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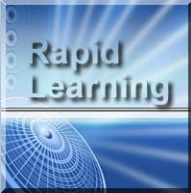
Introductory Psychology

Visually in 24 Hours




1/73

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 **Personality Psychology**

Psychology Rapid Learning Series

Wayne Huang, PhD
Joan Forder, PhD
The Psychology Team

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Learning Objectives

By completing this tutorial, you will be able to:

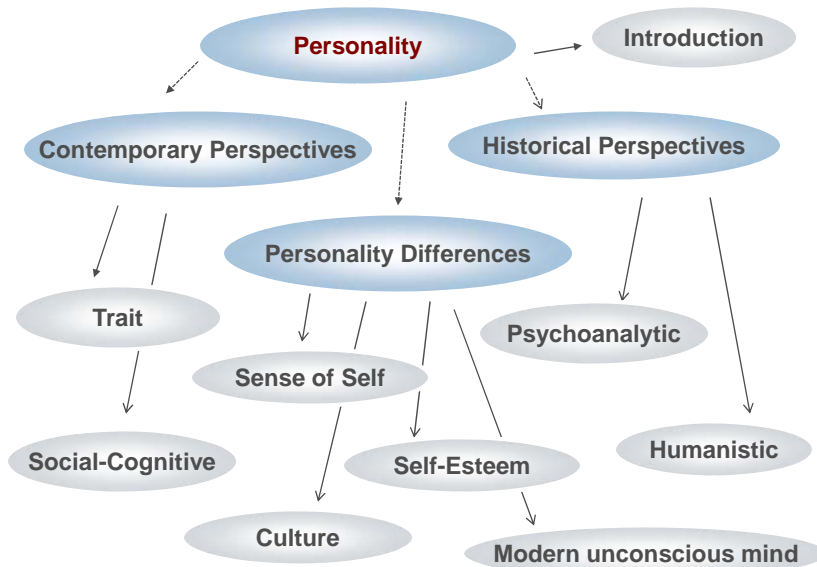


- Compare and contrast the main perspectives in personality psychology.
- Outline the contributions by Sigmund Freud to personality psychology.
- Explain the Humanistic perspective using Maslow's Hierarchy of Needs.
- List the Big Five Factors of the Trait perspective.
- Appreciate the influence of culture on personality.

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Concept Map



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Introduction

Personality = Individuality

Individual
personality



Characteristic pattern of
thinking, feeling, & acting

Other topics relate to personality:

- Biological influences
- Development
- Learning
- Motivation
- Emotion
- Health



Historical & Contemporary

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Historic Perspectives



1. Psychoanalytic
2. Humanistic

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Psychoanalytic Perspective: Freud

Sigmund Freud

- Remarkable memory
- University of Vienna 1873
- Medical school
- Private practice: nervous disorders
- Quest to cause of non-neurological disorders
- Treated patients & analyzed himself



24 volumes between 1888 - 1939

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Exploring the Unconscious

Psychological cause to some neurological conditions?

“discovery” of the unconscious.

Initially used hypnosis.



Settled on “free association”.

Assumed a line of “mental dominoes” would fall from past to present.



Trace the line back; leading to unconscious.

Retrieve and release painful unconscious memories.

psychoanalysis

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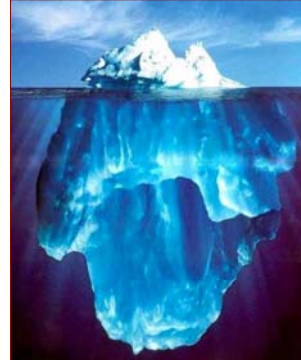


The Iceberg Analogy

Freud: the mind is like an iceberg.

- Some thoughts stored temporarily in a preconscious area.
 - Can be retrieved.
- Unacceptable passions & thoughts.
 - Repressed or forcibly blocked from consciousness.
 - Powerfully influence us: work, beliefs, habits, symptoms.

Conscious Awareness



Unconscious (hidden)

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No Such Thing as an Accident

Determinist: nothing is accidental.



Unconscious seeps into free associations, beliefs, habits, and symptoms.

Also seeps into dreams & into slips of the tongue and the pen.

Dreams are the "royal road to the unconscious".

Jokes are expressions of repressed sexual and aggressive tendencies.






Analyzing dreams will reveal inner conflicts & release inner tensions.


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▶ Personality Structure


Human personality arises from conflict.

