



# Personality

Prepared by  
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# Personality - Concept

- The combination of characteristics or qualities that form an individual's distinctive character.
- People often, confuse personality with grooming and appearance, but they are just part of the bigger picture.
- It includes external appearance and traits, inner awareness of self and person-situation interaction.
- Ideally, it is defined as the characteristic sets of behaviors, cognitions, and emotional patterns that evolve from biological and environmental factors.
- In totality, it could be defined as the sum total of ways in which an individual reacts to and interacts with others.



*Patient vs Impatient*



*Curious vs Unconcerned*



*Courageous vs Cowardly*



*Active vs Passive*



*Generous vs Stingy*



*Self-Sacrificing vs Selfish*



*Optimistic vs Pessimistic*

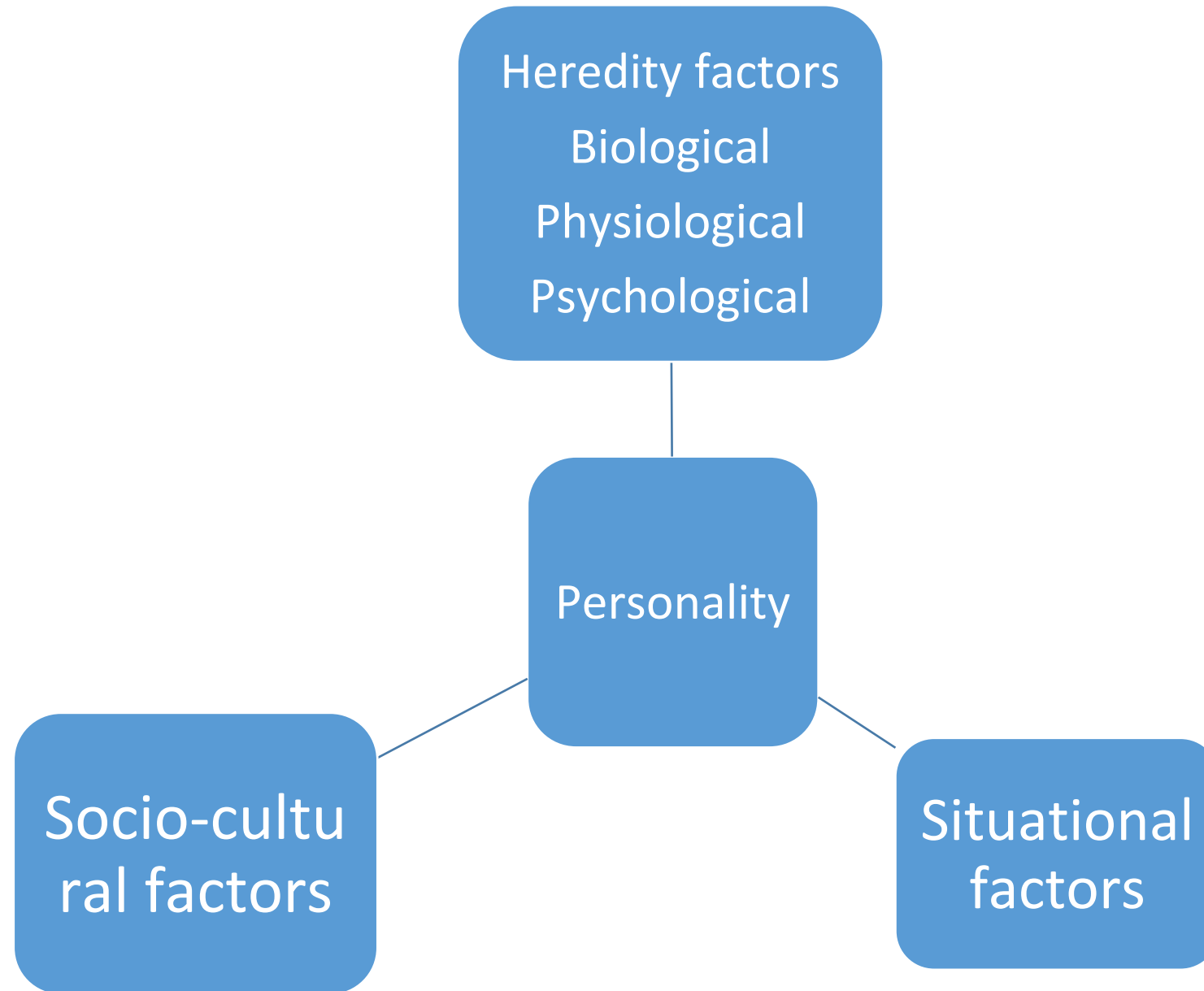


*Compassion vs Cruel*



*Brilliant vs Dull*

# Determinants of Personality



# Personality Traits

- Enduring characteristics that describe an individual's behavior.
- Consistent over a period in diverse situations.





