

Personality

Personality

Objectives

- 1. Definition of personality trait.**
- 2. Common self-report and projective personality measures.**
- 3. Basics of Freud's psychoanalytic approach to personality.**
- 4. Defense mechanisms from psychoanalytic approach.**
- 5. The "Big Five" personality dimensions.**
- 6. Social learning approach, including reciprocal determinism and self efficacy.**
- 7. Characteristics of persons with internal or external locus of control.**

Personality trait:

Durable disposition to behave in a particular way in a variety of situations

Used to explain ...

Consistency

Stability in a person's behavior over time and across situations

Distinctiveness

Differences across people in reacting to the same situation

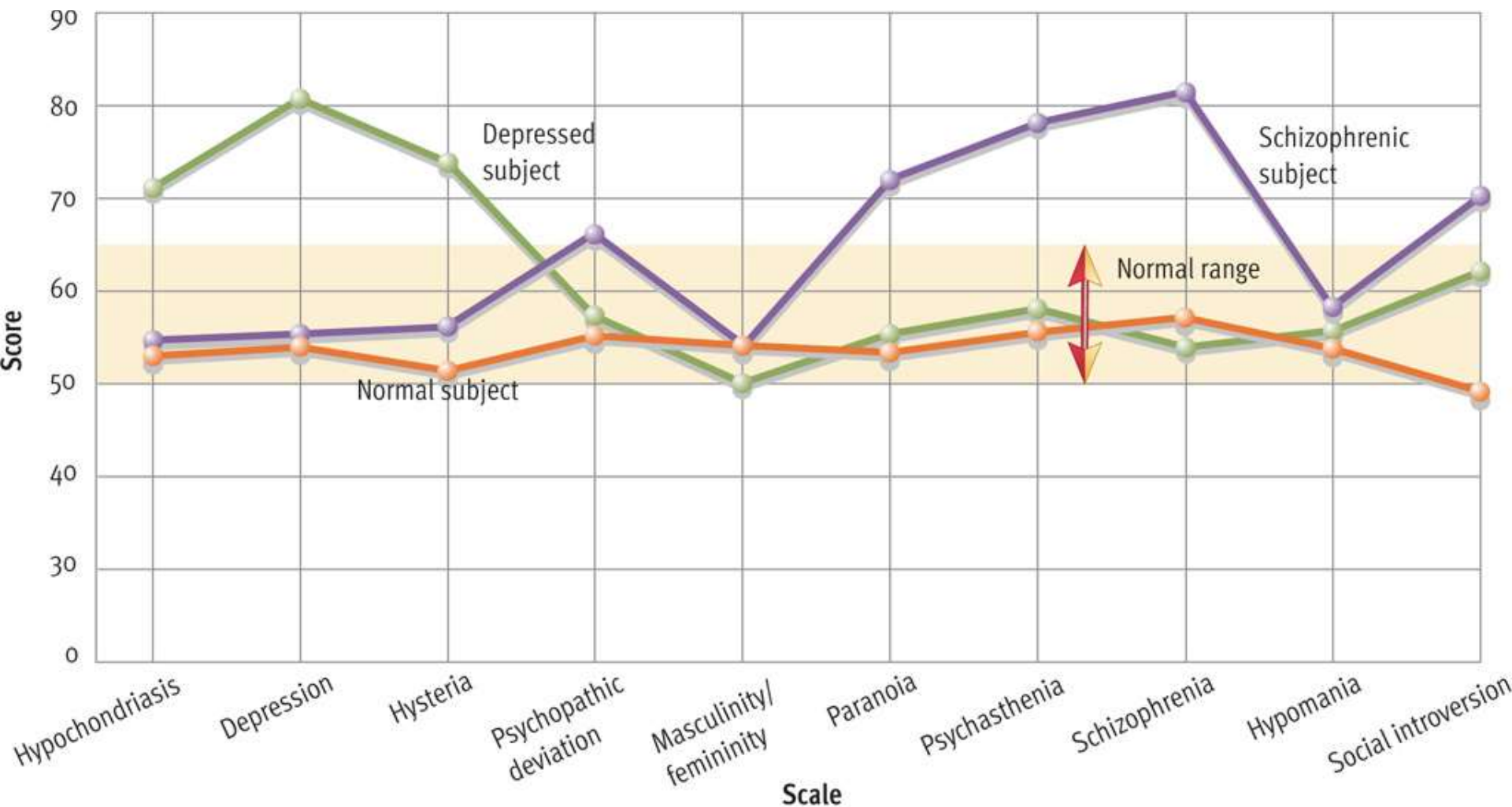
Common Measures – Self Report

MMPI

**Minnesota Multiphasic
Personality Inventory**

16PF

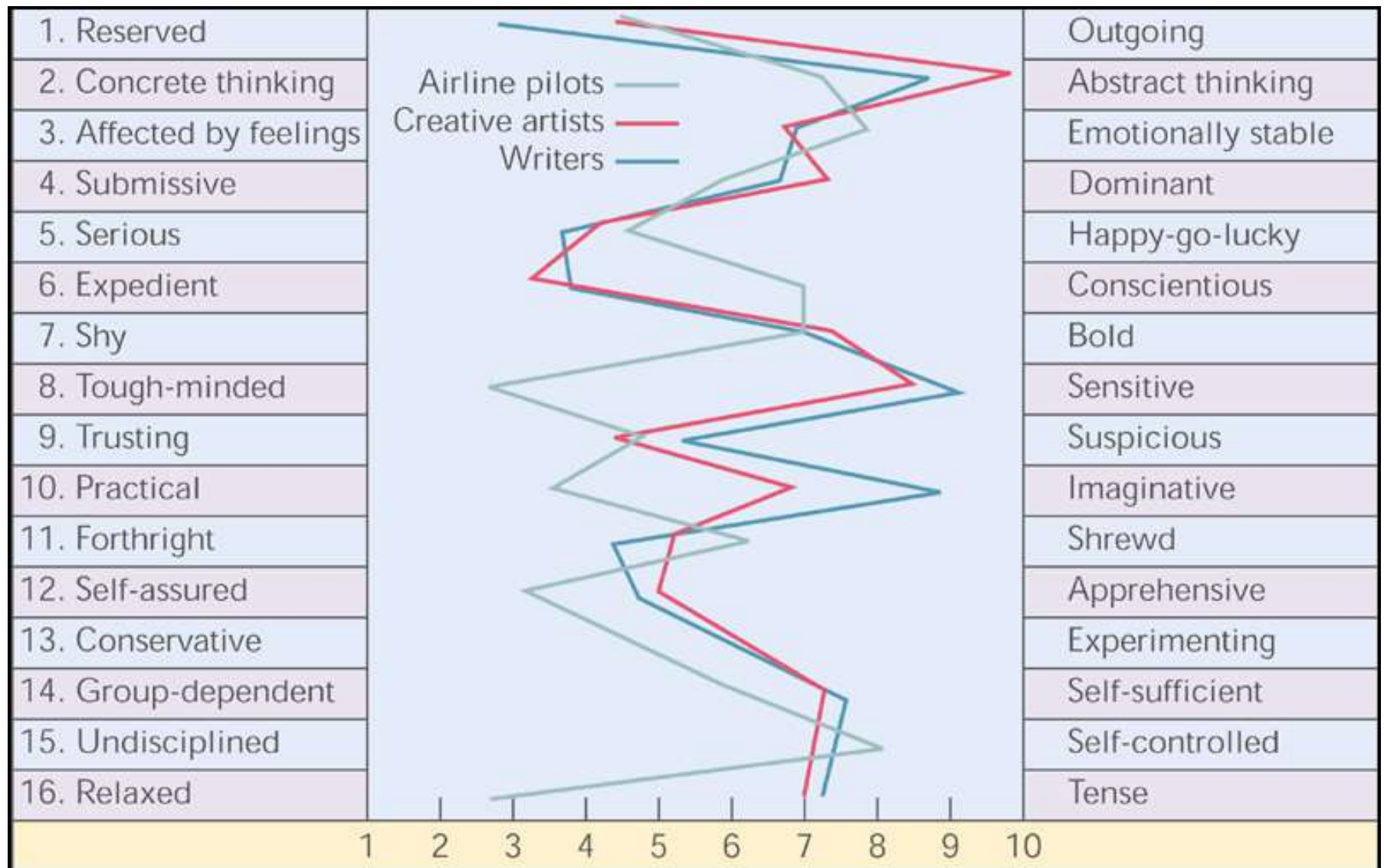
**Sixteen Personality Factor
Questionnaire**



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An MMPI-2 profile showing hypothetical scores indicating normality, depression, and psychosis. High scores begin at 66 and very high scores at 76. An unusually low score (40 and below) may also reveal personality characteristics or problems.

(adapted from Thomson Higher Education, 2011)



The 16 source traits measured by Cattell's 16 PF are listed beside the graph. Scores can be plotted as a profile for an individual or a group. The profiles shown here are group averages for airline pilots, creative artists, and writers. Notice the similarity between artists and writers and the difference between these two groups and pilots. (After Cattell, 1973.)

(adapted from Wadsworth/Thomson Learning, 2001)

Common Measures – Projective

What they are:

Psychological tests that use ambiguous or unstructured stimuli; person needs to describe the stimuli or make up stories about them

Common Measures – Projective (continues)

Rorschach

Show inkblot - ask "What is it?"

