Personality

June 22, 2018

Trait v. State

- **Trait**: A relatively stable disposition to behave in a particular and consistent way.

- **State**: A momentary emotional reaction to internal and/or external trigger(s) which also involves physical, behavioural, cognitive and psychological reactions.

Objective v. Projective

- **Projective Tests**: Tests designed to reveal inner aspects of individuals' personalities by analysis of their responses to a standard series of ambiguous stimuli.

- **Objective Tests**: Tests designed to reveal aspects of individuals' personalities by way of measurement in ordinal terms using statistics.

What do you see?
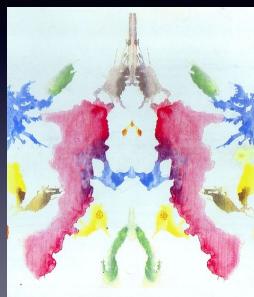
What do you see?

- 1). A chicken
- 2). A panda
- 3) A child
- 4) Two dragons
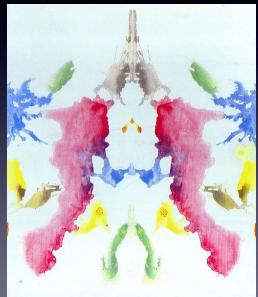
What do you see?

What do you see?

- 1). The Eiffel Tower
- 2). Shellfish
- 3) Seahorse
- 4) Birds

"Confused on how they saw shellfish… they chose something that was wrong."
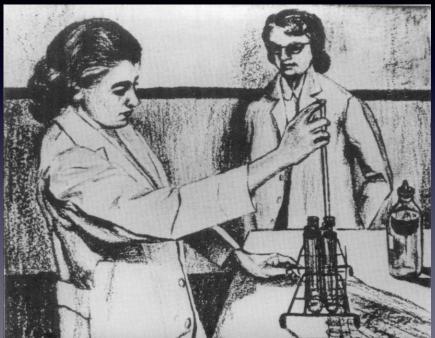
Carriere (2012). P7, i7.

Rorschach Inkblot Test

- Projective Test
  - Respondents inner thoughts and feelings are believed to be revealed by analysis of their responses to a set of unstructured inkblots.

Volunteer for the next one!

Tell me a story.

Thematic Apperception Test

- TAT

  - Projective technique in which respondents' underlying motives and concerns and the way they see the social world re believed to be revealed through analysis of the stories they make up about ambiguous pictures of people.

MMPI

- **Self-report**: A method in which people provide subjective information about their own thoughts, feelings, or behaviors, typically via questionnaire or interview.

- **MMPI**: Minnesota Multiphasic Personality Inventory

  - **Social Desirability Bias**

SHE WANTS YOU TO BE HER BOYFRIEND WHAT DO YOU SAY?

SOCIAL DESIRABILITY BIAS

True or False…?

- Before voting I thoroughly investigate the qualifications of all the candidates.

- I have never intensely disliked anyone.

- My table manners at home are as good as when I eat out in a restaurant.

- No matter who I'm talking to, I'm always a good listener.

Okay, so then what?

- **Factor Analysis**: Sorts questions into a smaller number of underlying dimensions, based no how people use the traits to rate themselves.

OCEAN. Or CANOE.

- **O**penness to Experience:
- **C**onscientiousness:
- **E**xtraversion
- **A**greeableness
- **N**euroticism

OCEAN. Or CANOE.

- **O**penness to Experience:
  - Imaginative—- Down to Earth
- **C**onscientiousness:
- **E**xtraversion
- **A**greeableness
- **N**euroticism

OCEAN. Or CANOE.

- **O**penness to Experience:
- **C**onscientiousness:
  - Careful/Careless, Organized/Disorganized
- **E**xtraversion
- **A**greeableness
- **N**euroticism

OCEAN. Or CANOE.

- **O**penness to Experience:
- **C**onscientiousness:
- **E**xtraversion
  - Social/Retiring, Affectionate/Reserved
- **A**greeableness
- **N**euroticism

OCEAN. Or CANOE.

- **O**penness to Experience:
- **C**onscientiousness:
- **E**xtraversion
- **A**greeableness
  - Softhearted/Ruthless, Trusting/Suspicious
- **N**euroticism

OCEAN. Or CANOE.

- **O**penness to Experience:
- **C**onscientiousness:
- **E**xtraversion
- **A**greeableness
- **N**euroticism
  - Worried/Calm, Insecure/Secure

Nomothetic Approaches

- Focus on characteristics that are common among all people, but on **which** people vary.

  - Personality related to other behaviors.

  - I/O Psychologists try and predict employee behavior based on personality.

