

Meaning of Personality

The word personality is derived from Greek word "Persona", the mask used by actors in Greek drama.

Personality is the total quality of an individual's behaviour as it is shown in his habits of thinking, in his attitude, interests, his manner of acting and his personal philosophy of life. It is the totality of his being. Personality is more than the sum total of an individual's traits and characteristics. It is expressed through his behaviour. The characteristic combinations of behaviour distinguish one individual from another giving each a unique personality and identity.

Personality is often confused with character and temperament. Character means a judgment of the individual based upon certain qualities. A person has a good or bad character depending on whether or not he is honest and dependable. Character reflects the part of the personality related to one's value system.

Temperament is the hereditary emotional aspects of personality. We refer to a person's temperament as "irritable and fuzzy", "moody" or "sensitive"

Definition of Personality

According to Munn NL (Psychology)

Personality may be defined as the most characteristic integration of an individual's structure, modes of behaviour, interests, attitudes/capacities, abilities and aptitudes.

According to Gordon Allport

Personality is the dynamic organization within the individual of those psychosocial systems that determine his unique adjustment to his environment."

According to Eysenck

"Personality is the more or less stable and enduring organization of a persons character temperament, interact and physique which determines his unique adjustment to the environment

According to Morton prince:-

"Sum total of all, the biological innate dispositions, impulses, tendencies, appetites and instincts of the individual and the acquired disposition and tendencies.

Components of Personality

1. **Physicals appearance:** It refers to the physique of an individual
2. **Character:** It refers to the ethical or moral aspect of personality which one possesses. The character of an individual is judged by the level of consistency exhibit in his behaviour.
3. **Temperament:** It refers to the deep rooted emotional trend present in an individual. It is a result of secretion of endocrine glands as well as habit formation. Temperament plays as important role in one's ability to adjust to his environment.
4. **Interest:** it refers to a felt need. It is connected to three aspects, the need to know, feel and perform.
5. **Ability:** It refers to a special natural power to do something well, physical, or, mental.
6. **Sociability:** it refers to an ability of the individual to socialize himself in a social environment and how perceive his presence in the group.
7. **Emotionality:** It refers to the ability of an individual to show mature emotional behaviour in suitable situations.

Types/Classification of Personality

A. Classification by Psychological Types

On the basis of sociability Dr Karl G Jung classified people into two main groups namely.

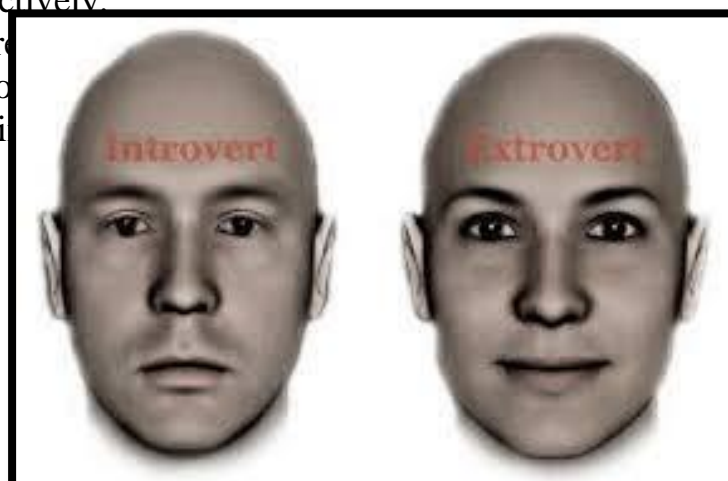
- a. Extroverts and
- b. Introverts.

a. Introverts are those who are interested in themselves, their own feelings, emotions and reactions. They are busy in their own thoughts and are self-centred. They are reserved and like to work alone. They are very sensitive and are unable to adjust easily to social situations. They are inclined to worry and easily get embarrassed. Many poets, philosophers, scientists and artists belong to this group.



b. Extroverts are people who are sociable and take interest in others and like to move with people and are skilled in etiquette. They are friendly and sociable and not easily upset by difficulties. They are dominated by emotions, whereby they take decisions quickly and act on them without delay. They are realistic and face the problems of life objectively.