<p style="text-align: center; color: #4682b4;">Id</p> <p style="text-align: center;">Reservoir of unconscious psychic energy.</p> <p style="text-align: center;">Constantly striving to fulfill basic drives.</p> <p style="text-align: center;">Operates on the pleasure principle.</p> <div style="text-align: center; margin-top: 10px;">  </div>	 <p style="text-align: center; color: #4682b4;">Ego</p> <p style="text-align: center;">Operates on the reality principle.</p> <p style="text-align: center;">Gratify the id's impulses in realistic ways.</p> <p style="text-align: center;">Partly conscious.</p>	<p style="text-align: center; color: #4682b4;">Superego</p> <p style="text-align: center;">Voice of conscience.</p> <p style="text-align: center;">Focuses on how one ought to behave.</p> <p style="text-align: center;">Strives for perfection.</p> <p style="text-align: center;">Produces pride and guilt.</p> <div style="text-align: center; margin-top: 10px;">  </div>
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▶ Personality Development

Freud: Personality forms during first few years.



Symptoms rooted in unresolved conflicts from early childhood.

Children pass through a series of psychosexual stages.


Erogenous Zones: The id's pleasure-seeking energies focus on distinct areas of the body.

Oral: 0-18 months: pleasure of the mouth

Anal: 18-36 months: bowel & bladder elimination: control

Phallic: 3-6 years: genitals: incestuous sexual feelings

Latency: 6 years – puberty: dormant sexual feelings

Genital: puberty onward: maturation of sexual interests 

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Basis of Defense Mechanisms

Anxiety is the price we pay for civilization: Freud

Need to control our sexual & aggressive impulses.

Anxiety is the ego's fear of losing control.

Use of defense mechanisms.

Freud: repression underlies all the other defense mechanisms.



Function indirectly and unconsciously.

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Defense Mechanisms

REGRESSION: Retreating into an earlier, more infantile stage of development.

REACTION FORMATION: Choices that look like their opposite.

PROJECTION: Attributes threatening impulses by attributing them to others.

RATIONALIZATION: Unconsciously generate self-justifying explanations.

DISPLACEMENT: Diverts one's sexual or aggressive impulses toward an object or person that is psychologically more acceptable.

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Assessing the Unconscious

Methods of assessment differ: different theories.

Freud: Psychoanalytical perspective: unconscious influences personality.

✗ Would not use agree-disagree or true-false questionnaires.

✓ Would use Projective tests: Thematic Apperception & Rorschach Inkblot test.

Henry Murray



Hermann Rorschach



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Criticisms of Assessments

Are projective assessment tests reasonable?

If YES: Use of inkblots should allow psychologists to understand personality and diagnose emotional disorders.

REALITY: tests lack reliability and validity.



Clinicians

BUT still widely used and cherished.

Therapists



Judges

Research-based, computer-aided coding and interpretation tool.

Freud did feel comfortable with using tests.

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Freud's Early Critics

Young, ambitious physicians

- Formed inner circle around Freud.
- **Neo-Freudians**: disagreed so left or cast out if disagreed.
 - Still reflected Freud's influence.
 - Basic idea of id, ego, superego.
 - Importance of unconscious.
 - Shaping of personality in childhood.
 - Anxiety & defence mechanisms.
 - **Placed more emphasis on conscious mind.**
 - **Doubted that sex and aggression were all-consuming motivations.**



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Carl Jung

Disciple-turned-dissenter of Freud

Less emphasis on social factors.

Agreed with Freud: unconscious exerts a powerful influence.

Unconscious contains more than repressed thoughts and feelings.

Collective consciousness.

Common reservoir of images derived from universal experience.



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Explained spiritual concerns and shared myths & images.





Freud In Light of Modern Research

Freud did not have access to what we know today.

Recent research contradicts Freud's specific ideas.

Development is lifelong: not fixed in childhood.

Freud rejected stories of childhood sexual abuse.

His method of questioning could cause false memories.

New information disputes Freud's claim that dreams disguise sexual and aggressive impulses.

Little support for Freud's idea that defense mechanisms disguise sexual and aggressive impulses.

Sexual suppression does not cause psychological disorders.

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Is Repression a Myth?

Psychoanalysis theory is based on an ASSUMPTION:

- The human mind represses painful experiences.
- Banishes them into the subconscious.

TREATMENT:

- Uncovering past experiences.
- Recover and resolve painful repressed memories.
- Leads to emotional healing.



Current thinking

IF repression exists, it is rare.

Extreme, prolonged stress could damage the hippocampus.

Short term stress enhances memory; negative emotions are remembered well.

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Freud's Ideas as Scientific Theory

Scientific shortcomings

Scientific theory:	Freud's Theory
▪ Explains observations.	✗
▪ Offers testable hypothesis.	✗

Freud relied on his own recollections and interpretations.

Behavior can be interpreted opposite ways after the fact.

Angry response:
Your unresolved childhood dependency needs are threatened.



