

Personality: Theory, Research,
and Assessment
Chapter 11

Assessing personality



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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 _____.

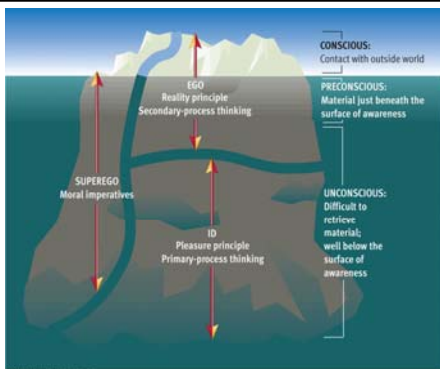


Figure 11.2 Freud's model of personality structure



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



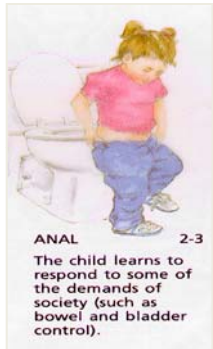
ORAL **0-2**
Infant achieves gratification through oral activities such as feeding, thumb sucking and babbling.

_____ 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

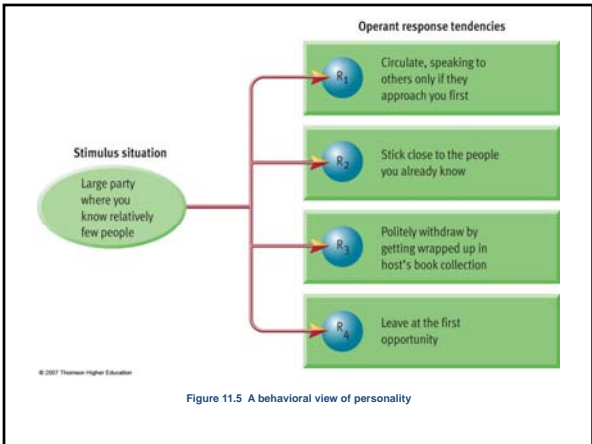
- Strengths
 - The importance of early _____ experiences
 - Spurred other research and theories
 - The _____.
 - The role of internal conflict
 - The use of _____ to respond to unpleasant experiences

