

ATLANTIC INTERNATIONAL UNIVERSITY

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PSYCHOLOGY

EXAM: PERSONALITY THEORY AND ASSESSMENT

Introduction to topics in the chapter

Psychoanalytic theories

Psychoanalysis is the term used by Sigmund Freud for therapy and personality theory. He emphasized that the unconscious controls both thought and behavior of humans. This personality theory according to Freud is based on three layers of consciousness comprising; **The conscious**, which consist of the awareness we have of anything at any point in time. **The preconscious**: This term is used for all feelings, memories, experiences and perception we are not thinking about at the moment but can be retrieved to consciousness. **The unconscious** which Freud said is the drive behind every human thought and behavior stores all displeasing memories that are repressed involuntarily from consciousness. He related these levels of consciousness to three order of personality, namely the **id, the superego and the ego**. The **id** is said to be primordial, an out of reach unconscious state carrying both life and death inherent aptitude. It seeks for fun, immediate gain and avoid discomfort. The **ego** is the reasonable and pragmatic segment of personality, its mainly conscious and primarily serves the cravings of the id. It operates on the real-world principles, striving to achieve the wishes of the id within the limits of reality and not ideality. Neo-Freudians like, **Carl Jung** (1875-1961) did not believe that personality is totally formed in childhood as proposed by Freud, but the age preceding adulthood is vital to personality development. He did not also agree that the sex instinct is the central element in personality. He contrived personality to be of three parts, the ego, personal unconscious and collective unconscious. **Alfred Adler** (1870- 1937) another Neo-Freudian argued that personality is one and is indivisible into parts. For example, id, ego and superego. He asserted that an individual's fight to overcome inferiority creates a self-aware element of his personality referred to as individual psychology.

Humanistic theories

Abraham Maslow (1908- 1970) stressed that motive is the basis of personality. He said the drive for esteem and self- actualization can only happen when Biological, safety and belongingness need of humans have been met. Another humanistic psychologist **Carl Rogers** (1902-1987) posits that attaining self-actualization in adulthood is determined by mode of upbringing adopted by parents while raising children, the conditions of worth method or unconditional positive regard style.

Trait theories

Traits mean individual attributes that enable one cope with a number of circumstantial challenges and handle unanticipated events. **Gordon Allport** (1897-1967) asserts that everyone has a distinctive pattern of matter for a particular trait that is formed by experiences. The *cardinal trait* refers to a main substance of a person's life from where all his behavior seem to emanate from. The *central trait* is the widespread mannerisms that can be included in describing an individual. **Raymond Cattell** (1915- 1998) in his trait theory referred to noticeable attributes of personality as *surface trait* which he said appear in clusters, while the hidden personality elements are called *source traits*. He developed the 16PF

Questionnaire commonly used for personality profiling in schools and employment settings. **Robert McCrae and Paul Costa** (Costa & McCrae 1985) worked on the Five-Factor Model of personality namely; Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism.

Social cognitive theories

Social cognitive theories are based on the concept that personality is an aggregation of behaviors acquired through socializing with other people. **Mischel** opined that trait is the likelihood a behavior will manifest in response to a specific event (Wright & Mischel, 1987). **Albert Bandura** in his social -cognitive theory of personality stated that behavior, cognitive factors (belief, expectancies and temperament) and environment interact to determine personality. He called it Reciprocal determinism (1977,1986). Bandura stressed that self-efficacy which is an individual's perception of his or her ability to carry out task effectively contribute to personality.

Personality assessment

Psychologists, Psychiatrists and counsellors use different ways to determine and measure improvement of patients undergoing therapy. This is referred to as personality assessment. **Observation** is an assessment method used by Behaviorists to measure the recovery of Psychiatrist patients. This method is time consuming. **Interviews** are used by Psychiatrists and Clinical psychologists to identify and treat patients with Psychological disorders. **Rating scales** are used by examiners who document report of interviews conducted on individuals against standard form of behaviors to assess recovery. A more objective method of assessment is the **inventory**. It is a set of questions requiring a yes or No (true or false) or to choose an answer from the options provided. The inventory shows where people belong on the various dimensions of personality. It is used in profiling. **The Minnesota multiphasic personality inventory (MMPI)** identifies different kinds of psychological disorders. It is in wide use and its revised form is MMPI-2. It is inexpensive and not difficult to use. **The California personality inventory (CPI)** is suitable for routine or normal uses (people without psychological disorders). **The Myers-Briggs type indicators (MBTI)** is used for measuring individual differences in personality. The **Rorschach inkblot method** is a projective personality test that is used to differentiate different Psychological disorders. The **Thematic Apperception Test** consist of one card and 19 vague and ambiguous ones showing black and white figures of various human conditions. It is a projective test to assess an individual's perception of social relationships.

Questions of exam

1. A person's unique pattern of behaving, thinking, and feeling is his or her
 - a. motivation. c. personality.
 - b. emotion. d. cognition.

