

Personality-II

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THEORIES OF PERSONALITY:

- ▶ Type Theory
 - ▶ Trait Theory
 - ▶ Psychoanalytic Theory
 - ▶ Social learning Theory
 - ▶ Humanistic Theory
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TYPE THEORY

- ▶ According to type theories, people are grouped into different categories. The grouping can be done either by considering the physical features or by any psychological factors.
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Type Theory– Hippocrates

One of the first type theories that we know of was proposed about 400 BC by Hippocrates, a Greek physician, now known as father of medicines

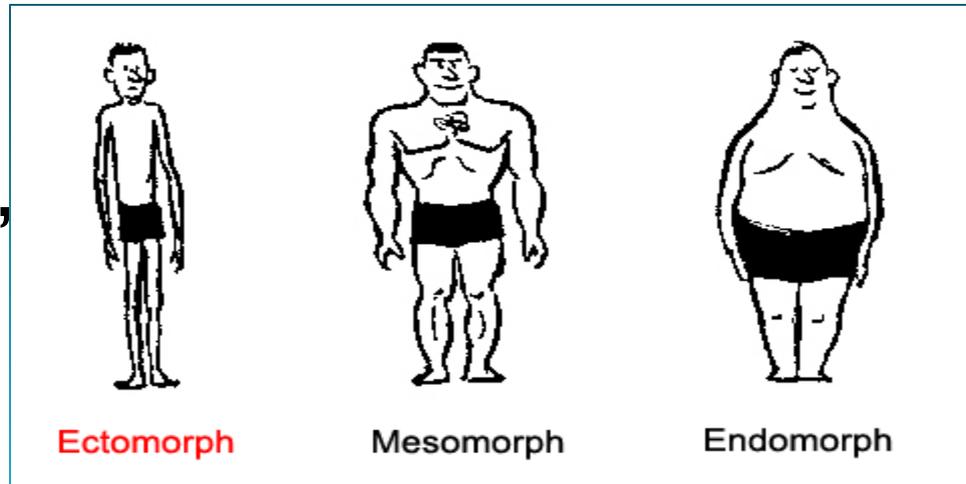
He grouped people:

- ▶ Sanguine– Cheerful, vigorous, confident, optimistic
 - ▶ Melancholic– Depressed, morose
 - ▶ Choleric– Hot tempered
 - ▶ Phlegmatic– slow-moving, calm, unexcitable
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TYPE THEORY: PHYSICAL BASIS

Kretschmer & Sheldon

- ▶ Ectomorph– restrained, self-conscious, fond of solitude
- ▶ Mesomorph– noisy, callous, fond of physical activity
- ▶ Endomorph– sociable, relaxed, even-tempered



TYPE THEORY: PSYCHOLOGICAL FACTORS

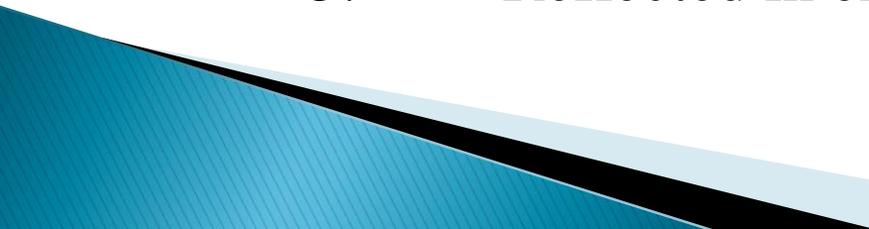
Carl Jung

- ▶ Introverts: shy, quite and retiring (Greater sensitivity, and concern for feelings and more comfortable dealing with abstract things)
 - ▶ Extroverts: gregarious, sociable (more oriented towards other people, events and objects)
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TRAIT THEORY

- ▶ A personality trait is understood as being an enduring attribute of a person that appears consistently in a variety of situation.
 - ▶ Psychologists show their concern in
 - determining the basic traits that provide a meaningful description of personality
 - finding some way to measure those.
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- ▶ Traits are consistent emotional, cognitive, and behavioral predispositions that collectively reflect a person's personality.
- ▶ Traits can be assessed by . . .
 - Asking others about a person (e.g. rating scales)
 - Asking the person (e.g. questionnaires, personality projective tests, interviewing, etc.)
 - Unobtrusive Observation.
- ▶ How many traits are there?
 - Allport identified 18,000 (?);
 - Cattell found 16 distinct traits;
 - Eysenck identified three core traits: extraversion, neuroticism, psychoticism.

