Personality Development

TWS – Soft Skills
Prof. Darpan R Shukla

❖ PERSONALITY DEVELOPMENT

❑ Definition

❑ Determinants Factor of Personality

❑ Characteristics of personality

❑ Stages of personality

❑ Different theoretical Models of Personality

❖ WHAT DO WE MEAN BY THE TERM 'PERSONALITY'?

- Personality is derived from the **Latin word, 'Persona'** which means **mask**. The study of personality can be understood as the study of the masks that people wear.

- Personality includes many attributes of an individual, it is the totality or collection of various characteristics that goes beyond superficial physical qualities.

❖ DEFINITIONS OF PERSONALITY

- "No two people are exactly the same—not even identical twins."

- "Personality is the essence of a human being." – Hall and Lindzey, 1957

- <u>"Personality is the dynamic organization within the individual of those psychological systems that determine characteristics behavior and thought."</u> Allport 1961

❖ DETERMINANTS OF PERSONALITY

- **1. Hereditary**

Influence of biological and hereditary factors on personality have been proven by various studies. Aggression, timidity, being sociable or reserved are usually genetic attributes.

We inherit some of these traits, we are not trapped in them. It takes efforts but with due effort and patience, we can modulate ourselves and bring the required changes in our personalities.

- **2. Environment**

Our families, relatives, friends, home, school, classmates including the language we are first exposed to constitute our early environment and have a tremendous formative influence on our personality. Most balanced and well-rounded developed personalities have been nurtured in a harmonious environment conducive for holistic growth.

- ## **3. Interaction**

Primary nurturing comes from home and family, society is the larger unit that influences us through our social interactions.

The collective system of values and beliefs, behaviour, attitudes and customs are a significant influence on our personality.

❖ CHARACTERISTICS OF PERSONALITY

- 1. Personality is an aggregate of psychological qualities of individual.
- 2. It refers to ways and means of adjustment of people in a group.
- 3. Personality is unique. No two individual's personality is similar.
- 4. It is situational interaction oriented. That is persons personality depends on the situations.
- 5. Personality of an individual is not rigid and it can be changed.
- 6. It influences goal achievement attitude of individuals.
- 7. It is qualitative aspect and it can be indirectly qualified.
- 8. Personality has an influence on the performance of individuals, group and organization

❖ DIFFAERENT THEORITICAL PERSONALITY MODEL

- **Stages of Theories**
- Psychosocial Stage of Development : Erikson
- Psychosexual Stages of Development: Sigmund Freud
- Different Theoretical Models of Personality
  - Type Theories (Psychodynamic Theory)
  - Trait Theories (Gordon Allport's Trait Theory)
- Behavioural Theory (Raymond B Cattell: Factorial Analysis of Personality, Hans J Eysenk, Five Factor Theory)
- Humanistic Theory (Abraham Maslow, Carl Rogers)
- Behaviouristic Perspective (B.F.Skinner, Albert Bandura, Walter Mischel)
- Cognitive Perspective

❖ TYPES OF PERSONALITY THEORIES

• **Trait Theories**: Attempt to learn what traits make up personality and how they relate to actual behavior

• **Psychodynamic Theories**: Focus on the inner workings of personality, especially internal conflicts and struggles

• **Humanistic Theories**: Focus on private, subjective experience and personal growth

• **Social-Cognitive Theories**: Attribute difference in personality to socialization, expectations, and mental processes

❖ Psychosocial stages of Development: Erik Erikson

Approximate Age	Psycho Social Crisis
Infant – 18 months	Trust vs. Mistrust
18 months – 3 years	Autonomy vs. Shame & Doubt
3 – 5 years	Initiative vs. Guilt
5 – 13 years	Industry vs. Inferiority
13 – 21 years	Identity vs. Role Confusion
21 – 39 years	Intimacy vs. Isolation
40 – 65 years	Generativity vs. Stagnation
65 and older	Ego Integrity vs. Despair

