

Personality Development

UNIT-II

An illustration of five business professionals walking in a line from left to right. From left to right: a man in a dark suit and tie carrying a black briefcase; a woman in a dark business suit; a man in a dark suit and tie carrying a black briefcase; a woman in a blue business suit with a brown shoulder bag; and a woman in a pink long-sleeved top and dark skirt carrying a blue bag. The background is a light blue gradient.

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UNIT II- Personality

Personality has been derived from the Latin word “**persona**” which means “mask” used by the actors to change their appearance. It is the combination of individual thoughts, characteristics, behaviours, attitude, ideas and habits.

Meaning

- Latin word – persona
- -The mask worn by the actors while playing their roles in the drama

PERSONALITY

- P – Perception capacity
- E – Emotional maturity
- R – responsiveness to the situation
- S – Sociability
- O – Originality
- N – Neutrality
- A – Appearance (external)
- L – Leadership feeling
- I – Integrated
- T – Tendency
- Y – Young (in thinking)

Personality refers to individual differences in characteristic patterns of thinking, feeling and behaving. The study of personality focuses on two broad areas: One is understanding individual differences in particular personality characteristics, such as sociability or irritability.

Personality is the combination of behavior, emotion, motivation, and thought patterns that define an individual. ... The study of personality began with Hippocrates' theory of humorism, which argued that personality traits are based on four separate temperaments associated with four fluids (“ humors ”) of the body.

Personality has a long history. It dates from the time of Greek physician Hippocrates (460-377 BC). In order to understand the behaviour of people in the organisational setting, we need to know the basic nature of personality. It is a psycho-social phenomenon, which analyses the cognitive features and presentation of individual in the society.

“Personality is the relatively stable set of psychological attributes that distinguish one “person from another.” — Lawrence Ervin

“Personality refers to the relatively stable pattern of behaviours and consistent internal states that explain a person’s behaviour tendencies.” — RT Hogan.

“Personality is the sum total of ways in which an individual reacts and interacts with others.” — Stephen P. Robbins

According to Gordon Allport, personality is “the dynamic organization within the individual of those psychological systems that determine his unique adjustments to his environment.”

Some Personality Characteristics

Some basic characteristics that influence the overall personality of a human being:

- The appearance of the Person
- The confidence of an Individual
- Body language and the way a person conducts himself
- Intelligence as well as smartness
- Education and qualification
- The social ability of a person and how well a person mixes up with other individuals around him
- Trustworthy, High integrity and Responsibility
- In-depth knowledge of some basic facts
- Helpful nature of the person
- Self-management and time management
- Effective Communication ability as well as Efficiency

Morality as well as Character of an individual and his behaviour in different situations

Types of Personality

Following are the three types of personality

1. Extrovert Personality

This type has the tendency to live mostly outside the like to live with others. Those individuals are highly socialized and have contact with outside people in the society. They want to join other groups who are more in number. These type of people are drivers, excessive drinkers, smokers, robbers, thieves, wicked persons etc.

2. Introvert Personality

Introverts are the opposite of extroverts. Those people always live alone in their rooms and do not want to go outside. They have their own imaginary world. They are teachers, scientists, thinkers and philosophers.

3. Ambivert Personality

Between extrovert and introvert personalities, there is a third type called ambivert. People belonging to this type enjoy both groups and attend them. They have middle mind and want to live in both parties. Sometimes they join outside people but sometimes they live in their own rooms.

