

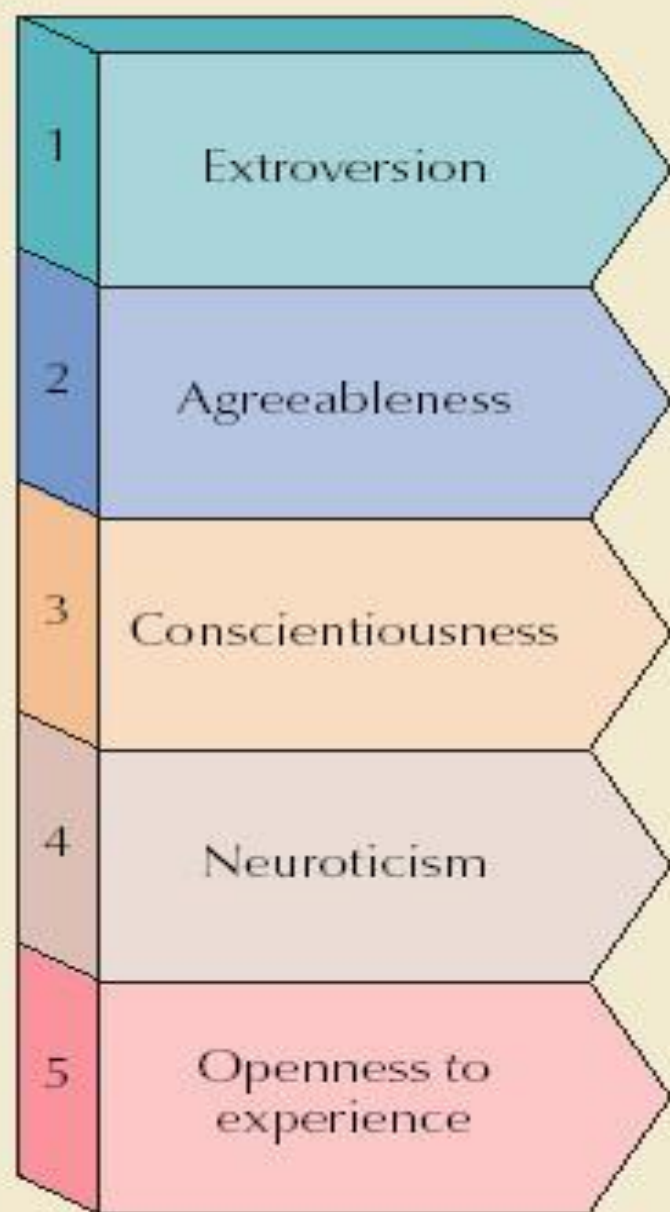
The Big Five Factors of Personality

- Costa and McCrae acknowledged the important role that Eysenck played when he identified **extraversion and neuroticism** as second-order personality factors, and for developing the Maudsley Personality Inventory, the Eysenck Personality Inventory, and the Eysenck Personality Questionnaire as tools for measuring these factors.
- However, they disagreed with Eysenck regarding **psychoticism**. They initially proposed a different factor called **openness**.
- Together, Costa and McCrae developed the NEO Personality Inventory (or NEO-PI) to measure **neuroticism, extraversion, and openness**, and later they developed the Revised NEO-PI, or NEO-PI-R, which also measures **agreeableness and conscientiousness** (see McCrae & Costa, 2003).
- NEO-PI-R = $5 \times 6 \times 8 = 240$ items

The Five-Factor Model of Personality

Factor	Low Score Description	High Score Description
Neuroticism	Calm, Even-tempered, Self-satisfied, Comfortable, Unemotional, Hardy	Worrying, Temperamental, Self-pitying, Self-conscious, Emotional, Vulnerable
Extraversion	Reserved, Loner, Quiet, Passive, Sober, Unfeeling	Affectionate, Joiner, Talkative, Active, Fun-loving, Passionate
Openness to Experience	Down-to-earth, Uncreative, Conventional, Prefer routine, Uncurious, Conservative	Imaginative, Creative, Original, Prefer variety, Curious, Liberal
Agreeableness	Ruthless, Suspicious, Stingy, Antagonistic, Critical, Irritable	Softhearted, Trusting, Generous, Acquiescent, Lenient, Good-natured
Conscientiousness	Negligent, Lazy, Disorganized, Late, Aimless, Quitting	Conscientious, Hardworking, Well-organized, Punctual, Ambitious, Persevering

