

# PERSONALITY

BEHAVIORAL SCIENCE



# PERSONALITY: DEFINITIONS

- Personality is individual characteristics such as cognitive, physical, emotional, social and moral that separates one individual from the others.
- Personality is defined as individual's reaction or response to the stimulus in his environment.

# DEFINITIONS

- Personality is the way individual expresses and reveals himself to his environment.
- Personality is the perminant characteristics of the individual as a whole and his patterns of behavior.
- Personality is defined as individual's adaptation to his environment.

# FACTORS AFFECTING THE DEVELOPMENT OF PERSONALITY

- Genetic Factors
- Environmental Factors
  - The Society
  - The Neighborhood (the closer environment)
  - The Family (authoritarian or democratic and supportive)
  - The School Environment
  - The Peer Group

# **THEORIES OF PERSONALITY**

- **I) TYPE A-TYPE B PERSONALITY**
  - (FRIEDMAN AND ROSENMAN)
- **II) ERIC BERNE'S TRANSACTIONAL ANALYSES**
  - PARENTHOOD STATE
  - CHILDHOOD STATE
  - MATURITY STATE
- **III) EYSENCK'S INTRAVERTED-EXTRAVERTED PERSONALITY**
- **IV) HOLLAND's TYPOLOGY**
- **V) THE BIG FIVE PERSONALITY TRAITS**

# **TYPE A and TYPE B PERSONALITY**

- **Type A**

- Walks, eats and talks rapidly
- Is impatient
- Does two things at once
- Can't cope with leisure time
- Is obsessed with numbers
- Is aggressive
- Constantly feels under time pressure
- Ambitious

– middle and lower management

- **Type B**

- Is not in a hurry (takes his time)
- Is patient
- Doesn't bother
- Is relaxed without guilt
- No pressure of time or numbers
- Is mild-mannered
- Is never in a hurry
- Lower levels of ambition

– Higher management

– A scale is given to distinguish between  
planar other social class

# **INTRAVERTED - EXTRAVERTED PERSONALITY**

- ***INTRAVERTED***

- FEELINGS SUCH AS ANGER, HAPPINESS ARE NOT REVEALED
- ALL THE FEELINGS ARE REPRESSED
- SOCIAL ACTIVITIES ARE RARE
- GIVING IMPORTANCE TO PEACE
- CONSCIENCOUS
- INTELLIGENT
- PREFER INDIVIDUAL ACTIVITIES

- ***EXTRAVERTED***

- SHOW THEIR FEELINGS
- LACK OF FEELINGS OF GUILT AND FEAR
- LIKE SOCIALIZING AND SHARING
- OPTIMISTIC
- LIKE FUN AND ATTRACTION
- ENERGETIC
- PREFER GROUP ACTIVITIES

# ERIC BERNE'S TRANSACTIONAL ANALYSES

- Childhood state: Creative, energetic, imaginative, selfish, irresponsible, instinctive.
  - Well behaved / Misbehaved child
- Parenthood state: Protective, critical, authoritarian, controller
- Maturity state: Negotiator, compromiser, understanding, tolerant, rational

sosyal ortamlarda 2 insanın birbirinden farklı stateler kullanması bazen anlaşmazlıklara neden olabilir



# ERIC BERNE'S TRANSACTIONAL ANALYSES

- 1- Where is Barbaros Bulvarı? (???)  
2- a) Keep going to this direction (???)  
b) Let me show you where it is if you just follow me(???)
- 1 - I think young people are not very respectful, nowadays. (???)  
2- a) I agree so. (???)  
b) I think we were similar when we were young, it's the teenage period that drives them. (???)

