

# **Psychology of Personality and Individual Differences: Theory and Applications**

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**Week 1**

## **Lecture 1: Personality: Definition, concepts and overview**

Hello everyone. So, my name is Dilwar Hussain. I teach Psychology in the Department of Humanities and Social Science, IIT, Guwahati. So, this is a course we are going to start today and the name of this course is Psychology of Personality and Individual Differences, Theory and Applications. So, as the name suggests, this is a course that will focus primarily on understanding human personality from the perspective of psychology as a discipline. Now, this course is going to be a very interesting journey because the concept of personality itself is kind of in every human being. Whether somebody is in proper research academics or from the discipline of psychology or a layman person, everybody has some idea about human personality, and we use these ideas in our day-to-day, you know, functions and conversations. So, everybody has some intuitive ideas about this concept of personality. So, this whole course will try to give a more scientific approach to this understanding of personality. So, I hope this will be an interesting journey where we will try to understand human personality from diverse perspectives. Now as the name suggests, this course is from the discipline of psychology.

So, many students from other disciplines also take such courses. So, before I jump into the content of this course, I will just give you a brief account of what the discipline of psychology is all about. So, that you just get an understanding of what this discipline is all about. So that you can kind of contextualise the knowledge within that discipline, so; before I start talking about the concepts, I will just give you a brief idea about the discipline of psychology.

What is this discipline of psychology all about? So, that you can understand how to kind of, you know, place this whole knowledge within that discipline. So, when we talk about psychology, you know there are many definitions. One of the simplest definitions that we can have is that psychology is the scientific study of behaviour and mental processes. So, one thing is very clear: psychology is about a scientific study, and it also talks about behaviour and mental processes, you know.

So, when we talk about scientific studies, it is very clear that psychology as a discipline aims to gather information or knowledge using the scientific method. So, whatever knowledge that we have or whatever theories that we have in the discipline of psychology, they are all at least, you know, researchers who try to use the scientific methods to gather that information and make conclusions. So, the scientific study does not, you know, the discipline of psychology is not just concerned about speculations and, you know, the logical analysis only. So, they gather and collect data, analyse them properly, and then make certain conclusions using the scientific method. So, in that sense, this discipline uses a scientific method to kind of understand the world and the human world, whatever the approach that it has.

So, what does it study primarily? So, we will be talking about scientific study a little bit. So, the scientific study when we talk about or scientific method when we talk about it, has certain hallmarks. So, certain features that it has to kind of qualify to call it as a scientific method. So, a lot of disciplines are called science or kind of or at least claims that they use scientific method.

So, the idea behind this is that when we say something is scientific or scientific or using the scientific method. It should have certain characteristics. So, these characteristics are basically you know that the study should be based on systematic observation or technically called as empiricism. So, when we talk about systematic observation means science observation. Science always tries to study something based on whatever is observable or detectable using our sense organs.

So, science will never study anything that is not detectable, you know. So, if you cannot detect anything using our sense organ which basically means eyes, ears, nose or whatever you know. It has to be detected. Then only we can kind of verify whether it exists or not. If you are not able to detect something or you are just making it up in your mind, that means it may exist, may not exist, and we don't know because we are not able to detect it.

So, one of the important hallmarks of the scientific method is that it tries to kind of get information or gather data that is detectable. Now, this detectable means one way of detecting is through using sense organs. Another is that a lot of information and a lot of data may not be directly observable through sense organs, but we can use certain instruments to amplify those sense organs to detect that information or data. For example, we use a microscope. For things that are very minute, we cannot observe directly, but using certain instruments, we can enhance the capacity of our sense organs to detect them.

So, either using our sense organs directly or indirectly using certain instruments, science will only try to study those phenomena or those data or information that can be detected using our sense organs. So, that is technically called as empiricism. Now, this observation that we do in science has to be systematic observation. What is the meaning of systematic observation here? It basically means that when you observe something, it has to be with a certain pattern. We have to observe patterns systematically, and there has to be something, you know things, we need to see what is causal phenomena, what is happening after that, and So on; so, systematically, step by step, one has to kind of collect data and information to make valid conclusions. Lots of people who are in our day-to-day functioning in the layman people also do a lot of observation, but most of these observations are random observations.

So, random observation we cannot be you know very sure or confident about the conclusions based on random observation. For example, let us say you see a person, a stranger you meet for the first time, and then that person behaves with you very rudely in a certain context. Immediately, you will tend to make a conclusion that this person is a very rude person. Now, this conclusion may not be correct. Why?

Because this is just one observation, random observation, you are just for the first time meeting that person, and you are just getting one simple piece of the behaviour of that person. Now, this may not be correct. This person may not be actually a rude person, but something might have happened on that day that triggered certain emotional reactions, and the person is behaving in an absurd way.

Which may be triggered by the situation. But for most of the other situations, this person may be a very sane and very gentle person. It is possible what I am saying. So, this is the random observation that we do in our day-to-day functioning.

