

Introduction to Psychology
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Lecture – 35
Personality

Having talked about (Refer Time: 00:08) proposition today we are going to begin with the concepts proposed by the Neo Freudians.

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The slide is titled "Alfred Adler" and lists the following concepts under "Individual Psychology":

- ▶ **Individual Psychology**
- ▶ Important concepts:
 - ▶ Mastery
 - ▶ Power
 - ▶ Superiority
 - ▶ Status
- ▶ **Inferiority Complex** → Compensation
Over compensation
- ▶ Inferiority is innate & universal

So, let us first begin with Alfred Adler. Adler's proposition is named as individual psychology and the major concepts that he talked about were mastery power superiority and status things which human beings largely look for you want to master something you want to acquire more and more power you want to be extremely superior and you are very conscious about your status, but then the major focus at Alfred Adler was putting was on inferiority complex and then he said that basically inferiority is something which is innate and universal.

So, all of us have certain degree of inferiority complex within us and he says that we adopt 2 types of mechanisms either we compensate for those inferiorities that way experience or sometimes we even go for over compensating them.

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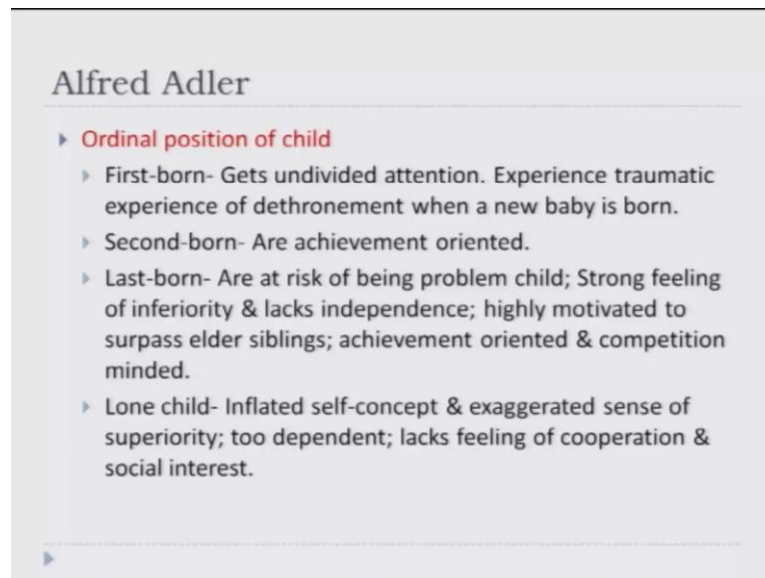
Alfred Adler

- ▶ **Inferiority Complex** → striving for superiority & 'upward drive'
- ▶ **Masculine Protest**
- ▶ Striving to be stronger & powerful as a compensation for feeling of being inferior & unmanly.
 - ▶ 1912- Replaced 'Masculine Protest' with Striving for superiority.
 - ▶ This was further replaced as striving for success or perfection.
- ▶ **Ordinal position of child**

And it is this inferiority complex he says which finally, makes us strive for superiority and upward drive. So, I realized my limitation I realized that I am inferior on certain parameters as compared to others and then, what I do I strive now towards upward movement I try to over commit I compensated and in that process, I become more and more superior, but I must tell you did this very superiority the concept that earlier talked about initially the termed he used was masculine protest and he said that striving to be stronger and powerful as a compensation for feeling of being inferior and unmanly is something that now is what we define as masculine protest.

In nineteen hundred and twelve he replaced masculine protest with the term striving for superiority and later on it was replaced as striving for success or perfection. So, he by large supported the Freudian view point the addition that are made to this psychoanalytic approach was the concept of inferiority complex and the upward drive that individuals shows and over all trying to achieve power superiority and status, in life another important concept that Adler talked about was the ordinal position of the child means what is the position in the birth order that your parents have whether you are the first child second child third child lone child and so forth.

