

# Personality is the dynamic organization essay

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Gordon Allport was the pioneering psychologist who began to scientifically study character traits in 1936 and developed his generalized theory (Olivarez, 2010). Trait theorists aim to discover why people act differently under the same circumstances. They view individual differences to personality as enhancing ways that people vary from one another (Butt, 2007). It's believed that a person's traits will not change as they grow or be affected by the environment, and that their individual traits influence behavior. For example, a trait theorist would argue that a leader is born, not taught - because he/she already genetically possesses the personality traits that are needed to lead such as: extroversion, agreeableness, conscientiousness, openness, integrity, charisma, need for power, intelligence, problem solving skills, and decision making. Albert Bandura developed his social-cognitive theory while working to eliminate clients' phobias. The basic philosophy is that people learn from one another through watching imitation, and modeling.

This theory incorporates the interaction between environment, cognitive, and behavioral influences (Schultz & Schultz, 2013). A social-cognitive theorist believes that personality is molded through learning. For example, if a father is abusing his wife in front of his young son, that child may model that behavior because he watched and is imitating his role model.

Theoretical Constructs Allport categorized traits into three classes: cardinal, central, and secondary traits. Cardinal traits are the most influential and prevalent traits that may identify an individual. Central traits are traits that describe a person's behavior, such as assertive or impractical. Secondary traits are the least influential and may not be noticed or displayed

consistently (Schultz & Schultz, 2013). Theorists assert that a person's traits can be measured, which ultimately define their thoughts, behaviors, and emotions (Bauhaus, 1999). For example, a person who is an extrovert and outgoing is most likely to be that way throughout their whole life and that trait will influence their behaviors during their lifetime.

The Multidimensional Personality Questionnaire (MSP) is considered a cross-culturally valid means for assessing personality traits by testing for: cultural empathy, openhandedness, emotional stability, orientation to action, adventurousness/ curiosity, flexibility, and extroversion (Savanna, Finny, & Verona, 2014). Social-cognitive theorists believe that behavior can be explained by the interaction of cognitive, behavioral, and environment - all three are interdependent. An individual's perception will change in accordance to the consequence of past behavior. There are four sub-category constructs of Act's observational learning processes: attention, retention, production, incentive and motivational (Schultz & Schultz, 2013). An example of this could be a student in class: pays attention to the teacher, takes notes to retain knowledge, studying the material and committing it to memory, and later having gained and understanding and ability to apply the knowledge to life.

Limitations and Criticisms of Theory Critics Of the Trait Theory argue that personality traits change over time through experience. They also contend that the theory generalizes individuals into groups based on personality inventories, and that these tests do not take into account that behaviors change in different situations. Critics feel that the professionals assessing

the testing are subjective and that their interpretations of the results may vary. The tests are often self-reporting measures, which require a client to be contemplative and mature enough to understand their own behaviors.

These personality assessments may provide information about a person's traits, but do not explain the reasoning behind the behaviors (Capybara, Eviction, Barreling, & Alasdair, 2013). As an alternative to strictly adhering to the Trait Theory, the Personal Construct Theory could be taken into consideration because it is concerned with a phenomenological approach when studying differences in individual's traits. The aim in PACT is to gain an understanding in how people make sense of their world by developing a set of personal constructs based on their experiences (Butt, 2007). Critics of the Social-Cognitive Theory argue that neither genetics nor certain changing environmental factors are considered. ACT ignores biological factors, which shape and change the way people think and behave despite sat experiences.

ACT places emphasis on the interaction between the individual and the environment by assuming that changes in environment would change behavior, but it's been challenged that often - behavior remains the same regardless of changes in environment (Cicerone, Shades, & Jennies 2001). Instead of ignoring the biological and certain environmental influences, theorists Of the Social-cognitive Theory should incorporate these factors when making assessments, diagnosis, and treatment plans. Personal View of Personality Development Both Trait and Social-cognitive Theories can compliment one another in explaining personality development. While it's true that environment affects behaviors, we need to take into account an

individual's biological make-up and how that plays into influencing behavior as well.