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# UNIT 2 STATE/TRAIT APPROACHES TO PERSONALITY

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## Structure

- 2.0 Introduction
- 2.1 Objectives
- 2.2 Type Approaches to Personality
- 2.3 Trait Approaches/Theories
  - 2.3.1 Allport's Trait Approach
    - 2.3.1.1 Common and Individual Traits
    - 2.3.1.2 Cardinal Traits
    - 2.3.1.3 Central Traits
    - 2.3.1.4 Secondary Traits
  - 2.3.2 Cattell's Trait Approach
  - 2.3.3 Eysenck's Type/Trait Hierarchy
    - 2.3.3.1 Extraversion/Introversion
    - 2.3.3.2 Psychoticism/Impulse Control
    - 2.3.3.3 Inhibition Theory
    - 2.3.3.4 Arousal Theory
  - 2.3.4 Guilford's Trait Theory
    - 2.3.4.1 Physiological and Morphological Traits
    - 2.3.4.2 Needs, Interests, Attitudes
    - 2.3.4.3 Aptitudes
    - 2.3.4.4 Temperament
  - 2.3.5 Five Factor Model
    - 2.3.5.1 Extraversion (E)
    - 2.3.5.2 Neuroticism (N)
    - 2.3.5.3 Conscientiousness (C)
    - 2.3.5.4 Agreeableness (A)
    - 2.3.5.5 Openness (O)
- 2.4 Let Us Sum Up
- 2.5 Unit End Questions
- 2.6 Suggested Readings
- 2.7 Answers to Self Assessment Questions

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## 2.0 INTRODUCTION

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A large number of approaches to studying the personality have been put forward by many theorists. One of these is the type and trait approaches and these have been especially attributed to a few major theorists. In this unit we will take up first of all the Type approaches to personality and herein we will discuss the trait approach by Allport to describe personality. This will be followed by the trait approach by Cattell who gave emphasis on source and surface traits. Following this we will be dealing with Eysenck's trait and type approach to personality. Next will be the discussion of Guilford's theory which again is a trait approach. This is followed by the relatively more recent Five Factor Model of personality.

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## 2.1 OBJECTIVES

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After completing this unit, you will be able to:

- Define personality;
- Describe Allport's trait theory approach;
- Elucidate the factors contributing to Allport's theory of personality;
- Describe Cattell's trait theory to understanding personality;
- Explain the factors contributing to Cattell's personality theory;
- Elucidate Eysenck's theory of trait and type approach;
- Explain the factors contributing to Extraversion, neuroticism and psychoticism;
- Elucidate the Trait approach of Guilford to personality;
- Analyse the factors contributing to Guilford's idea of personality development;
- Elucidate the Five Factor Model of personality; and
- Describe and analyse OCEAN.

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## 2.2 TYPE APPROACHES TO PERSONALITY

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The earliest effort to explain human behaviour involved the use of personality typologies, which classified behaviour into discrete, all-or-nothing categories. For example, Hippocrates a Greek Physician (and later on Galen, too) classified individuals into four exclusive types according to four basic internal fluids or humors, each associated with a particular temperament. These four basic fluids were : blood, phelgm, black bile and yellow bile. The dominance of any one fluid led to a particular personality temperament. For example, dominance of blood produced Sanguine temperament (cheerful and active), dominance of phelgm produced Phlegmatic temperament (apathetic and sluggish), the dominance of black bile produced Melancholic temperament (sad and brooding) and dominance of yellow bile produced Choleric temperament (irritable and exitable). This is known as four-humor theory and remained popular for centuries although today it is regarded as a baseless theory because it has been established now that personality and moods are not driven by bodily fluids. Later on the basis of observation of patients, Hippocrates pointed out that people with short and thick bodies were prone to stroke and those with tall, thin bodies to tuberculosis.

Another interesting typologies were that of William Sheldon, a U.S.A. Physician. He tried to relate physique to temperament. On the basis of somatotype (body build), he assigned each individual to one of the three categories , viz., (i) ectomorphic (thin, long and fragile), (ii) endomorphic (fat, soft and round) and (iii) mesomorphic (muscular, strong and rectangular). According to Sheldon, ectomorphs are artistic, brainy and introverted, endomorphs are relaxed, fond of eating, sleeping and sociable whereas mesomorphs are affective, dominant, filled with energy and courage.

Sheldon's theory has not been substantiated and has proved of little value in predicting individual behaviour (Tylor, 1965). In addition, people belonged to many different shape and size and not all can be fitted to the Sheldon's three types.

MBTI (Myers-Briggs Type Indicator) typology is another typology which is modern one and based upon Carl Jung's theory of personality types. Using the MBTI, individual's self-reported preferences are used to assess four dimensions of personality: E or I (Extraversion- Introversion), S or N (Sensing or Intuition), T or F (Thinking-Feeling) and J or P (Judgement-Perception). The MBTI identifies 16 types of personality based on Jung's distinctions between E-I, S-N and T-F, as well as upon Isobel Myer's distinction between J-P. The J-P distinction indicates as to whether an individual's orientation toward the external world comes from rational (judging) or the irrational (perceiving) function pair. If a person takes MBTI, he would be assigned to only one pole of each dimension and the combination of dimensions would determine which of the sixteen types best describes him. For example, a person who receives ESFP (Extraverted-Sensing-Feeling-Perception) classification would be characterised as outgoing, easygoing, accepting, friendly and would be considered best in situations that need sound common sense and practical ability with people as well as with things.