PSYCHODYNAMIC STAGES OF DEVELOPMENT: SIGMUND FREUD

Freud's psychosexual stages

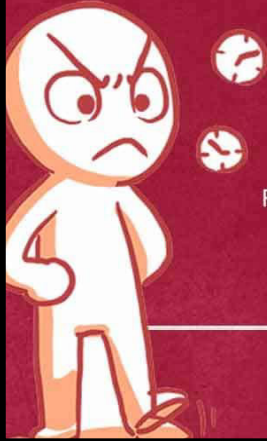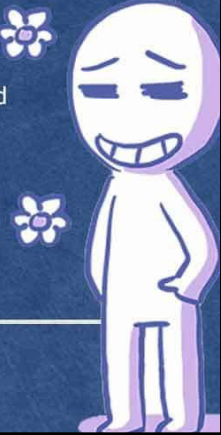| Age	Name	Pleasure source	Conflict
0–2	Oral	Mouth: sucking, biting, swallowing	Weaning away from mother's breast
2–4	Anal	Anus: defecating or retaining faeces	Toilet training
4–5	Phallic	Genitals	Oedipus (boys), Electra (girls)
6–puberty	Latency	Sexual urges sublimated into sports and hobbies. Same-sex friends also help avoid sexual feelings.	None
Puberty onward	Genital	Physical sexual changes reawaken repressed needs. Direct sexual feelings towards others lead to sexual gratification.	Social rules

❖ THEORETICAL MODEL OF PERSONALITY

- There are a number of theories about how the personality develops. Different schools of thought in psychology influence many of these theories. Some of these major perspectives on personality are as follows.

- The earliest known theory of personality is that of the **Greek physician Hippocrates** (c. 400 B.C.), who characterized human behaviour in terms of four temperaments, each associated with a different bodily fluid or "humor."

- The **sanguine** or optimistic type was associated with blood; the **phlegmatic type** (slow and lethargic) with phlegm; **the melancholic type** (sad, depressed) with **black bile**; and the choleric (angry) type with **yellow bile**. Individual personality was determined by the amount of each of the four humors.

- Charaka Samhitha of Ayurveda classifi es people on the basis of three elements called doshas, that is, vatha, pitha and kapha. In Ayurveda medicine (used in India since ~3000 BC), there are three main metabolic body types (doshas): **Vata, Pita, and Kapha.**

❖ Type A and Type B Personalities

This method is proposed by **Meyer and Friedman**.
This method named as Type A Personalities & Type B Personalities

UNDERSTANDING THE **TWO** TYPES OF PERSONALITIES

TYPE A PERSONALITY	TYPE B PERSONALITY
Self-driven & Highly Competitive -	- Less competitive & Focused on Enjoying Life
Ambitious & Goal Oriented -	- Easy-going, Relaxed & Highly Flexible
Impatient & Intolerant -	- Energetic, Outgoing, yet a Laid-back Attitude
Aggressive & Hostile -	- Imaginative & Creative
Controlling & Dominant -	- Lighthearted & Persuasive
High Risk of Heart Disease -	- High Levels Of Life Satisfaction
Entrepreneurial & Workaholic -	- Fun-loving, Easygoing & People-Oriented
Sense of urgency -	- Enthusiastic & Spontaneous
Fast-paced & Too Busy To Enjoy Life -	- Friendly & Inspiring
Motivated by Challenges -	- Self-confident & Reflective
Easily Stressed Out -	- Highly Patient & Less Prone to Stress

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❖ PSYCHODYNAMIC THEORIES

The Unconscious Mind

The conscious. The small amount of mental activity we know about.

The subconscious. Things we could be aware of if we wanted or tried.

The unconscious. Things we are unaware of and can not become aware of.

The **id** is part of the unconscious mind and comprises the two instincts: Eros and Thanatos.

