


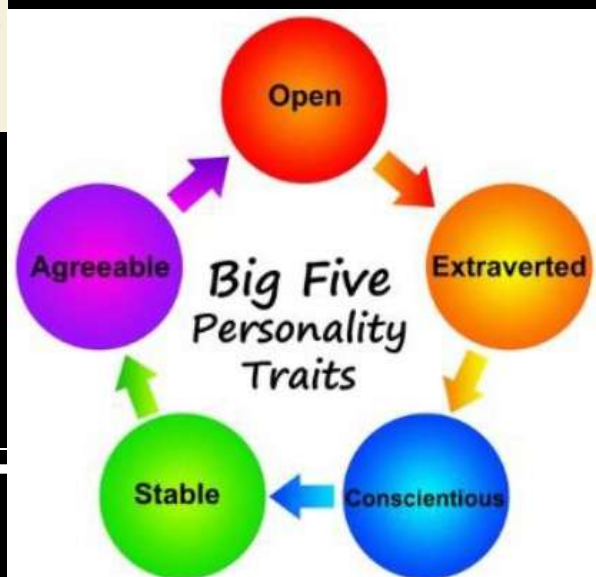


# Chapter 10 Personality

FIRST BORN	MIDDLE BORN	LAST BORN	THE ONLY CHILD
			
responsible motivated conscientious controlling cautious reliable perfectionist achiever leader bossy	feels left out peacemaker social adaptable people-pleaser can be rebellious independent go-between	uncomplicated manipulative seeks attention self-centered fun social charming outgoing	seeks approval sensitive leader confident center of attention mature for their age conscientious responsible perfectionist



# Lecture Overview

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Psychoanalytic/Psychodynamic Theories

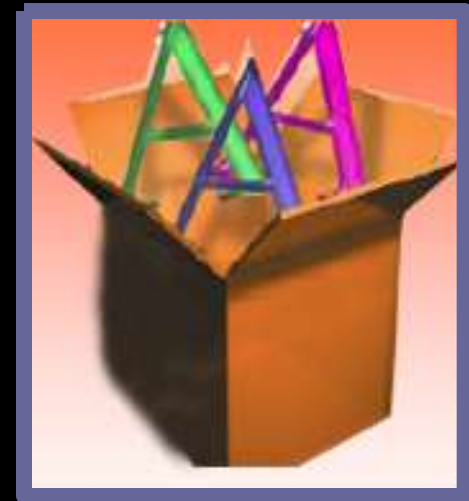
Humanistic Theories

Trait Theories

Social-Cognitive Theories

Biological Theories

Personality Assessment



# Key Definition

Personality: unique & relatively stable pattern of thoughts, feelings, & actions



# Psychoanalytic/Psychodynamic Theories

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**Psychoanalytic/Psychodynamic Theories:**  
examine how unconscious mental forces  
interplay with thoughts, feelings, &  
actions

**Early Key Figures:**

**Founding Father--Freud**

**Neo-Freudians--Adler, Jung, Horney**

# Psychoanalytic/Psychodynamic Theories: Levels of Consciousness

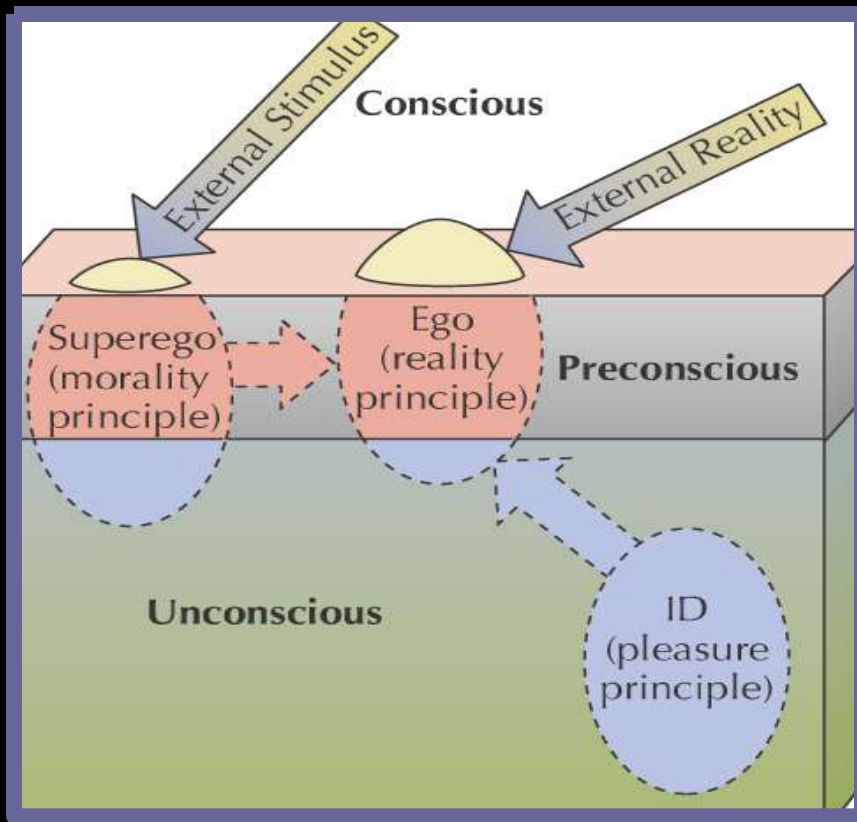


**Conscious:** thoughts or motives person is currently aware of or remembering

**Preconscious:** thoughts, motives, or memories that can be voluntarily brought to mind

**Unconscious:** thoughts, motives, or memories blocked from normal awareness

# Psychoanalytic/Psychodynamic Theories: Personality Structures



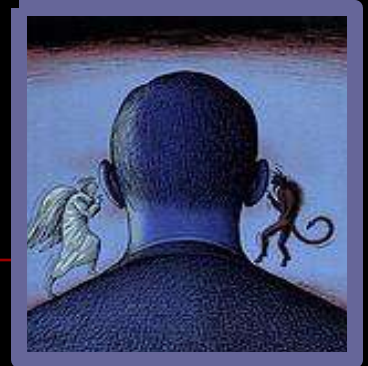
**Id:** instinctual energy (pleasure principle)