- There are two main types of personality: extroverts and introverts. Major characteristics of extroverts and introverts are as follows:

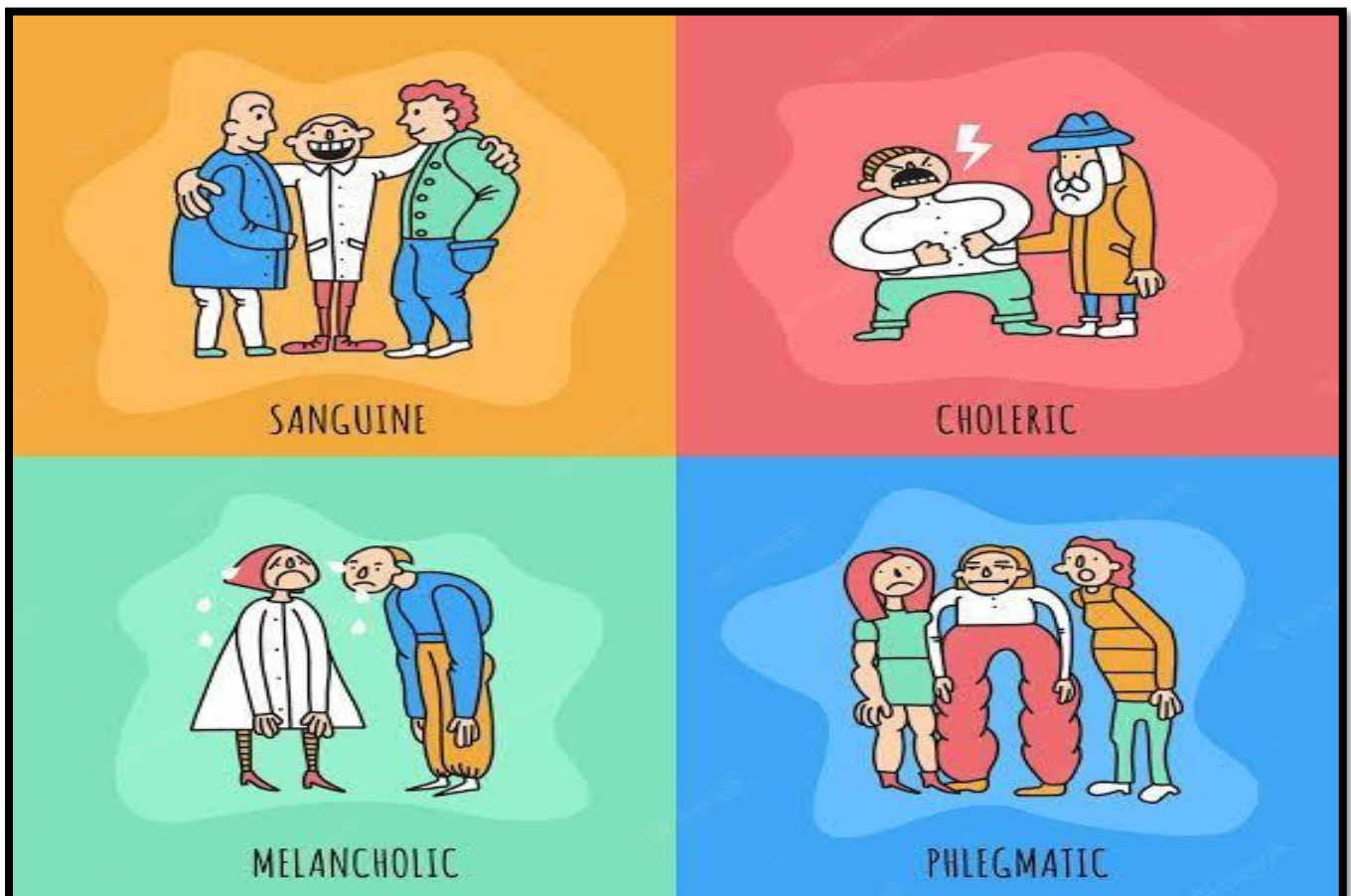


Major characteristics of extroverts and introverts are as follows:

B. Types of Personality Based on Temperament:

Hippocrates (about 400 BC), the father of medicine, classified people into four types as per temperament depending on which one of one's bodily humours or fluids they believe to predominate :

- a) **Sanguine**-cheerful, vigorous, confident, optimistic (blood).
- b) **Choleric**-irritable, hot tempered (yellow bile)
- c) **Melancholic**-depressed, morose (black bile).
- d) **Phlegmatic**-calm, slow moving, unexcitable, unemotional(mucus)

