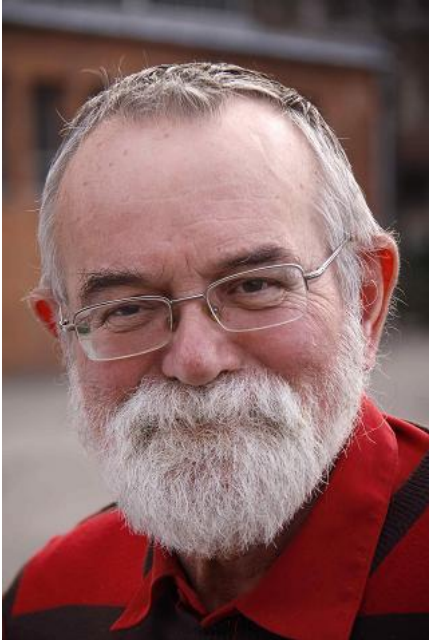


Positive Psychology Traditions and the Concept of Good Life



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East-West Connections: Cultural, Cognitive, Social Patterns and Good Life

Workshop at Nanyang Technological University Singapore, September 16-17th, 2015

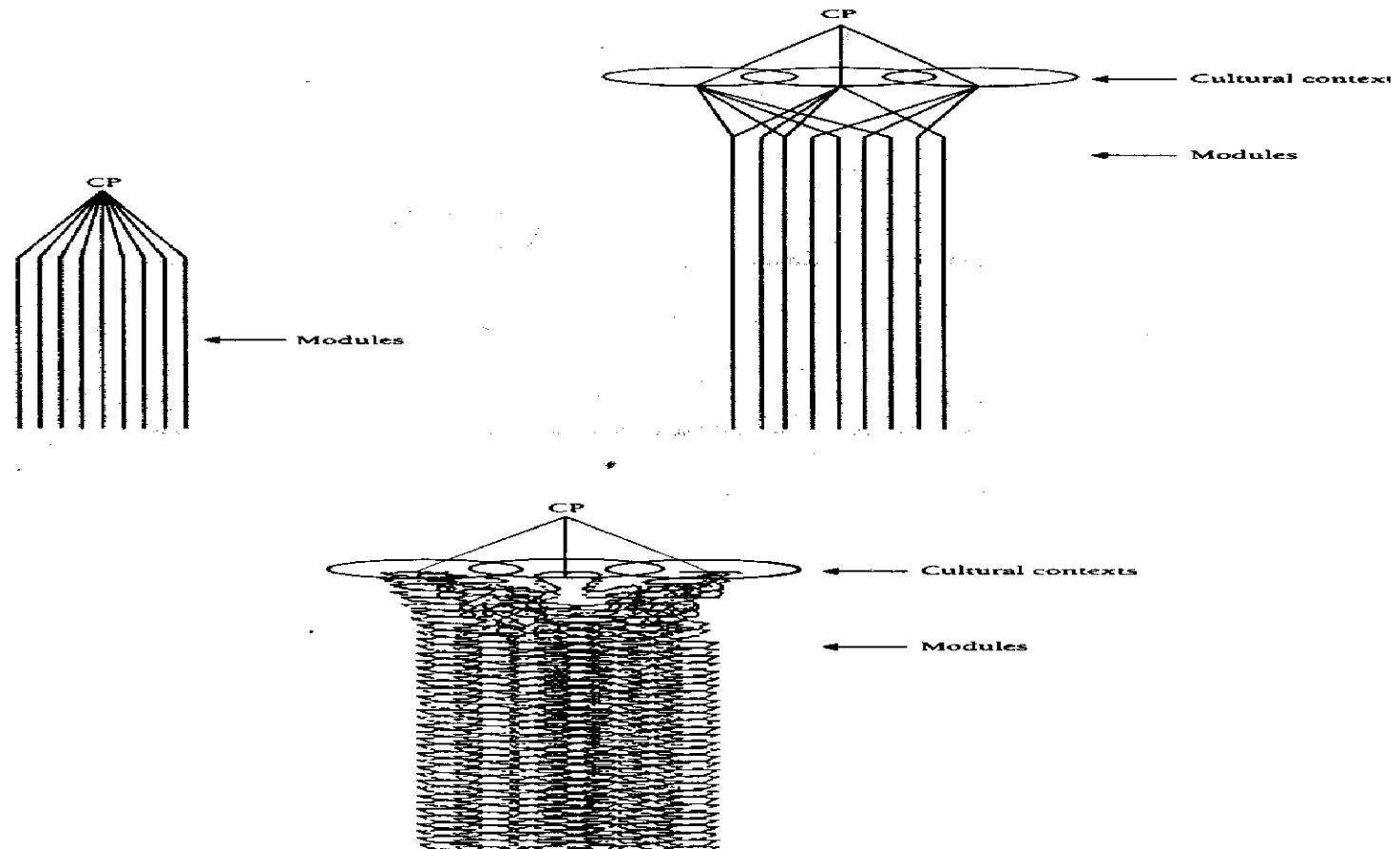
Outline

- Three approaches the thought/culture relation
- Culture, perception, and contextual holism in East/West comparisons
- Some lessons from linguistic relativity
- Constrained relativity
- Cultural influences on well-being
- An analogue to ,androgyny': ,Orientoocidentalism'

Two radical visions

- Life and thought is entirely universal
 - Our mind and brain are forming universal representations of the world
 - We are rational. Thought and representation are value and context free
 - Social world and culture are merely coloring our mind, not shaping it
- The human mind is entirely flexible
 - The mind and brain are forming entirely culture dependent frames of the world
 - We are emotional as well. Thinking is permeated with emotions and values
 - Practices in the social world and culture do shape the mind

Three visions of the modifiability of architectures (Michael Cole)



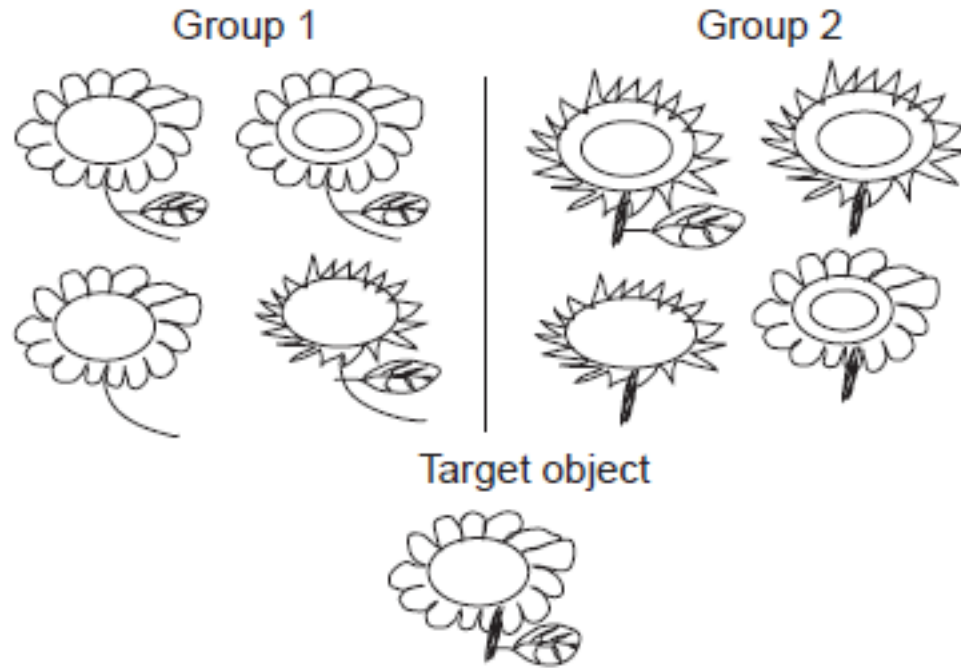
East/West, an example for cultural influence

Context and Detail Richard E. Nisbett

- Eastern mind
- Relation oriented
- More prototype oriented
- Attention to whole
- Social life less individual
- Western mind
- Item oriented
- More feature oriented
- Attention to elements
- Extremely individualized

