

Chapter 12

Personality

Accepting	Efficient	Insightful	Productive
Adventurous	Energetic	Intuitive	Professional
Ambitious	Enthusiastic	Judicious	Punctual
Assertive	Enthusiastic	Logical	Quiet
Careful	Focused	Loyal	Rational
Cheerful	Friendly	Mature	Realistic
Confident	Generous	Meticulous	Reassuring
Conscientious	Generous	Open-minded	Relational
Considerate	Good-natured	Optimistic	Reliable
Cooperative	Gregarious	Organized	Resourceful
Courteous	Happy	Outgoing	Responsive
Creative	Hard-working	Patient	Self-Controlled
Decisive	Helpful	Perceptive	Selfless
Dependable	Honest	Persistent	Sensitive
Devoted	Humorous	Personable	Sincere
Disciplined	Imaginative	Poised	Thorough
Earnest	Independent	Polite	Truthful

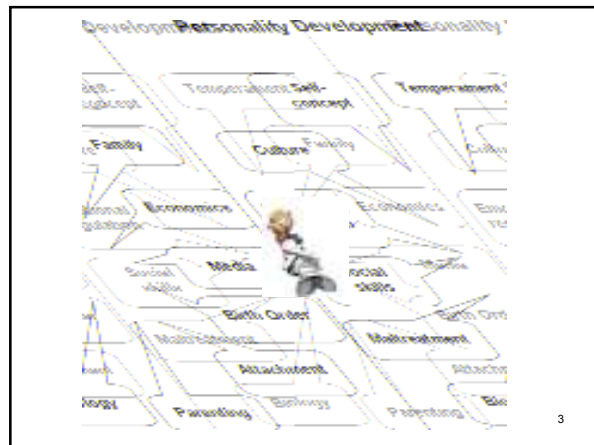
What Is Personality?

- An individual's unique patterns of thoughts, feelings, and behaviors that persists over time and across situations.

Classes of Personality Theories

- Psychodynamic theories
- Humanistic theories
- Trait theories
- Cognitive-social learning theories

2



Personality traits

- Conceptions of personality traits:
 - Internal, causal properties
 - Desires, needs and wants are stable characteristics
 - These characteristics explain behaviour.
 - "George is jealous because he's insecure."
 - Purely descriptive states:
 - "George glares at men that talk to his girlfriend. He must be jealous."

4

Factor analysis approach

- To what extent do these adjectives apply to you?
 - Scale of 1-5, 1 = disagree, 5 = agree.
 - Happy, cheerful, generous, honourable, tedious, loving, gloomy, ...
- Happy people will respond with 5 to "happy", 5 to "cheerful", 1 to "gloomy".
- If happiness represents a stable, general trait then lots of people will respond the same way.

5

Trait Theories

- Personality traits:
 - Dimensions or characteristics on which people differ in distinctive ways.
- Trait theories focus on describing one's current personality with less emphasis on how the personality developed.

6

Alternative models of personality traits

- How many factors (traits) are there in personality?
 - 16-factors (Cattell)
 - 5-factors (Costa & McCrae)
 - 3-factors (Eysenck)

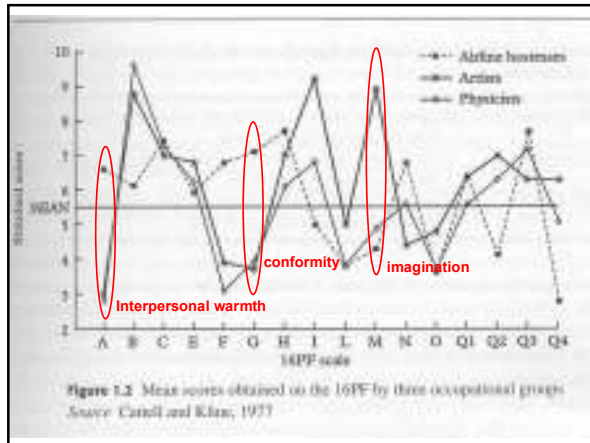
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16 Factor model of personality

Historical figures taken from Cattell (1973) and Matthews, Deary, & Whiteman (2003).

