

Personality

Personality Theories
Personality Assessment

Personality

- Psychoanalytic Theory
- Psychodynamic Theory
- Humanistic Theory
- Trait Theory
- Social-Cognitive Theory
- Other Theories
- Nature vs. Nurture
- Personality Assessments

Psychoanalytic Theory

- **Levels of Consciousness**

- Conscious: information in conscious awareness

- Preconscious: information not in conscious awareness, but can be easily brought to awareness

- Unconscious (Subconscious): information that cannot be brought to awareness; mostly threatening

Psychoanalytic Theory

- **Unlocking the Unconscious**

- Hypnosis

- subjects hypnotized in order for therapist to learn about crucial repressed memories or thoughts

- Free Association

- relay anything which comes into mind, regardless of how unimportant or embarrassing the memory

- Dream Analysis

- Manifest Content: content of dream
 - Latent Content: meaning behind dream

Psychoanalytic Theory

- **Structure of the Mind**

- Id

- Operates on the pleasure principle
 - Doesn't care about reality, about the needs of anyone else, only its own satisfaction

- Ego

- Based on the reality principle
 - Mediates between needs of id and values of superego

- Superego

- Moral part of us and develops due to the moral and ethical restraints placed on us by our caregivers

Psychoanalytic Theory

- **Psychosexual Development**

- Oral Stage (0-1.5)

- Focus on mouth
 - Theme of dependency
 - Fixation: oral receptive or oral aggressive

- Anal Stage (1.5-3)

- Focus on bowel and bladder
 - Theme of control and obedience
 - Fixation: anal retentive or anal expulsive

Psychoanalytic Theory

- **Psychosexual Development**

- Phallic Stage (3-6)

- Focus on penis
 - Oedipus/Electra Complex
 - Castration Anxiety/Penis Envy
 - Identification with opposite-sex parent leads to development of the superego
 - Fixation: sexual confusion, hyper- or hyposexual

Psychoanalytic Theory

- **Psychosexual Development**

- Latency Stage (6-Puberty)

- Dormant sexual feelings
 - Repression of sexual desires and erogenous impulses
 - Pursuit of asexual pursuits (school, athletics, same-sex friendships)

- Genital Stage (Puberty...)

- Focus on sexual maturation
 - Theme is maturity, creation, and life enhancement

Psychoanalytic Theory

- **Psychosexual Development**

- Libido

- Psychic, life energy

- Erogenous Zones

- Mouth, anus, genitals

- Libido centers on behavior affecting the primary erogenous zones of child's age

- Fixation: when libido remains invested in particular stage of development

Psychoanalytic Theory

- **Defense Mechanisms**

- Coping mechanisms to deal with intra-psychic conflict between id, ego, and superego
- Influenced by Anna Freud
- Repression: pulling info into the unconscious; done without conscious control
- Suppression: pushing info out of conscious awareness, more of a conscious process
- Denial: arguing against anxiety provoking stimuli by stating it doesn't exist

Psychoanalytic Theory

- **Defense Mechanisms**

- Reaction Formation: taking the opposite belief or action because true belief causes anxiety
- Displacement: taking out emotional impulses on a less threatening target
- Projection: placing one's own unacceptable impulses onto someone else
- Regression: returning to a previous stage of development

Psychoanalytic Theory

- **Defense Mechanisms**

- Rationalization: supplying a logical or rational reason as opposed to the real reason for an unacceptable impulse/thought
- Intellectualization: avoiding unacceptable emotions by focusing on the intellectual aspects of an anxiety provoking stimulus
- Sublimation: acting out unacceptable impulses in a socially acceptable way

Psychodynamic Theory

- **Carl Jung**

- Personal Unconscious: past memories, urges
- Collective Unconscious: part of the unconscious mind common to all humans
- Individuation: psychological differentiation, development of the individual personality
- Archetypes: innate, universal prototypes for ideas to be used to interpret observations
- Synchronicity: two or more events which occur in a meaningful manner, but which are causally un-related

