OUTLINE

CHAPTER 12-PERSONALITY - THEORY & RESEARCH

1. Biological /Trait theories
2. Learning Theories
   – Bandura (Social Cognitive)
   – Rotter (Social Learning)
3. Psychodynamic Theory
   – Freud
   – Melanie Kline
   – Jung
4. Humanistic Theories
   – Rogers (Self theory)
   – Maslow (Theory of Self-actualization)

PERSONALITY ASSESSMENT

- Self-Report measures
- Projective tests
- Interviews

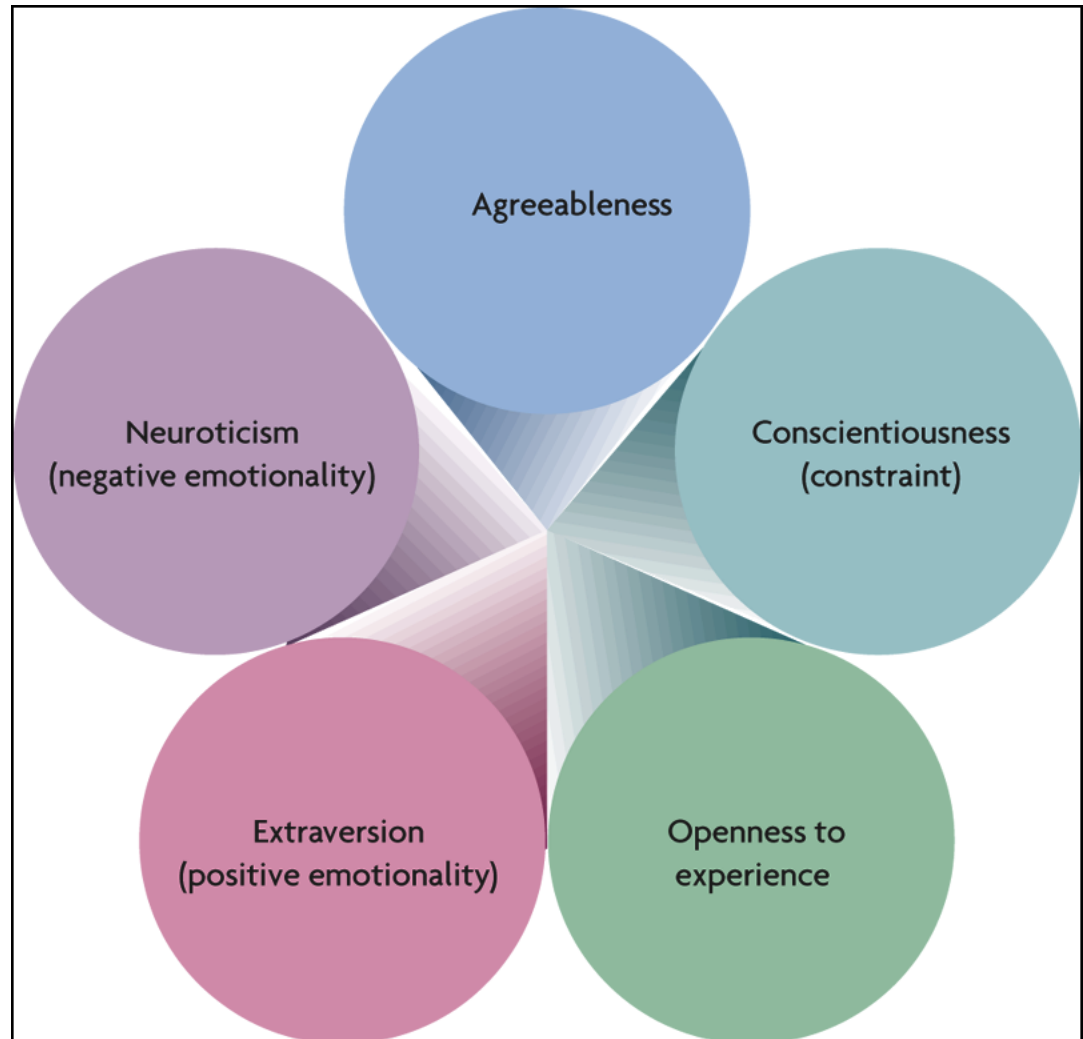**Professor Fazakas-DeHoog**
lfazakas@uwo.ca

THEORIES OF PERSONALITY

- **FIVE FACTOR TRAIT MODEL OF PERSONALITY**

  (McCrae & Costa, 1985)

- **derived using Factor Analysis**

* Similar cross-culturally

Agreeableness

Conscientiousness (constraint)

Neuroticism (negative emotionality)

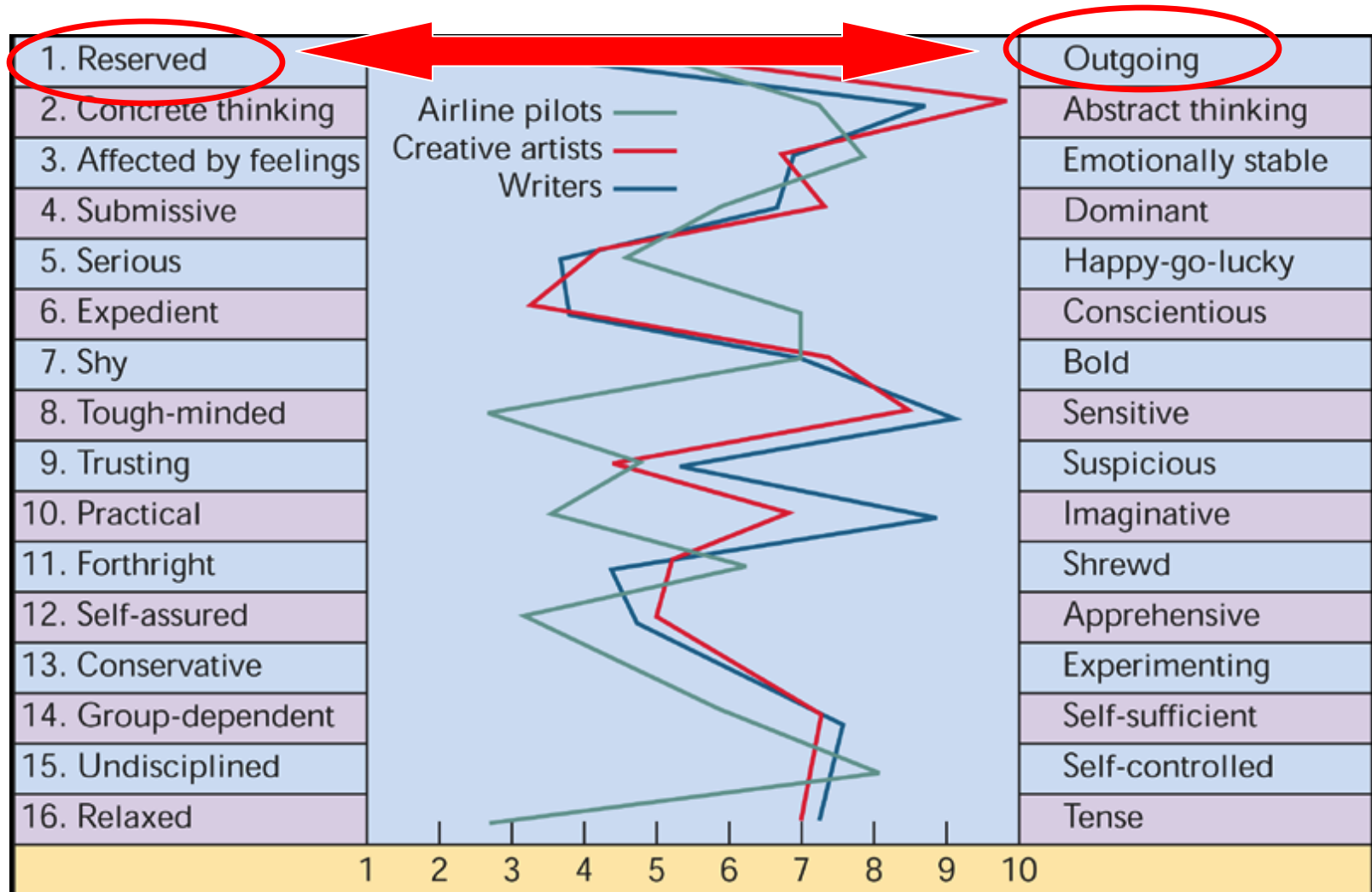Extraversion (positive emotionality)

