

Personality

Nadia Hameed



What Is Personality?

- The word personality stems from the Latin word persona, which refers to a theatrical mask worn by performers in order to either project different roles or disguise their identities.



- Personality is the characteristic patterns of thoughts, feelings, and behaviors that make a person unique.
- It is believed that personality arises from within the individual and remains fairly consistent throughout life.



Personality

“Distinctive and relatively stable pattern of behaviors, thoughts, motives, and emotions that characterizes an individual’s personal style of interacting with the physical and social environment”

Characteristics of Personality

- **Consistency:** There is generally a recognizable order and regularity to behaviors. Essentially, people act in the same ways or similar ways in a variety of situations.
- **Psychological and physiological:** Personality is a psychological construct, but research suggests that it is also influenced by biological processes and needs.




Behaviors and actions: Personality not only influences how we move and respond in our environment, but it also causes us to act in certain ways.

Multiple expressions: Personality is displayed in more than just behavior. It can also be seen in our thoughts, feelings, close relationships, and other social interactions.



Factors influencing Personality

There are several factors that influence the shaping of our personality.

- Heredity
 - Family Background
 - Nature of people with whom we interact:
 - Culture
- 

Biological Factors

Heredity, Brain, Physical Features

Cultural Factors

Traditional practices, norms, customs, procedures, rules and regulations, precedents and values

PERSONALITY DETERMINANTS

Family Factors

Coordination and cooperation in work role, responsibilities towards the family, society and real

Social Factors


Relationships, co-ordination, co-operation, interaction, environment in the family, organizations, workplaces

Heredity

- Some characteristics of our behaviour are genetic, which we inherit. Some of the traits like physical height, slimness, dexterity, intellectual capacity, ability to learn, logical power, etc. are also inherited. All these have a significant influence on our behavioural patterns.

Family background:

The socio-economic status of the family, education of the parents, and other family members shape the personality of an individual to a considerable extent.

- In fact, family members themselves try to influence the behaviour of children and attempt to personify their own values, roles, etc.
- 

Nature of people with whom we interact:

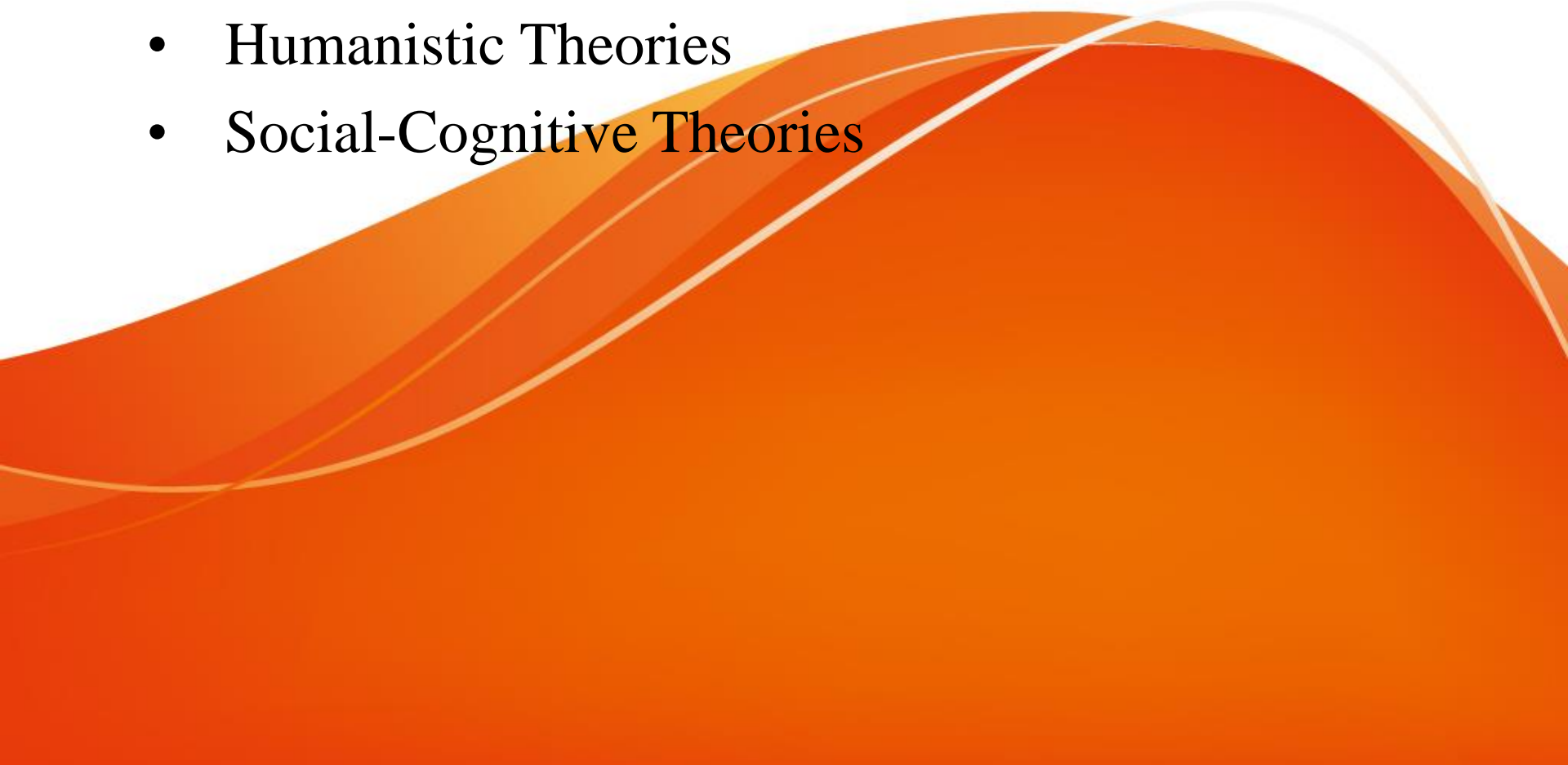
People influence each other and such influences shape the personality. For this reason, we often say that one's personality is constantly evolving and is shaped throughout one's life.

