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M.P.C.-3

Personality: Theories and Assessment

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By: Kshiyama Sagar Meher



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**Sample Preview
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QUESTION PAPER

June – 2023

(Solved)

PERSONALITY : THEORIES AND ASSESSMENT

M.P.C.-3

Time: 2 Hours]

[Maximum Marks: 50

Note: All Sections are compulsory.

SECTION- A

Note: Answer the following questions:

Q. 1. Discuss the physiological factors which influence the development of personality.

Ans. Ref.: See Chapter-1, Page No. 2, 'Biological Factors'.

Q. 2. Explain Bandura's social learning theory.

Ans. Ref.: See Chapter-6, Page No. 55, 'Albert Bandura's Social Learning Theory'.

Q. 3. Explain any three type theories of personality.

Ans. Ref.: See Chapter-11, Page No. 99, 'Type Theory of Personality'.

Q. 4. Trace the historical development of personality assessment.

Ans. Ref.: See Chapter-13, Page No. 117, 'History of Personality Assessment'.

SECTION-B

Note: Answer the following questions:

Q. 5. Discuss the nature versus nurture debate.

Ans. Ref.: See Chapter-4, Page No. 31, 'Nature Versus Nurture Debate'.

Q. 6. Describe Sullivan's developmental epochs.

Ans. Ref.: See Chapter-5, Page No. 47, 'Developmental Epochs'.

Q. 7. Explain the various schedules of reinforcement with suitable examples.

Ans. Ref.: See Chapter-7, Page No. 65, 'Schedules of Reinforcement'.

Q. 8. Discuss the developmental stages of proprium as given by Allport.

Ans. Ref.: See Chapter-9, Page No. 86, 'The Proprium: Development of Selfhood'.

Q. 9. Elucidate the concepts of reliability and validity.

Ans. Ref.: See Chapter-13, Page No. 120, 'Reliability' and Page No. 121, 'Validity'.

SECTION-C

Note: Write short notes on the following.

Q. 10. Personality inventories.

Ans. Ref.: See Chapter-3, Page No. 25, 'Personality Inventories'.

Q. 11. Five Factor model.

Ans. Ref.: See Chapter-2, Page No. 16, 'Five Factor Model'.

Q. 12. Constitutional traits versus Environmental traits.

Ans. Ref.: See Chapter-10, Page No. 92, 'Introduction' and Page No. 94, 'Constitutional Versus Environmental Traits'.



QUESTION PAPER

December – 2022

(Solved)

PERSONALITY : THEORIES AND ASSESSMENT

M.P.C.-3

Time: 2 Hours]

[Maximum Marks: 50

Note: All sections are compulsory.

SECTION-A

Note: Answer the following questions:

Q. 1. Explain Guilford's trait theory of personality.

Ans. Ref.: See Chapter-2, Page No. 15-16, 'Guilford's Trait Theory'.

Q. 2. Discuss Skinner's learning theory of personality.

Ans. Ref.: See Chapter-7, Page No. 84, 'B.F. Skinner: Learning Theory of Personality'.

Q. 3. Explain neurophysiological basis of traits and types.

Ans. Ref.: See Chapter-11, Page No. 102, 'Neurophysiological Basis of Traits and Types'.

Q. 4. Explain the meaning and purpose of personality assessment. Discuss the criteria of a scientific assessment technique.

Ans. Ref.: See Chapter-13, Page No. 123, Q. No. 1 and Page No. 124, Q. No. 4.

SECTION-B

Note: Answer the following questions:

Q. 5. Discuss the psychological factors affecting the development of personality.

Ans. Ref.: See Chapter-1, Page No. 2, 'Personality Development'.

Q. 6. Describe the characteristics of self-actualisers.

Ans. Ref.: See Chapter-8, Page No. 75, 'Characteristics of Self-Actualisers'.

Q. 7. Discuss the characteristics of trait as mentioned by Allport.

Ans. Ref.: See Chapter-21, Page No. 11, 'Allport's Trait Approach'.

Q. 8. Discuss the steps involved in the modelling process.

Ans. Ref.: See Chapter-6, Page No. 57-58, 'Principles of Observational Learning'.

Q. 9. Explain the types of inkblot tests.

Ans. Ref.: See Chapter-16, Page No. 142, 'Inkblot Tests'.

SECTION-C

Note: Write short notes on the following:

Q. 10. Generalisation and discrimination.

Ans. Ref.: See Chapter-7, Page No. 63, 'Generalisation and Discrimination'.

