

An abstract background featuring vibrant blue and pink ink splashes that spread horizontally across the frame. The splashes are dense and textured, with some wispy trails extending to the right. The overall composition is set against a light gray background.

PERSONALITY AND INDIVIDUAL DIFFERENCES

Week One: Personality

OUTLINE

- What is personality?
- Theories of personality
 - Jungian Personality Types (MBTI)
 - Trait Theories
 - Big Five (NEO-PI-3)
 - HEXACO
- Psychometric testing

WHAT IS PERSONALITY?

In certain respects, each of us is:



Like *all other* people



Like *some other* people



Like *no other* people

Personality

- The distinctive and relatively enduring ways of thinking, feeling and acting that characterise a person's response to life situations

PERSONALITY

- A person's unique and relatively stable behaviour patterns
- The consistency of who you are, have been, and will become

Personality trait

- Stable qualities that a person will exhibit in most situations

Personality type

- A type of personality that has been derived from researching people who have several traits in common

Temperament

- Hereditary aspects of personality, including sensitivity, moods, irritability, reactivity and distractibility

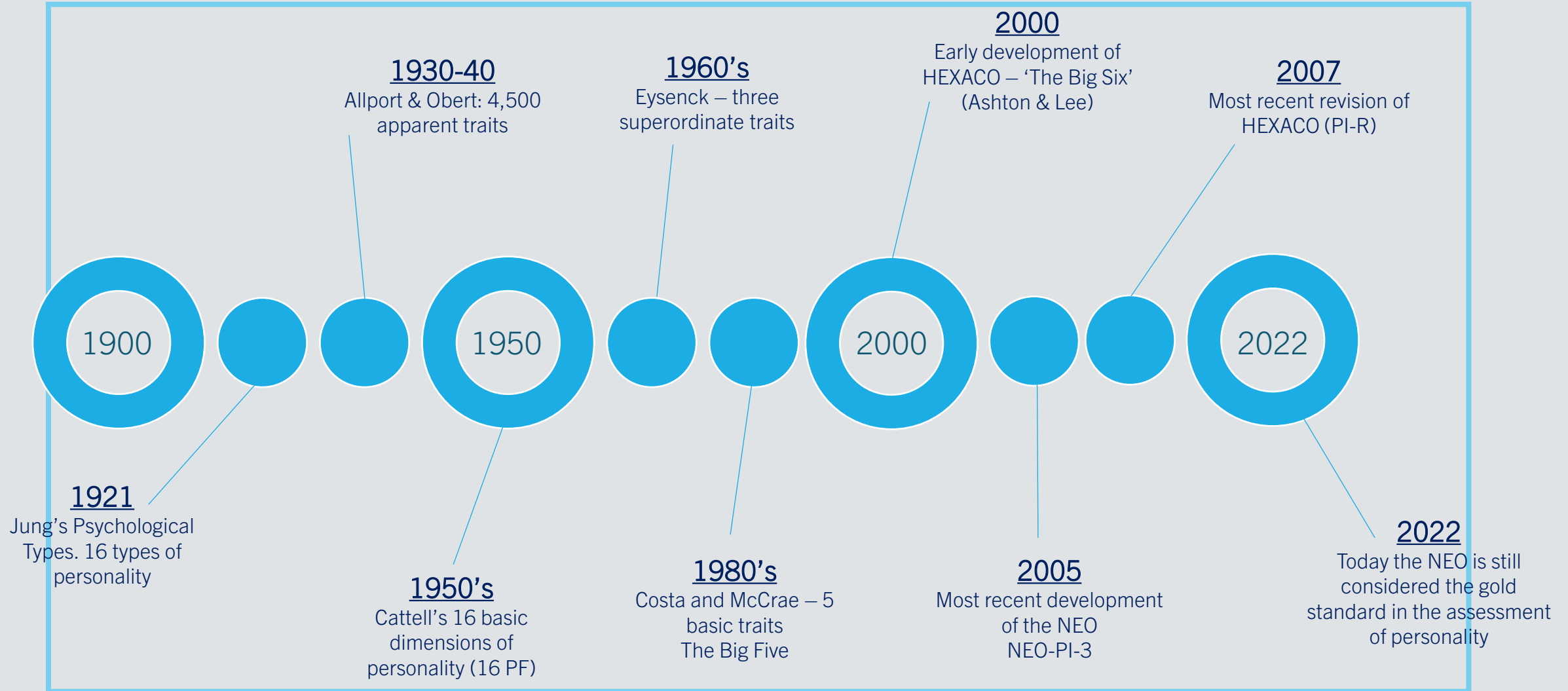
States

- Temporary displays of personality trait characteristics



THEORIES OF PERSONALITY

Approximate timeline of personality theories



The background features a horizontal gradient from dark grey on the left to bright white on the right. Overlaid on this are two large, billowing clouds of ink. The cloud on the left is a deep teal color, while the cloud on the right is a vibrant pink. These two clouds overlap in the center, creating a purple hue. The ink has a fluid, organic texture with many small swirls and bubbles.

JUNGIAN PERSONALITY TYPES

JUNGIAN PERSONALITY TYPES

