

Personality structure

S.No.	Core traits	Characteristics
1.	External stability	Relaxed, matured, copes well under stressed, secured, happy
2.	Extraversion	Outgoing, sociable, energetic, assertive.
3.	Conscientiousness	Responsible, dependable, persistent, organized, neat
4.	Agreeableness	Friendly, trusting, cooperative, tactful
5.	Intellectual openness	Curious, imaginative, keen on experimenting with new ideas

Personality attributes

1. Locus of control
2. Authoritarianism
3. Machiavellianism
4. Risk propensity.

Locus of control

There are people who believe that they are the masters of their own fate.
Others believe that what happens to such people is because of their bad luck or less chances.

Authoritarian

An authoritarian personality is very poor in judging others. This type of personality will not meet where tact, ability to adapt to situations and individual feelings are involved.

Machiavellianism

It is named after Machiavelli who wrote "How to gain and manipulate power." Machiavellian individual will exhibit pragmatism, maintain distance and believes that end justifies means.

Risk propensity

Individuals with a high risk propensity will take immediate actions and use less information. Managers should align employee risk taking ability with job demands.

Stages of personality development

E. Ruch describes personality development as "the process by which the child gradually acquires pattern of overt behaviour, thinking, problem solving and above all the motives, emotions, conflicts and the ways of coping with conflicts that will make up his adult personality."

The stages of personality development are as follows-

1. Psycho-analytical stage / Freudian stage.
2. Neo-Freudian stage
3. Cognitive stage.

Assignment 2

- Q1. Define personality. Explain in detail determinants of personality.
- Q2. With the help of relevant example, explain the big five personality factors.
- Q3. Analyze the Freudian stage.
- Q4. Differentiate b/w Neo-Freudian stage & cognitive stage.