

**CHAPTER III**  
**LITERATURE SEARCH ON WESTERN CONTRIBUTION TO PERSONALITY**

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## **Chapter III**

# **LITERATURE SEARCH ON WESTERN CONTRIBUTION TO PERSONALITY**

Since time immemorial, man has been the center of interest and speculation. Men from diverse fields have endeavored to explain the myth of man in the light of their individual perspectives, the philosopher, the historian, the writer, the physiologist, the sociologist the anthropologist, the economist and the political scientist. Whatever their disciplines might have been, they were all in relation to man. In Psychology, however, man was rather the recipient of the main thrust. What is the essential nature of human beings, what constitutes their behavior, is the core of Psychological investigations. Different schools of personality have tried to explain the three pronged question, what, how and why in relation to man.

In this chapter, a review of some of the available western model of personality is dealt with. The chapter is divided into seven segments which comprises of

- 3.1 Understanding the “Personality”
- 3.2 General Definition of “Personality”
- 3.3 Meaning of “Personality”
- 3.4 Components of “Personality
- 3.5 Determinants of “Personality”
- 3.6 Characteristics of Personality:
- 3.7 Western Personality Models

### **3.1 Understanding the Personality**

Every individual looks for certain feature in their personality. They are;

- ❖ Acceptance, respect and approval

- ❖ Status and control of resources
- ❖ Predictability

Therefore, personality has to be understood in two perspectives, Firstly, the personality from the inside-which is called identity–meaning the one we identify within us with our individuals hopes and aspirations, goals and intentions. These represent our values.

Secondly the personality from outside, which is called reputation-in terms of self- confidence, sociability, integrity, charms and creativity.

Personality embraces moods, attitudes and opinions and is most clearly expressed in interaction with other people. It includes behavioral characteristics both inherent and acquired that distinguish one from the other and that can be observed in people’s relations to the environment and to the social groups.

### **3.2 GENERAL DEFINITION OF PERSONALITY**

Scientists use more extensive definitions of personality. One of these definitions, by the American psychologists Randy Larsen and David Buss, goes something like: “personality is a stable, organized collection of psychological traits and mechanisms in the human being that influences his or her interactions with and modifications to the psychological, social and physical environment surrounding them”.

According to American Psychological Association, Personality refers to individual differences in characteristic patterns of thinking, feeling and behaving. The study of personality focuses on two broad areas: One understands individual differences in particular personality characteristics, such as sociability or irritability. The other understands how the various parts of a person come together as a whole.

## **DEFINITIONS:**

While there are many theories of personality, the first step is to understand exactly what is meant by the term personality. The word personality itself stems from the Latin word *persona*, which referred to a theatrical mask worn by performers in order to either project different roles or disguise their identities.

A brief definition is that personality is made up of the characteristic patterns of thoughts, feelings, and behaviors that make a person unique. In addition to this, personality arises from within the individual and remains fairly consistent throughout life.

Generally Personality is interpreted by layman in various ways some the popularly understood ways are– behavior, attributes, temporal emotions and mental character that makes an individual unique.

“According to Encarta Dictionary –Personality means ‘Characteristics of an individual that is appealing and distinctive or very noticeable which makes them socially appealing’”.

- + “Kempf (1919) has defined personality as: The habitual mode of adjustment which the organism reflects between its own egocentric drives and the exigencies of the environment”. This definition of personality covers vast majority our responses do consist of such habitual ways of thinking”.
- + “Prince (1924) defined personality as the sum total of all the biological innate dispositions, impulses, and tendencies. This definition emphasizes subjective aspect of personality”.
- + “Warren and Heist (1966) defined the personality as “The entire mental organization of human being at any stage of his development”.
- + “Founder (2004) “Personality refers to an individual’s characteristic patterns of thought, emotion and behavior, together with the psychological mechanism – hidden or nor – behind those patterns”.

- + Personality is the set of psychological traits and mechanisms within the individual that are organized and relatively enduring and that influence his or her interactions with and adaptation to, the intra-psychic, physical, and social environment”
  - + “Personality psychology is the scientific study of whole person” (Adams, 2006, p2)
  - + “Personality refers to those characteristics of the person that account for consistent patterns of feelings, thinking, and behaving.” (Pervin, Cervone & John, 2005, p6).
  - + “Personality is an organized developing system within the individual that represents the collective action of that individual’s major psychological subsystems”. (Mayer, 2007. P.14)
  - + “According to All port “Personality is the dynamic organization within the individual of those psychological systems that determine his behavior and thought”
- “Medical definitions of personality: (source. Definition of Personality by Merriam-Webster <https://www.merriam-ebster.com/dictionary/personality>):
1. “The complex of characteristics that distinguishes an individual especially in relationships with others.”
  2. “The totality of an individual's behavioural and emotional tendencies.”
  3. “The organization of the individual's distinguishing character traits, attitudes, or habits”.
- + "That which permits a prediction of what a person will do in a given situation." –Raymond Cattell, 1950 "The dynamic organization within the individual of those psychophysical systems that determine his characteristic behavior and thought." -Gordon Allport, 1961
  - + "The distinctive patterns of behavior (including thoughts and well as 'affects,' that is, feelings, and emotions and actions) that characterize each individual enduringly." -Walter Mischel, 1999

- + "Personality refers to individuals' characteristic patterns of thought, emotion, and behavior, together with the psychological mechanisms -- hidden or not -- behind those patterns." - Funder, 2001
- + "Although no single definition is acceptable to all personality theorists, we can say that personality is a pattern of relatively permanent traits and unique characteristics that give both consistency and individuality to a person's behavior." -Feist and Feist, 2009.