Openness to experience

BIOLOGICAL THEORIES OF PERSONALITY DEVELOPMENT

- **GENETIC CONTRIBUTION TO PERSONALITY**

- **Estimate that personality traits are ~ 50 % heritable**
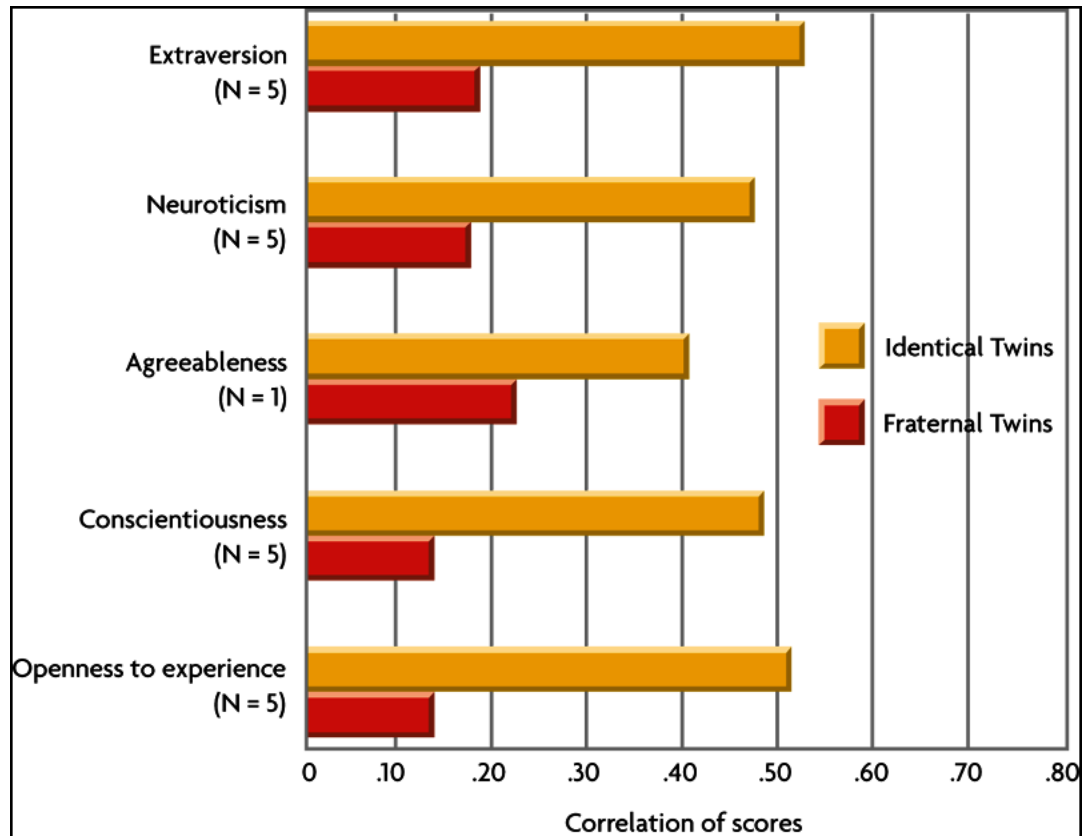
THEORIES OF PERSONALITY

Cattell's 16 Factors of Personality
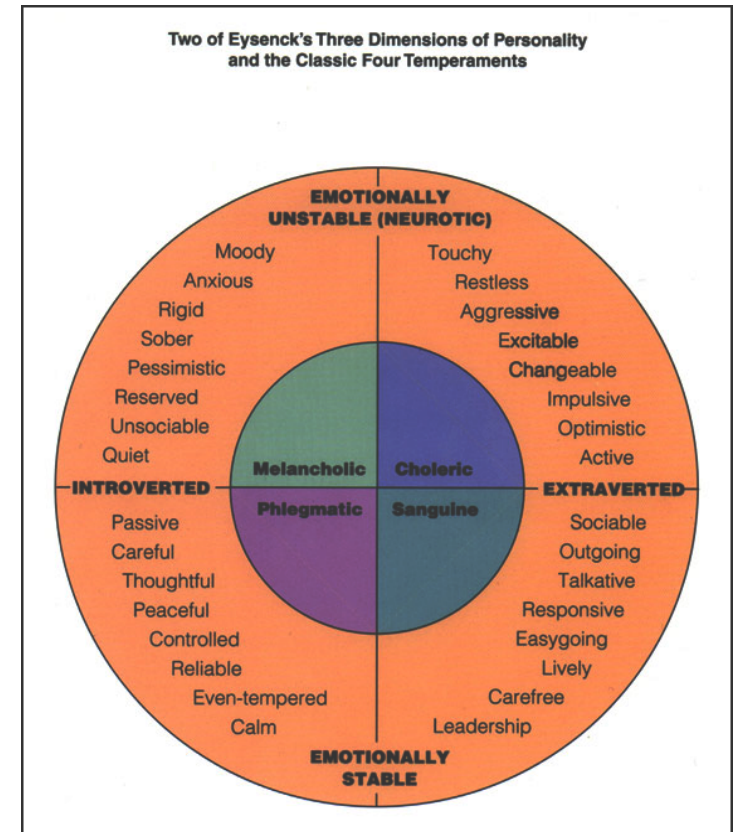
Higher-Order Trait Theory

Hans Eysenck

- 2 traits on a continuum
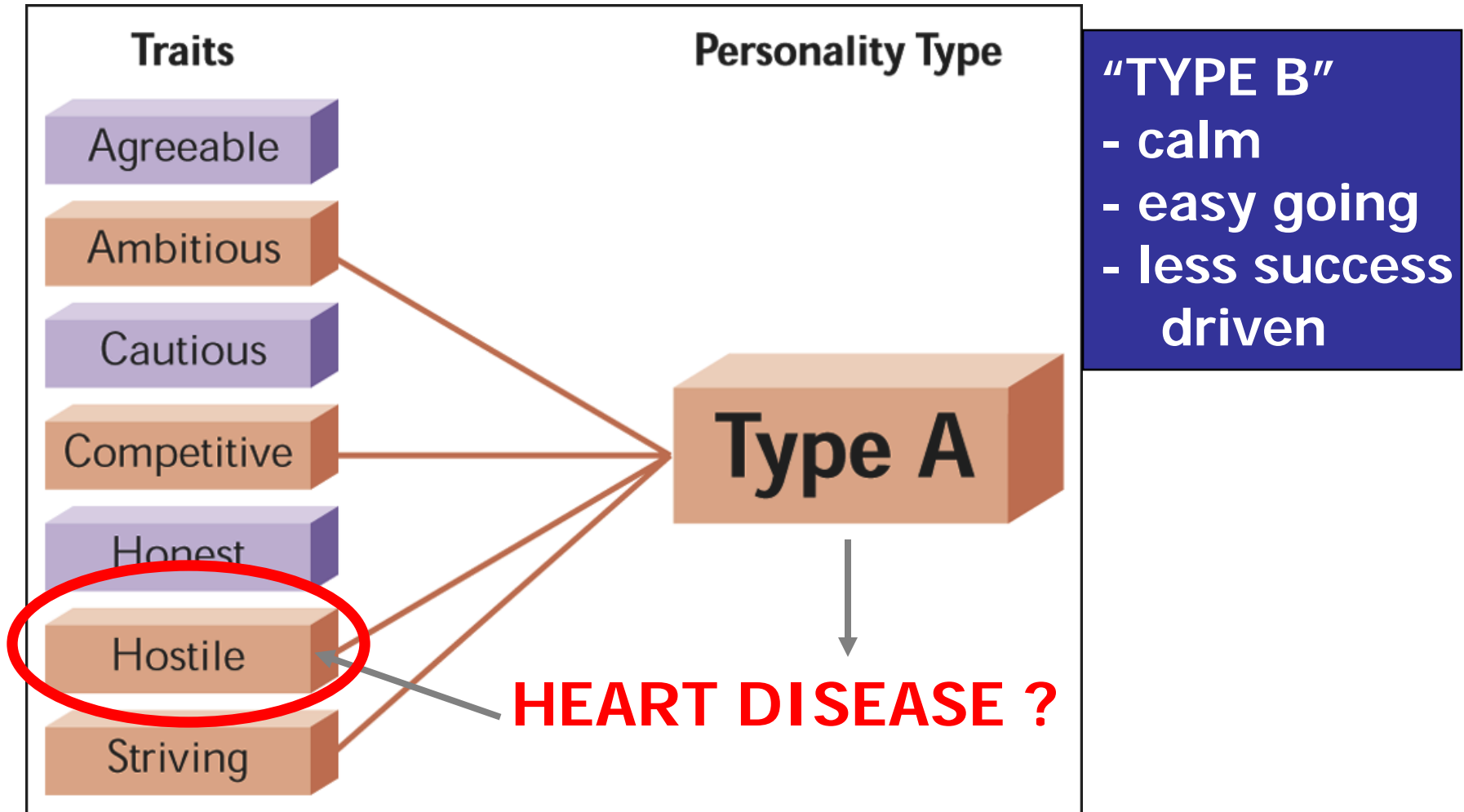
1. Stable vs. Unstable
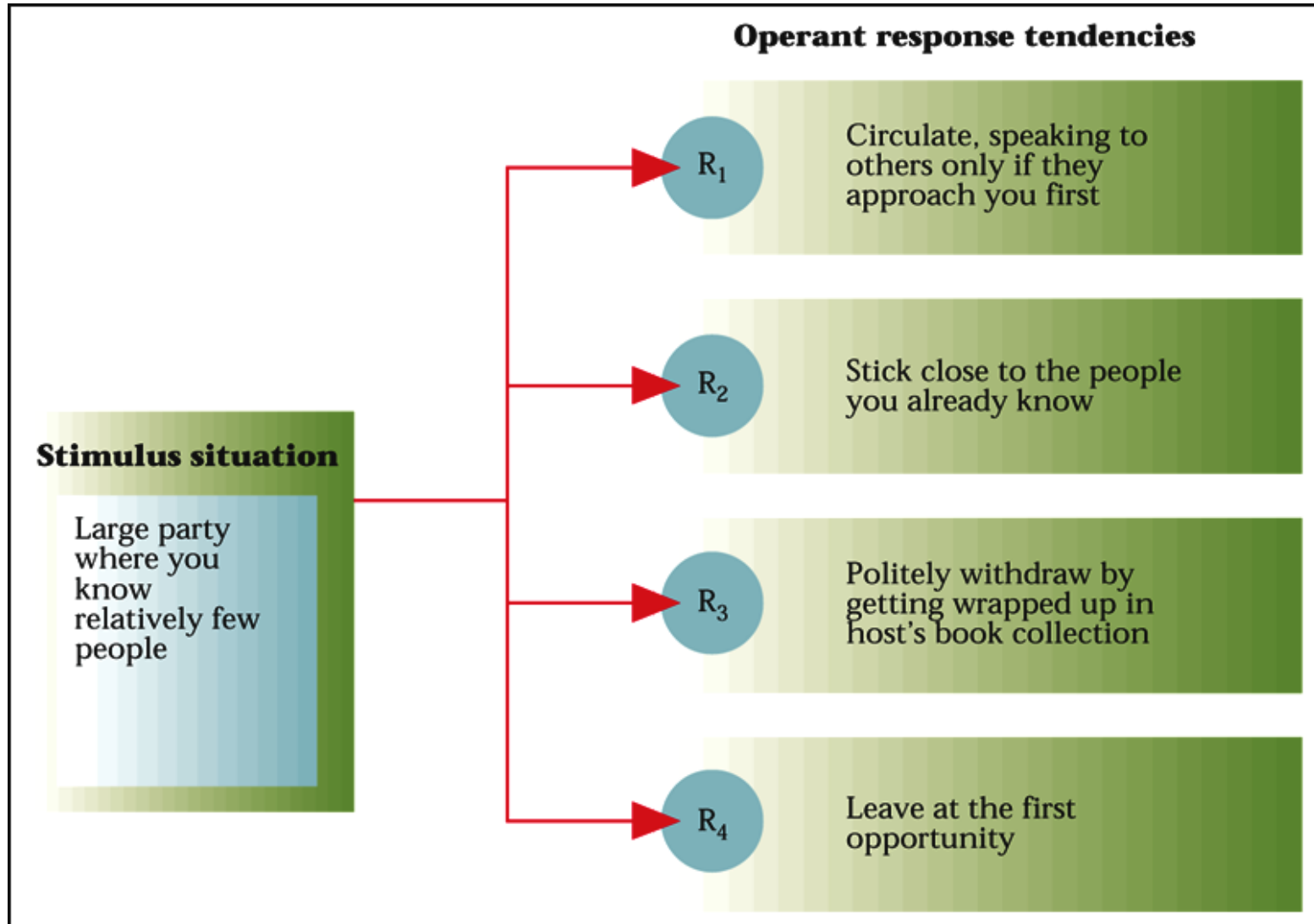*** Similar to Big 5's**
Neuroticism
2. Introverted vs. Extroverted