The Myers-Briggs is a very good type system because its categories are distinct or discontinuous and people of any one type are supported to be very much like each other that help them to be distinguished from other types. Critics of MBTI state that while the four dimensions are informative, persons should be described according to their actual scores on each dimension rather than being mixed into types.

Type approach to personality apparently fails in its mission to provide a satisfactory classification system because there are many people who cannot be fitted into prescribed type. Today, psychologists prefer to describe people not in terms of type rather in terms of traits. Types are not descriptive of the persons. In fact, they rob the uniqueness of persons by placing the persons into a preconceived category. Thus type exists in the eye of beholder whereas traits exist within the people.

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## **2.3 TRAIT APPROACHES/THEORIES**

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These approaches explain personality in terms of traits, which are defined as relatively stable and consistent personal characteristics. Trait approach attempts to explain personality and differences between people in terms of their personal characteristics, to devise ways of measuring individual differences in personality traits and to use these measures for understanding and predicting a person's behaviour. Type approach assume that there are separate, and discontinuous categories into which persons fit whereas trait approach assumes that there are continuous dimensions such as warmth, extraversion, etc. that vary in quality as well as degree.

Under the trait approach, the viewpoints of Allport, Cattell, Eysenck Guilford, and the Five Factor Model would be discussed in detail.

### 2.3.1 Allport's Trait Approach

Allport is regarded as one of the most important and influential personality theorists. Several years ago, Allport went through the English Dictionary and painstakingly recorded a list of 17,953 words that described personal traits (Allport & Odbert, 1936). Obviously it would be impractical to describe persons in terms of where they fall on roughly 18,000 traits. However, on the basis of these words, attempt was made to propose traits like dominance, friendliness, self-esteem, etc. This is called lexical approach to define personality trait.

For Allport, traits are the building blocks of personality as well as the source of individuality. He is known as idiographic trait theorist who has a strong belief that each person has some unique as well as some common characteristics that together form a unique combination of traits. For Allport, trait is something that exists but remains invisible. It is located somewhere in the nervous system (Ryckman, 1993).

We infer the existence of a trait by observing consistencies in the behaviour of the person. Dissimilar stimuli tend to arouse a trait readiness within the person and then trait manifests itself through the varieties of different responses. All these responses are equivalent in the sense that they serve the function of expression of trait.

To illustrate this, let us take an example of an employee working in the university office. His shyness is inferred from his inability to establish friendship with others, his avoidance of social gatherings of the employees, his enjoyment with solitary entertainment activities and his unwillingness to participate in discussion, etc.

#### 2.3.1.1 Common and Individual Traits

Allport recognised two major categories of traits:

- i) Common traits and
- ii) Individual traits.

Common traits are those traits which we share in common with many others in our culture. For example being quiet, showing due respect to seniors and making polite behaviour to others are the traits we share with others in Indian culture. This illustrates the common traits.

Individual traits or also called personal dispositions are those traits which are unique to the person concerned and Allport regarded individual traits to be more important than common traits.

According to him, there are three types of individual traits

#### 2.3.1.2 Cardinal Traits

A cardinal trait is a trait which is so pervasive, dominant and outstanding in life that every behaviour seems traceable to its influence. Most people do not have cardinal traits but those who have them, are well-known by those traits. For instance, Mahatma Gandhi was having the cardinal traits of peace-loving and strong faith in non-violence for which he is well known.

### 2.3.1.3 Central Traits

Central traits are those traits which are generally listed in a carefully written letter of recommendation. In fact, any trait name like friendliness, dominance, self-centeredness would be the example of central trait. Every person has several central traits and there are five to ten most outstanding traits in each person around which a person's life focuses.

### 2.3.1.4 Secondary Traits

Secondary traits are traits which are less conspicuous, less consistent, less generalised and less relevant to the definition of personality. For example, food habits, hair style, and specific attitudes are examples of secondary traits.

All these traits are dynamic in the sense that they possess motivational power. Those individual traits or dispositions which are intensely experienced are said to be more motivational. Those individual traits which are less intensely experienced though possessing more motivational power are said to be more stylistic.

Whether motivational or stylistics, some individual traits are close to the core of the person's personality whereas some are at the periphery.

According to Allport, all these individual traits form structure of personality which, in turn, determines the behaviour of an individual. In his view only by focussing upon the uniqueness of the individual, a scientific and substantial understanding of personality is possible.

Allport also held that personality is not a mere bundle of unrelated traits, rather it embodies a unity, consistency and integration of traits. This integration work is accomplished by self or 'Proprium' as Allport has named it. In his view the Proprium or self develops continuously from infancy to death and during this period it moves through a series of stages.

#### Self Assessment Questions 1

- 1) Allport was supporter of:
  - a) Nomothetic approach to personality
  - b) Trait approach to personality
  - c) Idiographic approach to personality
  - d) Both b and c
- 2) Your hair style will be the example of:
  - a) Cardinal trait
  - b) Secondary trait
  - c) Central trait
  - d) None of these
- 3) Allport emphasised more upon:
  - a) Common trait
  - b) Individual traits
  - c) Proprium
  - e) None of these.

- 4) Following Allport, the trait which is a defining characteristic of one's personality is :
  - a) Individual trait
  - b) Common trait
  - c) Cardinal trait
  - d) Secondary trait.
- 5) You have just been told by counsellor that on the basis of Myers-Briggs personality test you are an ESTP. Your counsellor apparently favours which of the following approaches to personality :
  - a) Trait approach
  - b) Type approach
  - c) Psychodynamic approach
  - d) Type approach

### 2.3.2 Cattell's Trait Approach

Raymond Cattell (1950) considered personality to be a pattern of traits providing the key to understanding it and predicting a person's behaviour. According to him, traits are relatively permanent and broad reaction tendencies of personality. They serve as the building blocks of personality. He distinguished between (i) surface trait and source trait, (ii) constitutional and environmental-mold traits (iii) ability, temperament and dynamic traits.