### **3.3 MEANING OF PERSONALITY**

The term personality is derived from the Latin term 'Persona' -which means mask-among Greeks which is used to hide identity on stage. This concept to understanding self was later adopted by various cultures around the world. Researchers around the world over several decades have put forth their findings that enable us to understanding the concept of personality further more clearly.

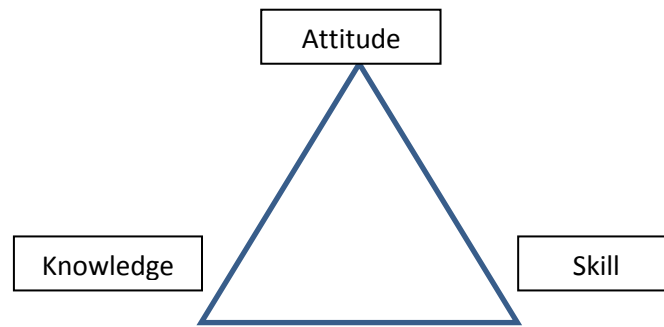
According to Carl Jung- Personality is closed energy system-where personality dynamics are subject to influence and modifications from external source- which implies that personality cannot achieve a state of perfect stabilization as it might be closed and there can only be relatively stabilized.

According to Karen Horney- Personality begins from childhood with its basic anxieties, hopelessness and vulnerabilities in much the same way as inferiority is a childhood experience.

Modern management concept –Personality is the Brand Image of an individual, it is made up of three broad aspects namely: Character b) Behavioural Trait c) Attitude

### **3.4 Components of Personality:**

Understanding one's personality is relevant of each individual's development and better living (Steven Covey and Carl Jung). Erikson's proposed that developing of the personality consists of nurturing the three elements of personality that is-Attitude, Skill, Knowledge



**Figure 3.4 showing three elements of personality**

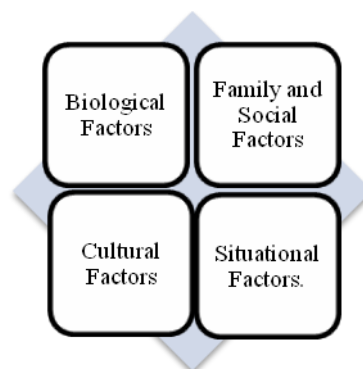
**3.4.1 Attitude:** The learnt behavior of the individual which makes them equipped to solve the problem or issue they face, is the attitude of the individual. Attitude of individual can be positive or negative towards each stimulus .If individuals are driven by positive attitude, their personality develops with positive attitude..

**3.4.2 Skill:** The rigorous practice and experience enables an individual to attain refinement in the activity or job .This refinement equipped them with ability to enhance their work that is skilled .Improved ability or skill enhanced leads to better personality.

**3.4.3 Knowledge:** Applicable or practical form of learnt behavior can be defined as knowledge. Knowledge empowers an individual to find solution for the issues they face.

**3.5 Determinants of Personality:**

Mc Clelland, has proposed the determinants of personality they are classified into four factors



**Figure 3.5 The determinants of Personality**

### **3.5.1 Biological Factors:**

Biological influencers on personality are heredity, brain and physical factors. Heredity predisposes certain mental, emotional, physical and medical characteristics that are transmitted to individuals through their DNA. The blood lineage will have similar imprints of characteristics that are ancestors pass-on their gene pool to the rest of the later generations. Brain structure determines the personality of an individual.

Physical feature of an individual relates his /her ability to deal with the external environment. It is the rate of maturing and extent of exposure to external environment.

### **3.5.2 Family and Social Factors:**

A social unit with blood relation staying in a dwelling is defined as a family. Socio economic status of the family and birth of the children are the essential aspects that influence the personality development. Socialization and identification process in the family influences the personality. Socialization is a process of an individual learning all the human order skill from childhood to Maturity. Identification is a process of child as a youngest individual of the family adapting to the ways of the members of the family and especially the mother.

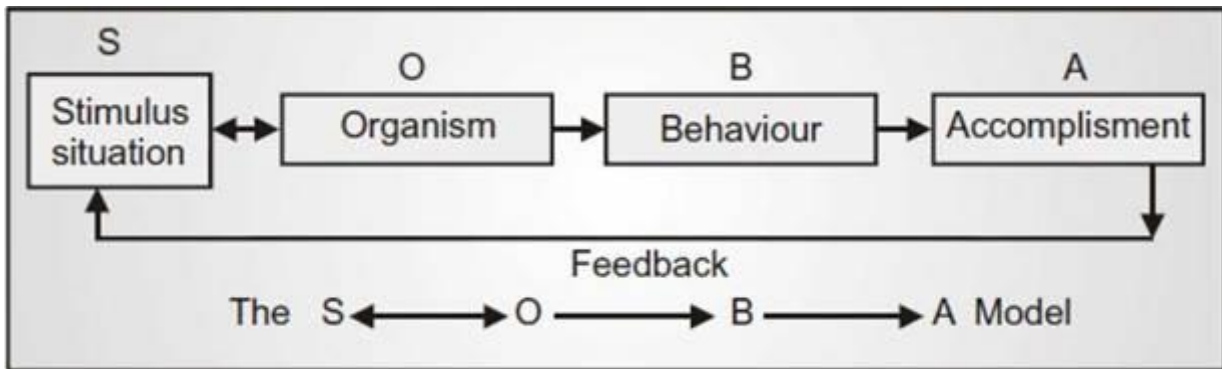
### **3.5.3 Cultural Factors:**

Culture of a family or its society which is a voluntarily adopted belief and value system bears its influence on the individual's personality. Each family's culture aims at developing their personality by imparting value based learning.