Developed by Swiss psychologist Hermann Rorschach; contains 10 standardized inkblots

TAT

Thematic Apperception Test

Ambiguous pictures - tell a story

Developed by Henry Murray, personality theorist. Projective device consisting of 20 drawings (black and white) of various situations; people must make up stories about the drawings

Rorschach Example



80

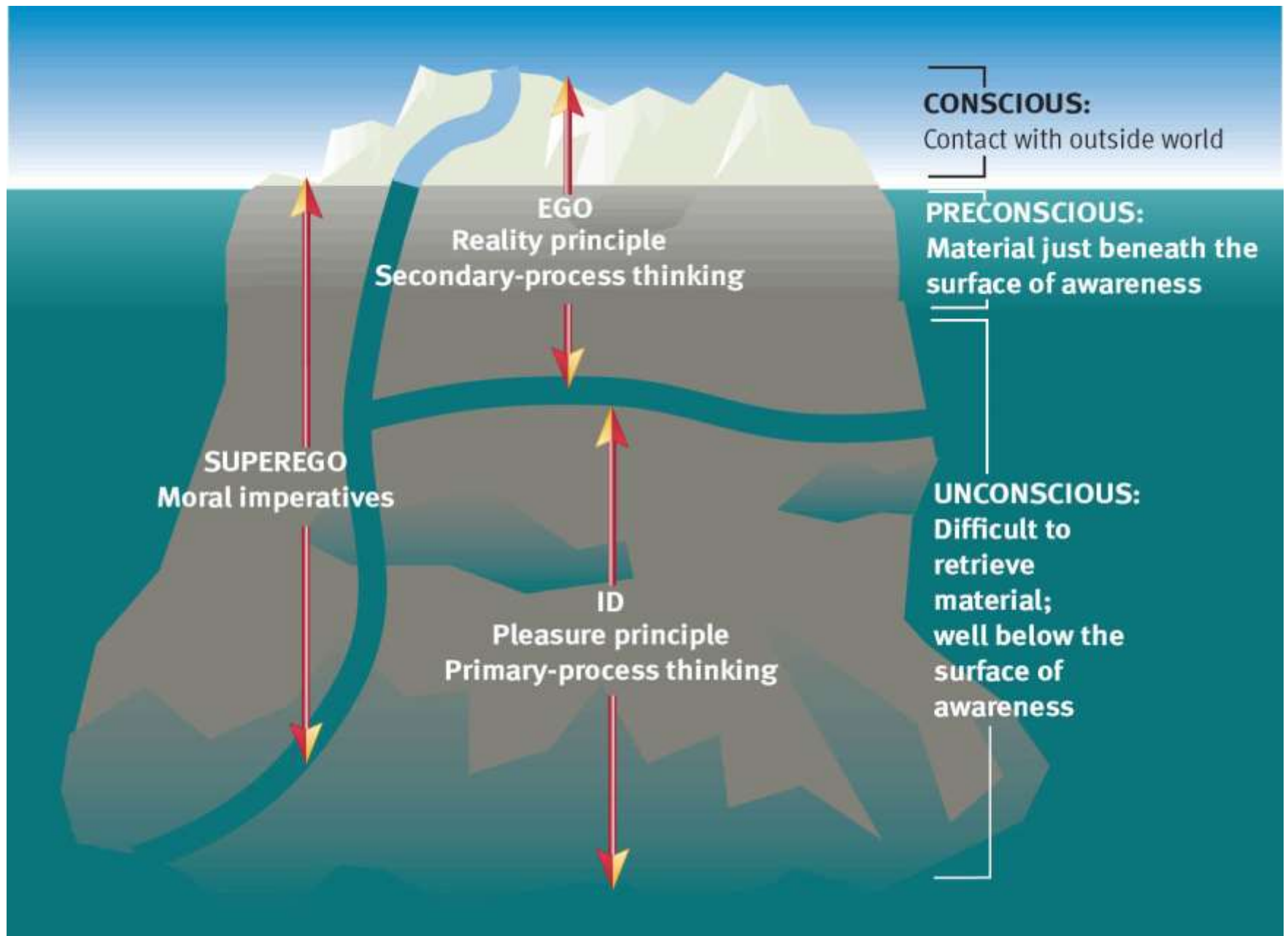
A Rorschach Inkblot

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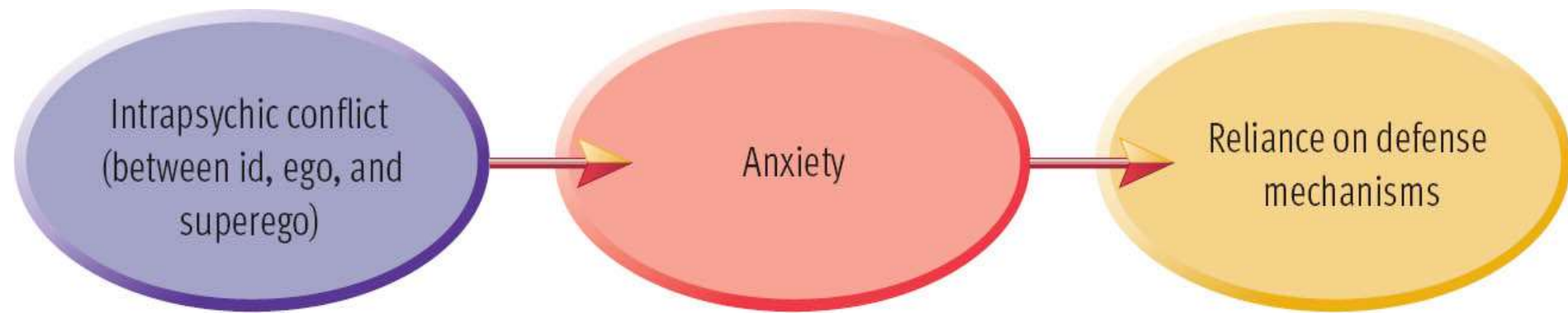
TAT Example