A: interpersonal warmth	Outgoing (Falstaff)	Reserved (Greta Garbo)
B: intelligence	Calm (Washington)	Changeable (Hamlet)
C: emotional stability	Assertive (Genghis Khan)	Humble (Jesus)
E: dominance	Lively (Groucho Marx)	Taciturn (Clint Eastwood)
F: impulsivity	Conscientious (Theresa)	Expedient (Casanova)
G: conformity	Venturesome (Columbus)	Shy (Sylvia Plath)
H: boldness	Tough-minded (007)	Tender (Robert Burns)
I: sensitivity	Suspicious (De Gaulle)	Trusting (Pollyanna)
L: suspiciousness	Imaginative (Van Gogh)	Practical (Henry Ford)
M: imagination	Shrewd (Machiavelli)	Forthright (Joan of Arc)
N: shrewdness	Worrying (Dostoevsky)	Self-assured (Stalin)
O: insecurity	Experimental (Karl Marx)	Conservative (Q. Victoria)
Q1: radicalism	Self-sufficient (Copernicus)	Group-reliant (M. Monroe)
Q2: self-sufficiency	Controlled (M. Thatcher)	Undisciplined (M. Jagger)
Q3: self-discipline	Tense (Macbeth)	Relaxed (Buddha)
Q4: tension		

8



16 Factor model of personality

- Generalizability
 - 16 factors found in different approaches:
 - Lexical.
 - Questionnaires.
- Reliability, stability
 - 16PF (Cattell, Eber, & Tatsuoaka, 1970).
 - 16PF5 Questionnaire (Conn & Rieke, 1994).
 - Cronbach alpha = 0.74 over all 16 scales (some scales < 0.70)
- Validity
 - 16PF5 may have reliability at expense of validity – some scales differ with PF16.
 - Predictive validity:

10

The “Big Five” Dimensions of Personality (5-factor Model)

- Unlike psychodynamic and humanistic theories, however, trait theories are relatively easy to test experimentally, and research confirms the value of the five-factor model, referred to as the “Big Five,” in pinpointing personality.

11

The Big Five Dimensions of Personality

- Extroversion
 - Warmth, gregariousness, assertiveness, activity, excitement-seeking, positive emotions
- Agreeableness
 - Trust, straightforwardness, altruism, compliance, modesty, tender-mindedness
- Conscientiousness/dependability
 - Competence, order, dutifulness, achievement-striving, self-discipline, deliberation

12

The Big Five Dimensions of Personality

- Emotional stability
 - Anxiety, hostility, depression, self-consciousness, impulsiveness, vulnerability
- Openness to experience/culture/intellect
 - Fantasy, aesthetics, feelings, actions, ideas, values

13

PESSIMISM



14

The Gigantic 3

- Eysenck (1994).
- Test name: EPQ-R.
- Neuroticism
 - Anxious, depressed, guilt feelings, low self-esteem, tense, irrational, shy, moody, emotional.
- Extraversion
 - Sociable, lively, active, assertive, sensation seeking, carefree, dominant, surgent, venturesome.
- Psychoticism
 - Aggressive, cold, egocentric, impersonal, impulsive, antisocial, unempathetic, creative, tough-minded.

15

So—How to get AT Personality?

- Psychodynamic: from Freud's old Psychoanalytical
- Humanistic: Rogers, Maslow, Bandura (Social-cognitive)

16

Psychodynamic Theories

- Psychodynamic theories of personality consider behavior to be the result of psychological dynamics within the individual.
- Often these dynamics are unconscious processes.

17



Psychodynamic Theorists

- Sigmund Freud
- Carl Jung
- Alfred Adler
- Karen Horney

19



Freud's Psychoanalytic Perspective



- Freud's theory proposed that childhood sexuality and unconscious motivations influence personality

20



Doctor, last night I made a Freudian slip.
I was having dinner with my mother and wanted to say:
"Could you please pass the butter."
But instead I said: "I hate you... You rotten pig!"

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The Psychoanalytic Perspective

- **Psychoanalysis**
 - Freud's theory of personality that attributes our thoughts and actions to unconscious motives and conflicts
 - techniques used in treating psychological disorders by seeking to expose and interpret unconscious tensions

22



"Do you see? You slice because you are purifying yourself for having glued your Aunt's shoes to the floor when you were 12."

