

## **Chapter 1.1: Personality Development**

### What is Personality? Definition

#### Meaning

- The word personality is derived from the Latin word for mask ‘persona’
- Personality is an amalgamation of thoughts, character, behaviour, attitude, traits and habits of an individual.

It includes behavioral characteristics, both inherent and acquired, that distinguish one person from another and that can be observed in people’s relations to the environment and to the social group. Personality research has led to the development of a number of theories that help explain how and why certain personality traits develop.

#### **Definition by Gordon Allport:**

Gordon Allport, an American psychologist, defined personality as "the dynamic organization within the individual of those psychophysical systems that determine his characteristic behaviour and thought."

**Gordon Willard Allport** (November 11, 1897 – October 9, 1967) was an American psychologist. **Allport** was one of the first psychologists to focus on the study of the personality, and is often referred to as one of the founding figures of personality psychology.

#### **Factors that Determine Personality**

- The genes we inherit from our biological parents
- The family, the environment at home, and social class
- Cultural and situational factors such as religion influence personality

While there are many different definitions of personality, most focus on the pattern of behaviors and characteristics that can help predict and explain a person's behavior.

Explanations for personality can focus on a variety of influences, ranging from genetic explanations for personality traits to the role of the environment and experience in shaping an individual's personality.

Environmental factors that can play a role in the development and expression of personality include such things as parenting and culture. How children are raised can depend on the individual personalities and parenting styles of caregivers as well as the norms and expectations of different cultures.

Psychologists distinguish between three different components or layers in personality: the persona, the self, and the unconscious processes.

- The first level is the personality an individual displays to the world
- The second level of personality, behind the mask, is the private self or ego.
- The third is the realm of unconscious processes in the mind.

### **Personality Types:**

Carl Jung introduced dichotomies to explain how people can be characterized. He classified them as:

Extraverted (E) vs. Introverted (I)

Sensing (S) vs. iNtuition (N)

Thinking (T) vs. Feeling (F)

Extraversion (E)

Extraversion is characterized by a preference to focus on the world *outside* the self. Extraverts are energized by social gatherings, parties and group activities. Extraverts are usually enthusiastic, gregarious and animated. Their communication style is verbal and assertive. Talking helps Extraverts think. They enjoy limelight.

## **Extravert Characteristics**

- Gregarious
- Assertive
- Talkative
- Social/outgoing
- Likes groups, parties, etc.
- Energized by interaction
- Expressive & enthusiastic
- Volunteers personal information
- Distractable
- Has many friends
- Easy to approach

## **Introversion (I)**

Introversion is characterized by a preference to focus on the *inside* world. Introverts are energized by spending time alone or with a small group. They find large group gatherings draining because they seek depth instead of breadth of relationships. Introverts process information internally. They are great listeners and think before talking.

## **Introvert Characteristics**

- Energized by time alone
- Private
- Keeps to self
- Quiet
- Deliberate
- Internally aware
- Fewer friends
- Prefer smaller groups
- Independent

- Not socially inclined
- Enjoys solitude

## Sensing (S)

Sensors focus on the present. They are “here and now” people. They are factual and process information through the five senses. They see things as they are because they are concrete and literal thinkers. They trust what is certain. Sensors value realism and common sense. They especially like ideas with practical applications.

### Sensing Characteristics

- Concrete
- Realistic
- Lives in the present
- Aware of surroundings
- Notices details
- Practical
- Goes by senses
- Factual

## Intuition (N)

Intuitive people live in the future and are immersed in the world of possibilities. They process information through patterns and impressions. Intuitive people value inspiration and imagination. They gather knowledge by reading between the lines. Their abstract nature attracts them toward deep ideas and concepts. They see the “big picture”.

## **Intuitive Characteristics**

- Future-focused
- Sees possibilities
- Inventive
- Imaginative
- Deep
- Abstract
- Idealistic
- Theoretical

## **Thinking (T)**

Thinking people are objective. They make decisions based on facts. They are ruled by their head instead of their heart. Thinking people judge situations and others based on logic. They value truth over tact and can easily identify flaws. They are critical thinkers and oriented toward problem solving. Thinking does not mean a person is without emotion.

