

PERSONALITY

- The word "personality" originates from the Latin *persona*, which means mask-
- which was associated with Greek theater in ancient times.
- The Greek actors commonly used to wear masks on their faces during their performances on the stage. The mask worn by the actors was called *persona*.
- Personality was thought to be the effect and influence which the individual wearing a mask left on the audience.

personality

- the combination of characteristics or qualities that form an individual's distinctive character.
- "Personality" is a dynamic and organized set of characteristics possessed by a person that uniquely influences their environment, cognitions, emotions, motivations, and behavior

PERSONALITY- DEFINITION

- “ PERSONALITY IS THE DYNAMIC ORGANISATION WITHIN THE INDIVIDUAL OF THOSE PSYCHOPHYSICAL SYSTEMS THAT DETERMINE HIS UNIQUE ADJUSTMENT WITH THE ENVIRONMENT” ALLPORT
 - Each individual’s characteristically recurring patterns of behaviour are known as personality. – L. Kolb
 - Personality is that which permits a prediction of what a person will do in a given situation. – R. B. Cattel
- In the words of Munn,
- “Personality may be defined as the most characteristic integration of an individual’s structure, modes of behaviour, interest, attitude, capacities, abilities, and aptitudes.”

Definition....

- Herbert A. Bloch defined it as “the characteristic organisation of the individual’s habits, attitudes, values, emotional characteristics..... which imparts consistency to the behaviour of the individual.”
- Davis regards personality “a psychic phenomenon which is neither organic nor social but an emergent from a combination of the two.”

DEFINITION

- Personality also refers to the pattern of thoughts, feelings, social adjustments, and behaviors consistently exhibited over time that strongly influences one's expectations, self-perceptions, values, and attitudes. It also predicts human reactions to other people, problems, and stress.

definition

- American psychologists Randy Larsen and David Buss, goes something like:
- “personality is a stable, organized collection of psychological traits and mechanisms in the human being that influences his or her interactions with and modifications to the psychological, social and physical environment surrounding them. ”

Nature of Personality

- Personality is a whole rather than a sum of parts.:
- We cannot identify the personality of a person on the basis of his physique or his intellectual level or his character. But all these elements put together are made to function in harmony which makes his personality.
- The conduct, behaviour, activities, movements and everything else concerning the individual are known as personality. It is the way of responding to the environment.
- The way in which an individual adjusts with the external environment is personality.

Nature...

- **Personality is the result of both heredity and environment:** Heredity involves all those physiological and psychological peculiarities, which a person inherits from his parents.
- These peculiarities are transmitted to us through genes.
- It is indisputable that heredity determines the difference of sex and it is on this basis that some scientists contend that heredity determines personality because it is the difference of sex, which determines the personality of men and women.

Nature..

- Environment has a very significant effect on man:
- . Its effect starts from his birth and continues almost till his death.
- The status of the child, youth and the old man in the family and in the society is not same and as a result of this difference, a man's roles,
- temperaments, ways of thinking, tendencies and character are affected; all these determine the personality of men and women

Nature...

- **Personality is composed of traits, which are by and large learned or acquired:** By the time we become a mature personality, the contribution of learning is so prominent that we often misinterpret personality as the equivalent of learning.
- It is important to note that learning plays a very important role in the making of one's personality.
- In order to explain the dynamics of one's personality, it is sometimes convenient to refer to the various types of learning, which a person is able to exhibit in his behavioural range.

Nature....

- **Personality implies an integration of various traits:** All the elements, which are ultimately identified as parts of personality structure, get integrated rather than assembled together.
- Thus, the integration of various traits results into a distinct whole which is known as personality of an individual.
- Personality represents a unique integration of traits so as to differentiate one person from another on the basis of this very quality.
- The unique way in which we laugh or smile, weep or cry, talk or lecture, greet or salute becomes the watermark of our personality.

- **Personality is a dynamic process:** Personality is the dynamic organization within the individual. Here, dynamic means that personality is undergoing a constant change but is still organized.
- Personality development is a reciprocal relationship between the ways in which a person views his experiences and his actual social and interpersonal experiences.
- Development of personality is a continuous growth, which occurs because of the inherent tendency toward self-growth on the one hand and our personal, environmental and social experiences on the other hand.
- Therefore, we can say that personality is a dynamic process.

Characteristics of personality

- **1.Unique:** Each individual personality is unique and specific. No two persons, not even identical twins have exactly the same qualities and attributes.
- **2.Persistant qualities of an individual:**
- Personality is stable Your personality does not change just from one day to another, actually it changes hardly at all. If there are any changes these are very limited and slow. If they occur they may be caused by trauma or life changing experiences.

- 3. **Organization:** Personality is not just one or more aspects of behaviour, but it is one's total integrated behaviour, woven into a whole. The greater the degree of organization, the more healthy and normal the person is.
- 4.. **Personality is made up of properties and mechanisms:** Personality can be divided into different components and characteristics. Over time, many different classifications have been made in personality characteristics. Literally hundreds!