Not angry response: You are repressing your anger.

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Psychoanalytical: Stop & Think - 1

Attempt the following True or False questions:

According to Freud, the Id is the voice of conscience that focuses on how one ought to behave, strives for perfection, and produces pride and guilt. TRUE FALSE

According to Freud, repression underlies all the other defense mechanisms. TRUE FALSE

Carl Jung believed we all experience a collective consciousness. TRUE FALSE

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? Psychoanalytical: Stop & Think - 2

Attempt the following True or False questions:

According to Freud, the Id is the voice of conscience that focuses on how one ought to behave, strives for perfection, and produces pride and guilt. **TRUE FALSE**

According to Freud, repression underlies all the other defense mechanisms. **TRUE FALSE**

Carl Jung believed we all experience a collective consciousness. **TRUE FALSE**

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> Humanistic Perspective: Introduction

1960's
Reaction to Freud's negativity.


Humanistic Approach

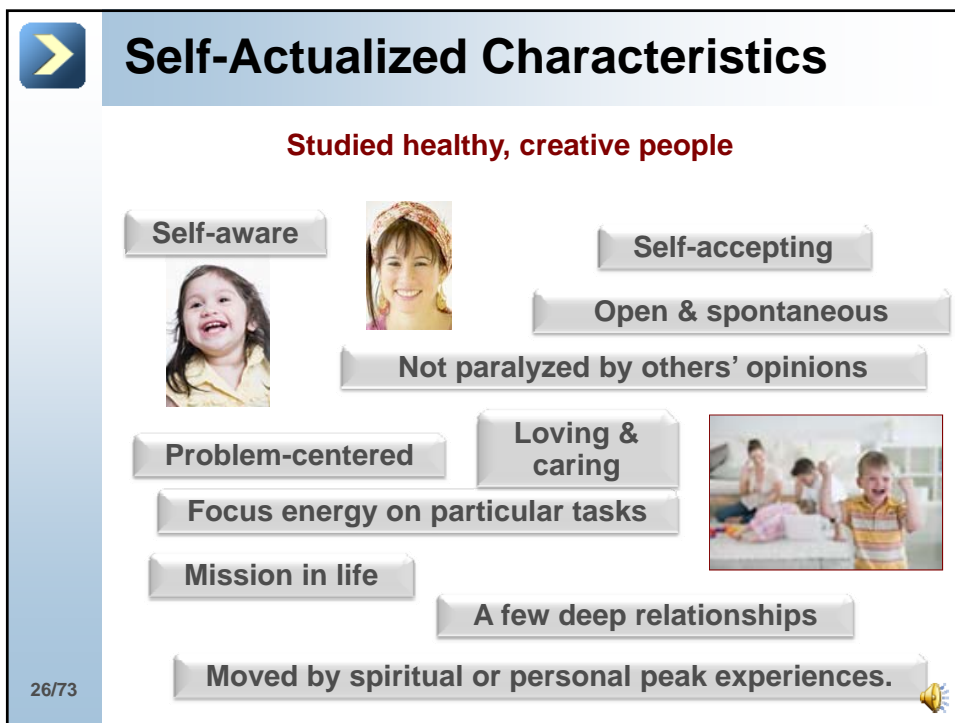
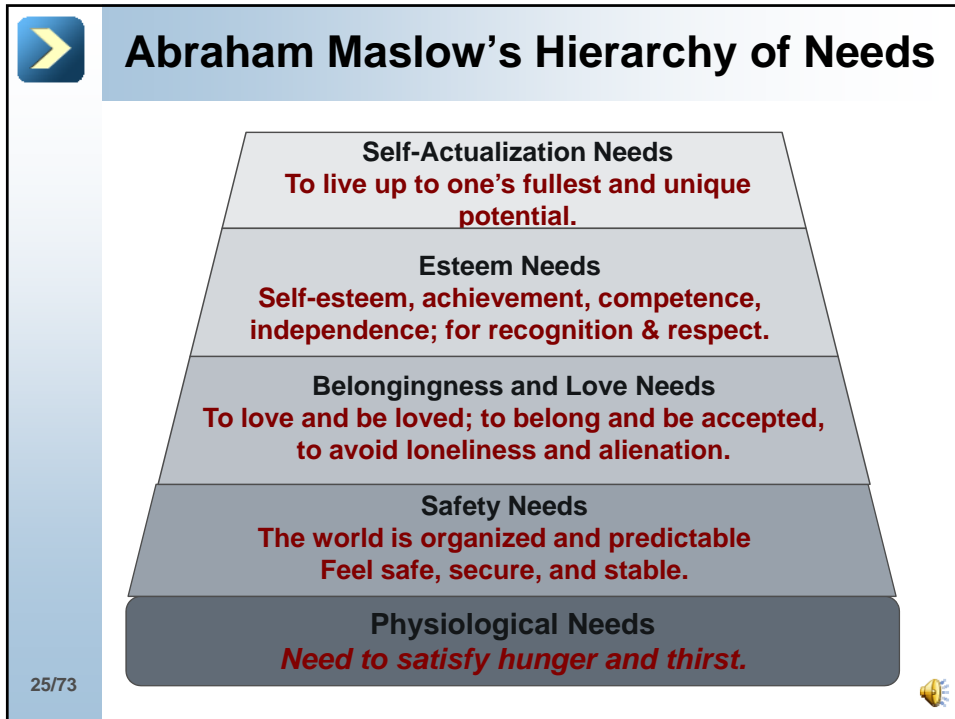
Focus on "healthy" ways people strive for self-determination and self-realization.

