

Personality

Trait Approaches



What We Will Cover in This Section

- Overview
- Gordon Allport
- Raymond Cattell
- Hans Eysenck
- Big Five



Overview #1

- Focus on relatively enduring behavioral characteristics that guide behavior.
- Central interest is on normal behavior.
- Reject notions of unconscious and hidden conflicts.
- Do not have 'hidden' structures.



Overview #2

- Generally do not have a developmental plan.
- Are empirically oriented with an emphasis on measurement.
- Are basically descriptive.



Gordon Allport



Overview #1

• PERSONALITY

*The **dynamic** organization within the individual of those **psychophysical** systems that determine his characteristic behavior and thought.*



Overview #2

- Focuses on the individual.
- Personality is dynamic.
 - Constantly changing and in flux.
 - Some elements need to be integrated.
- Biophysical structures contribute to normal personality.
- Personality determines behavior.
- There are multiple elements to personality.
- His approach is mostly deductive.



Elements of Personality

• TEMPERAMENT.

This is the emotional component of personality.

- Biologically based.
- Represent emotional reactions to the environment.

- Intelligence.
- Physique.



Traits and Dispositions



Trait

- A mental or physical structure that guides and initiates behavior.
 - Characteristics.
 - Developed and molded through experience.
 - Cause personal behavioral consistency in a given situation.
 - Related to some physical structure.
 - Evidence for traits.
 - Behavior occurs frequently.
 - Behavior occurs in a variety of situations.
 - The behavior is strong.



Types of Traits

Common Trait.

Characteristic behavioral pattern that many people possess. Frequently used to describe groups.

Individual Trait.

Characteristic pattern unique to an individual. Later called this *Personal Disposition*.



Types of Dispositions

• Cardinal Disposition.

Trait that influences almost everything a person does.

- Pervades most of the person's behavior.
- Tend to be rare.

• Central Disposition.

Traits that describe a person's typical behavior.

- Determine most people's behavior.
- Each person has between 5-15.



Types of Dispositions

• Secondary Disposition

Highly specific attitudes and habits a person displays.

- Tend to be unique to the person.
- Reflect individual preferences and tastes.
- People may be inconsistent in displaying them.



Proprium

All of the elements of a person that fully define his or her internal and external behavior.

- Represents the entire organization, not a thing.
- Includes all aspects of the fully developed adult.
- The prerequisite is love and affection early in life.



Elements of the Proprium



Proprium Elements

- 1. Body sense (1st year).**
What is me vs. Not me.
- 2. Self-identity (2nd year).**
Sense of continuity over time.
- 3. Sense of self-esteem (3rd year).**
Feeling of pride.
- 4. Sense of self-extension. (4th year).**
Ownership.



Proprium Elements

- 5. Self-image (4th – 6th year).**
Sense of conscience, good and bad me.
- 6. Rational coping (6th – 12th year).**
Use thinking to solve problems.
Anticipate consequences of behavior.
- 7. Propriate striving (to adolescence)**
Future striving.
Goal setting.
- 8. Self and Knower (adult)**
Synthesis of previous stages.



Conscience

- **Must Conscience.**
 - Rule-oriented sense that develops from parental and cultural restrictions.
 - Motivating element is fear of punishment
- **Ought Conscience.**
 - Moral judgments are governed by own personal values and propriate strivings.
 - Grows out of the development of the proprium.



The Healthy Personality

- 1. Capacity for self-extension.**
 - Wide range of interests.
- 2. Capacity for warm human relations.**
- 3. Emotional security and self-acceptance.**
 - Accept and tolerate life's problems.
 - Positive image of self.



The Healthy Personality

- 4. Realistic perceptions.**
 - See things as they are not as they hoped they might be.
- 5. Self-objectification.**
 - Accurate picture of abilities and limitations.
 - Sense of humor.
- 6. Unifying life philosophy.**
 - Something special, unique to live for.



Healthy vs. Unhealthy Person

Healthy	Unhealthy
Early experience of love and security.	Lack of early experience of love and security.
Receiving and giving love.	Cannot give and does not receive affection.
Capacity for individuality.	Need to conform.



Measurement

- Self reports.
- Personal documents.
- Allport-Vernon values measure.



Issues and Contributions

- **Issues.**
 - Lack of scientific rigor.
 - Circularity.
 - No theoretical framework.
 - Ignoring major elements.
- **Contributions.**
 - First to look at traits.
 - Laid groundwork for existential-humanistic approaches.



Postview #1*

Individual Differences

Individuals differ in the traits that predominate in their personalities. Some traits are common (shared) others are unique.

Adaptation & Adjustment

We look too much for illness; Allport was more interested in normal personality.

Cognitive Processes

Our statements can be taken at face value. There is no need to worry about unconscious influences.

