Part II Personality

- http://www.Humanmetrics.com/CGI-WIN/JUNGTYPE.HTM
- Personality – A fairly consistent pattern of thoughts and behavior that exists over a period of time and across various situations
- Psychodynamic Personality Theory
  - o At least to some degree, personality is a result of unconscious forces
  - o Sigmund Freud (believes personality is based on 3 unconscious instincts – aggression, self-preservation, pleasure)
    - Id – (Pleasure principle) – Collection of unconscious desires that continually seek expression
      - Only structure present at birth
      - Pleasure principle is the way in which the id seeks immediate gratification
      - 2 ways to satisfy
        - o Reflexive actions
        - o Fantasy
    - Ego – Part of personality that mediates between the id and the superego (subconscious and environment)
      - Reality Principle – Satisfying of demands in the most safe, acceptable, effective way
    - Superego – (Morality) Society's rules that have been taught to us, formal training
      - Serves as self-restraint
  - o Defense Mechanisms (Freud)
    - Self-deceptive Techniques: Individuals use them to reduce anxiety, guilt, keep unacceptable urges from reaching consciousness
      - Denial – Refusing to acknowledge something because it is painful
      - Repression – Forgetting something because it is unpleasant or uncomfortable (most disputed)
      - Projection – Attribute own motives or feelings to someone else
      - Identification 0 Take on characteristics of someone else in order to avoid feeling incompetent
      - Regression – Act of reverting to child-like defenses
      - Intellectualization – A stressful situation that is unpleasant is dealt with through justification or conversation that puts an interesting spin on it
      - Reaction Formation – Expression of exaggerated ideas or feelings that are opposite of actual behaviors (hypocritical)
      - Displacement – Shift feelings or emotions from the original object to a substitute object

- Sublimation – When you redirect certain feelings or emotions into more socially acceptable behaviors
- Freud's Psychosexual Stages of Personality Development
    - Libido – Sexual energy generated by sexual instinct; at the basis of personality development
        - Oral Stage – Birth to 18 months
            - Infants' greatest source of pleasure is the mouth
            - Gratified by chewing, biting, swallowing, sucking
            - Infants that receive too much can be overly optimistic, gullible, dependent later in life
            - Too little leads to very argumentative, hostile individual; pessimistic
        - Anal Stage – 18 months to 3 ½ years
            - Centered on anal area; greatly associated with going to the bathroom
            - Being too strict in potty training can lead to self-destructive behavior, OCD, stinginess
        - Phallic Stage – 3 ½ to 5 or 6
            - When genital region becomes source of gratification
            - Children discover their genitals
            - 2 Complexes in phallic stage
                - Oedipus Complex – When young boys are attracted to their mothers and jealous of their fathers
                - Electra Complex – Young girls attracted to father and jealous of mother
                - If these are not resolved leads to egotism, low self-esteem, promiscuity
        - Latency Period – 5 or 6 to 12
            - Boys hang out with boys; girls hang out with girls
            - Nothing really happening
        - Genital stage 12 or 13
            - Puberty
            - Adult sexual development
            - Consistent personality should begin then
            - Immediate gratification of libido is sought after
- Carl Jung's Personality Theory (Believed Freud over emphasized sex)
    - Determined personality result from 2 levels of the unconscious
        - Personal Unconscious – Repressed thoughts, forgotten memories, undeveloped ideas
            - Unlikely to read conscious

- Collective Unconscious – What is inherited and common to all members of a species
    - Human mind developed thought forms over the years
- Archetypes – Thought forms common to a species
    - Persona – Element of personality we project to other people
        - Public self
    - Anima – Female archetype expressed in male personality
    - Animus – Male personality archetype expressed in female personality
- Everybody has a dominant personality type
    - Introvert and Extravert
        - I – not all that interested in social type situations
        - E – More interested in group type things
        - Each individual has both attitudes, but more of one
    - Rational or Irrational
        - Rational – Uses thinking and feeling; tactful
        - Irrational – Individuals who rely on perception or unconscious processes
            - Intuitions – Unconscious
- Alfred Adler's Personality Theory:
    - Individuals driven not only by subconscious, but also by will
    - Subconscious drive toward perfection
    - Compensation – our attempts to overcome weaknesses
    - Inferiority Complex – When an individual becomes fixated on personal theories of inferiority
    - Combines subconscious and unconscious
- Karen Horney (Neo-Freudian) – Identified 10 neurotic levels of personality that we progress through
- Eric Erikson – Children develop in largest part due to relationships with parents
- Humanistic Personality Theories
    - Personality differences are based on the degree to which you possess certain traits
    - 5-factor model (Big 5 traits) – Biggest five
        - Extraversion
        - Agreeableness
        - Conscientiousness
        - Emotional Stability
        - Culture
- Cognitive – Social Personality Theories
    - Adapt personalities to social and environmental situations
    - Albert Bandura
        - Learn by observation

- Expectancies – What a person anticipates in a situation or as a result of a behavior
- Expectancies guide our behaviors and shape our future behaviors
- Lead individuals to conduct themselves to certain standards
  - Performance Standards – Help us evaluate or rate performance in certain behaviors based on what happens around
  - Self-Efficacy – How an individual perceives their chances of success
    - High self-efficacy – Accept challenges, etc.
    - Performance Standards aligned with expectancies in past
- Julian Rotter
  - Locus of Control
    - An expectancy about internal or external control of situations
    - People have either internal or external
    - Internal Locus – Control own destiny
    - External Locus – Rely on luck and on others; Never blame themselves, attribute successes to luck
    - Explanatory Style
      - Individuals' tendency to accept one kind of explanation for success or failures at least more often than others

- Personality Assessment
  - Much like an intelligence assessment
  - Measures something invisible
  - Needs to be reliable and valid
  - Basic tools for explaining Personality
    - Personal Interview
      - Can be structured or unstructured
      - Structured
        - Specific set of questions everyone would answer and responses based on predetermined scale
      - Unstructured
        - Does not need to go in a specific order
    - Direct Observation
      - Really only affective with young children
      - Probably worst tool
      - Time-consuming and not best indication
      - Biased
    - Objective Tests
      - Personality Tests administered and scored in a standardized waay
      - Types
        - 16 personality factor questionnaire
          - Cattell

- 16 traits assessed and to what degree each trait is possessed
  - NEO-PI-R
    - Assesses 5 traits in 5-factor model
    - NEO - Neuroticism, Extroversion, Openness
    - PI - Personality Inventory
    - R – Revised
  - Minnesota Multiphase Personality Inventory
    - MMPI2
    - True/false questions
    - Originally developed to determine psychological disorders
- Projective test
  - Ambiguous, unstructured material
  - Rorsch test
    - Ink blots
    - Open-ended responses to ambiguuousness
  - Mad more reliable by having an objective scoring system
  - Thematic Apperception Test (TAT)
    - Designed by Dr. Daniel Murry
    - 20 cards with ambiguous situations
    - Test-taker writes detailed stories about what the situation is