COLLECTIVE AFFECT TYPES ARISING IN SOCIAL SYSTEMS

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Abstract:

In this paper, we expand cultural Mindset Agency Theory. Recently, we have shown that the three bi-polar traits of a cultural agency personality (cognitive orientation; figurative orientation and operative orientation) result in eight extremal and contrasting mindset types. Through expansion of James Gross's (1998) model of emotion regulation, and integrating this with Mindset Agency Theory, we can show that the same principles apply to the cognitive agency and the affect agency and that eight affect types can be derived from that model.

Keywords: Agency Theory, Emotions, Social System Temperament, Organisational Climate, Social Psychology, Self-Regulation.

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Structured Abstract

Purpose:
As Fink and Yolles (2015) have shown, while emotions and feelings arise in the singular personality, they may also develop a normative dimensionality in a plural agency. They identified the cybernetic systemic principles of how emotions might be normatively regulated and affect plural agency performance. In the paper for the BSLAB-SYDIC International Workshop we will build on a generic cultural socio-cognitive trait theory of plural affect agency (the emotional organisation) and will show, which affect types theoretically emerge – a sort of "organisational temperament types".

Design:
We integrate James Gross' model of Emotion Regulation with our earlier work on Normative Personality in the context of Mindset Agency Theory: The agency is a socio-cognitive entity with attitude, and operates through cognitive traits that control thinking and decision making. These traits are epistemically independent and operate on a bipolar scale. If extreme positions are taken then extremal types can be identified, i.e. for 3 traits a typology of 8 extremal and perhaps pathological types will emerge.

Findings:
Processes of emotion regulation are supposed to go through three stages: (1) identification (affect situation awareness); (2) elaboration of affect is constituted through schemas of emotional feeling, which include emotion ideologies generating emotional responses to distinct contextual situations; (3) execution: in the operative system primary emotions are (a) assessed through operative intelligence for any adaptive information and the capacity to organise action; and (b) turned into action, i.e. responses, through cultural feeling rules and socio-cultural display rules, conforming to emotion ideologies.

Research implications:
This new theory will provide guidance for framing multilevel interaction where smaller collectives (as social systems) are embedded into larger social systems with a culture, an emotional climate and institutions.

Practical implications:
Understanding interdependencies between cognition and emotion regulation is a prerequisite of managerial intelligence and strategic cultural strategic intelligence, which is in demand for interaction and integration processes across social systems. Strategic cultural intelligence may be grossly defined as the capacity of leading agents in social systems (e.g. politicians or managers) to find an appropriate and fruitful balance between action and learning orientation of a social system and to deploy guidance for individuals or groups of individuals in integration processes.

What is original/ what is the value of the paper?
The paper builds on the recently developed Mindset Agency Theory, elaborating it through the introduction of the dimension of affect, where traits for two aspects of personality, cognition and affect, interact and become responsible for patterns of behaviour. The model provides a framework which links emotion expression and emotion regulation with cognition analysis. From this, a typology will arise which allows the defining of ex ante expectations of typical patterns of behaviour which might arise in given contexts.

Keywords: Agency Theory, Emotions, Social System Temperament, Organisational Climate, Social Psychology, Self-Regulation.

Introduction

Personality is a complex component of agency that is composed of two parts, affect and cognition that in some way interact. This interaction determines the personality, and establishes a basis for anticipating agency behaviours. Following Chang-Schneider & Swann (2010), agency personality is the result of an interaction between affect and cognition. This nature of this relationship is important, because as indicated by these authors, the personality that emerges from the complex interactions between affect and cognition are determined by mental computations, with self-certainty functioning as an important moderator. The theoretical basis for such self-certainty seeking arises from Swann's (1987) affect-cognition crossfire model; this considers affect and cognition to be autonomous systems, but crossfires occur as "process" between them that have mutual impacts. While the self-certainty proposition with its theoretical underpinning provides a useful approach towards creating potential for future behaviour that can be adopted as a predictor, the approach does not provide specific theory that explain exactly how the search for self-certainty occurs, and the specific and detailed mechanisms that drive this.

In this paper, we develop a system of collective personality temperaments (emotional personality types) which arise from a generic cultural socio-cognitive trait theory. With Mindset Agency Theory, we have identified eight cognitive types, which have a political meaning in social systems (Fink & Yolles, 2017). The same principles can be applied to our affect agency model (Fink & Yolles, 2015), which was developed as an extension of James Gross (1998) model of emotion regulation under application of the principles of Schwarz's (1994) 'living systems' theory.

We also identify three necessary bi-polar normative affect traits, which refer to self-identification, self-regulation and self-organisation of a social system with a normative personality, and which in turn are embedded into a higher order social system providing a cultural and a social environment.

Given the complexity of related terms, at the outset of the paper some clarifications are needed. In the literature we are finding terms like affect, emotions, temperaments, etc. for related constructs. Following Swann (1987) we use the terms affect, affect system, affect traits, affect mindset types as corresponding to the terms cognition, cognitive system, cognitive traits, cognitive mindset types. We try to avoid the term 'temperament', because the keywords given e.g. for the classical temperaments do not relate only to emotions, but include also interests and patterns of behaviour. [For a detailed list of temperament keywords see Appendix Table 2].

Modelling Emotion Management

In a series of publications, James Gross was engaged in modelling emotion regulation (Gross and Munoz, 1995; Gross 1998, Gross and Thompson, 2007; Gross, 2008). He contributed a definition of affect as a "superordinate category for valenced states" (Gross 1998, 274), which include emotions, emotional episodes, mood, dispositional states and traits. He formulated a necessary condition of emotion management, namely the ability to "distinguish regulatory processes from the targets of regulation" (Gross, 1998, 275) and also addressed the purpose of emotion regulation: "Emotion regulation refers to the processes by which individuals influence which emotions they have, when they have them, and how they experience and express their emotions." Gross (1998:275).

Gross (1998:275) developed a definition of emotion regulation which 'emphasizes regulation in self'. He identified five sets of emotion regulatory processes: situation selection, situation modification, attention deployment, cognitive change, and response modulation. (see Figure 1).

This model may be considered to be an elaboration of the two-way distinction he had "made between antecedent-focused emotion regulation, which occurs before the emotion is generated, and response-focused emotion regulation, which occurs after the emotion is generated" (Gross, 1998:281; cf. Gross and Munoz, 1995).
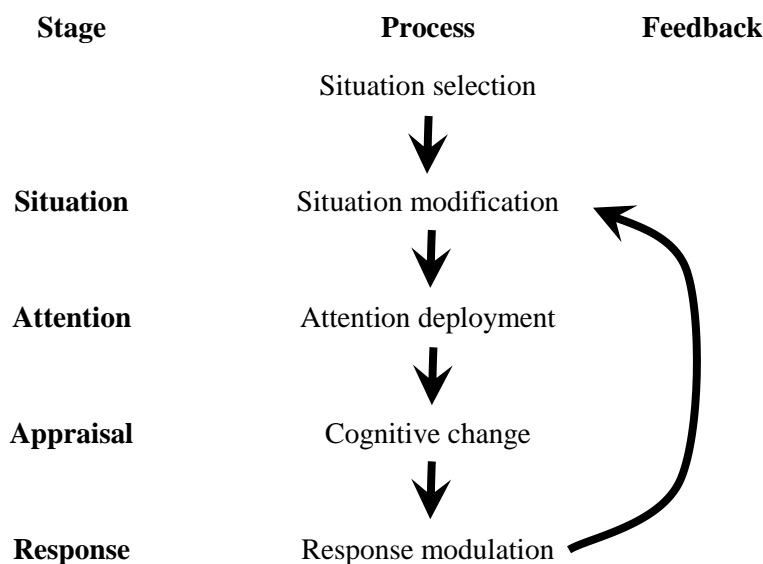
Stage	Process	Feedback
	Situation selection	
	↓	
Situation	Situation modification	
	↓	
Attention	Attention deployment	
	↓	
Appraisal	Cognitive change	
	↓	
Response	Response modulation	

Figure 1. Gross' (1998) Model of Emotion Management
Own drawing by the authors, according to Gross (1998)

As an extension of Gross' model, Fink and Yolles (2015: 834) argue that emotions *emerge* from:

(a) an underlying emotional attitude, used to *self-identify personality* in an available range of spontaneous and un-reflected emotional reactions;
(b) from feelings, used to *self-regulate personality* and its displayed repertoire of emotional expressions in the light of personal interest like strategic goals;
(c) through a management process that determines which emotions available are to be *expressed* through a process of *self-organisation*.

