

Personality

- Set of traits, characteristics, and predisposition (tendency) of a person
- Usually matures and stabilizes by about age 30
- Affects how a person adjusts to different environments

Definition: A relative stable set of characteristics that influence an individual's behaviour

Personality=Genetic characters+ characters learned from external environment

Personality Theories

- **Cognitive (the process of thinking) theory:** people develop their thinking patterns as their life unfolds
- **Learning theories:** behavior patterns develop from the social environment

Personality Theories (Cont.)

- Cognitive theory
 - Develop thinking patterns as life unfolds
 - Affects how the person interprets and internalizes life's events
 - Cognitive development stages
 - Reflexive behavior of infant
 - More complex modes of perception and interpretation of events
 - Neither driven by instinct (nature) nor unwittingly (without knowing) shaped by environmental influences

Personality Theories (Cont.)

- Learning theories
 - Learn behavior from social interaction with other people
 - Young child: early family socialization
 - Continuously learn from social environment: stable behavior forms the personality
 - Uniqueness of each personality follows from variability in social experiences

Freud's Theory



Freud's Personality Theory

- **Top of the iceberg:** Conscious mind (smallest part – say, 10%). We can access this, we are aware of this part of “us.” We understand it logically.

Freud's Theory



Freud's Theories

Part II: Psychoanalytic Model of Identity

- Middle of iceberg: **Preconscious** (medium size, about 10-15%). **Ordinary memory**. You don't keep a lot of information in your conscious mind all the time
- If you need to know something (where you parked your car, your sister's birthday, etc.) you can bring it "up") to your Conscious mind.

Freud's Theory



Freud's Theories

Part II: Psychoanalytic Model of Identity

- Bottom of iceberg: **Unconscious** (huge – dwarfs the other two, 75-80% of our mind). “Underwater”
- The unconscious: Plays a **very** large role in how we function as human beings. Most of the work among the Id, Ego, and Superego happens here.

Freud's Theory

- **THE ID, EGO & SUPEREGO**
- **OUR PERSONALITY IS MADE OF UP OF THREE MAIN INTERACTING SYSTEMS:**
- **ID:**
- **THIS IS PRESENT AT BIRTH. THE ID OPERATES ACCORDING TO THE *PLEASURE PRINCIPLE* I.E. IT SEEKS PLEASURE AND AVOIDS PAIN. IT IS OUR INSTINCT. IF WE WANT TO DO A PARTICULAR THING WE WILL DO IT. FOR EXAMPLE, IF WE ARE IN A LESSON AND WE WANT TO GO TO SLEEP, WE GO TO SLEEP.**

Freud's Theory

- **EGO:**
- **THE EGO HAS TO DECIDE BETWEEN THE DEMANDS OF THE ID AND THE SUPEREGO. IT OPERATES ACCORDING TO THE *REALITY PRINCIPLE*. IT CONTROLS THE ID'S DRIVE FOR IMMEDIATE SATISFACTION UNTIL AN APPROPRIATE OUTLET CAN BE FOUND. SO, FROM THE EXAMPLE OF THE ID, ABOVE, THE EGO WOULD SAY THERE IS NO BED HERE BUT I COULD LAY ON THE TABLE.**

Freud's Theory

- **SUPEREGO:**
- **THIS IS THE MORAL PART OF THE PERSONALITY; A PRODUCT OF *SOCIALISATION*. THE SUPER EGO IS DIVIDED INTO TWO PARTS; THE *EGO-IDEAL* AND THE *CONSCIENCE*. THE EGO-IDEAL IS THE STANDARDS OF GOOD BEHAVIOUR THAT WE ASPIRE TO. THE CONSCIENCE IS SEEN AS AN "INNER VOICE" THAT TELLS US WHEN WE HAVE DONE SOMETHING WRONG. DEPENDING ON WHETHER THE EGO-IDEAL OR CONSCIENCE IS ACTIVATED, THE SUPEREGO IS SEEN AS THE SOURCE OF REWARDS I.E. FEELINGS OF PRIDE AND SATISFACTION AND OF PUNISHMENTS I.E. FEELINGS OF SHAME OR GUILT, RESPECTIVELY.**