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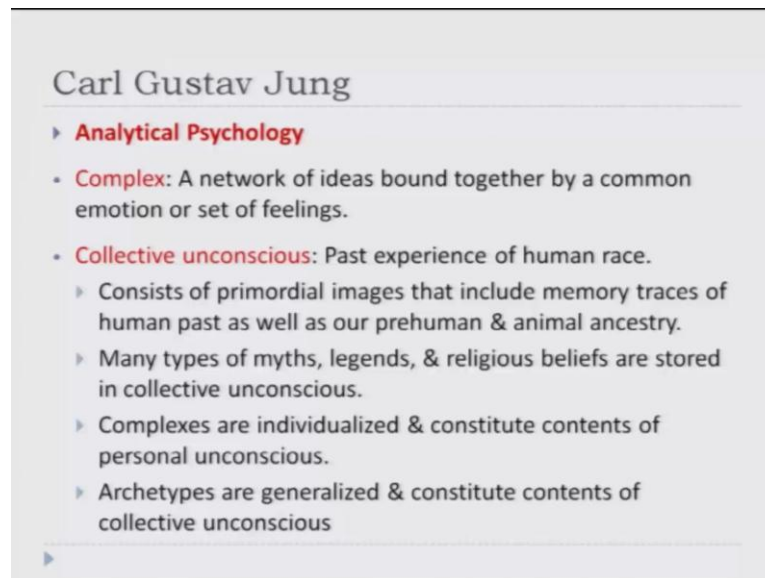
Alfred Adler

- ▶ **Ordinal position of child**
 - ▶ First-born- Gets undivided attention. Experience traumatic experience of dethronement when a new baby is born.
 - ▶ Second-born- Are achievement oriented.
 - ▶ Last-born- Are at risk of being problem child; Strong feeling of inferiority & lacks independence; highly motivated to surpass elder siblings; achievement oriented & competition minded.
 - ▶ Lone child- Inflated self-concept & exaggerated sense of superiority; too dependent; lacks feeling of cooperation & social interest.

So, Adler said that if somebody is the First-Born- child he or she gets the undivided attention of both the parents. Now experience of traumatic experiences of dethronement when a new baby is born, you enjoyed the status as a first born baby you got undivided attention and then comes the second baby in life and this becomes a traumatic experience because you realized, that you are being removed from the status that you enjoyed if somebody is the second born child second child in the family then these children are more and more achievement oriented this is Adler s concept and if somebody is the last born child they are at risk of being problem children they have a strong feeling of inferiority and they lack independence they are highly motivated to surpass elder siblings achievement oriented and they are very, very competition minded according to Adler .

And interestingly Adler goes to the extent of explaining what happens if you are the only child in the family he says that these children have inflated self concept and exaggerated sense of superiority they become too dependent on their care givers they lack feeling of cooperation and they also lack social interest. So, I would summarize that say besides accepting the fact that there is something unconscious and the other prime proposition of psychoanalytic framework Adler s major concept was defining not the ordinal position of the child, but basically talking about the inferiority complex and how this compensation and over compensation of this very complex finally, leads to attainment of superior position.

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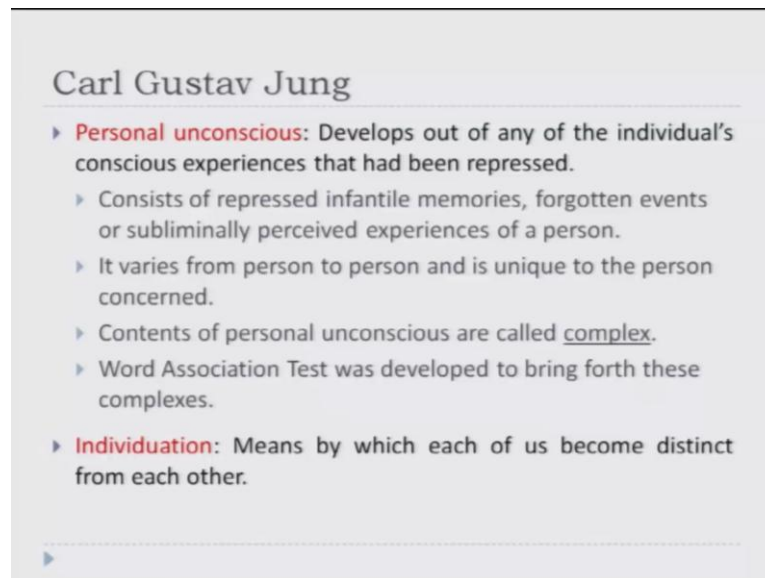
Carl Gustav Jung