That leads to the idea of integrating Gross' model into a living systems framework, where self-identification refers to the cognitive system, self-regulation to the figurative system, and self-organisation to the operative system. For the three bi-polar normative personality traits of the model of the cultural agency (see Guo, Yolles, Fink, and Iles, 2016) that refer to self-identification, self-regulation and self-organisation of a "living" social/organisational system, one has to respectively identify three bi-polar traits that regulate the emotional system in interaction with the cognitive system.

The cognitive agency model consists of a smaller social whole with a normative personality, which is embedded into a larger social whole. Each social whole consists of three subsystems, a cognitive system, a figurative system, and an operative system. The cognitive system relates to culture, identification knowledge and **self-identification**; the figurative system to strategy and goals, elaboration knowledge and **self-regulation**; and the operative system to **self-organisation** and execution knowledge resulting in patterns of behaviour and deployment of action.

With their intentions, goals and strategies, the embedded smaller social wholes constitute the figurative system of the larger social whole, and with their interaction in the agency operative system they are constituting the numerous petty acts which are at the roots of the common cultural environment.

The cognition agency is represented in Figure 2 as an independent living system. It has five bi-polar traits. These belong to the agency as a whole, and can be divided into two peripheral agency traits, and three central or personality traits. The type values of these traits can be derived from exemplars in the value literature as shown in Table 1.

Type Agency Trait	Trait Bipolar Types	Origin
Central/Personality Agency Traits		
Cognitive	embeddedness vs. autonomy	Sagiv & Schwartz (2007)
Figurative	harmony vs. mastery	
Operative	hierarchy vs. egalitarianism	
Peripheral Agency Traits		
Cultural	sensate vs. ideational	Sorokin (1962, 1964)
Social	dramatist vs. patterner	Shotwell, Wolf & Gardner (1980)

Table 1: Agency Cognition Traits and their Bipolar Types

The Affect Agency personality is as much at the core of the personality as is the Cognitive Agency personality, which have mutual influences. The agency personality impacts on the use of social/behavioural intelligence as the agency interacts with others in its social environment. Unless there are specific reasons not to, for modelling consistency a living systems model for the affective agency should adopt similar principles as the cognitive agency model. Cognitive mindsets and interacting affective mindsets are housed together in a given system. Since the cognitive model has five epistemic independent bipolar traits, where the alternate poles have an auxiliary function for each other, the same conditions should apply to the affective agency model.

Figure 2 diagram (Generic Cognitive Agency Model):

$I_{3,1}$

Cultural Environment
Cultural beliefs & values.
Collective unconscious, Identity,
cultural self-reference.
Cultural orientation trait:

Cultural figurative intelligence

Agency Operative Intelligence influenced by personality mindset

Social/behavioural Intelligence influenced by social orientation trait itself influenced by agency mindset.

Social Environment

Agency Normative Personality

Figurative intelligence

$I_{2.1}$ $I_{1.1}$

Operative Intelligence

$I_{4,1}$

Cognitive system
Identification knowledge,
Attitudes and conceptual information
Cognitive unconscious – self-reference.
Cognitive orientation trait:

Figurative System
Figurative information as schemas (e.g. goals) that include appreciative information, ethics & decision imperatives.
Cognitive subconscious – self-regulation.
Figurative orientation trait:

Operative System
Operative information & structures facilitating decision and policy making behaviour.
Cognitive conscious & self-organisation.
Operative orientation trait.

Agency Operative System
Structures that create operational performance as efficient and effective directed action under structural facilitation/ constraint.
Agency self-organisation
Social orientation trait

Operative Intelligence adjustment imperatives

Figurative Intelligence adjustment imperatives

$I_{1,2}$

$I_{4,2}$

$I_{3,2}$ $I_{2,2}$

Imperative for operative intelligence adjustment that also impacts on personality mindset

Impulses for cultural adjustment

Note: intelligences $I_{i,j}$, order $i=1,4$ have feedforward/feedback $j=1,2$
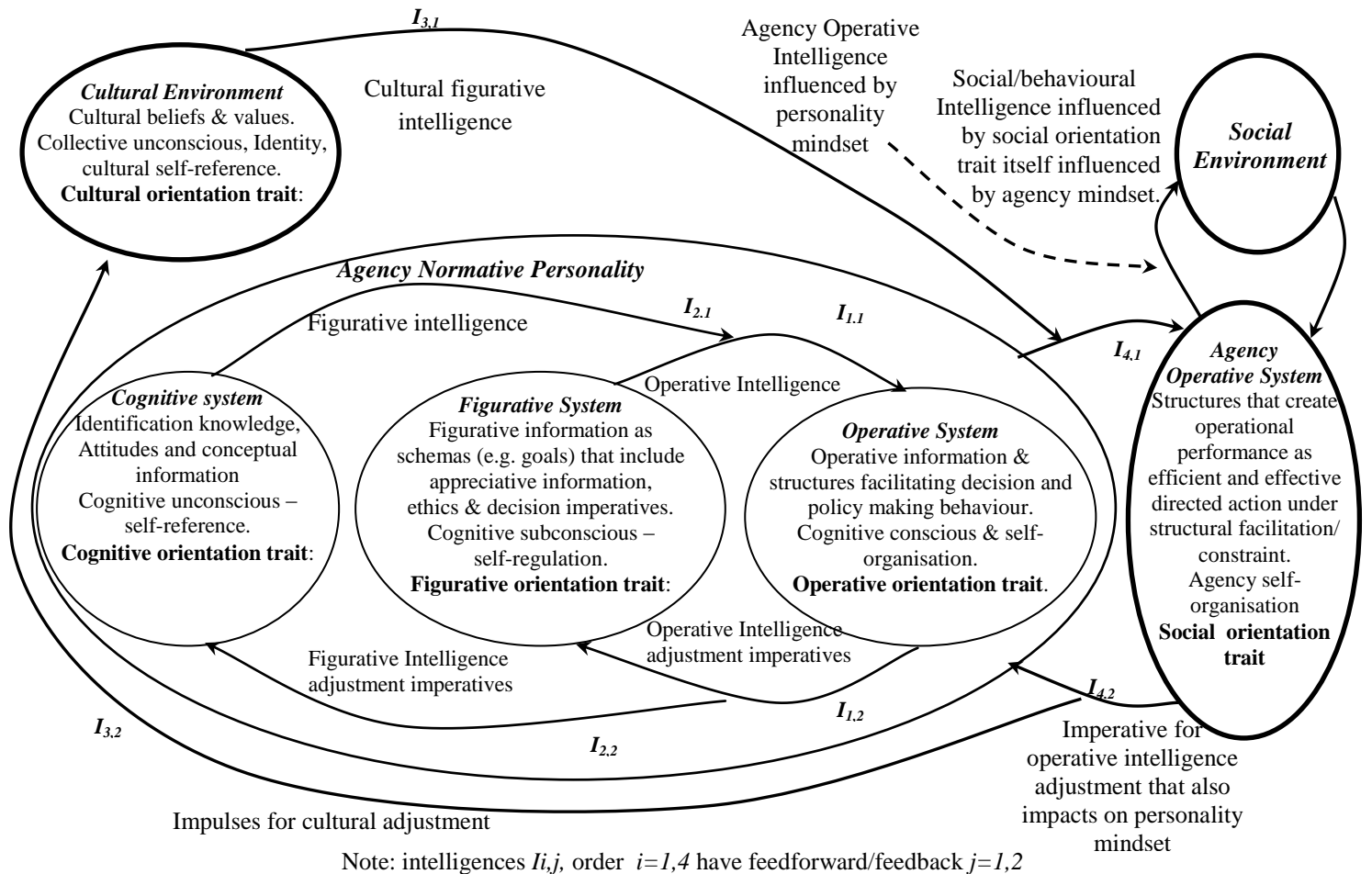
Figure 2 Generic Cognitive Agency Model
Source: Adapted from Yolles & Fink (2014d)

The affect agency is represented in Figure 3 as an autonomous system. It has five bi-polar emotion traits which we derive from exemplars in the literature concerning emotional climate, emotional intelligence and emotion management, as shown in Table 2.

