

Contents

PART I Introduction 1

CHAPTER 1 *Introduction to Personality Theory* 2

What Is Personality? 3

What Is a Theory? 5

Theory Defined 5

Theory and Its Relatives 5

Philosophy 5

Speculation 6

Hypothesis 6

Taxonomy 7

Why Different Theories? 7

Perspectives in Theories of Personality 7

Psychodynamic Theories 8

Humanistic-Existential Theories 8

Dispositional Theories 8

Biological-Evolutionary Theories 8

Learning-(Social) Cognitive Theories 8

Theorists' Personalities and Their Theories of Personality 10

What Makes a Theory Useful? 11

Generates Research 12

Is Falsifiable 12

Organizes Data 13

Guides Action 13

Is Internally Consistent 14

Is Parsimonious 14

Dimensions for a Concept of Humanity 14

Research in Personality Theory 16

PART II Psychodynamic Theories 19

CHAPTER 2 *Freud: Psychoanalysis* 20

Overview of Psychoanalytic Theory 21

Biography of Sigmund Freud 22

Levels of Mental Life 28

Unconscious 28

Preconscious 29

Conscious 30

Provinces of the Mind 31

The Id 32

The Ego 33

The Superego 34

Dynamics of Personality 36

Drives 36

Sex 36

Aggression 37

Anxiety 38

Defense Mechanisms 39

Repression 39

Reaction Formation 40

Displacement 40

Fixation 41

Regression 41

Projection 41

Introjection 42

Sublimation 42

Stages of Development 43

Infantile Period 43

Oral Phase 43

Anal Phase	44
Phallic Phase	45
Latency Period	50
Genital Period	50
Maturity	51
Applications of Psychoanalytic Theory	52
Freud's Early Therapeutic Technique	52
Freud's Later Therapeutic Technique	53
Dream Analysis	54
Freudian Slips	56
Related Research	57
Unconscious Mental Processing	58
Pleasure and the Id, Inhibition and the Ego	59
Repression, Inhibition, and Defense Mechanisms	60
Research on Dreams	61
Critique of Freud	63
Did Freud Understand Women, Gender, and Sexuality?	63
Was Freud a Scientist?	65
Concept of Humanity	67
 CHAPTER 3 Adler: Individual Psychology	 72
Overview of Individual Psychology	73
Biography of Alfred Adler	74
Introduction to Adlerian Theory	77
Striving for Success or Superiority	77
The Final Goal	78
The Striving Force as Compensation	79
Striving for Personal Superiority	79
Striving for Success	80
Subjective Perceptions	80
Fictionalism	80
Physical Inferiorities	81
Unity and Self-Consistency of Personality	81
Organ Dialect	82
Conscious and Unconscious	82
Social Interest	82
Origins of Social Interest	83
Importance of Social Interest	84
Style of Life	85
Creative Power	86
Abnormal Development	87
General Description	87
External Factors in Maladjustment	87
Exaggerated Physical Deficiencies	88
Pampered Style of Life	88
Neglected Style of Life	88
Safeguarding Tendencies	89
Excuses	89
Aggression	89
Withdrawal	90
Masculine Protest	91
Origins of the Masculine Protest	91
Adler, Freud, and the Masculine Protest	92
Applications of Individual Psychology	92
Family Constellation	92
Early Recollections	94
Dreams	95
Psychotherapy	96
Related Research	97
Birth Order, Intelligence, Academic Achievement, and Personality	97
Early Recollections and Career Choice	99
Distinguishing Narcissism as Striving for Superiority versus Self-Esteem as Striving for Success	101
Critique of Adler	102
Concept of Humanity	103
 CHAPTER 4 Jung: Analytical Psychology	 107
Overview of Analytical Psychology	108
Biography of Carl Jung	109
Levels of the Psyche	113
Conscious	113
Personal Unconscious	113
Collective Unconscious	114

Archetypes 115

- Persona 116
- Shadow 117
- Anima 117
- Animus 118
- Great Mother 119
- Wise Old Man 119
- Hero 120
- Self 120

