BLOCK: IV
UNDERSTANDING PERSONALITY

Unit 1 : Personality

Unit 2 : Types and Traits of Personality

Unit 3 : Theories of Personality

Unit 4 : Determinants of Personality

UNIT- 1
PERSONALITY

Unit Structure:

1.0 Introduction:

Behaviour is called as the mirror of personality. In educational psychology, understanding students' personality is very important aspect. The way in which an individual reacts or adjusts with the external environment is personality. Study of students' personality helps a teacher to design classroom environment, to provide academic as well as vocational guidance, etc. So, in this unit, we will learn the meaning and nature of personality.

1.1 Objectives:

After going through this unit you will be able to—

- *know* the meaning of personality,

- *understand* the nature or characteristics of personality.

1.2 Meaning and Definition of Personality:

Personality is the totality of an individual's behaviour. It refers to the total quality of a person which is manifested in his various activities of

daily life. This total quality of behaviour refers to a person's attitudes, aptitudes, interest, capacities, knowledge and behaviour pattern which are reflected in his relation with environment.

The word *Personality* has been derived from Latin root "Persona" which means masks. Earlier, the Greek actors wore the masks at the time of acting and accordingly the concept personality emerged. Personality is not a fixed and inborn endowment but an acquired disposition arising out of constant interaction with people around. Personality is a dynamic totality which is continuously changing due to interaction with the environment. A layman describes personality looking at the outer appearance of a person including his dressing behaviour. Everybody possesses some kind of personality. Even a neonate has also specific kind of personality. Therefore, Personality can be better explained by the conduct, behaviour, activities, movements and everything else concerning the individual in way of responding to the environment. Actually, personality is described in terms of an individual's behaviour, his actions, postures, words and attitudes, opinions regarding his external world and also individual's cover feelings about his external world, one's feelings about himself. Simply it refers to a man within and outside the man himself or herself. Various definitions will definitely help to get a better understanding of the concept of personality and these definitions are cited below—

(i) **Morton Prince** (1924) **"**Personality is the sum total of all the biological innate dispositions, impulses, tendencies, appetites and instincts of the individual and the acquired dispositions and tendencies."

(ii) Famous behaviourist **J. B. Watson** in the year 1930 defined, "Personality is the sum of activities that can be discovered by actual observations over a long enough period of time to give reliable information."

(iii) According to **G. W. Allport**, a Professor of Harvard University (1948), "Personality is a dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment to his environment." It is a very comprehensive definition since it

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includes all the aspects of a person. Here, in this definition the term 'Dynamic' refers that personality is undergoing a constant change but is still well organized. Again, the term 'Psycho-physical' was used in which psycho means mental and physical refers to body parts of the systems and both interact with the internal as well as external environment of the individual.

(iv) **Woodworth,** Professor of Colombia University (Newwork) and Marquis, Professor of University of Michigan (USA) jointly authored a book titled "Psychology" in 1922 and defined Personality as "The total quality of an individual's behaviour, as it is revealed in his habits of thought and expression, his attitudes and interests, his manner of acting and his personal philosophy of life."

(v) **Cattell** defined it as "Personality is that which permits a prediction of what a person will do in a given situation."

(vi) According to **Eysenck**, "Personality is the more or less stable and enduring organization of a person's character, temperament, intellect and physique, which determine his unique adjustment to the environment."

(vii) An American Psychologist **S. R. Maddin** in 1976 defined personality in a very comprehensive way in his book "Personality Theories- A Comparative Analysis". He defined in the following way, "Personality is the stable set of characteristics and tendencies that determine those commonalities and differences in psychological behaviour (thoughts, feelings and actions) of people that have continuity in time and that may or may not be easily understood in terms of social and biological pressures of the immediate situations alone."

(viii) **Munn** said, "Personality may be defined as the most characteristic integration of an individual's structure, modes of behaviour, interests, attitudes, capacities, abilities and aptitudes."

(ix) Psychologists of Gestalt school define personality "as a pattern or configuration produced by the integrated functioning of all the traits and characteristic of an individual."

(x) According to **Kimble Young,** "Personality refers to the more or less organised body of ideas, attitudes, traits, values and habits which an individual has built into roles and status for dealing with others and with him."

STOP TO CONSIDER

- The term personality has been derived from Latin word 'Persona' which was associated with Greek theatre in ancient time.

- Personality is a dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment to his environment.

1.3 Nature and Characteristics of Personality:

From the definitions cited above, the nature of personality can be depicted in the following points—

i. Personality refers to dynamic organization of Psychological elements of the system that are independent and these elements always function in a linking manner.

ii. Personality can change situation to situation, time to time in different environmental context.

iii. Personality is the combination of some Psycho-physical Systems. These Psychological elements of the system are traits, emotions, intellect, temperament, character and all these are based in the physical systems like neurology and endocrinology of the body.

iv. It is always unique in nature since everyone possesses different kinds of personality traits.

v. Personality is a consistent pattern of individuality - an individual behaves in the same way in different situations. But still it is dynamic in nature.

vi. Personality also includes thinking means cognitive, feeling means affective and psycho-motor means behavioural domain of individuality.

vii. Personality is the outcome of both heredity and environment. Because of the significant contribution of these two determinants personality of child grows gradually.

viii. Sometimes, personality is subjected to be found in disorganized and disintegrated form because of which persons experience some personality disorders like severe anxiety, traumatic experience, stress, damage to brain, etc.

ix. Self-consciousness of a person is one of the major characteristics of Personality. It includes everything about a person.

x. Learning and acquisition of experiences contribute towards growth and development of personality. Every personality is the final product of this process of acquisition of learning experiences.