Taken from McGree and Costa (2002)



Low Scorers

Loner
Quiet
Passive
Reserved

Suspicious
Critical
Ruthless
Irritable

Negligent
Lazy
Disorganized
Late

Calm
Even-tempered
Comfortable
Unemotional

Down-to-earth
Uncreative
Conventional
Uncurious

High Scorers

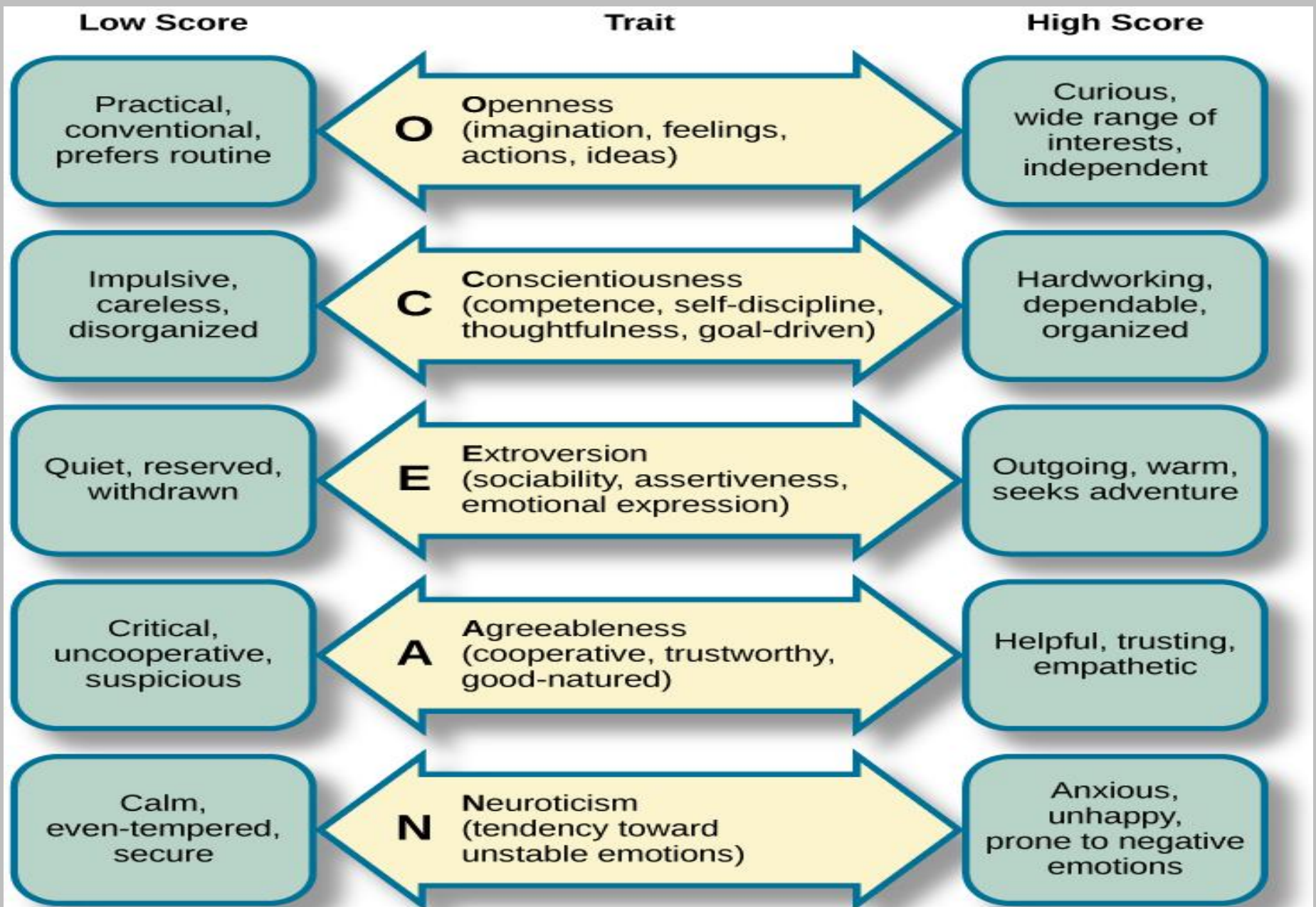
Joiner
Talkative
Active
Affectionate

Trusting
Lenient
Soft-hearted
Good-natured

Conscientious
Hard-working
Well-organized
Punctual

Worried
Temperamental
Self-conscious
Emotional

Imaginative
Creative
Original
Curious



Personality	Description	Trait
Openness (O)	Attentiveness to inner feelings, intellectual curiosity, and independence of judgment	Fantasy, aesthetics, feelings, actions, ideas, values
Conscientiousness (C)	Management of impulses/desires with predisposed investment in planning, organizing, and carrying out tasks	Competence, order, dutifulness, achievement striving, self-discipline, deliberation
Extraversion (E)	Sociability with a cheerful disposition and strong interest in enterprising occupations	Warmth, gregariousness, assertiveness, activity, excitement-seeking, positive emotion
