

Personality

ENDURING ISSUES

Diversity

The concept of personality implies that our behavior differs in significant ways from that of other people.

Person–Situation

Behavior in part reflects our personality as opposed to the situations in which we find ourselves.

Nature–Nurture

To what extent is personality a result of inheritance, rather than a reflection of life experiences?

Stability–Change

To what extent does personality change as we grow

Cultural Influence on Personality

Individualistic Cultures

- Define self as autonomous, independent of groups
- Give priority to individual, personal goals
- Value independence, leadership, achievement
- Give more weight to individual's attitudes and preferences, than to group norms to explain behavior
- Attend to the benefits and costs of relationships; if costs exceed advantages, a person is likely to drop a relationship

Collectivist Cultures

- Define self as an interdependent part of a group
- Give priority to needs and goals of group
- Value group harmony, duty, obligation, security
- Give more weight to group norms than individual attitudes to explain behavior
- Attend to needs of group members; if relationship is beneficial to group, but costly to individual, the individual is likely to stay in the relationship

STUDYING PERSONALITY

Personality

- Individual's unique pattern of thoughts, feelings, and behaviors persistent over time and across situations

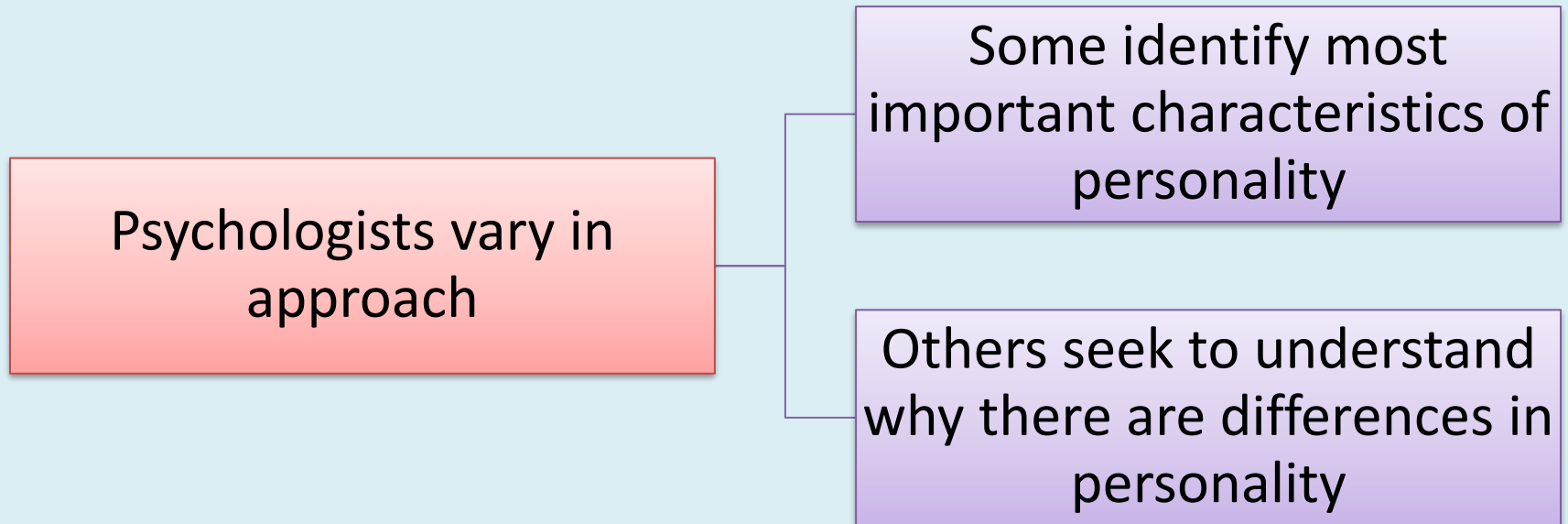
What is Personality?

Personality has been said as a pattern of enduring characteristics that produce consistency and individuality in a person.

According to David G. Myers, Personality is defined as an individual's characteristic pattern of thinking and feeling.

Personality psychologists Study how groups or types of people differ and how the unique individual can be defined as unique patterning of behavioural and mental processes that characterise an individual and individual's interaction with the environment.

STUDYING PERSONALITY



PSYCHODYNAMIC THEORIES

Psychodynamic theories

- Behavior is a product of internal psychological forces that often operate outside our conscious awareness

Psychodynamics

- Study of psychic energy and way that it is transformed and expressed in behavior

PSYCHODYNAMIC THEORIES

Psychodynamic theorists disagree about the exact nature of this psychic energy

Five propositions central to all psychodynamic theories

PSYCHODYNAMIC THEORIES



ONE

- Much of mental life is unconscious; as a result, people may behave in ways that they themselves do not understand

TWO

- Mental processes (such as emotions, motivations, and thoughts) operate in parallel and thus may lead to conflicting feelings

THREE

- Not only do stable personality patterns begin to form in childhood, but early experiences also strongly affect personality development

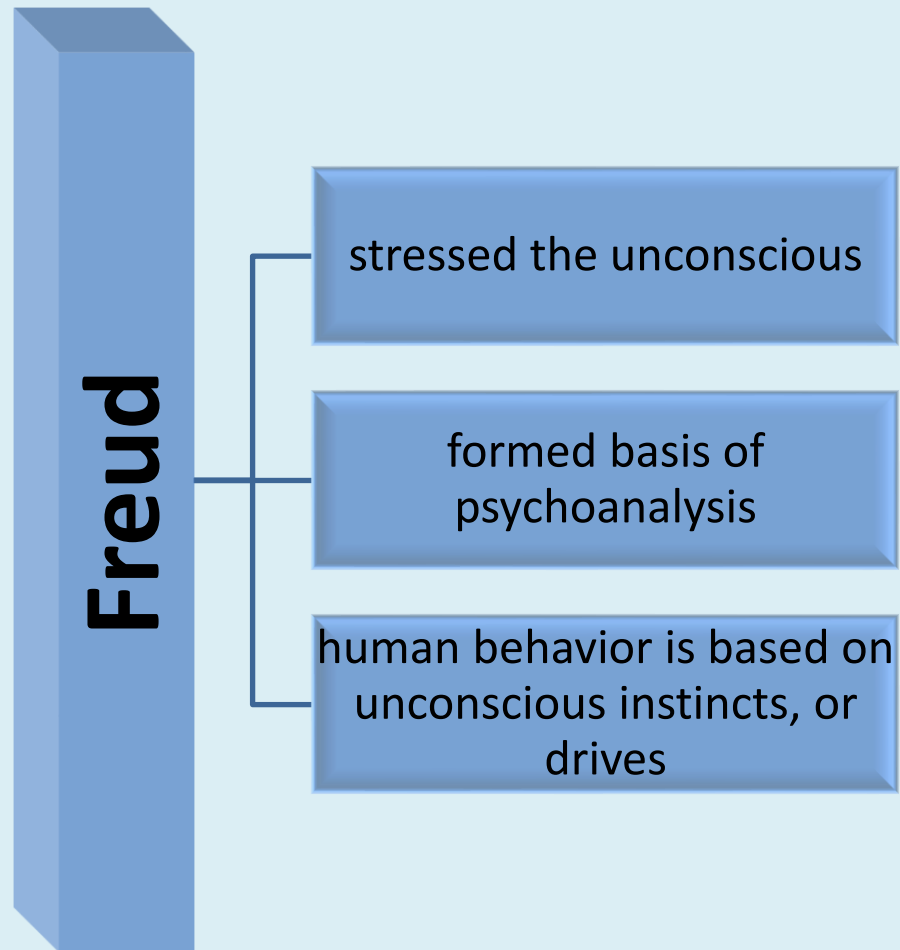
FOUR

- Our mental representations of ourselves, of others, and of our relationships tend to guide our interactions with other people

FIVE

- Personality development involves learning to regulate aggressive feelings as well as becoming socially interdependent rather than dependent

Sigmund Freud



Instincts



Some instincts are
aggressive and
destructive

The diagram features two large, orange, three-dimensional arrows pointing in opposite directions. The left arrow points left and contains the text 'Some instincts are aggressive and destructive'. The right arrow points right and contains the text 'Other instincts are necessary to the survival of the individual and the species'. The arrows are positioned side-by-side, with their shafts overlapping in the center. Both arrows cast a soft, grey shadow onto the light blue background.

Other instincts are
necessary to the survival
of the individual and the
species

Structure of Personality: Freud

Personality

formed around id, ego, and superego

Structure of Personality: Freud

Id

consists of all
unconscious
urges and desires
that continually
seek expression

only structure
present at birth

operates
according to the
pleasure principle

Structure of Personality: Freud

Ego

mediates between environmental demands (reality), conscience (superego), and instinctual needs (id)

