# PERSONALITY

Meaning, types, factors and importance in

MEANING:

* The term personality is derived from the Latin word persona, which means mask.

* For a layperson, personality generally refers to the physical or external appearance of an individual. For example, when we find someone 'good-looking', we often assume that the person also has a charming personality.

DEFINITIONS OF PERSONALITY

• **Personality is the result of what we start with and what we have lived through. It is the reaction mass as a whole -** J. B.Watson 1919

• **A man's personality is the total picture of his organized behaviour, especially as it can be characterized by his fellow men in a consistent way -** Dennell 1937

TYPES OF PERSONALITY

* CJ Jung classified individual into two psychological types introvert, extrovert, and ambivert was added later on, as all individuals could not be fitted in only these two types
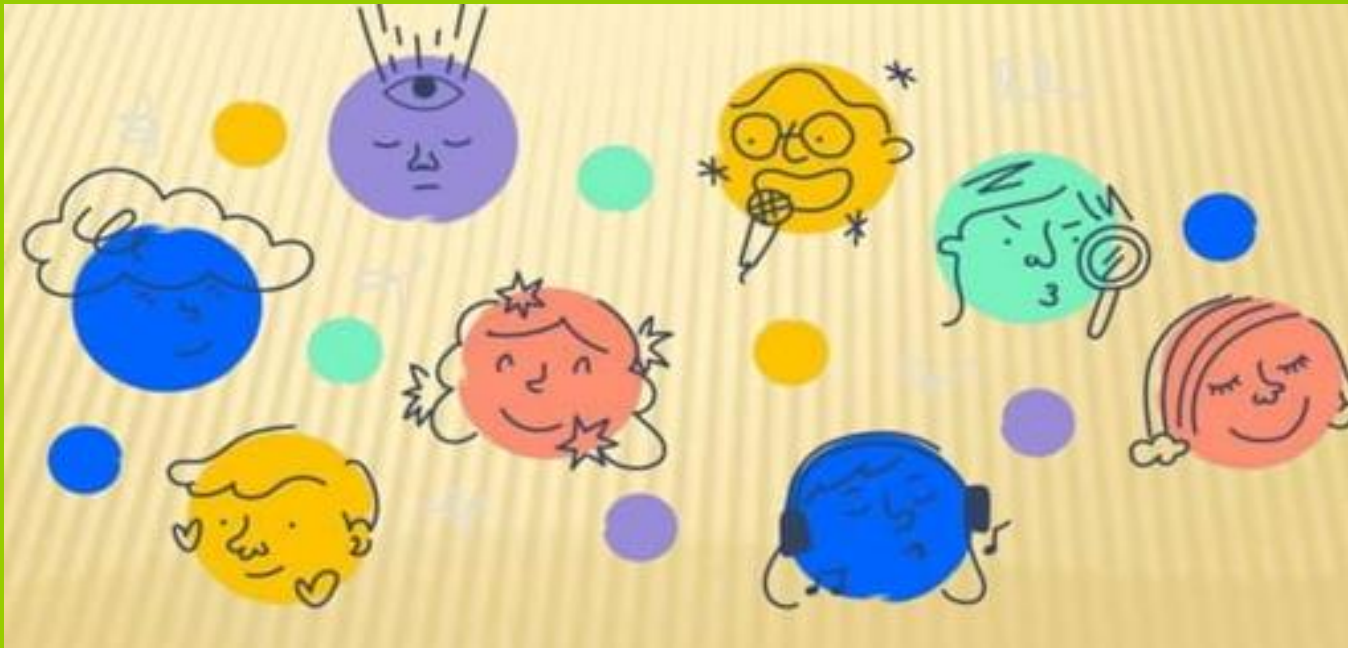
INTROVERT:

* An introvert limits his acquaintance to a few.

* This person is very conservative and suspicious of the motives of others.

* He is not social and prefers to remain in the background on certain occasions.

* He avoids embarrassment and public speaking.

* He is very reserved, self centered, introspective, absent minded, remains worried and is always day dreaming.

EXTROVERT

* An extrovert is socially adaptable and interested in people.

* He likes to make friends and very soon creates a circle of friends around him.

* He prefers working in company with other people, is talkative and fond of talking.