- Theory introduced by Jung that distinguishes between two fundamental life attitudes:

- Introversion and Extraversion

I or E

- Plus, four psychological functions

- Sensation and Intuition (irrational functions)
 - Thinking and Feeling (rational functions)

S or N

T or F

- Every individual has a **dominant** life attitude and **primary** function

- This classifies their personality type

J or P

Later added two other characteristics

Judging and Perceiving

JUNGIAN PERSONALITY TYPES

Introversion (I)

- Hesitant, reflective, retiring nature
- Enjoys being alone
- Often on the defensive
- Hides behind mistrustful scrutiny

Extraversion (E)

- Outgoing, candid, accommodating nature
- Easily adapts to new situations
- Sets aside possible misgivings
- Confident in ventures
- Enjoys social gatherings

LIFE ATTITUDE

JUNGIAN PERSONALITY TYPES

Sensing (S)

- Experience of stimuli with no evaluation
- Takes information in a tangible and concrete way
- Prefers the 'known'; facts, the actual or concrete

Intuition (N)

- Minimum of interpretation and reasoning
- Sees possibilities, shapes and patterns
- Prefer information that has principles and scope for change

JUNGIAN PERSONALITY TYPES

Thinking (T)

- Logic based; search for truth
- Use analytical cause and effect and solve issues with logical reasoning
- Appear tough minded, task-oriented or uncaring

Feeling (F)

- Primary need for harmony as ultimate goal in reaching decisions
- Warm and gentle
- Need to see how decisions impact others

JUNGIAN PERSONALITY TYPES

Judging (J)

- Prefers structure and schedule
- Likes a decided lifestyle
- Work best when able to plan
- Keeps focus on one thing; ignores other tasks that arise

Perceiving (P)

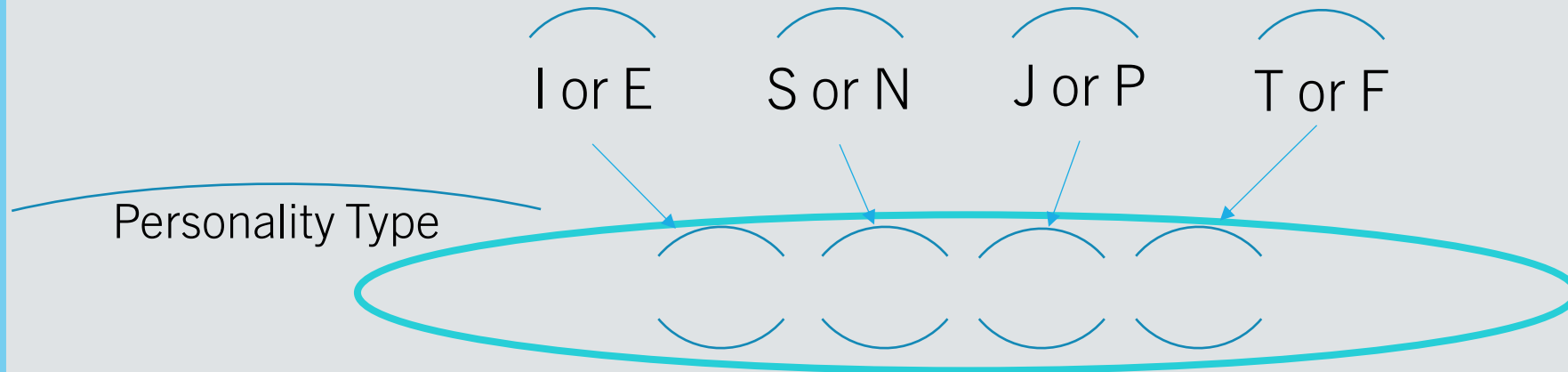
- Prefers flexibility
- Likes an adaptable lifestyle
- Comfortable being open to experiences
- Adapts to changing situations; structure feels restrictive

