

身分：全時進修軍、自費生

所別：心理碩士班

科目：應用心理學



壹、解釋名詞(每題 5 分，計 40 分)

一、移情作用的分析；二、社會興趣；三、存在焦慮；四、mindfulness；五、工作分析；六、360 度回饋；七、分配正義；八、整體品質管理

貳、問答題(答案請勿只是列出標題，必須進行適切的論述)

一、完形治療的主要概念及其技術為何？請說明。15 分

二、行為治療的技術與程序為何，請說明。10 分

三、在人事訓練上，為了決定訓練內容，必須進行訓練需求的評鑑，此訓練評鑑的內容和方法為何？10 分

四、績效評估的資料來源為何？15 分

參、專業英文(10 分)

請將下面英文文章要義進行摘要(中英文均可)

Human creativity has traditionally been considered a personality trait (see e.g. Eysenck, 1993; Simonton, 1991). As Guilford (1950, p. 444) put it: 'In its narrow sense, creativity refers to the abilities that are most characteristic of creative people'. However, a small, but growing number of researchers have begun to demonstrate that creative cognition is significantly responsive to situational and social contextual variation, suggesting that the notion of creativity as a personal trait is, in fact, too narrow. For example, in conditions of situationally-induced positive mood, individuals have been found to demonstrate increased creativity relative to those in a neutral mood (e.g. Isen, Daubman, & Nowicki, 1987; Murray, Sujana, Hirt, & Sujana, 1990; see Clore, Schwarz, & Conway,

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1994; Hirt, McDonald, & Melton, 1996; Isen, 2000; Wyer, Clore, & Isbell, 1999, for reviews). Likewise, an extensive programme of research conducted by Amabile and her colleagues (see Amabile, 1996, for a review) has shown that creativity is undermined by the provision of extrinsic rewards and the expectation of social evaluation. In a research programme that two authors of this paper conducted, influences of approach versus avoidance motivational states and promotion foci on ideals versus prevention foci on security were found to influence creative thinking (Friedman & Förster, 2000, 2001, 2002, in press). Recently, Seibt, and Förster (2004) demonstrated that negative expectations about one's own group towards a certain task (i.e. stereotype threat (Steele, 1997) undermine creativity whereas positive expectations enhance it. All the studies reported above used manipulations that were set up in the situation and demonstrate that a person's creative performance can be influenced by transient states. The studies thus question the notion of traits or 'talents' as the only factor influencing creative vs. analytical thinking styles.

In the study reported at present, we investigated whether another social contextual factor, exposure to cues regarding deviancy, primes creativity. We argue that cues of deviancy facilitate creative thinking in a relatively automatic fashion.