**Ego:** rational part of psyche (reality principle)

**Superego:** the conscience (morality principle)

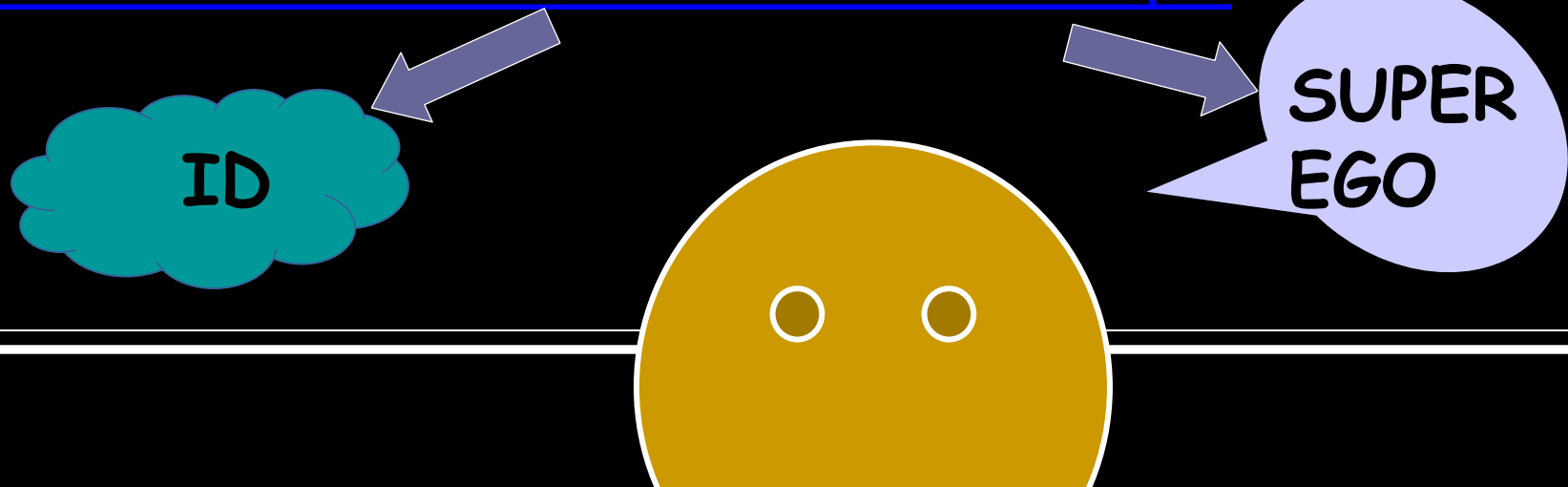
[Id, Ego, Superego](#)

# Psychoanalytic/Psychodynamic Theories: Defense Mechanisms



Defense mechanisms: ego's protective method of reducing anxiety by distorting reality

## Defense Mechanisms Movie Clips





Defense Mechanism	Description	Example
Repression	Preventing painful or unacceptable thoughts from entering consciousness	Forgetting the details of your parent's painful death
Sublimation	Redirecting unmet desires or unacceptable impulses into acceptable activities	Rechanneling sexual desires into school, work, art, sports, hobbies that are constructive
Denial	Protecting oneself from an unpleasant reality by refusing to perceive it	Alcoholics refusing to admit their addiction
Rationalization	Substituting socially acceptable reasons for unacceptable ones	Justifying cheating on an exam by saying "everyone else does it"
Intellectualization	Ignoring the emotional aspects of a painful experience by focusing on abstract thoughts words, or ideas	Emotionless discussion of your divorce while ignoring underlying pain
Projection	Transferring unacceptable thoughts, motives, or impulses to others	Becoming unreasonably jealous of your mate while denying your own attraction to others
Reaction formation	Refusing to acknowledge unacceptable urges, thoughts, or feelings by exaggerating the opposite state	Promoting a petition against adult bookstores even though you are secretly fascinated by pornography
Regression	Responding to a threatening situation in a way appropriate to an earlier age or level of development	Throwing a temper tantrum when a friend doesn't want to do what you'd like
Displacement	Redirecting impulses toward a less threatening person or object	Yelling at a coworker after being criticized by your boss



# Psychoanalytic/Psychodynamic Theories: Psychosexual Stages of Development

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**Psychosexual Stages:** Freudian idea of five developmental periods key to personality development

**Oral Stage:** birth-18 months

**Anal Stage:** 18 months-3 yrs

**Phallic Stage:** 3-6 yrs

**Latency Stage:** 6 yrs-puberty

**Genital Stage:** puberty-adulthood

[Psychosexual Stages](#)

Freud believed all children pass through five psychosexual stages. At each stage the id's pleasure seeking energies focus on specific pleasure areas of the body (**erogenous zones**).