- ▶ **Analytical Psychology**
- **Complex:** A network of ideas bound together by a common emotion or set of feelings.
- **Collective unconscious:** Past experience of human race.
 - ▶ Consists of primordial images that include memory traces of human past as well as our prehuman & animal ancestry.
 - ▶ Many types of myths, legends, & religious beliefs are stored in collective unconscious.
 - ▶ Complexes are individualized & constitute contents of personal unconscious.
 - ▶ Archetypes are generalized & constitute contents of collective unconscious

Another psychoanalyst who gave a major leap to the entire in a psychoanalytic framework was Carl Gustav Jung. Jung talked about the complexes and the proposition that he gave is called analytical psychology. He said that complexes are basically a network of ideas which are brought together by a common set of emotions and feelings. According to Jung, the collective unconscious basically has the past experience of the human race. It consists of the primordial images that include memory traces of human past as well as the pre-human and the animal ancestry that we share. He said that many types of myths, legends, and religious beliefs are stored in our collective unconscious, and the complexes that we have are individualized and constitute content of personal unconscious. He also talked about archetypes and he said that archetypes are generalized and they constitute contents of collective unconscious.

So, basically one of the elements of unconscious he says that is the collective unconscious which primarily is something which we have borrowed from our pre-human stage and this is something that we all share our common past experience as a human race, but then Jung also talks about the personal unconscious.

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Carl Gustav Jung

- ▶ **Personal unconscious:** Develops out of any of the individual's conscious experiences that had been repressed.
 - ▶ Consists of repressed infantile memories, forgotten events or subliminally perceived experiences of a person.
 - ▶ It varies from person to person and is unique to the person concerned.
 - ▶ Contents of personal unconscious are called complex.
 - ▶ Word Association Test was developed to bring forth these complexes.
- ▶ **Individuation:** Means by which each of us become distinct from each other.

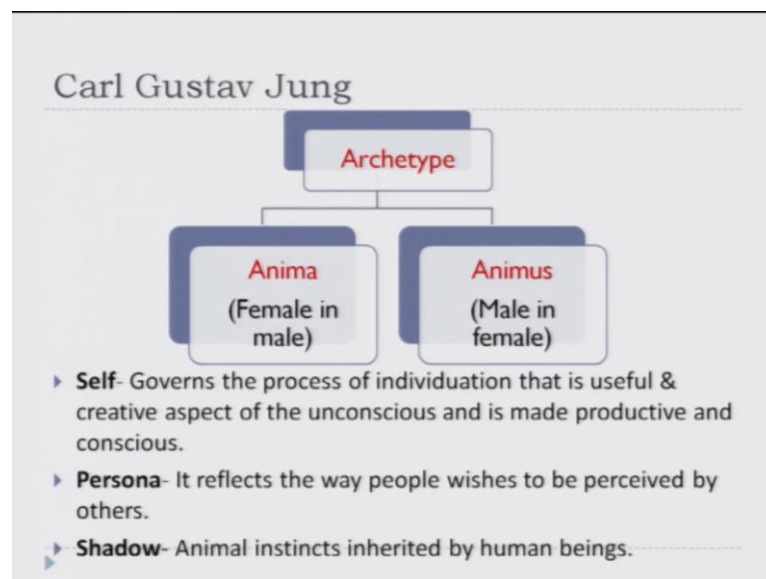
And he says that personal unconscious basically develops out of any of the individuals conscious experiences which he or she tries to repress in psychology you would find very nice explanation of the process of expression suppression and repression expression. Of course, is a free expression of what you feel within what you think of suppression is when you know what you thing you know what you feel, but you do not overly express it then psychology will say that you are suppressing that very idea repression is a very interesting concept repression is the thought the feeling that you know put cap on right at the time of germination.