→ child state

→ maturity state

→ parent state

→ parent hood (negotiator)

↓  
mature

# ERIC BERNE'S TRANSACTIONAL ANALYSES

- 1- I lost my wallet, I 'm going to be mad, I want it now.(???)  
2- a) I don't want tell you where I saw your wallet (???)  
b) It's always you who loses something because you can not pull yourself together. (???)  
↳ child  
↳ parenthood
- 1- I'm sure you all know when to keep quite in the class.(???)  
2- a) When we are in the class with our teacher, it's time to be quiet (???)  
b) We haven't had a proper break since this morning and we are all tired and hungry (???)  
↳ maturity  
↳ childhood

# Holland's Typology of Personality and Congruent Occupations

Type	Personality Characteristics	Congruent Occupations
<b>Realistic:</b> Prefers physical activities that require skill, strength, and coordination	Shy, genuine, persistent, stable, conforming, practical	Mechanic, drill press operator, assembly-line worker, farmer
<b>Investigative:</b> Prefers activities that involve thinking, organizing, and understanding	Analytical, original, curious, independent	Biologist, economist, mathematician, news reporter
<b>Social:</b> Prefers activities that involve helping and developing others	Sociable, friendly, cooperative, understanding	Social worker, teacher, counselor, clinical psychologist
<b>Conventional:</b> Prefers rule-regulated, orderly, and unambiguous activities	Conforming, efficient, practical, unimaginative, inflexible	Accountant, corporate manager, bank teller, file clerk
<b>Enterprising:</b> Prefers verbal activities in which there are opportunities to influence others and attain power	Self-confident, ambitious, energetic, domineering	Lawyer, real estate agent, public relations specialist, small business manager
<b>Artistic:</b> Prefers ambiguous and unsystematic activities that allow creative expression	Imaginative, disorderly, idealistic, emotional, impractical	Painter, musician, writer, interior decorator

# THE BIG 5 PERSONALITY TRAITS (OCEAN) presented by Thurstone

- **OPENNESS:** Being open to new experiences that are exciting, unfamiliar and adventurous. High score means tendency towards creativity while low score in openness reveals pragmatism.
- **CONSCIENTIOUSNESS:** How an individual is organized, disciplined and reliable. It is a sense of responsibility. People with such characteristics are likely to focus on a plan until they achieve. They're self-disciplined.
- **EXTROVERSION:** Extroverted people are social and good team players. Introverted people are quieter and more analytical in their approach, they carefully consider an idea before conveying it.

# THE BIG 5 PERSONALITY TRAITS (OCEAN)

- **AGREEABLENESS:** To get along with others easily by showing such prosocial attributes as altruism, kindness and affection when the score is high. Low score indicates competitiveness and being argumentative.
- **NEUROTICISM:** An individual's tendency towards controlling his reactions. Low score from the test indicates individuals who are equipped to cope more adequately with tension and stress.

how good you are controlling your emotional state

# MAJOR PERSONALITY ATTRIBUTES INFLUENCING BEHAVIOR AT WORK

- **LOCUS OF CONTROL:** LOC is the tendency of the individual to have control over his/her own behavior. People with internal locus of control are the captain of their own fate and soul. People with external locus of control are rather controlled either by fate, by others, by facts or circumstances.
- **MACHIAVELLIANISM:** For some people, as long as they achieve the goals or manage the ends, they don't go into the details of the processes or they don't question the means taking to the ends.

ethical things is missing soo questionable

# MAJOR PERSONALITY ATTRIBUTES INFLUENCING BEHAVIOR AT WORK

- **SELF-ESTEEM:** People with high self-esteem are courageous, consistent in behavior, decisive, self-confident and achievement oriented. They are aware of their weaknesses and strengths.
- **SELF-MONITORING:** Self-monitoring people can easily adapt themselves to changing situations. This personality trait is also related to cultural intelligence capacity. self adaption, adaption to changing durumlar like environment ülke ekonomi bölüm sınıf zart zurt
- **RISK TAKING:** Some people are open to changes and innovations whereas some people are rather conservative and prefer stable circumstances.

# PERSONALITY FACTOR IN BUSINESS ORGANIZATIONS

- Job - Person Fit:
  - The requirements of the job ----- The characteristics/competencies of the person
- Organization - Person Fit:
  - Organizational values ----- The individual values