

Personality

- “Personality refers to individual differences in characteristic patterns of thinking, feeling and behaving. The study of personality focuses on two broad areas:
 - One is understanding individual differences in particular personality characteristics, such as sociability or irritability.
 - The other is understanding how the various parts of a person come together as a whole.” (www.apa.org)
 - Psychological Theories of Personality
 1. Psychodynamic Approaches
 2. Learning Approaches
 3. Trait Approaches
 4. Humanistic Approaches
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Psychodynamic Approaches

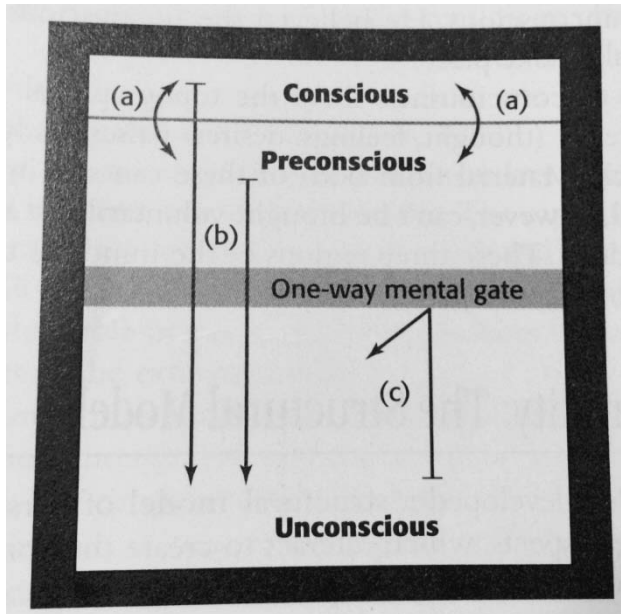
- Human personality is motivated by human instincts, unconscious drives, and childhood experiences.

Sigmund Freud

- Freud focused on unconscious, instinctive drives and childhood rearing as the basis of human personality development.

Unconscious Mind

- “The Topographical Model of Mind” is an iceberg model explaining how the mind is organized.
- Conscious → The state of being aware of external stimuli and the self.
- Preconscious → The state, which contains materials and memories that are not threatening and easily brought to the mind.
- Unconscious → The state of the mind that contains memories, knowledge, beliefs, feelings, drives, and instincts of which we are not aware.

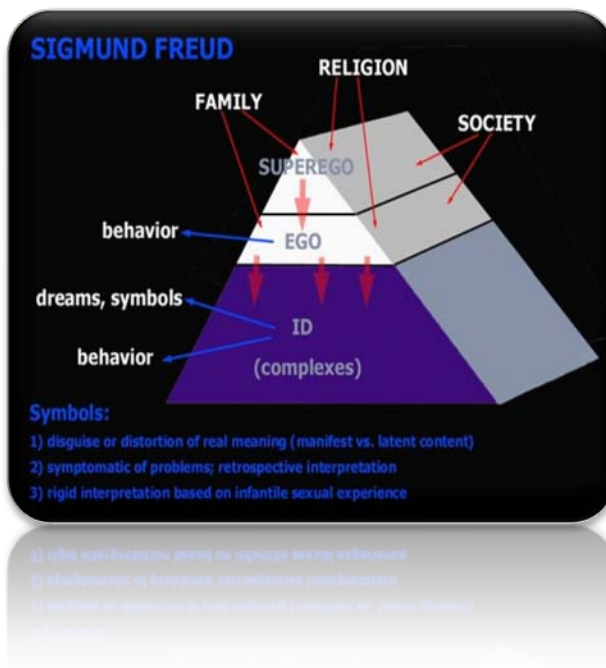


(Carver & Scheier, 2012, p. 169)

The Structural Model of Personality

- Id → The part of personality consists of primitive, instinctual needs.
- Ego → The part of personality that strives to balance the desires of the id and the realities.
- Superego → The part of personality represents the rights and wrongs of society as taught and modeled by parents, caregivers, or other societal role models.

(<http://isadiasvas.blog.uol.com.br/>)



Psychosexual Stages

- The developmental stages represent human personality that develops through five psychosexual developmental stages.
- For each stage, individuals need to solve the conflict between the demands of society and their own pleasure.

Stage	Age	Major Characteristics
Oral	Birth to 12-18 months	Interest in oral gratification.
Anal	12-18 months to 3 years	Gratification in capability to excretion.
Phallic	3 to 5-6 years	Interest in genital, which leads to the identification of sexual roles.
Latency	5-6 years to adolescence	Sexual concerns are less important, but more focus on social interaction.
Genital	Adolescence to adulthood	Realistic sexual interests and establish mature sexual relationship.

