



Personality

An individual's characteristic pattern of thinking, feeling, and acting.

Bashful Happy Dopey
Sneezy Grumpy Doc Sleepy

Each dwarf has a distinct personality.

Psychoanalytic Perspective

In his clinical practice, Freud encountered patients suffering from nervous disorders. Their complaints could not be explained in terms of purely physical causes.

Sigmund Freud
(1856-1939)

Psychodynamic Perspective

Freud's clinical experience led him to develop the first comprehensive theory of personality, which included the *unconscious mind*, *psychosexual stages*, and *defense mechanisms*.

Sigmund Freud
(1856-1939)

Exploring the Unconscious

A reservoir (*unconscious mind*) of mostly unacceptable thoughts, wishes, feelings, and memories. Freud asked patients to say whatever came to their minds (*free association*) in order to tap the unconscious.

Dream Analysis

Another method to analyze the unconscious mind is through interpreting manifest and latent contents of dreams.

The Nightmare, Henry Fuseli (1791)

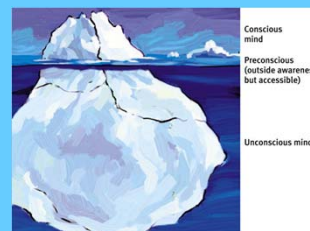
Psychoanalysis

The process of free association (chain of thoughts) leads to painful, embarrassing unconscious memories. Once these memories are retrieved and released (*treatment: psychoanalysis*) the patient feels better.



Model of Mind

The mind is like an iceberg. It is mostly hidden, and below the surface lies the unconscious mind. The preconscious stores temporary memories.



Personality Structure

Personality develops as a result of our efforts to resolve conflicts between our biological impulses (id) and social restraints (superego).

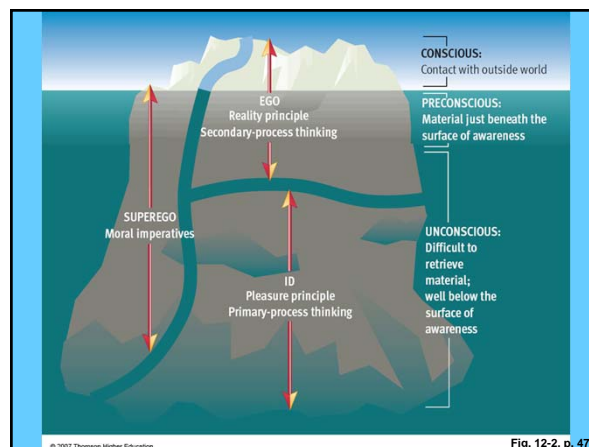
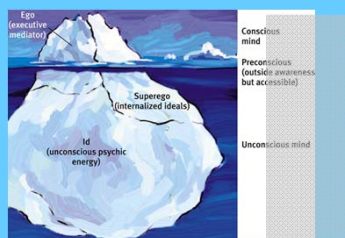


Fig. 12-2, p. 473

Id, Ego and Superego

The *Id* unconsciously strives to satisfy basic sexual and aggressive drives, operating on the pleasure principle, demanding immediate gratification.

The *ego* functions as the "executive" and mediates the demands of the id and superego.

The *superego* provides standards for judgment (the conscience) and for future aspirations.

Personality Development

Freud believed that personality formed during the first few years of life divided into *psychosexual stages*. During these stages the id's pleasure-seeking energies focus on pleasure sensitive body areas called *erogenous zones*.

Psychosexual Stages

Freud divided the development of personality into five psychosexual stages.

FREUD'S PSYCHOSEXUAL STAGES	
Stage	Focus
Oral (0-18 months)	Pleasure centers on the mouth—sucking, biting, chewing
Anal (18-36 months)	Pleasure focuses on bowel and bladder elimination; coping with demands for control
Phallic (3-6 years)	Pleasure zone is the genitals; coping with incestuous sexual feelings
Latency (6 to puberty)	Dormant sexual feelings
Genital (puberty on)	Maturation of sexual interests

Table 12.2 Freud's Stages of Psychosexual Development

Stage	Approximate Ages	Erotic Focus	Key Tasks and Experiences
Oral	0-1	Mouth (sucking, biting)	Weaning (from breast or bottle)
Anal	2-3	Anus (expelling or retaining feces)	Toilet training
Phallic	4-5	Genitals (masturbating)	Identifying with adult role models; coping with Oedipal crisis
Latency	6-12	None (sexually repressed)	Expanding social contacts
Genital	Puberty onward	Genitals (being sexually intimate)	Establishing intimate relationships; contributing to society through working

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Table 12-2, p. 477

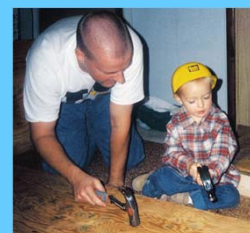
Oedipus Complex

A boy's sexual desire for his mother and feelings of jealousy and hatred for the rival father. A girl's desire for her father is called the Electra complex.



