PERSONALITY

> A characteristic way of <u>thinking</u>, feeling, and behaving. Personality embraces moods, attitudes, and opinions and is most clearly expressed in interactions with other people. It includes behavioral characteristics, both <u>inherent</u> and acquired, that distinguish one person from another and that can be observed in people's relations to the <u>environment</u> and to the <u>social group</u>.

> Personality can be defined as the sum total of an individual's unique experiences, values, habits and traits which collectively determine his or her behavioural and thought patterns, as well their perceived image in society

> The word <u>personality</u> is derived from a Greek word "persona" which means "to speak through".

> Your personality includes your patterns of thoughts, actions, and emotions. It's also influenced by your temperament and experiences Everybody has their own unique personality, which can develop and change as you age.

> Personality traits are characteristic patterns in how you think, feel, and act. People can develop certain traits on a sliding scale, with some traits more intense and dominant than others.

Your personality involves:

Traits like loyalty, perfectionism, and extroversion

Character, which includes your core beliefs and ethical code

Temperament, which you were born with and involves your predisposition to act and feel in certain ways

Common examples of personality traits include:

Generosity , Extroversion , Loyalty , Courage , Honesty , Arrogance

Determinants of Personality

The determinants of personality are the various factors and influences that shape an individual's unique pattern of thoughts, emotions, and behaviors. These determinants help explain why individuals differ in their personalities and why they respond differently to various situations

1. Hereditary Factors

Heredity, also known as genetics, refers to the influence of genetic factors and biological inheritance on an individual's personality. It involves the transmission of traits and characteristics from parents to their offspring. Various aspects are considered regarding heredity when it comes to the study of personality, some of them are:

- **Genetic Inheritance:** The genetic makeup of an individual is a critical determinant of their personality. Specific genes and combinations of genes can predispose individuals to certain traits and behaviours. For example, genes may contribute to temperament, intelligence, and susceptibility to mental health conditions.
- **Gene-Environment Interplay:** It is important to note that genetics interact with environmental factors. Genes can influence how individuals respond to their surroundings and the experiences they encounter. This interaction is known as gene-environment interplay and plays a crucial role in shaping personality.

2. Environmental Factors

Environmental factors encompass the external influences and experiences that individuals encounter throughout their lives. These factors can significantly shape and mold an individual's personality. Here are key aspects of environmental determinants:

- **Family Environment:** The family is often the primary socialising agent in a person's life. The way parents raise their children, including their parenting style and family dynamics, can profoundly influence personality development. For example, a nurturing and supportive family environment can foster self-confidence and a positive self-concept.
- **Cultural and Societal Influences:** Cultural norms, values, and societal expectations impact how individuals perceive themselves and others. Cultural factors, including cultural values and social norms, shape personality traits and behaviours. For instance, collectivist cultures may emphasisze conformity and interdependence, while individualist cultures may promote autonomy and self-expression.
- **Peer Groups and Socialisation:** Peer groups, friends, and social interactions outside the family environment play a pivotal role in personality development. Peer influence can shape attitudes, values, and behaviours, particularly during adolescence when peer acceptance is highly valued.

3. Situational Factors

Situational factors refer to the immediate context or circumstances an individual encounters. While personality is generally considered relatively stable, situations can temporarily influence behavior and expression.

- **Stress and Coping Mechanisms:** High-stress situations, such as academic exams, job interviews, or personal crises, can evoke different aspects of an individual's personality. People may exhibit resilience, adaptability, or anxiety depending on the situation and their coping mechanisms.
- **Role and Context:** The roles individuals assume in various situations can lead to role-specific behaviors. For example, someone may exhibit assertiveness and leadership traits in a work environment but be more passive in social settings.
- **Mood and Emotional State:** An individual's mood and emotional state at a given moment can affect their behaviour and expression. For instance, someone in a cheerful mood may exhibit extroverted traits, while someone feeling anxious may display introverted tendencies.

4. Cultural Factors

Cultural factors encompass the societal and cultural environment in which an individual is immersed. These factors shape an individual's values, beliefs, and behaviours. Key aspects of cultural factors include:

- **Cultural Values:** Each culture has its unique set of values and beliefs that influence an individual's worldview. These values can encompass concepts like collectivism versus individualism, egalitarianism, and the importance of tradition.
- **Social Norms:** Cultural norms dictate acceptable behaviour within a specific society or community. These norms impact an individual's choices and actions in various social contexts, including family, work, and social interactions.

5. Social Factors

Social factors encompass the broader societal context and interpersonal relationships that an individual experiences throughout their life. These factors include:

- **Peer Influence:** The influence of friends and peer groups can significantly shape an individual's personality, values, and behaviours. Peer pressure, social acceptance, and the desire for social belonging can impact decision-making.
- **Social Support:** The quality and nature of an individual's social relationships, including friendships and support networks, have a profound effect on emotional well-being and can influence personality traits like resilience and self-esteem.

6. Physical Features :

- Perhaps the most outstanding factor that contributes to personality is the physical stature of an individual. An individual's external appearance is proved to be having a tremendous effect on personality.
- For example, the fact that a person is short or tall, fat or thin, handsome or ugly, black or whitish will undoubtedly influence the person's effect on others and in turn will affect the self-concept.
- A person's physical characteristics may be related to his approach to the social environment, to the expectancies of others, and to their reactions, to him. These in turn may have impact on personality development.

7. Religion:

- Religion plays a significant role in shaping one's personality. Hindus have different personalities from those of Sikhs and Muslims.
- Children in Hindu societies learn from the very beginning about hard work and god-fearing attitudes. Christians are open, independent, and cooperative.

8. Parental Influences: The positive and negative personalities of children are dependent on their parents characteristics and mutual behaviour. Children develop negative personalities if their parents don't have good relationship. Proper parental guidance to children makes them active and efficient.

9. Situation: Different demands in different situations call forth different aspects of one's personality. It has been observed that many arrogant and indisciplined employees become humble and disciplined in a particular situation. Those having a criminal background may become powerful and strong administrators, dominant politicians, etc.

PERSONALITY CHARACTERISTICS

Managers should learn as much as possible about personality in order to understand their employees. Hundreds of personality characteristics have been identified.

7 personality characteristics that influence individual are:

1. **Locus of Control** The degree to which individuals perceive control over a situation being internal or external is called locus of control. Locus of control refers to the range of beliefs that individuals hold in terms of being controlled by self (**internal locus**) or controlled by others or the situation (**external locus**).
2. **Self-Efficacy** Generalized self-efficacy refers to a belief about one's own ability to deal with events and challenges. **High self-efficacy** results in greater confidence in one's job-related abilities to

function effectively on the job. Success in previous situations leads to increased self-efficacy for present and future challenges.

3. **Self-Esteem** An individual's self-worth is referred to as self-esteem. Individuals with **high self-esteem** have positive feelings about themselves. **Low self-esteem** individuals are strongly affected by what others think of them, and view themselves negatively.

4. **Self-Monitoring** The extent to which people base their behavior on cues from other people and situations is self-monitoring. **Individuals high** in self-monitoring pay attention to what behavior is appropriate in certain situations by watching others and behaving accordingly. **Low self-monitoring** individuals prefer that their behavior reflects their attitudes, and are not as flexible in adapting their behavior to situational cues.

5. **Positive/Negative Affect** Individuals exhibit attitudes about situations in a positive or negative fashion. An individual's tendency to accentuate the positive aspects of situations is referred to as positive affect, while those accentuating less optimistic views are referred to as having **negative affect**. Employees with **positive affect** are absent from work less often. Negative affect individuals report higher levels of job stress.

6. **Risk-Taking** People differ in their willingness to take chances. **High-risk-taking** managers made more rapid decisions and used less information in making their choices than low risk-taking managers.

7. **Type A and Type B Personality Type A personality** individual is aggressively involved in a chronic, struggle to achieve more and more in less and less time, and if required to do so, against the opposing efforts of other things or other persons. **Type B personalities** are rarely harried by the desire to obtain a wildly increasing number of things or participate in an endless growing series of events in an ever decreasing amount of time.

