

Table of Contents

WEEK ONE: WHAT IS PERSONALITY? (PAGE 1)	6
DEFINE PERSONALITY – PAGE 2	6
MAIN PERSPECTIVES OF PERSONALITY – PAGE 8	6
<i>Trait perspective:</i>	6
<i>Motive perspective:</i>	6
<i>Inheritance and evolution perspective:</i>	6
<i>Biological process perspective:</i>	6
<i>Psychoanalytic perspective:</i>	6
<i>Psychosocial perspective:</i>	6
SCIENTIFIC BASIS OF PERSONALITY PSYCHOLOGY – PAGE 14	7
<i>Table 1.2 – Ways of Describing Personality</i>	7
<i>Type approach:</i>	7
<i>Traits approach:</i>	7
<i>Factors approach:</i>	7
GOOD THEORY OF PERSONALITY – PAGE 17	8
<i>What is a theory?</i>	8
<i>Evaluating Theories - The role of research:</i>	8
<i>What Else Makes a Theory Good?</i>	8
BASIC ISSUES IN PERSONALITY PSYCHOLOGY – PAGE 25	9
<i>The Unconscious:</i>	9
<i>The Self:</i>	9
<i>Unique Approaches for Each Individual</i>	9
<i>Differences Between Men and Women</i>	9
<i>The Person Versus the Situation:</i>	9
<i>The Extent of Personality Being Culturally Determined:</i>	9
<i>Usefulness of The Concept of Personality</i>	9
TEXTBOOK:.....	9
<i>Table 1.1 – Combination of people and the situation to influence behaviour: Page 13</i>	9
<i>Table 1.2 – Ways of Describing Personality: Page 17</i>	9
<i>Table 1.3 – Overview of Personality Perspectives: Page 21</i>	9
<i>Timeline – Developments in Personality Psychology: Page 23</i>	9
WEEK TWO: DOMINANT THEORIES – TRAIT AND BIOLOGICAL (PAGE 29)	10
MODERN RESEARCH AND DARWIN’S THEORY OF EVOLUTION IN EXPLAINING PERSONALITY – PAGE 31.....	10
<i>Timeline – Biological Approaches to Personality: Page 31</i>	10
<i>Natural Selection and Functionalism</i>	10
BIOLOGICAL SYSTEMS INFLUENCE ON PERSONALITY DEVELOPMENT – PAGE 33	10
<i>Behavioural genetics:</i>	10
<i>Gray’s Reinforcement Sensitivity Theory:</i>	11
TWIN AND ADOPTION STUDIES: GENETIC CONTRIBUTIONS TO PERSONALITY – PAGE 25	11
EPIGENETICS AND THE ROLE OF GENETICS IN PERSONALITY – PAGE 38.....	12
ALLPORT’S CONTRIBUTION TO TRAIT THEORY – PAGE 44	12
<i>Importance of Culture:</i>	12
<i>Common Traits:</i>	12
<i>Personal Dispositions:</i>	13
CATTELL’S FACTOR ANALYSIS APPROACH AND THE DEVELOPMENT OF THE CURRENT BIG FIVE – PAGE 48	14
<i>Extraversion</i>	14
<i>Agreeableness</i>	14
<i>Conscientiousness</i>	14
<i>Neuroticism</i>	14
<i>Openness</i>	14
FACTOR ANALYSIS:.....	14
<i>Number of Dimensions:</i>	15
<i>Eysenck’s Big Three and Related Alternatives:</i>	15
THE DISTINCTION BETWEEN TRAITS AND TYPES – PAGE 53	16
<i>Big Five Translation Across Cultures:</i>	16