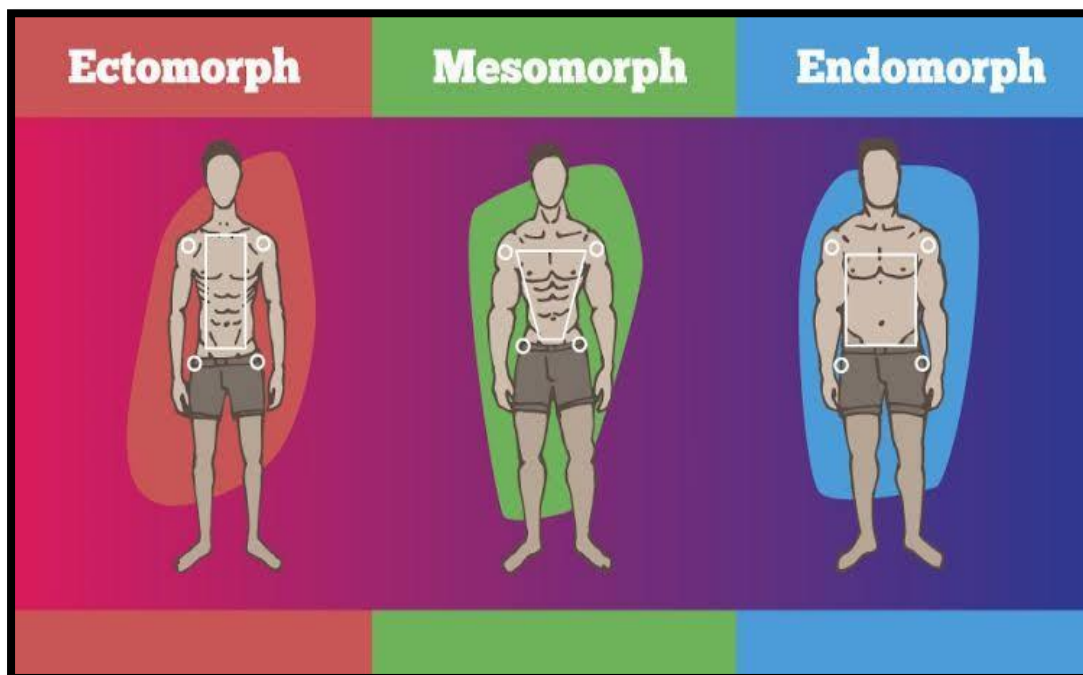


C. Types Based on Body Build (Physiological Types):

- 1) William Sheldon (Based on different layers of skin).
- 2) Kretschmer (Physic and character).

1) William Sheldon (1954) divided people into three types according to body build and behaviour.

- **Ectomorph**- tall, thin, and flat-chested, self conscious, shy, fond of solitude and reserved (introverts)
- **Mesomorph**- heavy set and muscular- physically active and noisy.
- **Endomorph**- plumb, soft, fat and round- sociable even tempered and relaxed (like Santa Claus).



2) Kretschmer (1925) divided people into 3 types based on body structure:

- **Asthenic**- introvert, tall, thin, sensitive.
- **Athletic**- active, aggressive, well-developed muscular body.
- **Pyknic**- extrovert, round and fat.

3) On the same basis, temperament too is classified into the following three classes:

a) **Viscerotonic (endomorph)** eating predominates. They love comforts and food also seek love of others. They also sleep deeply. They like others help them when they are in trouble.

b) **Semantotonic (mesomorph)**. They have a brittle, clear, competitive nature and a generally powerful, daring, authoritative and loud talkers. in troubles, they are more

c) **Cerebrotonic (ectomorph)**. They are habituated in suppressing their emotions. They are self-controlled and withdrawing. They love solitude Instead of seeking assistance in trouble, they keep to themselves. They speak slowly and their sleep is often disturbed. Although a person's physique may have some influence on personality, the relationship is much more subtle. Research has shown little correlation between body build and specific personality characteristics.

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Personality **trait**

Personality traits reflect people's characteristic patterns or thoughts, feelings, and behaviours.

Personality traits imply consistency and stability-someone who scores high on a specific trait like Extraversion is expected to be sociable in different situations and over time.