Dynamics of Personality 123

- Causality and Teleology 123*
- Progression and Regression 124*

Psychological Types 124**Attitudes 124**

- Introversion 124
- Extraversion 125

Functions 126

- Thinking 126
- Feeling 127
- Sensing 128
- Intuiting 128

Development of Personality 129**Stages of Development 129**

- Childhood 130
- Youth 130
- Middle Life 131
- Old Age 131

Self-Realization 132**Jung's Methods of****Investigation 132****Word Association Test 133****Dream Analysis 133****Active Imagination 135****Psychotherapy 137****Related Research 138****Personality Type and
Leadership 138****Personality Type Among Clergy and
Churchgoers 139****A Critical Look at the Myers-Briggs Type
Indicator (MBTI) 140****Theoretical Criticism 141****Empirical Criticism 142****The MBTI Remains Popular Despite
Criticisms 142****Critique of Jung 143****Concept of Humanity 145****CHAPTER 5 Klein: Object Relations
Theory 149****Overview of Object Relations Theory 150****Biography of Melanie Klein 151****Introduction to Object Relations Theory 153****Psychic Life of the Infant 154****Phantasies 154****Objects 155****Positions 155****Paranoid-Schizoid Position 155****Depressive Position 156****Psychic Defense Mechanisms 157****Introjection 157****Projection 158****Splitting 158****Projective Identification 158****Internalizations 159****Ego 159****Superego 160****Oedipus Complex 160****Female Oedipal Development 161****Male Oedipal Development 161****Later Views on Object Relations 162****Margaret Mahler's View 162****Heinz Kohut's View 164****John Bowlby's Attachment Theory 166****Mary Ainsworth and the Strange Situation 167****Psychotherapy 168****Related Research 169****Childhood Trauma and Adult Object
Relations 169****Attachment Theory and Adult Relationships 170****Critique of Object Relations Theory 173****Concept of Humanity 174**