23

The Psychoanalytic Perspective

- **Free Association**
 - in psychoanalysis, a method of exploring the unconscious
 - person relaxes and says whatever comes to mind, no matter how trivial or embarrassing

24

Freud's Three Levels of Consciousness

- **Conscious:**
 - Ideas, thoughts, and feelings of which we are aware.
- **Preconscious:**
 - Material that can be easily recalled.
- **Unconscious:**
 - All the ideas, thoughts, and feelings of which we are not and normally cannot become aware.

25

Freud's Structure of Personality

- **Id:**
 - The collection of unconscious urges and desires that continually seek expression.
- **Ego:**
 - The part of the personality that mediates between the demands of reality, the id, and superego.
- **Superego:**
 - The social and parental standards the individual has internalized.

26

Id

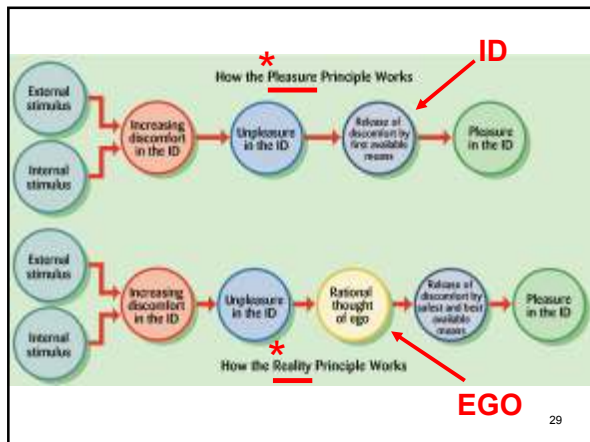
- Source of all energy
- Functions entirely in unconscious
- **Libido:**
 - A form of psychic energy; The energy generated by the sexual drive.
- **Pleasure principle:**
 - The way the id seeks immediate gratification of an instinct.

27

Ego

- Operates at all three levels
- **Reality principle:**
 - The way in which the ego seeks to satisfy instinctual demands safely and effectively in the real world.

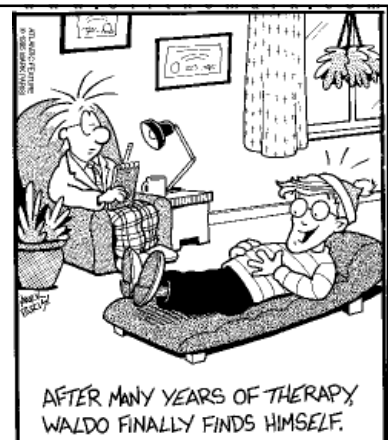
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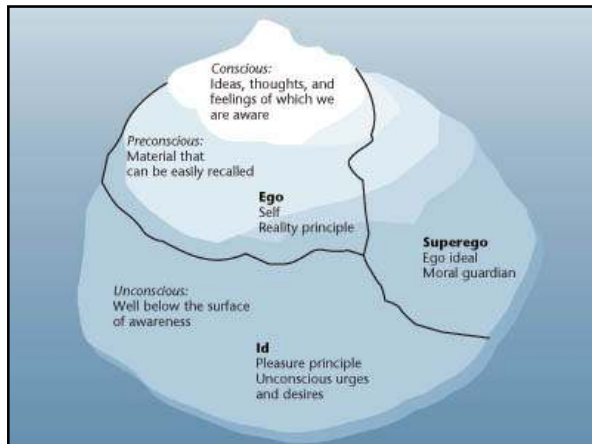


29

Superego

- Operates at all three levels
- The superego strives toward perfection, which is unrealistic.





Two Subsystems of the Superego

- **Ego-ideal:**
 - The rules for good behavior and standards of excellence towards which the ego must strive.
- **Conscience (NOT Consciousness):**
 - The rules about what behaviors are bad.
- The conscience uses guilt as punishment for bad behavior.