* Adapted from Cloninger, S. (2000). *Theories of Personality* 3rd Upper Saddle River, Prentice Hall



Postview #2*

Biological Influences	Heredity influences us to some degree; the mechanism is not specified.
Social Influences	Adaptation to society is critical.
Child Development	The Proprium (self) develops through stages.
Adult Development	Adult development consists of integrating earlier developments.

* Adapted from Cloninger, S. (2000). *Theories of Personality 3rd* Upper Saddle River, Prentice Hall



Raymond Cattell and Hans Eysenck



Overview

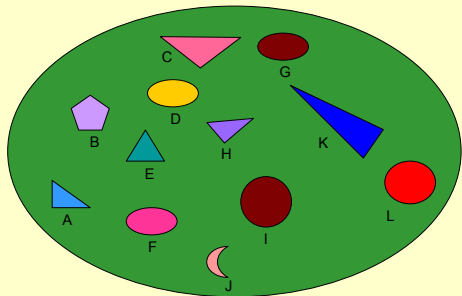
- **Trait theorists.**
- **Focused on empirical/statistical approach (inductive).**
- **High emphasis on genetic factors.**
- **Nomothetic.**
- **Descriptive.**



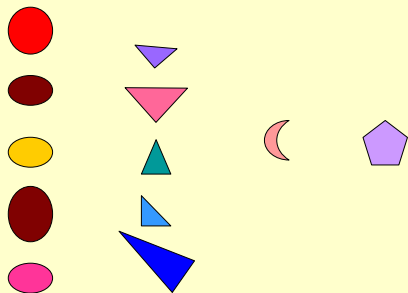
Factor Analysis

Statistical techniques for identifying interrelationships between items with the goal of identifying items that group or cluster together.

How Can These Shapes be Grouped?



Factor 1 Factor 2 Factor 3 Factor 4



Raymond Cattell



Data

- **L-DATA.**
 - Life data.
- **Q-Data.**
 - Self report questionnaires.
 - Attitudes
 - Beliefs.
 - Opinions.
- **T-Data.**
 - Indirect assessments of unconscious aspects.



16 PF

Intelligent	vs.	Unintelligent
Reserved	vs.	Outgoing
Emotional	vs.	Stable
Humble	vs.	Assertive
Expedient	vs.	Conscientious
Placid	vs.	Apprehensive
Shy	vs.	Venturesome



Cattell's Traits

- **Surface Traits.**
 - Related behaviors that can be seen and measured.
 - Represent underlying, hidden traits.
- **Source Traits.**
 - Underlying primary traits that make up a person's personality structure and cause behavior.
 - Correlated with surface traits.
 - Basic elements of personality.



Where Do Traits Come From?

- **Constitutional Source Traits**
 - Genetically determined.
- **Environmental Mold Traits.**
 - Traits that result from personal experience.



Ability Traits

- **Fluid Intelligence.**
 - General aptitude we are born with.
 - Constitutional trait.
- **Crystallized Intelligence.**
 - Aptitude and ability developed through experience.
 - Environmental trait.



Temperament Traits

- Genetically determined.
- Influence
 - Speed of response
 - Energy of response
 - Emotion of response



16 PF

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Energy: Dynamic Traits

- Determine the strength and intensity of a person's behavior.
 - Initiate action.
 - Motivational.



Dynamic Traits: Erg

- **Constitutional source trait.**
- **Similar to instinct, need, or drive.**
- **Types.**
 - Curiosity.
 - Sex.
 - Hunger.
- **Impact**
 - Selective attention
 - Emotional response.
 - Goal-directed behavior.



Ergic Tension

- **Leads to intensity of behavior.**



Dynamic Traits: Metaerg

- Dynamic, environmental, source trait.**
- Learned motivational capacity.
 - **SENTIMENT**
Learned emotional responses to objects, activities or events.
 - **SELF-SENTIMENT**
Learned assessment of self.
 - **ATTITUDE**
Emotional focus on specific objects.



Psychopathology

- **Quantitative differences.**
 - There is an abnormal imbalance in the normal personality characteristics.
- **Qualitative differences.**
 - There are abnormal traits in some people not found in people not suffering from disorders.



Issues and Contributions

- **Issues.**
 - How many traits.
 - What leads to the structure?
- **Contributions.**
 - Inductive, statistical approach.
 - 16 PF



Postview #1*

Individual Differences

Individuals differ in their level of introversion and extroversion; this level is stable throughout life. They also differ in their use of the four psychological functions.

Adaptation & Adjustment

The unconscious has an important role in healthy people and should be explored through symbolism. Health requires balance between conscious and unconscious.

Cognitive Processes

Rational thinking and intuition should be developed. Unconscious images may distort reality.

* Adapted from Cloninger, S. (2000). *Theories of Personality*, 3rd Upper Saddle River, Prentice Hall



Postview #2*

Biological Influences

Some mental characteristics (collective unconscious) and physical characteristics are inherited.

