

# Personality



# Trait and Type Approaches

Allport, Cattell, Eysenck and Big Five Model

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# Trait Approach of Personality

- Personality is viewed in terms of several traits.
- Trait – Relatively permanent consistent general behaviour pattern that an individual exhibits in most situations.
- Basic Units of one's personality
- Discovered through observing behaviour in various situations
- Can be inborn or developed
- Consistently directs the behaviour

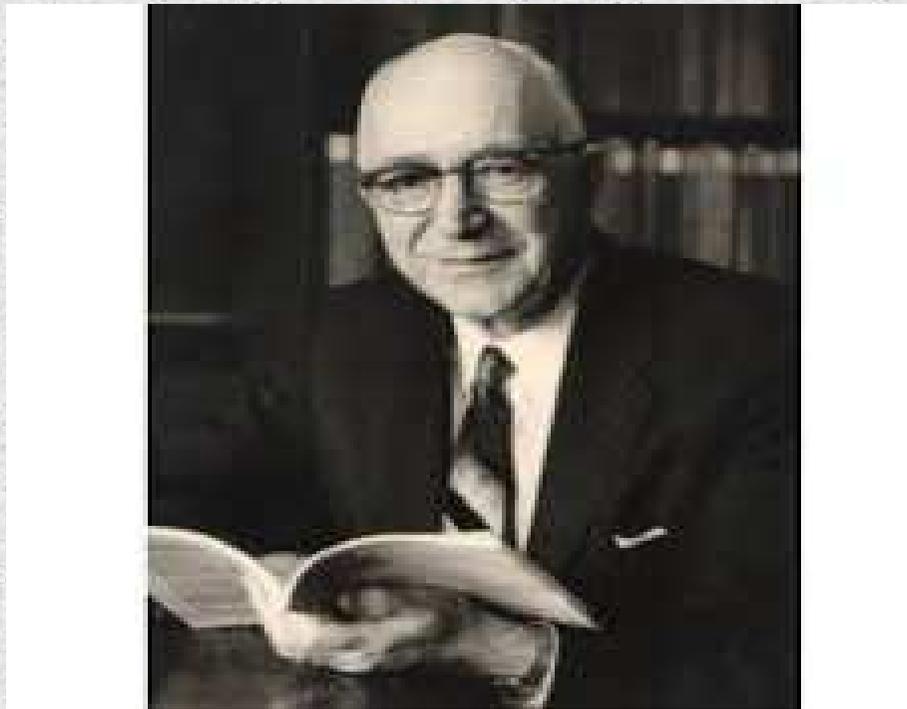


# Trait Theories

- A. Allport's Theory
- B. Cattell's Theory

# Gordon Allport

(1897–1967)



# Allport's Theory of Personality

- o Trait in Allport's view - Basic Unit of Personality
- o Used the term personal disposition to represent trait
- o A trait is more generalized than a habits
- o A trait is dynamic or at least deterministic in behaviour
- o A trait's existence may be established empirically
- o A trait is only relatively independent from other traits



o Allport distinguished three types of traits :

1. Cardinal Trait
2. Central Trait
3. Secondary Trait

- o According to Allport “Personality is the dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment to his environment”.
- o Personality is an organized whole
- o Includes two system
  1. Psychological
  2. Physical
- o Each individual behaves in his own way so adjustment is unique

# Cardinal Traits

- o Primary traits
- o So dominant in personal disposition that they colour every aspect of ones behaviour
- o Very rare
- o Only a few people possess them
- o It is reflects each and only activity of the individual
- o Over rule other traits

