

Chapter 15

Personality



Defining Some Terms

- **Personality:** A person's unique and relatively stable behavior patterns. The consistency of who you are, have been and will become
- **Character:** Personal characteristics that have been judged or evaluated; a person's desirable or undesirable qualities
- **Temperament:** Hereditary aspects of personality.
 - Includes sensitivity, moods, irritability and adaptability
- **Personality Trait:** Stable qualities that a person shows in most situations
- **Personality Type:** People who have several traits in common



English psychologist Hans Eysenck believes that many personality traits are related to whether you are mainly introverted or extroverted and whether you tend to be emotionally stable or unstable (highly emotional). These characteristics, in turn, are related to four basic types of temperament first recognized by the early Greeks. The types are melancholic (sad, gloomy), choleric (hot-tempered, irritable), phlegmatic (sluggish, calm), and sanguine (cheerful, hopeful). (Adapted from Eysenck, 1981.)



Personality Types and Other Concepts

- Carl Jung, Swiss psychiatrist who was a Freudian disciple, believed that we are one of two personality types:
 - Introvert: Shy, self-centered person whose attention is focused inward
 - Extrovert: Bold outgoing person whose attention is directed outward
- Self-Concept: Person's perception of his or her personality traits
 - Shape our subjective world; they guide what we pay attention to, remember and think about
- Self-Esteem: A positive evaluation of oneself; regarding oneself as a worthwhile person



Personality Theories: An Overview

- Personality Theory: System of concepts, assumptions, ideas and principles purported to explain personality
- Trait Theories: Attempt to learn what traits make up personality and how they relate to actual behavior
- Psychodynamic Theories: Focus on the inner workings of personality, especially internal conflicts and struggles
- Behavioristic Theories: Focus on external environment and on effects of conditioning and learning
- Humanistic Theories: Focus on private, subjective experience and personal growth



Gordon Allport and Traits

- Common Traits: Characteristics shared by most members of a culture
- Individual Traits: Define a person's unique individual qualities
- Cardinal Traits: Are so basic that all of a person's activities can be traced back to the trait
- Central Traits: Core traits of a personality
- Secondary Traits: Inconsistent or superficial traits
- Source Traits: Underlying traits of a personality



Personality types are defined by the presence of several specific traits. For example, several possible personality traits are shown in the left column. A person who has a Type A personality typically possesses all or most of the highlighted traits. Type A people are especially prone to heart disease (see Chapter 16).



Raymond Cattell and the “Big Five” Personality Factors

- Extroversion
- Agreeableness
- Conscientiousness
- Neuroticism
- Openness to Experience
- Cattell also created *16PF*, personality test



The Big Five. According to the five-factor model, basic differences in personality can be “boiled down” to the dimensions shown here. The five-factor model answers these essential questions about a person: Is she or he extroverted or introverted? Agreeable or difficult? Conscientious or irresponsible? Emotionally stable or unstable? Smart or unintelligent? These questions cover a large measure of what we might want to know about someone’s personality. (Trait descriptions adapted from McCrae & Costa, 1990.)



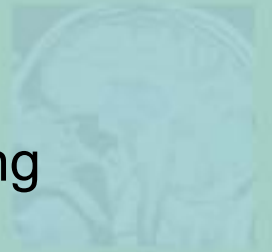
Psychoanalytic Theory and Sigmund Freud, MD

- Freud was a Viennese physician who thought his patients' problems were more emotional than physical
- Freud began his work by using hypnosis and eventually switched to psychoanalysis
- Freud had many followers: Jung and Adler, to name but a few
- Freud used cocaine and tobacco and died from oral cancer
- More than 100 years later his work is still influential and *very* controversial



Freud's Psychoanalytic Theory: The Id

- Emphasizes unconscious forces and conflicts
- Directed by three mental structures:
 - Id: Innate biological instincts and urges. Self-serving, irrational and totally unconscious
 - Works on Pleasure Principle: Wishes to have its desires (pleasurable) satisfied NOW, without waiting and regardless of the consequences



Freud's Psychoanalytic Theory: The Ego and Superego

- Ego: Executive; directs id energies
 - Partially conscious and partially unconscious
 - Works on Reality Principle; delays action until it is practical and/or appropriate
- Superego: Judge or censor for thoughts and actions of the ego.
 - Guilt comes from here; superego comes from our parents or caregivers
- Ego Ideal: Reflects all behavior one's parents/caregivers approved of or rewarded