#### i) Surface traits and source traits

The observable qualities of a personality like kindness, honesty, helpfulness, generosity, etc. are named as surface traits. Allport has called these qualities or traits as central traits. Using questionnaires and observations, Cattell studied several thousand people and he reported certain cluster of surface traits that appeared together from time to time. He further reported that these were the clear evidence of some deeper, more general underlying personality factors, and he referred to these as source traits.

Source traits make up the most basic structure of personality and are the underlying factors that are responsible for the inter-correlation among surface traits. Although source traits are smaller in number than surface traits, yet they are better predictors of human behaviour. We all possess the same source traits but we do not possess them in the same amount. For example, intelligence is an example of source trait and everyone of us possesses this but we all do not possess intelligence in the same amount.

Cattell found 23 source traits in normal persons and 16 of which he studied in detail. These 16 basic source traits were then used in the construction of the Sixteen Personality (16PF) Questionnaire popularly known as "16 PF test". The sixteen factors identified by Cattell include (i) Reserved vs outgoing, (ii) less intelligent vs more intelligent, (iii) emotional vs. stable (iv) humble vs. assertive, (v) sober vs. happy-go-lucky, (vi) expedient vs. conscientious, (vii) shy vs. venturesome, (viii) tough-minded vs. tender-minded, (ix) trusting vs. suspicious, (x) practical vs. imaginative, (xi) forthright vs. shrewd (xii) placid vs. apprehensive, (xiii) conservative vs. experimenting, (xiv) group-tied vs. self-sufficiency, (xv) casual vs. controlled, and (xvi) relaxed vs. tense.

In addition to these 16 factors measured by personality test, Cattell, on the basis of his subsequent researches proposed seven new factors : excitability, zepia vs. Coasthenia, boorishness vs. mature socialisation, sanguine casualness, group dedication with sensed inadequacy and social panache vs. explicit expression.

Although the sixteen source traits utilised in 16PF can be used to make distinction between normals and neurotics, they fail to assess all aspects of deviant behaviour as well as the characteristics of psychotics. Using factor analysis to the surface traits of the normal and abnormal personality spheres, Cattell derived 12 new factors that measure psychopathological traits, such as hypochondriasis, zestfulness, brooding discontent, anxious depression, energy euphoria, guilt and resentment, bored depression, paranoia, psychopathic deviation, schizophrenemia, psychesthesia and general psychosis. All these traits are in bipolar format. These 12 factors have been combined with 16 PF in the construction of new test called Clinical Analysis Questionnaire (CAQ). With the construction of CAQ, Cattell was of the view that he has identified major source traits of both normal and abnormal personality.

## ii) **Constitutional and environmental traits**

Cattell also distinguished between constitutional traits and environmental mold traits. Constitutional traits are those traits which are determined by nature or biology whereas environmental mold traits are those which are determined by nurture that is by experience gained in interaction with environment.

Most surface traits, for Cattell, reflects a mixture of both heredity (nature) and environment (nurture). However, he further points out that there are some source traits which derive solely from within the individual (biology of the individual) and there are some source traits which derive solely from source derived only from environmental factors. Through a complicated statistical technique called MAVA (Multiple Abstract Variance Analysis), he was able to assess the degree to which various traits are determined either by environmental or genetically determined factors. MAVA is based upon the comparisons between people of the same family either reared together or reared apart or between members of different families reared either together or apart.

## iii) **Ability, temperament and dynamic traits**

Cattell has further subdivided traits into ability traits, temperament traits and dynamic traits.

*Ability traits* refer to the person's skill in dealing with the environment and the goals set therein. Intelligence is an example of ability trait.

*Temperament traits* refer to stylistic tendencies that largely show how a person moves towards a goal. Being moody, irritable, easygoing are examples of temperament trait.

*Dynamic traits* are the person's motivation and interest which set the person in action toward the goal. A person may be characterised as being power-seeking, ambitious or sports-oriented. This reflects the dynamic trait. The important dynamic traits in Cattell's system are of three types, viz. (i) attitudes, (ii) ergs and (iii) sentiments.

Attitudes are dynamic surface traits which display specific manifestations of underlying motives. Ergs are constitutional dynamic source trait. It is through ergs that cattell has given due recognition to innately determined but modifiable impellents of behaviour. Ten ergs like hunger, sex, gregariousness, parental protectiveness, curiosity, escape, pugnacity, acquisitiveness, self-assertion and

narcissistic sex have been recognised by Cattell. Sentiment focusses on social object and it is an environmental mold dynamic source trait. Thus it is more or less parallel to ergs except that it results from experimental or socio-cultural factors.

### Self Assessment Questions 2

- 1) The inter-correlation among surface traits leads to development of an inference about:
  - a) Temperament trait
  - b) Erg
  - c) Source trait
  - d) None of there
- 2) Erg belongs to the category of:
  - a) Temperament trait
  - b) Dynamic trait
  - c) Ability trait
  - d) None.
- 3) Which of the following is not assessed by clinical Analysis questionnaire?
  - a) Energy Euphoria
  - b) Bored dpression
  - c) Schizophrenia
  - d) Shyness.
- 4) Friendliness is an example of:
  - a) Source trait
  - b) Surface trait
  - c) Temperament trait
  - d) None.
- 5) According to Cattell which trait causes behaviour for predictable purposes:
  - a) Surface trait
  - b) Abiity trait
  - c) Source trait
  - d) Dynamic trait.