# Central Traits

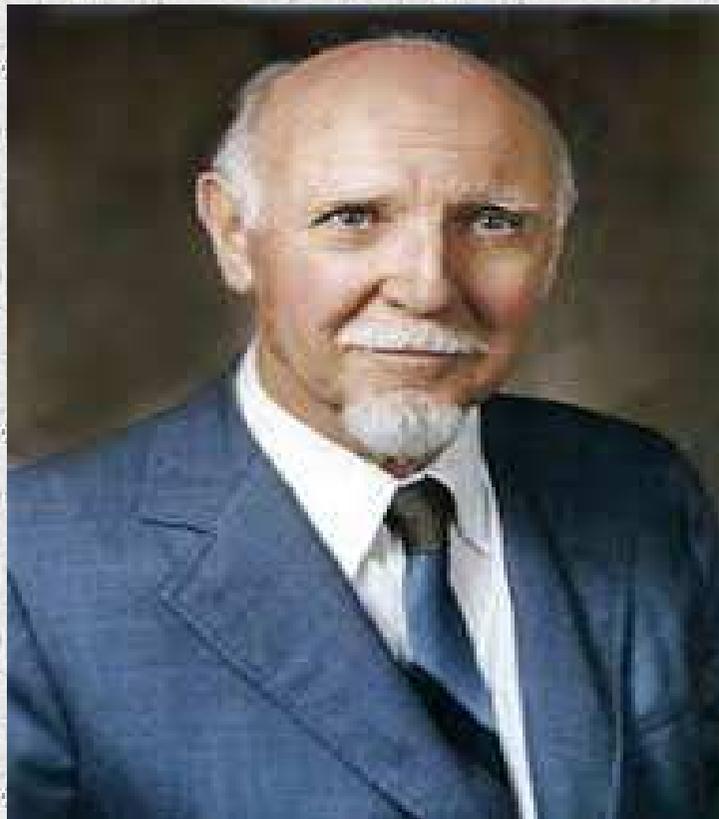
- General characteristics that form the basic foundation of the personality
- Not dominating as cardinal
- Characteristics which can be used to describe one's personality
- Eg. Honesty, kindness etc

# Secondary Traits

- Not dominant as cardinal or central traits
- Characteristics related to one's performance and attitude
- Appear only in some situations
- Relatively weak
- Eg : anxious to speak to mass