32

Personality Development

- **Psychosexual Stages**
 - the childhood stages of development during which the id's pleasure-seeking energies focus on distinct erogenous zones
- **Oedipus Complex**
 - a boy's sexual desires toward his mother and feelings of jealousy and hatred for the rival father


33

Personality Development

- **Identification**
 - the process by which children incorporate their parents' values into their developing superegos
- **Fixation**
 - a lingering focus of pleasure-seeking energies at an earlier psychosexual stage, where conflicts were unresolved

34

Personality Development



Freud's Psychosexual Stages

Stage	Focus
Oral (0-18 months)	Pleasure centers on the mouth--sucking, biting, chewing
Anal (18-36 months)	Pleasure focuses on bowel and bladder elimination; coping with demands for control
Phallic (3-6 years)	Pleasure zone is the genitals; coping with incestuous sexual feelings
Latency (6 to puberty)	Dormant sexual feelings
Genital (puberty on)	Maturation of sexual interests

35

Oral Stage	Anal Stage
<ul style="list-style-type: none"> • First stage of personality development in which the infant's erotic feelings center on the mouth, lips, and tongue. 	<ul style="list-style-type: none"> • At this stage a child's erotic feelings center on the anus and on elimination. • Conflict arises as parents make efforts to toilet train the child. • This conflict is stressful to the child and may lead to an anal fixation.

36

Anal retentive ?

37

Phallic Stage

- Erotic feelings center on the genitals.
- Oedipus complex and Electra complex:
 - A child's sexual attachment to the parent of the opposite sex and jealousy toward the parent of the same sex.

Latency Stage

- A period in which the child appears to have no interest in the other sex.

38

Genital Stage

- The final stage of normal adult sexual development, which is usually marked by mature sexuality.

39

Erikson's stages of personality development

Stage	1	2	3	4	5	6	7	8
Infancy	Trust vs. Mistrust							
Early Childhood		Autonomy vs. Shame and Doubt						
Preschool			Initiative vs. Guilt					
School Age				Industry vs. Inferiority				
Adolescence					Identity vs. Role Confusion			
Young Adulthood						Intimacy vs. Isolation		
Adulthood							Generativity vs. Stagnation	
Older Adulthood								Ego Integrity vs. Despair

Tying it back to Erikson

40

Defense Mechanisms

- **Defense Mechanisms**
 - the ego's protective methods of reducing anxiety by unconsciously distorting reality
- **Repression**
 - the basic defense mechanism that banishes anxiety-arousing thoughts, feelings, and memories from consciousness

41

Defense Mechanisms

- **Regression**
 - defense mechanism in which an individual faced with anxiety retreats to a more infantile psychosexual stage, where some psychic energy remains fixated

42

Defense Mechanisms

- **Reaction Formation**
 - defense mechanism by which the ego unconsciously switches unacceptable impulses into their opposites
 - people may express feelings that are the opposite of their anxiety-arousing unconscious feelings

43

Defense Mechanisms

- **Projection**
 - defense mechanism by which people disguise their own threatening impulses by attributing them to others
- **Rationalization**
 - defense mechanism that offers self-justifying explanations in place of the real, more threatening, unconscious reasons for one's actions

44

Defense Mechanisms

- **Displacement**
 - defense mechanism that shifts sexual or aggressive impulses toward a more acceptable or less threatening object or person
 - as when redirecting anger toward a safer outlet

45

Defense Mechanisms

- **Sublimation**
 - defense mechanism that shifts socially unacceptable desires into creative socially acceptable behaviors
 - A man consumed by the nude female form, becomes an internationally renowned painter.

46

Defense Mechanisms

- **Identification (w/ the aggressor)**
 - Process of taking on another's traits who abuses you.
 - Battered women syndrome

47

Hand out
Freud's
Defense
Mechanisms

48

Methods of Psychodynamic Personality Assessment

- Personal interview
- Observation
- Objective tests (tests that are administered and scored in a standard way)
- Projective tests (tests consisting of ambiguous or unstructured material)
 - TAT
 - Rorschach Inkblot Test

49

Two Types of Interviews

- Unstructured:
 - The interviewer asks questions about any material that comes up and asks follow-up questions whenever appropriate.
- Structured:
 - The order and content of the questions are fixed and the interviewer adheres to the set format.

50

Observation

- Although observation is a good way of learning about someone's personality, the information may not always be accurate because people act differently when they are aware of being observed.

51

Objective Tests

- 16 Personality Factor Questionnaire (16PF):
 - A personality test created by Cattell that provides scores on the 16 traits he identified.
- Minnesota Multiphasic Personality Inventory (MMPI):
 - The most widely used objective personality test, originally intended for psychiatric diagnosis.