Name of Stage (Approximate age)	Erogenous Zone (Key Conflict or Developmental Task)	
Oral (0-18 months)	Mouth (Weaning from breast or bottle)	
Anal (18 months-3 years)	Anus (Toilet training)	
Phallic (3-6 years)	Genitals (Overcoming the Oedipus Complex by identifying with same-sex parent)	
Latency (6 years-puberty)	None (Interacting with same-sex peers)	
Genital (puberty-adult)	Genitals (Establishing intimate relationships with the opposite sex)	

↓ Psychosexual Development

# Problems with Freud?

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Freud's theory offers only an after-the-fact explanation of behavior or characteristics but

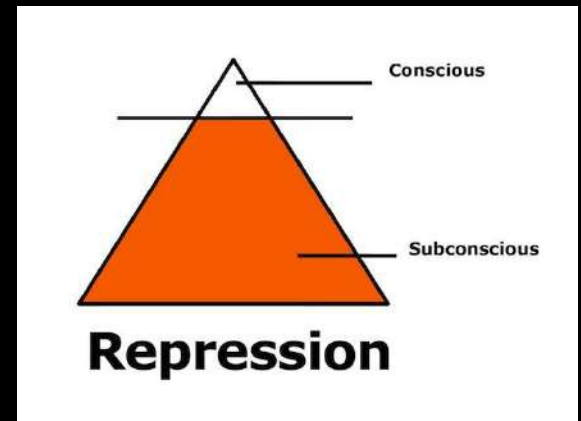
**fails to predict behavior**

Good theories make “testable”  
predictions

# Repression

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**Many argue repression is rare-Stress damages the hippocampus but bad memories aren't repressed because they are "burned" into the soul**



# Psychoanalytic/Psychodynamic Theories: Neo-Freudian Theorists

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**Adler:** suggested that most people experience an inferiority complex, which later results in a “will-to-power” that can be either positive or negative-**Overcoming childhood inferiority is the goal**

# Psychoanalytic/Psychodynamic Theories: Neo-Freudian Theorists

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**Jung:** proposed an inherited collective unconscious consisting of archetypes

[Intro to Jung](#)



# Psychoanalytic/Psychodynamic Theories: Neo-Freudian Theorists



**Horney:** believed some adults experience **basic anxiety** due to childhood feelings of helplessness and isolation and it **triggers a desire for love and affection**





"CONCERN SHOULD DRIVE  
US INTO ACTION,  
NOT INTO A DEPRESSION."

— KAREN HORNEY

**Horney took exception to  
Freud's assertion:  
"women have weak  
superego's and suffer from  
penis envy"**

## Horney

- Believed childhood social tensions crucial for personality formation
- Said childhood anxiety, caused by a dependent child's sense of helplessness, triggers our desire for love and security
- Countered assumption that women have weak superegos and suffer "penis envy"

## Freud

- Id, ego, superego
  - Importance of unconscious
  - Shaping of personality in childhood
  - Dynamics of anxiety and defense mechanisms
- Believed that childhood sexual experiences shaped personality in childhood.
  - Placed more emphasis on the unconscious mind and desire's influences on personality.
  - Biased against females, believing that they suffered from "penis envy" and had weaker superegos.

# How do Neo-Freudians differ from Freud?

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1. Placed more emphasis on conscious mind's role in interpreting experience and coping with life
2. Doubt that sex & aggression were “all consuming” motivators



# The Modern Unconscious Mind

**False Consensus Effect: Tendency to believe more people agree or share our beliefs and behavior-Modern day Freudian “projection”**



**Terror Management Theory: Death-related anxiety provokes defenses like seeking meaning of life, religious convictions, and cleaving to close relationships-increases contempt for others and increases our self esteem**



# Projective Tests to measure Personality

Tests to psychologically x-ray or show inner feelings

Examples:

TAT Thematic Apperception Test-Patient given ambiguous picture and must make up a story which will reflect inner feelings

RORSCHACK Inkblot Test: Patient describes what they see in images which reflects inner thoughts

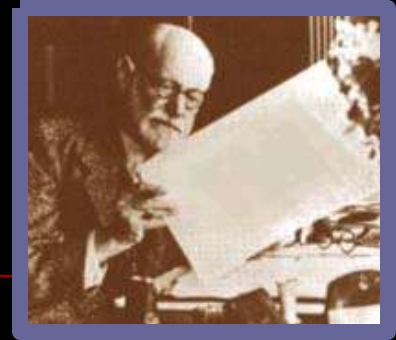
Ink Blots number 1-10- Put first thing that comes to mind for each image

# Rorschach & Freudians

Crash Course #21

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# Evaluating Psychoanalytic/ Psychodynamic Theories



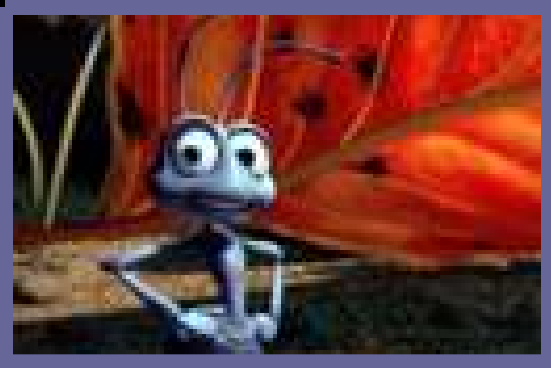
## Pro:

Emphasis on unconscious, intrapsychic conflicts, development of influential therapy (e.g., psychoanalysis)  
Modern psychodynamic theories use more empirical methods

## Con:

Difficult to test  
Overemphasizes biology & unconscious forces  
Inadequate evidence  
Sexism  
Lack of cross-cultural support





## Pause & Reflect: Assessment

1. Using the iceberg analogy, explain Freud's three levels of consciousness.
2. Briefly describe Freud's five psychosexual stages.