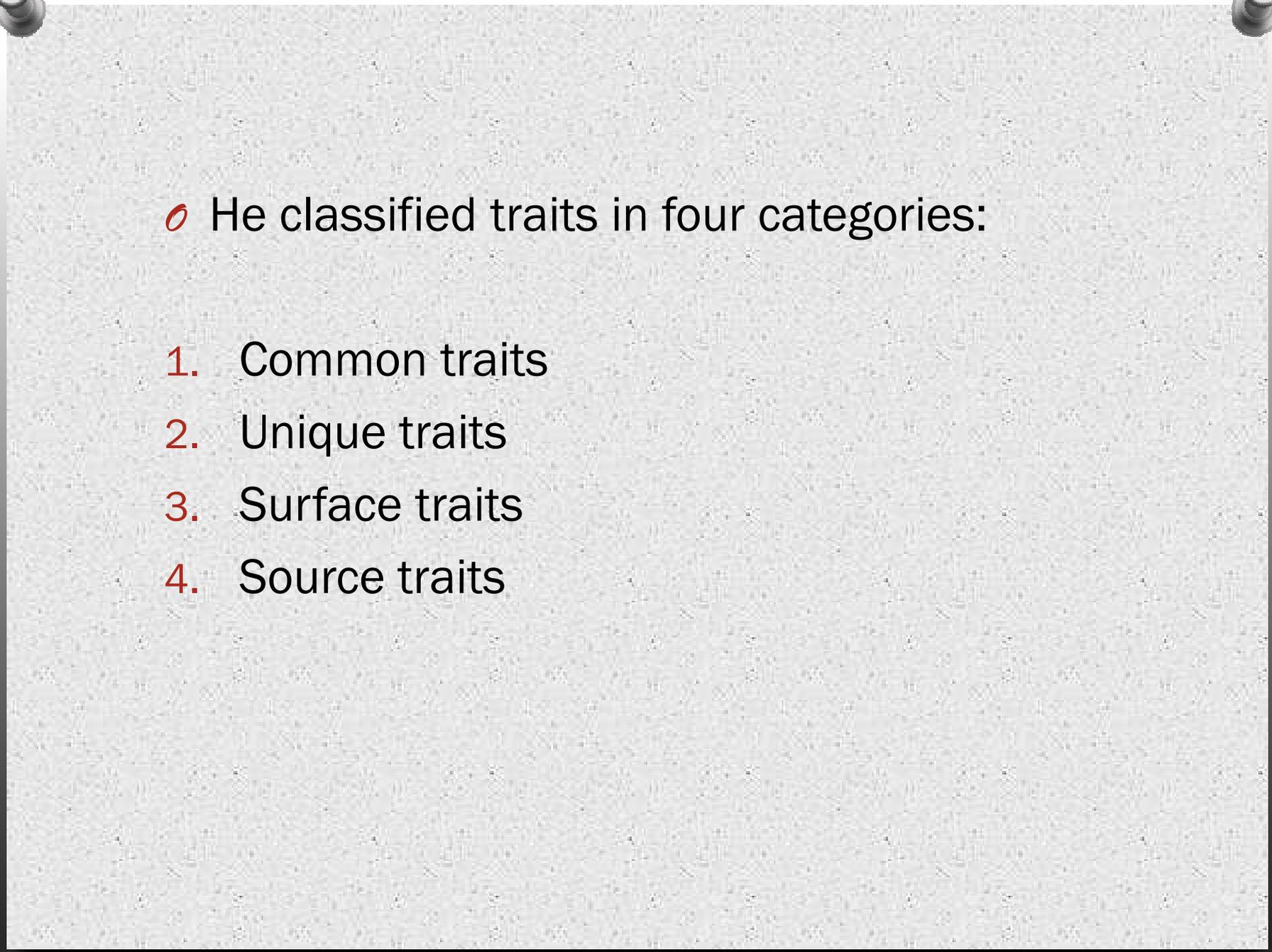
# Raymond Cattell

(1905-1998)



# Cattell's Theory of Personality

- o Cattell - Propounder of the trait theory of personality
- o Basic structural element is the trait.
- o He defined trait “as a structure of personality inferred from the behavior in different situations.”



o He classified traits in four categories:

1. Common traits
2. Unique traits
3. Surface traits
4. Source traits

# Common traits :

- o Common traits found widely distributed in general population
- o It may be honesty, cooperation, aggression etc

# Unique traits :

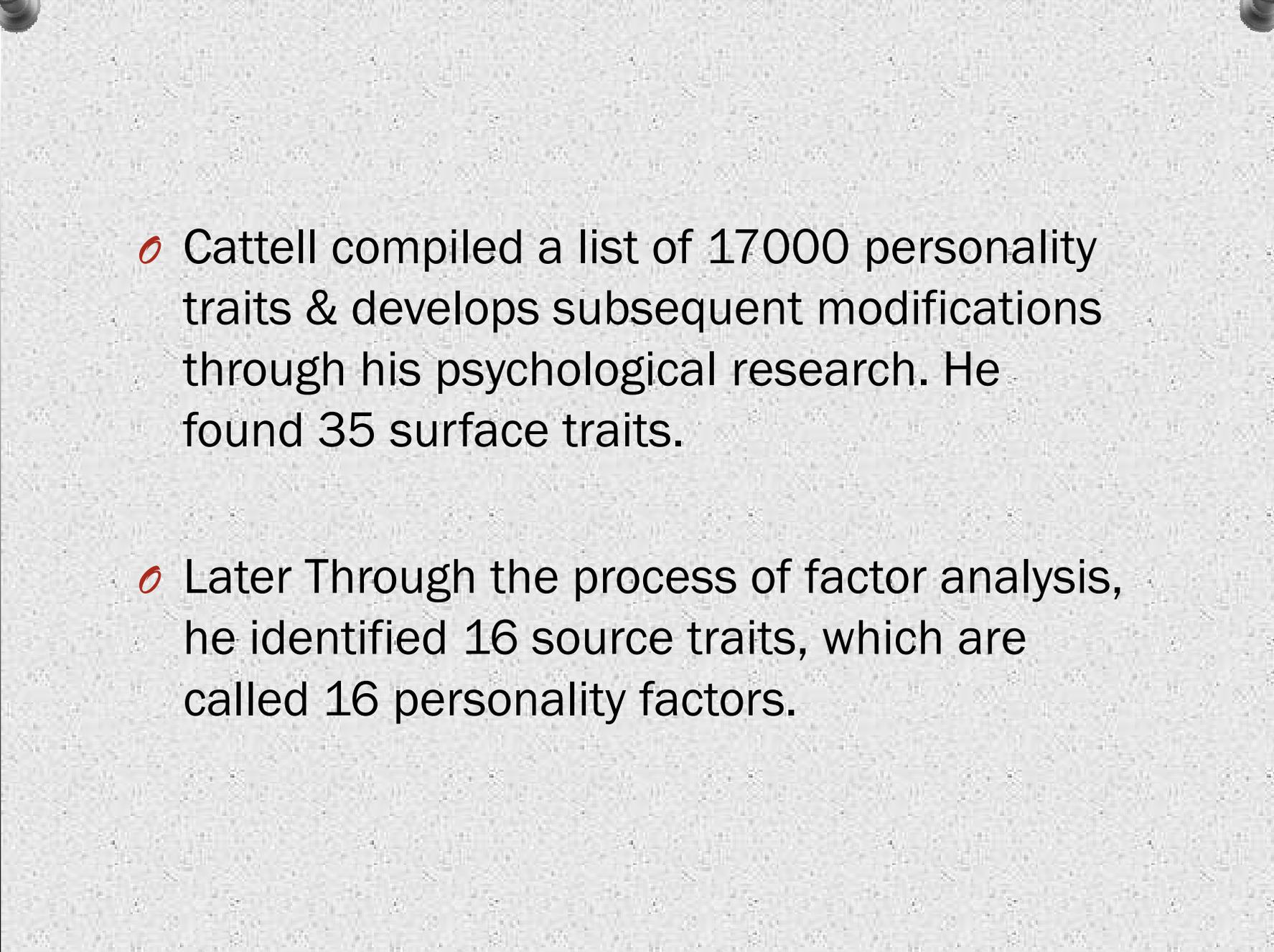
- o Unique traits possessed by particular persons as temperamental traits, emotional reaction, and energy etc.
- o These are distinctive
- o unique to a person
- o act as the basis for individual difference.