Note that the TAT stories can be scored to assess Need for Affiliation and Need for Achievement (from Motivation), as well as personality traits





(Cengage, 2019)



Defense Mechanisms

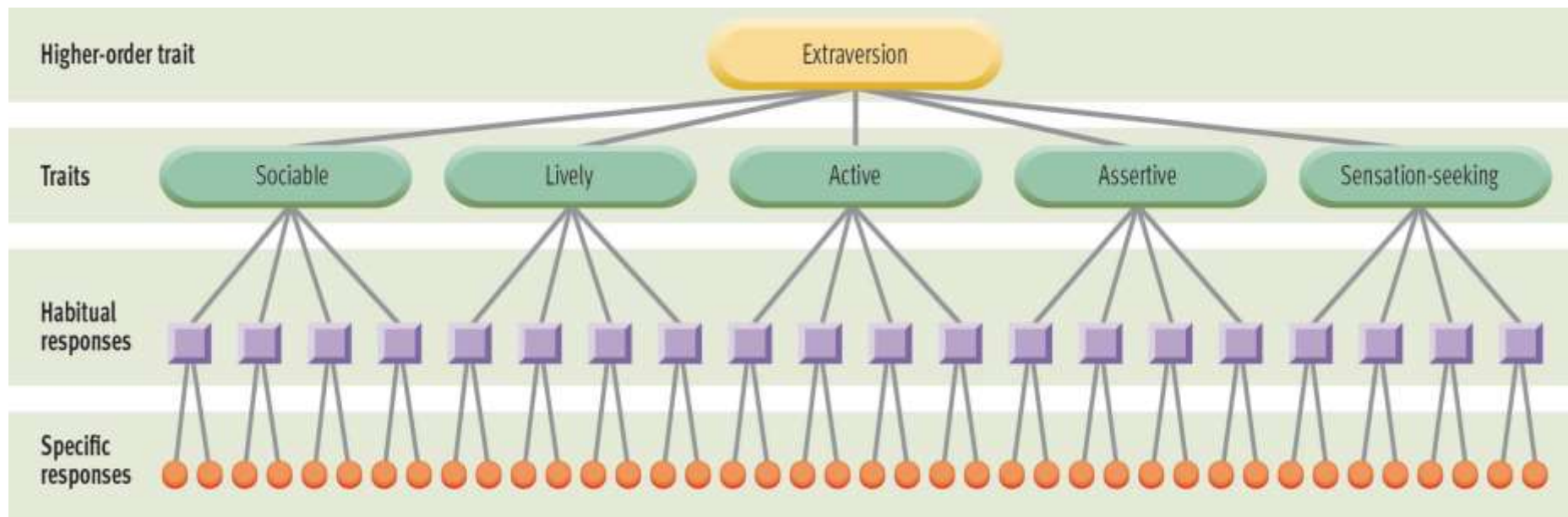
Defense Mechanisms	Definition	Example
Repression	Keeping distressing thoughts and feelings buried in the unconscious	A traumatized soldier has no recollection of the details of a close brush with death.
Projection	Attributing one's own thoughts, feelings, or motives to another	A woman who dislikes her boss thinks she likes her boss but feels that the boss doesn't like her.
Displacement	Diverting emotional feelings (usually anger) from their original source to a substitute target	After a parental scolding, a young girl takes her anger out on her little brother.

Defense Mechanisms

Defense Mechanisms	Definition	Example
Reaction formation	Behaving in a way that is exactly the opposite of one's true feelings	A parent who unconsciously resents a child spoils the child with outlandish gifts.
Regression	A reversion to immature patterns of behavior	An adult has a temper tantrum when he doesn't get his way.
Rationalization	Creating false but plausible excuses to justify unacceptable behavior	A student watches TV instead of studying, saying that "additional study wouldn't do any good anyway."
Identification	Bolstering self-esteem by forming an imaginary or real alliance with some person or group	An insecure young man joins a fraternity to boost his self-esteem.