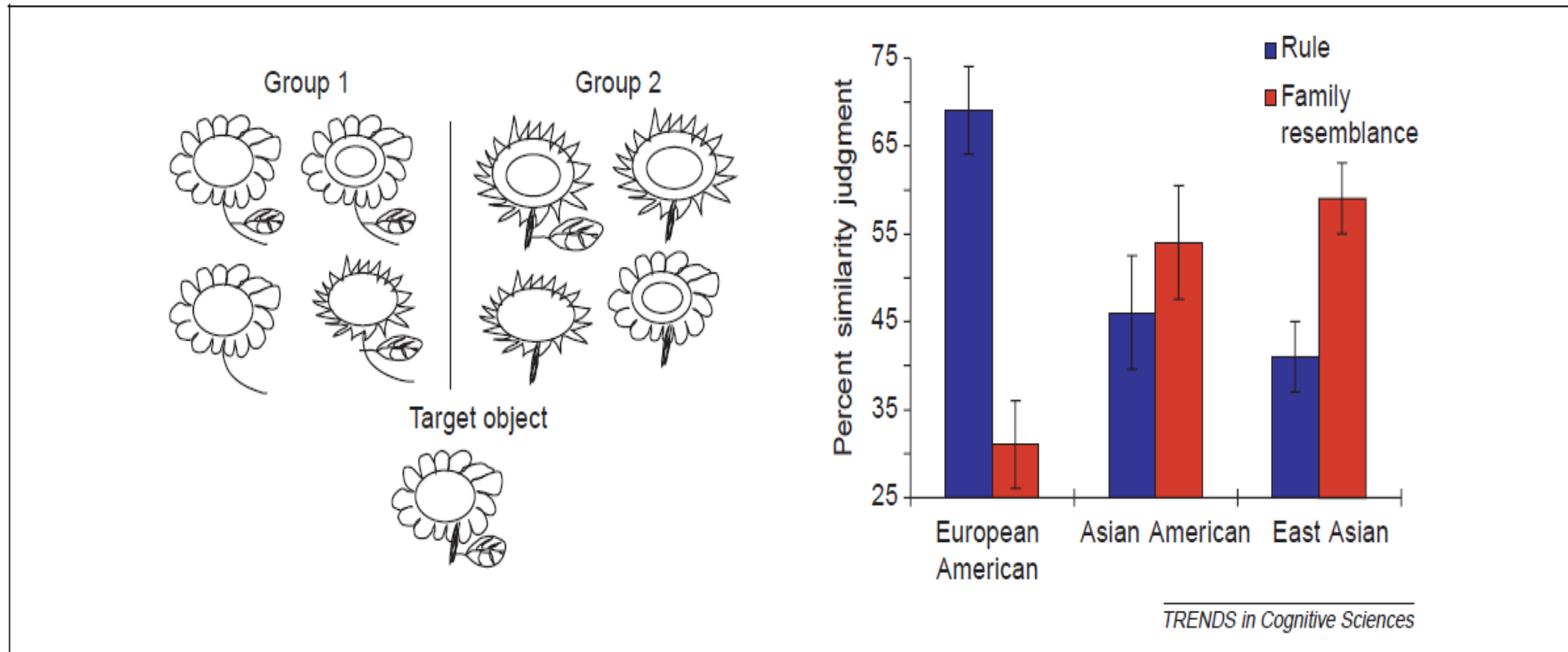


Where does the target belong?

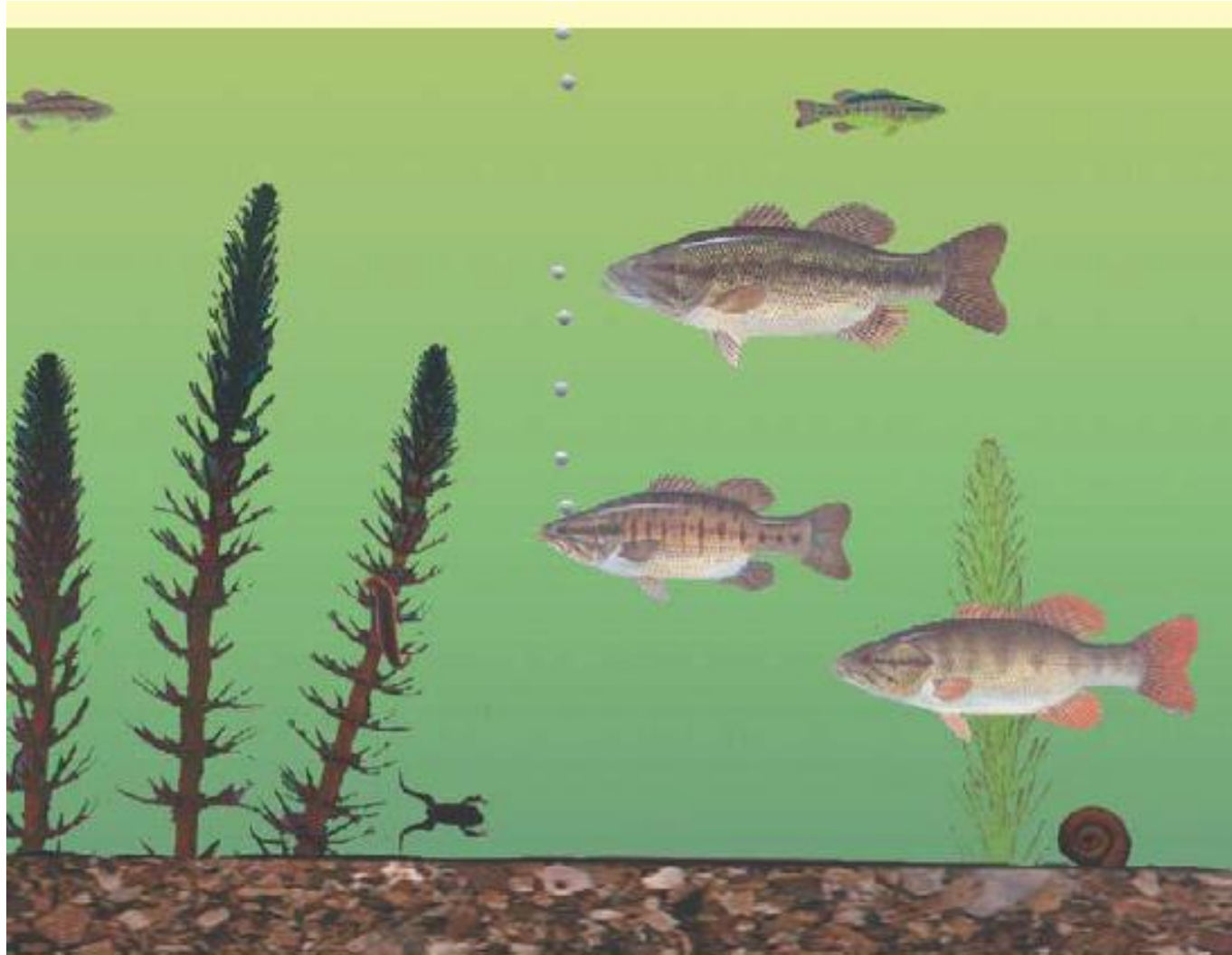


Norenzayan et al 2002

Left has a common feature,
right a general similarity



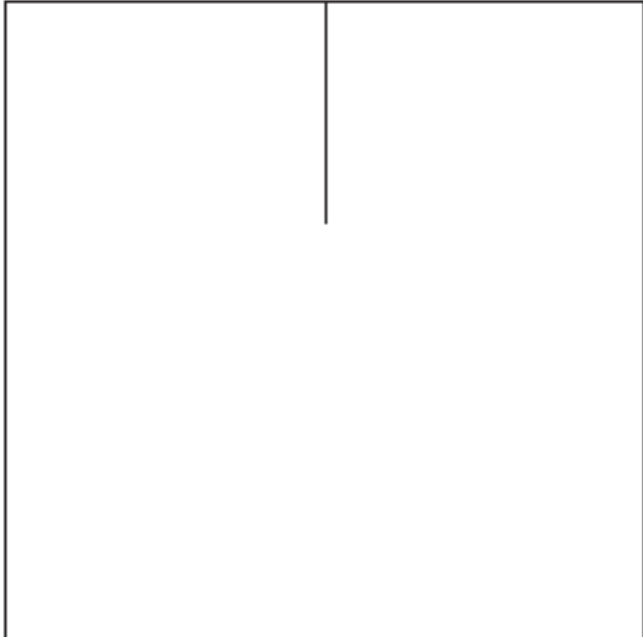
Typical scene in target and detail study