### **3.5.4 Situational Factors:**

S-O-B-A (Stimulus situation, Organism, Behavior, Accomplishment) model is adopted here to understand the human behavior. This model explains that a situation is created by external factors in two motives. Push motives and Constraint motive. Individuals having a positive attitude will

face the situation and thereby attain better results so the situation turns out to be productive or a push motive. On the other hand if the individual has a negative motive while they face the situation it can be constraint to their development.



**Figure 3.5.4 S-O-B-A (Stimulus situation, Organism, Behavior, Accomplishment) model**

### 3.6 CHARACTERISTICS OF PERSONALITY:

- ❖ It is unique to each individual. It refers to both internal as well as external qualities of an individual. No other individual can copy, reproduce or imitate the qualities of other individual all the time.
- ❖ It refers to persistent qualities of an individual. Every human being has some permanent qualities in him. These qualities remain almost consistent and exhibit themselves in the form of social behaviour.
- ❖ It refers to habits, attitudes as well as physical traits of a person which vary from individuals to individuals.
- ❖ It is distinctive pattern of thoughts, emotions and behaviour which make individual to express him in the outer world.

### **3.7 WESTERN SIX MODELS OF PERSONALITY:**

The Western researchers have developed a number of theories (Models) for understanding of personality. Some of these theories may be given here.

3.7.1 Trait theory

3.7.2 Psychodynamic theory

3.7.3 Behavioral theory

3.7.4 Cognitive theory

3.7.5 Humanistic theory

3.7.6 Evolutionary and Genetic Perspectives

#### **3.7.1 Trait Theory:**

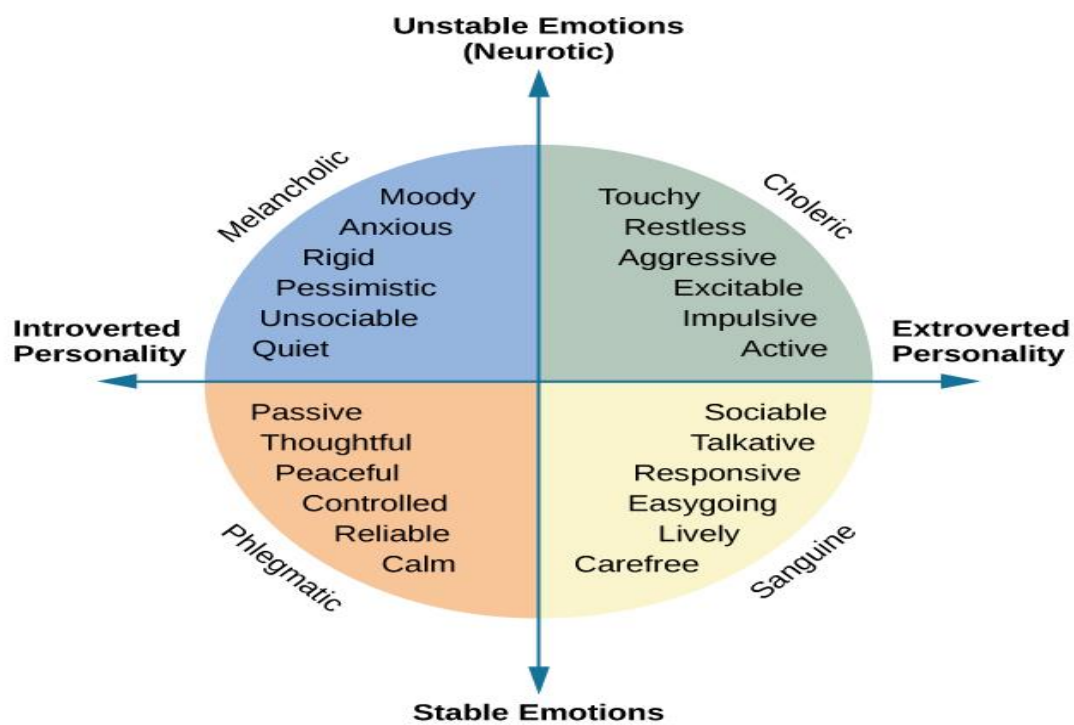
Gordon Allport, (1897-1967) initiated this school. This school is considered as the first school of personality. Gordon Allport is considered as the father of trait theories. He hypothesized that “those individual differences that are most salient and socially relevant in people’s lives will eventually become encoded into their language; the most important such a difference, the more likely is it to become expressed as a single word”. Using the above definition he identified four thousand five hundred attributes (features) and arranged them into three broad categories to identify an individual personality. They are:-

1. Cardinal Traits: These are the qualities which dominates the personality for very long period of time and in all situations.
2. Central Traits: The traits which are common and consistent over a period of time and under all conditions. This forms the building blocks of personality.
3. Secondary Traits:-This is less evident and also inconsistent across time and situations.

Raymond Cattell used factor analysis and re-organized Allport 4500 traits and put them into 16 primary traits and found out the basic dimensions of personality.

Hans Eysenck further simplified the Raymond Cattell theory by formulating a quadrant based on intersecting emotional-stable and introverted-extroverted axes and classified into three prominent factors. These are:-

- ❖ Stable Emotions
- ❖ Introversion-Extroversion
- ❖ Unstable Emotions (also called neuroticism)



Source: <https://www.google.com/search>

**Figure 3.7.1 (a) HANS EYSENECK MODEL OF PERSONALITY**

**Big Five personality Model:**After repeatedly using factor analysis Goldberg and Costa and McCrae developed Big-Five OCEAN theory.



