### Personality and Its Assessment

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### I. What is Personality?

- A pattern of relatively permanent traits, dispositions or characteristics
- Provide some consistency to an individual’s behavior
Personality in a Cultural Context

Culture: includes norms, ideas, values, beliefs, rules, & patterns of communication

• May influence the development of some personality traits more than others
• Influences the development of theory

Personality in a Cultural Context

– **Individualist** cultures value competitiveness and self-reliance
– **Collectivist** cultures value interdependence and cooperation
– Also differences within cultures

Evolutionary Psychologists

Others argue culture has little effect on personality
– See personality as the expression of biological traits
– Look for similarities across cultures
– Some argue personality is not restricted to humans
– Personality is the basis of culture, not vice versa
II. History
Dr. Hogan
- Persona: Theatrical Mask
- Personare: to sound through
Hippocrates (460-377 BC)
- Humors: fluids
  - Choleric: yellow bile - quick tempered
  - Sanguine: blood - warm, cheerful
  - Phlegmatic: phlegm - sluggish, cool, calm
  - Melancholic: black bile - gloomy, pensive (deep in thought)

III. Trait & Type Theories of Personality
- Trait: Identify relatively stable aspects of personality that are inferred from behavior
  - Related to Disposition
    - How one behaves across situations and time
    - Exist on a continuum (extremely shy, very shy, shy, slightly shy)
- A Type is a category or collection of related traits

Trait and Type Theories
Gordon Allport:
- Viewed human personality as an evolving system of habits, attitudes, & traits
- Established an extensive catalogue of traits
- Allport's Personal Disposition Theory
  - Each person has a personal disposition
    - Unique set of personality traits
    - Three categories of traits
  1. Cardinal
    - So dominant a person's entire personality reflects the trait
    - Not everyone has a cardinal trait
Allport’s Personal Disposition Theory

2. Central
   • Qualities that characterize daily interactions
   • Most people have 5 to 10 central traits
   • Pattern of traits is crucial
3. Secondary
   Characteristics exhibited in specific situations
   More easily modified than central traits
   Not necessarily exhibited daily
   People have more secondary than central traits

Raymond Catell’s Trait Theory

Used mathematical procedure of **Factor Analysis** to show that groups of traits tend to cluster together:
- Obvious, daily traits are **Surface Traits:**
  Described characteristic ways of behaving, clean, stubborn, orderliness
- Higher-order traits are **Source Traits:**
  Underlying traits from which surface traits are derived

Eysenck’s Factor Theory

Focused on higher levels of trait organization

**Types**
- Each type incorporates lower level traits
- Each trait incorporates lower level habits
- All traits can be assigned to one of three dimensions
The Five-Factor Model (McCrae & Costa)

1. **Neuroticism (Emotional instability)–Stability**
   - Worried–calm, nervous–at ease, insecure–secure
   - Anxiety, depression, impulsivity, vulnerability, angry hostility

2. **Extraversion–Introversion**
   - Social–unsocial, talkative–quiet, affectionate–reserved
   - Activity level, assertiveness, excitement seeking, positive emotions, warmth

3. **Openness to Experience**
   - Open–closed, independent–conforming,
   - creative–uncreative, daring–timid
   - Fantasy, aesthetics, feelings, actions, values

4. **Agreeableness**
   - Forgiving and willing to comply
   - Straight forwardness, trust, modesty, altruism, compliance

5. **Conscientiousness**
   - Strong sense of purpose with high expectations
   - Self-discipline, competence, order, achievement striving, deliberation

Eysenck’s Factor Theory

Trait dimensions

**Extraversion–Introversion (E)**
- Extraverts are sociable and impulsive
- Introverts are unsociable and cautious

**Neuroticism–Emotional Stability (N)**
- Neurotics are anxious and tend to overreact
- Emotionally stable persons have emotional control, are spontaneous, warm, and genuine
Eysenck’s Factor Theory

