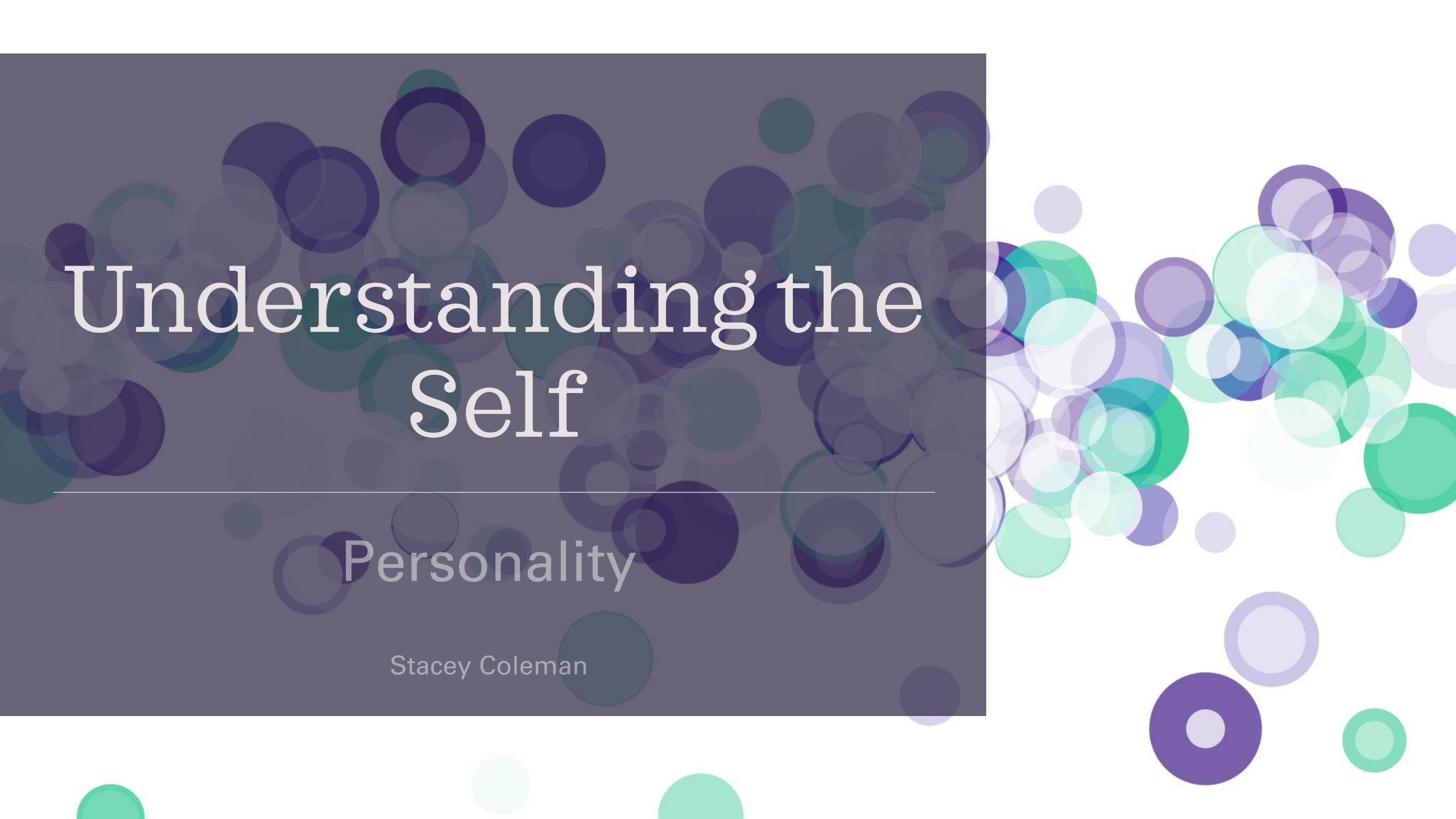




Understanding the Self

Personality

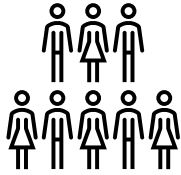
Stacey Coleman

Lecture outline

- Introduction to personality
- Theories of personality (including psychometric measurement)
 - Jungian personality types
 - Trait and biological theories
 - Big Five
 - 'Big Six'
- Psychobiological explanations
 - Temperament
 - Sensation seeking / impulsivity
- Social-cognitive theory