Agreeableness (A)	Interpersonal tendencies and assessment of the individual values on various aspects of relationships	Trust, straightforwardness, altruism, compliance, modesty, tender-mindedness
Neuroticism (N)	Tendency to experience negative affects (e.g., fear, embarrassment, anger in responses to stress)	Anxiety, angry hostility, depression, self-consciousness, impulsiveness, vulnerability

THE BIG FIVE AND SOCIAL WELL-BEING

OPENNESS

Creative, imaginative,
intelligent, curious
and adventurous

EXTROVERSION

Outgoing, friendly,
lively, active
and talkative

CONSCIENTIOUSNESS

Organized,
responsible
and hardworking

AGREEABLENESS

Helpful, warm,
caring, softhearted
and sympathetic

NEUROTICISM

Moody, worrying
and nervous



SOCIAL WELL-BEING

One's connectedness to
society and beliefs that one
can contribute to society's
growth

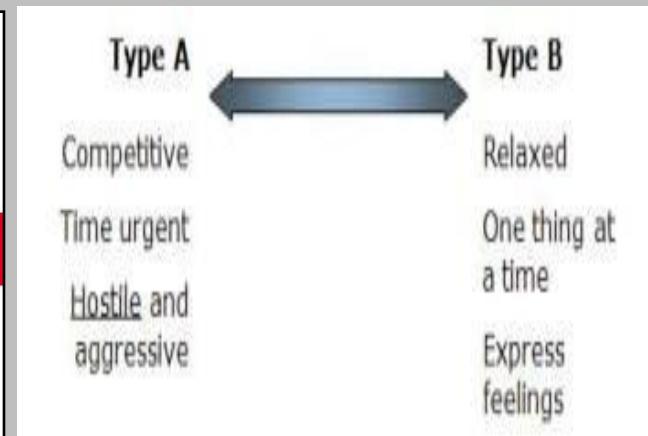
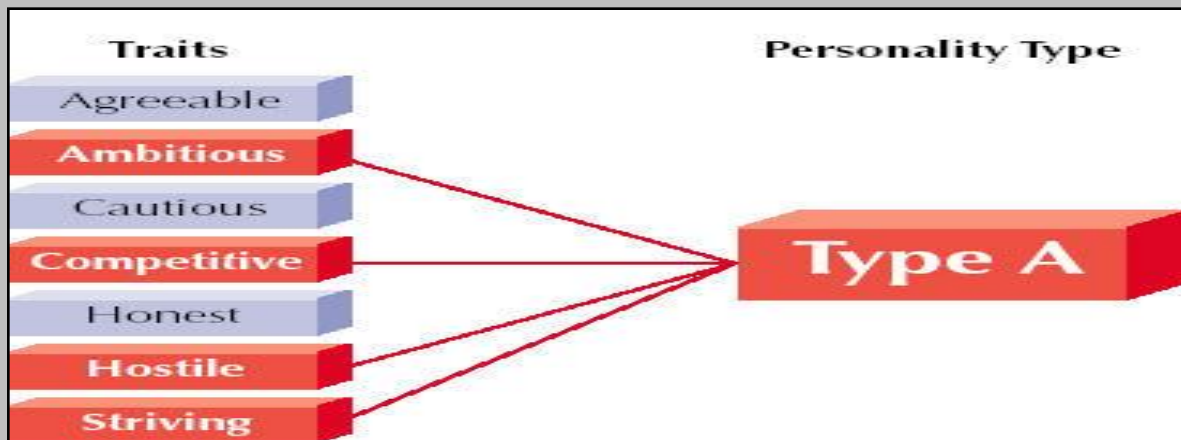
Social well-being is a good
predictor of mental and
physical health

This study shows that increases
in openness, extroversion,
conscientiousness and agreeableness
and a decrease in neuroticism
correlate to increased social well-being.