Two of Eysenck's Three Dimensions of Personality and the Classic Four Temperaments

EMOTIONALLY UNSTABLE (NEUROTIC)

Moody
Anxious
Rigid
Sober
Pessimistic
Reserved
Unsociable
Quiet

Touchy
Restless
Aggressive
Excitable
Changeable
Impulsive
Optimistic
Active

Melancholic | **Choleric**

INTROVERTED

Phlegmatic | **Sanguine**

EXTRAVERTED

Passive
Careful
Thoughtful
Peaceful
Controlled
Reliable
Even-tempered
Calm

Sociable
Outgoing
Talkative
Responsive
Easygoing
Lively
Carefree
Leadership

EMOTIONALLY STABLE

* Later added psychoticism

Other Personality Dimensions
" TYPE A" vs. "TYPE B" BEHAVIOR

Traits

- Agreeable
- Ambitious
- Cautious
- Competitive
- Honest
- Hostile
- Striving

Personality Type

Type A

HEART DISEASE ?

"TYPE B"
- calm
- easy going
- less success driven

Learning Theories of Personality

Operant response tendencies

Stimulus situation

Large party where you know relatively few people

R_1 — Circulate, speaking to others only if they approach you first

R_2 — Stick close to the people you already know

R_3 — Politely withdraw by getting wrapped up in host's book collection

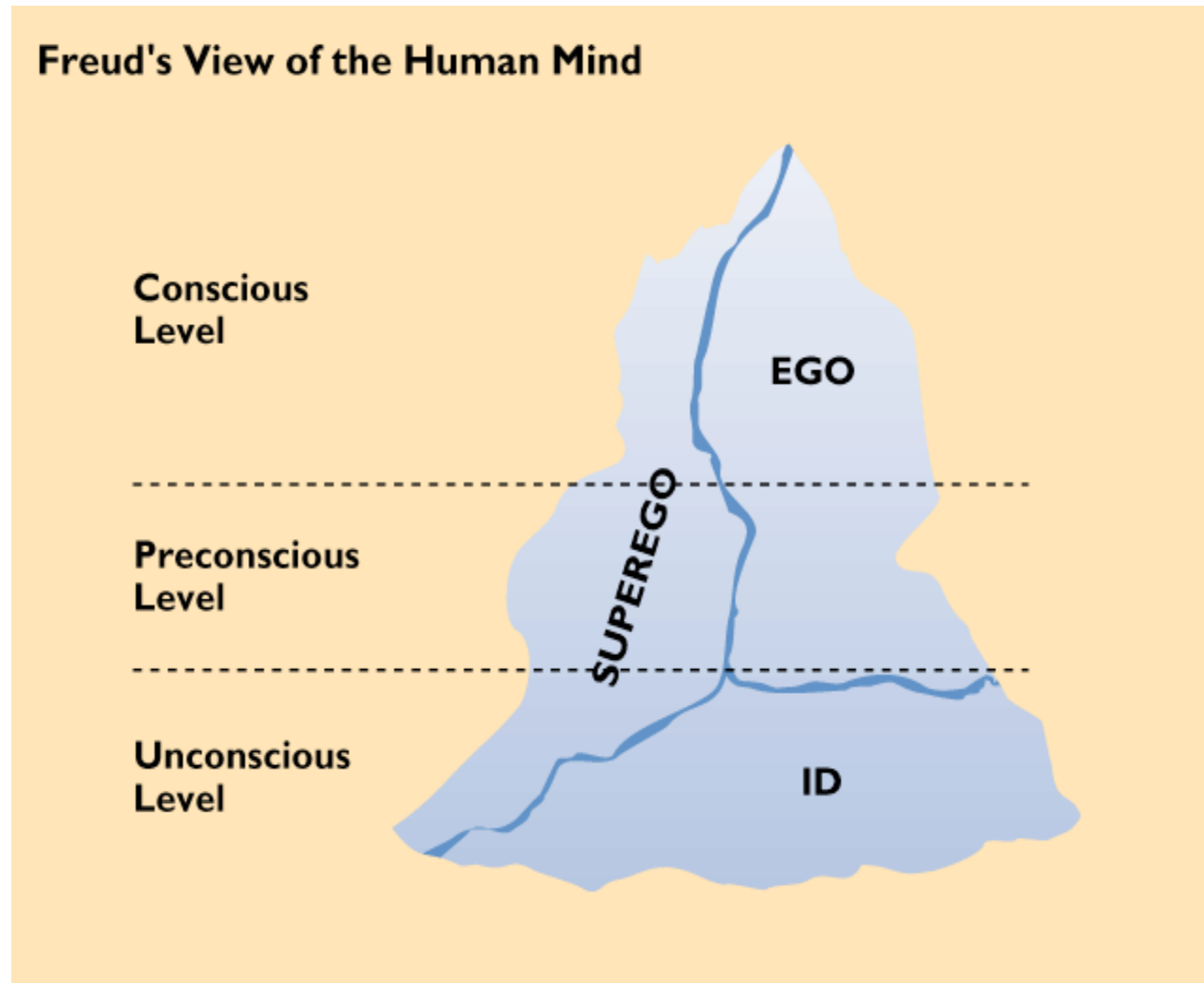R_4 — Leave at the first opportunity

Bandura's Social Cognitive Theory
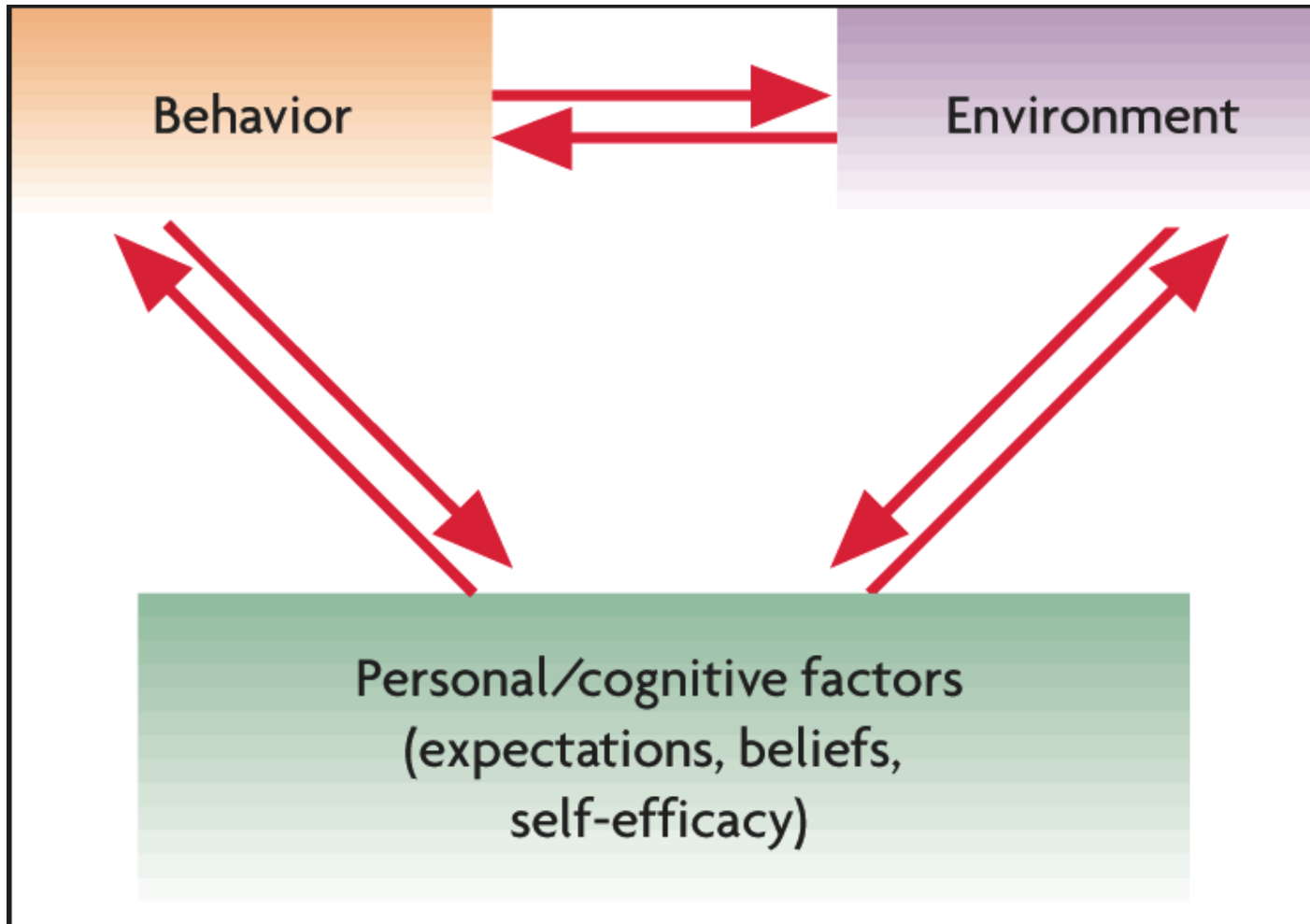
Bandura's Theory of Reciprocal Determinism

PSYCHODYNAMIC PERSPECTIVE ……..

