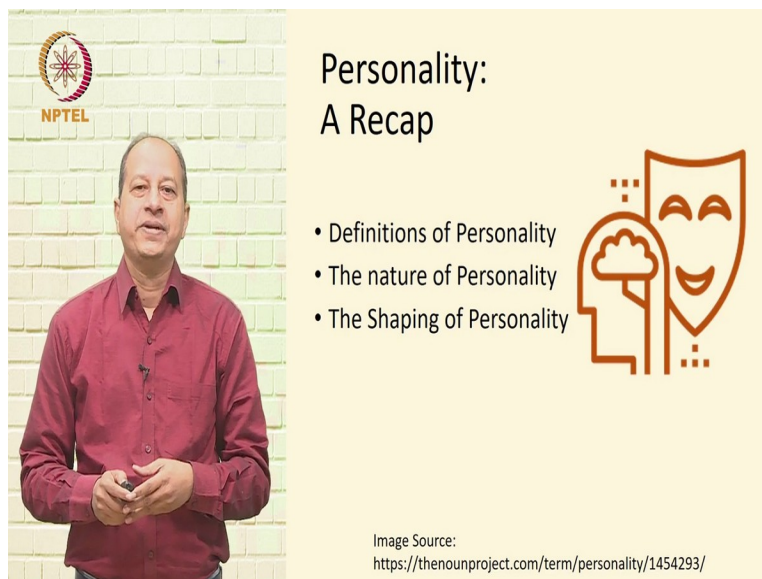


Literature and Coping Skills
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Lecture – 6
Personality - 2

Hello, everybody, I am Ajit K Mishra, your course instructor for Literature and Coping Skills. I am here again with another lecture on personality. If you remember, in our last meeting, I talked about personality from a variety of perspectives. I started with the idea of what personality is all about, and how we need to understand personality. And I focused on a variety of things. So, let us take a quick look at those things that were discussed in our last meeting.

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I started by defining personality on the basis of those four definitions, which I have selected from different sources. So, those definitions helped us understand what personality is and what it is not. And we moved on to focus on the nature of personality, the characteristics of personality, how personality is, in fact, an important concept, and how personality evolves, and how it is shaped.

So, when we moved to the last segment of our discussion of personality, we focused on the shaping of personality. And we saw how a variety of factors, in fact, determine and influence how a personality will ultimately be. So, these are some of the things that we discussed in our

last meeting. And in this lecture, I am going to focus on personality, and the other aspects associated with it.



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So, to give you an idea of what exactly I am going to talk about today is the first thing that is our personality theories. We need some kind of theoretical scaffolding, so that our understanding of personality becomes even better. So, therefore, I have selected the most important personality theories that will help us with a clearer understanding of the idea. And we are going to focus especially on these two important theories, type theories and trait theories, because they are the most popular theories and universally accepted theories, especially the trait theory.

Therefore, we are going to focus on an important trait theory in order to help ourselves understand personality better. And I am also going to talk about personality and wellbeing, because we need to understand the connection between personality and wellbeing, so that we begin to work on our personalities, so that we can ensure our wellbeing. So, let us take a look at each of these components.

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Personality Theories

Type Theories

- ABCD, A & B, Myers & Briggs

Trait Theories

- Personality is comprised of broad traits or dispositions
- Traits are Internal characteristics that are genetically based

Gordon Allport

- Lexical hypothesis (As many as 4000 traits)
- Different kinds of traits: common, central, and cardinal

Cont.

So, to start with, we have type theories. The most important most popular type theories are ABCD type theories or A and B type of personality. And we are also familiar with the Myers and Briggs personality types. It is very popularly known as MBTI, Myers and Briggs Type Indicator. So, this type of test is conducted in order to determine the personality types that people have.

So, type theories, starts with a conviction that there are only limited types of personalities in the world. Therefore, we can easily classify those types. So, that is that is the reason why it is based on certain classifications. We will be taking a look at it. The second important theory is the trait theory of personality that strongly believes that personality is comprised of broad traits or dispositions.