Answer: c. personality

2. Freud's theory of personality and his therapy for the treatment of psychological disorders are both known as
- a. behaviorism.
 - b. psychosocialism.
 - c. psychoanalysis.
 - d. humanism.

Answer : c. psychoanalysis

3. Of Freud's three conceptual systems of personality, the _____ is mainly in the conscious, the _____ is split between the conscious and the unconscious, and the _____ is completely unconscious.
- a. id; ego; superego
 - b. ego; superego; id
 - c. superego; ego; id
 - d. ego; id; superego

Answer: b. ego; superego; id

4. The libido is Freud's name for the psychic or sexual energy that comes from the superego and provides the energy for the entire personality. (true/false)

Answer: true

5. Ava is 13 months old, and whatever she can pick up is likely to go into her mouth. Ava is in Freud's _____ stage of psychosexual development.
- a. anal
 - b. oral
 - c. phallic
 - d. genital

Answer: b. oral

6. Clint is 5 years old, and he thinks his mother is as beautiful as a princess; he would rather spend time with her than with his father. Clint is in Freud's _____ stage of psychosexual development.
- a. anal
 - b. oral
 - c. phallic
 - d. genital

Answer: d. genital

7. A central theme in Adler's theory is the individual's quest for feelings of
- a. superiority.
 - b. the collective unconscious.
 - c. adequacy.
 - d. ego integrity

Answer: a. superiority

8. According to Horney, maladjustment is often caused by
- a. guilt related to failing to live up to an ideal self.
 - b. observation of maladjusted role models.
 - c. inherited traits.
 - d. repressed memories.

Answer: a. guilt related to failing to live up to an ideal self.

9. Allport and Cattell were proponents of the _____ theory of personality.
- a. stage
 - b. trait
 - c. biological
 - d. humanistic

Answer: b. trait

10. Which of the following Big Five personality factors has been found to be a requirement for creative accomplishment?
- a. extraversion
 - b. conscientiousness
 - c. neuroticism
 - d. openness to experience

Answer: d. openness to experience

11. Bandura's theory includes the concept of _____, the belief a person has regarding his or her ability to perform competently whatever is attempted.
- a. reciprocal determinism
 - b. self-efficacy
 - c. extraversion
 - d. conditions of worth

Answer: b. self-efficacy

12. Trey believes that what happens to him is based on fate, luck, or chance, and his philosophy of life is “whatever will be, will be.” Rotter would say that Trey has a(n)_____ locus of control.

- a. internal c. external
- b. explicit d. regressed

Answer: c. external

13 Rogers’s theory included the concept of conditions of worth—the idea that our parents teach us important values in life and that we as individuals will be motivated to seek out those values. (true/false)

Answer: true

14. The MMPI-2 is a good example of a projective personality test. (true/false)

Answer: false

15. The California Psychological Inventory was developed to evaluate the personalities of

- a. the mentally ill. c. typical people.
- b. males. d. females.

Answer: c. typical people

16. You are shown a black-and-white drawing of people and asked to tell a story about it. You are probably responding to

- a. the Rorschach Inkblot Method. b. the CPI.
- c. the Myers-Briggs Type Indicator. d. the TAT.

Answer: a. the Rorschach Inkblot Method

Critical Thinking: Write short answers of 3 to 6 paragraphs

1. How do you think the Big Five dimensions of personality affect your behavior

Answer: The big five dimensions of personality affect my behavior in many ways. In the light of the Big five dimensions of personality, a fair assessment of myself will give an average score on **Openness**. I am curious about knowing new things, try to find alternative means to getting things done. I adapt to a new environment easily as I do not find it difficult to get acquainted with people in a short space of time. I think taking on this course despite my age and busy schedule can be attributed to certain degree of openness as a dimension of personality. I will rather score myself an average in **Conscientiousness**. I do a little dressing of my Bed before taking a sleep, just hang up my clothes on arrival at home, although not taking time to fold it up. I am averse to seeing dirty clothes heaped and litter the room like my wife will always do, so I wash my clothes and my wife's very often. My wife's low score in conscientiousness takes a deal of my time at home trying to do house keeping. It affects my behavior because I sometimes get upset by sheer careless ways things are kept around the house, even sharp objects like Razor blades, Needles, Toothpick etc. These items can cause accident at home, but one can hardly see them kept in safe places around the house, you have to relocate them yourself. I do not iron everything I wear every time I am going out. It does not mean I wear rumpled dresses, but I struggle with doing this chore repeatedly.

Extraversion is one dimension I will rank myself high. I flow easily with my colleagues at work, enjoy the company of friends and church members. I feel gratified seeing lively people around me. Whatever it is to be done while at work, I do it heartily to the admiration of my Bosses and colleagues. I sometime get teased for being overzealous for work. This is because I find some of my colleagues unwilling to take simple instructions to do some menial task. I do knowledge sharing sessions in the office every morning. I am excited anchoring these sessions and my Bosses and Colleagues are happy too.