Psychoticism–Superego Function (P)
- Also called tough-mindedness–tender-mindedness
- Tough-minded persons are cold, self-centered, non-conforming, hostile, suspicious
- Tender-minded persons are altruistic, highly socialized, caring, cooperative, conventional

NT

Obsessive Compulsive
- Careers: logical, precise, goal-oriented, thinkers, inventors, college-level teachers, designers, craftsmen, power is important.
  - INTJ: obsessive-major defense emotional isolation symptoms: uncontrollable thoughts, paranoia, insomnia, general anxiety, nightmares
  - ENTJ: compulsive-Major defense rituals (ongoing) symptoms: rituals (behaviors)
  - INTP: inhibitor-Major defense-polarization (immobilization) symptoms: impotence
  - ENTP: Phobic Major defense-displacement symptoms: phobic fears

SJ

Depressive
- Need for harmony & belonging, want to be part of a family, caretaker, systematic, concrete, dependable, good with conformity
- Careers: police, lawyers, judges, teachers, military, religion, OB/GYN doctor
  - ISTJ: Neurotic depressive-major defense-“I'm tired”
  - ESTJ: Hypochondriac-major defense-“I don’t feel well”
  - ISFJ: Anxiety depressive-major defense-“I’m worried” symptoms: anxious, agitated, nervous, restlessness,
  - ESFJ: Melancholic-“I’m sorry” symptoms: sad, shame, no hope, guilt, worthlessness
NF

**Social chameleons** - take on the color of their surroundings.

**Hysterics** - fake overreact, take on the color of their environment. Abstract philosophical, charismatic leaders, impatient with mundane details

- Careers: counselors, religious workers, writers, character actors.
- **INFJ**: Cataleptoid-major defense-introjection
- **INFP**: Heboid-major defense dissociation
- **ENFJ**: Epiletoid-major defense repression
- **ENFP**: Paranoid – major defense paranoid

SP

- **Hysterics**, overreact, practical, concrete, impulsive, charming, avoid responsibility
- Careers: mechanics, athletics, truck drivers, weight lifters.
- **ISFP**: autistic personality: self mutilation, prostitution, masochism, tranvestism, shadowy, fetishism
- **ESFP**: narcotic personality: alcoholism, drug addiction, overeating
- **ESTP**: sociopathic personality: robbery
- **ISTP**: perverse personality: assault, terrorism, rape, sadism, sadism, voyeurism, pyromania, necrophilia

IV. The Psychodynamic Approach to Personality

Focuses on unconscious process

**The Psychoanalytic Theory of Sigmund Freud**

- Austrian psychiatrist in the late 19th century
- Radical ideas at the time
- Developed theory by treating people:
  - From the middle and upper classes
  - With emotional problems
  - Who were mostly married women
  - Who lived in a repressive society
The Psychoanalytic Theory of Sigmund Freud

Theory centered on early childhood experiences and fantasies
First believed in the **Seduction Theory**
  - Adults’ symptoms came from being sexually seduced in childhood by an older person
Later replaced with the **Oedipus Complex**
  - Childhood sexual experiences due to fantasy, not actual behavior of other adults

The Psychoanalytic Theory of Sigmund Freud

Led to elaborate personality theory and approach to therapy: Psychoanalysis

**Key assumptions**
- Three levels of consciousness
- Three basic structures of the mind
- Importance of early childhood experiences
- Role of repressed sexual and aggressive impulses
- Use of defense mechanisms

Levels of Mental Life

**Conscious**
  - Minor role in psychoanalytic theory
  - Those experiences we are aware

**Preconscious**
  - Experiences of which a person is not currently conscious but may become so
  - Some easier to remember than others
Levels of Mental Life

**Unconscious**
- Thoughts, urges and memories that are beyond the realm of awareness
- Would cause too much anxiety if we were aware of them
- May become preconscious or conscious in another form

The Structure of the Mind

**Id**
- Source of instinctual sexual or aggressive energy
- Fully unconscious
- Works according to the **Pleasure Principle**: Tries to maximize immediate gratification
- No regard for reality or morality

