THEORIES OF PERSONALITY

LO 13.1 What is personality

FREUD & PSYCHODYNAMICS

LO 13.2 Freud’s historical view

LO 13.3 Jung, Adler, Hartney & Erikson

LO 13.4 Modern psychoanalytic theory

JUNG, ADLER, HORNBEY & ERIKSON

ASSESSMENT OF PERSONALITY

LO 13.9 Personality measures

OTHER PERSPECTIVES

LO 13.5 Behaviorists & social cognitive theorists

LO 13.6 Humanism
Personality

Unique and stable ways people think, feel, and behave

Theories of Personality

- Temperament - enduring characteristics each person born with
- Character - value judgments of morality and ethics

Four Main Perspectives

Psychodynamic  Behavioral  Humanistic  Trait
Sigmund Freud

- **Founder** psychoanalytic movement
- **Cultural background**
  - Victorian era
    - sexual repression, sex for procreation, mistresses satisfied men’s “uncontrollable” sexual desires

The Unconscious Mind

- Conscience/Conscious with motives revealed
- Preconscious/Emotional/Confused unconscious
- Unconscious/Difficult to Repressed, superego: operate in more fundamental
Divisions of The Personality

**Ego**
- the largely conscious, “executive” part of personality
- mediates among the demands of the id, superego, and ego
- operates on the reality principle, satisfying the id’s desires in ways that will realistically bring pleasure rather than pain

**ID**
- unconscious psychic energy
- strives to satisfy basic sexual and aggressive drives
- operates on the pleasure principle, demanding immediate gratification

**Superego**
- conscious component of personality
- mediates between the Ego and the Id
- operates on the moral principle, promoting social order and conscience.
The Superego

- the part of personality that presents internalized ideals
- provides standards for judgment and for future aspirations
- Moral guardian, conscience
- May impose self-punishment, guilt, shame

Ego Defense Mechanisms

• Examples
  • Repression
  • Denial
  • Displacement
  • Reaction formation
  • Rationalization
  • Projection
  • Sublimation

Stages of Personality Development

• Fixation – unresolved psychosexual stage conflict
  – “stuck” in stage relevant personality traits and behaviors
• Psychosexual stages - five stages of personality tied to sexual development
Stages of Personality Development

- **Oral stage** - first stage, first year
  - mouth - erogenous zone
  - weaning is primary conflict

- **Anal stage** - one to three years, ego develops
  - toilet training conflict
  - expulsive vs. retentive personalities

- **Phallic stage** - three to six years, superego develops
  - sexual feelings
  - Oedipus complex
Stages of Personality Development

**Latent stage**
- six to puberty
  - sexual feelings repressed, same-sex play, social skills

**Genital stage**
- puberty
  - sexual feelings consciously expressed

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**Notes:**
- From birth to the age of 3, the personality is shaped by the environment and the interactions with caregivers.
- From 4 to 8 years old, the focus is on developing self-esteem and social skills.
- From 9 to 13 years old, the focus is on developing the ability to think abstractly and make plans for the future.
- From 14 years old to adulthood, the focus is on developing a sense of identity and forming relationships.

**References:**
Neo-Freudians
- Neo-Freudians developed competing psychoanalysis theories
  - Jung: personal and collective unconscious, archetypes
  - Adler: inferiority and compensation; birth-order theory
  - Horney: basic anxiety and neurotic personalities
  - Erikson: stages of development across the lifespan

Modern Psychoanalytic Theory
- Current research has found support for:
  - defense mechanisms
  - concept of unconscious mind that can influence conscious behavior
Behaviorism and Personality

- Behaviorists define personality as a set of learned responses or habits
  - Social cognitive theorists emphasize importance of others’ behaviors and own expectations

- Social cognitive view - learning via anticipation judgment, memory, and imitation

Humanism: The Third Force

- Humanistic view - focuses on traits that make people uniquely human
  - reaction against negativity of psychoanalysis and behavioral determinism