- **Components of Personality motivate behavior ….**

Freud's View of the Human Mind

Conscious Level

Preconscious Level

Unconscious Level

EGO

SUPEREGO

ID

PERSONALITY DEVELOPMENT

FREUD'S PSYCHOSEXUAL STAGES

STAGE	AGE	FOCAL POINT	KEY DEVELOPMENTAL TASK	
Oral **Orally Fixated**	Birth - 2	Mouth	Weaning	
Anal **Anal Retentive/Expulsive**	2 – 3	Anus	Potty Training	
Phallic	4 – 5	Genital	Identify with Role model * *Oedipal complex*	
Latency	6 – 12	None	Expand social relationships	
Genital	Puberty on	Genitals/ Sexual intimacy	Intimate relationships	

Freud's Psychodynamic Theory

Intrapsychic conflict (between id, ego, and superego) → Anxiety → Reliance on defense mechanisms
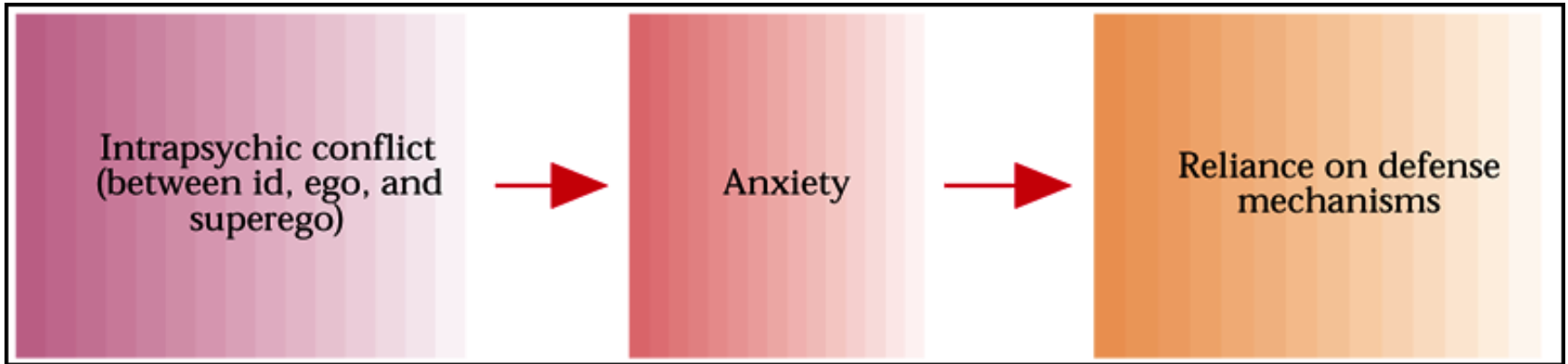
Freud's Defense Mechanisms

TABLE 12.2 DEFENSE MECHANISMS, WITH EXAMPLES

Defense Mechanism	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 parental scolding, a young girl takes her anger out on her little brother.
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.
Denial	Deny reality of some distressing situation	A young man's mother is dying of cancer, and he believes that she does not have cancer

*

Neo Fre udians

CARL JUNG (1875-1961) (Freud's prodigy)
"Analytic Psychology"

Ego: the conscious mind

**Personal Unconscious: Individual's own experiences
     are stored in here.
     * contents are unique to each individual**

**Collective Unconscious: Unconscious ideas & images
     shared by all humans
Dream Analysis to access
     contents of unconscious**

Archetypes: Universal idea, image, pattern, or a universal thought form or predisposition to perceive the world in certain ways.
* found in the collective unconscious

Anima: the personification of all feminine psychological tendencies within a man
Animus: the personification of all masculine psychological tendencies within a woman

Mother: loving & nurturing
Father: logical & rational

ARCHETYPES

- Shadow - dark negative aspects
  » similar to Freud's id.

- Hero – fights for what
  is good and just

- Maiden – innocent, naive, & gentle

- Persona - Mask or public
 self presented to others

JUNG

ARCHETYPES

1. Self – guides process of
individuation & the regulating
centre of the personality

2. Self Archetype: the goal of development; archetype that
represents the transcendence of all opposites,
so that every aspect of personality is expressed equally.

- **The self-realized person**: a person who is neither and both male and female, neither and both ego and shadow, neither and both good and bad, neither and both
conscious and unconscious, neither &
both an individual and the whole of creation.

- Mandala: Circular design
representing balance, unity and completion

# Jung's Conception of Personality
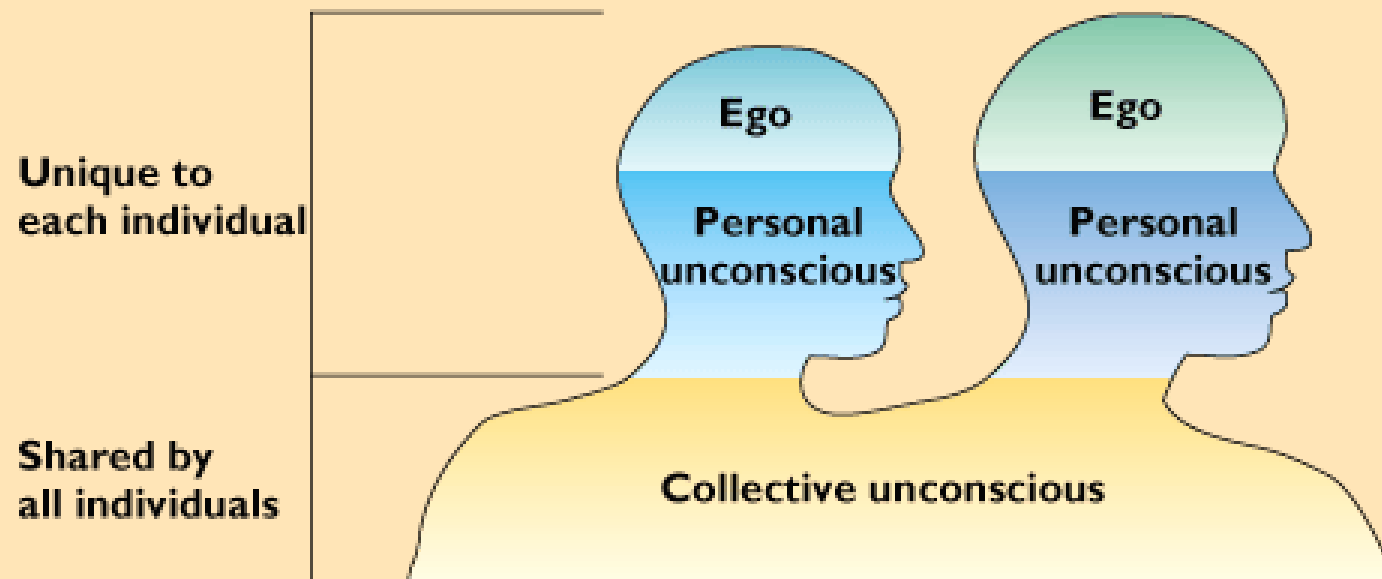
Structure	Characteristics
Ego	Conscious component; carries out normal daily activities.
Personal unconscious	Contains all accessible memories, thoughts, and feelings, and all repressed memories, wishes, and impulses.
Collective unconscious	The most inaccessible layer; shared by all people; contains universal experiences.

