

CHAPTER 11

**PREDICTING THE
HUMAN WEATHER:
HOW DIFFERENTIATION
AND CONTEXTUAL
COMPLEXITY AFFECT
BEHAVIOR PREDICTION**

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Many organizational psychology practices rely heavily on the assumption of the predictability of individual behavior. In this chapter, we describe three perspectives on the predictability of individual behavior in social situations characterized by varying amounts of complexity. The perspective adopted integrates the Vygotskian and Wernerian perspectives to yield predictions concerning the degree and basis of predictability of individual behavior, particularly in rich organizational contexts. Implications for theory, research, and practice are drawn.