



IHS

# PERSONALITY

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## Important Points :

- ◉ Definition & Nature of Personality
- ◉ Traits & Types (Importance of Psychometric & Psychodynamic Theories of Personality)
- ◉ Determinants of Personality
- ◉ Use of Personality Assessment in Organizations
- ◉ Key Traits in Big Five Personality Model & its relevance to OB
- ◉ The Myers- Briggs Type Indicator, Type A & Type B Personality
- ◉ Holland's Personality Types for Occupational Groups
- ◉ Other Personality Traits Relevant to OB

# WHAT IS PERSONALITY ?

- ⦿ Personality is the relatively stable set of psychological attributes that distinguishes one person from another.
- ⦿ Personality refers to the sum total of internal and external traits of an individual, which are relatively stable and which make the individual different from others.
- ⦿ Personality is the sum total of ways in which an individual reacts to and interacts with others.

# CONTINUED

- ◉ Personality has both internal and external elements.
- ◉ The external traits are the observable behaviors that we notice in an individual's personality.
- ◉ The internal traits represent the thoughts, values and genetic characteristics that we infer from the observable behaviors.
- ◉ An individual's personality is relatively stable.
- ◉ An individual's personality is both inherited as well as shaped by the environment.
- ◉ Each individual is unique in behavior. There are differences among the individuals.

# TRAIT AND TYPE

- ◉ A trait is a characteristic way in which an individual perceives, feels, believes or acts. When we casually describe someone, we are likely to use trait terms, such as introverts, nervous, depressed, obsessive, intelligent etc. Whereas, types are collection of traits that are said to occur together in some individuals. For example, Macho Type - a person who tries to be tough, independent, courageous and perceives as masculine behaviour.

Psychometric theories of personality are trait theories. There are instruments or assessment tools used to define personalities. Psychodynamic theories emphasize psychological processes models based on clinical experience. Sigmund Freud , a pioneer of this theory emphasized on structure of personality and Psychosexual development .

# TRAITS (POSITIVE & NEGATIVE)

1. accepts authority, loyal, devoted
2. Enthusiastic
3. Determined
4. Courageous
5. Friendly
6. Caring
7. Flexible
8. Cheerful
9. Focused
10. Honest
11. Punctual

**Positive**

1. Rebellious
2. Indecisive, Unsure
3. Indifferent, apathetic
4. Fearful
5. Hostile
6. Uncaring, Callous
7. Rigid
8. Gloomy, Sour
9. Scattered
10. Dishonest , Lying
11. Late , not on time

**Negative**

# SHELDON'S CLASSIFICATION OF PERSONALITY

Personality type into three main Somatotypes :( On the basis of Structure of the body)

- ◉ Endomorph
- ◉ relaxed, sociable, tolerant, comfort-loving, peaceful
- ◉ Short, Plump, buxom, developed visceral structure
- ◉ Mesomorph
- ◉ active, noisy, assertive, vigorous, combative, fond of physical activity
- ◉ muscular
- ◉ Ectomorph
- ◉ quiet, fragile, restrained, non-assertive, sensitive
- ◉ Tall and thin & lean, delicate, poor muscles

# DETERMINANTS OF PERSONALITY

- ◉ In reality, both biological (Genetic) and environmental factors play important roles in determining our personalities.
- ◉ Heredity refers to the factors determined at conception. Physical stature, facial attractiveness, gender, temperament, muscle composition and reflexes etc. are generally considered to be either completely or substantially influenced by who your parents are by their biological, physiological and psychological makeup.
- ◉ Personality development owes as much to environment as it does to heredity. According to Anthropologists, Culture plays a role in the development of Personality. The child learns to behave in ways expected by the culture of the family. The overall home environment (Parents, siblings & relatives nearby) influences the child in the development of Personality. Socialization process also plays an influential role.



# USE OF PERSONALITY ASSESSMENT IN ORGANIZATIONS

- ◉ Screening - Screening is a stage where a large number of applicants are reduced to a smaller group who appear to have the necessary abilities and experience.
- ◉ Selection - After screening , the short -listed applicants are selected through selection methods like interviews and group discussions along with scores and assessments on psychometric tests, in order to appoint the candidates in the target jobs.
- ◉ Succession Planning - Selection planning can help those who are not quite ready to move up a grade to identifying what abilities they need to develop in order to cope with the more complex job demands of the role.
- ◉ Career Planning - It helps a transition points in careers which have been forced on the individual.
- ◉ Team Building - Some tests have been specifically developed to support teambuilding activities.
- ◉ Management development - Assessment of an individual 's abilities and personality provides an effective starting point for the construction of a focused and relevant personal development plan.

