Personality is an individual’s unique and relatively consistent pattern of thinking, feeling and behaving. There are four basic groups of theorists who try to describe and explain individual similarities and differences.

<table>
<thead>
<tr>
<th>Perspective</th>
<th>Key Theorists</th>
<th>Key Themes and Ideas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychoanalytic</td>
<td>Sigmund Freud</td>
<td>Influence of unconscious psychological processes; importance of sexual and aggressive instincts; lasting effects of early childhood experiences</td>
</tr>
<tr>
<td></td>
<td>Carl Jung</td>
<td>The collective unconscious, archetypes, and psychological harmony</td>
</tr>
<tr>
<td></td>
<td>Karen Horney</td>
<td>Importance of parent-child relationship; defending against basic anxiety; womb envy</td>
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<tr>
<td></td>
<td>Alfred Adler</td>
<td>Striving for superiority, compensating for feelings of inferiority</td>
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<tr>
<td>Humanistic</td>
<td>Carl Rogers</td>
<td>Emphasis on the self-concept, psychological growth, free will, and inherent goodness</td>
</tr>
<tr>
<td></td>
<td>Abraham Maslow</td>
<td>Behavior as motivated by hierarchy of needs and striving for self-actualization; focus on psychologically healthy people</td>
</tr>
<tr>
<td>Social cognitive</td>
<td>Albert Bandura</td>
<td>Reciprocal interaction of behavioral, cognitive, and environmental factors; emphasis on conscious thoughts, self-efficacy beliefs, self-regulation, and goal setting</td>
</tr>
<tr>
<td>Trait</td>
<td>Raymond Cattell</td>
<td>Emphasis on measuring and describing individual differences; 16 source traits of personality</td>
</tr>
<tr>
<td></td>
<td>Hans Eysenck</td>
<td>Three basic dimensions of personality: introversion—extraversion, neuroticism—emotional stability, and psychoticism</td>
</tr>
<tr>
<td></td>
<td>Robert McCrae and Paul Costa, Jr.</td>
<td>Five-factor model: five basic dimensions of personality: neuroticism, extraversion, openness to experience, agreeableness, conscientiousness (use the mnemonic OCEAN)</td>
</tr>
</tbody>
</table>
Psychoanalytic: Emphasizes the importance of unconscious determinants of behavior, sexual and aggressive drives, and the effects of early childhood experience on later personality development.

- **Freud**
  Influence of unconscious psychological processes; importance of sexual and aggressive instincts; lasting effects of early childhood experiences

- **Carl Jung**
  The collective unconscious, archetypes, and psychological harmony

- **Karen Horney**
  Importance of parent-child relationship; defending against basic anxiety; womb envy

- **Alfred Adler**
  Striving for superiority, compensating for feelings of inferiority
Do We All Speak Freud Here?
[Source: Peter Gay in the March 29, 1999 edition of Time p. 68.]

- **Penis envy**: Freud’s famous theory—not favored by feminists—that women wish they had what men are born with (a penis).
- **Freudian slip**: A seemingly meaningless slip of the tongue that is really e-mail direct from the unconscious.
- **Unconscious**: Repressed feelings, desires, ideas, and memories that are hidden from the conscious mind.
- **Repression**: Involuntary blocking of an unsettling feelings or memories from conscious thought.
- **Oedipus complex**: In classic Freudian theory, children in their phallic phase (ages three to six) form an erotic attachment to the parent of the opposite sex, and a concomitant hatred (occasionally murderous) of the parent of the same sex.
- **Castration anxiety**: A boy’s unconscious fear of losing his penis and his fantasy that girls have already lost theirs.
- **Sublimation**: Unconscious shifting of an unacceptable drive (lust for your sister, say) into culturally acceptable behavior (lust for your friend’s sister).
- **Transference**: Unconscious shifting of feelings about one person in authority (e.g., a parent) to another (e.g., your analyst).
- **Id**: The part of the mind from which primal needs and drives (e.g., lust, rage) emerge.
- **Superego**: The part of the mind where your parents’ and society’s rules reside; the original guilt trip.
- **Ego**: The mind’s mechanism for keeping in touch with reality, it referees the wrestling match between id and superego.
- **Phallic symbols**: Almost anything can look like a penis, but sometimes, as Freud is supposed to have remarked, “A cigar is just a cigar.”