Freud's Theory

- **SO AGAIN, CONTINUING WITH THE SAME EXAMPLE, YOUR SUPEREGO WOULD SAY THAT YOU CANNOT POSSIBLY GO TO SLEEP IN A MIDDLE OF A LESSON.**
- **THE DEMANDS OF THE ID ('I WANT IT, I WANT IT NOW') AND THE DEMANDS OF THE SUPEREGO ('NO IT'S WRONG') FREQUENTLY CONFLICT. THE EGO DEALS WITH THIS CONFLICT BY OPERATING UNCONSCIOUS DEFENCE MECHANISMS**

The *Big-Five* Personality Dimensions

- **Extroversion**
 - High: talkative, sociable
 - Low: reserved, introverted
 - I feel comfortable around people
- **Emotional stability**
 - High: calm, relaxed
 - Low: worried, depressed
- **Agreeableness**
 - High: cooperative, tolerant
 - Low: rude, cold
 - * I feel others' emotions

The *Big-Five*

Personality Dimensions (Cont.)

- **Conscientiousness (carefulness)**
 - High: dependable, systematic
 - Low: sloppy, careless
 - Examples: I am always prepared
I follow a schedule
- **Openness to experience**
 - High: curious, intelligent
 - Low: simple, conventional (simple and straight)
 - Examples: I have excellent ideas, I have a rich vocabulary

Assess
yourself on
each
dimension

Personality Types

- **Locus of control:** people control the consequences of their actions or are controlled by external factors
 - External control: luck, fate, or powerful external forces control one's fortune
 - Internal control: believe they control what happens to them

Assess yourself against each type.

Personality Types (Cont.)

- **Machiavellianism** Using clever plans to achieve what you want without people realizing what you are doing
 - Holds distrustful views of other people's motives
 - Places little value on honesty
 - Approaches the world with manipulative intent
 - Maintains distance between self and others
 - Emotionally detached from other people
 - Suspicious interpersonal orientation can contribute to high interpersonal conflict

Personality Types A/B

- **Type A's**
 - **1. Are always moving, walking, and eating rapidly;**
 - **2. Feel impatient with the rate at which most events take place;**
 - **3. Strive to think or do two or more things at once;**
 - **4. Cannot cope with leisure time;**
 - **5. Are obsessed with numbers, measuring their success in terms of how many or how much of everything they acquire.**
- **Type B's**
 - **1. Never suffer from a sense of time urgency with its accompanying impatience;**
 - **2. Feel no need to display or discuss either their achievements or accomplishments;**
 - **3. Play for fun and relaxation, rather than to exhibit their superiority at any cost;**
 - **4. Can relax without guilt.**

Personality Types (Cont.)

- **Myers-Briggs Type Indicator (MBTI)**
 - Popular personality assessment device
 - Four bi-polar dimensions
 - Extroverted (E) - introverted (I)
 - Sensing (S) - intuitive (I)
 - Thinking (T) - feeling (F)
 - Perceiving (P) - judging (J)
 - Assigns people to one of sixteen types based on these dimensions

Personality Types (Cont.)

- Myers-Briggs Type Indicator (MBTI) (cont.)
 - Extroverts look outward; introverts turn inward
 - Sensors use data; intuitives (spontaneous) use hunches (guess)
 - Thinkers are objective; feelers are subjective
 - Perceivers are flexible; judges want closure
 - ESTJ type: extroverted, sensing, thinking, and judging

ISTJ	ISFJ	INFJ	INTJ
<u>Inspector</u>	<u>Protector</u>	<u>Counselor</u>	<u>Mastermind</u>
ISTP	ISFP	INFP	INTP
<u>Crafter</u>	<u>Composer</u>	<u>Healer</u>	<u>Architect</u>
ESTP	ESFP	ENFP	ENTP
<u>Promoter</u>	<u>Performer</u>	<u>Champion</u>	<u>Inventor</u>
ESTJ	ESFJ	ENFJ	ENTJ
<u>Supervisor</u>	<u>Provider</u>	<u>Teacher</u>	<u>Field Marshal</u>