A lot of the conclusions that we make may not be correct simply because we are only looking at certain pieces of information without systematically observing them. So, science never makes such a conclusion based on random observation. So, let us say the same person if we have collected data on the behaviour of that person in multiple settings, multiple time periods. Then we can make a valid conclusion about what kind of person he is, he or she is, whatever it is in that context.

So, then, our conclusion will be much more reliable and valid. So, that is the meaning of systematic observation. So, science makes conclusions based on systematic observation. It

only focuses on the information which is detectable by our sense organs. Science will never talk about something which cannot be detected.

So, a lot of phenomena, let us say paranormal things or things like God or something like that, whatever it is, a lot of things which we are kind of thinking about, but we have no means to directly observe it. So, science will not go into those domains. This does not come under the purview of science. So, that is one thing. So, systematic observation empiricism is the first hallmark of the scientific method.

The second is objectivity. Now objectivity is very important in science because layman, when we collect information in our day-to-day life, most of the time, we are very subjectively collecting information. When we say something is subjective, that means what you are doing. You are collecting some information then you are adding your own perspective to it. Your own biases, your own memories, your own belief system you are adding and then you are saying whatever, making certain conclusions.

So, these are called subjective information. Your own personal biases, personal thought processes, personal belief system, everything will colour what you are trying to say. So, it may not be accurate. Your particular perspective you are talking about it. So, that is what happens in subjective information.

So, science tries to collect information objectively means whoever is collecting data, the scientist will not add his or her personal biases or belief system, whatever it is. The person will try to collect data as it is from the world. So, that is the actual intention. Whether sometimes people are successful or not is a different question. The intention of the scientist is they try to collect information objectively without adding their own personal biases.

So, in subjectivity, subjective information changes from person to person. The same phenomena two people observe, both will give totally different reports. So, that is what happens in subjective information. Objective information will remain the same, So, most of the factual information that we talk about these are like objective information. Science always tries to maintain objectivity while gathering information that gives validity; otherwise, for every person, things will change, then we cannot be kind of you know confident about the conclusions that we have. This is very important in the scientific study.

Third is replicability or verifiability is also very important, which basically means if you, let us say, conduct a study but you come to certain conclusions and no one else is able to find the same conclusions using the same set of processes, then it is something is

questionable you know others are not finding the same finding what you have found using the same processes and method that means there is some problems, some issues, some kind of errors in your process. When certain findings are replicated again and again or verified again and again, then it is much one can be much more confident that this is something right or accurate about the phenomena that you are studying. So, that is also very important. So, that is why all these publications in the journals happen in the scientific community. Every discipline tries to publish its studies and findings So, that others can also verify it.

Then, it will become part of a theory or something like that when it is verified again and again. Then, we can be very confident that this is the truth about certain phenomena. So, this is how you know certain checks are done in the knowledge that we acquire. So, it is kind of we can be more confident about the truth of those phenomena or data that we collect. So, these are some of the important hallmarks or features of scientific study.

So, any discipline that claims to be science should follow these hallmarks. Then, only it can claim that they are using the scientific method or it is a science. So, the idea is that there are pure sciences like physics, chemistry, biology, there are social sciences. So, social sciences are also sciences. Because a lot of these disciplines, like you know psychology, sociology, economics, and so on, also attempt to gather information using the scientific method.

So, science doesn't mean only physics, chemistry, biology and these are the things. So, there are social sciences also. So, this is the first thing that psychology as a discipline, at least its attempt to understand the world and human beings, is through the scientific method. It is not just mere speculation whatever theories and information that we will study. One may start with certain ideas, but then one needs to verify them using the scientific method.

So, this is one thing. The second is basically psychology studies behaviours. So, when we talk about behaviours in psychology, we are talking about basically observable actions that people do. So, let us say I am just moving my hands. It is observable. Anyone can verify it. So, actions are one of the kinds of main aspects of or focus of psychology.

So, these are like actions that can be observed and measured. So, when we, in science, measurement is very important. We have to measure everything. Then we can make very specific conclusions and quantification of whatever phenomena that we are studying. So, psychology does a lot of measurement things by using experiments, by using questionnaires and giving numbers to the responses of the person.

So, all these are ideas to make it more quantifiable So that it can be very, kind of make it more objective and so on. Psychology also studies mental processes. So, when we talk about mental processes, we are talking about all the broad aspects of human functioning from the mental perspective. So, whatever functions the mind does, everything is studied by psychology. So, it may include different kinds of activities, diverse activities that the human mind does, which may include perception, thinking, memory, imagination, motivation, emotions, etc.

All the functioning aspects of the human mind that psychology attempts to study at least. So, if you see this definition, the ambition of psychology as a discipline is huge in terms of the breadth of concepts that it tries to understand. So, it tries to understand every aspect of human being. So, it is a very ambitious aim. So, psychologists are making progress in that direction.

So, that led to the development of or diversification of various branches within the discipline. So, psychology has many branches because you cannot study every aspect of human beings in one particular set of disciplines by one set of people. So, people have studied different aspects of human behaviour by kind and that led to the diversification of the different branches of psychology as a discipline. So, we have social psychology, which looks into social behaviour.