JUNG

ARCHETYPES

1. Self – guides process of individuation & the regulating centre of the personality

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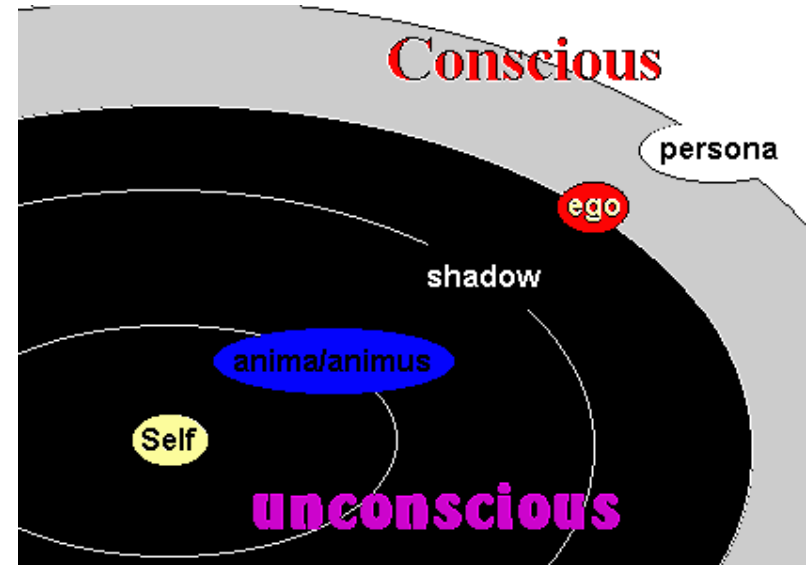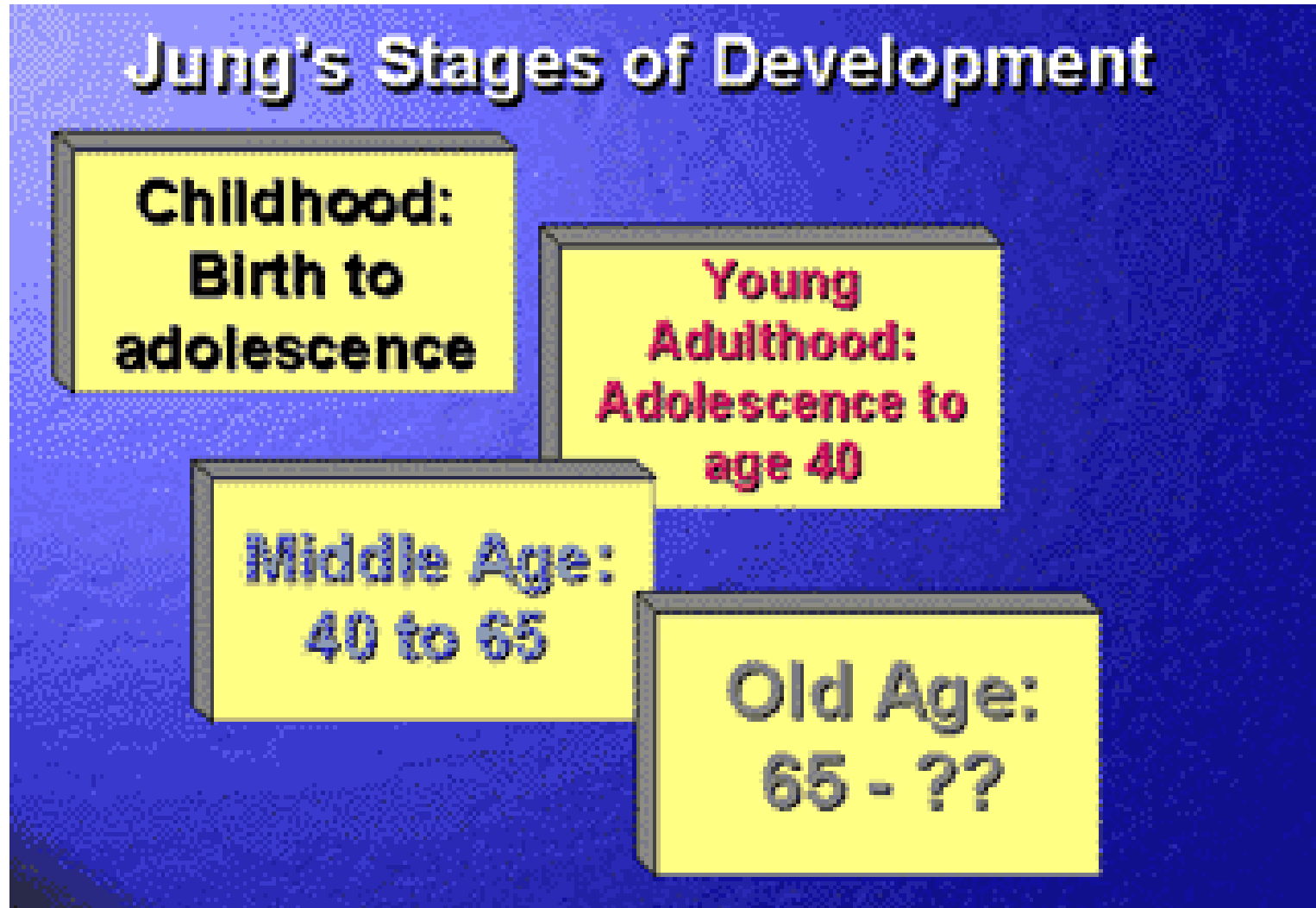

Unrealized self

- **The self-realized person**: a person who is neither and both male and female, neither and both ego and shadow, neither and both good and bad, neither and both conscious and unconscious, neither & both an individual and the whole of creation.

- Mandala: Circular design representing balance, unity and completion

CARL JUNG ON DEVELOPMENT

Jung's Stages of Development

Childhood: Birth to adolescence

Young Adulthood: Adolescence to age 40

Middle Age: 40 to 65

Old Age: 65 - ??

CARL JUNG ON PERSONALITY DEVELOPMENT
1. CHILDHOOD (birth until adolescence)

• time of outward expansion.

• Maturational forces direct ego & capacities to deal w/ world.

• Women develop feminine traits and vice versa.

• One-sidedness necessary to achieve task of mastering outer world.

* Self-doubts, fantasies, & inner natures prevent from
	meeting demands of external environment.

 * Extroverts successful in this period.

CHILDHOOD: THE MORNING OF LIFE
Broken into age-related stages similar to Freud's but with different tasks

FREUD'S STAGE	JUNG'S DEVELOPMENTAL TASK
ORAL	– distinguishing self from world
ANAL	– distinguishing self from others
PHALLIC	– distinguishing sexes, esp. parents
LATENCY	– distinguishing right from wrong
ADOLESCENCE	– experimenting with social roles

CARL JUNG ON DEVELOPMENT

2. *YOUNG ADULTHOOD* (adolescence to ~ 40)
          - development of career/family focus
* The Midlife Crisis (at approx. 40)

- At about 40, psyche undergoes transformation;
- goals lose meaning, (feels depressed/something is missing).
- Psyche rescues person and turns inward to examine
    meaning of life (prompted by unconscious where
    repressed aspects of self demand to be heard & balanced).
    * Unconscious speaks through dreams

INDIVIDUATION- pulling/separating aspects of self.
TRANSCENDENCE- (the process of becoming whole):
    involves a multidimensional *union of opposites.*
    E.g. balance the functions, acknowledge/integrate the shadow
- goal of Self. Involves achieving psychic balance, avoiding conformity to
    goals of mass culture, and finding one's own way.
    * a lifelong process, which is rarely fully completed.

TWO COMPLIMENTARY PROCESSES IN DEVELOPMENT & SELF- ACTUALIZATION

- Both occur simultaneously, but individuation is logically first, since it involves discovering and differentiating the various aspects in the personality. Usually, the persona is the first, and the shadow is the last to be individuated.

- Once each aspect has been individuated, the transcendent function works to integrate them into a single unified Self, which, when it develops, encompasses and replacesall other aspects & complexes, becoming the whole of personality.
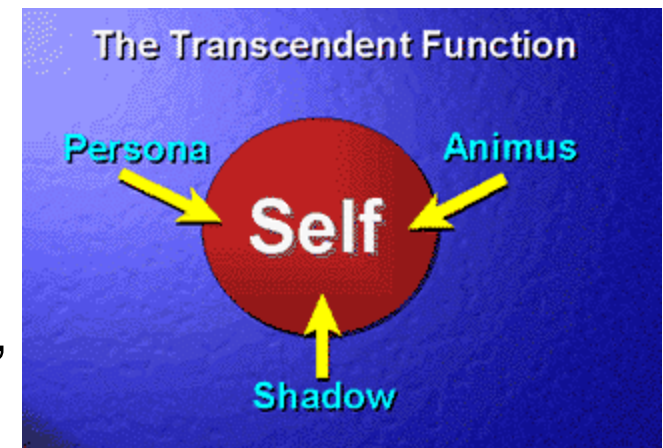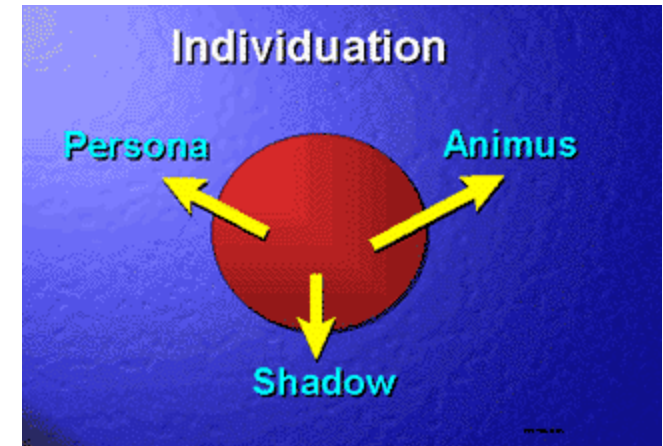
CARL JUNG ON DEVELOPMENT

Middle Age (40 -65)

• marked by transformation of the psyche.

• Turn away from external world;

• focus on inner selves to learn about
  potentials that are unrealized.

• Adult still has energy and resources to change external world (career
  changes, long-neglected projects, & expression of opposites)

Old Age (65 to death)

• Person tries to understand the nature of life in the face of death.

• Must have some image of after-life to be able to face it-
  (unconscious self has archetype of eternity
  that swells up from within as death nears.

