Principal Features

**Introduction**

**Question:** What is the trait approach to the study of personality? (270)

**The History of Trait Approaches**

**Ancient Conceptions**

**Question:** What is the history of the idea of using traits to describe peoples? (271)

**Question:** What is the first systematic approach to analyzing traits in ancient Greece?
The History of Trait Approaches
(Continued)

Question: What was Charles Darwin’s contribution to the trait approach to personality?

Question: What was Sigmund Freud’s contribution to the trait approach to personality?

Question: What was Francis Galton’s contribution to the trait approach to personality?

Jung’s Extroversion and Introversion

Question: How did Carl Jung’s notions of extroversion and introversion contribute to the trait approach to personality?

Question: What are the scales of the Myers-Briggs Type Indicator personality test?
“(The) Myers-Briggs scheme has often been successfully used by vocational counselors.”

Examples: Myers-Briggs Type Indicator in vocational guidance.

Complete the following:

“In general, subsequent research has validated the importance of the introversion-extroversion division, but the usefulness of further dividing people into subtypes along the lines of Jung’s theory …

The Use of Statistics: R. B. Cattell

“As the psychoanalytically based theorists like Jung were proposing theories of the basic tendencies motivating personality, more quantitatively oriented psychologists began developing and using statistical approaches to try to simplify and objectify the structure of personality.”

Question: What has been Raymond B. Cattell’s contribution to the study of personality?
“Factor analysis is a statistical technique. Like other statistics, it helps us rework or reduce information we already have in order to make it more understandable.”

Example: Factor analysis.

Q-data, T-data, L-data, and the 16PF

Question: What did Cattell identify as Q-data?

Question: What did Cattell identify as T-data?

Question: What did Cattell identify as L-data?

“Based on his factor analytic findings, Cattell proposed that there are sixteen basic personality traits.”

“These (factors) are typically assessed using the Sixteen Personality Factors Questionnaire (16PF).
Complete the following:

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outgoing</td>
<td></td>
</tr>
<tr>
<td>More intelligent</td>
<td></td>
</tr>
<tr>
<td>Stable</td>
<td></td>
</tr>
<tr>
<td>Assertive</td>
<td></td>
</tr>
<tr>
<td>Happy-go-lucky</td>
<td></td>
</tr>
<tr>
<td>Conscientious</td>
<td></td>
</tr>
<tr>
<td>Venturesome</td>
<td></td>
</tr>
<tr>
<td>Tender-minded</td>
<td></td>
</tr>
<tr>
<td>Suspicious</td>
<td></td>
</tr>
<tr>
<td>Imaginative</td>
<td></td>
</tr>
<tr>
<td>Shrewd</td>
<td></td>
</tr>
<tr>
<td>Apprehensive</td>
<td></td>
</tr>
<tr>
<td>Experimenting</td>
<td></td>
</tr>
<tr>
<td>Self-sufficient</td>
<td></td>
</tr>
<tr>
<td>Controlled</td>
<td></td>
</tr>
<tr>
<td>Tense</td>
<td></td>
</tr>
</tbody>
</table>
Complete the following:

“Like most other trait psychologists, Cattell … argued that there are strata, or layers, or traits; certain tendencies are.”

“He also showed the necessity of testing trait schemes in applied settings—…

“This process—going from theory to assessment to applied work, then back to theory and assessment—has become the …

“In sum, Cattell and his colleagues propelled trait approaches to be oriented much more empirically and statistically. He emphasized the value of carefully …

**Gordon Allport’s Trait Psychology**

**Variability and Consistency**

**Question:** What is meant by the following statement?

“… although behavior is variable, there is also a constant portion for each person.”
Variability and Consistency
(Continued)

Complete the following:

“The notion of traits assumes that personality is rooted very much …” (275)

The Importance of Culture

Complete the following:

“Allport held a lifelong concern with studying …” (277)

Question: What was Gordon Allport’s opinion on the importance of culture?

Question: What was Gordon Allport’s opinion of B. F. Skinner’s behaviorist approach to the study of behavior?

Functional Equivalence

Question: What was Gordon Allport’s opinion of Raymond B. Cattell’s the factor analytic approach to the study of personality?
Functional Equivalence

(Continued)

Question: What are meant by the following statements?

“… factor analysis produces a cluster (a factor) but does not name the factor.”

“… many … individual’s behaviors are … functionally equivalent.”

Example: Functionally equivalent behavior.

Common Traits

Question: What are common traits insofar as Gordon Allport was concerned?

Example: Common traits.
Common Traits (Continued)

Question: What are functionally autonomous motives insofar as Gordon Allport was concerned?