We have clinical psychology, which looks at mental disorders, diagnosis, treatment, and so on. We have personality psychology that we'll be talking about here mostly, which tries to understand what makes one person different from another person, why some people have fixed patterns of behaviour, and so on. So, we have many branches like positive psychology, which looks at the positive functioning of the human mind. So, there is organisational behaviour as a branch that looks at how people behave in the organisations, particularly in the job setting and so on. So, there are different branches within psychology that focus on different aspects of human behaviour, and the idea is as a discipline, it tries to understand.

Almost every aspect of human behaviour. So, this is about the discipline of psychology. So, within that discipline, what we are kind of today, this particular course that we are talking about, is one of the central ideas within the discipline of psychology. The concept of personality is very important for all branches of psychology. Every branch of psychology will study this concept of personality.

Because personality is the central idea or central aspect from which all the behaviour emerges. So, it is what kind of person he or she is. So, that will lead to different kinds of behaviour. So, it is very significant. Branch within psychology and every sub-branches of psychology kind of use the information from personality psychology. So, it is very important for the discipline of psychology. At the same time, every layman also has a lot of concepts about human personality. We all make judgments about people all the time.

So, when we are making judgments about the characteristics of a person, we are making some personality judgments. So, layman also kind of very intuitively understands the concept of personality because we are all using this concept on a daily basis. Whether our application may not be right or may be full of biases and So, on, we all have some idea about the concept of personality. So, this also makes this discipline very kind of intuitively appealing to laymen because we all use this concept.

So, in that sense, this is the very central idea that layman also uses and a very central idea to the discipline of psychology as well. So, let us see what this course aims at, what we are studying, the psychology of personality and individual differences. So, as I have already said, this personality occupies a central or foundational role in the field of psychology because every branch cannot avoid this concept of personality. It is there in every branch. So, that is why it is a central or foundational role.

You know, aspect of the field of psychology. Studying personality and psychology can provide valuable insights into the understanding of human behaviour, motivation, and individual differences, you know. So, if you understand human personality, you understand almost every aspect of human behaviour, which includes behaviour, motivation, and individual differences. We will see how different theories try to understand all these aspects. So, throughout this journey of this course, we will understand all these things.

So, it is very important because it gives a lot of insights into diverse aspects of humans. We can understand human beings in much better ways by understanding personality. So, that is why it is very important to study personality. So, this course will also provide an in-depth exploration of personality psychology concepts, theories and practical applications in various domains. So, this course will give insights.

Rich information about various concepts associated with this discipline of personality psychology. We will also discuss different theories; very interesting theories are there in the field of personality psychology. We will try to review most of the significant theories, and we will try to understand what insights we can get from these theories. We will also

see how we can apply those ideas in the different fields. In our personal life as well as different fields like workplaces, health and well-being and so on. So, we will not only focus on understanding theories of personality, but we will also focus on how to apply those understandings to the different aspects.

So, that is one of the broad objectives of this course. More specifically, we will try to address these questions in this particular course. One is what is personality psychology? We will try to define personality because that is very important. Because everybody has some idea about the concept of personality, we will see how psychology tries to define it, and we will see how it is different from layman's ideas. We all have ideas about personality and how it is different from how psychology defines personality is different from the layman's definition.

We will also see what the need for studying psychology is and how it is relevant in the different aspects of our lives. We will see the different scientific methods and assessments that are done in psychology to understand personality, what kind of assessment, what kind of measurement, and how scientifically personality is studied. We will also look into that in this particular course. We will also see the diverse theoretical perspectives within the discipline of personality. So, that is the very rich knowledge is psychological discipline has gathered in terms of understanding personality from diverse perspectives.

Because human beings will understand how complex human beings are by looking into all these theories. We have So many theories that we are not able to understand. Completely understand human personality. So, that shows the complexity of human personality, and we will understand this through the lens of various perspectives within the discipline. We will also see if it is possible to have a grand theory within the personality.

We will see in the today's lecture itself. How human personality develops and changes across the different stages of our life. We will also see does personality changes in different stages of life. We will also address this question. We also try to see the application of this knowledge of personality psychology in the real-world context, particularly in workplaces, relationships, health and well-being and so on.

So, these are some of the things that we will be focusing on in this particular course. So, with this background, let us start today's lecture. So, this is the first module of this course. The first module is about introduction to personality psychology. So, this module basically will just introduce the concept of personality, what personality is, why it is important and so on.

And in today's lecture, one is about personality definition concepts and overview. So, we will be mostly defining personality as well as we will see some of the concepts. It kind of gives you an overview of the various perspectives within theoretical perspectives within the discipline of personality. So, let us start today's lecture. I hope with this background story, you are able to kind of understand how this whole personality is placed within the discipline and in the layman's conception also.

So, these are the key concepts that we will be focusing on in today's lecture. So, we will try to define personality. We will see why we should study personality. We will also see different domains of knowledge, basically different theoretical perspectives. And we will see at the last if there is a grand ultimate theory of personality possible or not.