# THE MYERS-BRIGGS TYPE INDICATOR(MBTI) -100 QUESTION TEST

- ◉ Extraverted versus introverted:Outgoing, sociable, assertive. Introverts are quiet and shy.
- ◉ Sensing versus intuitive :Practical, Prefer routine and order, focus on details. Intuitives rely on unconscious processes.
- ◉ Thinking versus feeling :Use reasoning & logic to handle problems. Feeling types rely on their personal values and emotions.
- ◉ Judging versus perceiving:Want control & prefer their world to be ordered and structured.Perceiving types are flexible and spontaneous.

# PERSONALITY TYPES & SAMPLE OCCUPATIONS


TYPE	Personality Characteristics	Occupations
Realistic	Shy, Genuine, Persistent, Stable, Conforming, Practical	Mechanic, Drill Press Operator, Assembly Line Worker, Farmer
Investigative	Analytical, Original, Curious, Independent	Economist, Biologist, Mathematician, News Reporter
social	Sociable, Friendly, Cooperative, Understanding	Social Worker, Teacher, Counselor, Clinical Psychologist
Conventional	Conforming, Efficient, Practical, Unimaginative, Inflexible	Accountant, Corporate Manager, Clerk
Enterprising	Self-confident, Ambitious, Energetic, Domineering	Lawyer, Small Business Manager, Public Relation Specialist
Artistic	Imaginative, Disorderly, Idealistic, Emotional, Impractical	Painter, Musician, Writer, Decorator
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# BIG FIVE PERSONALITY DIMENSIONS

Sl. No.	Positively personality dimension	Characteristics of a person scoring on the dimension
1	Extraversion	Outgoing, talkative, sociable, assertive
2	Agreeableness	Trusting, Good –natured , Cooperative, Softhearted
3	Conscientiousness	Dependable, responsible, achievement-oriented, persistent
4	Emotional stability	Relaxed, Secure, unworried
5	Openness to experience	Intellectual, Imaginative, Curious, Broadminded

# THE BIG FIVE PERSONALITY MODEL INFLUENCES OB CRITERIA

Traits	Why it is relevant ?	What does it affect ?
Emotional Stability	<ul style="list-style-type: none"><li>• Less Negative thinking &amp; fewer negative emotions</li><li>• Less hyper- vigilant</li></ul>	<ul style="list-style-type: none"><li>• Higher job and life satisfaction</li><li>• Lower stress level</li></ul>
Extraversion	<ul style="list-style-type: none"><li>• Better Interpersonal skills</li><li>• Greater social dominance</li><li>• More emotionally expressive</li></ul>	<ul style="list-style-type: none"><li>• Higher Performance</li><li>• Enhanced leadership</li><li>• Higher job and life satisfaction</li></ul>

Traits	Why it is relevant ?	What does it affect ?
 Openness	<ul style="list-style-type: none"> <li>• Increased learning</li> <li>• More creative</li> <li>• More flexible and autonomous</li> </ul>	<ul style="list-style-type: none"> <li>• Training Performance</li> <li>• Enhanced leadership</li> <li>• More adaptable to change</li> </ul>
Agreeableness	<ul style="list-style-type: none"> <li>• Better liked</li> <li>• More compliant and conforming</li> </ul>	<ul style="list-style-type: none"> <li>• Higher Performance</li> <li>• Lower levels of Deviant behaviour</li> </ul>
Conscientiousness	<ul style="list-style-type: none"> <li>• Greater effort and persistence</li> <li>• More drive and discipline</li> <li>• Better organized and planning</li> </ul>	<ul style="list-style-type: none"> <li>• Higher performance</li> <li>• Enhanced leadership</li> <li>• Greater longevity</li> </ul>

# CHARACTERISTICS OF TYPE A & TYPE B PERSONALITY

Sl. No	Type -A	Type -B
1	Are impatient with the rate of work	Never feel urgency and have patientce
2	Move and eat rapidly	Are relaxed , eat in a leisurely fashion, and enjoy themselves
3	Want to measure everything	Do not display their achievements
4	Do several things simultaneously	Play for fun rather than to prove themselves

# OTHER PERSONALITY TRAITS AT WORK

- ◉ Locus of Control
- ◉ Self-efficacy
- ◉ Authoritarianism
- ◉ Self-esteem
- ◉ Machiavellianism
- ◉ Risk Propensity
- ◉ Type A Personality
- ◉ Proactive Personality
- ◉ Core Self-evaluation



**THANKS**