I have already talked about and dispositions and traits in our last meeting, if you remember, it will help you. So, there are certain innate dispositions and inclinations that we all have and our personality is comprised of those broad traits and dispositions. And these traits are internal characteristics. I repeat the internal dispositions and inflammations that are genetically based.

So, we have certain innate traits in ourselves. And the trait theory of personality is based on this innateness. Gordon Allport was a very important theorist who started at all, he was the first to, you know, initiate the idea of trait theories with the help of his lexical hypothesis that helped him understand there, there are as many as 4000 personality traits.

So, when I say personality traits, that means the traits that I talked about at the very beginning of the other lecture on personality, for example, calling somebody active, lazy, easygoing, so are some of the trait. So, these are the traits that, in fact, constitute our personality. So, the lexical hypothesis performed by Gordon Allport, he did as many as 4000 traits.

And then, we have different kinds of traits as proposed by Allport, like the common traits, common traits are those traits that are commonly shared among a large number of people. So, for example, I may be active, and I may not be the only person to be active, there may be other people who are as active as or even more active than I am.



So, being active is a trait personality trait that is shared by a large number of people. Therefore, it is called a common trait. So, there are so many other traits that are also shared by a large number of people. They are common personality traits that are central traits. Central traits, in fact, become unique to our personality.

Because these central traits determine the uniqueness of our personality, how we are, and those are the traits that easily distinguish us from the others. So, we may have a certain type of trait in a different degree, or a different manner, in a different disposition. And that may be unique to us. Therefore, they are the central traits that determine our personalities.

And then there are the cardinal traits. The Cardinal traits are those dominant traits in our personality that become synonymous with us, they become so dominant that we come to be recognized or known by those traits. So, for example, if we can think about Kalam, our previous president, he had certain Cardinal traits use, so easy going, he could easily get comfortable in any condition with anybody.

So, the moment to think about somebody, the trait that reminds you of that person is in fact, the cardinal trait of that person. So, anytime you think of a person, and you think of a trait, that means that trait is a cardinal trait, that trait has become synonymous with the personality of that particular person. So, therefore, it is important that we understand the common traits, the central traits and the cardinal traits.

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Raymond Cattell

- 16 traits
- People possess each of these traits in varying degrees
- The five-factor model

Hans Eysenck

- Three traits: extroversion, neuroticism, and psychoticism

Five Factor Model

- Agreeableness
- Conscientiousness
- Extroversion
- Neuroticism
- Openness

Cont.

Then we come to Raymond Cattell, Raymond Cattell went on to talk about 16 universal traits that people possess. And he thought that people possess these traits in varying degrees. It is not that you possess just one trait. And that is all. According to Cattell people possess all these traits in varying degrees. That means you may be high on one particular trait, low on another trait and medium on some other traits.

So, in a way, you have access to all those traits or your personality is a combination of all those traits. So, he talked about a universal continuum In fact, that means one trait leading to the other. And that is how all these traits are complimentary to each other. So, Raymond's 16 traits, in fact, helped the five factor model, a great deal.

We will be talking about the five factor model in a while, then we come to Hans Eysenck, Eysenck say that there is no need to go for so many traits, there is no need to classify personalities. With the help of so many traits or types let us go for three universal traits. That is extraversion or extroversion, neuroticism and psychoticism. So, Eysenck was of the opinion that everyone has some amount of extraversion, neuroticism, and psychoticism, in himself or herself.



So, these are universal traits, and everybody has all these traits, in varying degrees, somebody may be highly extrovert, somebody else may be highly neurotic, somebody else may be highly psychotic. So, we all have these traits in ourselves. That is exactly what Eysenck, thought. That

brings us to the five factor model. So, the five factor model or the Big Five model, as it is alternatively known as it was developed on the basis of all these traipse that people had talked about starting with Allport, than Cattell, then Eysenck.