## **Thinking Characteristics**

- Logical
- Objective
- Decides with head
- Wants truth
- Rational
- Impersonal
- Critical
- Thick-skinned
- Firm with people

## **Feeling (F)**

Feeling people are subjective. They make decisions based on principles and values. They are ruled by their heart instead of their head. Feeling people judge situations and others based on feelings and extenuating circumstances. They seek to please others and want to be appreciated. They value harmony and empathy.

### **Feeling Characteristics**

- Decides with heart
- Dislikes conflict
- Passionate
- Driven by emotion
- Gentle
- Easily hurt
- Empathetic
- Caring of others
- Warm

## **Myers – Briggs Personality Types**

### **Isabel Myers Briggs:**

A researcher and practitioner of Jung's theory and her mother Katharine Briggs added a fourth dichotomy to the personality type—

Judging (J) vs. Perceiving (P).

### **Judging (J)**

Judging people think sequentially. They value order and organization. Their lives are scheduled and structured. Judging people seek closure and enjoy completing tasks. They take deadlines seriously.

They work then they play. The Judging preference does not mean judgmental. Judging refers to how a person deals with day-to-day activities.

### **Judging Characteristics**

- Decisive
- Controlled
- Good at finishing
- Organized
- Structured
- Scheduled
- Quick at tasks
- Responsible
- Likes closure
- Makes plans

Perceivers are adaptable and flexible. They are random thinkers who prefer to keep their options open. Perceivers thrive with the unexpected and are open to change. They are spontaneous and often juggle several projects at once. They enjoy starting a task better than finishing it. Deadlines are often merely suggestions. Perceivers play as they work.

### **Perceiving Characteristics**

- Adaptable
- Relaxed
- Disorganized
- Care-free
- Spontaneous
- Changes tracks midway
- Keeps options open

- Procrastinates
- Dislikes routine
- Flexible

Based on the four dichotomies, their permutations have given rise to 16 different personality types.

Each one can be assigned a 4-letter acronym.

For example:

ISTJ stands for Introverted, Sensing, Thinking, Judging ENFP stands for Extraverted, iNtuitive, Feeling, Perceiving.

The first letter in the personality type acronym corresponds to the first letter of the preference of general attitude -“E” for extraversion or “I” for introversion.

The second letter in the personality type acronym corresponds to the preference within the sensing -intuition dimension: “S” for Sensing or “N” for iNtuition.

The third letter in the personality type acronym corresponds to preference within the thinking feeling pair: “T” stands for Thinking or “F” stands for Feeling.

The fourth letter in the personality type acronym corresponds to a person’s preference within the judging -perceiving pair: “J” for Judging or “P” for Perception.

### **Theories of Personality:**

- a) The Psychodynamic Approach
- b) The Humanistic Approach
- c) The Trait Approach
- d) The Social-Cognitive Approach



### 1)The Psychodynamic Approach

- Heavily influenced by the works and research of Sigmund Freud
- Theories include Sigmund Freud's psychosexual stage theory and Erik Erikson's stages of psychosocial development
- Freud believed that an individual's personality is made up of three components: id, ego, and superego
- Erik Erikson was of the opinion that personality was developed in stages with conflicts arising at every stage
- Success at each stage was dependent on the individual rising above them

Originating in the work of Sigmund Freud, the psychodynamic perspective emphasizes unconscious psychological processes (for example, wishes and fears of which we're not fully aware), and contends that childhood experiences are crucial in shaping adult personality. The psychodynamic perspective has evolved considerably since Freud's time, and now includes innovative new approaches such as object relations theory and neuro psychoanalysis.

According to Freud's model of the psyche, the id is the primitive and instinctual part of the mind that contains sexual and aggressive drives and hidden memories, the super-ego operates as a moral conscience, and the ego is the realistic part that mediates between the desires of the id and the super-ego.

### 2) The Humanistic Approach •

Propounded by Abraham Maslow and Carl Rogers in the 1960s

- Individual choice, responsibility and growth were given credit
- They emphasized on the conscious mental process of responsibility
- They also emphasized the concept of self actualization being an innate need for personal growth

Humanistic, humanism and humanist are terms in psychology relating to an approach which studies the whole person, and the uniqueness of each individual. Essentially, these terms refer to the same approach in psychology.

The humanistic approach in psychology developed as a rebellion against what some psychologists saw as the limitations of the behaviorist and psychodynamic psychology. The humanistic approach is thus often called the “third force” in psychology after psychoanalysis and behaviorism (Maslow, 1968).