Abraham Maslow
 1908-1970

Carl Rogers
 1902-1987

Emphasis on human potential.

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Carl Rogers

Agreed with much of Maslow's thinking.

People are basically good & self-actualizing tendencies.

Negative environment can inhibit growth.



Positive environment includes; genuineness, acceptance, empathy.

Central Feature; SELF-CONCEPT

Positive: act and perceive world as positive

Negative: dissatisfied and unhappy

Worthwhile goal of therapists, parents, teachers, & friends: to help others know, accept, and be true to themselves.

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Assessing the Self

Use of questionnaires

Carl Rogers: describe yourself as you would ideally like to be and as you actually are.

When ideal and actual are nearly alike, the self-concept is positive.

Therapy helps with personal growth with successfully closer ratings of actual and ideal self.



Other humanistic psychologists felt questionnaires were depersonalizing.

Interviews & intimate conversation is better.

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➤ Evaluating the Humanistic Perspective



Impact, though waning, has been pervasive.

Influenced counseling, education, child-rearing, & management.


Also influenced popular psychology.

Positive self-concept as key to happiness & success.

Acceptance & empathy can help nurture positive feelings about oneself.

People are basically good & capable of self-improvement.



Emphasis on the individual self reflects Western values. 🗣️

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➤ Criticism of Humanistic Perspective

Backlash of criticism

Vague and subjective

Can lead to self-indulgence, selfishness, & erosion of moral restraint.

Fails to appreciate the reality of evil.


Could lead to two rationalizations.

Naïve optimism





Dark despair





Need REALISM to fuel concern & OPTIMISM to provide hope. 🗣️


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➤ Are People Basically Good?

“Evil is not inherent in human nature.”


Carl Roger

- If given growth-promoting conditions, no one would choose the cruel or destructive path.
- Evil springs from toxic, cultural influences.



Rollo May

- Cultural context matters BUT
- Culture is made up of people; like you and me.
- Culture is evil as well as good because the humans who constitute it are both evil as well as good.



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? Humanistic Perspective: Stop and Think

Connect the stage with its characteristic:

Carl Rogers	To live up to one’s fullest and unique potential.
Rollo May	Self-Concept as the Central Feature.
Maslow’s highest level of need	Focus on “healthy” ways people strive for self-determination and self-realization.
Humanistic Perspective	Cultural context matters but culture is made up of people.

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Contemporary Perspectives



1. The Trait Perspective
2. The Social-Cognition Perspective

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Contemporary Research

No longer focused on grand theories.


Analysis of basic dimensions & their impact on behavior.

Focused on interaction of persons and environments.

Focused on studies of self-esteem, self-serving bias, cultural influences.



Trait perspective, social-cognitive perspective; studies of the self.

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The Trait Perspective

Gordon Allport

Describe personality in terms of fundamental traits.



People's characteristics and conscious motives.



Defined in terms of identifiable behavior patterns.

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Not interested in explaining them; DESCRIBING them.



Personality "Types"

William Sheldon: 1954

Body type: endomorph, mesomorph, ectomorph



Are different body types actually associated with different personalities?

Only a modest linkage

Popular method: Carl Jung's personality types.

Based on 126 question survey: Isabel Briggs Myers & Kathleen Briggs: 1987.

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Matches work, partners & tasks with personality type.

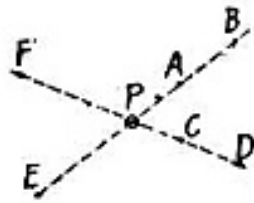




Exploring Traits

Fails to capture their full individuality.

Place people on several trait dimensions simultaneously.



Allport & Odbert counted all the words in an unabridged dictionary with which one could describe people.

18,000!