So, as an individual you yourself do not know what you now visualize or what you feel about a given thing simply because you have put up black box in it over it. So, the repressed content is never known to the individual where as the suppressed contents we are aware of it. So, he talks about repression and he says that because it is unconscious therefore, the individual conscious experiences when it is repressed it adds to your unconscious because you have a repressed it therefore, it will not be consciously available to you now according to Jung personal unconscious basically consists of the repressed infantile memories forgotten events or subliminally perceived experiences and therefore, it varies from person to person and he is very unique to the individual concern why because our infantile experiences would be very, very different as a child I might have experience something else compared to you and what I and you have experienced as a child might we different from the third individual.

And because know in these are part of infantile memories it is not available to us, but it does now haunt us according to Jung and therefore, variation in the infantile stage. Now creates whole lot of repressed infantile memories then certain events that we have forgotten they constitute the unconscious element and then some type of experiences which we subliminally perceived means the full blown perception process did not take place and we experienced it. Now it goes to our unconscious state and because it you make a mix of the infantile state of memory the forgotten events and the subliminally experiences then this combination now makes us too much varied from each other.

Then Jung says that the content of personal unconscious basically they are complexes and he. In fact, the test the world association test that he developed was to bring forth these complexes then he talked about individuation the method by which each of us become very distinct from each other.

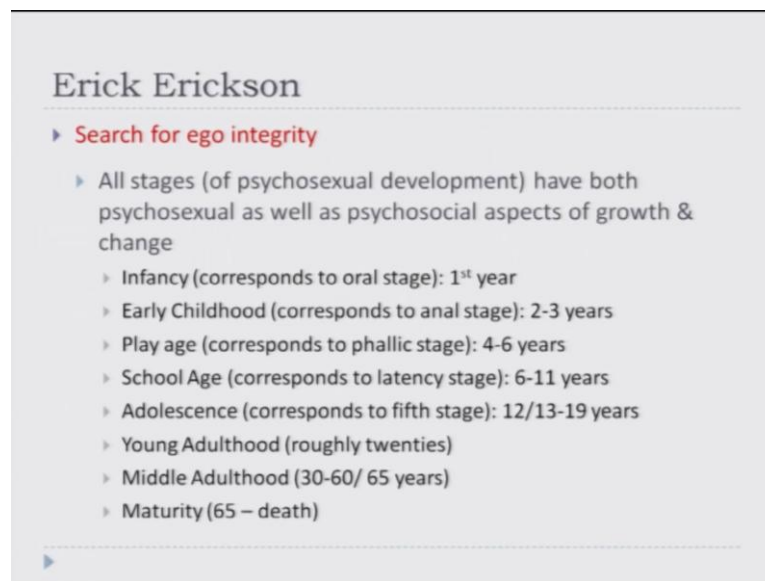
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Then Jung now talks about the archetype and 2 famous archetypes he talked about was the anima and the animus archetype besides that he talked about self persona and shadow has other archetypes. If you have female in the male body, physically one is male, but behaviorally know you find a female in that male that is anima archetype where you find that somebody is female physically, but has now what you think of Malely qualities then it is male in the female what you referred as Animus, Anima. Animus Archetype now is the most popular that you will find everywhere being talked about.

But he talked about 3 more archetypes the self which basically governs the process of individuation that is useful in creative aspect of the unconscious and is made of productive and conscious experiences he talked about persona which basically reflects the way the people wishes to be perceived by others and the shadow archetype which basically is the animal instinct inherited in all of us then came Erick Erickson his proposition is what is called as search for ego integrity.

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The slide is titled "Erick Erickson" and lists the stages of development. It includes a sub-heading "Search for ego integrity" and a list of stages with their corresponding psychosexual stages and age ranges.