### Basic Assumptions of Humanistic Approach

(<https://www.simplypsychology.org/humanistic.html>)

- Humanistic psychology begins with the existential assumptions that people have free will:
- People are basically good, and have an innate need to make themselves and the world better:
- People are motivated to self-actualize:
- The subjective, conscious experiences of the individual is most important:
- Humanism rejects scientific methodology:
- Humanism rejected comparative psychology (the study of animals) because it does not tell us anything about the unique properties of human beings

### 3) The Trait Approach

- This theory states that an individual's unique collection of traits constitutes his personality
- Traits can be: honest, shy, adaptable, calm, kind, etc
- Raymond Catell used factor analysis to describe and relate personality traits
- Eysenck introduced the three-dimension theory
- The Big Five Personality Theory

The trait approach is focused on individual differences and the interaction and combination of personality traits are what makes individual personalities unique. Many different theories use this approach such as the Big Five personality factor theory and the work of Gordon Allport and Raymond Cattell. A critique of the trait approach for personality is that traits can sometimes be bad predictors of behavior. Just because a person scores high on a particular trait doesn't mean they will act that way in a real world setting.

#### 4)The Social-Cognitive Approach

- propounded by Albert Bandura
- suggests that personality is the result of an individual's interaction with his environment
- E.g.: When people see good behaviour rewarded they tend to behave in the same way to attain the reward

#### **Key Takeaways: Social Cognitive Theory**

- Social cognitive theory was developed by Stanford psychologist Albert Bandura.
- The theory views people as active agents who both influence and are influenced by their environment.
- A major component of the theory is observational learning: the process of learning desirable and undesirable behaviors by observing others, then reproducing learned behaviors in order to maximize rewards.
- Individuals' beliefs in their own self-efficacy influences whether or not they will reproduce an observed behavior.

## **Personality Development**

It is the process of developing a set of characteristics, traits, and attributes that contribute to one's overall personality.

- It is learnable
- It is a process
- It is possible

Tips to Develop a Better Personality

**That said, here are 10 things you can do in your daily life to improve your personal development.**

1. Read about what you want to **improve**. ...
2. Find a mentor. ...
3. Reflect at **the** end of each day.
4. Create a strong practice regimen. ...
5. Find others to push you and train with. ...
6. Create a reward/punishment system. ...
7. Stay honest with yourself.

## **Attitude and Behaviour**

What is Attitude?

Attitudes are the complex combination of things we tend to call personality, beliefs, values, behaviors, and motivations. It can fall anywhere along a continuum from very favorable to very unfavorable. All people, irrespective of their status or intelligence, hold attitudes.

(i) Characteristics of Attitude

- combination of feelings and beliefs
- towards people, objects, and ideas
- affect behaviour and are acquired over a period of time
- are favourable or unfavourable evaluative statements

ABC Model of Attitude:

Attitudes structure can be described in terms of three components.

- **Affective component:** this involves a person's feelings / emotions about the attitude object. For example: "I am scared of spiders".
- **Behavioral** (or conative) component: the way the attitude we have influences on how we act or behave. For example: "I will avoid spiders and scream if I see one".
- **Cognitive** component: this involves a person's belief / knowledge about an attitude object. For example: "I believe spiders are dangerous".

This model is known as the **ABC model of attitudes**.

Functions of Attitude:

1) Adjustment Function : Attitudes often help people to adjust to their work environment. When employees are well treated, they are likely to develop a positive attitude toward management and the organization. When employees are criticized and given a minimal salary, they are likely to **develop a negative attitude** toward management and the organization. These attitudes help employees adjust to their environment and are a basis for future behavior. The adjustment function directs people toward pleasurable or rewarding objects and away from unpleasant, undesirable ones.

2)Ego-Defensive Function: The ego-defensive function refers to holding attitudes that protect our self-esteem or that justify actions that make us feel guilty.

This function involves psychoanalytic principles where people use defense mechanisms to protect themselves from psychological harm.

The older manager may not be a very effective leader and may constantly make poor decisions. On the other hand, the older manager is not going to admit this but will try to protect the ego by blaming the other party.

3)Value-Expressive Function: value-expressive attitudes enable the expression of the person's centrally held values.

