Personality Theories

- Chapter 11
Personality

- Concept of personality
  - Most clearly embodies the notion of behavioral consistency
- Personality factors – clusters of behavior tendencies that occur together
Psychoanalytic Perspective
- Sigmund Freud

- Conscious/unconscious
  - Ego
  - Superego
  - Personal Unconscious

- Unconscious
  - Id
Sigmund Freud - Defense Mechanisms

- Denial
- Repression
- Regression
- Projection
- Reaction formation
- Displacement
- Intellectualization
- Rationalization
“I have metal fillings in my teeth. My refrigerator magnets keep pulling me into the kitchen. That’s why I can’t lose weight!”
Sigmund Freud - Dreams

- “Royal road to the unconscious”
- Manifest dream
- Latent dream
- Use in therapy – free association; slips of tongue
Carl Jung -
Parts of Personality

• Conscious

• Personal Unconscious

• Collective Unconscious
  – Inherited universal ideas
  – Archetypes - innate universal psychic dispositions- part of nervous system
Carl Jung - Archetypes

- Inherited biological memories—examples—
  - Persona
  - Animus; anima
  - Shadow
  - Self
Carl Jung - Personality Types

- Thinking
- Feeling
- Sensation
- Intuition
Alfred Adler - Social Equality

- Inferiority Complex
- Teleology = future orientation
- Family Council
- Education
Karen Horney - Inner Conflicts

- Anxiety
- Coping strategies
- Three personality types-
  - Moving toward people
  - Moving against people
  - Moving away from people
Karen Horney – Sadism

- End of a severe neurosis
- Early childhood abuse
- Hopelessness
- Numb to feelings
- Style of relationships
Existentialism - Viktor Frankl

- Existentialism
- Theory
  - Will to meaning
  - Suffering has meaning
  - Conscience = unconscious spirituality
  - Existential vacuum
- Boredom
- "Sunday neurosis"
- Therapy = logotherapy
Chapter 11
Review

- Definitions – personality, etc.
- Basic structure, parts, functions of each theory

- Psychoanalytic Perspective
  - Freud – unconscious, defense mechanisms, anxiety
  - Jung – collective unconscious; archetypes
  - Adler – perfectionism: inferiority complex
  - Horney – anxiety; three types of people; sadism
  - Frankl – existentialism theory; logotherapy
Humanist Perspective

- Importance of free will and personal choice
- People are basically good
- Unconditional positive regard
- Self-actualization
Humanist Theories - Eric Fromm

- Loneliness
- Society to blame
- Needs-
  - Relatedness - loss with nature
  - Transcendence - over animal nature to become creative
  - Rootedness - belonging
  - Sense of personal identity
  - Frame of reference - stability
Eric Fromm -
Character Orientations

- Receptive - dependency
- Exploitative - takers
- Hoarding - misers
- Marketing- selves
- Productive – value others
- Necrophilus
- Biophilous
- Concept of love - society
Humanist Theories –
Carl Rogers

- Structure of Personality –
  - Organism
  - Self
  - Organism and Self
Carl Rogers –
Structure of Personality

Organism –

• Phenomenal field - person’s perception of his subjective reality – has one motive: self-actualization; innate

Self –

• Pattern of conscious perceptions and values
• Develops out of O; interacts with E
• Strives for consistency
• Perception, not what is, is important

Ideal self – ever changing
Carl Rogers -
Structure of Personality

Organism and Self-

• Congruence / Incongruence
  - Between subjective reality and external reality
  - Between self and ideal self
Carl Rogers - Development of Personality

• Self-actualization

• Anxiety
  – Outcome of discrepancy between one’s distorted self-concept and actual experience - felt as threat

• Defense mechanisms
  – Denial
  – Distortion

• Self-serving bias
Trait Theory - Raymond Cattell

- Focus on description of behavior
- Five traits at core of personality
- Research confirms genetic components in certain personality traits.
- More concerned with describing behavior than explaining it.
Assessing Personality

• **Psychological Tests**
  – Standardized
  – Norms
  – Reliability / validity

• **Self-Report Measures**
  – MMPI
  – Campbell-Strong

• **Projective tests**
  – Rorschach
  – TAT

• **Behavioral assessment**

• **Battery of tests**
Male

Raw Score: 0 2 10 10 4 42 23 28 30 17 22 37 18 46

K to be added: 5 4 10 10 2

Raw Score with K: 14 32 28 47 20
Chapter 11
Review

Humanistic Perspective
• Fromm – loneliness; needs; character orientations
• Rogers – phenomenal field; discrepancies and incongruencies; anxiety; unconditional positive regard;

Trait Theory
• Cattell – psychological testing; MMPI
Social-Cognitive Approach - George Kelly

- **Personal Construct Theory** - Each person creates a set of unique cognitive constructs about environment. Prediction.

- **Construct Alternativism** - We are free to revise or replace constructs with other alternatives. Adaptability.

- **Processes** - Ways we anticipate events. Future oriented for control; consequences.
Social-Cognitive Approach - George Kelly

- **Cognitive Complexity** – Ability to discriminate, see variety among people

- **Cognitive Simplicity** - Less discrimination

- **Fixed Role Therapy** – Client first plays a role, then lives it
Film – Social Cognition Model
Social-Cognitive Approach - Albert Bandura

- Basic idea - behavior is influenced by interaction between individual and situations
- Beliefs, thoughts, cognitive activity important - cancer; Simonton studies
Social-Cognitive Approach - Albert Bandura

• Latent learning without reinforcement
• Observational learning – pioneered research
• Violence on TV
Social-Cognitive Approach - Albert Bandura

• Terms –
  – Vicarious reinforcement
  – Disinhibition -
    • weakening of a restraint thru exposure to a model – ex. mobs
  – Self-reinforcement -
    • can be tangible or emotional
Social-Cognitive Approach - Albert Bandura

• **Self-efficacy** -
  - learned expectations regarding one’s success in performance of certain behavior

• **Reciprocal determinism** -
  - interaction between individuals and E

• **Triadic reciprocity** –
  - behavior, cognition, and E variables are reciprocal determinants of each other
Biological & Evolutionary Approaches - Daniel J. Siegel

• Nature vs. nurture -
  – Genetic components in temperament

• State of mind -
  – Repeated patterns of activity in brain become engrained

• Self-states -
  – Multiple selves

• Authentic self-states
Film – Personality Brain
Exploring the Self

- Self-esteem
- Self-serving bias
- Individualist vs. collectivist cultures
Chapter 11
Review

Social-Cognitive Perspective

- Kelley – personal construct theory; cognitive complexity / simplicity; fixed role therapy
- Bandura – interaction between individual and situations; disinhibition; self-efficacy; reciprocal determinism
Chapter 11 Review

Biological Perspective
- Siegel – states of mind; authentic self-states; reality

Self
- Self-esteem; self-serving bias; individualist/collectivist culture