

Personality

What Is Personality?

- Definition
 - Set of relatively **enduring behavioral characteristics**, and **internal predispositions** that **describe how a person reacts** to the environment

Things to Be Thinking About

- Biology vs. environment
- Consistency
- Human nature: good or bad?

Different Theories of Personality

- All are ways of explaining and predicting behavior
- Different theorists stress different things

Early Approaches

- **Hippocrates**
 - 400 BC
 - 4 types of "humors" based on fluids

Humor	Fluid	Character
Choleric	Yellow bile	Irritable
Melancholic	Black bile	Depressed
Sanguine	Blood	Optimistic
Phlegmatic	Phlegm	Calm

- "A man who has been the indisputable favorite of his mother keeps for life the feeling of a conqueror."
- "I cannot think of any need in childhood as strong as the need for a father's protection."
- "Love and work are the cornerstones of our humanness."
- "What progress we are making. In the Middle Ages they would have burned me. Now they are content with burning my books." (when the Nazis burned his books)

Psychoanalytic Approach



- Sigmund Freud (1856-1939)
 - Austrian physician
 - "nervous disorders"
 - First theory of personality

"I started my professional activity as a neurologist trying to bring relief to my neurotic patients. Under the influence of an older friend and by my own efforts I discovered some important new facts about the unconscious in psychic life, the role of instinctual urges and so on. Out of these findings grew a new science, Psycho-Analysis, a part of psychology and a new method of treatment of the neuroses."



"I had to pay heavily for this bit of good luck. People did not believe in my facts and thought my theories unsavory. Resistance was strong and unrelenting. In the end I succeeded in acquiring pupils and building up an International Psycho-Analytic Association. But this struggle is not yet over." - Dec. 7, 1938



Psychoanalytic Approach

- "Psychoanalytic" theory
- Key concepts
 1. Early childhood experiences
 2. Unconscious motivation
 3. Psychic determinism
 4. Libido

Structures of the Mind

- **Id**
 - *Pleasure principle*
 - Irrational → instant satisfaction
- **Ego**
 - *Reality principle*
 - Satisfy id appropriately
- **Superego**
 - *Perfection principle*
 - Like your "conscience"



Personality Development

- 5 **psychosexual stages**
- All go through these in **same order**
- Erogenous zones
- Range of outcomes at each stage



Personality Development

- **Oral Stage**
 - Birth to age 2
 - Oral fixation
 - Eating, drinking, smoking, biting nails
 - Verbally abusive



Personality Development

- **Anal Stage**
 - Ages 2-3
 - Toilet training
 - Anal fixation
 - Stubborn, neat
 - Messy, careless



Personality Development

- **Phallic Stage**
 - Ages 4-7
 - Boys: *Oedipus complex*
 - Favor mother, resent father
 - Girls: *Electra complex*
 - Controversial
 - Insulting to women
 - Disputed by research

Personality Development

- **Latency Stage**
 - Age 7 to puberty
 - Drives repressed
- **Genital Stage**
 - Puberty through adulthood
 - Repressed feelings come back
 - Healthy adult relationships

The Major Drives: Sex and Aggression

- Drive toward life
 - **Eros**
 - Expressed through sex
- Drive toward death
 - **Thanatos**
 - Expressed through aggression

Defense Mechanisms

- Protect ego from anxiety
- Unconscious
- Distort reality

Defense Mechanisms

- A. Repression
 - “Forgetting”
- B. Rationalization
 - “Explaining away”; making excuses
- C. Projection
 - “Finger-pointing”; attributing *your* feelings to someone else

Defense Mechanisms

- D. Regression
 - Acting childishly
 - E.g., 10-yr-old sucks thumb when scared
- E. Denial
 - To not admit something

Defense Mechanisms

- F. Reaction-formation
 - Acting opposite to how one feels
- G. Displacement
 - Directing one’s emotions at something that isn’t the real object of your feelings
- H. Sublimation
 - Unacceptable impulses expressed in an acceptable way

Evaluating of Freud

- Pros
 - Importance childhood
 - Unconscious motives
- Cons
 - Not scientific
 - Misogynistic

Trait Theories

Trait

- Stable quality that characterizes how an individual differs from others

Gordon Allport



1897-1967

Allport’s Trait Theory

- 3 types of traits
 - A. Cardinal traits
 - Affect every area of individual’s life
 - B. Central traits
 - Influence many aspects of our lives, but not quite as pervasive
 - Someone who’s “kind” or “funny”
 - C. Secondary traits
 - Narrower, situational traits

The “Big Five”

- 5 Factor Model
- Most individual differences can be ascribed to five basic traits
- Based decades of research by many psychologists
- What are they???

