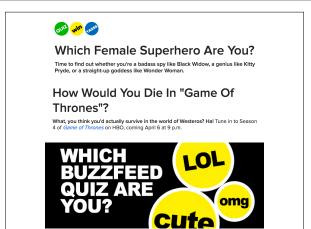
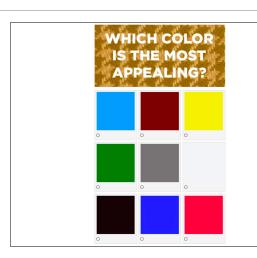
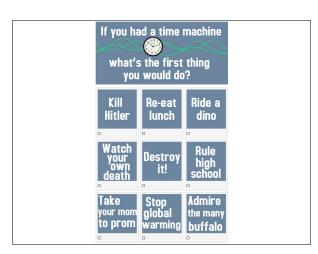
### **Personality**

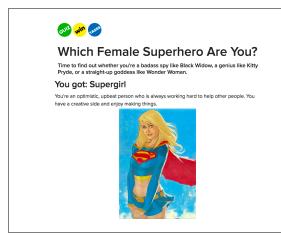




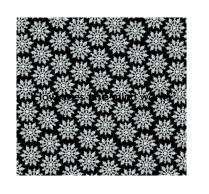








Chaz Firestone <chaz@jhu.edu> to pr 🔻 Hello, My name is Chaz Firestone, and I teach Introduction to Psychology at Johns Hopkins University. I'm preparing a lecture on personality, and am planning to discuss why we find personality tests so interesting. I'll be giving an example of a Buzzfeed test (in addition to some more scientific tests), and so I was wondering: Do you folks know how many Buzzfeed quizzes have been taken in the history of the site? I would love to use that statistic in my course! All the best, Chaz Chaz Firestone Assistant Professor of Psychological and Brain Sciences Director, Perception & Mind Laboratory Johns Hopkins University http://perception.jhu.edu Hi Chaz, Thanks for reaching out! Unfortunately, we cannot share our quiz statistics at this time Good luck with the lecture! Best, | BuzzFeed | Public Relations 111 East 18th Street, New York, NY 10003 200 million per month!





### **Personality**

a person's characteristic **style** of behaving, thinking, feeling, and interacting with others

|--|

Humans	Creativity	Jasmine
		Jill
	Danaistanas	Jack
	Persistence	Jabari
		Jan
	Sociality	Jacob

	Focus	Jasmine
		Jill
Llumana	Lovelty	Jack
Humans	Loyalty	Jabari
		Jan
	Open- Mindedness	Jacob
		•••

1	

### Questions + Themes

What are personality traits, and (how) can we **measure** them?

How do we differ, and why?

How much of how we behave is **inherent** to us (vs. to social situations, education, upbringing, culture)?

### Test-Retest Reliability

**Validity** 





our	win	YASSS

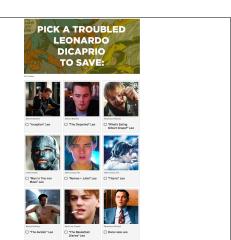
### Which Female Superhero Are You?

Time to find out whether you're a badass spy like Black Widow, a genius like Kitty Pryde, or a straight-up goddess like Wonder Woman.

### You got: Supergirl

You're an optimistic, upbeat person who is always working hard to help other people. You have a creative side and enjoy making things.





### Rorschach Test



It is important to see this blot as two human figures, usually females or clowns. If you don't, it's seen as a sign that you have trouble relating to people. You may give other responses as well, such as "cave entrance" (the triangular white space between the two figures) and "butterfly" (the red "vagina", bottom center)