What are other Freudian terms still with us?

- Fixation
- Libido
- Anal

Catharsis

When the language is so pervasive in society, it gives credibility to the theory and belief. Does the data support Freud?
### Freud’s Structure of Personality

Structure of personality (see Figure 11.1)

<table>
<thead>
<tr>
<th>Aspect of personality</th>
<th>Level of Consciousness</th>
<th>Description or Function</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ego</td>
<td>Mostly conscious such as • thoughts and • perceptions</td>
<td>Mediates between id impulses and superego inhibitions; deals with reality (reality principle); the rational part of personality</td>
</tr>
<tr>
<td>Superego</td>
<td>All levels, but mostly preconscious such as • memories and • stored knowledge</td>
<td>Ideals and morals; conscience; incorporated from parents</td>
</tr>
<tr>
<td>Id</td>
<td>Unconscious such as: • Fears • Unacceptable sexual desires • Violent motives • Irrational wishes • Immoral urges • Selfish needs • Shameful experiences</td>
<td>Basic impulses such as sexual urges and aggression; operates on the pleasure principle; seeks immediate gratification; the irrational part of the personality that is impulsive</td>
</tr>
</tbody>
</table>
The Neo-Freudians

The Neo-Freudians (Jung, Horney and Adler) agreed with Freud that unconscious processes and childhood experiences shape personality. However, there are differences between the Neo-Freudians and Freud.

General issues of disagreement:
- Neo-Freudians did not believe that behavior was primarily motivated by sexual urges.
- Neo-Freudians disagreed that personality was fundamentally determined by childhood experiences, but rather throughout the lifespan, such as Erik Erikson (see chapter 9).
- Neo-Freudians did not share Freud’s pessimistic view of human nature and society (remember Freud lived through the devastation of World War I, and witnessed the persecution of Jews in Nazi Germany).
Carl Jung

Born in Switzerland in 1875, he was fascinated by the myths, folktales and religions of his own and other cultures.

- He rejected Freud’s belief that human behavior is fueled by the instinctual drives of sex and aggression. He believed that people are motivated by more general psychological energy that pushes them to achieve psychological growth and spiritual meaning.
- Personality continues to develop in significant ways throughout the lifespan.
- Jung coined the term collective unconsciousness—the deepest part of the individual’s psyche, which is shared by all people and reflects humanities collective evolutionary history. The famous storyteller, Joseph Campbell often refers to Jung.
- There were common symbols across cultures that perhaps reflect common human experiences. He called these symbols archetypes, such as symbols of “good” and “evil”, fertility symbols, “wise old man”, etc. Two important archetypes are the anima and animus. These underlying abstract principles and themes are similar across cultures and manifest themselves in concrete symbols. Such themes include achieving sense of self, parenthood, spiritual search and death. These archetypes are probably common experiences individuals across cultures share.
- Jung concepts are unscientific and mystical making them difficult to assess if they are “real”. Although they are unscientific and mystical, they may be helpful.
Karen Horney

Born in 1885, she emigrated from Germany to the United States during the 1930’s. She noticed distinct differences between her American and German patients.

- She noticed American patients were much more worried about their jobs and economic problems than their sex lives. She stressed the importance of cultural and social factors in personality development, which Freud largely ignored.
- Disturbances in human relationships, not sexual conflicts were the cause of psychological problems. People are trying to deal with basic anxiety—the feelings a child has of being isolated and helpless in a potentially hostile world. She argued that people move towards, move against or away from other people to deal with anxiety. Healthy personalities are flexible in balancing these different strategies for dealing with anxiety. Neurotic people tend to rely on one strategy.
  - People who tend to comply, move towards others have an excessive need for approval and affection.
  - People who tend to be hostile, move against others have an excessive need for power.
  - People who tend are detached, move away, from others have an excessive need for independence.
- Horney disagreed with Freud's interpretation of female development and the concept of penis envy. Women envy men’s superior status, not their penis.
- Like Jung, Horney believed people strive to grow psychologically and achieve one’s potential.
Alfred Adler

Born in Vienna in 1870, he overcame his physical weakness through hard work and determination.

