• Personality:

Enduring pattern of behaviors, thoughts, motives, and emotions that typifies how one reacts to people and situations

• Questions Personality Psychologists Ask

- How do we come to have a particular personality? Is it stable or can personality change? In what ways are the personalities of individuals similar to or different from others, and why?
- A psychologist’s view of the nature of personality depends on his/her theoretical perspective/approach.

• Perspectives on Personality

- Freudian/Psychodynamic Approach
- Humanistic/Phenomenological Approach
- Trait Theory/Genetic Approach
- Behavioral/Social Cognitive Approach

• Sigmund Freud

- 1st comprehensive personality theory
- Grew out of his training, his Victorian upbringing, & his medical practice.
- Emphasizes:
  - Importance of childhood experiences
  - Unconscious forces & motivations
  - Intrapsychic conflict

Freud’s View of the Human Mind

Divisions of personality result in almost constant intrapsychic conflict

- Conscious
- Preconscious
- Unconscious

Complete “iceberg” not present at birth

Intrapsychic conflict continues throughout life:

- what you want to do (id) vs
- what you should do (superego) vs
- what you actually do (ego)
Ego Defense Mechanisms
(see p 437)
• Self-deceptions the ego uses as it serves as the mediator between the id and superego
• Help protect us from experiencing negative emotions like anxiety, guilt, emotional upset related to id/superego conflicts
• Normally we are totally unaware of these defense mechanisms
• http://www.thepsychfiles.com/ mappr/ click on personality 2

• Denial: You reject or are unaware of the thought or feeling.
  "I’m not angry with him!"
• Reaction Formation: You turn the feeling into its opposite.
  "I think he's really great!"
• Projection: You think someone else has your thought or feeling rather than facing your own feelings.
  "That professor hates me." OR "That student hates the prof."
• Displacement: You redirect your feelings to a safer target...
  "I hate that secretary."

• Rationalization: You come up with various explanations to justify the situation.
  "He's so critical because he's jealous of my good looks."
• Regression: You revert to an old, usually immature behavior to vent your feelings.
  "Let’s shoot spitballs at him!"
• Sublimation: You redirect the feeling into a socially productive activity.
  "I'm going to write a poem about anger."

• Freud Lives On
• 75% of practicing therapists say they continue to make use of some Freudian concepts:
  • importance of childhood experiences
  • the unconscious
  • defense mechanisms
  • conflicting wants/wishes

• Criticisms
• TOO much emphasis on sexual/aggressive urges, ignores other types of motivation
• Ignored social interactions; ignored rest of lifespan/experiences
  Some aspects of theory cannot be scientifically examined (but there IS research evidence for other components)
• "Neo-Freudians’" theories were more moderate

• Techniques to Explore the Unconscious
• Free association
• Dream interpretation
• Freudian slips
• Projective tests
**Projective Tests**
- Individual responds to some ambiguous stimulus.
  - Rorschach Inkblot
  - Thematic Apperception Test (TAT)
- Assumption is that your responses will reflect your desires, needs, concerns, & conflicts
- BUT: Difficult to demonstrate projective tests are valid and reliable

**Rorschach Inkblot**

**The T.A.T.**

**BUT:** In almost all cases projective tests have not been demonstrated to be valid and reliable.
- BUT: In almost all cases projective tests have not been demonstrated to be valid and reliable.
- But some psychotherapists continue to use them and testify about results in court.

**Behavioral Approaches to Personality**

**Famous Watson Quote:**
- “Give me a dozen healthy infants, well-formed, and my own special world to bring them up in and I’ll guarantee to take any one at random and train him to become any type of specialist I might select - doctor, lawyer, artist, merchant-chief, and yes, even beggar-man-thief, regardless of his talents, penchants, tendencies, abilities, vocations, and race”
Strict Behavioral View
(B.F. Skinner/Operant Conditioning)

• Personality = your behavior
• Personality is learned through reinforcement or punishment of particular responses in different situations. (can even shape rats to have different “personalities”)
• 2 important offshoots of this view:
  – Behavior can differ with situation
  – Personality can change with new learning

What’s Different About Humans?

We have:

• Language/cognition
• Observational learning
• Purposeful behavior – we plan, anticipate, have goals
• Self-analysis – we monitor what & how we’re doing

Remember Albert Bandura
(and the Bobo doll study)?

• More moderate behaviorist who believed
  – Cognitions can’t be ignored
  – Behaviors not only learned thru direct reinforcement, but also thru observational or social learning
• Bandura applied these ideas to personality in his “Social Cognitive Theory”

Bandura saw personality as shaped by the interaction of 3 factors

Behavior

Environmental Influences
like Rf/Pun

Cognitive & Personal Factors
(cognitions like beliefs, expectations, self-perceptions; personal chars like biological traits)

Self-Efficacy

• Personal beliefs about our capabilities in a particular situations
  – You have high self-efficacy in situation where you feel competent, low-self-efficacy in situations where you are uncertain about your likelihood to succeed

• Some examples of cognitions that affect or are part of your personality.......
Delay of Gratification

- Can you postpone an immediate reward to persist on a task or work toward long term goals?

Mischel’s Delay of Gratification Task

Would you like to have one marshmallow now or two marshmallows later?

