



## Fall Term 2014

### Leading House PH.D. Course Personality traits, non-cognitive skills and education - Syllabus -

<b>Lecturer:</b>	Prof. Dr. Thomas Dohmen; University of Bonn
<b>Workshop dates:</b>	September 08-12, 2014
<b>Location:</b>	University of Zurich, Room tba
<b>Preliminary Schedule:</b>	The lectures take place in the form of an intensive 5-day course. Monday, Sept.08: 13:30-17:00 Tuesday, Sept.09: 09:00-17:00 Wednesday, Sept.10: 08:00-18:00 Thursday, Sept.11: 08:00-18:00 Friday, Sept.12: 08.00-12.00
<b>Module Number; ECTS:</b>	tba; 3 ECTS
<b>Course webpage:</b>	<a href="http://www.business.uzh.ch/professorships/emap/teaching/courses/Fall-Term-2014/pers-traits.html">http://www.business.uzh.ch/professorships/emap/teaching/courses/Fall-Term-2014/pers-traits.html</a>

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### Course overview

Individuals differ in many ways. They have different capabilities, skills, resources, and tastes. These sources of heterogeneity lead to vastly different behavior in all domains of life. Recent influential work has shown for example that non-cognitive skills (i.e. preferences, personality traits, motivation, and resilience) are key determinants of human capital accumulation. While traditional models of skill formation have emphasized the role of cognitive skills – such as IQ scores – a more nuanced view has recently emerged that stresses the role of non-cognitive skills (i.e. personality traits, preferences and beliefs). This course analyzes the complex relationships between cognitive and non-cognitive skills, their origin and development over the life course and their role in shaping education outcomes. Students will acquire the tools that enable them to conduct their own research on the impact of personality traits, preferences and other non-cognitive skills on education outcomes.

### Key literature

Almlund, Mathilde, Angela Lee Duckworth, James Heckman, Tim Kautz (2011). "Personality Psychology and Economics" in Hanushek, E.A., S. Machin, L. Woessmann, eds. (2011). *Handbook of the Economics of Education*, Vol. 4. Amsterdam: North-Holland

A. Becker, T. Deckers, T. Dohmen, A. Falk, F. Kosse, (2012). "The Relationship Between Economic Preferences and Psychological Personality Measures". *Annual Review of Economics* 4(1): 453-478.



Borghans, L., A. Lee Duckworth, J.J. Heckman, and B. ter Weel (2008). "The Economics and Psychology of Personality Traits." *Journal of Human Resources* 43(4): 972-1059

Borghans, L., B. H.H. Golsteyn, J.J. Heckman, and J. E. Humphries (2011). "Identification Problems in Personality Psychology." *Personality and Individual Differences* 51 (3): 315-320.

Cunha, F., J.J. Heckman, S. Schennach (2010). "Estimating the Technology of Cognitive and Noncognitive Skill Formation." *Econometrica*, 78(3): 883-931.

Dohmen, Thomas, Armin Falk, David Huffman, and Uwe Sunde (2010). "Are risk aversion and impatience related to cognitive ability?" *American Economic Review* 100(3): 1238-1260.

Dohmen, Thomas, Armin Falk, David Huffman, and Uwe Sunde (2012). "The Intergenerational Transmission of Risk and Trust Attitudes." *Review of Economic Studies*, 79(2): 645-677

Dohmen, Thomas and Armin Falk (2010). "You get what you pay for: Incentives and selection in the education system." *The Economic Journal* 120(546): F256-F271.

Heckman, J.J., T. Kautz (2013). "Fostering and Measuring Skills: Interventions That Improve Character and Cognition", IZA Discussion Paper 7750.

Heckman, J.J., R. Pinto, P. Savelyev (2013). "Understanding the Mechanisms Through Which an Influential Early Childhood Program Boosted Adult Outcomes." *American Economic Review* 103 (6): 2052-86)

#### Further Reading

Borghans, L., H. Meijers, B. ter Weel (2008). "The role of noncognitive skills in explaining cognitive test scores." *Economic Inquiry*. 46(1): 2-12.

Cunha, F., J.J. Heckman (2010). "The Technology of Skill Formation." *American Economic Review* 97 (2): 31-4.

Dohmen, T., A. Falk (2011). Performance Pay and Multi-dimensional Sorting: Productivity, Preferences and Gender, *American Economic Review*, 101 (2): 556-590.

Doyle, O., C. P. Harmon, J. J. Heckman, C. Logue, S. H. Moon (2013). "Measuring Investment in Human Capital Formation: An Experimental Analysis of Early Life Outcomes." IZA DP7550.

Duckworth, A. L., M. E. P. Seligman (2005). "Self-Discipline Outdoes IQ in Predicting Academic Performance of Adolescents." *Psychological Science* 16: 939-944.

Heckman, J. J., Y. Rubinstein (2001). "The Importance of Noncognitive Skills: Lessons from the GED Testing Program." *American Economic Review* 91: 145-149.

Heckman, J. J., J. Stixrud, and S. Urzua (2006). "The Effects of Cognitive and Noncognitive Abilities on Labor Market Outcomes and Social Behavior." *Journal of Labor Economics* 24(3): 411-482.

Judge, T.A., Higgins, C.A., Thoresen, C.J., & Barrick, M.R. (1999). The big five personality traits, general mental ability, and career success across the life span. *Personnel Psychology* 52: 621-652.

McCrae, R. R., & Costa, P. T., Jr. (2008). The five-factor theory of personality. In L. A. Pervin & O. P. John, & R.W. Robins (Eds.), *Handbook of personality theory and research* (Vol. 3). New York: Guilford Press.

Roberts, B. W., Kuncel, N., Shiner, R., N., Caspi, A., & Goldberg, L. R. (2007). The power of personality: The comparative validity of personality traits, socio-economic status, and cognitive ability for predicting important life outcomes. *Perspectives in Psychological Science* 2: 313-345.



Further reading will be announced in due course.

### **Target audience and preconditions for participation**

The course is particularly designed for doctoral students in the course program on economics of education of the Swiss Leading House. Doctoral students in economics or business economics with a strong interest in personality traits, non-cognitive skills and education are welcome as well. The seminar will take place en bloc in order to enable external Ph.D. students to attend.

### **Credit Requirements**

1. Full course attendance. Students are expected to come prepared to class. It will facilitate discussion and improve overall learning.
2. Presentation in class.
3. Individual take-home exam.

### **Application**

The number of participants is limited. Please send your application including a short CV to Curdin Pfister (curdin.pfister@business.uzh.ch) at the latest by **August 4<sup>th</sup>, 2014**. For further details and questions please contact Curdin Pfister.

### **WWF Statutory Course Policies**

According to WWF study regulations, all exam dates are final as published in the VVZ and syllabus. This means that the final exam date is not negotiable. It will not be possible to take any exams on different dates.

Academic dishonesty in any form will not be tolerated. Anyone caught cheating or engaging in unethical behavior will be reported to the Dean's office according to the guidelines on academic dishonesty set forth by the University of Zurich.

The information in this syllabus supports the official information in the electronic university registration tool (VVZ – Vorlesungsverzeichnis). In cases of doubt, the official information at the VVZ is decisive.

For UZH students: Don't forget to officially register using the registration tool of the University of Zurich.