

ASSIGNMENT - 2

Q1. Define personality. Explain in detail determinants of personality.
Ans. Personality is defined as the characteristic set of behaviour, cognition and emotional patterns that evolve from biological and environmental factors.

Personality can be described as the dynamic organization within the individual of those psychological systems that determine his unique adjustments to his environment.

Some of the important determinants of personality are -

- Brain - It is one of the most important personality determinants. It is believed that father and child adopt almost the same types of brain stimulation.

- Physical characteristics - These factors play a vital role in determining one's behaviour in social organization.

Physical characteristics include height, skin tone, weight, hair colour etc.

- Social experiences - A person's social experiences affect coordination, cooperation, family relationships, workplace relationships etc.

- Culture and religion - The culture in which one lives involves traditional practices, norms, customs, procedures, rules and regulations, precedents, values etc.

- Heredity - It is perhaps the most important factor in determining personality, since mostly all other determinants, such as physical characteristics, gender, psychology are passed down through genes.

These factors influence interactions with other

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people, contributing to personality development of an individual.

Q2. With the help of relevant examples, explain big five personality factors.

Ans. Human resources professionals often use the Big Five personality dimensions to help place employees because these dimensions are considered to be the underlying traits that make up an individual's overall personality.

The Big Five personality traits are -

- Openness - Openness reflects the degree of intellectual curiosity, creativity and a preference for novelty. Ex- people prefer to come out of their monotonous routine and seek to learn new things that enhance their knowledge.
- Conscientiousness - A highly conscientious person performs his day-to-day tasks in the most disciplined manner. Ex- their homes are clean and organized, free from any sort of clutter.
- Agreeable - People with this trait are more than happy to help others. It is associated with good behaviour. Ex- Individuals who are helpful, empathic, unselfish, polite and considerate.
- Extraversion - This personality trait has a significant impact on social behaviour. Such people are highly social. They tend to have strong social skills and are extremely friendly. They like interacting with people. Ex- Teachers, politicians and salesperson who enjoy engaging with people.

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- **Neuroticism** - People who show high degree of neuroticism are least stable emotionally. They tend to overreact to little things and get upset easily. Ex. - A person who is moody, worries about things and gets tense, irritated and nervous.

These are five major personality traits that influence the way we have, the career we choose and the lifestyle we lead.

- Q3. Analyse the Freudian stage.
- Ans- The Freudian theory or the psychoanalytical stage developed by Sigmund Freud in 1932, concentrates on psychological development through which a child progresses.

The theory is about personality organizations, the dynamics between the various stages of personality development and the impact this has on the development of human beings' libido. Personality is divided into three elements - the id, the ego and the super ego.

- **ID** - the most primitive part of the three structure, refers to the irrational needs and demands of a person. It focuses on immediate satisfaction and fulfilment of physical basic needs.
- **Ego** - It is the rational and pragmatic part of our personality. It's less primitive than the id and is partly conscious and partly subconscious. The ego develops and becomes active when individuals come into contact with other people.

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- Super ego - It begins to develop from the age of five. The super ego functions to perfect and civilize human behaviour. If properly developed, it ensures that ~~is~~ unacceptable impulses of the id are suppressed.

Freud's life work was dominated by his attempts to find ways of penetrating this often subtle and elaborate camouflage that obscures the hidden structure of personality.

Q4. Differentiate between Neo-Freudian and cognitive stage.
Ans. According to Freud's ~~proposed~~ psychoanalytic theory, personality develops through a series of stages, each characterized by a certain internal psychological conflict.

The Neo-Freudian stage given by Julian Rotter and Albert Bandura emphasized on social learning theory to acquire motives, rewards and punishment. The cognitive stage developed by Swiss psychologist Jean Piaget was based on consciousness which led to the development of an individual's personality.

In the Neo-Freudian stage Erikson ~~founded~~ focused on the need for social rather than sexual adaptation of individuals. He identified eight psychosocial ~~stg~~ stages of development as-

1. Mouth and senses
2. Genitourinary organs and musculature.
3. Locomotion and genitals

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4. Latency development
5. Puberty and adolescence.
6. Early childhood.
7. Young and middle adulthood.
8. Mature adulthood.

The cognitive stage has four intellectual stages as -

1. Sensory motor (0-2 years)
2. Pre-operational (2-7 years)
3. Concrete operational (7-11 years)
4. Formal operational (11 and above years)

Cognitive theory is an approach to psychology that attempts to explain human behaviour by understanding the thought processes, where the primary determinants are emotions and behaviour.