Evaluating Psychodynamic Perspectives

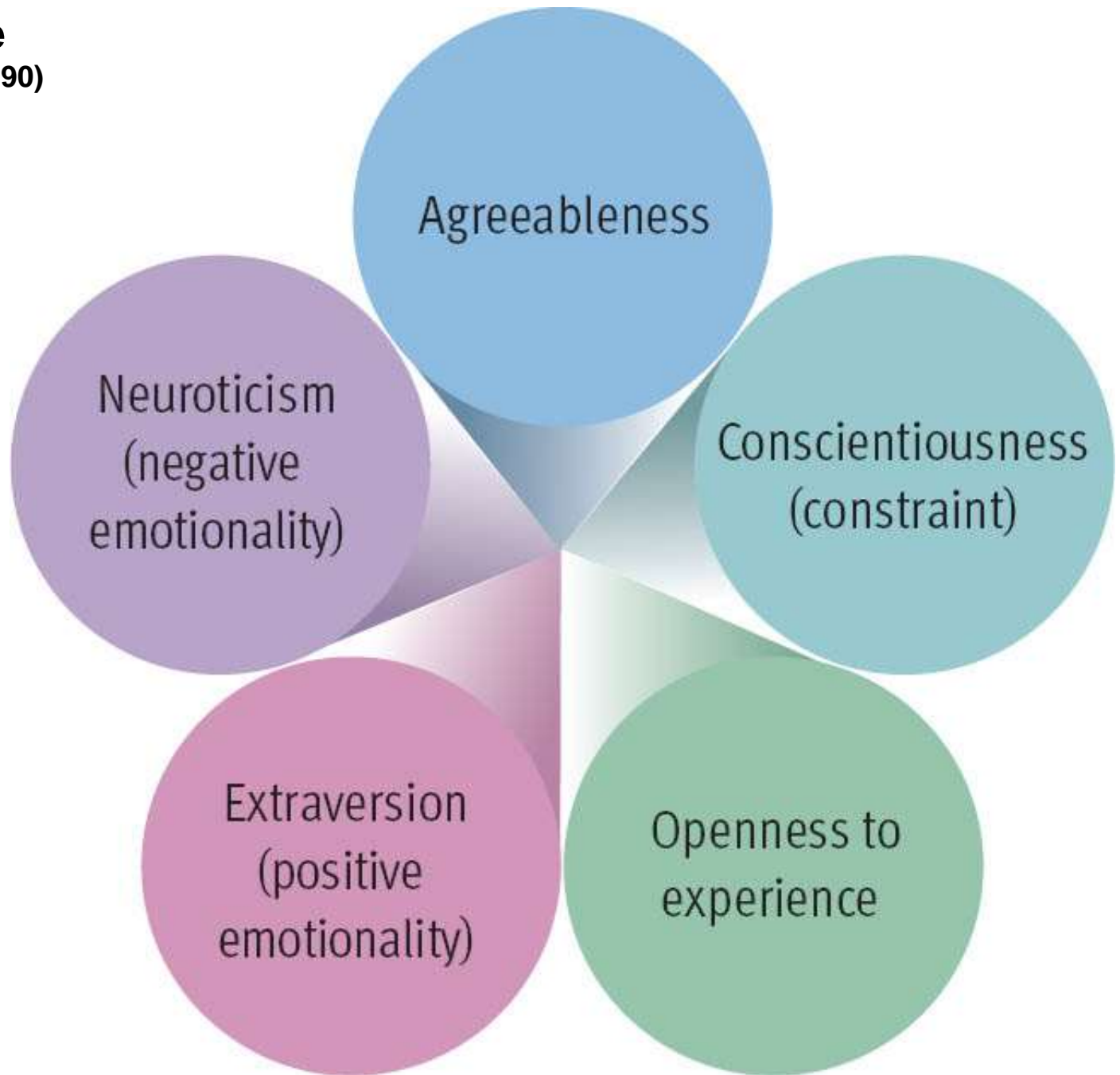
- New insights
 - Unconscious forces can influence behavior.
 - Internal conflict often plays a key role in generating psychological distress.
 - Early childhood experiences can influence adult personality.
 - People use defense mechanisms to reduce their experience of unpleasant emotions.
- Criticisms
 - Poor testability
 - Unrepresentative samples
 - Overemphasis on case studies
 - Contradictory evidence
 - Sexism



(Cengage, 2019)

The Big Five

(McCrae & Costa, 1990)



(Cengage, 2019)