Q. 11. Common vs. Unique Traits.

Ans. Ref.: See Chapter-10, Page No. 95, 'Common vs. Unique Traits'.

Q. 12. Children Apperception Test.

Ans. Ref.: See Chapter-16, Page No. 144, 'Children Appreciation Test (CAT)'.

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Sample Preview of The Chapter

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PERSONALITY: THEORIES AND ASSESSMENT

PERSONALITY : THEORIES AND ASSESSMENT

Definition and Concept of Personality and Personality Development



INTRODUCTION

What do we understand by personality? In common parlance we use the term personality a bit loosely. We say a person has an attractive personality, an impressive personality, an unimpressive personality, etc. referring to the person's looks or the way he walks or presents himself. If a person's looks are not impressive, we say that he does not have a good personality or an impressive personality. This is only a layman's view of personality, not a scientific approach and is not comprehensive enough from the scientific point of view. There are different personality behaviours important from the point of view of study which cannot be studied and the definition also misleadingly indicates that people who do not have certain qualities or are different do not possess a personality. From a psychologists' point of view, we shall define personality, discuss what is personality development and what factors go into making a personality.

CHAPTER AT A GLANCE

DEFINITION AND CONCEPT OF PERSONALITY

A common understanding is to define people's personality in terms of how they appear to people around them. Impressive people, both from the point of view of their looks and from their ability to impress others are considered to have a good personality, otherwise a poor personality. Being attractive or unattractive to

others is not what personality is all about. This approach to personality is criticized by scientists as: (a) It does not have room for various types of behaviours important for the study of personality, and (b) It has no scope for people with unique abilities and qualities.

Individuality and consistency of behaviour define that there is difference in the thoughts, actions and feelings of people in different or same situations. We are identified in the special and unique way in which each of us behaves. According to Kluckhohn and Murray, in certain respects we are like all other persons, in some ways like some other persons and in some ways unlike any other person existing in the past, present or future.

Consistency is an important to define personality. A person has his own way of reacting to certain situations and that reaction is the same always. It does not change drastically over time, but the responses of a person to the world, its situations, remains somewhat same. A person's personality determines his responses.

Personality, thus, can be defined as the distinctive and unique ways in which each individual thinks, acts and feels, which characterize a person's response throughout life. It can be said that personality refers to the permanent qualities or features in the person which influence his consistent behaviour. These may be qualities common to a group or may be unique to the individual, but the pattern would differ from person to person.

Thoughts, feelings and actions determining personality have three features:

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- (i) To differentiate between individuals, thoughts, feelings and actions are considered as behavioural components.
- (ii) Internal factors are more responsible in influencing a person's behaviour than environmental factors.
- (iii) There is a certain degree of organization and pattern in a person's behaviour.

We can fit together the behaviours of a person and locate a pattern in it. Allport's definition of personality as 'The dynamic organization within the person of the psychophysical systems that determine the unique adjustments to one's environment' is in keeping with the fact that people's behavioural structure and pattern tends to change over time, meaning it is not fixed but dynamic. There is an internal personality of people that determines the way they behave. Allport analysed 50 definitions of personality and then put forward the definition given above.

We not make the mistake of confusing personality with character and temperament. Character refers to the actions of a person based on his moral and ethical beliefs. Temperament refers to the qualities like patience, adaptability which a person is born with. Personality includes these but is not the same as these.

PERSONALITY DEVELOPMENT

There are many factors which directly or indirectly influence the growth and development of personality. These are of huge interest to personality psychologists. Broadly three categories of factors have been identified:

- (i) Biological Factors, (ii) Psychological Factors, and (iii) Environmental Factors.

These are known as the determinants of personality and are discussed as under:

Biological Factors

These are the physical determinants based on physique and body functioning that shape personality. Some of these factors have been discussed below:

- (i) **Body build:** Body build determines a person's capacity to do something and how he would react to people who have inferior or superior body structure. We can identify a body build as: (i) Ectomorph (ii) Endomorph, and (iii) Mesomorph.

Ectomorphs are people who are tall and lean and are considered superior to bulky, short people because they are more agile and have greater toleration levels. Mesomorphs are considered superior to both ectomorphs and endomorphs in speed and tolerance because of their strong and muscular build.