Characteristics...

- 5. **Dynamic:** Although the personality of an individual remains stable to a large extent, it can't be said to be static, It is always dynamic and continuously in the process of change and modification
- **6.Dynamic orientation of the organism to the environment:** An individual's relation with his environment, his feelings, attitudes, are basic to the idea of personality.
- An integrated personality is one which make harmonious adjustment to environment, particularly the social environment.
- **7.Social:** Personality is completely social. Personality has existence only in relation to the external world.

Determinants and Factors of Personality

- there are a lot of factors which contribute to that personality. We call them the ‘**determinants of personality**’ or the ‘**factors of personality**’
- The major debate was primarily between the **heredity and environmental** factors. - **NATURE & NURTURE**
- Many psychologists believe that the **environment**, in which an individual lives in, forms his personality.
- On the other hand, some psychologists used to debate that personality is pre-determined at the time of birth – which means that it is **hereditary**.
- Actually, it appears that both the environmental and heredity factors contribute as the important determinants and factors of personality.

GENETIC OR HEREDITARY FACTORS

The biological factors affecting the development of personality are of three types:

- (i) Ductless glands,
- (ii) Physique and
- (iii) Body Chemistry

- i) **Ductless glands:** Ductless glands send their secretions directly to the blood without ducts. Their secretions are called hormones.
- ii) These hormones are responsible for many changes in the personality of an individual. Different glands secrete one or more types of hormones, which affect personality.
- iii) Some of them are: Pancreas, Thyroid gland, Adrenal gland, Gonads and Pituitary glands

Genetic factors..

- **ii) Physique:** Another important biological factor affecting personality is physical structure.
- Physical characteristics influence an individual's style of life, his mode of behaviour, action, tendencies, goals of life etc.
- How appearance affects others' opinions? Recent studies have shown that children begin picking their playmates at a very early age by such standards as facial attractiveness and body form.

The relationship of self-opinion to personality has been recorded through many experiments.

- In one experiment, males had their self-esteem intentionally raised or lowered by receiving false reports on a personality test. The males whose self-esteem was intentionally lowered interpreted a positive evaluation from a female as affection more often than those with the higher self-esteem did. Experimenters interpreted this result by postulating that those people with lower self-esteem are more likely to cling to any positive stimulus, whether real or perceived (Kleinke, 1978). This interpretation makes it easy to see why people with lower self-esteem are more likely to embrace things like drugs (which give a temporary and false positive stimulus) (Ewen, 1998).

Genetic factors...

- **(iii) Body chemistry:** Body chemistry is based on the features of physiology. For the psychologists studying the development of personality, “nature vs. nurture” was a central debate. “Nature vs. nurture” suggests that biology (a person’s genes) and society (the environment in which a person grows up) are competing developmental forces. In the past, the debate sought to find whether one might be more important than the other. Today most psychologists would concede that both nature and nurture are necessary for personality development. Both help to make us who we are.

Heredity and Personality

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- Heredity is a factor determining human personality. Some of the similarities in man's personality are said to be due to his common heredity.
- Every human group inherits the same general set of biological needs and capacities. These common needs and capacities explain some of our similarities in personality.
- **Man originates from the union of male and female germ cells into a single cell which is formed at the moment of conception.**
- He tends to resemble his parents in physical appearance and intelligence. The nervous system, the organic drives and the ductless glands have a great bearing upon personality.
- They determine whether an individual will be vigorous or feeble, energetic or lethargic, idiot or intelligent, coward or courageous.

Heridity & personality

- A man with a **good physical structure** and health generally possess an attractive personality. A man of poor health, pigmy size and ugly physical features develops inferiority complex. The growth of his personality is checked.
- Rejected and hated by the society he may turn out to be a thief, dacoit, or drunkard. It is also probable that he may become a leader, or a genius like Socrates and Napoleon.
- Likewise the **nervous system and glandular system** may affect the personality of an individual.
- The nervous system affects the intelligence and talent of the individual.
- The **hormones** affect the growth of personality. Some men are over-patient, overzealous, overactive and overexcited while others are lazy, inactive, and weak.
- The reason may be secretion of more hormones in the first case and less hormones in the latter case.
- For a normal personality there should be a balanced secretion of hormones.

Heredity Factors of Personality:

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- Heredity factors play a very important role as the major determinants and factors of personality.
- Heredity factors are the ones that are determined at the time of conception.
- These factors not only affect the physical features of a person, but the **intelligence level, attentiveness, gender, temperament, various inherited diseases and energy level, all get affected by them.**
- The example of how heredity factors determine such a huge and significant part of an individual's personality can easily be observed in children.
- **Many children behave exactly how their parents do. Similarly, twin siblings also have a lot of things in common.**

Heridity....

