









- View of the causes and motives underlying personality and personality development
 - 1. The Psychodynamic Approach
 - 2. The Humanistic Approach
 - 3. The Trait Approach
 - 4. The Social-Cognitive Approach



- Grand Theories (Freud, Jung, Adler) – Attempted to explain all behavior
- Most theories at this time contained a:
 Core (what we have in common)
 - **Periphery** (what makes us different, and what sorts of differences are important)
- Often, grand theories are highly influential, yet difficult to test.

Psychodynamic Perspective

• "A man should not strive to eliminate his complexes but to get into accord with them: they are legitimately what directs his conduct in the world."

-Sigmund Freud

Psychodynamic Perspective

In his clinical practice, Freud encountered patients suffering from nervous disorders. Their complaints could not be explained in terms of purely physical causes.



Sigmund Freud (1856-1939)

Psychodynamic Perspective

Freud's clinical experience led him to develop the first comprehensive theory of personality, which included the unconscious mind, psychosexual stages, and defense mechanisms.



(1856-1939)

Psychoanalysis



Freud's theory of personality that attributes thoughts and actions to unconscious motives and conflicts; the techniques used in treating disorders by exposing and interpreting unconscious tensions.













• The Id unconsciously strives to satisfy basic sexual and aggressive drives, operating on the pleasure principle, demanding immediate gratification (*Pleasure Principle*)





Id, Ego and Superego

The Id unconsciously strives to satisfy basic sexual and aggressive drives, operating on the pleasure principle, demanding immediate gratification (*Pleasure Principle*).



The ego functions as the "executive" and mediates the demands of the id and superego *(Reality Principle).* The superego provides standards for judgment (the conscience) and for future aspirations.

Personality Development Freud believed that personality formed during the first few years of life divided into psychosexual stages. During these stages the id's pleasure-seeking energies focus on pleasure sensitive body areas called *erogenous zones*.

Psychosexual Stages

Freud divided the development of personality into five psychosexual stages.

| Stage | Focus |
|---------------------------|---|
| Oral (o–18 months) | Pleasure centers on the mouth—sucking, biting, chewing |
| Anal (18–36 months) | Pleasure focuses on bowel and bladder elimination; coping with demands for control |
| Phallic (3–6 years) | Pleasure zone is the genitals; coping with incestuous sexual feelings |
| Latency (6 to puberty) | Dormant sexual feelings |
| Genital (puberty on) | Maturation of sexual interests |

Oedipus Complex

A boy's sexual desire for his mother and feelings of jealousy and hatred for the rival father. A girl's desire for her father is called the Electra complex.

> Males: Fear of castration Females: Penis envy

These fears/anxieties result in identification of same sex parent (but motivation is stronger for males because they have something to lose).

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Identification

Children cope with threatening feelings by repressing them and by identifying with the rival parent. Through this process of identification, their superego gains strength that incorporates their parents' values.





Defense Mechanisms

Reaction Formation causes the ego 3 to unconsciously switch unacceptable impulses into their opposites. People may express feelings of purity when they may be suffering anxiety from unconscious feelings about sex.



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Projection leads people to disguise their own threatening 4 impulses by attributing them to others.

Defense Mechanisms 5. Rationalization offers self-

justifying explanations in place of the real, more threatening, unconscious reasons for one's actions.



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Displacement shifts sexual or aggressive 6. impulses toward a more acceptable or less threatening object or person, redirecting anger toward a safer outlet.

The Neo-Freudians

- · Although Freud was controversial, he attracted many followers
- Many of them accepted Freud's basic ideas (id, ego, superego; unconscious; defense mechanisms)
- · But, they differed in two ways:
 - More emphasis on the conscious mind's role in interpreting experience and coping with the environment
 - Doubted that sex and aggression were all-consuming motivations 27

The Neo-Freudians

Like Freud, Adler believed in childhood tensions. However, these tensions were social in nature and not sexual. A child struggles with an inferiority complex during growth and strives for superiority and power. Emphasized the importance of belonging.



Alfred Adler (1870-1937)

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The Neo-Freudians

Like Adler, Horney (pronounced Horn – Eye) believed in the social aspects of childhood growth and development. She countered Freud's assumption that women have weak superegos and suffer from "penis envy."





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The Neo-Freudians

Jung believed in the collective unconscious, which contained a common reservoir of images derived from our species' past. This is why many cultures share certain myths and images (archetypes) such as the mother being a symbol of nurturance. Types: Introvert/Extravert; Feeler/Thinker



Carl Jung (1875-1961)



Projective Personality Tests

- Measures aspects of personality by asking individuals to respond to ambiguous stimuli
- Assumes that the meaning the person projects onto the ambiguous stimuli reflects unconscious core aspects of personality

• Examples:

- Thematic Apperception Test (Constructive)
- Rorschach Test
- Rotter Incomplete Sentence Test (Completion)



Rorschach Inkblot Test

The most widely used projective test uses a set of 10 inkblots and was designed by Hermann Rorschach. It seeks to identify people's inner feelings by analyzing their interpretations of the blots.



Projective Tests: Criticisms

Critics argue that projective tests lack both reliability (consistency of results) and validity (predicting what it is supposed to).

• When evaluating the same patient, even trained raters come up with different interpretations (reliability).

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 Projective tests may misdiagnose a normal individual as pathological (validity).

