

KMC 1093

PERSONALITY DEVELOPMENT

UNIT ONE – INTRODUCTION

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Table of Content

In this unit, we are going to look at:

- Definition of personality
 - Nature of personality
- Factors influence personality development
 - Debatable issues in personality
 - Application of personality

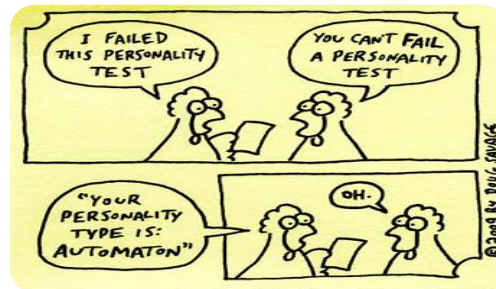
Learning Unit Objectives

In the end of this unit, you will be able to:

- Define personality according to different personality theorists.
 - Discuss the nature of personality.
- Discuss the different factors influence the development of personality.
- Describe the different debatable issues in personality.
 - Discuss the application of personality.

Overview

- Personality has been discussed in broad ways: based on heredity, social, cultural, value, socioeconomic and other environmental factors .
- Do you have abilities to assess and describe everything about your characters?
 - ✓ Personality links to assessment process.



Overview

- Personality is associated with psychological aspects (cognitive, behavior and emotion)
- Each individual has his or her own way of interacting with other people and with his or her social environment.

What is Personality?

- Almost everyday we describe and assess the personalities of the people around us.
- Whether we realize it or not, these daily musings on how and why people behave as they do are similar to what personality psychologists do.
- While our informal assessments of personality tend to focus more on individuals, personality psychologists instead use conceptions of personality that can apply to everyone.
- Personality research has led to the development of a number of theories that help explain how and why certain personality traits develop.

<http://psychology.about.com/od/overviewofpersonality/a/persondef.htm>

Who am I?

What is he like?

Why would he do such a thing?

Why does she always act that way?

Your Personality



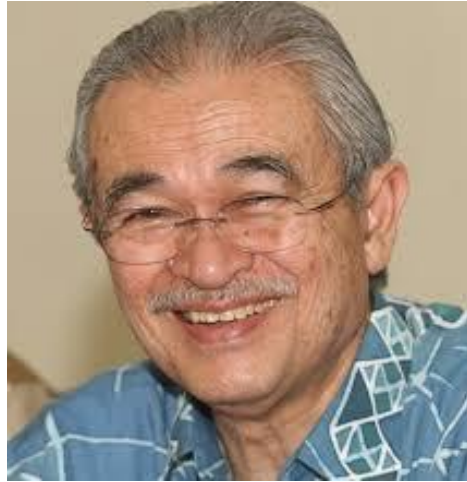
He has a good personality.

He is such a disturbed person.

Why do I do the things I do?







Now, YOU Tell me...



When I was little..

Now, I am..

Two Questions..

- How do we come to have the personalities that we do?
- What happens to personality across development?

Definitions of Personality

- While there are many different theories of personality, the first step is to understand exactly what is meant by the term personality.
- The word personality itself stems from the Latin word persona, which referred to a theatrical mask worn by performers in order to either project different roles or disguise their identities.
- A brief definition would be that personality is made up of the characteristic patterns of thoughts, feelings and behaviors that make a person unique.
- In addition to this, personality arises from within the individual and remains fairly consistent throughout life.

Definition of Personality

- ◎ Personality can be defined as those **inner psychological characteristics** that determine and reflect how a person responds to his or her environment (Kanuk & Schiffman, 2004)
- ◎ **Inner psychological characteristics** : qualities, attributes, traits, factors and values.

Theorist Definitions

“Personality is that which permits prediction of what a person will do in a given situation. It is concerned with all the behavior of the individual, both overt and under the skin.”

(Raymond Cattell)

Theorist Definitions

“Personality is the more or less stable and enduring organization of a person’s character, temperament, intellect and physique, which determines his unique adjustment to his environment.”

