

Intro Def

Self-concept: cognitive construct defining the self; maybe more appropriate as "self-theory"
Nature of selfhood { reflexive consciousness
interpersonal being
entity that makes action (executive function) ✓ in particular self-regulation

"according to SIT, the self-concept is comprised of a personal identity encompassing idiosyncratic characteristics (e.g., bodily attributes, abilities, psychological traits, interests) and a social identity encompassing salient group classification" (Ashforth, 1989 #26)

- Self and Identity Theories ✓ Situational - focus is on process of social interaction in natural settings, behavior is emergent (Blumer)
- Social structural approach ✓ behavior is determined by a combination of self and social variables (Kuhn) and behavior is tied to structure through roles (Stryker)
- Biographical historical approach ✓ temporal conditions as well as personal affect behavior (Mead, Weber, Mills)
- Intrapersonal approach ✓ processes within the self determine behavior
- Identity Theories and Processes ✓ Identity theory - People have multiple identities - self is ordered hierarchy. Identity may influence behavior depending on situation. (Stryker)
- Affect control theory ✓ focus on motivational and emotional antecedents and consequences of social actions and relationship of actions to identity (Heise)
- Situated identity theory ✓ Behaviors may change depending on situation. People choose from among possible behaviors based on situation (Goffman)

Social identity theory { people perceive themselves as part of social groups or categories + (Tajfel, 1982 #5641) (Ashforth, 1989 #26)

Self Esteem ✓ The tendency to believe that high esteem is associated with good outcomes and low esteem associated with bad outcomes is not necessarily supported by evidence. Relationship between esteem and outcomes depends on situation. It is difficult to account for self esteem since there are so many sources contributing to it with different consequences.

Self Efficacy ✓ Degree to one considers oneself to be a causal agent. Theory pays more attention to beliefs and perceptions of causality than to what causes those beliefs. Cultural influence may effect how we view self efficacy.

+ (Gecas, 1995 #5589)

Consistency, Congruency, and Verification ✓ People seek relationships congruent with their self conceptions. Discrepancies produce strong emotional responses and people wish to remove source of discrepancy. Self verification theory holds that people are motivated to confirm their views of the world. (Swann)

Self Defenses and Deceptions { People engage in distortion and deception to maintain their self conceptions. Self presentation and impression management (Goffman) are techniques people use. Ego defenses may be function of social interdependence (Swann)
Jones - Self-Handicapping: Lack of ability vs. lack of effort. If you decrease your chance of success, you'll also decrease the pain of success.

Processes Affecting Self and Identity ✓ Interactionist theory and study of reflected appraisals - people come to view themselves as they think others see them. Research is not convincing - authors argue that the self is not a sponge soaking up others thoughts.

Class, Race, and Self Evaluation ✓ Class related occupational condition (autonomy) seems to be most consequential for self esteem - degree of freedom and control over work has positive effect on self esteem (Gecas). Emotional labor can lead to inauthenticity/alienation in natural emotions (Hochschild). African American self esteem may be insulted from patterns of racial inequality but self efficacy is not.

Gender and self ✓ Children whose behavior was not considered consistent/appropriate with gender were called more names and had lower self esteem. Male and female self-concepts may be grounded differently (women in relationships, men in a more individualistic sense)

Cross-cultural self ✓ Idea of self is mostly a reflection of Western American ethos of rugged individualism. Alternative view (Chinese, Japanese, Indian) conceives of self as more interdependent, contextual, and relational (Markus and Kitayama). Desire for cognitive consistency may be more relevant for western self than eastern self. We have oversimplified our theories within societies - not recognizing differences in self conceptions among Americans.

Post modern self ✓ At the same time that social forces have made authenticity perhaps more problematic, authenticity has become of increasing concern. Postmodern self is characterized as decentralized, relational, or contingent. Greater attention to style over substance - self image has replaced self concept.