Or,

Allport (1961) used different traits to describe the uniqueness of each individual. The most common way to describe people, say a nurse, is to list a number of qualities she should possess, e.g. patience, honesty, perseverance, thoroughness and initiative. These qualities are called personality traits. Groups of personality traits are known as personality factors or dimensions of personality. When traits are analysed and results are put on a graph, it is called personality profile.

Personality Traits of a Nurse

Personality Traits of a Nurse are as follows:

1. Discipline
2. Responsibility
3. Patience
4. Commitment
5. Dedication
6. Punctuality
7. Hard work
8. Good physical stamina
9. Alertness of mind
10. Adaptability to follow difficult time schedules
11. Ability to think in crisis to take a quick decision
12. Calm, pleasant, compassionate and understanding
13. Good team spirit

14. Ability to help and serve needy people without getting sentimentally attached.

Trait Theories

GB Allport (1887-1967) was the first personality theorist who adopted trait approach. According to him, an individual develops a unique set of stable tendencies or traits organized around a few primary traits.

RS Cattell, the British born American research worker, defined trait as a structure of the personality inferred from behaviour in different situations. He described four types of traits

- a) Common traits, widely distributed in general population.
- b) Unique traits, unique for a person, e.g. temperamental trait, emotional traits.
- c) Surface traits, able to recognize as a manifestation of behaviour. Like curiosity, dependability, tactfulness, honesty. For example, a student showing proficiency in both mathematics and literature has a Surface trait, because two different factors influence him to achieve success in these subjects.
- d) The inner qualities of human being which bind behaviour's and act as sources of surface traits and called source traits underline sources or structures that determine one's behaviour. Such as dominance, submission, emotion and motivation.

The theory of Cattell intends to give certain specific dimensions to personality, so that human behaviour related to a particular situation can be predicted. Cattell has adopted factor analysis as a technique for his work (The 16 factor personality theory)

Assumptions made:

1. Traits are common to all individuals
2. Traits are relatively stable
3. Traits are quantifiable. Human personality development is influenced by some active and forceful traits.

The Five Factor Model or the Five Trait Theory:

For over 50 years, a major goal of personality researchers was to find a way to define the structure of personality with the fewest possible traits. The search for a list of traits that could describe personality differences among everyone, began in 19305 with a list of about 4500 traits and ended in 1990s with z list of only five traits.

The five (traits) factor model traits theory organizes personality traits under five categories:

1. Openness
2. conscientiousness.
3. Extraversion,
4. Agreeableness and
5. Neuroticism (OCEAN)

These traits which are referred to as the big five traits raise three major issues.

First, although traits are stable tendencies to behave in certain ways, this ability does not apply across all different situations.

Second, personality traits are both changeable and stable. Most change occurs before age 30, Because adolescents and young adults are more willing to adopt new values and attitudes or revise old ones. Most stability occurs after age 30, but adults do continue to grow in their ideas beliefs and attitudes.

Third, genetics features have a considerable influence on personality traits and behaviours. Genetic factors push and pull the development of certain traits whose development may be helped or hindered by environmental factors.

Traits are useful in that they provide shorthand descriptions of people and predict certain behaviours.

Trait theory says relatively little about the development or growth of personality but instead emphasizes measuring and identifying differences among personalities.



Personality Development

Personality development is defined as a process of enhancing one's personality. Personality development sessions guide an individual as to how he/she can develop his/her personality. Or,

Personality development is the development of the organized pattern of behaviour and attitudes that makes a person distinctive. Personality development occurs by the ongoing interaction of temperament, character, and environment.

Process of Personality Development

A. Growth

The increase in size that occurs with changing age is called growth. Most organisms become larger as they become older. Growth takes place through metabolic processes from within the organism takes in a variety of substances, breaks them down into their chemical components and then then reassemble them into new materials.

B. Maturation

Maturation is the unfolding of genetically prescribed patterns of behaviour or biological potential such changes are relatively independent of the environment. For example, an infant's motor development after birth, i.e. grasping, sitting, crawling, standing and walking follows a regular sequence. Both growth and maturation involve biological change While growth refers to the increase in the

individual's cells and tissue, maturation concerns the development of organs and limbs to become functional.

C. Learning

It is more or less a permanent modification in behaviour that results from the individual's experience in the environment. It differs from maturation which occurs without any specific experience or practice.