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 persons response to life situations

Personality

→ A person's unique and relatively stable behaviour patterns

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

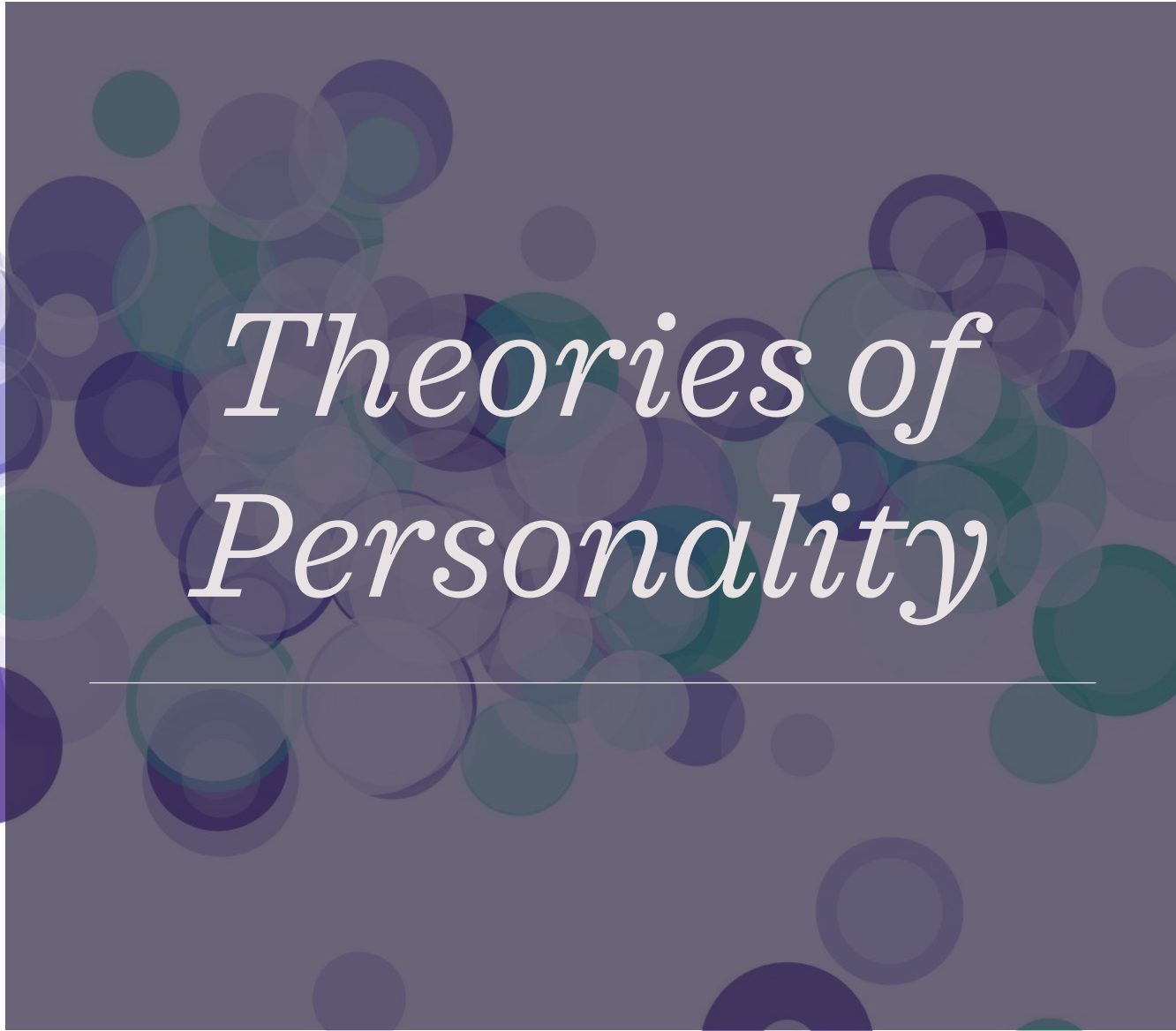
→ The consistency of who you are, have been, and will become

