Theories of Personality & Intelligence

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HKIEd
Learning Objectives

- Personality from various perspectives:
  - Freud’s historical views of personality & modern modifications
  - Behavioral and social cognitive explanations of personality
  - How humanists explain personality
  - The history and current views of the trait perspective

- Advantages and disadvantages of various measure of personality
Personality

- **Personality**
  - Unique way individual thinks, feels, and acts throughout lifespan

- **Character**
  - Value judgments on moral and ethical behavior

- **Temperament**
  - Based in biology
    - Genetic and prenatal influences

- Character and temperament are components of personality
Four Perspectives in the Study of Personality

- **Psychoanalytic**
  - Beginning with Freud
  - Focus on the role of the unconscious

- **Behaviorists**
  - Origins in learning theory
  - Focus on environmental influences

- **Humanistic**
  - Focus on conscious life experiences and choices

- **Trait Theorists**
  - Concerned with the characteristics of personality
1. Psychoanalysis: Sigmund Freud

- Freud founded the psychoanalytic movement
  - Believed in layers of consciousness
  - Must be understood in the social context of the Victorian era
Sigmund Freud

 "Obsession" with sexual explanations for abnormal behavior
  ▪ Reflects repressive attitudes about sexuality
  ▪ Patient concerns often centered on sexual conflicts
The Unconscious Mind

Mind divided into three parts:

- Conscious
  - Aware of immediate surroundings and perceptions
- Preconscious
  - Information available but not currently conscious
- Unconscious
  - Thoughts, feelings, and memories not easily or voluntarily brought into consciousness

Unconscious content revealed in dreams, slips of the tongue
**Conscious:** Contact with outside world

**Preconscious:** Material just beneath the surface of awareness

**Unconscious:** Difficult to retrieve material; well below the surface of awareness
Freud’s Theory: Parts of Personality

- **Id**
  - Present at birth, completely unconscious
  - Libido
    - Instinctual energy, conflict with society’s standards
  - Pleasure principle
    - Immediate satisfaction, no regard for consequences

- **Ego**
  - Deals with reality; conscious, rational, logical
  - Reality principle
    - Satisfy demands of id when no negative consequences exist

- **Superego**
  - Moral center; source of pride or guilt
  - Ego ideal
    - Standards for moral behavior
<table>
<thead>
<tr>
<th>Defense Mechanism</th>
<th>Example</th>
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<tbody>
<tr>
<td><strong>Denial:</strong> refusing to recognize or acknowledge a threatening situation.</td>
<td>Ben is an alcoholic who denies being an alcoholic.</td>
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<td><strong>Repression:</strong> “pushing” threatening or conflicting events or situations out of conscious memory.</td>
<td>Elise, who was sexually abused as a child, cannot remember the abuse at all.</td>
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<td><strong>Rationalization:</strong> making up acceptable excuses for unacceptable behavior.</td>
<td>“If I don’t have breakfast, I can have that piece of cake later on without hurting my diet.”</td>
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<td><strong>Projection:</strong> placing one’s own unacceptable thoughts onto others, as if the thoughts belonged to them and not to oneself.</td>
<td>Keisha is attracted to her sister’s husband but denies this and believes the husband is attracted to her.</td>
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<tr>
<td><strong>Reaction formation:</strong> forming an emotional reaction or attitude that is the opposite of one’s threatening or unacceptable actual thoughts.</td>
<td>Matt is unconsciously attracted to Ben but outwardly voices an extreme hatred of homosexuals.</td>
</tr>
<tr>
<td><strong>Displacement:</strong> expressing feelings that would be threatening if directed at the real target onto a less threatening substitute target.</td>
<td>Sandra gets reprimanded by her boss and goes home to angrily pick a fight with her husband.</td>
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<td><strong>Regression:</strong> falling back on childlike patterns as a way of coping with stressful situations.</td>
<td>Four-year-old Jeff starts wetting his bed after his parents bring home a new baby.</td>
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<td><strong>Identification:</strong> trying to become like someone else to deal with one’s anxiety.</td>
<td>Marie really admires Suzy, the most popular girl in school, and tries to copy her behavior and dress.</td>
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<tr>
<td><strong>Compensation (substitution):</strong> trying to make up for areas in which a lack is perceived by becoming superior in some other area.</td>
<td>Reggie is not good at athletics, so he puts all of his energies into becoming an academic scholar.</td>
</tr>
<tr>
<td><strong>Sublimation:</strong> turning socially unacceptable urges into socially acceptable behavior.</td>
<td>Alain, who is very aggressive, becomes a professional hockey player.</td>
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Freud: Stages of Personality Development