operates partly consciously, partly preconsciously, and partly unconsciously

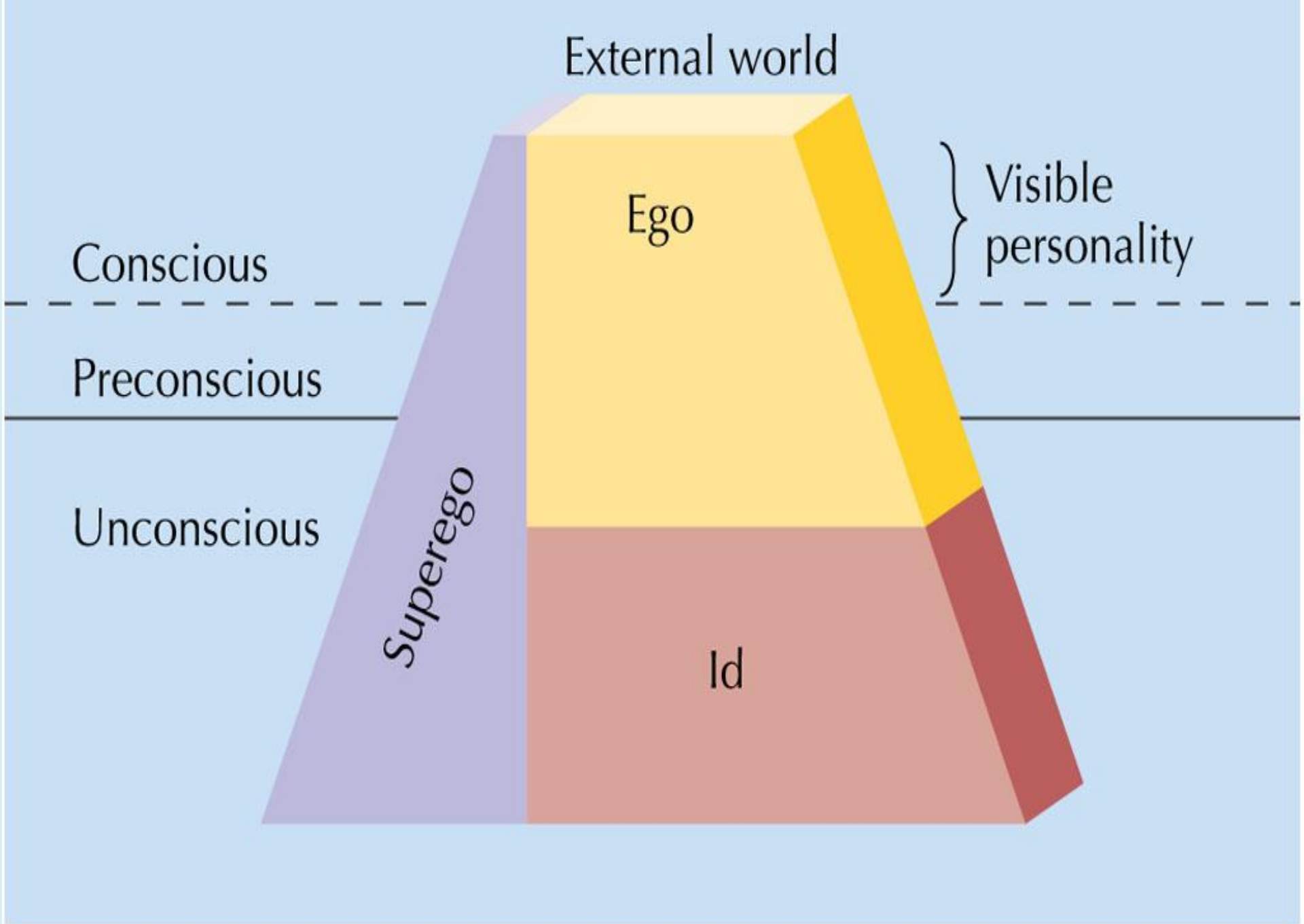
operates by reality principle

Structure of Personality: Freud

Superego

social and parental
standards the
individual has
internalized

Works on Moral
principle



Ego Defense Mechanisms

- Freud proposed that ego uses several defense mechanisms to minimize anxiety produced by demands of id, dictates of super ego and external threats.
- Identification
- Sublimation
- Repression
- Regression
- Denial
- Projection
- Reaction Formation
- Rationalization

Defense Mechanisms



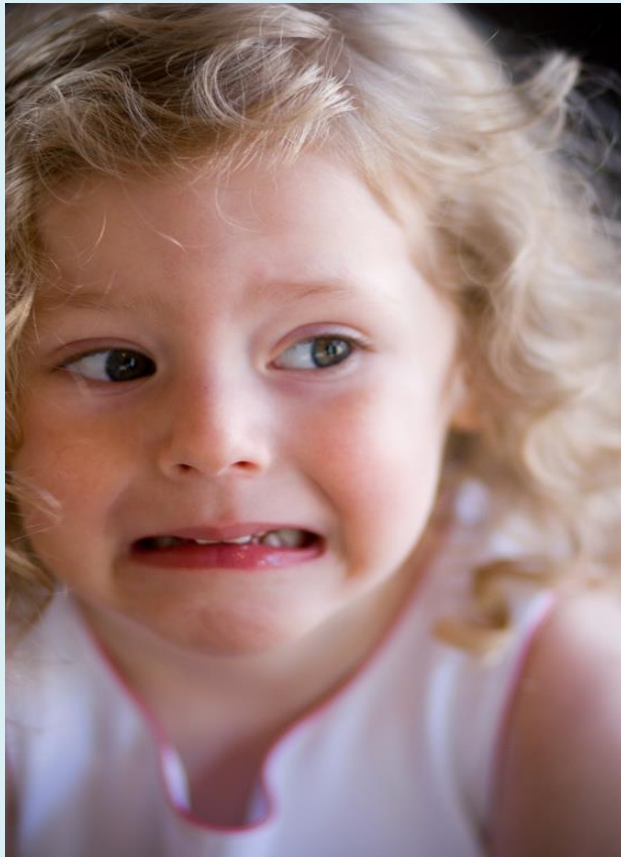
- Definition: A mental maneuver that one consciously or unconsciously chooses to use to distort or falsify the truth of one's experience in order to protect oneself from feeling painful emotions like shame, guilt, or anxiety.

RATIONALIZATION



- Occurs when we tell an element of the truth, but deny the larger truth of the matter.
- For example, “I could have won the race but the track was wet.” The larger truth was that someone was faster.
- “I got fired, but the boss was a jerk.” Failures are a threat to the ego rationalization doesn’t hurt as bad.

REGRESSION



- When adult defense mechanisms stop working for us, we regress to a personality we had at childhood.
- For example, when an adult doesn't take responsibility, he says, "It's not my fault, it's her fault."
- Immature patterns of behavior emerge such as bragging.

REPRESSION



- The person forces the unacceptable or threatening feeling out of awareness to a point where he/she becomes unaware of it.
- Examples could be a simple reprimand or as serious as a rape.
- A person is asked, “how do you get along with your mother” and he responds, “just fine” as he turns pale. Negative feelings about the mother are so unacceptable that they block his awareness.

DENIAL



- The person doesn't acknowledge the validity of the matter but acknowledges its presence. They oppose force with force.
- For example, the alcoholic expresses, "I may like to drink, but I'm not an alcoholic."
- Or a smoker concludes that the evidence linking cigarette use to health problems is bogus.

SUPPRESSION



- The person is aware of the unacceptable desire and validates it but intentionally tries to keep it from expressing itself.
- For example, “I know I’m an alcoholic so I’m going on the wagon.”
- An introvert is conditioned to be an extrovert.
- He often suppress anger.

PROJECTION



- The person attributes one's own perceived negative attributes onto someone else.
- For example, Bill blames the instructor for a bad grade when he didn't study.
- Sara says, "You envy me," when Sara really envies the other person.
- Sam cheats on his spouse and blames the spouse for cheating.

Reaction Formation

An example of reaction formation would be treating someone you strongly dislike in an excessively friendly manner in order to hide your true feelings.

You try out for the basketball team and don't make it but say you didn't want to be on that team anyway.

- Occurs when we express an unacceptable impulse by transforming into the opposite.
- reduces anxiety by taking up the opposite.

Sublimation

*Example, a person experiencing extreme anger might take up kick-boxing as a means of venting frustration

- ▣ Occurs when the ego replaces an unacceptable impulse with a socially approved course of action.
- ▣ **Sublimation** is a defense mechanism that allows us to act out unacceptable impulses by converting these behaviors into a more acceptable form. Freud believed that sublimation was a sign of maturity that allows people to function normally in socially acceptable ways

Identification

Identification is an ego defense or mental mechanism through which an individual, in varying degree, makes himself or herself like someone else; he identifies with another person. This results in the unconscious taking over of various elements of another

Carl Jung

Carl Jung

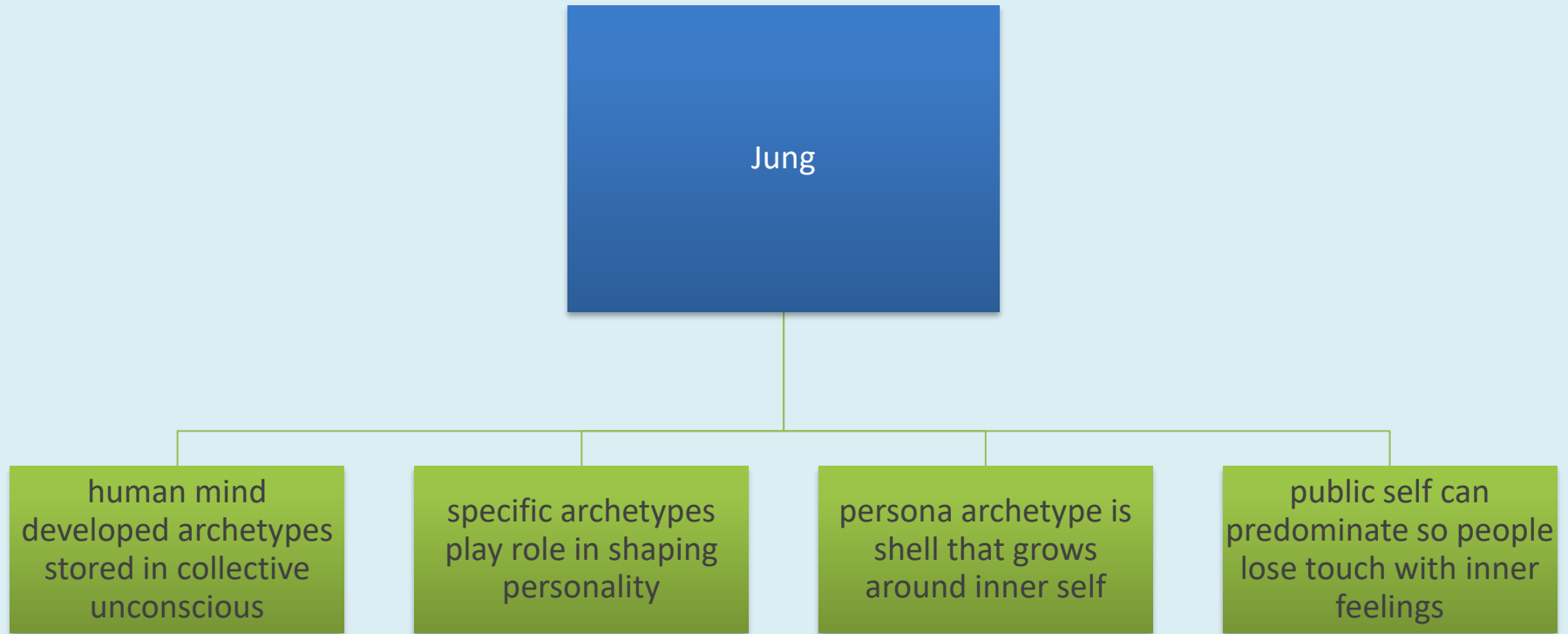
unconscious is ego's source of strength and vitality