Development of Personality

Physique

Chemique

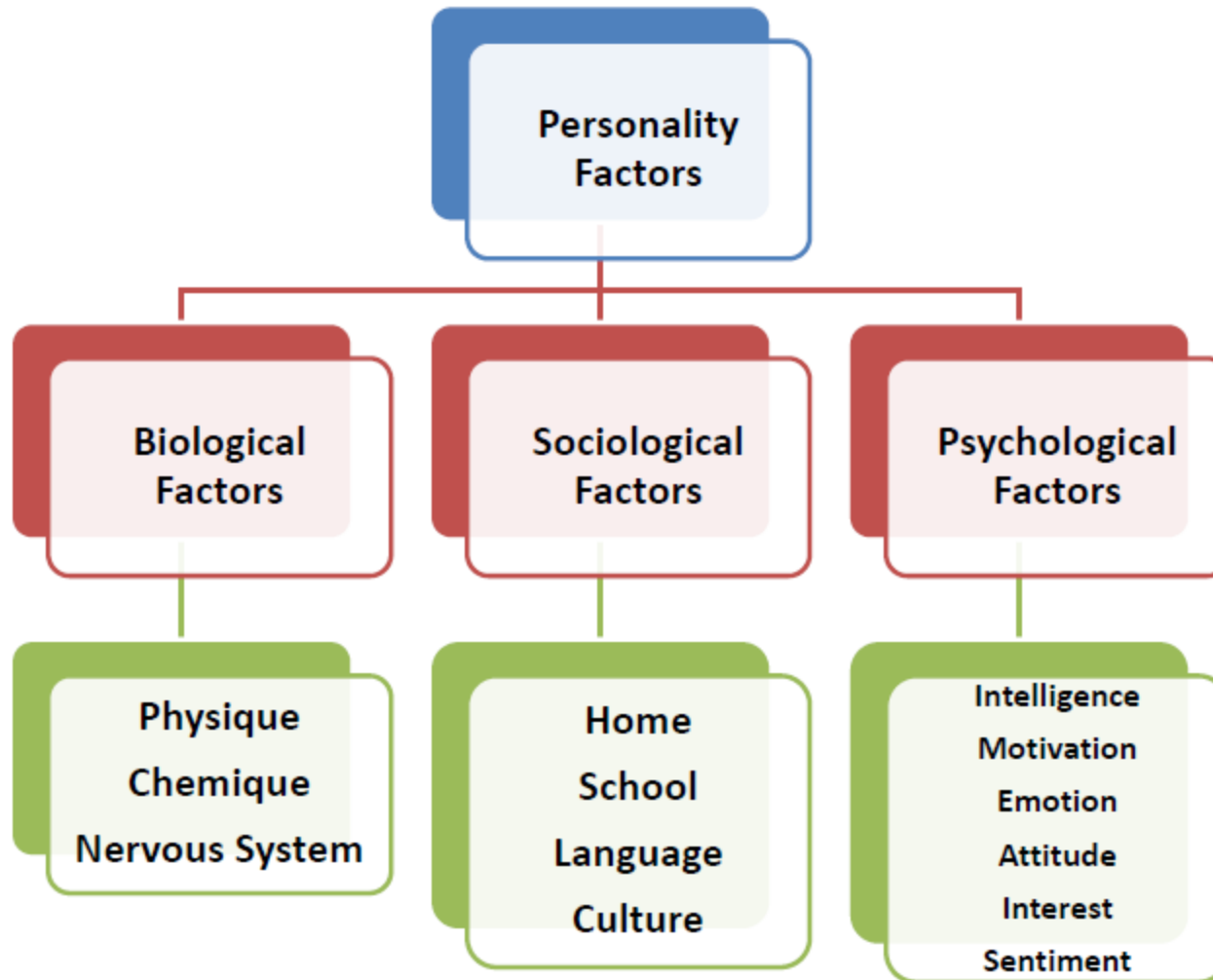
Environment

Learning

- Pituitary Gland
- Thyroid Gland
- Adrenal Gland
- Sex Gland

- Home
- School
- Society
- Cultural Difference

Factors influencing Personality Development



Theories of Personality

Type Theory

Trait Theory

Type cum Trait Theory

Type theory – Hippocrates' Classification

Choleric	Emotionally weak, bodily strong and easily tempted
Melencholic	Emotionally and bodily weak – Pessimist
Phlegmatic	Emotionally strong – able to control his emotions - bodily weak – lazy type – always happy
Senguine	Bodily strong – Energetic – control type – an optimist