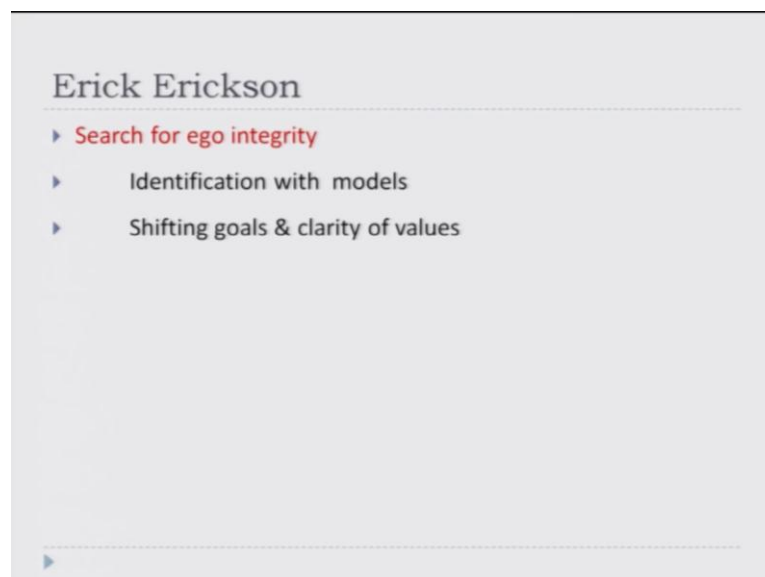
- ▶ Search for ego integrity
 - ▶ All stages (of psychosexual development) have both psychosexual as well as psychosocial aspects of growth & change
 - ▶ Infancy (corresponds to oral stage): 1st year
 - ▶ Early Childhood (corresponds to anal stage): 2-3 years
 - ▶ Play age (corresponds to phallic stage): 4-6 years
 - ▶ School Age (corresponds to latency stage): 6-11 years
 - ▶ Adolescence (corresponds to fifth stage): 12/13-19 years
 - ▶ Young Adulthood (roughly twenties)
 - ▶ Middle Adulthood (30-60/ 65 years)
 - ▶ Maturity (65 – death)

And if you remember Freud talked about 5 stages oral anal phallic latency and genital stage Erickson talked about the stages of development which is basically covalent to the psychosexual development, but he said that all stages have both psychosexual as well as psychosocial aspects of growth and change.

And he gave longer list he said that the first stage is the stage of infancy that is the first year now this corresponds to the oral stage given by Freud, but Freud s oral stage was 0 to 2 years where as Erickson says that infancy basically is of only one year then Erickson s second stage is the early childhood stage which is 2 to 3 years and this corresponds with the anal stage that Freud had proposed. But remember Freud s now anal stage was 2 to three, but 0 to 2 was the in oral stage now. So, there is little now separation here in a sense that infancy has been given only one year where as 2 to 3 years the 2 is the year of longer period has been given to the anal stage of Freud and according to Erickson this is the early childhood period.