Example of Big 5 Factors

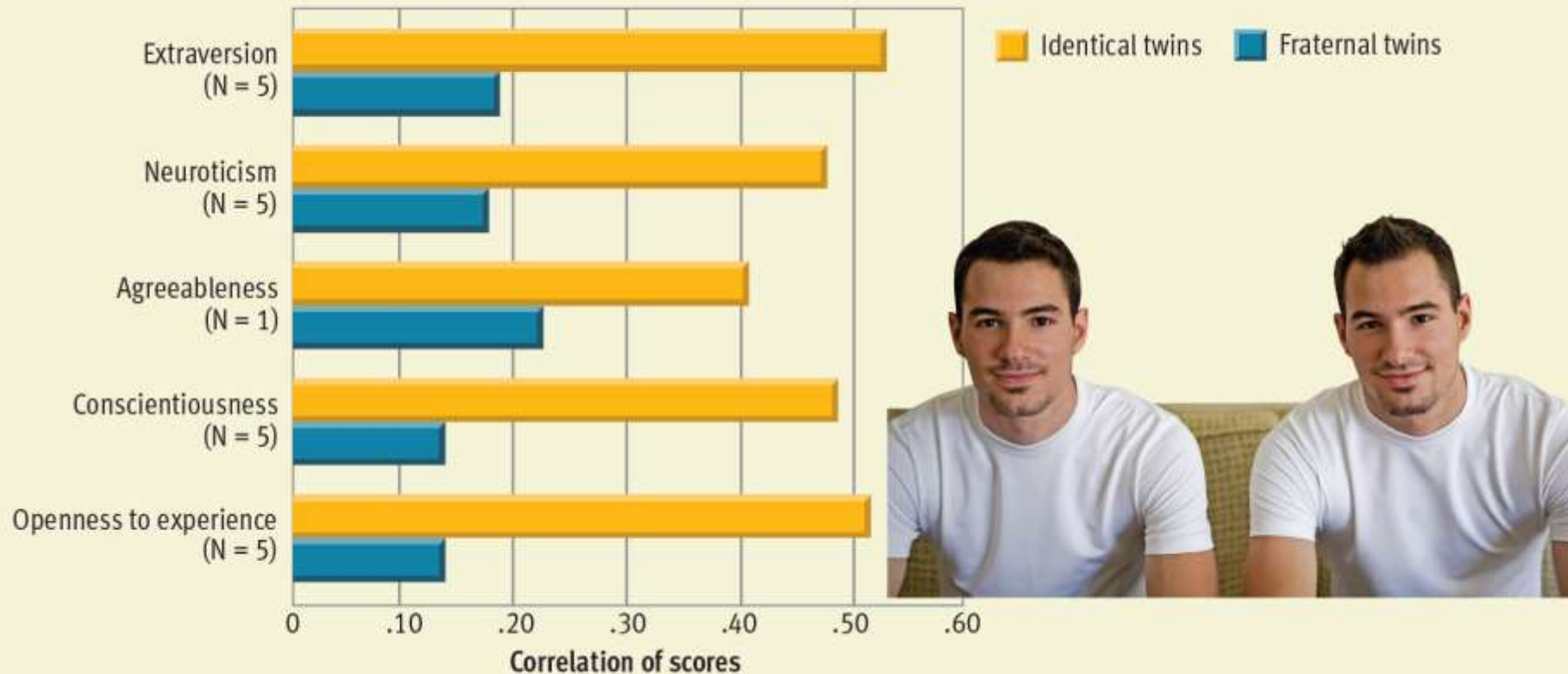
Meta-Analysis of Big 5 Personality Factors with Job Performance

TABLE 2
Meta-Analysis Results for Personality Dimension-Occupation
Combinations (all Criterion Types Included)

Occupational group	Total N	Number of r's	Obs \bar{r}	$\hat{\rho}$	SD_{ρ}	90% C.V.	% Variance accounted
Extraversion							
Professionals	476	4	-.05	-.09	.05	-.03	92
Police	1,496	16	.05	.09	.00	.09	127
Managers	11,335	59	.11	.18	.13	.01	48
Sales	2,316	22	.09	.15	.16	-.05	54
Skilled/Semi-Skilled	3,888	23	.01	.01	.08	-.10	72
Mean (across occupations)			.08	.13	.11	-.01	69 ^a
Emotional stability							
Professionals	518	5	-.07	-.13	.04	-.07	92
Police	1,697	18	.06	.10	.00	.10	138
Managers	10,324	55	.05	.08	.09	-.04	65
Sales	2,486	19	.04	.07	.19	-.18	38
Skilled/ Semi-Skilled	3,694	26	.05	.12	.10	-.06	50
Mean (across occupations)			.05	.08	.10	-.05	63 ^a
Agreeableness							
Professionals	557	7	.01	.02	0	.02	158
Police	1,437	14	.06	.10	0	.10	121
Managers	8,597	47	.05	.10	.03	.06	94
Sales	2,344	16	.00	.00	.24	-.21	25
Skilled/Semi-Skilled	4,585	28	.04	.06	.17	-.16	37
Mean (across occupations)			.04	.07	.09	-.08	54 ^a
Conscientiousness							
Professionals	767	6	.11	.20	.00	.20	100
Police	2,045	19	.13	.22	.20	-.05	40
Managers	10,058	52	.13	.22	.10	.09	60
Sales	2,263	21	.09	.23	.00	.23	150
Skilled/Semi-Skilled	4,588	25	.12	.21	.09	.09	67
Mean (across occupations)			.13	.22	.09	.10	70 ^a
Openness to experience							
Professionals	476	4	-.05	-.08	.04	-.05	94
Police	1,364	13	.00	.00	.00	.00	101
Managers	7,611	37	.05	.08	.16	-.12	57
Sales	1,566	12	-.01	-.02	.16	.18	46
Skilled/Semi-Skilled	3,219	10	.01	.01	.12	-.15	40
Mean (across occupations)			.03	.04	.13	.13	50 ^a