- see socpsy + (Fiske, 1991 #4842) chp 6

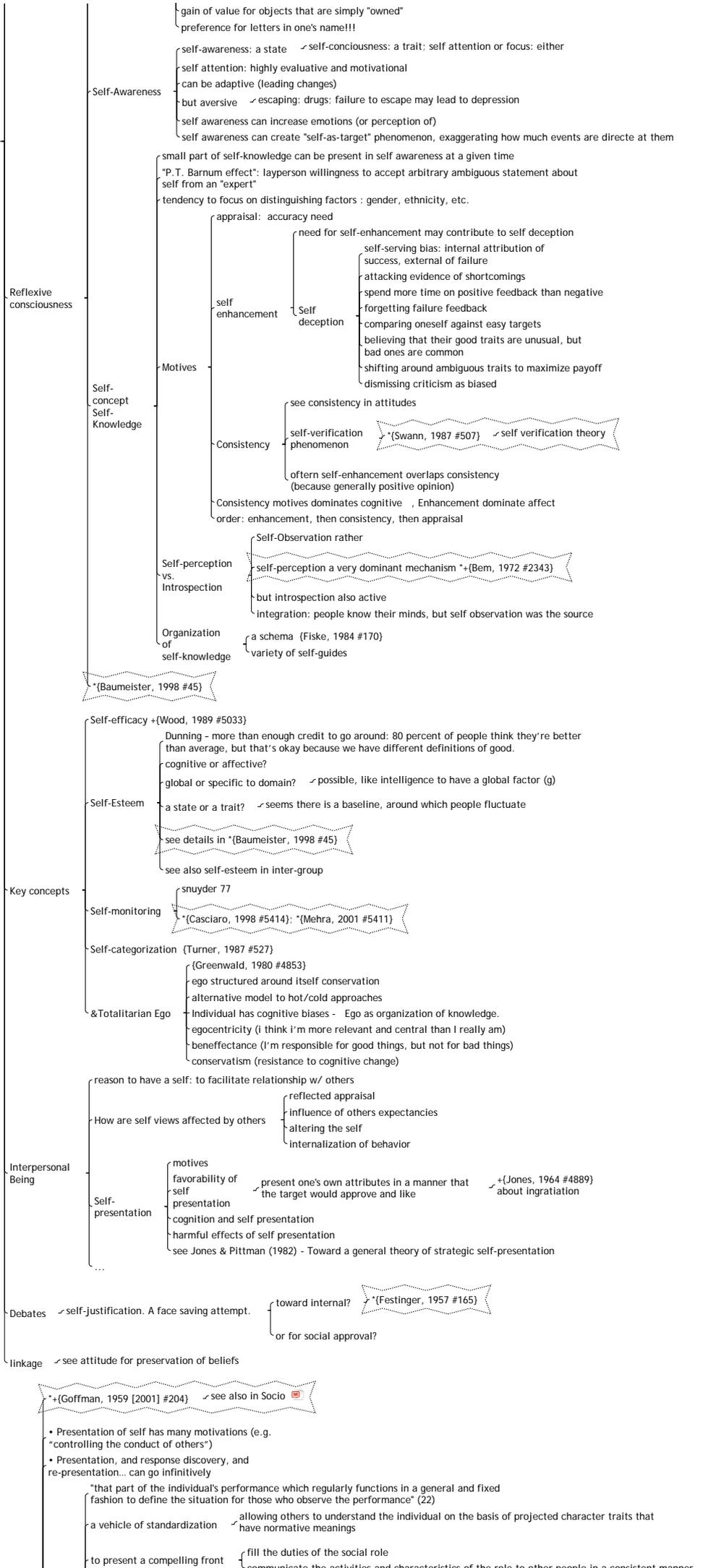
- see also Luthans
- see Impression management
- self concept
- self efficacy
- reconciling accuracy, self enhancement and consistency (fiske p223)
- see lost of aspects in Fiske Chp 6
- Kunda (1987) - Motivated Inference: We believe good things will happen to us and bad things will not, we evaluate information in a self-serving way to protect these biases. Michigan students evaluating divorce factors.

simple object theory: distinguishing the "I" (knower) from the "me" (known aspect of selfhood) ✓ but difficult in absolute terms

"self caught in the act": self-awareness surimposed on other awareness ✓ so always inferred or deduced

Self-Reference { actor observer bias + (Jones, 1987 #4483): information about self processed differently
self-reference effect: better memorization of self related facts
more committed to self decided act + (Staw, 1976 #5002)

SocPsy Self
{Baumeister, 1998 #45}



↗ (Goffman, 1959 [2001] #204) ↗ see also in Socio

- Presentation of self has many motivations (e.g. "controlling the conduct of others")
- Presentation, and response discovery, and re-presentation... can go infinitely
- "that part of the individual's performance which regularly functions in a general and fixed fashion to define the situation for those who observe the performance" (22)
- a vehicle of standardization ↗ allowing others to understand the individual on the basis of projected character traits that have normative meanings
- to present a compelling front ↗ fill the duties of the social role ↗ communicate the activities and characteristics of the role to other people in a consistent manner