So, what is personality? So, this is the most fundamental question without addressing that we cannot study personality. So, the concept of personality is actually derived from a Latin word which basically called persona, which basically means mask. So, this word basically originated from the word persona, which basically means mask.

It is the Latin word for persona. So, basically, this is the term that was used for the mask that theatre artists used to wear to depict a particular character. So, there is a kind of facade or mask that artists or actors wear to depict a certain character or character. So, that is called a persona.

Basically, from that word, the personality came because that mask gives you certain characteristics. So, personality is like that the kind of mask that we wear and which gives us a certain character to our whole behaviour. So, this is the origin of this word. Now, we all have different understandings of this concept of personality. Layman uses personality in the different contexts or different meanings associated with this word.

People use personhood, individuality, personal charm, and so on in the layman's context. So, for example, people use the concept of personality using terms like this person has a very influential personality. This person is a very charismatic personality. This person has a very dominant personality. This person has a very attractive personality.

So, these are different terms layman people use that are associated with the term personality, which may not be what psychology kind of looks at personality a little bit differently. We will see how it is. So, Layman has different ideas about the concept of personality. Psychology uses it in different, little different ways. We will see how it is.

So, one of the most pioneering people in the field of psychology who started kind of, you know, in the initial days who popularised this term personality is American psychologist Gordon Allport, who popularised this term when he first published a book called *Personality as Psychological Interpretation* in 1937. So, this is one of the first books on personality that kind of popularise this term personality. Before that, you know, So, many other terms were used in place of personality, like terms like character, terms like temperament. They were commonly used before Allport, and they were almost similar thing what the personality connotes. But this term became much more popular after the publication of this book, and this term is still used. It is one of the important concepts in the field of psychology.

So, Allport carried initially a lot of surveys to understand how many terms or what terms he used to define or connote the idea of personality. He could kind of find almost 50 different ways of defining personality. All these conceptions varied from lay common sense understanding to the sociological, philosophical, ethical, and legal definitions. So, there are different kinds of definitions of personality. He could almost find out about 50 definitions.

And he found that most of these definitions have a lot of kind of value-laden ideas, like there is some kind of judgment associated with personality terms that were used before him, which he could find out through the survey. So, they were used. For example, the description of a woman of a good character or a man of a bad character.

So, there was a lot of value or judgment associated with some of the terms that were used. So, when we technically or in a particular academic discipline, you are using a term. We cannot use those judgmental terms, you know, so that will not lead us to the right path in terms of studying a particular concept. So, a lot of these terms that Allport found that they have a lot of value judgment associated with them, which cannot be neutrally used in the research and so on. So, he felt the necessity to have a consensus on the use of this word and how to define it.

Personality without really making a lot of judgment associated with the person itself. So, that was the kind of task that he had found, and it was not easy to define personality because of a lot of complexities associated with it. We will see how why it is so complex in order to find out the right kind of definition. So, because of the Allport influence, personality became a much more commonly used word, as I already said, but before we discuss what kind of definition he gave, let us see how he came to the conclusion how he came to the definition that he used because of a lot of complexities associated with that definition you

know. People who were studying personality at that time, like Allport, Henry, Murray, and So, on, all struggled to define exactly what personality is all about because of too much complexity associated with it.

So, to get a comprehensive idea about what personality is all about. It is not an easy task. So, they had a huge task in terms of properly defining personality. So, let us see what the complexity associated with defining the concept of personality. So, let us see some of the complexities that led to the issues in terms of defining what personality is all about.

So, psychologists generally agree that personality is essentially a matter of human individuality or individual differences. So, one thing is generally kind of common idea associated with personality is that Personality is about individual differences. What are the characteristics that I have that make me different from another person? So, those differences, differential qualities or qualities or characteristics that differentiate one person from another person are one of the central ideas of personality.

Now the problem is human beings differ on So, many things. Which differences should we consider under personality? So, it became an issue in the sense we cannot consider every difference as the difference of the personality because human beings differ in diverse aspects. We cannot really include everything. For example, not all differences between people can be personality differences.

For example, physical differences in terms of physical attributes, in terms of differences in age, nationalities or gender. This thing cannot be considered under personality because these are like physical attributes. Psychologists are not interested in the physical differences between people or differences in physical attributes like height or skin colour, gender, or differences in age or nationalities. These things are not considered under personality because psychologists are more interested in the psychological attributes, not the physical differences between people. So, when you talk about individual differences, physical differences are not considered. So, what is considered Psychological differences are considered in defining personality. So, personality is more about psychological differences between people, differences related to thoughts, emotions, motivations and behaviour.

So, these are psychological differences that differentiate one person from another person. Now, again, here complexity is that human beings have so many psychological attributes. Should we consider all differences, all aspects or should we leave something and kind of retain something. So, certain psychological differences between people are outside of personality, like those involving intelligence and cognitive abilities.

They are generally treated separately from individual differences in personality. So, when we talk about personality, certain psychological characteristics are also not included, like differences in intelligence. So, IQ scores, if two people differ from one person to another in terms of IQ scores and So, on, are not generally taken into consideration in the personality. They are studied separately.