THEORIES OF PERSONALITIES

1. Traits Theories of Personality

The trait theory of personality suggests that people have certain basic traits and it is the strength and intensity of those traits that account for personality differences. The trait approach to personality is one of the major theoretical areas in the study of personality.

What Is a Trait

- ➢ A trait is a personality characteristic that meets three criteria: it must be consistent, stable, and vary from person to person. Based on this definition, a trait can be thought of as a relatively stable characteristic that causes individuals to behave in certain ways.
- ➢ Individuals must be somewhat consistent across situations in their behaviors related to the trait. For example, if they are talkative at home, they tend also to be talkative at work.
- ➢ A trait must also be somewhat stable over time as demonstrated behaviors related to the trait. For example, at age 30 if someone is talkative they will also tend to be talkative at age 40.
- ➢ A person with higher levels of the trait conscientiousness may have a personality that makes them be a rule-abider who follows a strict routine.
- ➢ Personality has also been found to affect how people think, feel and act.
- ➢ A person who is extroverted is more likely to talk to a stranger whereas, someone who is introverted may not.
- ➢ If someone asked you to describe a close friend's personality, what kind of things would you say? A few things that might come to mind are descriptive terms such as "outgoing," "kind" and "even-tempered." All of these represent traits.

A. Allport & Odbert developed the first trait theory, and they categorized traits into three levels According to Allport's theory, there are three types of personality traits:

The theory assumes that personality is determined by genetic influences, however, environmental experiences and other social-cognitive factors such as cognitive processes may also play a role in personality as well.

➢ **Cardinal Traits**

A **cardinal trait** according to Allport is a trait that steers a person's life almost like a sail on a boat. If someone has the cardinal trait of kindness they might spend their life working on projects to help others. If someone has a cardinal trait of control, they might find themselves in a political or corporate power position.

Cardinal traits are the traits that remain consistent across situations (these are the less common traits). They are seen as dominant traits, and tend to be what you define someone as when asked about their personality (e.g., narcissistic) Cardinal traits dominate and shape a person's behavior, so much so that they seem to become synonymous with the person. These include the need for money, ambition, etc.

➢ **Central Traits**

Not everyone has a cardinal trait. In fact, according to Allport, most people have around 5-10 **central traits** instead. Central traits grouped together describe a person's core personality. Someone might be extroverted, friendly, inviting, warm, etc. All of these central traits paint a picture of who they are as a person. traits that remain stable across the lifespan. They are not as dominant as cardinal traits, but may still be used to describe someone's personality in the same light. central traits are less dominating, and they are present in all human beings to different degrees. For example, "honesty" or "intelligence".

➢ **Secondary Traits**

Secondary traits in Allport's theory are traits that impact someone's behavior but are not necessarily as important or influential as cardinal or central traits. Taste in music or a general love of animals are examples of secondary traits. They add to the uniqueness and depth of a person, but they are not as defining as central traits. these are the traits that become apparent in some situations (secondary traits can be identified as less stable traits). secondary traits are very specific behaviors or preferences that appear in certain contexts, say being impatient while waiting

10 TRAIT THEORY EXAMPLES

1. **Extraversion:** Although psychologists disagree about specific traits, they all agree that one of the most powerful dimensions is introversion-extraversion, which exists across all age groups & cultures. An extrovert typically has many friends, likes social events, and is uninhibited. In contrast, an introvert has just a few close friends, shies away from stimulation, and acts cautiously .
2. **Neuroticism:** Neuoriticism (sometimes also called emotional instability) refers to the tendency to have strong negative emotions, such as anger or depression. Neurotic people are more vulnerable to stress, and they often perceive ordinary situations to be threatening. They are also likely to be pessimistic about work and think less clearly .In contrast, less neurotic individuals are calm and free from persistent negative feelings.
3. **Psychoticism:** Psychoticism is most clearly exhibited in aggressiveness and interpersonal hostility. This was one of the traits identified in Eysenck's personality model, and it characterizes individuals who are usually anti-social, hostile, and even manipulative. Eysenck believed that higher levels of this

trait made a person more vulnerable to psychosis (like schizophrenia) and that it was genetically inherited.

4. **Openness to Experience**: People who are open to experience are intellectually curious, appreciate beauty, and enjoy trying new things. They have a greater art appreciation, which makes them more aware of their feelings and more creative. Often, they have unconventional beliefs and may engage in risky behavior.

5. **Agreeableness:** This trait indicates a person's concern for social harmony: agreeable people like to get along with others. They are trusting, helpful, and usually compromise with others. Agreeable people have good relationships with their team members and also make good transformational leaders.

6. **Conscientiousness:** It refers to a desire to perform tasks well and take one's obligations seriously. Conscientious people are careful, efficient, and organized in doing whatever they do. They are hard-working and reliable, but an extreme version of this trait may turn someone into a "workaholic".

7. **Honesty-Humility:** Honesty-humility is the tendency to be fair and genuine with others; it is one of the 6 traits of the HEXACO personality model. If you have a high level of this trait, you will avoid manipulating anyone, be unwilling to break rules, and have less concern for social status.

8. **Self-Esteem:** How we view ourselves is called self-esteem. It is our sense of our value or worth, describing the extent to which we approve of ourselves. Self-esteem includes both beliefs (like "I am worthy of success") and emotional states (like pride). Unlike the humanistic theory of personality, trait theory thinks we wither have self-esteem, or we don't.

9. **Perfectionism:** Perfectionism is a tendency to strive for flawlessness. It can be both external (being deeply concerned with evaluations of others) or internal (being self-motivated to be perfect). Perfectionism can often lead to adjustment problems like anxiety and depression.

10. **Rigidity:** Rigidity refers to inflexibility and adherence to fixed patterns. Rigid people find it difficult to change their established habits & attitudes. They often also refuse to appreciate another person's viewpoint.

B. HANS EYSENCK'S 3-DIMENSION PERSONALITY

Hans Eysenck, a famous British psychologist, created a personality-based model. It has only three broad personality traits.

1. Extroversion/Introversion

Extroversion is a condition in which a person focuses his attention on other people and the surroundings. The person is outgoing and pleasant by nature. While, in introversion, a person drives the spotlight to his internal experiences. He might have a quiet and reserved personality.

2. Emotional Stability/Neuroticism

The second dimension of this trait approach to personality relates to even-temperateness versus moodiness. Its factor, neuroticism, indicates someone's propensity to become emotional or upset. But the factor of stability implies the disposition to stay steadily emotional.

3. Psychoticism

After researching people experiencing mental illness, Eysenck put in a dimension called psychoticism to his trait approach to personality. He stated that people having this trait face difficulty in dealing with reality. They are anti-social, manipulative, hostile, and non-empathetic.

C. PERSONALITY TRAITS BY RAYMOND CATTELL

He studied personality by applying the factor analysis method. He divided the data into 3 types to get a huge and proper method of sampling. The three methods are:

Life Data (L) - Data on the behavior of individuals and way of behaving which includes marital conditions, interaction with others, and many more.

Experimental Data (D) - Recorded data of an individual's behavior that how that individual reacted in a particular situation.

Questionnaire Data (Q) - Data of answers of the individuals to some questions about behavior and feeling which is not understandable from observing behavior.

