

Personality: Theory, Research, and Assessment

Chapter 11

Assessing personality



FREE
 Psychic Phone Reading!



Join Now and Try a FREE \$5 Phone Call

Special Offer: 10 Minutes for just \$1.99*
1-800-322-KEEN



Call Now!

Is True Love in your stars?
 Psychic Readings • Tarot readings • Love readings

Hearts

That's a \$25 value for only \$1.99! Satisfaction guaranteed. Offer is for new customers ONLY.

[*Offer details](#) [Member Agreement](#) [Privacy Policy](#) [Satisfaction Guarantee](#)

Defining Personality

- The word comes from the Latin *persona*, meaning “ _____ ”
- **Personality:** An individual’s distinct and relatively enduring pattern of _____, feelings, motives, and _____.
- _____: Stability in behavior over time and across situations
- _____: Behavioral differences among people reacting to the same situation

Defining Personality: Personality Traits

- **Personality Traits**

- _____ and dimensions

- **The _____ Model**

- Extraversion

- _____.

- Openness to experience

- Agreeableness

- _____.

Studying Personality

- The _____ Approach
 - The five factor model
- _____ Psychodynamic Perspective
- Behavioral Approaches
- _____ Perspective
- Biological Perspective

_____ Perspectives

- **_____ psychoanalytic theory**

- **Structure of personality**

- _____ - Pleasure principle
 - **Ego** - Reality principle
 - _____ - Morality

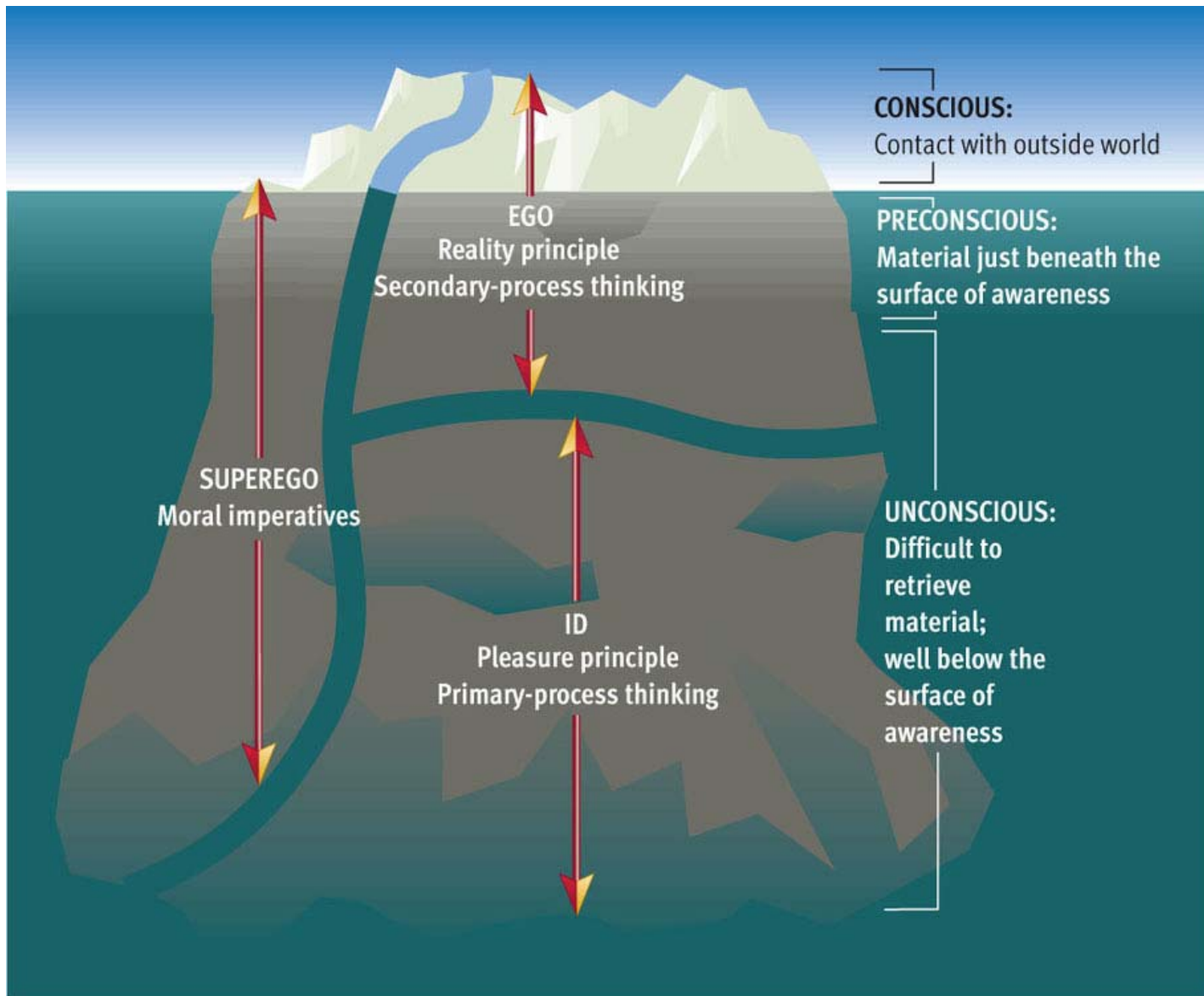
- **Levels of awareness**

- Conscious
 - Unconscious
 - _____.

