

Lecture 4/5, Jan 16, 2023

Self-Awareness & Personality

- A person's tendency toward *thinking, behaving and feeling* in consistent ways across different types of situations and time
 - Approach to interaction (behaviour)
 - Approach to perception/processing information (thinking)
 - Approach to interpreting and reacting (feeling)
- As an observer, what you see of others is the behavioural component of their personality
 - You don't see how they think – this is more hidden
 - Sometimes you can interpret how they feel
- The “Big Five” (“OCEAN”) model
 - Openness: imagination, feelings actions, ideas
 - * High scoring individuals are more curious and adventurous
 - * Low scoring individuals are more practical and routine oriented, likes consistency
 - Conscientiousness: competence, self-discipline, thoughtfulness and goal-drivenness
 - * High scorers have responsibility, accountability and dependability
 - * Low scorers are impulsive, careless and disorganized
 - Extroversion: social, assertiveness, emotional expression
 - Agreeableness: cooperativeness, trustworthiness
 - * High scorers are more helpful and cooperative, even at their own detriment
 - * Low scorers are more suspicious of others and more critical
 - Neuroticism: opposite of emotional stability
 - * Emotional stability is our ability to manage our emotions
 - * Knowing when to release those emotions
- Some factors in the OCEAN model are closely correlated, e.g. openness and agreeableness; this could be a limitation
- When society has expectations for us that differ from what we actually are, we push ourselves in that direction
- Personality does change, but it's typically a stable trait
 - Personality is complex
- Behaviour is the observable component of personality
 - Behaviour is influenced by personality and other factors such as the current environment

The Person-Situation Debate

- How do we draw conclusions from what we see about the behaviour of a person?
- There are 3 approaches:
 1. Dispositional approach: focuses on individual dispositions and personality
 - “everything is associated with personality”
 - e.g. when someone is late consistently, it is because they are low on conscientiousness
 2. Situational approach: individuals' behaviour are more motivated by reward and punishment
 - Based on research
 - The situation or external factors cause their behaviour to unfold this way
 - e.g. the individual will stop showing up late if they are rewarded for being on time or punished for being late
 3. Interactionist approach: considers both the situation and personality
 - Situations can be described as either “weak” or “strong”
 - * “Weak” situations have loosely defined roles and rules, weak reward and punishment; in this situation personality has the strongest effect
 - * “Strong” situations have more defined roles and rules, stronger reward and punishment; in this situation personality has less of an impact
 - Some personality characteristics are useful in certain situations
 - There is no one “best” personality, rather it's important to see who “fits” the best

Self-Awareness

- Self-awareness allows us to collect observations about how we're feeling
 - Understanding how you behave under pressure
- Self-awareness facilitates development of interpersonal skills and allow you to manage yourself
 - Learn about how you're going to adapt and engage with others in the workplace
 - Setting appropriate goals and management of stress
 - To know what's expected of us and how to respond
 - Improve performance
- Being self-aware also requires you to be aware of how others are feeling
- Self awareness concepts:
 - Locus of control: internal locus of control means you feel you have control; external locus of control means you feel passive
 - * You may change between two sides of the spectrum
 - Self-esteem:
 - * Negative feedback to people with lower self-esteem leads to lower performance
 - * Self-esteem is an aspect of emotional stability; lower levels of neuroticism is correlated with higher self-esteem
 - Individuals with general self-efficacy tend to have good bounceback
 - Individuals with core self-evaluations can better evaluate their self-worth
 - Emotions and moods are affects; they are how we experience things
 - * Our dispositions predict our general emotional tendencies impacting our mood and emotions
 - * Positive affectivity involves viewing things in a positive light (opposite for negative)
- Interpersonal skills involve:
 - Social skills
 - * Interpersonal competence, put oneself in the place of another person and try to understand what they expect
 - Self-monitoring
 - * Incorporate information about others' expectations in one's subsequent behaviour
 - * "Reading the room" and reacting accordingly
 - Self-control
 - * Stay focused on others' expectations
 - * Limiting yourself, delaying gratification