If the body build of a person enables him to carry out certain tasks which are socially appreciable and impresses other people, it lifts a person's self-esteem. The person develops a positive favourable self-concept if he can do social tasks better than others, and an unfavourable negative self-concept if he cannot. Thus, if the physical structure of a person is such that he can perform socially desirable functions and get social acceptance, it goes a long way in influencing his own image of himself.

(ii) **Physical attractiveness:** A physically attractive person of any age is more appealing than an ugly person. According to Brislin and Lewis, being with attractive people is very rewarding. An attractive person generally does not have to face intolerance in people's attitudes and people do not judge them harshly. This is why troublesome pretty children are still not criticized but similar behaviour in less attractive children may be criticized. More attractive people leave a better impression and may get promotions sooner even if they are less hardworking than unattractive people.

(iii) **Homeostasis:** It is important to maintain stability in the body in terms of normal body temperature, blood sugar levels, blood pressure, water balance, etc. Instability in any of these parameters brings about disequilibrium and homeostasis disturbance takes place.

If a person's physical parameters mentioned above are in balance, we find the person to be relaxed and psychologically stable. He remains in a good, cheerful mood, and behaves in a pleasant, socially agreeable manner. Disturbed levels of homeostasis results in irritability, indigestion, sleeplessness and other disturbed behaviour patterns.

Disturbances in homeostasis

It has an indirect impact on the behaviour of the person. Each person is affected by the attitude and beliefs of certain people who hold importance in his life. The behaviour of the person depends on how he reacts to them. Suppose, a person is very tall for his age group because of excessive hormones in his body, and this factor is considered by others to be a very positive thing, his reaction will also be positive and his homeostasis will be considered as a positive thing. This disturbance will affect his personality favourably. On the other hand, if his height is considered a negative thing by other people which makes him a social outcast, the person will react negatively and the homeostasis disturbance will be an unfavourable one.

It has been proved through research that homeostasis or lack of homeostasis affects a person's personality development. In several cases, the mental health of the person is affected. High blood sugar levels, deficiency in vitamin B complex causes depression and emotional imbalance. People with high Blood Pressure may become neurotics (mentally unstable). If there is shortage of oxygen in the body (Anoxia), caused by Asthma or any other reason, the person may become a self-critic, mentally confused and cause sudden emotional outbursts.

(iv) Physical defects: Alfred Adler's theory of organ inferiority was the first research to indicate the effect physical defects have on personality, after which several studies have been conducted. A common physical defect is obesity. A very fat person has poor relationships as he becomes slow and cannot keep pace with other people. The person feels inferior and socially outcast because other people tend to make fun of very fat, obese persons. This is a major reason why obese people become more disturbed emotionally, because of other people's criticism and negative comments, apart from lacking the feeling of self-satisfaction of being able to perform various tasks effectively.

Health Conditions

A good or a poor health is an important determinant of personality development. There is sufficient proof of the fact that good health is an asset when it comes to personality of all people, male or female, young or old. After an illness or poor health conditions, people still tend to feel changes in personality even after they have been cured. In the developing years of a person, if he is affected by some severe illness or disease, the after effects on personality are visible till much later in life. Many personality changes in individuals have their source in such childhood illnesses. (Martin and Vincent 1960).

Diabetic people experience tension and anxiety leading to frustration in social dealings. Due to this they become aggressive in their behaviour towards others. In women, any problems in menstrual cycle and menopause cause depression and mood swings. That is the reason why many women are easily irritated, have anger bouts, lack emotional stability and are unable to adjust in social situations. Hence, they cut down on social interactions, which causes low self-esteem and affects their attitudes towards other people.

Psychological Factors

There are many psychological factors which determine personality development, of which the important ones are discussed here.

Intellectual Determinants

The intellectual development of a person affects his personality. Intellectual people are able to adjust better in various life situations. Other people also have a positive judgement of intellectual people which is based on their intellectual achievements.

Their judgement affects the evaluation and development of personality. People with a developed intellect can adjust better in personal and social situations than people with low or average intelligence.

Research again establishes that intellectual men and women have several desirable qualities like thoughtfulness, creativity, the ability to see within (introspection), adventurous nature and give importance to values and social problems. They have greater self-control as they are mentally strong.

On the other hand, superior intelligence is also the root of various special problems which affect personality development adversely. Such people may develop certain negative tendencies like intolerance, emotional conflicts, habit of staying alone, dominant behaviour self-sufficiency, critical attitude, etc. Studies also show that mental capacities also have a bearing on the development of human and moral values.