* archetypal image of eternity
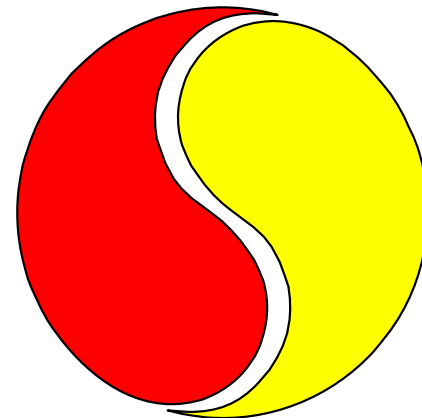
CARL JUNG

SYNCHRONICITY
the occurrence of two events that are not linked causally,
yet are meaningfully related:
People often would call these things <u>coincidences</u>, or try to
show how they are more likely to occur than we think.
Jung: these coincidences are indications of how we are
connected, with our fellow humans and with nature in
general, through the collective unconscious

PRINCIPLE OF OPPOSITES
-must acknowledge & integrate
 both extremes into the self
- a "complex" develops if denied

CARL JUNG

PRINCIPLE OF OPPOSITES

PERSONALITY TENDENCIES

Introverts
prefer their internal world of thoughts,
feelings, fantasies, dreams, and so on.
Oriented to the collective unconscious & its archetypes.
 Not to be confused with shyness

Extroverts
prefer the external world of things
and people and activities.
Oriented to persona and outer reality

FUNCTIONS

– preferred way of interacting with the world

SENSING

• getting information by means of the senses.
(irrational: i.e. perception rather than judging of information).

THINKING

• evaluating information or ideas rationally, logically.

INTUITING

• a kind of perception that works outside of the usual conscious processes. It is irrational or perceptual, like sensing, but comes from the complex integration of large amounts of information, rather than simple seeing or hearing. (gestalt)
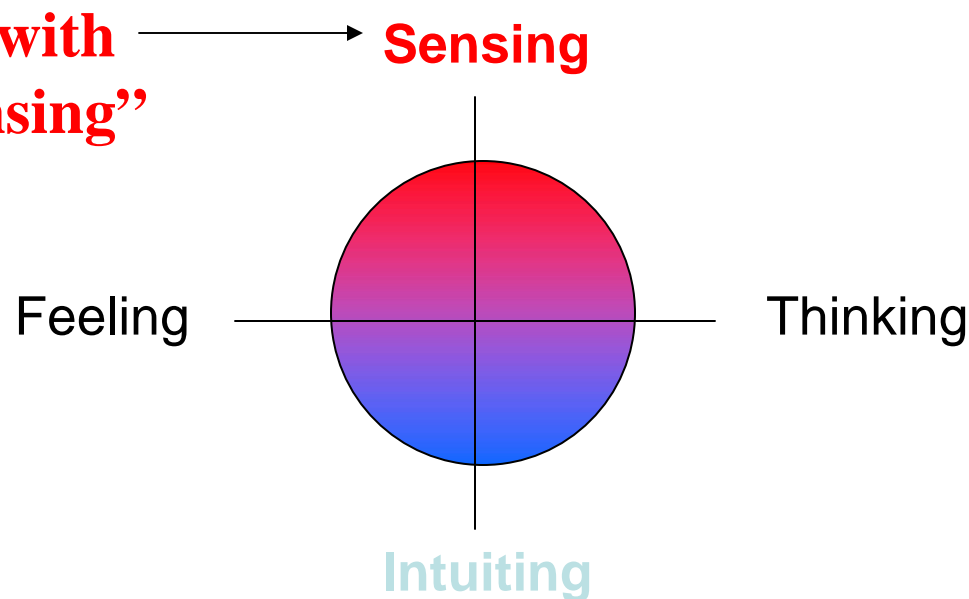
FEELING

• evaluating information, by weighing one's overall, emotional response.

Jungian Theory

- All individuals have all 4 functions, but predominance of one
- so, requires balance
- Greater acknowledgement of unconscious aspects of personality
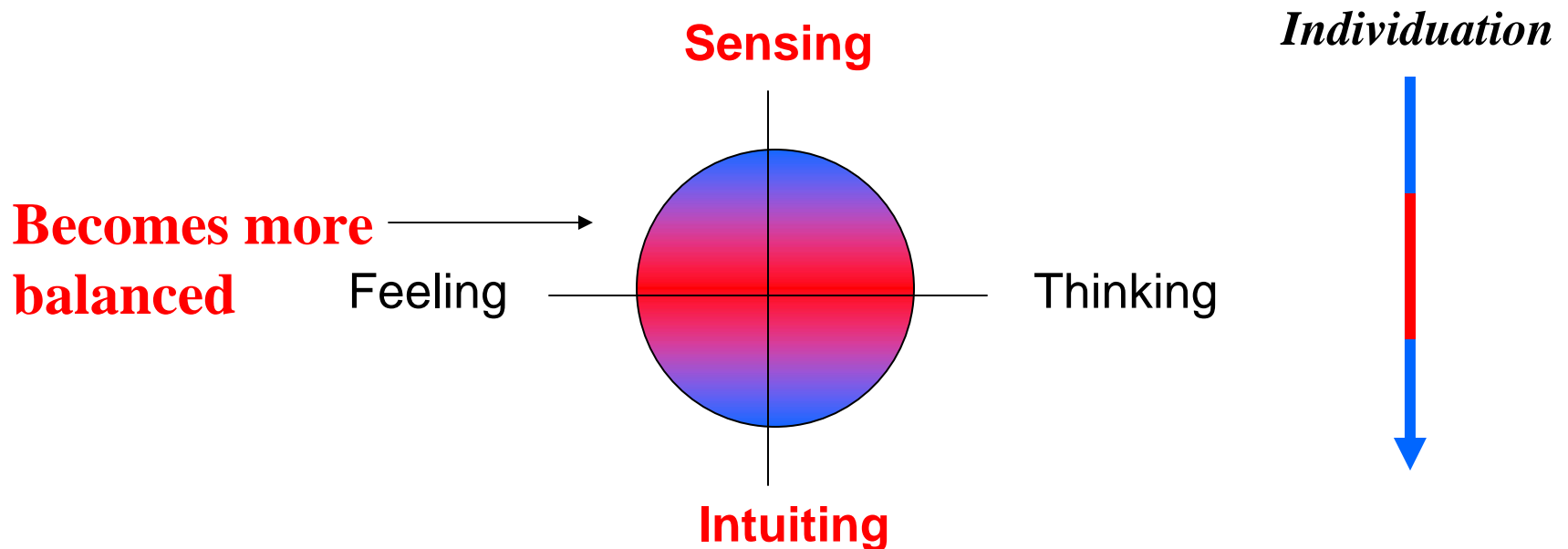
Individual with strong "sensing" function → **Sensing**
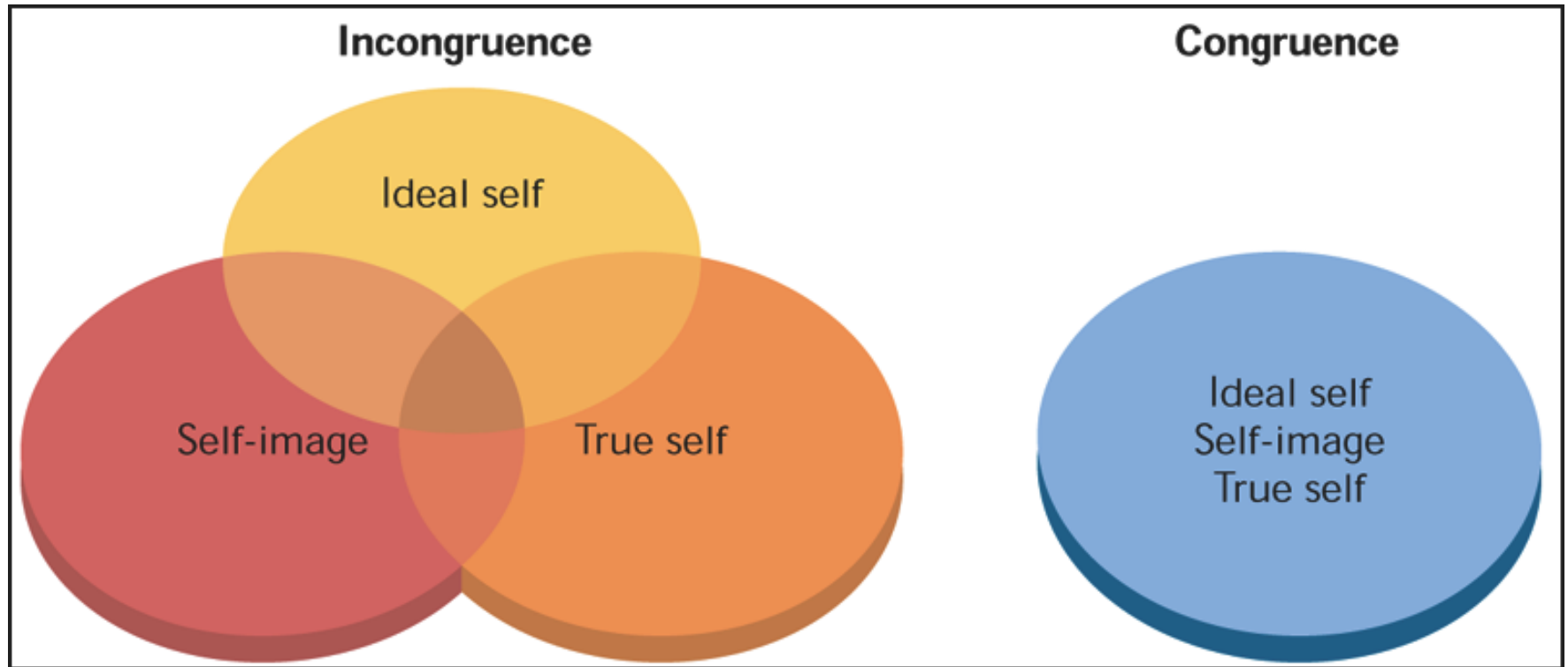
Individuation
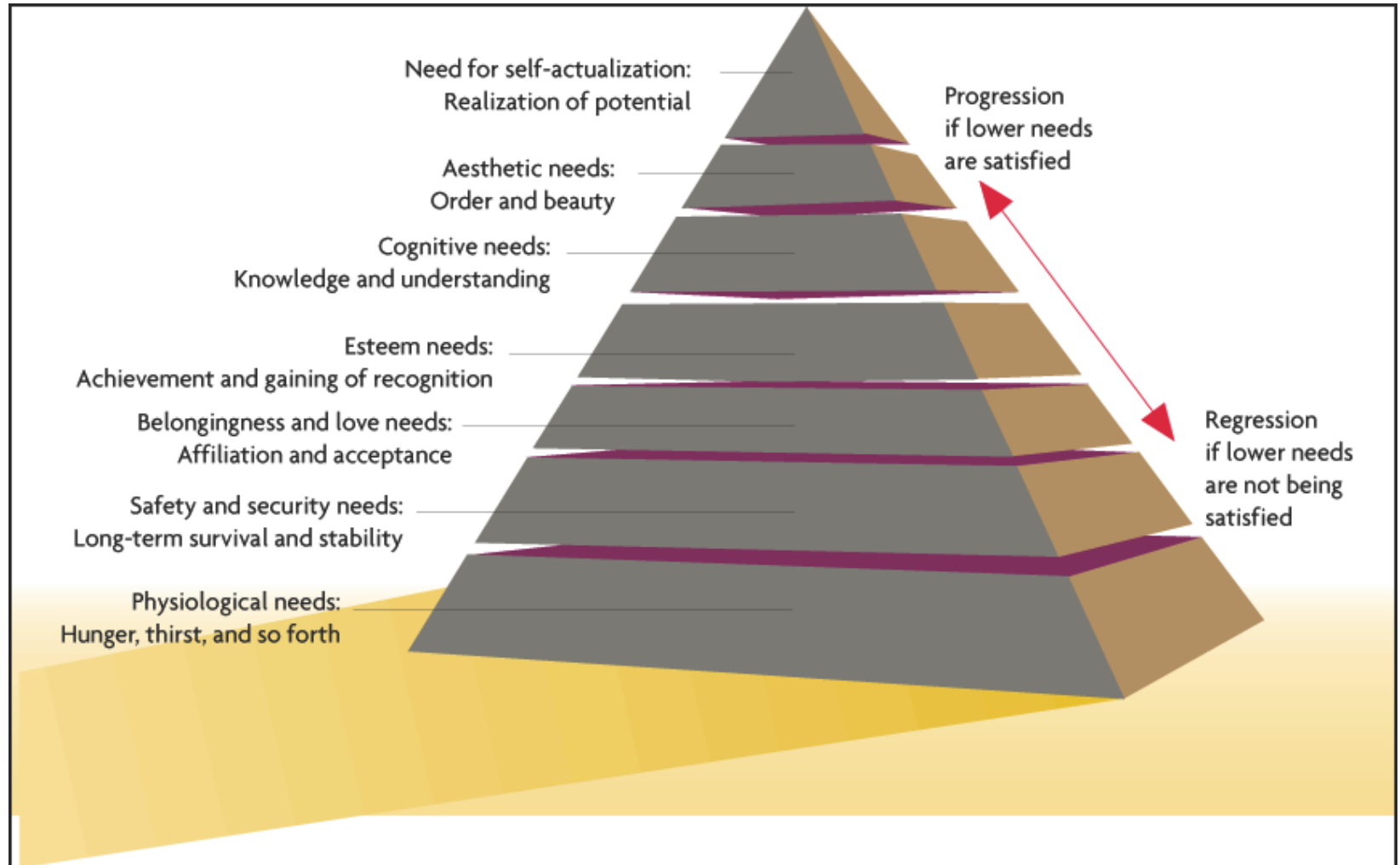
Feeling — Thinking