Type A,B,C & D personality

The theory describes **"Type A"** individuals as ambitious, rigidly organized highly status-conscious, sensitive, impatient, take on more than they can handle, want other people to get to the point, anxious, proactive, and concerned with time management. People with Type A personalities are often high-achieving "workaholics" who multi-task, push themselves with deadlines, and hate both delays and ambivalence. It is therefore understood that "Type A" personalities are suited to smoking as a mechanism for relieving stress. vulnerability to heart diseases

The theory describes **"Type B"** individuals as a contrast to those with Type A personalities. People with Type B personality by definition generally live at a lower stress level and typically work steadily, enjoying achievement but not becoming stressed when they do not achieve. They may be creative and enjoy exploring ideas and concepts. They are often reflective.



The Type A Personality

The Type A individual is described as being **easily aroused, very concerned over wasting time, and often angry**. Beginning in the 1980s, health care professionals sought to identify these individuals in order to intervene and prevent the development of coronary problems.



- In response to stress: tightened facial muscles, gestures, grimacing, explosive speech, interrupt the interviewer, hurrying the pace
- Increased risk for CHD & all other causes of premature death — even when other risk factors are controlled
- Anger (state) & Hostility (trait) may be esp. important

Common Type A Traits

Impatient



Competitive



Work-obsessed



Achievement-oriented



Aggressive



Stressed



Type C personalities are not assertive by nature; This means that they often **suppress their desires and wishes** instead of standing up for them. **Lack of Assertiveness** -----stress and even depression over the longer term. **Suppressors- Cancer, Asthma etc.**

Type D personality a concept used in the field of medical psychology, is defined as the joint tendency towards **negative affectivity** (e.g. worry, irritability, gloom) and **social inhibition** (e.g. a lack of self-assurance). The letter D stands for distressed.---- **vulnerability to heart diseases**

Helpless-Hopeless Personality (Type C)

- Poor self-motivation
- Learned helplessness
- Cognitive distortion where perception of failure repeatedly eclipses prospects of success
- Emotional dysfunction
- External locus of control of reinforcing behavior
- Feel helpless, hopeless, give up, little or no emotional

Response to stress

- please others at their expense, often depressed, behavioral inertia

Type C is related to poor health: more likely to get cancer

Personality Type C

CHARACTERISTICS OF TYPE C PERSONALITY:

- Consistent and Dependable
- Emotionally Repressed
- Unassertive
- Prone to Illness



Type D Personality Traits

Type D is a particular personality type first labeled in the 1990s by Belgian psychologist and researcher Johan Denollet. The letter "**D**" in this type of personality stands for **distressed** and is referring to a set of personality traits that involve things like:

- Feelings of worry
- Sadness
- Irritability
- Pessimistic outlook
- Negative self-talk
- Avoidance of social situations
- Lack of self-confidence
- Fear of rejection
- Appearing gloomy
- Hopelessness

Personality Types

Stress Prone Personalities

These personalities do not cope with stress well:

- Type A personality
- Codependent personality
- Helpless-hopeless personality (Type C)
- Irrational-illogical Personality



Stress Resistant Personalities

These personalities cope with stress well

- Type B Personality
- Hardy Personality
- Survivor Personality
- Type R Personality (Sensation Seekers)



Stress-Prone Personality Types



Codependent Personality

- Ardent approval seekers
- Perfectionists
- Super-overachievers
- Crisis managers
- Devoted loyalist
- Self-sacrificing victims
- Manipulators
- “Victims”
- Feelings of inadequacy
- Reactionaries

Stress Resistant Personality

Studies by Kobasa have shown that people with high levels of stress but low levels of illness are labeled as stress-resistant personality. They share three characteristics which are referred to as the personality traits of Hardiness.

Hardiness is a set of beliefs about oneself, the world and how they interact. It consists of 'the three C's

Commitment (invests oneself in the solution)

- Commitment in terms of a sense of personal commitment to what one is doing
- Stress-resistant personalities have commitment to work, family, hobbies and social life

Control (takes control of a situation, doesn't run from it)

- An individual should have a sense of control over his life.
- Stress-resistant personalities have control in terms of a sense of purpose and direction in life.