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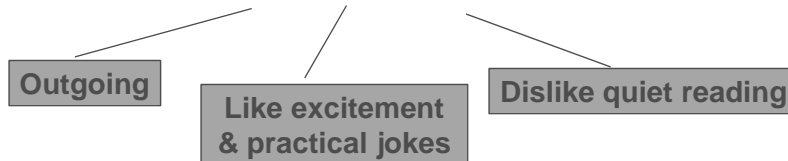


Factor Analysis

Use a statistical procedure called “factor analysis” to identify clusters of test items.

Tap basic components of intelligence: spatial ability, reasoning ability, and verbal skill.

EXTRAVERSION



Hans & Sybil Eysenck: condense into 2 or 3 genetically influenced dimensions.

Extraversion /
Introversion

**Eysenck Personality
Questionnaire**

Stability /
Instability

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Biological Influences on Traits

Biology influences personality factors.

Extraverts seek stimulation because their normal brain arousal is relatively low.

Frontal lobe area is less active in extraverts than in introverts.

Jerome Kagan: differences in children's shyness & inhibition is due to their autonomic nervous system reactivity.



Our genes have as much to say about the temperament & behavioral style than does the way our parents handled us.

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Assessing Traits

Assessment techniques do not reveal hidden personality dynamics.

- Profile a person's behavior patterns.
- Trait scales provide quick assessments of a single trait.
- Personality inventories assess several traits.



Minnesota Multiphasic Personality Inventory (MMPI)

Assesses "abnormal" personality tendencies.

Empirically derived: Hathaway selected from a large pool of items; grouped the questions into 10 clinical scales.

Assessing traits: self-report personality tests.

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David Funder: peer reports are more trustworthy.





The Big Five Factors

Dimension	Endpoints
Emotional Stability	Calm/anxious, secure/insecure, self-satisfied/self-pitying.
Extraversion	Sociable/retiring, fun-loving/sober, affectionate/reserved.
Openness	Imaginative/practical, preference for variety/preference for routine, independent/conforming.
Agreeableness	Soft-hearted/ruthless, trusting/suspicious, helpful/uncooperative.
Conscientiousness	Organized/disorganized, careful/careless, and disciplined/impulsive.

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Evaluating the Trait Perspective

Person / Situation Controversy

Are personality traits stable & enduring or do they depend on where and with whom we find ourselves?

BOTH are true.

Behavior is influenced by the interaction of our inner disposition with our environment.



Which is more important?

Until 1960's: stable & enduring.

More recent evidence: depends on the environment.



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Avoid labeling and pigeonholing individuals.





Consistency of Expressive Style

Behave differently depending on environment.



Visiting another culture: traits remain hidden while we carefully attend to social cues.

Informal situations: feel less constrained; allowing traits to emerge.

Form lasting impressions within a few moments.

Can tell when someone is acting in a way that is not natural for them.



Average behavior over many occasions.

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Contemporary Perspectives: Stop and Think

Which of the following statements regarding contemporary perspectives of personality psychology is FALSE?

Pick the one false answer:

- Contemporary perspectives focus on grand theories.
- Gordon Allport described personality in terms of fundamental traits.
- William Sheldon described personality in terms of body type.
- Contemporary psychologists tend to use a statistical procedure called "factor analysis" to identify clusters of test items.
- Agreeableness is one of the "Big Five" factors.

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The Social-Cognitive Perspective

Albert Bandura

Emphasizes the interaction of persons with their situations.

Believe we learn many of our behaviors either through conditioning or by observing others and modeling their behavior.

Mental processes are also important.



Combines how our environment controls us with how we and our environment interact.

“How do your schemas, our memories, and our expectations influence our behavior patterns?”

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Reciprocal Influences

“Behavior, internal personal factors, and environmental influences all operate as interlocking determinants of each other.”

Different people choose different environments.

Our personalities shape how we interpret and react:

- ✓ Anxious people are attuned to potentially threatening events.
- ✓ Perceive the world as threatening and react accordingly.

Our personalities help create situations to which we react:

- ✓ How we view and treat people influences how they in turn treat us.

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Personal Control

Emphasize our sense of personal control.

- Correlate people's feelings of control with their behaviors and achievements.
- Raising or lowering people's sense of control and noting the effects.



EXTERNAL locus of control

Chance or outside forces determine their fate.

INTERNAL locus of control

To a great extent, each person has control of their own destiny.

"Internals" achieve more at school, act more independently, enjoy better health, feel less depressed; have more self-control.

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Learned Helplessness

Feelings of helplessness & oppression perceive control as external.

This perception may deepen their feelings of resignation.



Experiments with dogs

Repeatedly faced with traumatic events over which they have no control, people come to feel helpless, hopeless, and depressed.