Culture:

Culture shapes our personal values and predispositions. It is the unique characteristic of a social group. The essence of culture is the collective programming of the mind.




Types of Personality Theories

- Psychodynamic Theories
 - Humanistic Theories
 - Social-Cognitive Theories
- 

Psychodynamic Theories

Focus on internal conflicts and struggles

1. Freud's psychoanalysis
 2. Jung's Theory
 3. Adler's Theory
- 

1. Psychoanalysis - Sigmund Freud

Explains behavior and personality in terms of

- **Unconscious dynamics within the individual**
- **Emphasizes internal conflicts, attachments, and motivations**
- **Adult personalities are formed by experiences in early childhood**

The structure of personality

Id = Unconscious

Ego = Unconscious + preconscious + conscious

Superego = Unconscious + Preconscious + Conscious

The ID

- Operates on *pleasure principle*

- Present from birth
(Primitive)

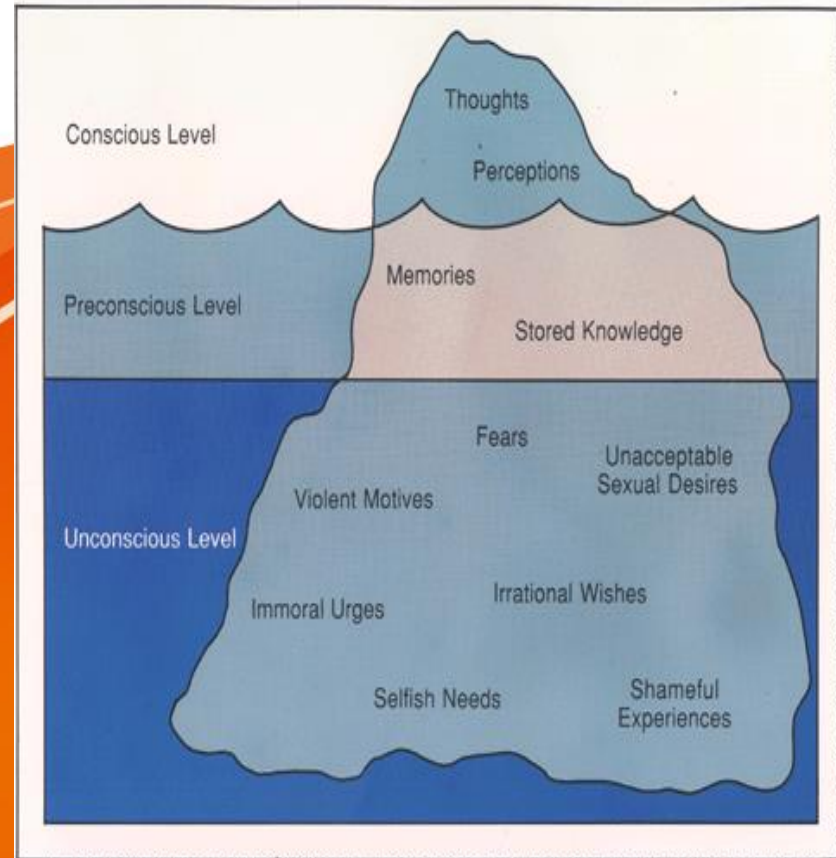
- basic needs and wants

2 competing instincts

1. Life Instinct (**EROS**, sexual in nature) – Libido

2. Death Instinct (**THANATOS**, aggressive in nature) Unconscious

PERS 5 Freud's View of the Human Mind: The Mental Iceberg



EROS:

- **Life instinct includes food, water, air and sex.**
- **It motivates behaviors that satisfy basic needs.**

THANATOS: It is a destructive instinct and called as death instinct.

- **It includes aggression, suicide, hatred, cruelty and masochism.**

Both instincts are present at birth.



a) Realistic / Objective Anxiety:

“anxiety that is caused by danger in the environment”

e.g. real threat

b) Neurotic Anxiety:

“it concerns with the harm that will result from yielding a powerful and dangerous Id impulses or Ego becomes unable to keep the irrational desires of Id out of conscious awareness that threaten to reach consciousness”

c) Moral Anxiety:

“it is caused by acts or wishes that violates one’s standards of right and wrong. It also includes feelings of shame and guilt”.

The Superego

- Moral Conscience

- Develops around age 3-5 at end of Phallic Stage

- Stores and Enforces Rules: Inner voice that tells you not to do something or that what you did was wrong

- It strives for perfection

- 2 Subsystems:

Ego Ideal = parents approve/value

Conscience = parents disapproval

Super ego floats between all 3 levels of consciousness

Personality Development: Psychosexual Stages

Fixation

Fixation occurs when the conflicts at a given stage aren't resolved successfully

Oral (birth – 18 months)

Babies learn about the world with their mouths, oral pleasures

Oral dependents – A passive person who takes more than he gives

Oral Aggressive – A hostile vocal person who is also exploitative

Anal (18 months – 3 years)

Control of eliminating and retaining feces, toilet training issues

Anal retentive – obsession with cleanliness, perfection, control

Anal expulsive – messy, disorganized

Phallic personality (3 – 6 years) – Narcissistic, Exhibitionist

Humanistic Approaches: The Uniqueness of You

Humanistic Theories: Focus on people innate goodness and desire to achieve higher levels of functioning.

They focus on the conscious, self-motivated ability to change and improve, along with people's unique creative impulses that humanistic theories argue make up the core of personality.