(278)

Question: What is the proprium insofar as Gordon Allport was concerned?

(278-279)

Personal Dispositions

Question: What is the idiographic method of personality assessment?

(279)

Question: What is a personal disposition insofar as Gordon Allport was concerned?

Examples: Personal dispositions.
Personal Dispositions
(Continued)

Question: What are cardinal dispositions insofar as Gordon Allport was concerned?

Examples: Cardinal dispositions.

Question: What are central dispositions insofar as Gordon Allport was concerned?

Examples: Central dispositions.

Question: What is meant by the following statement?

“The idea that each individual has some organization of personality that is unique is very troubling to some quantitatively oriented psychologists.”
Personal Dispositions
(Continued)

Question: How did Gordon Allport respond to the criticism that it would be a “headache (to) study personality … if we cannot administer the same personality tests to everyone, but must tailor them to the individual!?”

Question: What are meant by the following statements?

“It is an empirical question as to whether Allport is correct about the need for an idiographic approach (to the study of personality).”

“… a strictly nomothetic approach (to the study of personality) may be too imprecise …”
“One of the most remarkable but controversial developments in the trait approach to personality has been the emergence of a high degree of agreement about an adequate dimension scheme—one based on five dimensions.”

Complete the following:

**Extroversion** (also called Surgency): (280)

**Agreeableness:**

**Conscientiousness** (also called Lack of Impulsivity): (281)

**Neuroticism** (also called Emotional Instability):

**Openness** (also called Culture):
How Was the Big Five Model Developed?

Complete the following:

“This model has resulted from …” (281)

“… the Big Five approach to personality is mostly …

“It is an inductive approach to personality, which means that the theory …

Question: What are meant by the following statements?

"There can be hypothetical constructs (in personality theory) that represent something that is really there … "

“… the Big Five dimensions derive mostly from lexical approaches to traits.”

Question: What is an implicit personality theory? (281-283)
How Was the Big Five Model Developed? (Continued)

“Although many cultures recognize that people vary along (Big Five) dimensions, cultures differ markedly in how much they value each trait.”

Examples: The Big Five personality factors and cultural variability. (283)

Career Pathways

“Do the Big Five factors have useful applications in understanding people's career paths?”

Illustrations: Useful applications of the Big Five personality factors. (284)
More Than Five? Fewer than Five?

Complete the following:

“… there is no compelling and comprehensive theory that explains why five dimensions are sufficient to capture what we need to known when …

Question: Could there be fewer than five basic dimensions of personality?

Eysenck’s Big Three and Related Alternatives

Complete the following:

“According to (the nervous system-based theory of Hans Eysenck), people whose nervous systems need extra stimulation become …

“But those sensitive to external stimulation become …

“Relying on this biological approach, Eysenck believed that …

“Rather, he proposed that all other traits derive from …
Eysenck’s Big Three and Related Alternatives

Complete the following:

"The first dimension of personality according to Eysenck is …"

"The second is neuroticism; this dimension includes Cattell’s factors of …"

"The third factor is psychoticism—a tendency toward …"

"Psychoticism includes Cattell’s factors of …"

"In terms of the Big Five. Eysenck’s psychoticism involves …"

"Eysenck does not directly account for the Openness factor, and indeed, Openness is the …"
Evidence for Eysenck's Approach

"Recent research has endeavored to follow Eysenck's advice and determine whether three trait dimensions are core."

Illustrations: Evidence for Eysenck's approach. (288-289)

Personality Judgments

Consensus in Personality Judgments

Question: What does consensus have to do with validating the trait approach to studying personality? (289)

Zero Acquaintance

Question: What is a state of zero acquaintance in personality research? (290)

Complete the following:

“The studies of personality judgments by strangers and by friends have shown that the friends’ judgments agree more with …
Limits of Trait Conceptions

Question: What is meant by the following statement?

“There is always some danger that we will not be careful in how we use the idea of traits.” (291-292)

Types

Question: What are personality types? (293)

Motives

Complete the following:

“Motives are internal psychobiological forces that …” (294)

“The concept of motives captures the idea that there are forces within the human organism …

“Motives involve a goal.”

Illustration: Motives. (294-295)
Motives
(Continued)

Complete the following:

“Henry Murray, a founder of the motive-based study of personality, used the term **need** to refer to a …

“Some of the most modern approaches to personality use the concept of ‘motives’ to understand personality but are more modest in their scope.”

Example: Motives.

“(One psychologist) uses the idea of what he calls ‘personal strivings,’ which are types of goals that people try to achieve in their daily behavior.”

Examples: Personal strivings.