Type Agency Trait	Trait Bipolar Types	Origin
Affect Central/Personality Traits of the agency		
Emotional Attitude	stimulation vs. containment	Hirschman & Stern (1999; Jallais and Gilet (2010)
Figurative Activation	ambition vs. protection	Jallais & Gilet (2010), Bradley (2000)
Operative Emotion Management	dominance vs. submission	Knutson (1996), Klinnert et al. (1983)
Affect Peripheral Agency Traits:		
Emotional Climate	fear vs. security	de Rivera (1977), de Rivera & Grinkis (1986)
Emotional Social (emotion management on others and on self)	missionary vs. empathetic	Sloan (2005, 2007)

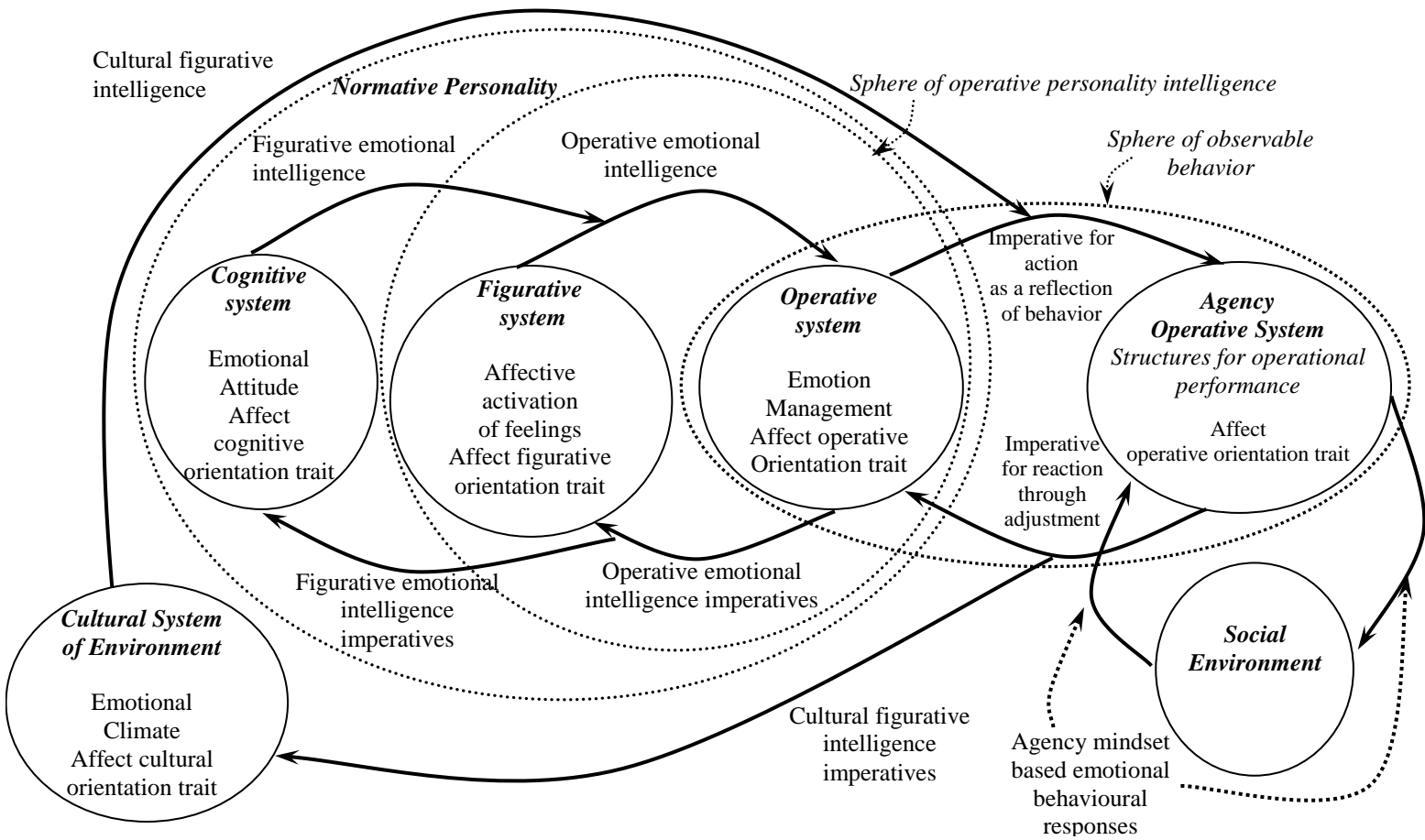Table 2: Agency Affect Traits and their Bipolar Types

Figure 3: The Affect Agency

Connecting Affect and Cognition

Whether cognition and affect systems are autonomous or integrated has been part of a continuous debate for a couple of decades since the 1970s, without any seeming resolution, and with little progress. This lack of progress is reflected in the fact that some texts from the 1980s have been republished more recently (e.g., Eisenburg, 2015; Ortony et al, 1994).

Some resolution has arisen with the Swann et al. (1987) study, who consider an accommodation between the two paradigms. This accommodation adopts the idea that affect and cognition are essentially independent, but are cross connected to enable what they call cognition-affect crossfire. It is this mechanism that we consider to be appropriate for agency theory since crossfire relates to processes rather than state conditions, essential for interaction between affect and cognition. While Swan et al. did not have any theory that indicates how the crossfire occurs, we shall posit an entry to an explanation here.

Swan et al. (1987) adopt the proposition that affect and cognition are essentially independent or, in cybernetic terms, autonomous with proprietary dynamics that are sensitive to each other as well as environmental contexts. This "sensitivity" to cross system attributes may occur at various levels. They explore two theories, one of affect and the other of cognition. Self-consistency theory assumes that people want others to treat them in a predictable manner (cognition anticipation), while self-enhancement theory contends that people want others to treat them in a positive manner (affect anticipation). Swan et al. (1987) have reconciled the two theories by

testing the hypothesis that that the two can be related through different levels of interaction in human subjects.

To do this they empirically examine certain cognitive processes like recall and perceptions of the self-descriptiveness of feedback, and these essentially support self-consistency theory. In contrast, measures that had a more affective flavour (e.g., pleasure or disappointment with feedback) seemed to support the self-enhancement position. Significant here is Shrauger's (1975) proposal that people with negative self-concepts would have rather ambivalent reactions to unfavourable feedback. Although such individuals might value such feedback on a cognitive level, they would also find it affectively abhorrent.

Shrauger's use of the term *cognitive processes* refers to relatively analytical, controlled processes. The interaction between the cognitive and affective systems are identified through the term *cognitive-affective crossfire* (Swann et al., 1987), this referring to a conflict between the products of these analytical processes and the affective system rather than to a conflict between the entire cognitive system and the entire affective system.

This conflict should rather be seen as a natural interaction between cognition and affect occurring between cognitive-affective autonomy, which occurs through something that Swan et al. refer to as *crossfire* between the two systems. They explain that the cognitive system mutes or transforms the affective response, though they provide no mechanism for crossfire. This work is elaborated on and supported by Joiner Jr., Alfano & Metalsky (1993) and Chang-Schneider & Swann (2010), the intentions of which are not to discuss the nature of the conceptual model, which is taken as given, but rather to create predictions concerning certain types of behaviour of people given something of their psychological profiles.