^a An unbiased estimate of mean percentage of variance accounted for across meta-analyses, calculated by taking the reciprocal of the average of reciprocals of individual predicted to observed variance ratios (Hunter & Schmidt, 1990).

Twins Studies and Personality: Big Five



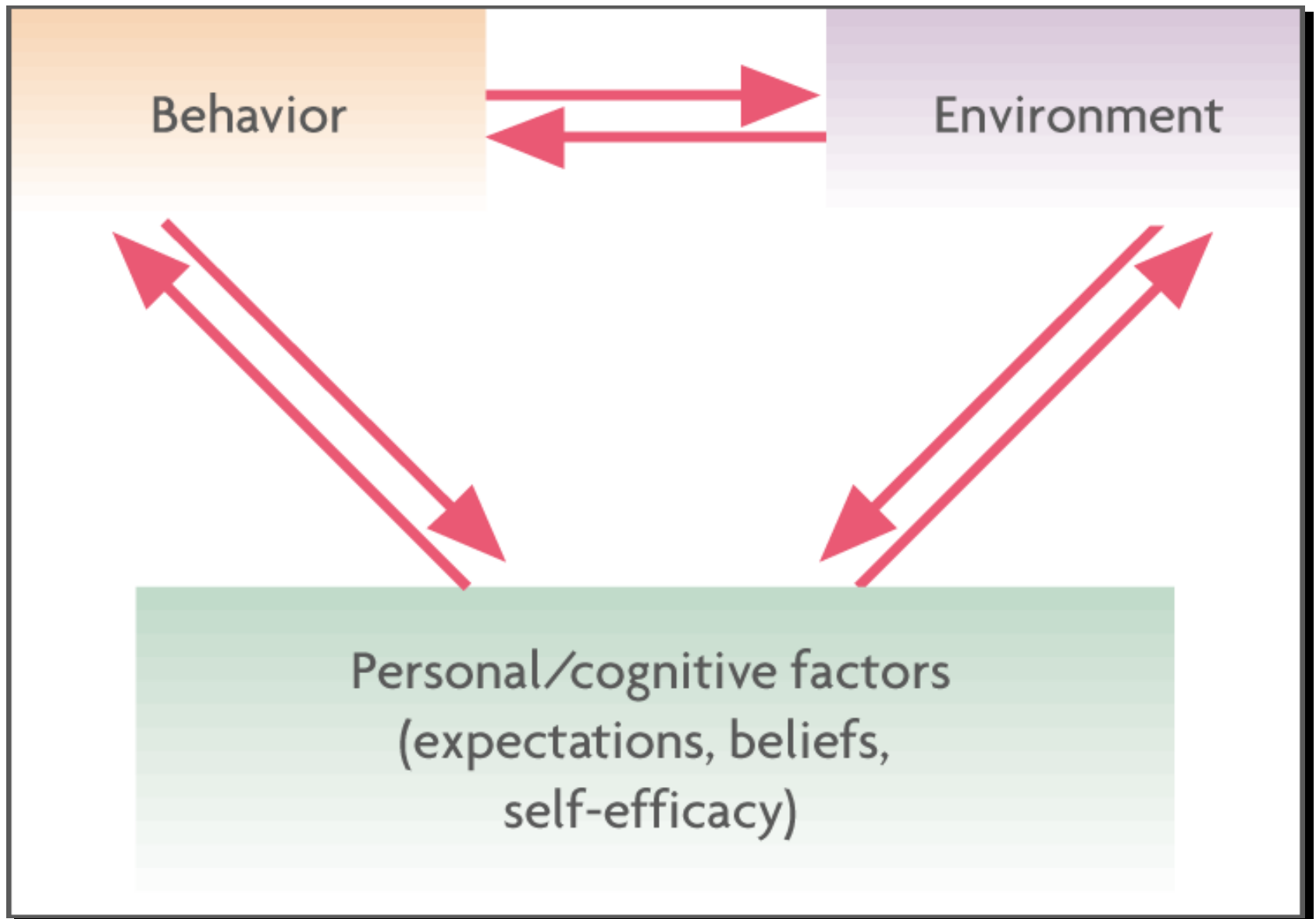
(Cengage, 2019)

The Evolutionary Approach and the Big Five

- Evolutionary theorists assert that personality has a biological basis because natural selection have favored certain traits over the course of human history.
- Buss says the Big Five personality traits are important across cultures because they have had significant adaptive implications.
- Nettle says the Big Five traits are products of evolution that were adaptive in ancestral environments.
- Analyses may help explain the origins of individual variations on the Big Five traits.

