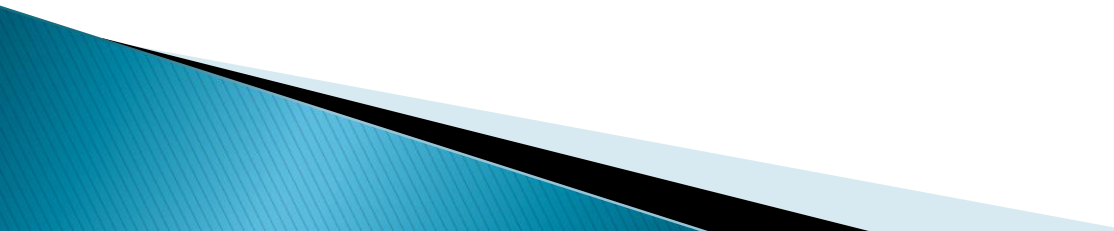


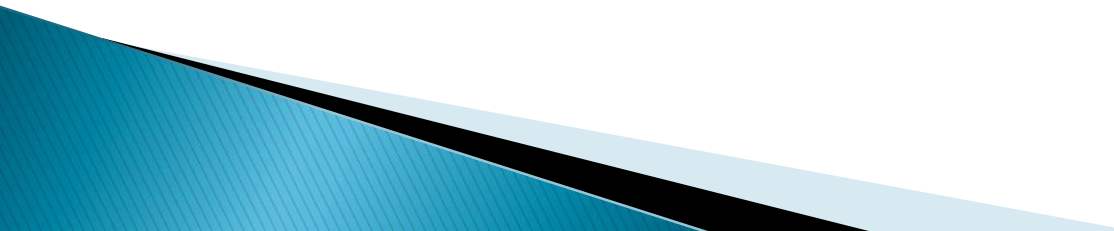
# Personality-II

By Umakanta Nayak

# THEORIES OF PERSONALITY:

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


# 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 medicine

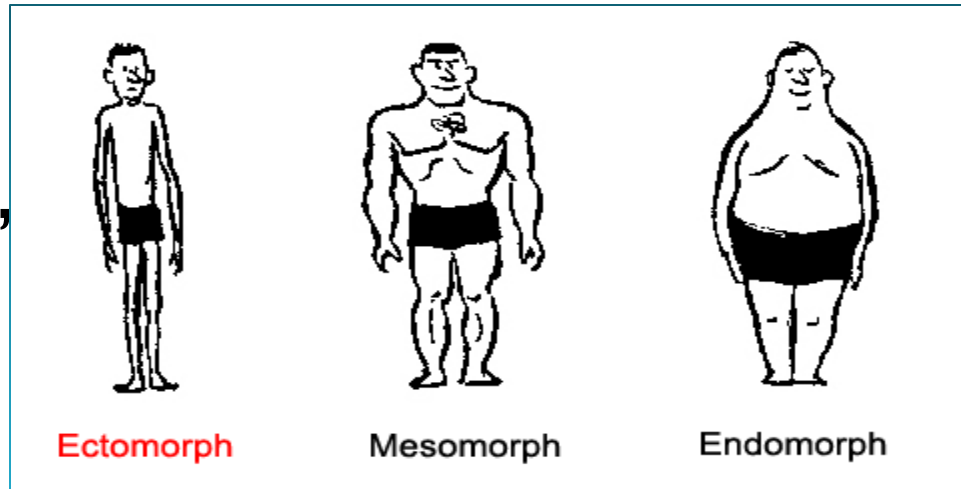
He grouped people:

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

# TYPE THEORY: PHYSICAL BASIS

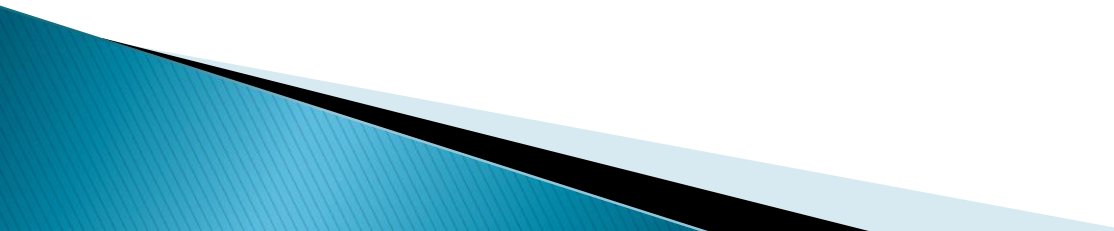
## Kretschmer & Sheldon

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

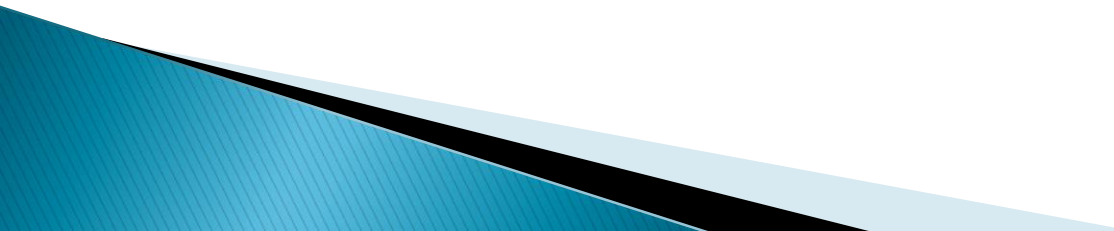


# TYPE THEORY: PSYCHOLOGICAL FACTORS

## Carl Jung

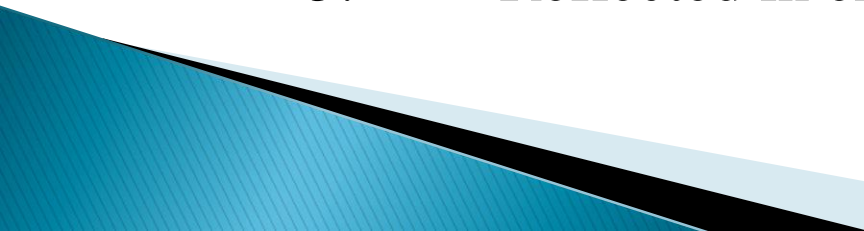
- ▶ Introverts: shy, quite and retiring (Greater sensitivity, and concern for feelings and more comfortable dealing with abstract things)
  - ▶ Extroverts: gregarious, sociable (more oriented towards other people, events and objects)
- 