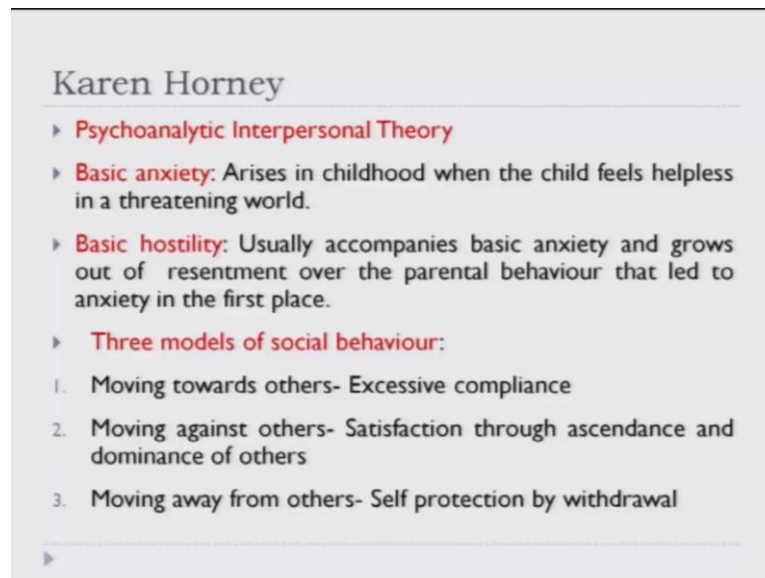
Then 4 to 6 years of age Freud stopped at 5 years. Now he said 3 to 5 was phallic stage for him, but Erickson says that 4 to 6 year what he called has play age then he says school age which basically corresponds to the latency is stage proposed by Freud which is 6 to 11 years of age. Then adolescence which corresponds to the 15 stage that is knows the genital stage 12 to 13 or 19 years of age. So, somewhere between 12 and 13 it starts goes up to nineteen and then according to Erickson the 3 stages which follows are young adulthood which is roughly twenties the middle adulthood which is 30 to 60, 65 years of age and then the maturity stage the last stages maturity the onset is 65 and it goes up to death of the individual.

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Now, besides talking about now ego integrity the focus that Erickson also led was on identification with the model means how we identify models in our life and then we keep shifting our goals with attainment of more and more clarity in terms of values. So, this was an interesting thing and, if you want to know draw a parallel little later. When we come to the behaviorist approach there again now we will be coming to imitation and shaping modeling. So, you would realize that now there was a gradual shift from the neo Freudian approach to the other approach that was taken to explain personality of human beings then came Karen Horney. Karen Horney is now proposition is called the psychoanalytic interpersonal theory she talked about basic anxiety and basic hostility.

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Karen Horney

- ▶ **Psychoanalytic Interpersonal Theory**
- ▶ **Basic anxiety:** Arises in childhood when the child feels helpless in a threatening world.
- ▶ **Basic hostility:** Usually accompanies basic anxiety and grows out of resentment over the parental behaviour that led to anxiety in the first place.
- ▶ **Three models of social behaviour:**
 1. Moving towards others- Excessive compliance
 2. Moving against others- Satisfaction through ascendance and dominance of others
 3. Moving away from others- Self protection by withdrawal

According to her basic anxiety arises in childhood when the child feels very, very helpless in this threatening world. So, the perception is the world is threatening the feeling is that I am helpless and this becomes source of anxiety for the child this is what she calls as basic anxiety, the second concept that she launched was the concept of basic hostility where she says that usually this is accompanied by basic anxiety and grows out of resentment over the parental behavior that led to anxiety in the first place means as a child you hold your parent responsible for making you helpless feel helpless in this threatening world and you resent to it.

So, when situation now that made you anxious when you resent to it and you keep repeating your resentment you keep reflecting your resentment this is what Horney call that calls that this is basic hostility she talked about 3 models of social behavior where in one case you move towards others what she refers as excessive compliance, when you move against others what she say at this is satisfaction through ascendance and dominance of others and third she says moving away from others which she refers as this is self protection by the method of withdrawal.

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Behaviourist: Dollard & Miller

- ▶ Early social learning
 - ▶ Attempted testing Freudian concept (Neurotic behaviour) in lab (on rats)
 - ▶ Translated concepts of psychoanalysis into learning theories

So, this was all about the psychoanalytic approach to understanding of human personality we would now be coming to the other very, very dominant my school of thought the behaviorist thought.

And we would initially talk about Dollard and Miller and then we will come to the skinner and approach and finally, we would be talking about Alberts Banduras, model Dollard and Miller's view point is what is called as the early social learning approach basically they attempted testing the Freud Ian concept of neurotic behavior in lab on rats.