Temperament

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

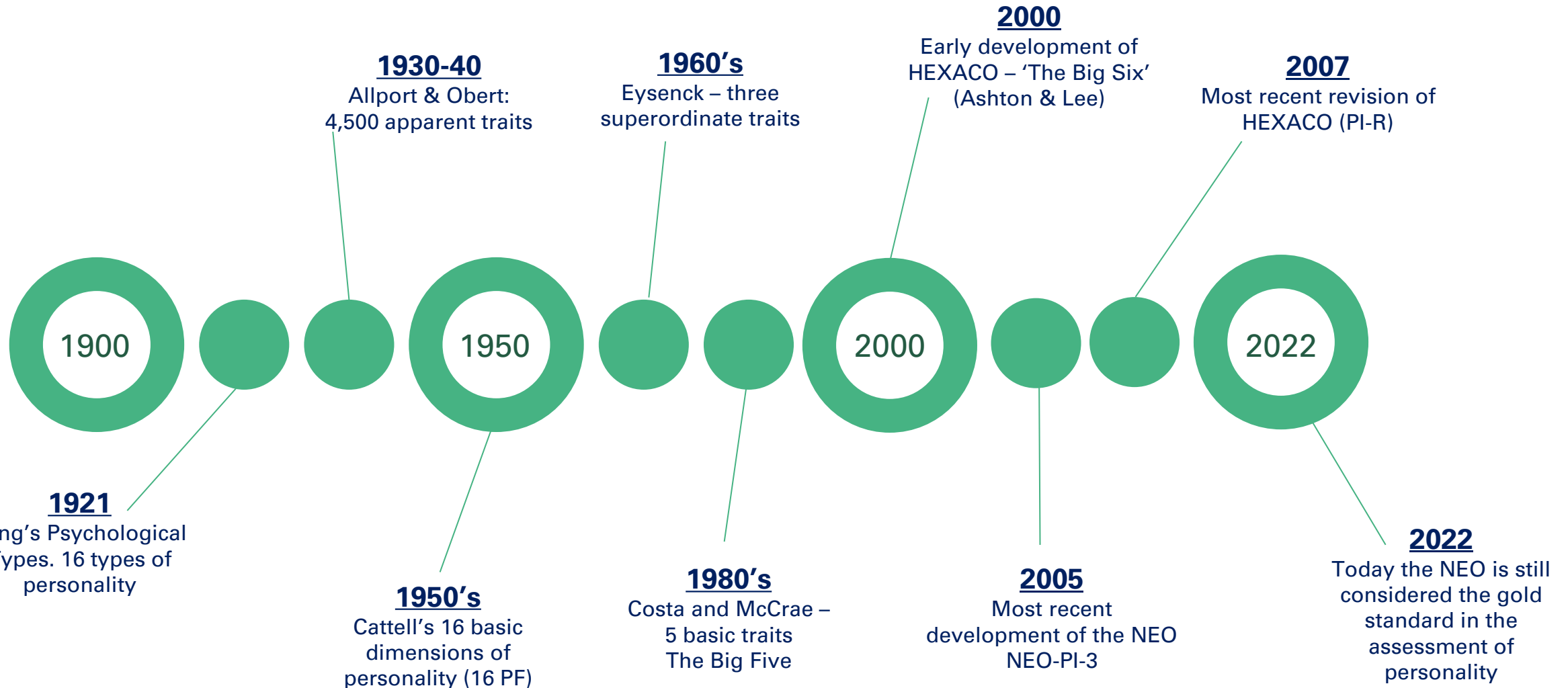
States

- Temporary displays of personality trait characteristics



Theories of Personality

Approximate timeline of personality theories



Jungian Personality Types

Jungian Personality Types

- Theory introduced by Jung incorporating four psychological functions
 - Thinking and Feeling (rational functions)
 - Sensation and Intuition (irrational functions)
- Plus two fundamental life attitudes
 - Introversion and Extraversion
- Every individual has a dominant life attitude and primary function
 - This classifies personality type