Masuda and Nisbett 2002

- Americans start with the big stimuli
- Japanese 60 % more details
- Recognition: in Japanese context dependent
- In Americans, context independent

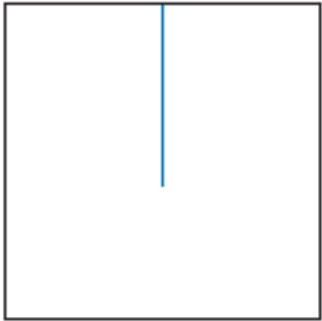
Frame and line
Draw the same !



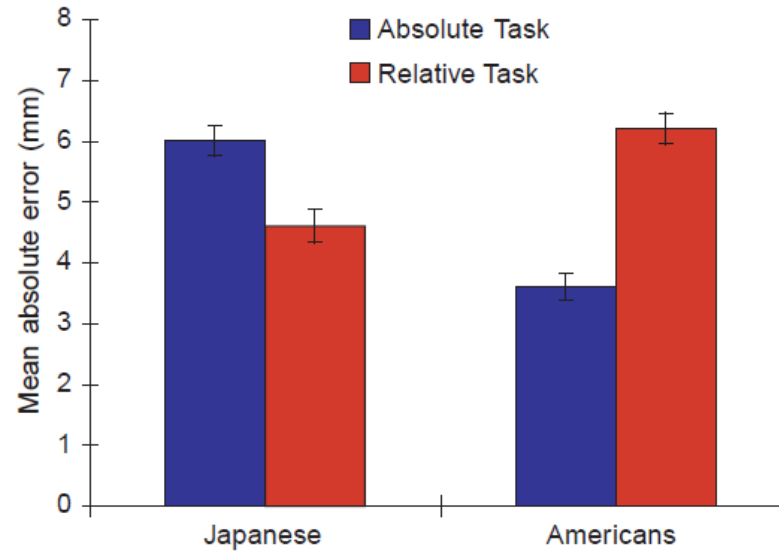
Errors

Japanese more correct in context, Americans with no context

The correct answer for the absolute task



The correct answer for the relative task



Some suggestions of Nisbett

- `Eastern` More context oriented
- Less individualistic
- Social consideration directs attention to relations
- `Western` more item oriented
- More individualistic
- Social emphasis on stressing points of views and divergencies

Is this valid for language as well ?

Language and the Whorfian circles

- Language determines thought
- This is seen in differences of expressions in different languages
- Lexical and grammatical relativity
- Trivially circular: need for behavioral measures
- Language, thought, and determines issues

Research fashions over half century

- '50s: large differences, overall relativity
- Chomskyan revolution: universalism and modularity, no determination
- '80s: typological differences, parameters, processing types
- Recently: constrained relativity and contextualized universality

Processing relativity

- Languages differ in the way they approach the linguistic task of understanding
- Language-to-language relativity
- Languages also differ in their use of universal resources
- Debates on when and how this is fixed

An example: Interpretation of simple transitive sentences, Bates – MacWhinney, 1989, 'competition'