**Ego**
Works according to the **Reality Principle**
- Takes into account what is practical along with what is urged.
- Delays gratification of the id
- Mostly conscious
- The rational part of personality that maintains contact with reality
Superego

Moral branch of personality

- Source of Ego ideal and conscience

Operates according to the **Moral Principle**

Develops during childhood

Like the id, not in touch with reality

Unlike the id, tells person not to do anything pleasurable

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Development of Personality

Core aspects of personality

- Are established early
- Remain relatively stable
- Change only with great difficulty

All people pass through 5 **Psychosexual Stages** of personality development

- Conflict and issues are experienced that are associated with a specific **Erogenous Zones**
- Areas of the body that produce pleasant erotic or sexual sensations when stimulated
Psychosexual Stages of Development

Oral Stage: Birth to age 1
Mouth is the primary pleasure center. Feeding, sucking, biting
Adults who had problems during this stage would center around oral gratification
– Oral Fixation: Dependency, optimism, pessimism, alcohol, overeating, smoking, nail biting

Anal Stages
Ages 2–3
Pleasure is focused on the anus
Children become toilet trained
Become responsive to needs of society
Establishes basis for conflict between id and ego

Anal Fixation
Rebellion during this period leads to “Anal Expulsive” personality in adulthood
• Exceedingly messy, sloppy, rebellious, careless, sadistic (pleasure from causing pain or humiliation)
Over-conformity leads to “Anal Retentive” personality in adulthood
• Overly controlled, neat, stubborn, perfectionist
Phallic Stage

Ages 3 to 6
Children become aware of genitals

**Oedipus Complex** occurs
- Unconscious wishes to have sex with one parent and kill the other
- Boys: Oedipus Complex
  - Sexual love for mother
  - Rivalry with father
  - Leads to **Castration Anxiety**
    - Fear of father’s punishment

Electra Complex

Sexual love for father, rivalry with mother **Penis Envy**: Can symbolically acquire one by identifying with her father
Both boys and girls resolve conflict by identifying with same-gender parent (by age 5 or 6)
Conflict in this stage leads to vanity, promiscuity, worry about chastity in adulthood
Adults do tend to seek partners who are similar to their opposite-gender parents

Latency Stage

Ages 6 to 12 (puberty)
Sexual urges are inactive (latent) unconscious
Energy is channeled into social and intellectual activities (school work, gender-role behaviors, play with same gender)
**Pre-genital fixation**: Homosexuality, masturbation- immature sexual conduct
Genital Stage

Onset of puberty through adulthood
Sexuality reemerges - intercourse
Fears and repressed feelings from earlier stages also reemerge but are repressed by the
**Incest Taboo**: Cultural prohibition against marrying or having sex with close blood relatives
Concept: Girls are looking to marry someone like their father, boys like their mothers

Defense Mechanism

Unconscious attempts by the ego to reduce anxiety from unacceptable sexual and aggressive drives
Distort perceptions of reality
Normal and universal reactions
In extreme, may be unhealthy
Helpful and generally harmless
All have some element of repression

Defense Mechanisms

- Repression
- Projection
- Introjection
- Sublimation
- Denial
- Dissociation
- Regression
Jung and Analytical Psychology

Carl Gustav Jung (1875 – 1961)
- Swiss psychiatrist who also broke with Freud
- Placed less emphasis on sex
- Saw behavior as less rigid and determined than Freud did
- Emphasized the search for meaning in life

People are motivated to attain self-realization or perfection
Very difficult goal to reach
Emphasizes the **Collective Unconscious**
- Shared storehouse of primitive ideas and images inherited from our ancestors
- **Archetypes**
- Emotionally charged
- Emerge in art, religion, and dreams

Other Archetypes

Great mother
- Symbolizes nourishment and destruction
  - Fairy godmother, mother earth, mother nature.

