

Personality

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Definition

- Difficult to define
- Broadly refers to those relatively stable and enduring and predictable behaviours, values, attitudes, feelings and other characteristics which distinguish an individual from others .

Approaches to personality

1. Trait Theories of Personality
2. Psychobiological Approaches
3. Social Cognitive Approaches
4. The Psychodynamic Approach
5. The Humanistic Approach
6. Assessment of Personality

Personality Types and Traits

- A **personality type** is a discrete category into which a person can be sorted
- A **personality trait** is an enduring personal characteristic that underlies a person's reactions to a variety of situations

Identification of Personality Traits

- Allport looked at the English language (4000 traits)
- Cattell listed sixteen personality variables
- Eysenck suggests that there are only three bipolar dimensions to personality
 - Introversion-extroversion
 - Neuroticism-emotional stability
 - Psychoticism–self-control

The Five-Factor Model

- Consists of five factors
 - Neuroticism
 - Extraversion
 - Openness
 - Agreeableness
 - Conscientiousness
- The Neo Personality inventory revised is
 - A test of personality traits
 - 240 items of the sort:
 - “ I really like most people I meet”

Heritability of Personality Traits

- Many studies have found that identical twins are more similar to each other than fraternal twins – personality factors are affected by genetic factor
- There is little evidence for an effect of common family environment, but it has an influence on social attitudes