CHECK YOUR PROGRESS

Que.1: Enumerate the concept of personality.

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Que.2: Give a comprehensive definition of personality.

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Que.3: Write any five characteristic features of personality.

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1.4 Summing Up:

In this unit we have discussed meaning, definitions and characteristics of personality. The discussion can be summed up in the following way—

- Personality is the total quality of behaviour of a person which comprises of attitudes, aptitudes, interest, capacities, knowledge and behaviour pattern which are reflected in his relation with environment.

- G. W. Allport, a Professor of Harvard University gave a comprehensive definition. In his words, "Personality is a dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment to his environment."

- From the discussion on definitions, nature and characteristics of personality, it can be summed up that personality is a complex whole of a constantly growing and changing pattern of one's unique behaviour, emerged as a result of one's contact with environment and directed towards some specific ends.

1.5 Questions and Exercises:

1. What do you mean by personality? Describe the characteristic features of personality.

1.6 References and Suggested Readings:

- Armstrong, Thomas (2018). *Multiple Intelligences.* American Institute for Learning and Human Development. (www.institute4learning.com)

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UNIT- 2
TYPES AND TRAITS OF PERSONALITY

2.0 Introduction:

Personality is a universal valid concept which is well explained by many psychologists at different times. There are two major approaches in personality – one is typological approach and the other is trait approach. Type and Trait of personality are different concepts. Traits are not types. Man has a trait, but he is not a type. Personality traits refer to some endowments or qualities of individual. On the other hand personality types have been invented by observers as models in which individuals are best fitted without any consideration of their peculiarities. In this unit, we shall discuss on various types of personality, meaning of personality traits along with the different types of traits of personality.

2.1 Objectives:

After going through this unit you will be able to–

- *discuss* the different types of personality,

- *understand* the concept of personality traits,

- *explain* the different kinds of personality traits.

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2.2 Types of Personality:

Personality type simply means what kind of behavioural nature a person is possessing in his life. Types of personality refer to some kind of artificial category made by other person in society. From the ancient times of human civilization, people classify objects' name and human into different categories for fulfilling various purposes of orderly life. These categories are called as "Types". Types are classified or invented by observers as models in which individuals are fitted without any consideration of their peculiarities.

In ancient Indian Knowledge System, **Ayurveda** classified human being on the basis of three elements present in the human body. This classification can be cited with the help of the following table-

Personality Type	Personality Characteristics
Bata (Wind)	This type of people feels emotionally insecure, indecisive, restless with active minds, having poor memory, god artists and enjoy travelling, solitary and rebellious.
Kafa (Mucus)	This type of people feels emotionally secure, calm and loyal and experience romantic. They need a lot of sleep, speak rationally and move slowly.
Pitta (Bile)	People of *Pitta* type are argumentative, precise with sharp intelligence, good leaders. At their worst time, they can be passionately angry. They enjoy sports and politics and have variety of dreams.

There have been many attempts by modern psychologists also to classify person on the basis of their personality pattern. **Thorndike** classified person into three categories on the basis of their thinking style—

(a) Abstract thinker

(b) Ideal thinker and

(c) Concrete thinker

STOP TO CONSIDER

- Bata, Kafa and Pitta are three types of Personality classified by Ayurveda, one of the main branches of ancient Indian Knowledge System.

- Thorndike classified person into three categories on the basis of their thinking style as

  (a) Abstract thinker (b) Ideal thinker and (c) Concrete thinker.

According to **Carl Jung**, Personality is of two types—

(a) Introvert and (b) Extrovert

An introvert person is more inclined to remain with his internal ideas, experiences and thoughts. This kind of people is not much interested in taking part in the worldly affairs. Philosophers, scientists are usually of introvert type people. Self-introspection, self criticism is the basic nature of introvert. The main points related to Introvert Characteristics are-

1. Better at writing than at speaking.

2. Inclined to worry.

3. Easily embarrassed.

4. Inclined to be radical.

5. Fond of books and magazines.

6. More influenced by subjective feelings.

7. Rather reserved.

8. Likes to work alone.

9. Neglectful of ailments and personal belongings.

10. Lacking in flexibility

On the other hand, extrovert people are different from introvert. An extrovert is more active in all social set up. Extroverts want to work as per social needs. An extrovert does not pay much attention to other's criticism. Whatever comes to his mind, he can express without hesitation. This is the basic nature of extroverts since they do not like to involve in self-criticism. The main points of Extrovert Characteristics are:—

1. Fluent in speech.

2. Free from worries.

3. Not easily embarrassed.

4. Usually conservative.

5. Interested in athletics.

6. Governed by objective data.

7. Friendly.

8. Likes to work with others.

9. Careful of ailments and personal belongings.

10. Flexible and adaptable.

CHECK YOUR PROGRESS

Que.1: Write three characteristics of extrovert type people.