Your friend is very **cruel**.  
Give him some advice  
how to be more  
**kind**.



Your friend is **bad-mannered**.  
Give him some advice  
how to be more  
**polite**.



Your friend is very **trusting**.  
Give him some advice  
how to be more  
**cautious**.



Your friend is very **shy**.  
Give him some advice  
how to be more  
**confident**.



Your friend is very **lazy**.  
Give him some advice  
how to be more  
**hard-working**.



Your friend is very **pessimistic**.  
Give him some advice  
how to be more  
**optimistic**.



Your friend is very **greedy**.  
Give him some advice  
how to be more  
**generous**.



Your friend is very **reserved**.  
Give him some advice  
how to be more  
**sociable**.



Your friend is very **messy**.  
Give him some advice  
how to be more  
**organized**.



Your friend is very **nervous**.  
Give him some advice  
how to be more  
**calm**.



# The Myers-Briggs Type Indicator

- The most widely used P-assessment instrument, it is a 100-question that asks people how they usually feel or act in particular situations.
- As per the results, people will fall under:
  - Extraverted (E) vs Introverted (I)
  - Sensing (S) vs Intuitive (N)
  - Thinking (T) vs Feeling (F)
  - Judging (J) vs Perceiving (P)
- A great tool for increasing self-awareness and providing career guidance, it's often used as a selection tool for job candidates.
- <https://www.16personalities.com/free-personality-test>

# What's Your Personality Type?

Use the questions on the outside of the chart to determine the four letters of your Myers-Briggs type.  
For each pair of letters, choose the side that seems most natural to you, even if you don't agree with every description.

## 1. Are you outwardly or inwardly focused? If you:

- Could be described as talkative, outgoing
- Like to be in a fast-paced environment
- Tend to work out ideas with others, think out loud
- Enjoy being the center of attention

then you prefer

**E**  
Extraversion

- Could be described as reserved, private
- Prefer a slower pace with time for contemplation
- Tend to think things through inside your head
- Would rather observe than be the center of attention

then you prefer

**I**  
Introversion

## 2. How do you prefer to take in information? If you:

- Focus on the reality of how things are
- Pay attention to concrete facts and details
- Prefer ideas that have practical applications
- Like to describe things in a specific, literal way

then you prefer

**S**  
Sensing

- Imagine the possibilities of how things could be
- Notice the big picture, see how everything connects
- Enjoy ideas and concepts for their own sake
- Like to describe things in a figurative, poetic way

then you prefer

**N**  
Intuition

**ISTJ**

Responsible, sincere, analytical, reserved, realistic, systematic. Hardworking and trustworthy with sound practical judgment.

**ISFJ**

Warm, considerate, gentle, responsible, pragmatic, thorough. Devoted caretakers who enjoy being helpful to others.

**INFJ**

Idealistic, organized, insightful, dependable, compassionate, gentle. Seek harmony and cooperation, enjoy intellectual stimulation.

**INTJ**

Innovative, independent, strategic, logical, reserved, insightful. Driven by their own original ideas to achieve improvements.

**ISTP**

Action-oriented, logical, analytical, spontaneous, reserved, independent. Enjoy adventure, skilled at understanding how mechanical things work.

**ISFP**

Gentle, sensitive, nurturing, helpful, flexible, realistic. Seek to create a personal environment that is both beautiful and practical.

**INFP**

Sensitive, creative, idealistic, perceptive, caring, loyal. Value inner harmony and personal growth, focus on dreams and possibilities.

**INTP**

Intellectual, logical, precise, reserved, flexible, imaginative. Original thinkers who enjoy speculation and creative problem solving.

## 3. How do you prefer to make decisions? If you:

- Make decisions in an impersonal way, using logical reasoning
- Value justice, fairness
- Enjoy finding the flaws in an argument
- Could be described as reasonable, level-headed

then you prefer

**T**  
Thinking

- Base your decisions on personal values and how your actions affect others
- Value harmony, forgiveness
- Like to please others and point out the best in people
- Could be described as warm, empathetic

then you prefer

**F**  
Feeling

## 4. How do you prefer to live your outer life? If you:

- Prefer to have matters settled
- Think rules and deadlines should be respected
- Prefer to have detailed, step-by-step instructions
- Make plans, want to know what you're getting into

then you prefer

**J**  
Judging

- Prefer to leave your options open
- See rules and deadlines as flexible
- Like to improvise and make things up as you go
- Are spontaneous, enjoy surprises and new situations

then you prefer

**P**  
Perceiving

**ESTP**

Outgoing, realistic, action-oriented, curious, versatile, spontaneous. Pragmatic problem solvers and skillful negotiators.