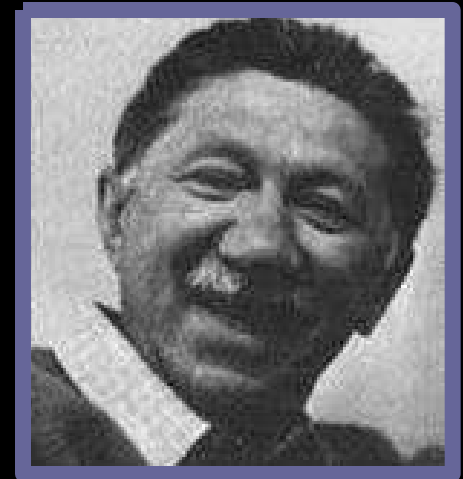
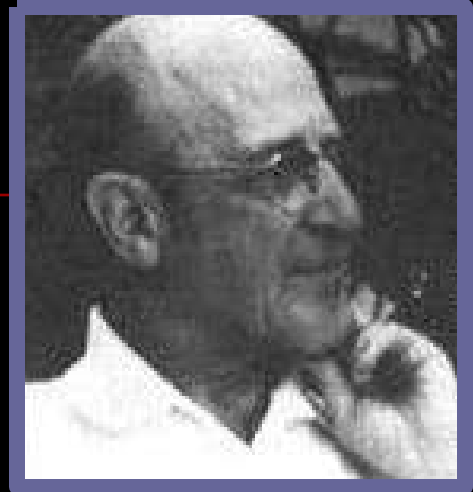
# Humanistic Theories

## Emphasis:

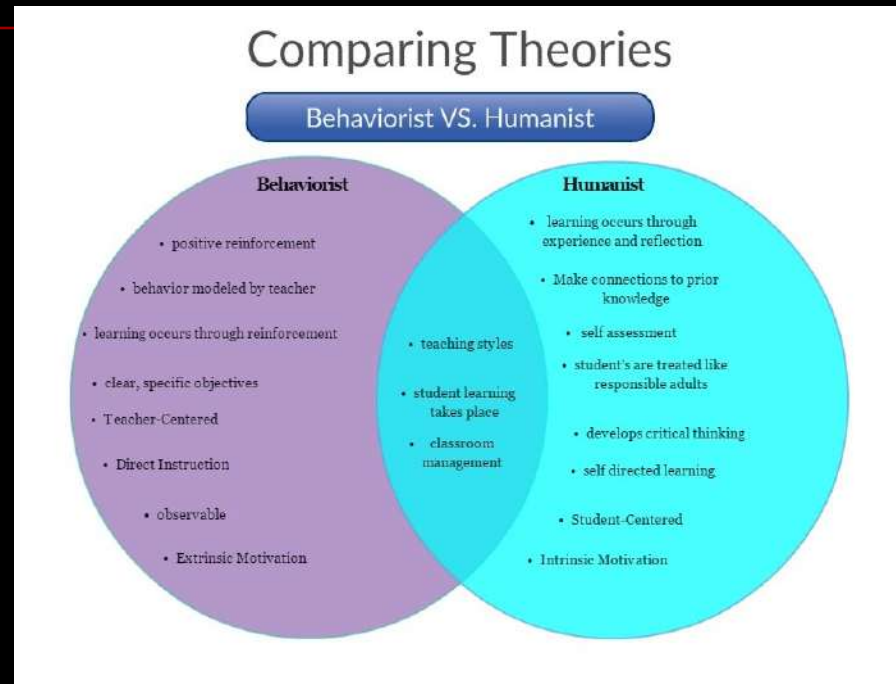
Personality develops from internal experiences (feelings & thoughts) & individual feelings of basic worth. **Focus on the ways people strive for self determination**

People are innately good (or, at worst, neutral) with a positive drive toward self-fulfillment.

**Key Figures:** Rogers & Maslow



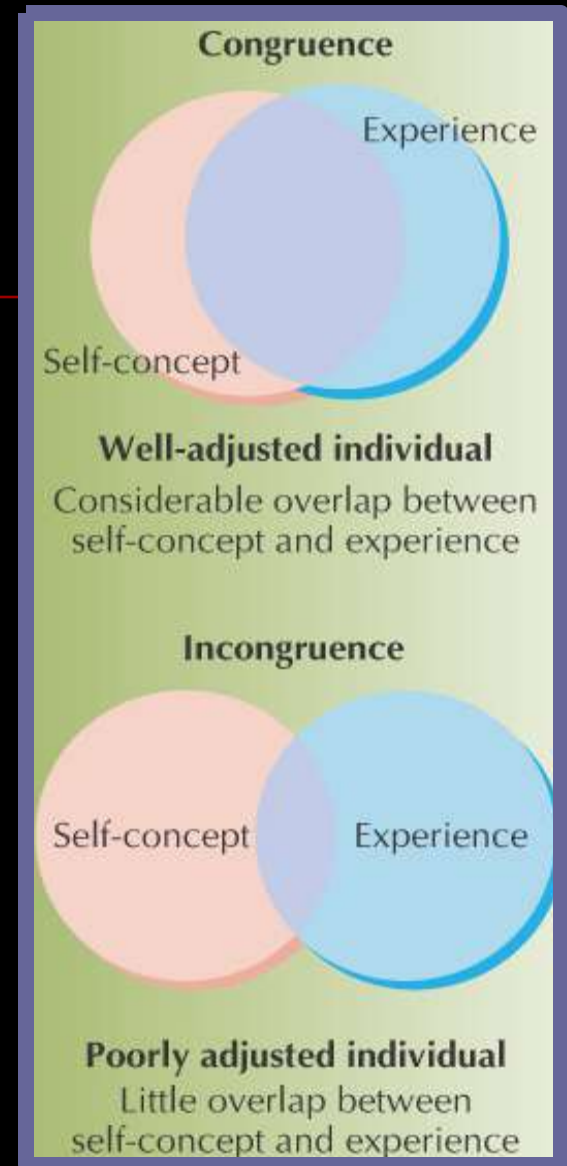
Humanistic theory is different than Behaviorism because behaviorists study scientifically with observations and objectivity while humanists study through self-reported study