Psychodynamic Perspectives

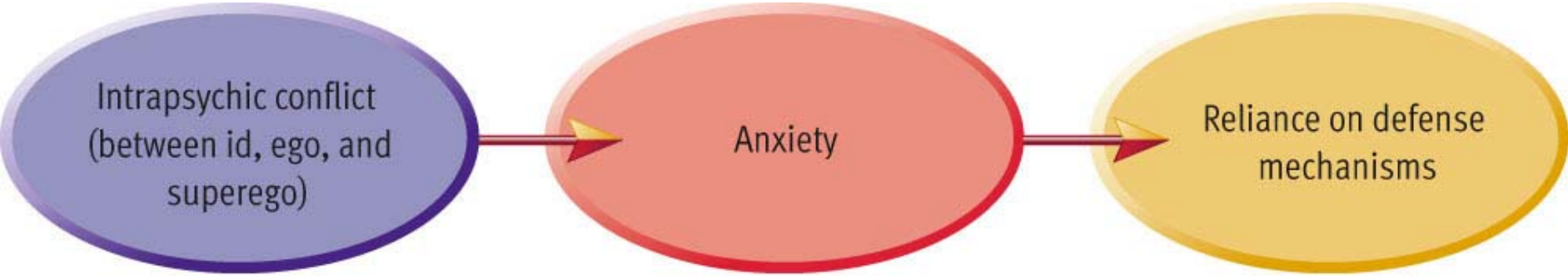
- **Freud's psychoanalytic theory**

- _____.
- _____ and Aggression
- Anxiety
- Defense _____.



© 2007 Thomson Higher Education

Figure 11.2 Freud's model of personality structure



© 2007 Thomson Higher Education

Figure 11.3 Freud's model of personality dynamics

Defense Mechanisms

- _____.
 - Keeping distressing thoughts and feelings buried in _____.
- Projection
 - Attributing your thoughts, feelings, or motives to someone else
- _____.
 - Divert emotional feelings (anger) from original source to substitute
- Reaction formation
 - Behaving exactly opposite of your true feelings
- _____.
 - Reverting to immature patterns of behavior
- Rationalization
 - Creating a false excuse to justify unacceptable behavior
- _____.
 - Increasing self image by forming _____ with person / group

Freud on Development: _____ Stages

- _____ = physical pleasure
- Psychosexual stages
 - **Oral, _____, Phallic, Latency, _____.**
 - _____ = Excessive gratification or frustration
 - Overemphasis on psychosexual _____ during fixated stage

Stage



Stage

- Early or delayed weaning leads to:
talkativeness

_____.

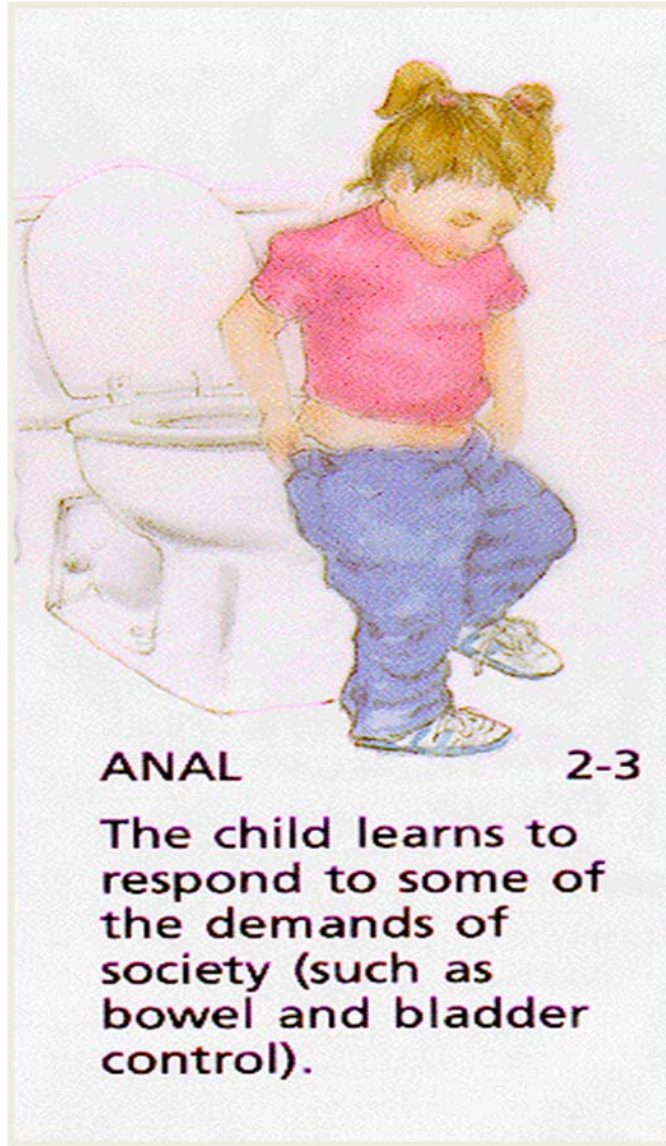
over eating

_____ a lot

“biting” sarcasm



Stage



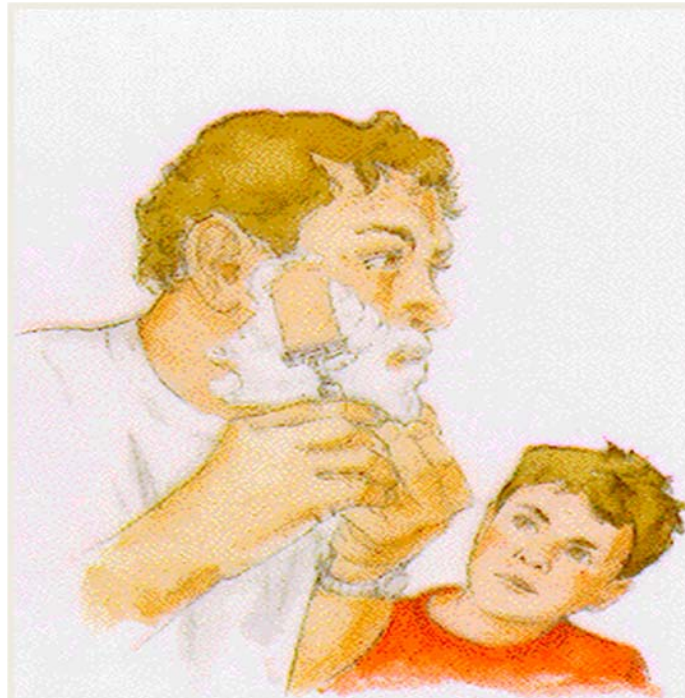
Stage

- Adults who remain fixated at the anal stage tend to be:
- _____.
- Stubborn
- Obsessed with orderliness
- Sloppy, _____, disorganized



Seeking to avoid discrimination suits, U.S. companies work to accommodate employees with Obsessive/Compulsive disorder.

