



Personality

Nature & Determinants



Personality

- In common conversation, when we talk of personality, it's often the physical features or intellectual abilities that we focus upon.
- However, personality is much more than the physical features or intellectual abilities of an individual.



Personality

- The word personality has been derived from the term ***persona*** – the mask used in make-up by actors in the Roman theatre.
- Thus, our personality is how we behave in life and what is perceived by other persons.



Personality

- When psychologists talk of personality, they mean a dynamic concept describing the growth and development of a person's whole psychological system.
- Rather than looking at parts of the person, personality looks at some aggregate whole that is greater than the sum of its parts.



Personality

- Thus, **Allport** has defined personality as “the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to his environment”.



Personality

- Another way to define personality is by conceptualizing it as “an individual’s unique and relatively stable patterns of behaviour, thoughts, and feelings”.



Personality

- For our purposes, we can simply think of personality as the sum total of ways in which an individual reacts and interacts with others.
- It is most often described in terms of measurable traits that a person exhibits.



Personality

Determinants of Personality

- An individual's personality is shaped by a variety of factors, all of which could be categorized under two broad headings: the physiological and the socio-cultural determinants.



Personality

- **Biological Determinants** – By biological determinants or heredity is meant those factors which are determined at the time of conception itself. These factors are innate or inherent.



Personality

- For example, physical stature, facial features, height, hair colour, temperament, muscle composition and reflexes etc are generally considered to be genetically inherited.



Personality

- Research evidence also demonstrates that traits such as shyness, fear and aggression can be traced to inherited genetic characteristics.
- Thus, hereditary factors do exert a great deal of influence on one's overall personality.



Personality

- However, it would be wrong to assume that our personality is determined totally or only by the hereditary factors.
- If that were true, no amount of experience could alter our personality, that is, we would have no role in shaping our own personality.



Personality

- **Socio-Cultural Determinants** – As the individual matures, it is the socio-cultural determinants or the environmental factors that affect his personality more.
- The individual acquires different experiences from family, school, friends, and even mass media all of which significantly affect the personality of the individual.



Personality

- Our personality is determined to a great extent by the culture in which we are raised, the norms & values among our family, friends and social groups and other influences that we experience.



Personality

- Thus, as far as the formation and development of personality is concerned, it's determined by a complex interaction of both physiological and socio-cultural factors.



Personality

- Heredity provides us inborn traits and abilities, but our full potential will be determined by how well we adjust to the demands and requirements of the environment.



Personality

- An individual's personality, although generally stable and consistent, does change in different situations.
- This indicates that apart from heredity and environment, a third factor, **situation**, also influences our personality.



Personality

Measurement of Personality



Personality

- Psychologists have tried to measure personality through trait and type approaches.
- Traits are enduring characteristics of an individual. E.g. shy, aggressive, lazy, loyal, dependable etc.



Personality

- Traits also function as generalized action tendencies. Therefore, awareness of one's personality traits can help in predicting one's behaviour.
- One of the most popular psychological instrument to measure personality is a test called **16 PF**, devised by **Raymond B. Cattell**.



Personality

- The 16 PF attempts to measure an individual's personality along a set of 16 major traits, such as, reserved-outgoing, extrovert-introvert, emotionally stable-unstable, anxious-relaxed etc.



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- Based on the results of the test, organizations can select the right type of person for right kind of job.
- Such tests are now frequently used for recruitment & selection, placement, potential appraisal, career development, and counseling of employees.



Personality

- Apart from differentiating people on the basis of traits, attempts have also been made to classify them into distinct types. For example, extroverted-introverted, sensing-intuitive, thinking-feeling, and judging-perceiving.



Personality

- Myers-Briggs Type Indicator (**MBTI**) is a popular psychological instrument that attempts to classify people into different types, based on the way they interact with people, use their mental processes and take decisions.



Personality

- **Friedman and Rosenman** have given the concept of Type A and Type B personality, based on a common set of symptoms and behaviours that they exhibit consistently.



Personality

- Type A people
 - Are always moving, walking, and eating rapidly
 - Feel impatient with the rate at which most events take place
 - Strive to think or do two or more things at once
 - Cannot cope with leisure time, and
 - Are obsessed with numbers



Personality

- Type B people
 - Never suffer from a sense of time urgency
 - Are patient in their dealings
 - Do one thing at a time and prioritize the tasks if there are more than one task
 - Play for fun and relaxation rather than to prove their superiority
 - Can relax without guilt



Personality

- Type A people are excessively competitive, take fast decisions and like to work under deadlines.
- However, their quality of decisions is not always good, they are not very creative and are more vulnerable to stress related diseases



Personality

- Type B people, on the other hand, are relatively cool and composed, taking things as they come, and take decisions after careful consideration of the facts.
- They can withstand more stress at work and inspire their fellow workers and subordinates.