Source: <https://www.psychologistworld.com/personality> Table 3.7.1(b) Big Five Personality

**Traits:**

Openness to experience (the tendency to be imaginative)	Conscientiousness (the tendency to be organized)	Extroversion (the tendency to be sociable)	Agreeableness (the tendency to be softhearted)	Neuroticism (the tendency to be anxious)
Insightful	Systematic	Energetic	Affectionate	Stability
Imaginative	Responsible, Careful	Assertive	Sympathetic	Negative Emotions
Independent	Disciplined	Fun loving	Trusting	Insecure

**Table3.7.1 Big Five Personality Traits:**

**Big Five Personality trait indicator identifies five personality traits**

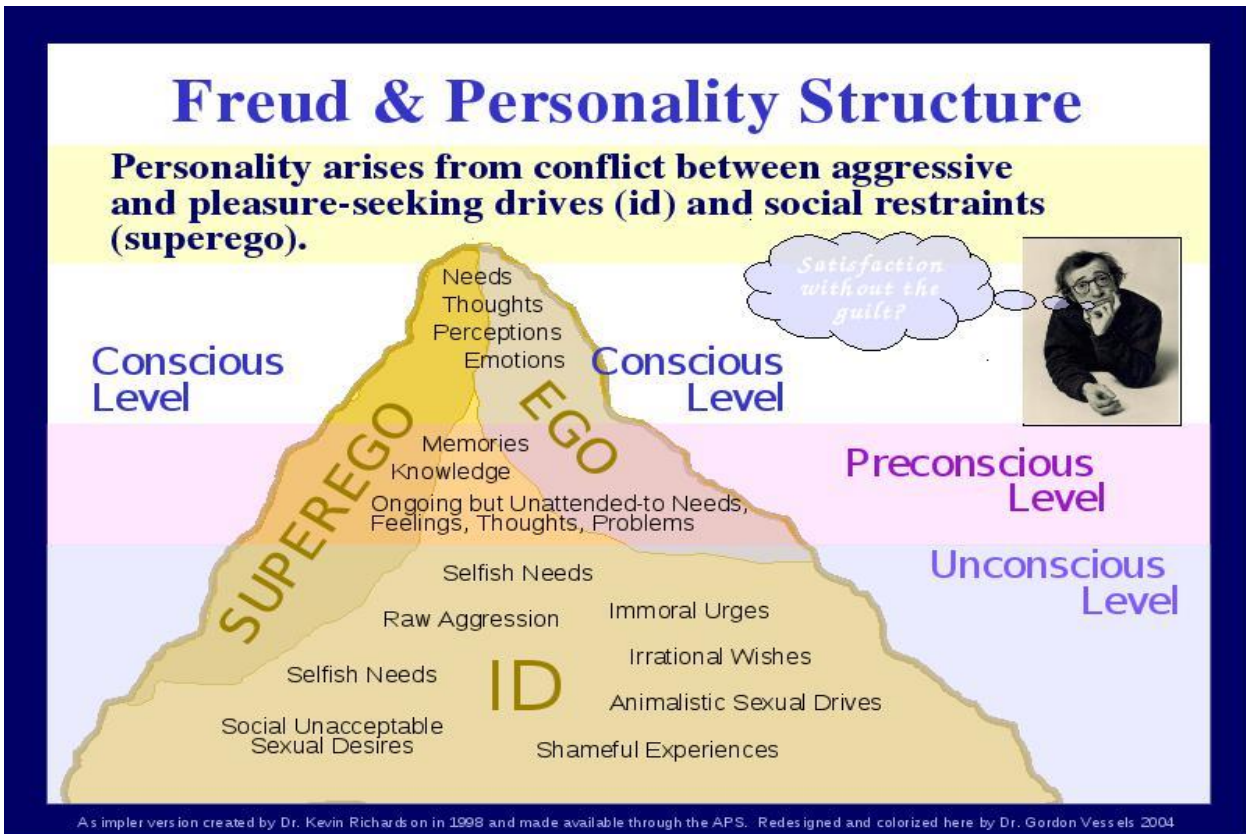
- 1) **Openness:** includes traits like being insightful, imaginative and having a wide variety of interests.

- 2) **Conscientiousness:** It refers to the goals identified by the individual and the focus they have. It refers to traits as systematic, careful, thorough and responsible. Higher the degree of Conscientiousness they are prompt and reliable in their character.
- 3) **Extroversion:** these are individuals who associate to traits as energetic assertive. These are individuals who draw their energy from external activity.
- 4) **Agreeableness**—these individuals are friendly, co-operative and compassionate. High agreeableness for better development.
- 5) **Neuroticism** – it is called as unstable emotions. Such an individual have the tendency of being anxious, lack of self-confidence, depression, shyness and similar negative feelings.

### 3.7.2 Psychodynamic theories:

Sigmund Freud is the pioneer of the second school of personality theories. He unraveled the mysteries of the psyche by dividing the mind into three levels, conscious, preconscious and unconscious. The conscious mind deals with awareness part. It explains our mental activity in which all thought processes occur. In preconscious mind stores all our past experiences. This can be retrievable through some practice. The unconscious state of mind is the reservoir of all our hidden desires, wants, needs and motives. It is the also storage of information of our painful past that is being repressed and cannot be accessed readily.

Freud explained the personality by investigating the interplay of our conscious and unconscious mind. Based on this he proposed three-part personality structure comprising of id (concerned with pleasure seeking and gratifications instincts), the ego (which manages the demands and constraints of the society), and lastly superego (thought which parental and social values are internalized).