Stage



PHALLIC

3-7

The child learns to realize the differences between males and females and becomes aware of sexuality.

Stage



"Er...Nice tattoo, Oedipus."

The _____ Complex

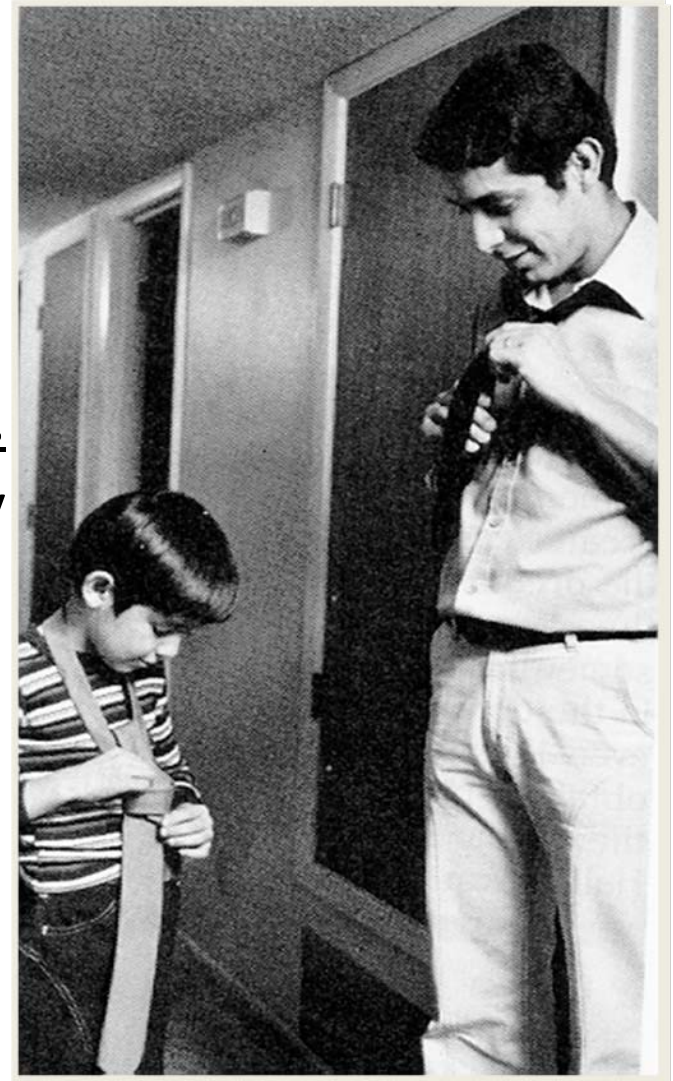
- Boy's id impulses involve sexual desire for _____, and a desire to eliminate the _____.
Eventually, identifies with his _____.

The _____ Complex

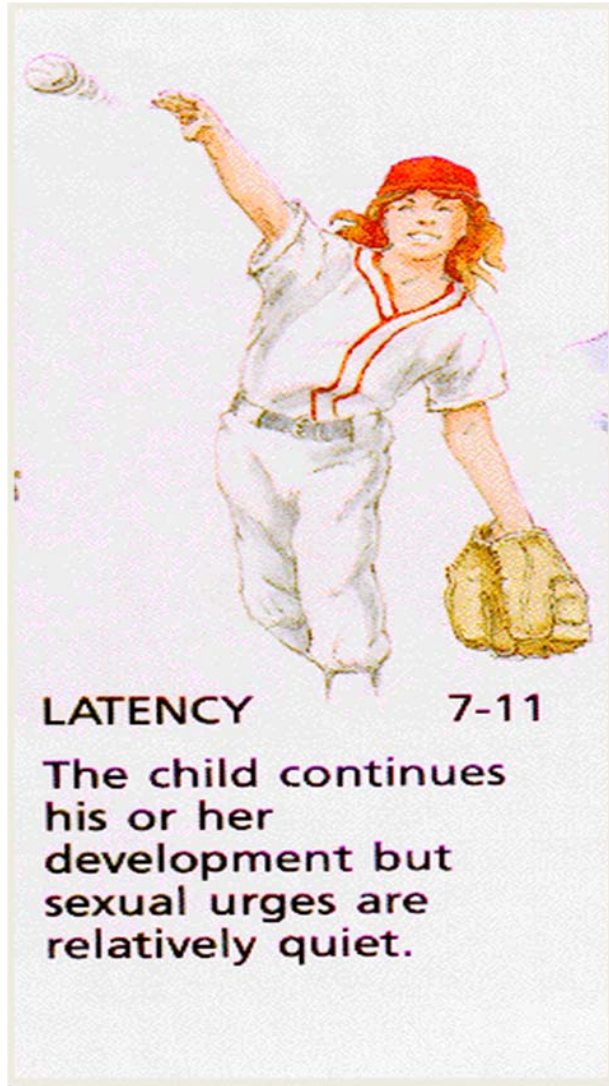
- Girl has strong attachment to mother, and develops _____ envy, where she blames her mother for not having a penis. Eventually transfer love to father, identifies with _____.

Stage

- If fixated at this stage, adults tend to have:
 - _____.
 - Problems with _____.
 - _____sexual identity
 - Problems with stable love relationship



Period



LATENCY

7-11

The child continues his or her development but sexual urges are relatively quiet.

Stage



GENITAL **11-Adult**

The growing adolescent shakes off old dependencies and learns to deal maturely with the opposite sex.