# Surface traits :

- Surface traits which can be easily recognized by overt manifestation of behavior like curiosity, tactfulness, integrity, dependability

# Source traits :

- Source traits determine the behavior of the individual.
- These are underlying structures or sources that determine behavior such as dominance and emotionality.
- These traits cannot be seen directly or externally in the behavior of an individual.
- source trait is more important than surface traits.

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- o Cattell compiled a list of 17000 personality traits & develops subsequent modifications through his psychological research. He found 35 surface traits.
  - o Later Through the process of factor analysis, he identified 16 source traits, which are called 16 personality factors.

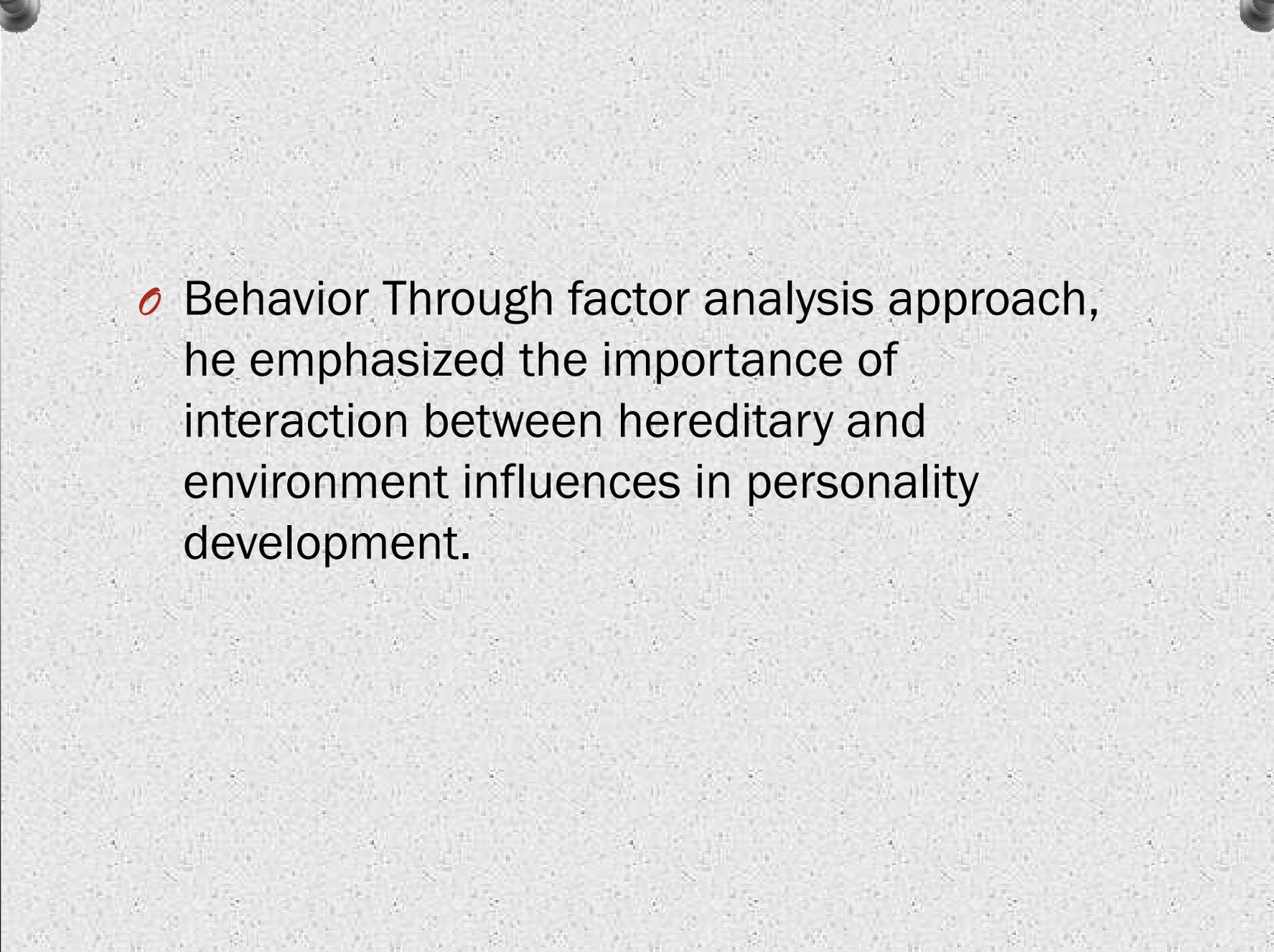
o Cattell postulated his formula for the analysis of behaviour / response