Source: [https://en.wikipedia.org/wiki/Id,\\_ego\\_and\\_super-ego](https://en.wikipedia.org/wiki/Id,_ego_and_super-ego)

Figure: 3.7.2 FREUD PERSONALITY STRUCTURE

Carl Jung modified the three structure of mind which Freud had established. According to him ego is conscious mind which is aware of what we are doing in this world. He replaced the pre-conscious with personal conscious and unconscious with personal unconscious state of mind. The personal unconscious mind consists of memories and experiences which is suppressed for some reason.

- ✓ Jung replaced the Freudian structure of personality by developing four pairs of polar traits from the eight mental functions to interpret personality. They are:
- ✓ Perceiving vs. Judging: this means how people deal with the outer world.
- ✓ Sensing vs. Intuition: this means how people gather information.
- ✓ Thinking vs. feeling: How people make decisions
- ✓ Extroversion vs. Introversion: How people focus their attention and energy.

He sequenced the four pairs of mental processes as a) Observable Behavior (Extroversion vs. Introversion), b) Dominant Function (Sensing vs. intuition), c) Inferior function (Perceiving vs. Judging).

**3.7.3 Meyers- Briggs type personality Indicator (MBIT):** This theory was developed by Isabel Briggs Myers and her mother, Katharine Cooks Briggs in the year 1940. This theory is widely used personality inventory and is based on the psychological theories of Carl Gustav Jung. This test was intended to bring the everyday application of Jung work to public in order to provide the personality matches for social and work environments. This theory is new interpretations to Jung theory and added to it by including how the people deal with the outer world.

The test is broken to four categories.

- 1) Favorite world: Do you prefer to focus on to the outer world or to your inner world? This is called Extroversion (E) or Introversion (I).
- 2) Information: Do you prefer to focus on the basic information you take in or do you prefer to interrupt and add meaning? This is called sensing (s) or Intuition (I).
- 3) Decisions: When making decisions do you prefer to first look at the logic and consistency or first look at the people and circumstances? This is called thinking (t) or (Feeling).
- 4) Structure: In dealing with the outer world, do you prefer to get things decided or do you prefer to stay open to new information and options? This is called judging (J) or perceiving (P)

<p><b>Extroversion (E) :</b></p> <ol style="list-style-type: none"> <li>1) First act</li> <li>2) Prefer interaction from the outside world</li> <li>3) Motivated by outside forces and people</li> <li>4) Enjoys wide variety of relationship with several Individuals</li> </ol>	<p><b>Introversion</b></p> <ol style="list-style-type: none"> <li>(I). Think and reflect before responding.</li> <li>2) Needs time alone to recharge</li> <li>3) Finds motivation from within and closes the mind from off from outside world.</li> <li>4) Prefers one to one time in relationships</li> </ol>
<p><b>Sensing (s):</b></p> <ol style="list-style-type: none"> <li>1) Mental state of mind dwells in the present.</li> <li>2) Use common-sense to find practical solutions.</li> <li>3) Utilize past experience for improvised decisions.</li> <li>4) Prefers concrete information</li> </ol>	<p><b>Intuition:</b></p> <ol style="list-style-type: none"> <li>1) Mental state of mind dwells in the future and possibilities.</li> <li>2) Uses imagination and creativity to formulate new solutions.</li> <li>3) Memory recalls pattern, contents and corrections.</li> <li>4) Comfortable with deciphering fuzzy data.</li> </ol>
<p><b>Thinking(T) :</b></p> <ol style="list-style-type: none"> <li>1) To make decisions based on facts and logic.</li> <li>2) Notices task and work to be done.</li> <li>3) Provides objective and critical analysis.</li> <li>4) Accept conflict as the part of human nature in relationships.</li> </ol>	<p><b>Feeling(F) :</b></p> <ol style="list-style-type: none"> <li>1) Use personal feeling to make decisions</li> <li>2) Sensitive to the needs of others and takes others into considerations.</li> <li>3) Seeks approvals from the peers and sides with the popular opinion.</li> <li>4) Becomes unsettled with conflicts and disorder</li> </ol>
<p><b>Judging (J):</b></p> <ol style="list-style-type: none"> <li>1) Plans details in advance</li> <li>2) Focus tasks on hand and completes meaningful segments before moving on.</li> <li>3) Works to avoid stress and stays ahead on</li> </ol>	<p><b>Perceiving (P):</b></p> <ol style="list-style-type: none"> <li>1) Moves into action without a plan.</li> <li>2) Multitask and mixes work with pleasure.</li> <li>3) Tolerant of deadlines close best work</li> </ol>

deadlines.	under pressure.
4) Uses target dates and goals and manage life.	4) Avoids commitments that interfere with, flexibility, freedom and variety.

### 3.7.3 (a) Meyers- Briggs Personality Characteristics

#### The Code:

After taking the test a four letter code is generated based on the answers.

There are 16 combinations of letters and each combination determines the individual's personality.

Taking the combinations of letters into considerations determines personality preferences.

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

**Table 3.7.3(b) Meyers- Briggs type personality Indicator (MBIT):**

**Uses:** The Meyers-Brick indicator is a useful tool for manager to utilize in determining the placement of an individual within an organization. By blending the right personality types effective team performance and work place harmony can be established. With the MBTI in managers tool bag could tailor a team's design to net the results desired for appointed tasks.

### 3.7.3 Behavioural Theory or Model:

The oldest theory on behaviour dates back to Descartes who introduced the idea of stimulus. Descartes said "Human Personality is rooted in the mind or rational soul".

According to behavioral theory human personality is best understood by our learning, cognition and the laws in natural environment. Behaviorists consider learning as acquisition of new behavior based on environmental condition. The environment is the set of stimuli for an individual to interact or respond. The avenue of learning is the response between the individual and the stimuli of the environment.