# State being anxious **right now** (but maybe not later)



# Trait being an anxious **person** (in general)



### Myers-Briggs Type Indicator



### Myers-Briggs Type Indicator



ENFJ	INFJ	INTJ	ENTJ
Teacher Smooth taking charmers. Way irraping & notivational. Other olongs Principle blockers & persuadors. Cred insimpeople. Way relationality-overlied. Like to motivate groups.	Counselor Work is to represident to achieve great things. Great visioneries of human possibilities. Senous academicarias. Other professions or other themselves to a religious order.	Mastermind If they say they are going to do something, they do it. Likely to be corporate leaders, scientists. Deline everything has room for improvement. Superior jaminers and visionates of systems.	Field Marshall Very leadership-oriented. Using to be top executives. Excurrence persone. Big on reducing statificancy, restrictiveness. East charge people. Can be over- whelming to less outgoing types
ENFP	INFP	INTP	ENTP
Champion Second only to 65FPs for fun. Want leves filled with exchanger and romance. Very enthusizable and rosalve. Other laserhers, artists, writers. Oreal need for diversity and change.	Healer Notice senants aiding society Different from ISIPPs, they by to tacket long-term problems. Often psychologists or courselains. Want to save the wholes and sandramsts.	Architect Despect analysts of problems to be solved. Often physiciats, scientistics. Most about of types. Ordical trierless.	Inventor  Wart one existing challenge after another. Love to problem solve. Good at energies, consider hamselves till of ingenuity and base. Other involved in comp. sci. systems analysis, design.
ESFP	ISFP	ISTP	ESTP
Performer Number one in fur and enthusiann. Always invite 1979s to your party. The most generous of all types. Warm, trendy vibrant people. Goodens at outloner service.	Composer  Quely harmonicus with world. Way observing, benevialed, Inclined Soward work with people in read. Want to solve proteoms of the immediate auch as homeless, slagging hunger.	Operator Pleate with the right of the Sesk excitament. A time of time and the villay they offer, inclined toward mechanical devices, can take upont 5 reassentite anything	Promoter Exchaner selvers. Never les more alor Ten-when failing sels. Great registators on the fortil end. Excellent promotion. A introprimerulal capolities of someone dee fullives through.
ESFJ	ISFJ	ISTJ	ESTJ
Provider Hosts & hostesses. Gracious- ress of the type raises their exceler of entireting, coordinating. May be teachers, nurses. Very conscious of appearance, should should should	Protector  A high sense of daty. Uphoders of territy tradition. Offen hazed in historial hybring professions including lustring elementary education, etc.	Inspector  Corre of Mart should be done.  Martins at conguleing practical  details and adding freeining  buurnes. Duch duning species.  Superb administrators. Dury  bound & colosalest, other-veltors	Supervisor  Administrators, workers, pillars strength is opinimum's, Loyal males, pearets, employees. Other promoted to inaregeme positions. Dependation, considerate, streamforward.

### Myers-Briggs Type Indicator

**50%** of people get a

different type upon retaking the test!

ENFJ Teacher Smooth taking charmers. May regards & nothercoal. Other	INFJ Counselor	INTJ Mastermind	ENTJ Field Marshall
clergy. Propie leaders & persusdars. Great salespeople. Very relationship-onemed. Like to motivate groups.	visioneries of human possibilities. Senous academicians. Other professors or offer themselves to a religious order.	be coporate teaters, scentists. Delieve everything has room for improvement. Superior planners and visionance of systems.	persone. Big on reducing indficiency, ineffectiveness. Take charge people. Can be over- whelming to less outgoing types.
ENFP Champion Second any to ESFPs for fun Vivid Axes Blod with exclusionar and creative. Why exthesized and creative. When the standard and creative and the second for Ownelly and cheeg to Ownelly and cheeg to	INFP Healer Notice servants ading society Different from SETPS, they by to lacidat Eng-lenn problems. Other servinologies or Courselants. Walk for servinologies or united and conformats.	INTP Architect Despect analysis of problems to be soless). Other physicials, scientists. More adviced, scientists. More adviced, scientists. More adviced the feet.	ENTP Inventor Vari one existing challenge after arrother, Live to problem solve. Good of entirely consider Theresides 64 of regionally and Uses. Office involved in comp to it, spallene resplain, design
ESFP Performer Namber one infrance entranse. Alenys in the ESFPs to your party. The most generous of all types. Warn, hendly when't people. Ecoalists at outlinner service.	ISFP Composer Quely farmonous with words. May observed, Servedued, Problem to solve problems of the immediate such as formelses, shapping funger,	ISTP Operator Pleady to the system groce. Florhed with the risch of the. Seek socialisment. A two-of tools and the sith they offer, inclined toward reschanced devices, can take-quest is researched anything	ESTP Promoter Extenses seems, hour hell nor allow from when falling state. Oracl negations on the footile set. Excellent promotions & unbeginness of appetition of someone side blaves through.
ESFJ Provider Hotels & hostenses. Oracounters of this fige makes them socially all of enthranning, coordinating. May be tractioned of the second of the seco	ISFJ Protector Angin sense of days. Uphoders of family teations. Other haund in studdown family graphesions studding nursing, stemestary education, sets.	ISTJ Inspector Core of what should be done, Makens at companing practical delib and adding freelying Suches. Call 4-dure people. Superb administration. Duly bound & collected. Selected.	ESTJ Supervisor Administrative contracts strength in contracting Contract strength in contracting Contract strength in contracting Contract contracts. Comment of the Contract contracts. Contracting Contract contracts. Contracting Contract contracts. Contracting contracts. Contracting contracts.

### Myers-Briggs Type Indicator

weakly predicts good managers, teammates, etc.

