

Personality Theory	Key Proponents	Assumptions	View of Personality	Personality Assessment Methods
<i>Psychoanalytic</i>	Freud	Emotional disorders spring from unconscious dynamics, such as unresolved sexual and other childhood conflicts, and fixation at various developmental stages. Defense mechanisms fend off anxiety.	Personality consists of pleasure-seeking impulses (the id), a reality-oriented executive (the ego), and an internalized set of ideals (the superego).	Free association, projective tests, dream analysis
<i>Psychodynamic</i>	Adler, Horney, Jung	The unconscious and conscious minds interact. Childhood experiences and defense mechanisms are important.	The dynamic interplay of conscious and unconscious motives and conflicts shape our personality.	Projective tests, therapy sessions
<i>Humanistic</i>	Rogers, Maslow	Rather than examining the struggles of sick people, it's better to focus on the ways healthy people strive for self-realization.	If our basic human needs are met, people will strive toward self-actualization. In a climate of unconditional positive regard, we can develop self-awareness and a more realistic and positive self-concept.	Questionnaires, therapy sessions
<i>Trait</i>	Allport, Eysenck, McCrae, Costa	We have certain stable and enduring characteristics, influenced by genetic predispositions.	Scientific study of traits has isolated important dimensions of personality, such as the Big Five traits (stability, extraversion, openness, agreeableness, and conscientiousness).	Personality inventories
<i>Social-Cognitive</i>	Bandura	Our traits and the social context interact to produce our behaviors.	Conditioning and observational learning interact with cognition to create behavior patterns.	Our behavior in one situation is best predicted by considering our past behavior in similar situations.