Defense Mechanisms

- Unconscious and conscious strategies that people use to reduce anxiety.

Defense Mechanism	Explanation
Repression	Unacceptable or unpleasant impulses are pushed back to the unconscious.
Suppression	Unacceptable or unpleasant impulses are pushed back to the conscious.
Regression	The situation when people behave as if they were at an earlier stage of development.
Denial	The situation when people refuse to accept an anxiety-producing piece of information.
Sublimation	When people transform their unwanted impulses into socially approved thought, feelings, or behaviors.

Carl Jung

- Jung rejected Freud's idea of unconscious as the place that stores only sexual, aggressive, and unwanted desires.
- For Jung, human unconscious represents more general and positive life force.
- He emphasized on the term "collective unconscious," which is a common set of ideas, feelings, images, and symbols that people inherit from ancestors of human race.

Karen Horney

- Feminine psychology
- Horney suggested that cultural factors along with social and parental relationships are the key factors that influence the development of human personality.

Alfred Adler

- Individual psychology
 - Adler proposed that primary human motivation is a striving for superiority, the quest for self-improvement and perfection.
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Learning Approaches

- The approaches focus on the outer behaviors.
- For learning approaches, human personality is the outcome of learning process. It is the learned responses to the external environment.

B.F. Skinner

- Operant conditioning
 - Personality is caused by similar patterns of reinforcement that have been received in such situations in the past so that it becomes learned behavior patterns.
 - Personality is changeable through the process of learning new behavior patterns.
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Trait Approaches

- People are consistent in their actions, thoughts, and feelings over time and situations. People remain the same even as time passes.
- Traits are consistent personality characteristics and behaviors that display in different situations.
- Everyone possesses certain traits, but the degrees are varied.

Gordon Allport

- Human personality consists of three fundamental traits.
 - Cardinal traits → A prototype of a person's personality.
 - Central traits → Pervasively effect many behaviors.
 - Secondary traits → The least important traits.

Raymond B. Cattell

- The Sixteen Factor Theory
- Source traits → The basic factor of underlying personality.
- Cattell believed that there are 16 source traits that underlie human personality.

	Factor	Descriptors	
A	Warmth	Reserved	vs. Outgoing
B	Reasoning	Less Intelligent	vs. More Intelligent
C	Emotional Stability	Affected by feelings	vs. Emotionally stable
E	Dominance	Humble	vs. Assertive
F	Liveliness	Sober	vs. Happy-go-lucky
G	Rule Consciousness	Expedient	vs. Conscientious
H	Social Boldness	Shy	vs. Venturesome
I	Sensitivity	Tough-minded	vs. Tender-minded
L	Vigilance	Trusting	vs. Suspicious
M	Abstractedness	Practical	vs. Imaginative
N	Privateness	Straightforward	vs. Shrewd
O	Apprehension	Self-Assured	vs. Apprehensive
Q1	Openness to Change	Conservative	vs. Experimenting
Q2	Self-Reliance	Group-dependent	vs. Self-sufficient
Q3	Perfectionism	Self-conflict	vs. Self-control
Q4	Tension	Relaxed	vs. Tense