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

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)

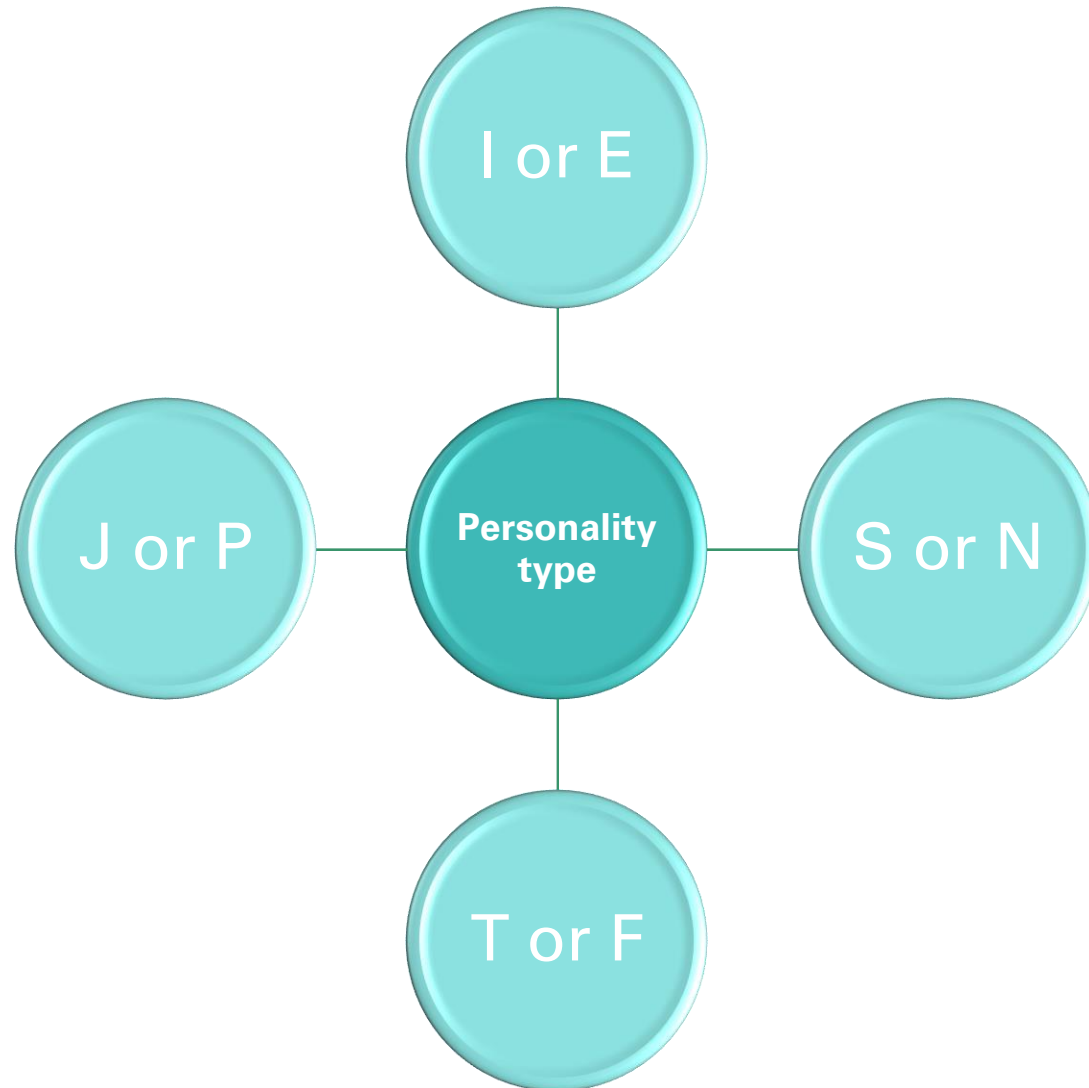
- Prefers flexibility
- Likes an adaptable lifestyle
- Comfortable being open to experiences
- Adapts to changing situations; structure feels restrictive