### 2.3.3 Eysenck's Type/ Trait Hierarchy

British Psychologist Hans Eysenck (1990) had a strong belief that personality is largely determined by genes and that the environmental factors have very little role to play in it. He opined that personality is more or less stable and enduring organisation of a person's character, temperament, intellect and physique. In this definition, he has emphasised upon traits (stable and enduring characteristics) which when clustered together, constitutes a type.

Eysenek's viewpoint is personality is hierarchically organised, consisting of types, traits and habits. At the lowest level of Eysenck's hierarchy are the single responses like action or thoughts. Regularly occurring responses form habits and related habits form traits and several traits clustered together constitute a type or also known as super factors.

Thus types are most abstract, followed by traits and then by habits and then finally by responses at the beginning level. In fact, each of the 'type' concepts is based on a set of observed inter correlations among various traits. Each 'trait' is inferred from inter correlations among habitual responses. Habitual responses are, in turn, based upon specific observable responses.

Thus the entire process can be explained through an example. It is known that 'extraversion' is based upon observed inter correlations among the traits like liveliness, sociability, activity, and excitability. Each of these traits is inferred from inter correlations among habitual responses such as for instance going to club, liking to talk with people, taking part in any social activity on the spur of the moment and so forth. These habits are themselves inferred from some observable specific responses like real occasion where the person actually went to club, talked with people, participated in group discussion, etc.

Based upon numerous factor analyses on personality data gathered from different populations, Eysenck derived two major factors or dimensions of personality, viz.,

- i) Extraversion/Introversion
- ii) Neuroticism/stability.

Later, on the basis of other statistical analysis, he postulated a third dimension, viz.,

- iii) Psychoticism/Impulse control.

These three dimensions, according to Eysenck, are the major individual difference types considered most useful in describing personality functioning. To measure these three dimensions of personality, Eysenck developed a paper and pencil test. The latest version of the test has been named as Eysenck Personality Questionnaire (EPQ).

### **2.3.3.1 Extraversion/Introversion**

Extraverts are individuals who are sociable and impulsive and who like excitement and oriented toward external reality. Introverts are introspective persons who are more oriented toward inner reality and tend to exhibit preference towards a well-ordered life. Neurotics are emotionally unstable persons. The hallmark of most neurotics is that they exhibit an anxiety level disproportionate to the realities of the situation. Some neurotics may exhibit obsessional or impulsive symptoms and some may show unreasonable fear of objects, persons, places, etc. However, there are neurotics who are free from the burden of anxiety and fear and in this group, psychopaths are placed who fail to assess the consequences of their actions and who behave in antisocial manner regardless of the punishment they get (Eysenck, 1965).

### **2.3.3.2 Psychoticism/Impulse Control**

Psychotics are characterised by traits such as being insensitive to others, hostile, at times cruel and inhuman. Despite all the psychopathological traits, Eysenck believed that psychotics tend to be creative (Eysenck & Eysenck, 1985). He based his conclusion on his work with schizophrenics who gave many original responses on the Rorschach test.

### **2.3.3.3 Inhibition Theory**

Eysenck developed a theory called inhibition theory to explain why people who differed along the various dimensions should behave differently from one another. According to Eysenck, individual differences along the extraversion/introversion dimension are strongly determined by heredity and have their basic origins in the cerebral Cortex of the central nervous system.

Drawing upon the work of Tephlov (1964) and Pavlov (1927), Eysenck pointed out that extraverts have relatively stronger inhibitory processes and very weak excitatory processes. Besides, their nervous systems are strong which forces them to tolerate a large capacity of stimulation. Introverts, on the other hand, have very strong excitatory processes and weak inhibitory processes. Apart from this, their nervous system is weak which means that they have a small capacity to tolerate stimulation. Thus the brains of extraverts react more slowly and weakly towards stimuli thereby creating a strong desire for strong sensory stimulation which causes them to seek excitement by going to parties, making new friends, and attending to various types of meeting, etc. On the other hand, introverts are more cortically aroused and their brains react quickly and strongly to stimuli. As such, they tolerate relatively small amount of stimulation. Consequently, strong stimulation from the environment proves to be aversive for them and they tend to spend more time in aloof activities like reading, writing, playing chess, etc.

### 2.3.3.4 Arousal Theory

Recently, inhibition theory has been replaced by arousal theory by Eysenck because inhibition and excitation although were very useful concepts, were found to be extremely difficult to assess. Arousal theory has the advantage of identifying the physiological systems underlying individual differences in extraversion / introversion and neuroticism / stability. According to arousal theory, differences in the behaviour of introverts and extraverts are due to the various parts of Ascending Reticular Activating System (ARAS) which is a network of fibers going upward from the lower brain stem to the thalamus and cortex. Some other fibers descend from the lower brain stem which influences the activities of bodily muscles and autonomic nervous system. At the same time, such descending fibers can also modulate the activity of the brain stem.

Thus the relation between ARAS and cortex become reciprocal, that is , ARAS activate the cortex, which, in turn, influences ARAS either by increasing or inhibiting the excitability. Eysenck was of view that introverts have innately higher levels of arousal than extraverts. As a result, they are more likely to be sensitive to stimulation. In arousal theory, Eysenck tends to make it explicit that the seat of neuroticism lies in visceral brain or limbic system.