These are also individual differences, but these are not counted under personality because these are not kind of, you know, factors that are related to only cognitive abilities, not personality differences; so, not all psychological differences are considered because particularly the cognitive or intelligence differences between people are not considered under personalities So, they are generally treated separately from differences So, within the psychological differences some psychological differences like intelligence difference, or cognitive differences are not considered under Personality. So, what is now remaining? Personality as non-intellectual psychological differences between people.

So, intellectual differences like IQ scores and thinking abilities and So, on those things are not considered. So, those are like intellectual abilities. So, non-intellectual psychological differences between people are considered personality. Now, what are these non-intellectual differences? These non-intellectual differences basically, difference between intellectual and non-intellectual is very kind of vague sometimes.

It is not easy to differentiate, but you know few things are very clear. So, this is a boundary that most psychologists kind of take seriously in certain contexts, although those boundaries may not be very clear in certain contexts. So, some non-intellectual psychological differences between people, such as emotions and moods, are not considered under personality as they are fleeting states rather than enduring characteristics of the person. So, in personality psychology, we only focus on those non-intellectual differences between people that are enduring and stay for a long time. So, in personality psychology, we don't consider differences between emotions and moods, which are very temporary.

Like I may have a certain mood today, and it may shift after one hour. So, those things will not be considered under personality because these are very all the time shifting. This does not give you the defining characteristics of the person itself. So, only enduring characteristics of the person stay or at least remain for a relatively long time.

That can define the person. Not the only short-term changes. So, within these intellectual and psychological differences. Enduring psychological characteristics. Or differences between people are considered.

Not short-term only emotions and moods of the person. So, this difference is not easy to distinguish in real life. Because at any time. Even emotion also influences certain characteristics and So, on, but directly, they are not considered, you know. So, in certain contexts, we cannot kind of reject emotions all in, even in studying certain aspects of personality, which we will see.

So, this non-intellectual differences between people even within the non-intellectual differences certain other things. They are also not considered directly under personality, such as attitudes of the person. Like being for somebody may be against certain attitudes or, again, immigration or refugees, whatever it is. I may have an attitude about it. So, those attitudinal differences are again not considered under personality.

Beliefs certain beliefs of the people such as whether somebody believes in God or not. They may not be directly considered under personality. Certain tastes, what kind of music you like and so on. And certain habits like going to bed early or late. Some of these differences are not directly considered under the component of personality.

These are relatively more permanent than emotions. But still they are not considered under personality because their range or impact on human behaviour is very narrow. Only a few aspects it influences. So, it does not define the person itself. But their aspects in terms of they are very restricted in terms of normally quite narrow and restricted in their relevance in terms of human behaviour.

Very small aspects may you may have certain attitudes about something. It may not really define who you are, and so on. So, in that context, some of these non-intellectual differences are also not directly considered under personality differences. So, personality characteristics in contracts have more relatively broad relevance. They refer to generalised patterns of psychological functioning.

More of those aspects of your behaviour which are generalised and which can endure for a long time and different contexts also they are used. Not just only particular thing. So, in that sense, certain non-intellectual differences may not be directly counted under the personality factor. So, if you see what we have discussed, this is summarised in this particular diagram, which is taken from Haslam, one of the textbooks. So, if you see individual differences here, we can have individual differences based on physical aspects or psychological aspects. So, physical aspects are not considered under personality. Only psychological differences are considered under personality. Within the psychological aspects, there could be an intellectual aspect. There can be non-intellectual aspects.

Now these intellectual differences between people are not considered under personality. So, this is not considered. Only non-intellectual differences between people are considered under personality. Now, within these non-intellectual differences, again, there could be transient differences that are not like moods and feelings, which are very short-term things. They are not considered under personality. Only enduring things enduring non-intellectual differences are considered under personality, and again, within the enduring, some very specific habits and attitudes related to very specific things like my attitude about my food preferences and so on. These are very small aspects of things that are not really that relevant in terms of defining myself. Those are not considered under personality, only broad generalised characteristics of the person which has an application in different contexts and different settings of life. Those are considered a personality factor, So, this kind of shows what kind of complexities are involved in defining personality. So, this is one thing about individual differences. So, one of the important aspects of personality psychology is to look at individual differences.

What kind of individual differences have we looked into in detail? Non-intellectual enduring characteristics. Now, some psychologists argue that the definition of personality should include something else also, not just individual differences. It should also not only refer to individual differences and indisposition but should also refer to underlying psychological mechanisms and processes that give rise to them. So, you not only study the individual differences or characteristics of the person or dispositions.

Why a particular person has certain characteristics, So, this is, in that sense, how he is different from another person. So, those dispositions and personal characteristics. This is one important aspect of personality psychology. Another important aspect of personality is not just looking at these differences.

But also understanding the psychological mechanisms behind it. Processes. What mechanism gives rise to these differences? Why this person is different from another person? Why is one person an extrovert and, at the same time, another person is an introvert?