(Hans Eysenck)

Theorist Definitions

“Personality is the **dynamic organization** within the individual of those psychophysical systems that determine his unique adjustments to his environment.”

(Gordon Allport)

Theorist Definitions

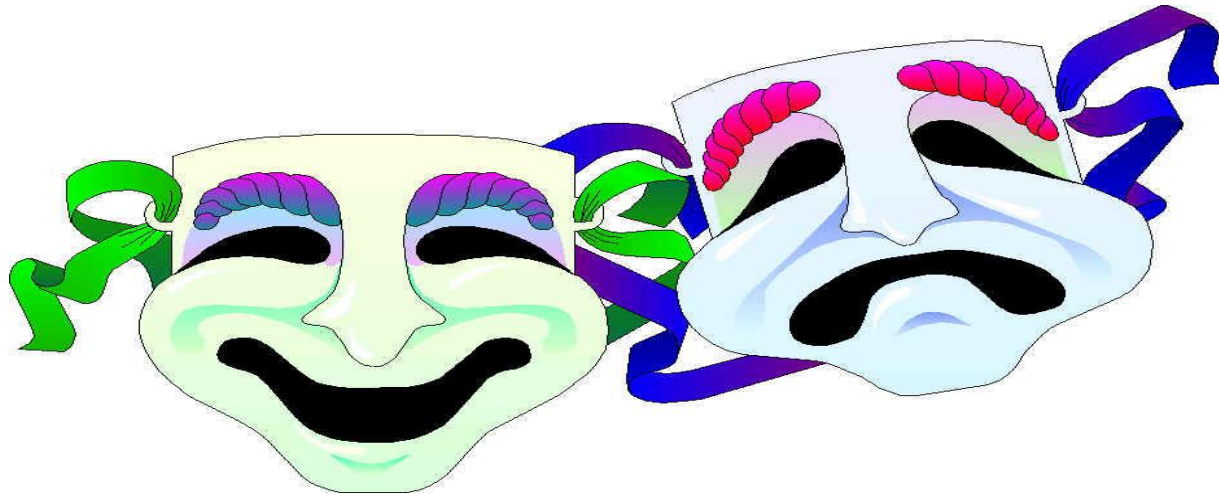
- "Personality refers to individuals' characteristic patterns of thought, emotion, and behavior, together with the psychological mechanisms -- hidden or not -- behind those patterns. This definition means that among their colleagues in other subfields of psychology, those psychologists who study personality have a unique mandate: to explain whole persons."

(Funder, D. C., 1997)

Theorist Definitions

- "Although no single definition is acceptable to all personality theorists, we can say that personality is a pattern of relatively permanent traits and unique characteristics that give both consistency and individuality to a person's behavior."

(Feist and Feist, 2009)



Our personality may be the
mask we wear when we face
the outside world.



Personality Vs. Traits and Character

- "Having closed in on a sense of what personality is, it may be helpful to compare the concept to others with related meanings. Two concepts that quickly come to mind are 'temperament' and 'character.' In everyday language these terms are sometimes used more or less interchangeably with 'personality,' and historically they have often been used in contexts where, in more recent times, 'personality' would be employed. Within psychology, however, they have somewhat distinct meanings. Temperament usually refers to those aspects of psychological individuality that are present at birth or at least very early on in child development, are related to emotional expression, and are presumed to have a biological basis... Character, on the other hand, usually refers to those personal attributes that are relevant to moral conduct, self-mastery, will-power, and integrity."

(Haslam, N., 2007)

Nature of Personality

Components

Personality
reflects
individual
differences

Personality is
consistent and
enduring

Personality can
change

1. Reflection of Individual Differences

- Individual characteristics are unique combination of factors.
- There is no two or more individuals who are exactly alike.
- What do you think?

Personality and Individual Differences

- Personality and Individual Differences is devoted to the publication of articles (experimental, theoretical, review) which aim to integrate as far as possible the major factors of personality with empirical paradigms from experimental, physiological, animal, clinical, educational, criminological or industrial psychology or to seek an explanation for the causes and major determinants of individual differences in concepts derived from these disciplines.