Analytic,
Non configurational

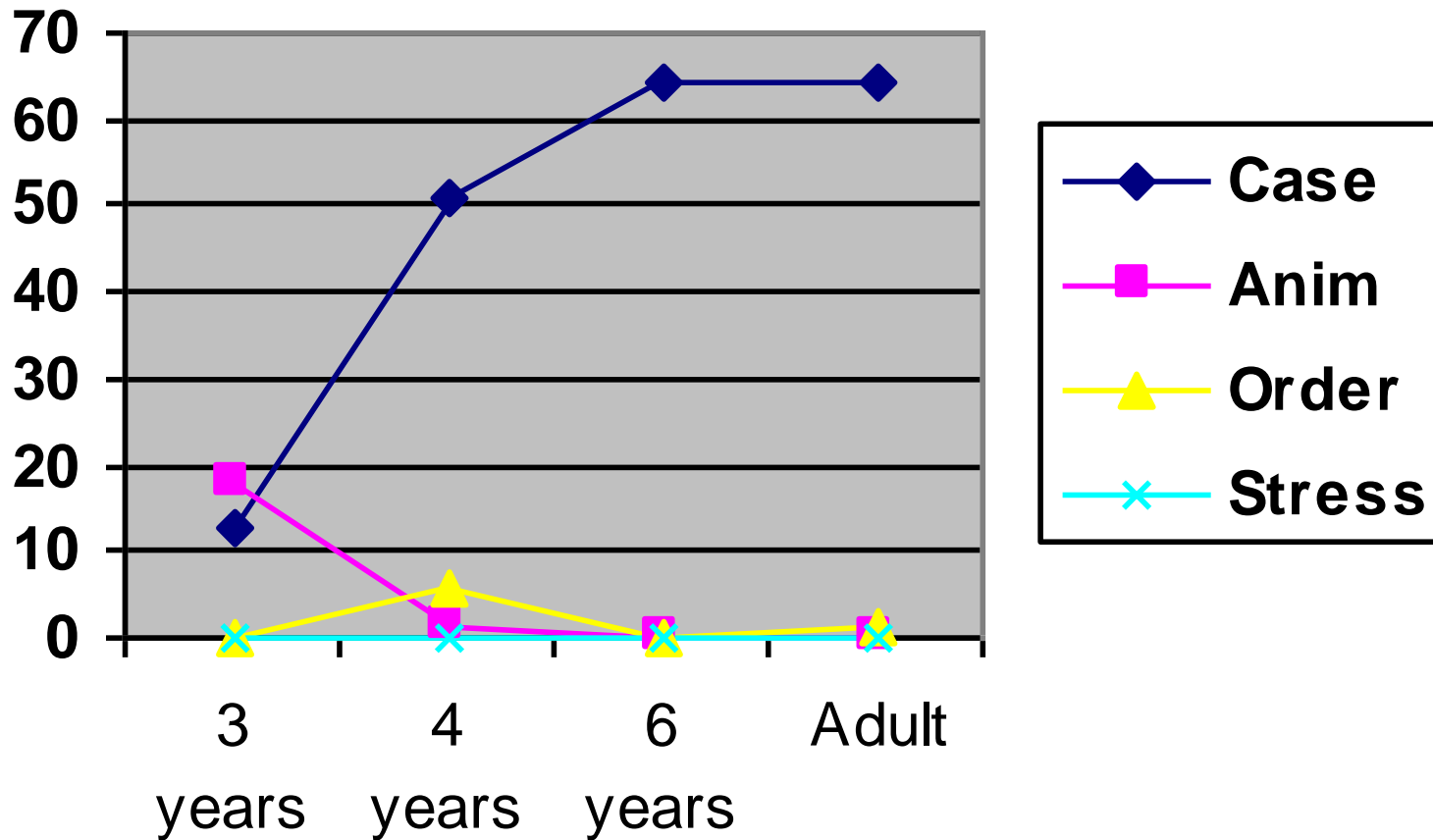


Holistic
Configurational

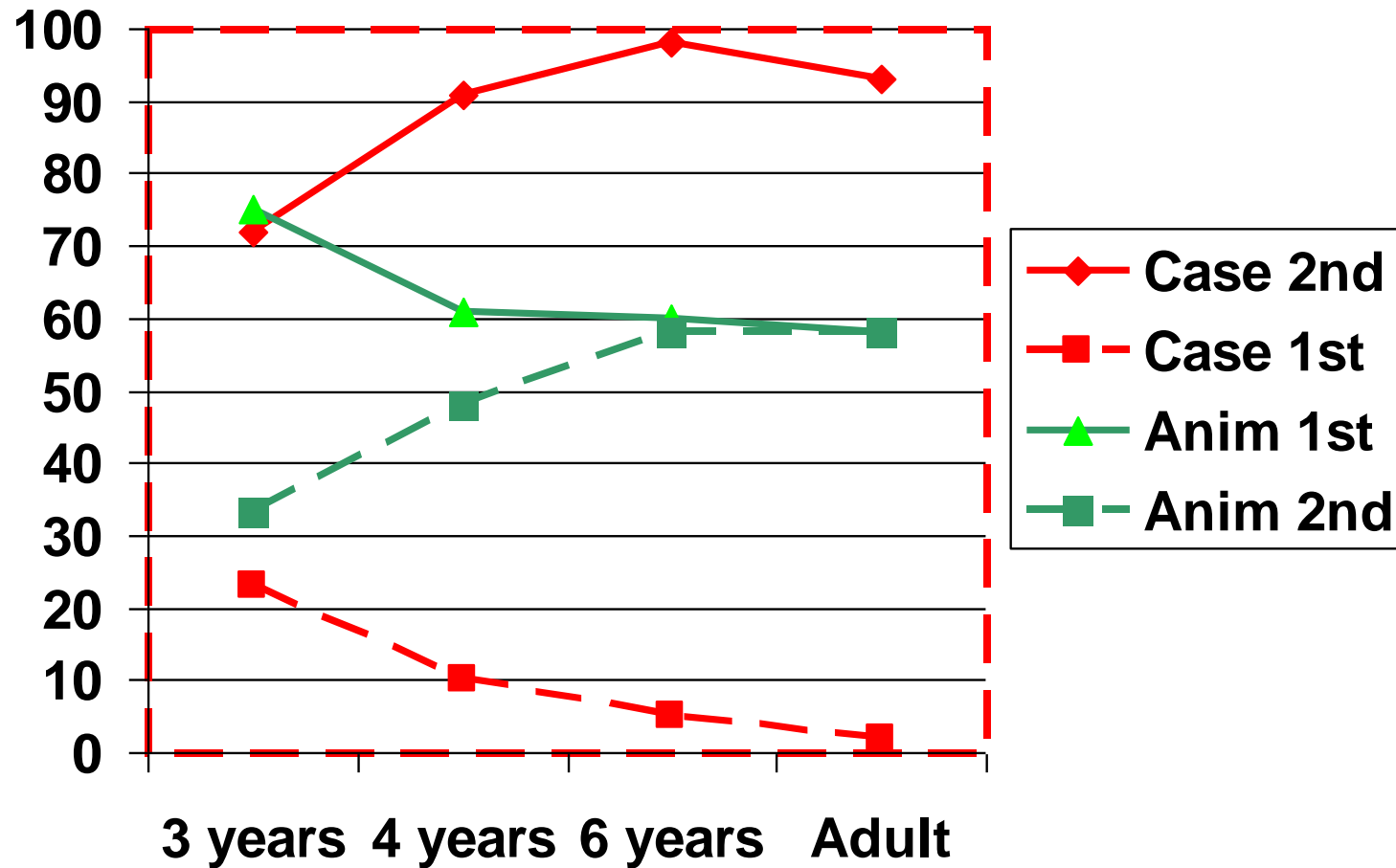
| Language | Children | Adults |
|-----------|---------------------|---------------------------|
| Turkish | Case > Order | Case > Anim > Order |
| Hungarian | Anim > Case > Order | Case > Order |
| Warlpiri | Anim > Case > Order | Case > Anim > Order |
| Serbian | Anim > Case > Order | Case > Agr > Anim > Order |
| Dutch | Order > Case > Anim | Case > Order > Anim |
| French | Order > Anim | Agr > Anim > Order |
| English | Order > Anim > Agr | Order > Anim > Agr |

Explanatory power of factors in Hungarian Unlearning animacy

Var Expl



Learning the saliency of case and unlearning animacy in Hungarian



Consequences of an increased role of morphology in non-configurational languages (Gergely and Pléh)

Rich morphology

Fast decisions

Non-configurational

Localistic model

Memory over words

Poor morphology

Slow decisions

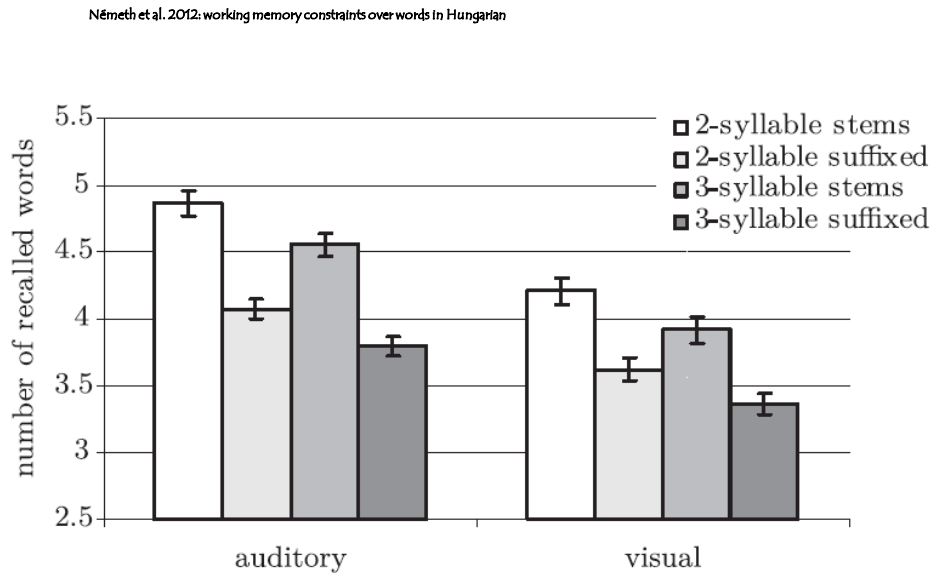
Configurational

Holistic model

Memory over phrases



Some consequences



Brain is tuned to language

- English: increase in left hemisphere use is related to SVO
- Hungarian: related to more analytic strategies (Pléh, 2000)
- Intonation: English RH (Meyer, 2002)
- Tonal languages: Left Hemisphere (Gondjour, 2002)

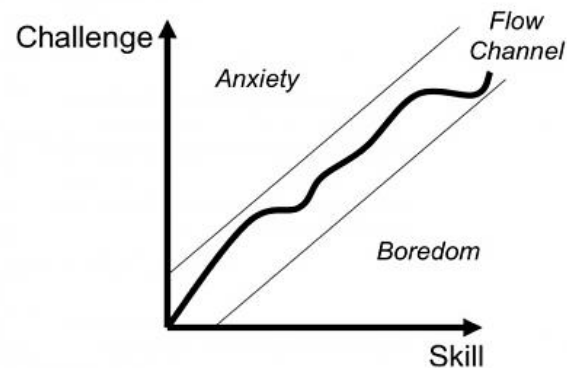
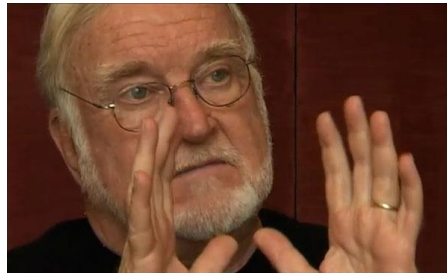
Back to holistic and item based