**ESFP**

Playful, enthusiastic, friendly, spontaneous, tactful, flexible. Have strong common sense, enjoy helping people in tangible ways.

**ENFP**

Enthusiastic, creative, spontaneous, optimistic, supportive, playful. Value inspiration, enjoy starting new projects, see potential in others.

**ENTP**

Inventive, enthusiastic, strategic, enterprising, inquisitive, versatile. Enjoy new ideas and challenges, value inspiration.

**ESTJ**

Efficient, outgoing, analytical, systematic, dependable, realistic. Like to run the show and get things done in an orderly fashion.

**ESFJ**

Friendly, outgoing, reliable, conscientious, organized, practical. Seek to be helpful and please others, enjoy being active and productive.

**ENFJ**

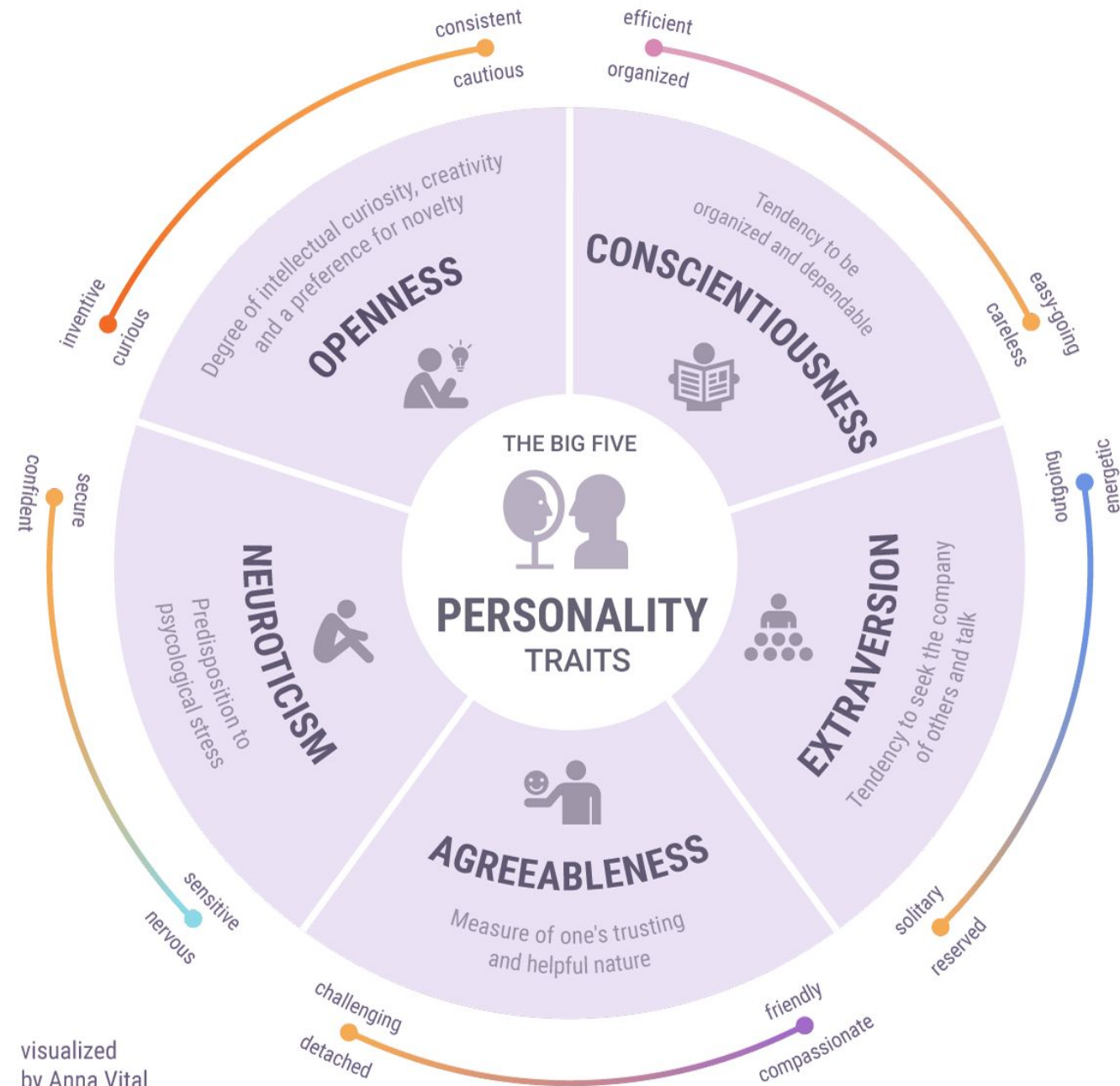
Caring, enthusiastic, idealistic, organized, diplomatic, responsible. Skilled communicators who value connection with people.