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Que.2: Mention any three points of difference between Introvert and Extrovert type people.

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Most of the persons come in between the two types-Introvert and Extrovert. That is why Jung himself thought of another category –that is Ambivert which is in the middle of both introvert and extrovert.

Another classification of Personality was done by a German Psychiatrist Ernest Kretschmer on the basis of physical structure of individual. Kretschmer's classification of personality is cited below—

Personality Type	Characteristics
Pyknic	Such types of people have fat bodies and full chest. They are very much popular, sociable, jolly and easy going.
Asthenic/Leptosomatic	Such kinds of people are weak, tall, sensitive and thin. They are unsociable, reserved and pessimistic.
Athletic	Athletic type people are strong, healthy and energetic. They have balanced body. They are adjustable and optimistic by nature.
Dysplastic	Dysplastic category comprises of mixed nature of people.

An American Surgeon William Sheldon also classified personality into types according to their physical structure and temperamental characteristics. The following table depicts the types of Sheldon—

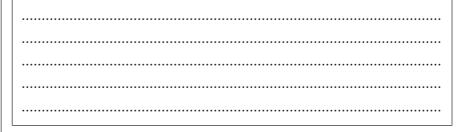| Personality Type	Characteristics/Temperament
Endomorphic	Such types of people are easy going, sociable, soft and love for physical comfort. They have developed viscera.
Mesomorphic	Mesomorphic people are muscular dominated and strong. They are energetic, lover of risk and adventure, self assertive.
Ectomorphic	Such types of people are thin and tall, fearful, introvert and artistic. They possess cerebrotonic temperament.

Spranger's Classification:

E. Spranger, a German philosopher classified personality on the basis of interest shown by people in six categories—

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Type	Characteristics
Theoretical	They neglect social and political participation
Economic	Economic people are very much interested in money making
Aesthetic	People who are lover and worshiper of beauty and are busy in sensuous gratification are called aesthetic type people
Social	Who are interested in social activities and festivals
Political	People who are of dominating type and very desirous of power, they are called political
Religious	Devotees to religious activities and mysticism are called Religiuos type people.

CHECK YOUR PROGRESS

Que.3: Give a brief description of personality classification done by Sheldon.

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Criticism of Type Approach:

In spite of lots of contributions, objection arises against this type approach of personality. The fact is that human personality cannot be understood on the basis of type principle. Because a person is neither completely introvert nor extrovert in most of the cases we see.

Another criticism of type principle is that it creates misunderstanding between the cause and effect. It is misleading to say that an introvert may very well adjust himself by living in solitude. It may be because of his life history or life background. So, placing a person in specific category may not indicate the cause of adjustment. It simply describes his behaviour. In this way, type approach always.

2.3 Traits of Personality:

Trait means a mode of behaviour that is shown by the person in a wide variety of situations consistently. Actually similar behaviour in different situations is a trait of personality. In the simplest sense by trait we mean a particular mode of behaviour which is manifested in number of life situations consistently. It is relatively enduring way in which one individual is found to be different from other.

According to Walter Michel, "Trait is a continuous dimension on which individual differences may be arranged quantitatively in terms of the amount of the characteristics the individual has."

Allport defined trait "as a generalized and focalized neuro-psychic system with the capacity to render many stimuli functionally equivalent and to imitate and guide consistent forms of adaptive and expressive behaviour."

Personality traits not only reflect people's characteristic features, but also reflect their patterns of thoughts, feelings, and behaviors. 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. Thus, the study of trait says about the idea that people differ from one another in terms of where they stand on a set of basic trait dimensions that persist over time and across situations.

There are some basic criteria or properties which are essential for personality traits-

1. **Consistency:** To have a personality trait, individuals must be somewhat consistent across situations in their behaviours related to the trait. As for example, if an individual is talkative at home, then he or she will also be talkative at work.

2. **Stability:** Individuals with a trait are also somewhat stable over time in behaviors related to the trait. If they are talkative, for example, at age 30, they will also tend to be talkative at the age of 40.

3. **Individual Differences:** People differ from one another on behaviours related to the trait. Using speech is not a personality

trait and neither is walking on two feet—virtually all individuals do these activities, and there are almost no individual differences. But people differ on how frequently they talk and how active they are, and thus personality traits such as Talkativeness and Activity Level do exist.

4. **Scalability:** Traits are scalable since all traits can be measured and scaled quantitatively.

5. **Universality:** All individuals possess one or many traits irrespective of caste, place and nation. So. Personality traits are universal in nature.

6. **Flexibility:** Traits are not static in nature. Traits are naturally flexible at age of childhood and gradually at the increase of age, they become stable.

7. **Inference from Behaviour**: Personality traits are not directly observable but they are manifested in a number of activities and verbal expression. Accordingly we infer a trait that is present in the individual.