**Need for Achievement: n Ach**

**Question:** What is the **need for achievement**?
Need for Achievement: n Ach

(Continued)

Illustration: Need for achievement.

(295)

Need for Affiliation: n Aff

Question: What is the need for affiliation?

Illustrations Need for affiliation.

(296)

Need for Power: n Power

Question: What is the need for power (n Power)?

Illustrations Need for power.

(296)
Measuring Motivation

Complete the following:

“Individual differences in motivations can be assessed by …”

“Standardized self-report tests like the Personality Research Form can sometimes do a good job at assessing needs by …

“Personal goals can sometimes be assessed by asking people to …”

“(Psychologists) have attempted to use … projective measures—such as Murray’s Thematic Apperception Test, of TAT—to measure motivation.”

Illustration: Use of the TAT to measure motivation.

Need for Exhibition

Question: What is the need for exhibition?
Expressive Style

Emotional Expressiveness

Question: How or why is expressive style related to personality? (298)

Complete the following:

“Perhaps the most significant individual dimension of style is … (298-299)

“People vary in the …

“This expressiveness can be measured and defined as the ease with which people’s emotions can be read from their expressive behaviors, even then they are not … (299)

“Expressive people are often perceived as …

“That is, expressiveness makes one …
Emotional Expressiveness

Evidence: Expressiveness.

Question: Why is extroversion the trait that is most readily seen in expressive style?

Complete the following:

“Other traits of social importance such as affiliation, exhibition, dominance, nurturance, and playfulness … seem to be tied to be closely tied to …

“Expressive people are more …

“In contrast, more individually oriented characteristics, such as motivations toward achievement, autonomy, order, understanding … may be …

Dominance, Leadership, Influence

Question: What are the characteristics of dominant people?
Question: What are the characteristics of expressive people?

Expressiveness and Health

Complete the following:

“A charismatic expressiveness, involving fluid, outward-focused gestures, is a sign of …

“… whereas nonverbal cues of an impatient hostility are signs of an …

“… unexpressiveness is unhealthy when it is a sign of …

“There is some indication that outwardly stoic people are …

“… whereas outwardly expressive people are more …
Expressiveness and Health
(Continued)

“Characteristic preferred modes of emotional responding are likely biologically
determined by birth or soon thereafter, but expressive responses are heavily
socialized during childhood …”

Illustration: Expressive behavior. (301)

Complete the following:

“Although expressive people generally are talented at enacting emotions,
they are less successful than unexpressive people at deliberately …

“Even when it is important to hold back their expressions so as not to
embarrass others, expressive people may have trouble …

“Interestingly, expressive people who are deliberately trying to act
unexpressive do not seem as unexpressive as unexpressive people
who are acting …

“Trait research that focuses on expressive style is often termed the study
of ‘nonverbal social skill,’ or more simply, ‘social skill.’ ”

“The study of nonverbal skills in personality is different from the usual
focus on traits in at least three ways.”

“First, the concept of nonverbal skills shifts attention toward …
Expressiveness and Health
(Continued)

“That is, aspects of personality like empathy, sympathy, and anger communication come …

“Second, there is a shift away from the usual focus on internal traits and motives and toward …

“Third, there is a shift toward the ongoing process of …

“That is, there is more concern with personality in the context of …

Skills

Intelligence

Question: Which factor of the Big Five seems to have some relationship with intelligence?

Question: What is the problem with traditional concepts of intelligence insofar as trait and skill approach to personality are concerned?
Intelligence (Continued)

Question: What are some nontraditional types of intelligence that may apply to trait and skill approach to personality?

Social-Emotional Intelligence

Question: What are some of the characteristics of social-emotional intelligence?

Summary and Conclusion

Complete the following:

“The trait and skill approaches to personality search for …”

“Cattell’s factor approach to personality sees the necessity of …”

“Eysenck believes that the theory should also guide the selection of the factors, and he sees all traits as deriving from …”

“His three factors are …”
Summary and Conclusion
(Continued)

“… researchers now agree that five dimensions do a satisfactory job in most circumstances—the so-called Big Five of …

“Modern approaches have adopted Allport’s notion that traits are the …

“In other words, there are core tendencies that give a life its …

“Common traits are traits that people in a population …

“Motives are …

“For Allport (as opposed to Freud), motives are …

“Recent research on expressive style suggests that there is a noteworthy degree of consistency in an individual’s …
Summary and Conclusion
(Continued)

“For example, people vary systematically in the …

“Most trait psychologists assume that there are …

“Most trait psychologists are also willing to accept that there are …

“Yet a trait approach, like any other single approach to personality, has proved …

“In particular, trait approaches need to be complemented by approaches that recognize …

END