# Humanistic Theories: Rogers' Key Concepts

Key component of personality is the **self**, what a person defines as "I" or "me"

**Mental health** is related to the degree of **congruence** between the **self-concept** & life experiences.



# Humanistic Theories: Rogers's Key Terms (Continued)

*Unconditional*  
Positive  
Regard: love &  
acceptance  
with no  
contingencies  
attached



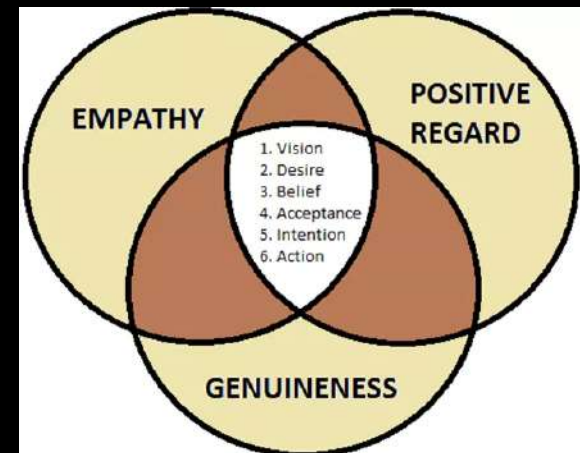
# 3 Main Conditions Of Unconditional Positive Regard

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Genuineness: **Open with feelings**

Acceptance: **Unconditional Positive  
Regard-attitude of grace**

Empathy: **Ability to share &  
mirror other's feelings**





# Pause & Reflect: Critical Thinking

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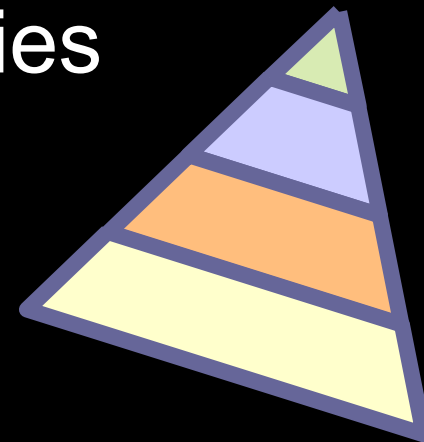
As a child did you receive primarily **conditional** or **unconditional** positive regard? According to Rogers, how might this have affected your adult personality?



# Humanistic Theories: Maslow's Hierarchy of Needs

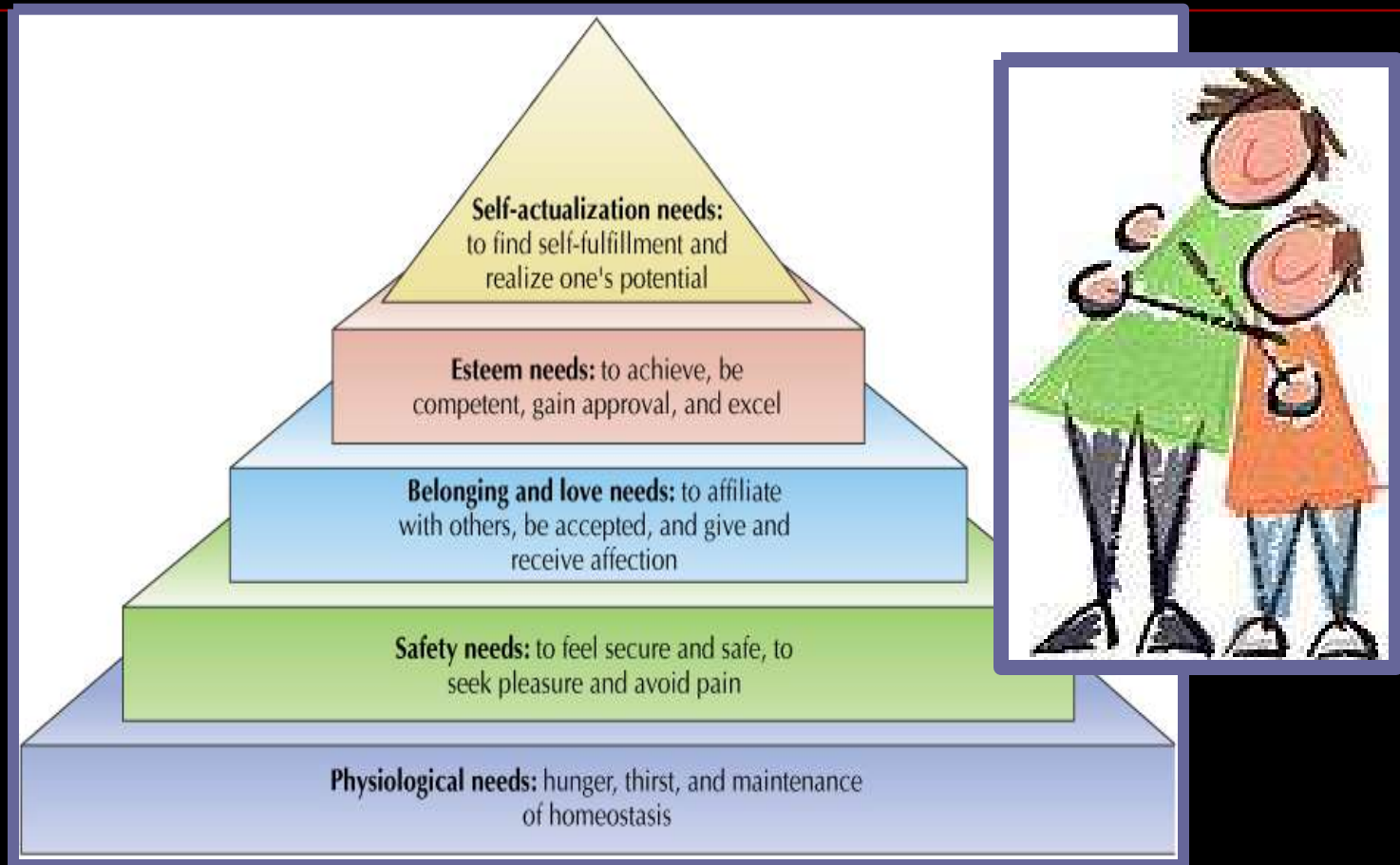
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**Hierarchy of Needs:** Maslow's proposal that basic physical necessities must be satisfied before higher-growth needs



