

# Personality

## Unit 3

# Personality

## Concept

- ❖ It shows how an individual acts and interacts with others when dealing with a subject matter.
- ❖ It relates to the physical and psychological growth and development of the individual.
- ❖ It involves internal and external qualities of an individual.
- ❖ It is unique, relatively consistent of thinking, feeling, and behaving.

“Personality is the sum total of ways in which an individual reacts to and interacts with other” –Stephen P. Robbins et al.

## **Nature/ Features of Personality**

- ❖ Personality is the pattern of collective character behavioral, temperamental, emotional, and mental traits of an individual.
- ❖ It shows how an individual acts and interacts with others when dealing with a subject matter.
- ❖ It shows an individual's ability of dealing with people and environment
- ❖ It relates to the physical and psychological growth and development of the individual.
- ❖ The personality traits are partially contributed by heredity factors and partially developed through experience and practices.
- ❖ It is directed towards achievement of specific objectives.
- ❖ Personality influence on behavior of individual.
- ❖ It deals with whole person not the part of a person.
- ❖ In organizational setting, the personality of manager totally affect on each and every activity.

## **Types of Personality**

1. Type A personality – The Go- Getter
2. Type B personality – Relaxed and Social
3. Type C personality - The Rule Abiding Perfectionist
4. Type D personality- Distressed and Sensitive to Others

## **1.Type A personality- The Go-Getter**

- ❖ Type A personality pay high priority to the time and use the time wisely and efficiently.
- ❖ They are proactive, competitive, ambitious and well organized.
- ❖ They want to work in risk, get outside of the comfort zone.

## **2. Type B personality- Relaxed and Social**

- ❖ Type B personality perform everything normally in relaxed, consistent and steady manner to every event.
- ❖ This type of personality want to work in team or in social setting.
- ❖ This types of personality easily estimate and win the emotion of other person and perform most of the work with stable emotion.
- ❖ This types of personality get satisfaction from social status, love and care.

### **3. Type C personality- The Rule Abiding Perfectionist**

- ❖ This type of personality demand perfection in any job and they want to work perfectionism.
- ❖ They check the jobs many times before final submission.
- ❖ They want to perfect job from others.
- ❖ This type of personality are more reliable.
- ❖ This type of personality don not want to be involved in conflict with other people.

#### **4. Type D personality – Distressed and Sensitive to Other**

- ❖ This type of personality are often feel distressed, isolated, lonely and negative but keep these things within the self and do not demonstrate.
- ❖ This type of personality retain realistic view of life and wish security and are fairly resilient.
- ❖ This personality tend to be negative and distressed if they fail to attain their goals.
- ❖ In case they fail to attend goals, they often seem to be worried, pessimistic and gloomy about the managers, organization and even to their life.
- ❖ They need more care, guidance and continuous motivation.



## **Personality Traits and Characteristics**

- Popular characteristics include shy, aggressive, submissive, lazy, ambitious, loyal, and timid. Those characteristics, when they are exhibited in a large number of situations, are called personality traits.
- The “Myers-Briggs Type Indicator” and “The Big Five Model,” which are two methods that have been used to determine personality traits.

## **The Myers-Briggs Type Indicator (MBTI)**

- One of the most widely used personality frameworks is called the Myers-Briggs Type Indicator (MBTI).
- It is essentially a 100-questions personality test that asks people how they usually feel or act in particular situations
- The MBTI classifies people based on how they prefer to focus their attention, collect information, process and evaluate information, and orient themselves to the outer world.

Respondents are classified as extroversion or introversion (E or I), sensing or intuiting (S or N), thinking or feeling (T or F), and judging or perceiving (J or P).

### **Extroversion/Introversion (E or I)**

- This dimension refers to how people focus themselves: inside (introversion) or outside (extroversion).
- Introverts are quiet and shy.
- Extroverted individuals are outgoing, sociable, and assertive.

### **Sensing/Intuiting (S or N)**

- This dimension refers to how people gather information: very systematically (sensing) or relying on intuition (intuiting).
- Sensing types are practical and prefer routine and order. They focus on details.
- Intuiting types rely on unconscious processes and look at the “big picture”.

## **Thinking/Feeling (T or F)**

- This dimension refers to how people prefer to make decisions: objectively and impersonally (thinking) or subjectively and interpersonally (feeling).
- Thinking types use reason and logic to handle problems.
- Feeling types rely on their personal values and emotions.