Identification

Children cope with threatening feelings by repressing them and by identifying with the rival parent. Through this process of identification, their superego gains strength that incorporates their parents' values.



From the K. Vandenberg private collection

Defense Mechanisms

The ego's protective methods of reducing anxiety by unconsciously distorting reality.

1. *Repression* banishes anxiety-arousing thoughts, feelings, and memories from consciousness.
2. *Regression* leads an individual faced with anxiety to retreat to a more infantile psychosexual stage.

Defense Mechanisms

3. *Reaction Formation* causes the ego to unconsciously switch unacceptable impulses into their opposites. People may express feelings of purity when they may be suffering anxiety from unconscious feelings about sex.
4. *Projection* leads people to disguise their own threatening impulses by attributing them to others.

Defense Mechanisms

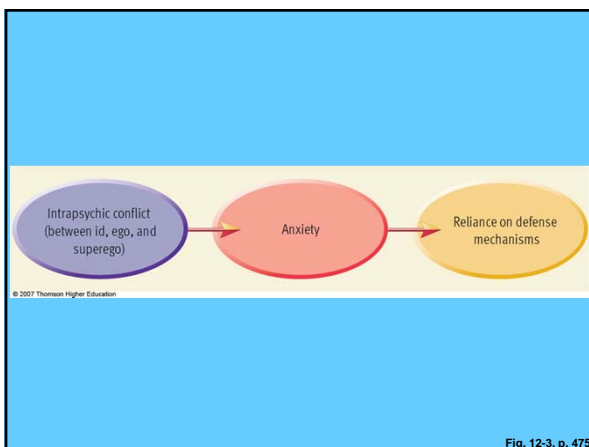
5. *Rationalization* offers self-justifying explanations in place of the real, more threatening, unconscious reasons for one's actions.
6. *Displacement* shifts sexual or aggressive impulses toward a more acceptable or less threatening object or person, redirecting anger toward a safer outlet.

Table 12.1 Defense Mechanisms, with Examples

Defense Mechanism	Definition	Example
Repression	Keeping distressing thoughts and feelings buried in the unconscious	A traumatized soldier has no recollection of the details of a close brush with death.
Projection	Attributing one's own thoughts, feelings, or motives to another	A woman who dislikes her boss thinks she likes her boss but feels that the boss doesn't like her.
Displacement	Diverting emotional feelings (usually anger) from their original source to a substitute target	After parental scolding, a young girl takes her anger out on her little brother.
Reaction formation	Behaving in a way that is exactly the opposite of one's true feelings	A parent who unconsciously resents a child spoils the child with outlandish gifts.
Regression	A reversion to immature patterns of behavior	An adult has a temper tantrum when he doesn't get his way.
Rationalization	Creating false but plausible excuses to justify unacceptable behavior	A student watches TV instead of studying, saying that "additional study wouldn't do any good anyway."
Identification	Bolstering self-esteem by forming an imaginary or real alliance with some person or group	An insecure young man joins a fraternity to boost his self-esteem.

Note: See Table 13.2 for additional examples of defense mechanisms.
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Table 12-1, p. 475



The Neo-Freudians

Like Freud, Adler believed in childhood tensions. However, these tensions were social in nature and not sexual. A child struggles with an *inferiority complex* during growth and strives for superiority and power.



Alfred Adler (1870-1937)

The Neo-Freudians

Like Adler, Horney believed in the social aspects of childhood growth and development. She countered Freud's assumption that women have weak superegos and suffer from "penis envy."



Karen Horney (1885-1952)

The Neo-Freudians

Jung believed in the *collective unconscious*, which contained a common reservoir of images derived from our species' past. This is why many cultures share certain myths and images such as the mother being a symbol of nurturance.