Added in around 1964 (Jung)

Jungian Personality Types

- Theory used widely in 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	ESTJ
ISTP	ESTP
ISFJ	ESFJ
ISFP	ESFP
INTJ	ENTJ
INTP	ENTP
INFJ	ENFJ
INFP	ENFP

Critique?

- 'types' = stereotypes?
- Descriptions only seem accurate because of the Barnum effect
 - Belief that personality descriptions apply specifically to us
- MBTI puts personality into 'boxes' that doesn't allow for a mix of preferences
 - Misinterpretation of the theory?
 - All individuals can use all behaviours, but we often have a 'preference'
 - E.g., driving a car and writing

Critique?

- MBTI doesn't demonstrate bimodal distribution
- "Reliability of MBTI is generally poor"
 - Issues with citing here – study from 1979 does **not** reflect current reliability of most recent MBTI
 - 65% P's – same 4 preferences; 93% - 3 or 4 same
 - Test-retest ability between .94 - .97 (one month) and .57 - .81 (four years)
- MBTI can't predict behaviours
 - And it was never designed to..

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:

⇒

Extroversion - Ambiversion - Introversion

⇒

⇒

⇒

*Preference
for **more**
stimulating
environments*

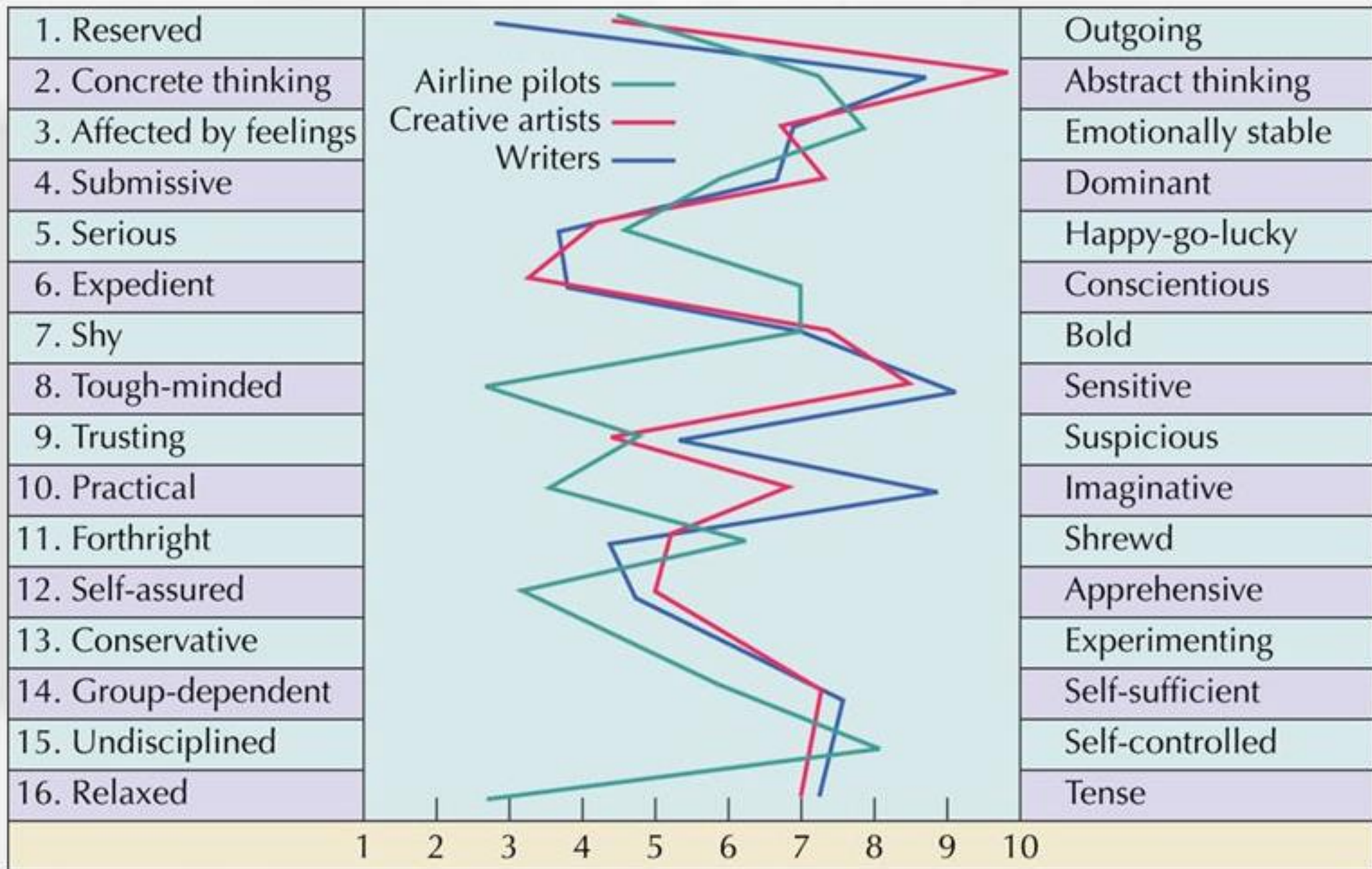
*Preference
for **less**
stimulating
environments*