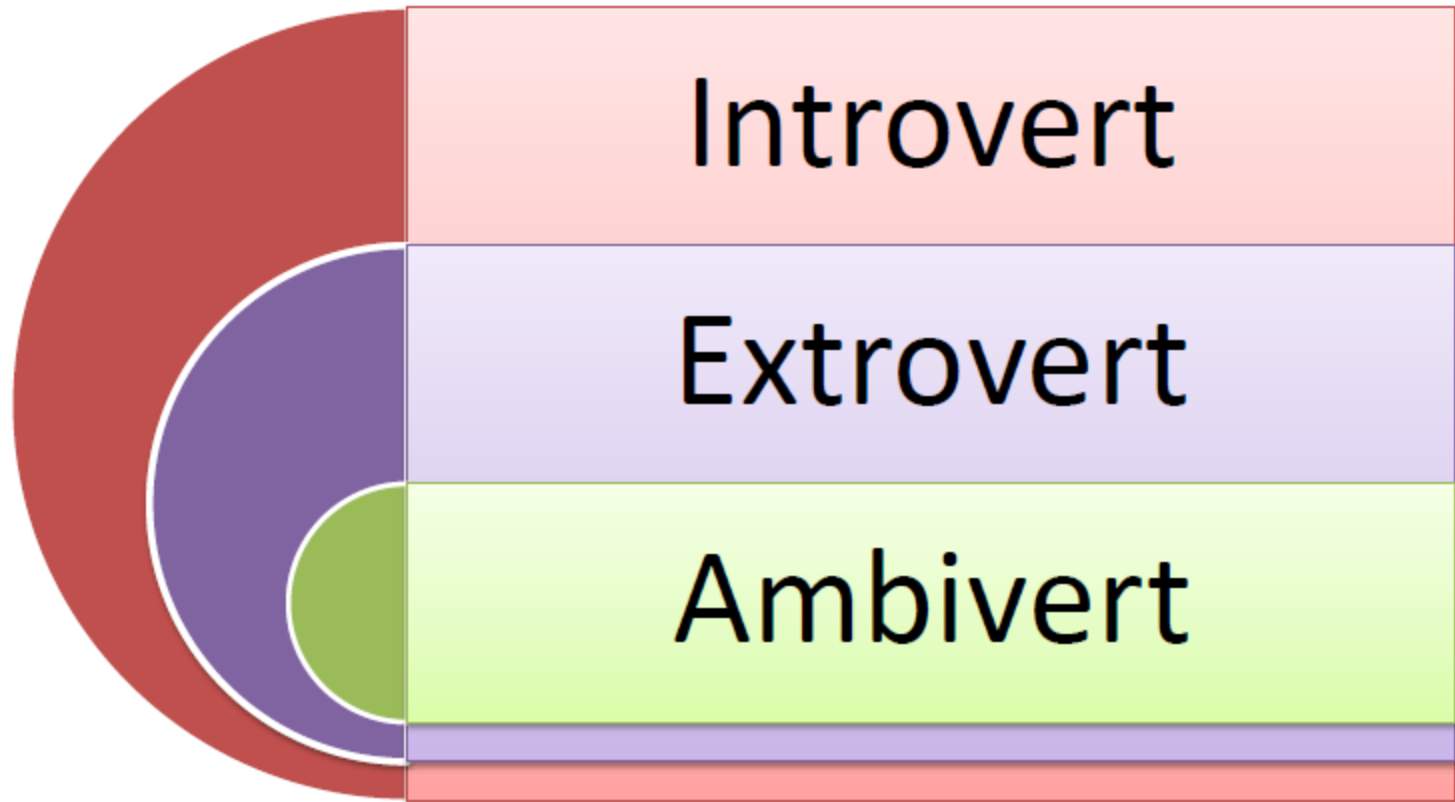
Kretschmer's Classification

Body Type	Body Characteristics	Personality Characteristics
Pyknic	Fat types, in whom fat is more than muscle	Social and helping to others
Athletic	Healthy, balance between muscles and bone development	Energetic, optimist can adjust to any situation
Asthenic	Thin, and lean tall, no muscle, only bone	Unsociable, shy, pessimist and always alone

Sheldon's Classification

Body Type	Body Characteristics	Personality Characteristics
Endomorphy	No muscle development etc. prominent stomach	Takes everything easy, sociable and affectionate
Mesomorphy	Balance between development of stomach and bones	Likes to work, interested in adventurous activities
Ectomorphy	Weak, tall, thin	Pessimist, unsociable and alone

Jung's Classification



Trait Theory – R.B.Cattell

Surface Traits

Source Traits

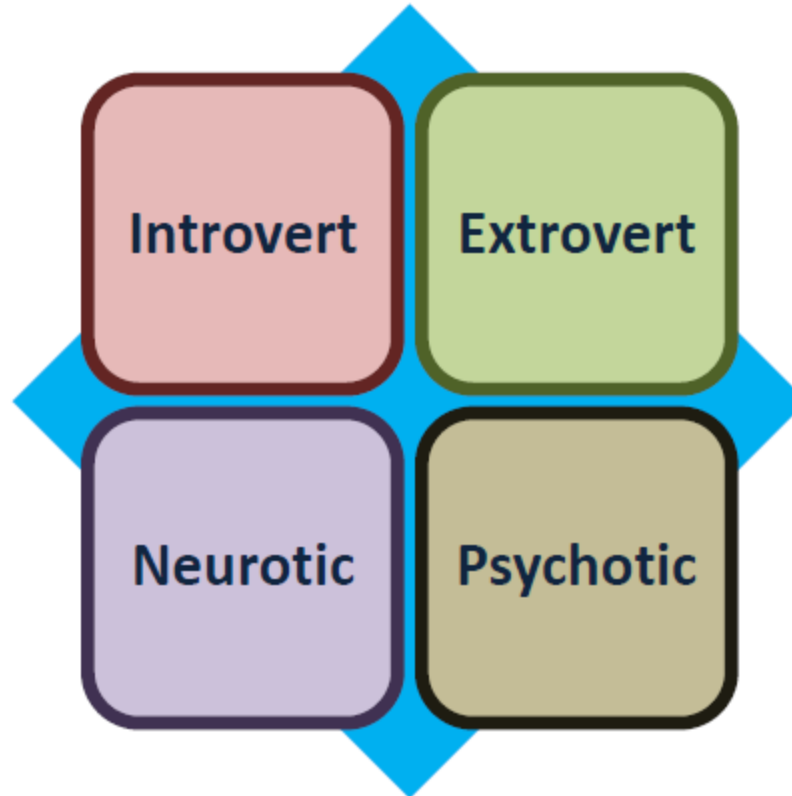
Trait theory R.b Cattell Surface Traits Source Traits