All structures of visceral brain such as hippocampus, amygdala, cingulum, septum and hypothalamus are involved in generating emotionality. Since visceral brain and ARSA are only partially independent from each other, cortical and autonomic arousal can also be produced by activities of the visceral brain. In particular, such activities produce arousal in sympathetic nervous system, causing increase in heart rate, breathing rates and loss of digestion, etc. People showing higher degree of neuroticism generally have lower thresholds for activity in visceral brain and greater responsivity of sympathetic nervous system. That is the reason why neurotics are innately more reactive rather overreacting to even mild forms of stimulation.

#### Self Assessment Questions 3

- 1) What is the correct sequence of organisation in Eysenck type-trait hierarchy?
  - a) Trait-Type-Habit-Response
  - b) Response-Habit-Trait-Type

- c) Type-Trait-Response-Habit
- d) Habit-Response-Trait-Type.
- 2) Which of the followings is Not assessed by EPQ?
  - a) Extroversion
  - b) Psychoticism
  - c) Neuroticism
  - d) Pscyhopathic tendencies.
- 3) According to Eysenck, which are is Not the characteristic of Psychotics?
  - a) Psychotics are creative people
  - b) Psychotics are hostile and cruel
  - c) Psychotics are inhumane
  - d) Psychotics are oriented toward inner reality.
- 4) Who claimed that personality can best be understood by assessing people on two dimensions: Extroversion and Neuroticism ?
  - a) Allport
  - b) Cattell
  - c) Eyesenck
  - d) Jung.
- 5) According to arousal theory of Eysenck, which one is regarded as the seat of neuroticism ?  
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**2.3.4 Guilford’s Trait Theory**

J.P. Guilford is another important psychologist who have tried to analyse and predict about personality on the basis of traits. The importance of trait for Guildford’s view about personality can be understood from his definition of personality which states that an individual personality is nothing but the individual’s unique pattern of traits. Trait, for him, is any distinguishable, relatively enduring way in which one person differs from another.

Using factor analysis, Guilford came to the conclusion that there are seven modalities of traits, that is (i) morphological, (ii) physiological, (iii) needs, (iv) interest, (v) attitudes (vi) aptitudes and (vii) temperament. The first two are the somatic traits whereas the last five are behavioural aspects of personality.

Guilford has emphasised that these modalities should not be regarded as seven separate constituent parts of personality but personality must be seen as integrated whole and these seven modalities can be seven different directions from which the whole can be viewed. In other words, personality is not the sum total of seven traits but rather a whole or single entity which can be looked at from at least seven different angles. These seven traits are briefly discussed below.

#### **2.3.4.1 Physiological and Morphological Traits**

Physiological traits and morphological traits together are called somatic traits. Physiological traits refer to physical functions such as heart rate, breathing rate, hormone level, blood sugar and so forth. Morphological traits, on the other hand, refer to physical attributes such as physique, head size, length of hand and leg, size of ear, curvature of spine, etc. Guilford (1959) reported very little substantial relationship between these two types of traits, that is, morphological traits and physiological traits although Sheldon (1942) earlier had reported a high correlation between physique and temperament.

#### **2.3.4.2 Needs, Interests and Attitudes**

Needs, interests and attitudes are regarded as hormetic (adaptive responses) dimensions of personality by Guilford. These hormetic traits, therefore, instigate action because they are more or less directly related to motivation.

Needs are said to be relatively permanent dispositions that motivate the person towards certain condition. For example, prestige is one need and it instigates action towards getting social prestige. Likewise to get food is a need, which motivates a hungry person toward securing a full stomach.

Interests are person's generalised behaviour tendency to be attracted by some stimuli. Thus, for Guilford, interest are general rather than specific traits and valued positively rather than negatively. Besides, interest also refers to liking to perform some activities. All such interests contribute to causation of behaviour.

Attitudes also instigate behaviour and they are defined as a disposition to favour or not to favour a social object or social action. Since attitudes involve belief, feelings and action, therefore, they are cognitive, affective and conative, too. One's view about premarital sex, divorce and equal right to women can be the example of attitudes. Having a particular attitude forces the person to think, feel and act accordingly.

#### **2.3.4.3 Aptitudes**

Aptitudes refer to how well an individual can perform a given activity and they represent a dimension of ability though they are more specific than abilities. It means that all aptitudes are abilities but not all abilities are aptitude. For example, a tall person may have the ability to reach at the highest shelf but this could not be considered his aptitude. On the basis of factor analysis, Guildford (1959) identified three primary aptitudes, viz., (i) Perceptual aptitudes, (ii) Psychomotor aptitudes and (iii) intelligence.

Perceptual aptitudes relate to the various sense modalities and include factors like visual, auditory and kinesthetic sensitivity.

Psychomotor aptitudes are abilities shown by physical educators, dance instructors and athletic coaches. Human engineers also need psychomotor aptitudes because they have to design machine in such a way that they must be operated conveniently.

Intelligence is a general aptitude. Guilford developed his famous Structure-of-intellect model based upon three primary parameters of operations, products and contents. Originally, there were five categories of operation and six categories of

product and four categories of content in this model. The result was  $5 \times 6 \times 4 = 120$  factors or components of intelligence. Shortly before his death, Guilford (1988), however, expanded the total number from 120 to 180 abilities or factors when he raised the categories of operation from five to six by dividing one of the component of operation, that is, memory into two : Memory recording and Memory relation. The total number of categories of contents was also changed from four to five. Thus now the total factors constituting intelligence became  $6 \times 6 \times 5 = 180$ .