Carl Jung (1875-1961)

Assessing Unconscious Processes

Evaluating personality from an unconscious mind's perspective would require a psychological instrument (*projective tests*) that would reveal the hidden unconscious mind.



Rorschach Inkblot Test

The most widely used projective test uses a set of 10 inkblots and was designed by Hermann Rorschach. It seeks to identify people's inner feelings by analyzing their interpretations of the blots.



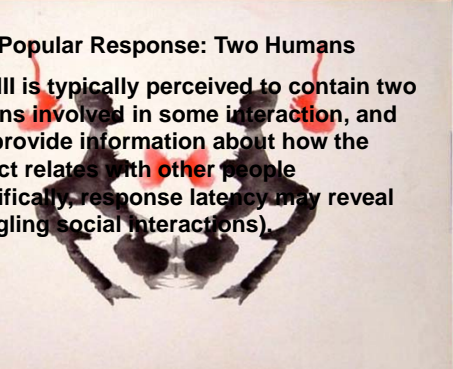
Card 1:



Card 3:

Most Popular Response: Two Humans

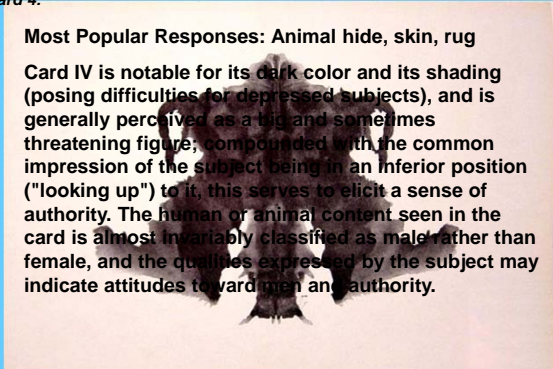
Card III is typically perceived to contain two humans involved in some interaction, and may provide information about how the subject relates with other people (specifically, response latency may reveal struggling social interactions).



Card 4:

Most Popular Responses: Animal hide, skin, rug

Card IV is notable for its dark color and its shading (posing difficulties for depressed subjects), and is generally perceived as a big and sometimes threatening figure, compounded with the common impression of the subject being in an inferior position ("looking up") to it, this serves to elicit a sense of authority. The human or animal content seen in the card is almost invariably classified as male rather than female, and the qualities expressed by the subject may indicate attitudes toward men and authority.



Thematic Apperception Test (TAT)

Developed by Henry Murray, the TAT is a projective test in which people express their inner feelings and interests through the stories they make up about ambiguous scenes.



Projective Tests: Criticisms

Critics argue that projective tests lack both *reliability* (consistency of results) and *validity* (predicting what it is supposed to).

1. When evaluating the same patient, even trained raters come up with different interpretations (reliability).
2. Projective tests may misdiagnose a normal individual as pathological (validity).

Evaluating the Psychoanalytic Perspective

Modern Research

1. Personality develops throughout life and is not fixed in childhood.
2. Freud underemphasized peer influence on the individual, which may be as powerful as parental influence.
3. Gender identity may develop before 5-6 years of age.

Evaluating the Psychoanalytic Perspective

Modern Research

4. There may be other reasons for dreams besides wish fulfillment.
5. Verbal *slips* can be explained on the basis of cognitive processing of verbal choices.
6. Suppressed sexuality leads to psychological disorders. Sexual inhibition has decreased, but psychological disorders have not.

Evaluating the Psychoanalytic Perspective

Freud's psychoanalytic theory rests on the *repression* of painful experiences into the unconscious mind.

The majority of children, death camp survivors, and battle-scarred veterans are unable to repress painful experiences into their unconscious mind.

The Modern Unconscious Mind

Modern research shows the existence of non-conscious information processing. This involves:

1. schemas that automatically control perceptions and interpretations
2. the right-hemisphere activity that enables the split-brain patient's left hand to carry out an instruction the patient cannot verbalize
3. parallel processing during vision and thinking
4. implicit memories
5. emotions that activate instantly without consciousness
6. self-concept and stereotypes that unconsciously influence us

Evaluating the Psychoanalytic Perspective

The scientific merits of Freud's theory have been criticized. Psychoanalysis is meagerly testable. Most of its concepts arise out of clinical practice, which are the after-the-fact explanation.

Humanistic Perspective

By the 1960s, psychologists became discontent with Freud's negativity and the mechanistic psychology of the behaviorists.



