


## Theories of Personality~2

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## Representative “Neo-Freudians”

- Adler, in his *individual psychology*, opposed Freud’s negativity especially the *death instinct* & the idea of a *sexual libido*.
- Instead, he emphasized:
  - social influences; and,
  - ...a person’s goals for the future (& not their past or their instincts) as motivating forces.
- He postulated a *striving for superiority* as a drive also, ...
  - ...a drive to adapt, improve oneself, and master life’s challenges.

*Alfred Adler(1870-1937)*




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## Representative “Neo-Freudians”

- Adler also believed that people use *compensation* to deal with *feelings of inferiority* that originate in childhood, ...although sometimes too much;
- ...in some persons, for example, their *inferiority feelings* can become excessive and lead to the development of an *inferiority complex*.
- In general, Adler had a more optimistic view of our control over our own destiny.

*Alfred Adler(1870-1937)*

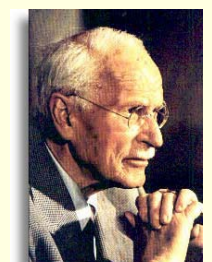


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## Representative “Neo-Freudians”

- Freud’s chosen successor, Carl Jung, broke with Freud over his views of the *unconscious* & the role of *sexuality* in human behavior.
- He viewed the *libido* (Freud’s term for our sexual energy) as a composite of all *creative instincts and impulses* (not just sexual) and the entire motivating force of human conduct.
- His *analytic psychology*, in fact, was quite mystical.

*Carl Jung(1875-1961)*

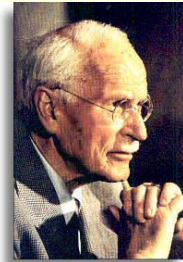


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## Representative “Neo-Freudians”

- Our life's goals are to unify our *conscious* & *unconscious* mind and our tendencies toward *extroversion* or *introversion*;
- He distinguished between a *personal unconscious* (comparable to Freud's) & a *collective unconscious*...
  - ...the latter taken to be a collection of ancestral memories or *archetypes*.
- Archetypes* are emotionally charged images & thought forms that have universal meaning.

Carl Jung(1875-1961)



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## Representative “Neo-Freudians”

- A Jungian archetype, that is, is a thought pattern that finds worldwide parallels in unrelated *cultures*...e.g.,
  - the idea of the *wise old man*; and
  - the all-powerful person or *superman*... and
  - mothers* as the prototypical representations of *nurturance*.
- Jung believed that such *archetypal images and ideas* reside in the *collective unconscious* of every human being and are inherited from one's ancestors and ultimately shared with the entire human race.
- They form the *core substance* of the *collective unconscious*.



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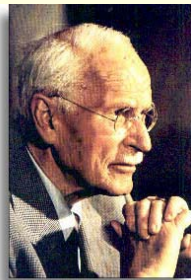
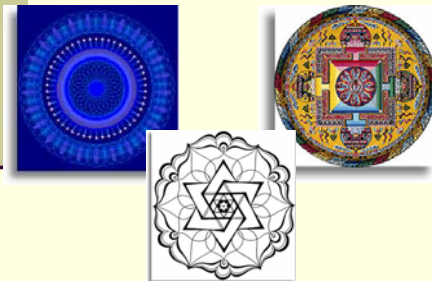
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## Representative “Neo-Freudians”

- Finally, Jung found that symbols too, such as the *mandala* or *magic circle*, appear consistently in many cultures in all of which it is seen as a *symbol of the unified wholeness of the self*.

Carl Jung(1875-1961)



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## Representative “Neo-Freudians”

- Karen Horney (pronounced *Horn Eye*), like Freud, placed great importance on childhood experiences.
- However, she was more concerned with *social relationships*, especially with parents, whereas Freud emphasized *internal conflicts*.
- She created the concept of *basic anxiety* referring to a child's insecurity and doubt when a parent is indifferent, unloving, or disparaging.
- This *basic anxiety*, according to Horney, leads the child to a *basic hostility* toward his or her parents.
- The child may then become *neurotic* as an adult.
- Horney, like many later psychologists, challenged many of Freud's ideas as being *misogynistic*, that is, *to put it mildly*,
  - ...manifesting a distinct abhorrence of, and lack of respect for, women.

