

## **Oliver C. Schultheiss: Winner of the 2016 Henry A. Murray Award**

Oliver C. Schultheiss, Professor of Psychology and Chair for Experimental Psychology, Motivation, and Affective Neuroscience at Friedrich-Alexander University, has been awarded the 2016 Henry A. Murray Award for distinguished contributions to the study of individual lives and whole persons. Professor Schultheiss will be honored at the biennial convention of the Association for Research in Personality in June 2017 where he will give an invited address.

The Henry A. Murray Award, established in 1978, recognizes outstanding scientific and humanistic scholarship in the psychological study of individual human lives and carried out in the spirit of the demanding personological tradition of Henry Murray. The award is named for Henry A. Murray, a pioneering personality psychologist who is probably best known for his 1938 volume, *Explorations in Personality*. In *Explorations* and in the seminal papers he wrote in the three decades that followed, Murray envisioned a broad-based, integrative approach to studying human lives in their biological and cultural contexts, bringing together psychology, sociology, cultural anthropology, psychoanalysis, the biological and the medical sciences, and even literary studies under the banner of what Murray called *personology*. As it has developed since Murray's time, the personological tradition in the psychological and social sciences emphasizes the complex interplay between biology and culture in shaping human behavior, the inherent unity and synthesizing power of individual personality, the development of personality across the life course, the blending of nomothetic and idiographic approaches to examining human personality, and the role of imagination, narrative, biography, and myth in the study of lives.

Dr. Schultheiss received his Ph.D. in 1996 from Friedrich-Alexander University. His impressive body of scholarship over the past two decades is most notable for its groundbreaking contributions to the study of implicit motives, a central focus of Henry Murray's. Indeed, Dr. Schultheiss's intellectual leadership and methodological advancements in the use of the Picture Story Exercise (TAT) are arguably the most significant causal forces in the rise of attention to implicit motives in the study of personality and human motivation. His work, which includes over 60 articles and 20 chapters published across a wide array of prestigious journals and handbooks (e.g., *Journal of Personality and Social Psychology*, *Hormones and Behavior*, *Handbook of Personality: Theory and Research*), examines intersections among cognitive, affective, physiological, behavioral and social factors in the dynamic processes governing implicit motivation. This work embodies the spirit of the Murray tradition by embracing multiple levels of analysis and resisting oversimplification in the study of whole persons. Noteworthy contributions include Dr. Schultheiss's influential and rigorous studies on the hormonal underpinnings of the implicit power motive within competitive contexts as well as his recent theoretical and methodological work advocating for the use of within-person, ipsative profiles to assess the congruence between implicit and explicit motives.

As articulated below, Professor Schultheiss's work fits well the criteria for the Murray Award, as delineated in the official documentation for the award.

First, his research exhibits a "receptiveness to the value of bringing together a variety of disciplines, theoretical viewpoints, and research techniques." Dr. Schultheiss's work on implicit motives integrates theoretical perspectives and methods from across several sub-disciplines in the field, including affective and social neuroscience, psychoendocrinology, social psychological experimentation, dispositional psychology, social-learning theory, and attention to both implicit and explicit levels of cognition and motivation. Further this breadth of methodology and perspective is applied rigorously and thoughtfully, creating a highly coherent and creative program of research that exhibits both breadth and depth.

Second, his research utilizes "conceptual tools that lend themselves to the integration of the 'tough' and the 'tender' in personality research" as well as interest in imagination by bringing together the tender, imaginative focus of TAT stories and their richly thematic content with "tougher" psychobiological methods, including brain imaging and hormonal assessment.

Third, Dr. Schultheiss "recognizes the intrapsychic structure and thematic unity of individual lives in the midst of phenotypic diversity." While the dominant approach in the field of personality involves self-reported traits, Dr. Schultheiss's work directly tackles the complexity of the intrapsychic structure of whole persons by considering the relationship between implicit and explicit levels of motivation and how this relationship plays out in different events and contexts of people's lives, including, for example, competitive situations, difficult events, and leadership contexts. Further, recent theoretical and methodological work has advocated for a within-person, profile approach to the correspondence between implicit and explicit motives, thus capturing intrapsychic structure in novel and nuanced ways.

Finally, Dr. Schultheiss's work clearly exhibits a strong commitment to the simultaneous and integrative consideration of the "biological, social, and cultural contexts of personality." Indeed, a central focus of Dr. Schultheiss's program of research has been to examine the hormonal mechanisms of implicit motives in response to various social dynamics and circumstances, and in this work he has always been mindful of broader cultural and societal forces at play, as exemplified by his attention to possible gender, ethnic, and cross-cultural differences in motivational processes.