Types:	16
Limits of Trait Conceptions:.....	16
WEEK THREE: DOMINANT THEORIES – SOCIAL LEARNING AND SELF-CONCEPT (PAGE 57).....	17
SELF-CONCEPT, THE SELF AS “I” VS. “ME”, AND THE SELF AS A KNOWLEDGE STRUCTURE OR SCHEMA – PAGE 61.....	17
<i>Timeline – History of Research on the Self: Page 60</i>	17
<i>Self-concept</i>	17
<i>The I and the Me:</i>	17
SELF-ESTEEM: BENEFITS AND COSTS – PAGE 68	18
<i>Self-esteem</i>	18
SELF-COMPASSION, SELF-EFFICACY, AND NARCISSISM – PAGE 73.....	19
<i>Self-compassion</i>	19
<i>Self-efficacy</i>	20
<i>Narcissism</i>	20
SELF-REGULATION AND SELF-CONTROL – PAGE 79	21
<i>Self-Regulation</i>	21
TYPES OF REINFORCEMENT IN OPERANT CONDITIONING AND THEIR IMPACT ON PERSONALITY – PAGE 83.....	22
<i>Table 3.1 – Four Ways to Shape Behaviour: Page 84</i>	22
<i>Positive Reinforcement</i>	22
<i>Negative Reinforcement</i>	22
<i>Positive Punishment</i>	22
<i>Negative Punishment</i>	22
<i>Reinforcement Schedule:</i>	23
<i>Table 3.1 – Four Reinforcement Schedules: Page 88</i>	23
SOCIALISATION AND RECIPROCAL DETERMINISM – PAGE 90.....	23
<i>Socialisation</i>	23
BEHAVIOUR MODIFICATION AND ITS EFFECT ON PERSONALITY – PAGE 92	24
<i>How it works:</i>	24
<i>Using it on yourself</i>	24
<i>How Far Can Behaviour Modification Go?</i>	24
WEEK FOUR: DOMINANT THEORIES – PSYCHODYNAMIC AND MOTIVATION (PAGE 99).....	26
THE STRUCTURE OF THE MIND – PAGE 101	26
<i>Id:</i>	26
<i>Ego:</i>	26
<i>Superego:</i>	26
STAGES OF PSYCHOSEXUAL DEVELOPMENT – PAGE 104	26
<i>Oral Stage:</i>	26
<i>Anal Stage:</i>	27
<i>Phallic Stage:</i>	27
<i>Latency Period:</i>	28
<i>Genital Stage:</i>	28
FREUD’S CONCEPT OF MECHANISMS OF DEFENCE – PAGE 110.....	29
<i>Defence mechanism:</i>	29
<i>Denial:</i>	29
<i>Projection:</i>	29
<i>Repression:</i>	29
<i>Displacement:</i>	29
<i>Sublimation:</i>	29
<i>Humour:</i>	30
<i>Empirical Evidence:</i>	30
<i>Cross-cultural issues:</i>	30
MAIN NEO-ANALYTICAL APPROACHES AND HOW THEY DIFFER FROM FREUD’S THEORY – PAGE 115	30
<i>Erik Erikson:</i>	30
<i>Jung:</i>	30
<i>Adler:</i>	30
<i>Jung’s Analytic Psychology:</i>	30
<i>Karen Horney – Culture and Feminism:</i>	31
HOW APPROACH MOTIVATION CAN INFLUENCE THOUGHTS AND BEHAVIOURS – PAGE 123	32
<i>Figure 4.2 – History of Theory and Research on Motivation: Page 122</i>	32