Domains of Personality
Development:

A. Physical Development	It involves all those changes occurring in a person's body like changes in height, weight, in the brain, heart and other structures and processes and in skeletal, muscular and neurological features that affect motor skills. At puberty boys and girls undergo growth and development very fast.
B. Cognitive Development	It involves all those changes that occur in the mental activity including sensation, perception, memory, thought, reasoning and language.
C. Psychological Development	It includes all those changes that concern a person's personality, emotions and relationship with others. Society distinguishes between children, adolescents and adults.

Factors influencing Personality Development

Personality is a dynamic growing thing different in each person and influenced by the following three factors:

<p>A. Environmental or social factors</p>	<p>a) Heredity b) Influence of home c) Order of birth the first born child may be dominating d) Only child-may become a problem child e) School and peer group f) Community and social roles g) TV, cinema, radio and newspaper</p>
<p>B. Biological factors</p>	<p>a. Endocrinal glands and personality</p> <ul style="list-style-type: none"> • Thyroid glands • Adrenal glands • Sex glands <p>b. Blood glucose level</p> <p>c. Externally imposed Biological conditions</p> <ul style="list-style-type: none"> ▪ Drugs and alcoholism ▪ Diseases ▪ Diet.
<p>C. Mental or psychological factors</p>	<ol style="list-style-type: none"> 1. Our motives 2. Acquired interests, 3. Our attitudes, 4. Our will and character, 5. Intellectual capacities such as intelligence, 6. Reasoning. 7. Attention, 8. Perception and imagination. <p>These determine our reactions in various situations and thus affect the growth and direction of our personality. An individual with a lot of will power will make decisions more quickly than others. Intelligence will enable him to make adequate adjustment and in collecting facts and understanding relationships.</p>

Theories of Personality Development

Freud's Stages of Psychosexual Development

In addition to being one of the best-known thinkers in the area of personality development. Sigmund Freud remains one of the most controversial. In his well-known stage theory of psychosexual development. Freud suggested that personality develops in stages that are related to specific erogenous zones. Failure to complete these stages, he suggested, would lead to personality problems in adulthood.

Freud's Structural Model of Personality

Freud not only theorized about how personality developed over the course of childhood, but he also developed a framework for how overall personality is structured. According to Freud, the' basic driving force of personality and behaviour is known as the libido. This libidinal energy fuels the three components that make up personality: the id, the ego and the superego.

The id is the aspect of personality present at birth. It is the most primal part of personality and drives people to fulfil their most basic needs and urges. The ego is the aspect of personality charged with controlling the urges of the id and forcing it to behave in realistic ways. The superego is the final aspect of personality to develop and contains all of the ideals, morals and value imbued by our parents and culture. This part of personality attempts to make the ego behave according to these ideals. The ego must then moderate between the primal needs of the id, the idealistic standards of the superego and reality.

Freud's concept of the id, ego and superego has gained prominence in popular culture, despite a lack of support and considerable scepticism from many researchers. According to Freud, it is the three elements of personality that work together to create complex human behaviours.

Erikson's Stages of Psychosocial Development

Erik Erikson's eight-stage theory of human development is one of the best-known theories in psychology. While the theory builds on Freud's stages of psychosexual development. Erikson chose to focus on how social

relationships impact personality development.

The theory also extends beyond childhood to look at development across the entire lifespan.

At each stage of psychosocial development, people face a crisis in which a task must be mastered. Those who successfully complete each stage emerge with a sense of mastery and well-being. Those who do not resolve the crisis at each stage may struggle with those skills for the remainder of their lives.

Piaget's Stages of Cognitive Development

Jean Piaget's theory of cognitive development remains one of the most frequently cited in psychology, despite being subject to considerable criticism. While many aspects of his theory have not stood the test of time, the central idea remains important today: children think differently than adults.

According to Piaget, children progress through a series of four stages that are marked by distinctive changes in how they think. How children think about themselves, others, and the world around them plays an important role in the formation of personality.

Kohlberg's Stages of Moral Development

Lawrence Kohlberg developed a theory of personality development that focused on the growth of moral thought. Building on a two-stage process proposed by Piaget, Kohlberg expanded the theory to include six different stages. While the theory has been criticized for a number of different reasons, including the possibility that it does not accommodate different genders and cultures equally, Kohlberg's theory remains important in our understanding of how personality develops.