**Others who contributed for this theory are:**

- ❖ Dollard and Miller’s stimulus – “Response Theory”- This gives the law of action and reaction in natural environment.
- ❖ Ivan Pavlov’s Classical Conditioning Theory”;
- ❖ Skinner’s Operant Condition Theory: here Skinner shows learning takes place through the rewards and punishments for behavior.
- ❖ Thomsdikes – proposed human acquire behaviors through the association of stimuli and response.

**3.7.4 Social Cognitive Theory:**

This theory was established by Albert Bandura. According to him, Individuals learn by observing others and these guides to his present behavior. Albert Bandura proposed that the individual behavior and the environment are entwined to create his learning. Even though the behavior can be modified through learning, individual choice is based on perceived or actual consequences of behavior. People are more likely to follow the behaviors modeled by someone with whom they can identify.

Julian Rotter explains personality as a function of individual experiences and the environment. Rotter categorized his theory into four main streams. They are

Behavioral potential: This shows the likelihood of engaging in a particular behavior in specific situations.

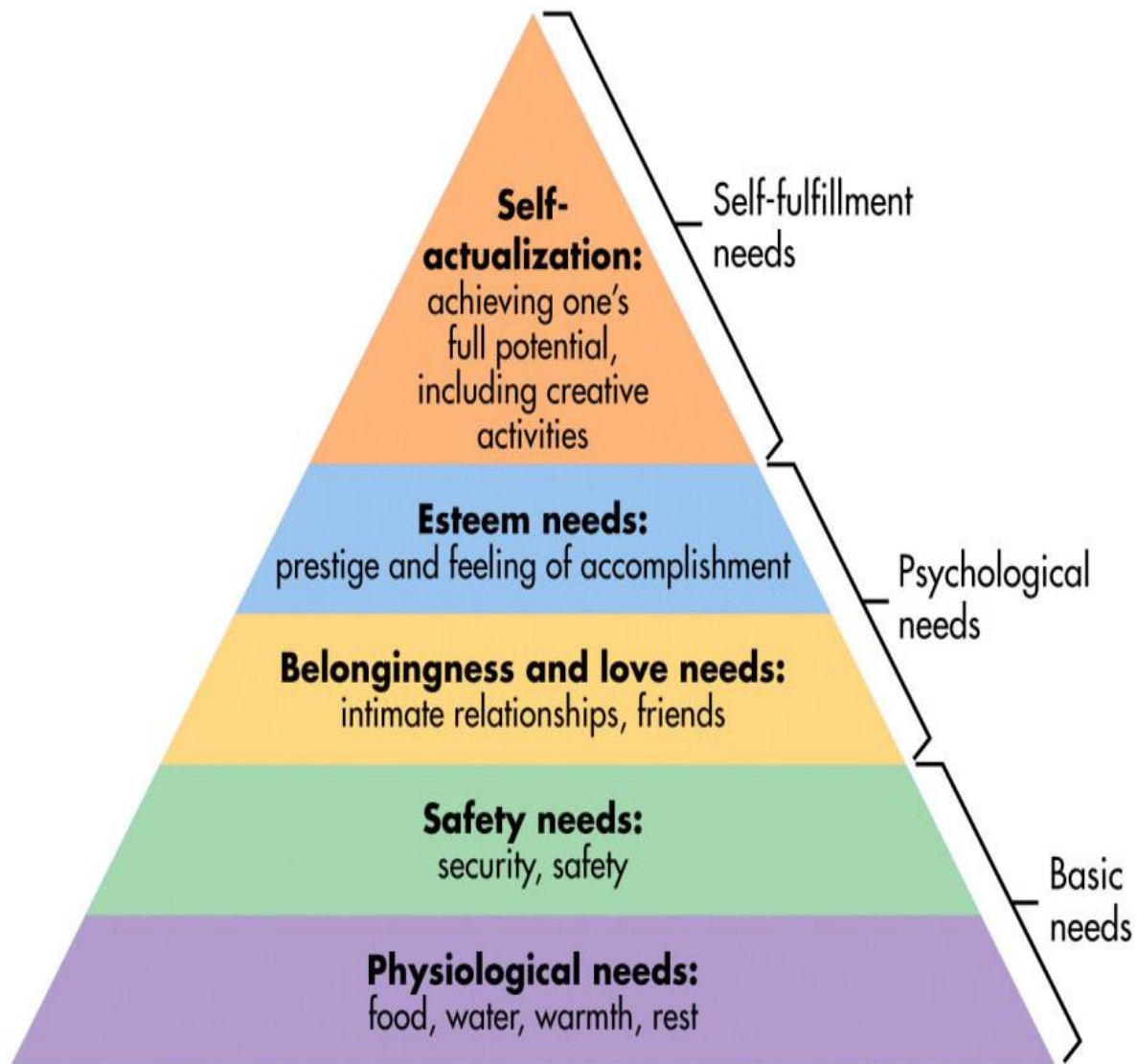
Expectancy: This is subjective probability that a given behavior will lead to particular outcome.

Reinforcement value: Here reinforcement means outcomes of our behavior. Reinforcement value refers the desirability.

Psychological situations: Different people interpret the same situation differently and this determines their behavior.