- ▶ People rate **Traits** as being characteristic of themselves.
 - ▶ **Traits** are assumed to be:
 1. Stable across situations;
 2. Stable over time;
 3. Variable in degree from person to person (High vs. Low);
 4. Relatively independent of each other (e.g. curiosity independent of anxiety);
 5. Reflected in emotions, physiology, and thoughts.
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PSYCHOANALYTIC THEORY

Sigmund Freud

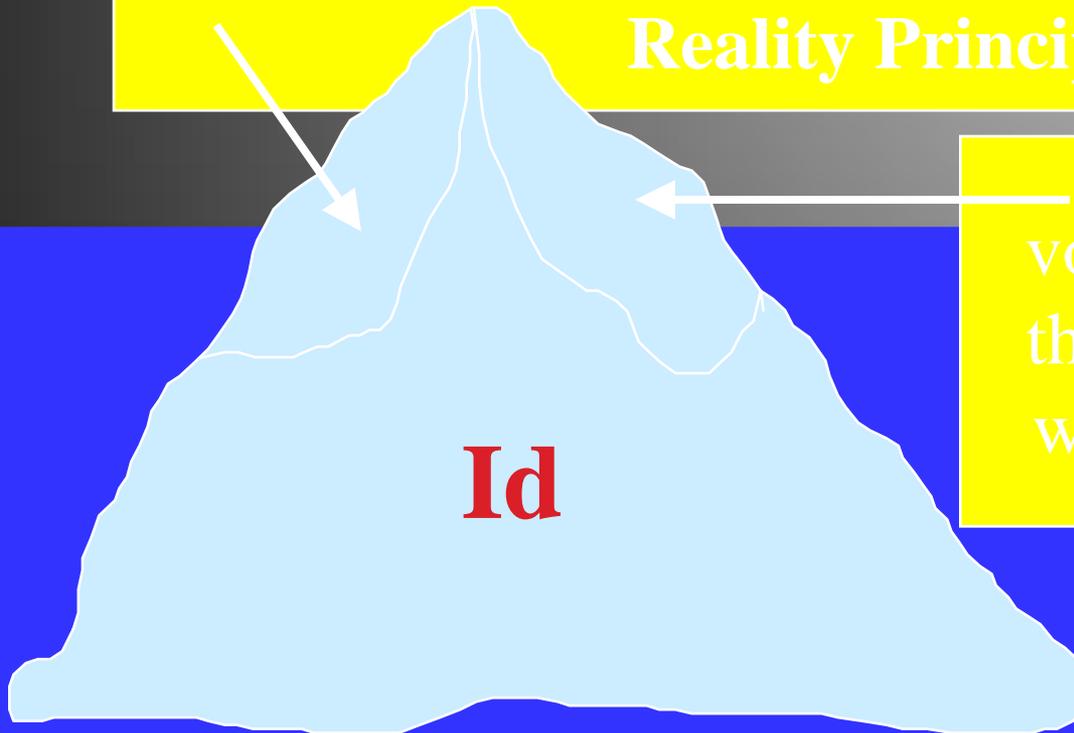
- ▶ **Structure of personality:**
 - Id, Ego, Super ego
- ▶ **Levels of consciousness:**
 - consciousness
 - sub consciousness
 - unconsciousness

Freud & Personality Structure

Id - energy constantly striving to satisfy basic drives —
Pleasure Principle

Ego - seeks to gratify the Id in realistic ways
Reality Principle

Super Ego
voice of **conscience**
that focuses on how
we *ought* to behave



ID isn't bound by logic or reality; it follows the “pleasure principle”; its aims are to avoid pain, reduce tension, and indulge; it is made of urges, wishes, needs, and wants; it is the original source of the personality.

Ego emerges from the id to satisfy the demands of society; it is the part of the mind that balances personal needs with available resources; its goal is to ensure the health and survival of the self. It uses reason, planning, and delayed gratification; it operates according to the “reality principle.”

Super-Ego emerges as the self learns moral values and norms and forms a conscience, which is concerned with right and wrong, and develops as a result of punishments and rewards in childhood; the super-ego (1) suppresses impulses, (2) modifies the ego's realistic goals with moral constraints, and (3) motivates the person to strive for excellence.

Psychoanalytic Theory

“The mind is like an iceberg –
mostly hidden.”