Conscious Mind

The Unconscious

Freud compared the mind to an iceberg.
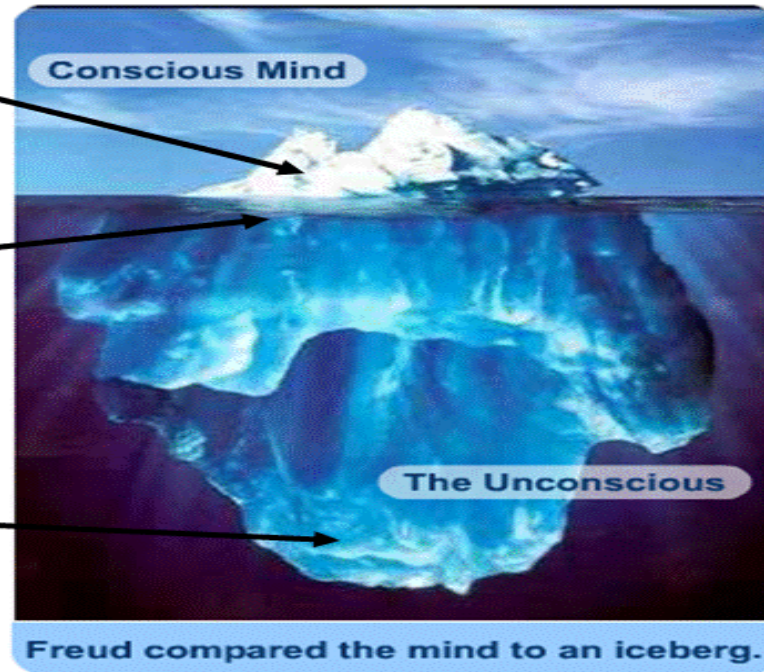
Thoughts
Perceptions

Memories
Stored knowledge

Instincts – Sexual and Aggressive

Fears
Unacceptable sexual desires
Violent motives
Irrational wishes
Immoral urges
Selfish needs
Shameful experiences
Traumatic experiences
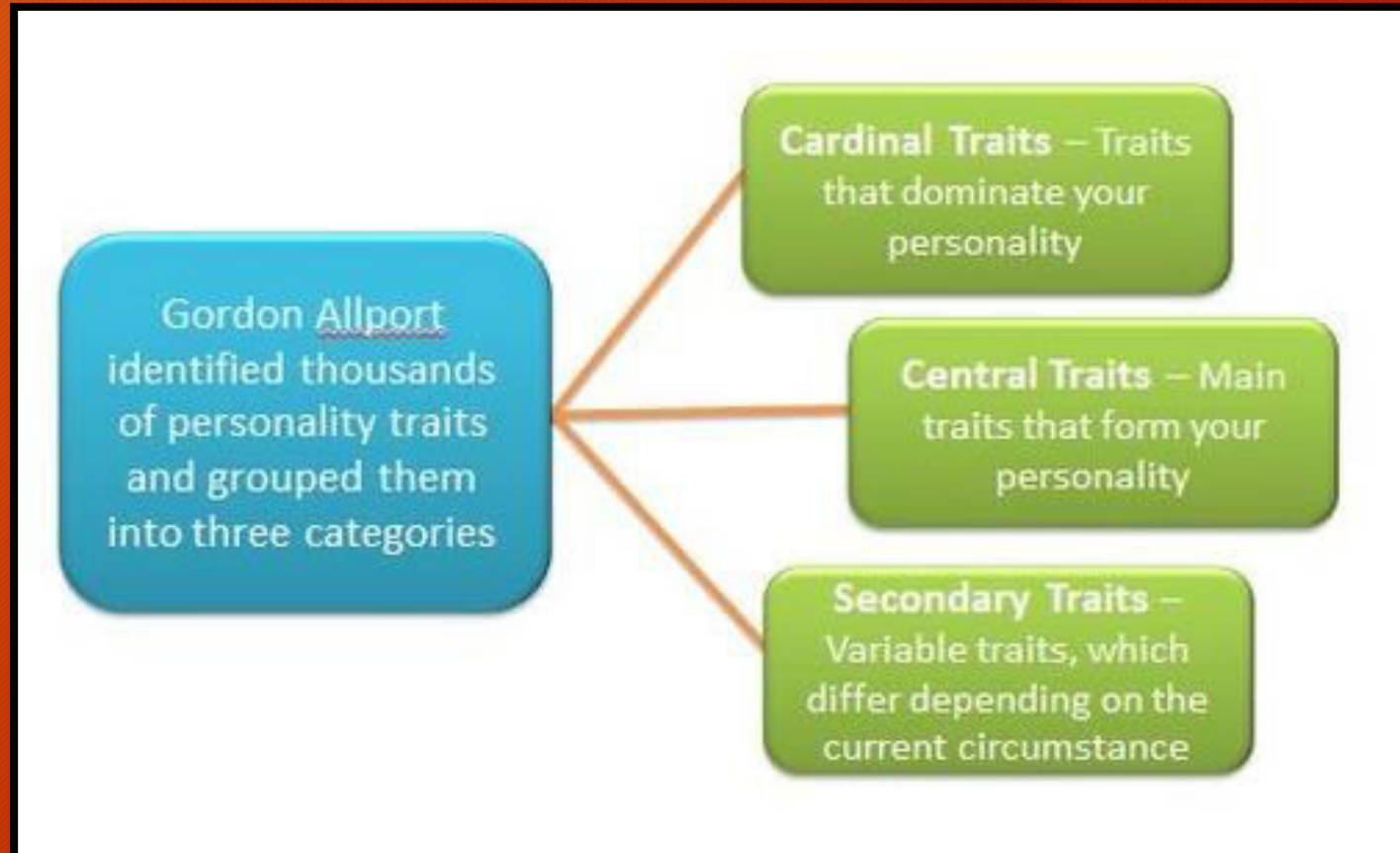
❖ TRAIT THEORIES