Added in around 1964 (Jung)

JUNGIAN PERSONALITY TYPES

- Theory used widely in the assessment of personality
- Uses dichotomies rather than positions on a scale
 - Preference for one of each pair
- One main assessment: Myers-Briggs Type Indicator (MBTI)

JUNGIAN PERSONALITY TYPES



16 possible combinations (personality types)

ISTJ

INTJ

ESTJ

ENTJ

ISTP

INTP

ESTP

ENTP

ISFJ

INFJ

ESFJ

ENFJ

ISFP

INFP

ESFP

ENFP

MBTI BASED ASSESSMENT ONLINE



Complete the assessment (all online)



You will get a personality type at the end
(use the first four letters only to coincide with the MBTI)



Write your name in the relevant 'personality type' in the personality PPT on Teams



TRAIT THEORIES

Eysenck: Three superordinate traits

Cattell: 16 personality factors

Costa and McCrae: The Big Five

Ashton and Lee: HEXACO

THE TRAIT PERSPECTIVE

Goals of trait theories:

- Describe the basic classes of behaviour that define personality
- Devise ways of measuring individual differences in personality traits
- Use these measures to understand and predict behaviour
- Trait theories perhaps come closest to describing the structure of personality in a way that matches our everyday use of the term '*personality*'...

Personality Trait:
stable quality a
person shows across
most situations

THE TRAIT PERSPECTIVE

Goals of trait theories:

- Describe the basic classes of behaviour that define

Extroversion - Ambiversion - Introversion



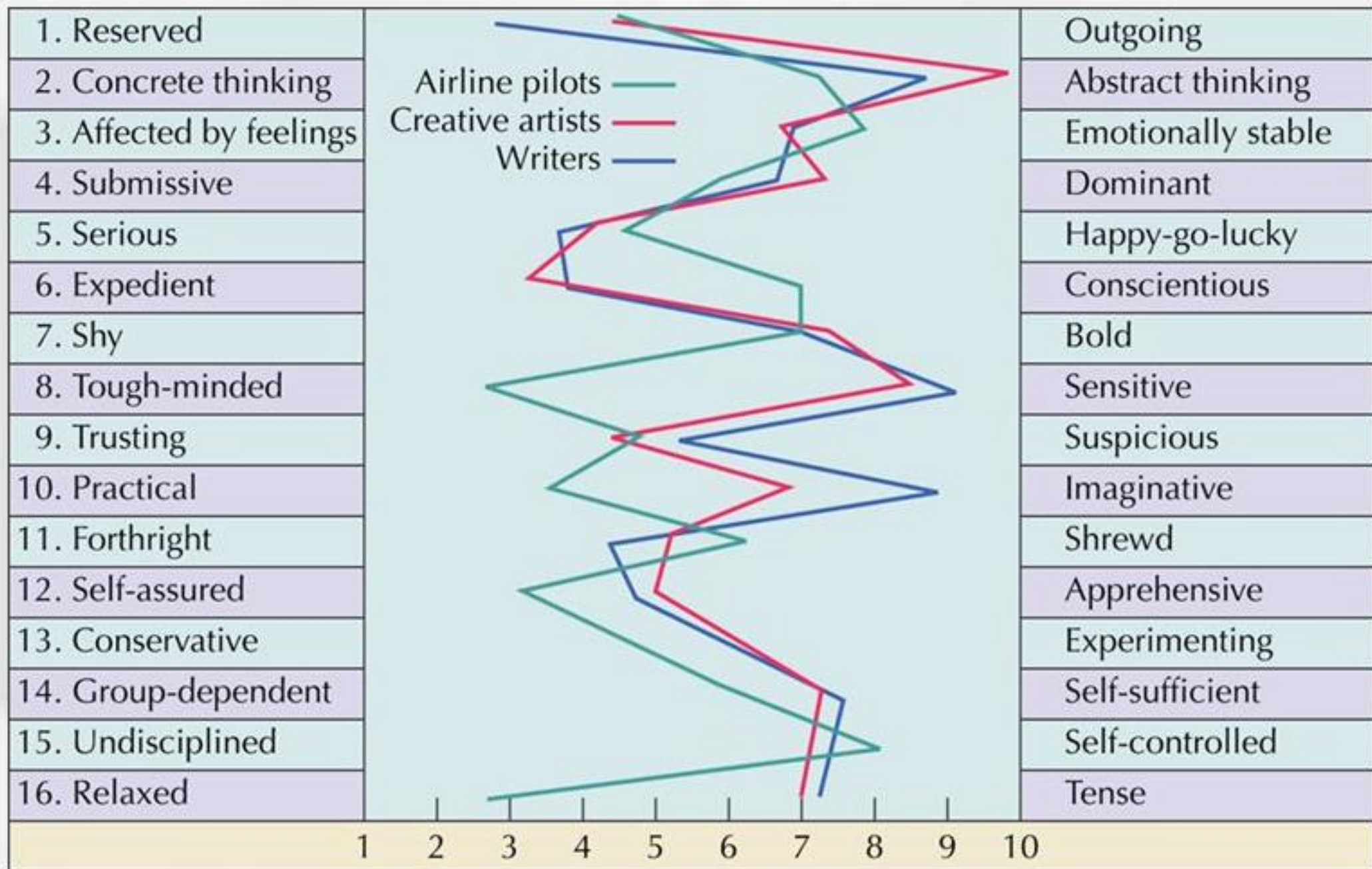
*Preference
for **more**
stimulating
environments*