**Self-Actualization:** Maslow's term for the inborn drive to develop all one's talents & capabilities and reach **potential**

# Humanistic Theories: Maslow's Hierarchy of Needs



# Self Actualized?

Are you self aware and self accepting?

Are you open & spontaneous?

Are you loving & caring, problem centered  
Not self centered?

Do you escape being paralyzed by others  
opinions of you?

Do you have deep relationships?

Are you moved by “peak”, spiritual,  
experiences?

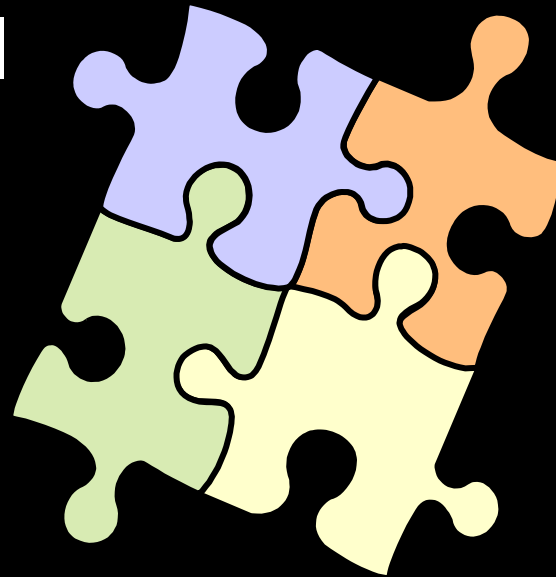
Are you task oriented and focused?



# Evaluating Humanistic Theories

## Pro:

Many concepts  
incorporated into  
successful  
therapy



## Con:

Naive assumptions  
(Aren't some humans  
evil?)

Poor testability  
(subjective)  
& inadequate evidence

Narrowness or self  
indulgent while  
pursuing self fulfillment



# Trait Theories-Allport & Freud

**Trait:** relatively stable personal characteristic used to describe someone-**identifiable behavior patterns**  
(Allport) Concerned with describing behavior

Key Figures:

Early Trait Theorists: Allport & Eysenck  
Introvert v Extrovert

Number 1-8 answering A or B on back of CH 10 Personality Packet

Introvert v Extrovert (4 min)

Modern Trait Theorists: McCrae & Costa--Five-Factor Model (FFM)

Big 5 (3 min)

# Trait Theorists: Costa & McCrae

## The Five-Factor Model (FFM)

**O**penness (open to new ideas vs. conventional & narrow in interests)

**C**onscientiousness (responsible & organized vs. irresponsible & careless)

**E**xtraversion (sociable & talkative vs. withdrawn & quiet)

**A**greeableness (trusting & good-natured vs. suspicious & ruthless)

**N**euroticism (emotionally unstable & moody vs. emotionally stable & easygoing)

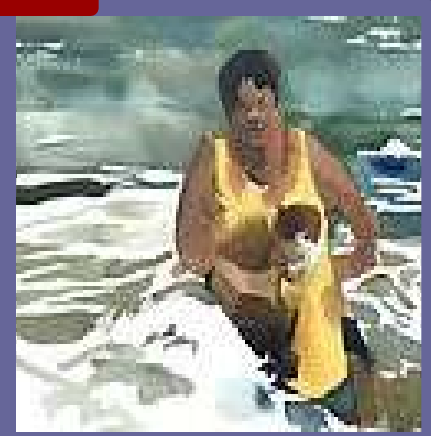
**\*Used more today**

Your book uses **CANOE** whatever works for you! You need to know the 5 traits: 😊

*Study*

**O**  
**C**  
**E**  
**A**  
**N**

*Tip: Note the first letter of each factor*



Big Five Traits		Low Scorers	High Scorers
1	Openness	Down-to-earth Uncreative Conventional Uncurious	Imaginative Creative Original Curious
2	Conscientiousness	Negligent Lazy Disorganized Late	Conscientious Hard-working Well-organized Punctual
3	Extroversion	Loner Quiet Passive Reserved	Joiner Talkative Active Affectionate
4	Agreeableness	Suspicious Critical Ruthless Irritable	Trusting Lenient Soft-hearted Good-natured
5	Neuroticism	Calm Even-tempered Comfortable Unemotional	Worried Temperamental Self-conscious Emotional

50%  
Heritability  
(genetic)

### The "Big Five" Personality Factors

Researchers use self-report inventories and peer reports to assess and score the Big Five personality factors.