Abraham Maslow
(1908-1970)



Carl Rogers
(1902-1987)

Self-Actualizing Person

Maslow proposed that we as individuals are motivated by a hierarchy of needs. Beginning with physiological needs, we try to reach the state of *self-actualization*—fulfilling our potential.

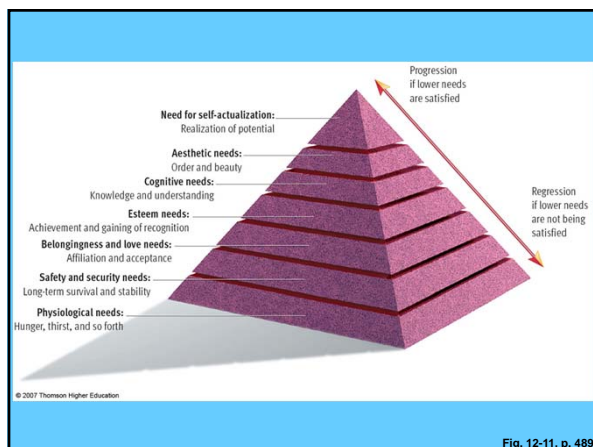
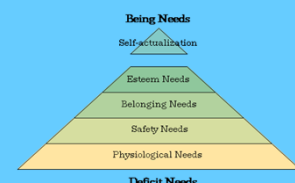


Fig. 12-11, p. 489

Characteristics of self-actualizing people	
<ul style="list-style-type: none"> • Clear, efficient perception of reality and comfortable relations with it • Spontaneity, simplicity, and naturalness • Problem centering (having something outside themselves they "must" do as a mission) • Detachment and need for privacy • Autonomy, independence of culture and environment • Continued freshness of appreciation 	<ul style="list-style-type: none"> • Mystical and peak experiences • Feelings of kinship and identification with the human race • Strong friendships, but limited in number • Democratic character structure • Ethical discrimination between good and evil • Philosophical, unhostile sense of humor • Balance between polarities in personality

Fig. 12-12, p. 490

Person-Centered Perspective

Carl Rogers also believed in an individual's self-actualization tendencies. He said that *Unconditional Positive Regard* is an attitude of acceptance of others despite their failings.



Assessing the Self

In an effort to assess personality, Rogers asked people to describe themselves as they would like to be (ideal) and as they actually are (real). If the two descriptions were close the individual had a positive self-concept.

All of our thoughts and feelings about ourselves, in an answer to the question, "Who am I?" refers to *Self-Concept*.

Evaluating the Humanistic Perspective

Humanistic psychology has a pervasive impact on counseling, education, child-rearing, and management with its emphasis on a positive self-concept, empathy, and the thought that people are basically good and can improve.

Evaluating the Humanistic Perspective

Criticisms

1. Concepts in humanistic psychology are vague and subjective and lack scientific basis.
2. The individualism encouraged can lead to self-indulgence, selfishness, and an erosion of moral restraints.
3. Humanistic psychology fails to appreciate the reality of our human capacity for evil. It lacks adequate balance between realistic optimism and despair.

The Trait Perspective

An individual's unique constellation of durable dispositions and consistent ways of behaving (traits) constitutes his or her personality.

Examples of Traits

Honest
Dependable
Moody
Impulsive

Exploring Traits

Each personality is uniquely made up of multiple traits.

Allport & Odbert (1936), identified almost 18,000 words representing traits.

One way to condense the immense list of personality traits is through *factor analysis*, a statistical approach used to describe and relate personality traits.

Factor Analysis

Hans and Sybil Eysenck suggested that personality could be reduced down to two polar dimensions, *extraversion-introversion* and *emotional stability-instability*.



Biology and Personality

Personality dimensions are influenced by genes.

1. Brain-imaging procedures show that extraverts seek stimulation because their normal brain arousal is relatively low.
2. Genes also influence our temperament and behavioral style. Differences in children's shyness and inhibition may be attributed to autonomic nervous system reactivity.

Assessing Traits

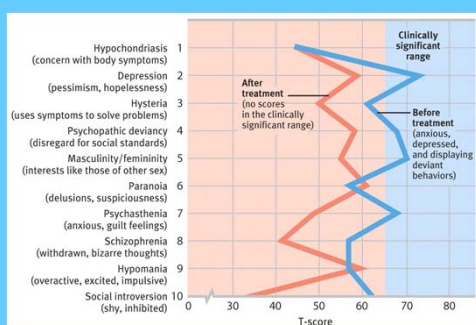
Personality inventories are questionnaires (often with true-false or agree-disagree items) designed to gauge a wide range of feelings and behaviors assessing several traits at once.