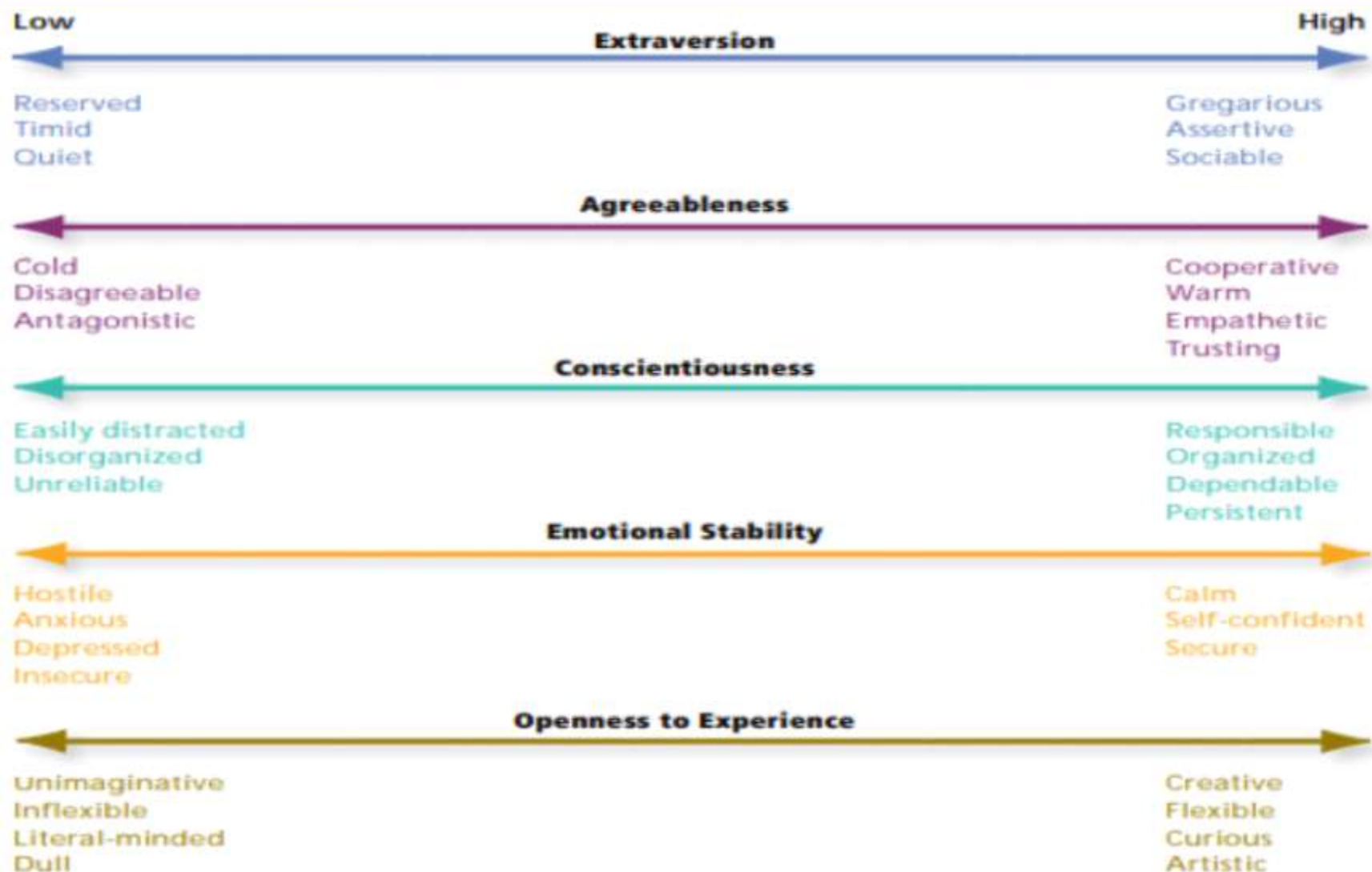
## **Judging/Perceiving (J or P)**

- This dimension refers to how people order their daily lives: being decisive and planned (judging) or spontaneous and flexible (perceiving).
- Judging types want control and prefer their world to be ordered and structured.
- Perceiving types are flexible and spontaneous.

## **The “Big Five Model”**

- ❖ Big five factors can be used to explain the differences in human personality.
- ❖ Each factor represents one aspect of an individual’s personality and style.
- ❖ The big five factors are extroversion, agreeableness, conscientiousness, emotional stability, and openness to experience.

## EXHIBIT 2-4 Big Five Personality Factors



## **1. Extroversion (extrovert versus introvert)**

- ❖ This dimension focuses on the comfort level of an individual in interaction with others.
- ❖ It shows relationship ability of individual.

### **Extroverts**

- ❖ Extroverts individuals are interactive with people and they always try to involve in any events.
- ❖ They are sociable, talkative, and assertive.

### **Introverts**

- ❖ Introverts individuals are reserved in nature and they do not want to involve in any events.
- ❖ They tend to be reserved, timid, and quiet.

## **2. Agreeableness (high agreeableness versus low agreeableness)**

❖ Agreeableness indicates the extent to which person agrees with the view of others.

### **High agreeableness**

❖ High agreeableness people are cooperative, warm, and trusting.

### **Low agreeableness**

❖ Low agreeableness people are cold, disagreeable, and antagonistic.

### **3. Conscientiousness (high conscientious versus low conscientious)**

- ❖ It refers to the extent to which individuals show consistent and reliable behavior while working in the organization.

#### **High conscientious**

- ❖ A highly conscientious person is responsible, organized, dependable, and persistent.