# 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.
- 

- ▶ 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.
- 

# PSYCHOANALYTIC THEORY

## Sigmund Freud

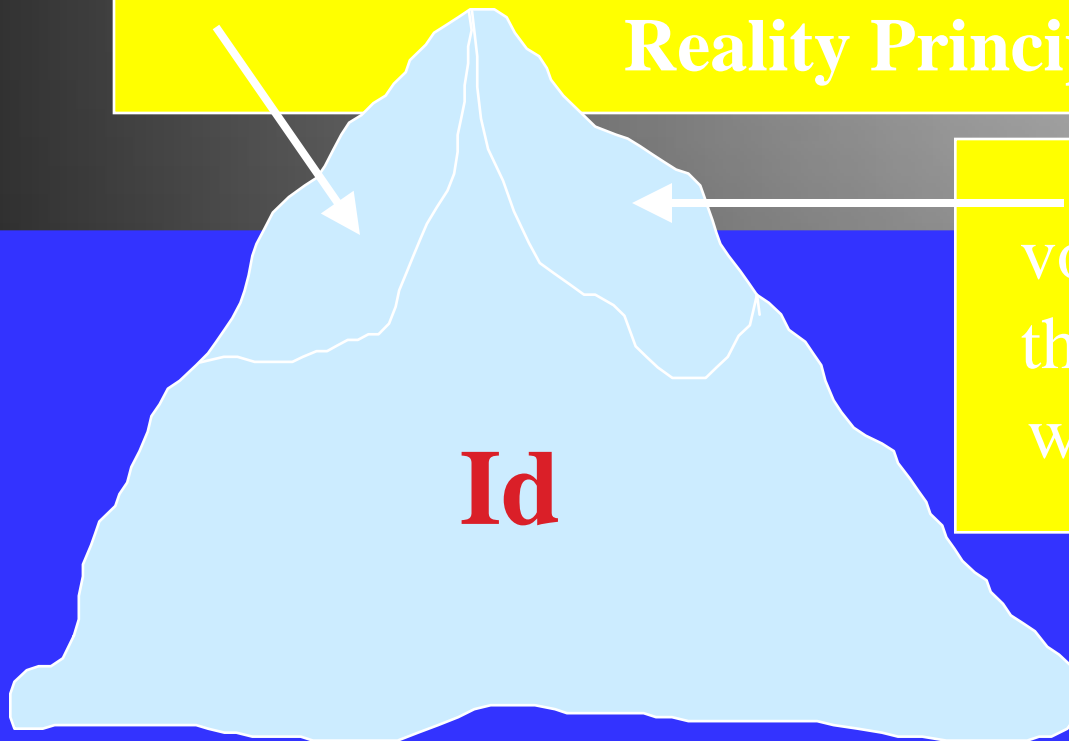
- ▶ **Structure of personality:**
  - Id, Ego, Super ego
- ▶ **Levels of consciousness:**
  - consciousness
  - sub consciousness
  - unconsciousness