Learned helplessness: passive resignation

Those able to escape the trauma learned to do so.

People thrive under conditions of democracy, personal freedom, and empowerment.

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Optimism: Benefits

Optimism-Pessimism scale helps measure helplessness/effectiveness.

Students who are negative attribute their poor performance to situations beyond their control and tend to continue to get poor grades.



Students who are positive believe that more effort, good study habits, and self-discipline can make a difference and tend to get better grades.

Health is affected by learned helplessness.

Greatest advances seen when optimism is combined with realism.

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Optimism: Drawbacks

Excessive optimism can blind us to real risks.

Neil Weinstein studied college students.



Perceived self as less likely to take part in damaging behaviors than others.

Attitude changes when bracing for feedback (such as exam results).

Illusory Optimism

People are most overconfident when most incompetent.

Justin Kruger & David Dunning



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➤ Assessing Behavior in Situations





Differing situations on people's behavior patterns and attitudes


How viewing aggressive or nonaggressive models affect behavior.

Assess the impact of dehumanizing situations on people's attitudes.

Military and educational organizations and many Fortune 500 companies.

It is the person's past behavior that predicts future behavior.

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➤ Evaluating the Social-Cognitive Perspective

Sensitizes researchers to how situations affect, and are affected by, individuals.


Builds from psychological research on learning and cognition.


CRITICS: focuses so much on the situation that it fails to appreciate the person's inner traits.

Where is the person in this view of personality?
Where are human emotions?

Our unconscious motives, our emotions and our pervasive traits shine through.

Personality traits can also predict behavior.






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? Social-Cognitive: Stop and Think


Connect the term with its characteristics:

Albert Bandura	How we view and treat people influences how they in turn treat us.
Optimism-Pessimism scale	Emphasized the interaction of persons with their situations.
Reciprocal Influence	To a great extent, each person has control of their own destiny.
Internal Locus of Control	Helps measure helplessness/effectiveness.

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 **Personality Differences** 

1. Sense of Self
2. Self-Esteem
3. Cultural Influences
4. The Modern Unconscious Mind

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Sense of Self

Principles of Psychology: William James, 1890

Gordon Allport: 1943

The self has become “lost to view”.

Focus on self did not instigate much scientific research but did keep the concept alive.



Self-esteem

Self-disclosure

Self-awareness

Self-schemas

Self-monitoring

Currently one of Western psychology's most vigorously researched topics.

150,000 articles since 1967

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Spotlight Effect

The self is the pivotal center of personality.

Readily presume that others are noticing and evaluating us.

Thomas Gilovich: 1996

Demonstrated the “spotlight effect”

- Students wore Barry Manilow t-shirts.
 - Walked into a room.
- Anticipated over 50% would notice.
 - Only 23% noticed.



Fewer people notice us than we presume.

Self-focus affects our recall: we remember information better if we encode it in terms of ourselves.

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> Self-Esteem: Low



Correlation between low self-esteem & personal problems

Self-esteem is “the armor that protects kids from life’s problems”.

OR

Problems and failures cause low self-esteem.

Self-esteem reflects reality?

High self esteem is a side effect of meeting challenges and surmounting difficulties.

Our perspective affects the way we interact with children.

Low self-esteem can lead to heightened racial prejudice and judgmental.

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> Self-Esteem: Cultural Influences

Challenging cultural beliefs regarding low self-esteem.





NO

Jennifer Crocker & Brenda Major

Members of “stigmatized” groups can maintain high self-esteem IF they.

1. Value things at which they excel.
2. Attribute problems to prejudice.
3. Compare themselves to those in their own group.

Despite prejudice, some groups report low levels of happiness.

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> Self Serving Bias: Responsibility

Most have a good reputation with ourselves.

Even those who score low respond in the midrange of possible scores.

Most provocative and firmly established recent conclusion.

Self serving bias
Out readiness to perceive ourselves favorably.

Accept more responsibility for good deeds than for bad; for successes more than for failures.

What have I done to deserve this?






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> Self Serving Bias: Better than Average?

Most see themselves as better than average.

True for nearly any subjective and socially desirable dimension.

90% of business managers.
>90% of college professors.

Overestimation of self
NOT
underestimation of others.

Less striking in Asia but observed worldwide.

People see themselves as more immune than others to self-serving bias.




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Self Serving Bias: Affects

Widespread effects

We remember and justify our past actions in self-enhancing ways; We exhibit an inflated confidence in our beliefs and judgments.



Overestimating how much others support our opinions and share our foibles.



Threatened people with large egos may turn violent.

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Humans function best with modest self-enhancing illusions.



Culture and the Self

Individualism verses Collectivism

INDIVIDUALISM

Giving priority to one's own goals over group goals;
Personal attributes.