Presentation of self (Goffman, 1959 [2001] #204)

front

- communicate the activities and characteristics of the role to other people in a consistent manner.
- a variety of communicative sources, controlled to effectively convince the audience of the appropriateness of behavior and consonance with the role assumed.
- Attempts to present an "idealized" version of the front
 - more consistent with the norms, mores, and laws of society than the behavior of the actor when not before an audience (35).
- aberrant behavior and belief
 - concealed from the audience
 - "a process of "mystification," prominent only those characteristics socially sanctioned (67).

self

- "To satisfy the fundamental requirements of morale and continuity, we are encouraged in fundamental illusion. It is our character" (p. 139)
- People will have a portfolio of selves, depending on the roles they play.
- "To satisfy the fundamental requirements of morale and continuity, we are encouraged in fundamental illusion. It is our character" (p. 139)
- People will have a portfolio of selves, depending on the roles they play.
- a social construction in the sense of "invention," more radical than that of Berger and Luckmann.
- Clearer in "total institutions," (Goffman, 1961 #5588)
 - "non person": losing one's identity when entering the "total institution"
 - severing of social (relatives, friends) and emotional (familiar places, own name, clothes, hair style, etc.) ties
 - potential or actual threat to physical privacy
 - institution achieves a depersonalization of the person.
- "The self, then, can be seen as something that resides in the arrangement prevailing in the social system for its members. The self in this sense is not a property of the person to whom it is attributed, but dwells rather in the pattern of social control that is exerted in connection with the person by himself and those around him..." (Mortified self: 69)

multi level positioning

(Ashforth, 1989 #26)

- social identity theory (Tajfel, 1982 #5641)
- Social identification as a
 - Group identification.
 - Categorization of self
 - Self re-inforcing process
- Primacy of group identity over other two levels
 - Increased attractiveness of social system with which one is identified (Dukerich, 2002 #5705)

(Kogut, 1996 #301)

- essence of an organisation? the shared identity that firms provide to their members.
- Identity defines the rules that inform behaviour and decision-making.
 - in turn eases the problem of
 - co-ordination (all members know what to expect from their fellow members),
 - communication and discourse (it provides a common language to use)
 - learning (because learning through identification is easier).

Indiv Level

Effects of self-concept

- Networks & performance (Mehra, 2001 #5411)
- (Casciaro, 1998 #5414)

the rest is about identity construct

Antecedents

- Boundary spanning & identity (Bartel, 2001 #5700)
 - Intergroup & intragroup comparisons influence boundary spanning members self-esteem & organizational identification
 - Organizational identification related to interpersonal cooperation and work effort
- Demographic vs. workgroup identification (Chattopadhyay, 2004 #5702)
- Workspace - non territorial workspace threatens not due to reduced status but lack of distinctiveness (Elsbach)

Consequences

- Resistance to learning (Brown, 2000 #5712)
- Escalation of commitment to ineffective course of action if it the performance feedback is linked to identity (Brockner, 1986 #5701)
- Self-categorization & social identity consequences (Hogg, 2000 #5710)
 - Cohesion
 - Deviance
 - Leadership
 - Subgroups
 - Mergers & acquisitions

Multiple or Unity?

- integration of various components is the essence of self
- multiplicity of self can be useful, but only metaphoric (except in rare pathologies)

self presentation

- (Thatcher, 2002 #5100) presentation of identity in org context

(Ashforth, 1999 #5672) limit conditions: how to maintain an identity in dirty work

identity challenges

- identity threat
 - threats to values of core attributes
 - threats to perceived positional status of the org
- 2 strategies for dealing with threats:
 - Categorizations that highlight positive identity attributes not emphasized by ratings
 - Categorizations that highlight favorable social comparisons not emphasized by ratings
- org identity threats cause org members to use cognitive tactics to maintain both personal and external perceptions
- members' perceptions of their organizations identity affect their own perception of their identity

identity changes

- (Ibarra, 1999 #261) possible selves leading to provisional selves to be tested
- Organizational identity change based on change in meanings and labels (Corley, 2004 #5703)