Psychodynamic Theory

- **Karen Horney**

- Basic Anxiety

- deep insecurity and fear that has developed in the child because of treatment by parents

- Neurotic Trends (coping strategies for anxiety)

- Compliance/“Moving Toward People”: need for affection and approval
 - Aggression/“Moving Against People”: need power, achievement, recognition, may be hostile to others
 - Detachment/“Moving Away From People”: need for self-sufficiency and perfection

Psychodynamic Theory

- **Karen Horney**

- In addition, Karen Horney took a more feminist view of psychology than Freud
- Suggested that rather than women having “penis envy”, men might have “womb envy”
- Women may be envious of men, but it is more related to social status than physical anatomy

Psychodynamic Theory

- **Alfred Adler**

- Inferiority Complex: feeling that one is inferior to others in some way
- Compensation: striving to overcome inferiority
- Social Interest: Concern for others, helping others; one form of compensation
- Studied birth order and its influence on personality
 - First-born more responsible, middle-born more ambitious, last-born might be more spoiled

Humanistic Theory

- **Abraham Maslow**

- Hierarchy of Needs

- depicted as a pyramid consisting of five levels; the top level is termed self-actualization needs

- Self-Actualization: the instinctual need of humans to make the most of their abilities and to strive to be the best they can



Humanistic Theory

- **Abraham Maslow**

- Growth Orientation

- people do not focus on what is missing but draw satisfaction from what they have, what they are, and what they can do

- Deficiency Orientation

- consists of focusing on what one does not have

Humanistic Theory

- **Carl Rogers**

- Self-Concept: the way in which one perceives oneself
- Real/Actual Self: how someone actually is
- Ideal Self: how someone thinks they should be
- Incongruence: gap between the real self and the ideal self

Humanistic Theory

- **Carl Rogers**

- Fully-Functioning Person

- open to experience, able to live existentially, is trusting, expresses feelings freely, acts independently, is creative and lives a richer life
 - Congruence between real self and ideal self

- Unconditional Positive Regard: granting of love and approval for an individual regardless of his behavior; can help development into a fully-functioning person

Social-Cognitive Theory

- **Robert Triandis**

- Cultural style will have an influence on personality development
- Individualistic cultures tend to focus on the individual; personal goals are seen as more important than group goals
- Collectivistic cultures tend to focus on group interactions; group goals are prioritized over individual goals

Social-Cognitive Theory

- **Albert Bandura**

- Self-Efficacy: people's beliefs about their capabilities to produce designated levels of performance
- Collective Efficacy: perception that with collaborative effort, group will obtain its desired outcome
- Reciprocal Determinism: person's behavior both influences and is influenced by external factors

Social-Cognitive Theory

- **Julian Rotter**

- Locus of Control

- individual's generalized expectations concerning where control over subsequent events resides
 - Internal Locus of Control: Perception that one controls one's own fate
 - External Locus of Control: Perception that chance or outside forces beyond one's personal control determine one's fate

Social-Cognitive Theory

- **Walter Mischel**

- Person-Situation Debate

- It's not just the traits & personality, but also the situation which determines the behavior

- Behavioral Signatures: consistent ways of responding in similar situations that characterize personality

Social-Cognitive Theory

- **Martin Seligman**

- Learned Helplessness

- organism has learned that it is helpless in a particular situation
 - believes that it has no control over its situation and that whatever it does is futile
 - as a result, the human being or the animal will stay passive in the face of an unpleasant, harmful or damaging situation, even when it *does* actually have the power to change its circumstances

Social-Cognitive Theory

- **George Kelly**
 - Personal Constructs: set of bipolar categories we use as labels to help us categorize and interpret the world
 - Every person is his/her own scientist, devising hypotheses and figuring out the world

Trait Theory

- **Gordon Allport**

- Cardinal Traits: traits that become a dominant force in someone's personality
- Central Traits: small number of specific traits that predominate an individual's personality
- Secondary Traits: preferences, attitudes, situational traits