Evaluating the Psychoanalytic Perspective

Modern Research

- Personality develops throughout life and is not fixed in childhood.
- Freud underemphasized peer influence on the individual, which may be as powerful as parental influence.
- Gender identity may develop before 5-6 years of age.

Evaluating the Psychoanalytic Perspective

Modern Research

- There may be other reasons for dreams besides wish fulfillment.
- Verbal *slips* can be explained on the basis of cognitive processing of verbal choices.
- According to Freud, suppressed sexuality leads to psychological disorders. But, while sexual inhibition has decreased, psychological disorders have not.

Evaluating the Psychoanalytic Perspective

Freud's psychoanalytic theory rests on the repression of painful experiences into the unconscious mind.

The majority of children, death camp survivors, and battle-scarred veterans are unable to repress painful experiences into their unconscious mind.

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Evaluating the Psychoanalytic Perspective

Freud was right about the unconscious mind. Modern research shows the existence of nonconscious information processing.

- Schemas that automatically control perceptions and interpretations
- Parallel processing during vision and thinking
- Implicit memories
- Implicit attitudes
- Emotions that activate instantly without consciousness

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Evaluating the Psychoanalytic Perspective

The scientific merits of Freud's theory have been criticized. Psychoanalysis is difficult to test. Most of its concepts arise out of clinical practice, which are the after-the-fact explanation. When one tenet appears to be falsified, another one comes to the rescue.

Still, what it is an ingenious and clever theory, and a comprehensive template for others to attempt with different premises.





- Focuses on people's unique capacity for choice, responsibility, and growth
- Stresses the positive, healthy aspect of personality and the uniqueness of the individual
- · Emphasis on the conscious mental process (responsibility)
- Humanistic Psychologists:
 - 1. Abraham Maslow
- 2. Carl Rogers





Assessing the Self

In an effort to assess personality, Rogers asked people to describe themselves as they would like to be (ideal) and as they actually are (real). If the two descriptions were close the individual had a positive self-concept.

All of our thoughts and feelings about ourselves, in an answer to the question, "Who am I?" refers to Self-Concept.

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Evaluating the Humanistic Perspective

- Humanistic psychology has a pervasive impact on counseling, education, child-rearing, and management.
- Concepts in humanistic psychology are vague and subjective and lack scientific basis.
- Very difficult to even figure out what to test, let alone, how to test.

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• Extracted 18,000 personality-describing words; narrowed to 4500 that described observable and permanent traits

Exploring Traits

Factor analysis is a statistical approach used to describe and relate personality traits.

Identifies clusters of items that tap basic components of personality.









Five-Factor Model (The "Big Five")

- Most widely accepted trait theory of personality
- Based on lexical hypothesis; derived from factor analysis
- Strong evidence which documents the presence of the "Big Five" personality traits
 - Stability across time
 - Found cross-culturally

Openness

- Openness to experience
- Distinguishes imaginative people from down-to-earth, conventional people
- · High level of openness:
 - Intellectually curious
 - Nonconforming
 - Daring
 - Appreciative of art
 - Aware of feelings

Conscientiousness

- Tendency to show a preference for planned behavior; influences control, regulation, and direction of impulses
- High levels of conscientiousness:
 - Dependable
 - Productive
 - Purposeful
 - High achievement
 - Persistent

Extraversion

- Characterized by positive emotions and the tendency to seek out stimulation and the company of others
- High levels of extraversion:
 - Talkative
 - Sociable
 - Affectionate
 - High energy/activity levels

Agreeableness

- Tendency to be compassionate and cooperative; desire to maintain positive interpersonal relationships
- · High levels of agreeableness:
 - Sympathetic
 - Warm
 - Trusting
 - Cooperative
 - Generous
 - Helpful
 - Optimistic view of human nature

Neuroticism

- Tendency to experience negative emotions; emotional instability
- High levels of neuroticism:
 - Emotionally reactive
 - Vulnerable to stress
 - Interpret ordinary situations as threatening
 - Anxious
 - Insecure
 - Self-conscious

| Endpoints | | | | |
|---|--|--|--|--|
| THE "BIG FIVE" PERSONALITY FACTORS (Memory tip: Picturing a CANOE will help you recall these.) | | | | |
| Trait Dimension | Endpoints of the Dimension | | | |
| Conscientiousness | Organized Careful Disciplined | $\uparrow \uparrow \uparrow$ | Disorganized Careless Impulsive | |
| Agreeableness | Soft-hearted Trusting Helpful | $\stackrel{}{\underset{}} \stackrel{}{\underset{}} \stackrel{}{\underset{}}$ | Ruthless Suspicious Uncooperative | |
| Neuroticism (emotional stability vs. instability) | Calm Secure Self-satisfied | $\underset{}{\overset{}{\overset{}}}$ | Anxious Insecure Self-pitying | |
| Openness | Imaginative Preference for variety Independent | $\stackrel{}{\underset{}{\overset{}}}$ | Practical Preference for routin Conforming | |
| Extraversion | Sociable Fun-loving Affectionate | $\uparrow \uparrow \uparrow$ | Retiring Sober Reserved | |







The Minnesota Multiphasic Personality Inventory (MMPI) is the most widely researched and clinically used of all personality tests. It was originally developed to identify emotional disorders. 567 true-false items!!

The MMPI was developed by empirically testing a pool of items and then selecting those that discriminated between diagnostic groups.