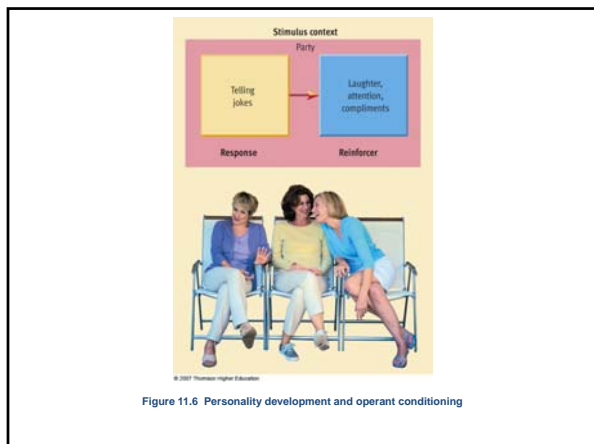
Evaluating Psychodynamic Perspectives

- 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



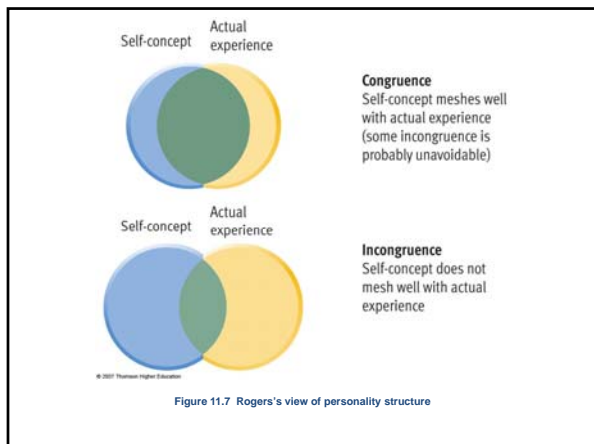


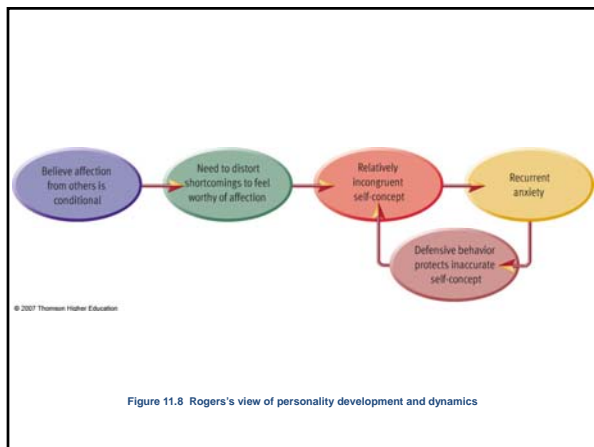
Evaluating Behavioral Perspectives

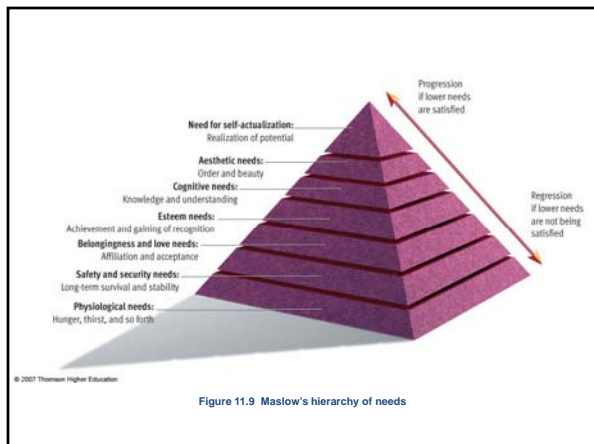
- Pros
 - Based on _____, controlled research
 - Explains different behaviors in different situations
 - Major events in life can change “_____”
- Cons
 - Over-dependence on animal research
 - “Personality” not a valid _____.

_____ Perspectives

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







Characteristics of self-actualizing people	
<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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

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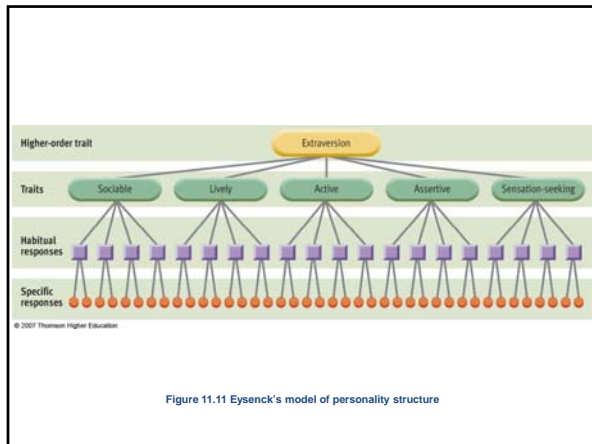
Figure 11.10 Maslow's view of the healthy personality

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 _____.



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

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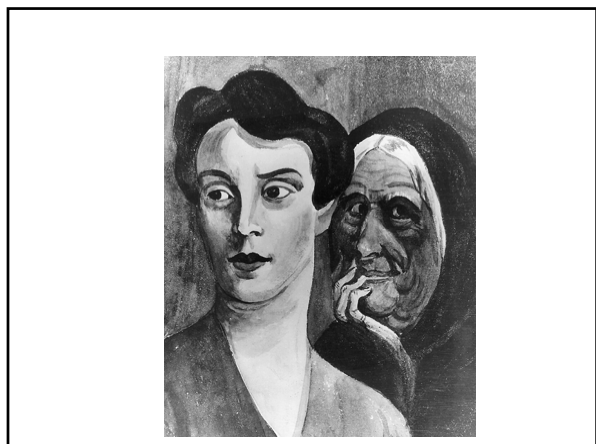
"It's just a simple Rorschach ink-blot test. Mr. Bromwell, so just calm down and tell me what each one suggests to you."

