

DOI

PERSONALITY: ITS DEFINITION, THEORIES AND FIVE FACTOR MODEL

Mehtap BILGIN¹

ABSTRACT

From past to this day there have been many definitions and classification done ofr understanding and recognizing the people. Each theory has defined the personaliyt from its perspective. There are some advantage and disadvantages of definitions and classifications about personality. Even it is like this there are some common points that scientists, who are interested in personality theories, adopted. Personality psychologists agreed that area of the personality can be best defined with five factor model's five dimensions. In this research definitions belong to personality area, theories and five factor model were observed with using of related literature.

Key Words: Personality, personality theories, five factor model

PERSONALITY

Personality can be defined as determining the differentiations and psychological reactions such as individuals' thought, emotion and attitudes or features and tendencies that show continuity and cannot be explained with the biological statement or with social environment (Berens, 1999). With this meaning personality includes psychological reactions' relatively important and permanent aspects. According to most of the theorists personality includes mental, emotional, social and physical and almost all of the things about individual (Ewen, 2009).

It is not possible to mention an agreed diagnosis on personality notion because of complex structure of personality and dealt by different perspectives. In daily usage of the notion some people relate personality with social success and handle it as having a popular personality or multiple personality. And somebody

¹ Doctora Student in IMBL (Institute of Management, Business and Law) University (Rostov)

define personality that they utilize from some specific characteristics of individuals (for example being polite, cheerful, being silent). Yet psychologists have different perspective for this subject. It is because they defend that the mentioned titles have a minor role for completing of personality (Luthans, 2010). With this reason psychologists evaluate the personality as a notion that express individual's all psychologic system's growing and developing (Robbins, 2012).

Today most of the researchers accept that personality is affected by many factors (Parikh ve Gupta, 2010). Thus, there are many variances that what are the factors consist personality and what are the things that bring out personality phenomena. According to different theorists number of the factors and importance rate, which affect personality forming, can change. Even it is like this scientist that are interested in personality theorists there are some common points that they adopted. Foremost among these there are variances such as; individual's biological-physiological structure, social structure and social class feature, hereditary features, group membership and family.

It is a discussible subject that in the forming and developing of personality there is a question comes to minds; is there an environmental effect or hereditary features are effective. In this issue even though researchers have different thoughts when the related literature is examined in the forming of personality there are both hereditary and environmental features have effect (Robbins, 2012). In this aspect it is required that development of personality needs to be associated with numerous factors such as learning development of personality and changing, hereditary, environment (Luthans, 2010). It is because thoughts that are defending personality differences depend on only one factor, are disappeared.

Personality is closely related with how our environment perceives us; it is not a observable structure. Behaviors give us clues about individual's personality. For example when you think about a person's personality that person's characteristics that separate him from others, behaviors and even what makes him unique are thought. Datum that we gathered in result of our interpretations, form that person's individual differences (Lakshmi, 2008).

Besides this, individual who has interaction with individual and groups that have a mental and physical connection with each other may have effects that will show different impressions on effecting of individual's personality. This situation shows that personality may change in time (Robbins, 2012). For example culture and training activities that individual participates may change individual's behavior and habits in time. This situation may also create a basement for individual's personality characteristics change. Shortly, individual's developing and forming through hereditary and environmental factors' effect show the individual's changing (Parikh and Gupta, 2010; Robbins, 2012).

Personality reflects from individual's thoughts and attitudes and defines each person's special aspects (Deng, 2013). Personality characteristics exists with individual from past and with completing of individual's developing it becomes more stable and with social behaviors it affects human relations (Jenkins, Wright & Hudiburgh, 2012).

PERSONALITY THEORIES

Personality forms the base of individual differences. With purpose of explaining these differences there are numerous theories that explain personality's developing. These theories determining the behavior initiatives that motivates the individual, and depend on individuals' similarities' and differences' uniqueness and suitability categorizing it focuses on personality characteristics and factors (Whitworth, 2008). Most of the theorists and researchers, who look up to the personality notion from biological, cognitive, humanistic, learning, psychodynamic and diagnostic perspectives, are separated from each other sometime by effecting themselves and sometime having a perspective of looking up to an international theory from different perspectives (Cloninger, 2009; Friedman & Schustack, 2012).

Researchers who adopt a behaviorist and social learning theories defend that biological factors limitedly effects the personality development. Researchers that adopt behaviorist and social learning theories they defend that biological factors

limitedly affect the personality development, and they think that perceiving-thinking features are ignored and personality is a function of environment (Whitworth, 2008). These theorists take step in the thought of all of these behaviors can be learned and they believe that positive and negative habits that are forming the individual's personality can be also learned. And they also defend the negative habits can be turned into positive with learning. These researchers adopt that personality is not formed just in specific periods of life it will be formed flexibly things that we learned in every area of our life (Davison and Neale, 2004). For this theory there are pioneers such as; Ivan Pavlov, Julian B. Rotter, John Dollard, Edward Lee Thorndike, Burrhus Frederick Skinner, Neal e. Miller, Walter Mischel, John Broadus Watson, Albert Bandura.

