

Criticisms – It has weak theoretical foundations. We have little idea about the origins of these differences (Particularly A, C and O).

Orthogonality – There are questions about how orthogonal A and C are.

Confirmatory Bias – Factor analyses specifically select cluster of variables that are bound to produce five factors due to semantic overlap.

Irrelevance of Correlates – It has been argued that the majority of correlates are nonsense. There is a "hodgepodge" (Block, 2001) of correlates such as Rorschach etc.

Jack Block (2001) argues that there is disagreement according to the definitions of the terms. **Some say impulsivity falls under Extraversion, others under N.**

Tupes & Christal (1961) were the first to support this hypothesis, who wrote an internal memo to the US air force. Norman (1967) was the first to predicate a theory on these findings.

Costa & McCrae (1992) provided the most popular measure of the Big Five (NEO PI-R).

OCEAN – (Usually presented as NEOAC) is the Big Five.

Neuroticism–Stability – The extent to which people experience negative emotions. "I get irritated easily"

Extraversion–Introversion – The extent to which people prefer to be alone or with others and experience positive emotions. "I love life"

Openness–to–Experience – A dimension of creativity, culture, curiosity, intellectuality. "I do not like art" (the most contentious dimension)

Agreeableness–Antagonism – The extent to which people are pleasant and well-liked by others. "I hate to seem pushy"

Conscientiousness – Concerns the manner in which people complete tasks. "I excel in what I do" (correlates with job/educational performance)

Big Five Theories

These attempt to document how people differ (describe). They are based heavily on the work of Cattell but have mutated after investigations in to the Big Five model.

Trait Theories 1

Raymond Cattell "One of the most influential and original psychologists working in the field of individual differences" Eysenck. He wrote 500+ papers and around 50 books.

Other Approaches

It is difficult to provide a comprehensive definition of personality. Persona means mask.

Humanistic Approach is inspired by philosophical schools of phenomenology and existentialism. Emphasises free will, personal worth and **self-actualisation**. This has mainly therapeutic uses (clinical and counselling) and was founded by Rogers (Self-actualisation), Maslow (Hierarchy of Needs).

Psychodynamic Approach emphasises conflicts between ID, Ego and Superego. Internal processes are unconscious, preconscious and conscious. Considers personality to form through oral, anal, urethral and phallic stages (0–10) and various traits to emerge through the ability of each person to achieve these stages.

Lexical Sampling Hypothesis Cattell (1946) argued that every notable aspect of personality would have been observed and entered as an adjective in everyday language. He removed synonyms and unfamiliar words and kept about **45 variables**.

Cattell performed a factor analysis of rating data and questionnaire data and reduced the number of personality factors in to 16. This led to the **16PF** – one of the most widely used personality questionnaires ever developed.

However, virtually no one except himself and colleagues managed to replicate the 16 factor structure. Analysis of the 16PF led to 4 or 5 **second-order factors**.

Child (1968) "more or less stable, internal factors that make one person's behaviour consistent from one time to another and different from the behaviour that other people would manifest in comparable situations".

Eysenck "a more or less stable and enduring organisation of a person's character, temperament, intellect and physique, which determines his unique adjustment to the environment".

Both of these definitions are rooted in the **trait approach**. A trait is a **stable characteristic or quality distinguishing one person or thing from another**. The trait approach is undoubtedly the dominant approach. It is empirical, explicit, testable, falsifiable and are based on objective observations. It is however largely atheoretical.