Evaluating Psychodynamic Perspectives

- Strengths
 - The importance of early _____ experiences
 - Spurred other research and theories
 - The _____.
 - The role of internal conflict
 - The use of _____ to respond to unpleasant experiences

Evaluating Psychodynamic Perspectives

- Weaknesses
 - Violates the scientific principle of falsifiability – poor _____.
 - Inadequate _____ base
 - Based on experiences of a few atypical individuals
 - Theory is based on retrospective accounts and fallible memories
 - _____ views

_____ Perspectives

- _____ views
 - Conditioning and response tendencies
- Bandura's social _____ theory
 - Observational learning
 - Behavior is shaped by models
 - Self-efficacy
- Mischel's views
 - The _____ controversy
 - Situational factors determine behavior, rather than traits

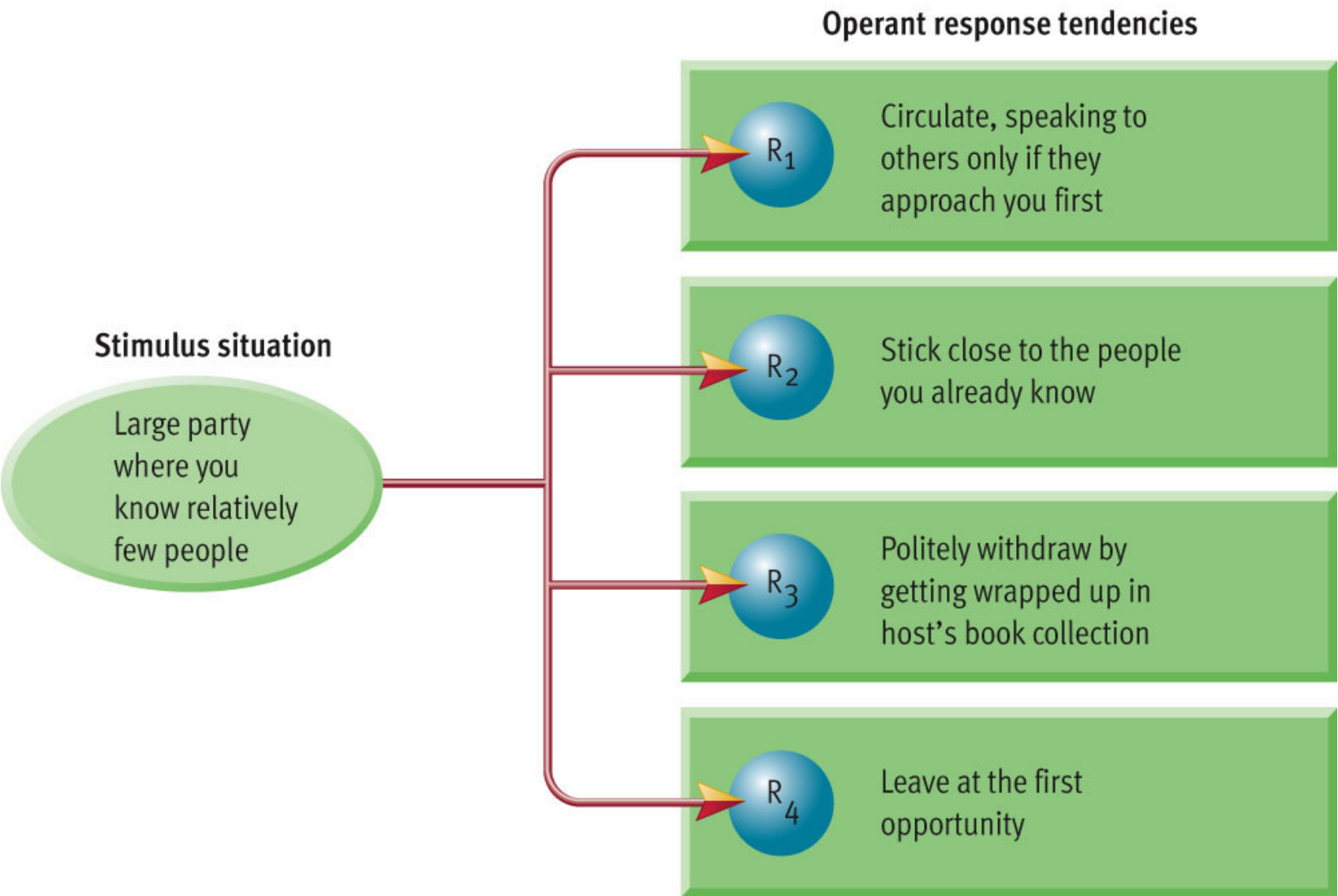