unconscious consists of personal unconscious and collective unconscious

personal unconscious includes repressed thoughts, forgotten experiences, and undeveloped ideas

collective unconsciousness inherited and common to all members of species

Carl Jung



Carl Jung

General attitude types

- Extraverts
- Introverts

Actions on perceptions

- rational individuals
- irrational individuals

Differences between Freud and Jung's Approach

Freud emphasized primacy of repressed desires and instincts, while Jung stressed people's rational and spiritual qualities

Freud considered development to be shaped in childhood, Jung thought psychic development comes to fruition only during middle age

Alfred Adler

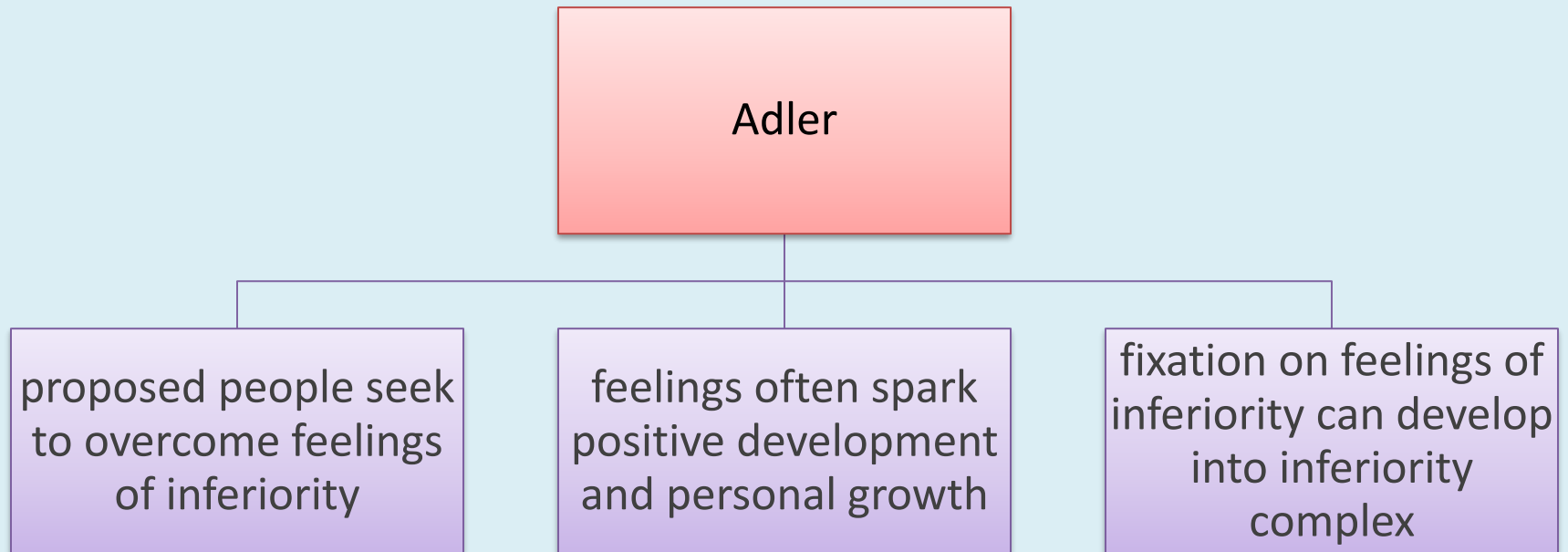
Alfred Adler

disagreed conflict between id and superego

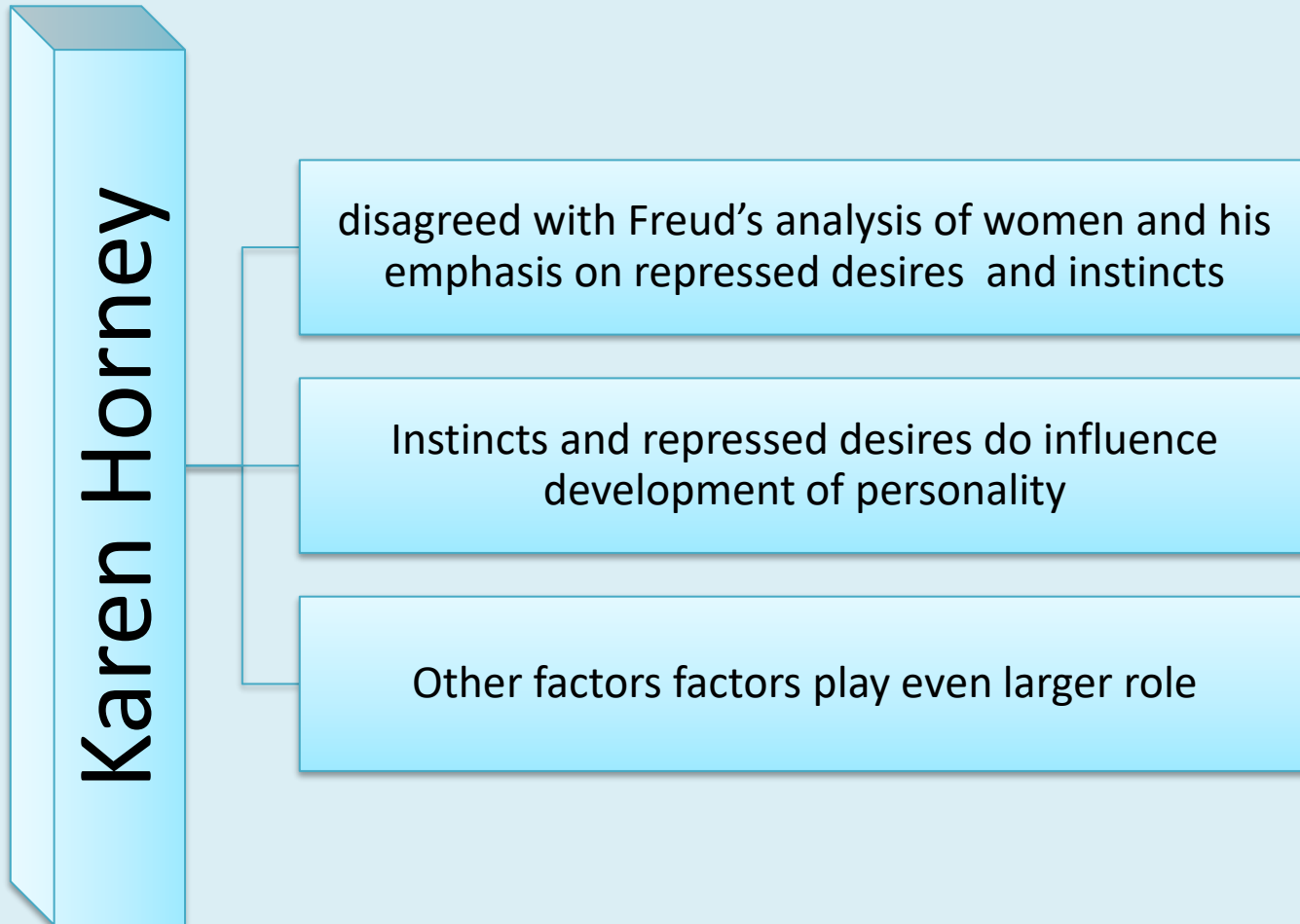
people possess innate positive motives and strive for personal and social perfection