Conscious Awareness
small part above surface

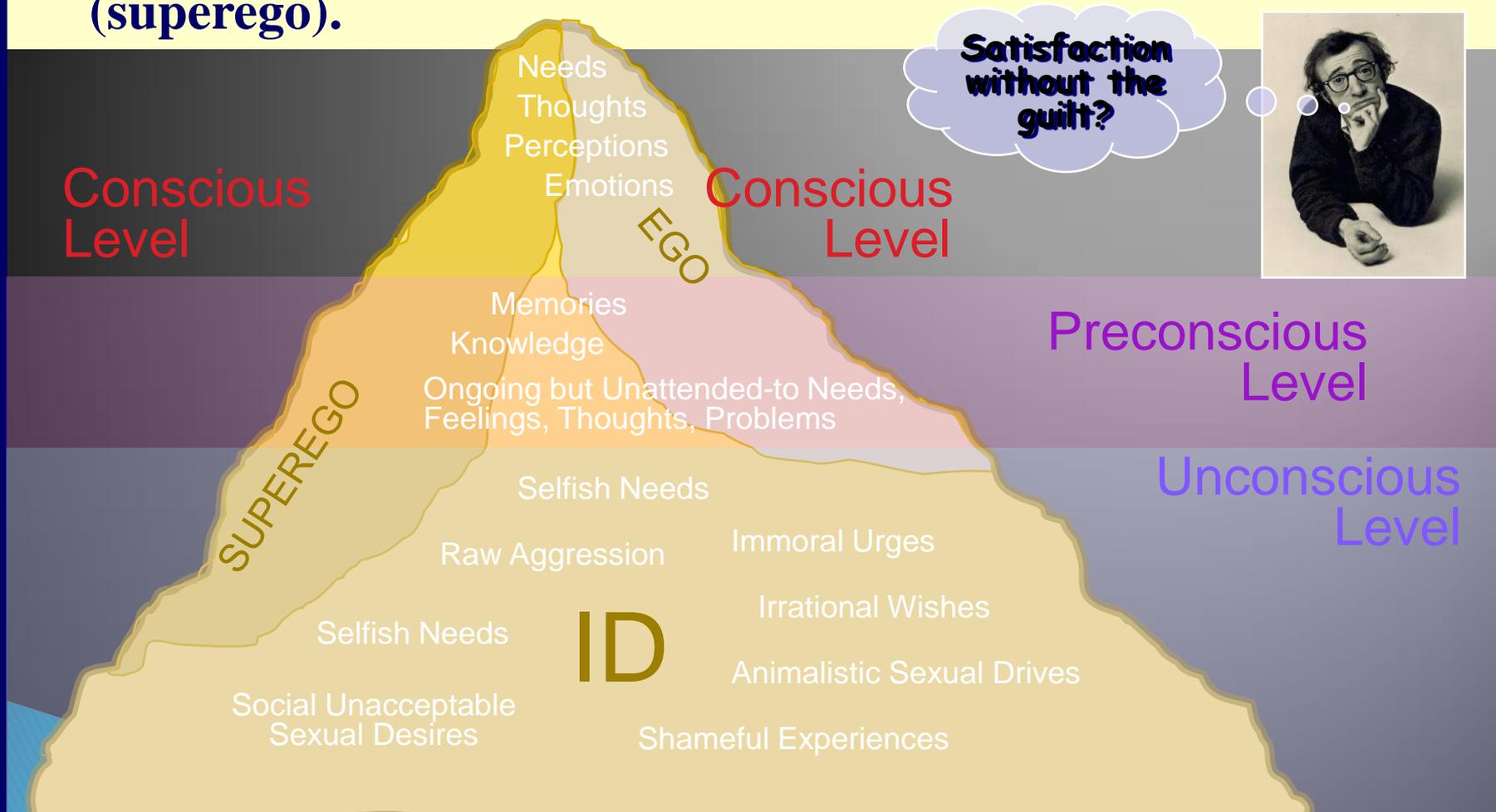
Preconscious

Unconscious:
below the surface
thoughts, feelings,
wishes, memories

Repression:
banished unacceptable
thoughts & passions
in the unconscious
Dreams & Slips

Freud & Personality Structure

Personality arises from conflict between aggressive and pleasure-seeking drives (id) and social restraints (superego).



▶ **Development of personality**

Personality develops in response to 4 major sources of tension

- Physiological growth process
- Frustration
- Conflicts
- Threats

As a direct consequence of increase in tension emanating from these sources, the person is forced to learn new methods of reducing tension. These learning lead to development of unique personality.

▶ Stages of development

-oral: Upto 1 yr:

-anal: 1–3 yr

-phallic : 3–5 yr

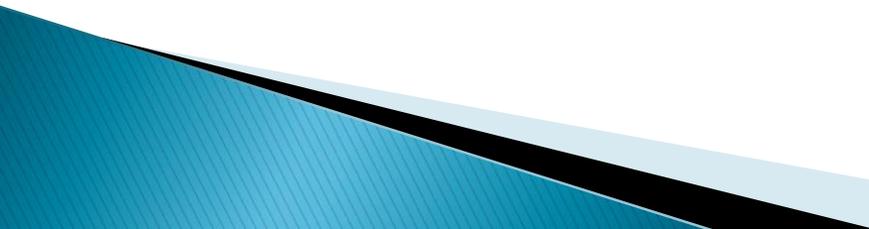
-latency: 6–puberty

-genital: puberty to adolescence

SOCIAL LEARNING

- ▶ Social learning theory of personality regard a situation as an important determinant
 - ▶ Personal variables that determines the action
 - Competencies
 - Cognitive strategies
 - Outcome expectations
 - Subjective value outcome
 - Self-regulatory systems and plans
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HUMANISTIC APPROACH

- ▶ Concerned about 'self' and the individual's subjective experience
 - ▶ Roger's Self Theory: Phenomenology
The study of individual's subjective experience, feelings, and private concepts as well as his views of the world and self.
 - ▶ Maslow's self actualization
A man tries to use his potential to become a useful member of society.
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Reference

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 - ▶ Organizational Behaviour by Fred Luthans, 8th edition, Irwin McGraw–Hill
 - ▶ Theories of Personality by Calvin S. Hall, Gardner Lindezey and John B. Campbell, 4th edition, John Wiley & Sons Inc.
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