Personality and Individual Differences

- The editors are concerned with both genetic and environmental causes, and they are particularly interested in possible interaction effects.
- Ultimately they believe that human beings are bio-social organisms and that work on individual differences can be most fruitfully pursued by paying attention to both these aspects of our nature.

Personality and Individual Differences

- They believe that advances are more likely to be made by the use of the hypothetical-deductive method, though empirical data based on sound research and providing interesting new findings, would of course not be rejected simply because they might not have a good theoretical underpinning.
- All in all, the traditional type of work on traits, abilities, attitudes, types and other latent structures underlying consistencies in behavior has in recent years been receiving rather short shrift in traditional journals of personality; Personality and Individual Differences aims to reinstate it to its proper place in psychology, equal in importance with general experimental work, and interacting with it to make up a unitary science of psychology.

2. Personality is Persistent and Enduring

- The development process of personality is persistent from childhood until adulthood.



Ever heard of split personality?

3. Personality Can Change

- Life events can make someone to change his or her personality.
- For instance; birth of children, getting promoted, having good neighbors, loss of loved one and job loss.



Components of Personality

- You would expect that traits and patterns of thought and emotion make up an important part. Some of the other fundamental characteristics of personality include:
 - **Consistency** - There is generally a recognizable order and regularity to behaviors. Essentially, people act in the same ways or similar ways in a variety of situations.
 - **Psychological and physiological** - Personality is a psychological construct, but research suggests that it is also influenced by biological processes and needs.
 - **It impacts behaviors and actions** - Personality does not just influence how we move and respond in our environment; it also causes us to act in certain ways.
 - **Multiple expressions** - Personality is displayed in more than just behavior. It can also be seen in our thoughts, feelings, close relationships and other social interactions.

Personality is Too Complex?

- The personality is too complex:
 - Because humans are too complex and changeable in different situations and with different people.
 - For that reason, psychologists have devoted an effort to develop tests to evaluate, or assess personality.
 - You believe you don't need any psychological test to tell you what is your personality is like?
 - You probably know yourself better than anyone else.

What Is Development?

◎ Development is **systematic** changes and **continuities** in the individual that occur between conception and death.

◎ Developmental process;

- Maturation
- Learning



"How do you expect them to treat you in a mature way with that thing in your mouth?"

What is Development?

- ◎ **Maturation:** biological unfolding of the individual according to a plan contained in the genes (the hereditary components from parents)
- ◎ **Learning:** is a process (experience) that mould individual's characteristics.
 - Learning is related to environmental factors.
 - Environment: the external physical , social conditions and events that can effect our development.

Let's Think..

- In a group of 4, discuss what are the factors that you think can influence a person's personality?
- Why do you think those as factors?



Factors Influence Personality Development

1. Heredity

- Everyone has certain characteristics that are present at birth (body build, hair type, eye color, and skin)
- Heredity characteristics also include certain aptitudes.
- An aptitude is a capacity to learn a particular skill or acquire a particular body of knowledge

Factors Influence Personality Development

2. Parental Characteristics



- Parents influence their children's personalities. The age of the parent can be a bearing on the children's development. (E.g. Younger vs. older)
- Parental characteristics: level of education, religious orientation, economic status, occupation, and cultural heritage can and often do influence a child's personality and their social behavior.

Factors Influence Personality Development



3. Birth Order

- Our personalities are influenced by whether we have brothers, sisters, both, or neither.
- The order in which we are born into our families also influences our personalities.