personality develops through compensation

Alfred Adler



Karen Horney



Karen Horney

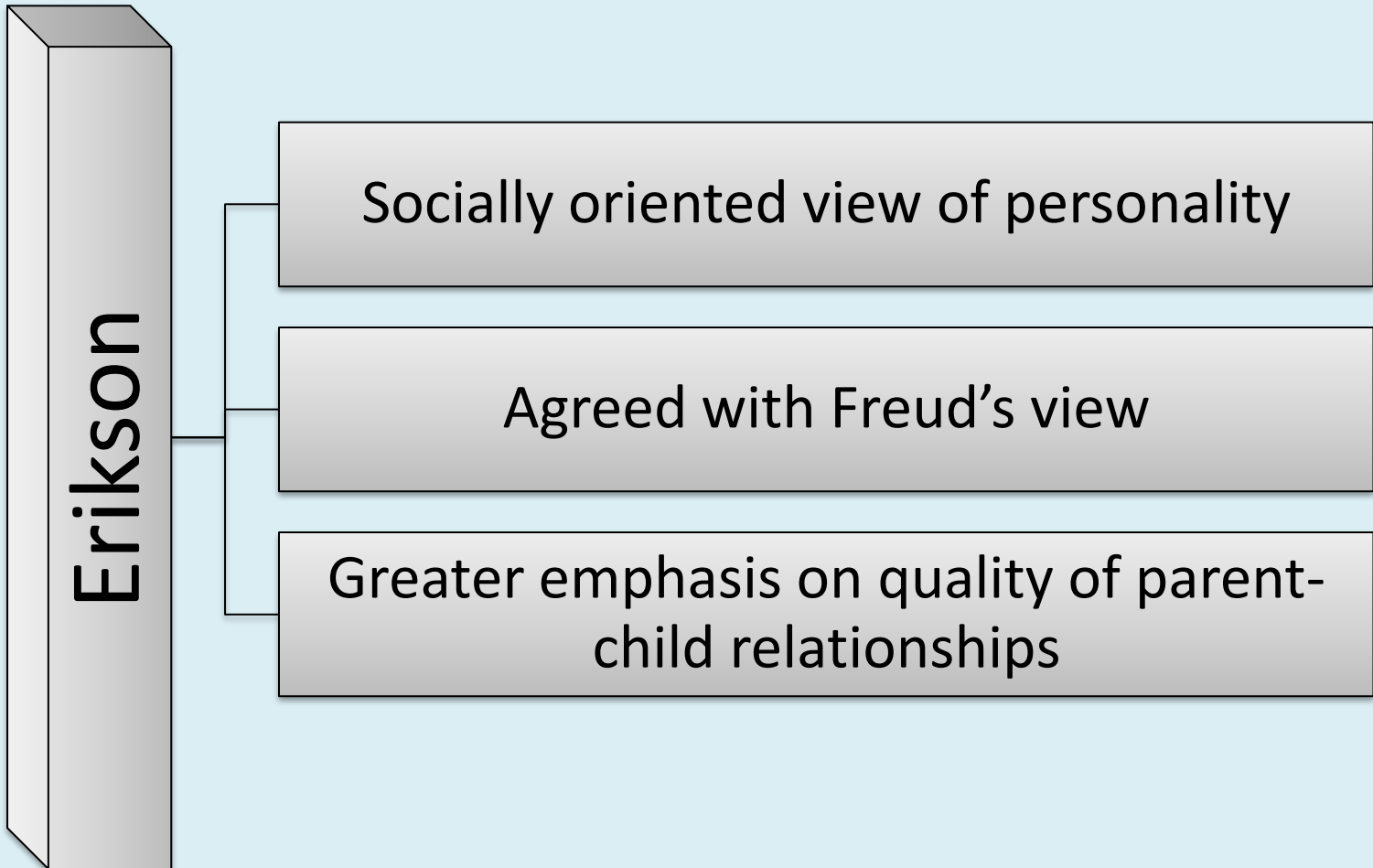
Less well-adjusted people and anxiety

- Neurotic lifestyle and personal independence
- Submitting to others and safety
- Basic feelings of insecurity and hostile and domineering manner or withdrawal

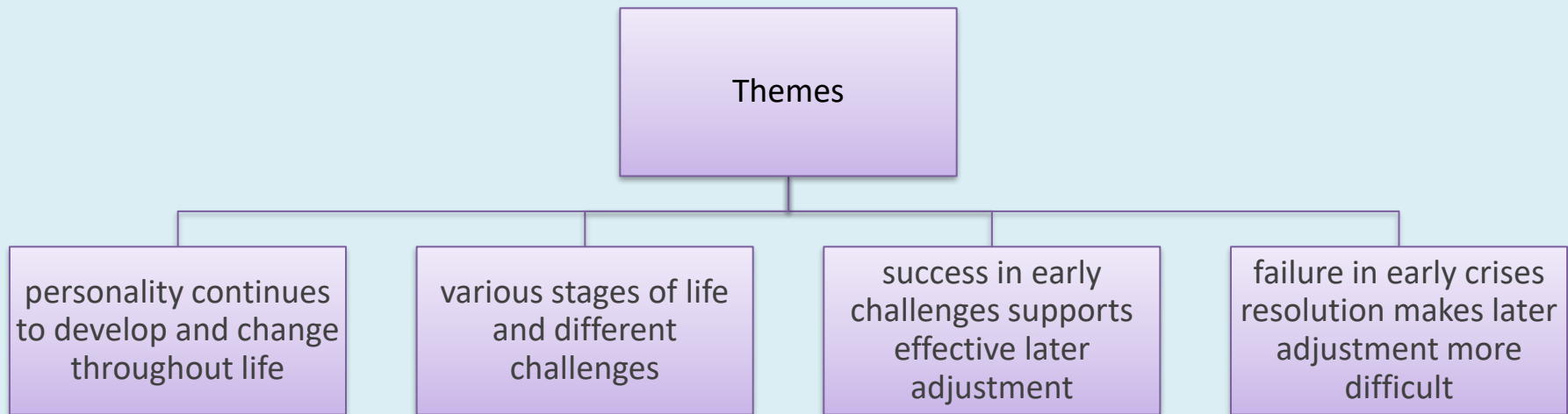
Well-adjusted people and anxiety

- Not trapped in neurotic lifestyles,
- Childhood environment satisfied basic emotional needs

Erik Erikson



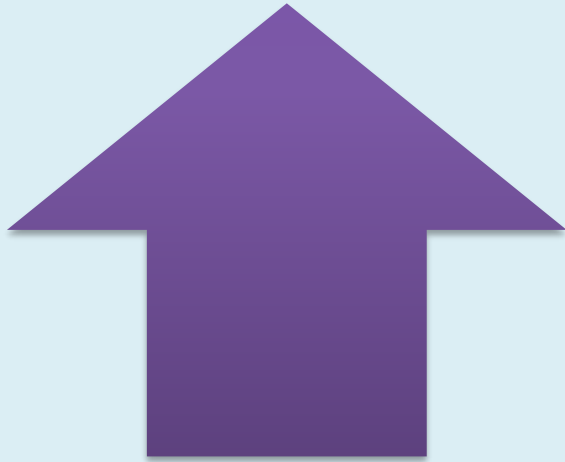
Erik Erikson



Erikson's Eight Stages of Personality Development

Erikson's stages of personality development									
Freud's stages of personality development	Stage	1	2	3	4	5	6	7	8
	Oral	Basic trust vs. mistrust							
	Anal		Autonomy vs. shame, doubt						
	Phallic			Initiative vs. guilt					
	Latency				Industry vs. inferiority				
	Genital					Identity vs. role confusion			
	Young adulthood						Intimacy vs. isolation		
	Adulthood							Generativity vs. stagnation	
	Maturity								Ego integrity vs. despair

Evaluating Psychodynamic Theories



Support

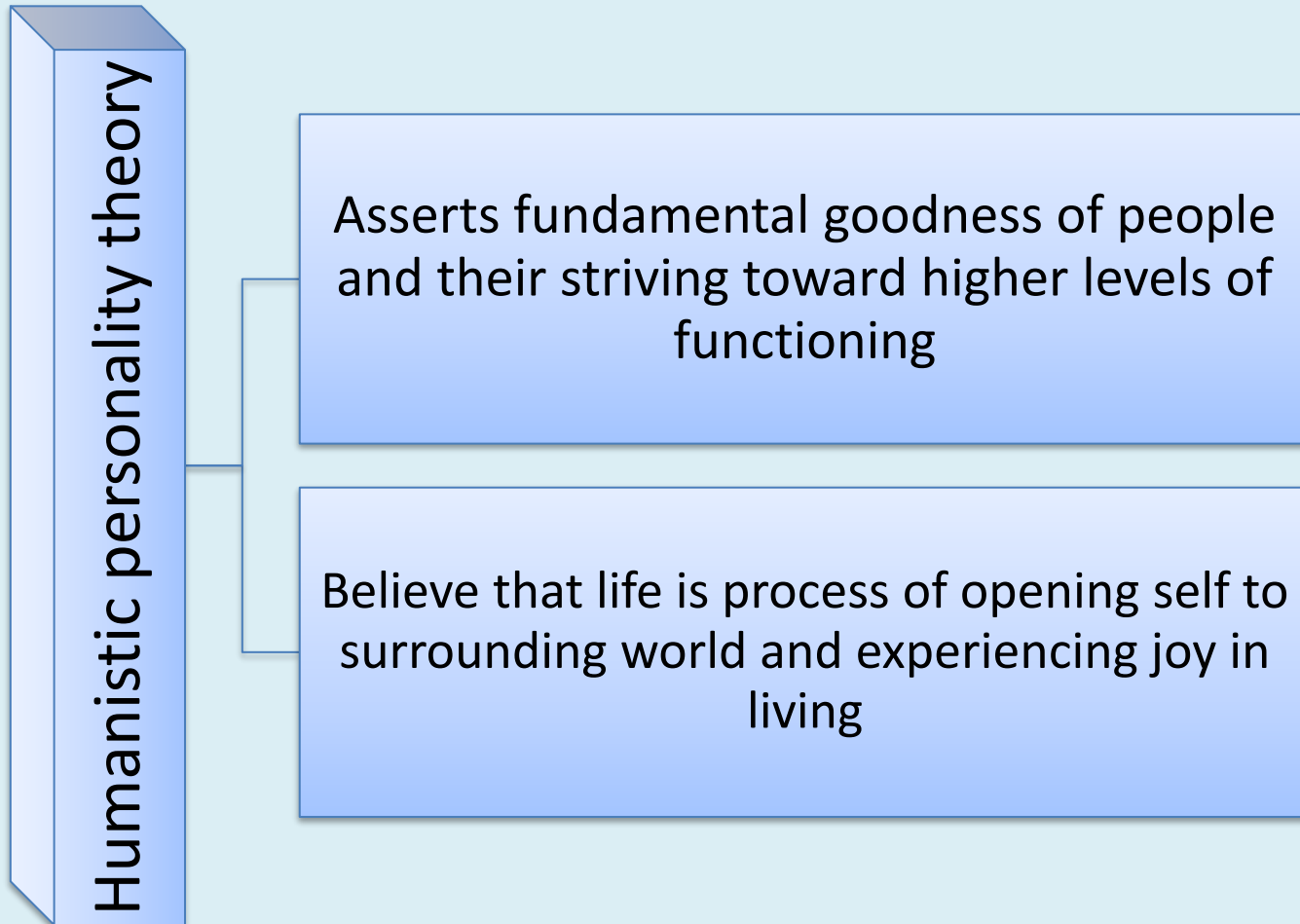
- Some of Freud's concepts fundamentally changed the way people view themselves and others
- Freud's theory has received limited confirmation from research