1. It is culture independent in language
2. It is not related to East and West
3. Does it entail a value?

The challenge of positive psychology

Not past, but future oriented

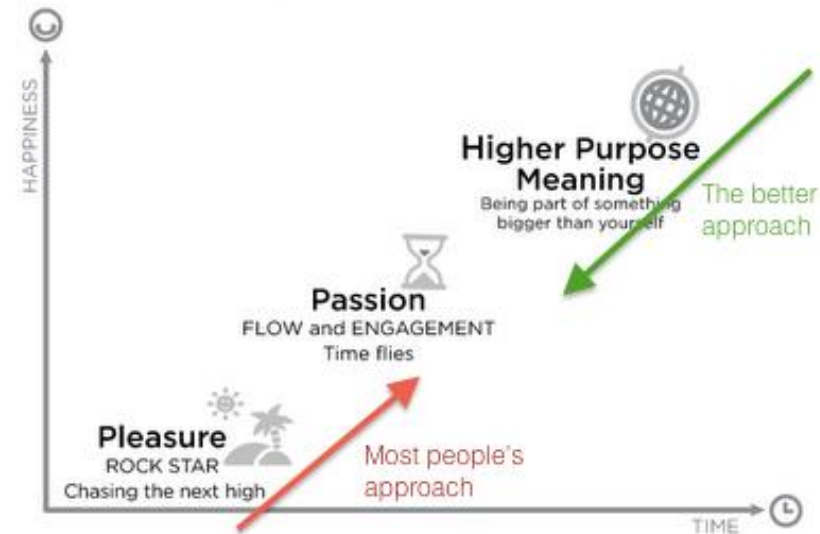
- The equilibrium of experience
Csikszentmihályi. Flow.



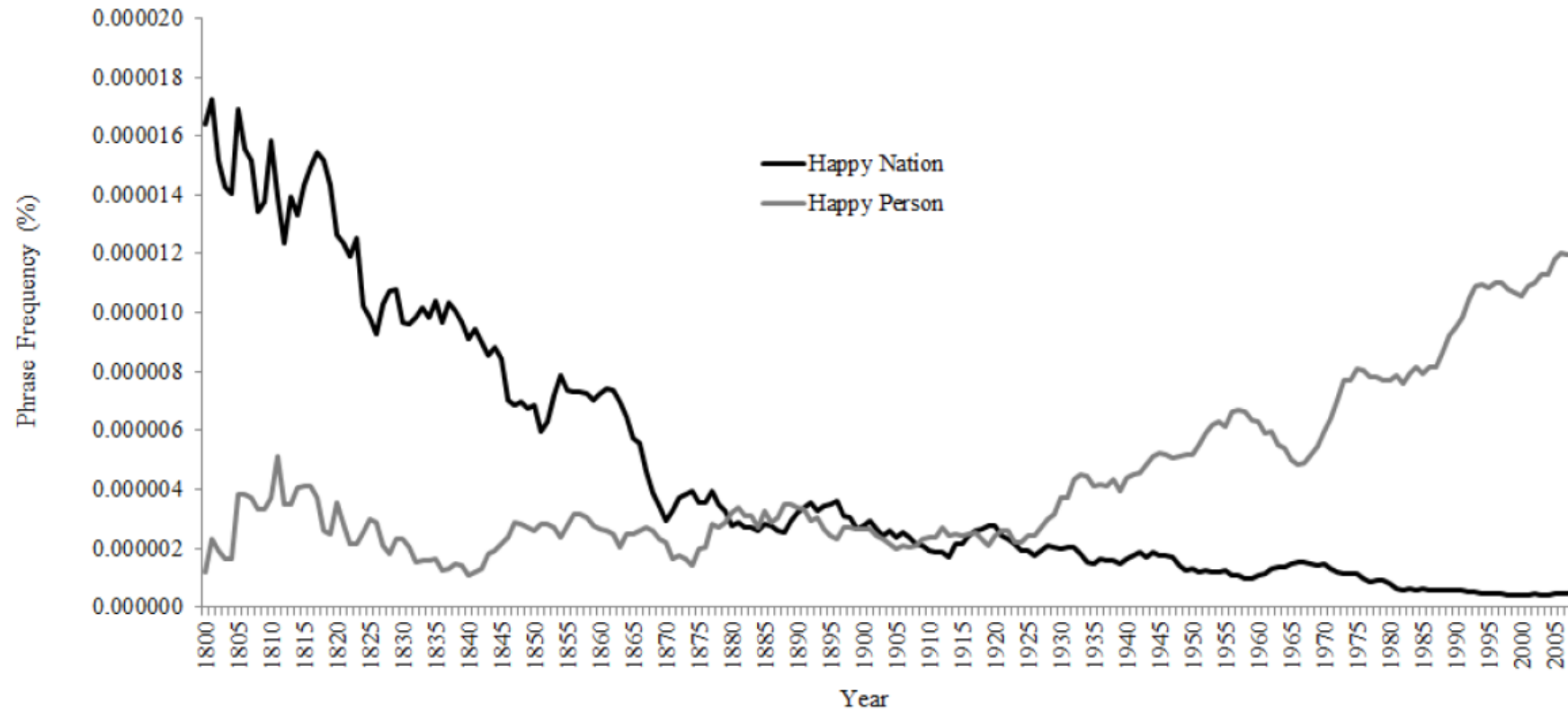
"Flow" concept by Mihaly Csikszentmihalyi. Drawn by Senia Maymin.

Emphasis on strengths
and virtues Seligman

HAPPINESS FRAMEWORK 3 3 TYPES OF HAPPINESS



We are not happier
Oisi et al, 2015 American novels



Veenhoven 2012

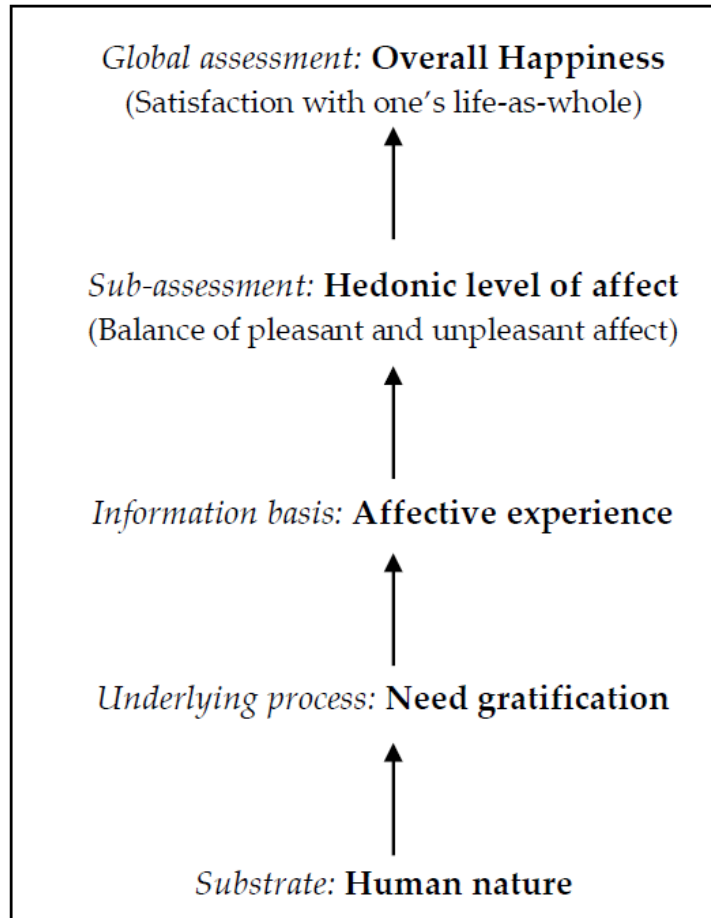


Table 3. Happiness and society in 146 Nations around 2006

| <i>Characteristics of society</i> | <i>Correlation with happiness</i> | <i>N</i> |
|---|-----------------------------------|----------|
| Affluence | +.69 | 136 |
| Rule of law | | |
| Civil rights | +.50 | 131 |
| Corruption | -.69 | 137 |
| Freedom | | |
| Economic | +.63 | 135 |
| Political | +.53 | 131 |
| Personal | +.41 | 83 |
| Equality | | |
| Income inequality | -.08 | 119 |
| Gender inequality | -.21 | 110 |
| Pluriformity | | |
| % Migrants | +.29 | 126 |
| Tolerance of minorities | +.49 | 77 |
| Modernity | | |
| Schooling | +.56 | 138 |
| Urbanization | +.58 | 137 |
| Explained variance (Adjusted R ²) | 75% | |