Gordon Allport's Trait Theory

In 1936, psychologist Gordon Allport found that one English-language dictionary alone contained more than 4,000 words describing different personality traits.

He categorized these traits into three levels:

- **1. Cardinal Traits:** Traits that dominate an individual's whole life, often to the point that the person becomes known specifically for these traits. People with such personalities often become so known for these traits that their names are often synonymous with these qualities.

- **2. Central Traits:** The general characteristics that form the basic foundations of personality. These central traits, while not as dominating as cardinal traits, are the major characteristics you might use to describe another person. Terms such as intelligent, honest, shy and anxious are considered central traits.

- **3. Secondary Traits:** Traits that are sometimes related to attitudes or preferences and often appear only in certain situations or under specific circumstances. Some examples would be getting anxious when speaking to a group or impatient while waiting in line.

Gordon Allport identified thousands of personality traits and grouped them into three categories

Cardinal Traits – Traits that dominate your personality

Central Traits – Main traits that form your personality

Secondary Traits – Variable traits, which differ depending on the current circumstance

❖ BEHAVIOAURAL THEORY

Raymond Cattell: Factorial Analysis of Personality

- Raymond Cattell, a well-known psychologist also worked on the trait theory and reduced Allport's long list of 4000 traits to a mere 16 key attributes which distinguish us from each other. His Sixteen Personality Factor Questionnaire also known as 16PF is used by career counsellors and personal counsellors to help in both professional choices and personal growth.