ENFJ Teacher Smooth taking charmers. Very reporting 8 mobilishors. Other obergs. Prepire leaders 8 persuadars. Creat salespeciple. Very reliaboration contends. Like to mobilishe groups.	INFJ Counselor Was is to represent the second of the secon	INTJ Mastermind If they say they are going to do something, they do I. Lady to the exposed before, sweethen, believe everything has now for reprovement. Superior planners and visionases of systems.	ENTJ Field Marshall Very teadership oversited, Usely to the top executives, business persones. Big on reducing restriction, and reductiveness. Date charge process, Care be overwhelming to less outgoing types.
ENFP Champion Second-stry to ESFPs to fun. What has Blad with exchanged and creation. Other hearthers, artiss, witness. Great need for dwestly and cherge.	INFP Healer Notice serverts adapt society Different than ESP's, they by to tackle ting fears problems. Other perimitality or courselates. Want to save the wholes and sandwards.	INTP Architect Despect avelysts of problems to be solded. Other physicists, scientists. Most according to office, Official the Pair.	ENTP Inventor  Various existing trialings after arother. Love to problem sole. Good it analysis, consider themselses the of ingenity and ideas. Often involved in comp act, appliess analysis, cheigh
ESFP Performer Nanter one in tun and enhanism. Alemps inde (1979) to you party. The most generous of all types. Vision, handly whant poople. Econisms all columns service.	ISFP Composer Davily framonicus with word. Very other ring, benevitier, Inclined based work with people in read. With to boldy problems of the immediate such as formelless, shipping franger.	ISTP Operator Ready to by anything once. Flushed with the risk in diffe. Seek exchanned: A best of Social and the utility they offer, inclined toward new/hards devices, can the utility they offer. Inclined toward new/hards devices, can	ESTP Promoter External seriors. Notes that nor adve from elser share, and adversarial serior and the first end. Excellent promotional & endependence on the formation of the serior seri
ESFJ Provider Hotel & hoteless. Oncous- resol of the bote makes then ecolar of enthraining coordinating. May be teachers, nurse. Very consocial of aggressions, in yound you will no	ISFJ Protector Angh sense of data, Uphoders of tenly laddow. Other haund in haddown fine haund in haddown fine professions including naving, stemestary education, etc.	ISTJ Inspector Core of what should be done. Makeless at comparing practical defails and safety feeling Southes. Out 4-done people. Southes administration, other people. Southes destinations, other wilders.	ESTJ Supervisor Admentatos, worker, piller of streigh is community. Logic mates, spenders, employees. Other promoted to rearegement positions. Deportubles, considered, disruptificials.

### The "Big Five"

Openness to Experience

Conscientiousness

Extraversion

Agreeableness

Neuroticism ("emotional stability")

### The "Big Five"

Openness to Experience

**C**onscientiousness

**E**xtraversion

**A**greeableness

**N**euroticism

### The "Big Five"

Openness to Experience

Conscientiousness

**E**xtraversion

**A**greeableness

"I am easily distracted"

Neuroticism

### The "Big Five"

Openness to Experience

Conscientiousness

**E**xtraversion

**A**greeableness

"I remain calm in tense situations"

**N**euroticism

	_
7	

### The "Big Five"

Openness to Experience

**C**onscientiousness

**E**xtraversion

"I am generally trusting of others"

**A**greeableness

Neuroticism

### The "Big Five"

Openness to Experience

Conscientiousness

**E**xtraversion

**A**greeableness

**N**euroticism

### The "Big Five" Not 18,000?

Openness to Experience

**C**onscientiousness

**E**xtraversion

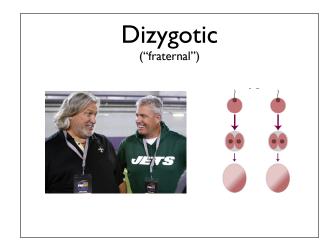
**A**greeableness

**N**euroticism

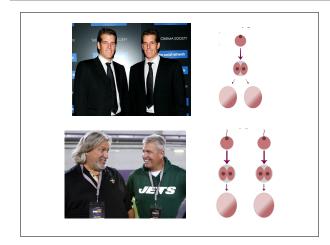




# Monozygotic ("identical")







### Heritability

the proportion of trait variation that is explained by genetic variation

eye color ~

heart disease ~.5

# of eyes ~

Heritability ≠ how "genetic" is trait X in some person

Heritability = how "genetic" are **differences** in trait X across people



vs



### What is heritable?

(i.e., heritability > 0)

# Almost Everything

Big 5 Aggression Achievement Religiosity
Sexual Orientation Politics Intelligence



# What does this say about group differences?

# Nothing

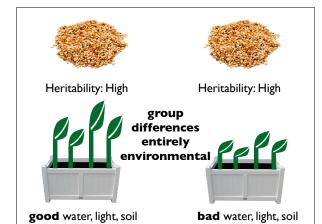
Really? **Nothing**? Yes, nothing.