So, the five factor model is in fact, a synthesis of all the traits that these theorists had talked about earlier. So, the five factor model focuses on the most important and universal traits that are almost common to all of us. They are also in a continuum. That means we have all these traits in a certain varying degree in ourselves that means I may be a high on agreeableness, and low on neuroticism.

I may be high on extraversion and low on conscientiousness. So, we all have these traits in varying degrees in ourselves. So, we will be taking a closer look at the five factor model for our understanding of personality.

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Psychoanalytic Theories

- Influence of the unconscious mind on personality
- Freud

Behavioral Theories

- Interaction between individual and the environment
- Skinner, Watson

Humanist Theories

- Free Will, Individual Experiences
- Rogers, Maslow

Cont.

Then, we come to the psychoanalytic theories as we all know, the father of psychology, Sigmund Freud developed psychoanalytic theories, these theories are also alternately called psychodynamic theories of personality. So, the psychoanalytic theories focus a lot on the unconscious mind.

So, because they think that the influence of the unconscious mind and personality is the most important thing that we need to understand, if you remember, in my last lecture, I told you that,

personally personalities, psychologists have been trying very, very hard to understand the working of psychological factors on personality, and this is one such attempt.



So, the idea is to study the influence of the unconscious mind on personality, so, that we get to understand the workings of the personality. So, that is our system, which was initiated by Freud. Then we come to the behavioral theories are popularized by Skinner and Watson, they were of the view that the interaction between the individual and the environment is what constitutes the core of our personality.

That means, our personality is determined, to a great extent by this interaction between an individual and the environment. So, whether it is a healthy interaction or an unhealthy interaction, whether it is an, it is a complimentary interaction, or whether it is an interaction of conflict, all these determine how the personality will finally be shaped because it was based on behavioral aspects.

So, the behavior of a certain entity, an individual in a certain environment will ultimately decide the personality of that person. Then we move to another very important personality theory, the humanistic theory, which was propounded by Rogers and Maslow, they talked about the power the importance of free will, so that an individual can act freely in the greatest interest of the person and they focused a lot on individual experiences.

So, the individual is at the center in humanist theories. So, a very popular model that was proposed by Maslow is known as the need hierarchy, which suggests that individuals will start with a basic needs and move up in the ladder, and will finally, go for self-actualization until and unless the basic needs are satisfied or fulfilled, individuals will continue to find it very, very difficult to move towards the self-actualization. So, the personality is also dependent on how these needs are satisfied or fulfilled. So, humanist theories focus on the individual the freewill and individual experiences.

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Personality Theories

Type Theories

- Type A: perfectionist, impatient, work-obsessed, stressed achievement-oriented, aggressive
- Type B: easy-going, lazy, persuasive, flexible, creative, patient
- Type C: conscientious, analytical, calm, dependable, incapable of expressing their own feelings
- Type D: Negative affectivity (NA) and Social Inhibition (SI) anxiety, pessimism, hopeless, lack of confidence

Cont.

So, that brings us to the two important theories that I am planning to focus on in this lecture, because those two theories make our understanding of personality better. Therefore, I have selected these two theories. The first is the type theory. As I have already told you, there are four different types of personality according to the type theories. So, type A perfectionist, impatient or work obsessed, stressed, achievement oriented and aggressive. So, people who have this type of personality are in fact, workaholics they know nothing except work.

Therefore, they believe in perfection, they are impatient because until and unless the work is finished, they cannot control their patients, they will continue to be impatient. They are absolutely work obsessed, because they know nothing except work. And therefore, they experience a lot of stress. But this stress is not a distressing is not disturbing, because it keeps them on their toes, so that they can remain activated all the time.

And they remain focused on their work. And these people are achievement oriented them the belief in achievements, and that is the reason why you can see a close connection among all the traits listed under this category. Whether it is perfectionism, impatience, work, obsession, stress, achievement, orientation, or even aggression, aggression of a different kind, this is not aggression, that will destroy on that lead to some kind of problem.