8. **Higher Order Habits:** Traits are manifested in behaviour pattern of individual frequently. Therefore, some psychologists refer it as a higher order habit.

9. **Traits are Mental Sets:** It is readiness to respond to variety of situations in consistent way.

10. **Learned Behaviour:** Traits are learned behaviour of individual as a result of the interaction with environmental stimuli.

STOP TO CONSIDER

- Trait is a continuous dimension on which individual differences may be arranged quantitatively in terms of the amount of the characteristics the individual has.

- Consistency is the most important characteristic of Trait. To have a personality trait, individuals must be somewhat consistent across

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situations in their behaviours related to the trait. As for example, if an individual is talkative at home, then he or she will also be talkative at work.

2.4 Types of Personality Traits:

Traits are the basic units of personality developed by an individual during its lifespan. Famous trait psychologists Allport and Cattell's classification are called as the best theories of trait approach. On the basis of their theories various types of traits are discussed below—

(i) **Cardinal Trait**: Cardinal traits are those traits which influence all the major activities of an individual. An individual is known by cardinal traits. These traits are limited in number within just one and two in case of a person. This trait is also known as ruling master of sentiment possessed by an individual. For example, if a person has musical talent as cardinal trait, then in all situations he will bring a sense of musical interest irrespective of its actual demand.

(ii) **Central Trait:** Central traits are few characteristic tendencies which can be ordinarily used to describe a person. These traits can be easily observed in a person and their number is limited to 4 to 10. Honesty, kindness, submissiveness, empathy, etc. are some example of central trait.

(iii) **Secondary Trait:** Secondary traits are comparatively less important in the description of personality since their influences are limited. They are not strong enough like cardinal traits and central traits since they appear only in a small range of situations.

Cardinal trait, central trait and secondary traits are three major types of traits suggested by Allport in his theory. After Allport, Cattell classified personality traits into four main types—

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(i) **Common Traits:** Common traits are found to be widely pervasive in general population. These traits are found similarly in so many individuals in a society. Some examples of common traits are members of same culture exhibit common mode of adjustment, honesty, aggression, cooperation, etc. However, we should remember that common traits do not always express the personality of an individual.

(ii) **Unique Trait or Individual Trait:** In a sense all traits are individual since they are unique and applicable to one individual. However, individual traits are unique or peculiar to a person. As for example, emotional reactions, temperamental traits.

(iii) **Source Trait:** Source traits are the underlying structures or sources that determine behaviour of the individual such as dominance, emotional submission etc.

(iv) **Surface Trait:** Surface traits are those traits which are manifested in the overt behaviour of individual. Curiosity, honesty, tactfulness, dependability, etc. are examples of surface trait.

CHECK YOUR PROGRESS

Que. 4: Describe briefly the characteristics of personality Trait.

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2.5 Summing Up:

From the discussion on types and traits of personality, following points are given as brief summery—

- Types of personality refer to some kind of artificial category made by other person in society.

- Ayurveda classified personality type as –*Bata, Kafa and Pitta* in these three categories. **Thorndike** classified person on the basis of their thinking style- as (a) Abstract thinker (b) Ideal thinker and (c) Concrete thinker. **Carl Jung** categorised as (a) Introvert and (b) Extrovert type personality.

- By trait we mean a particular mode of behaviour which is manifested in number of life situations consistently. It is relatively enduring way in which one individual is found to be different from other.

- Allport suggested three major types of traits which are- Cardinal trait, central trait and secondary traits in an individual.

- Cattell says about four traits –common trait, unique trait source trait, surface trait of personality.

2.6 Questions and Exercises:

1. Critically discuss the type approach of personality.
2. Explain the various classification of personality trait.

2.7   References and Suggested Readings:

- Armstrong, Thomas (2018). *Multiple Intelligences.* American Institute for Learning and Human Development. (www.institute4learning.com)
- Bhatia, H.R. *Elements of Educational Psychology.*
- Chauhan, S.S. *Advanced Educational Psychology.*(Sixth revised edition.) Vikas Publishing House PVT LTD. Noida, 1998.
- Dr. Karl Albrecht (2004). *Social Intelligence Theory.* www.karlalbrechtcom..
- Mangal, S.K. (2014). *Advanced Educational Psychology* (Second Edition). PHI Learning Pvt. Ltd., Delhi.
- S. Dandapani (2014). *General Psychology*. (Fourth edition) Neelkamal Publications Pvt.Ltd., Hyderabad.

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UNIT- 3
THEORIES OF PERSONALITY

Unit Structure:

3.0 Introduction:

In order to understand the true nature of personality, it is important to understand the various theories propounded by different psychologists. All the theories of personality can be classified from different perspectives. Theories of Kretschmer, Sheldon and Jung belong to Type approach, theories of Allport and Cattell belong to Trait approach, Eysenck's theory follows both of the Type cum Trait approach. Again, the theories by Freud and Adler adopt the Psycho-analytical approach, Carl Roger's Self theory and Maslow's theory follows Humanistic approach of Personality. In spite of having all these above mentioned theories, here in this unit we will study only four theories which are- by Freud, Allport, Carl Rogers and Cattell.