Cultural aspects of a good life

Dualities in positive psychology

- Universal values

- Driving towards similar ideas of good life
- Everyone aims for the same life

- Rival values

- Individualism vs. collectivism
- Reconciliation issues towards the future

A duality within positive psychology Bacon (2005)

creativity versus wisdom

Contrasting the Balance and Focus Strengths

| Feature | Type of strength | |
|--------------------------|--|---|
| | Balance | Focus |
| Associated strengths | Wisdom, fairness, citizenship, gratitude, prudence, humility, kindness | Creativity, leadership, analytical intelligence, perseverance, curiosity, social intelligence |
| Intrapersonal goal | Harmonize personal strengths and weaknesses; harmonize internal tensions | Increase personal competence |
| Intrapersonal outcome | Integration | Achievement |
| Interpersonal goal | Harmonize self-interest and others' interests | May choose to apply personal strengths to social ends |
| Interpersonal outcome | Good relationships | Variable relationships |
| Career track | Slower | Faster |
| Occupational achievement | Variable | Higher |
| Famous exemplars | Fewer | More |
| Ultimate goal | Satisfying, meaningful life | Satisfying, meaningful life |

Joshanloo (2004) basic divergencies

- Eastern

- Self disappears
- Group minded
- Virtues
- Harmony, group
- Contentment, loyalty
- Suffering
- Cooperative
- Spirituality

- Western

- Self actualization
- Individual minded
- Hedonism
- Mastery, Ego
- Satisfaction
- Joy
- Competitive
- Immanence



Proposed universal virtues Seligman

courage,

justice

humanity

temperance

wisdom

transcendence

Forgiveness

Core virtues

| Virtue | Description |
|---------------|---|
| Courage | Emotional strengths that involve the exercise of will to accomplish goals in the face of opposition, external or internal; examples include bravery, perseverance, and authenticity (honesty) |
| Justice | Civic strengths that underlie healthy community life; examples include fairness, leadership, and citizenship or teamwork |
| Humanity | Interpersonal strengths that involve “tending and befriending” others (Taylor et al., 2000); examples include love and kindness |
| Temperance | Strengths that protect against excess; examples include forgiveness, humility, prudence, and self-control |
| Wisdom | Cognitive strengths that entail the acquisition and use of knowledge; examples include creativity, curiosity, judgment, and perspective (providing counsel to others) |
| Transcendence | Strengths that forge connections to the larger universe and thereby provide meaning; examples include gratitude, hope, and spirituality |

Their presence in different cultures

| Tradition | Courage | Justice | Humanity | Temperance | Wisdom | Transcendence |
|---------------------|---------|---------|----------|------------|--------|---------------|
| Confucianism | | E | E | T | E | T |
| Taoism | | E | E | E | E | T |
| Buddhism | | E | E | E | T | E |
| Hinduism | E | E | E | E | E | E |
| Athenian philosophy | E | E | E | E | E | T |
| Christianity | E | E | E | E | E | E |
| Judaism | E | E | E | E | E | E |
| Islam | E | E | E | E | E | E |

Note. E = explicitly named; T = thematically implied.

Critic of the universal values by Christopher and Higginbottom (2008)

- criticize the hidden individualistic assumptions
- overcome false dichotomies
- interpret cultural meanings with an open mind

Forgiveness and empirical study

Stephanie Lichtenfeld, Vanessa L. Buechner, Markus A. Maier, Maria Fernández-Capo (2015)

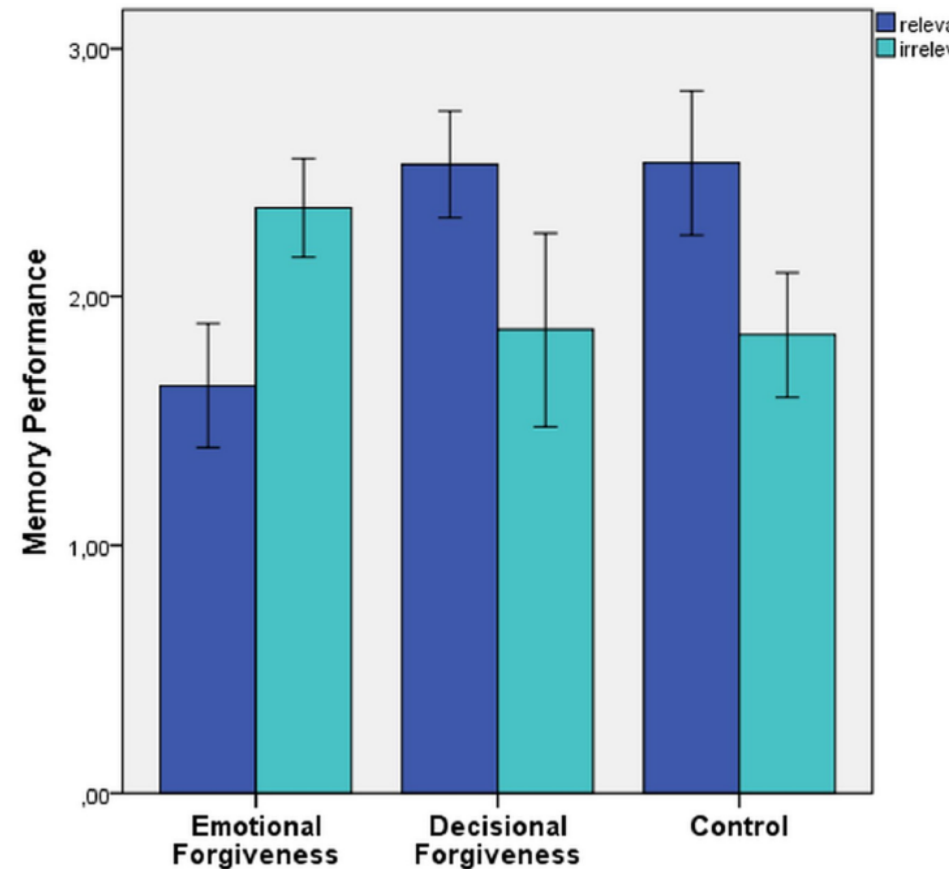


Fig 1. Memory performance as a function of forgiveness manipulation and relevance.

Conflict and well-being

conflict = pain in the neck?



