

NOTES ON PERSONALITY (HANDOUT)

Personality Theories: Psychodynamic, Humanistic/Phenomenological, Trait, Behavioral/Learning.

I. Psychodynamic

A. Freud

1. Levels of Consciousness: Conscious - current thoughts; preconscious - memories that can be brought to mind; unconscious - thoughts, desires and impulses of which we are largely unaware.
2. Structure of Personality: Id, Ego and Superego. Id - unconscious, seeks pleasure. Ego - Part conscious. Seeks balance, reality. Seeks to minimize pain. Mediates the id and superego. Superego - Morality, unconscious or subconscious.
3. Anxiety and Defense Mechanisms - Self protection by the ego. (Sublimation, Reaction Formation, Repression, Rationalization, Displacement, Projection, Regression.)
4. Psychosexual Stages of Development: Oral, Anal, Phallic, Latency, Genital.
5. Freudian Slips - errors in speech that reveal unconscious thoughts or impulses.

B. Carl Jung: The Collective Unconscious

1. All beings share a collective unconscious containing universal memories that shape our behavior and our perceptions of the world.
2. The collective unconscious contains: a) archetypes - images that predispose us to perceive the external world in certain ways. B) 2 important archetypes: animus - masculine side of females; and anima - feminine side of males.
3. Defined personality qualities: introvert and extraverts.

C. Karen Horney: Importance of Social and Cultural Factors

1. Developed concept womb envy.
2. 3 personality patterns people tend to possess: a) Moving Toward People - seeking acceptance from others. b) Moving Against People - People who assume that everyone is hostile and believe it appropriate to take advantage of them in any way they can. c) Moving Away From People - Are independent and private. Form few friendships. Prefer privacy and isolation to social contacts.

II. HUMANISTIC/PHENOMENOLOGICAL THEORIES

A. Carl Rogers Self Theory

1. Distortions in the self-concept are common because most people grow up in an atmosphere of conditional positive regard. They learn that others, such as parents, will approve of them only when they behave in certain ways and express certain feelings. As a result, individuals are forced to deny the existence of various impulses and feelings and self-concepts become badly distorted.

2. Distorted self-concepts can be brought into alignment by creating an atmosphere of unconditional positive regard - a setting in which they realize that they will be accepted by another person no matter what they do or say.

B. Abraham Maslow: Hierarchy of Needs and the Self-Actualized Person.

### III. TRAIT THEORIES

A. Elements of personality inferred from behavior.

B. Gordon Allport: **Secondary, Central and Cardinal Traits**

1. **Cardinal Traits** - a single trait that dominates an individual's personality.

C. Raymond Cattell: **Surface and Source Traits**

1. **Surface Traits** - characteristic ways of behaving.
2. **Source Traits** - the underlying traits from which surface traits are derived.
3. **Known as 16 Personality Factors Scale.**

D. **Five Factor Model: Modern Framework**

1. **Extraversion**
2. **Agreeableness**
3. **Conscientiousness**
4. **Emotional Stability (Neuroticism)**
5. **Openness to Experience**

### IV. BEHAVIORAL/LEARNING THEORIES

A. **Social Cognitive Theory** - personality is derived from cognitive, behavioral and environmental factors (Bandura).

B. **Julian Rotter (Social Learning Theory).**