

Personality theories

[Psychology](#)



There are many theories as to what makes up a person, and there are just as many theories about what makes up someone's personality. One of the main theories is the learning approach to personality. The learning approach states that our personality is shaped by past experiences and situations, and how we use these experiences to deal with similar situations. Unlike other theories that are fueled by thoughts, feelings, and motivations, in the learning theory all this is put aside and it adheres to just what has been learned. Although the existence of personality is not denied, learning theorists say that it is best understood by looking at features of a person's environment. B. F. Skinner is the most influential person of this theory, he states that personality is a collection of learned behavior patterns. Strict learning theorists such as Skinner are less interested in the consistencies in behavior across situations than in ways of modifying behavior. Their view is that people are infinitely changeable by learning new traits and patterns from experience. Such as, if I am sociable both at parties and at meetings, it is because I have been reinforced for displaying social behaviors. And all of this is believed to have come from an outside source and not from the need to fulfill some childhood wish that is buried deep in your unconsciousness.

There is also another approach to personality known as the social cognitive. Social cognitive emphasize the influence of cognition—thoughts, feelings, expectations, and values—as well as observation of others' behavior, on personality. According to Albert Bandura, one of the main proponents of this point of view, people can foresee the possible outcomes of certain behaviors in a specific setting without actually having to carry them out. This understanding comes primarily through observational learning and viewing the actions of others and observing the consequences. Bandura, a scientist

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that studies this approach, places emphasis on the role played by self-efficacy. This states that the belief in one's personal capabilities helps shape their personality. Also it states that they believe in yourself will give the drive and motivation to carry out and change yourself or produce a desired outcome. These two theories have one thing in common and that is that they both look at outside factors that affect our development of personality. This development of self comes from things we have learned throughout our lives and how similar events in our lives are handled through this learning. The difference that these two theories have is that even though they both look at experience as the guide only the social cognitive perspective takes into account the inner self. Taking into account our inner self, meaning how our thoughts, feelings and emotions play into how we shape our personality. It also helps shape our personality by learning through observations of any situation that may cross our paths. By taking this into account it gives a more holistic approach to personality development. All psychological tests must have reliability and validity. Reliability refers to the measurement consistency of a test. If a test is reliable, it yields the same result each time it is administered to a specific person or group. In contrast, unreliable tests give different results each time they are administered. By using this basic guideline there are several different tests that can be administered and each has its own unique way of interpreting the meaning of the answers. The Minnesota Multiphase Personality Inventory-2 (MMPI-2), The Rorschach Test (inkblot), The Thematic Apperception Test (TAT), are just a few of the tests that can be given to assess someone's personality. Each one has its own form of administration, interpretation and scoring. By using these tests one can evaluate someone's personality and place them in groups according to <https://assignbuster.com/personality-theories/>

the results of the test. Looking back at the different theories, tests and people that developed the different approaches show how varied personality is from one individual to another. Determine what a personality is varies also from person to person. One test could work on one group of people while it will not with another. Using inkblots shows imagination where some cannot convey what they see into words, written or verbal. Personalities are as varied as the approaches and tests out there in the scientific community.