use of the term '*personality*'

The Trait Perspective: Cattell's 16PF

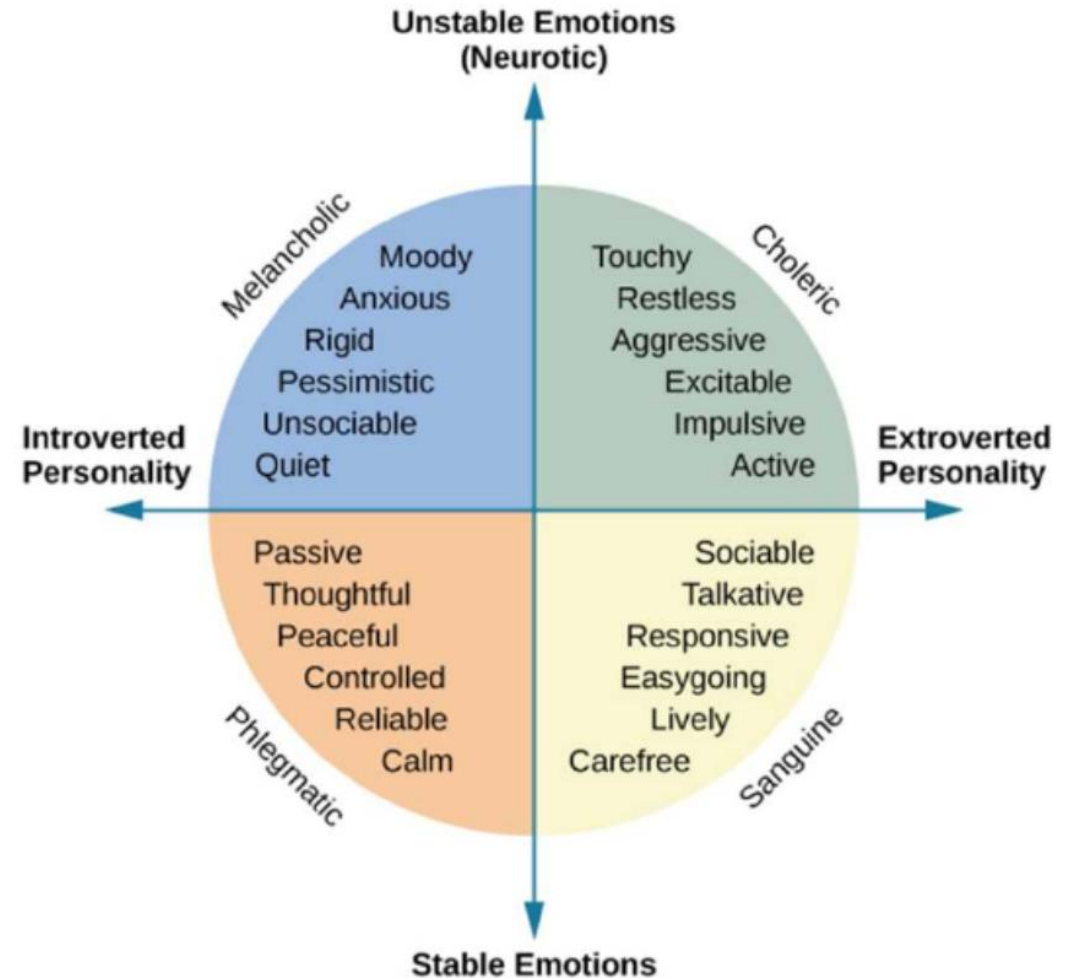
- Critique of Gordon and Allport led to reduction to 16 dimensions of human personality
 - **Surface traits:** visible areas of personality
 - **Source traits:** underlying characteristics
- Traits not determined as 'absent' or 'present'; scored on continuum (high – low)
- Still criticised for being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