Myers Brigg

- Used by 89 of the Top 100 Fortune 500 Companies

- 16 Different Personality Categories (INFJ)

Myers Brigg

SCAM

- Used by 89 of the Top 100 Fortune 500 Companies

- 16 Different Personality Categories (INFJ)
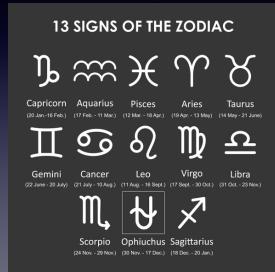
Myers Brigg

- Poor test-retest reliability

- Poor correlations and predictive validity

- Limited Binaries

Astrology

- **Barnum Effect**: Individuals will give high accuracy ratings to descriptions of personality that supposedly are tailored specifically for them, but are in fact vague and general enough to apply to a wide range of people.

13 SIGNS OF THE ZODIAC

Capricorn (20 Jan.-16 Feb.) · Aquarius (17 Feb. - 11 Mar.) · Pisces (12 Mar. - 18 Apr.) · Aries (19 Apr. - 13 May) · Taurus (14 May - 21 June)

Gemini (22 June - 20 July) · Cancer (21 July - 10 Aug.) · Leo (11 Aug. - 16 Sept.) · Virgo (17 Sept. - 30 Oct.) · Libra (31 Oct. - 23 Nov.)

Scorpio (24 Nov. - 29 Nov.) · Ophiuchus (30 Nov. - 17 Dec.) · Sagittarius (18 Dec. - 20 Jan.)

Personality Scales

- Biggest pitfall:

  - Binaries!

    - It depends!

      - Person-Situation Controversy: Is behavior caused by personality or situational factors?

So, how do we develop personality?
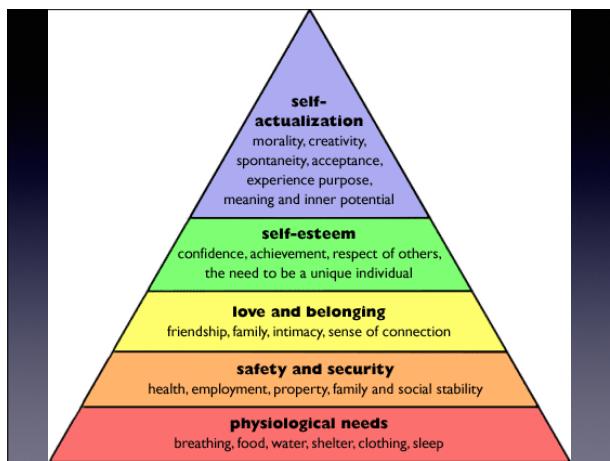
Freud's Psychosexual Stages

Freud's Psychosexual Stages

- Nope.

Self-Actualization

- Humanistic Psychology sees human motive towards realizing our inner potential as a major factor in personality.

  · **Maslow's Hierarchy of Needs**

- **self-actualization**
  morality, creativity, spontaneity, acceptance, experience purpose, meaning and inner potential
- **self-esteem**
  confidence, achievement, respect of others, the need to be a unique individual
- **love and belonging**
  friendship, family, intimacy, sense of connection
- **safety and security**
  health, employment, property, family and social stability
- **physiological needs**
  breathing, food, water, shelter, clothing, sleep

Existential Approach

- Personality is governed by an individual's ongoing choices and decisions in the context of the realities of life and death.

 - Being human means facing these choices and decisions.

Social Cognitive Approach

- Personality in terms of how the person thinks about the situations encountered in daily life and behaves in response to them.

  - How people experience & interpret situations.

- **Personal Constructs**: Dimensions people use in making sense of their experiences.

Self-Concept

- Me vs. I

  - A person's explicit knowledge of his or her own behaviors, traits, and other personal characteristics.

    - Me - Objectively similar.

    - I - Subjectively similar

Self-Concept
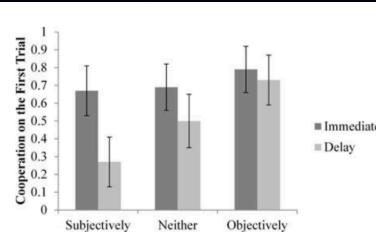
FIGURE 1

Self-Concept

- **Self-esteem**: The extent to which an individual likes, values, and accepts the self.

  - Comparisons against others!

    - Why you should never root for the underdog.

Self-Esteem

- **Self-serving Bias:** People take credit for their successes but downplay responsibility for their failures.

- **Narcissism**: A trait that reflects a grandiose view of the self combined with a tendency to seek admiration from and exploit others.

- **Implicit Egotism**: Unconscious influences of favoring ourselves and traits of ourselves over others.