Setting their model up in agency mindset theory, we can propose that crossfire, which is process centred, occurs through process intelligences. While the cognition/affect systems have intelligences that deal on with transformations between cognition/affect generic systems of a personality, it is feasible that they offer a potential for levels of interaction to occur between the affect and cognition systems. Returning to Swann et al., they propose that the structures of the cognitive and affective systems are consistent with their crossover connection involving a muting or transforming activity. This is explained by realising that the affect system is adapted for rapid decision-making processes, while the cognition system is adapted for more reflective processes. As such the cognition system tends to become increasingly dominant over time. So, cognitive responses in due course encroach upon affective responses, and indeed, for cognitions to modify affective experiences. However, it is also likely that the opposite occurs, when affect dominates over time in certain cases.

From a theoretical perspective, we can argue that in the cognition system (through its cognition decision making processes) operates within a self-affect context determined by its affective personality mindset, and similarly the affect system (through emotional management) is influenced by the personality cognition mindset. This would be likely to create affect/cognition frames of reference for the cognition/affect system that enables each system to better anticipate the future, and hence creates the capacity to harmonise cognition and emotion. It should be realised here that affect/cognition personality mindsets arise from generic states trait that constitute state descriptions of the affect/cognition personality.

It does seem that affect-cognition crossfire is a part of an information process. It may therefore be envisaged that while the two state systems may be seen to be autonomous (interacting only through their operative systems), their intelligences as networks of processes are likely occupy a common conduit by involving related process elements that intercommunicate. Since the function of process intelligences is to manifest information from one state (i.e. one generic

system) to another, crossfire (whether it be a muting or transformation process between cognition and affect systems) is constituted as set of processes, and hence is not part of the generic state system of either the affect or cognition systems. Rather, it necessarily occurs through intelligence cross connections. This does not mean that affective figurative system information will be manifested into the cognition figurative system in healthy personality systems or similarly from cognition figurative system to the affect operative system, but in personality with pathologies, this could happen. When it does occur, rationality may fail during emotional stress since the manifestation of figurative information.to the operative system gets confused.

The interaction between cognition and affect is internal to the agency, but external to the affective/cognitive personality. At a state level, this referring to the generic systems that compose each agency, the cognition and affect agencies are only able to interact at an operative level, where cognitive decision making is influenced by managed emotions. This relationship is shown in Figure 4. Here, the cultural agency is seen to have a cognition sub-agency in intimate interaction with its affect sub-agency. Both sub-agencies have personalities, and hence also personality orientation traits. The interaction between the cognition and affect personality systems is shown in Figure 4. The interaction between the cognition and affect personality operative systems occurs through personality mindsets. The affect personality mindset creates an emotional context through which the cognition personality system operates. This context with respect to the agency as a whole works on a subconscious level. Similarly, the cognition personality mindset creates a cognition context through which the affect personality system operates, and it too operates at the agency subconscious level.

Deriving Affect types - Temperaments

In a similar vein as in Fink and Yolles (2015, 835) we apply the selective coding method of Grounded Theory (Strauss and Corbin, 1998, p. 143) for identifying a coherent range of keywords for the alternate poles of bi-polar traits which were developed by Fink and Yolles (2015) but not specified with sufficient further detail. Thus, we expand the list of items of the source theory. Coherent terms are chosen after comparison of meanings and parsimonious reduction of the number of terms through synonym and antonym analysis (see Table 3).
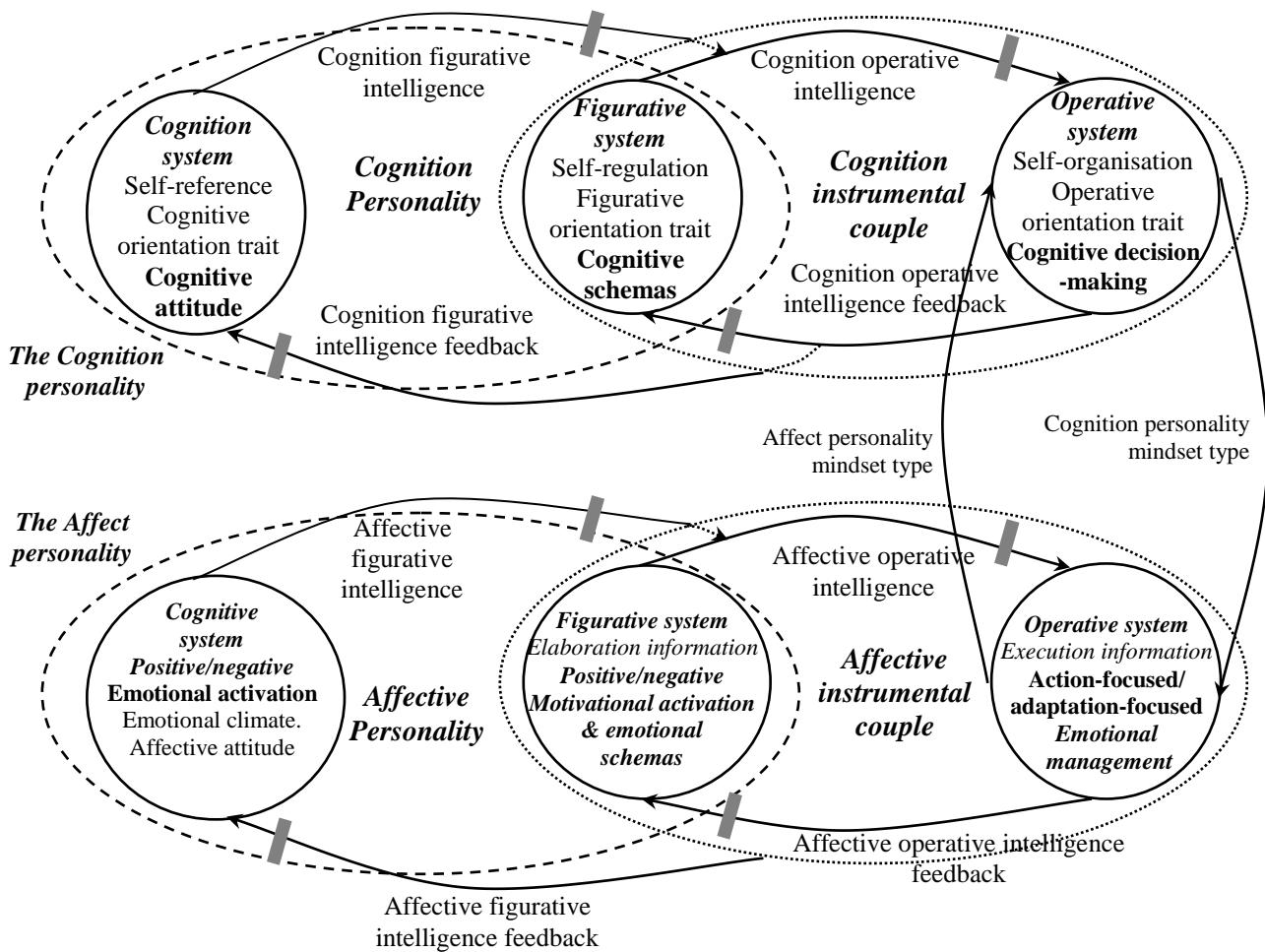
Figure 4: Interaction between cognition and affect personalities of the agency

Generic System	Trait Bipolar Type	Nature
Cognitive	Stimulation	_Positive:_ passionate, emotional sensitive, joy, exuberance, delight, exiting, ecstasy, elation, joviality, open, serenity, intense, independent, creative. _Negative:_ anger, hostility, panic, paranoia, annoyance, rage, disgust, panic, grief (emerges also as outburst from containment).
	Containment	Dependable, restraint, self-possession, self-containment, self-control, self-discipline, self-government, self-mastery, self-command, moderateness, continence.
Figurative	Ambition	Aspiration, intention, enthusiasm, initiative, aim, goal, desire, hope, wish, enterprise, craving, longing, appetite, ardour, aggressiveness, killer instinct.
	Protection	Safety, stability, security, shield, defense, immunity, salvation, shelter, safekeeping, conservation, insurance, preservation, safeguard.
Operative	Dominance	Control, domination, supremacy, hegemony, power, preeminence, rule, sovereignty, ascendancy, authority, command, dominion.
	Obedience	Compliance, conformity, submission, subordination, subjection, allegiance, deference, observance, nonresistance, loyalty, devotion, passiveness, fealty, resignation, homage, fidelity.