- Personality develops in a series of stages
- Fixation
  - Unresolved conflict in psychosexual stage
  - Results in personality traits and behavior associated with that earlier stage
- The stages are labeled psychosexual stages
  - Five stages tied to child’s sexual development
Freud: Stages of Personality Development

- **Oral stage**
  - Occurs during first year of life
  - Mouth is erogenous zone
  - Weaning is primary conflict
  - Id dominates

- **Anal stage**
  - 1 to 3 years of age
  - Anus is erogenous zone
  - Toilet training is source of conflict
  - Ego develops
  - Fixated personalities:
    - Anal expulsive personality: Messy, destructive, and hostile
    - Anal retentive personality: Neat, fussy, stingy, and stubborn
Freud: Stages of Personality Development

- **Phallic stage**
  - 3 to 6 years of age
  - Child discovers sexual feelings
  - Superego develops
  - Oedipus complex
    - Child develops sexual attraction to opposite-sex parent
    - Jealousy of the same-sex parent
  - Identification
    - Defense mechanism
    - Child identifies with same sex parent to deal with anxiety

- **Latency**
  - Age 6 to puberty
  - Sexual feelings of the child are repressed
  - Child grows socially, intellectually, physically
Freud: Stages of Personality Development

- **Genital**
  - Puberty and on
  - Sexual feelings reawaken
  - Parents are no longer target of attraction
Neo-Freudians

- Jung
  - De-emphasized Freud’s focus on biology and sexuality
  - Unconscious more complex than suggested by Freud
    - E.g. Collective unconscious
      - Memories of ancient fears
      - Themes common in folktales and cultures

- Adler
  - Conflicts rooted in feelings of inferiority
  - Driving force is pursuit of superiority
Neo-Freudians

- **Horney**
  - Theory based on anxiety
  - Rejected concept of penis envy
  - Focus on “basic anxiety”
    - Struggle with powerful world of older children and adults

- **Erikson** (discussed in lecture 3)
  - Theory based on social rather than sexual relationships
  - Covers entire life span
Modern Psychoanalytic Theory

Current research supports:

- Defense mechanisms to explain irrational behavior
- Concept of an unconscious mind that can influence conscious behavior
2. Behaviorism and Personality

- Define personality as a set of learned responses or habits
  - Habits
    - Well-learned, automatic responses

- Social cognitive learning theorists
  - Emphasis on influence of other’s behavior and own cognitive processes (e.g. expectancies, anticipation, judging, memory) on learning
  - Learning by imitation of models
Bandura’s Reciprocal Determinism and Self-efficacy

- **Reciprocal determinism**
  - Environment, personal characteristics, and behavior interact to determine future behavior

- **Self-efficacy**
  - Perception of
  - Not the same as self-esteem
Rotter’s Social Learning Theory: Expectancies

- Personality as stable set of potential responses to various situations
- Locus of control
  - Degree one assumes to have control or not have control over consequences in life
  - Internal
    - Assume personal actions control events
  - External
    - Assume results are beyond personal control
3. Humanism and Personality

- Humanistic perspective
  - Focuses on aspects of personality that make people uniquely human
  - Subjective feelings, freedom of choice
  - Developed as a reaction against:
    - Negativity of psychoanalysis
    - Deterministic nature of behaviorism
Roger’s Theory of Personality

- Self-actualizing tendency
  - Humans strive to reach unique potential
  - Self-concept is tool for self-actualization

- Components of self-concept
  - Real self
    - Actual perception of characteristics, traits, abilities
    - Forms basis of striving for self-actualization
  - Ideal self
    - Perception of what one should or would like to be
Carl Rogers and Self-Concept

- **Positive regard**
  - Warmth, affection, love, respect
  - Comes from significant others in one’s life

- **Unconditional positive regard**
  - Regard given without conditions or strings attached

- **Conditional positive regard**
  - Given only when doing what providers of positive regard wish

- **Fully functioning person**
  - In touch with and trusting deepest, innermost urges and feelings

LO 11.6 How humanists explain personality
4. Trait Theories of Personality

- Describe characteristics that make up human personality
- Attempt to predict future behavior
  - Trait
    - Consistent, enduring way of thinking, feeling, or behaving
Trait Theories of Personality