### **3.7.5 Humanistic Theory:**

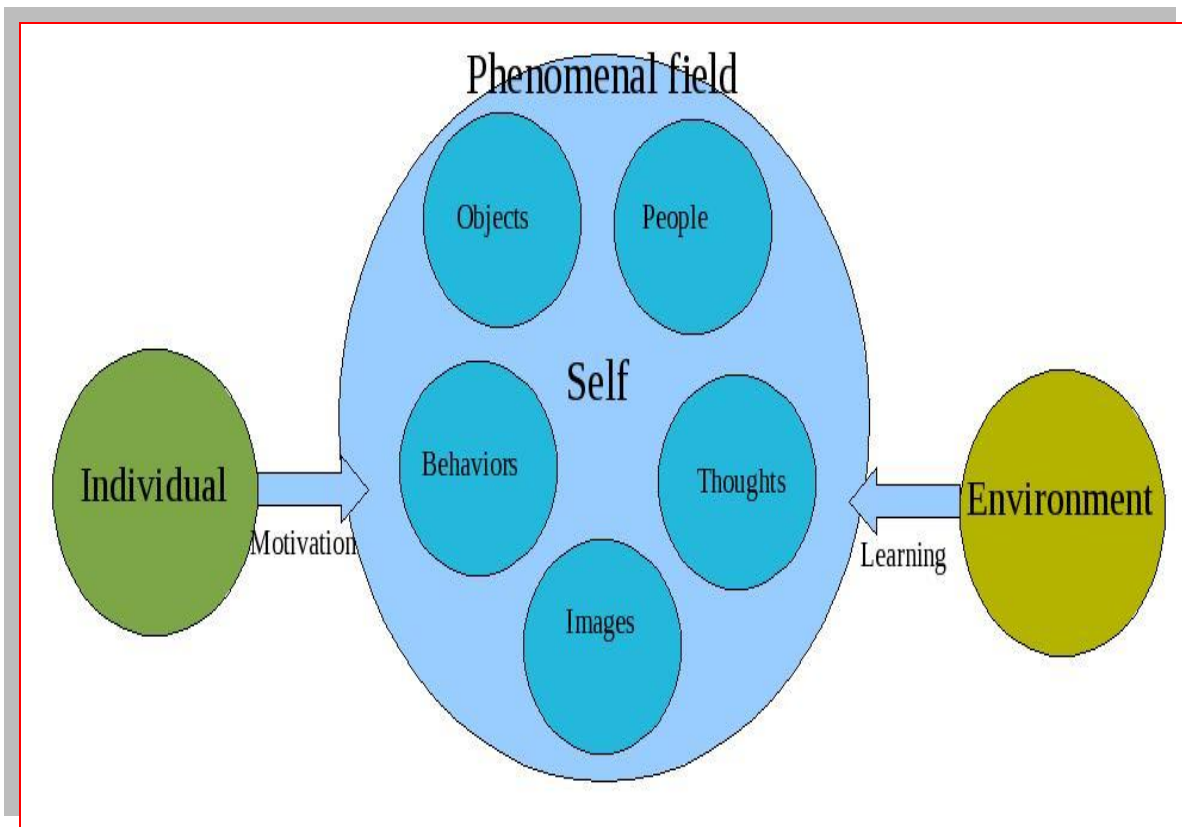
Two Psychologists, Carl Rogers and Abraham Maslow studied the healthy personality of human beings and came out with this theory. This theory helped to a great extent to understand the personality of individuals. Both of them did not accept biological factors determining the personality, but was of the firm view that individual choice formed the personality. The deterministic factor of personality according to them was free will and self-determination. Humanistic psychology stressed individual's effective role in forming his inner and outer personality. Rogers advocated human beings are active and creative who lives in the present and selectively responds to current situation. He found out a new term and called it as self-actualizing tendency. By this tendency all human beings rise to their highest potential when all "physiological needs" are fulfilled. The different levels the individuals have to go are shown in figure below.



Source: [https://en.wikipedia.org/wiki/Maslow%27s\\_hierarchy\\_of\\_needs](https://en.wikipedia.org/wiki/Maslow%27s_hierarchy_of_needs)

**Figure: 3.7.5(a) Maslow's Hierarchy of Needs**

Carl Rogers (1902-1987) was a humanistic psychologist who agreed with the main assumptions of Abraham Maslow, but added that for a person to "grow", they need an environment that provides them with genuineness (openness and self-disclosure), acceptance (being seen with unconditional positive regard), and empathy (being listened to and understood).



**Source:** <https://courses.lumenlearning.com/boundless-psychology/chapter/humanistic-perspectives-on-personality>

**Figure: 3.7.5(b) Carl Rogers's Humanistic Model**

### **3.7.6 Evolutionary and Genetic Perspectives:**

In the year 1850 Charles Erasmus Darwin British Scientist proposed biological evolution theory. The book he authored was 'Origin of New Spices by Natural Selection'. The evolutionary approach to the personality is based on this book. In this theory Darwin elaborately explained how the individual personality differences are based on natural selection. Since the natural resources are limited in nature the organisms has to change over a period time through adaption and selection. Natural selection causes the population to develop new traits and certain genes and this aid the organism's survival and reproduction. This is generally called 'Struggle for existence and survival of the fittest'.

### 3.8 Comparison between Eastern and Western Philosophy:

#### 3.8.1 *Sāṃkhya* Philosophy verses Evolutionary Theory:

a) ***Sāṃkhya* Philosophy:** Sage kapila established *Sāṃkhya* system. He authored the book titled '*Sāṃkhya Sūtra*'. This system considers reality consists of two principles. They are *Puruṣa* (male) and *Prakṛti* (female). *Prakṛti* and *Puruṣa* are supposed to be absolute and completely independent. *Puruṣa* is mere consciousness and cannot be modified or changed. *Prakṛti* has three attributes- Thought, movement and transformation (change). *Sāṃkhya* philosophy explains phenomenon of evolution and creation of the Universe by establishing the relation between *Puruṣa* and *Prakṛti*.

b) **Evolutionary theory:** Charles Erasmus Darwin is the founder of this theory. He authored the book titled 'Origin of New Species by Natural Selection'. The personality psychology is based on evolutionary theory. According to it personality difference among individual are based on natural selection. It is based on 'struggle for existence and survival of the fittest' principle. Through adaptation and selection natural selection organism changes over period of time. Traits are developed and aid organism's survival and reproduction.

