PROSOCIAL PERSONALITY BATTERY (PSP)

Reference:

Description of Measure:

The authors define prosocial personality orientation as the lasting dispositional tendency for an individual to think about the rights and well-being of others, to feel empathy and worry for others, and to behave in a manner that benefits others. The measure is designed to capture this dispositional tendency (i.e., personality trait). The measure is made up of two factors:
1.) Other-Oriented Empathy – tendency to feel empathy and concern for others.
2.) Helpfulness – tendency (based on past experiences) to perform helpful acts.

The scale is made up of 56 total items. It uses a Likert-type scale with 5 answer-choices.

Abstracts of Selected Related Articles:


The dispositional and structural correlates of volunteerism were examined in a panel study. AIDS service organization volunteers answered questions about affect toward the organization, organizational commitment, motives for volunteering, and a prosocial personality orientation. These measures were used to predict 4 volunteer-related behaviors. Length of service was weakly correlated with the 3 other volunteer behaviors. Altruistic motives and prosocial personality characteristics predicted several of the volunteer behaviors. Initial levels of volunteer activity and organizational commitment also predicted final levels of volunteer activity, but these effects were mediated through intermediate levels of volunteer activities. The findings are discussed within the context of the volunteer process model and role identity models of volunteerism.


This article briefly introduces the criterion construct, citizenship performance, describes how this construct is different from task performance and presents a recently derived 3-dimension model of the domain. Evidence is then reviewed for links between personality constructs and citizenship performance. An update of the Organ and Ryan (1995) meta-analysis of personality-organizational citizenship behavior relationships suggests slightly higher correlations than those found in the meta-analysis and also indicates that personality, at least the conscientiousness and dependability constructs, correlates more highly with citizenship performance than with task performance. These results are discussed in the broader context of
building models of job performance and studying linkages between individual differences and relatively specific criterion constructs.


Current research on prosocial behavior covers a broad and diverse range of phenomena. We argue that this large research literature can be best organized and understood from a multilevel perspective. We identify three levels of analysis of prosocial behavior: (a) the “meso” level—the study of helper-recipient dyads in the context of a specific situation; (b) the micro level—the study of the origins of prosocial tendencies and the sources of variation in these tendencies; and (c) the macro level—the study of prosocial actions that occur within the context of groups and large organizations. We present research at each level and discuss similarities and differences across levels. Finally, we consider ways in which theory and research at these three levels of analysis might be combined in future intra- and interdisciplinary research on prosocial behavior.

Scale:

Please contact Professor Louis A Penner directly to obtain a copy.

http://chuma.usf.edu/~penner/altruismsurvey.htm