Table 3: Bi-Polar Emotional Traits of the Affect Agency Personality

Through combination of the alternate poles we can arrive at eight Affect Mindset Types. After combination of the six alternate poles, as a second step we undertake an epistemic mapping (comparison of related terms) with the classical four temperaments choleric, sanguine, melancholic, phlegmatic. In the literature and on the Internet, we find some discussion and presentation of blends between the four classical types choleric, sanguine, melancholic, phlegmatic[1]. We use the terms Sanguine, Melancholic, Choleric, and Phlegmatic in order to indicate some similarity between the bi-polar affect traits that are used to define the eight affect mindset types and the range of keywords which we find for the classical four temperaments. However, the affect mindset types do not cover the whole range of keywords supplied for temperaments, which are including values, interests, goals, preferences, and patterns of behaviour. Thus, the mindset types can only explain part of the temperaments. Since a certain set of behaviours is included into a temperament definition, strictly speaking, a "temperament" can be identified only through observed patterns of behaviour. A temperament predictive capacity can only be assumed when values and interests and context remain unchanged. By contrast, mindset types have a predictive value for behaviours. Thus, when the states of the bi-polar traits change (when values change) then a change in behaviour can be predicted.

While these temperament attributes are useful, here we pursue a variation on this, since the affect types that emerge from Affect Mindset Agency Theory should also be compatible with the eight (pathologic) cognitive types developed and described in detail by Yolles & Fink (2014a, 2014b, 2014c, 2014d). We first combine the traits and then undertake an epistemic mapping in a pattern determined by the cultural orientation trait type values, since culture establishes a field of influence that directs the rest of the affect personality. The results are four times two variations of the classic temperaments: For Sanguine we can distinguish 'Dominant Sanguine' and 'Moderate Sanguine'; for Melancholic we can distinguish 'Reformer Melancholic' and 'Subversive Melancholic'; for Choleric 'Expansive Choleric' and 'Defensive Choleric'; and for Phlegmatic 'Compliant Phlegmatic' and 'Dormant Phlegmatic' or 'Fatalist' values in Table 4 formulating affect mindsets as two sets of type orientations, stimulating and containment orientation. [For a detailed list of the eight affect types and the combined related affect trait items (keywords) see Appendix Table 1].

Stimulating Affect Type	Nature	Containment Affect Type	Nature
1) Dominant Sanguine	Stimulation Ambition Dominance	**5) Expansive Choleric**	Containment Ambition Dominance
2) Moderate Sanguine	Stimulation Ambition Obedience	**6) Defensive Choleric**	Containment Protection Dominance
3) Reformer Melancholic	Stimulation Protection Dominance	**7) Compliant Phlegmatic**	Containment Ambition Obedience
4) Subversive Melancholic	Stimulation Protection Obedience	**8) Dormant Phlegmatic (Fatalist)**	Containment Protection Obedience

Table 4: Eight Alternate Combinations of Affect Traits of the Personality

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[1] See for example the 12 blends on http://archive.fighunter.com/?page=temperaments; and 15 blends by Cocoris (1988, 2008, 2012) on http://fourtemperaments.com/15-temperament-blends/.

Generally speaking, temperaments are constituted as a system for describing the emotional attribute of a personality, describing its affective component, devoid of cognition. These attributes are emotional types, which describe major and lasting emotional personality orientations. These constitute extremal types which may be seen as pathologies. The rationale for this comes from the conceptual basis of agency as developed here, which is seen as an autonomous adaptive system with an affect and a cognition component. As such, temperaments are reflective of personalities that are incapable of adaptation. As an illustration, suppose there is a changing situation within a given context. To survive the personality needs to adapt to the changing situation. It does this by learning and by cognitively managing its emotions. Not being able to do this endangers the viability of the personality, and hence of the agency that it is a part of. Cognitive capabilities are most important for regulation of emotions. Thus, cognitive types of the personality provide a counterbalance to emotions.

It is important to note that every temperament has advantages and disadvantages, strengths and weaknesses, as much as every cognitive type has advantages and disadvantages, strengths and weaknesses. However, the alternate poles of bi-polar traits are interacting with each other and exert a mutual auxiliary function (Carl G. Jung, 1921; Blutner & Hochnadel, 2010). That does apply to both, emotional and cognitive types. Thus, in the literature about classical temperament types (also labelled the 'Four Humors') we can find ample hints that combinations of temperaments are prevalent and important. Any individual personality has a 'major temperament orientation' and at least one other supportive 'subordinate supportive temperament orientation' (Pseudolonewolf, 2004-2011; Cocoris, 1988, 2008, 2012).

Emotional and Cultural Climate in the Agency Environment - Affect Agency Types

Fink and Yolles (2015) briefly touched upon the variety of pathologies which might emerge in the agency environment. They found that "Kets de Vries and Miller (1986) had identified five types of pathologic styles prevalent in organizations: suspicious paranoid; depressive helplessness (avoidant/dependent); dramatic/charismatic (histrionic/narcissistic); compulsive bureaucratic control; and detached politicized (schizoid/avoidant)" (ibid., 857-858).

Four of these five pathologic styles emerge from the two bi-polar dimensions, which we have in our model "fear vs security orientation" for the cultural environment, and "missionary dramatist vs empathetic orientation" for the operative social environment:

(1) Fear combined with missionary: is related to ***compulsive bureaucratic control.***
(2) Fear combined with empathetic: is related to ***suspicious paranoid***.
(3) Security combined with missionary: is related to ***dramatic/charismatic***.
(4) Security combined with empathetic: is related to ***depressive helplessness***.

When considering attitudes of individuals which emerge when their groups are marginalized (Berry et al., 1989) we can find similarities between the notions of "depressive helplessness (avoidant/dependent)" and those of "fatalism" (cf. Gross and Rayner, 1985) and of "collective culture shock" (Feichtinger and Fink 1998, Fink and Holden, 2002, 2010).

When comparing the operative-social the peripheral agency traits of cognition and affect (Table 5) we find a few similar keywords between the agency affect trait 'Missionary vs. Empathetic' and the agency cognition trait 'Dramatist vs. Patterner'.

Similarities are not easily found between the cultural traits of agency cognition 'Sensate vs. Ideational' and agency affect 'Fear vs. Security'. Such differences may be seen as a result of epistemic independence of the traits and their alternate poles.

Agency Context	Orienting Trait	Bipolar Trait Values	Keyword Meanings
Cognition	Cultural	Sensate	Senses, utilitarianism, materialism, becoming, process, change, flux, evolution, progress, transformation, pragmatism, temporal.
		Ideational	Super-sensory, spirituality, humanitarianism, self-deprivation, creativity of ideas, eternal
Cognition	Operative-Social	Dramatist	Ideocentric, theatrical, climactic, thrilling, emotional, farcical, impressive, melodramatic, breathtaking, sensational.
		Patterner	Configurations, relationships, symmetry, pattern, balance, dynamics, collectivism, allocentric.
Affect	Cultural	Fear	Isolation, non-cooperative, insecurity re-authority, anxiety, aggression.
		Security	Trust, confidence, satisfaction, solidarity, encouragement, hope.
Affect	Operative-Social	Missionary	Imposing, proponent, converter, herald, promoter, propagandist, revivalist.
		Empathetic	Accepting, compassionate, sensitive, sympathetic.