The main aim of Raymond Cattell's theory of personality was the basic categorization of the characteristics of personality. Cattell's 16 main characteristics of personality helped in the development of the 'big five' features later. The five big factors are:

➢ Open-Mindedness
➢ Dutifulness
➢ Forwardness
➢ Cordialness
➢ Weirdness

The Sixteen Personality Factor Questionnaire Dimensions		
Factor	Low Score Description	High Score Description
A. Warmth	*Reserved* – detached, critical, aloof, stiff	*Outgoing*– warmhearted, easy-going, participating
B. Intellect	*Less Intelligent* – concrete-thinking	*More Intelligent* – abstract-thinking, bright
C. Emotional Stability	*Affected By Feelings* – emotionally less stable, easily upset, changeable	*Emotionally Stable* – mature, faces reality, calm
E. Aggressiveness	*Humble* – mild, easily led, docile, accommodating	*Assertive* – aggressive, stubborn, competitive
F. Liveliness	*Sober* – taciturn, serious	*Happy-Go-Lucky* – enthusiastic
G. Dutifulness	*Expedient* – disregards rules	*Conscientious* – persistent, moralistic, staid
H. Social Assertiveness	*Shy* – timid, threat-sensitive	*Venturesome* – uninhibited, socially

The Sixteen Personality Factor Questionnaire Dimensions		
		bold
I.Sensitivity	*Tough-Minded* – self-reliant, realistic	*Tender-Minded* – sensitive, clinging, overprotected
L. Paranoia	*Trusting* – accepting conditions	*Suspicious* – hard to fool
M. Abstractness	*Practical* – "down-to-earth" concerns	*Imaginative* – bohemian, absent-minded
N. Introversion	*Forthright* – unpretentious, genuine but socially clumsy	*Astute* – polished, socially aware
O. Anxiety	*Self-Assured* – placid, secure, complacent, serene	*Apprehensive* – self-reproaching, insecure, worrying, troubled
Q1. Open Mindedness	*Conservative* – respecting traditional ideas	*Experimenting* – liberal, free-thinking
Q2. Independence	*Group-Dependent* – a "joiner" and sound follower	*Self-Sufficient* – resourceful, prefers own decisions
Q3. Perfectionism	*Undisciplined Self-Conflict* – lax, follows own urges, careless of social rules	*Controlled* – exacting will power, socially precise, compulsive
Q4. Tension	*Relaxed* – tranquil, unfrustrated, composed	*Tense* – frustrated, driven, overwrought

For instance, someone with a low range of warmth is "reserved, impersonal and distant" whereas, someone with a high range is "warm-hearted, caring and attentive to others".

Type theory of personality

Somatotype is a discredited theory of personality that associates different body compositions with various underline personality traits and behavioral characteristics. A somatotype refers to the bodybuilder or physique of a person. There have been theories surrounding body composition and personality since antiquity. However, William Herbert Sheldon originated the Somatotype in the 1940s.

Endomorphic

An Endomorphic somatotype is also known as a viscerotonic. The characteristic traits of this somatotype usually includes being relaxed, tolerant, comfortable, and sociable. Psychologically, they are also fun loving, good humored,even tempered, and they love food and affection. The Endomorph is physically "round". They have wide hips and narrow shoulders that give a pear shape. They tend to have a lot of extra fat on their body

and on their arms and thighs. They have skinny ankles and wrists that make the rest of their body look even bigger. The Endomorph is physically quite 'round', and is typified as the 'barrel of fun' person.
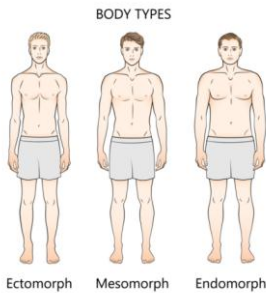
They tend to have:

- Wide hips and narrow shoulders, which makes them rather pear shaped.
- Quite a lot of fat spread across the body, including upper arms and thighs.
- They have quite slim ankles and wrists, which only serves to accentuate the fatter other parts.

Psychologically, the endomorph is:

Sociable , Fun loving , Love of food , Tolerant , Eventempered , Good humored , Relaxed

With a love of comfort , And has a need for affection

Ectomorphic

An ectomorph is the complete opposite of the Endomorph. Physically, they have narrow shoulders, thin legs and arms, little fat on the body, a narrow face and a narrow chest. They may eat just as much as the endomorph but never seem to gain any weight. They always stay skinny. Personality wise, they tend to be selfconscious, socially anxious, artistic, thoughful, quiet, and private. They always keep to themselves and are a afraid to branch out.

Physically, they tend to have:

- Narrow shoulders and hips
- A thin and narrow face, with a high forehead
- A thin and narrow chest and abdomen
- Thin legs and arms
- Very little body fat
- Even though they may eat as much as the endomorph, they never seem to put on weight (much to the endomorph's chagrin).

Psychologically they are:

Selfconscious , Private , Introverted , Inhibited , Socially anxious , Artistic , Intense

Emotionally restrained , Thoughtful

Mesomorphic

The mesomorph is in between the endomorph and thin ectomorph. They have an attractive and desirable body. Physically, they tend to have a large head and broad shoulders with a narrow waist.

They have a strong muscular body and strong arms and legs and little fat on the body. They work for the body they have so that they could have an attractive body. Psychologically, the mesomorph is adventurous and courageous. They are not afraid to break out and do new things with new people. They are assertive and competitive and have a desire to have power and be dominant. They love taking risks and chances in life. The mesomorph is somewhere between the round endomorph and the thin ectomorph.

Physically, they have the more 'desirable' body, and have:

- Large head, broad shoulders and narrow waist (wedge shaped).
- Muscular body, with strong forearms and and thighs
- Very little body fat
- They are generally considered as 'well proportioned'.

Psychologically, they are: Adventurous , Courageous , Indifferent to what others think or want

Assertive/bold , Zest for physical activity , Competitive , With a desire for power/dominance

And a love of risk/chance

BIG 5 PERSONALITY TRAITS THEORY

The Five Factor Model breaks personality down into five components: Agreeableness, Conscientiousness, Extraversion, Openness, and Stress Tolerance. These are broad dimensions of personality that exist across cultures and geographies, making them an ideal way to assess personality.

The Big Five personality traits are all about the following question:

"Who are you?"

There are many ways to interpret that question. An answer could include your name, your job title, your role in your family, your hobbies or passions, and your place of residence or birth. A more comprehensive answer might include a description of your beliefs and values.

OCEAN: The Five Factors

the latest version of the Big Five Inventory, asks how much a person agrees or disagrees that he or she is someone who exemplifies various specific statements, such as:

- "Is curious about many different things" (for openness, or open-mindedness)
- "Is systematic, likes to keep things in order" (for conscientiousness)
- "Is outgoing, sociable" (for extroversion)
- "Is compassionate, has a soft heart" (for agreeableness)
- "Is moody, has up and down mood swings" (for neuroticism, or negative emotionality)

1. The Big Five: Openness

- Openness to experience is the willingness to engage in new social interactions, cultures, and perspectives. If you score low on openness, you are more hesitant to try new things. You might choose to go to a familiar place rather than somewhere new. If you score high, you love exploring, trying new things, and experiencing other cultures.
- Openness is a characteristic that includes imagination and insight. The world, other people and an eagerness to learn and experience new things is particularly high for this personality trait. It leads to having a broad range of interests and being more adventurous when it comes to decision making.
- Creativity also plays a big part in the openness trait; this leads to a greater comfort zone when it comes to abstract and lateral thinking.
- Anyone low in this trait tends to be viewed with more traditional approaches to life and may struggle when it comes to problem solving outside their comfort zone of knowledge.

Low Score	High Score
Predictability	**Exploration**
Fond of routines	**Curiosity**
Reluctant to change	**Adventurous**
Selective	**Likes to try new things**
Chooses comfort over discomfort	**Changes opinions more easily**

2. The Big Five: Conscientiousness

- Conscientiousness is all about responsibility, intrinsic motivation, and self-control. If you score high in this trait, you are driven to achieve goals, determined, organized, and take life seriously. You care a lot about doing your best and handling your responsibilities well. If you score low in this trait, you struggle with being disciplined and self-controlled. Duties are optional to you; you put little pressure on yourself to do your best in everything.
- Conscientiousness is a trait that includes high levels of thoughtfulness, good impulse control, and goal-directed behaviours. This organised and structured approach is often found within people who work in science and even high-retail finance where detail orientation and organisation are required as a skill set.
- A highly conscientious person will regularly plan ahead and analyse their own behaviour to see how it affects others. Project management teams and HR departments regularly have highly conscientious people working in their teams to help balance out the structural roles within the overall team development.
- A good example of a conscientious person would be someone you know who is always planning ahead for the next time you meet - and in the meantime, regularly staying in contact, checking in on your wellbeing. They like to organise around certain dates and events and are focused on you when you meet.
- People low in conscientiousness tend to dislike structure and schedules, procrastinate on important tasks and fail to complete tasks as well.