Criticism

- Some contend Freudian theory reflects a sexist view of women
- Psychodynamic views lack a scientific basis

HUMANISTIC PERSONALITY THEORIES

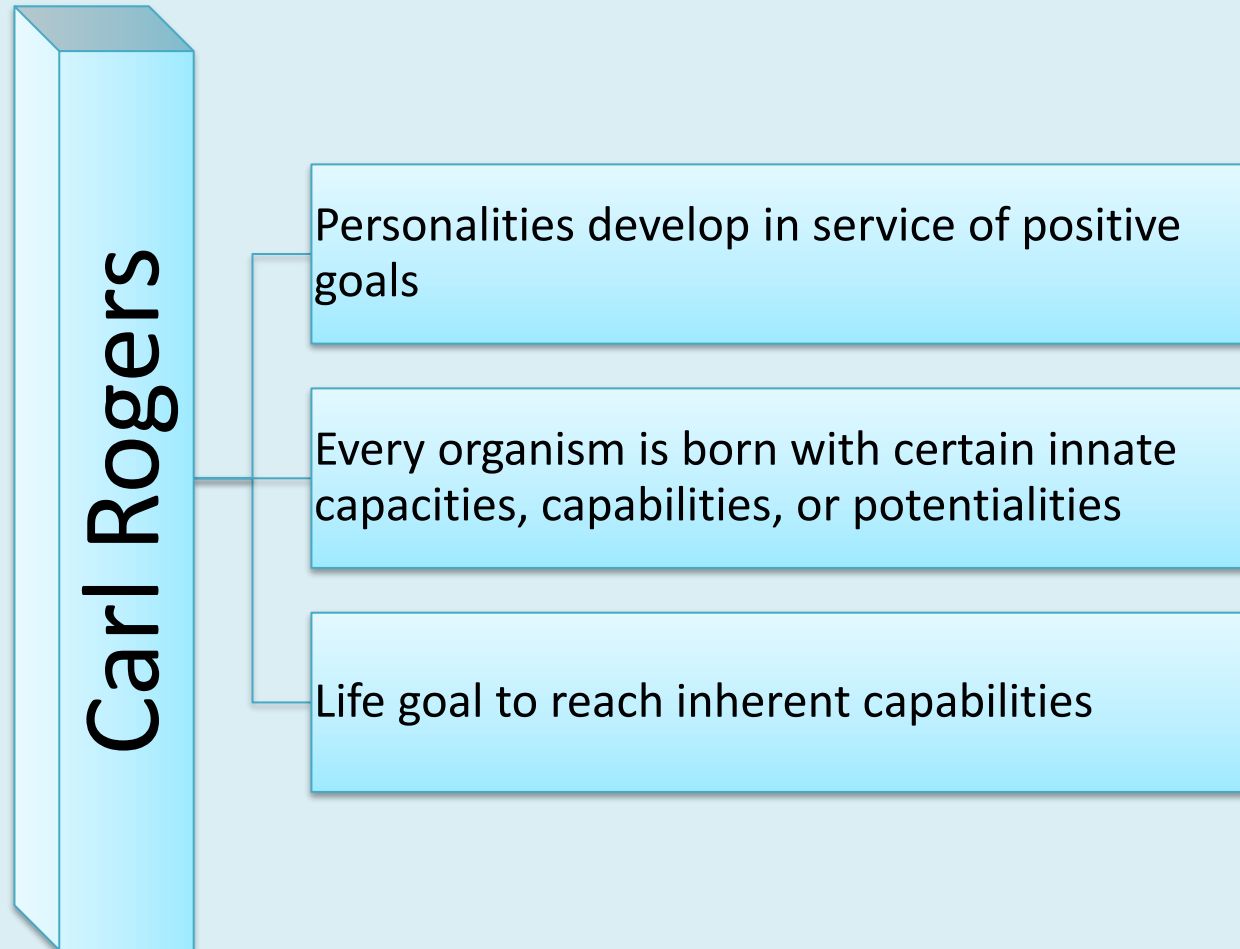


HUMANISTIC PERSONALITY THEORIES

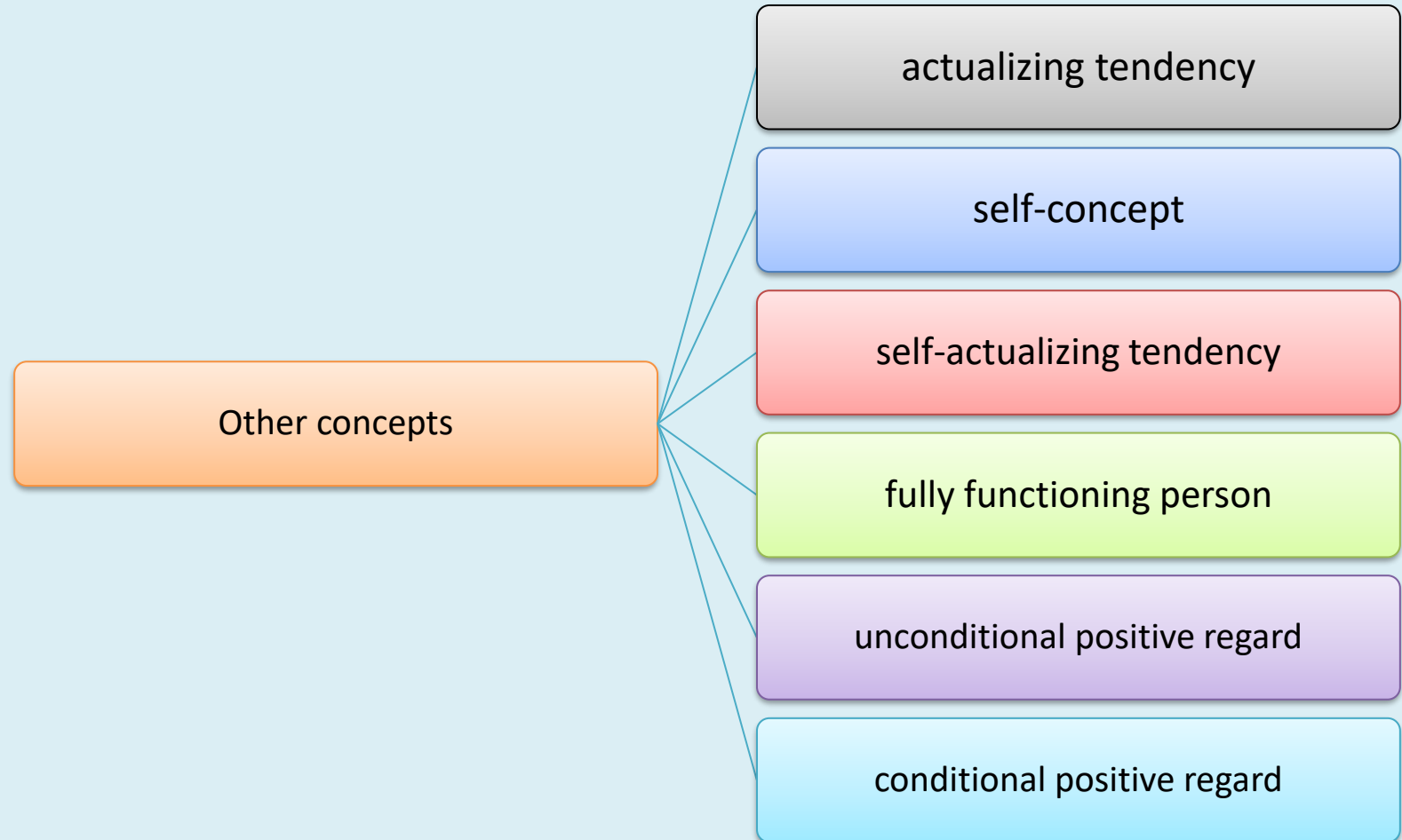
Assumptions

- Stress potential for growth and change in present, rather than dwelling on past actions or feelings
- Believe given reasonable life conditions, people will develop in desirable directions
- Abraham Maslow's theory of hierarchy of needs leads to self-actualization

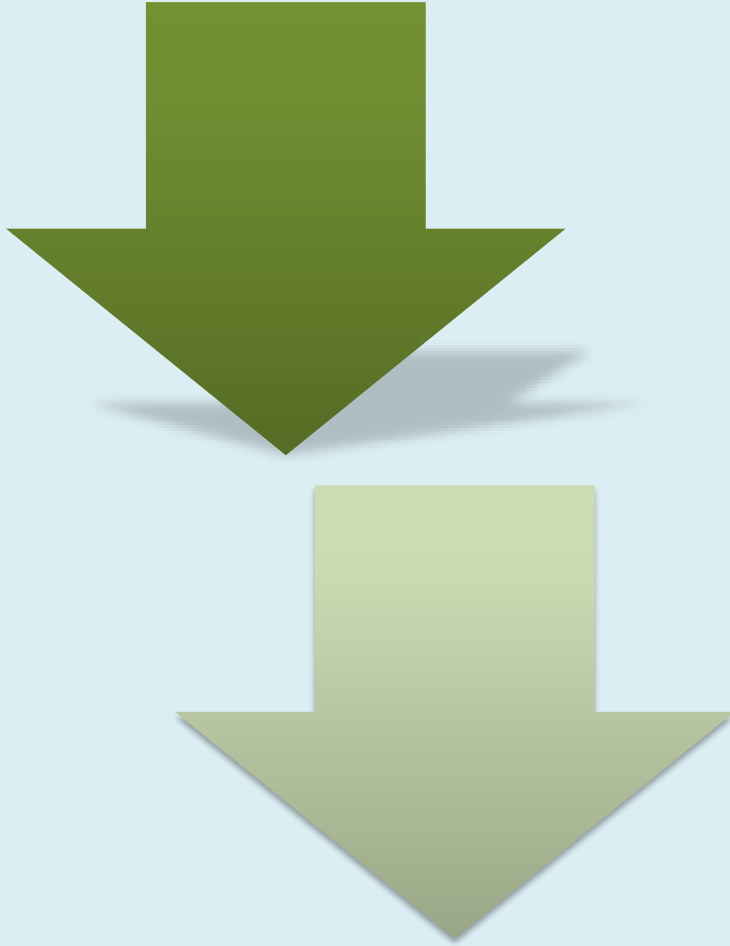
Carl Rogers



Carl Rogers



Evaluating Humanistic Theories



Criticism

- Central tenet of most humanistic personality theories difficult to verify scientifically
- Theories present overly optimistic view of human beings and fail to consider evil in human nature
- View fosters self-centeredness and narcissism and reflects Western values