* He is self assertive and generally takes things lightly. He never feels embarrassed.
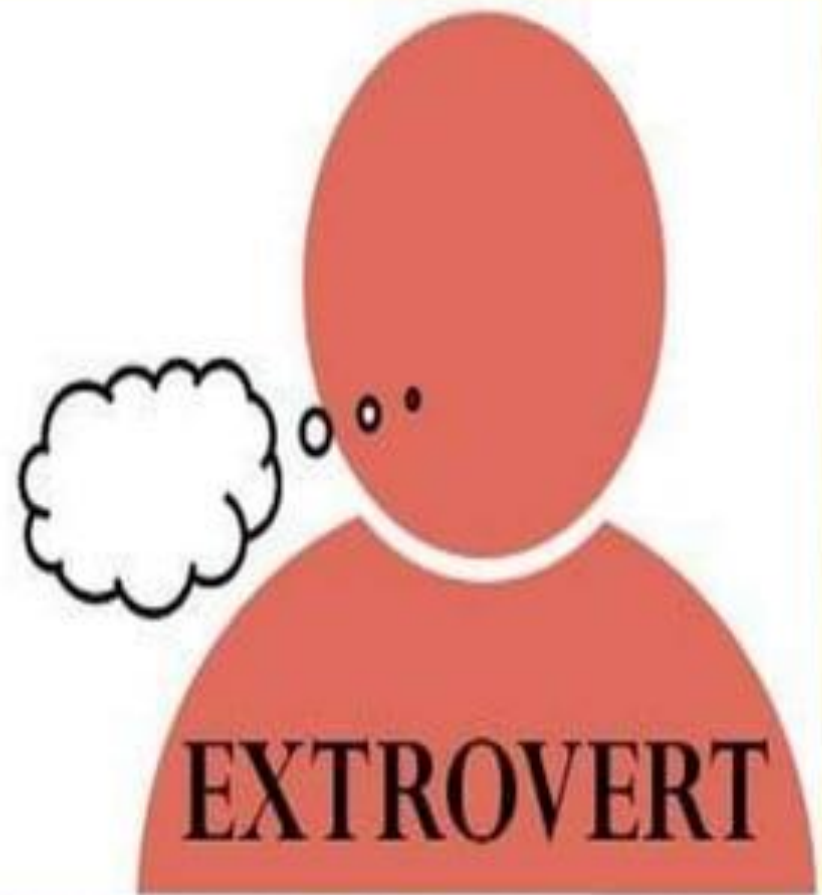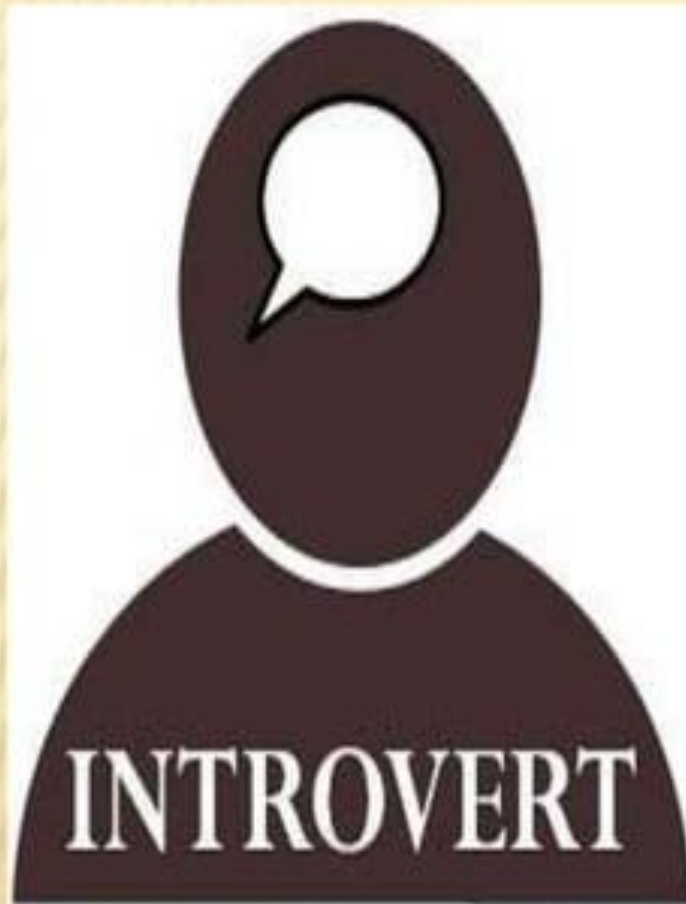
AMBIVERT

* Ambivert types are placed in between extrovert and introverts.

