

What is Personality?

Personality and its assessment



How would you describe your personality?

Make a list of your personality characteristics. How would you describe yourself to a new friend?

- ❖ Fill in the blank... "I am _____"
- ❖ Personality is an individual's unique collection of consistent behaviors

Psychologist's all look at the same question from a different point of view

- ❖ Freud believed personality is based on unconscious conflicts that originated during childhood
- ❖ Skinner believed personality is learned from the environment
- ❖ Rogers and Maslow believed that personality involves a person's motivation toward fulfillment or self-actualization.
- ❖ Bandura believed that personality is influenced by cognitive factors

Trait Theories

- ❖ Traits: _____
- ❖ Personality researchers have proposed that there are several basic dimensions of personality.
 - Early Trait Theorists: Allport, Cattell, Eysenck
 - Modern Trait Theorists: McCrae and Costa
 - Five-Factor Model (FFM)

Trait Theorists: The Five-Factor Model

- ❑ Openness- _____
- ❑ _____ Responsible and organized vs. irresponsible and careless
- ❑ Extroversion- _____ vs. withdrawn and quiet
- ❑ _____ -Trusting and good-natured vs. suspicious and ruthless
- ❑ Neuroticism -Emotionally unstable and moody vs. emotionally stable and easygoing)


Applications to Personality Theory

Big Five Traits	Low Scorers	High Scorers
1 Openness	Down-to-earth Uncreative Conventional Uncurious	Imaginative Creative Original Curious
2 Conscientiousness	Negligent Lazy Disorganized Late	Conscientious Hard-working Well-organized Punctual
3 Extroversion	Loner Quiet Passive Reserved	Joiner Talkative Active Affectionate
4 Agreeableness	Suspicious Critical Ruthless Irritable	Trusting Lenient Soft-hearted Good-natured
5 Neuroticism	Calm Even-tempered Comfortable Unemotional	Worried Temperamental Self-conscious Emotional

Place a dot on each line to indicate your traits of openness, extroversion, etc.

Then do the same for your ideal romantic partner.

Evaluating Trait Theories



Pro:

- Five-factor model (FFM) helps describe & organize personality characteristics using the fewest number of traits.

Con:

- Lacks causal explanation
- Ignores situational effects

Psychodynamic Theory

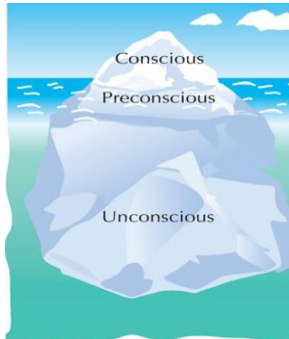
This is the approach suggests that personality formation is the result of our unconscious processes.

- Three famous psychodynamic theorists:
 - Sigmund Freud
 - Emphasis on people's sexual motivation
 - Carl Jung
 - Emphasis on cultural unconscious influences
 - Alfred Adler
 - Emphasis on ambition and striving for success

The Three Levels of Consciousness

What part of the iceberg takes up the most space?

Freud believed that part of the mind was the largest

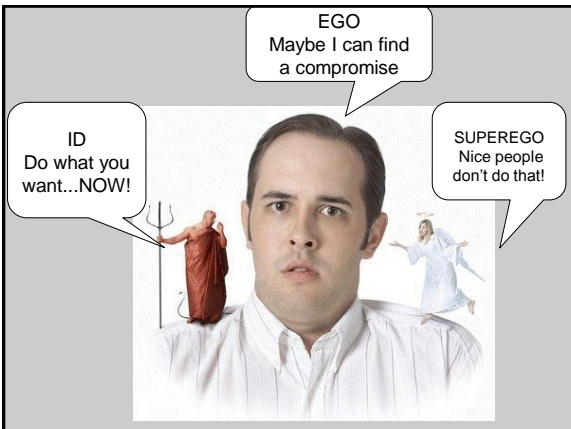


Structures of the Mind (The 3 Conflict Centers)

1. The ID
 - The ID presses for immediate gratification to relieve tension and discomfort.

2. The Superego represents all the moral and ideals taught by society
 - The superhero or angel on your shoulder

3. _____
 - The rational decision-making aspect of the personality that keeps the Id in check by delaying gratification.




Stage	Conflicts/Experiences	Adult Traits Associated with Problems (especially fixations)
Oral Stage (0-2yrs)	Pleasure derived from stimulation of the mouth-sucking, swallowing, chewing, and biting	Concerns with dependence and independence. Pleasure from eating, drinking, and other oral activities
Anal Stage (2-3 yrs)	Pleasure derived from anal stimulation. Critical event-toilet training-controlling bowel movements. Coping with demands for control	Orderliness, stinginess, and stubbornness OR messiness and rebelliousness
Phallic Stage (4-7 yrs)	Pleasure derived from touching penis or clitoris (Oedipus complex)	Flirtatiousness, vanity, promiscuity, chastity Males - fear of castration; Females - penis envy
Latent Period (7- puberty)	Sexual interests suppressed	-----
Genital Stage (puberty)	Sexual contact with other people	-----

Defense Mechanisms: Unconscious reactions that protect a person from unpleasant emotions	
Defense Mechanism	Definition
Repression	Keeping distressing thoughts and feelings buried in the unconscious
Projection	Redirecting one's own thoughts, feelings, or motives to another
Displacement	Redirecting emotions to a substitute target.
Reaction Formation	Behaving in a way this is exactly the opposite of one's true feelings
Regression	A reversion to immature patterns of behavior
Rationalization	When something happens that we find difficult to accept, then we will make up a logical reason why it has happened.
Sublimation	Redirecting 'wrong' urges into socially acceptable actions

Name that Defense Mechanism!