Factors Influence Personality Development



4. Culture

- Culture has a strong influence on personality development. The cultural environment determines the basic types of personalities that will be found in a society.
- E.g.: Individualistic and Collectivistic

Factors Influence Personality Development

5. Person's COHORT

The group of people born at around the same time and same place



Factors Influence Personality Development

6. Normative Age-Graded Influences

Biological and environmental influences that are similar for individuals in a specific age group, regardless of when or where they were raised

- Puberty, menopause, entry into formal education



Factors Influence Personality Development

7. Normative History-Graded Influences

Biological and environmental influences associated with a particular historical movement.

e.g. : war era vs. postwar era



Factors Influence Personality Development

8. Non-normative Life Events

Specific, a typical events that occur in a particular person's life at a time when they do not happen to most people.

e.g.: car wreck, rape victim



Factors Influence Personality Development

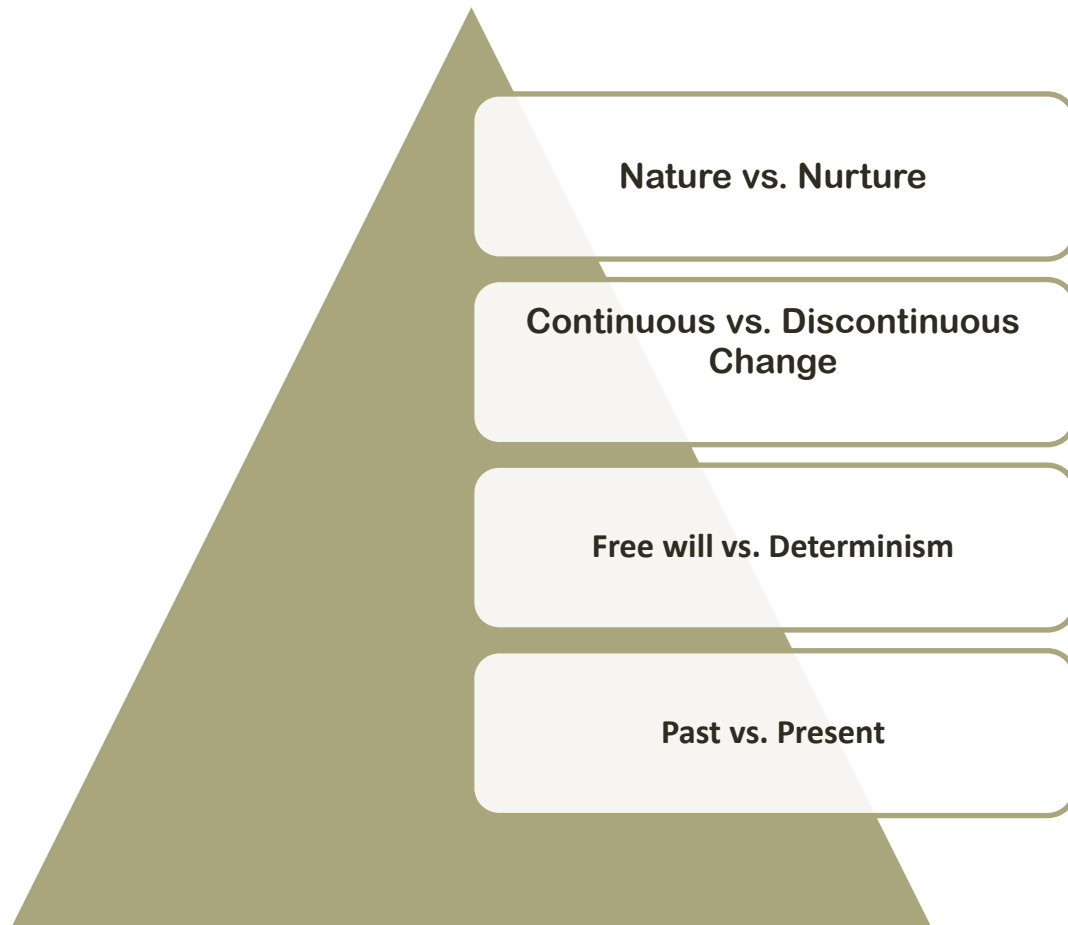
9. Normative Socio cultural-Graded Influences

The impact of social and cultural factors present at a specific time for a specific individual, depending on unique variables such as ethnicity, social class, sub-cultural membership