❖ HANS J. EYSENK'S DIMESION OF PERSONALITY
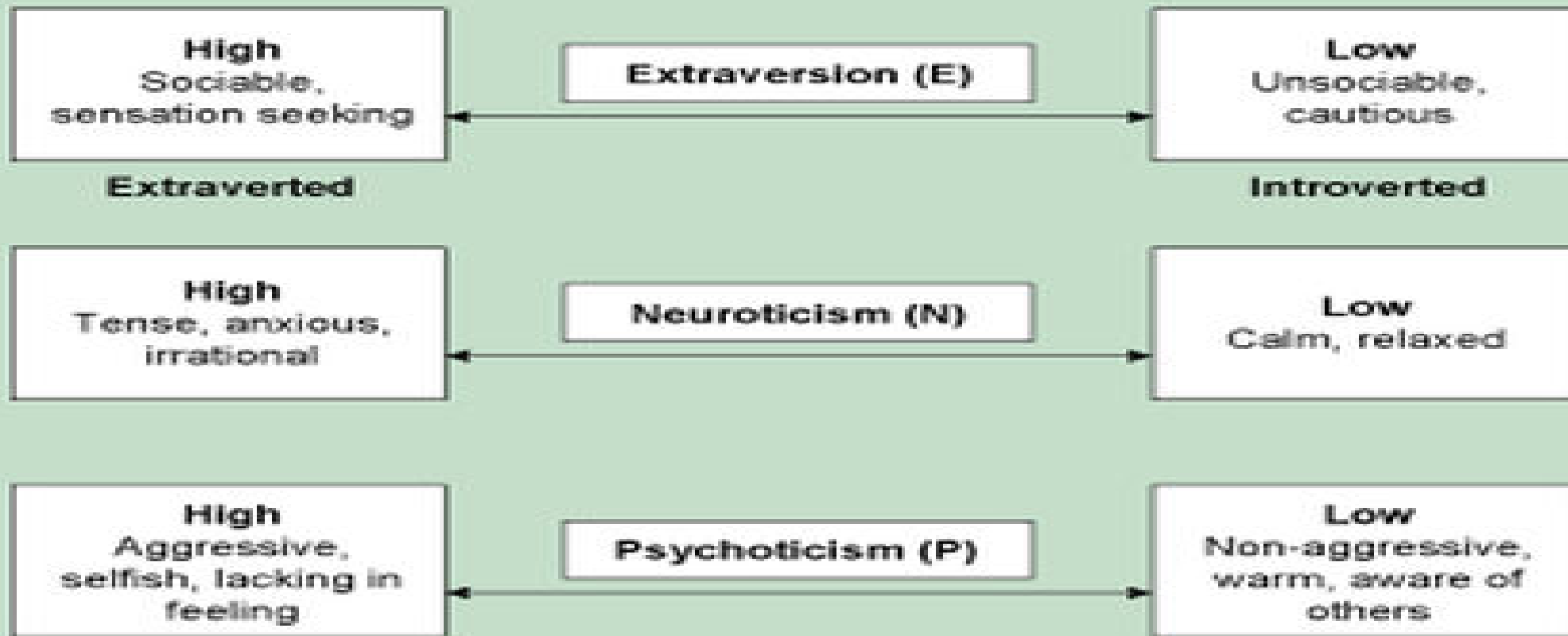
❖ FIVE FACTOR THEORY OF PERSONALITY

THE FIVE-FACTOR MODEL

A new trait theory, called, "Big Five Theory" emerged as response to the trait theory proposed by Paul Costa & Robert MacCrea.

This model represents five core traits that interacts to form the human personality.