- ❖ Jennifer, who is very angry with her colleague Susan, ends up befriending Susan. Reaction Formation
- ❖ A student attributed his flunking out of college to the poor quality of teaching there. Rationalization
- ❖ Despite overwhelming evidence and a murder conviction, Paul's mother refused to believe that her son could actually take the life of another human being. Denial
- ❖ Linda, who has had many extramarital affairs, begins to accuse her husband David of being unfaithful. Projection

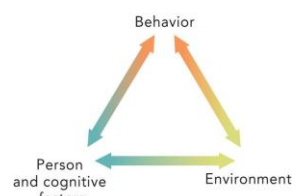


Social cognitive theorists emphasize conscious

They explore the person's ability to reason; to think about the past, present, and future; and to reflect on the self.

Reciprocal Determinism
(Albert Bandura)

❖ _____



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graph TD; B[Behavior] --> PCF[Person and cognitive factors]; PCF --> B; PCF --> E[Environment]; E --> PCF; E --> B; B --> E;
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Personal Control

❖ Social cognitive theorists emphasize that we can regulate and control our own behavior despite our changing environment.

❖ *Locus of Control* refers to an individual's perception about the underlying main

Where do you see the control in your life?

☒ *Internal locus of control:*

Behavior is guided by personal decisions and effort

☒ *External locus of control:*

Behavior is determined by luck, fate or external

How can we assess personality?

Assessment can be performed through

- interviews
- observations
- objective tests
- projective tests

Objective Personality Tests

Are You an Extrovert or an Introvert?

1. Are you usually carefree?
2. Do you generally prefer reading to meeting people?
3. Do you long for excitement?
4. Are you mostly quiet when you're with others?
5. Do you often do things on the spur of the moment?
6. Are you slow and unhurried in the way you move?
7. Would you do almost anything for a dare?
8. Do you hate being in a crowd that plays jokes on one another?
9. Do you enjoy wild parties?
10. Do you like the kind of work you need to pay attention to?

Eysenck & Eysenck. (1964). *Manual of the Eysenck Personality Inventory.*

If you said YES on most odd-numbered questions and NO on the even-numbered questions – you are relatively extroverted.

A Self-Report Personality Inventory

How true is this of you?

Hardly at all					A Lot
1	2	3	4	5	

- | | |
|--|--|
| 1. I make friends easily. | 8. I like to keep busy all the time. |
| 2. I tend to be shy. | 9. I am very energetic. |
| 3. I like to be with others. | 10. I prefer quiet, inactive pastimes to more active ones. |
| 4. I like to be independent of people. | 11. I tend to cry easily. |
| 5. I usually prefer to do things alone. | 12. I am easily frightened. |
| 6. I am always on the go. | 13. I tend to be somewhat emotional. |
| 7. I like to be off and running as soon as I wake up in the morning. | 14. I get upset easily. |
| | 15. I tend to be easily irritated. |

Score Your Test...

- Reverse score the following items: 2, 4, 5, and 10
 - Add up scores 1-5
 - Add up scores 6-10
 - Add up scores 11-15
- Scores 1-5 – related to sociability
 - women average: 15-20; men average: 13-19
- Scores 6-10 – related to activity level
 - women average: 13-20; men average: 13-19
- Scores 11-15 – related to emotionality
 - women average: 11-18; men average: 9-16

A projective test presents individuals with an ambiguous stimulus and asks them to describe it or tell a story about it—in other

Projective techniques also require content analysis. The examiner must code the responses for the underlying motivations revealed in the story.

The Rorschach Test



- The test consists of 10 cards, half in black and white and half in color, which the individual views one at a time.
 - The person taking the Rorschach test is asked to describe what he or she sees in each of the inkblots.
- Conclusions based on research

Thematic Apperception Test

- ❖ The TAT was developed by Henry Murray and Christiana Morgan in the 1930s.
- ❖ Clients are asked to tell a story about each of the pictures, including events leading up to the situation described, the characters' thoughts and feelings, and the way the situation turns out.
- It is designed to elicit stories that reveal something about an individual's personality.

TAT

- ❖ the TAT is used in research on people's need for achievement, affiliation, power, intimacy, unconscious defense and cognitive styles in addition to clinical settings
- ❖ In contrast to the Rorschach, TAT measures have shown high inter-rater reliability and validity