* Their behaviour is balanced.

* Their psychic energy is partially directed inwards and partly outwards.

* They are interested in their own thoughts and emotions and also in other persons and their action.

* Most of us belong to ambivert type.

CHARACTERISTICS OF INTROVERTS & EXTROVERTS

INTROVERTS

Recharge by spending time alone.

Reflect before making decisions

Listen more.

Enjoy one on one conversations.

Introspective.

Self-aware.

Think before acting.

Learn through observation.

More sociable with people they know.

EXTROVERTS

Recharge by socializing.

Make decisions quickly

Speak more.

Outgoing.

Easily distracted.

Action-oriented.

Gregarious & expressive.

Excellent communicators.

Enjoys being the center of attention.

THE POSITIVE PSYCHOLOGY PROGRAM

VS

INTROVERTS vs EXTROVERTS

INTROVERTS	EXTROVERTS
Prefer spending time in solitude	Have large social networks
Avoid being the center of attention	Enjoy being the center of attention
Think before they speak	Tend to think out loud
Value close 1:1 relationships	Loves being in large groups
Need time alone to recharge and reflect	Gain energy from being around other people
Prefer working in quiet, independent environments	Thrive in team-oriented and open work settings
Deeply focus and think about specific interests	Make quick decisions
Can be seen as reserved	Outgoing, enthusiastic and positive

FACTORS AFFECTING PERSONALITY

* Heredity

* Family background

* Nature of people with whom we interact

* Culture

* Environment

* Situation

1. 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.

HEREDITY
the passing of genetic traits from parent to offspring

Children look similar to their parents because of the traits they inherit.

2. 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 in a desperate attempt to personify their own values, roles, etc.

3. 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.

4. Culture:

* Culture shapes our personal values and predispositions. It is the unique characteristic of a social group. The values and norms shared by its member's sets it apart from other social groups. The essence of culture is the collective programming of the mind.

Cultural Environment

- Culture has a strong influence on personality development. The cultural environment determines the basic types of personalities that will be found in a society.
- Each culture gives rise to a series of personality traits – **model personalities** – that are typical of members of that society.
- E.g. U.S. personalities are competitive, assertiveness and individualism.
- E.g. Asian culture engenders interdependency & collectivism

5. ENVIRONMENT

* The environmental factors that exert pressures on our personality formation are culture in which we raised, our early conditioning, the norms among our family, friends, social groups, social interaction, etc that we experience.

FACTORS AFFECTING PERSONALITY

Environment:

1. Social Characteristics of an individual.
2. Social economical status being rich or poor.
3. Education gained.
4. Observation perceived.
5. Experimentation made.
6. Provision of healthy food.
7. Privileges made available.
8. Good parental care.
9. Warmth, love and acceptance by associated.
10. Living in good areas versus slums.

6. SITUATION

* An individual's personality, although generally stable and consistent, does change in different situations. Situations seem to differ substantially in the constraints they impose on behaviour. Some situations (e.g., employment interview) constraints many behaviour; other situations (e.g., a picnic in a public park) constrain relatively few.

IMPORTANCE OR ROLE OF PERSONALITY

* 1. The extension worker should get into deep study of knowing the capacities, types and traits of the personalities of his clients (farmers) with whom he has to work in order to plan and educate them. This also helps the extension worker to select a suitable farmer for a certain purpose.

* 2. The study of personality of the people enables extension worker to judge and follow the method of guiding, by selecting suitable teaching method. This enables the extension worker to properly plan the programmes to advise the farmers for desirable changes in rural communities.

PERSONALITY TYPES KEY

E Extroverts
are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.

I Introverts
often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.

S Sensors
are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.

N Intuitives
prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.