Low Score	High Score
Impulsive	**Disciplined**

Disorganized	Controlled
Procrastinator	Responsible
Unmotivated	Goal-oriented
Easy-going	Organized

3. The Big Five: Extraversion

➢ Do you feel energized after interacting with the world and other people? If yes, you would probably score high on extraversion. Highly extroverted people enjoy engaging socially with others and are usually outgoing and friendly. Do you feel drained and depleted after talking to lots of people? Those who score low on extraversion are considered **introverted.** Introversion means you need time alone to re-energize and be ready to socialize again.

➢ Extraversion (sometimes referred to as Extroversion) is a trait that many will have come across in their own lives. It's easily identifiable and widely recognisable as "someone who gets energised in the company of others."

➢ This, amongst other traits which include, talkativeness, assertiveness and high amounts of emotional expressiveness, have made extraverted people widely recognisable over many years of social interaction.

➢ We all have that one friend or family member - or several - who aren't exactly wall flowers in a social interaction. They thrive on being the centre of attention, enjoy meeting new people and somehow tend to have the biggest friends and acquaintance group you have known.

➢ The opposite is, of course, someone else in our lives we may know, an introvert. They prefer solitude and have less energy in social situations. Being at the centre of attention or making small talk can be quite taxing.

➢ Extroverts tend to have very public facing roles including areas such as sales, marketing, teaching and politics. Seen as leaders, extroverted people will be more likely to lead than stand in the crowd and be seen to not be doing anything.

Low Score (Introversion)	High Score (Extraversion)
Reserved	Enjoys a busy social life
Quiet	Outgoing
Exhausted by people	Expressive
Recharges alone	Talkative
Needs to balance time spent alone and with others	Time with others is often energizing

4. The Big Five: Agreeableness

➢ Scoring high in agreeableness means that you are generally positive, cooperative, and kindhearted. You may be so agreeable that you often put the needs of others above your own. What if you score low in agreeableness? This means you are harder to get along with. You like things a certain way, and you get frustrated having to work on a team. You are likely to argue with others or confront them.

➢ People who exhibit high agreeableness will show signs of trust, altruism, kindness, and affection. Highly agreeable people tend to have high prosocial behaviours which means that they're more inclined to be helping other people.

- Sharing, comforting and cooperating are traits that lend themselves to highly agreeable personality types. Empathy towards others is commonly understood as another form of agreeableness even if the term doesn't quite fit.
- The opposite to agreeableness is disagreeableness but it manifests in behaviour traits that are socially unpleasant. Manipulation and nastiness towards others, a lack of caring or sympathy, a lack of taking interest in others and their problems are all quite common.
- Agreeable people tend to find careers in areas where they can help the most. Charity workers, medicine, mental health and even those who volunteer in soup kitchens and dedicate time to the third sector (social studies) are high in the agreeableness chart.

Low Score	High Score
Confrontational	Compliant
Negative	Empathetic
Highly independent	Pleasant
Likes to argue	Positive
Aggressive	Helpful

5. The Big Five: Neuroticism

- This trait sounds bad, doesn't it? Neuroticism just means being highly emotional. If you score low on neuroticism, you are emotionally stable and tend to be pretty serious or unaffected. If you score high, you go through many emotional highs and lows. Moodiness is pretty typical for you, and sometimes you feel distressed or out of control emotionally.
- Neuroticism is characterised by sadness, moodiness, and emotional instability. Often mistaken for anti-social behaviour, or worse a greater psychological issue, neuroticism is a physical and emotional response to stress and perceived threats in someone's daily life.
- Individuals who exhibit high levels of neuroticism will tend to experience mood swings, anxiety and irritability. Some individuals who experience sudden changes in character from a day-to-day perspective could be highly neurotic and respond to high stress levels in their work and personal lives.
- Anxiety, which plays a large part in the makeup of neuroticism, is about an individual's ability to cope with stress and perceived or actual risk. People who suffer with neuroticism will overthink a lot of situations and find difficulty in relaxing even in their own space.
- Of course, those who rank lower on the neurotic level will exhibit a more stable and emotionally resilient attitude to stress and situations. Low neurotic sufferers also rarely feel sad or depressed, taking the time to focus on the present moment and not get involved in mental arithmetic on possible stress-inducing factors.

Low Score	High Score
Adaptable	Irritable
Consistent	Moody
Stable	Anxious

Content	Depressed
Unemotional about many things	Dramatic

Positive Personality Traits

Positive personality traits are traits that can be beneficial to have. These traits may help you be a better person or make it easier to cope with challenges you may face in life. Personality traits that are considered positive include:

Adaptable , Ambitious , Considerate , Cooperative , Friendly , Gracious , Humble , Insightful

Objective , Optimistic , Respectful , Steady , Thorough , Well-rounded

Negative Personality Traits

Negative personality traits are those that may be more harmful than helpful. These are traits that may hold you back in your life or hurt your relationships with others. (They're also good traits to focus on for personal growth.) Personality traits that fall in the negative category include:

Aggressive , Arrogant , Cold , Deceptive , Egotistical , Guarded , Intolerant , Judgmental

Moody , Neglectful , Pompous , Selfish , Unreliable , Withdrawn

Behavioral Outcomes

- Relationships In marriages where one partner scores lower than the other on agreeableness, stability, and openness, there is likely to be marital dissatisfaction
- Health Neuroticism seems to be a risk factor for many health problems, including depression, schizophrenia, diabetes, asthma, irritable bowel syndrome, and heart disease
- People high in neuroticism are particularly vulnerable to mood disorders such as depression. Low agreeableness has also been linked to higher chances of health problems
- There is evidence to suggest that conscientiousness is a protective factor against health diseases. People who score high in conscientiousness have been observed to have better health outcomes and longevity Researchers believe that such is due to conscientious people having regular and well-structured lives, as well as the impulse control to follow diets, treatment plans, etc.

Education

- A high score on conscientiousness predicts better high school and university grades .Contrarily, low agreeableness and low conscientiousness predict juvenile delinquency

Work

- Conscientiousness is the strongest predictor of all five traits for job performance. A high score of conscientiousness has been shown to relate to high work performance across all dimensions.
- The other traits have been shown to predict more specific aspects of job performance. For instance, agreeableness and neuroticism predict better performance in jobs where teamwork is involved.

Critical Evaluation

1. **Descriptor Rather Than a Theory**

The Big Five was developed to organize personality traits rather than as a comprehensive theory of personality. Therefore, it is more descriptive than explanatory and does not fully account for differences between individuals .It also does not sufficiently provide a causal reason for human behavior.

2. **Cross-Cultural Validity**

Although the Big Five has been tested in many countries and its existence is generally supported by findings there have been some studies that do not support its model. Most previous studies have tested the presence of the Big Five in urbanized, literate populations.

3. **Gender Differences**

Differences in the Big Five personality traits between genders have been observed, but these differences are small compared to differences between individuals within the same gender.

Women reported themselves to be higher in Neuroticism, Agreeableness, Warmth (a facet of Extraversion), and Openness to Feelings compared to men. Men reported themselves to be higher in Assertiveness (a facet of Extraversion) and Openness to Ideas.

They surmised that actions of women in individualistic countries would be more likely to be attributed to her personality whereas actions of women in collectivistic countries would be more likely to be attributed to their compliance with gender role norms.