<i>Figure 4.3 – Needs, Motives, Goals: Page 123</i>	32
Approach Motivation:.....	32
Avoidance Motivation:.....	33
HOW DO IMPLICIT AND EXPLICIT MOTIVES AFFECT BEHAVIOUR – PAGE 129	33
Maslow’s Hierarchy of Needs:	33
<i>Figure 4.5 – Maslow’s Hierarchy of Needs: Page 127</i>	33
Implicit Motives:.....	33
Explicit Motives:	34
Predict different types of behaviour	34
Across Cultures:.....	34
How Goals Affect Thinking.....	34
WEEK FIVE: TESTING AND MEASUREMENT (PAGE 133)	35
PARAMETERS OF MEASURING PERSONALITY – PAGE 135.....	35
Reliability.....	35
Construct Validity.....	35
THREE MAJOR SOURCES OF BIAS IN PERSONALITY MEASUREMENT – PAGE 142	36
Ethnic Bias.....	36
Gender Bias	36
Response Sets.....	36
DIFFERENT TYPES OF MEASURES IN PERSONALITY – PAGE 146	36
Table 5.3 – Types of Personality Measures: Page 147.....	36
Table 5.4 – Advantages and Limits of Personality Measures: Page 165	36
Self-Report Tests:	36
Q-Sort Tests:.....	36
Ratings and Judgements by Others:	36
Biological Measures:	36
Behavioural Observations:.....	37
Interviews:.....	37
Expressive Behaviour:	37
Document Analysis and Biographical Studies:.....	37
Projective Tests:	38
Demographics and Lifestyle:	38
Online Internet Analysis of Social Media and Big Data:	38
Barnum Effect	38
REASONS WHY SOME PERSONALITY TESTS SHOULD NOT BE USED – PAGE 166	39
THREE BASIC TYPES OF RESEARCH DESIGNS USED IN STUDYING PERSONALITY – PAGE 167	39
Timeline – History of Personality Assessment: Page 167	39
Case Studies	39
Correlational Studies.....	39
Experimental Studies.....	39
ETHICAL CONTEXT OF PSYCHOLOGICAL TESTING – PAGE 171	39
WEEK SIX: PERSONALITY ACROSS THE LIFESPAN (PAGE 177)	41
PRIMARY METHODS OF STUDYING AGE DIFFERENCES IN PERSONALITY – PAGE 179	41
Longitudinal study.....	41
Cross-Sectional study.....	41
CHILDHOOD TEMPERAMENT AND ADULT PERSONALITY – SIMILARITIES AND DIFFERENCES – PAGE 180	41
Table 6.1 – Big Five and Corresponding Child Temperament Constructs: Page 181	41
Temperament and the Big Five:.....	41
PERSONALITY CHANGES: INFANCY TO CHILDHOOD, AND CHILDHOOD TO ADOLESCENCE – PAGE 189	41
Figure 6.3 – Stages of the Life Span: Page 185.....	41
Infancy to Childhood:	41
Childhood to Adolescences:	41
PERSONALITY CHANGES FROM YOUNG ADULTHOOD TO OLD AGE – PAGE 193	41
Common life experiences affect personality.....	42
Table 6.2 – Erikson’s Life Stages: Page 197	42
RECIPROCAL RELATIONSHIP BETWEEN PERSONALITY AND SOCIAL DEVELOPMENT – PAGE 199.....	43
Children:	43
Experiences also shaped personality	43

WEEK SEVEN: PERSONALITY AND WELLBEING, HEALTH AND ILLNESS (PAGE 203)	44
INFLUENCE OF THE BIG FIVE AND THE TYPES (A, D, T) – PAGE 205.....	44
<i>Table 7.1 – The Big Five and Their Relation to Physical Health: Page 214</i>	44
Conscientiousness:.....	44
Neuroticism:.....	44
Extraversion:.....	45
Agreeableness:.....	45
Openness:.....	45
PERSONALITY/EXPLANATORY STYLE AND DISEASE – PAGE 215.....	46
<i>Table 7.2 – Optimistic vs. Pessimistic Explanatory Styles: Page 216</i>	46
Optimism:.....	46
Pessimistic Explanatory Style:.....	46
Disease-Prone Personalities – The Sick Role:.....	46
EFFECTS OF LEGAL AND ILLEGAL SUBSTANCES TO UNDERSTAND PSYCHOLOGY – PAGE 217.....	46
PERSONALITY, BIG FIVE TRAITS AND OTHER MENTAL DISORDERS – PAGE 219.....	46
<i>Table 7.3 – Mental Disorders and the Big Five: Page 223</i>	46
Major Depressive Disorder:.....	46
Anxiety Disorders:.....	47
Bipolar Disorder:.....	47
Schizophrenia:.....	47
Eating Disorders:.....	47
Addictive Disorders:.....	47
WEEK EIGHT: PERSONALITY DISORDERS AND THERAPEUTIC APPROACHES (PAGE 229)	48
HOW MENTAL DISORDERS ARE DIAGNOSED – PAGE 232.....	48
<i>Table 8.1 – The 10 Personality Disorders: Page 234</i>	48
Personality Disorders:.....	48
PERSONALITY DISORDERS AND THEIR RELATION TO THE BIG FIVE TRAITS – PAGE 235.....	48
<i>Figure 8.2 – Correlations of PDs and Agreeableness, Neuroticism: Page 236</i>	48
BPD:.....	48
Schizoid:.....	49
Dependent:.....	49
FIGURE 8.6 – CHILDHOOD PROBLEMS AND ADULT PDs: PAGE 239.....	49
PID-5 Diagnostic Model:.....	49
STRATEGIES FOR PERSONALITY CHANGE AND MENTAL HEALTH – PAGE 242.....	50
Psychotherapy:.....	50
Drug Treatments (SSRIs):.....	50
Self-Help Books:.....	50
Trying to be optimistic and showing gratitude:.....	50
Exposure Therapy:.....	50
Relaxation Training.....	50
Social skills training.....	50
Emotional Competence Training:.....	50
Tracking acts of kindness:.....	50
Mindfulness-based mediation:.....	50
Personality Disorders:.....	50
WEEK NINE: PERSONALITY AND COGNITION (PAGE 247)	51
DIFFERENT COGNITIVE APPROACHES TO PERSONALITY – PAGE 249.....	51
Timeline – History of Cognitive and Social-Cognitive Approaches to Personality: Page 249.....	51
Advantages and Limits of the Cognitive Approach: Page 274.....	51
Gestalt Psychology:.....	51
Kurt Lewin’s Field Theory:.....	51
Cognitive Style Variables.....	51
MECHANISMS OF EXPECTING, ATTENDING, AND INFORMATION PROCESSING – PAGE 255.....	52
Schema Theory:.....	52
Categorisation:.....	53
Control of Attention:.....	53
Cognitive Influences on Interpersonal Relationships.....	54
GEORGE KELLY’S PERSONAL CONSTRUCT THEORY – PAGE 263.....	54