# 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

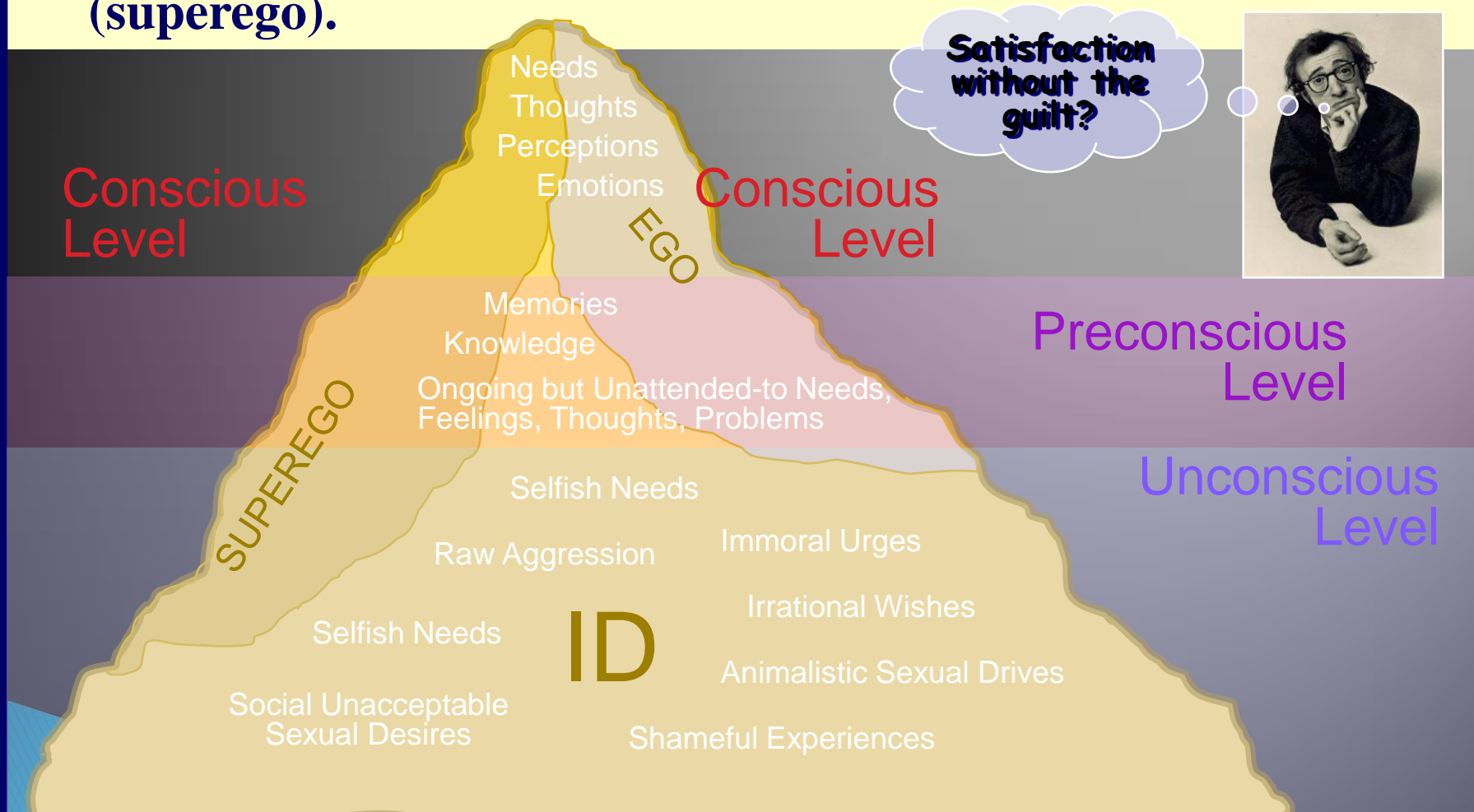
**Preconscious**

**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

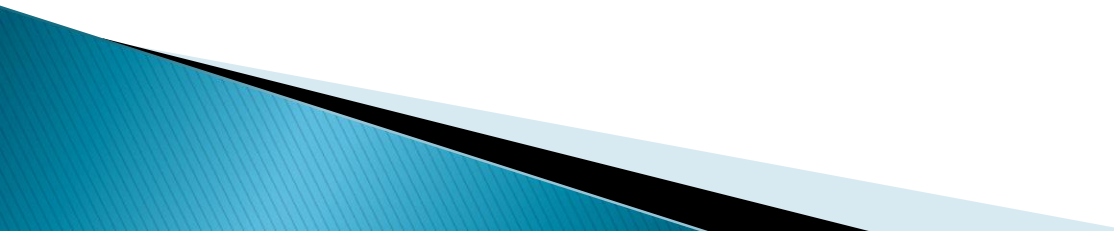
-phallic : 3–5 yr

-latency: 6–puberty

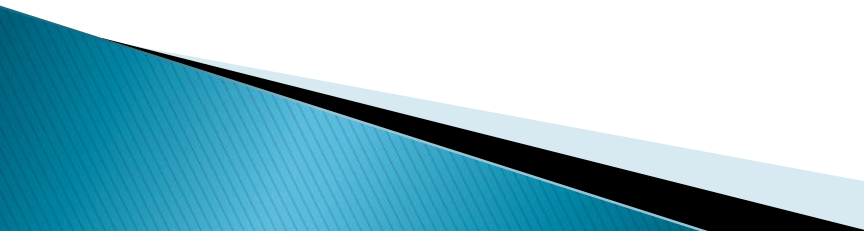
-genital: puberty to adolescence



# 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
- 

# 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

- ▶ Organizational Behaviour by Stephen P. Robbins, Timothy A. Judge and Neharika Vohra, 15th ed, Pearson
  - ▶ Organizational Behaviour by Fred Luthans, 8<sup>th</sup> edition, Irwin McGraw–Hill
  - ▶ Theories of Personality by Calvin S. Hall, Gardner Lindezey and John B. Campbell, 4<sup>th</sup> edition, John Wiley & Sons Inc.
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