(Memory tip: Picturing a CANOE will help you recall these.)

Disorganized, careless, impulsive	Conscientiousness	Organized, careful, disciplined
Ruthless, suspicious, uncooperative	Agreeableness	Soft-hearted, trusting, helpful
Calm, secure, self-satisfied	Neuroticism (emotional stability vs. instability)	Anxious, insecure, self-pitying
Practical, prefers routine, conforming	Openness	Imaginative, prefers variety, independent
Retiring, sober, reserved	Extraversion	Sociable, fun-loving, affectionate

Source: Adapted from McCrae & Costa (1986, 2008).



## Trait Theorists: The Five-Factor Model (FFM)

Researchers asked over 10,000 men & women from 37 countries what they wanted in a mate.

They found:

high degree of agreement.

five-factor traits are at the top of both lists.

### ♂ What Men Want in a Mate

1. Mutual attraction — love
2. Dependable character
3. Emotional stability and maturity
4. Pleasing disposition
5. Good health
6. Education and intelligence
7. Sociability
8. Desire for home and children
9. Refinement, neatness
10. Good looks

### ♀ What Women Want in a Mate

1. Mutual attraction — love
2. Dependable character
3. Emotional stability and maturity
4. Pleasing disposition
5. Education and intelligence
6. Sociability
7. Good health
8. Desire for home and children
9. Ambition and industriousness
10. Refinement, neatness



**TABLE 4-7 Clinical Scales for the MMPI**

Scale Number	Scale Name	Interpretation of High Scores
1	Hypochondriasis	Excessive bodily concern; somatic symptoms
2	Depression	Depressed; pessimistic; irritable; demanding
3	Hysteria	Physical symptoms of functional origin; self-centered; demands attention
4	Psychopathic Deviate	Asocial or antisocial; rebellious; impulsive, poor judgment
5	Masculinity-Femininity	Male: aesthetic interests Female: assertive; competitive; self-confident
6	Paranoia	Suspicious, sensitive; resentful; rigid; may be frankly psychotic
6	Paranoia	Suspicious, sensitive; resentful; rigid; may be frankly psychotic
7	Psychasthenia	Anxious; worried; obsessive; lacks self-confidence; problems in decision making
8	Schizophrenia	May have thinking disturbance, withdrawn; feels alienated and unaccepted
9	Hypomania	Excessive activity; lacks direction; low frustration tolerance; friendly
0	Social-Introversion	Socially introverted; shy; sensitive; overcontrolled; conforming

# MMPI

## Minnesota Multiphasic Personality Inventory

**Measures abnormal traits rather than normal and based on empirical, observable, evidence rather than logic or theory**

**TABLE 13.4** SUBSCALES OF THE MMPI-2

<b>Clinical Scales</b>	<b>Typical Interpretations of High Scores</b>
1. Hypochondriasis	Numerous physical complaints
2. Depression	Seriously depressed and pessimistic
3. Hysteria	Suggestible, immature, self-centered, demanding
4. Psychopathic deviate	Rebellious, nonconformist
5. Masculinity–femininity	Interests like those of other sex
6. Paranoia	Suspicious and resentful of others
7. Psychasthenia	Fearful, agitated, brooding
8. Schizophrenia	Withdrawn, reclusive, bizarre thinking
9. Hypomania	Distractible, impulsive, dramatic
10. Social introversion	Shy, introverted, self-effacing
<b>Validity Scales</b>	<b>Typical Interpretations of High Scores</b>
1. L (lie)	Denies common problems, projects a “saintly” or false picture
2. F (confusion)	Answers are contradictory
3. K (defensiveness)	Minimizes social and emotional complaints
4. ? (cannot say)	Many items left unanswered

# Evaluating Trait Theories

## Pro:

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Five-factor model (FFM) helps describe & organize personality characteristics using the fewest number of traits.

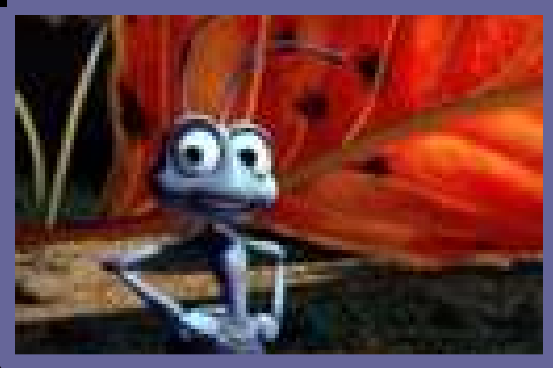
Evolutionary, cross-cultural, & cross-species studies support five-factor model (FFM).

## Con:

Lacks explanation

Stability vs. change

Ignores situational effects



## Pause & Reflect: Assessment

1. A relatively stable personal characteristic used to describe someone is called a \_\_\_\_\_.
2. Tending to be withdrawn, quiet, passive, & reserved is known as \_\_\_\_\_ on the five-factor model (FFM).