- Adler believed the most fundamental human motive is **striving for superiority** (the desire to improve oneself, help others—social interest, master challenges and move towards self-perfection, NOT dominate others) and overcoming the universal feelings of inferiority.
- Feelings of inferiority experienced during childhood when they are helpless and dependent on others, motivate individuals to strive and compensate for real or imaged weaknesses.
- **Inferiority complex:** An exaggerated sense of inadequacy, weakness and helplessness. The inferiority complex arises when people are unable to compensate for their specific weaknesses.
- **Superiority complex:** When people overcompensate for their feelings of inferiority by dominating and exploiting others. They may exaggerate their importance and accomplishments to cover up weaknesses and deny their limitations when feelings of inadequacy are excessive —eg. a man may become a “Don Juan to prove his masculinity” or aggressive to prove he is strong.
- Adler recognized that people might not be aware of their own life style, which can lead to self-defeating behavior because people do not recognize what their own goals are.
- According to Adler, the goal of therapy is to reorganize the patients’ mistaken beliefs about themselves and others—why do you feel inferior? What makes you so competitive?
Strengths and Weaknesses of Freud and the Psychoanalytic Perspective of Personality?

Strengths and Contributions:

- Psychoanalysis was the first theory of behavior to argue that much of mental life is unconscious. We are unaware of much of our thoughts, feelings and motivators.
- Early childhood experiences have a critical influence on interpersonal relationships and psychological adjustment. This was a novel way of thinking at the turn of the century.
- Freud’s emphasis on early childhood in the prevention of mental disorder led to the development of more emphasis on parenting skills and a general awareness of childhood’s importance.
- People differ significantly in the degree at which they can regulate their impulses, emotions and thoughts towards socially acceptable ends.
- Freud’s concepts generated methods of personality assessment such as psychodynamic interviews and projective tests (which both have limitations).
Weaknesses and Problems:

- Inadequacy of evidence
- Lack of testability
- Sexism

Inadequacy of evidence

- It is impossible to evaluate Freud's data. His data was not based on any written material in his private therapy sessions, and most likely based on reconstructions of his memory of that “data”.
- Confirmation of Freud's theory relies on “data” derived from a relatively small select number of patients and from self-analysis. Most of Freud's patients were relatively well-to-do, well-educated members of the middle and upper class in the turn-of-the-century, composed primarily of wealthy and mentally troubled women who were raised in a society that saw a discussion of sex as uncivilized.
- Freud analyzed the lives of famous historical figures such as DaVinci, and looked to myth, religion, literature and evolutionary prehistory to confirm his ideas.
- His ideas may have been affected by his refusal to believe his patient’s memories of childhood abuse, which he interpreted as fantasies and wish fulfillment. Even if you accept his “data”, how much of was Freud projecting his own ideas onto his patients—seeing only what he expected to find.
- The idea that humans are driven mainly by the unconscious and instincts ignore (subsequent) evidence that much human behavior transcends instinct gratification (eg. see humanist perspective).
Lack of testability:
- Psychoanalytic concepts are vague and ambiguous, making it difficult to assess whether or not they are “real”. Again, this is independent of whether or not these ideas are useful in terms of therapy or constructing a model of personality.
- His concepts are not falsifiable. Scientific claims must be falsifiable (meaning there must be a criteria for support, not support, or inconclusive). How do you falsify the example below?
- Explanations of behaviors rely on a single explanation (e.g. you are fixated at a certain stage, you are repressing feelings of the Oedipus complex, penis envy, etc.) for all behavior.
- Psychoanalysis is better at explaining past behavior and not at predicting future behavior.
  - For example, according to psychoanalysis, a man who is extremely affectionate towards his wife might be exhibiting:
    - displacement (he is transferring affection for his mother towards his wife),
    - reaction formation (he actually hates his wife), or
    - a fixation at the oral stage (his is overly dependent on his wife for affection).
Sexism:
- His theory focuses on male development and is biased towards male anatomy. Women are essentially viewed as a deviation of the norm of masculinity.

Remember, Freud was a pioneer in psychology. Quite often those who are the first to explore a new idea quite often make a lot of mistakes that are addressed at more information is available. In spite of all the problems with psychoanalysis, Freud drew attention to mental processes outside of our conscious awareness.

What about Freud’s catharsis theory of aggression?
- One rationale for having aggression behavior on television is that watching aggression and violence it is a good way to release “built up feelings of aggression”.