

CHAPTER 16 – PERSONALITY RECOGNISED IN TRAITS

LEARNING OUTCOMES

After studying this chapter you should be able to:

- define the concept of a trait and cite examples of traits
- use a definition to explain the assumptions of the trait approaches
- describe personality structure by using concepts from one or more trait approaches
- list personality traits and fit them into a model of personality traits
- identify traits in people and classify them as different types of traits
- explain someone's motivation by using different trait concepts
- explain personality development using the trait concept
- give evidence of why traits are believed to be consistent in people, across time and in situations
- explain psychological adjustment according to trait approaches
- demonstrate the trait concept's utility in human-resources practices.

KEY CONCEPTS

elements – dimensions, factors

factor analysis – research based on the correlation of multiple traits and factors

individual differences – explicit differences in the personality of each individual

psychophysical systems – systems comprising physical and chemical or neurological processes as well as psychological functions

trait models – theoretical models explaining differences in people by using the trait concept

interpersonal traits – traits describing interactive behaviour

work-related traits – traits associated with job performance

citizen behaviours – behaviours indicating loyalty to the place of employment

types/styles – combinations of traits that indicate that a person has a distinct pattern of behaviour

unique traits – traits peculiar to a person or group

surface traits – traits perceived by others

source traits – traits deeply embedded in the individual's personality

dynamic traits – traits associated with change and motivation in people

common traits – traits present in all individuals (and used by nomothetic approaches)

personal disposition – traits and behaviour that characterise a person

cardinal trait – a dominant trait that is observable in almost every aspect of the person's life

central traits – five or six general traits describing the individual's personality

ability traits – traits such as intelligence that foster goal-attainment

proprium – the ego or self

proprium stages – the stages of development of the self

functional autonomy – when the learned behaviour is persisted with even when the original motive no longer applies (when adult behaviour is mostly activated by contemporary motives related to healthy life values and goals and not by childhood or deficiency motives)

needs – deficiencies that direct behaviour

consistency – the stability of traits

situationism – the influence of situations

interactionism – when personality and the situation collaboratively contribute to personality consistency over time and both should be considered in predictions of future behaviour

mature personality – adequate development in the physical, psychosocial and

cognitive domains of human development

CHAPTER SYNOPSIS

This chapter concentrates on the description and assessment of personality by means of traits, which refer to certain attributes and associated behaviour in people.