T Thinkers
tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.

F Feelers
tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.

J Judgers
tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.

P Perceivers
prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

Theories of Personality

1. Trait Theories

2. Psychoanalytic Theory

3. Social-Cognitive Theories

4. Humanistic Theories

5. Behavioral Personality Theory

Types of Personality Theories

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

Psychodynamic Theories: Focus on the inner workings of personality, especially internal conflicts and struggles

Humanistic Theories: Focus on private, subjective experience and personal growth

Social-Cognitive Theories: Attribute difference in personality to socialization, expectations, and mental processes

Part 1

Trait Theories

Jung's Theory of Two Types

Carl Jung, Swiss psychiatrist who was a Freudian disciple, believed that we are one of two personality types:

• Introvert: Shy, self-centered person whose attention is focused inward

• Extrovert: Bold, outgoing person whose attention is directed outward

Eysenck's Three Factor Theory

Hans Eysenck, English psychologist, believed that there are three fundamental factors in personality:

• Introversion versus Extroversion

Emotionally Stable versus Unstable (neurotic)

Impulse Control versus Psychotic

Eysenck's Theory, continued

The first two factors create 4 combinations, related to the four basic temperaments recognized by ancient Greeks:

• Melancholic (introverted + unstable): sad, gloomy

• Choleric (extroverted + unstable): hot-tempered, irritable

• Phlegmatic (introverted + stable): sluggish, calm

• Sanguine (extroverted + stable): cheerful, hopeful

Cattell: Source & Surface Traits

Raymond Cattell: from Devon, England, believed that there were two basic categories of traits:

• Surface Traits: Features that make up the visible areas of personality

• Source Traits: Underlying characteristics of a personality
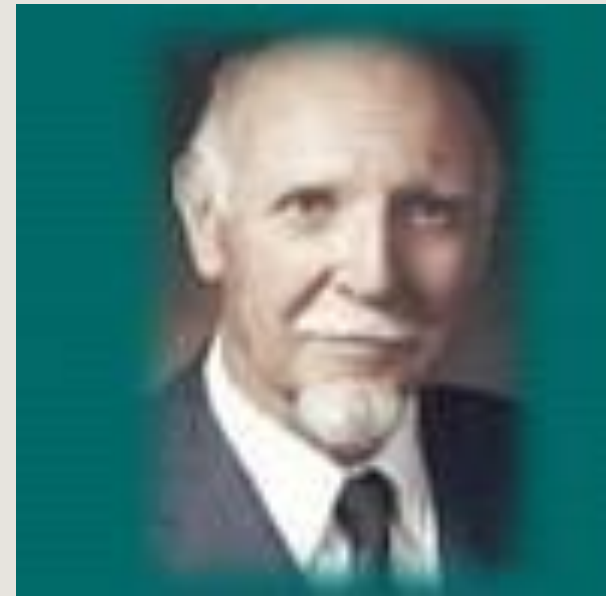
Psychoanalytic Perspective Of Personality

SIGMUND FREUD

Role of Consciousness

Unconscious:

The unconscious is understood to be the large part of the mind, which is hidden from view.

Pre-conscious:

The pre-conscious is represented by the waterline-l but it is the zone in which there are fleeting glimpses of the unconscious, "flickering" across the screen of consciousness.

Conscious:

The relatively small part which sticks of the water is seen as equivalent to the small amount of conscious awareness that the human experiences.

Model Of Personality

Elements Of Personality (Freud's View):

The Id

The Ego

The Superego

<u>ID</u>

Primary component of personality

Pleasure principle

Strives for immediate satisfaction of all desires, needs, wants

For example, if an infant feels hungry, he will cry till his want is satisfied.

ID fails result in tension, anxiety

EGO

Responsible for dealing with reality

Reality principle weighs the cost of doing or abandoning something

Discharges tension by finding the object in the real world created by Id.

SUPER EGO

Holds of our internalized moral standards that we acquire from parents, society.

Has two parts:-

1. The ego Ideal

Good Behaviors

1. The Conscience

Bad Behaviors

Defense Mechanisms

• A defense mechanism is a tactic developed by the ego to protect against anxiety. Defense mechanisms are thought to safeguard the mind against feelings and thoughts that are too difficult for the conscious mind to cope with.