- Affluent childhood vs. living in poverty



Debatable Issue in Personality Development

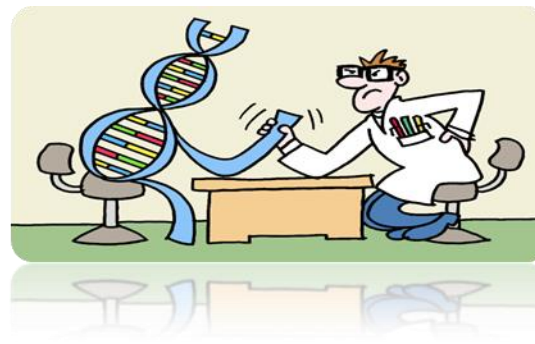




Which side are you?

1. Nature VS Nurture

- Nature : biological, genetic, heredity
- Nurture : Environmental factors (education, parenting styles, significant events)



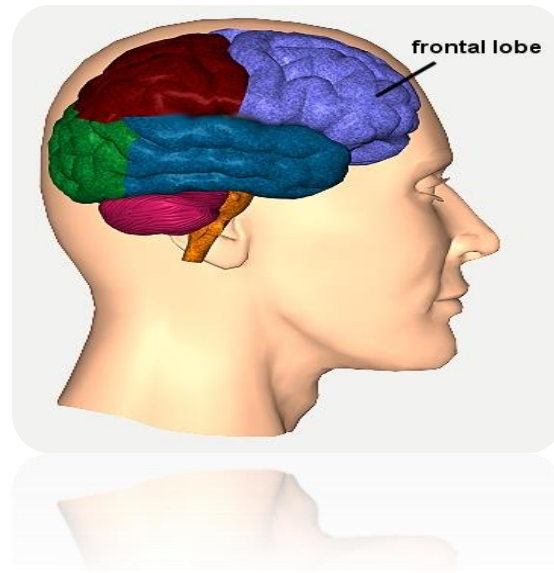
Nature

- ◎ Since the 1800s this viewpoint states that much of human behavior is instinctual in origin.
- ◎ An instinct is an unchanging behavior pattern. Instinct is most often applied to animal behavior. (E.g.. Birds building nests)
- ◎ Supporters of this viewpoint claim biology as the basis for human behavior. They claim that instinctual drives are responsible for practically everything – laughing, motherhood, religion, even the creation of society.

Nurture

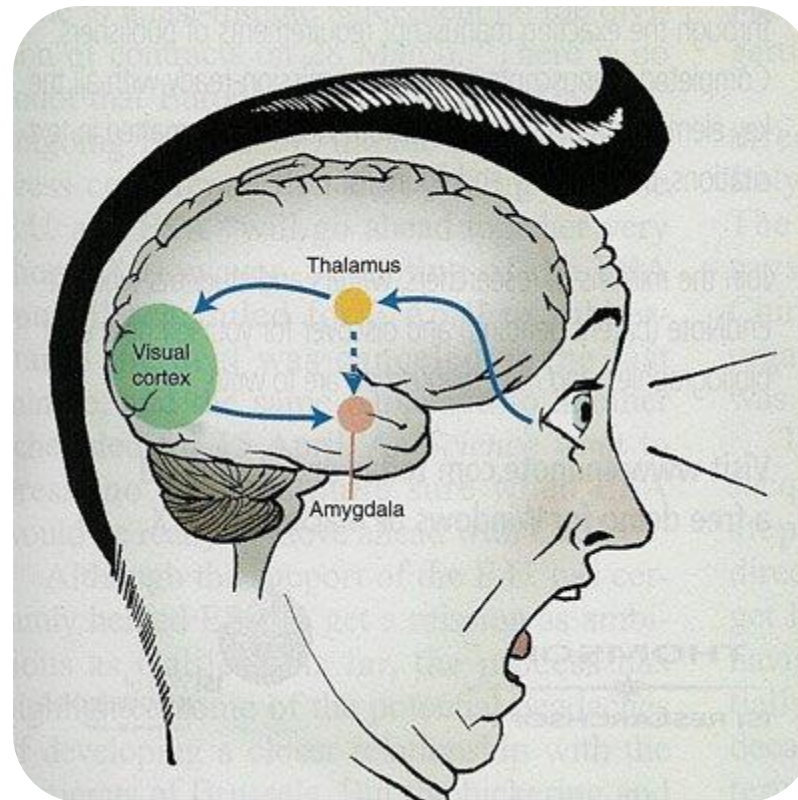
- From this viewpoint a person's behavior and personality are the result of his or her social environment and learning.
- The work of Ivan Pavlov helped this viewpoint gain acceptance. He found that supposedly instinctual behaviors could be taught. (e.g. Dog Experiment)
- Psychologist John B. Watson suggested that what applied to dogs could apply to humans. He claimed that he could take a dozen healthy infants and train them to become anything he wanted – doctors, lawyers, artists, or teachers.

