

# A Psychological Study on Personality and theirs Traits

Dr. Preetee Pandey

Assistant Professor, Department of Psychology, Gokul Das Girls P.G. College, Moradabad, Uttar Pradesh, India

## ABSTRACT

The personality of any person is a mirror, through which any weakness or ability of that person can be recognized. Due to the quality of personality, a person can present himself well in front of someone. There are many types of personality which become the identity of a particular person. Through this paper, we will know what are the types of personality and how can we measure it.

**Keywords :** Personality, Ability, Temperament, Temper, Libido, Fixation Rates.

## Introduction:

The word personality is derived from the Latin word persona, which means 'mask'. Each person has a different personality even if they are twins. The personality of a person can be changed. A person's overall behavior, appearance, color etc. together determine his personality. Personality covers not only physical but also mental and psychological aspects, something that represents you to the community and society. The judgment of a person by the society is based on his personality, so it is very important to have a good personality.

Brinkerhoff defined personality as a person's unique characteristics and abilities.

According to Dewey and Humber, personality is the interconnectedness, through thoughts, actions, and attitudes, of many non-human aspects of a person's environment and heredity.

Personality is the quality through which you present yourself to others, it is the quality that determines your reaction to a person's actions. It covers everything of a person, for example walking, talking, behaving and how to deal with problems etc. It is a tool that measures a person's self-confidence.

## Personality traits

The following are the basic characteristics of personality-

**Consistency:** There is usually a recognizable order and regularity to behavior. Essentially, people act in similar ways in different situations.

**Psychological and physiological:** Personality is a psychological construct, but research shows that it is also influenced by biological processes and environmental factors.

**Behavior and Actions:** Personality not only influences the way we move and react in our environment, but it also motivates us to act in certain ways.

**Multiple Manifestations:** Personality is displayed in more than just behavior. It can also be seen in our thoughts, feelings, close relationships, and other social interactions.

### **Personality type**

According to psychoanalytic theory which was given by Sigmund Freud, there are 3 types of personality of a human being. Freud used the metaphor of an iceberg to describe the three levels of the mind (like a piece of ice when dropped into water, about 90 percent of it is immersed in the water and the remaining about 10 percent remains above the water). According to them-

- On the surface is consciousness, which includes the thoughts that are now the focus of our attention, and is seen as the tip of the iceberg.
- The unconscious contains everything that can be retrieved from memory.
- The third and most important area is the unconscious: here are the processes that are the real cause of most behavior.
- This is the most important part of the mind which you cannot see.

Personality is a three-tiered system - Id, Aham and Paramaham, which are as follows-

**1. ID:** People of this personality are happy. It occurs from birth to 18 months and is non-conscious (unconscious) and works on stimuli. According to this, the desire of the mind should be fulfilled now.

- The id is the primary aspect of personality.
- Freud believed that Id is a group of blind instincts.
- It has no sense of moral values.
- It cannot differentiate between good and bad. It is dominated by the pleasure principle.
- Id processes are subliminal.
- The id is comprised of two types of biological instincts (or drives) that Freud called Eros and Thanatos.

### **Libido**

- Libido is that part of the id structure which seeks its satisfaction from purely sexual activity.
- Sexual satisfaction is like any other satisfaction and should be considered as a normal need of an individual.
- Freud considered it the total effort of an organism.
- Freud insisted that the libido is always present in the organism, even in the infant.

**2. Ego:** People of this personality believe in reality. It ranges from 1.5 years to about 3 years. This is a partial unconscious state. It is the state between id and paraaham.

**3. Paraaham:** It is the fully conscious state. It develops from about 3 years. People of this personality are virtuous. Whatever thing is not right or looks, then he refuses it.

**Fixation:** This stage occurs when a person's sexual urges are either unfulfilled or over-fulfilled. After this, the person may get badly addicted to drugs and may become unbalanced.

**Psychosexual development of personality-** According to Sigmund Freud there are 5 stages of psychosexual development which determine the overall personality of a person. Libido or sexual desire is found in every person. Lack of this sexual stimulation or excessive use of this energy can lead to

fixation, which makes the person addicted. According to Freud, there are following 5 stages where this sexual energy is determined from different areas-

- 1. Oral stage:** (0-1.5 years): In this stage, the libido is present in the lips of the infant. He gets pleasure from sucking with lips like putting a toy in mouth, sucking thumb etc.
- 2. Anal stage:** (1-3 years): In this stage his libido remains in the anus. The child derives great pleasure through anal expulsion or anal manipulation. That means he enjoys doing the toilet.
- 3. Phallic stage:** (3-6 years): The child gets satisfaction by touching his genitals. Here attraction towards opposite sex i.e. Oedipus (male attraction towards female) and Electra (female attraction towards male) complexes develop.
- 4. Latency:** (6-13 years): This is the stage where sexuality is suppressed due to the pressures of the society. The child gets busy in school, studies and writing activities. At this time his sexual excitement remains suppressed.
- 5. Genital stage:** (lasts lifelong from puberty to death): During the final stage of psychosexual development, the individual has a strong sexual interest towards the opposite sex.