Trait Theory

- **Hans Eysenck**
 - Extroversion
 - Sociability and notice of external environment
 - Influenced by nervous system activity
 - Neuroticism
 - Level of emotional instability
 - Psychoticism
 - Hostility, ruthlessness, insensitivity, tough-mindedness
 - Used factor analysis to determine traits

Trait Theory

- **Raymond Cattell**
 - Surface Traits: hundreds of visible areas of personality
 - Source Traits: 16 basic traits which underlie all others
 - Source traits derived through factor analysis

Trait Theory

- **Costa & McCrae's Big 5 Traits**
 - Openness
 - openness to experience
 - Conscientiousness
 - self-discipline, carefulness, thoroughness, organization, deliberation
 - Extroversion
 - direction of one's energies and attention outward from the self

Trait Theory

- **Big 5 Traits**
 - Agreeableness
 - pleasant and accommodating
 - Emotional Stability/Neuroticism
 - Level of anxiety & nervous tendencies
 - “OCEAN” or “CANOE”
 - Traits derived through factor analysis

Other Theories

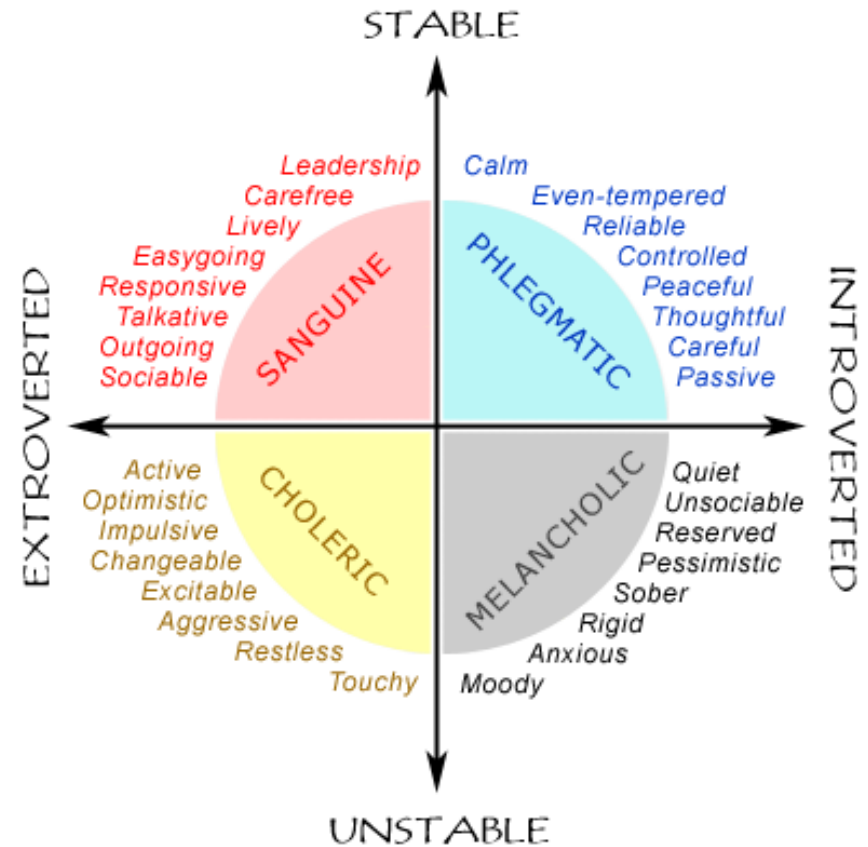
- **Terror-Management Theory**
 - Anxiety results from thinking about inevitability of death
 - We bolster our self-esteem in an attempt to reduce the anxiety