CHAPTER 6 Horney: Psychoanalytic Social Theory 179

Overview of Psychoanalytic Social Theory 180

Biography of Karen Horney 181

Introduction to Psychoanalytic Social Theory 183

Horney and Freud Compared 183

The Impact of Culture 183

The Importance of Childhood Experiences 184

Basic Hostility and Basic Anxiety 184

Compulsive Drives 186

Neurotic Needs 186

Neurotic Trends 187

Moving Toward People 189

Moving Against People 189

Moving Away From People 190

Intrapsychic Conflicts 191

The Idealized Self-Image 192

The Neurotic Search for Glory 192

Neurotic Claims 193

Neurotic Pride 194

Self-Hatred 194

Feminine Psychology 195

Psychotherapy 198

Related Research 199

The Neurotic Search for Glory in the Lab 199

Can Neuroticism Ever Be a Good Thing? 200

Critique of Horney 202

Concept of Humanity 203

CHAPTER 7 Erikson: Post-Freudian Theory 206

Overview of Post-Freudian Theory 207

Biography of Erik Erikson 208

The Ego in Post-Freudian Theory 210

Society's Influence 211

Epigenetic Principle 211

Stages of Psychosocial Development 213

Infancy 215

Oral-Sensory Mode 215

Basic Trust versus Basic Mistrust 215

Hope: The Basic Strength of Infancy 216

Early Childhood 216

Anal-Urethral-Muscular Mode 216

Autonomy versus Shame and Doubt 217

Will: The Basic Strength of Early Childhood 217

Play Age 217

Genital-Locomotor Mode 218

Initiative versus Guilt 218

Purpose: The Basic Strength of the Play Age 218

School Age 219

Latency 219

Industry versus Inferiority 219

Competence: The Basic Strength of the School Age 220

Adolescence 220

Puberty 220

Identity versus Identity Confusion 220

Fidelity: The Basic Strength of Adolescence 222

Young Adulthood 222

Genitality 222

Intimacy versus Isolation 223

Love: The Basic Strength of Young Adulthood 223

Adulthood 223

Procreancy 224

Generativity versus Stagnation 224

Care: The Basic Strength of Adulthood 224

Old Age 225

Generalized Sensuality 225

Integrity versus Despair 225

Wisdom: The Basic Strength of Old Age 226

Summary of the Life Cycle 226

Erikson's Methods of Investigation 227

Anthropological Studies 227

Psychohistory 228

Related Research 230

Adolescent Identity and the Internet 230

The Development of Gender Identity 232

Impact of Nature and Nurture on Gender
Identity Formation 233

Social Pressure to Conform to Typical Gender
Identity 234

Age of Gender Identity Disclosure and Social
Networks 234

Critique of Erikson 236

Concept of Humanity 237

CHAPTER 8 Fromm: Humanistic Psychoanalysis 242

Overview of Humanistic
Psychoanalysis 243

Biography of Erich Fromm 244

Fromm's Basic Assumptions 246

Human Needs 247

Relatedness 247

Transcendence 248

Rootedness 249

Sense of Identity 250

Frame of Orientation 250

Summary of Human Needs 251

The Burden of Freedom 251

Mechanisms of Escape 252

Authoritarianism 252

Destructiveness 252

Conformity 253

Positive Freedom 253

Character Orientations 253

Nonproductive Orientations 254

Receptive 254

Exploitative 254

Hoarding 254

Marketing 255

The Productive Orientation 256

Personality Disorders 256

Necrophilia 257

Malignant Narcissism 257

Incestuous Symbiosis 257

Psychotherapy 259

Fromm's Methods of Investigation 259

Social Character in a Mexican Village 259

A Psychohistorical Study of Hitler 261

Related Research 262

*Testing the Assumptions of Fromm's
Marketing Character* 262

Estrangement from Culture and Well-Being 264

Authoritarianism and Fear 265

Critique of Fromm 266

Concept of Humanity 267

Humanistic/Existential Theories 271

CHAPTER 9 Maslow: Holistic-Dynamic Theory 272

Overview of Holistic-Dynamic Theory 273

Biography of Abraham H. Maslow 274

Maslow's View of Motivation 277

Hierarchy of Needs 278

Physiological Needs 278

Safety Needs 279

Love and Belongingness Needs 280

Esteem Needs 281

Self-Actualization Needs 281

Aesthetic Needs 282

Cognitive Needs 282

Neurotic Needs 283

General Discussion of Needs 283

Reversed Order of Needs 284

Unmotivated Behavior 284

Expressive and Coping Behavior 284

Deprivation of Needs 284

Instinctoid Nature of Needs 285

Comparison of Higher and Lower
Needs 285

Self-Actualization 286

*Maslow's Quest for the Self-Actualizing
Person* 286

Criteria for Self-Actualization 287

Values of Self-Actualizers 288

Characteristics of Self-Actualizing People 288

More Efficient Perception of Reality	289
Acceptance of Self, Others, and Nature	289