Intuiting

Jungian Theory

- Four functions to the psyche- maturity involves achieving balance through individuation & maturity
- Maturity is possible only in midlife and beyond
  * therefore development of personality in adulthood

Sensing

Individuation

Becomes more balanced

Feeling

Thinking

Intuiting

Roger's Self Theory

Maslow's Theory of Self-Actualization

Need for self-actualization:
Realization of potential

Aesthetic needs:
Order and beauty

Cognitive needs:
Knowledge and understanding

Esteem needs:
Achievement and gaining of recognition

Belongingness and love needs:
Affiliation and acceptance

Safety and security needs:
Long-term survival and stability

Physiological needs:
Hunger, thirst, and so forth

Progression if lower needs are satisfied

Regression if lower needs are not being satisfied

Summary of Personality Theories

TABLE 15.3 Comparison of Four Views of Personality

|	TRAIT THEORIES	PSYCHOANALYTIC THEORY	BEHAVIORISTIC THEORY	HUMANISTIC THEORY
View of human nature	neutral	negative	neutral	positive
Is behavior free or determined?	determined	determined	determined	free choice
Principal motives	depends on one's traits	sex and aggression	drives of all kinds	self-actualization
Personality structure	traits	id, ego, superego	habits	self
Role of unconscious	minimized	maximized	practically nonexistent	minimized
Conception of conscience	traits of honesty, etc.	superego	self-reinforcement punishment history	ideal self, valuing process
Developmental emphasis	combined effects of heredity and environment	psychosexual stages	critical learning situations identification and imitation	development of self-image
Barriers to personal growth	unhealthy traits	unconscious conflicts, fixations	maladaptive habits; unhealthy environment	conditions of worth; incongruence

Typical MMPI-2 Profiles

Normal Person
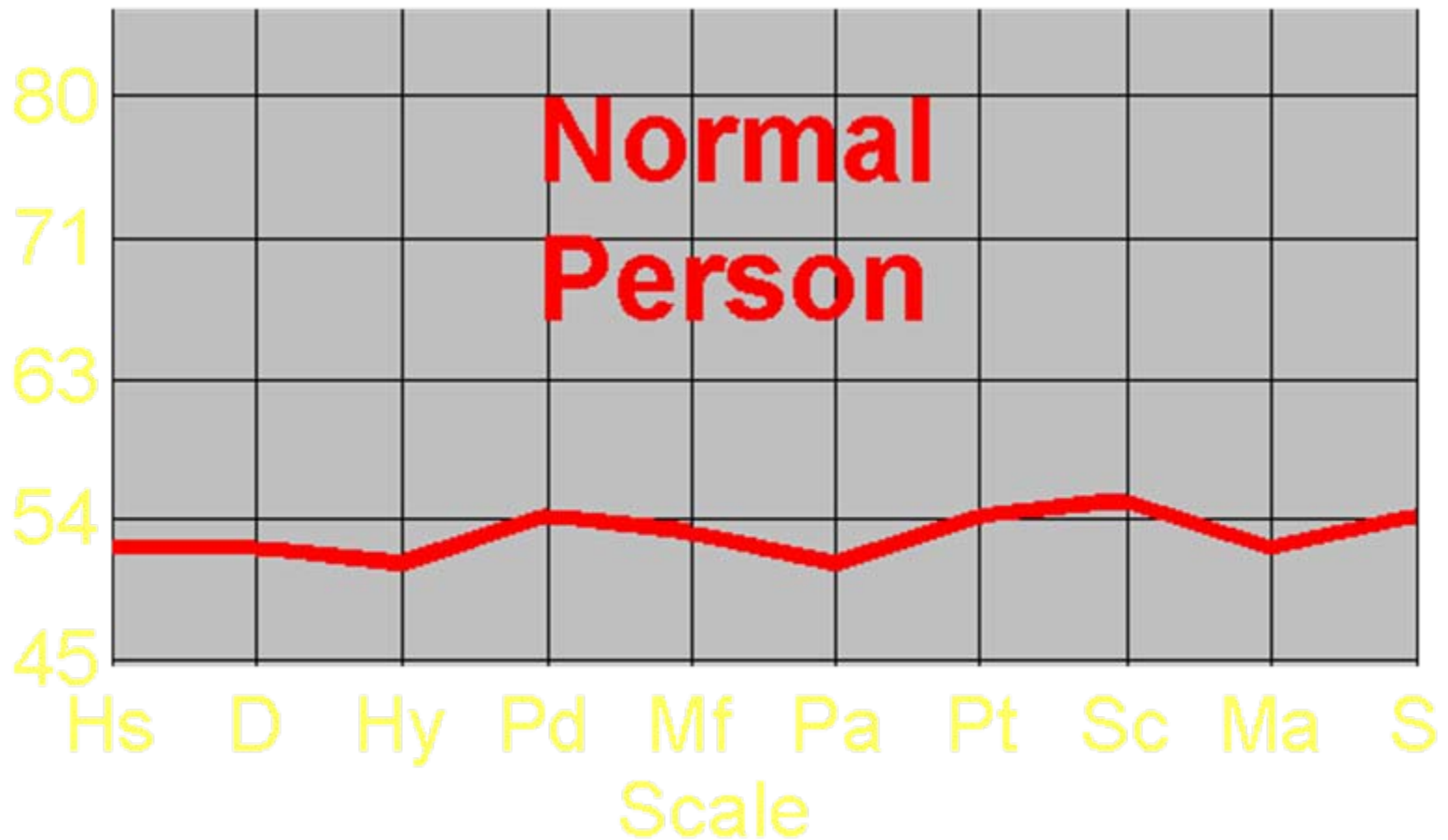
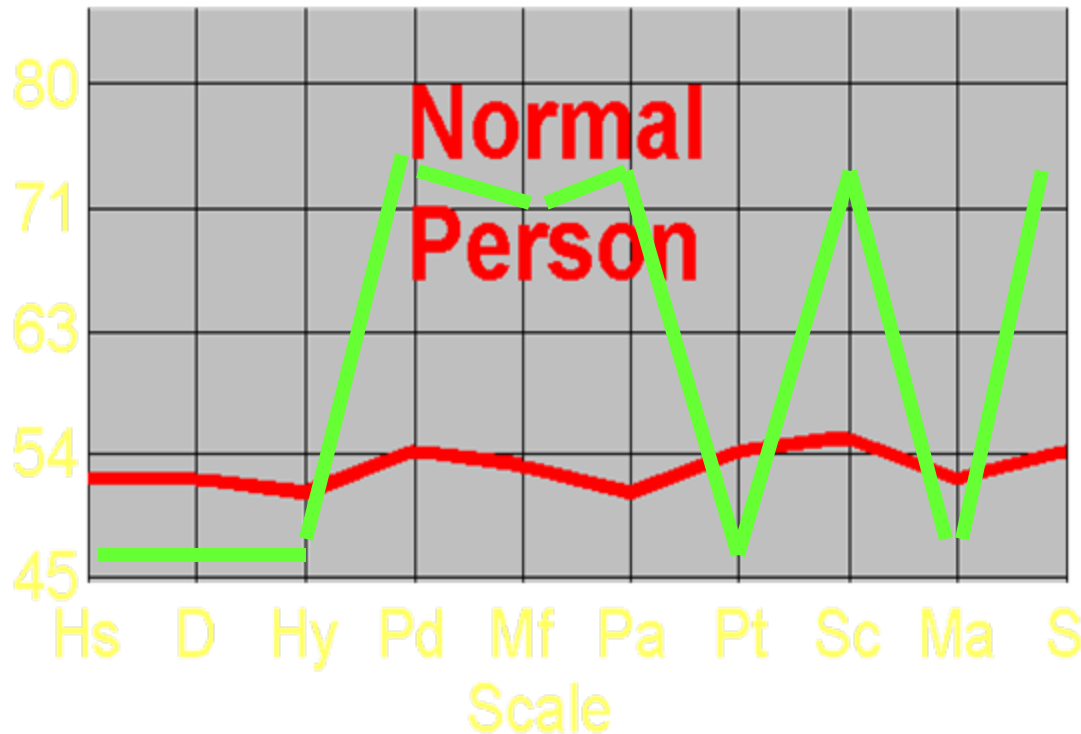# Typical MMPI-2 Profiles