Behaviorism and Personality

- Reciprocal determinism - personal, environmental, and behavioral factors interact to shape behavior
- Self-efficacy - perception of one’s competence in certain circumstance
Rogers and Self-Concept

- Self-actualizing tendency – striving to fulfill innate capabilities
  - self-concept – image of oneself; interactions with significant people

Rogers and Self-Concept

- Sense of self is reflected in the words and actions of important people in one’s life

Rogers and Self-Concept

- Real self - one’s perception of actual characteristics, traits, and abilities
- Ideal self – what one should or would like to be

Match = Harmony
Mismatch = Anxiety
• Positive regard - warmth, affection, love, and tenderness
• Unconditional positive regard - positive regard given without conditions
• Conditional positive regard - positive regard given when providers' wishes are fulfilled

What kind of people are considered to be fully functioning?

Trait Theories of Personality

• Trait theories - describe characteristics for purpose of prediction
  - trait - a consistent, enduring way of thinking, feeling, or behaving
• Allport - listed 200 traits believed to be part of nervous system
• Cattell reduced number of traits to between 16 and 23

Cattell's Self-Report Inventory
Trait Theories of Personality

- Surface traits - outward actions of a person
- Source traits – more basic traits forming core of personality
  - Example: Introversion is source trait in which people withdraw

The Big Five Theory

- Open
- Conscientious
- Extraverted
- Agreeable
- Neurotic

The Big Five Dimensions

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<th>Dimension</th>
<th>High</th>
<th>Low</th>
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<td>Open</td>
<td>Creative, imaginative</td>
<td>Closed</td>
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<tr>
<td>Conscientious</td>
<td>Duty-oriented, methodical</td>
<td>Undirected</td>
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<tr>
<td>Extraverted</td>
<td>Talkative, assertive, social</td>
<td>Introverted</td>
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<tr>
<td>Agreeable</td>
<td>Trusting, helpful, cooperative</td>
<td>Disagreeable</td>
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<tr>
<td>Neurotic</td>
<td>Anxious, worried, moody</td>
<td>Stable</td>
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Source: Adapted from John & Srivastava (1999)
**Biology and Personality**

- Behavior genetics
  - Study of heredity and personality
  - Selective breeding of animals leading to predictable temperaments

**Twin & Adoption Studies**

- Trait–situation interaction
  - Specific circumstances influence trait expression
- Some cross-cultural support for five-factor model
  - Future research: impact of child-rearing practices on five dimensions
Cultural Personality

Assessment of Personality

Who Uses Which Method?

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<td>Observations</td>
<td>Interviews</td>
<td>Inventories</td>
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Eclectic Assessment
Who Uses Which Method?

### Interviews
- **Interview**: professional asks questions of client, structured or unstructured
- **Halo effect**: allowing client’s positive traits to influence assessment of client

### Projective Tests
- **Projection**: projecting one’s unacceptable thoughts or impulses onto others
- **Projective tests**: ambiguous visual stimuli presented to client who responds with whatever comes to mind
  - Rorschach inkblot test: 10 inkblots as ambiguous stimuli
  - Thematic Apperception Test (TAT): 20 pictures of people in ambiguous situations
- **Subjectivity problems with projective tests**:
  - “Do you mind if I say something helpful about your personality?”
Behavioral Measures

- Direct observation – professional observes client; clinical or natural settings
  - Rating scale - numeric value assigned to specific behavior
  - Frequency count – frequency of behaviors is counted
- Observer effects/bias and lack of control

Personality Inventory

- Personality inventory – questionnaire with standard list of questions
  - Response format - yes, no, can’t decide, etc.
    - NEO-PI - based on the five-factor model
    - Myers-Briggs Type Indicator - based on Jung’s theory of personality types
    - MMPI-2 - designed to detect abnormal personality

Personality Tests and Internet

- There are numerous personality tests available on the Internet
- Not all equal in quality, reliability, or validity.
- Lack of professional interpretation of the results of such tests.
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