Researchers that adopt psychoanalyst theories they adopt two common thoughts on personality. In the first thought it is determined that motivation that is brought out by subconscious in the first degree importance and in the second thought defense mechanism which preventing desire is developed with motivation and in result of these personality gets formed. These researchers defended that the conflict that is formed among motivation and defense mechanism shaping the form of personality (Schultz and Schultz, 2002). Sigmund Freud, Erik H. Erikson, Eric Fromm, Karen Danielson Horney, Alfred Adler, Eric Berne, Carl Gustav Jung, Harry Stack Sullivan were the researchers that adopted this theory.

Gestalt therapy and human nature approach theory's basic- consist of whole parts but parts do not create the whole one by one, contrarily these parts are determined depend on whole part's characteristic- creates this thought. According to this thought individuals are born with all kinds of characteristics, that is, it is innate. Yet a characteristic that exist in a place cannot be accepted by society. In this situation some of the characteristics of an individual stays dominant some of them are reflected to out-world. For example; an individual both has helpfulness, sharing emotion and jealousy emotions. Yet, it will be more dominant depend on his/her environment. Besides this, individual is also held wholistic in his relations

with environment (Burger, 2006). Kurt Lewin was one of the representatives of this theory.

Theorists that adopt cognitive behavioral theory defend that personality is created in the consequence of learning. Yet different from others these theorists put brain's function forward in learning and personal development. In the personal development they emphasized cognitive schemes and importance of wise thinking. With not caring too much for mental processes, individual's and his/her environment's effect, biological factors they approached to nature of human neutrally with free choices (Burger, 2006). Jean Piaget, George A. Kelly, Kohlberg, Beck were the researchers that adopted this theory.

And different from other theories humanistic theories deal with personality in aspect of valuing a person. According to humanists human is a value by himself and he makes effort to make his life meaningful. Being understood of an individual is not possible only without observation it is possible with observation of inner world. Humanist theory gives priority to mental creations its basic point is individual, defends that effects of biological factors is less and suggests that attitudes are formed through individual's free choices (Jacobi, 2002). Representatives of this theory consisted of Abraham H. Maslow and Carl Rogers.

According to biological approaches' theorists personality is affected from genetic structure. It is specified that by genes characteristics that are come with family it will seen in the family in time. Gottesman, examined twins' attitudes and he defended that similar personality characteristics are transformed with genes. In other conducted studies it was determined that there are similarities such as weigh, physiological structure and intelligence levels between twins. In such these relations it is suggested that there are similarities happen towards personality (Whitworth, 2008). Hans Jurgen Eysenck, Cloninger, Galton, Tyron, Gottesman, Newman, Freeman, Holzinger, Thomas, Chess are major representatives of theory.

Generally personality is defined as individual's inner behaviors and experiences' basic reasons' exploration when the institutional and empirical studies about personality are considered it is seen that there were many definitions done

about personality (Cloninger, 2000). Each theory and theorist deal with and defines the personality within their institutional structure. For example according to Allport personality located in the inner structure of individual, and it is a reality that is redirecting the individual's feeling and thoughts. According to Rogers personality is a self perception that is shaped with individual's experiences. According to Freud personality is a unconscious, implicit and unknown whole. According to Skinner, one of the most important behaviorists of behaviorism, personality's definition as a structure is unnecessary (Aiken, 1999). When taking a look to environment it is seen some individuals give emotional reactions towards issues and situations. Some people is open and kind to new and different thoughts, attitudes. But some have the contrast structure. On the other hand careful, organized and in ethic behaving tendency individuals have a place in society. In harmonic, social relations there are mild individuals. There can be energetic and social environment is developed individuals also seen. Personality model define individuals that have all of these characteristics is five factor model (McCrea & Costa, 2003).

FIVE FACTOR MODEL

First general impact about five factor theory happened in 1933 by L. L. Thurstone and while he was making a presidential speech for American Psychology Unity. Thurstone's comments were published in the next year's Psychological Review journal (wikipedia, 2015). Personality's dividing by factors was first suggested by W. McDougall in 1932. Then L.L. Thurston suggested that titles that are defining 60 personality characteristics can be distributed in five different categories. In his study he asked from 1300 people to think about a person that they know well and in the list he gave to them they are asked to underline a title from 60 titles which one is suitable for the chosen people. After then he determined that the study that he conducted and those 60 titles were gathering around five different dimensions. It was thought that these five factors summarize individuals' emotions, thoughts and movements, how they behave in their

interactions with other people and their reactions to new experiences (Chop, 2014). Personality psychologists agreed on a knowledge unity about influence area of personality will be best explained with Five Factor Model. The Five Factor Model is accepted as the best classifying on personality researches (Moore & McElroy, 2012). Personality psychologists were agreed on the definition of personality area will be best explained with Five Factor Model's five dimensions (Devaraj, Easley & Crant, 2008).

Previous studies show that Five Big Personality Characteristic classifying can be also applied out of the western countries. For the examination of Pakistan society's and students' attitudes in the study (Ahmad, 2010), to determine the Chinese students' career determinations in Southeast China in the study of Chinese and German students' comparison (Gunkel & Schlaegel, 2010) five big personality characteristic was used.