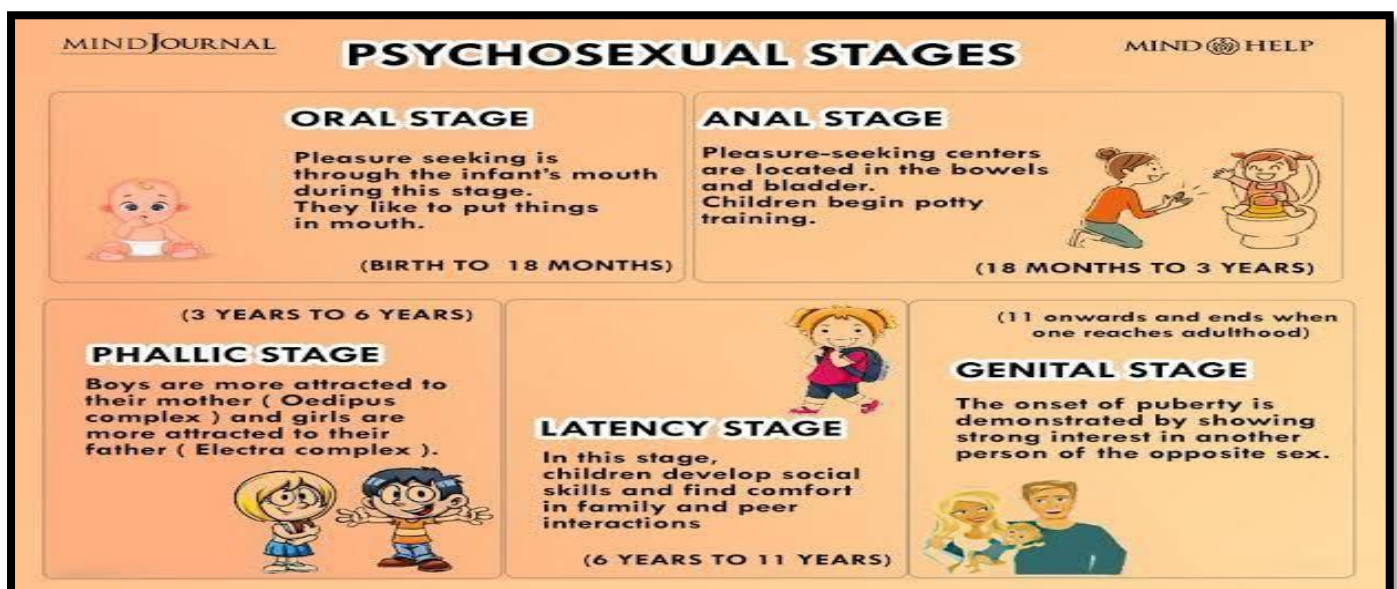
Final Thoughts

Personality involves not only inborn traits, but also the cognitive and behavioural patterns that influence how people think and act. Temperament is a key part of personality that is determined by inherited traits. It is the aspects of personality that are innate and have a lasting influence on behavior. Character is another aspect of personality influenced by experience that continues to grow and change throughout life. While personality continues to evolve over time and respond to the influences and experiences of life, much of personality is determined by inborn traits and early childhood experiences.

Psychosexual Development of Personality According To Freuds

According to Freud, all human beings pass through a series of five psychosexual stages:

1. **The oral stage** from birth to one and half years; pleasure is obtained through stimulation of the mouth as in nursing or thumb sucking.
2. **The anal stage** occurring during 1.5 to 3 years of life when toilet training is attempted gratification is obtained through holding or expelling faeces.
3. **The phallic or oedipal stage** from about age three to six-pleasure is obtained by fondling the genitals.
4. **A latency stage** 6 to 12 years (onset of puberty) called latency because sexual interests are repressed and lie dormant till puberty. Period of gang formation and fierce gang loyalties. Boys cling together and shun girls and girls despise boys.
5. **The genital stage (adolescence)** begins with puberty. Young people begin experiencing romantic infatuation and emotional upheavals.