What are the reasons behind these differences? What are the mechanisms and processes that lead to these differences? So, psychology also personality psychology also looks at these mechanisms and processes involved in individual differences. So, you understand personality psychology; so, we will see how different personality theories try to understand this aspect as we proceed in this particular course. So, that is, someone's personality is not

simply a set of characteristics that they possess. This is one aspect of it, but also the dynamics that account for these characteristics.

The mechanisms and the reasons and the processes behind it. Why one person is different from another person? What are the reasons behind it? So, we will see personality also includes these aspects. So, now let us see what Allport gives a definition that includes almost everything that we talked about here.

Which comes very close to all the aspects. So, Gordon Allport, who is one of the first people who basically, you know, popularised this whole term of personality psychology, defined personality as a dynamic organisation inside the person of a psychophysical system that determines the person's characteristics, patterns of behaviour, thoughts and feelings. So, this is one of the definitions that kind of encompasses most of the ideas that we talked about. So, he said personality is what? It's a dynamic organisation.

So, personality, although it gives you a characteristic pattern of behaviour, is not something completely fixed. So, there is a sense of dynamism involved in it, and it is within the person. Whatever the mechanisms are inside the person, it is not outside the person's psychophysical system. The psychophysical system basically means the mind and the body are involved. So, personality processes are involved in the body and also in the mind, and these systems.

Which defines or determines the person's characteristics pattern. This leads to certain patterns of behaviour in a person, which gives a particular identity in terms of his characteristics and ways of behaving. So, patterns of thoughts, behaviours and feelings. So, this definition has a few things that I have already discussed.

But let us just focus on let us break this definition. So, one thing is, as I said, the dynamic organisation. So, it basically indicates that personality is not just a static entity; it also kinds of changes, but it may not change in one day or two days. So, there is a sense of dynamism involved in it, which also evolves with the changing characteristics in the different stages of life. So, this is a kind of complexity and fluidity of personality.

As I said, all the mechanism happens within the individual. So, this basically underscores that personality is an internal construct. unique to each person, which encompasses their intrinsic qualities and attributes. So, inside factors are very important. Obviously, outside factors can influence those inside factors, but most of this dynamic organisation that happens comes from inside.

It also talks about the psychophysical system. Basically, Allport acknowledges both the mental and the physical or physiological components. Personality is influenced by both mental factors as well as the body or physical system. So, this means that personality involves a combination of mental processes, emotional states and biological systems. And it determines means what?

It suggests that personality has a cause and role in influencing how people think, feel and behave. So, how you feel, think and behave is determined by your personality. So, it is a causal factor that is kind of indicated in the definition itself. And what personality gives as an outcome is that it gives you a characteristic behaviour and thought. It makes you a very kind, unique individual.

Allport emphasises that personality is reflected in consistent patterns of behaviours, thoughts, and behaviours. These patterns are unique to each individual. And because of this uniqueness one person is different from another person. So, this is one of the definitions that kind of one of the broad definitions that encompasses most of the complexities associated with the definition. And it at least kind of succeeded in coming close to that.

So, some of the related concepts that were used in place of personality and still today also these are used. This includes terms like temperament and character. So, temperament is one of the terms that is used kind of synonymously with personality. Now it is used with a certain distinct sense where it basically refers to those aspects of psychological individuality that are present at birth or at least early in childhood development. And these are related to emotional expressions.

Presumed to have a biological basis. So, basically, temperament is mostly used in the context of mostly in the initial difference in biological differences or genetic differences that lead to certain emotional differences in infants and so on. Obviously, it is also used in the adult context. For example, if you see new-born babies. Some babies will be crying most lot of the time.

Some babies are more peaceful. So, why these biological differences? Why these individual differences? Now, the environment has not influenced those new-born babies yet. They are just new-borns.

But still you will find differences in the characteristics of new-born babies. That is because of differences in temperament, which is because of the biological and genetic differences between the infants and so on. So, these biological differences between people lead to

different emotional expressions. Some people are very emotional; some people are less emotional.

So, in terms of expression, it kind of influences. So, that is called as temperamental differences. So, temperamental characteristics are believed to be rooted in the bodily physiological process. So, this is mostly related to biological factors that lead to differences in emotional expression. So, in that context mostly the term is used.

Another term that is used is called character. Now, the character has more of a social connotation. Temperament is more of a biological connotation. So, the character, on the other hand, usually refers to personality attributes that are mostly relevant to moral conduct, self-mastery, willpower and integrity. So, what kind of moral? It is more of a moral characteristic associated with the person.

Somebody has a poor character we say. So mostly; we are talking about this person having certain morals; morally, he is not judged positively. Morally, he is judged negatively. So, someone with poor character maybe somebody who is deceitful or impulsive. Kind of person. So, we see, the character has this kind of judgment, value judgment associated with it.

It is more often some morality involved in it. So, it is often assumed to be the result of socialisation experiences. So, it is more a result of socialisation, how you, what kind of environment you were put into, what kind of socialisation you went to, what kind of parenting was going into it. So, that led to the development of character, which teaches you to talk about socially appropriate forms of self-control and so on.