Repression
The removal of threatening thoughts from awareness;

Projection
The attribution of unacceptable impulses to others;

Denial
The refusal to recognize a threatening situation or thought;

Rationalization
Giving a reasonable explanation for an event;

Regression
The return to a less mature, anxiety reducing behaviour;

Personality development

Freud advanced a theory of personality development that centered on the effects of the sexual pleasure drive on the individual psyche. At particular points in the developmental process, he claimed, a single body part is particularly sensitive to sexual, erotic stimulation. These erogenous zones are the mouth, the

anus, and the genital region.

The Oedipus complex, in psychoanalytic theory, is a group of largely unconscious (dynamically repressed) ideas and feelings which centre around the desire to possess the parent of the opposite sex and eliminate the parent of the same sex. According to classical theory, the complex appears during the so-called 'oedipal phase' of libidinal and ego development; i.e. between the ages of three and five, though oedipal manifestations may be detected earlier.

Part 3

Social-Cognitive

Theories

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.

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.

Bandura also proposed that people observe their own behavior and judge its effectiveness. Self-efficacy: a judgment of one's effectiveness in dealing with particular situations.

Rotter's Theory of Locus of Control

Julian Rotter: American psychologist, began as a Freudian! His personality theory combines learning principles, modeling, cognition, and the effects of social relationships

External locus of control: perception that chance or external forces beyond personal control determine one's fate

Internal locus of control: perception that you control your own fate.

Learned Helplessness: a sense of hopelessness in which a person thinks that he/she is unable to prevent aversive events

Part 4

Humanistic Theories

Humanism

Humanism: Approach that focuses on human experience, problems, potentials, and ideals

Human Nature: Traits, qualities, potentials, and behavior patterns most characteristic of humans

Free Choice: Ability to choose that is NOT controlled by genetics, learning, or unconscious forces

Subjective Experience: Private perceptions of reality

Maslow's Theory

Abraham Maslow is considered father of the humanistic movement. He observed the lives of (purportedly) healthy and creative people to develop is theory.

Hierarchy of needs: the motivational component of

Maslow's theory, in which our innate needs, which

motivate our actions, are hierarchically arranged.

Self-actualization: the fullest realization of a person's potential

Graphic: Hierarchy of Needs

Growth Needs

- Self-actualization as expressed through meta-needs:

wholeness, perfection, completion, justice, richness, simplicity, alivenes beauty, goodness, uniqueness, playfulness, truth, autonomy, meaningfulness

Self-actualization

Esteem and self-esteem

Love and belonging

Safety and security

Physiological needs:
air, food, water, sleep, sex, etc.

Basic Needs

- Esteem and self-esteem
- Love and belonging
- Safety and security
- Physiological needs

Maslow's Hierarchy of Needs

Characteristics of Self-Actualized People

- Efficient perceptions of reality
- Comfortable acceptance of self, others, and nature
- Spontaneity
- Task Centering

Autonomy
- Continued freshness of appreciation

Fellowship with humanity

- Profound interpersonal relationships
- Comfort with solitude
- Non-hostile sense of humor
- Peak experiences

Carl Roger's Self Theory

Carl Rogers: American psychologist; believed that personality formed as a result of our strivings to reach our full human potential.

Fully Functioning Person: Lives in harmony with his/her deepest feelings and impulses

Self-Image: Total subjective perception of your body and personality

Conditions of Worth: behaviors and attitudes for which other people, starting with our parents, will give us positive regard.

Unconditional Positive Regard: Unshakable love and approval

Positive Self-Regard: Thinking of oneself as a good, lovable, worthwhile person

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Behavioral Personality Theory

Behavioral Personality Theory

Behavioral theories suggest that personality is a result of interaction between the individual and the environment. Behavioral theorists study observable and measurable behaviors, rejecting theories that take internal thoughts and feelings into account.

B. F. Skinner's Theory of Behavior

Skinner's theory is based on operant conditioning, which means when the organism is operating on the environments, the organism will encounter a special kind of reinforcing stimulus or simply a reinforcement.

Reinforcement increases a behavior and punishment decreases or ends it.

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THANK YOU