Challenge (sees opportunity rather than the problems)

- An individual should always be ready to face challenges in life.
- Stress-resistant personalities view changes in life as normal and positive rather than as a threat.

What is Type R personality?

- **'Type R'** is a new alternative to **'Type A'** and **'Type B'** people. It describes those who are resilient — people who can accept change, failure, and disruption. They see challenge as opportunity and can reframe less-than-ideal situations into a constructive perspective



Type 'R' Personality (Sensation Seekers)

- Zuckerman (1971) identified the sensation-seeking personality as those people who seek thrills and sensations but take calculated risks in their endeavors; they appear to be dominated by an adventurous spirit.

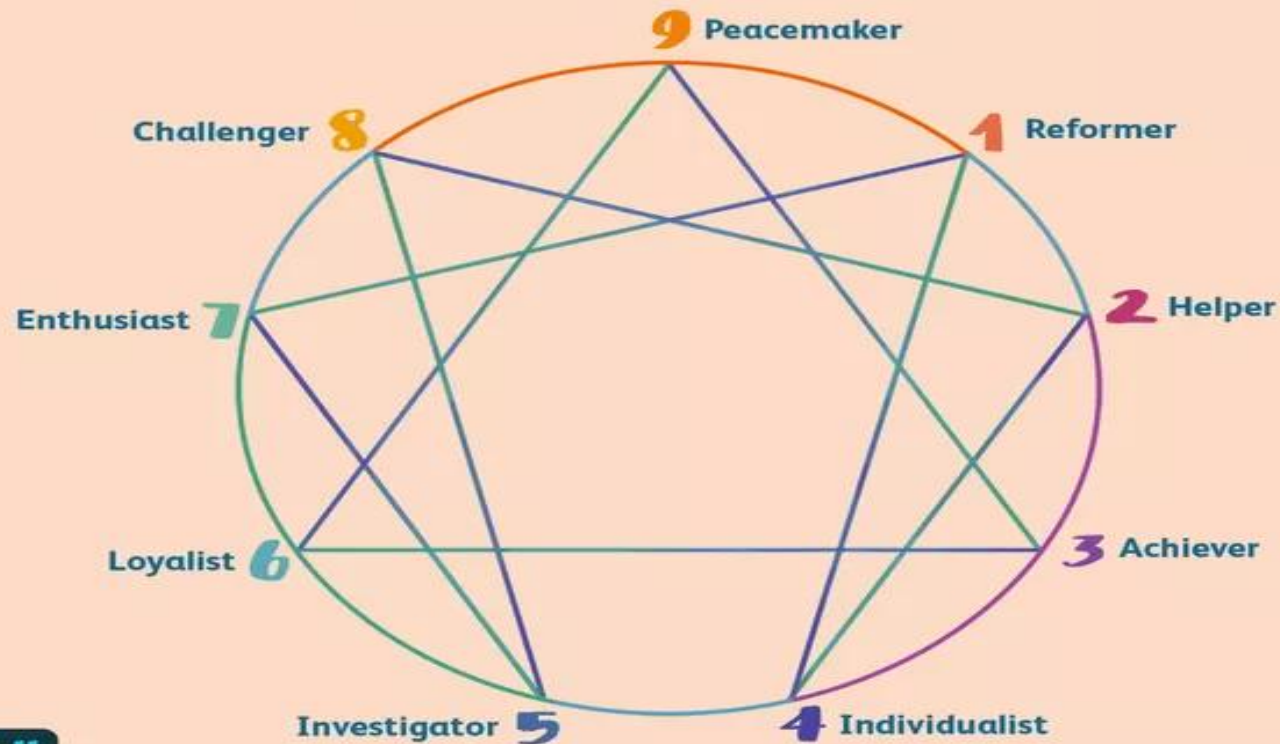


The immune power personality

- The ACE Factor- Attention, Connection, Expression
- The capacity to confide
- Hardiness
- Assertiveness
- Affiliative Trust
- Healthy Helping
- Self complexity

<http://www.thebody.com/dreher/impower.html>

The Enneagram of Personality



verywell

Beyond these basic nine personality types, the system grows much more complex and includes **27 different subtypes**, as well as three **key "centers"** focused on action, feeling, and thinking.