So, it is more of a social aspect. Temperament is more of a biological aspect. Both terms are still used, but these are considered under some aspects of the personality itself. So, they may have distinct connotations, but still, they are also different aspects of personality, you can say. So, within that.

So, another important question is, why study personality? Why do we study? Some of the few things I have already discussed. But one reason why we need to study personality psychology is that it is focused on knowing more about ourselves and others. Human beings always want to know more about themselves and others to make their life more predictable.

Whenever we don't know people around us, we become kind of confused and we become unsettled because we don't know how the other person will behave. So, we immediately want to know about the other person who is living around us. So that we can predict them,

so, there is a natural tendency within all human beings to know about themselves and more about knowing about the other people around them. So, understanding personality gives us more information about that we will be able to know more about ourselves different processes involved in our behaviour and thoughts and so on. And we are also able to know the reactions of other people around us. So, the intuitive curiosity of human beings is fulfilled by studying personality.

Second, that personality helps us to understand human beings in a more holistic, integrated way. So, personality, by understanding personality, we understand the full person itself. We try to understand whether we succeed in it or not. But that is the attempt of personality psychology to understand the whole integrated person. So, one of the reasons for studying personality is to kind of understand the whole integrated person.

If you see the other branches of psychology, these are mostly focusing on very specific aspects, but personality aims at understanding the whole person. So, as we already said, the personality seeks to understand the complete person in the context of psychological life and understanding various aspects like cognition, emotions, behaviour, interaction with society and culture and so on. So, this approach aims to explore the interconnectedness of different psychological elements within an individual to gain a holistic understanding of the personality. So, this is another kind of reason why we should study to understand the holistic as an integrated person.

So, that is also an important aspect of personality psychology. A third important reason why we should study personality is that it gives insights into the layman's foundation of knowledge. We all have certain ideas already about different people because we keep constantly judging and characterizing different people all the time. So, there is already a foundation is there.

On top of that, understanding personality psychology will refine that understanding. It will make it more accurate knowledge because our layman's understanding may not be accurate. So, it gives more insight into already foundational knowledge that we all have. So, that is something also why we should study personality because people in the layman's context, if you see people without even studying psychology, people will use the terms this person is introvert, this person is extrovert.

So, these are already personality knowledge that people all have in layman conversations and so on. So, people use all these terms in the kind of knowledge that is there. But understanding personality psychology will give further additional more accurate

knowledge on top of that. So, that is another reason why we should study personality psychology. Now, let us see whether it is possible to understand the whole person.

Is this mission impossible or can we do that? Now, as we will see as this course progresses, you know people... It is not easy to understand the whole person at a time. We can understand the different aspects of the person. So, different researcher focuses on only different aspects.

So, there is only another problem with understanding the whole person. Obviously understanding all these theories, we can understand probably more holistically integrated understanding. But one theory cannot probably give you that understanding because it is not probably possible to include everything in one theory. So, in that sense, it is a kind of mission impossible, as Funder says in his kind of writings.

So, even though personality psychology aims to study the whole person, the reality is to choose to limit the focus to particular aspects of behaviour that give much more refined and better knowledge. Focus on limited aspects leads to the emergence of several different basic approaches to paradigm. Now this focusing on different aspects of human beings led to the emergence of diverse theories within the personality. This whole course will focus on different theories and how they understand human personality from all these perspectives. So, basically, we will be studying this theory and how it leads to that.

So, basically, many people say no. So, there is a saying that people who are kind of jack of all trades and masters of none. So, basically, if there is a theory that talks about everything about human beings, it will probably not be able to give insights about anything significant. Because when you want to integrate everything, everything will be superficial. So, it is good that different theories emerge that focus on different aspects rather than one unified kind of theory that talks about everything at once.

So, it is in that sense you know we will see all these things. So, because this focuses on the different approaches, you know personality psychology develops different paradigms or theoretical perspectives within the discipline which talks about or looks into personality from diverse aspects. For example, there are approaches like the trait approach. We will be looking into all these approaches in detail throughout this course.

So, the trait approach focuses on identifying and categorising dispositions of people or characteristics patterns of people you know. What are the different ways people can be different from each other? What are the ways people can be defined in terms of traits or

characteristics? So, this theory is very kind. More layman's perspective can connect to this theory in many more ways because People try to all the time categorise people as somebody who is introverted, somebody who is extroverted, or somebody who is whatever is friendly or humorous.

We keep judging or categorising people. So, this trade approach focuses on that only categorising people in the different characteristics and so on. So, we will be looking into different theories of trait theories. For example, and then there is another perspective called the psychoanalytical perspective, which was proposed by Sigmund Freud and focuses on understanding the impact of the unconscious mind. So, Freud talks about how the human mind has different layers, and the dominant layer of the part of the mind is unconscious, and we are not even aware of what is there in that part of the mind.