Figure 11.5 A behavioral view of personality

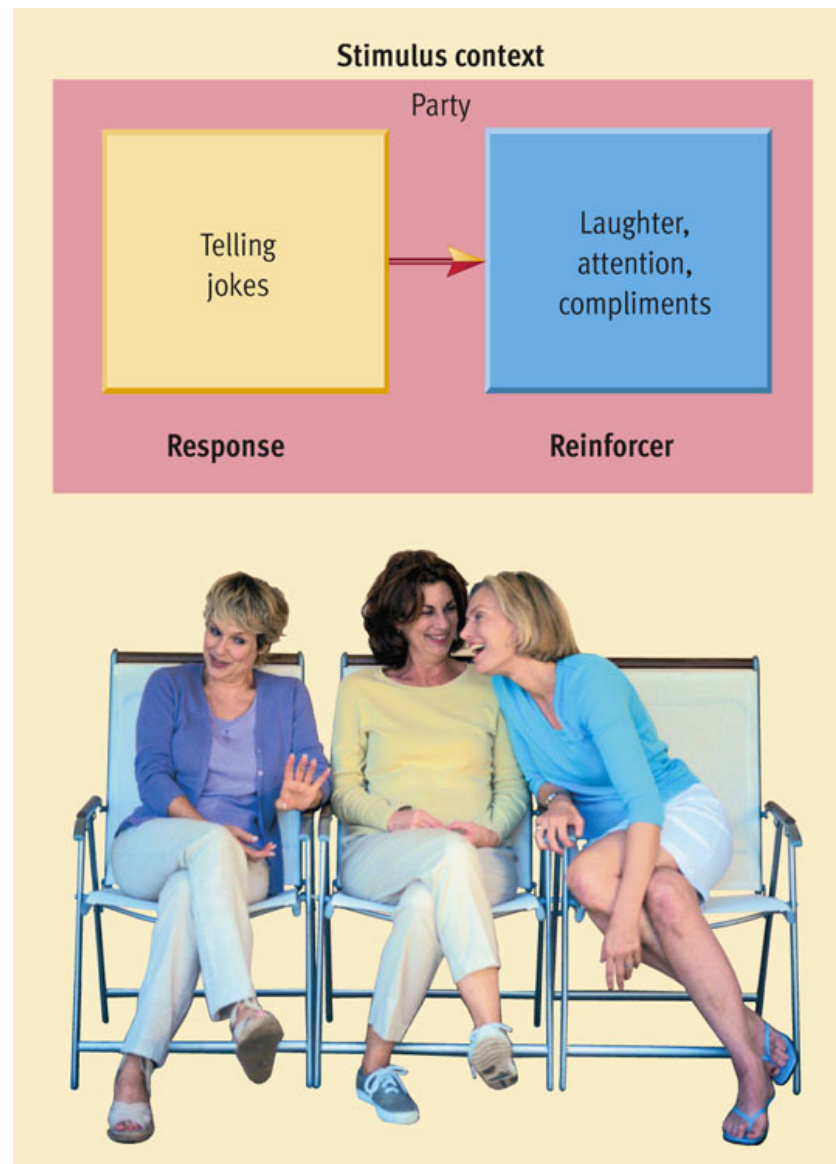


Figure 11.6 Personality development and operant conditioning

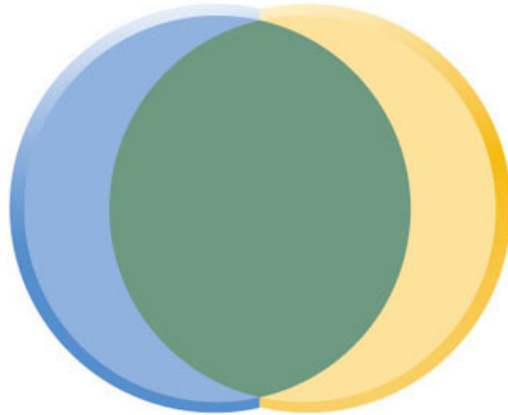
Evaluating Behavioral Perspectives

- Pros
 - Based on _____, controlled research
 - Explains different behaviors in different situations
 - Major events in life can change “_____”
- Cons
 - Over-dependence on animal research
 - “Personality” not a valid _____.

_____ Perspectives

- Carl Rogers's _____ theory
 - Self-concept
 - Conditional/unconditional _____ regard
 - _____ and anxiety
- Abraham Maslow's theory of _____
 - _____ of needs
 - The healthy personality

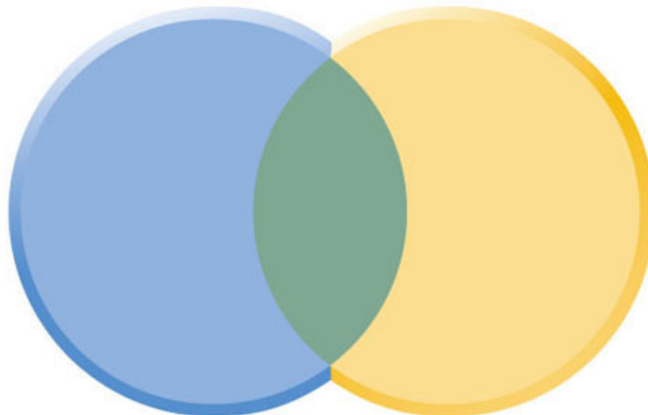
Self-concept Actual
experience



Congruence

Self-concept meshes well with actual experience (some incongruence is probably unavoidable)

