. Some behaviors are more/less consistent than others
   iv. Results often depend on if one’s collecting behavior from moment to moment or over a long period of time
      1. Long periods tend to have more consistent results

g. What’s a small correlation?
   i. If the effect size is $r=0.4$, you’d be able to accurately predict behavior 70% of the time

3. How powerful are situations?
   a. If a personality trait predicts 16% of the variance, the rest must all be from the situation, right?
      i. Not necessarily, behavior is multiply determined. The inclusion of additional traits, situational characteristics, and other considerations can explain more variance