And it is constantly influencing your behaviour. So, how the unconscious part of the mind influences us and defines our personality and behaviour. So, psychoanalytic theorist looks into that. Then, there is a behavioural approach, which looks into how the environment influences and shapes the person we are. What is the role of the environment?

How does the environment influence? What are the mechanics behind it? Some people know why people become different based on environmental influences. So, the behavioural approach basically focuses on that. They don't focus on internal factors.

They focus more on the environmental outside factors. Then, there is an approach called the cognitive approach, which focuses on the role of thought processes, belief systems, and perceptions and how they influence and shape the person, whatever the person one is. So, the cognitive approach mostly focuses on the mental factors and the belief systems that people have. Then there is a social cognitive approach which focuses on the role or interaction of personal factors, means factors within the person. Then, whatever the behaviour that person executes and the environmental influences.

How do all these three influence each other? So, the social cognitive approach will see different theories under it. Then there is a humanistic psychological approach, which focuses on more positive functions in terms of looking at what are the motivations behind personal growth. Why do people want to grow in life? How people focus or go into the process of self-actualisation, free will and so on. All these qualities that kind of give you more freedom to expand your life as a person. So, humanistic psychology focuses on those positive factors in terms of human growth, human potential, self-actualisation, and self-transcendence; all these kinds of concepts are there. So, we will be looking at more of some

of these theories. Then there are theories that look at socio-cultural factors that influence human personality and how societal factors and cultural factors shape your mind and your personality.

So, we will also look into some of these things. So, you can see there are diverse approaches, and few more there are a few more approaches also where human personality can be shaped by different factors. And this theorist focuses on specific factors. And they try to give us insight about those factors only.

So, personality psychology mostly kind of works within some of these domains. And they try to understand personality from those perspectives. So that led to. However, some of these perspectives are as we kind of understand. You may find some of these perspectives may be very different from each other.

And sometimes they may contradict each other also. Sometimes, some of these domains and approaches may even be contradictory to one another. For example, the psychoanalytic perspective says that personality consists of irrational, unconscious, sexual, and aggressive instincts that motivate human activity. The focus of psychoanalytic is more of an unconscious factor like people's instincts related to aggression, sexuality and so on. That plays a very important role in their perspective.

Which are very irrational, you know? You don't have a logical mind in those things. The logical mind completely gets suppressed. Cognitive perspective, for example; On the other hand, we'll talk about humans are very rational scientists; they try to kind of anticipate, predict, and control events around them, and that shapes their personality. These two perspectives may look contradictory to each other completely, opposite to each other.

But if you kind of, if you look at it superficially, they may look contradictory. But if you look at it in a deeper way, this is the nature of human beings. We have all the contradictions within all of us. We have an irrational part within us; we have a rational part also within us. So, these approaches are correct in their own perspectives.

We cannot deny that we also have rational faculties which influence our behaviour. We also have many irrational aspects to it, many unconscious forces within us, dark forces. That also leads to many behaviours which are negative and so on. So, it is true at the same time they are contradictory to each other. So, it is possible if you go deeper into it, you will see all these things, and it will become much more clear that some of these contradictions are actually not contradictory.

So, these are some of the things that we have already discussed. So, it is possible that sometimes basic emotions and motivations are activated, and some of these cool, rational processes are sometimes more important in our lives, and sometimes, some of these unconscious, dominant, irrational parts are dominant within human beings. So, all these perspectives, even though they may look contradictory, are actually talking about the realities of human nature. So, is there a grand ultimate theory of personality possible? The idea is that there is no such theory as of now, and it is a theory that accounts for certain things is actually much better probably and not because if you try to explain everything, it will not be possible because, as we have seen, the human complexities around the concept of personality. And the theory that tries to explain almost everything, the grand theory that we are trying to understand, would probably not provide the best explanation for any one thing. So, it is better that some of the theories are only focusing on certain things, and they are doing it very well compared to talking about everything and not explaining anything in a proper way. So, in a lot of these grand theories the idea is there, but we don't have any such theory as of now.

It is good in some sense that all theories focus on specific aspects, and they are doing a good job. Rather than one theory not doing a good job and focusing on everything. As we said, this may not be a good idea. So, it is like similar to the device that does one thing well but tends to be relatively poor at doing anything else. So, specialisation is always good, and conversely, a device that does many things at the same time will probably do none of them especially well.

This is what we see in every aspect of human life. So, all these theories and perspectives that we talk about are kind of good and able to give more insight because they are focusing on certain aspects only. So, even if you have a grand big theory one day, the result may not be grand only because of this. Because when we try to explain everything at once, none of this explanation will be grand. So, this is probably one of the, I think in a sense, the discipline of personality psychology is going in the right way in a sense.

Theories are focusing on specific aspects, and they are doing good in that sense. Rather, we kind of should not focus on too much of one grand unified theory, which may not be a good idea in the field of personality. So, with this, I stop here today's lecture. So, in the next lecture, we will be talking a little bit more about what kind of research methods are used to understand personality and so on. And then we will be talking about these different approaches, and at the end, we will be talking about applications and so on. Thank you.