Research on the Big Five

- Massive amount of research using the big five (in some form) to assess personality
 - Risky sexual behaviours (Schmitt, 2004)
 - Career decision-making (Zu, 2020) and career success (Semeijn et al., 2020)
 - Subjective and psychological well-being (Anglim & Horwood, 2021)
 - Addictive behaviours; Instagram (e.g., Kircaburun & Griffiths, 2018), gambling disorder (Dash et al., 2019)

Critique of the Big Five?

- Critics mainly focus on inability to explain **all** of human personality
 - Consideration of other domains such as religiosity, honesty, risk-taking, egotism, etc
- The five-factor structure is criticised
 - Factor analysis dependent, to some extent, on research interpretation
 - Proponents of five-factor model state that five –factor structure is consistently observed across different studies
- Not based on any underlying theory
 - The concept in and of itself makes sense, but the underlying theory is lacking so the causes are unknown

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

E**X**traversion

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
 - Instead each individual has a different combination of levels of each personality factors
- Scores compared to median norms
- Receiving growing support, but far from universal
 - Sixth trait still a matter of huge debate

Overall evaluation of trait models

- Some personality traits tend to be more stable over the lifespan than others
 - Introversion-extraversion, self-esteem, emotionality and activity level remain relatively stable
 - Neuroticism and openness tend to decline with age
 - Agreeableness and conscientiousness tend to increase with age
- Trait perspective focuses attention on identifying, classifying and measuring stable, enduring personality dispositions
- Need to focus on how traits **interact** with each other
- Focus largely on description, not explanation

Biological Approach

Eysenck

Minnesota Study of Twins Reared Apart

Temperament

Biological Approaches

- Emphasise the internal physiological and genetic factors that influence personality
- Focus on why or how traits manifest through biology
- Eysenck: genetics are the primary determinant of personality
 - But conditioning also plays a role...
- Minnesota Study of Twins Reared Apart
- Temperament: innate personality dispositions; babies show particular temperaments soon after birth

Eysenck

- Believed that genetics are the primary determinant of personality (but also conditioning)
 - Genetically determined differences in physiological functioning make some people more vulnerable to behavioural conditioning
- Personality traits are hierarchical; small number of traits give rise to a large variety of more superficial traits

Minnesota Study of Twins Reared Apart

- The most well-known study of the genetic basis for personality
- Explored heritability of personality
- 350 pairs of twins studied between 1979 and 1999
 - Monozygotic and dizygotic
 - Explore extent to which variations are based on genetics
 - Reared together and reared apart
 - Allows for comparison of environmental influences

Heritability:
The extent to which
variances in behaviour can
be attributed to genetics

(Bouchard, 1994; Bouchard et al., 1990; Segal, 2012)

