PERSONALITY

CHAPTER 12

LEARNING OBJECTIVES

Discuss how personality is conceptualized and measured
  - Describe the atheoretical and theoretical approaches
  - Describe personality testing

Describe how personality develops
  - Describe the Freudian, humanistic, and social-cognitive theories

Describe how the person-situation debate and how it may be resolved.
OUTLINE

• What is Personality?
• Personality Theories
  • Psychodynamic Theories
  • Humanism
  • Cognitive/Learning Theories

WHO AM I?

Write on top of paper “I am ...” and list 10 positive and negative personality characteristics.
In groups of 3, tell others about your personality.
As a group, identify 4 descriptive terms used most frequently.
### Personality

- Are you the same person today as you were a day ago? A month? A year? 10 years? What changed? Why?
- Already covered some of the materials in previous chapters
- Personality is defined as the complex set of unique psychological qualities that influence an individual's characteristic patterns of behavior, across time and across situations
- Common to all theories
  - Uniqueness of the individual – idiographic approach
  - Characteristic pattern of behaviors – nomothetic approach
- Origins in clinical/applied and theoretical work

<table>
<thead>
<tr>
<th>Factor (Trait Dimension)</th>
<th>Adjective Items</th>
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</thead>
<tbody>
<tr>
<td>Neuroticism (N)</td>
<td>Calm—worrying</td>
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<tr>
<td></td>
<td>Unemotional—emotional</td>
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<td></td>
<td>Secure—insecure</td>
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<td></td>
<td>Not envious—jealous</td>
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<tr>
<td>Extraversion (E)</td>
<td>Quiet—talkative</td>
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<td></td>
<td>Aloof—friendly</td>
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<td>Inhibited—spontaneous</td>
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<td>Timid—bold</td>
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<td>Agreeableness (A)</td>
<td>Irritable—good nature</td>
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<td>Uncooperative—helpful</td>
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<td>Suspicious—trusting</td>
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<td>Critical—lenient</td>
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<td>Conscientiousness (C)</td>
<td>Careless—careful</td>
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<td>Helpless—self-reliant</td>
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<td>Lax—scrupulous</td>
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<td>Weak-willed—Goal-directed</td>
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<td>Openness to Experience (O)</td>
<td>Conventional—original</td>
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<td></td>
<td>Unadventurous—daring</td>
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<td>Conforming—independent</td>
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<td></td>
<td>Unartistic—artistic</td>
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</tbody>
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TEMPERAMENT

Temperament=inherited personality dispositions, apparent in early childhood

Sheldon and body type

- Endomorphic: fat, soft, and round
- Mesomorphic: muscular, strong
- Ectomorphic: Thin, long, fragile

TRAITS

Stable personality characteristics

General action tendencies possessed in varying degrees

Hans Eysenck

- Extroversion
- Neuroticism
- Psychoticism

Believed to be genetically based
FIVE FACTOR MODEL

<table>
<thead>
<tr>
<th></th>
<th>Very inaccurate</th>
<th>Moderately inaccurate</th>
<th>Neither inaccurate nor accurate</th>
<th>Moderately accurate</th>
<th>Very accurate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>___2. Get stressed out easily.</td>
<td>___12. Talk to a lot of different people at parties.</td>
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<tr>
<td>3</td>
<td>___3. Don’t talk a lot.</td>
<td>___13. Don’t like to draw attention to myself.</td>
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<tr>
<td>5</td>
<td>___5. Worry about things.</td>
<td>___15. Don’t mind being the center of attention.</td>
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<tr>
<td>7</td>
<td>___7. Seldom feel blue.</td>
<td>___17. Am quiet around strangers.</td>
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<tr>
<td>10</td>
<td>___10. Have little to say.</td>
<td>___20. Often feel blue.</td>
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SCORING

Reverse score #3, 4, 7, 8, 11, 15, 19
(i.e. 5=1, 4=2, 3=3, 2=4, 1=5)

Neuroticism – add odd numbers (2, 4, 6, 8, 10, 12, 14, 16, 18, 20)
Extroversion – add even numbers (1, 3, 5, 7, 9, 11, 13, 15, 17, 19)

Neuroticism: 27 = low, 31 = high
Extroversion: 27 = low, 41 = high
OUTLINE

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PSYCHODYNAMIC THEORIES

Sigmund Freud
  • Educated as a medical doctor
  • Early work was in physiology

Influenced by Darwin
  • Instincts are important
  • Sexual instinct – survival of the species
  • Aggressive instinct
  • Live long enough to reproduce
  • Balance between inner forces to survive and getting along with others in society
FREUDIAN PERSONALITY STRUCTURE

Id: Operates according to the *pleasure principle*
- Primitive and unconscious part of personality

Ego: Operates according to the *reality principle*
- Mediates between id and superego

Superego: Moral ideals and conscience

FREUDIAN PERSONALITY DYNAMICS

The id’s instinctual urges can be temporarily suppressed, but the energy must find an outlet.