MYERS-BRIGGS TYPE INDICATOR (MBTI)

Myers and Briggs first tested friends and family to collect data, workshop the questions and determine how to weigh each answer, In 1951. Letters always follow the same order, and scales are abbreviated using the following letters:

- Introversion-extraversion is represented by I or E
- Sensing-intuition is represented by S or N
- Thinking-feeling is represented by T or F
- Judging-perceiving is represented by J or P
- ➢ Each of the scales operates as a spectrum. Although a personality may not fall perfectly into one type, the four-letter type code represents the side of each of the four scales a person most closely fits.
- ➢ For example, a person who leans toward introversion, intuition, thinking and judging would be considered personality type INTJ. Naturally, there are 15 other personality permutations across these four spectrums.
- ➢ No personality type is superior to the others. Each one simply gives a clearer indication of a person's likes, dislikes, strengths and weaknesses.

1. The Inspector – ISTJ Personality Introverted, Sensing, Thinking, Judging (ISTJ)

- Physically and mentally organized
- Excellent planning skills and highly intellectual
- Calm and clear-headed during tense situations
- Serious and committed in relationships
- Believes in traditions and strives to follow them
- Well-respected in the community

- Love to memorize details and facts

2. The Counselor – INFJ Personality Introverted, Intuitive, Feeling, Judging (INFJ)

- Passionate about ideas and dreams
- Warm, caring, and approachable
- Tactful, helpful, sensitive, and cautious
- Can read and understand other people
- Trusts gut feelings
- Likes organizing and creating systems
- Are visionaries who always try to make sense of life

3. The Mastermind – INTJ Personality Introverted, Intuitive, Thinking, Judging (INTJ)

- Able to absorb extremely complex theoretical material
- Supreme strategists who are logical, rational, and future-oriented
- Strong insights and intuitions, can easily see the big picture
- Extremely logical and values knowledge and efficiency
- Very high standards for performance, which they apply to themselves most strongly
- Reserved and detached from others, but values close friendships.
- Bored with mundane routine tasks, small talk, and surface-level thinking

4. The Giver – ENFJ Personality Extraverted, Intuitive, Feeling, Judging (ENFJ)

- Influential, loyal, reliable, and genuinely kind
- Passionate and firm in ideals and principles
- Highly intuitive and reflective
- Warm, caring, generous, and people-focused
- Extremely organized with difficulty dealing with uncertainties
- Good communicator
- Open-minded, and highly accepting of others

5. The Craftsman – ISTP Personality Introverted, Sensing, Thinking, Perceiving (ISTP)

- Constantly gathers facts about the environment and stores them away for later
- A risk taker who loves variety and new experiences
- Highly practical, realistic, and results-oriented
- Excellent trouble-shooters who are easily able to find solutions to practical problems
- Usually laid back and easygoing with people
- Independent and determined
- Focused on living in the present, rather than the future

6. The Provider – ESFJ Personality Extraverted, Sensing, Feeling, Judging (ESFJ)

- True extrovert and social butterfly
- Sensitive, energetic, helpful, and sociable
- Popular and well-liked
- Compassionate and empathetic
- Extremely organized with difficulty dealing with uncertainties

- Always ready to listen with warmth and genuine sensitivity
- Prefers to live in the real world rather than in own imagination

7. The Idealist– INFP Personality Introverted, Intuitive, Feeling, Perceiving (INFP)

- Loves life and all the good that comes with it
- Spontaneous and quick to adapt, but hard on themselves over perceived failures
- Loves to be around people; naturally warm and compassionate
- Highly intuitive and perceptive; good at making people feel comfortable
- Strives to make the world a better place
- Avoids hurting people's feelings but can sometimes be too controlling
- Are good mediators and avoid conflicts

8. The Performer – ESFP Personality Extraverted, Sensing, Feeling, Perceiving (ESFP)

- Strong interpersonal skills and enjoys being the center of attention
- Warm, generous, sympathetic, and concerned for others
- Lives in the here-and-now and loves excitement
- Natural ability to understand the facts and realities of the world
- Talent for entertaining those around them
- Practical aptitude for common sense
- Has a detailed approach to life and appreciation for the world around them

9. The Champion – ENFP Personality Extraverted, Intuitive, Feeling, Perceiving (ENFP)

- Warm and genuinely interested in people
- Enjoys being around people
- Able to relate with others and feel and think as they do
- Dislikes performing boring, mundane, or routine tasks
- Resists being controlled and directed by others
- Usually able to grasp difficult concepts and theories with ease
- Future-oriented and focused on long term goals over short term goals

10. The Doer – ESTP Personality Extraverted, Sensing, Thinking, Perceiving (ESTP)

- Strong flair for drama and style
- Fast-moving and fast-talking with an appreciation for the finer things in life
- Uncanny ability to perceive people's attitudes and motivations
- Lives in the present moment and likes to see immediate results
- Loves to have fun and to be the center of attention
- Attracted to adventure and risk

11. The Supervisor – ESTJ Personality Extraverted, Sensing, Thinking, Judging (ESTJ)

- Dignified, strong-willed, and principled
- Extremely loyal to the group, whether it be family, community, or country
- Great strategist and outstanding "game" player
- Highly ethical, hardworking, dedicated, and honest
- Focuses on what is practical, preferring tradition and order

- Extremely organized and has difficulty dealing with uncertainties
- Responsible and would rather plan and strategize before acting

12. The Commander – ENTJ Personality Extraverted, Intuitive, Thinking, Judging (ENTJ)

- Natural born leader and likes being in charge
- Lives in a world of possibilities
- Project-oriented and focused on the task at hand
- Logical and thoughtful before taking action
- Can be a bit of a perfectionist
- Well-developed communication skills
- Self-confident and sure of themselves and their abilities

13. The Thinker – INTP Personality Introverted, Intuitive, Thinking, Perceiving (INTP)

- The most logical-minded of all the personality types
- Usually very independent, unconventional, and original
- Not likely to place much value on traditional goals such as popularity
- Highly values intelligence and knowledge
- Loves new ideas and is excited about theories
- Not well-equipped to meet the emotional needs of others
- Generally laid-back and easy-going

14. The Nurturer – ISFJ Personality Introverted, Sensing, Feeling, Judging (ISFJ)

- Kind and considerate, and highly aware of people's feelings
- Very dependable
- Stable, practical, and down-to-earth
- Dislikes theory and abstract thought
- Enjoys creating structure and values security
- Extremely uncomfortable with conflict and confrontation
- Can be depended on to follow things through to completion

15. The Visionary – ENTP Personality Extraverted, Intuitive, Thinking, Perceiving (ENTP)

- Creative, smart, and charming
- Values freedom
- Likes to create ideas and theorize
- Doesn't like to be controlled
- Competent and highly knowledgeable
- Innovative and ingenious at problem-solving
- Good social kills

16. The Composer – ISFP Personality Introverted, Sensing, Feeling, Perceiving (ISFP)

- Loves facts and figures, not theories and ideas
- Dislikes uncertainties in life but can adapt well to change
- Serious and disciplined on the inside, but appears highly spontaneous on the outside
- Loves adventure, craves thrilling activities, and is free-spirited

- Tactful and always considerate of how people feel
- Dislikes restrictions
- Would love to try new experiences and get bored easily with routines

The Four Myers-Briggs Preference Pairs

To determine a person's four-letter personality code, the MBTI asks questions to help determine which sides of the four scales they most closely fit.

1. Extraversion-Introversion

This scale helps a person understand where they put their attention and how they get their energy. "Extraversion refers to the tendency to be outgoing and action-oriented while enjoying social interactions and feeling more energized as a result. Introversion lies on the opposite end of the scale and reflects the tendency to be more thought-oriented and withdrawn . However, introversion doesn't always mean the same thing as being shy. Introversion can also indicate someone who enjoys "living in their head," reflecting on ideas, thoughts or memories. These types may enjoy company in small groups rather than large crowds and are often comfortable being alone.

