Personality Theory

- Personality: a person’s characteristic pattern of thinking, feeling, and acting
  - Not a reified entity
  - Does not compel us to action
  - Everyday language describes personality as an internal thing that compels behavior
  - Modern psychology abandons this approach
- Three types of personality theories
  - Psychodynamic oriented
  - Humanistic oriented
  - Trait oriented

Personality Theory

- Psychodynamic
  - Sigmund Freud (1856-1939)
    - Early 1900’s medical doctor; Vienna, Austria
    - Intrigued by people exhibiting symptoms without any physical cause
    - This lead him to speculate about hidden, hypothetical internal causes of behavior
    - Viewed the mind as an energy system
    - When energy builds up and is not released, then problems occur
      - libido

Personality Theory

- Freudian Psychodynamics (psychoanalysis)
  - Psychosexual development
    - Oral (1), anal (2), phallic (3-6), latent, genital (puberty)
    - Improper development → fixation
  - Defense Mechanisms
    - Repression: ostensibly lost memories
    - Reaction formation: opposite, acceptable reaction
    - Projection: finding in others what we deny about self
    - Sublimation: channeling unacceptable into acceptable
    - Rationalization: creating acceptable reason for behavior
    - Conversion: physical symptom results from conflict
  - Structure of Mind
    - Id: reservoir of libido; pleasure principle; unconscious
    - Ego: decision maker; reality principle; semiconscious
    - Superego: Moral values; conscience; semiconscious
Personality Theory

- Alfred Adler (1870 – 1937)
- Individual Psychology
  - Strive for superiority and control
  - Birth order can affect lifestyle
  - Parent neglect & pampering
  - Bad parenting → inferiority complex
  - Life goal: live in harmony with community

Personality Theory

- Adler’s Birth Order Effects
  - ONLY: Birth is a miracle
  - OLDEST: Dethroned by next child
  - SECOND: Peacemaker role
  - MIDDLE: “sandwiched” in
  - YOUNGEST: Can stay the “baby”
  - TWIN: Can have identity problems
  - "GHOST CHILD": Born after the death of the first
  - ADOPTED CHILD: spoiled and demanding
  - ONLY BOY AMONG GIRLS: Usually with women
  - ONLY GIRL AMONG BOYS: Very feminine
  - ALL BOYS: May be treated like a girl
  - ALL GIRLS: May be treated like a boy
Personality Theory

• Carl Jung (1875-1961)
  – Influenced by mysticism, religion, and philosophy
  – Three component psyche
    • Ego: thoughts, feelings, memories
    • Personal unconsciousness: individual unconsciousness
    • Collective unconsciousness: ancestral experience
      – Archetypes: universal, collective, primordial images
      – Example archetypes: anima, animus, shadow

Personality Theory

• Humanistic theories of personality.
  – Carl Rogers (1902 – 1987)
    • People are inherently good
    • People naturally want to grow, better themselves
    • Compare self concept with actual self
    • If incongruous then denial or distortion
  – Abraham Maslow (1908 – 1970)

Personality Theory

• Trait Theory
  – Gordon Allport (1897 – 1967)
    • Met Freud in 1919 and didn’t like his theory
    • Begin the descriptive trait approach
    • Traits
      – Cardinal: defining
      – Central: very important
      – Secondary: less important
Personality Theory

- **Hans Eysenck** (1916 – 1997)
  - Two major factors of personality
    - Extraversion & introversion
    - Emotional stability & instability

- **Big 5 Personality Traits**
  - Derived from factor analyses of 4500 items
  - Factor analyses find patterns in responses
  - OCEAN
    - Openness to experience vs. not open
    - Conscientiousness vs. undirectness
    - Extraversion vs. introversion
    - Agreeableness vs. antagonism
    - Neuroticism vs. emotional stability
      - High: worrying, insecure, emotional, nervous
      - Low: calm, secure, unemotional, relaxed

Personality Theory

- **Minnesota Multiphasic Personality Inventory**
  - 550 T/F questions
    - I cry easily
    - I am happy most of the time
    - I believe I am being followed.
    - Someone has been trying to poison me.
  - Clinical scales
    - Hypochondriasis, Depression, Hysteria, Psychopathic Deviate, Masculinity-Femininity, Paranoid, Psychasthenia (OCD), Hypomania, Social Introversion
  - Validity scales
    - The "Cannot Say" Scale – omitted responses
    - L Scale – self presenting in a favorable light
    - F Scale - faking good or faking bad
    - True Response Inconsistency