Personality Is Rooted in Genetics: Twin Studies

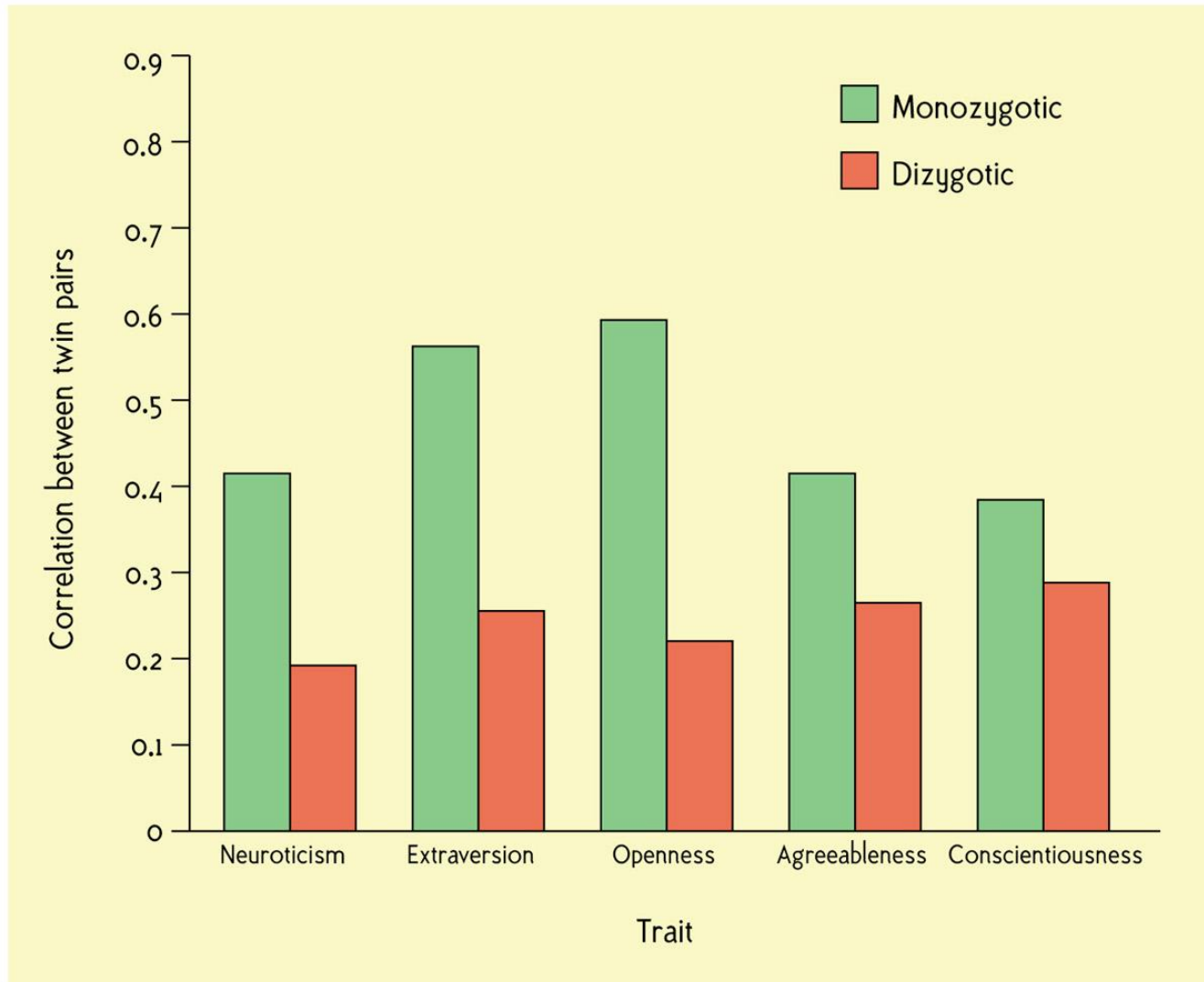


FIGURE 12.9

Brain Mechanisms in Personality

- Personality Traits – Brain Characteristics
- Extroversion – High Sensitivity to reinforcement
- Introversion – High Sensitivity to Punishment
- Psychoticism - Low sensitivity to Punishment; High Optimal Level of Arousal

Social Cognitive Approaches

Social cognitive theory is the idea that both consequences of behavior and an individual's beliefs about those consequences determine personality

- Expectancies and Observational Learning
- Reciprocal Determinism and Self-Efficacy
- Personality Across Time

Expectancies and Observational Learning

- **Observational learning** is learning through observation of consequences to others as a result of their behavior
- **Expectancies** are the beliefs that certain consequences follow certain actions

Reciprocal Determinism and Self-Efficacy

- **Reciprocal Determinism** is the idea that behavior, environmental, and cognitive variables interact to determine personality
- **Self-efficacy** is a person's beliefs about how well or how badly they will perform tasks

Personality across Time

- Competencies
- Encoding Strategies and Personal Constructs
- Expectancies
- Subjective values
- Self-regulatory Systems and Plans

Figure 14.8: Internal and External Loci of Control

Internal Locus of Control

Poor performance on test

It's my own fault.
I should have spent
more time studying.



Good performance on test

Great! I knew
all that studying
would pay off.



External Locus of Control

Poor performance on test

These tests are
just too hard.
The questions are
impossible.



Good performance on test

Did I get lucky
or what? The teacher
must really have gone
easy on the grading.



The Psychodynamic Approach

- The Development of Freud's Theory
- Structures of the Mind: Id, Ego, and Superego
- Defense Mechanisms
- Freud's Psychosexual Theory of Personality Development
- Further Development of Freud's Theory: The Neo-Freudians
- Some Observations on Psychodynamic Theory and Research

The Development of Freud's Theory

- Freud (1856–1939) believed that personality was a result of events in a person's life, including traumatic ones
- Freud also believed that the mind actively prevents unconscious traumatic events from reaching consciousness