Common traits of extraverts include:

- Feeling comfortable in groups
- Being popular or having a large friend group
- Not thinking something over before taking action

Common traits of introverts include:

- Avoiding action by overthinking and/or contemplating
- Feeling removed from the outside world

2. Sensing-Intuition

This scale examines how people take in information from the world around them. "People who prefer sensing tend to be more reality-based and depend on their own senses and what they can learn from hands-on experience,". "Intuition [type] is more likely to depend on their impressions of the world around them and is more likely to rely on inner feelings to make conclusions."

Common traits of sensing personalities include:

- Remembering accurate snapshots of events
- Being a fact-based problem solver
- A preference for a realistic "bottom line" approach
- Valuing experience more than words and/or symbols
- Overlooking potential possibilities due to overanalyzing facts

Common traits of intuition personalities include:

- "Reading between the lines"
- An interest in new, different experiences
- Bouncing between possible scenarios
- Valuing impressions, metaphors and symbols more than lived experience

- A difficulty bringing possibilities to reality

3. Thinking-Feeling

With this scale, the idea is to understand whether a person focuses more on information as it relates to their five senses or on patterns and interpretations. "People scoring highly on thinking tend to be more logic-based and dependent on facts and objective information . "Feeling individuals are more likely to depend on emotions to conclude people and events."

Thinking personalities commonly display as:

- Enjoying fields where logic is key
- Noticing errors or inconsistencies
- Searching for logical solutions to problems
- A desire to be fair and make decisions based on logic
- Believing in direct truth-telling
- Not always accounting for people's emotions or experiences
- Being task oriented and appearing indifferent or uncaring

Feeling personalities typically present as:

- Enjoying fields involving people or communications
- Wanting harmony and becoming nervous around conflict
- Having concern for others
- Being compassionate and making emotion-based decisions
- Valuing people's emotions and believing in delivering news with tact
- Not always communicating difficult truths directly
- Appearing indirect, idealistic, or emotional

4. Judging-Perceiving

This scale assesses whether a person prefers more structure in their life or if they're open to a more flexible lifestyle. "People high on judging are more rigid and inflexible and prefer more structured environments," "On the other hand, people high on perceiving tend to be more flexible, open-minded and spontaneous."

Common displays of judging personalities may include:

- Enjoying when things are decided
- Being task oriented
- Enjoying to-do lists
- Having a "work before play" attitude
- Planning ahead to avoid rushing or procrastination
- Being highly goal oriented, but sometimes missing information due to narrow focus

Perceiving personalities can appear as:

- Being open-minded
- Being casual or not one to make plans
- Mixing work with play
- Being productive in bursts of energy

- Receiving added stimulation from pressure or deadlines
- Having difficulty making decisions

LOCUS OF CONTROL

- The concept of Locus of Control of Reinforcement was developed by Julian B. Rotter. He was an American psychologist who specialized in social learning theory. He first published a paper outlining the locus of control in 1966.
- **Locus of control** is a concept in personality psychology (the branch of psychology that studies the patterns of thoughts, feelings, and behaviors that make people unique). It refers to the degree to which individuals believe they can control their own lives
- The idea of locus of control is simple. It states that behavior is guided by different types of reinforcements. Those reinforcements can be rewards or punishments.
- The term 'Locus of control' refers to how much control a person feels they have in their own behavior. A person can either have an internal or external locus of control
- People with a high internal locus of control perceive themselves as having much personal control over their behavior and are, therefore, more likely to take responsibility for their behavior. For example, I did well on the exams because I revised extremely hard.
- In contrast, a person with a high external locus of control perceives their behaviors as a result of external influences or luck – e.g., I did well on the test because it was easy.
- Research has shown that people with an internal locus of control tend to be less conforming and obedient (i.e., more independent). Rotter proposes that people with an internal locus of control are better at resisting social pressure to conform or obey, perhaps because they feel responsible for their actions.
- Locus of control is an important term to know in almost every branch of the psychology community. This is mainly because it can be applied in many aspects of daily life; whether the locus is external or internal, it will – by definition – affect your mind, body, and even actions.
- If we place the locus of control externally, we are likely to blame the outcome on fate, luck, or happenstance. If we place the locus of control internally, we are likely to believe our own actions determine the outcome.

Internal vs External Locus of Control: 3 Examples

1.Work
Isaac and Everett are both up for a promotion. Isaac, with his internal locus of control, believes that his hard work will get him the promotion. He also believes that if he doesn't get it, he just needs to work harder.

Everett, on the other hand, feels that the promotion is largely outside of his control and that external forces, whether they are just chance or the boss's whims, will determine whether he will get the promotion. Although he may not work as hard to obtain the promotion, if he doesn't get it, Everett may be easier on himself than Isaac.

2.School
There is a big test coming up, and Isaac and Everett are at the library. Isaac believes his score will directly reflect the amount of studying that he did, and since he wants a good grade, he applies himself and studies hard.

Everett has an external locus of control and believes that the grade may well reflect the teacher's bias. He believes that studying too hard is a waste of time.

3.Health

Isaac's doctor tells him he has the potential to develop Type II diabetes. Isaac has heard that it's possible to control this outcome with diet, so he decides to cut out all sugar and try to eat more vegetables.

Everett gets the same diagnosis, but he believes that it's all genetic. He comes from a family with a history of diabetes and feels that the outcome is inevitable. He doesn't try to change his diet because he doesn't think it will make any difference.

Internal Locus of Control

- Internal locus of control means that control comes from within. You have personal control over your own behavior.
- When you have an internal locus of control, you believe you have personal agency over your own life and actions. Because of this, these people tend to have more self-efficacy.
- If you succeed, you believe it's because you did the right thing and put in the right amount of effort. If you experience failure, you'll blame no one but yourself. You'll believe that you could have changed the outcome if you'd worked harder or made different decisions.
- Someone who has a lot of resilience and who also has an internal locus of control is likely to be driven toward success. Studies have shown that, in general, people who have this type of locus of control tend to be better off than those who don't.
- This is likely because people with an internal locus of control take responsibility and accountability for their actions. They have greater expectations for themselves because they don't believe that luck will help them succeed. As a result, they tend to take control of their work, their personal goals, and anything else that's important to them.
- But what do studies say about the internal locus of control when it comes to gender differences? On this topic, not all researchers came to the same conclusion. Some studies show that the internal locus of control is more common in men than women. But other studies say the opposite.
- This means that having an internal drive related to your locus of control likely has nothing to do with your gender. It is more likely that it's influenced by how a person experienced rewards and punishments as they grew up.
- Are more likely to take responsibility for their actions
- Tend to be less influenced by the opinions of other people
- Often do better at tasks when they are allowed to work at their own pace
- Usually, have a strong sense of self-efficacy
- Tend to work hard to achieve the things they want
- Feel confident in the face of challenges
- Tend to be physically healthier
- Report being happier and more independent
- Often achieve greater success in the workplace

External Locus of Control

- External locus of control means that control stems from external forces. When you have an external locus of control, you believe that events outside of your control drive your actions and the outcomes you get.
- If you win a game, you'll believe that you won because you got lucky. Or, you'll believe that you won because the other players just weren't good enough. But if you lose, you'll believe you

ran out of luck. Or, you'll believe that the other players were just too talented for you to have any chance of winning.

- ➤ According to several studies, having an external locus of control as a main driving force correlates <u>with several risks for criminal or problematic behavior.</u> Studies also suggest that those with an external locus of control are less open to engaging in treatment than those with an internal locus of control.
- ➤ Of course, this doesn't mean that only people with external control of reinforcement can commit offensive behavior.
- ➤ What it suggests is that people who believe they are at the whim of external forces don't believe they have the power to control themselves. As a result, they don't try or don't take effective action to change their own behaviors.
- • Blame outside forces for their circumstances
- • Often credit luck or chance for any successes
- • Don't believe that they can change their situation through their own efforts
- • Frequently feel hopeless or powerless in the face of difficult situations
- • Are more prone to experiencing <u>learned helplessness</u>

Outlook 1

- • I often feel that I have little control over my life and what happens to me.
- • People rarely get what they deserve.
- • It isn't worth setting goals or making plans because too many things can happen that are outside of my control.
- • Life is a game of chance.
- • Individuals have little influence over the events of the world.