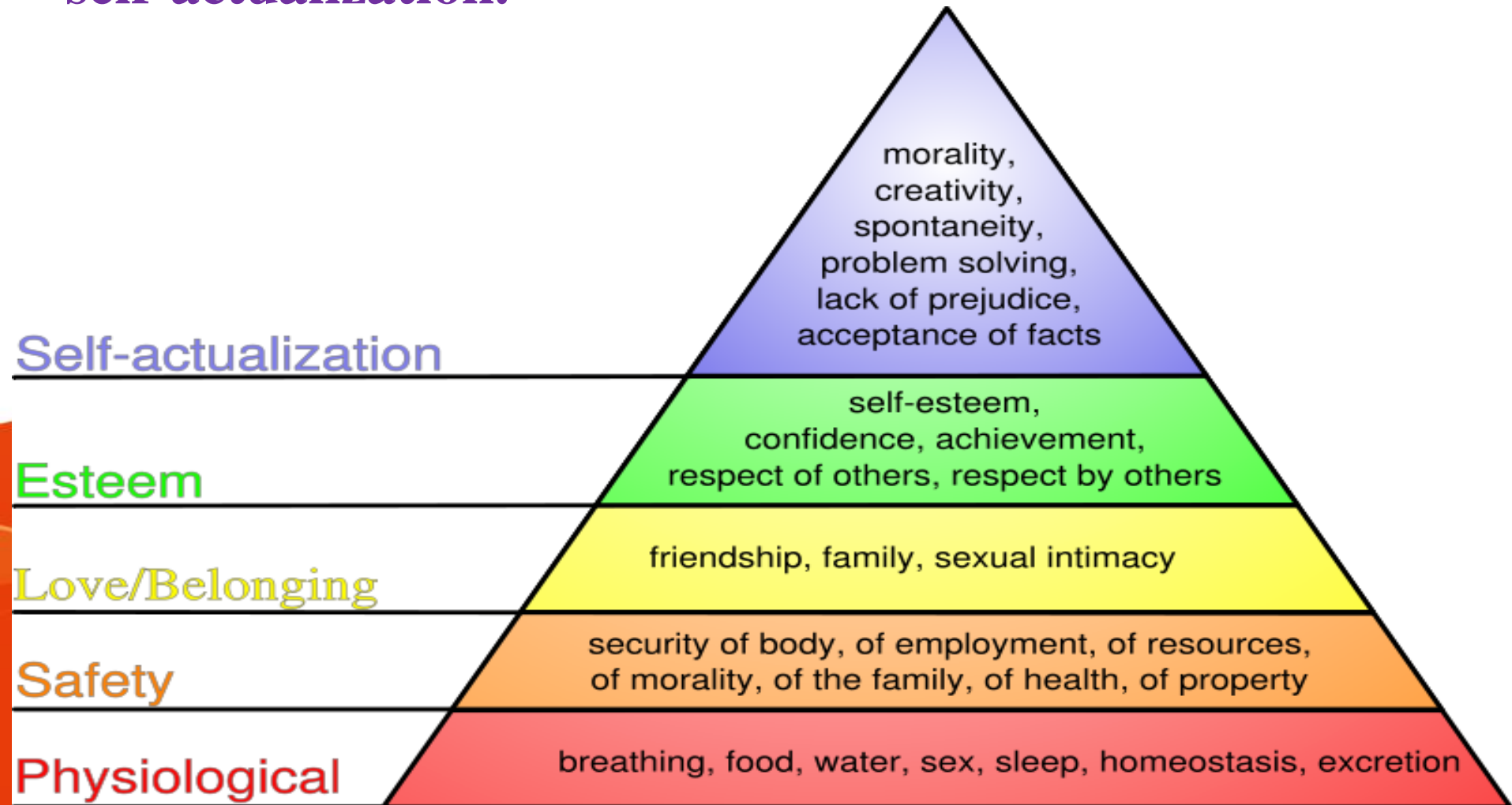
Humanist psychologists:

Abraham Maslow

Carl Rogers

Abraham Maslow: Humanistic Psychology

Personality development is a **gradual progression to self-actualization.**



Social-Cognitive Theories

Attribute difference in personality to socialization, expectations, and mental processes

Albert Bandura's Theory

Self-system: the set of cognitive processes by which a person observes, evaluates, and regulates his/her behavior. Bandura proposed that what we think of as personality is a product of this self-system.

Modeling: Children observe behavior of models (such as parents) in their social environment. Particularly if they are reinforced, children will imitate these behaviors, incorporating them into personality.

Trait Theory


Trait

A characteristic of an individual, describing **a habitual way of behaving, thinking, and feeling**

shy, outgoing, ambitious, lazy, easy-going, confident, grumpy/ cranky, happy, friendly, etc.

Trait Theories: Attempt to learn what traits make up personality and how they relate to actual behavior

Goldberg's Big Five Personality Traits (OCEAN Model)

- **This Five Factor Model of personality represents five core traits that interact to form human personality.**
 - **Openness to Experience**
 - **Conscientiousness**
 - **Extraversion**
 - **Agreeableness**
 - **Neuroticism**
- 

1. Openness to experience

Open = Curiosity, imaginative, creative

Resistant = compliant, predictable

2. Conscientiousness

Conscientious = Responsible, persistent, self-disciplined

Impulsive = Quick to give up, indecisive, careless

3. Extroversion

Extroversion = Outgoing, talkative, sociable, adventurous

Introversion = Shy – silent, isolated, cautious/vigilant

4. Agreeableness

Agreeable = Good-natured, cooperative, secure

Antagonistic = Irritable, rude, suspicious, jealous

5. Neuroticism

Neurotic = anxious, impulsive, worrier, emotionally negative

Emotionally stable = only has those feelings when the circumstances demand