■  $R = S_1 T_1 + S_2 T_2 + S_3 T_3 + \dots + S_n T_n$

■ R = Behaviour / Response

■ T = Source Trait

■ S = the importance of the trait for that response

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- o Behavior Through factor analysis approach, he emphasized the importance of interaction between hereditary and environment influences in personality development.

# Type Approach of Personality

- Personality type refers to the psychological classification of different type of people.
- For example according to type theories, there are two type of people, introverts and extroverts.

# Type Theories

- o Eysenck's Theory
- o The Big Five theory

# Hans Eysenck

(1916 – 1997)



# Eysenck's Theory of Personality:

- o Eysenck's Theory of Personality Argued against sociological theories.
- o Criminal behavior resulted from an interaction of environment and biology.
- o Based on biology. Personality = Temperament (inborn/genetic) Focused on the functioning of the: Central nervous system Autonomic nervous system

o Three dimensions:

- Three dimensions Actually argued for 4 dimensions:

1. 'g' (general intelligence)
2. Extraversion
3. Neuroticism
4. Psychoticism

- Most emphasis on Neuroticism and Extraversion (Psychoticism was added later)  
Orthogonal constructs on a continuum.

- Stable ,Neurotic, Extraverted- Introverted,  
Ambiverts ,Central NS, Peripheral NS,  
Sanguine ,Phlegmatic ,Choleric ,Melancholic
- Tough-Minded Tender-Minded Psychoticism  
No nervous system mechanism associated

## o Extraversion - Introversion:

- Extraversion - Introversion Normal distribution in the population where as 68% are ambiverts
- 16% in each extreme Reflects 'need for stimulation'. Extraverts like excitement, become bored more easily, welcome the unconventional Similar but not identical to pop culture term 'extrovert'.

## o Neuroticism - Stable

- Normal distribution. Most in average range; 16% at each extreme.
- Also called 'emotionality'.
- 'biological predisposition to react physiologically to stressful events'.

## o Psychoticism:

- Psychoticism Is not the same as 'psychosis'  
No established physiological mechanism but testosterone, monoamine oxidase and serotonin may be involved.
- Similar to Primary Psychopathy Cold cruelty, social insensitivity, dislike of others, attraction to the 'unusual.