### A tempting (but fallacious) argument

- I. Trait X is heritable within groups (i.e. differences in X can be explained by differences in genes)
- 2. Groups differ in X

therefore...

3. Group differences in X are explained by differences in genes



### A tempting (but fallacious) argument

- 1. **Plant height** is heritable within groups (differences in **plant height** can be explained by differences in genes)
- 2. Groups differ in plant height

therefore...

3. Group differences in **plant height** are explained by differences in genes

### What is heritable?

(i.e., heritability > 0)

# Almost Everything

Big 5 Aggression Achievement Religiosity
Sexual Orientation Politics Intelligence

Personality	
Nature Nurture	
Tracar C Tracar C	
	1
Behavior	
Zenaviei	
Personality	
Behavior	
Personality Situation	





inherently bad people? inherently good people?



Henry

### Would you shock this puppy?





Henry

### Would you shock this puppy?



A. Yes

B. No

C. Look at your fancy little outfit, Henry! You're going somewhere **very** important, aren't you? Yes you are...

Henry

### Would you shock this puppy?



A. Yes

100 —

B. **No** 

Henry

### Sheridan & King (1972)

Subjects shown a (real) "cute fluffy puppy"

Asked to watch the puppy complete a task, and **shock** it if it got the wrong answer

Each wrong answer increases voltage, up to 450 V

Course credit earned upon arrival, no obligation to continue

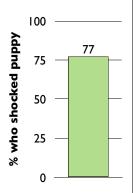
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Reprinted from the Proceedings, 80th Annual Convention, APA, 1972

#### OBEDIENCE TO AUTHORITY WITH AN AUTHENTIC VICTIM

CHARLES L. SHERIDAN and RICHARD G. KING, JR. University of Missouri, Kansas City University of California, Berkeley

Milgram (1963) reported that a large proportion of Ss obeyed commands from an E to deliver seemingly dangerous shocks to a "wictim". Naive Ss were led to believe that they were participating in an experiment on learning which purportedly required delivery of shock to a second S. The E instructed S to throw in succession each of S0 switches

to suppose that women would be less willing than men to inflict harm on a cute puppy. Further, common observation suggests that women might be better able than men to confront or manipulate authority figures such as the commanding E. Conversely, the submissiveness of the female role might lead to greater compliance.

Journal of Abnormal and Social Psychology 1963, Vol. 67, No. 4, 371-378

#### BEHAVIORAL STUDY OF OBEDIENCE '

STANLEY MILGRAM :

Yale University

This article describes a procedure for the study of destructive obedience in the laboratory. It consists of ordering a naive S to administer increasingly more severe punishment to a viction in the context of a larging experiment. Punkhment is administered to the context of a larging experiment. Punkhment is administered by means of a short generator with 30 graded confidence of the IE. The primary depondent variable is the maximum shorts the S is willing to administer before he refuses to continue further. 20 Sa observed the experimental commands lightly and administered the highest shock the S is willing to administer before he refuses to continue further. 20 Sa observed the experimental commands lightly and administered the highest shock the S is willing to administer before the refuses to continue further. 20 Sa observed the experimental commands lightly and studently according to the continual disturbance. One unsure that the student of the continual disturbance of the continual dist

### The Milgram Experiment

### Public Announcement

WE WILL PAY YOU \$4.00 FOR ONE HOUR OF YOUR TIME

Persons Needed for a Study of Memory

\*We will pay free hundred New Haven mon to help us complete a scientifinally of memory and learning. The study is being down at Yahi University.
\*Each person who participates will be paid \$4.00 (plus 50c carfam) is approximately 1 boar's time. We med you for only one hour thore are s or that chiligations. You may choose the time you would like to come (evening workdays, or workends).

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### Redone in 2009

Replicating Milgram

Would People Still Obey Today?

Jerry M. Burger

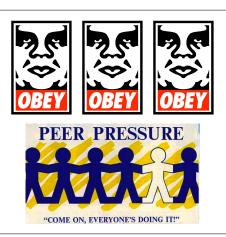
The matter conducted a greated registration of States, More and Part (1982, 1986, 1986) and contract matter than the allows for model conventions with the english internglish the format of conventions with the english of the Margaret Engineer of Engineer (1982, 19

is an algore more and misched electrolies to the Issueries. The participarts is down was odmitted excessional resulting the to the boater through an interest excession learning to the through the interest excession in the control of the could be through the store of the could be through the country of the country

ants' responses. Teywords: obedience, authority, Milgram

Yes

(70% deliver the shock)



### Asch (1956): Conformity



### **Behavior**

Personality Situation

## **Personality**