3.1 Objectives:

After going through this unit, you will be able to—

- *analyse* the psycho-analytic theory of Personality by Freud,

- *have* the idea of Allport's theory,

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- *understand* the Roger's Self theory,

- *get* the idea of trait theory by Cattell.

3.2 Personality Theory by Freud:

Famous psycho-analytic theory of personality was developed by Freud and he was the first psychologist to give maximum emphasis on instinct as a determinant of person's behaviour. According to him, there are two types of instincts and they drive the most important motivations in our life. The first type of instinct is called 'Eros' which is for love and self presevation including the sexual drive (*libido*) and the another type is destructive instinct (*Thanatos*).

According to Freud, Personality is a total concept that is constituted of three factors- Id, Ego and Superego and the interactions and conflicts among these three components create personality. According to him, **Id** is *the component of personality that forms the basis of our most primitive impulses*. The id is exclusively unconscious and inborn instinctive behaviour. According to Freud, the id is driven by the pleasure principle and it creates a desire for immediate gratification of our sexual and aggressive urges. Example of id is addiction to smoke cigarettes, drink alcohol or view pornography. Id can never judge what is good or what is bad since it operates on animal level. Hence we can say that id is always biological in nature.

E*go* is the second concept which is based on the principle of reality. Freud explained the relationship between Id and Ego by giving the example of a Horse (Id) and it's Rider (Ego). The ego is called as the executive level of personality structure. It emphasises that we must delay on gratification of our basic instinctive motivations until the appropriate time with the appropriate outlet. The ego is the largely conscious controller or decision-maker between Id and Superego of personality. The ego serves as the intermediary between the desires of the id and the constraints imposed by social norms, ideals values contained in the superego. Hence, Ego is psychological and it allows living in reality.

The third concept level of personality is the **Super ego** in Freud's theory. Superego internalizes the sense of morality, ideals, values and thoughts prescribed by society through our parents. It develops gradually by the process of reward and punishment offered by the parents during childhood in our life. The superego tell us all the things that we shouldn't do, or the duties and obligations of society. The superego strives for perfection, and when we fail to live in as per its demands we feel guilty. So, Super ego is social-self and seeks perfection.

Freud explained personality as a combined concept that is built with these three unified and inter-related concepts –Id, ego and super ego. *Id* is raw, savage and immoral basic stuff of a person's nature that is hidden in the deep layer of his unconscious mind. It seeks only pleasure and therefore it cannot be allowed to dominate personality behaviour. As a result, the second system ego functions like policeman to control the unlawful activities by following the principle of reality. The third aspect of personality is super ego which is idealistic in nature. Perfection is its goal rather than pleasure. Actually ego maintains a balancing life between Id and Super ego. So, in one sentence it can be concluded that id is biological which seeks pleasure, ego is psychological which tests reality and super-ego is social self that always seeks perfection.

STOP TO CONSIDER

- Freud proposed that 'Eros' and 'Thanatos' are two types of instincts which determine behaviour of person.

- Id, Ego and Super ego are the three basic components that create personality.

3.3 Personality Theory by Allport:

Gordon G. Allport in 1937 developed a trait theory of personality and said that traits are the basic units of personality developed by an individual during its lifespan. Allport was the first psychologist who rejected the notion of limited number of personality types and gave description of highly

individualized personality structure. He described three types of personality traits in an individual which are- cardinal traits, central traits and secondary traits.

    (i)   **Cardinal Traits**: Cardinal traits are those traits which influence all the major activities of an individual. An individual is known by cardinal traits. These traits are limited in number within just one and two in case of a person. This trait is also known as ruling master of sentiment possessed by an individual. For example, if a person has musical talent as cardinal trait, then in all situations he will bring a sense of musical interest irrespective of its actual demand.

    (ii)   **Central Trait:** Central traits are few characteristic tendencies which can be ordinarily used to describe a person. These traits can be easily observed in a person and their number is limited to 4 to 10. Honesty, kindness, submissiveness, empathy, etc. are some example of central trait.

    (iii) **Secondary Trait:** Secondary traits are comparatively less important in the description of personality since their influences are limited. They are not strong enough like cardinal traits and central traits since they appear only in a small range of situations.

According to Allport, a person's unique characteristic or individual uniqueness is shaped by forming the core characteristic features with the help of cardinal traits along with a few central traits. All other remaining traits may also be observed in other people which are known as common traits. So, as per his theory, though an individual differs from others but also has some common traits with all others at least within the limits of cultural norms.

Allport's theory of personality said that traits give consistency in one's behaviour though traits are not fixed and stable always in all occasions. Besides trait, he also emphasised on some important concepts like functional autonomy, individualized approach in personality study and the discontinuous nature of development of personality. So, we can say that Trait theorist Allport brought revolutionary changes and gave a new dimension to the explanation of personality behaviour.

CHECK YOUR PROGRESS

Que. 1: Explain briefly the psychoanalytic theory of personality by Freud.

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Que. 2: What are the various types of personality traits as suggested by Allport.