# Social-Cognitive Theories

Personality reflects:  
individual's interactions with the  
environment  
how people *think* about  
their world & *interpret* what  
what happens to them

**Interactions of our traits & our  
situations-what we think of our  
situations**

**Key Figures**

Albert Bandura



# Social Cognitive theorists consider Behavioral approach:

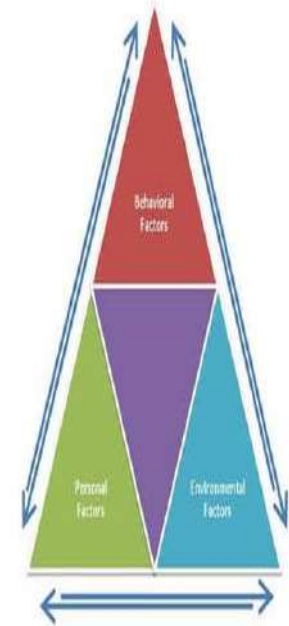
Focuses on the effects of learning on our personality

e.g. A child who takes orders from a controlling parent will not be able to think for themselves

Bandura views the person-environment interaction as reciprocal determinism which is the interlocking of behavior, internal personal factors, and environmental influences

e.g. A child's tv viewing habits (behavior) influences his/her tv preferences (internal), which may affect their current behavior (environment)

Bandura's Triadic Reciprocal Determinism



We are products of and architects of our environment

# Optimism v. Pessimism



Social Cognitive Psychologists emphasize our sense of **personal control** whether we see ourselves as controlling or being controlled by our environment

Pessimistic attributional style: “I can’t do this” or “I can’t do anything about this” attributing poor performance to lack of ability

Excessive optimism: blinds us to real risk making us likely to expose ourselves to temptations and ultimately to fail



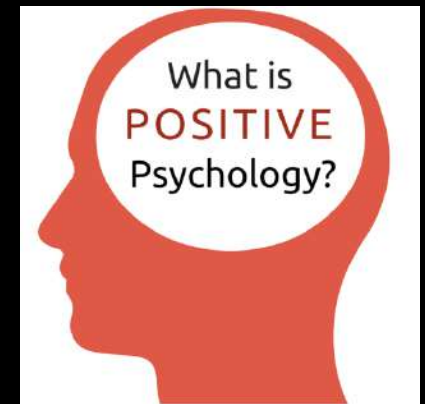


# Positive Psychology (Martin Seligman)

~~is concerned with weakness, damage, strength, and virtue~~ along with the humanists wanting to advance human fulfillment

## 3 Pillars of Positive Psychology

1. Positive Emotions
2. Positive Character
3. Positive Groups, Community and Culture



# Why are we confused after doing badly on a test?

---



Ignorance of own incompetence-We are not in denial but just unaware that we don't know-Ignorance sustains confidence

# Best way to predict behavior in situations?

Observe behavior in realistic situations- if situation and person remain constant (no change) the best predictor is past performance or behavior



# Evaluating Social-Cognitive Theories

[Crash Course 22 Trait & Social Cognition Measuring Personality](#)

**Pro:**

Emphasizes how environment affects personality & is affected by individuals  
Meets most standards for scientific research



**Con:**

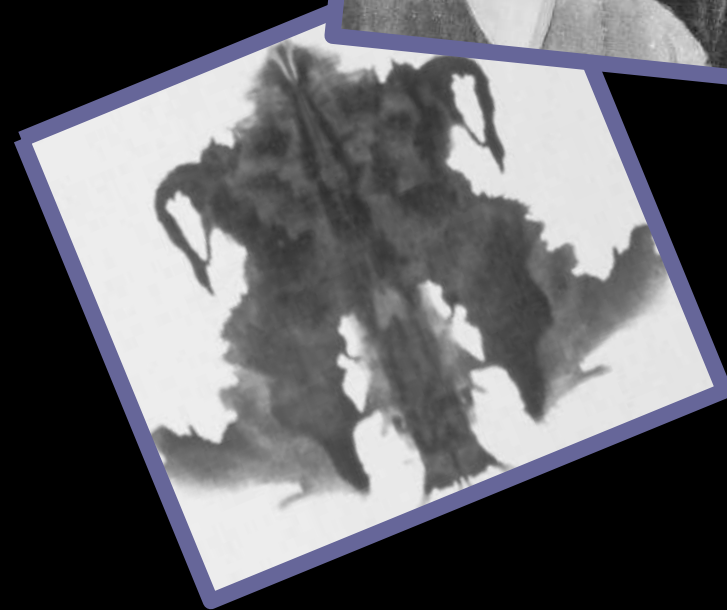
Narrow focus  
Ignores unconscious & emotional aspects of personality and inner traits



# Personality Assessment

Four methods to measure personality:

- ⑩ Interviews
- ⑩ Observations
- ⑩ Objective Tests  
(MMPI)
- ⑩ Projective Tests  
(Rorschach, TAT)



# Evaluating Methods of Personality Assessment

---

## Interviews & Observations

**Pro:** insights

**Con:** time consuming & expensive

## Projective Tests

**Pro:** insights

**Con:** low reliability & validity

## Objective Tests

**Pro:** standardized information

**Con:** possible deliberate deception, social desirability bias, diagnostic difficulties, possible cultural bias, & inappropriate use

# Two Key Criteria for Test Assessment

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**Reliability:** Measure of the consistency & reproducibility of a test's scores when test is given again

**Validity:** Ability of a test to measure what it was designed measure