Source :<https://www.verywellmind.com/the-enneagram-of-personality-4691757>

- According to Enneagram theory, **people are born with a dominant personality type that can then be shaped by environmental factors and experiences.**
- While **inborn traits and characteristics** help shape how people respond to their experiences, **their environment** also plays a role in shaping how personality is formed and expressed.

- **Enneagram Types**

- **1. Reformer -This Enneagram type:**

- Is highly principled
- Can be judgmental and uncompromising
- Is perfectionistic, purposeful, and self-controlled
 - Strives for integrity; Fears corruption
- Has a strong sense of what is the “right” and “wrong” way to do things

2. Helper-This Enneagram type:

- Is generous and people-pleasing
- Has a strong desire to be loved, sometimes denying their own needs to make others happy
- Puts a lot of energy into their relationships, which is sometimes interpreted as neediness
- Is genuine
- Is a good listener
- Tends to overlook their own needs

3. Achiever-This Enneagram type:

- Is successful, adaptable, and hardworking
- May sometimes be an overachiever or workaholic
- Is driven to excel
- Is image-conscious
- Is adaptable
- Is more focused on success than feelings, but good at communicating

4. **Individualist-** This Enneagram type:

- Is creative, forward-thinking, and highly expressive
- Can sometimes be self-centered
- Has a strong sense of identity
- Can be temperamental or self-absorbed at times

5. **Investigator-** This Enneagram type is:

- Innovative and highly perceptive
- Smart, logical, and likes to think deeply about things
- Quiet and thoughtful
- Objective and logical
- Detached and unemotional

6. **Loyalist-** This Enneagram type:

- Tends to be responsible and committed
- Has long-lasting relationships
- Is trustworthy and devoted
- Tends to worry and dwell on the negative

7. **Enthusiast:** This Enneagram type is:

- Spontaneous, fun-loving, and versatile
- Extraverted—they are social and love to meet new people
- Highly adventurous and always on the lookout for fun
- Easily distracted and unfocused
- Quick thinking
- Good at maintaining a positive attitude

8. Challenger- This Enneagram type is:

- Bold, dominating, and confrontational
- Decisive and self-confident
- Often successful in leadership roles
- Sometimes seen as domineering and aggressive
- Outspoken and action-oriented

- Oscar Ichazo (1931–2020) credits to **contemporary Enneagram of Personality which is largely derived from parts of Ichazo's teachings, such as those on ego-fixations, holy ideas, passions, and virtues.**
- The Stanford Enneagram Discovery Inventory, (Daniels, David (1998) was developed named the Essential Enneagram Test.

9. Peacemaker- This Enneagram type:

- Is agreeable and easy-going
- Is self-effacing and complacent at times
- Avoids conflict whenever possible
- Promotes harmony in groups
- Dislikes disagreements
- May ignore their own wants and needs just to ensure peace

Main Personality Assessment tests

NEO Personality Inventory-Revised (NEO-PI-R / NEO-PI-3): Traits measured: Big Five (Neuroticism, Extraversion, Openness, Agreeableness, Conscientiousness) with **30 facets**, 240 (5x6x8) items, Costa, & McCrae (1992).

2. HEXACO Personality Inventory-Revised (HEXACO-PI-R): Traits measured: 6 dimensions (Honesty–Humility, Emotionality, Extraversion, Agreeableness, Conscientiousness, Openness): Lee, & Ashton, (2004).

3. Sixteen Personality Factor Questionnaire (16PF, 5th Ed.): Traits measured: 16 primary traits (e.g., Warmth, Dominance, Perfectionism), 5 global factors (similar to Big Five). 185 multiple-choice items, Cattell, R. B., Cattell, H. E., & Cattell, H. S. (1993).

4.. Eysenck Personality Questionnaire-Revised (EPQ-R) Traits measured: Three supertraits — Extraversion, Neuroticism, Psychoticism (later versions include Lie/Social Desirability scale). **Format:** Yes/No items (short, clear), Eysenck, H. J., & Eysenck, S. B. G. (1991).

5- Type A/B- A = competitive, urgent, hostile; B = relaxed, Jenkins, et.al (1979)

Type C Scale- Emotional suppression, cooperative, cancer-prone, Greer & Morris (1989)

Type D: Negative affectivity + social inhibition, DS14, Denollet, (2005).

Thanks