Self-concept Actual
experience

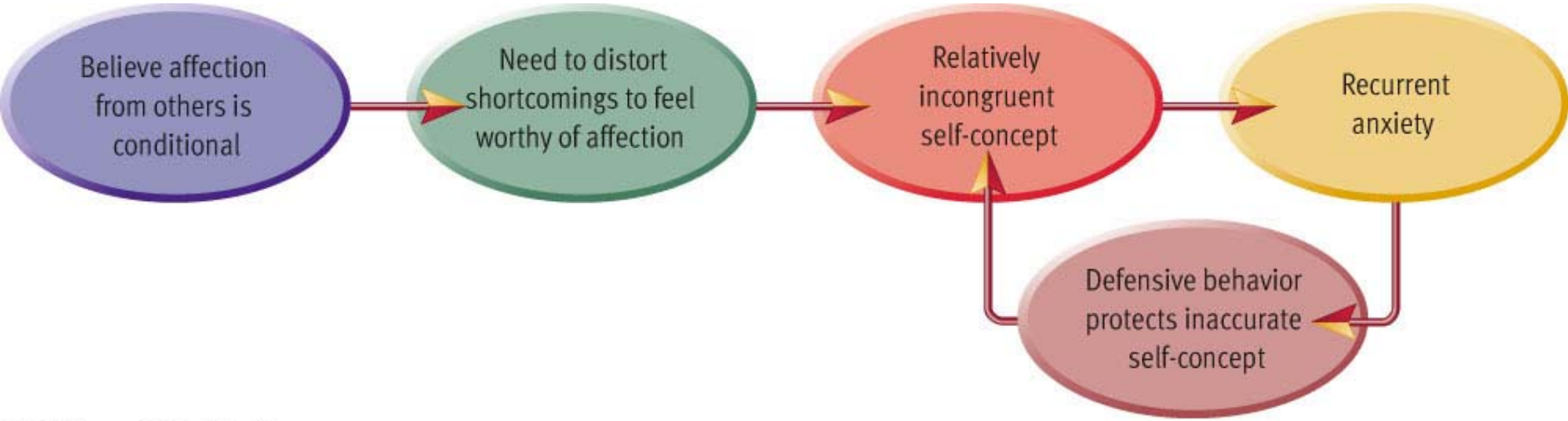


Incongruence

Self-concept does not mesh well with actual experience

© 2007 Thomson Higher Education

Figure 11.7 Rogers's view of personality structure



© 2007 Thomson Higher Education

Figure 11.8 Rogers's view of personality development and dynamics

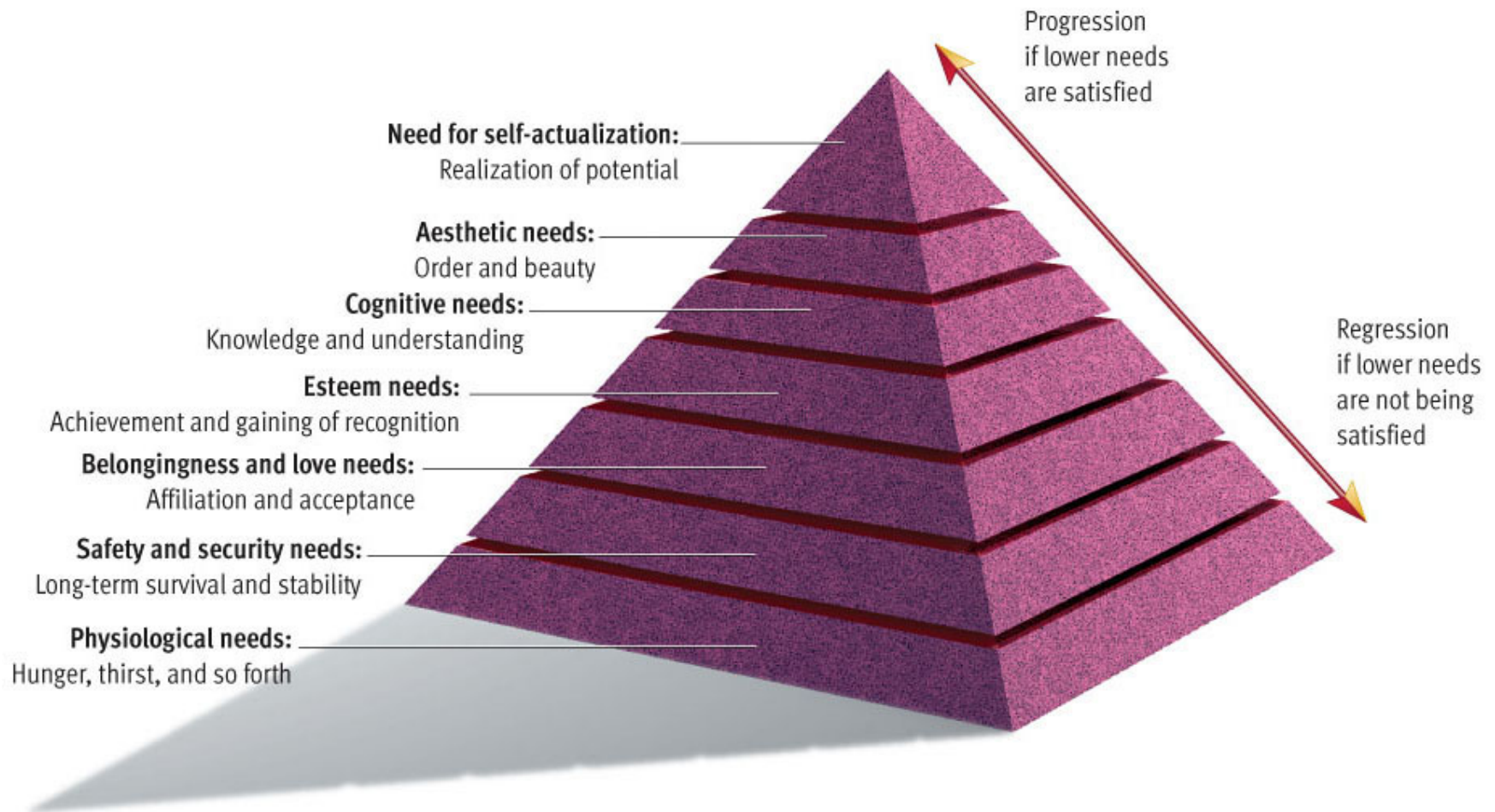


Figure 11.9 Maslow's hierarchy of needs

Characteristics of self-actualizing people

- Clear, efficient perception of reality and comfortable relations with it
- Spontaneity, simplicity, and naturalness
- Problem centering (having something outside themselves they “must” do as a mission)
- Detachment and need for privacy
- Autonomy, independence of culture and environment
- Continued freshness of appreciation
- Mystical and peak experiences
- Feelings of kinship and identification with the human race
- Strong friendships, but limited in number
- Democratic character structure
- Ethical discrimination between good and evil
- Philosophical, unhostile sense of humor
- Balance between polarities in personality