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3.4 Personality Theory by Carl Rogers:

Carl Rogers in 1947 developed a theory of personality which is known as Self theory. His theory falls under phenomenological approach of personality which gives maximum stress on self concept for development of personality and was against the behavioural approach. According to him, personality behaviour is not based on physiological drives and needs but on a higher driving force within human being. This higher driving force impels the person towards complex personality pattern that is like a person seeks a kind of spiritual reward in a self-fulfilling religious sense.

In Rogers' theory, there are two basic concepts of personality structure - (a) Organism and (b) the Self. Rogers said, organism is the centre of all experiences of every individual in this world. An individual exists with full of experiences and these experiences shape our personality reactions to external objects and people. Our experiences influence on internal thoughts and emotions also. This is known as their phenomenal field. Phenomenal field means a person's reality, objects, behaviour, thoughts and people. The self is a part of experiences, part of this phenomenal field.

It can be understood as 'I', 'me' or 'myself'. Personality is the product of an interaction of self with interpersonal and social experiences which they acquire in environment. Development of self is a continuous tendency of human being. Rogers believed that the concept of self is developed based on one's personal needs and sometimes on personal real experiences. Rogers divided the self into two categories; ideal and real self. The ideal self is the person you would like to be and the real self is what you really are. In the real world, a person's ideal self is not consistent with what happens in life with a person. Rogers advocated for continuity of growth for continuous evolution of self.

According to Rogers, there are no specific stages of personality development since human being possess the inherent tendency to develop their 'self' in the process of interpersonal and social experiences in their own environment. He emphasized the importance of present experiences for personality development and said that four conditions are necessary for self-actualization of an individual which are—

(i)   Respect and love from others

(ii)   Must have respect and faith within himself and his abilities for reaching goal.

(iii) Available choices or alternatives must be clear to the individual. Otherwise it may hinder in self growth.

(iv)   The person must have clear understanding of choices and those choices should be clearly symbolized.

STOP TO CONSIDER

- In 1947 Self theory was developed by Carl Rogers.

- In Rogers' theory, there are two basic concepts of personality structure - (a) Organism and (b) the Self.

- Rogers believed that the concept of self is developed based on one's personal needs and sometimes on personal real experiences.

3.5 Cattell's Theory of Personality:

According to R. Cattell (1973) personality is a pattern of traits which help an individual to understand and predict his behaviour. Traits are permanent and they build the personality of an individual. Cattell in his theory classified personality traits into four main types—

(i) Common Traits: Common traits are found to be widely pervasive in general population. These traits are found similarly in so many individuals in a society. Some examples of common traits are members of same culture exhibit common mode of adjustment, honesty, aggression, cooperation, etc. However, we should remember that common traits do not always express the personality of an individual.

(ii) Unique Trait or Individual Trait: In a sense all traits are individual since they are unique and applicable to one individual. However, individual traits are unique or peculiar to a person. As for example, emotional reactions, temperamental traits.

(iii) Source Trait: Source traits are the underlying structures or sources that determine behaviour of the individual such as dominance, emotional submission etc. These traits appear time to time which indicate some deeper, more general underlying factors of personality, called as source traits. Source traits are the unifying factors of a person's personality that inter-correlate the surface traits and accordingly the basic structure of personality is made up by traits.

(iv) Surface Trait: Surface traits are those traits which are manifested in the overt behaviour of individual. Curiosity, kindness, honesty, tactfulness, dependability, helpfulness,, etc. are examples of surface trait. Surface Traits or Central Traits are the visible qualities of personality.

According to Cattell, there are 23 source traits in a normal individual of which 16 basic traits were identified as factors through factor analysis. These sixteen basic traits or dimensions (factors) are -,

1. Reserved Vs. Outgoing

2. Less intelligence Vs. more intelligent,

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3. Emotionally less stable Vs Emotionally stable,

4. Humble(Submissive) Vs. assertive(Dominant),

5. Serious (Sober) Vs (Enthusiastic) happy-go-lucky,

6. Expedient Vs conscientious,

7. Shy or Timid Vs venturesome,

8. Tough-minded Vs tender-minded,

9. Trusting Vs suspicious,

10. Practical Vs imaginative,

11. Forthright Vs shrewd,

12. Placid Vs apprehensive,

13. Conservative Vs experimenting,

14. Group-dependent Vs self-sufficiency,

15. Casual Vs controlled, and

16. Relaxed Vs tense.

In this way, Cattell described and predicted the behaviour of individuals on the basis of their personality traits. Basically, he worked on identification of basic dimensions of personality and after that developed instruments to measure these dimensions. However, it is to mention that Cattell's theory gave equal importance to the role of both heredity and environment in the growth and development of personality.

CHECK YOUR PROGRESS

Que. 3: State four necessary conditions of self actualization in Rogers' theory.

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Que. 4: Describe briefly the four traits of personality suggested by Cattell.

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3.6 Summing Up:

In this unit we have studied the psycho-analytic theory of Personality by Freud, Allport's theory, Roger's Self theory and the trait theory by Cattell. The main points of the theories can be summed up as—

- Id, Ego and Super ego are the three basic components that create personality according to Freud. Ego maintains a balancing life between Id and Super ego since id is biological which seeks pleasure, ego is psychological which tests reality and super-ego is social self that always seeks perfection.