*Preference
for **less**
stimulating
environments*

THE TRAIT PERSPECTIVE: CATTELL'S 16PF

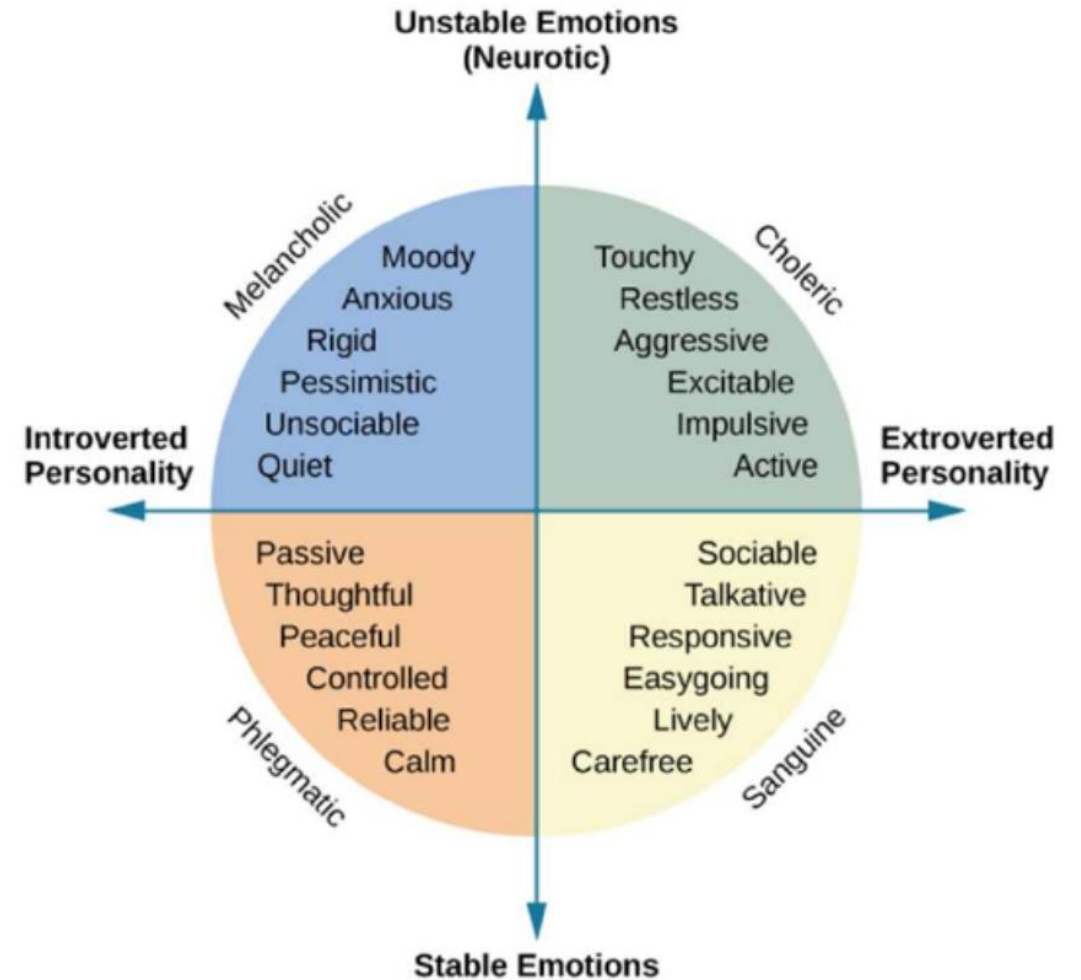
- Critique of Gordon and Allport led to reduction to 16 dimensions of human personality
 - Surface traits: visible areas of personality
 - Source traits: underlying characteristics
- Traits not determined as 'absent' or 'present'; scored on continuum (high – low)
- Still criticised for being too broad