Problems encountered at any one stage, either of deprivation or overindulgence, may produce fixation at that stage. A person fixated at the oral stage when the infant is totally dependent upon others for satisfaction of needs may, as an adult, be excessively dependent and overly fond of such

oral pleasures as eating, drinking or smoking. A person fixated at the anal stage may be abnormally concerned with cleanliness and orderliness (obsessive compulsive disorder OCD). Freud's theory paints a picture of humans filled with irrational and unconscious forces that control our behaviour without any free choice.

For Freud, the first six years of childhood are most critical for personality development. What happens to the individual in later life is fashioned during the child's first six years.

Structure of Personality

Freud thought of personality as being based upon a structure of three parts:

1. The id,
2. The ego and
3. The superego.

A. The id:

- 1) The id is composed of biological instincts including the drives of sex and aggression.
- 2) Id is self-centred, impulsive but unconscious. All the drives of a person towards pleasure and self-satisfaction are coming from id. This uninhibited demand for self-satisfaction is called the pleasure principle.
- 3) Id does not bother about the environment, the needs of others or reality but demands complete self-satisfaction. An infant is all id as it demands immediate satisfaction of its basic needs like hunger, thirst, relief from discomfort or pain without concern for how it will be done immediately.



B. The ego:

1. The ego called self, gets energy from the id but serves as a control for the id through its contact with reality.
2. Ego directs the behaviour of personality through the reality principle.
3. Many demands of id are not 'realistic and hence will be controlled by the ego. The ego is primarily determined by the experience of reality and is therefore guided by reality principle. It is predominantly conscious though some parts (like ego defense mechanisms) are unconscious. Ego maintains a balance between the Id and superego on one hand and the reality on the other.
4. **For example**, an individual observes a pleasurable object surrounded by a barrier. Id wants immediate gratification by obtaining the object without seeing the reality of a barrier around it. The superego on the other hand, proclaims that it is sinful to derive pleasure from an object surrounded by a barrier. The ego strikes a balance between the two as well as real world and decides to wait and find a way to climb the barrier and derive pleasure. Ego delays gratification in view of the reality. Ego is the seat of conscious, intellectual, self-preservative and defensive functions of the mental apparatus.

C. The superego:

- 1) The superego is predominantly unconscious subdivision of mental apparatus that develops from ego.
 - 2) The superego is made up of the conscience and the ego ideal. It is developed through the cultural environment and learning from social contacts such as parents, family members and authority figures.
 - 3) It judges the thoughts and actions of the ego. When a person behaves against the standards of his superego (= conscience) he will feel guilty.
- ❖ Freud believed that the id, ego and superego were in constant conflict

with one another, the ego controlling the demands of the id and the superego checking the behavior of the ego.

Methods/Techniques of Personality Assessment:

The techniques of personality assessment can be divided into five categories:

- A. Where one can see how the individual behaves in actual life situations
 - a) Observation technique
 - b) Situation technique.
- B. Where one can find out what an individual says about himself:

Subjective

- i. Autobiography
 - ii. Questionnaire/personality inventory
 - iii. Interview.
- C. Techniques by which one can find out what others say about the individual whose personality is under assessment.

Objective

- a) Case history taking, i.e. extracting information
 - b) Biography
 - c) Rating scales
 - d) Sociometry.
- D. Techniques by which one can find how an individual reacts to an imaginative situation involving fantasy. For example, projective methods.
- E. Techniques by which one can indirectly determine some personality variables in physiological responses by measuring (technical) instruments.

Carl Rogers' **Self Theory**

Carl Rogers (1902-1987) rejected the psychodynamic approach because it placed too much emphasis on unconscious, irrational forces. Instead Rogers developed a new humanitarian theory called "Self theory" (1980). Self-theory has two primary assumptions:

- Personality development is guided by each person's unique self-actualization tendency
- Each of us has a personal need for positive regard.

Rogers said that the self is made up of many self-perceptions, abilities, personality characteristics and behaviors that are organized and consistent with one another. People have a basic need to be loved and respected. If you have an unconditioned positive regard from others, you will develop more realistic self-concepts/self-actualization but if the response is conditional, it may lead to anxiety and frustration.

Factors of **Personality**

1. The physical factors include the physique of the individual-his size, strength, looks and constitution.
2. The environmental or social factor.
3. Mental or psychological factors including motives, interests, attitudes, will and character, intellectual capacities as intelligence, reasoning, attention, perception and imagination. These traits and factors are assessed by psychological tests. Trait theory is an approach for analysing the structure of personality by measuring.

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