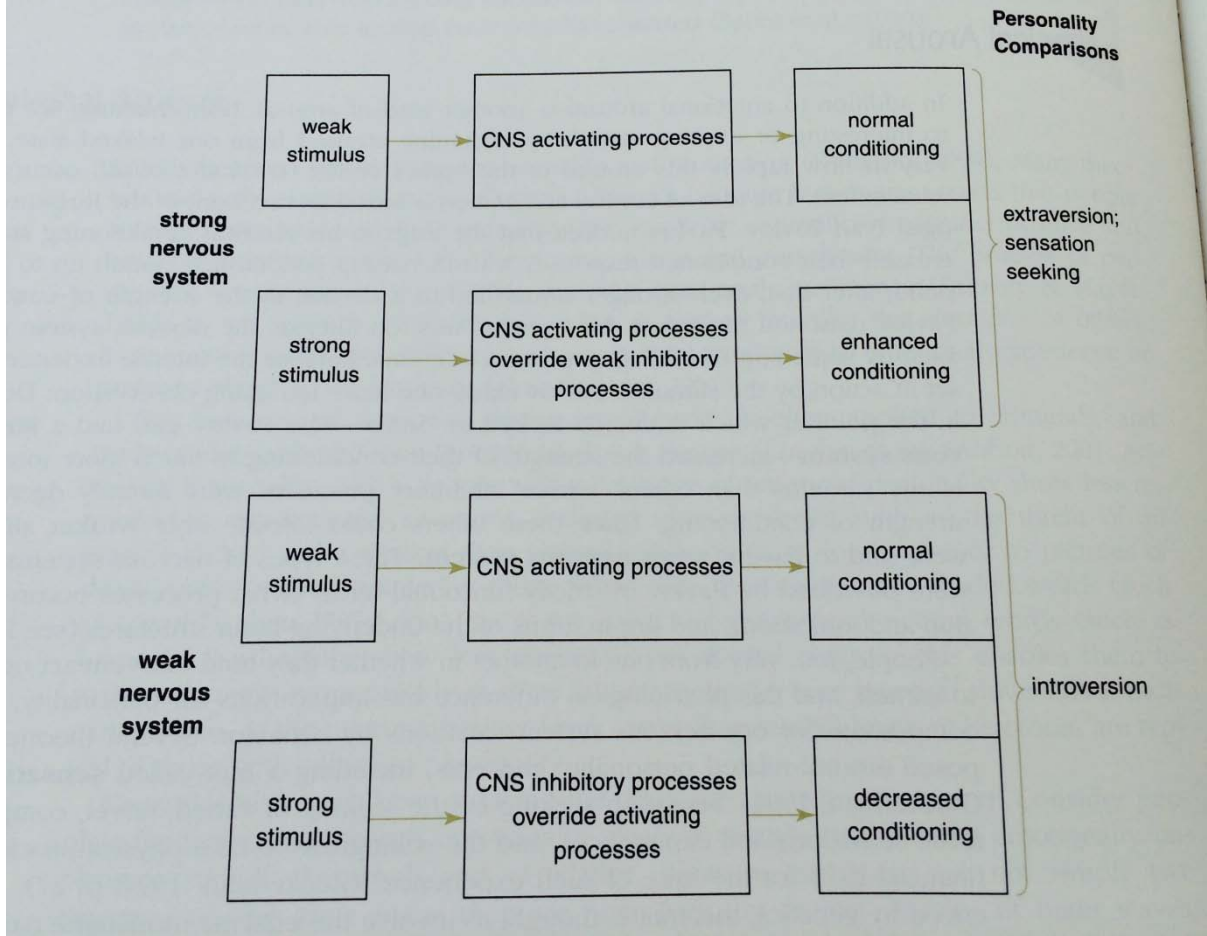
(<http://study.com/academy/lesson/raymond-cattell-personality-theory-biography.html>)

Hans Eysenck

- Biological Factor Theory
- Eysenck suggested that human personality traits, such as extraversion and introversion can be explained by central nervous system.
- Heredity plays a primary role of personality development.

Figure 9.2

Pavlov's Model of the Nervous System and Implications for Personality



(Cloninger, 2004, p.270)

Humanistic Approaches

- The approaches focus on the uniqueness of individual.
- Instead of viewing human as under controlled by unconscious and instinctive forces, learning procedures, a set of stable traits or inherited biological factors, humanistic approaches emphasize that all human are good in nature and having tendencies to perform at their highest levels.

Abraham Maslow

- Self-actualization at the top of Maslow's hierarchy of needs.
- Self-actualization is the motivation to develop one's full potential as a human being.

Carl Rogers

- Similar to Abraham Maslow, Rogers believes in the idea of self-actualization.
- Positive Regard → A need to be loved, liked or accepted by another people.
- Positive Self-regard → When a person likes themselves independently of others' attitudes toward him/her.
- Unconditional positive regard → The term refers to the condition when a person accepts, values, and being positive toward another people regardless of their behaviors.

Strengths and Weaknesses

Approaches	Strengths	Weaknesses
Psychodynamics	Psychological forces, instinctual drives and childhood experiences play significant roles on personality development.	The approaches look at human as innately bad, and suggest that childhood experiences are the key for the entire personality of a person.
Learning	Personality can be explained as causal relationships through learning process.	The approaches focus only on overt behaviors so that they don't have clear explanation for covert behaviors.
Trait	Personality is consistent, and can be explained biologically.	The approaches cannot explain the phenomena when same person reacts differently in different situations.
Humanistic	All human are innately good.	The approaches cannot explain the phenomena when good people make bad decisions.