Karen Horney(1885-1952)



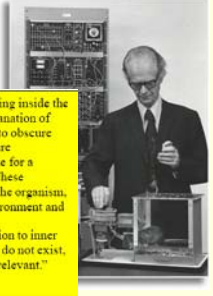
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## Behaviorism & Personality

**B. F. Skinner(1904-1990)**




"The process of looking inside the organism for an explanation of behavior has tended to obscure the variables which are immediately available for a scientific analysis. These variables lie outside the organism, in its immediate environment and in its environmental history... The objection to inner states is not that they do not exist, but that they are not relevant."  
*B. F. Skinner*

- For Skinner, *personality is just behavior* and behavior is determined by principles of operant conditioning.
- Mental processes and structures are not important in determining the link between behavior and its controlling environmental conditions.
- For Skinner, *free will is an illusion*, and in his strong *determinism* he contends that behavior is fully under the control of factors in the environment..
- He wrote:

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## Behaviorism & Personality

**B. F. Skinner(1904-1990)**



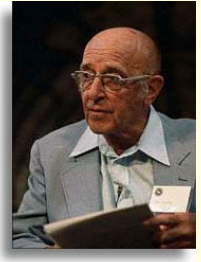
- The consistency that is observed in the behavior of individuals is the result of the development of what he calls *stable response tendencies*.
- These *tendencies*, acquired through experience, may change in the future as a result of new experience but they are enduring enough to create a certain amount of consistency in a person's behavior.
- Implicitly, therefore, Skinner may be said to view *personality as a collection of response tendencies that are tied to various stimulus situations and may vary in strength depending on past conditioning*.

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## Person-Centered Theory

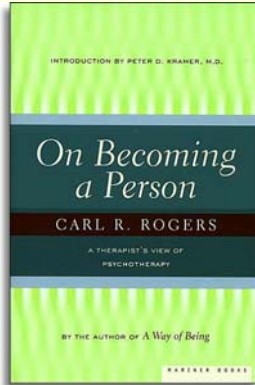
- Rogers *humanistic person-centered* views opposed the so-called pessimistic dehumanizing negative view of humanity inherent in the two other "theoretical forces," dominant at the time, viz., psychoanalysis and behaviorism.
- His view, also called the "*third force*," promoted a more optimistic humane view of human kind.
- Roger's views, however, like Freud's, grew out of his (Roger's) *person-centered, client-centered, non-directive psychotherapy*.
- A key idea in his system is that of the *self*, defined as a collection of beliefs about one's own nature, unique qualities, and typical behavior.
- *Self-concepts* (personal ideas about the self) that are *consistent with reality* are said to exhibit *congruence*,
  - ...when they are not, they exhibit *incongruence*, and are a threat to one's psychological well being.
- Experiencing *unconditional love* in childhood promotes *congruence* in adulthood, he believed, ...
- ...whereas having received love and affection with "strings attached," so-called *conditional love*, can lead to *incongruence* in adulthood regarding the self.

**Carl Rogers( 1902- 1987 )**




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## Person-Centered Theory



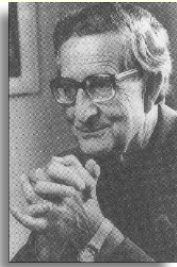
**Carl Rogers( 1902- 1987 )**



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## Biological Trait Theory

Hans Eysenck (1916-1997)

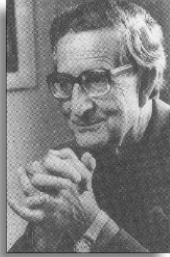


- Hans Eysenck believed that personality is determined to a very large extent by a person's genes, our biology.
- He believed, for example, that our genetic makeup, principally our *temperament*, influenced our ability to be conditioned which in turn affected the personality traits we acquire through conditioning processes in the environment.
- He employed complex statistical analysis—called *factor analysis*—which uses a large volume of data to extract personality-related dimensional patterns hidden within it.
- If, for example, you give long lists of adjectives to a large number of people for them to rate themselves on, you have prime raw material for *factor analysis*.

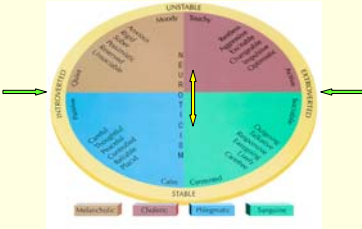
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## Biological Trait Theory

Hans Eysenck (1916-1997)



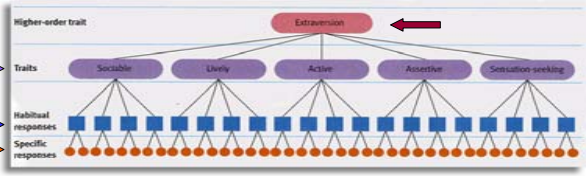
- Based on his statistical analyses, two principle dimensions of personality emerged:
  - *introversion ~ extroversion*; and,
  - ...a *neuroticism* dimension on which people are rated as to whether they are emotionally *stable* or *unstable*.



What is immediately obvious in Eysenck's dimensions is their overlap with the Hippocratic temperaments.

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## Biological Trait Theory



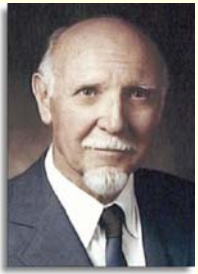
- Eysenck viewed personality trait structure in a hierarchical arrangement.
- In this schema, a higher order trait, here it is *EXTRAVERSION*...
- ...is composed of an array of lower order *traits*...
- ...which in turn are associated with a person's *habitual responses* following which we can identify...
- the *specific responses* linked with them.