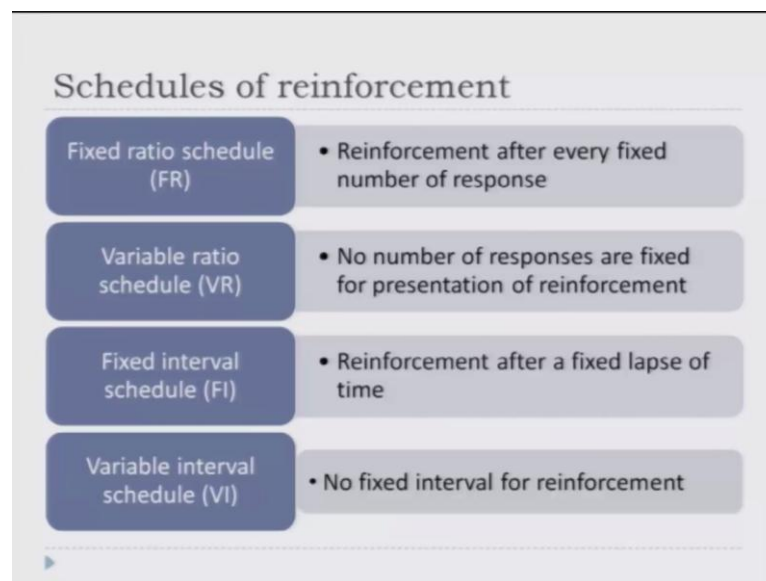
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Behaviourist: B.F. Skinner

- ▶ Operant conditioning
- ▶ Reinforcement

And finally, they translated the concept of psychoanalysis into learning theories that is the reason why we are referring to this here, but the major, now understanding of personality of individual came out of the proposition of B.F. Skinner we have gone through his proposition in at length. When we are going through learning he talked about operant conditioning talking about reinforcement and he also talked about the schedule of reinforcement now when we talked about fixed ration variable ratio fixed interval and variable interval schedules.

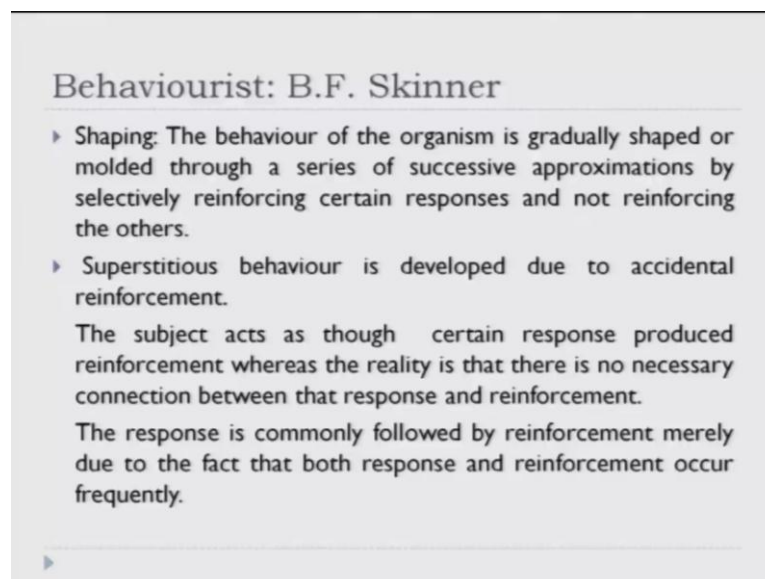
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Just to recapitulate what we discussed when, we are talking about learning and reinforcement fixed ratio schedule basically means that reinforcement is given after every fixed number of responses in variable ratio schedule no number of response are fixed for presentation of their reinforcement in fixed interval schedule reinforcement is given after lapse of certain time. So, it has not to do with a number of response rather it has a do with the time lag and then the last was the variable interval schedule where there is no fixed interval for reinforcement. Now if you try to map it to our life experiences those experiences in our life that act as reinforcement to us those life experiences which basically now induces a sense of a in us and how frequently did they get repeated were are response in that very situation reinforced you can very easily map your early life experiences on these schedules of reinforcement.