If the statements above best reflect your view on life, then you probably tend to have an external locus of control.

Outlook 2

- • If you work hard and commit yourself to a goal, you can achieve anything.
- • There is no such thing as fate or destiny.
- • If you study hard and are well-prepared, you can do well on exams.
- • Luck has little to do with success; it's mostly a matter of dedication and effort.
- • In the long run, people tend to get what they deserve in life.

If the statements above best reflect your outlook on life, then you most likely have an internal locus of control.

<u>The role of locus of control in everyday life</u>

- ➤ At first glance, it may seem like an internal locus of control is always more desirable to have. However, an internal locus of control isn't automatically good. Likewise, an external locus of control isn't automatically bad. It all depends on the context.
- ➤ For example, someone with a strong internal locus of control may be very direct and to the point. While this can make for <u>clear communication in the workplace</u>, it can also lead to a lack of tact. It can be easy to steamroll over others who are less direct.
- ➤ Someone with a high internal locus of control may also find it <u>difficult to delegate</u>. Once they delegate, things are no longer under their control. Putting this much importance on control can

also <u>lead to burnout</u>. Because they believe everything they want to achieve relies on them, the slope toward overworking can be slippery. This can take a toll on <u>mental health</u> and <u>self-esteem</u>.

➢ On the other hand, there can be several positive aspects to having an external locus of control. For instance, these people may be more sensitive to their surroundings and more perceptive of others on the team, potentially making them <u>better team players</u>.

➢ They're also able to let go of things more easily. They can be happier because of that. Especially when it comes to letting go of external factors that really are beyond their control.

➢ However, that "let go" attitude can be both good and bad. While it may lead to peace for some people, it can lead to apathy in others.

➢ Both an internal and external locus of control can lead to <u>social loafing</u>, but for different reasons. Someone with an internal locus of control may begin to loaf if they don't care enough about the group's goal. Someone with an external locus of control may loaf because they believe it will work out anyway and that their contribution doesn't matter to the outcome.

Popular Theories About the Concept

Following is a discussion of how locus of control relates to other psychological theories. Two theories that are related but differ in subtle ways include self-efficacy and attribution style.

1. Self-efficacy theory

➢ <u>Self-efficacy, a concept proposed by Albert Bandura</u> (2010), is the measure of how capable an individual feels about achieving their goals.

➢ Bandura, a social psychologist, showed that no matter how talented a person may be if they do not believe they are capable, this belief will have a strong effect on their ability to succeed. Individuals with high self-efficacy will have higher levels of persistence and give up less easily than those with low levels of self-efficacy .

➢ Self-efficacy and locus of control are related, but they are not the same. An individual with an internal locus of control may feel their health outcomes are caused by their behavior, but they may not feel capable of achieving their goal.

➢ For example, a person may know that they can increase muscle mass by doing certain exercises but may feel that they won't succeed because they don't have the knowledge to create an exercise plan. Also, locus of control includes an appraisal of the surrounding environment, whereas self-efficacy is ultimately a self-reflective construct.

2. Attributional styles & locus of control

➢ Locus of control is a theory of learning. Importantly, this means that the behavior in question, whether it's sticking with an exercise plan or studying for a test, will either be reinforced or halted based on the perceived locus of control.

➢ For example, if a person finds a $20 bill on the street, it is unlikely that they will continue to return to that street again and again looking for more money; instead, they perceive that the locus of control behind finding the money was an external event, namely chance.

➢ <u>Attributional style</u> is also a theory of behavior that includes locus of control as one of three potential causes . Attribution theory includes other factors – whether the cause is global or specific, stable or unstable – in addition to whether the individual perceives that they have control over it.

➢ A global attribution means that the person believes the cause of the event is consistent across all contexts. A specific attribution is just the opposite: it only happens in a particular context. Whether an

outcome is stable or unstable describes if it is consistent across time or only attributable to a single point in time.

➢ Weiner (1986) gives the examples that ability is stable and internal, whereas mood is unstable and internal. Task difficulty may be seen as stable and external, while luck is seen as unstable and external. The perceived amount of control over each of these may vary from person to person.

➢ Similar to locus of control, our attribution style will affect our behavior. Imagine, for example, that your brother is visiting, and he blows up at you over something small, yelling and storming out.

➢ If you attribute his behavior to internal, stable, and global causes, you perceive that your brother's personality causes him to act this way in all contexts and all the time. If you attribute his behavior to internal but unstable and specific causes, you may think that he is in a foul mood, that this is out of character, and something must have set him off.

➢ Given these two appraisals of the same situation, we will behave differently. We are less likely to be forgiving if we feel the person has control over their behavior. We may be more likely to let it go if we think it's a onetime event rather than something that happens no matter the situation.

TYPE A AND TYPE B THEORY OF PERSONALITY

Type A and type B are two main personality categories. People with type A personalities may be ambitious, aggressive, and competitive. People with type B personalities may be laid-back, flexible, and patient.

Personality refers to the pattern of emotions, thoughts, and behaviors that make each individual who they are. Personality can affect how people interact with others, their approach to work, and how they respond to stressful events.

A person may have a Type A or B personality depending on the key characteristics they display. These traits may impact their work or studies and their interactions with others. They may also affect their health.

What is a type A personality

➢ A person with a type A personality may be ambitious and hardworking and display characteristics such as aggression, lack of patience, and determination.

➢ If a person, or others around them, describes themselves as a "workaholic," they may be more likely to have a type A personality.

➢ Type A personalities may take on multiple tasks at once and frequently take on extra responsibilities to achieve or succeed.

➢ Type A personalities may be very goal-orientated and work toward goals and deadlines at a fast pace, as though they are racing against time.

➢ Type A people may easily feel frustration and anger and may be more vulnerable to stress.

➢ The term "type A," behavior pattern (TABP), refers to a personality and behavior pattern with high degrees of achievement, impatience, ambition, and competition. According to doctor of clinical psychology Perpetua Neo, DClinPsy, these people tend to be go-getters with lots of goals, with a tendency to overbook and overstretch themselves.

➢ "They have extremely high standards, [and] they can be competitive with other people and themselves," Neo says, adding that type A people tend to also be rational and organized. "And because of their incredibly high standards, nothing's ever good enough—the goal posts are always moving for type A's,"

➢ type A people have a "take charge" spirit, which lends itself to that competitiveness, strong work ethic, and yes, impatience. "They do often have a self-starter within them, where they're able to run

businesses effectively—or if they work within companies, they're able to work independently and work very efficiently,"

Type A traits

- having an aggressive nature
- being focused on achievement
- being hardworking
- being confident
- being easily irritated or intolerant
- being determined
- being unfriendly or hostile
- being good at multitasking
- having a sense of urgency
- being highly competitive
- being impatient
- being motivated and highly driven
- being energetic
- being hasty or approaching activities at a fast pace
- having low emotional intelligence
- being controlling
- being stubborn or having fixed opinions

Benefits of being a type A personality

- ➤ type A folks are ambitious, independent, and can be very passionate when committed to a cause. They're also good at multitasking, organizing, managing projects, and taking the lead in general,
- ➤ Type A people can be inspiring and motivating forces to the people around them because they're so motivated themselves—and they're not afraid to push the envelope in the name of getting something done.
- ➤ Of course, whether you consider these qualities a strength or a weakness is a matter of perspective. Some may find type A people aggressive, overly competitive, and impatient, while others may find them to be hard workers, driven, and reliable.
- ➤ Neo adds that when it comes to type A's, they need to "reward themselves along the way, rather than wait for a big goal to be fulfilled many years later, and still move the goal posts.