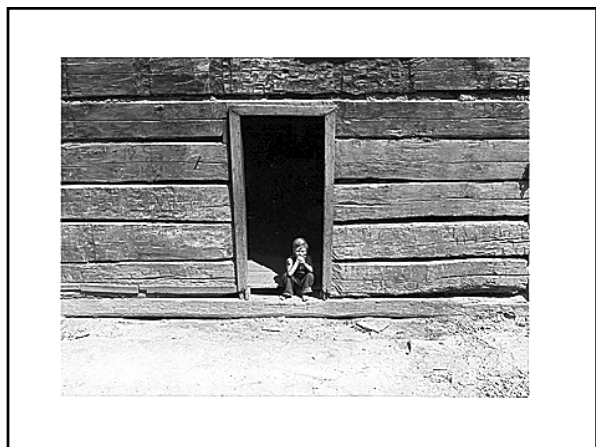
Psychoanalysis
_____ Personality Tests

- _____ 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

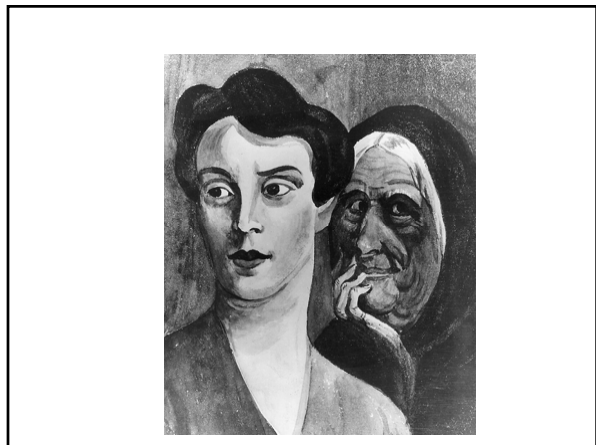


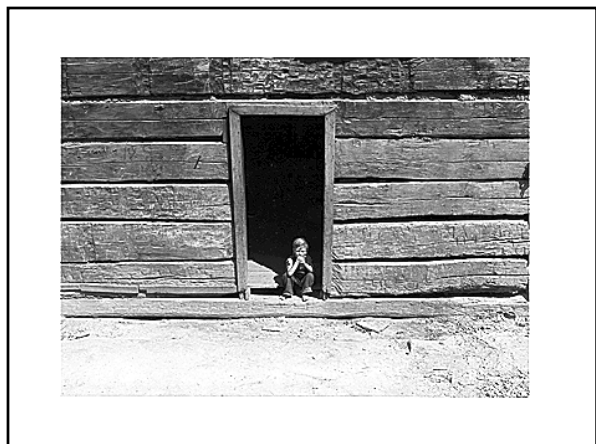




Review of TAT

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





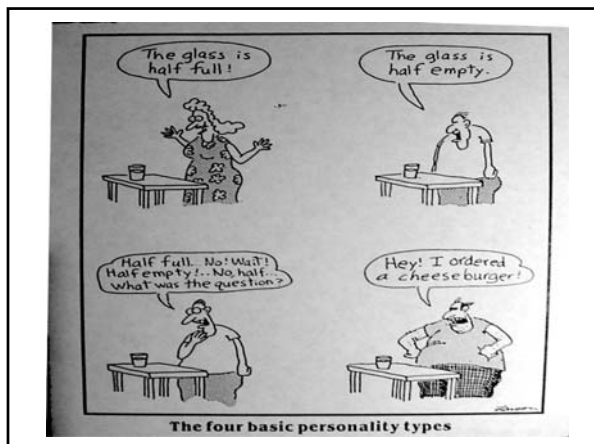




"Why did I marry him?" she said, dazed. "Why?"

_____ 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'

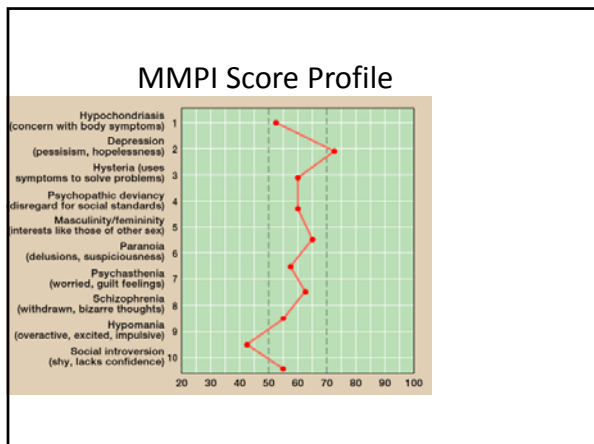


Minnesota _____ Personality Inventory

- 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



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.

Trait	Fraternal twins	Identical twins
Neuroticism	~0.25	~0.45
Extraversion	~0.25	~0.50
Openness	~0.25	~0.55
Agreeableness	~0.25	~0.40
Conscientiousness	~0.25	~0.35

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 _____.