MMPI

The *Minnesota Multiphasic Personality Inventory (MMPI)* is the most widely researched and clinically used of all personality tests. It was originally developed to identify emotional disorders.

The MMPI was developed by empirically testing a pool of items and then selecting those that discriminated between diagnostic groups.

MMPI Test Profile



The Big Five Factors

Today's trait researchers believe that earlier trait dimensions, such as Eysenck's personality dimensions, fail to tell the whole story. So, an expanded range (five factors) of traits does a better job of assessment.

Conscientiousness

Agreeableness

Neuroticism

Openness

Extraversion

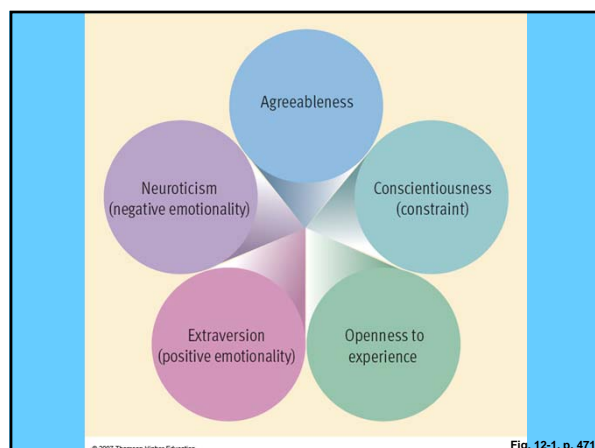


Fig. 12-1, p. 471

Endpoints

THE "BIG FIVE" PERSONALITY FACTORS		
(Memory tip: Picturing a CANOE will help you recall these.)		
Trait Dimension	Endpoints of the Dimension	
Conscientiousness	Organized	↔ Disorganized
	Careful	↔ Careless
	Disciplined	↔ Impulsive
Agreeableness	Soft-hearted	↔ Ruthless
	Trusting	↔ Suspicious
	Helpful	↔ Uncooperative
Neuroticism (emotional stability vs. instability)	Calm	↔ Anxious
	Secure	↔ Insecure
	Self-satisfied	↔ Self-pitying
Openness	Imaginative	↔ Practical
	Preference for variety	↔ Preference for routine
	Independent	↔ Conforming
Extraversion	Sociable	↔ Retiring
	Fun-loving	↔ Sober
	Affectionate	↔ Reserved

Source: Adapted from McCrae & Costa (1998, p. 1002).

Questions about the Big Five

1. How stable are these traits? Quite stable in adulthood. However, they change over development.
2. How heritable are they? Fifty percent or so for each trait.
3. How about other cultures? These traits are common across cultures.

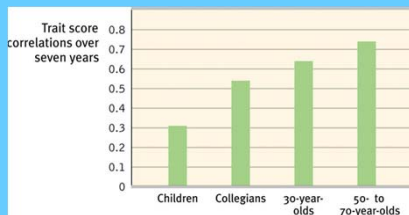
Evaluating the Trait Perspective

The Person-Situation Controversy

Walter Mischel (1968, 1984, 2004) points out that traits may be enduring, but the resulting behavior in various situations is different. Therefore, traits are not good predictors of behavior.

The Person-Situation Controversy

Trait theorists argue that behaviors from a situation may be different, but average behavior remains the same. Therefore, traits matter.



The Person-Situation Controversy

Traits are socially significant and influence our health, thinking, and performance (Gosling et al., 2000).



Samuel Gosling

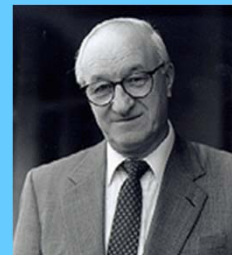
Consistency of Expressive Style

Expressive styles in speaking and gestures demonstrate trait consistency.

Observers are able to judge people's behavior and feelings in as little as 30 seconds and in one particular case as little as 2 seconds.

Social-Cognitive Perspective

Bandura (1986, 2001, 2005) believes that personality is the result of an interaction that takes place between a person and their social context.