1. Openness

• Openness is suggestive of people who are <u>thoughtful, reflective and creative</u>. They are willing to try new ideas and activities and are more flexible to change. They are adventurous and willing to take risks. On the other hand, people with lower levels of openness are rigid and habitual.
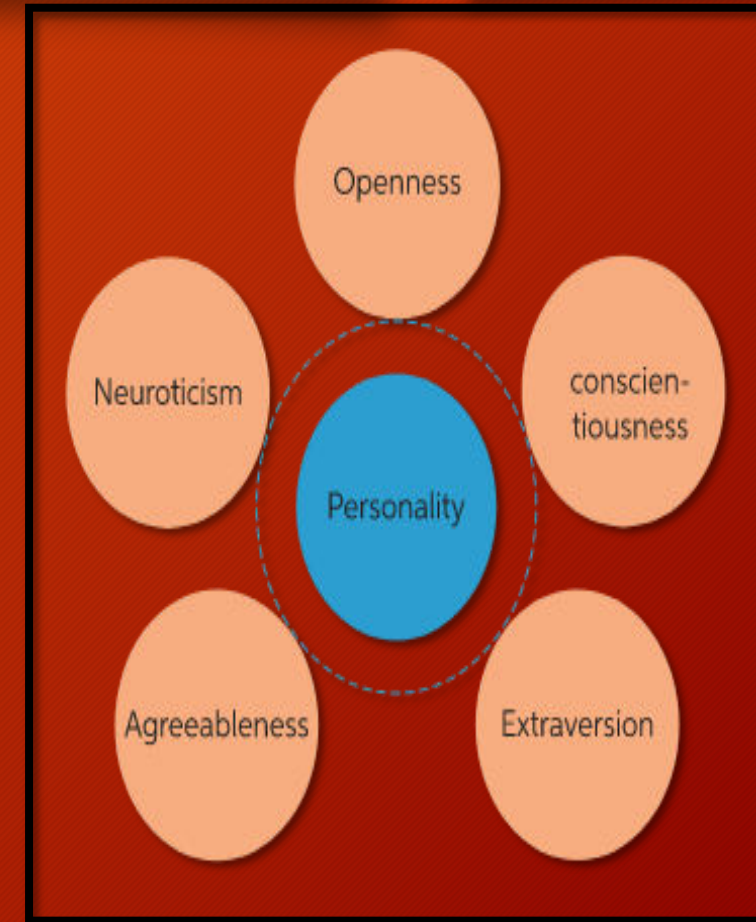
2. Conscientiousness

Conscientiousness refers to a <u>higher sense of responsibility and duty.</u> They are aware of their actions and its consequences. Generally, well organized, they have focused goals and are motivated, diligent and hard working.

3. Extraversion

Extraversion indicates traits such as <u>outgoing, talkative, assertive and energetic behaviour.</u> Those with extraversion traits are sociable and gregarious and usually the center of attraction in a group. They enjoy meeting people and are comfortable with strangers. At the other end of this spectrum is introversion – people who are introverts, shy and prefer meeting a select group of friends.