Table 5: Peripheral Agency Cognition and Agency Traits

Affect Agency Types and Cognitive Agency Mindset Types – A Brief Comparison

There is a view that cognition autonomy and affect stimulation are connected. Shalom Schwartz, who has created the value concept from which some of the dimensions arise which we are using in this paper, has written in Schwartz (2006) that pursuing novelty and change (stimulation values) is likely to undermine preserving tradition values, and further that pursuing tradition values is congruent with pursuing conformity values, which motivate actions of submission to external expectations. Since conformity (embeddedness) is connected with containment, in this paper "intellectual autonomy" and "stimulation" are chosen as the alternate poles of "embeddedness" and "containment". This choice is supported by Cooper et al. (2003: 532) who relate 'intellectual autonomy' with "stimulation". This is not to deny that there is a relatively close correlation between intellectual and affective autonomy. However, intellectual autonomy is correlated with affective autonomy **and** egalitarianism; and affective autonomy is correlated with intellectual autonomy **and** mastery (see Sagiv and Schwartz 2007, 181). Beugré (2007: 72) initially connects 'stimulation' with 'affective autonomy', but then he says that the latter is quite closely connected with 'intellectual autonomy'. Further to this, Stratis (2008) notes that 'affective autonomy' relates to 'stimulation' with self-direction. In other words, if we connect 'intellectual autonomy' with 'stimulation', then this implies that 'stimulation' is cognitively directed primarily at freedom, creativity, curiosity, and broad-mindedness (as in Table 6) and only secondary to values of 'affective autonomy' (exciting life, varied life, pleasure, enjoying life, and self-indulgence). It is also possible to make connections between embeddedness and containment, as shown in Table 7. Thus for instance, following to Matsumoto (2007), containment is one of the means by which cultures organize relationships through which embeddedness occurs.

The two *Sanguine types* in Table 6 can be subsumed under the label of ***'Mastery Individualism'***.

1)   Combination of *Dominant Sanguine and Hierarchical Individualism.*

Individuals who support and personally pursue such an orientation find that: People need someone to lead and thus others have to follow to assure stability. They are raising arguments in defense of economic inequality, which according to their opinion is arising because of differences in mental, physical, and material circumstances. Therefore leaders within the society are likely to acquire more than others, what is just fair.

Related cognitive value orientations are values of social hierarchy and deference: social recognition and social power, authority, wealth, influential, freedom, independence, creativity, successful, and ambitious (cf. Fink and Yolles (2017, p.xx, forthcoming).

2)   Combination of *Moderate Sanguine* with the cognitive type *Egalitarian Individualism*

Individuals who support and personally pursue such an orientation find that: Free people can take care of themselves. The purpose of liberty is to allow a free people to be creative, to release the creative energy that is needed, and to strive for virtue and excellence. Thus, one should get rid of all these taxes, regulations, and government controls. The state must not engage in needless wars. Freedom is economic freedom, domestic freedom, freedom of speech, and the freedom to bear arms. Fair distribution of property can only arise in an undistorted natural market. Free market operates as mediator of egoistic impulses and is providing social stability.

Related cognitive value orientations are: freedom, liberty, independence, creativity, equality of chance, daring, ambitious successful, influential, social recognition (cf. Fink and Yolles (2017, p.xx, forthcoming).

Affect Type	Pole of Trait	Cognitive Type	Pole of Trait
1) Dominant Sanguine	Stimulation	**Hierarchical Individualism**	Intellectual Autonomy
	Ambition		Mastery & Affective Autonomy
	Dominance		Hierarchy
2) Moderate Sanguine	Stimulation	**Egalitarian Individualism**	Intellectual Autonomy
	Ambition		Mastery & Affective Autonomy
	Obedience		Egalitarianism
3) Reformer Melancholic	Stimulation	**Hierarchic Synergism**	Intellectual Autonomy
	Protection	**Social Reformer**	Harmony
	Dominance		Hierarchy
4) Subversive Melancholic	Stimulation	**Egalitarian Synergism**	Intellectual Autonomy
	Protection	**Social Anarchist**	Harmony
	Obedience		Egalitarianism

Table 6: Comparison of Stimulation Oriented Affect Mindset Types with Individualistic Mindset Types

The two *Melancholic Types* in Table 6 can be subsumed under the label ***"Synergism/Harmony Individualism"***

3)   Combination of *Reformer Melancholic* with the cognitive type *Hierarchic Synergism / Social Reformer*.

Characteristics: It is rooted in Humanism and refers to the abstract community of learned men as well as to the knowledge embodied in them. This involves an implicit consensus about rules and shared ideals of the community of the learned. The abstract community of the learned – with its claims to altruistic mutual assistance and constant increase in overall knowledge – intersects and interferes with concrete institutions with political and social aims of their own.

Related cognitive value orientations are: accept my portion in life, world at peace, protect environment, unity with nature, world of beauty, broad-mindedness, freedom, creativity, curious, authority, wealth, social power (cf. Fink and Yolles (2017, p.xx, forthcoming).

4)   Combination of *Subversive Melancholic* with the cognitive type *Egalitarian Synergism / Social Anarchist*.

Characteristics: Liberté, Égalité, Fraternité. Individual freedom is seen as being dependent upon mutual support, community, social equality and social coherence, i.e. social harmony. Social Anarchism declares itself to foster community self-reliance, direct participation in political decision-making, respect for nature, and nonviolent paths to peace and justice.

Related cognitive value orientations are: equality, responsible, honest, social justice, helpful, accept my portion in life, world at peace, protect environment, unity with nature, broad-mindedness, freedom, creativity (cf. Fink and Yolles (2017, p.xx, forthcoming).

In Table 7, the two **Choleric Types** are related to **Hierarchic Dominance** in *Collectivistic / Populist systems*.

5)   *Expansive Choleric* combined with *Hierarchical Populism*

Characteristics: strong emphasis on the threats from dangerous 'others', most notably foreigners, immigrants, protection seeking refugees, asylum seekers, and threats from visible but segregated groups within a given society.

Related cognitive value orientations are: authority, wealth, social power, obedient, respect tradition, self-discipline, moderate, family security, protect public image, national security, honour elders, reciprocation of favours, social order (cf. Fink and Yolles (2017, p.xx, forthcoming).

Affect Type	Pole of Trait	Cognitive Type	Pole of Trait
5) Expansive Choleric	Containment	**Hierarchical Populism**	Embeddedness
	Ambition		Mastery & Affective Autonomy
	Dominance		Hierarchy
6) Defensive Choleric	Containment	**Hierarchical Collectivism**	Embeddedness
	Protection		Harmony
	Dominance		Hierarchy
7) Compliant Phlegmatic	Containment	**Egalitarian Populism**	Embeddedness
	Ambition		Mastery & Affective Autonomy
	Obedience		Egalitarianism
8) Dormant	Containment	**Egalitarian**	Embeddedness

Phlegmatic		**Harmony**	
Fatalist	Protection	**Collectivism**	Harmony
	Obedience		Egalitarianism

Table 7: Comparison of Containment Oriented Affect Mindset Types with Collectivistic Mindset Types

6) *Defensive Choleric* combined with *Hierarchical Collectivism*

Characteristics: when collectivist groups, tribes and clans become larger, and/or when individual members of a community perceive that they may become more prosperous when assuming control over resources, then moves emerge towards hierarchical collectivism (hierarchy, embeddedness, harmony) with wealth accumulation by individuals or small groups at the top of emerging hierarchies.
Related cognitive value orientations are: obedient, forgiving, respect tradition, self-discipline, moderate, social order, family security, protect my public image, national security, accept my portion in life, world at peace, authority, wealth, social power (cf. Fink and Yolles (2017, p.xx, forthcoming).