Agreeableness. I concur with people in a number of ways, differences may exist when it comes to religion and moral values which I hold in a high esteem. People are generally good and will not deliberately cause harm to another person without a cause. This is my perception about people and it helps me get on easily with them barring moral differences. I do not indulge or take pleasure in arguments or drag with people over petty things. I rather give up my right or position, to accommodate the interest of another person who may be in need of the item or issue at stake more than me at that

particular time. I feel touched when someone is hurting and would like to do something to ameliorate the situation. I will give myself an average score on this dimension of personality. **Neuroticism** is one dimension of personality I will score myself low. I am scarcely pessimistic over a thing or situation. I keep hope alive instead. I do not get easily irritated with people or daily annoyances around me. I like a cool, quiet and unruffled demeanor. My wife scores high on this and is quiet challenging managing the outcomes of her irascible outburst over petty things at home. A few times I have been drawn out of my cool to response to these repeated mannerisms that tend to keep people away from us, especially House helps. I am faced with managing her frustrations over every little inconvenience and disappointments at home.

2. Most social scientists say that American culture is individualist. What aspects of culture in the United States exemplify individualism? Are there some features of American culture that are collectivist in nature? If so, what are they?

Answer: Individualist culture emphasizes the need of individuals above that of the group. America demonstrates individualism in more ways than one. Everyone is seen to be self-sufficient. Looking up to another for help or for survival is not in their value system. Individualism promotes, autonomy, individual rights, independence, and self-dependency. Personal achievements are greatly admired. Those who succeed in their chosen career are deemed to have worked harder and deserve the benefits of their endeavor. People in the American culture scarcely rely on Family or neighbors to solve their problems. poverty in their perception is the will of the poor to be so, since what should make him rich are viewed to be in the individual's control than determined by external factors. American culture would rather attribute poverty to laziness of the poor than to other factors not under his control. Individuals tackle their problems on their own.

They concentrate on themselves (the self-concept) and what profits them as individuals than what goes for the good of all to be shared by family members or society. American laws emphasize individual rights to show they are particularly individualistic in culture. The world is understood by an American in terms of independent, autonomous individuals, morally and economically responsible to itself. Parents scarcely get blamed or held accountable for the behavior of their matured upspring in their kind of world view. American laws make provision for freedom of the individual, leaving so much to his control than is obtained in many countries of the world.

Some aspects of American culture show collectivism. A study by (Hollinger and Haller, 1990) show that *Americans are more involved with Friends* than most Europeans. This is a trait in collectivist culture been exhibited by Americans. *They belong to more organizations* by choice (Curtis et al., 1992). They are not bound to any particular group but willingly join or leave an organization any time they are out of favor with it. In other collectivist cultures like Korea and Japan it is pretty difficult to leave the organization as the bound is more organic. This is one difference between American collectivism and that of the core collectivist culture. *Americans belong more often to Churches* (Caplow,1985, Curtis et al. 1992, Morris and Englehart, 2004). Identification with churches goes beyond individualism. They voluntarily join Religious bodies and participate in services which are marks of collectivist cultures. *Americans marry at a high rate* (US Bureau of the census, 2007, Table 1312). This means they find so much joy and satisfaction in identifying with other people (spouses), though their culture places more emphasis on self-sufficiency, autonomy and independence. *Americans loyalty to their Nation is rated very high*. They are in an individualistic culture but in matters of Nationhood they are collectivist in nature.

Application Essay: Write a 3-paragraph answer

1. In what situations do you exhibit personality traits that are different from those you usually demonstrate? For instance, if you are outgoing most of the time, in what situations do you find yourself feeling and exhibiting shyness?

Answer: I am generally cool, tolerant and friendly with people, but I have a challenge at home. My wife scores high on neuroticism and will at one time or another set me on edge by her irrational responses to seemingly easy and simple situations at home and I struggle to maintain my demeanor which I am generally known for. I may stop talking but my mood gets altered noticeably. Keeping cool is good business, it gives me time to reflect on the past and make informed decisions for the present, but I often loose this in course of my mood swing.

I am averse to participating in social gatherings where people do all sort of weird things in the name of entertainment, dancing and frolicking. I will lose my shyness if I am offered an opportunity to preach the gospel of Jesus Christ to the audience. When in an audience with a message to deliver, I feel differently and my behavior changes.

I have a reputation for keeping my distance from women on moral grounds. It is needful to do so, to enable me preach the Gospel whenever I have to, without causing negative sentiments due to unrestraint disposition towards women. This is not the case when a Lady is in distress or has a genuine need of care. I will normally change behavior and do the needful to assist in the circumstance. Those who are familiar with my style may wonder what may have come over me. This has happened a few times.

Bibliography

Samuel E Wood, Ellen Green Wood and Denise Boyd

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