4. Agreeableness

Agreeableness encompasses those who have <u>higher emotional intelligence</u> and are <u>empathetic and kind</u>. This group are cooperative and well-liked by peer groups. They are the peace makers as they avoid conflicts and confrontations.
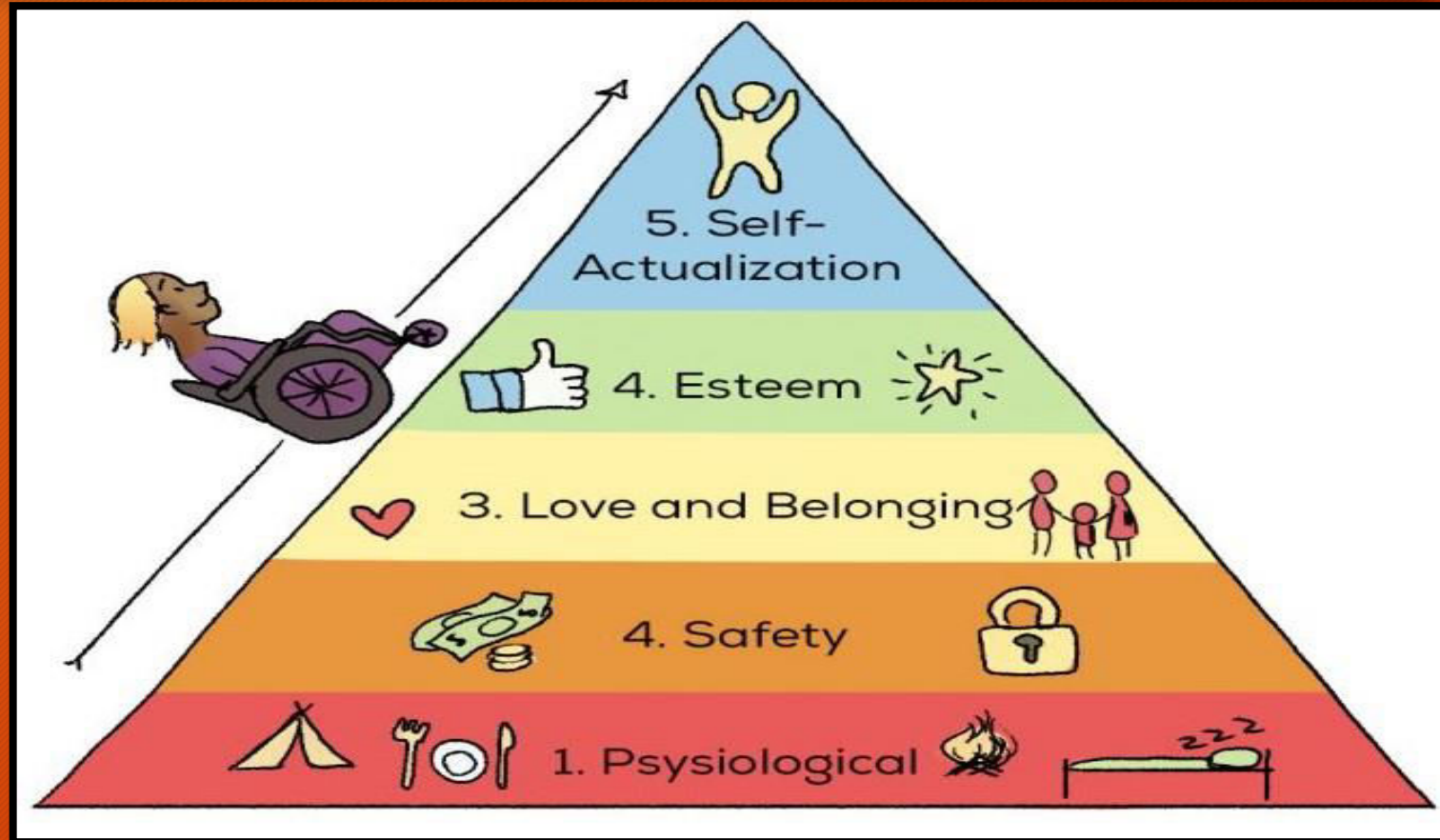
5. Neuroticism

Neuroticism indicates <u>emotional swings and irritability.</u> People in this category of traits over think and are prone to anxiety. They are the ones who will see the glass half empty rather than half full. Frustration, stress and anger governs this personality type.
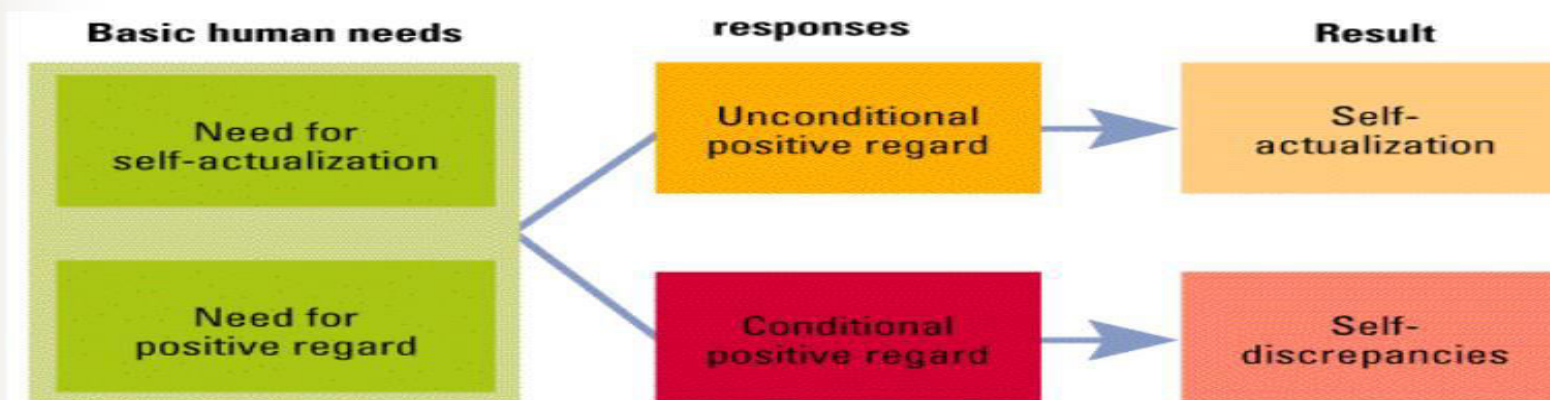
❖ HUMANISTIC THEORY