Conflict

conflictus (latin) – clash, collision

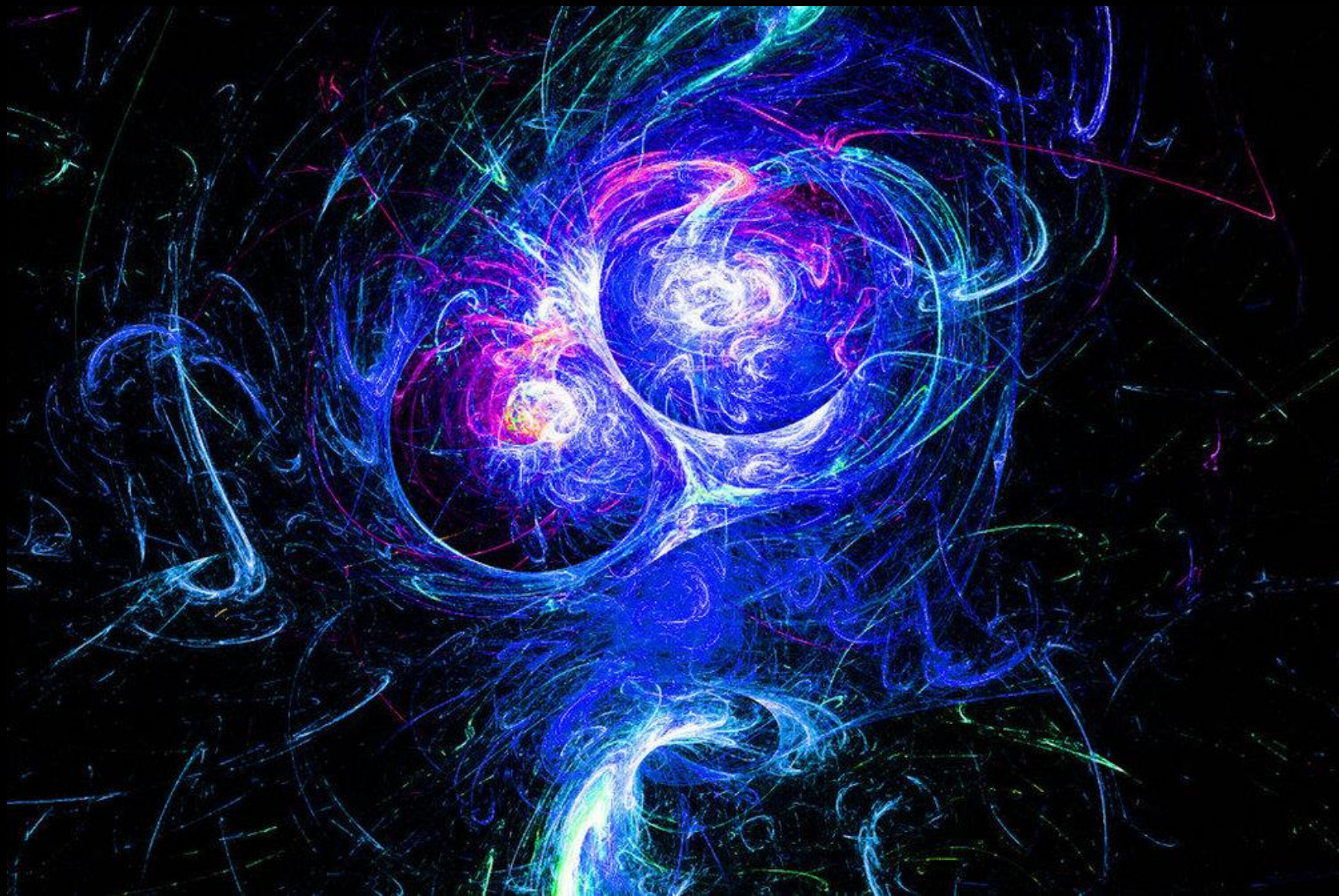
no life (world) without motion

cannot be fully controlled or directed

no life (world) without conflicts



atoms collide





planets collide

.... and so do humans

sometimes ...



Intrapersonal – incompatible needs, desires within an individual, hard decisions

Extrapersonal – incompatible interests between an individual and his/her environment

Interpersonal – incompatible needs, desires, goals between two or more individuals, or groups

conflicts in the „animal“ world

satisfying basic needs – survival of the individual

– survival of the species

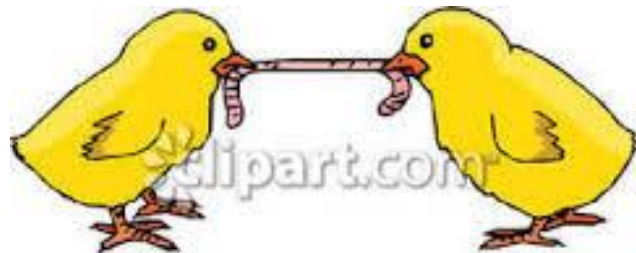
higher human needs – autonomy

– competence

– relatedness

– spirituality

– freedom, etc.



Expression of conflicts

| | |
|------------|----------|
| Behavioral | manifest |
| | latent |

| | |
|--------|---------------------------------------|
| Verbal | direct (row) |
| | indirect (gossip, ruining reputation) |

| | |
|--------|----------------------|
| Mental | suppressed/repressed |
| | expressed |

Ultimate goal of conflicts:

Implicit, instinctive goals:

to win, to humiliate/destroy the other

Cultural, spiritual, social goals:

to adapt to the new situation/demands/

to preserve/improve relationship

functional/constructive

removes obstacles

clarifies interests

reduces tensions

preserves relationship

cooperative (innovations, new ideas)

High chance of win-win outcome

dysfunctional/destructive

aggravates disagreement

makes hostility explicit

enhances competition

wants to defeat the other

detrimental to relationships

High chance of win-lose or lose-lose outcome



Conflicts on prehuman level

Inevitable – survival of the fittest!

Aggression

inborn

long evolutionary history

must have powerful inborn coping



chimpanzees reconcile
after fights
– kiss and embrace



- restore social relationships disturbed by aggression, and any animal that depends on cooperation needs such mechanisms of social repair
- reconciliation pays off
 - the winner gets what he wants (no reason to be angry)
 - both might need the relationship later
 - reduces tension (even for winners)
 - collecting enemies is dangerous
 - though: no sign of forgiveness; purely strategic

restore social
relationships
disturbed by aggression,

cooperation needs
social repair



Peaceful attitude can be learned; stumptail monkeys vs.
Rhesus monkeys



Comparing primate and human peacemaking

Relationship is important

Tension reduction is good

No need for enemies

Win-lose model preferred

Reconciliation behavioral (no forgiveness)

No need for understanding reasons behind conflict

No need for change

Relationship is important

Tension reduction is good

No need for enemies

Invents win-win model

Reconciliation interiorized (forgiveness is a virtue)

Might want to understand reasons behind conflict

Might try changing the environment

Simple negotiation skills

inborn – primary biological skill

present in all cultures

Sophisticated negotiation skills

learned – secondary biological skill

might be missing from some cultures

cultures might use different strategies

attempting to satisfy own concerns

unassertive ← **assertive**

Competing

The goal is
'to win'

Collaborating

The goal is
'to find a win-win solution'

Compromising

The goal is
'to find a middle ground'

Avoiding

The goal is
'to delay'