© 2007 Thomson Higher Education

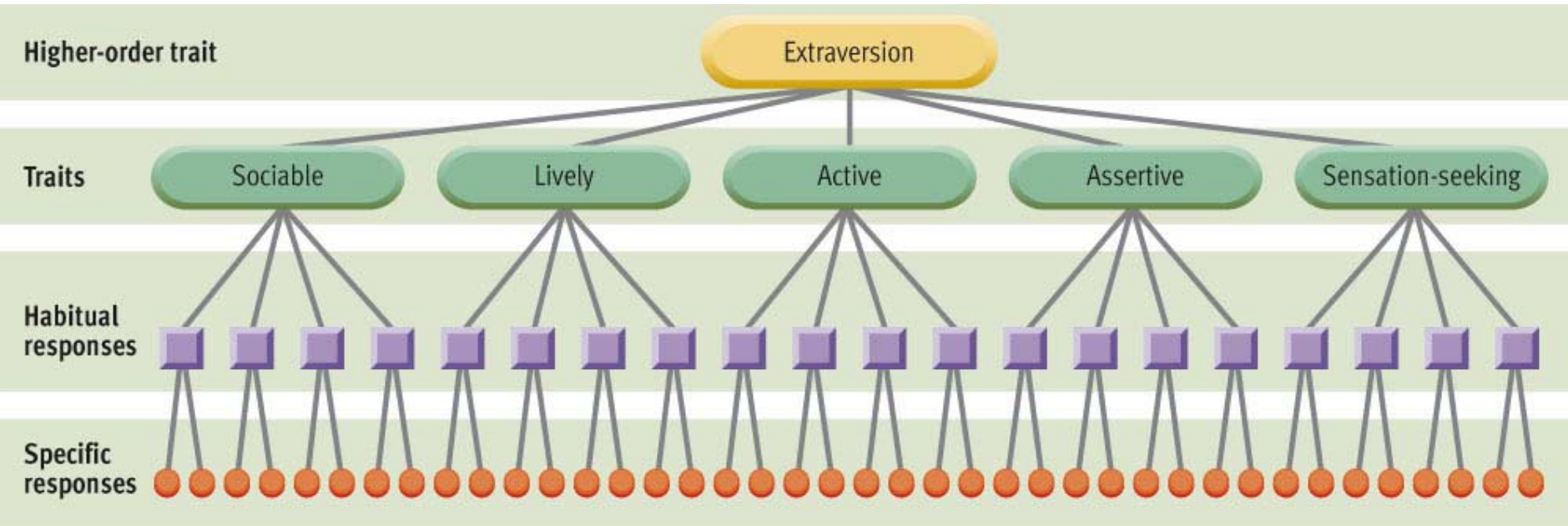
Figure 11.10 Maslow's view of the healthy personality

Evaluating Humanistic Perspectives

- Pros
 - Recognized importance of subjective views
 - Recognized importance of self-_____.
 - Led to some effective _____.
 - Laid foundation for _____psychology
- Cons
 - Many aspects of theory are difficult to test
 - Unrealistic _____.
 - More empirical research needed

Biological Perspectives

- _____ theory
 - Determined by genes
 - Extraversion-introversion
- Behavioral genetics
 - _____ studies
 - Heritability estimates
- The evolutionary approach
 - Traits conducive to reproductive _____.



© 2007 Thomson Higher Education

Figure 11.11 Eysenck's model of personality structure

Evaluating Biological Perspectives

- Pros
 - Convincing evidence for _____ influence
 - Extensive, carefully controlled research
 - _____ of neural/brain patterns and personality traits
- Cons
 - Too much reliance on _____ estimates
 - Cannot explain all behavior (no comprehensive theory of _____)

Personality Tests

- _____projective tests
 - Thematic _____Test (TAT)
 - _____.
- Self-report inventories
 - _____Factor Trait Inventory



"It's just a simple Rorschach ink-blot test, Mr. Bromwell, so just calm down and tell me what each one suggests to you."

The Far Side[®]

LAST IMPRESSIONS

— 2002 —

June

Sunday 30

Psychoanalysis

Personality Tests

Tests

– Allow people to “_____” unconscious needs, wishes, and conflicts onto _____ stimuli

– _____:

- A test in which people are asked to report what they see in a set of inkblots



Psychoanalysis

Personality Tests

• Tests

– Thematic Test (TAT)

- A test in which people are asked to make up from a set of ambiguous pictures
- Activity 11.3









Review of TAT

- We will go over each picture and discuss what you found
- There are no “right” answers









"Why did I marry him?" she said, dazed. "Why?"

_____ Personality Scales

- Answer a series of question about self
 - ‘I am easily _____’ T or F
 - ‘I like to go to _____’ T or F
- Assumes that you can accurately report
- There are no right or wrong answers
- From responses, develop a picture of you called a ‘_____profile’