Personality and Brain



The frontal lobes are considered our emotional control center and home to our personality. There is no other part of the brain where lesions can cause such a wide variety of symptoms (Kolb & Wishaw, 1990)

Emotion and Brain



Amygdala - emotion sentinel

Emotion and Brain

“Your personality does not fixed from birth; the brain grows and changes as it grows. Experiences change the brain as it develops, and those changes in the brain can change personality.”

Colin DeYoung , University of Minnesota

<http://www.sciencedaily.com/releases/2010/06/100622142601.htm>

2. Continuous VS Discontinuous Change

❖ Continuous change

- Gradual development in which achievements at one level build on those of previous levels
- e.g. become more confident

❖ Discontinuous change

- Development that occurs in distinct steps or stages
- e.g. introvert - extrovert

3. Free will vs. Determinism

Theorist on both sides of the issues ask:

- Do we consciously direct the course of our actions?
- Are we master of our fate or are we victims of past experience, biological factors ,unconscious forces or external stimuli-forces over which we have no conscious control?
- Have external events shaped our personality that we are incapable of changing our behavior?



Can you choose to be or not to be a hot tempered person?

4. Past vs. Present

Which is the more powerful shaper of personality: our early childhood experiences OR events that later occur in our life?



Past vs. Present

Theorist:

- If what happen to us in infancy and childhood is critical to personality formation, therefore the adult personality is determined by the **nature** of these early experiences
- Personality is more **independent** from the past, capable of being influenced by events and experiences in the presence as well as by aspirations and goals for the future
- **Intermediate** position: early experience shape personality but not rigidly or permanently. Later experiences may act to reinforce or modify early personality patterns.

Kindly Assess Yourself..

- Think about whatever creates the most stress in your daily life, or what gives you the greatest anxiety?
- How do you deal with it?
- Do you escape from it, seeking diversions so you avoid thinking of it?
- Do you face it and work harder in order to overcome it?
- Or do just freeze and do nothing?



ADJECTIVE CHECKLIST

Make a check mark next to the words you believe apply to your personality.

	Affectionate		Ambitious
	Assertive		Cheerful
	Demanding		Dominant
	Forceful		Generous
	Impatient		Optimistic
	Moody		Sensitive
	Persistent		Tolerant
	Sarcastic		Fearful
	Submissive		Relaxed
	Withdrawn		Sociable

Application of Personality

- **Counselling**

- Help a counsellor to assess his or her client in terms of behaviour, thoughts and emotions.
- Make a counsellor ready to approach a client.
- Make a counsellor knows the approachable techniques in helping a client.
- Help a counsellor to use appropriate tests to assess client's problems.



Application of Personality

- **Career**
 - Help an individual to assess suitable occupation based on his personality.
 - Help employers to assess suitable employees to be hired in company.
 - Help an individual to know about his talents, values and skills.