Structures of the Mind: Id, Ego, and Superego

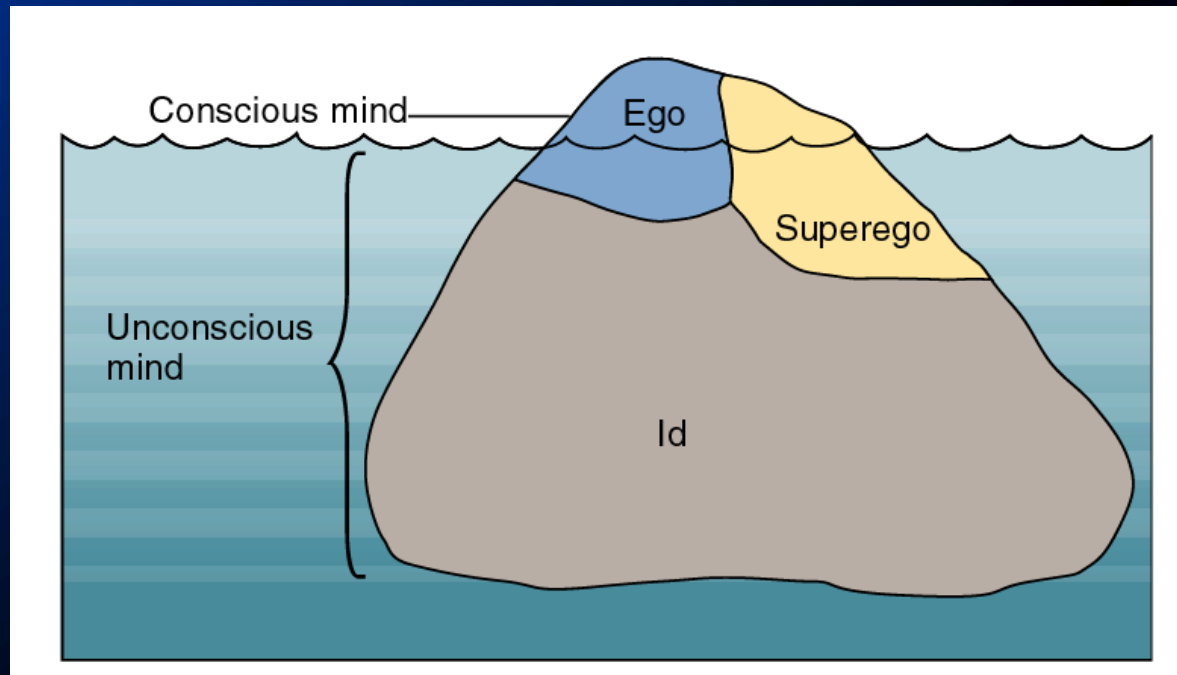


Figure 14.9: Freud's Conception on the Structure of the Mind

Defense Mechanisms

- These are mental systems that become active whenever unconscious instinctual drives of the id come into conflict with the superego, and include:

Sublimation

Reaction formation

Projection

Repression

Conversion

Rationalization

Freud's Psychosexual Theory of Personality Development

- Freud believed that personality development involves passing through several psychosexual stages of development early in life
- These stages are the:
 - Oral stage
 - Anal stage
 - Phallic stage

Further Development of Freud's Theory: The Neo-Freudians

- The Neo-Freudians include:
 - Carl Jung
 - Alfred Adler
 - Karen Horney
 - Erik Erikson

Some Observations on Psychodynamic Theory and Research

- Psychodynamic theory has profoundly affected psychological theory, psychotherapy, and literature
- It has received little empirical support in part because the concepts are difficult to operationalize

The Humanistic Approach

- Maslow and Self-Actualization
- Rogers and Conditions of Worth
- Some Observations on the Humanistic Approach