# *Theories of Personality*

## *McCrae and Costa's Five Factor Trait Theory*



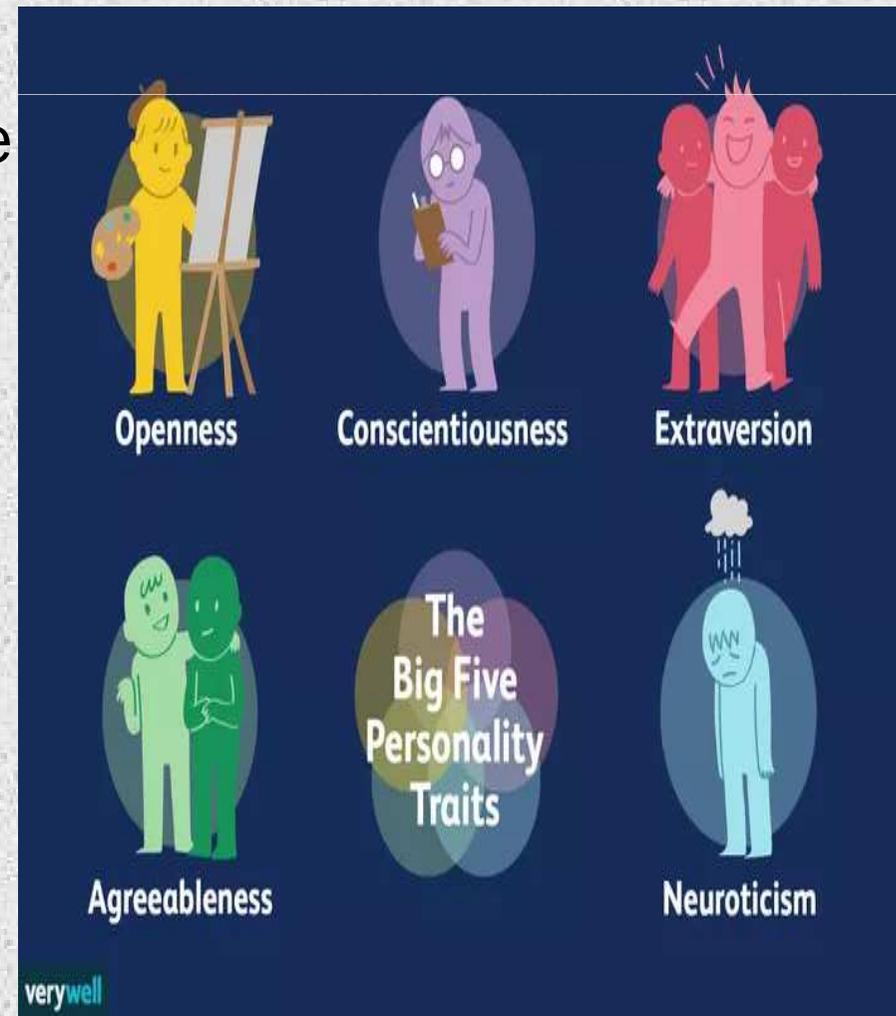
# The Big Five personality Model

- o The big five personality dimensions provide a very broad overview of someone's personality.
- o The big five was originally derived in 1970



o Personality is usually broken into components called the big five, which are:

1. Openness to experience
2. Conscientiousness
3. Extraversion
4. Agreeableness
5. Neuroticism



# Openness

- o This trait features characteristics such as imagination and insight.
- o People who are high in this trait also tend to have a broad range of interests.
- o They are curious about the world and other people and eager to learn new things and enjoy new experiences.
- o People who are high in this trait tend to be more adventurous and creative.
- o People low in this trait are often much more traditional and may struggle with abstract thinking.

# Conscientiousness

- o Standard features of this dimension include high levels of thoughtfulness, good impulse control, and goal-directed behaviors.
- o Highly conscientious people tend to be organized and mindful of details.
- o They plan ahead, think about how their behavior affects others, and are mindful of deadlines.