A person may say good morning to work associates ~ a *specific response*.  
 If she does this regularly then it is an *habitual response*.  
 This behavior in turn is a manifestation of a personality trait called *sociability*, i.e., being *sociable*.  
 Being *sociable*, in turn, is one of many traits composing the higher-order personality trait called *extraversion*, being an outgoing person-oriented individual.

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## The 16PF Trait Concept

Raymond Cattell (1905-1998)



- Like Eysenck, Raymond Cattell used *factor analysis* to analyze a huge volume of personality data in order to extract core traits.
- He subsequently concluded that there are **16 trait dimensions** upon which all persons can be rated.
- His **16 Personality Factor** profiling inventory is widely used for screening persons for jobs in many government and industrial settings.

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## The 16PF Trait Concept

**Cattell's 16 Personality Factors**

<b>Abstractness</b>	imaginative versus practical
<b>Apprehension</b>	insecure versus complacent
<b>Dominance</b>	aggressive versus passive
→ <b>Emotional Stability</b>	calm and stable versus high-strung and unstable
<b>Liveliness</b>	enthusiastic versus serious
→ <b>Openness to Change</b>	liberal versus traditional
<b>Perfectionism</b>	compulsive and controlled versus indifferent
<b>Privateness</b>	pretentious versus unpretentious
<b>Reasoning</b>	abstract versus concrete
→ <b>Rule Consciousness</b>	moralistic versus free-thinking
<b>Self-Reliance</b>	leader versus follower
<b>Sensitivity</b>	sensitive versus tough-minded
→ <b>Social Boldness</b>	uninhibited versus timid
<b>Tension</b>	driven and tense versus relaxed and easy going
<b>Vigilance</b>	suspicious versus accepting
→ <b>Warmth</b>	open and warmhearted versus aloof and critical

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## The 16PF Trait Concept

- The grey area in this report form defines the average range...
- ...trait characteristics that are neither HIGH...
- ...or LOW.

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## The Five-Factor Model of Personality

- The “Big Five” model of personality structure is “hot” today.
- Thousands of studies have been done exploring correlations between the *Big Five Traits* and other characteristics such as *self-esteem, well-being at mid-life, social status* and others.
- In general, the “Big Five” model and other trait theories have been the most widely studied scientifically since they are the easiest to quantify.
- Freudian constructs, by contrast, are more difficult to *operationally define, measure, and validate*.

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## The Five-Factor Model of Personality

- **Neuroticism** - A tendency to easily experience unpleasant emotions such as anxiety, anger, or depression.
- **Extraversion** - Energy, surgency [being dominant & motivated], and the tendency to seek stimulation and the company of others.
- **Agreeableness** - A tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others.
- **Conscientiousness** - A tendency to show self-discipline, act dutifully, and aim for achievement.
- **Openness to experience** - Appreciation for art, emotion, adventure, and unusual ideas.


These traits are usually measured as percentile scores, with the average mark at 50%; so for example, ...a **Conscientiousness** rating in the 80th percentile indicates a greater than average sense of responsibility and orderliness, while...  
...an **Extraversion** rating in the 5th percentile indicates an exceptional need for solitude and quiet.

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## Maslow's Needs Theory & Self-Actualization

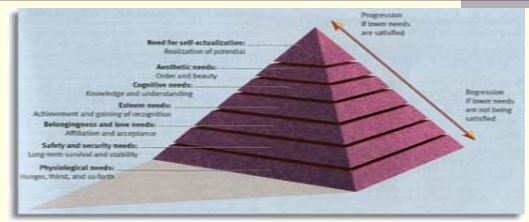
- Abraham Maslow proposed that all *human needs* are systematically arranged and prioritized into a hierarchy in a person's life.
- In this arrangement a person's basic needs must be met before higher level ones can be addressed.
- This hierarchical schema, therefore, is usually depicted in the form of a pyramid with...
  - ...more basic needs at the bottom...
  - ...and higher level needs at the top.
- When the needs at one level are reasonably well satisfied, this *satisfaction activates needs at the next level.*

Abraham Maslow (1908-1970)



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## Maslow's Need's Theory & Self-Actualization



Like Rogers, Maslow argued that humans have an innate drive toward personal growth. Thus, he describes the needs at the upper levels as "growth needs." Foremost among those are the need for *self-actualization*, which is the need to fulfill all one's potential. "What man can be," Maslow wrote, "he must be." In Maslow's theory, frustration and discontent occurs when fulfillment of needs is frustrated.

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## Maslow's Needs Theory & Self-Actualization

**Self-actualizing persons are persons with exceptionally healthy personalities.**

**Their lives are marked by continued personal growth on into their senior years.**

**Self-actualizers are accurately tuned into reality and they are at peace with themselves.**

**They are open and spontaneous and retain a fresh appreciation of the world around them.**

**They are independent and not dependent on others for approval.**

**These persons have "peak experiences" (profound emotional highs) more frequently than other non-self-actualizing persons.**

**Other characteristics appear at right.**

Characteristics of self-actualizing people

- 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
- 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

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