#### 2.3.4.4 Temperament

According to Guilford (1959) temperament refers to the manner in which the individual performs a behaviour. Whether a person is impulsive, tolerant, deliberate or critical in his or her behaviour, is all indicative of the person's temperament. Temperament has been assessed by varieties of inventories in which Guilford-Zimmerman Temperament Survey (GZTS) became very popular.

GZTS assesses 10 bipolar traits of temperament : General activity vs. Inactivity (G), Restraint vs. Impulsiveness (R), Ascendance vs. submissiveness (A), Sociability vs. Shyness (S), Emotional stability vs. Depression (E) Objectivity vs. Subjectivity (O), Friendliness vs. Hostility (F), Thoughtfulness vs. Unreflectiveness (T), Personal relations vs. Criticalness (P) and Masculinity vs. Femininity (M).

Guilford has pointed out that there are three levels of trait generality : hexic level, primary trait level and type level. Hextic trait is displayed by the person only in specific situations. For example, Mohan who is generally shy and reserved person, may show dominance and aggression before his friends for wining the competition. Here dominance and aggression are examples of hexic level trait and determine his specific actions.

Primary traits are manifested in broader range of behaviour than are hexic traits. For example, when Shyam shows dominance and aggression most of the time in his behaviour, it means these two are his primary traits. Guilford further has opined that primary traits are determined to some extent by types. When a person's behaviours generally revolve around any single disposition, he is said to be manifesting a type upon which Guilford did not give as much emphasis as it had been done by Eysenck. Thus types are composed of primary traits which have positive intercorrelations. An extravert type, for example, may be recognised through observation of high correlations among the primary traits of sociability, orientation towards external reality, impulsiveness, love for contacting other people, tolerance for pain, etc.

#### Self Assessment Questions 4

- 1) Which of the followings is Not a hormetic trait ?
 

a) Interest	b) Need
c) Attitude	d) Aptitude
- 2) Physicque is an example of:
 

a) Hormetic trait	b) Physiological trait
c) Morphological	d) None.

- |   |                             |
|---|-----------------------------|
| 3) How many abilities have been identified by Structure-of-intellect model?                     |                             |
| a) 120  | b) 160                      |
| c) 180  | d) 140                      |
| 4) Physical functions like heart rate, breathing rate, brain wave patterns are all covered by : |                             |
| a) Morphological traits   | b) Physiological traits     |
| c) Hormetic traits  | d) Behavioural traits.      |
| 5) Which of the followings is not assessed by GZTS?   |                             |
| a) Masculinity – femininity   | b) Friendliness – hostility |
| c) Practical – imaginative  | d) Sociability – shyness.   |

### 2.3.5 Five Factor Model

Today, the most talked about trait approach to personality is the Five Factor Model (FFM) also known as the Big Five. As its name implies, according to this model there are five broad personality factors, each of which is composed of constellation of traits. Based on his own researches as well as researches of others in 1981, Goldberg pointed out that it is possible to prepare a model for structuring individual differences among traits of personality. Big Five was meant to refer to the finding that each factor subsumes a large number of specific traits. In fact, the Big Five are almost as broad and abstract as Eysenck's superfactors. Those Big Five dimensions of personality using the names assigned by MC Crae and Costa (1987) are as under :

#### 2.3.5.1 Extraversion (E)

This factor assesses the quality and intensity of interpersonal interaction. High scorer in this factor is characterised by being sociable, active, talkative, person-oriented, optimistic, fun-loving and affectionate, whereas low scorer is characterised by being reserved, sober, aloof, task oriented, retiring and quiet. Thus this factor contrasts extraverted traits with introverted traits.

#### 2.3.5.2 Neuroticism (N)

This factor assesses adjustment vs. emotional instability. Persons high on neuroticism are prone to emotional instability. Such persons tend to experience negative emotion and are characterised by being moody, irritable, nervous, insecure, and hypochondriacal. Low scorers on this dimension are characterised by being calm, relaxed, unemotional, hardy, self-satisfied etc. Thus this factor differentiates people who are emotionally stable from those who are emotionally unstable.

#### 2.3.5.3 Conscientiousness (C)

This factor mainly assesses the person's degree of organisation, persistence and motivation in goal directed behaviour. In other words, this factor describes task and goal directed behaviours and the socially required impulse control behaviour. This factor easily differentiates individuals who are dependable, organised, hard working, responsible, reliable and thorough (high scorers) from those who are undependable, disorganised, unreliable, impulsive, irresponsible, lazy and negligent (low scorers).

### 2.3.5.4 Agreeableness (A)

This factor assesses the person's quality of interpersonal orientation ranging from compassion to antagonism in thinking, feeling and action. High scorer on this factor would be characterised by soft-hearted, good-natured, trusting, helpful, straightforward and forgiving whereas the low scorer would be characterised by cynical, suspicious, uncooperative, vengeful, irritable and manipulative.

### 2.3.5.5 Openness (O)

This factor assesses proactive seeking and appreciation of experience for its own sake as well as tolerance for and exploration for the something new and unfamiliar. High scorers would be characterised by being good-natured, warm, sympathetic and cooperative whereas low scorers would be characterised by being unfriendly, aggressive, unpleasant, argumentative, cold and even hostile.

First letters of the Big Five dimensions can be reordered to spell out the word OCEAN—an easy way to keep them in memory.