What is a type B personality

- ➤ A type B personality is the opposite in many ways of a type A personality. People with a type B personality tend to be easygoing and more laid-back in nature.
- ➤ People with a type B personality may work steadily toward a goal without the sense of urgency a type A personality may display.
- ➤ Type B personalities usually do not feel the need to prove their abilities to others or the need to show superiority. People with a type B personality usually have low levels of competitiveness and do not become frustrated easily.
- ➤ People with a type B personality may be friendly and get on easily with others, showing low levels of hostility or aggression.

Type B traits

- being peaceful
- being relaxed
- being easygoing
- being stress-free or less prone to stress
- having a lack of sense of urgency to complete tasks and procrastinating
- having a lack of conflict with others
- being stable
- being even-tempered
- being flexible and adaptable, adjusting to change easily
- being less competitive
- being able to approach activities and tasks at a slower pace

Impacts of Having a Type B Personality

There are a number of different ways that your personality might affect your life in both positive and negative ways.

1. Health

- One advantage of this type of personality is that people with this cluster of traits tend to have a lower risk of developing heart disease and high blood pressure.
- They may also have better immunity because of their lower stress levels and better <u>stress management skills</u>. This does not mean, however, that the type B personality is free from challenges.
- Some have suggested that since type A behaviors are more connected to heart problems, there might be some benefit to helping people adopt more of a type B approach. However, doing so could also lead to negative outcomes.
- If an ambitious, driven employee stopped displaying those stereotypical type A behaviors, it could lead to reduced productivity, decreased job function, and even loss of income. These effects could then negatively impact health by increasing stress levels.

2. Relationships

- Individuals with type B personalities tend to be warm, supportive, and patient in their relationships with others. They are excellent listeners and are usually very good at <u>getting along with others</u>. Type Bs don't allow minor problems to get to them, and they are good at keeping a level head even during the most trying of times.
- This tendency to be content can be both a blessing and a curse for the type B personality. Because you are so adaptable and easygoing, you might sometimes accept unfair treatment or situations. Rather than speak up when someone treats you unfairly, you might be inclined to just let it go without causing a stir.
- As a type B, it is important to learn to stand up for yourself in situations where other people try to take advantage of your accommodating nature.

3. Academic Achievement

- Because type As tend to be so goal-driven and achievement-focused, you might suspect that they would be more likely to pursue challenging degrees in medicine or law. One study found that in a

sampling of 500 medical students, only around 10% of the participants had a type A personality while the majority (almost 90%) had a type B.

- Such results suggest that while type Bs have a more relaxed personality, it does not have a negative impact on their academic potential or achievements.

4. Stress Management Skills

- One major advantage of this personality type is the ability to cope well with stress and pressure. Even when faced with a great deal of stress, type Bs are usually able to maintain a level-headed, optimistic outlook. This can be beneficial in school and later on as people with this personality type enter the workforce.

5. Flexibility

- Type Bs also excel at adapting to change. Where individuals with type A personalities tend to be more rigid, type Bs are flexible and capable of dealing with changing or ambiguous situations.

Professional Drawbacks

Some of the challenges that a type B might encounter in academics and the workplace include:

1. Perceptions

Because people with this personality type are more laid-back, they can sometimes be perceived as lazy or indifferent. This can make it difficult for some with this personality type to make a good impression while still maintaining their easygoing image. Type Bs may need to make an extra effort to project an image of hard-working professionalism in the workplace.

2. Procrastination

The tendency to procrastinate is one challenge that type B students may need to overcome. Establishing a good study and homework schedule that ensures steady progress toward a goal can be a helpful approach.

School and work can impose deadlines, so finding a way to manage your time and get things done when they need to be done can ensure academic and professional success.

How to Cope With Your Type B Personality

Not all type Bs are the same, but there are a few things you can do to help manage aspects of your personality that are characteristic of this type.

1. Use Your Time Well

Taking a relaxed attitude toward life can be useful for managing stress most of the time, except when you start letting things go to the point where you feel like you're always scrambling to catch up. Establishing a more structured schedule can help you stay on task and get things done, allowing you to enjoy the process without the last-minute race to meet deadlines.

2. Don't Put Things Off

Because people with this personality type tend to be very relaxed, they are known to procrastinate until the last minute. This can lead to missed deadlines or a last-minute rush to get projects completed on time. Avoiding this tendency can help you stay on track and avoid missing important deadlines.

3. Let Others See Your Strengths

One problem that type Bs often encounter is that others sometimes see them as lazy or inefficient when they are really just working quietly and steadily toward a goal.

To make sure that your boss and coworkers see your hard work for what it is, you might need to make an effort to meet type As somewhere in the middle. It might feel like micromanaging, but giving regular updates on your progress will show that you are meeting deadlines on time.

4. Set Goals

Type Bs tend to be broad-minded—they don't like to set strict schedules or even create limited goals. They are more content to kick back and see where the journey takes them. This can limit their success at times, however, so it can be helpful to <u>create more specific goals</u>.

Your goals might be more general and long-term than what a type A would set out to achieve, but they can give your type B personality something to work towards.

<u>Key differences:</u>

1. Stress

Type A people tend to take themselves and the goings-on of their life very seriously. They could be described as high-strung and high stress, while type B people tend to have a much more lackadaisical approach to things. Type B's do not sweat the small stuff (or the big stuff), which can make them <u>less stressed</u> but also less motivated than type A's, but the type A's sense of urgency is what helps them get things done.

2. Competition

Type B's are going to be the ones who just want everyone to have a good time. Meanwhile, type A's are focused on winning the top prize. For type A's, competition motivates them and pushes them to do their best—they want to come out on top. For type B's, they're just happy to be along for the ride and don't mind if there isn't a reward at the end.

3. Relationships

Type A's tend to be more independent and focused on individual success and achievement than type B's, who place more importance on <u>fostering their relationships</u> and accommodating the needs of others. As such, they approach relationships differently, with type A's showing more controlling and/or independent tendencies in relationships, and type B's sacrificing their own needs for others.

4. Pacing

As you might imagine, the pace alone of these two personalities' lives are very different. Type A's move fast—they want results and they want them *yesterday*. Type B's, meanwhile, are prone to procrastination and generally go with the flow, which means they might be the ones showing up late to their appointments or missing deadlines. Again, this relates to that sense of urgency, which type A's have plenty of and type B's tend to lack.

5. Structure

Lastly, type A people typically prefer structure to their lives, implementing different processes and routines to help them achieve all their goals. They thrive on that structure, while type B's tend to feel boxed in by it. For a

type B, they'd much prefer to let the day unfold on its own, while that lack of a schedule would make type A people feel disorganized or chaotic.

What is Type C personality

In the 1980s, researchers described a "Type C cancer-prone behavior pattern" involving the suppression of one's needs and negative emotions, compliance, and unassertiveness. They defined it as the "polar opposite" of the Type A pattern (whereas Type B entailed a lack of Type A traits). Subsequent work challenged the hypothesis that characteristics such as negative emotion suppression play an important role in cancer survival

What is Type D personality

➢ Type D—the D stands for "distressed"—is described as a combination of being inhibited in social situations and tending to experience negative emotions. The concept of Type D is distinct from Types A, B, and C, which have been defined based on characteristics such as high or low assertiveness and hostility. But as with the other "types," researchers who have assessed traits associated with Type D are interested in their potential connections to physical health.

➢ Type D personality is a term for the combination of negative affectivity and social inhibition. Negative affectivity involves a tendency to experience negative states such as worry, irritability, and unhappiness. Social inhibition is gauged based on a person's agreement with statements like "I find it hard to start a conversation" and "I am a closed kind of person."

Are there problems with Type D personality characteristics

Early research suggested a possible connection between Type D traits and poorer outcomes for those with coronary heart disease, but follow-up work by other scientists failed to find supportive evidence for that link. Some evidence suggests measures of Type D characteristics are associated with certain psychological difficulties, including symptoms of insomnia and depression.