The four basic personality types

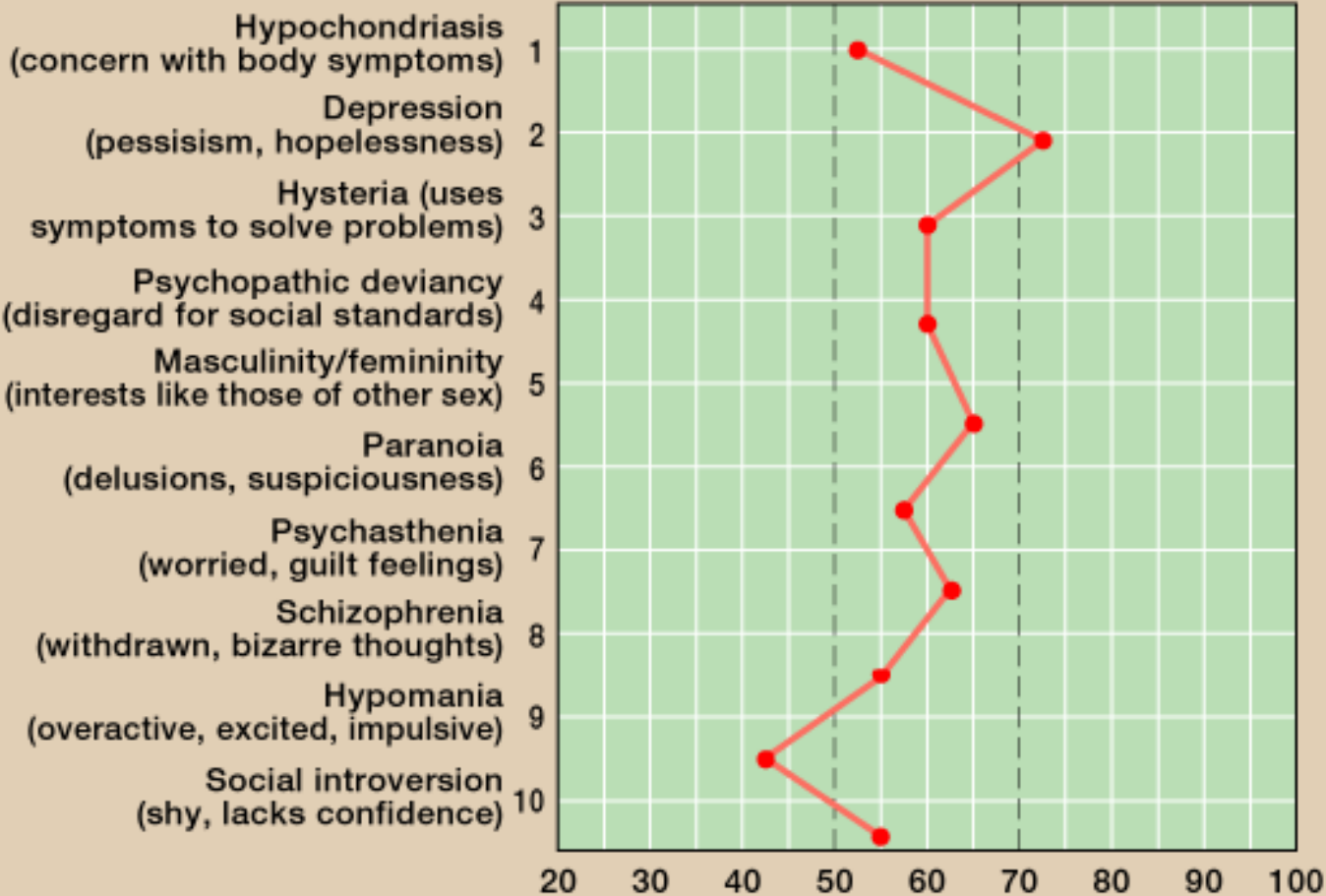
Minnesota _____ Personality Inventory

- Most widely used personality instrument
 - Now the MMPI - 2
- Clinical & _____ settings
- Measures aspects of personality that, if extreme, suggest a problem
 - e.g., extreme _____.
- Long test - _____ questions

Characteristics of the MMPI-2

- Has several different _____(multiphasic)
- Scales thought to measure different kinds of psychological _____.
 - e.g., depression
- Scale scores indicate how you compare with others
- Overall assessment is _____.
 - From inspecting profile of different scales

MMPI Score Profile



The _____ Model

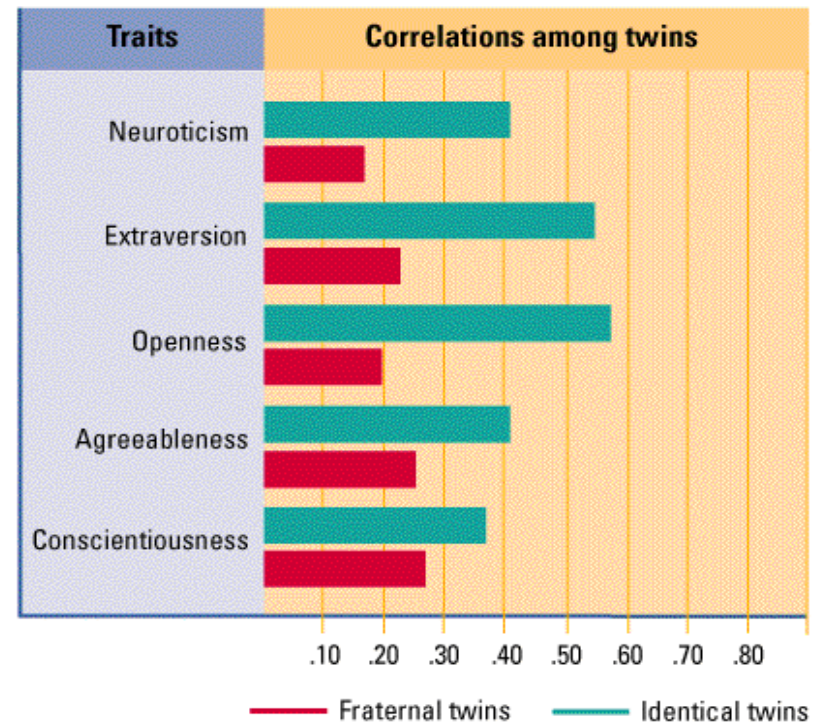
- Some version of the _____ factors reliably appear in many cultures/countries... may be basic component of human _____.
- However, there are some drawbacks to adopting this view of personality
 - _____ theories are better at describing people than _____ them.

The _____ Model

_____.	Artistic, curious, imaginative, insightful
_____.	Efficient, organized, reliable, ethical
_____.	Active, assertive, energetic, gregarious
_____.	Appreciative, forgiving, generous, considerate
_____.	Anxious, self-pitying, tense, impulsive, touchy

Influences on Personality

- 123 pairs of identical twins and 127 pairs of fraternal twins
- Measured on “Big _____” personality dimensions
- Results suggest that personality differences in the population are ____0 - 50% genetically determined.



Evaluating _____ Tests

- Strengths

- Normed against a variety of _____ samples
 - Allows you to determine what is outside the bounds of “normal” in comparison to a _____ group
- _____:
 - Relies on self-report
 - But with caveats to catch _____.
- Elevated scores on MMPI correlate to a variety of different _____ disorders (suggests some kind of utility)

Evaluating Objective Tests

- Limitations

- _____ measures

- Deception

- Social _____.

- Response sets (e.g., “nay _____”)

- _____ utility

- Particularly for tests other than _____.

- You're outgoing: so _____?

_____ Bias

- Characteristic of almost all personality theories/tests
 - Know the _____ pattern
 - Correlate it to other things to explain where it came from and how it will affect future behavior
- Easy to _____ different ways that your personality could have been _____.