For assessing these Big Five dimensions, Goldberg (1992) has developed a questionnaire named Transparent Bipolar Inventory. Still another much more popular questionnaire to assess Big Five has been developed by Costa and McCrae (1992). This questionnaire has been named as the NEO-Personality Inventory (NEO-PI-R). Originally, this inventory assessed only N, E and O but later on the other two factors such as A and C were also included. In this new inventory each dimension or factor is defined by six facets and each facet is measured by 8 items. Therefore, the latest version of NEO-PI-R consists of a total of 240 items (5 factors  $\times$  6 facets  $\times$  8 items). On the basis of several studies, McCrae and Costa (1990) are convinced that these five factors as measured by NEO-PI-R are sufficient for describing the basic dimensions of personality. In fact, they go beyond this to say that, "no other system is as complete and yet so parsimonious".

In making a fair evaluation to trait approach, it can be said that longitudinal studies support trait approach. McCrae and Costa (1990) have studied personality traits of persons over time and have found them to be stable for a periods of 3 to 30 years. They have opined that stable individual differences in basic dimensions are universal feature of adult personality. Despite this, critics are of view that trait approach, like type approach, don't explain the causes or development of personality. It simply identify and describe characteristics, which are correlated with behaviour. Moreover, critics of trait perspective further say that the consistency of our behaviour across situations is very low and therefore, not predictable on the basis of personality traits. Initially, one of the severest critics of trait approach was Walter Mischel (1968) who claimed that the situation, and not our traits, determines the behaviour.

Thus his stand initiated person situation debate, that is, question of relative importance of person and situation in determining the behaviour of the persons. Now Mischel has modified his original position and has proclaimed that behaviour is shaped by both the person (traits) and the situation. Other psychologists have also provided support for the view that there are some internal traits which strongly influence behaviour across different situations (Carson, 1989; McAdams, 1992).

### Self Assessment Questions 5

- 1) Which of the followings is not assessed by Five factor model ?
  - a) Neuroticism
  - b) Psychoticism
  - c) Agreeableness
  - d) Conscientiousness.
- 2) The latest version of NEO-PI-R measures the dimensions of personality through :
  - a) Six facets
  - b) Five facets
  - c) Seven facets
  - d) Four facets.
- 3) Who developed Transparent Bipolar Inventory ?
  - a) McCrae and Costa
  - b) Goldbeng
  - c) Eysenck
  - d) None of these.
- 4) Who has been considered as the most severest critics of trait approach?
  - a) Campbell
  - b) Hawley
  - c) Mischel
  - d) None of these.
- 5) High scorers on Agreeableness dimension of Big Five model would be characterised by being :
  - a) good-natured, trusting and soft-hearted
  - b) organised, reliable and hard-working
  - c) curious, creative and untraditional
  - d) active, talkative and fun-loving

## 2.4 LET US SUM UP

In this unit we learnt that the earliest effort to explain human behaviour involved the use of personality typologies, which classified behaviour into discrete, all-or-nothing categories. The first was the four-humor theory and remained popular for centuries although today it is regarded as a baseless theory because it has been established now that personality and moods are not driven by bodily fluids. This was followed by Sheldon's somatotype (body build) based theory of personality. Sheldon assigned each individual to one of the three categories, viz., (i) ectomorphic (thin, long and fragile), (ii) endomorphic (fat, soft and round) and (iii) mesomorphic (muscular, strong and rectangular). According to Sheldon, ectomorphs are artistic, brainy and introverted, endomorphs are relaxed, fond of eating, sleeping and sociable whereas mesomorphs are affective, dominant, filled with energy and courage.

MBTI (Myers-Briggs Type Indicator) typology is another typology which is modern one and based upon Carl Jung's theory of personality types. The four dimensions of personality that are assessed here are : E or I (Extraversion-Introversion), S or N (Sensing or Intuition), T or F (Thinking-Feeling) and J or P (Judgment-Perception). The MBTI identifies 16 types of personality based on Jung's distinctions between E-I, S-N and T-F, as well as upon Isobel Myer's distinction between J-P.

Since the type theories robbed the uniqueness of persons by placing the persons into a preconceived category, the trait theories came about. Trait approaches explain personality in terms of traits, which are defined as relatively stable and consistent personal characteristics. Trait approach attempts to explain personality and differences between people in terms of their personal characteristics, to devise ways of measuring individual differences in personality traits and to use these measures for understanding and predicting a person's behaviour. Under the trait approach, we considered the viewpoints of Allport, Cattell, Eysenck, Guilford, and the Five Factor Model would be discussed in detail.

For Allport, traits are the building blocks of personality as well as the source of individuality. For Allport, trait is something that exists but remains invisible. It is located somewhere in the nervous system (Ryckman, 1993). Allport recognised two major categories of traits Common traits and Individual traits. He classified individual traits further into three types, viz. cardinal traits, central trait and secondary trait.

All these traits are dynamic in the sense that they possess motivational power. Those individual traits or dispositions which are intensely experienced are said to be more motivational. Those individual traits which are less intensely experienced though possessing more motivational power are said to be more stylistic.

According to Allport, all these individual traits form structure of personality which, in turn, determines the behaviour of an individual. In his view only by focussing upon the uniqueness of the individual, a scientific and substantial understanding of personality is possible.

We then learnt about Cattell's Trait theory. Raymond Cattell (1950) considered personality to be a pattern of traits providing the key to understanding it and predicting a person's behaviour. According to him, traits are relatively permanent and broad reaction tendencies of personality. They serve as the building blocks of personality. He distinguished between (i) surface trait and source trait, (ii) constitutional and environmental-mold traits (iii) ability, temperament and dynamic traits.