<i>Focus</i>	54
<i>Role of Construct Repertory Test</i>	55
THE CONCEPT OF SOCIAL, EMOTIONAL, AND MULTIPLE INTELLIGENCE IN UNDERSTANDING BEHAVIOUR – PAGE 266	55
<i>Social intelligence:</i>	55
<i>Emotional intelligence:</i>	55
<i>Multiple intelligences:</i>	56
JULIAN ROTTER – PAGE 267	56
<i>Generalised Versus Specific Expectancies:</i>	57
<i>Role of Reinforcements and the Psychological Situation</i>	57
<i>Locus of Control</i>	58
THE CREATION OF VIRTUAL PERSONALITIES – PAGE 270	58
WEEK TEN: PERSONALITY IN THE WORKPLACE (PAGE 277)	59
THE RELATIONSHIP BETWEEN CAREERS AND PERSONALITY – PAGE 278	59
<i>ORVIS</i>	59
<i>RIASEC</i>	59
TRAITS THAT MAKE PEOPLE SATISFIED, HIGH-PERFORMING, WELL COMPENSATED, AND GOOD LEADERS – PAGE 282	59
<i>Job Satisfaction</i>	59
<i>Job Performance</i>	60
<i>Compensation:</i>	60
<i>Leadership:</i>	60
<i>Figure 10.2 – Big Five Profiles of Emergent and Effective Leaders: Page 289</i>	60
TRAITS THAT ARE USED TO SELECT GOOD EMPLOYEES – PAGE 290	61
ROLE OF PASSION AND MOTIVATION AT WORK – PAGE 293	61
<i>Experience of flow</i>	61
<i>Intrinsic motivation</i>	61
<i>Extrinsic motivation</i>	61
<i>Amotivation</i>	62
WEEK ELEVEN: PERSONALITY AND CULTURE (PAGE 297)	63
INFLUENCE OF ONE’S CULTURE ON THEIR PERSONALITY – PAGE 300	63
<i>Figure 11.1 – Mutual Constitution Model: Page 301</i>	63
<i>Theories of cross-cultural differences:</i>	63
PSYCHOLOGICAL METHODOLOGIES, CULTURE, AND PERSONALITY ASSESSMENT – PAGE 302.....	63
<i>Race:</i>	63
CULTURAL DIFFERENCES IN THE TRAITS OF INDIVIDUALISM AND COLLECTIVISM – PAGE 305	63
<i>Figure 11.2 – Diagrams of Self and Other Between Cultures: Page 306</i>	63
<i>Individualistic:</i>	63
<i>Collectivist:</i>	63
INFLUENCE OF LANGUAGE ON IDENTITY DEVELOPMENT – PAGE 308.....	64
<i>Language and Identity:</i>	64
<i>Creating a Culture through Shared Language</i>	64
<i>Language and Thought</i>	64
<i>Bilingualism:</i>	64
<i>Language and Social Interaction</i>	64
<i>Gender and Language</i>	65
ROLE OF CULTURE IN THE BIG FIVE PERSONALITY TRAITS – PAGE 314	65
<i>Table 11.1 – Culture and the Eight Aspects of Personality: Page 324</i>	65
<i>Reference-Group Effect</i>	65
<i>Extraversion:</i>	65
<i>Agreeableness</i>	65
<i>Conscientiousness</i>	66
<i>Neuroticism</i>	66
<i>Openness</i>	66

