

# Personality



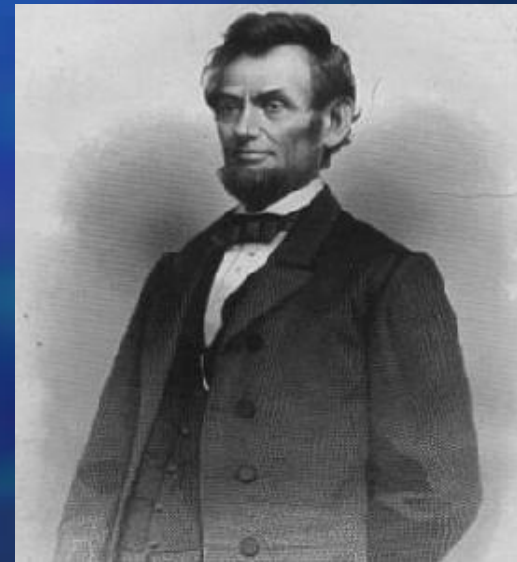
## Four Main Theories:

- Psychoanalytic Theory
- Humanistic Theory
- Social-Cognitive Theory
- **Trait Theory**

A person's pattern of thinking, feeling and acting.

# Trait Theories of Personality

- Trait: a characteristic pattern of behavior or a disposition to feel and act
- They believe that we can describe people's personalities by specifying their main characteristics (traits).
- Traits like honesty, laziness, ambition, outgoing are thought to be stable over the course of your lives.



# Trait Theories

- Personality Inventories - questionnaire used to measure a person's score on certain traits

- Minnesota Multiphasic personality Inventory (MMPI) - most widely researched and clinically used of all personality tests

- BIG FIVE personality traits: (remember CANOE)

1. Conscientiousness
2. Agreeableness
3. Neuroticism
4. Openness to experience
5. Extraversion

Factor Analysis is used to see the clusters and score these tests.





# Conscientiousness

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## ■ High

- Organized
- Careful
- Disciplined

## ■ Low

- Disorganized
- Careless
- Impulsive

# Agreeableness

## ■ High

- Soft-hearted
- Trusting
- Helpful

## ■ Low

- Ruthless
- Suspicious
- Uncooperative

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"I'm inclined to agree with you."

# Neuroticism

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- High

- Anxious
- Insecure
- Self-pitying

- Low

- Calm
- Secure
- Self-satisfied

# Openness to Experience

## ■ High

- Imaginative
- Likes variety
- Independent

## ■ Low

- Practical
- Likes routine
- Conforming





# Extraversion



- High

- Sociable
- Fun-loving
- Affectionate

- Low

- Retiring
- Sober
- Reserved


















# Trait Theory Criticism

- Do NOT take into account the importance of the situation.



**TABLE 15.2****THE “BIG FIVE” PERSONALITY FACTORS**

(Memory tip: Picturing a **CANOE** will help you recall these.)

Trait Dimension	Endpoints of the Dimension		
<b>Conscientiousness</b>	Organized Careful Disciplined	  	Disorganized Careless Impulsive
<b>Agreeableness</b>	Soft-hearted Trusting Helpful	  	Ruthless Suspicious Uncooperative
<b>Neuroticism</b> (emotional stability vs. instability)	Anxious Insecure Self-pitying	  	Calm Secure Self-satisfied
<b>Openness</b>	Imaginative Preference for variety Independent	  	Practical Preference for routine Conforming
<b>Extraversion</b>	Sociable Fun-loving Affectionate	  	Retiring Sober Reserved

Source: Adapted from McCrae & Costa (1986, p. 1002).