Cattell found 23 source traits in normal persons and 16 of which he studied in detail. These 16 basic source traits were then used in the construction of the Sixteen Personality (16PF) Questionnaire popularly known as "16 PF test". In addition to these 16 factors measured by personality test, Cattell, on the basis of his subsequent researches proposed seven new factors. Using factor analysis to the surface traits of the normal and abnormal personality spheres, Cattell derived 12 new factors that measure psychopathological traits. Cattell also distinguished between constitutional traits and environmental mold traits. Cattell has further subdivided traits into ability traits, temperament traits and dynamic traits.

Dynamic traits are the person's motivation and interest which set the person in action toward the goal. The important dynamic traits in Cattell's system are of three types, viz. (i) attitudes, (ii) ergs and (iii) sentiments.

We then learnt about Eysenck's Type Trait Hierarchy theory. British Psychologist Hans Eysenck (1990) had a strong belief that personality is largely determined by genes and that the environmental factors have very little role to play in it. He

opined that personality is more or less stable and enduring organisation of a person's character, temperament, intellect and physique. In this definition, he has emphasised upon traits (stable and enduring characteristics) which when clustered together, constitutes a type.

Eysenck's viewpoint is personality is hierarchically organised, consisting of types, traits and habits. At the lowest level of Eysenck's hierarchy are the single responses like action or thoughts. Regularly occurring responses form habits and related habits form traits and several traits clustered together constitute a type or also known as super factors. Later, on the basis of other statistical analysis, he postulated a third dimension, viz., Psychoticism/Impulse control. These three dimensions, according to Eysenck, are the major individual difference types considered most useful in describing personality functioning. To measure these three dimensions of personality, Eysenck developed a paper and pencil test. The latest version of the test has been named as Eysenck Personality Questionnaire (EPQ).

Recently, inhibition theory has been replaced by arousal theory by Eysenck because inhibition and excitation although were very useful concepts, were found to be extremely difficult to assess. According to arousal theory, differences in the behaviour of introverts and extraverts are due to the various parts of Ascending Reticular Activating System (ARAS) in the nervous system.

Eysenck's theory was followed by learning about Guilford's trait theory. Guilford defined personality as the individual's unique pattern of traits. Trait, for him, is any distinguishable, relatively enduring way in which one person differs from another. Using factor analysis, Guilford came to the conclusion that there are seven modalities of traits, that is (i) morphological, (ii) physiological, (iii) needs, (iv) interest, (v) attitudes (vi) aptitudes and (vii) temperament. The first two are the somatic traits whereas the last five are behavioural aspects of personality. Guilford emphasised that these modalities should not be regarded as seven separate constituent parts of personality but personality must be seen as integrated whole and these seven modalities can be seven different directions from which the whole can be viewed. Guilford also pointed out three levels of trait generality: hexic level, primary trait level and type level.

Today, the most talked about trait approach to personality is the Five Factor Model (FFM) also known as the Big Five. As its name implies, according to this model there are five broad personality factors, each of which is composed of constellation of traits. Based on his own researches as well as researches of others Goldberg pointed out that it is possible to prepare a model for structuring individual differences among traits of personality. Big Five was meant to refer to the finding that each factor subsumes a large number of specific traits. In fact, the Big Five are almost as broad and abstract as Eysenck's superfactors. Those Big Five dimensions of personality using the names assigned by MC Crae and Costa (1987) are *Extraversion* (E), *Neuroticism* (N), *Conscientiousness* (C), *Agreeableness* (A), *Openness* (O)

First letters of the Big Five dimensions can be reordered to spell out the word OCEAN—an easy way to keep them in memory.

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popular questionnaire to assess Big Five has been developed by Costa and McCrae (1992) named as the NEO-Personality Inventory (NEO-PI-R). Originally, this inventory assessed only N, E and O but later on the other two factors such as A and C were also included.

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## 2.5 UNIT END QUESTIONS

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- 1) Make distinction between individual traits and common traits. Following Allport, discuss the different types of individual traits and their importance in predicting human behaviour.
- 2) Explain viewpoints of Cattell regarding traits as being one of the determiners of human behaviour.
- 3) Do you find Eysenck's type-trait hierarchy a satisfactory explanation for making prediction about human behaviour ?
- 4) Discuss the different trait modalities as outlined by J.P. Guilford for understanding and predicting human behaviour.
- 5) Discuss the role of five-factor model in understanding human behaviour.
- 6) Do you find trait perspective a satisfactory explanation for explaining personality. Give reasons.

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## 2.6 SUGGESTED READINGS

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Zimbardo, P.G. & Weber, A.L. (1994). *Psychology*: Harper Collins

Baron, R.A. (2005). *Psychology*: Pearson Education

Santrock, J.W. (2006). *Psychology: Essentials*: Tata McGraw-Hill

Wade, G. & Tavis, C. *Psychology*: Pearson Education.

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## 2.7 ANSWERS TO SELF ASSESSMENT QUESTIONS

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- |    |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|
| 1) | 1. (d) | 2. (b) | 3. (b) | 4. (c) | 5. (b) |
| 2) | 1. (c) | 2. (b) | 3. (d) | 4. (a) | 5. (c) |
| 3) | 1. (b) | 2. (d) | 3. (d) | 4. (c) | 5. (c) |
| 4) | 1. (a) | 2. (c) | 3. (c) | 4. (b) | 5. (c) |
| 5) | 1. (b) | 2. (a) | 3. (b) | 4. (c) | 5. (a) |