The “Big Five”

- Extraversion
 - Being alone vs. with others

High Scorers

- Sociable
- Active
- Talkative
- Person-oriented
- Optimistic
- Fun-loving

Low Scorers

- Reserved
- Sober
- Unexuberant
- Aloof
- Task-oriented
- Quiet

The "Big Five"

- Agreeableness
 - Good-natured/helpful vs. uncooperative/rude
 - Would be seen as warm, courteous, and "nice"

<u>High Scorers</u>	<u>Low Scorers</u>
Soft-hearted	Cynical
Good-natured	Rude
Trusting	Suspicious
Helpful	Uncooperative
Forgiving	Vengeful
Straightforward	Irritable
	Manipulative

The "Big Five"

- Conscientiousness
 - careful, hardworking, organized

<u>High Scorers</u>	<u>Low Scorers</u>
Organized	Aimless
Reliable	Unreliable
Hard-working	Careless
Self-disciplined	Negligent
Punctual	Weak-willed
Persevering	

The "Big Five"

- Neuroticism
 - worry a lot, prone to depression

<u>High Scorers</u>	<u>Low Scorers</u>
Worrying	Calm
Nervous	Relaxed
Emotional	Unemotional
Insecure	Hardy
Inadequate	Secure
Hypochondriacal	Self-satisfied

The "Big Five"

- Openness
 - imaginative, independent-minded

<u>High Scorers</u>	<u>Low Scorers</u>
Curious	Conventional
Creative	Narrow in interests
Original	Unartistic
Imaginative	Unanalytical
Untraditional	
Broad interests	

The "Big Five"

- Has been replicated many times, in different languages/countries
- What differences aren't captured by the Big Five?
 - Beliefs
 - Values
 - Goals

Humanistic Approach

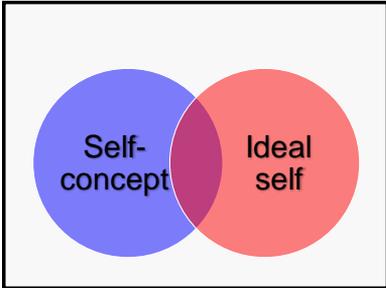
- Focuses on well-adjusted people
- Focus on individuals' unique experiences
- Emphasizes current, not past, experience
- Focus on how we control our lives

Humanistic Approach

- A. Maslow and Self-Actualization
 - Hierarchy of needs
 - Studied psychologically healthy people
 - Very few become self-actualized

V. Humanistic Approach

- B. Rogers and Self Theory
 - Basics of Carl Rogers's (1902 – 1987) theory
 - Three basic assumptions about behavior
 - Behavior is goal-directed
 - People have potential for growth
 - Perceptions of world determine behavior
 - Personality development motivated by fulfillment



B. Rogers and Self Theory

- The Self-Concept and the Ideal Self
 - **Self-concept**
 - **Ideal self**
 - **Incongruence**
 - Leads to anxiety
 - May motivate change
 - When self-concept and ideal self agree, we move naturally toward self-actualization

Personality Assessment

- Process of evaluating individual differences
- Goals of personality assessment
 - Explaining behavior
 - Diagnosing and classifying behavioral problems

According to your responses, you are an outgoing and warm person who enjoys socializing with others. At times, however, you are a somewhat introverted person who needs privacy. When the situation demands it, you can present your opinions and beliefs and assert leadership, while being a follower in other circumstances. Your ability to make quick and clear decisions is indicated, although in the past you have experienced some difficulty in making important choices.

The analysis has also revealed a sense of humor, which is often apparent, but you also possess a sense of seriousness when the situation warrants it. You have an even temper and usually keep it under control, but there are times when your temper can rise and you let people know you're upset. In addition, working on practical and conceptual problems seems to bring out the best in you.

VII. Personality Assessment

A. Projective Tests

- Standard sets of ambiguous stimuli
 - ink blots, pictures
- Assume that unconscious feelings and motives are **projected** onto stimuli
- Related to psychodynamic theories

A. Projective Tests

1. The Rorschach Inkblot Test

- 1921
- Still in use
- Not great at diagnosing psychological problems
- Weak validity/reliability



A. Projective Tests

2. Thematic Apperception Test (TAT)

- 1930s, Henry Murray
- Black and white photos
- Must make up a story
- Lack of standardized scoring system



VII. Personality Assessment

B. Personality Inventories

- Most widely used psychological tests, next to intelligence tests
- Well-constructed inventories are valid predictors of behavior

B. Personality Inventories

1. Myers–Briggs Type Inventory (MBTI)

- Based on Jung's theory
 - Four dimensions
 - Extraversion–Introversion
 - Sensing–Intuition
 - Thinking–Feeling
 - Judging–Perceiving

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B. Personality Inventories

- 2. Inventories Based on Trait Theories
 - Majority of personality inventories
 - a. Sixteen Personality Factor Test (16 PF)
 - Raymond Cattell
 - b. Revised NEO–Personality Inventory (NEO–PI–R)
 - Measures the "Big Five" factors of personality
 - Scores correlate with scores on other measures

B. Personality Inventories

- 3. Minnesota Multiphasic Personality Inventory-2 (MMPI-2)
 - One of the most widely used and researched
 - Designed to detect abnormal behavior
 - Scores significantly above normal may indicate psychopathology
 - Not useful for most people interested in understanding their own personalities

Sample MMPI Items

- I have a good appetite
- I like mechanics magazines
- I wake up fresh & rested most mornings
- I think I would like the work of a librarian
- I am easily awakened by noise
- I like to read newspaper articles on crime
- My hands and feet are usually warm enough
- I would like to be a singer
- I do not always tell the truth
- I have diarrhea once a month or more