In Table 7 the two **Phlegmatic Types** are related to **Egalitarian Subordination** in *Collectivistic/ Populist systems.*

7) *Compliant Phlegmatic* combined with *Egalitarian Populism*

This orientation is reflecting forms of left-wing populism: That means emphasis on social justice, pacifism, anti-globalization, and anti-capitalism. Left-wing populism is mainly directed against "the rich", be it local rich people or foreign "rich" corporations.
Related cognitive value orientations are: obedient, helpful, honest, responsible, loyal, equality, moderate, reciprocation of favours, security, social order, social justice, social recognition (cf. Fink and Yolles (2017, p.xx, forthcoming).

8) *Dormant Phlegmatic / Fatalist* combined with *Egalitarian Harmony Collectivism*

This orientation reflects a form of group oriented collectivism with strong emphasis on egalitarianism in (sometimes voluntary) collective communities: there is no private property; everyone is responsible for taking care of the needs of the members of the community and their families.
Related cognitive value orientations are: loyal, equality, accept my portion in life, protect environment, unity with nature, polite, obedient, forgiving, responsible, helpful, respect tradition, group security, reciprocation of favours, self-discipline, social justice (cf. Fink and Yolles, 2017, p.xx, forthcoming).

Discussion

We began this paper by with an interest in understanding the relationship between affect and cognition in agencies, where an agency may be an individual or a normative collective. We formulated a pragmatic context for this by centring on the ideas by Chang-Schneider & Swann (2010), who explored agency self-evaluative processes, like self-verification and self-enhancement, and it is of value to explore their outcomes. They were interested in personality decision processes that determine whether cognitive or affective responses, or a combination, occur as a reaction to a situation. This can be reframed to question whether cognitive or affective attributes dominate mental processes through cognitive self-enhancement, affective self-verification, or whether some other self-evaluative process might dominate. At this stage, it is possibly of value to explore this a little further, since it has reflections on the theory developed in this paper.

Swann's (1987) cognition-affect crossfire model attempts to determine under what conditions personalities select affective verification over cognitive enhancement. As usually occurs in scientific analysis (especially in system studies), a separation of the elements is made in order to formulate the required approach. Consequently, the model of personality is divided into two autonomous components, affect and cognition. While they may be autonomous, affects and cognition are not independent from each other and not isolated, but are rather in some way interactive. Such interaction necessarily requires composite reactions to be explored.

For Chang-Schneider & Swann's (2010) model, some mental processes are perceived to embrace little emotion, like recall and perception of the self-descriptiveness of feedback. Others embrace affective reactions that refer to the emotional resources and to feedback, such as pleasure or disappointment with feedback. It assumes that there is a basic distinction across agencies concerning the nature of social reality and their associated feelings. When an agency has a positive self-concept, then positive feedback tends to occur, while in negative self-concept agencies negative feedback tends to be preferential. In affective reactions, higher levels of depression, anxiety, and hostility occur after receiving negative feedback about themselves, as compared to positive feedback. Those agencies with depression and having negative self-views tend to seek unfavourable feedback, while still feeling unhappy after receiving it. A similar situation is reflected in dating situations. When considering a partner for a long-term relationship, more cognitive and rational thought processes tend to be used, when partner verification becomes an interest. In contrast, when considering a partner for the short-term there tends to be preference for a more enhancing partner.

In the determination of a self-view, there is also a role of uncertainty, which likely acts to amplify responses. Thus, the more certain personalities are of their self-view, the more their cognitive reactions would favour self-verification and the more their affective reactions would favour self-enhancement. However, the implications of a less certain self-view are less obvious. Although individuals might be less inclined to pursue self-verification of uncertain self-views via their cognitive reactions, it is unclear why uncertainty of that same self-view would inspire more or less favouring self-enhancement via their affective reactions. Affectively, no agency enjoys negative feedback, regardless of how firmly they hold negative views of themselves. Thus, depressed individuals hold negative self-views while non-depressed individuals hold only mildly negative self-views. Certainty of the self-view has either no effect on a tendency to favour self-enhancing feedback affectively, or it has a weakening effect on the pursuit of self-enhancement.

One issue associated with the cognitive-affective model is that it does not allow predictions to be made concerning responses that are neither only cognitive nor only affective. Likely, most overt behaviours are influenced by both cognitions and affects, and the cognitive-affective crossfire formulation does not permit a clear prediction regarding whether such responses should concern self-enhancement.

When referring to self-analysis by an agency of their own self-view, it must be recalled that we are referring to a subconscious analysis, even while some attributes of the analysis might be deeper in the subconscious than others. Despite this, the depth of analysis undertaken by a personality is influenced by the **cognitive resources** available and the **motivation,** which is linked to interests. In addition, meta-cognitive structures, like certainly and importance of the self-view, are also considered to be involved. Uncertainty of the self-view creates fluidity in the self-evaluative process. Maladaptive self-views generate uncertainty and therefore fluidity advantageous to the personality, since they initiate change resulting in possible improvement of the self-view. In adaptive self-views, uncertainty is undesirable since change is of no benefit.

The modelling approach developed here has the potential to explain the nature of crossfire processes through the system's intelligences, this is therefore leading to more profound explanations for the development of self-views. It also sets into place the cognitive resources and motivation through agency state conditions.

While the agency has an environmental context that informs its personality, the two parts of its personality also act as contexts for each other, and they do this through their affect and cognition mindsets. Adaptive personalities should therefore be represented through adaptive cognition/affect mindsets. This said, since mindsets constitute generic/state conditions that arise from trait values, trait values must therefore be susceptible to change in the type values that they take. The only way in which his can occur is through a crossfire process. This happens through the network of processes that influence the intelligences connecting the genetic/state systems within affect and cognition. To determine the specific nature of this crossfire requires a full understanding of the network of processes, which in turn will suggest the crossfire mechanisms. However, this inquiry must be left for a later paper.

Having taken an interest in future research into the crossfire mechanism, we have to consider the basic aspects of the current modelling exercise. Cultural agency and the affect agency are living systems that create anchors of viability through stable culture. The Agency Model consists of three distinct systems: the cognitive, the figurative and the operative system, which are connected by figurative and operative intelligence. An agency maintains self-reflective, self-regulative, and self-organisational processes. An agency is interactively connected with an environment.

The dynamics of a system arise through its intelligences, where intelligence is the ability of an agent to appreciate and harness its own knowledge as information about its environment, to construct new knowledge converted from information about its experiences, and based on the information to pursue its goals effectively and efficiently. In cybernetic agency theory, *self-production* is put into effect through guidance, strategy implementation and behaviour externalization. In a more narrow view, *self-reproduction* constitutes a process of self-duplication or self-repetition. It implies that underlying assumptions, espoused values and emotions, strategies and operations are recreated in the same way as they existed before. Thus, the dynamics of an agency emerge from self-reflection. *Self-reflection* is about assessment of situations with respect to survival (viability), achievement of desired goals and alternative goals of the personality. Self-reflection is concerned with the consequences of the values and the emotions, the agency adheres to, the strategic options it might have if changing the dominant paradigm, i.e. to change goals and/or to change emotion situations or emotion displays through emotion regulation, and the operative capabilities it might have to realize different options. In a way the personality struggles with itself, i.e. it's alter ego. It enters into a sort of self-negotiation processes, which have to involve figurative intelligences: cognitive figurative intelligence and affect figurative intelligence.

Conclusion

I this paper we elaborate on Mindset Agency Theory through the introduction of affect as a second dimension parallel to cognition. We have first presented three figures, one of the cognitive agency, one of the affect agency, and third a possible interaction model. Next, we developed eight affect types and after that we consider that two aspects of personality, cognition and affect, might interact and might become jointly responsible for patterns of behaviour. The model provides a framework on how emotion regulation can be linked with cognition analysis. As a combination of the six alternate poles of the three bi-polar affect traits, we develop a typology with eight affect types, which can be linked to the previously developed eight cognitive types of a normative personality. As it turns out, through the

examination of keywords of displayed emotions, the eight affect types are somehow related to the classical four temperaments. To each of the four classis temperaments, sanguine, melancholic, choleric, phlegmatic, two different affect types may constitute two sub-categories.