- Allport denied the notion of limited number of personality types. He gave description of a highly individualized personality structure. In his views, three types of personality traits are found in an individual which are- cardinal traits, central traits and secondary traits.

- In Rogers' self theory, personality behaviour is not based on physiological drives and needs but on a higher driving force within human being. This higher driving force only impels a person towards complex personality pattern that is like a person seeks a kind of spiritual reward in a self-fulfilling religious sense. He said that there are two basic concepts of personality structure known as- (a) Organism and (b) the Self

- Cattell said that personality is a pattern of traits which help an individual to understand and predict his behaviour and these traits are permanent in an individual.

3.7 Questions and Exercises:

1. Discuss the Cattell's theory of Personality.

2. Explain the Personality theory by Carl Rogers.

3.8 References and Suggested Readings:

- Armstrong, Thomas (2018). *Multiple Intelligences.* American Institute for Learning and Human Development. (www.institute4learning.com)

- Bhatia, H.R. *Elements of Educational Psychology.*

- Chauhan, S.S. *Advanced Educational Psychology.*(Sixth revised edition.) Vikas Publishing House PVT LTD. Noida, 1998.

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UNIT- 4
DETERMINANTS OF PERSONALITY

Unit Structure:

4.0 Introduction:

Various psychologists have unanimously agreed that Personality is the unique combination of some patterns that influence behaviour, thought, motivation, and emotion in a human being. It is influenced by both biological and environmental factors among all the environmental factors, society and culture this two are the most important that shapes personality very strongly. So, in this unit we will discuss on various determinants of personality with special reference to heredity, society and culture.

4.1 Objectives:

After going through this unit, you will be able to—

- *know* the role of genetic factors on personality development,

- *understand* how social factors influence on personality development,

- *conceive* an idea about culture as a strong determinant of personality.

4.2 Heredity or Genetic Factor as Determinant of Personality:

Among all the determinants, Genetic factors are the basic that determine the development of personality behaviour of an individual. Genetic factors or Heredity provides the primary raw materials for basic aspects of personality like, physical appearance, intelligence, and temperament. Researches show that genetic factors have the importance in defining personality patterns through inherited roots like ductless glands, nervous system. Researchers have proved that physical characteristics are result of genetic correlations but it is controversial to say whether the behavioural traits result from genetics or learned experiences.

An individual's heredity is proved to be present since the moment of conception in mother's womb. Heredity is depended on the genes of his parents and forefathers, that is, whatever someone gives to his offspring is only through the genes. The mechanism of heredity can simply be described as exclusively a biological process. When male and female germ cells join after mating during fertilisation, it generates a fertilised ovum with roughly 46 chromosomes taking half from each parent. The chromosomes are tiny threadlike structures that contain hundreds of ultramicroscopic particles known as 'genes,' which are the true carriers of a person's hereditary information.

Actually, the maturation of physical and mental qualities is determined by an individual's hereditary endowment and such kind of maturity is closely related with the behavioural pattern of personality. It is heredity that provides the basic raw materials of personality like physical appearance, intelligence, and temperament. Psychologists like Galton, Mc Person, Goddard all of them studied on personality determinants in different times and found that the physical characteristics such as height, weight, colour of eye and skin, social and intellectual behaviour all are determined by heredity. Differences in these characteristics are due to the changes in the genes transmitted. Galton was the first Psychologist who conducted study on genetic inheritance of man taking the eminent and genius people of England as sample. He found that eminent men were from those families which had already at least one eminent member. Mc Person also studied a family with feeble minded mother and physically handicapped father possessing low intelligence. There were seven children in the family out

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whom five were feeble minded and all the seven were delinquent. So, these studies proved that eminence in family tree, low intelligence, delinquency, etc. are some personality behaviour inherited by birth from generation to generation.

STOP TO CONSIDER

- An individual's heredity is proved to be present since the moment of its conception of a neonate in mother's womb.

- Chromosomes are tiny threadlike structures with hundreds of ultramicroscopic particles known as 'genes,' which are the true carriers of a person's hereditary information.

- Psychologists like Galton, Mc Person, Goddard all of them studied on personality determinants in different times and found that the physical characteristics such as height, weight, colour of eye and skin, social and intellectual behaviour all are determined by heredity.

4.3 Role of Social Factors on Personality Development:

Morton Prince in the year 1929 explained personality by justifying the role of both Heredity and Environment in constituting the concept. According to him, "Personality is the sum total of all the biological dispositions, impulses, tendencies, appetites and instincts of the individual and the dispositions and tendencies acquired by experience." In the definition of Morton Prince, a person's various kinds of social as well as cultural experiences are equally getting importance like heredity. Psychologist Allport also defined personality from both hereditary and socio-cultural perspectives. He defined, "Personality is a dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment to his environment."

The supporters of the social determinants approach analyse a personality as per the status of the individual in their social group or community and consider the individual's conception of their role in the group

is like. The key factor that this approach weighs in is what others perceive us as plays a greater role in the formation of our personality.