Schizophrenic
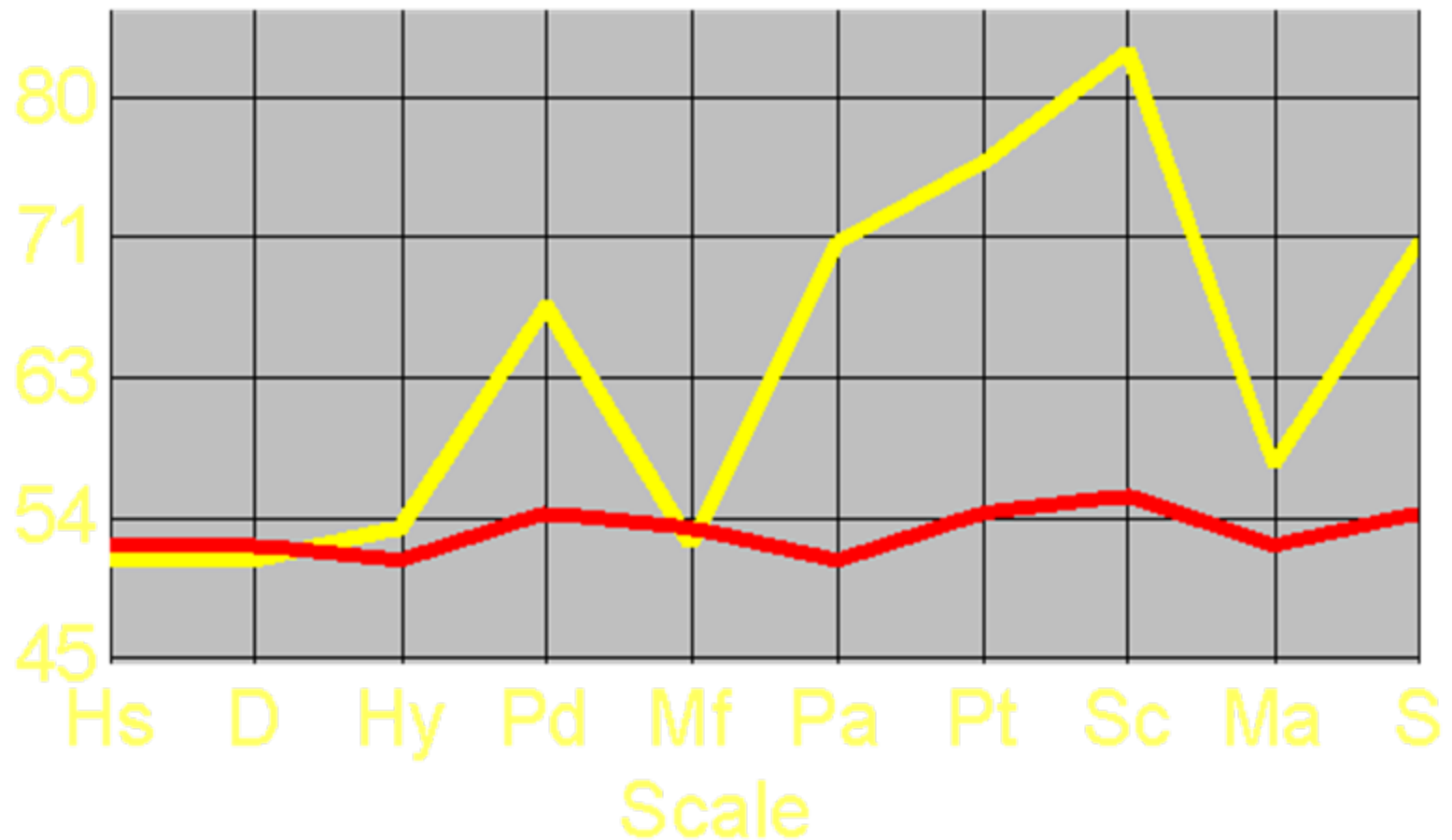
Typical MMPI-2 Profiles

Depressive
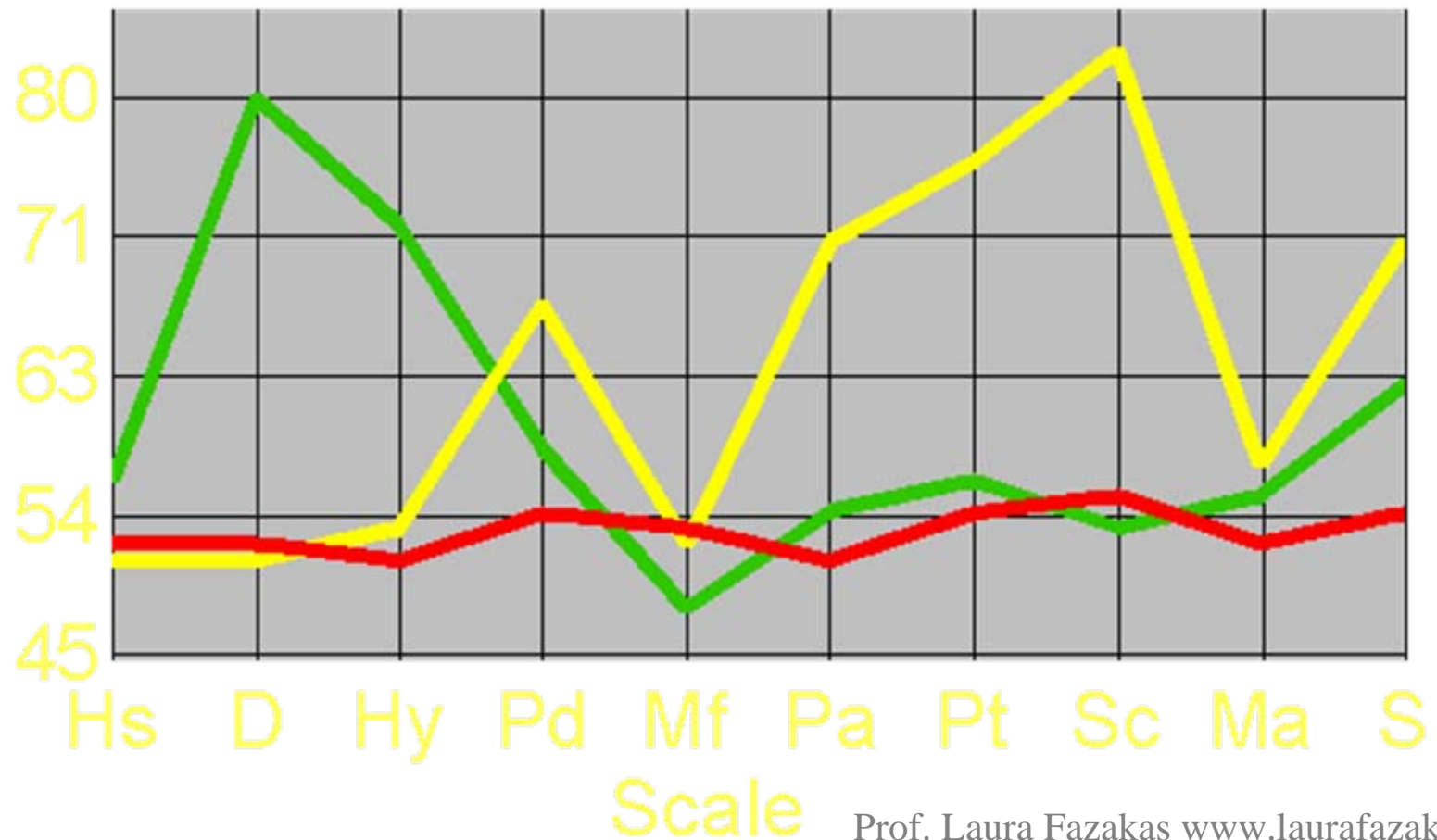
Personality Assessment

ELEVATED SCALES

- **PD** – Psychopathic behavior
- **Mf** – Sexual orientation confusion
- **Sc** - Thought/ emotional disturbances
- **S** - Social/ interpersonal problems