TRAIT THEORIES

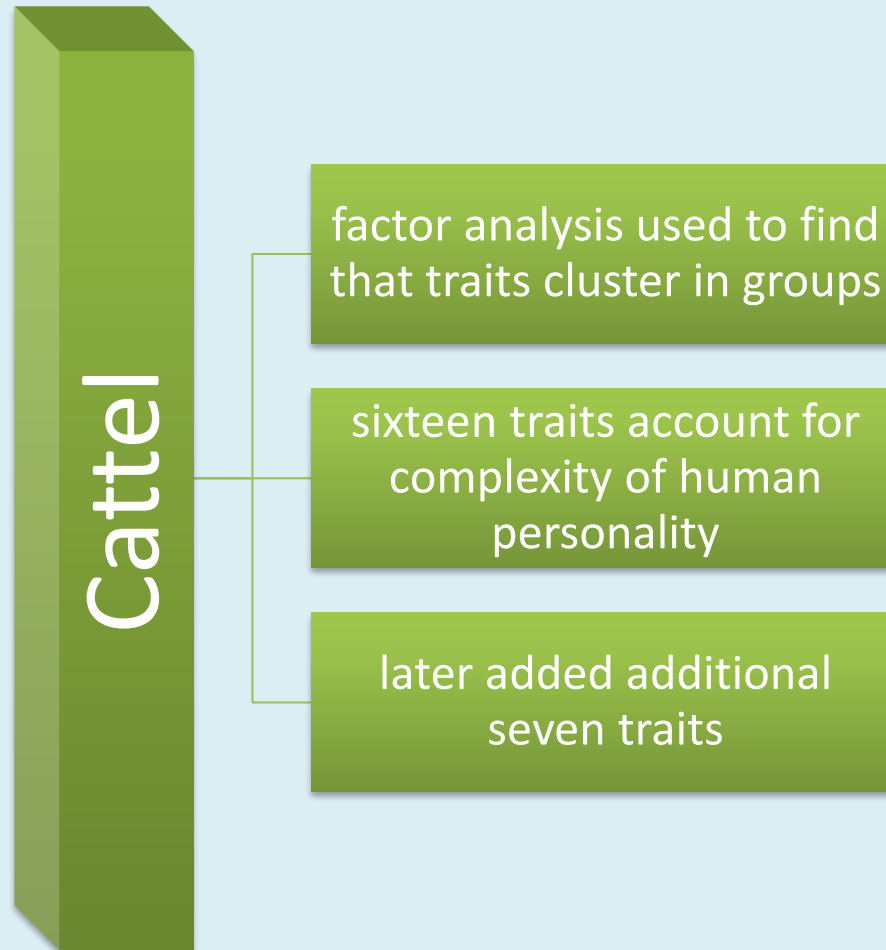
Personality traits

- dimensions or characteristics on which people differ in distinctive ways
- approximately 200 stable and enduring personality characteristics

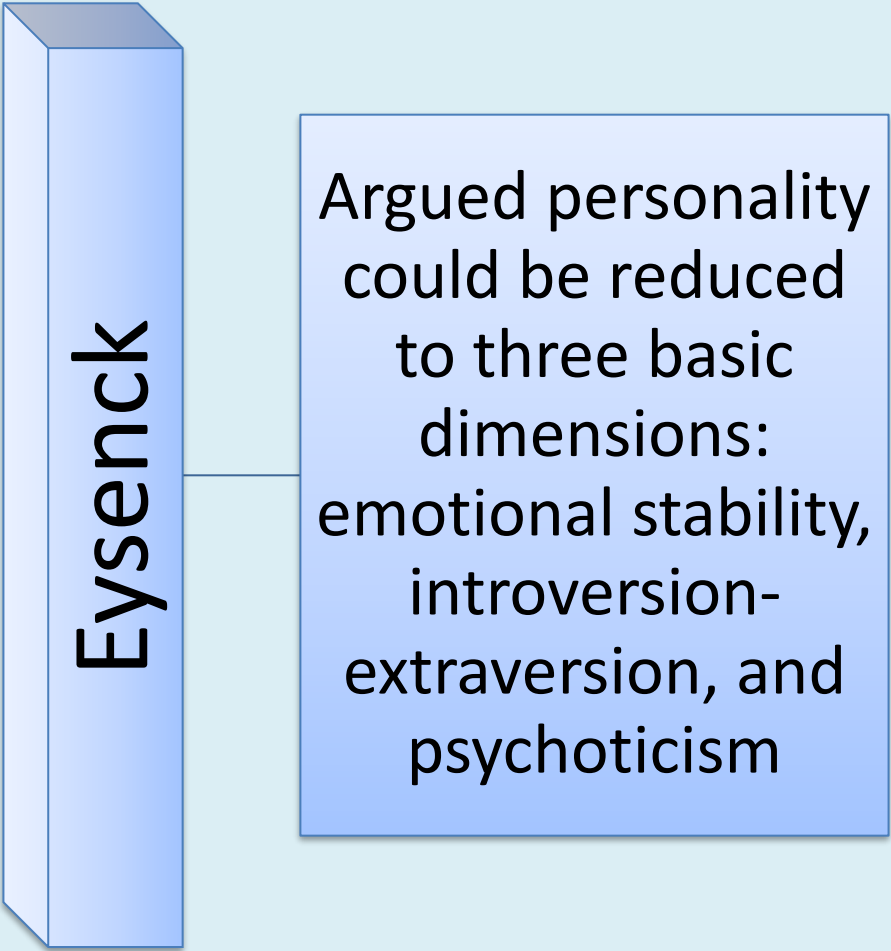
Trait theories

- focus on differences in personality traits

TRAIT THEORIES



TRAIT THEORIES



Eysenck

Argued personality could be reduced to three basic dimensions: emotional stability, introversion-extraversion, and psychoticism

The Big Five

Costa and McCrae

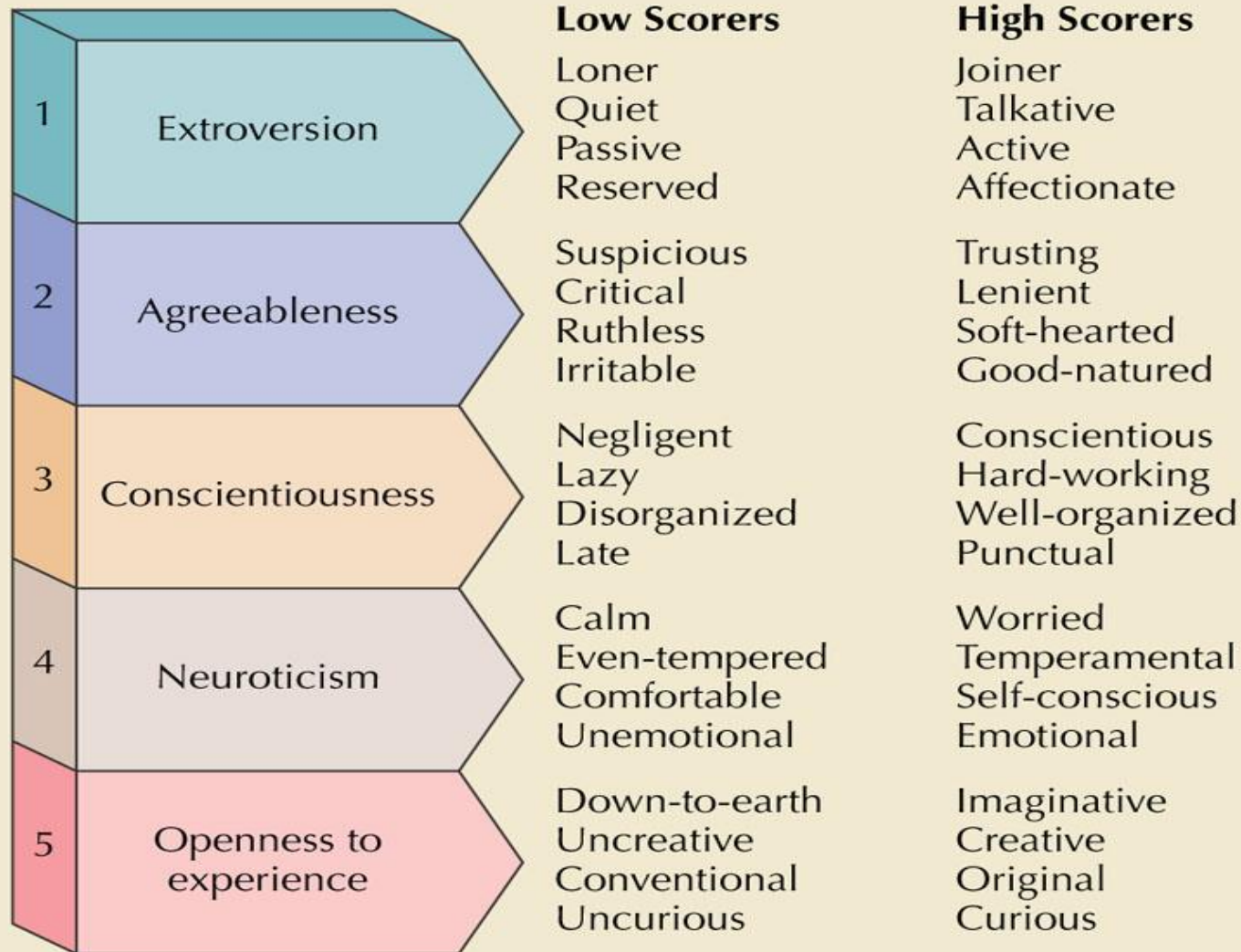
Big Five personality dimensions, or five-factor model

personality consists of five basic dimensions: extraversion, agreeableness, conscientiousness, neuroticism, and openness