- to quote a paragraph from **Stephen P. Robinson's** book on the essentials of Organizational Behavior. He writes:
- *“Researchers in many different countries have studied thousands of sets of **identical twins, who were separated at birth and raised separately.** If heredity played little or no part in determining personality, you would expect to find few similarities between the separated twins. But the **researchers found a lot in common.** For almost every behavioral trait, a significant variation between the twins turned out to be associated with genetic factors. For instance, one set of twins who had been separated for 39 years and raised 45 miles apart, were found to drive the same model and color car. They chain-smoked the same brand of cigarette, owned dogs with the same name, and regularly vacationed within three blocks of each other in a beach community 1500 miles away.”*
- This case study shows **significant correlation between heredity factors and personalities.** Although the twins were raised in completely different environments, they had amazing similarities in various tastes and preferences. This particular study showed that although the environment is a major determinant and factor of personality, the heredity factors turned out to have a more significant impact on the studied twins.

Environmental Factors of Personality:

- The environment that an individual lives in has a major impact on his personality.
- The culture and environment establish attitudes, values, norms and perceptions in an individual.
- Based on the cultures and traditions, different senses of right and wrong are formed in individuals.
- These environmental factors also include the neighborhood a person lives in, his school, college, university and workplace.
- Moreover, it also counts the social circle the individual has. Your friends, parents, colleagues, co-workers and bosses, everybody plays a role as the determinants of your personality.

CULTURAL FACTORS

- Culture refers to the total life activities of a society. Social heritage of man
- What the people think or do and feel represent the culture of a society.
- Biological inheritance is the same in human beings all over the world but it is the difference in their cultural conditions, which helps in developing unique personality characteristics in the individuals of different cultural groups
- We can easily identify people reared in different cultures by the personality patterns they possess.
- India is a big country having many sub-cultures within a broad culture. The personality of the individuals within these sub-cultures is moulded by the customs, beliefs, rituals and religious faiths.
- Culture is a great educator of human beings, sometimes directly and sometimes indirectly.

Research has also shown that personality continues to change as a result of new experiences and modifications in the environment.

The home environment plays a role in determining personality. Influences from outside the family are also important to the development of personality. Under the general rubric of “culture” we might include schools, churches, and other institutions with which an individual comes into contact.

Cultural factors.....

- A person who is born to a culture that practices things that would be considered extreme by others—such as head hunting, polygamy, and human sacrifice—will have different values from a person who was not exposed to those things.
- A culture that rewards aggression and athleticism will shape the personalities of the most gifted athletes to be confident, entitled, and self-centered. Where as a culture that only recognized intellectual pursuits is more likely to render those same individuals “nervous”, indecisive, and fearful.

Children are born and they live not only in a society but also in a specific part of it. Therefore, they are a influenced by particular subcultures of class, race, religion, and region, as well as by specific groups such as family and friends. During their lifetime, they continually encounter new or changing conditions, both personal and social, and must learn to adjust to them.

- The most important socialization, however, occurs during infancy and childhood, when the foundations of the later personality traits are laid. Whether a child becomes outgoing or shy, intellectually advanced or average, or energetic or subdued depends on many unique influences effects are difficult to predict at the child’s birth.
- A variety of factors influence child development. Heredity guides every aspect of physical, cognitive, social, emotional, and personality development. Family members, peer groups, the school environment, and the community influence how children think, socialize, and become self-aware.

Cultural factors....

- after a comprehensive research the factors which are identified as important determinants of child personality are:
- Parents' economic conditions,
- Their Education Level,
- Family size,
- Family Structure,
- Children's socialization level,
- Peer group,
- School Environment,
- Parent's involvement level in children's day to day activities,
- Extra curricular activities and government policies.

Culture & personality.....

- In 1937 the anthropologist **Ralph Linton** and the psychoanalyst **Abram Kardinar** began a series of joint explorations of the relationship between culture and personality by subjecting to minute study reports of several primitive societies and one modern American village.
- Their studies have demonstrated that each culture tends to create and is supported by a “basic personality type.”
- Eg. The American Indians who have no clocks or watches in their culture have little notion of keeping appointments with any exactness.

Culture & personality

- The Eskimos are dirty because they have to hang a bag of snow down their backs to melt it in order to get water. A man who has just to turn on a tap of water will naturally be more clean than an Eskimo. Cleanliness, therefore, is a matter not of heredity but of the type of culture

Culture & personality

- Ruth Benedict analyzed the cultures of three primitive tribes and found that cultures may be divided into two major types—The Apollonian and the Dionysian.
- The Apollonian type is characterised by restraint, even temperances, moderation and co- operativeness,
- whereas the Dionysian type is marked by emotionalism, excess, pursuit of prestige, individualism and competitiveness.
- The Zuni culture is classified as Appollonian, while the Kwakiuti and Dobuans as Dionysian.