Minnesota Study of Twins Reared Apart

Findings:

- Identical twins reared apart had the same chance as being similar as twins who were raised together
 - Genetic factors have a large influence on behavioural characteristics
 - Individual differences between MZ twins reared apart are attributed to the environment
 - 1986: the Jim Twins
- (Bouchard, 1994; Bouchard et al., 1990; Segal, 2012)

Temperament

- Innate disposition to engage in a certain style of behaviour
 - Support for biological basis – Rothbart (2011)
- Emotionality, sociability and impulsivity can be seen even in infants (Buss & Plomin, 1975)
- Buss and Plomin (1984) – temperament factors are not personality ‘traits’; they are biological building blocks

Temperament

- Thomas and Chess (1977): babies can be categorised into one of three temperaments
 - Easy, Difficult, or Slow to warm up
 - Environmental factors influence how personalities are expressed
- Temperaments remain fairly stable/consistent, particularly through adulthood
- Environment cannot be ignored; home life plays a role in **influencing** gene activity
 - Activation of specific genes

Temperament: Sensation Seeking

- Sensation Seeking (SS): pursuit of novel and intense situations (Zuckerman, 1960's onwards)
- Diving, driving fast, drug or alcohol use, skydiving, visiting foreign places, etc
- Biological basis assumption = lower levels of MAO-B in blood, allows NT dopamine to last longer at synapse

Temperament: Sensation Seeking

- Eysenck (1987) - introverts react more strongly to external stimuli while extroverts seek stimulation and require more stimulation.
- Sensation seekers have underactive pleasure circuits (norepinephrine and dopamine neurotransmitters).
- Inhibited individuals (neurotic and introverted) may have an overactive brain, particularly towards novel stimuli
 - Introversion / extraversion: customary level of arousal
 - Stability / instability: suddenness of shifts in arousal

Social-Cognitive Approach

Social-Cognitive Approach

- Emphasises cognitive processes in the development of personality
 - Thinking and judging
- Mischel (1930-present): individuals behaviour is dependent upon situational cues
 - Counters trait theory – possible that traits are not consistent across diverse situations
 - Person-situation debate → trait vs. state
 - Personality signatures
 - Self-regulation and delayed gratification

Trait vs. State



Trait

A relatively enduring personality characteristic, stable over time and situations



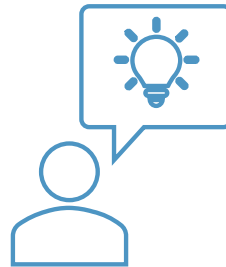
State

Temporary way of being/display of a characteristic

Trait vs. State



"Susan is brilliant"



"Susan doesn't seem too smart to me"

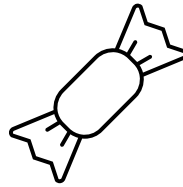
Personality Signatures

- Based on 'if-then' situation-behaviour relations
 - If x occurs, then behaviour y might result
- This further supports differentiation between trait and state characteristics
 - Argues that personality research needs to factor in importance of **context**
 - He is x ***WHEN*** y
 - He is irritable **when** he is spoken down to.
- Importance of physical, social and environmental forces in shaping behaviour

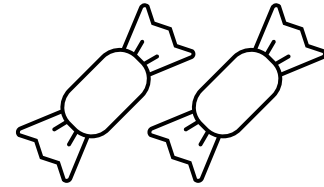
Self-regulation

- Ability to set and work towards goals
 - Described as 'willpower'; often relates to delayed gratification

- Stanford marshmallow experiment:



Now



15 mins

- Findings: small children differ in their degree of self-control.
 - Followed through school – those who had more self-control in preschool were more successful later in their studies.

Summary

- Many theories regarding the development and structure of human personality
 - Trait, biological, psychobiological, social-cognitive
- Big Five still the gold standard in personality assessment
 - Ongoing debate re: 'Big Six' (honesty-humility)
- Consideration of temperament can explain biological basis of personality to some extent
- Sensation seeking can be explored in terms of optimal arousal
- Trait vs state is important