Maslow and Self-Actualization

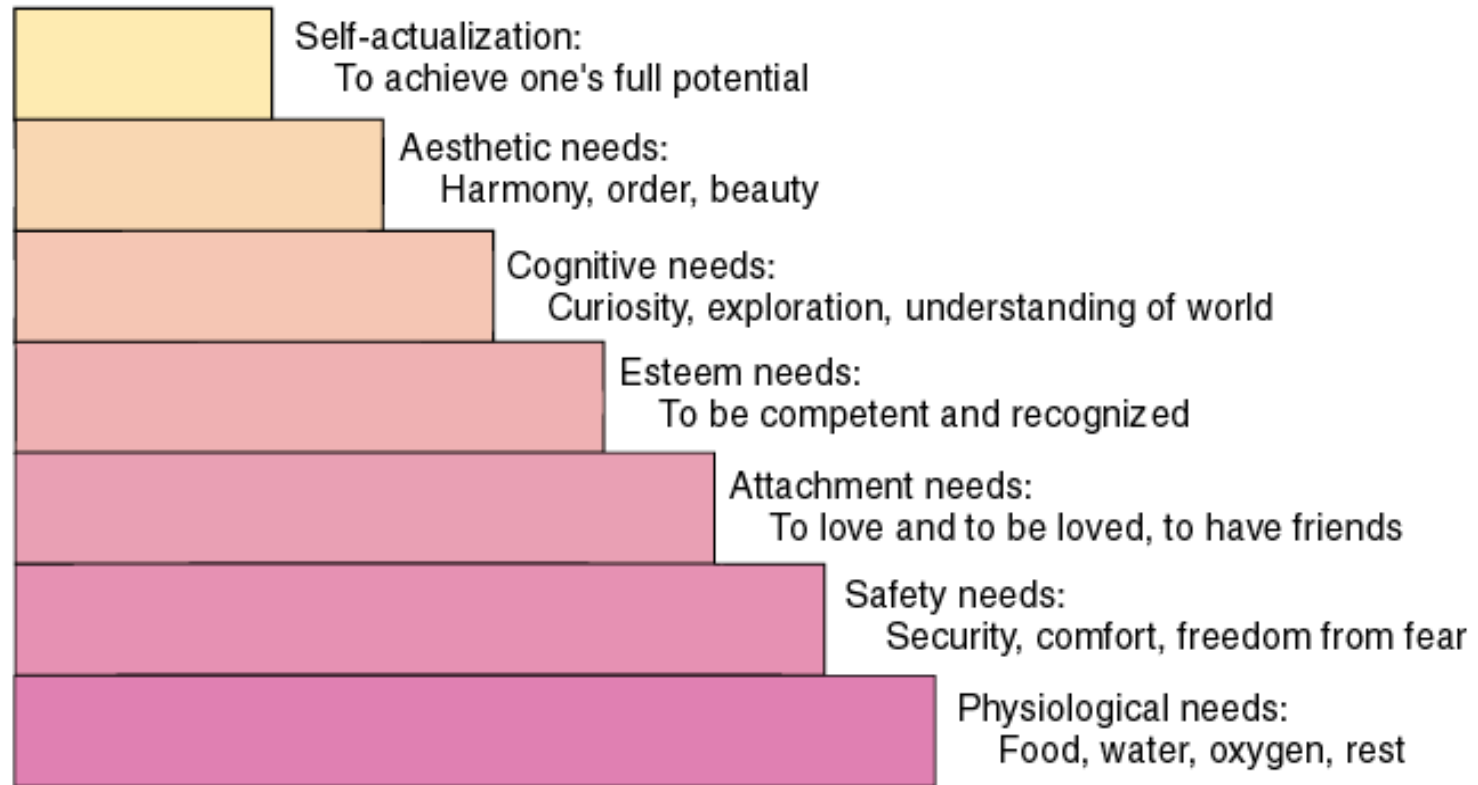


Figure 14.10: Maslow's Hierarchy of Needs

Rogers and Conditions of Worth

Emphasizes both:

Conditions of worth: the conditions that others place upon us in order to receive their positive regard

Unconditional positive regard: the unconditional love and acceptance of an individual by another person

Some Observations on the Humanistic Approach

- This approach emphasizes the positive aspects of human growth
- Critics believe it to be vague and untestable and more descriptive than explanatory

Assessment of Personality

- Objective Tests of Personality
- Projective Tests of Personality
- Evaluation of Projective Tests

Objective Tests of Personality

- **Objective personality tests** measure personality in a multiple choice or a true or false format
 - Allows for objective scoring of the test
 - Minnesota multiphasic personality inventory (MMPI)

Projective Tests of Personality

- **Projective tests** unstructured personality measures in which a person is shown a series of ambiguous stimuli, such as pictures, inkblots, or incomplete drawings.
 - Rorschach Inkblot Test
 - The Thematic Apperception Test (TAT)