Outlets are disguised and indirect, to provide release for energy that will be safe and appear normal.
DREAMS AND DETERMINISM

All behaviors serve a purpose

Parapraxes
- Slips of the tongue and the pen
- Forgetting information

Dreams
- Manifest content
- Latent content

PARAPRAXES/ FREUDIAN SLIP
FREUD’S PSYCHOSEXUAL STAGES

Oral
- Year 1; focus on early sensations
- Fixation: smoking, drinking, biting nails

Anal
- 2-3 years; Control of body wastes
  - Fixation: Anal retentive = Clean; Anal expulsive = messy

FREUD’S PSYCHOSEXUAL STAGES

Phallic (Oedipal)
- 3-5 years; Sexual relationship with parents resolved
- Fixation: e.g., trouble with authority, promiscuity

Latency period
- 6-puberty
- End of phallic to puberty; sexual feelings subside

Genital
- Puberty
- Mature sexual activity
DEFENSE MECHANISMS
PROTECT THE EGO BUT DISTORT REALITY

Repression: Blocking a threatening idea, memory, or emotion from consciousness
Projection: Attributing one’s own unacceptable feelings and impulses to someone else
Reaction Formation: Transforming anxiety producing thoughts or feelings to their opposites in consciousness
Regression: Returning to a more primitive level of behavior in defense against anxiety
Rationalization: Justifying one’s behavior or failures by offering plausible or socially acceptable reasons in place of the real reason
Denial: Refusing to admit that something unpleasant is happening or that a taboo emotion is being experienced
Sublimination: Socially acceptable expression of repressed drives

POST-FREUDIAN THEORIES

Intellectual descendants
- More emphasis on the ego
- Social variables seen as important

Karl Jung
- Collective Unconscious
- Archetypes: Inherited motives, drives, understandings
  - Mandela = self
  - Shadow = sin (dark side)
  - Mother = maternal characteristics

Karen Horney
- Neurotic trends to deal with anxiety
- Moving towards, against, away from others
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HUMANISTIC THEORIES

Integrity of the individual, positive direction and growth

Maslow and the healthy personality
  • Self-actualization and hierarchy of needs

Carl Rogers
  • Unconditional positive regard
  • Fully functioning person
  • Congruence
POSITIVE REGARD

Unconditional Positive Regard
- A situation in which the acceptance and love one receives from significant others is unqualified

Conditional Positive Regard
- A situation in which the acceptance and love one receives from significant others is contingent upon one’s behavior

CARL ROGERS’ PERSONALITY THEORY

The needs for self-actualization and positive regard create a potential for conflict.
SELF-DISCREPANCY THEORY

Self-esteem is defined by the match between how we see ourselves and how we want to see ourselves.

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COGNITIVE THEORIES

- Developed from science
- Orientation to environmental influences
- Personality = responses and reinforcement history
- Social imitation
- Modern theories emphasize both cognition and learning

BEHAVIORISM AND PERSONALITY FORMATION

B.F. Skinner
We start with a blank slate
Personality is a collection of reinforced behaviors
  - Politeness (kind words, shake hands)
  - Reinforcers: better job, status, money
INTERNAL BELIEFS

- **Locus of control** – amount of control you feel you have alters how well you do
  - External Locus of Control
  - Internal Locus of Control
- **Self Efficacy** – beliefs about your own ability

SUMMARY OF PERSONALITY THEORIES

<table>
<thead>
<tr>
<th></th>
<th>Freud</th>
<th>Skinner</th>
<th>Rogers</th>
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<tbody>
<tr>
<td>Theory comes from</td>
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<td>Personality development from</td>
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<td>View of human</td>
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<td>Subjective view</td>
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<td>Motives</td>
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The four basic personality types