Spontaneity, Simplicity, and Naturalness	290
Problem-Centering	290
The Need for Privacy	290
Autonomy	290
Continued Freshness of Appreciation	291
The Peak Experience	291
Gemeinschaftsgefühl	292
Profound Interpersonal Relations	292
The Democratic Character Structure	293
Discrimination Between Means and Ends	293
Philosophical Sense of Humor	293
Creativeness	294
Resistance to Enculturation	294
<i>Love, Sex, and Self-Actualization</i>	294
Maslow's Psychology and Philosophy of Science	295
Measuring Self-Actualization	296
The Jonah Complex	298
Psychotherapy	299
Related Research	299
<i>Empirical Testing and an Evolutionary Update to the Hierarchy of Needs</i>	300
<i>Positive Psychology</i>	302
Critique of Maslow	303
Concept of Humanity	305
CHAPTER 10 Rogers: Person-Centered Theory	309
Overview of Client-Centered Theory	310
Biography of Carl Rogers	311
Person-Centered Theory	314
<i>Basic Assumptions</i>	314
Formative Tendency	314
Actualizing Tendency	315
<i>The Self and Self-Actualization</i>	316
The Self-Concept	316
The Ideal Self	317
<i>Awareness</i>	317
Levels of Awareness	318
Denial of Positive Experiences	318
<i>Becoming a Person</i>	318
<i>Barriers to Psychological Health</i>	319
Conditions of Worth	319
Incongruence	320
Defensiveness	321
Disorganization	321
Psychotherapy	322
<i>Conditions</i>	322
Counselor Congruence	323
Unconditional Positive Regard	324
Empathic Listening	325
<i>Process</i>	326
Stages of Therapeutic Change	326
Theoretical Explanation for Therapeutic Change	327
<i>Outcomes</i>	327
The Person of Tomorrow	328
Philosophy of Science	330
The Chicago Studies	331
<i>Hypotheses</i>	331
<i>Method</i>	331
<i>Findings</i>	332
<i>Summary of Results</i>	333
Related Research	334
<i>Real-Ideal Self Discrepancy, Online Gaming, and the Brain</i>	334
<i>Motivation and Pursuing One's Goals</i>	337
Critique of Rogers	339
Concept of Humanity	340
CHAPTER 11 May: Existential Psychology	345
Overview of Existential Psychology	346
Biography of Rollo May	347
Background of Existentialism	350
<i>What Is Existentialism?</i>	350
<i>Basic Concepts</i>	351
Being-in-the-World	351
Nonbeing	352
The Case of Philip	354

Anxiety 354*Normal Anxiety 355**Neurotic Anxiety 355***Guilt 356****Intentionality 357****Care, Love, and Will 357***Union of Love and Will 358**Forms of Love 359**Sex 359**Eros 359**Philia 359**Agape 360***Freedom and Destiny 360***Freedom Defined 360**Forms of Freedom 360**Existential Freedom 360**Essential Freedom 361**What Is Destiny? 361**Philip's Destiny 362***The Power of Myth 362****Psychopathology 364****Psychotherapy 364****Related Research 366***Threats in the Umwelt: Mortality Salience and Denial of Our Animal Nature 366**Finding Meaning in the Mitwelt: Attachment and Close Relationships 368**Growth in the Eigenwelt: There Is an Upside to Mortality Awareness 369***Critique of May 371****Concept of Humanity 372****PART IV Dispositional Theories 377****CHAPTER 12 Allport: Psychology of the Individual 378****Overview of Allport's Psychology of the Individual 379****Biography of Gordon Allport 380****Allport's Approach to Personality Theory 382***What Is Personality? 382**What Is the Role of Conscious Motivation? 383**What Are the Characteristics of a Healthy Person? 383***Structure of Personality 385***Personal Dispositions 385**Levels of Personal Dispositions 386**Motivational and Stylistic Dispositions 387**Proprium 387***Motivation 388***A Theory of Motivation 388**Functional Autonomy 389**Perseverative Functional Autonomy 390**Propriate Functional Autonomy 391**Criterion for Functional Autonomy 391**Processes That Are Not Functionally Autonomous 392***The Study of the Individual 392***Morphogenic Science 392**The Diaries of Marion Taylor 393**Letters From Jenny 394***Related Research 396***Understanding and Reducing Prejudice 396**Intrinsic and Extrinsic Religious Orientation 399**Religious Motivation and Mental Health 400**Extending Allport's Religious Motivation to Other Religions 400***Critique of Allport 402****Concept of Humanity 404****CHAPTER 13 McCrae and Costa's Five-Factor Trait Theory 408****Overview of Trait and Factor Theories 409****The Pioneering Work of Raymond B. Cattell 410****Basics of Factor Analysis 411****The Big Five: Taxonomy or Theory? 413****Biographies of Robert R. McCrae and Paul T. Costa, Jr. 413****In Search of the Big Five 414***Five Factors Found 415**Description of the Five Factors 416*