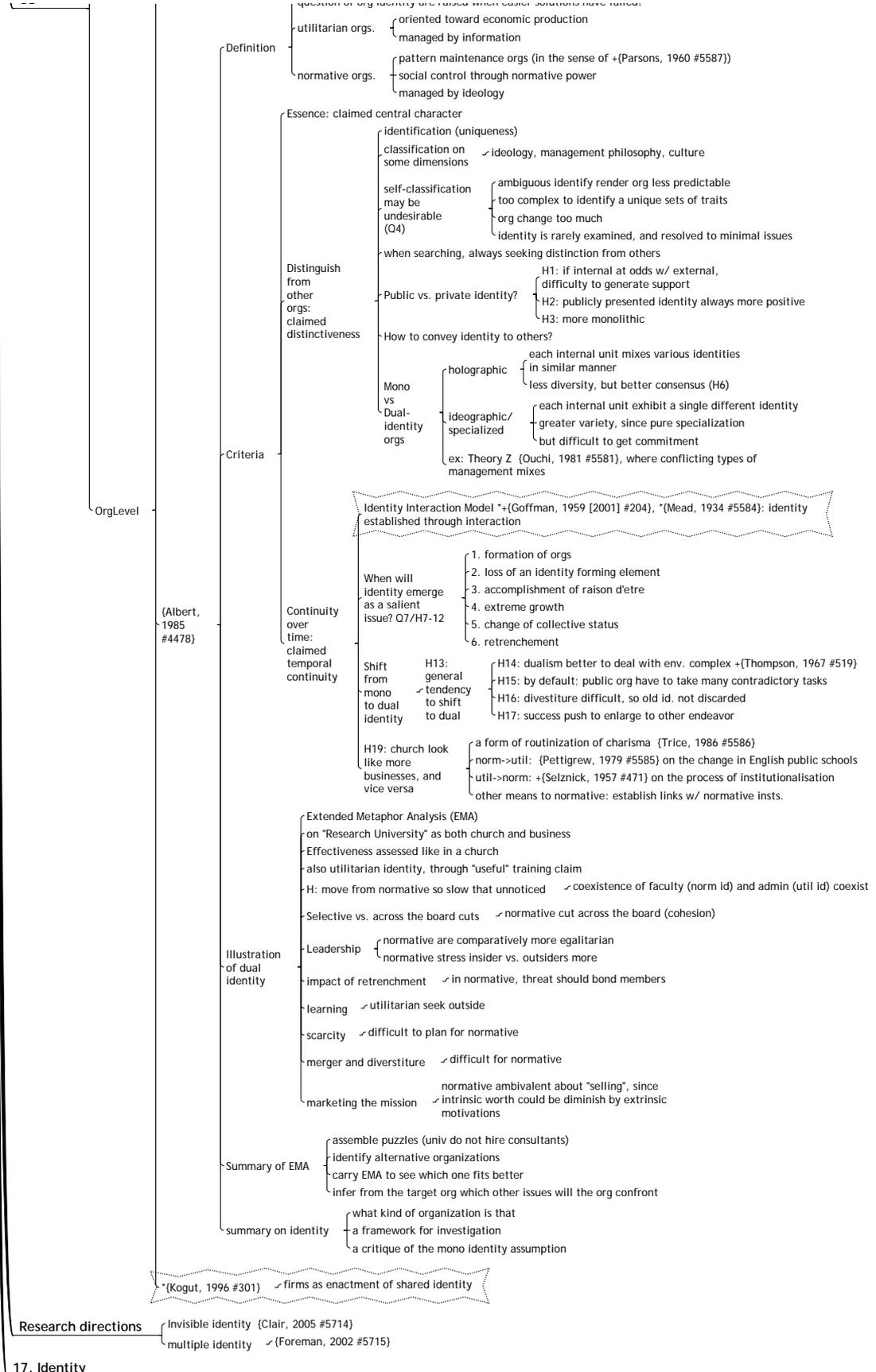
Image of organization (Dutton, 1994 #5711) effect of org identity on the strength of identification with the organization.

- definition of identity around an issue, which determined later action (port authority of NYC and homeless)
- Organizations have identities that influence how individuals interpret issues as well as how they behave toward them.
- An organization's identity describes what its members believe to be its character.
- An organization's image describes attributes members believe people outside the organization use to distinguish it.
- Organizational image is different from reputation, the actual attributes outsiders ascribe to an organization.
- The definition of an issue by a collectivity is a 'social construction'.
 - issues activate decisions, in other cases,
 - issues incite neglect or intentional inaction.
- organization's identity and image are critical constructs for understanding the relationship between actions on and interpretations of an issue over time.

Multiple identity and the effects of identity gap of organizations current identity and members ideal identity (Foreman, 2002 #5715)

MACRO: success depends on distinct org identity; reproduction of identity is fundamental in guiding market behavior (Leifer, 1987 #3066)

question of org identity are raised when easier solutions have failed!



17. Identity