Freudian Dynamics of Personality and Anxieties

- Ego is always caught in the middle of battles between superego's desires for moral behavior and the id's desires for immediate gratification
- Neurotic Anxiety: Caused by id impulses that the ego can barely control
- Moral Anxiety: Comes from threats of punishment from the superego
- Unconscious: Holds repressed memories and emotions, and the id's instinctual drives
- Conscious: Everything you are aware of at a given moment
- Preconscious: Material that can easily be brought into awareness



Freudian Personality Development

- Develops in stages; everyone goes through same stages in same order
- Majority of personality is formed before age 6
- Erogenous Zone: Area on body capable of producing pleasure
- Fixation: Unresolved conflict or emotional hang-up caused by overindulgence or frustration



Freudian Personality Development: Oral and Anal Stages

- Oral Stage: Ages 0-1. Most of infant's pleasure comes from stimulation of the mouth. If a child is overfed or frustrated, oral traits will develop
 - Oral Dependent Personality: Gullible, passive and need lots of attention. Fixations create oral-aggressive adults who like to argue and exploit others
- Anal Stage: Ages 1-3. Attention turns to process of elimination. Child can gain approval or express aggression by letting go or holding on. Ego develops. Harsh or lenient toilet training can lead to:
 - Anal Retentive: Stubborn, stingy, orderly, and compulsively clean
 - Anal Expulsive: Disorderly, messy, destructive, or cruel
 - "The Odd Couple" seems to be based on these anal personality types!



Freudian Personality Development: Phallic, Latency, and Genital Stages

- Phallic Stage: Ages 3-6. Child now notices and is physically attracted to opposite sex parent. Can lead to:
 - Oedipus Conflict: For boys only. Boy feels rivalry with his father for mother's affection. Boy may feel threatened by father (castration anxiety). To resolve, boy must identify with his father i.e. become more like him and adopting his heterosexual beliefs.
 - Electra Conflict: Girl loves her father and competes with her mother. Girl identifies with her mother more slowly because she already feels castrated.
 - Both concepts are widely rejected today by most psychologists
- Latency: Ages 6-Puberty. Psychosexual development is dormant. Same sex friendships and play occur here
- Genital Stage: Puberty-on. Realization of full adult sexuality occurs here; sexual urges re-awaken.



Neo-Freudians

- Accepted broad aspects of Freud's theory but revised parts of it
- Alfred Adler: Disagreed with Freud's emphasis on unconscious and on importance of sexuality.
 - Striving for Superiority: Basic drive to help us towards perfection
 - Compensation: Any attempt to overcome feelings of inadequacy or inferiority
 - Creative Self: Humans create their personalities through choices and experiences
- Karen Horney: Resisted Freud's biological and instinctive ideas
 - Basic Anxiety: Anxiety that occurs from living in a hostile world



Neo-Freudians: Carl Jung

- Persona: Mask or public self presented to others
- Personal Unconscious: Individual's own experiences are stored in here.
 - The contents are unique to each individual
- Collective Unconscious: Unconscious ideas and images shared by all humans
- Archetypes: Universal idea, image, or pattern found in the collective unconscious



Neo-Freudians: Carl Jung Continued

- Anima: Archetype representing female principle
- Animus: Archetype representing male principle
- Self Archetype: Represents unity and balance
- Mandala: Circular design representing balance, unity and completion
 - Symbolized in every culture



Learning Theories and Some Key Terms

- Behavioral Personality Theory: Model of personality that emphasizes learning and observable behavior
- Learning Theorist: Believes that learning shapes our behavior and explains personality
- Situational Determinants: External conditions that influence behavior
- Habit: Deeply ingrained learned behavior pattern



Dollard and Miller's Theory

- Drive: Any stimulus strong enough to goad a person into action (like hunger)
- Cue: Signals from the environment that guide responses
- Response: Any behavior either internal or observable
- Reward: Positive reinforcement



Social Learning Theory

- Definition: An explanation that combines learning principles, cognition, and the effects of social relationships
- Psychological Situation: How the person interprets or defines the situation
- Expectancy: Anticipation that making a response will lead to reinforcement
- Reinforcement Value: *Subjective* value attached to a particular activity or reinforcer
- Social Reinforcement: Praise, attention, approval and/or affection from others



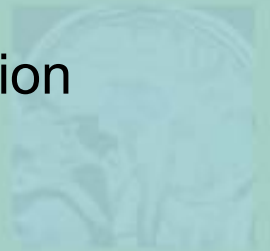
Social Learning Theory Continued

- Identification: Feeling emotionally connected to a person and seeing oneself as like him or her
- Imitation: Attempt to match one's behavior to another person's