This kind of aggression, that is required of some kind of work obsession, or perfectionism. So, these are the people who are perfectionists and they are work obsessed people. The second type of personality which is known as type B personality includes those people who are easygoing. Therefore, they are a little lazy, but they are persuasive and they are flexible. Since they are persuasive, they are flexible and they are creative.

They are also patient because easygoing people need to be patient, persuasive people need to be patient and all these people need to be flexible and creative because, you know, if you are creative, you can quickly devise ways to address a certain problem. So, these people are very, very creative, they're patient, they are flexible, and they are persuasive as well. We come to a third type.

These types of people are conscientious, analytical, calm, dependable, but at the same time, they are also incapable of expressing their own feelings. These people are dependable, they help others a lot. They are Samaritans. But these people are incapable of expressing their own feelings. Although they are very, very logical, when you look at the, the word analytical, you will find that these people are very rational, logical, at the same time, they are also conscientious.

The only problem this type of people has is the incapability of expressing their own feelings. So, as a result of which people who have this type of personality do not express their emotions or feelings, often or freely. So, therefore, this type of people is subjected to some kind of emotional disturbances. And this type of people is also susceptible to emotional challenges, because of their incapability, of expressing their feelings and emotions.



And that is the reason why I have used I am in so called this category. The other category that I have also encircled is a next category and that is type D category. Now, this is the most difficult of all categories. So, people who are in this category are affected or influenced by negative affectivity, and A and social innovation. As a result of these two issues, these two problems, people in this category experience anxiety, pessimism, hopelessness and lack of confidence.

Negative affectivity that means people always adopts a negative approach towards life situations, or life positions. So, they are so moved by this negative affectivity, that they become pessimistic in the approach, they cannot see any bright thing or any bright aspect in anything. And as a result

of which they become hopeless. Social Innovation is also a major problem that hinders such people from expressing themselves. And that results in their lack of confidence.

So, people in this category are very, very anxious, they are pessimistic, they are hopeless, and they lack confidence. So, this category is, in fact, the problem category, the category that spells a lot of problems for people who have this type of personality. So, we need to focus on people who have this type of personality. So, type C, people have problems to some extent, but type D people have problem to a large extent. So, that is the reason why I have enclosed these two categories, so that we can focus on each of them.

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Trait Theories (The Five-Factor Model of Personality)	
Openness	Creative, open to new ideas, feelings and behaviours
Conscientiousness	Self control, hardworking, cautious
Extraversion	sociability, talkativeness, assertiveness, emotional expressiveness
Agreeable	Care, empathy, trust and concern for others
Neuroticism	Negative emotions, difficulty in overcoming stressful situations

We can now move to the trait theories, especially the five factor model of personality, which is very popularly called the Big Five model of personality. So, I must tell you all that we experience these traits or we have these traits, in some amount in us, we may be high on one of these trades or two of these trade and low on the other trades.

So, or we may be high on just one trade and low on the other trades. We may be high on several traits and low on just one or two traits. So, that may be the case. So, they in fact create a continuum. For us it is a universal continuum. And we have these traits in all of us. Openness, people who have this particular trait are very, very creative. If somebody is creative, then you know that that particular person has openness.

And therefore, the person is open to new ideas, and feelings and behaviors. So, such people have feelings, and their feelings, in fact, constitute their behaviors. So, these people are very, very open, they are easygoing; they can get along with people easily. And they are open to new ideas, and they are very creative. The second trait the second factor, in fact, is conscientiousness. That makes people exercise self-control.

That makes people hardworking and very, very cautious because it concerns people. Therefore, they always remain in control; they do not lose their calm or call easily. They are very hardworking people, they are very cautious people, they approach their tasks, their assignments in a very cautious manner. And they do not compromise with rules and laws, therefore, their concerns. The third type of people has extraversion as the determining factor.

So, extraversion as a factor means that you are sociable. You are talkative, you are assertive, and you can emotionally express yourself. This is a very important point, in fact, because those who find it difficult to express themselves emotionally are the ones that are most susceptible to mental challenges or mental disorders. If you can express yourself emotionally, that means you will always be in the safe mode, you will be free from anxiety.