Social Influences

Cultural myths and rituals provide ways to deal with the unconscious. There are important differences between cultures.

Child Development

Early experience holds little importance.

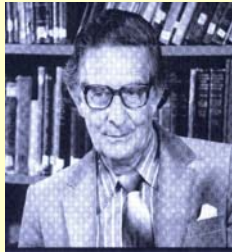
Adult Development

Mid-life change (individuation) involves the exploration of the creative potential of the unconscious.

* Adapted from Cloninger, S. (2000). *Theories of Personality 3rd* Upper Saddle River, Prentice Hall



Hans Eysenck



Overview

- Major interest in permanent, biological traits.
- Deductive approach.
- Attempted to balance individual vs. group.
- Acknowledged intelligence but did not integrate it into his personality model.



Eysenck's Basic Structure (Types)

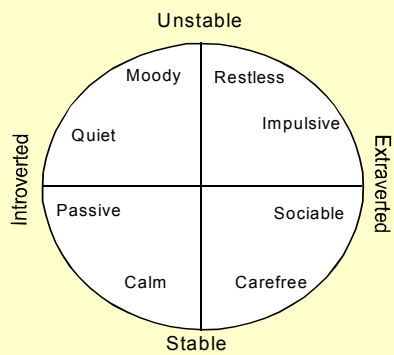
1. (N) Neuroticism vs. Stability
2. (E) Extroversion vs. Introversion
3. (P) Psychoticism



Traits Influenced by the Extroversion Factor

- Sociability.
- Lively.
- Carefree.
- Active.
- Dominant.
- Assertive.
- Surgent.
- Sensation-seeking.
- Venturesome.





Energy and Structure

- **Developed from Arousal Theory.**
 - **Ascending reticular activating system**
 - Higher activity levels influence introversion (E).
 - **Limbic system regulates emotional expression.**
 - This influences neuroticism (N).



Traits and Heritability

1. **Research must show a genetic contribution to P, E, and N.**
2. **We should see P, E, and N in non-human primates.**
3. **We should see P, E, and N in other cultures.**
4. **P, E, and N should be stable over time.**



THE BIG FIVE



History: Lexical Hypothesis

- (1936) Allport and Odbert.
 - 17,953 trait terms in English.
 - Divided these into groups.
 - Identified 4,500 stable trait terms.
- (1943) Cattell
 - Reduced the list to 171 clusters.
 - Later refined it to 35 groups of personality traits.
- (1949) Fiske
 - Through factor analysis identified five factors.



Big Five History, Continued

- (1961) Tupes and Christal
 - Expanded on Fiske's work with larger sample.
- Current.
 - Same five factors identified in many languages and cultures.



The Five Factors

Openness
Conscientiousness
Extraversion
Agreeableness
Neuroticism



Openness to Experience

Down-to-earth - Imaginative
Creative - Uncreative.
Conventional - Unconventional
Routine Preference - Prefer variety.
Uncurious - Curious.
Conservative – Liberal



Conscientiousness

Negligent – Conscientious
Lazy – Hardworking
Disorganized – Organized
Late – Punctual
Aimless – Ambitious
Quitting - Persevering



Extraversion

Reserved – Affectionate
Loner – Joiner
Quiet – Talkative
Passive – Active
Sober – Fun-loving
Unfeeling - Passionate



Agreeableness

Ruthless – Soft-hearted
Suspicious – Trusting
Stingy – Generous
Antagonistic – Acquiescent
Critical – Lenient
Irritable – Good-natured



Neuroticism

Calm – Worrying
Even-tempered – Temperamental
Self-satisfied – Self-pitying
Comfortable – Self-conscious
Unemotional – Emotional
Hardy - Vulnerable



Issues and Contributions

- | | |
|---|---|
| <ul style="list-style-type: none">• Issues– Where do the factors come from.– Descriptive.– How comprehensive? | <ul style="list-style-type: none">• Contributions– Framework across cultures and languages.– Strong empirical support. |
|---|---|



Postview #1*

Individual Differences

Individuals differ in their traits which are measured by personality tests.

Adaptation & Adjustment

Neuroses and psychoses may be described by a combination of traits and are influenced by heredity. Biologically based traits (e.g. *anxiety*) contribute to maladjustment.

Cognitive Processes

Mental ability can be measured objectively. Culture-free intelligence can be assessed.

* Adapted from Cloninger, S. (2000). *Theories of Personality*. 3rd Upper Saddle River, Prentice Hall



Postview #2*

Biological Influences

Heredity influences many personality characteristics.

Social Influences

There are cultural differences, but there are universal traits that exist in all cultures.

Child Development

Some traits are influenced by early experience that interacts with biological predispositions.

Adult Development

Some traits may change as we age, but generally they are stable over time.

* Adapted from Cloninger, S. (2000). *Theories of Personality*. 3rd Upper Saddle River, Prentice Hall



THE
END