#### **Low conscientious**

- ❖ Low conscientious person is easily distracted, disorganized, and unreliable.



#### **4. Emotional stability (emotional stable versus emotional unstable)**

- ❖ It refers to the ability of an individual to control his or her emotions at the time of crisis.

##### **Emotional stable**

- ❖ Persons having emotional stable tend to be calm, self-confident, secure and relaxed.

##### **Emotional unstable**

- ❖ Persons having emotional unstable tend to be nervous, depressed, anxious and insecure.

## **5. Openness to experience (high openness versus low openness)**

❖ It deals with range of interest and fascination with novelty.

### **High openness**

❖ High openness people are creative, curious, and sensitive.

### **Low openness**

❖ Low openness people are resistant to change, closed to new idea, fixed in their ways.

## **Determinants of Personality**

Personality is affected by three main factors. They are given below:

1. Heredity
2. Environmental factors
3. Situational factors

## **1. Heredity**

- ❖ Heredity refers to transmission of the qualities from the parents through genes located in the chromosomes.
- ❖ It refers to biological, physiological and inherent psychological factors that determine personality.
- ❖ Physical structure, facial attractiveness, gender, temperament, energy level, attractiveness, muscles composition etc.

## **2. Environmental factors**

- ❖ Environmental factors refers to cultural and social factors play significant role in shaping personality of an individual.
- ❖ Culture establishes norms, attitudes, value, belief, custom, tradition, religion and social system.
- ❖ Social factors involve parents, teachers, family, friends, colleague and other reference groups.
- ❖ They influence in shaping personality of an individual.

### **3. Situation**

- ❖ Situation influences the effects of heredity and environment on personality.
- ❖ An individual's generally stable and consistent, does change in different situations.

## Emotion and Personality

- Emotion is patterns of experiential, behavioral, and physiological reactions to specific events. Emotion is specific reactions to a particular event that are usually of fairly short duration. It is inner feelings that are expressed in the form of a facial expressions, verbal sounds and body actions.
- There are two types of emotions. They are positive and negative emotions.
- Pleasant emotions which are helpful and essential to the individual development are termed as positive emotions. For example: love, enjoyment, curiosity, joy, happy
- Unpleasant emotions which are harmful to the individual development are termed as negative emotions. For example: fear, anger, jealousy, anxious, afraid, hate

- Personality refers to underlying behavioral, thinking, and feeling patterns characteristic of a person shaped by an intricate interplay of nature and nurture.
- It involves internal and external qualities of an individual.
- Emotion is a part of personality.
- Positive emotions help individuals to take appropriate decision making, enhance creativity, and improve the interpersonal relations. These emotions show pleasant personality.
- Aggressions towards colleague, dissatisfaction with job, anger, and absenteeism are considered as negative emotions. These emotions reveal unpleasant personality.

## **Major Personality Attributes Influencing OB**

1. Locus of control
2. Self esteem
3. Machiavellianism
4. Self- monitoring
5. Risk taking/ propensity
6. Self- efficacy (confidence)
7. Type A & Type B behavior



## **1.Locus of control**

- ❖ Locus (location of the cause -internal or external to the person)
- ❖ Locus of control refers to one's belief that his behavior is guided by external control or internal control.
- ❖ Externals control factors (luck, fate, chance, Task difficulty)
- ❖ Externals - Not a strong link between behavior and outcomes
- ❖ Internal control factors (personality traits, ability, skill or effort)
- ❖ Internals - high contingency between behavior and outcomes

## **2. Self esteem**

- ❖ It is the tendency of an individual thinking, self- importance or believing own capability to attain the goals.
- ❖ Individuals' degree of liking or disliking themselves.

## **3. Machiavellianism**

- ❖ It is a personality attribution that describes the extent to which a person manipulates others for personal gain.

## **4. Self- monitoring**

- ❖ This refers to the degree to which people are sensitive to others and adapt their behavior to meet external exceptions and situations needs.
- ❖ A personality trait that measures an individual's ability to adjust his or her behavior to external, situational factors.

## **5. Risk taking/ propensity**

- ❖ This refers to a person's willingness to take risks.
- ❖ High risk taking managers use less information and time to make business decisions.
- ❖ Low risk taking managers use more information and are slower to make decisions.

## **6. Self- efficacy (confidence)**

- ❖ Self-efficacy is person's belief in their ability to accomplish some specific goal or task in given situation.

## **7. Type A & Type B behavior**

Individuals with type A are:

- ❖ Always moving walking, eating rapidly; They have sense of time urgency; Try to do two or more things at once; Avoid leisure time.; Feel impatient with rate of events.

Individuals with type B are:

- ❖ Lack sense of time urgency; Handle details carefully; Play for fun and relaxation; Can relax; Take relaxed approach to life.

Type A individuals operate under stress, time pressure and deadlines. They work long hours, make poor decisions, and are less creative.

Type B individuals are more successful in organizations and generally occupy top positions.

Thank You