Wise old man
- Symbolizes wisdom
- Often shallow
- Wizard of Oz
Other Archetypes

The self
- Archetype of completion and wholeness
- Encompasses opposing aspects of personality
- Final test of self-actualization is to realize the self
- Bring opposing aspects of personality together
- Symbolized by the Mandala

VI. Humanistic Approach

Assumes people are motivated by internal forces to achieve personal goals
Focuses on well-adjusted people
Makes predictions about specific behaviors
Takes a Phenomenological Approach
  - Focus on individuals’ unique experiences and how they interpret them
  - Emphasizes current, not past, experience
  - Focus on self-determination

Maslow’s Hierarchy of Needs

Abraham Maslow (1908 – 1970)
Theory of motivation
  - Hierarchy of needs, from physiological to self-actualization
  - Higher needs are more distinctly human
Studied psychologically healthy people
  - Very few become self-actualized
Humanistic Theory
Abraham Maslow (1908 – 1970)
– Assumed people are essentially good
– Believed people are naturally motivated toward self-actualization
  • One of the highest level of psychological development
  • Involves striving to achieve everything one is capable of

Maslow’s Hierarchy of Needs
– Physiological
– Safety
– Love and Belongingness
– Esteem
– Self-Actualization
– Need for Understanding

Maslow organized a hierarchy of motives
– As lower-level needs are satisfied, higher-level needs become more motivating
– Believed only a small portion of people attain self-actualization

Problems with Maslow’s theory
– Too global to be tested experimentally
– Strongly tied to Western values
Carl Rodger's (1902-1987)

Three basic assumptions about behavior:
  - Behavior is goal-directed
  - People have potential for growth
  - Perceptions of the world determine behavior

Personality development motivated by **Fulfillment**
  - Inborn tendency directing people toward actualization

Basics of Roger's Theory

Three conditions necessary for fulfillment
  - Empathy
    - Having feelings accurately sensed
  - Unconditional positive regard
    - Being accepted completely and unconditionally
  - Congruent relationship
    - With a psychologically healthy partner or therapist

Rogers and Self Theory

Roger's theory is centered on the self
  - Your view of yourself and of your relationships

**Self-concept**: How you see your behavior and internal characteristics

**Ideal self**: Your picture of what you would like to be

Incongruence occurs when the self-concept and the ideal self are very different
Personality Assessment

Projective Tests
- Rely on the interpretation of people’s responses to a standard set of ambiguous stimuli
- Related to psychodynamic approaches to personality
- **Rorschach Inkblot Test**
- **TAT**
- **Personality Inventories**

The Rorschach Inkblot Test
- Presented with 10 inkblots
- Asked what you see
- New scoring system has revived the popularity of this test
- Still seems to have little usefulness for diagnosing psychological problems

The Thematic Apperception Test (TAT)
- Presented with black and white pictures of people in ambiguous situations
- Asked to tell a story to describe the situation
- Lack of standardized scoring system
  - Lack of consistency in information obtained
Personality Inventories
- Most widely used psychological tests, next to intelligence tests
- Consist of multiple choice or true–false questions
- Different tests have emerged from the different theoretical approaches
- Well-constructed inventories are valid predictors of behavior

Myers–Briggs Type Inventory (MBTI)

Based on Jung’s theory
Each person favors specific ways of dealing with and learning about the world Modalities
- Modalities define personality type
- Four dimensions
  - Extraversion–Introversion
  - Sensing–Intuition
  - Thinking–Feeling
  - Judging–Perceiving

Personality Inventories

Inventories based on Trait theories
- Majority of personality inventories
Sixteen Personality Factor Test (16 PF)
- Developed by Cattell
- Provides a score on each of his 16 personality factors
Eysenck Personality Questionnaire
- Measures each of Eysenck’s three broad factors
Minnesota Multiphasic Personality Inventory (MMPI)

One of the most widely used and researched
Designed to detect abnormal behavior
Scores significantly above normal may indicate psychopathology
Not useful for most people interested in understanding their own personalities