What are surface traits and source traits?

Surface traits are considered to be present on surface of personality but source trait are the personality element that is **present underneath behavior and characteristic**. Surface traits are easily visible to other people as they appear easily whereas source trait are not easily visible as they underlie in personality.

A concept developed by Raymond Cattell, Source Traits are the building blocks or sources of human personality. All these traits form part of an individual's personality. ... When you put the source traits together, they make up the Surface Traits, which are the traits we see and think of as personality

Type-cum-Trait Theory – Hans J. Eysenck



Eysenck gives the following types of personality

1. Introversion – Extroversion:

They are recognized as quiet, introspective, reserved, reflective, disciplined and well ordered. Extroverts are sociable, outgoing, impulsive, optimistic and jolly.

2. Neurocism (Emotional Stability/ Instability):

Emotional instability includes moody, touchy, anxious and restless. Emotional stability includes calm, smiling and consistent.

3. Psychoticism :

Insensitive, opposed and impulsive to the norms of the society

Educational Implications of this theory:

The unconscious motivation places a vital role in learning.

Freedom to learn

Co-curricular activities must be given importance in schools

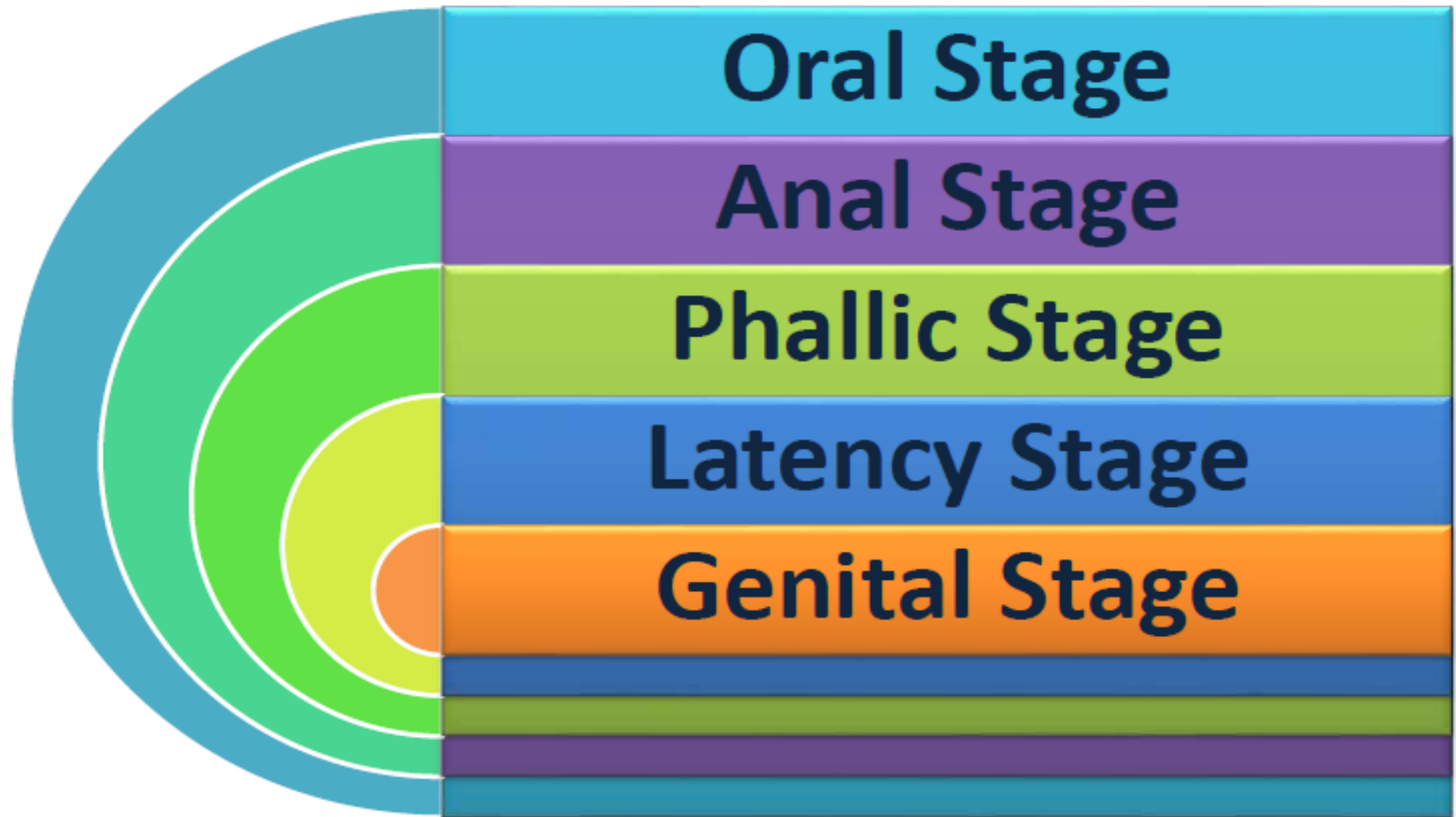
The students must be sympathetically treated