52

Assessing the Unconscious

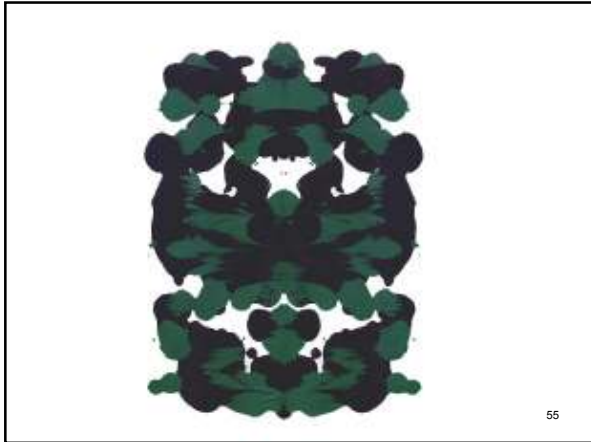
- **Projective Test**
 - a personality test, such as the Rorschach or TAT, that provides ambiguous stimuli designed to trigger projection of one's inner dynamics
- **Thematic Apperception Test (TAT)**
 - a projective test in which people express their inner feelings and interests through the stories they make up about ambiguous scenes

53

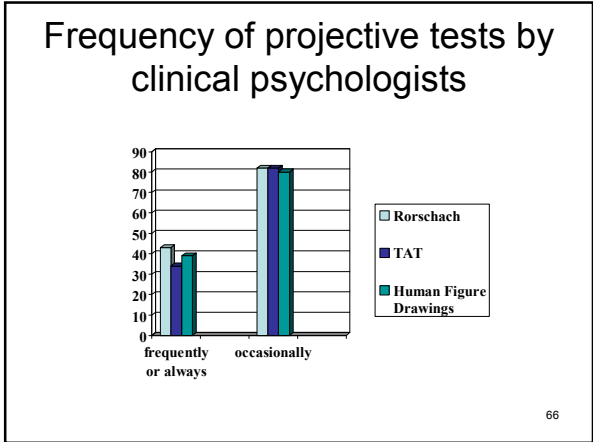
Assessing the Unconscious

- **Rorschach Inkblot Test**
 - the most widely used projective test
 - a set of 10 inkblots designed by Hermann Rorschach
 - seeks to identify people's inner feelings by analyzing their interpretations of the blots





55



66

Conclusion

- Projective tests should be used in limited circumstances.
- Methods of assessment seem to lack incremental validity and empirically-based validity.
- Many innocent people suffer from the false diagnosis and the custody ruling and criminal court decisions based on these tests.

67

Neo-Freudians

- Alfred Adler
 - importance of childhood social tension
- Karen Horney
 - sought to balance Freud's masculine biases
- Carl Jung
 - emphasized the collective unconscious
 - concept of a shared, inherited reservoir of memory traces from our species' history

68

Jung's Two Levels of the Unconscious

- Personal unconscious:
 - Contains the individual's repressed thoughts, forgotten experiences, and undeveloped ideas
- Collective unconscious:
 - The part of the unconscious that is inherited and common to all members of a species

69

Archetypes

- The thought forms common to all human beings.
- Archetypes are stored in the collective unconscious.

- Mother:
 - A protective presence
- Hero:
 - One who overcomes
- Persona:
 - Our public self
- Anima:
 - The female archetype as it is expressed in the male personality.
- Animus:
 - The male archetype as it is expressed in the female personality.

70

Jung's Two General Attitude Types

- Extrovert:
 - One who focuses more on social life and the external world instead of his/her own thoughts and feelings.
- Introvert:
 - One who focuses on his/her own thoughts and feelings.

71

Jung's Two Types of Individuals

- Rational:
 - One who regulates his/her actions by thinking and feeling.
- Irrational:
 - One who bases his/her actions on perceptions, either through the senses or unconscious processes (intuition).

72

Differences Between Freud and Jung

- Freud
 - Stressed the primacy of sexual instincts
 - Development is shaped in childhood
- Jung
 - Stressed people's rational & spiritual qualities
 - Development only comes to fruition during middle adulthood

73

Alfred Adler's Contribution

- Compensation:
 - One's effort to overcome imagined or real personal weaknesses
- Inferiority complex:
 - Fixation on feelings of personal inferiority that results in emotional and social paralysis

74

Differences Between Freud and Adler

- Freud
 - We are controlled by our environment
 - View of individual: selfish; Eternally in conflict with society
- Adler
 - We can control our own fate
 - View of individual: striving for perfection; Develops socially constructive goals

75

Karen Horney

- Anxiety:
 - The individual's reaction to real or imagined threats.
- Neurotic trends:
 - Irrational strategies for coping with emotional problems and minimizing anxiety.