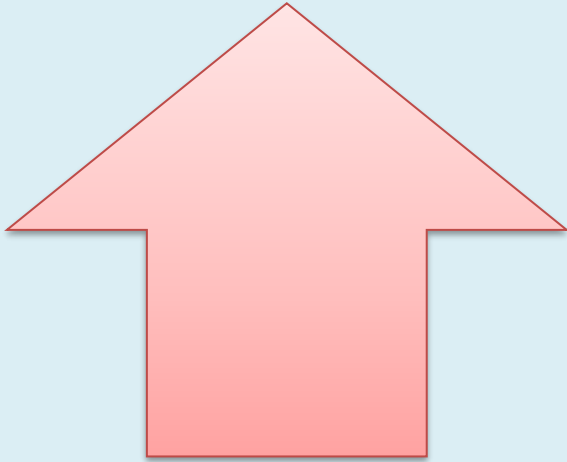
these five dimensions capture most salient dimensions of human personality

model may have some important real-world applications

Big Five Personality Traits

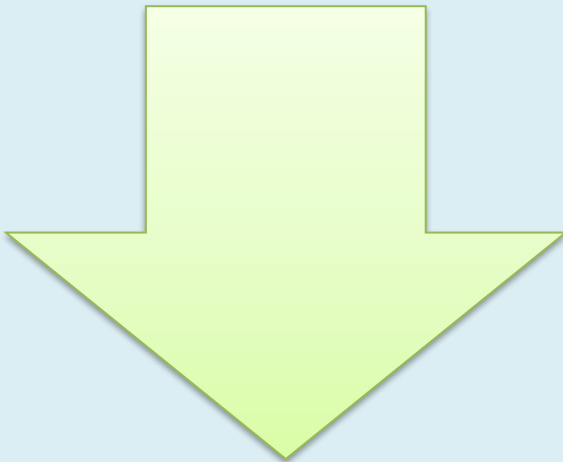


Evaluating Trait Theories



Support

- Considerable commonsense appeal
- Scientifically easier to study personality
- Well supported by research
- Primarily descriptive: not causal



Criticism

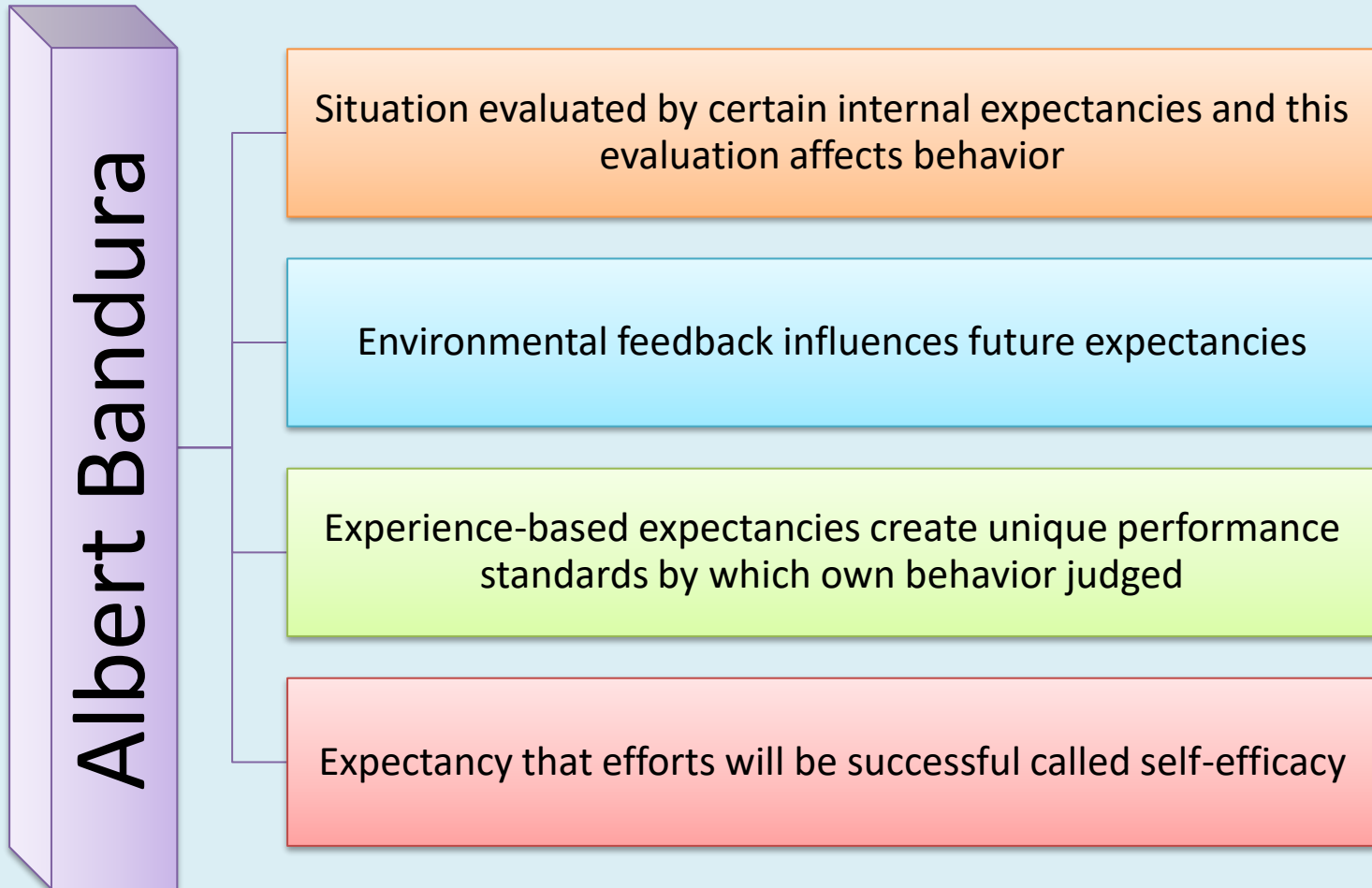
- Dangerous to reduce human complexity to a few traits
- Some disagreement about whether five-factor model is best way to describe basic traits of personality

Cognitive-Social Learning Theories

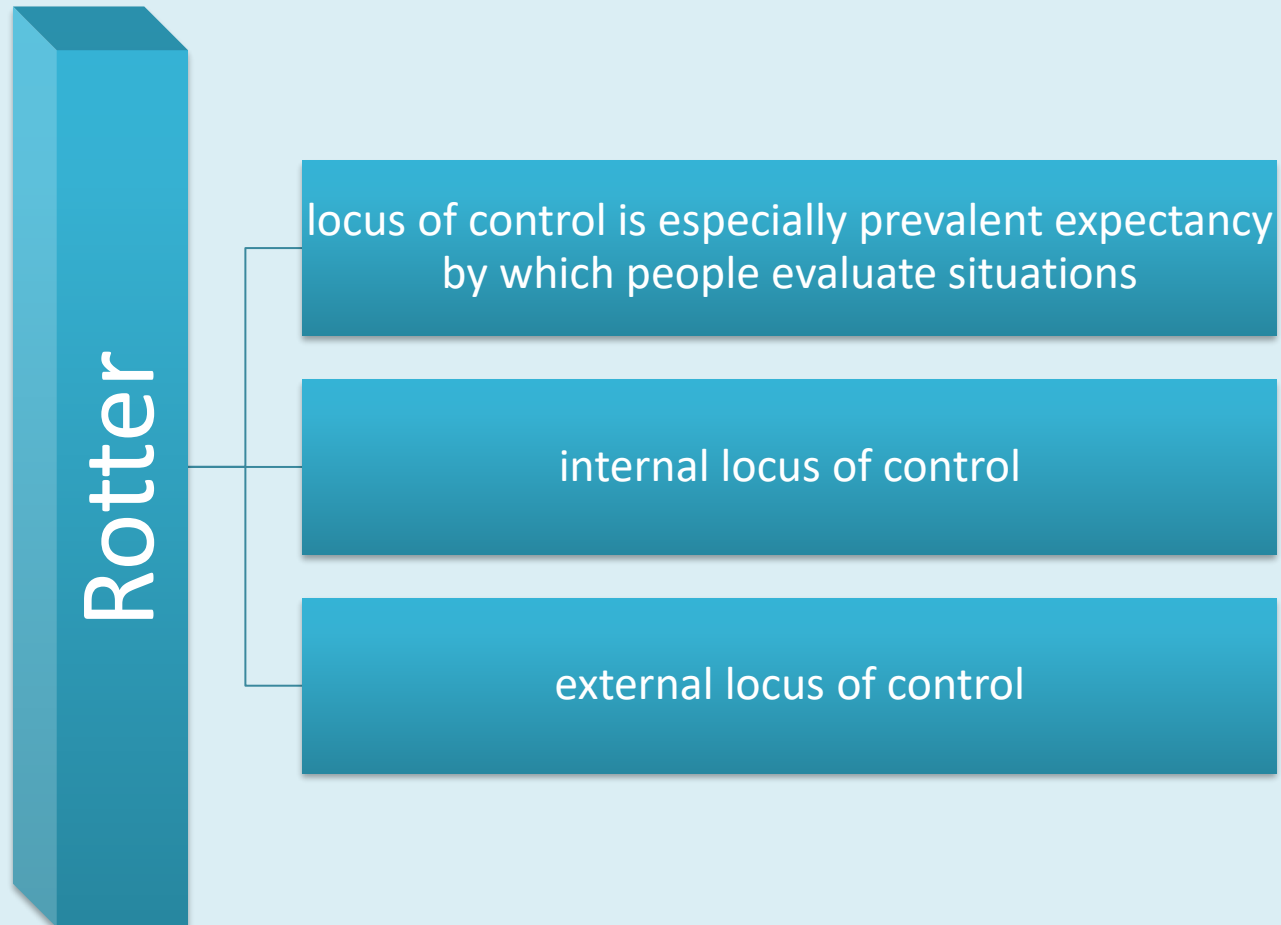
Cognitive-social learning theories

- view behavior as product of interaction of cognitions, learning and past experiences, and immediate environment