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Appendix

Type	Affect Traits	Selection of Items of Affect Traits
Type 1) Dominant Sanguine	Stimulation	*Positive:* passionate, emotional sensitive, joy, exuberance, delight, exiting, ecstasy, elation, joviality, open, serenity, intense, independent, creative. *Negative:* anger, hostility, panic, paranoia, annoyance, rage, disgust, panic, grief (emerges also as outburst from containment).
	Ambition	Aspiration, intention, enthusiasm, initiative, aim, goal, desire, hope, wish, enterprise, craving, longing, appetite, ardour, aggressiveness, killer instinct.
	Dominance	Control, domination, supremacy, hegemony, power, preeminence, rule, sovereignty, ascendancy, authority, command, dominion.
Type 2) Moderate Sanguine	Stimulation	*Positive:* passionate, emotional sensitive, joy, exuberance, delight, exiting, ecstasy, elation, joviality, open, serenity, intense, independent, creative. *Negative:* anger, hostility, panic, paranoia, annoyance, rage, disgust, panic, grief (emerges also as outburst from containment).
	Ambition	Aspiration, intention, enthusiasm, initiative, aim, goal, desire, hope, wish, enterprise, craving, longing, appetite, ardour, aggressiveness, killer instinct.
	Obedience	Compliance, conformity, submission, subordination, subjection, allegiance, deference, observance, nonresistance, loyalty, devotion, passiveness, fealty, resignation, homage, fidelity.
Type 3) Reformer Melancholic	Stimulation	*Positive:* passionate, emotional sensitive, joy, exuberance, delight, exiting, ecstasy, elation, joviality, open, serenity, intense, independent, creative. *Negative:* anger, hostility, panic, paranoia, annoyance, rage, disgust, panic, grief (emerges also as outburst from containment).
	Protection	Safety, stability, security, shield, defense, immunity, salvation, shelter, safekeeping, conservation, insurance, preservation, safeguard.
	Dominance	Control, domination, supremacy, hegemony, power, preeminence, rule, sovereignty, ascendancy, authority, command, dominion.
Type 4) Subversive Melancholic	Stimulation	*Positive:* passionate, emotional sensitive, joy, exuberance, delight, exiting, ecstasy, elation, joviality, open, serenity, intense, independent, creative. *Negative:* anger, hostility, panic, paranoia, annoyance, rage, disgust, panic, grief (emerges also as outburst from containment).
	Protection	Safety, stability, security, shield, defense, immunity, salvation, shelter, safekeeping, conservation, insurance, preservation, safeguard.
	Obedience	Compliance, conformity, submission, subordination, subjection, allegiance, deference, observance, nonresistance, loyalty, devotion, passiveness, fealty, resignation, homage, fidelity.
Type 5) Expansive Choleric	Containment	Dependable, restraint, self-possession, self-containment, self-control, self-discipline, self-government, self-mastery, self-command, moderateness, continence.
	Ambition	Aspiration, intention, enthusiasm, initiative, aim, goal, desire, hope, wish, enterprise, craving, longing, appetite, ardour, aggressiveness, killer instinct.
	Dominance	Control, domination, supremacy, hegemony, power, preeminence, rule, sovereignty, ascendancy, authority, command, dominion.
Type 6) Defensive Choleric	Containment	Dependable, restraint, self-possession, self-containment, self-control, self-discipline, self-government, self-mastery, self-command, moderateness, continence.

	Protection	Safety, stability, security, shield, defense, immunity, salvation, shelter, safekeeping, conservation, insurance, preservation, safeguard.
	Dominance	Control, domination, supremacy, hegemony, power, preeminence, rule, sovereignty, ascendancy, authority, command, dominion.
Type 7) Compliant Phlegmatic	Containment	Dependable, restraint, self-possession, self-containment, self-control, self-discipline, self-government, self-mastery, self-command, moderateness, continence.
	Ambition	Aspiration, intention, enthusiasm, initiative, aim, goal, desire, hope, wish, enterprise, craving, longing, appetite, ardour, aggressiveness, killer instinct.
	Obedience	Compliance, conformity, submission, subordination, subjection, allegiance, deference, observance, nonresistance, loyalty, devotion, passiveness, fealty, resignation, homage, fidelity.
Type 8) Dormant Phlegmatic; Fatalist	Containment	Dependable, restraint, self-possession, self-containment, self-control, self-discipline, self-government, self-mastery, self-command, moderateness, continence.
	Protection	Safety, stability, security, shield, defense, immunity, salvation, shelter, safekeeping, conservation, insurance, preservation, safeguard.
	Obedience	Compliance, conformity, submission, subordination, subjection, allegiance, deference, observance, nonresistance, loyalty, devotion, passiveness, fealty, resignation, homage, fidelity.

Appendix Table 1: Items of Eight Combinations of the Affect Traits of the Internal Systems of Personality

Temperament Types	Temperament Keywords
Sanguine optimistic, active, social	Bubbly , Social , Displays emotions openly , Changes emotions quickly , Upbeat , Outgoing , Positive , Extroverted , Loves attention , 'Exciting' , Life of the Party , Chatty , Perhaps follows trends , Dramatic , Will try to make people pay attention to them if nobody is , Very emotional, and expresses emotion openly , Flighty , Unreliable , Spontaneous , FUN , Likes more than they dislike , Make you feel comfortable when talking with them , Vain, narcissistic , Makes friends quickly and often; they can make someone into a 'best friend' in mere hours , Naturally physical; 'touchy-feely' , Tends to move on rather than blaming anyone,
Choleric short-tempered, fast or irritable	Brash, Prone to anger; 'short fuse', Proud , Confident, Forceful , Needs to see results , Gets things done , Doesn't show weakness , Strong , Makes things their business , Likes to be in charge , Likes things their way , Stubborn , Can't admit if they're wrong , Defiant , Demanding , More likely to fight than flee , Tends to show little emotion, other than anger , Passionate , Reliable; sticks by you and holds to promises , Vengeful; they will be your best friend if you stick by them, but turn against them and they'll make a point of making you regret it , Dislikes following , Contrary , Condescending, especially if you try to defy them, Likely to offer advice , Criticises others, Loves winning, likely to humiliate the one they defeated/dominated, gives advice or help which isn't asked for, Tends to blame others
Phlegmatic Relaxed, peaceful	Meek , Inoffensive , Submissive , Follower , Can't say no , Struggles with decisions; prefers others to decide for them , Shy , Quiet , Listener , 'Boring' , Doesn't assert themselves , Doesn't like change... , ...but will rather change themselves than cause conflict , 'Easygoing' in normal situations... , ...but they panic if put into new situations , Doesn't crave excitement , Tends to show little emotion , Not very passionate , Trustworthy , Low confidence , Fears doing things wrong , Avoids conflict , Finds leading stressful rather than desirable, tends to find *winning* against someone else stressful rather than a reward; they do not seek personal glory, Does not believe they know best, Gives in easily rather than arguing... ...or feels extremely nervous and upset if they do argue, Tends to blame self.
Melancholic analytical, wise, quiet	Serious , Prone to misery , Emotionally sensitive , Analytical , Critical , Self-deprecating , Needs things to be RIGHT, Creative , Moved to tears by beauty , Bitter , Can have unrealistically high standards , Introverted , Stubborn , Selfish , Easily upset , Rejects others so then they aren't themselves rejected , Very emotional, but keeps emotions inside mostly , Passionate , Holds grudges , Unreliable , Pessimistic , Deep and thoughtful, Prefers planning to spontaneous action , May dislike more than they like , Intense , Corrects others , Reluctant to make friends , Takes ages for them to consider someone a friend , Suspicious; untrusting , Complains OFTEN , Tends to blame self,

Appendix Table 2: Semantic Comparison of Classical Temperaments