76

Differences Between Freud and Horney

- Freud
 - Personality is shaped by sexual (biological) development
- Horney
 - Personality is shaped by environmental & social factors
 - Nonsexual factors play a larger role in personality development

77

Humanistic Perspective



- Abraham Maslow (1908-1970)
 - studied self-actualization processes of productive and healthy people (e.g., Lincoln)

78

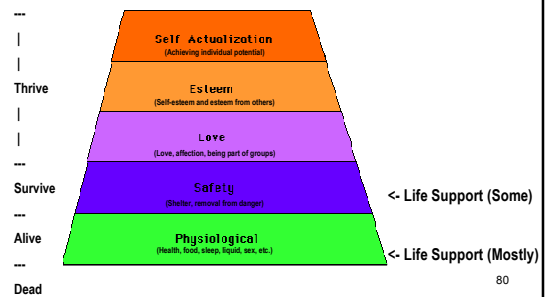
Read the following statements and tick those that apply to you.

There are no right or wrong answers.

- **A** I am successful in life and/or work, and I'm recognized by my peers for being so. I'm satisfied with the responsibility and role that I have in life and/or work, my status and reputation, and my level of self-esteem.
- **B** I am part of, and loved by, my family. I have good relationships with my friends and colleagues - they accept me for who I am.
- **C** My aim is self-knowledge and enlightenment. The most important thing to me is realizing my ultimate personal potential. I seek and welcome 'peak' experiences.
- **D** I generally feel safe and secure - job, home, etc - and protected from harm. My life generally has routine and structure - long periods of uncontrollable chaos are rare or non-existent.
- **E** Aside from dieting and personal choice, I never starve through lack of food, nor lack of money to buy food. Aside from the usual trauma of moving house, I have no worry at all about having somewhere to live - I have 'a roof over my head'.

79

MASLOW'S HIERARCHY OF NEEDS



80

Humanistic Perspective

- **Self-Actualization**
 - the ultimate psychological need that arises after basic physical and psychological needs are met and self-esteem is achieved
 - the motivation to fulfill one's potential

81



But what if you really aren't that...

82



Humanistic Perspective

■ Carl Rogers (1902-1987)

- focused on growth and fulfillment of individuals
 - genuineness
 - acceptance
 - empathy



Humanistic Perspective

- Any personality theory that asserts the fundamental goodness of people and their striving toward higher levels of functioning. Humanists are Concerned with:
 - **Unconditional Positive Regard**
 - an attitude of total acceptance toward another person
 - **Self-Concept**
 - all our thoughts and feelings about ourselves, in an answer to the question, "Who am I?"

85

Humanist: Carl Rogers

- Actualizing tendency:
 - The drive of every organism to fulfill its biological potential and become what it is inherently capable of becoming.
- Self-actualizing tendency:
 - The drive of human beings to fulfill their self-concepts.
- Fully functioning person:
 - An individual whose self-concept closely resembles his/her inborn potentials.

86

Determinants of a Fully Functioning Person

- Unconditional positive regard:
 - The full acceptance and love of another person regardless of that person's behavior.
- Conditional positive regard:
 - Acceptance and love that are dependent on behaving in certain ways and fulfilling certain conditions.
 - Use of Group therapies as positive support

87

Cognitive-Social Learning Theories: Albert Bandura and Rotter.

- Behavior is viewed as the product of the interaction of cognitions, learning and past experiences, and the immediate environment.

90

Bandura's Contribution

- Expectancies:
 - What a person anticipates in a situation or as a result of behaving in certain ways.
- Self-efficacy:
 - The expectancy that one's efforts will be successful.
- Performance standards:
 - Standards that people develop to rate the adequacy of their own behavior in a variety of situations.

91

Rotter's Locus of Control

- Locus of control:
 - An expectancy about whether reinforcement is under internal or external control.
- Internal:
 - One can control his/her own fate.
- External:
 - One's fate is determined by chance, luck, or the behavior of others.

92