COLLECTIVISM

Giving priority to the goals of one's group (extended family or work group).

Sense of self is most important.



Gains identity from their family, group, loyal friends.

Individualism varies from person to person within any culture and cultures vary in complex ways.


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➤ Effects on Behavior

Striking effects on behavior

Individualist more easily move in and out of social groups: including marriage.




Independent

Collectivists may act shy in new groups, are more easily embarrassed and have more stable attachments to groups and family.

Premium on maintaining harmony and ensure others never lose face.

Interdependent



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➤ Individualism: Benefits

More personal freedom.


Take more pride in personal achievements.

Less geographically bound.

Enjoy more privacy.


Smorgasbord of life-styles.

Construct own identities.



Celebrate innovation and creativity.

Respect individual rights.



Report greater happiness.

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Individualism: Costs

People with the strongest social ties express greatest satisfaction with their lives.

Individualism comes with the cost of:

- More loneliness.
- More divorce.
- More homicide.
- More stress-related disease.



Individualists demand more romance and personal fulfillment in marriage.

Subjects marriage relationships to more pressure.

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The Modern Unconscious Mind

Our lives are guided by off-screen, out-of-sight, nonconscious information processing.

Unconscious mind is huge.

Agreement with Freud: we have limited access to all that goes on in our minds.



Capacity for unconscious learning is quite sophisticated.

Nonconscious learning can anticipate patterns “too complex and too confusing to be consciously noticed”.

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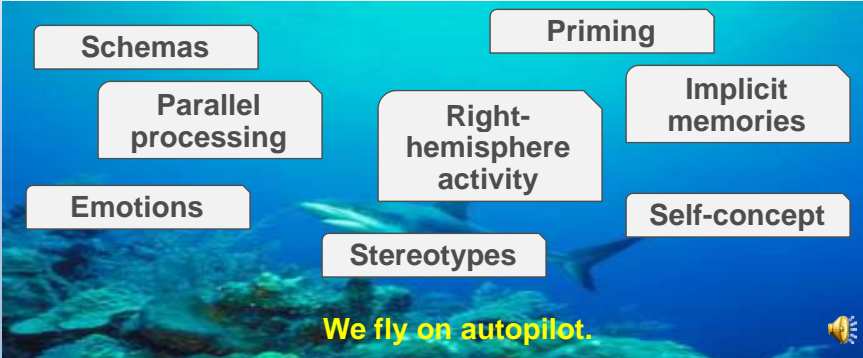


> A Shift in the Iceberg Analogy

Today's Iceberg Analogy differs from Freud's.

Some psychologists have abandoned the analogy completely.

Cooler information processing that occurs without our awareness.

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> Terror-Management Theory

Support for Freud's theory that we defend ourselves against anxiety.

Exactly how we do this differs from Freud's ideas.

Solomon & Pyszczynsk: 1997

One source of anxiety is the terror resulting from our awareness of vulnerability and death.

Thinking about one's mortality provokes enough anxiety to intensify prejudices.

Adhere more strongly to worldviews.

Death anxiety motivates contempt for others and esteem for oneself.

Cleave to close relationships.

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Defense for Defense Mechanisms

Support for Freud's idea of defense mechanisms.

Exactly how they work differs from Freud's ideas.

False Consensus Effect: projection.

The tendency to overestimate the effect to which others share our beliefs and behaviors.

Think others share our faults.

Attempts to suppress our faults increases this effect.



To protect our self-image

Supportive evidence is meager for the other defense mechanisms.

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Personality Differences: Stop and Think