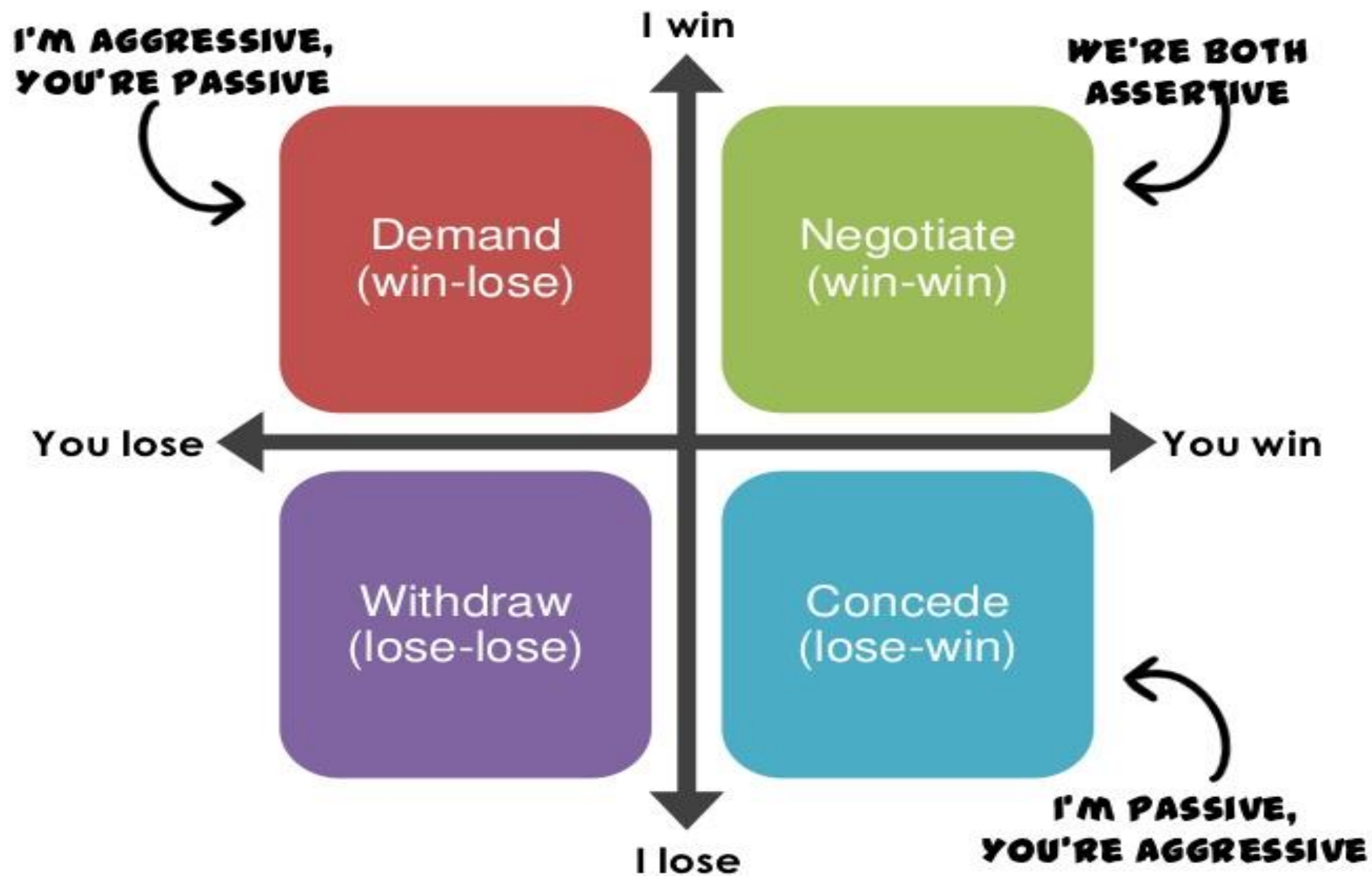
Accommodating

The goal is
'to yield'

uncooperative

cooperative

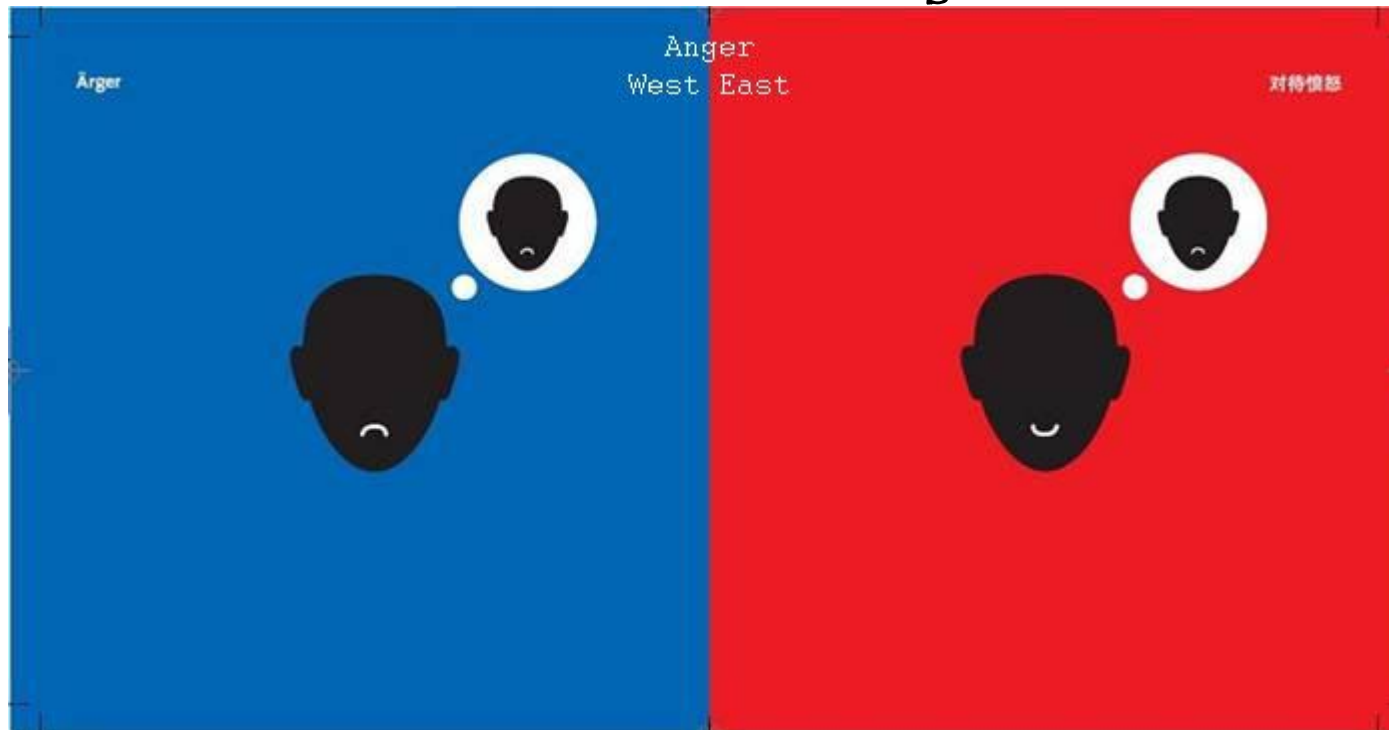
← attempting to satisfy others' concerns →



- People in conflict perceive a threat (to our well-being)
- Perceived threat is influenced by our evaluation
- Conflicts continue to churn, even if repressed or ignored
- Conflicts offer opportunity for change, improvement, or growth.

What are the good negotiation strategies
reducing tension
building cooperation
bringing mutual satisfaction?

Are there cultural differences in using different tactics?



attributes influencing conflict management

Western

individualism
less holistic
less integrative and oblique
more direct and
confrontational
judge by separate attributes
words taken literally
immediate considerations

Eastern

collectivism
more holistic
more integrative and oblique
more indirect and agreement-
centered
judge by overall impression
words taken in context
long-term considerations

Conflict management style

Western

more confrontational

more assertive

competing

collaborating

compromising

avoiding

Eastern

less confrontational

less assertive

accommodating

collaborating

compromising

avoiding

Is it as simple as this?

Western

| | |
|----------------|-------------------|
| Collaborating: | win-win |
| Competing: | win-lose |
| Avoiding: | lose-lose |
| Compromising: | win.lose-win.lose |

Eastern

| | |
|----------------|-------------------|
| Collaborating: | win-win |
| Accommodating: | lose-win |
| Avoiding: | lose-lose |
| Compromising: | win.lose-win.lose |

In multicultural environment: eastern and western strategies are adjusted to one another

Multicultural environment

Comparisons of Conflict Management Styles of S. Korean and U.S. Employees

Jihyun Kim-Renée A. Meyers: Cultural Differences in Conflict Management Styles in East and West Organizations

| Conflict Management Styles | S. Korean | | U.S. | | Univariate F |
|----------------------------|-----------|-----------|----------|-----------|--------------|
| | <i>M</i> | <i>SD</i> | <i>M</i> | <i>SD</i> | |
| Compromising | 7.81 | 1.91 | 7.08 | 2.15 | 6.13* |
| Collaborating | 6.48 | 1.94 | 5.27 | 2.16 | 16.81** |
| Accommodating | 6.39 | 2.34 | 5.47 | 2.31 | 7.51** |
| Competing | 4.03 | 3.16 | 4.64 | 3.20 | 1.76 |
| Avoiding | 5.22 | 1.77 | 7.31 | 2.28 | 50.30** |

the two kinds of strategies mutually influence one another:

"...conflict management styles of Chinese managers or executives have switched from the adoption of the 'compromising' or 'withdrawal' approach to the 'confrontation' approach...effective in handling conflict, especially the intergroup conflict and the outcome is usually constructive to an organisation" Cheung and Chuah (1999)

Some tentative conclusions

- local and holistic cognitive approaches are intertwined
- language is not East-West related
- good life and conflict management styles are coming closer to one another
- dichotomies must be overcome