Expectancies, Self-Efficacy, and Locus of Control



Expectancies, Self-Efficacy, and Locus of Control



Expectancies, Self-Efficacy, and Locus of Control

Bandura and Rotter

- try to combine personal variables with situational variables
- believe expectancies become part of explanatory style, which, in turn, greatly influences behavior

Expectancies, Self-Efficacy, and Locus of Control

Trait theorists

- behavior is relatively consistent across situations

Cognitive-social learning theorists

- actions influenced by people around us and by judgment about how to behave in given situation
- behavior is likely to be more *inconsistent* than consistent from one situation to another

Expectancies, Self-Efficacy, and Locus of Control

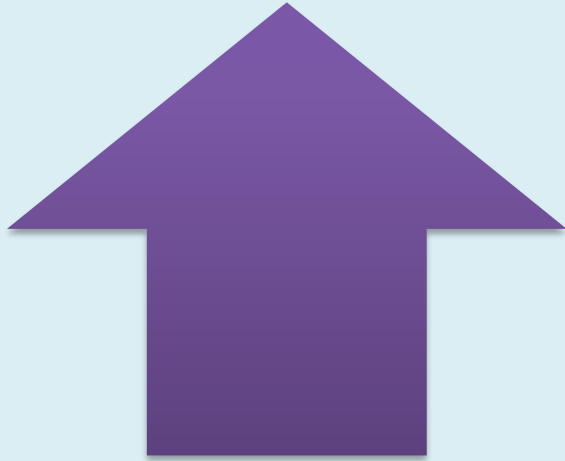
Trait theorists

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Cognitive-social learning theorists

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Evaluating Theories



Support

- key concepts of social learning theories can be defined and scientifically studied
- social learning theories help explain why people behave inconsistently



Criticism

- key concepts of psychodynamic and humanistic theories cannot be scientifically studied
- trait theories do not explain why people behave inconsistently
- causal explanations of behavior not offered

PERSONALITY ASSESSMENT

Testing personality
is much like testing
intelligence In
both cases, trying
to measure
something
intangible and
invisible

*So what might
constitute a good
test?*

Objective Tests

Objective tests

- administered and scored in standard way
- most widely used tools for assessing personality

Serious drawbacks:

- Entire reliance on self-report
- Familiarity with test format

Personality Disorders

- History of personality disorders

Types of personality disorders

The personality disorders are divided into 3 clusters according to DSM IV (Diagnostic and Statistical Manual of Mental Disorders 4th edition)

Cluster A

Cluster B

Cluster C

Cluster A

- Paranoid personality disorder
- Schizoid personality disorder
- Schizotypal personality disorder

Cluster B

Antisocial personality disorder

Borderline personality disorder

Histrionic personality disorder

Narcissistic personality disorder

Cluster C

- Avoidant personality disorder
- Obsessive compulsive personality disorder
- Dependent personality disorder

Personality Disorder Clusters

- Cluster A: suspicious, odd
 - Paranoid, Schizoid, Schizotypal
- Cluster B: dramatic
 - Antisocial, borderline, histrionic, narcissistic
- Cluster C: anxious
 - Avoidant, dependent, obsessive-compulsive

Projective Tests

Psychodynamic theorists prefer projective tests of personality

- Test taker looks at ambiguous stimuli and explains what material means
- No clues regarding best way to interpret material or to complete sentence

Projective Tests

Projective tests have several advantages

- Flexible
- Can be taken in relaxed atmosphere
- Can uncover unconscious thoughts and fantasies
- Skill of the examiner important

Projective Tests



The diagram consists of two light blue arrows pointing in opposite directions, one to the left and one to the right. They are positioned such that they appear to be part of a single, continuous shape. The left arrow is on the left, and the right arrow is on the right. The text 'Rorschach test' is centered within the left arrow, and 'Thematic Apperception Test (TAT)' is centered within the right arrow.

Rorschach test

**Thematic
Apperception Test
(TAT)**

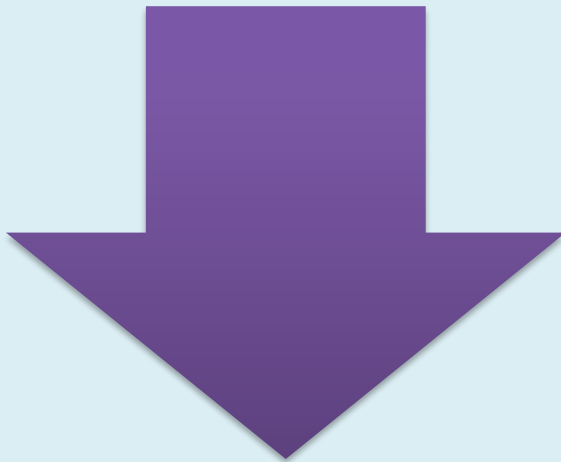
Projective Tests

Rorschach and the TAT



Support

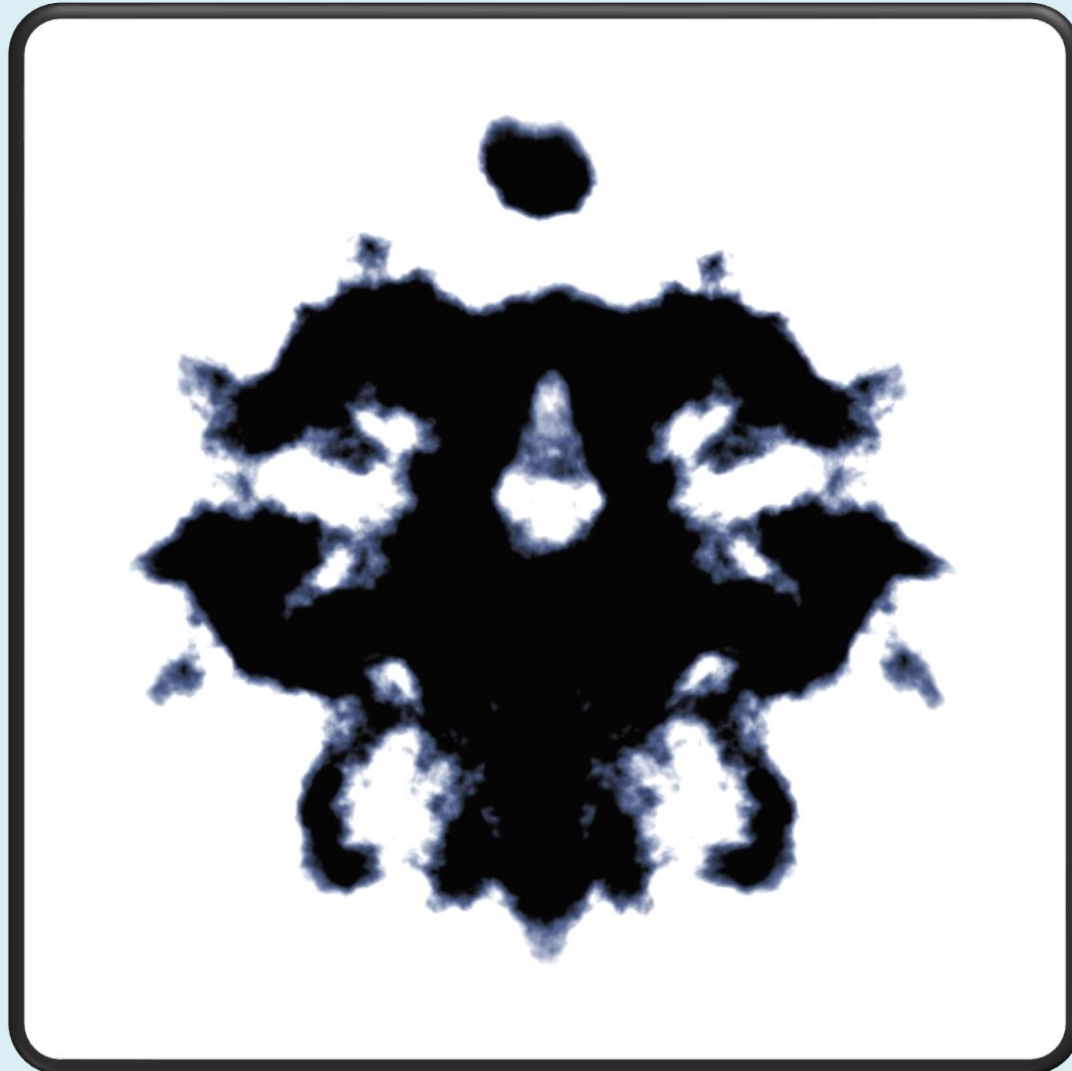
- may open up conversation between a clinician and reluctant client
- may provide insight into unconscious motives, events, or feelings



Criticism

- validity and reliability questioned, especially in cross-cultural settings

Rorschach Inkblots



Thematic Apperception Test (TAT)