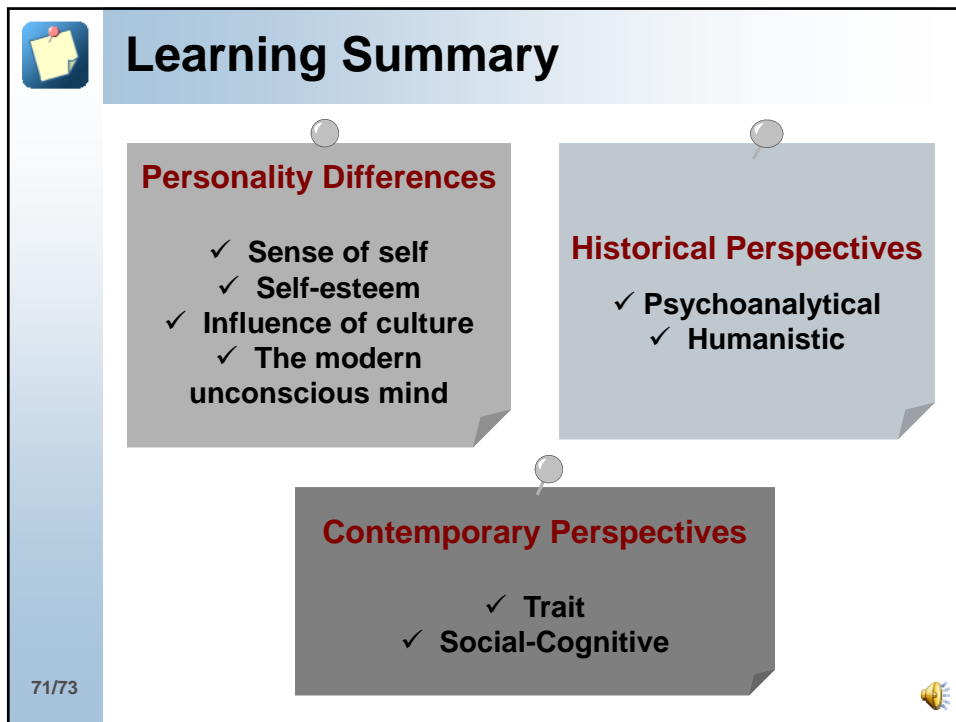
Which of the following statements is TRUE regarding personality differences?

Pick the one correct answer:

- Low self esteem is a side effect of meeting challenges and surmounting difficulties.
- Contemporary thinking agrees with Freud in that we have limited access to all that goes on in our minds.
- We remember information worse if we encode it in terms of ourselves.
- The False Consensus Effect states that we assume that others are noticing and evaluating us.
- Contemporary thinking concludes that defense mechanisms are indeed motivated by the seething impulses that Freud presumed.

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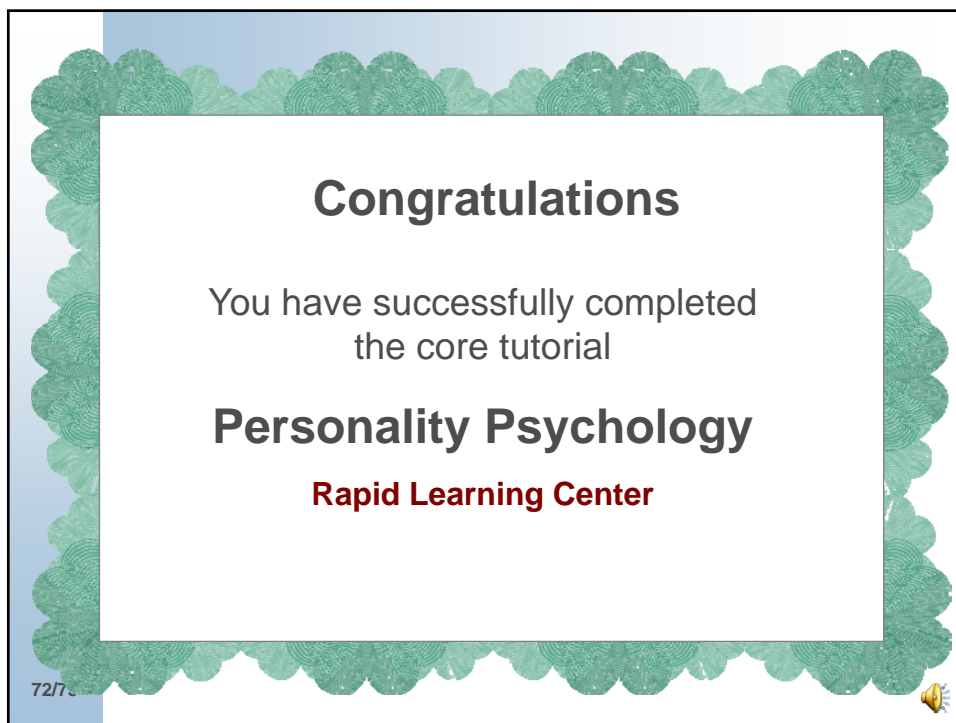




Learning Summary

- Personality Differences**
 - ✓ Sense of self
 - ✓ Self-esteem
 - ✓ Influence of culture
 - ✓ The modern unconscious mind
- Historical Perspectives**
 - ✓ Psychoanalytical
 - ✓ Humanistic
- Contemporary Perspectives**
 - ✓ Trait
 - ✓ Social-Cognitive

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Congratulations

You have successfully completed
the core tutorial

Personality Psychology


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Chemistry :: Biology :: Physics :: Math




What's Next ...

Step 1: Concepts – Core Tutorial (Just Completed)

→ Step 2: Practice – Interactive Problem Drill

Step 3: Recap – Super Review Cheat Sheet

Go for it!



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