Would you like to have one sticker now or six stickers later?

A replication of this study: http://www.youtube.com/watch?v=4CYr4FgMYGI

Locus of Control

- Do you believe you have some control over situations or rewards (“internal locus of control”)?
- Or do you often feel that events outside of you (like luck, fate) determine what happens to you (“external locus of control”)?
- * Find out where you stand on “locus of control” (personality test linked to our syllabus)

Humanistic Approach

- Rejects the biological determinism & unconscious forces of Freudian theory
- Focuses on the whole person & an individual’s unique perception of the world
- Emphasizes man’s basic goodness, freedom to make choices & potential for personal growth & self-fulfillment

Abraham Maslow

- Humans have many needs (physiological, psychological & growth needs) - we must satisfy basic needs before we can work on personal development & move towards maximizing your potential (“self-actualization”).
- Studied characteristics of famous individuals who seemed to be self-actualized

Maslow’s Hierarchy of Needs

- Self-actualization: To achieve one’s full potential
- Aesthetic needs: Harmony, order, beauty
- Cognitive needs: Curiosity, exploration, understanding of world
- Esteem needs: To be competent and recognized
- Affiliation needs: To love and be loved, to have friends
- Safety needs: Security, comfort, freedom from fear
- Physiological needs: Food, water, oxygen, rest
Carl Rogers - Self Theory

• Key Concepts:
  – Self-Concept - how we see ourselves
  – Self-concept can be influenced by our need for positive regard (need for acceptance, approval, love, positive feedback from important others)
  – Self-concept influences degree to which we pursue self-actualization
  – Real Self vs Ideal Self - what we think we are vs what we'd like to be

Low Self-Concept & Self-Actualization Problems

• Do our “important others” provide “conditional positive regard”? (must meet the standards of others to get their positive regard)
• Or do we get “unconditional positive regard” from friends/family? (Positive regard is not contingent on living up to another's expectations) If so, we are more likely to have a positive self-concept and be free to make our own choices in life.

Characteristics of the Self-Actualizing Person

• Independent, secure in their sense of self
• Focus on accomplishing goals, almost “on a mission”
• Open and spontaneous with others – problem-centered rather than self-centered
• Perceive reality efficiently, accurately
• A few strong relationships, rather than lots of superficial friendships, but also need privacy
• Intense moments of joy, satisfaction and absorption in their work

Trait Theory

• Traits are relatively stable, consistent and enduring tendencies to behave in a particular way.
• After sifting through a dictionary, Gordon Allport identified over 4500 possible traits.
• A statistical technique (factor analysis) which groups related traits led Raymond Cattell to whittle it down to 35, and later, 16 basic or “source” traits.
1990's - Big Five “Supertraits” Model 5

critical personality dimensions

**Openness to Experience**
Inclined imagination, curiosity, creativity

**Conscientiousness**
Order, duty, deliberation, self-discipline

**Extraversion**
Sociability, assertiveness, activity, positive emotions

**Agreeableness**
Trust, nurturance, kindness, cooperation

**Neuroticism** (negative emotionality)
Anxiety, depression, moodiness, vulnerability to stress

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**Biological Roots of Personality:**

estimated ~50% genetic

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<th>Traits</th>
<th>Correlations among twins</th>
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<td>Neuroticism</td>
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A Hereditary Basis for Some Traits

- Identical twins show much greater similar in personality traits & behavior than do fraternal twins - even if those identical twins are separated at birth
- Data suggest that about 50% of personality is inherited. In contrast relatively little (7%) seems to be due to shared parental practices/family experiences (apart from genetics).
- Nonshared environmental influences (like peer experiences) play a stronger role (27%)

Identical Twins

- More similar on all the Big 5 traits
- Optimism/pessimism
- Degree of religiosity
- Political orientation
- Even when raised apart!

- * Find out where you stand on the Big 5! (personality test linked to our syllabus)

Are Personality Traits Stable Over Time?

- Many traits tend to be enduring but change is not impossible
- Changes in personality most likely before adulthood
- Changes later in life are usually tied to extreme environmental/situational changes.
- BUT: Trait theory has difficulty explaining the inconsistencies in a person’s behavior
Biggest Challenge to Trait Theory: Mischel’s Person-Situation Interaction

- Mischel’s research demonstrated that despite personality traits, behavior often varies dramatically with situation.
- Proposed a person’s behavior depends on an interaction between the person’s traits AND particular situations.

Objective Personality Inventories

- Single trait tests
- Cattell 16 Personality Factor Test
- Minnesota Multiphasic Personality Inventory (MMPI)

Objective Personality Inventories

MMPI - 567 true-false items

- Measures personality traits and emotional characteristics that might be associated with psychological disorders

Test Items like the MMPI

- Most mornings I wake up tired. (Hypochondriasis)
- Life is difficult for me. (Depression)
- My fingers sometimes feel numb. (Hysteria)
- I do not like school. (Psychopathic deviate)
- I like to arrange flowers. (Masculinity-femininity)
- A lot of people envy me. (Paranoia)
- I do not have much self-confidence. (Psychasthenia)
- Sometimes I smell strange odors. (Schizophrenia)
- I never have difficulty making up my mind. (Hypomania)
- I do not like large parties. (Introversion-extraversion)