Projective Tests of Personality

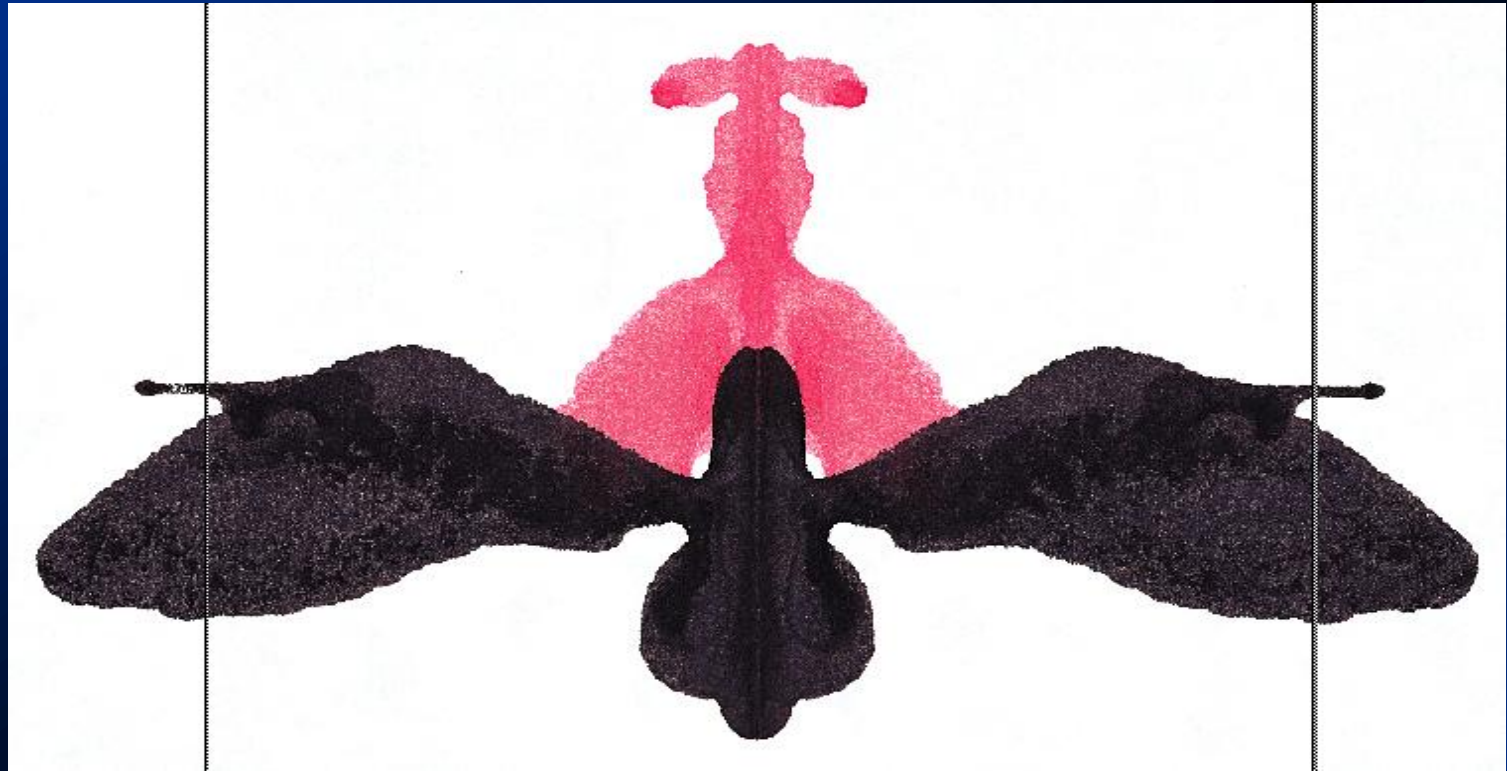


Figure 14.11: An Inkblot Similar to One of the Blots that Appear in the Rorschach Inkblot Test

Evaluation of Projective Tests

- Although these are widely used, they have low reliability and validity
- It is assumed that one will project aspects of their personalities into their responses

THANK YOU