Five Factor Personality Model, is consisted of five basic dimensions to define the human personality (Deng, 2013) and these are: (*openness to experience*), (*conscientiousness*), (*extroversion*), uyumluluk (*agreeableness*) ve duygusal denge (*emotional stability*)

Agreeableness dimension reflects the individual differences on anxiety level related to social compatibility. When we examine the personality characteristics agreeableness feature is showing of individual's polite, thoughtful, helpful, collaborative, merciful, sympathetic aspects. Individuals that have a higher level agreeableness personality characteristic prefer avoid from conflicts, they do not avoid from friendship proposals (Moore & McElroy, 2012). Individuals who have high agreeableness characteristic are pleasant to help others, and they also expect the same thing from the other side (McElroy, Hendrickson, Townsend & DeMarie, 2007). Ones that have low agreeableness characteristic they are described with characteristics such as keeping up their profits, not interested in others' good situations, cannot be flexible; some time show suspicious manners and exhibit enemy like attitudes (Rothmann & Coetzer, 2003 Glass, Prichard, Lafortune & Schwab, 2013).

Conscientiousness dimension includes characteristics such as; having self-discipline, taking step with the duty responsibility and making effort for success. People whose conscientiousness characteristic is high they take step with a planned schedule; having a high capacity for redirecting, arranging and controlling their motivation (Rothmann & Coetzer, 2003).

Extroversion describes external world and specific interaction and it is more about its wideness than deepness of interactions. It can be explained with reflecting of the care to the external world than person's himself. Libido focuses on external world. Events, person around the place and objects are at the forefront. Individuals with extroversion characteristic are peaceful with their environment and also they are so impressed from external world (Fordham, 2001; Jung, 1997). It is determined that extroverted people are happy that making connection with people and generally they are perceived as `energetic` are enthusiastic and in an action-focused tendency, love to grab attention in a group and also like to be at the forefront. Ones that are introverted are less interested with external world, quieter, and have the need of lesser stimulant and ones that need to spend their time alone (Rothmann & Coetzer, 2003; Lounsbury & Gibson, 2009). Being Extroverted is the tendency of social, active, same at every situation, having the tendency of making mild relationships. Extroversion represents activity, energy, sociality, impressiveness characteristics and positive emotions (Wanga, Jackson, Zhang & Su, 2012). Extroversion expresses to what extent the individuals are social, funny, optimistic, active and talkative and extroverted individuals are expected to make so much interaction with their environment and being socialized easily and people who have a high level of compatibility characteristic avoid themselves from conflicts; but they do not reject friendship proposals (Wehrli, 2008).

Openness To Experience dimension expresses a general appreciation for art, emotion, adventure, extraordinary ideas, imagination, curiosity and experience variety. People who are open to experience they are described as intellectually curious, sensitive to aesthetic and eager to try new things (Lounsbury & Gibson, 2009). When they coincide with people that are close to experience it is said that

they are more creative, being in the realization of their feelings, have the high probability of thinking through symbols/abstracting and have extra ordinary beliefs. And people who are close to experience have more traditional interests; they prefer complex, detailed, vague things to simple, direct things, and prefer recognized things to new ones; it is reported that artistic and scientific things are found with suspicion and boring by them (Boleau, 2008). Openness to the experiences is tolerance of the people to new things, being curious to new and different experience and thoughts and desire to try.

Emotional Stability- Instability dimension is related with low tolerance to stress or negative stimulants. It is said that people who have emotional instability characteristic are emotionally sensitive and reactive, perceiving normal situations as an alert issue and with small disappointments they get into a desperate mood. People who are emotionally more stable they are calm, for them it is hard to get into negative feelings (Jeronimus, Riese, Sanderman & Ormel, 2014). ***Neuroticism*** is a personality characteristic that includes; anxiety, worry, jealousy, and depressive mood, being nervous without a reason and emotional instability (Matthews, Deary & Whiteman, 2003). People who have this personality characteristic they are in the tendency of internalizing situations such as anxiety and panic problems, phobias and depression that we can call it `neurosis`. And emotional instability is the tendency of depression, anger and paranoia. People who are in this situation cannot balance themselves and fix their psychological mood (Deng, Liu, Li & Hu, 2013).

RESULT

When the institutional and empirical studies about personality are examined it is seen that there are many definitions done about personality (Cloninger, 2000). Each theory and theorist deals with and defines the personality norm in the context of his/her institutional structure. The Five factor model is the central theory of the personality characteristics and specifies five vertical characteristic of personality characteristics: extroversion, agreeableness, responsibility, open minded (open to experience) and neuroticism. These characteristics are the major dimensions of

people's differences and their sub components or aspects provide specific dimensions or characteristics in each feature. With the support of cross cultural proof and supporting the major personality structure Five Factor Model has gained a big importance. While discussions about number of characteristics and aspects that include each characteristic has still been continuing, five factor model is the most meaningful and reliable way to define the individuals as a whole and it reports the list of important life results in advance (McCabe, Yperen-Van, Elliot & Verbraak, 2013).