Application of Personality



- **Education**

- Help a student in choosing a right stream of learning.
- Help a student to assess his abilities in studying; and strengthen his qualities and potentials.
- Help educational institutions to select suitable candidates to join a programme.
- Help a teacher in providing the right teaching techniques to the students.

Application of Personality

- **Helping professions**
 - Help those individuals communicate and interact with their clients
 - For example: psychiatrist has different ways to interact with his patients because he knows about their personalities based on diagnosis.



DIFFERENT TYPE OF PERSONALITY: TYPE A & B

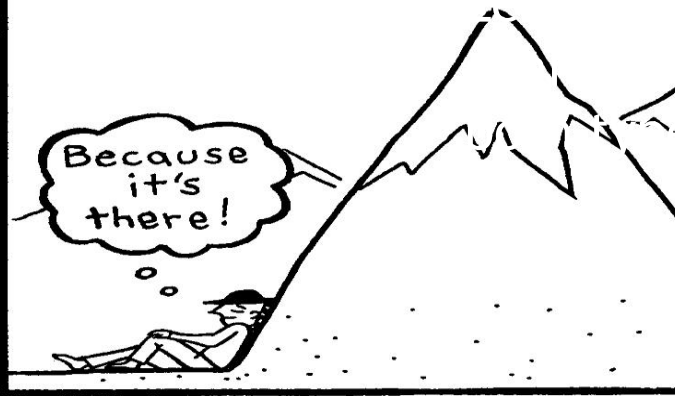
- ◉ It was first described in relation heart disease in the 1950s by cardiologists Meyer Friedman and R. H. Rosenham.
- ◉ It subsequently appeared in the Jenkins Activity Survey, which was originated to detect behaviors which lead to heart attacks (Jenkins, Ayzanski, Rosenman, 1971).
- ◉ Dr. Redford Williams, a cardiologist showed that Type A person has a tendency to anger and hostility which also common known as a predictor of heart attacks.
- ◉ It aligns with the Big Five factor of 'neuroticism', or tendency to anxiety.

So, Which Type Are You?

TYPE A
PERSONALITY



TYPE B
PERSONALITY



CHARACTERISTICS OF TYPE A

- Type A personality generally refers to hard workers who are often preoccupied with schedules and the speed of their performance.
- They generally live at a higher stress level. This is driven by:
 - *They enjoy achievement of goals, with greater enjoyment in achieving of more difficult goals. They are thus constantly working hard to achieve these.*
 - *They find it difficult to stop, even when they have achieved goals.*
 - *They feel the pressure of time, constantly working flat out.*
 - *They are highly competitive and will, if necessary create competition.*
 - *They hate failure and will work hard to avoid it.*
 - *They are generally pretty fit and often well-educated (a result of their anxiety).*

CHARACTERISTICS OF TYPE B

- Type B personalities may be more creative, imaginative, and philosophical.
- They generally live at a lower stress level and are typically:
 - *They work steadily, enjoying achievements but not becoming stressed when they are not achieved.*
 - *When faced with competition, they do not mind losing and either enjoy the game or back down.*
 - *They may be creative and enjoy exploring ideas and concepts.*
 - *They are often reflective, thinking about the outer and inner worlds.*

Summary/Conclusion

- Personality is defined as consisted of the characteristics that
 - Make us distinctive from other people.
 - Consistent over time.
- Factors influenced the development of personality such as environmental factors, person cohort, normative history-graded influences, normative age graded influences, normative sociocultural influences and non normative life events.

- ◎ *“Everybody has one- a personality, that is —and yours will help determine the boundaries of your success and life fulfillment, It is no exaggeration to say that your personality is one of your most important assets. It has already helped shape your experiences and certainly will continue to do so.*
- ◎ *All your achievements to date, your expectations for the future, whether you will be a good spouse or parent, even your health can be influenced by your personality and the personalities of the people with whom you interact.*
- ◎ *Your personality can limit or expand your options and choices, prevent you from sharing certain experiences or enable you to take advantage of them. It restricts or constrain some people and opens up the world to others”.*

Schultz & Schultz, 2009

The End..