And that is a reason why we come across some people who are worried all the times. And there are some others who are not at all worried they do not experience anxiety at all. And that is one big reason because they can easily vent they can easily release these negative effects. And they do not have any social innovation they can easily talk about their mental challenges to people.

And you can imagine how many people find it easy to talk about their mental issues or mental challenges to others. So, people who have a personality that is influenced by this particular factor, extraversion are absolutely sociable, they enjoy wonderful social life, which ensures their social wellbeing they are talkative, they allow their voice to be activated.

They are assertive, because they are very, very confident and they are emotionally expressive. Then we move to the other factor that is agreeable or agreeable. Such people care for others, they show a lot of empathy, trust and concern for others. So, they are very, very philanthropic in their approach or attitude. They are very agreeable people, if you score highly on this particular

factor, that means you are highly agreeable, you care, you have empathy, you can quickly understand, you can quickly create relationships to bonding.



Because you show concern for others, and you show that trust and therefore people also trust you. So, these agree ability element makes you trustable makes you acceptable, makes you lovable. And then we come to the last factor and that is an area we need to focus on because we are going to talk about coping skills in time to come. So, this is an area that we need to focus on. And I have for the sake of our convenience I have marked these two areas, extraversion and neuroticism.

They are opposed to each other. If you score highly on extraversion, we are definitely going to score low on neuroticism. So, we need to focus on these two areas as well. neuroticism makes it that you have negative emotions all the time, you are visited by our emotions like depression, anxiety, fear, a lot of negative emotions that keep you disturbed all the time. And you also find it very, very difficult. in overcoming stressful situations, what does that mean?

That means you lack on skills, survival skills, if you remember, I talked about survival skills A while ago. So, you need to develop those survival skills or coping skills. So, that you not find it difficult to overcome stressful situations. So, neuroticism has it that people will be visited by negative emotions. And they will always be in our stressful condition, which they will find extremely difficult to overcome.

So, these two areas, in fact, draw our attention. Therefore, I have marked these areas, so that we can extend these areas when we start our discussion of those poetic pieces in time to come.

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Personality and Wellbeing

Subjective wellbeing (SWB)

- Affective balance
- The positive and/or negative affect a person experiences over any given period of time
- Self-report method (PANAS)

- Life satisfaction
- Quality of life (happiness, contentment)
- Self-report method (questionnaire)

So, this is the most important thing when it comes to personality that personality must lead to our wellbeing. So, whenever we think about wellbeing, we come across the idea of subjective wellbeing, SWB. So, subjective wellbeing can be insured with or through a combination of these two things, affective balance and life satisfaction. If we enjoy affective balance in our life, we can ensure our subjective wellbeing.



Affective balance the pins, the positive, or the negative effect of person experiences over any given period of time. For example, as a person, do I experience negative effect or positive effect over any given period of time, that is going to determine whether I have affected balance are not. Affected balance in order to be insured, we must ensure that the positive and the negative affects are in a balanced state in us. So, this is a very famous method, PANAS.

That is used to measure affective balance, because it is a self report method. So, this method is used, that is popularly known as positive effect, negative effect schedule. The other aspect is life satisfaction, which is determined by the quality of life, we live or we lead. And two important factors that determine the quality of life we live our happiness and contentment. So, if I can say I am happy, I am contented, and then I can say, I am satisfied with my life.

So, to measure life satisfaction, we have a self report message, which is a questionnaire. So, in combination of these two, that is affective balance and life satisfaction, we can in fact ensure our

subjective wellbeing. And this can be possible when we take care of the most important aspects of our personality that are thinking, feeling and behaving.

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So, that is all for today. We come to the end of our discussion of personality. I am sure you might have found these two lectures and personality interesting and insightful. I must also tell you that in order to develop and extend your ideas of personality you can read more about these theories and concepts, so that your ID or personality becomes clearer and better. So, thank you for joining me. We will meet again in our next lecture.