LO 11.7 The history and current views of the trait perspective

- Allport
  - Developed a list of 200 traits
  - Believed traits were literally “wired” into nervous system

- Cattell
  - Defined traits as surface and source
  - Based personality questionnaire on 16 source traits
Trait Theories of Personality

- Statistical technique:
  - Factor analysis
    - Evaluating groupings and commonalities in numerical data
Trait Theories of Personality

The Big Five: Five basic core trait dimensions

- **Openness**
  - Willingness to try new things, open to new experiences

- **Conscientiousness**
  - Organization, thoughtfulness of others; dependability

- **Extraversion**
  - Refers to need to be with other people
    - Extraverts: Outgoing and sociable
    - Introverts: Prefer solitude, dislike being the center of attention

- **Agreeableness**
  - Emotional style; ranging from easygoing, friendly, and likeable to grumpy, crabby, and unpleasant

- **Neuroticism**
  - Degree of emotional instability or stability
Trait Theories Today

LO 11.7 The history and current views of the trait perspective

✧ Cross-cultural research:
  ✧ Supports five-factor model in many different cultures
  ✧ Future research to explore
    ✷ Child-rearing practices influence on factors
    ✷ Heredity’s influence on the personality factors
<table>
<thead>
<tr>
<th>TYPE OF ASSESSMENT</th>
<th>MOST LIKELY USED BY...</th>
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<tr>
<td>Interviews</td>
<td>Psychoanalysts, Humanistic Therapists</td>
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<td>Projective Tests</td>
<td>Psychoanalysts</td>
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<tr>
<td>Rorschach</td>
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<tr>
<td>Thematic Apperception Test</td>
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<td>Behavioral Assessments</td>
<td>Behavioral and Social Cognitive Therapists</td>
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<td>Direct Observation</td>
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<td>Rating Scales</td>
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<td>Frequency Counts</td>
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<td>Personality Inventories</td>
<td>Trait Theorists</td>
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<tr>
<td>Sixteen Personality Factor Questionnaire (16PF)</td>
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<tr>
<td>Neuroticism/Extraversion/Openness Personality Inventory (NEO-PI)</td>
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<tr>
<td>Minnesota Multiphasic Personality Inventory, Version II (MMPI-2)</td>
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<td>Myers-Briggs Type Indicator (MBTI)</td>
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<td>Eysenck Personality Questionnaire (EPQ)</td>
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<td>Keirsey Temperament Sorter II</td>
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<td>California Psychological Inventory (CPI)</td>
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Measuring Personality: Interviews

- Professional asks questions of the client and client answers
  - May be structured or unstructured

- Problems with interviews
  - Can be biased and prejudiced
  - Halo effect
    - Interviewer is affected by first impression (may be positive or negative)
    - Subsequent interviews are influenced by this
Measuring Personality: Projective Tests

- Client projects unconscious concerns and fears onto ambiguous visual stimuli
- Tests are commonly used as a diagnostic tool
  - Uncover problems in personality
- Rorschach inkblot test
  - uses 10 inkblots as the ambiguous stimuli
Figure 11.5  Rorschach Inkblot Example
A facsimile of a Rorschach inkblot. A person being tested is asked to tell the interviewer what he or she sees in an inkblot similar to the one shown. Answers are neither right nor wrong but may reveal unconscious concerns. What do you see in this inkblot?
Measuring Personality: Projective Tests

LO 11.8. Advantages and disadvantages of various measures of personality

- Thematic Apperception Test (TAT)
  - 20 pictures of people in ambiguous situations are visual stimuli

- Test interpretation can be very subjective
  - Not scientific or necessarily accurate
Figure 11.6  Thematic Apperception Test Example
A sample from the Thematic Apperception Test (TAT). When you look at this picture, what story does it suggest to you? Who are the people? What is their relationship?
Measuring Personality: Behavioral Assessments

- **Direct observation**
  - Professional observes client engaged in day-to-day behavior
  - Seen in either a clinical or natural setting

- **Rating scale**
  - Numerical value is assigned to specific behavior listed in the scale

- **Frequency count**
  - Frequency of a particular behavior is counted
Measuring Personality: Personality Inventory

- Paper and pencil or computerized test
- Consists of statements requiring specific, standardized responses
  - Example: NEO-PI
  - Neuroticism/Extraversion/Openness Personality Inventory
  - Based on the five-factor model