Evolution of the Five-Factor Theory 418*Units of the Five-Factor Theory 419*

Core Components of Personality 419

Peripheral Components 421

Basic Postulates 422

Postulates for Basic Tendencies 423

Postulates for Characteristic Adaptations 424

Related Research 424*Consistency and Change of Personality over the Lifetime 425**Personality Consistency 425**Personality Change 425**Measuring the Big Five with Our Digital Footprints 427***Critique of Trait and Factor Theories 428****Concept of Humanity 430****PART V****Biological/Evolutionary Theories 435****CHAPTER 14 Eysenck's Biologically Based Factor Theory 436****Overview of Biologically Based Trait Theory 437****Biography of Hans J. Eysenck 438****Eysenck's Factor Theory 441***Criteria for Identifying Factors 442**Hierarchy of Behavior Organization 442***Dimensions of Personality 443***Extraversion 445**Neuroticism 447**Psychoticism 448***Measuring Personality 449****Biological Bases of Personality 450****Personality as a Predictor 451***Personality and Behavior 451**Personality and Disease 452***Related Research 453***The Biological Basis of Extraversion 453**The Biological Basis of Neuroticism 456***Critique of Eysenck's Biologically Based Theory 457****Concept of Humanity 458****CHAPTER 15 Buss: Evolutionary Theory of Personality 463****Overview of Evolutionary Theory 464****Biography of David Buss 466****Principles of Evolutionary Psychology 467****Evolutionary Theory of Personality 468***The Nature and Nurture of Personality 469**Adaptive Problems and their Solutions (Mechanisms) 470**Evolved Mechanisms 472*

Motivation and Emotion as Evolved Mechanisms 472

Personality Traits as Evolved Mechanisms 473

Origins of Individual Differences 475

Environmental Sources 475

Heritable/Genetic Sources 476

Nonadaptive Sources 476

Maladaptive Sources 476

*Neo-Bussian Evolutionary Theories of Personality 477***Common Misunderstandings in Evolutionary Theory 478***Evolution Implies Genetic Determinism (Behavior as Set in Stone and Void of Influence from the Environment) 478**Executing Adaptations Requires Conscious Mechanisms 479**Mechanisms Are Optimally Designed 479***Related Research 480***Evolutionary Origins of Personality: Traits as Related to Fitness 480**Genetics and Personality 483**Animal Personality 485***Critique of Evolutionary Theory of Personality 487****Concept of Humanity 488**