All modern communication tools including social media play a great role in the development of personality. Social media has been playing a very commanding role to influence the masses around the globe. Hence, anyone's personality is majorly persuaded by the social lives they lea. Through socialization process, one encounters a plethora of other individuals which some way or the other leaves a mark on our personalities. The process starts as soon as we step into the real world from the playschool we go to peers and friends, amongst others. In this way, our social life is one of the essential determinants of personality and that's why we are always advised to choose our social circle wisely

Social environment of home, school environment, peers and teachers are the strong social determinants of personality. Nobody can deny that personality of an individual develops with constant interaction between biological genetic factors and social environmental forces. First after its birth, a child comes in to contact of its parents, siblings and family members. So, the type of training and experiences of a child in early childhood shapes greatly the behaviour in later life also.

The most significant period of life span is the formative period of an individual and it is spent by all in the school, colleges between the ages of 4 to 21 years. Here the teachers' behaviour and peer group or classmates greatly influence in child's development of personality. School as a social determinant must give emphasis on teacher's behaviour. The methods, means and ways of dealing with students in school environment greatly affect the emotional climate of the classroom. Accordingly, role of teachers are to be kept in mind as follows—

(i) Teachers should apply fair and democratic method treating everyone equally.

(ii) They should be enthusiastic, open minded

(iii) Teachers should encourage students' participation

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(iv) Attitude towards teaching should be very positive so that their positive attitude towards teaching can create a warm and friendly atmosphere in the classroom.

(v) Sympathy towards students and inter-personal relations between students and teachers influence a lot in determining the personality behaviour of children.

CHECK YOUR PROGRESS

Que.1: Discuss the role of heredity on personality development.

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Que.2: Describe briefly the social determinants of personality.

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Que.3: How does a teacher influence on personality development in school.

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4.4 Role of Culture on Personality Development:

The term *culture* refers to a complex whole of all knowledge, beliefs, customs, ideas, behaviors, and traditions of a particular society that are passed through generations. Culture is transmitted to people through language

as well as through the modeling of behavior and it defines which traits and behaviours are acceptable, important, desirable, or undesirable. In all over the world, there is a common characteristic that each culture trains and expects its members to behave and breathe in a way that is acceptable by society. Culture is referred as one of the most important environmental factors shaping their personality (Triandis & Suh, 2002). Many psychologists are interested in understanding the role of culture in the development of personality. Research investigating the variations of personality traits across cultures suggests that there are both universal and culture-specific aspects that account for these variations.

It is a social fact that within one culture there are different norms and behavioral expectations. These cultural norms can dictate which personality traits are considered important. The researcher Gordon Allport considered culture to be an important factor that influences on traits and defined common traits as a part of culture. These traits may vary from culture to culture based on differing values, needs, and beliefs. Positive and negative traits of a person can be determined by cultural expectations like what is considered a positive trait in one culture may be considered negative in another, thus resulting in different expressions of personality across cultures.

Each civilization transmits its ideals, values, and approved behaviours to its offspring, both consciously and unconsciously. Social institutions such as the home, school, and temple, or their equivalents, are mostly responsible for this education. As a result, systematic training, together with the examples set by adults or other "models," tends to produce some degree of consistency and establish what might be referred to as the basic personality type of a given culture. Considering this, cultural influence on personality is important. As for example, Western ideas and theories are not necessarily applicable to other cultures of South East Asia's nations. (Benet-Martinez & Oishi, 2008). There is a great deal of evidence that the strength of personality traits varies across cultures, and this is especially true when comparing individualist cultures (such as European, North American, and Australian cultures) and collectivist cultures (such as Asian, African, and South American cultures). People who live in *individualist cultures* tend to believe that independence, competition, and personal achievement are important. In contrast, people who live in *collectivist*

cultures tend to value social harmony, respectfulness, and group needs over individual needs. These values influence personality in different but substantial ways; for example, Yang (2006) found that people in individualist cultures displayed more personally-oriented personality traits, whereas people in collectivist cultures displayed more socially-oriented personality traits.

CHECK YOUR PROGRESS

Que.4: Discuss the role of culture in promotion of personality behaviour.

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Que.5: Elaborate on the various determinants of personality.

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4.5 Summing Up:

- In this unit, we have discussed on genetic factors on personality development, social factors that influence on personality development and also discussed culture as a strong determinant of personality.

- Heredity provides the basic raw materials of personality development like physical appearance, intelligence and temperament.

- Social environment of home, school environment, peers and teachers are the strong social determinants of personality including the modern tools of communication- social media.

- Personality traits vary culture to culture based on every society's differing values, needs, and beliefs. Positive and negative traits of a person can be determined by cultural expectations like what is considered a positive trait in one culture may be considered negative in another.

4.6 Questions and Exercises:

1. Discuss the role of genetic factors on personality development.

2. Explain how social factors influence on personality development.

4.7 References and Suggested Readings:

- Armstrong, Thomas (2018). *Multiple Intelligences.* American Institute for Learning and Human Development. (www.institute4learning.com)

- Bhatia, H.R. *Elements of Educational Psychology.*

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