Week One: What is Personality? (Page 1)

Define personality – Page 2

- Someone's usual pattern of behaviour, feelings and thoughts
 - Usual = how someone acts across time and situations
- Shaped by many factors: genetics, parents, peers, birth order, culture
- Some individual differences in personality are relatively easy to quantify (eg. Neurotic)
- Five personality factors explain much of the individual variation in personality
 - Useful, but can't include every personality trait
- Other ways of identifying personality: unconscious defense mechanisms, view of the self, motivations
- No personality system can truly capture all the difference among people and their life experiences

Main perspectives of personality – Page 8

Trait perspective:

- People have fairly stable qualities (traits) that are displayed across many settings
- Traits deeply embedded
- Big issues: what, and how many, traits are the important ones in personality; how trait differences are expressed in behaviour

Motive perspective:

- The key element in human experience is the motive forces that underlie behaviour
- Theorists have posited many different motives
- People differ in their patterns of underlying strengths of motives
 - Differences in the balance of motives = core of personality

Inheritance and evolution perspective:

- Humans are creatures that evolved across millennia; human nature is rooted deeply in our genes
- Personality = genetically based
- Dispositions = inherited
- Some theorists suggest many qualities of human behaviour (thus personality) exist due to evolutionary benefits

Biological process perspective:

- Personality reflects the workings of the body we inhabit, and the brain that runs the body
- Focuses on how the nervous system/hormones influence behaviour and how differences in those functions influence the kind of person you are

Psychoanalytic perspective:

- Personality = set of internal psychic forces that compete/conflict with each other
- Focus = dynamics of these forces and how they influence behaviour
- Human nature = set of pressures inside person that sometimes work with each other and sometimes don't
- Theory of Sigmund Freud

Psychosocial perspective:

- Most important aspect of human nature = formation of relationships, how these relationships play out
- Historical links to psychoanalytic theory (neoanalytic), but represent different view point

Social learning perspective:

- Human nature = behaviour changes systematically A result of experiences
- Due to several learning theories, also several theories linking learning to personality

- Assumes personality is the integrated sum of what the person has learnt up until that point

Self-actualisation and self-determination perspective:

- AKA organismic perspective
- Every human has the potential to grow and develop into a valuable human being if permitted to do so
- Idea that people naturally tend towards self-perfection
 - Can move into this through free will and supportive environments
- Sense of self-determination = central to perspective
- Personality partly a matter of uniqueness hidden within, and partly a matter of what the person chooses to make of that uniqueness
- Cognitive perspective:
 - Human nature = deriving meaning from experiences
 - Mind imposes organisation and form on experience – mental organisations influence how people act
- Self-regulation perspective:
 - People are complex psychological systems
 - Recurrent processes that form organised actions that attain specific end-points
 - Assumption of organisation, coherence, patterning
 - Synthesising goals and moving towards them

Scientific basis of personality psychology – Page 14

- Scientific in the sense that personality psych's attempt to use methods of scientific inference to test theories
- Some scientists believe that rigorous study of personality must be quantitative
 - Statistical analyses help quantify relationships
 - Correlations show associations, but not causal relationships
 - Scientific study helps to untangle web of associations
 - Only tools that help uncover the truth
- Fundamental theoretical question: "what concepts are useful to describe personality? Should we concentrate on difference between people, or avoid comparisons by focusing on intensive understanding of one person?"
- Differences Between People:
 - Describing individual differences
 - Three ways of describing personality:

Table 1.2 – Ways of Describing Personality

Type approach:

- Personality comes in limited number of distinct categories (quantitative groupings)
- Categories of people with similar characteristics
- Small number of types to describe all people

Traits approach:

- Quantitative measures – give each person a score, ranging from very low to very high
- More precise description of personality
- Each trait refers to more focused set of characteristics
- Each person is a combination of many traits

Factors approach:

- Broad factors of personality based on reliance of statistical procedures that compute correlations among trait scores to eliminate redundancy (more traits than types necessary to describe personality)