Social Learning Perspective: Bandura

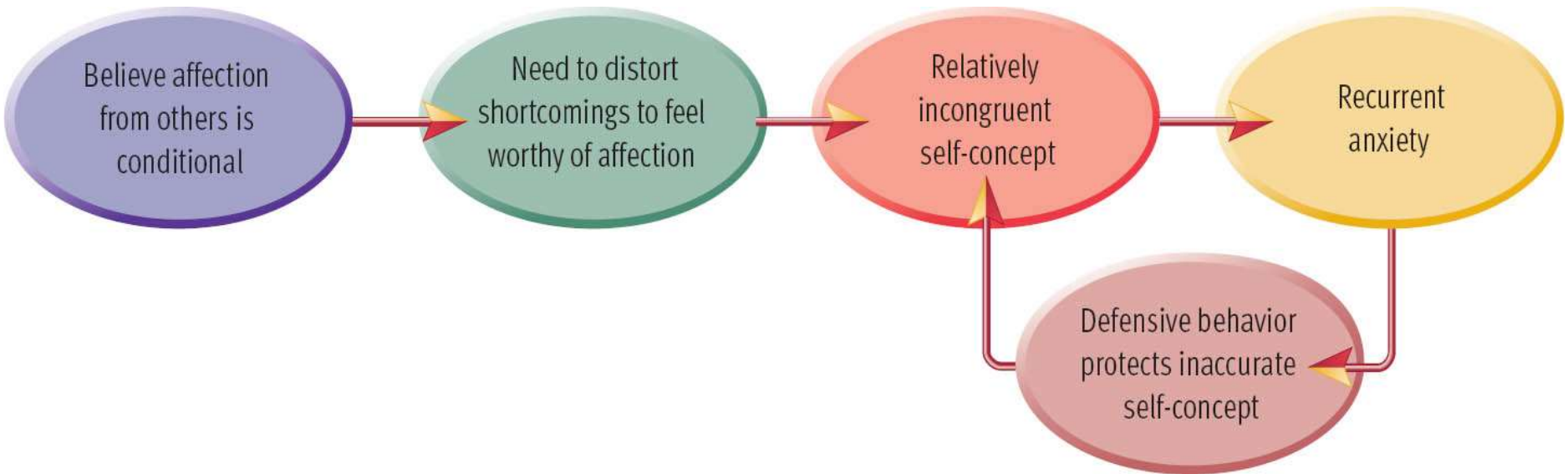
- **Personality shaped through learning**
- **Personal factors (e.g., traits and cognitions), behaviors, AND situational elements are important to this process - RECIPROCAL DETERMINISM**
- **SELF-EFFICACY** is an example of an important personal factor - “The extent to which I believe that I can perform a given behavior to gain a desired outcome.”



Bandura's reciprocal determinism. Bandura rejects Skinner's highly deterministic view that freedom is an illusion and argues that internal mental events, external environmental contingencies, and overt behavior all influence one another.

(adapted from Wadsworth/Thomson Learning, 2001)

Humanistic Approaches: Rogers



Evaluating Humanistic Perspectives

- The humanistic approach made the self-concept an important construct in psychology.
- Critics argue that:
 - Many aspects of humanistic theory are difficult to put to a scientific test.
 - Humanists have been unrealistically optimistic in their assumptions about human nature and their descriptions of the healthy personality.
 - More empirical research is needed to solidify the humanistic view.

Locus of Control

A person's general perceptions about the source or cause of events (Rotter, 1966)

Internal Locus of Control: Attributes causes of events to self

External Locus of Control: Events caused by luck, destiny, chance, others

[Example](#)

Internals may seek out situations where more personal control is likely, if it is perceived to lead to desired outcomes (Spector, 1982)

Internals may try to increase their influence over events by

- 1. altering working or other environmental conditions**
- 2. changing the nature of their relationships with others**
- 3. altering schedules**

Possible links between perceptions of control and:

- ✓ **feelings of stress and depression**
- ✓ **performance on some tasks**
- ✓ **taking preventative steps to avoid or deal with illness (including mental health)**

Culture and Personality

- The basic dimensions of personality trait structure may be nearly universal.
- Research has compared American and Asian conceptions of the self.
 - American culture fosters an independent view of the self.
 - American youngsters learn to define themselves in terms of their personal attributes, abilities, accomplishments, and possessions.
 - Their unique strengths and achievements become the basis for their sense of self-worth.
 - Asian cultures foster a more interdependent view of the self that emphasizes the connectedness of people to one another.
 - Asian youngsters learn to define themselves in terms of the groups they belong to.
 - Their harmonious relations with others and their pride in group achievements become the basis for their sense of self-worth.