Humanism

- Approach that focuses on human experience, problems, potentials, and ideals
- Human Nature: Traits, qualities, potentials and behavior patterns most characteristic of humans
- Free Choice: Ability to choose that is *not* controlled by genetics, learning, or unconscious forces
- Subjective Experience: Private perceptions of reality
- Self-Actualization (Maslow): Process of fully developing personal potentials
- Peak Experiences: Temporary moments of self-actualization



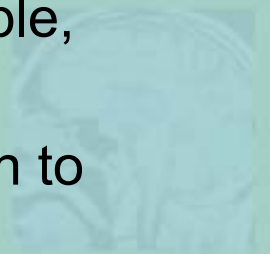
Carl Rogers' Self Theory

- Fully Functioning Person: Lives in harmony with his/her deepest feelings, impulses and intuitions
- Self: Flexible and changing perception of one's identity
- Self-Image: Total subjective perception of your body and personality
- Symbolization: Admitting an experience into awareness
- Incongruence: Exists when there is a discrepancy between one's self image and ideal self, or between one's experiences and self-image
- Ideal Self: Idealized image of oneself (the person one would like to be)



More Rogerian Concepts

- Possible Self: A collection of thoughts, beliefs, feelings and images that the person could become or “take on”
- Conditions of Worth: Internal standards of evaluation
- Positive Self-Regard: Thinking of oneself as a good, lovable, worthwhile person
- Organismic Valuing: Natural, undistorted full body reaction to an experience
- Unconditional Positive Regard: Unshakeable love and approval given without qualifications



Incongruence occurs when there is a mismatch between any of these three entities: the ideal self (the person you would like to be), your self-image (the person you think you are), and the true self (the person you actually are). Self-esteem suffers when there is a large difference between one's ideal self and self-image. Anxiety and defensiveness are common when the self-image does not match the true self.



Personality Assessment

- **Personality Interview:** Face to face meeting designed to gain information about someone's personality, current psychological state, or personal history
 - **Unstructured Interview:** Conversation is informal and topics are discussed as they arise
 - **Structured Interview:** Follows a pre-arranged plan, using a series of planned questions
 - **Diagnostic Interview:** Used to find out how someone is feeling and what complaints or symptoms someone has
- **Halo Effect:** Tendency to generalize a favorable or unfavorable first impression to unrelated details of personality (Make a good first impression!)
- **Direct Observation:** Looking at behavior directly



Other Types of Personality Assessments

- Behavioral Assessment: Recording the frequency of various behaviors
- Situational Test: Real life situations are simulated so that someone's spontaneous reactions can be recorded
- Personality Questionnaire: Paper and Pencil questionnaire consisting of questions that reveal personality aspects
 - Minnesota Multiphasic Personality Inventory-2 (MMPI-2): Widely used objective personality questionnaire
 - Validity Scales: Scales (like on the MMPI-2) that tell whether test scores should be invalidated for lying, inconsistency, or “faking good” (trying to make yourself look good, almost angelic)
- Honesty Test: Paper and pencil measure designed to detect attitudes, beliefs and behavior patterns that predispose a person to dishonest behavior

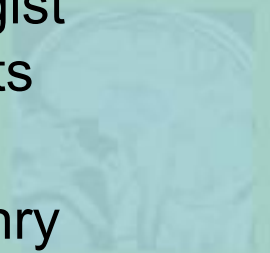


Honesty is greatly influenced by circumstances. Many students were dishonest when the true reason for wanting an extension on an overdue paper was a poor excuse (“drunk at party”). Fewer were dishonest when the excuse was semi-legitimate (“too much work”), and none lied when their excuse was legitimate (“sick in infirmary”). The importance of the paper for a course grade also influenced honesty. (Data from Greene & Saxe, 1990.)



Projective Tests

- Psychological tests that use ambiguous or unstructured stimuli; person needs to describe the stimuli or make up stories about them
 - Rorschach Technique: Developed by Swiss psychologist Hermann Rorschach; contains 10 standardized inkblots (the “inkblot” test)
 - Thematic Apperception Test (TAT): Developed by Henry Murray, personality theorist. Projective device consisting of 20 drawings (black and white) of various situations; people must make up stories about the drawings



Shyness

- Definition: Tendency to avoid others, and strain when socializing
- Social Anxiety: Feeling of apprehension in the presence of others
- Evaluation Fears: Fears of being inadequate, embarrassed, ridiculed or rejected
- Self-Defeating Bias: Distortion of thinking that impairs a person's behavior
- Private Self-Consciousness: Preoccupation with inner feelings, thoughts and fantasies
- Public Self-Consciousness: Intense awareness of oneself as a social object