Warmth	Reasoning	Emotional stability	Dominance
Liveliness	Risk-Consciousness	Social boldness	Sensitivity
Vigilance	Abstractedness	Privateness	Apprehension
Openness to change	Self-reliance	Perfectionism	Tension



THE TRAIT PERSPECTIVE: EYSENCK'S THREE FACTORS

- Focus on temperament; innate/genetically based personality differences
- Three fundamental factors in personality
 - Introversion vs Extraversion
 - Emotional Stability vs Neuroticism
 - Impulse Control vs Psychoticism
- Major strength = quantifiable
- Major limitation = too narrow



THE TRAIT PERSPECTIVE: FIVE FACTOR THEORY

- Costa and McCrae's Five Factor Model (FFM) / The Big Five is the most well known
- Theory proposes that five higher-order factors capture the basic structure of human personality
- Best remembered through the acronym OCEAN (or CANOE)

THE TRAIT PERSPECTIVE: THE BIG FIVE

O

Openness to experience

C

Conscientiousness

E

Extraversion

A

Agreeableness

N

Neuroticism

THE TRAIT PERSPECTIVE: THE BIG FIVE

O

Openness to experience

Measures receptivity to new ideas

Indicated how open-minded a person is

Curiosity, creativity, novelty and variety



Prefer novelty; imaginative;
curious; creative; open to
new experiences



Prefer routine; set in
ways; traditional; down-
to-earth

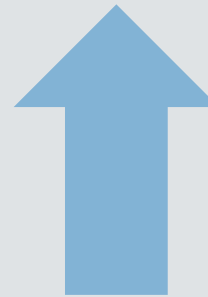
THE TRAIT PERSPECTIVE: THE BIG FIVE

C

Conscientiousness

Trait associated with being careful, vigilant,
and with a desire to do tasks well

Conscientious people tend to be efficient
and organised



Prefer plans; organised;
dependable; hardworking;
punctual



Prefer spontaneity; more
relaxed; may be
disorganised; negligent

THE TRAIT PERSPECTIVE: THE BIG FIVE

E

Extraversion

Defined as a behaviour where someone enjoys being around people more than being alone