Central values tend to establish our identity and gain us social approval thereby showing us who we are, and what we stand for. Some attitudes are important to a person because they express values that are integral to that person's self-concept.

4)Knowledge Function: The knowledge function refers to our need which is consistent and relatively stable. This allows us to predict what is likely to happen, and so gives us a sense of control. Some attitudes are useful because they help to make the world more understandable.

They help people ascribe causes to events and direct attention towards features of people or situations that are likely to be useful in making sense of them. Consequently, they help to make the world more understandable, predictable, and knowable. Knowing a person's attitude helps us predict their behavior.

For example- people who are not familiar with nuclear energy may develop an attitude that is dangerous and should not be used as an energy source.

## **Changing Attitudes:**

Providing New Information

Use of Fear

Resolving Discrepancies

Influence of friends and peers

Co-opting

## **Behaviour**

- It is the spectrum of every physical action and observable emotion associated with individuals and other beings.
- It is observable, measurable, and can be described in concrete terms.

## **Types of Behaviour:**

1) Overt and Covert :

Overt Behavior	Covert Behavior	
	<p>The word “Overt” is an adjective which refers to something which is clearly apparent. <i>Synonyms:</i> obvious, public, noticeable.</p>	<p>The word “Covert” refers to something which is not openly acknowledged or displayed. <i>Synonyms:</i> Secret, Behind the Scenes.</p>
Meaning	<p>Overt behavior can be defined as observable behavior or responses depicted in the forms of actions.</p>	<p>Covert behavior can be defined as unobservable behavior which leads to certain actions.</p>
Behavioral Activities	<p>Behaviors such as speaking, walking, running, working etc are termed under observable behavior.</p>	<p>Behaviors such as thinking, dreaming, glandular responses, reasoning etc are termed as unobservable behavior.</p>
Cause and Effect	<p>Observable behaviors are caused by the unobservable mental process that takes place in the brain.</p>	<p>Unobservable behaviors are the causes of observable actions. Unobservable behaviors are mental processes that create a response.</p>

Overt Behavior

Covert Behavior

## 2) Conscious and Unconscious

### CONSCIOUS VS. UNCONSCIOUS

#### Conscious Behavior -

any behavior that the person is aware of.

Ex. walking, eating, listening to the instructor, memorizing lessons in preparation of exams, etc.

#### Unconscious Behavior –

any behavior that the person is not fully aware of

Ex. mannerisms, playing or flipping of hair while talking, shaking of the legs while sitting, biting your fingers, playing with your pen while listening to your teacher's discussion, etc.

- 2) Voluntary and Involuntary; **Voluntary Behavior:** Behavior that a person is naturally contributed to an action. It also means that you have a free will and able to make a decision to take a specific action. Taking a walk down the street is an example of voluntary behavior.

**Involuntary Behavior:** Behavior that can't be controlled over. Example of this is when being emerged into bright sunlight from a dark place, we usually blink several times often without even knowing it.



- 3) Simple and Complex: Simple behavior is the one in which the response is the direct result of the cause.

Complex behavior is the one in which there is much more responsible for your action, like mental condition etc.

In a broad way, all rational behavior we exhibit comes under complex behavior

5)Rational and Irrational **Rational Behavior:** A type of behavior that is reasonable and used to explain the choices that people make with regards to achieving satisfaction. It is like, people would rather be better off or have more than less. For example, a person is more likely to buy an item at a lower price like items on sale because they believe it is better.

**Irrational Behavior:** It is defined as unreasonable behavior or having no clear objective or meaning. Example of this based of what I've red is, you want to have a good day yet you punch the mailman in the face. It is senseless and meaningless.

### Summary

- ☐ Personality is a word that has been ascribed a spectrum of meanings; Personality development is fast gaining impetus with awareness of its importance increasing
- ☐ A trait is a consistent psychological, behavioural, or physical characteristic
  - ☐ Personality is influenced by three major factors –Biological, Family, and Cultural and situational
- ☐ The various theories of personality include -the Psychodynamic Approach, the Humanistic Approach, the Trait Approach, and the Social-Cognitive Approach.
- ☐ The Big Five Personality Traits are - Openness to Experience, Conscientiousness, Extraversion, Agreeableness, and Neuroticism

- Attitude is made up of three components—Affective, Behavioural, and Cognitive