PART IV Learning-Cognitive Theories 495

CHAPTER 16 *Skinner: Behavioral Analysis* 496

Overview of Behavioral Analysis 497

Biography of B. F. Skinner 498

Precursors to Skinner's Scientific Behaviorism 501

Scientific Behaviorism 502

Philosophy of Science 503

Characteristics of Science 503

Conditioning 504

Classical Conditioning 505

Operant Conditioning 506

Shaping 506

Reinforcement 508

Punishment 509

Conditioned and Generalized Reinforcers 510

Schedules of Reinforcement 511

Extinction 513

The Human Organism 513

Natural Selection 514

Cultural Evolution 515

Inner States 515

Self-Awareness 515

Drives 516

Emotions 516

Purpose and Intention 516

Complex Behavior 517

Higher Mental Processes 517

Creativity 517

Unconscious Behavior 518

Dreams 518

Social Behavior 519

Control of Human Behavior 519

Social Control 519

Self-Control 520

The Unhealthy Personality 521

Counteracting Strategies 521

Inappropriate Behaviors 522

Psychotherapy 522

Related Research 523

How Conditioning Affects Personality 523

How Personality Affects Conditioning 524

Mutual Influence Between Personality and Conditioning 526

Critique of Skinner 528

Concept of Humanity 529

CHAPTER 17 *Bandura: Social Cognitive Theory* 534

Overview of Social Cognitive Theory 535

Biography of Albert Bandura 536

Learning 537

Observational Learning 538

Modeling 538

Processes Governing Observational Learning 539

Enactive Learning 540

Triadic Reciprocal Causation 541

An Example of Triadic Reciprocal Causation 542

Chance Encounters and Fortuitous Events 543

Human Agency 544

Core Features of Human Agency 544

Self-Efficacy 545

What Is Self-Efficacy? 545

What Contributes to Self-Efficacy? 547

Proxy Agency 549

Collective Efficacy 549

Self-Regulation 550

External Factors in Self-Regulation 551

Internal Factors in Self-Regulation 551

Self-Observation 551

Judgmental Process 552

Self-Reaction 553

Self-Regulation Through Moral Agency 553

Redefine the Behavior 554

Disregard or Distort the Consequences of Behavior 555

Dehumanize or Blame the Victims 555

Displace or Diffuse Responsibility 556

Dysfunctional Behavior 556*Depression 556**Phobias 556**Aggression 557***Therapy 559****Related Research 560***Self-Efficacy and Diabetes 560**Moral Disengagement and Bullying 561**Social Cognitive Theory "Goes Global" 563***Critique of Bandura 563****Concept of Humanity 564****CHAPTER 18 Rotter and Mischel;
Cognitive Social Learning Theory 569****Overview of Cognitive Social Learning
Theory 570****Biography of Julian Rotter 571****Introduction to Rotter's Social Learning
Theory 572****Predicting Specific Behaviors 573***Behavior Potential 573**Expectancy 574**Reinforcement Value 574**Psychological Situation 575**Basic Prediction Formula 576***Predicting General Behaviors 577***Generalized Expectancies 577**Needs 577**Categories of Needs 578**Need Components 579**General Prediction Formula 580**Internal and External Control
of Reinforcement 582**Interpersonal Trust Scale 584***Maladaptive Behavior 585****Psychotherapy 586***Changing Goals 586**Eliminating Low Expectancies 587***Introduction to Mischel's Personality
Theory 589****Biography of Walter Mischel 589****Background of the Cognitive-Affective
Personality System 591***Consistency Paradox 591**Person-Situation Interaction 592***Cognitive-Affective Personality System 593***Behavior Prediction 594**Situation Variables 594**Cognitive-Affective Units 596**Encoding Strategies 596**Competencies and Self-Regulatory
Strategies 596**Expectancies and Beliefs 597**Goals and Values 598**Affective Responses 599***Related Research 600***Internalized Racial Oppression and Locus of
Control 600**Person-Situation Interaction 601**Marshmallows and Self-Regulation Across the
Lifespan 602***Critique of Cognitive Social Learning
Theory 604****Concept of Humanity 605****CHAPTER 19 Kelly: Psychology
of Personal Constructs 610****Overview of Personal Construct Theory 611****Biography of George Kelly 612****Kelly's Philosophical Position 613***Person as Scientist 614**Scientist as Person 614**Constructive Alternativism 614***Personal Constructs 615***Basic Postulate 616**Supporting Corollaries 617**Similarities Among Events 617**Differences Among People 617**Relationships Among Constructs 618**Dichotomy of Constructs 619**Choice Between Dichotomies 619*

Range of Convenience	620	<i>The Rep Test and Teens with Autism Spectrum Disorder</i>	629
Experience and Learning	621	<i>Applying Personal Construct Theory to Intra-Personal Questions of Identity</i>	630
Adaptation to Experience	621	Understanding Internalized Prejudice Through Personal Construct Theory	631
Incompatible Constructs	622	Reducing the Threat to Feminist Identification	632
Similarities Among People	622	<i>Personal Constructs and the Big Five</i>	633
Social Processes	623	Critique of Kelly	634
Applications of Personal Construct Theory	624	Concept of Humanity	635
<i>Abnormal Development</i>	624	Glossary	G-1
Threat	625	Name Index	N-1
Fear	625	Subject Index	S-1
Anxiety	625		
Guilt	626		
<i>Psychotherapy</i>	626		
<i>The Rep Test</i>	627		
Related Research	629		