Indication of how outgoing or sociable a person is



Talkative; affectionate; active; sociable; gain energy from being around others



Quiet; reserved; passive; gain energy from being alone

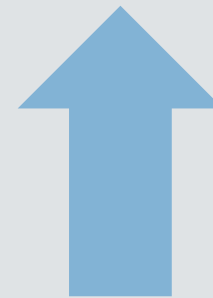
THE TRAIT PERSPECTIVE: THE BIG FIVE

A

Agreeableness

Generally associated with optimism,
friendliness and kindness

Tend to get along well with other people



Trusting; lenient; soft-
hearted; good-natured



Suspicious; ruthless;
irritable; critical; rude

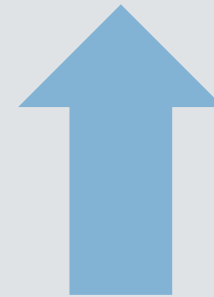
THE TRAIT PERSPECTIVE: THE BIG FIVE

N

Neuroticism

Emotional stability; a person's ability to remain stable and balanced

Associated with self-consciousness, being shy, tense or moody, and emotional



Temperamental; self-conscious; emotional; angry; anxious;



Calm; even-tempered; unemotional; secure;

BIG FIVE INVENTORY



Complete the full Big Five Inventory and / or the BFI-10 (on Moodle and on Teams page)



Calculate your scores on each trait for each measure (scoring instructions are on each sheet)



Plot your personality 'profile' based on your scores – one colour for the BFI, another colour for the BFI-10 if both have been completed

NEO-PI-3

- NEO-PI-3 is the latest edition of the gold-standard questionnaire measure of the five factor model
- Measures the five major domains of personality plus six traits/facets that define each domain
- A comprehensive and detailed assessment of normal adult personality
- Requires Occupational Test User Level 2 (Personality) BPS Qualification to administer, score and interpret

NEO-PI-3

- Scores are measured against norms
 - Updated in 2015
- Available norm groups:
 - UK Working Population (men/women together)
 - UK Working Population (gender specific)
 - UK Managerial and Professional
 - International Managerial and Professional (added 2016)

NEO-PI-R / NEO-PI-3

Neuroticism

Anxiety
Angry hostility
Depression
Self-consciousness
Impulsiveness
Vulnerability

Extraversion

Warmth
Gregariousness
Assertiveness
Activity
Excitement seeking
Positive emotion

Openness to experience

Fantasy
Aesthetics
Feelings
Actions
Ideas
Values

Conscientiousness

Competence
Order
Dutifulness
Achievement striving
Self discipline
Deliberation

Agreeableness

Trust
Straightforwardness
Altruism
Compliance
Modesty
Tender mindedness

HEXACO MODEL OF PERSONALITY



Big five considered the gold standard in personality assessment



Some that argue that the Big Five is not enough and is missing a critical sixth factor; Honesty-Humility

Process of psychological and psycholexical analysis



Proposition and development of 'the Big Six' – the HEXACO model and assessment of personality

Ashton and Lee: Early development in 2000/2001

Latest HEXACO-PI-R

HEXACO MODEL OF PERSONALITY

Honesty-Humility

Emotionality

EXtraversion

Agreeableness

Conscientiousness

Openness to experience

HEXACO MODEL OF PERSONALITY

- Much like the NEO, HEXACO contains an additional 24 sub-facets
 - Four per main trait

Honesty –Humility

Sincerity
Fairness
Greed avoidance
Modesty

Emotionality

Fearfulness
Anxiety
Dependence
Sentimentality

Extraversion

Social self-esteem
Social boldness
Sociability
Liveliness

Agreeableness

Forgivingness
Gentleness
Flexibility
Patience

Conscientiousness

Organisation
Diligence
Perfectionism
Prudence

Openness to Experience

Aesthetic Appreciation
Inquisitiveness
Creativity
Unconventionality

BUT – also an additional narrow facet of **Altruism**. The inclusion of this represents a blend of H, E, and A factors.

HEXACO MODEL OF PERSONALITY



Scoring ranges between very low levels and very high levels of each factor/facet



‘Types’ are not assigned

Everyone has a different combination of levels of each personality factor



Scores compared to median norms



Receiving growing support, but far from universal

Sixth trait still a matter of huge debate

DISCUSSION

- In groups, start to consider the use of psychometric tests to assess personality in one applied psychological field



Educational



Forensic



Occupational

NEXT WEEK!

- Importance of psychometric properties
- Using psychometric tests in applied settings
 - Discussion of reliability and validity of assessments
- Continuation of essay assessment researching