- **Abraham Maslow's hierarchy of needs**

❖ CARL ROGER'S APPROACH TO PERSONALITY

Carl Rogers' Personality Theory

Basic human needs	responses	Result
Need for self-actualization	Unconditional positive regard	→ Self-actualization
Need for positive regard	Conditional positive regard	→ Self-discrepancies

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

❖ BEHAVIORIST PERSPECTIVE

- The school of behaviourism emerged in the 1910s, led by John B. Watson.

- The behaviourists studied <u>only observable behaviour.</u>

- Their explanations of <u>personality focused on learning.</u> B. F. Skinner, Albert Bandura and Walter Mischel proposed important behaviourist theories.

- The behaviourist's theory is another attempt to explain human personality.

- The behaviourist functions from the position that if a neurotic behaviour can be learned, it can be unlearned.

- **B.F. Skinner**

- According to Skinner, people have consistent behaviour patterns because they have particular kinds of response tendencies. This means that over time, people learn to behave in particular ways. Behaviours that have positive consequences tend to increase, whereas behaviours that have negative consequences tend to decrease.

- Skinner did not think that childhood played an especially important role in shaping personality.

- He thought that personality develops over the entire lifespan. People's responses change as they encounter new situations.

- **Albert Bandura**

- Albert Bandura pointed out that people learn to respond in particular ways by watching other people, who are called models.

- He believed that conditioning is not an automatic, mechanical process. He and other theorists believed that cognitive processes, such as thinking and reasoning, are important in learning. The kind of behaviourism they advocated was called social-cognitive learning.

❖ COGNITIVE PERSPECTIVE

- The cognitive perspective is concerned with "mental" functions such as memory, perception, attention etc.

- It views people as being similar to computers in the way we process information (e.g., input-process-output).

- For example, both human brains and computers process information, store data and have input an output procedure.

- This had led cognitive psychologists to explain that memory comprises of three stages: **encoding** (where information is received and attended to), **storage** (where the information is retained) and **retrieval** (where the information is recalled).

- It is an extremely **scientific approach** and typically uses lab experiments to study human behavior.

❖ LEARNING SKILLS

- Learning skills' is a very broad term used to describe the various skills needed to acquire new skills and knowledge, particularly in a formal learning setting, such as school or university.

- The broad general category is often broken down into sub-categories which commonly include the following: information and communication skills: often including aspects of literacy or literacies thinking and problem-solving skills: particular the development of critical thinking.

❖ ADAPTABILITY SKILLS

- In the simplest form adaptability is the ability to learn new skills in response to evolving circumstances. In more formal terms, adaptability refers to "an individual's ability, skill, disposition, willingness, and/or motivation to change or fit different task, social, or environmental features" (Ploy hart and Bliese, 20062). Adaptability is one of the key life skills that everyone needs.

- Adaptability is a key skill for a more positive and constructive personal life, mental health, professional life, social relations, business, making products and more.