And you can then think that why is it that I got conditioned to respond to given set of things in life in a very, very particular way now skinner's view point of operant conditioning of course, after rat and pigeons he demonstrated now operant conditioning in human babies as well, but think of your own life experiences and think of the reinforcement that you got in life think of know the that you received in your life. So, both positive and negative type of scenarios that you experienced and the situations where you in responded and the type of response that you got positive and negative feedback from the environment you can map it very nicely to the schedule of reinforcement and then you can think that. In fact, your start repeating only those behavior which you realize now, were reinforced by the environment behavior which was not reinforced by the environment you actually started curtailing on that you reduced reflecting such type of responses in life.

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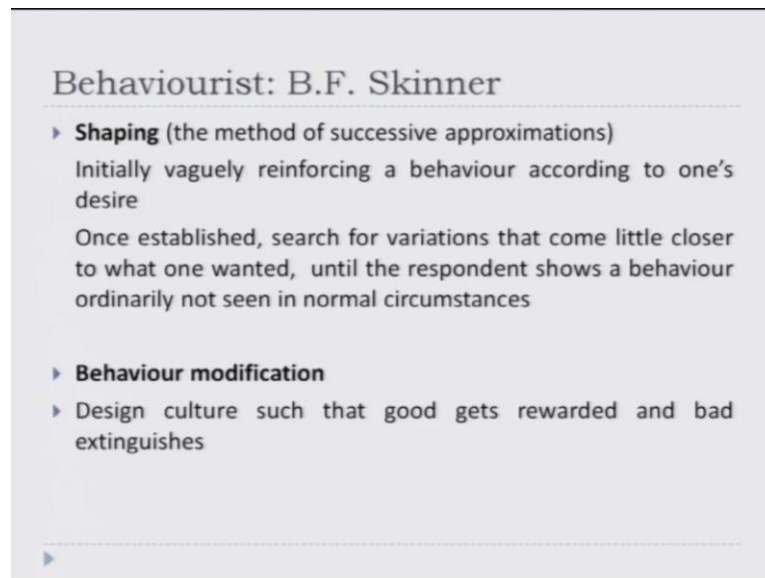


Behaviourist: B.F. Skinner

- ▶ **Shaping:** The behaviour of the organism is gradually shaped or molded through a series of successive approximations by selectively reinforcing certain responses and not reinforcing the others.
- ▶ **Superstitious behaviour** is developed due to accidental reinforcement.
The subject acts as though certain response produced reinforcement whereas the reality is that there is no necessary connection between that response and reinforcement.
The response is commonly followed by reinforcement merely due to the fact that both response and reinforcement occur frequently.

But the most important thing that skinner talks about which can very easily we mapped to development of persona is shaping now , the behavior of the organism is gradually shaped it is molded through the process of successive approximation. So, we have selectively reinforcements in our life certain responses are reinforced certain responses are not reinforced we follow the pattern of successive approximation and gradually we are molded we are shaped and what shape finally, we take is what you can call that this is our personality. Now for example, now you can take examples of superstitious behavior when it develops due to accidental reinforcement.

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Behaviourist: B.F. Skinner

- ▶ **Shaping** (the method of successive approximations)
Initially vaguely reinforcing a behaviour according to one's desire
Once established, search for variations that come little closer to what one wanted, until the respondent shows a behaviour ordinarily not seen in normal circumstances
- ▶ **Behaviour modification**
 - ▶ Design culture such that good gets rewarded and bad extinguishes

Now initially what happens that there are certain vaguely reinforce type of behavior which is given to some persons, say for instance if you are parents, if you are care givers they where vaguely reinforcing your behavior according to what they thought you should be.

And then what happens that once you establish that type of a behavior because of this reinforcement you search for variation that would come very closer to what you wanted and this is what gives you a very unique touch and of course, skinner also talked about behavior modification. Now behavior modification and shaping these 2 concepts if you match it basically, what would happen that you can think of designing culture which would automatically now reward good things and the bad elements in the society will gradually get distinguished. So, today we talked about the behaviorist view point we could not talk about Albert Banduras proposition of modeling. So, when we meet next we would be talking about one important behaviorists model given by albert bandura we would be talking about how modeling plays an important role in our life.