Albert Bandura

Individuals & Environments

Specific ways in which individuals and environments interact

Different people choose different environments.

The school you attend and the music you listen to are partly based on your dispositions.

Our personalities shape how we react to events.

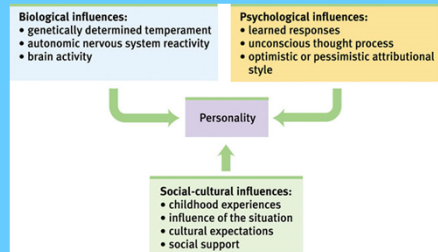
Anxious people react to situations differently than relaxed people.

Our personalities shape situations.

How we view and treat people influences how they treat us.

Behavior

Behavior emerges from an interplay of external and internal influences.



Personal Control

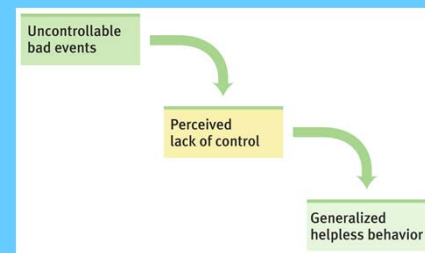
Social-cognitive psychologists emphasize our sense of *personal control*, whether we control the environment or the environment controls us.

External locus of control refers to the perception that chance or outside forces beyond our personal control determine our fate.

Internal locus of control refers to the perception that we can control our own fate.

Learned Helplessness

When unable to avoid repeated adverse events an animal or human learns helplessness.



Optimism vs. Pessimism

An optimistic or pessimistic attributional style is your way of explaining positive or negative events.

Positive psychology aims to discover and promote conditions that enable individuals and communities to thrive.

Positive Psychology and Humanistic Psychology

Positive psychology, such as humanistic psychology, attempts to foster human fulfillment. Positive psychology, in addition, seeks *positive subjective well-being*, *positive character*, and *positive social groups*.



Martin Seligman

Assessing Behavior in Situations

Social-cognitive psychologists observe people in realistic and simulated situations because they find that it is the best way to predict the behavior of others in similar situations.

Evaluating the Social-Cognitive Perspective

The social-cognitive perspective on personality sensitizes researchers to the effects of situations on and by individuals. It builds on learning and cognition research.

Critics say that social-cognitive psychologists pay a lot of attention to the situation and pay less attention to the individual, his unconscious mind, his emotions, and his genetics.

Exploring the Self

Research on the self has a long history because the self organizes thinking, feelings, and actions and is a critical part of our personality.

1. Research focuses on the different selves we possess. Some we dream and others we dread.
2. Research studies how we overestimate our concern that others evaluate our appearance, performance, and blunders (*spotlight effect*).

Benefits of Self-Esteem

Maslow and Rogers argued that a successful life results from a healthy self-image (self-esteem). The following are two reasons why low self-esteem results in personal problems.

1. When self-esteem is deflated, we view ourselves and others critically.
2. Low self-esteem reflects reality, our failure in meeting challenges, or surmounting difficulties.

Culture & Self-Esteem

VALUE CONTRASTS BETWEEN INDIVIDUALISM AND COLLECTIVISM		
Concept	Individualism	Collectivism
Self	Independent (identity from individual traits)	Interdependent (identity from belonging)
Life task	Discover and express one's uniqueness	Maintain connections, fit in
What matters	Me—personal achievement and fulfillment; rights and liberties; self-esteem	Us—group goals and solidarity; social responsibilities and relationships
Coping method	Change reality	Accommodate to reality
Morality	Defined by individuals (self-based)	Defined by social networks (duty-based)
Relationships	Many, often temporary or casual; confrontation acceptable	Few, close, and enduring; harmony valued
Attributing behavior	Behavior reflects one's personality and attitudes	Behavior reflects social norms and roles

Sources: Adapted from Thomas Schoeneman (1994) and Harry Triandis (1994).

People maintain their self-esteem even with a low status by valuing things they achieve and comparing themselves to people with similar positions.

Self-Serving Bias

We accept responsibility for good deeds and successes more than for bad deeds and failures. *Defensive self-esteem* is fragile and egotistic whereas *secure self-esteem* is less fragile and less dependent on external evaluation.

Self-handicapping is how many protect their self-image by creating a ready excuse for failure. We protect our self-image by attributing our failure to external factors rather than to ourselves, creating a no-lose situation for our self-esteem.