**ENTJ**

Strategic, logical, efficient, outgoing, ambitious, independent. Effective organizers of people and long-range planners.



# The Big Five Personality Traits



visualized  
by Anna Vital

Source: J. M. Digman  
Personality Structure: Emergence of the Five-Factor Model

# Major Personality Attributes influencing OB

- **Locus of control:** how strongly people believe they have control over the situations and experiences that affect their lives.
- **Self-esteem:** your overall opinion of yourself — how you feel about your abilities and limitations
- **Self-efficacy:** belief in your own ability to control your own behavior, emotions, and motivations.
- **Self-monitoring:** ability to monitor and regulate self-presentations, emotions, and behaviors in response to social environments and situations.
- **Risk-taking:** ability to accept new ideas more easily and are ready to act.
- **Personality type (Type A and B):** Type A personality is one which is stress-prone, in a hurry, impatient and fast in whatever they do while type B is the opposite. In temperament, short-tempered and even-tempered respectively.
- **Narcissism:** is a condition in which people have an inflated sense of their own importance, a deep need for excessive attention and admiration, troubled relationships, and a lack of empathy for others.
- **Machiavellianism:** denotes cunningness, the ability to be manipulative, and a drive to use whatever means necessary to gain power.

# Common Personality theories

They try to deal with the origin and development of a person's identity and behavior.

- **Psychoanalytic theory:** personality is made up of instincts, such as the want for food or sex, the unconscious, and childhood influences. Id, Ego & Superego.
- **Trait theory:** This theory says that the person is made up of different traits. OCEAN.
- **Humanistic theory:** emphasized the importance of using free will to become the best human a person can possibly be.
- **Social Cognitive theory:** views personality through the lens of our social interactions, so our personality traits interact with our environment to influence behavior.
- <https://www.verywellmind.com/personality-perspectives-2795950>
- <https://www.betterhelp.com/advice/personality/what-are-some-common-personality-theories/>
- <https://bizfluent.com/info-7745856-four-theories-personality.html>

## Psychoanalytic Perspective



**Emphasis:** Childhood experiences  
and the unconscious mind  
**Major theorists:** Freud, Erikson, and Jung

## Humanistic Perspective



**Emphasis:** Psychological growth, free will,  
and personal awareness  
**Major theorists:** Maslow and Rogers

## Trait Perspective



**Emphasis:** Identifying, describing,  
and measuring personality traits  
**Major theorists:** Eysenck, Cattell, McCrae, and Costa

## Social Cognitive Perspective



**Emphasis:** Observational learning, self-efficacy,  
and situational influences  
**Major theorists:** Bandura

# Personality-Job Fit Theory

Personality Type	Personality Traits	Congruent Jobs
Realistic	Stable, Practical etc.	Mechanic, Farmer etc.
Investigative	Analytical, Independent etc.	Economist, Journalist etc.
Social	Friendly, Cooperative etc.	Teacher, Social worker etc.
Conventional	Conforming, Inflexible etc.	Accountant, Bank clerk etc.
Enterprising	Self-confident, Ambitious etc.	Lawyer, Small business manager etc.
Artistic	Imaginative, Impractical etc.	Painter, Musician, Writer etc.



# How do P-tests Predict Behaviour at Work?

- The stated aim of the test is to use “**objective measures of both the job and the candidate**” so as to avoid unconscious biases in the hiring process.
- A personality test is an assessment used by employers to help find a candidate whose character **traits are best suited** for a specific position.
- The pre-employment testing is designed to **reveal particular aspects** of a candidate's personality and **estimate the likelihood** that he or she will succeed in such a position.
- Research shows that if an employee is placed in a position that doesn't match his or her personality, it often leads to **lower engagement** which results in 21 percent lower productivity and about 45 percent higher turnover.