Developing positive attitude towards life.

Psychoanalytic Theory

- **Id – Pleasure Principle – Unconscious mind**
- **Ego – Reality Principle – Sub-conscious mind**
- **Superego – Conscience – Conscious mind**

Freud's Psycho-sexual Development Theory of Personality



Freud's Psycho-sexual Development Theory of Personality

Stage	Approximate Ages	Erotic Focus	Key Tasks and Experiences
Oral	0-1	Mouth (sucking, biting)	Weaning (from breast or bottle)
Anal	2-3	Anus (expelling or retaining feces)	Toilet training
Phallic	4-5	Genitals (masturbating)	Identifying with adult role models; coping with Oedipal crisis
Latency	6-12	None (sexually repressed)	Expanding social contacts
Genital	Puberty onward	Genitals (being sexually intimate)	Establishing intimate relationships; contributing to society through working

Integrated Personality

- **Self-actualized personality**
- **Emotionally and socially mature individual**
- **Well adjusted personality**

Harmony between one's abilities and capabilities

- Harmony among one's interest
- Harmony between one's abilities and interest
- Harmony between one's self-concept and social constraints
- Harmony between one's life goals and social codes of conduct

Allport

- **Self extension**
- **Self Objectification**
- **Be yourself and accept yourself**

Personality Assessment Techniques

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graph TD; A[Personality Assessment Techniques] --> B[Non-projective Techniques]; A --> C[Projective Techniques]; B --> D[Subjective Methods]; B --> E[Objective Methods];
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Non-projective Techniques

Projective Techniques

Subjective Methods

Objective Methods

Assessment of Personality

Subjective Methods

Objective Methods

Projective Methods

Subjective Methods

❖ **Case History**

❖ **Autobiography**

❖ **Self-rating**

❖ **Eliciting verbal responses of the subject –**

- **Questionnaires**
 - **Attitude Scales**
 - **Inventories**
 - **Interview**
 - **Aptitude Tests**
 - **Interest Inventories**
-

Objective Methods

- **Personality Inventories**
- **Observation**
- **Check list**
- **Rating Scale**
- **Sociogram**
- **Performance and Situational Tests**

Projective Methods

- ❖ **Perceptive Technique**

 - (Rorschach Ink-blot Test)**

- ❖ **Apperceptive Technique**

 - Thematic Apperceptive Test (T.A.T)**

- ❖ **Sentence Completion Test**

- ❖ **Story telling and Story Completion Test**

- ❖ **Free association and Dream Analysis Test**

- ❖ **Productive Technique**

The Rorschach test is a **psychological test** in which subjects' perceptions of inkblots are recorded and then analyzed using psychological interpretation, complex algorithms, or both. Some psychologists use this test to examine a person's personality characteristics and emotional functioning.

The Thematic Apperception Test, or TAT, is a **projective test involving describing ambiguous scenes**. Popularly known as the "picture interpretation technique," it was developed by American psychologists Henry A. Murray and Christina D. Morgan at Harvard University in the 1930s **a test in which the participant must complete an unfinished sentence by filling in the specific missing word or phrase**. The test is typically used to evaluate personality. The participant is presented with an introductory phrase to which he or she may respond in any way.

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