Emotional Determinants

Emotions are a very important determinant of personality. Emotional factors have a huge bearing on a person's personal and social adjustment. There are many aspects of emotions like dominant emotions, emotional balance, emotional deprivation, excessive love and affection, emotional expressions, emotional catharsis and emotional stress which affect the development of personality directly and indirectly.

Different people are ruled by different predominant emotions in them. It is seen that some people, by nature are happy and cheerful people, while some are forever gloomy and fearsome. These emotions are predominant in them. The happy people will be hopeful even when they face serious problems while the sad people will feel depressed or fearful even during celebrations or happy moments. Thus, the ruling emotion in a person determines how he behaves or feels in different situations. Emotionally balanced people (whose pleasant emotions are more than the unpleasant ones) are able to adjust well socially and personally.

If a person experiences too many problems and obstacles in life, over time he will develop negative feelings like fear, anger, jealousy, etc. which will affect his adjustment process throughout life and develop pathological traits. If emotions like love, happiness and

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curiosity are not present in one's life, it will again affect his adjustments in life.

The influence that the absence of the positive emotions in one's life has depends on how long the person the person was deprived of the emotion, at what age and to what degree. If a child does not get love and affection, he will be emotionally insecure. Such children grow up to become rebellious adolescents and adults because of the strained relationship with their parents or other family members in early childhood.

Excessive Love and Affection

This tends to affect children adversely. Sigmund Freud had cautioned against over-indulgence in children because of which they start developing neurotic disorders. These children become problem creating adults. Children of over protective mothers become immature adults, depending all the time on others. Being able to express one's emotions influences personality. People who are able to express emotions in a socially acceptable manner impress others and also have a good image of themselves. Emotional expression helps to feel better physically and mentally and restore homeostasis.

It is necessary to control one's emotions in social life to leave a positive impression on others, but excessive repression of emotions could cause other problems in the individual like lack of interest in people, mood swings and extreme laziness. It is important to release one's suppressed emotions (known as emotional catharsis) sometimes to restore mental and physical homeostasis. This makes the individual develop a realistic perception of himself.

Self-disclosure

For good mental health and a healthy personality, self-disclosure is important and is considered favourable with people. People who express their emotional stress in the form of anxiety, frustration, jealousy and envy adjust better personally and socially. But extreme emotional stress may force a person to resort to taking drugs or such measures to find relief from the stress. Some people start eating a lot to fight the insecurity caused by stress while some may become mentally depressed. During menstruation many women feel a lot of emotional stress causing depression. It has been marked by psychologists that those people who have a high self-esteem are less affected by stress than those people who have low self-esteem.

Aspiration and Achievements

Aspiration means goals, desire for more than what people have in their present. It is ego that makes people

want to achieve more or have more than they possess. Those longings or desires of people that have their roots in their ego influence their behaviour and personality. Some people get possessed by their desires. This causes adverse effects on their personality. People may aspire to achieve success, which is a positive aspiration, have a negative aspiration like wanting to avoid failure, have realistic aspirations which are within their reach or unrealistic aspirations which they cannot achieve. Another category of aspirations are remote and immediate aspirations. Remote means related to the remote future while immediate aspirations are related to the near future.

Different aspirations differ in their power of motivation like remote and unrealistic aspirations have more power than the immediate and realistic ones. Negative aspirations are not good motivators while positive aspirations are.

Having a very high level of aspiration will adversely affect one's self-concept. The difference or discrepancy between one's capacity to achieve and his level of desire should not be too much. Then the person is not able to achieve what he desires and his confidence will be shaken. The person may not take his failure lightly especially when others also label him a failure. For example, if a student of below average intelligence wants to become the topper, and others also know about it, most probably he will be disheartened and others may laugh at him.

It is the other way round also. High levels of aspiration have proved to be great motivating factors and source of happiness, not always damaging self-concept. As long as the person remains positive and takes it sportingly, high aspiration levels will just be wishful thinking, not causing any serious harm.

Achievements

Achievements are viewed in comparison with others in an objective manner or with one's level of aspiration in a subjective manner. People may feel that their achievements are a success or a failure, affecting their self-concept accordingly. If an individual feels happy about what he has achieved, he will view his achievements as a success. As such, his self-concept will get a positive boost. But if the person feels that his achievement is a failure, he will not get a positive boost from it. In fact, he will feel dissatisfied and miserable and feel low about his self. People who feel that low about his self. People who feel that they are successful in life feel good about themselves, remain cheerful and have a positive self-concept.