Other Theories

- **Galen**

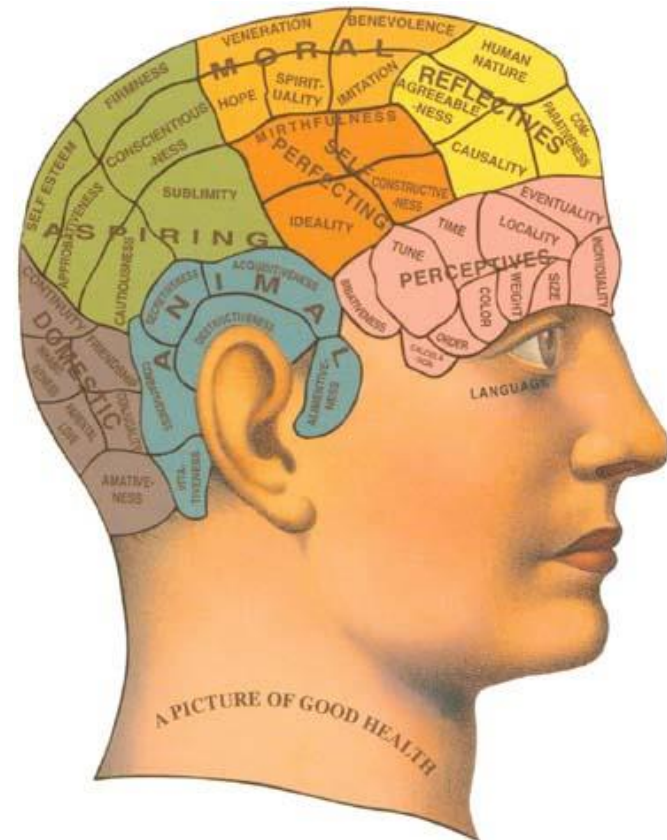
- Four Humors

- Blood
 - Sanguine -cheerfulness
- Phlegm
 - Phlegmatic -calmness
- Black bile
 - Melancholic-depression
- Yellow bile
 - Choleric-irritability



Other Theories

- **Gall & Spurzheim**
 - Phrenology
 - examining the bumps and depressions on the skull to draw conclusions about one's personality

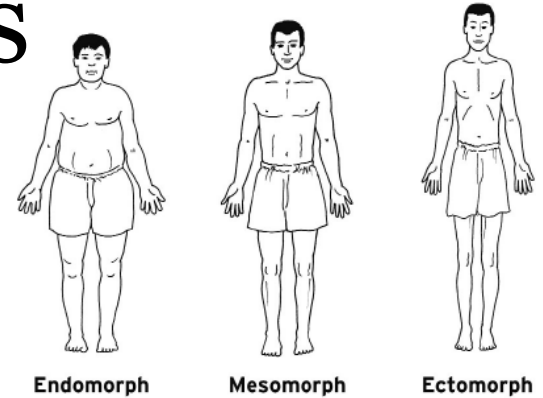


Other Theories

- **William Sheldon**

- **Somatotype Theory**

- Body types have corresponding personalities
- Endomorph
 - Focused on digestion and stomach; physically larger
 - Sociable, love of relaxation and comfort
- Mesomorph
 - Focused on muscles and circulatory system; muscular
 - Physically assertive, competitive
- Ectomorph
 - Focused on the nervous system and brain; thinner
 - Private, self-aware but socially restrained



Other Theories

- **Hans Eysenck**
 - Extroversion affected by baseline level of nervous system activity
 - High levels cause introversion
 - Low levels cause extraversion

Nature vs. Nurture

- Nature
 - Behavior Genetics Perspective
 - Temperament is genetically determined
- Nurture
 - Behavioral Perspective
 - Learning (Skinner)

Personality Assessments

- Interviews
- Observations
- Personality Inventories
 - Information is self-reported
 - Minnesota Multiphasic Personality Inventory/
MMPI-2
 - Revised NEO Personality Inventory/NEO-PI-R
(Big 5)
 - Myers-Briggs Type Indicator (Jung)
 - 16 Personality Factors Questionnaire/16 PF (Cattell)

Personality Assessments

- Projective Tests
 - People project their interests and conflicts onto an ambiguous stimulus
 - Rorschach Inkblot Test
 - Look at ambiguous inkblots and say what is seen
 - Thematic Apperception Test/TAT
 - View ambiguous pictures and make up stories about them
 - Also used to measure achievement motivation
 - Sentence Completion
 - Draw-a-Person
 - Less reliable than other assessments