#### 3.8.2 *Nyāya* Philosophy verses Trait Theory.

a) ***Nyāya* Philosophy:** Sage Goutama established this philosophy. He wrote *Nyāya* Sutras to describe this philosophy. It deals with technique of logical thinking, epistemology and theory of debate. It considered knowledge of an object as it is as real knowledge and called it as valid knowledge. According to *Nyāya* Sutras perception, inference, comparison and testimony are four sources of valid knowledge.

b) **Trait Theory:** Traits are characteristic thoughts of an individual. They are the identical patterns of behaviour. Personality traits are consistent and long lasting (valid) while states are

temporary (unreal). The ancient Greeks thought that four types of humours in human body corresponding to personality types. Raymond Cattell used factor analysis to cluster traits into sixteen groups.

### 3.8.3 *Yoga Philosophy versus Behavioral Theory*

#### a) *Yoga Philosophy:*

This philosophy is elaborately given in *Yoga sūtra* written by sage Patanjali. The meaning of *Yoga* is union of two principal entities. The technique of *Yoga* is controlling of mind, body and sense organs. *Yoga* purifies mind and works towards systematic release of *Puruṣa* from *Prakṛti*. *Yoga* shows a path to attain freedom by practicing *yama* (self-control), *niyama* (strict observation of rules), *asana* (proper body postures), *prāṇāyāma* (control of breath), *pratyāhāra* (withdrawal of sense organs), *dāraṇa* (fixation of the mind), *dhyāna* (concentration), *Samādhi* (merging of mind with absolute reality)

b) **Behavioural Theories:** John B. Watson is considered as the father of behaviorism. Skinner, Bandera and Walter Metical have enormously contributed to it. The theory was developed by studying the behavior of individuals. According to them personality is formed by two way interaction between personal characteristics and the environment. Behaviorist believes that any person can be trained to perform any task, regardless to personality traits and internal thoughts.

### 3.8.4 *Mīmāṃsā Philosophy versus Humanistic Theory:*

a) *Mīmāṃsā* School of Indian Philosophy: Jaimini is the founder of *Pūrvamīmāṃsā* and sage Bādarāyaṇa is the founder of *Uttaramīmāṃsā*. Later Sabar Swami and Kumārila Bhaṭṭa also contributed to this philosophy. *Mīmāṃsā* means reflection or critical investigation. This philosophy is the outcome of analysis, interpretation, and application of the texts *saṃhitā* and

*Brāhmaṇa* portions of Veda. The main text of *Mīmāṃsā* is *Jaimini Sutras* of Jaimini. *Mīmāṃsā* emphasis the concept of valid knowledge and the essence of this system of philosophy is Dharma.

**b) Humanistic Theory:** Abraham Maslow and Carl Rogers are the two well-known psychologists who advocated this theory. This theory focuses on rationality, consciousness and freedom. According to these theory individuals has a perception of themselves and the world. The individuals have the ability to make choices and advocate free will and self-determination are deterministic factor of personality.

### 3.0 *Vaiśeṣika* Philosophy versus Psycho-Analytic Theory.

**a) *Vaiśeṣika* Philosophy:** The Propounder of this philosophical school was *Kanada*. It explains the atomic theory of universe. It believes individual souls are born out of past actions (*Karma*). *Vaiśeṣika* considers reality to have many basis which are attributes, action, substance, *guṇas* etc.

**b) Psycho-Analytic Theory:** It is based on Sigmud Freud's psychoanalysis which emphasize unconscious and childhood experience in shaping the personality. It considers personality is made-up of the id, the ego, and the superego. Which are in constant conflict with each other. The conflict between the id and reality is managed by ego.

### 3.8.6 *Vedānta* Philosophy versus Social Cognition Theory.

**a) *Vedānta* Philosophy:** *Vedānta* is the concluding part of Vedas. Ādi-Śankaracārya is the profounder of *Vedānta* philosophy. According to this philosophy every action has to be governed by intellect. The intellect has the ability to act based on logical reasoning and rational judgment.

**b) Social Cognition Theory:** This theory was propounded by Albert Bandura. According to him, Individuals learn by observing others and these guides to his present behavior. Albert Bandura proposed that the individual behavior and the environment are entwined to create his

learning. Even though the behavior can be modified through learning, individual choice is based on perceived or actual consequences of behavior. People are more likely to follow the behavior modeled by someone with whom they can identify.

**Summary:**

The personality study requires clear understanding of the terms personality and development of personality. The concept of personality-including individual characteristics that are consistent over different context and time-is appealing, serious issues in regard to consistency of characteristics over different contexts and over time period remain, suggesting us although correlations may be significant, there is relatively little variance accounted. As such, there is little consistency. The study of human development also difficulties, especially the idea that earlier events lead to or can predict later events.

**This chapter in a nut shell:**

- As per personality psychology individual's personality is the result of his behaviour, motivations, emotions, thoughts etc.
- The personality factors based on biological perspectives focuses on how personality characteristics manifest and controlled by genetics.
- As per Psychoanalytic theory the behavior is the interaction between the mind, id, ego and superego.
- Learning theories suggests behavior is the response to external stimuli. Social learning takes place through individual's cognition i.e. is the ability of the brain to process information through perception.

- Humanistic theory argues that the determinant of human behaviour is free will. According to Maslow and Carl Rogers human beings strive to become self-actualize by which one can work with full abilities.
- As per traits theory some of the common traits forms human personality.