# Extraversion

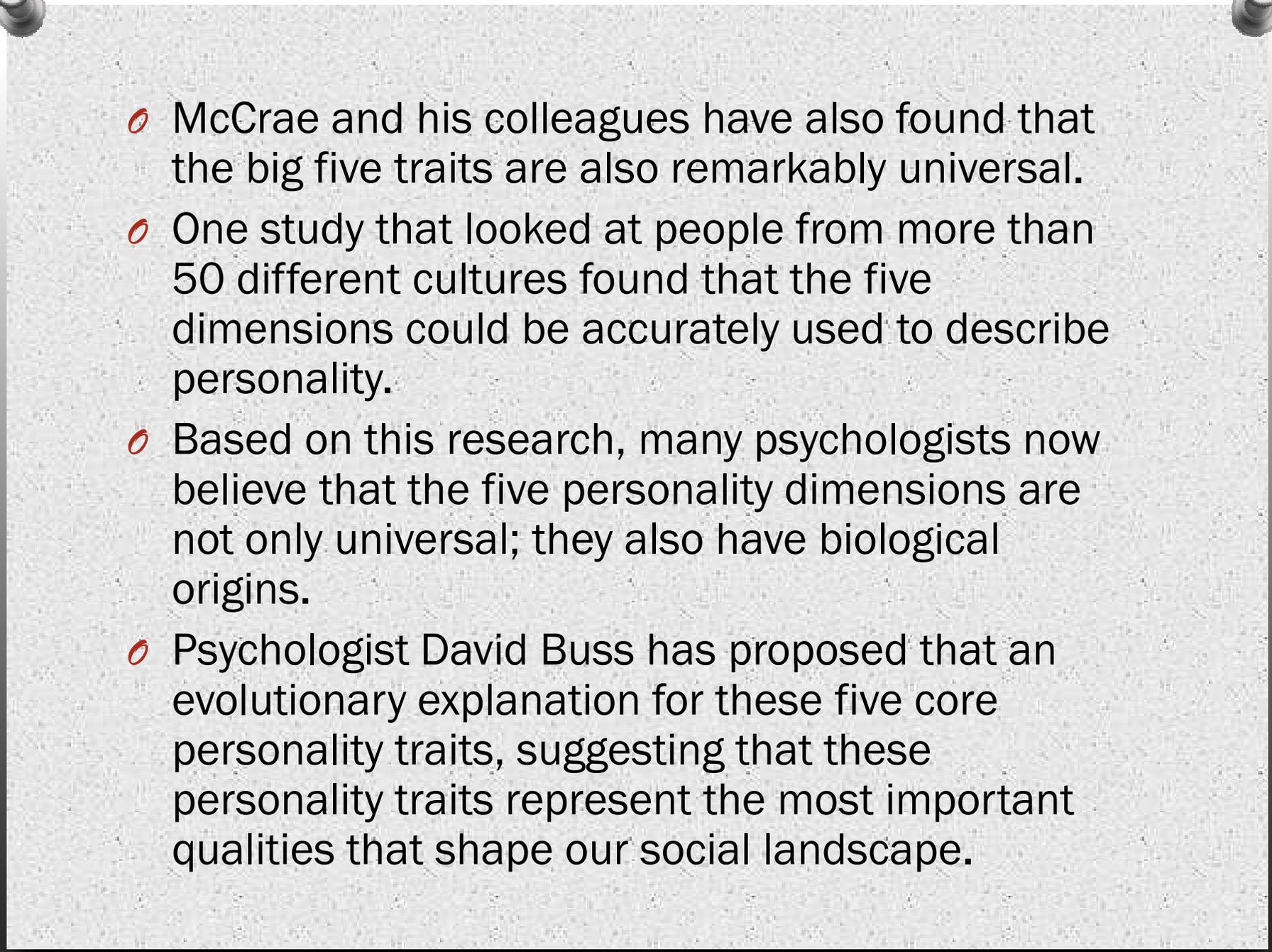
- o Extraversion (or extroversion) is characterized by excitability, sociability, talkativeness, assertiveness, and high amounts of emotional expressiveness.
- o People who are high in extraversion are outgoing and tend to gain energy in social situations.
- o Being around other people helps them feel energized and excited.
- o People who are low in extraversion (or introverted) tend to be more reserved and have less energy to expend in social settings.
- o Social events can feel draining and introverts often require a period of solitude and quiet in order to "recharge."

# Agreeableness

- o This personality dimension includes attributes such as trust, altruism, kindness, affection, and other prosocial behaviors.
- o People who are high in agreeableness tend to be more cooperative while those low in this trait tend to be more competitive and sometimes even manipulative.

# Neuroticism

- Neuroticism is a trait characterized by sadness, moodiness, and emotional instability.
- Individuals who are high in this trait tend to experience mood swings, anxiety, irritability, and sadness.
- Those low in this trait tend to be more stable and emotionally resilient.

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- o McCrae and his colleagues have also found that the big five traits are also remarkably universal.
  - o One study that looked at people from more than 50 different cultures found that the five dimensions could be accurately used to describe personality.
  - o Based on this research, many psychologists now believe that the five personality dimensions are not only universal; they also have biological origins.
  - o Psychologist David Buss has proposed that an evolutionary explanation for these five core personality traits, suggesting that these personality traits represent the most important qualities that shape our social landscape.