### **Criticism**

It was criticized a lot because-

- Gave great importance on sexual arousal and said that the whole personality is determined by it.
- No one talked about environmental impacts.
- Not proved experimentally because Freud took samples from his own patients.

**According to Jung** there are three types of personality-

- 1. Introvert:** Introvert person talks less and is reserved and shy. They lack sociability and have few friends. They are not popular and self-styled. This person is very conservative and suspicious of intentions. They are least concerned with the world outside them. He is a good writer but not a good speaker. Poets, philosophers, scientists generally belong to this category.
- 2. Extrovert:** Extroverts are the exact opposite of introverts, and are interested in the outside world and society. They are courageous and they have no worries. They have the ability and power to adjust to every type of environment. They are popular and make friends easily. They are very social. They are not good at writing but are good speakers. He is self-assertive and usually takes things lightly. He never felt ashamed. Politicians and social workers belong to this class.
- 3. Ambivert:** These are the individuals who are neither completely introverted nor completely extroverted, this person has the qualities of both introvert and extrovert. His behavior remains balanced. They are interested in their own thoughts and feelings and also in other people and their actions. Most of us are like this.

**Ernest Kreshmer:** According to him personality is physical, which is divided into four types of personality-

- **Picnic Type:** This type of person is short, fat, obese. Such persons are cheerful, extroverted, popular and have a jovial mood.

- **Asthenic Type:** The body of these people will be thin and lean. They will have the qualities of an introverted personality. These people are more likely to suffer from a serious mental disorder. They are weak, sensitive and soft-spoken.
- **Athletic Type:** The body of these people is strong. They are more energetic and aggressive. Strong, determined, courageous and balanced, they are compared to ambiverts.
- **Dysplastic Type:** These people will have a disproportionate body and will not belong to any of the three types mentioned above. This imbalance is caused by hormonal imbalance. Their behavior and personality are also unbalanced.

**William Sheldon:** According to him there are somatic types of personality, which are divided into 3 parts-

- **Endomorph:** The body of these people is soft, thick and round, in which the abdominal area is dominant. They are friendly and relaxed.
- **Ectomorph:** These people are well built with heavy and strong muscles which mainly appear strong. They are physically active, noisy, adventurous by nature. Muscular strong, energetic, likes to take risks and chances.
- **Mesomorphs:** These are people who are tall, thin and flat-chested, whose skin, bones and nervous structure are the main ones. They are shy, reserved, timid, artistic, introverted, and self-conscious.

**Philosophical German:** According to them there are social types of personality, which are divided into 6 parts-

- Theoretical type
- Economic Light
- Beauty type
- Social type
- Political type
- Religious type

According to the **Swiss psychologist:** According to them there are psychological types of personality, which are divided into 3 parts-

- Introvert
- Extroverted
- Ambivert

According to the **modern classification** of personality: There are 3 types of personality humans-

- **Men of feelings:** are emotional.
- **Men of action:** are creative.
- **Men of Thought:** Have superior thoughts.

### **Trait theory of personality**

Jordan Allport was the first to give this theory. That is why he is called the father of Modern Trait Theory. According to them, there are 3 main characteristics of personality –

### 1. Main traits

It is the identity of the whole personality of a person. Any person becomes famous only because of this quality like Mahatma Gandhi, Mother Teresa etc. The personality of doing good to others comes in this. Cardinal Traits These are the most active and influential traits of one's personality. Very selfish people, very greedy people also fall into this.

### 2. Central traits

These symptoms are very rare. Usually 7 or 8 such central traits are sufficient to know and describe the personality of an individual. Like honesty, kindness, shyness, cruelty etc.

### 3. Secondary traits

These include those traits of a person's personality that play a fairly secondary or unimportant role in the identification and description of one's personality. These traits are the inner traits of the person which are not displayed from outside and it appears according to the situation, like being angry, greedy, honesty, kindness etc.

**Cattle's personality traits-** RB Cattell, a British-American researcher, attempted to further develop the trait approach propounded by Allport. He identified 35 groups of these symptom elements and called them superficial symptoms. By examining surface features in terms of their correlations and removing overlaps, he obtained the desired basic dimensions which he called source features. These are the actual structures that influence personality. He eventually concluded that 16 factors or core dimensions of personality are sufficient to describe one's personality. These 16 qualities were also divided into surface symptoms and source symptoms on the basis of similarity. The source traits remain internal and determine the surface qualities of the individual.

These 16 qualities and their opposite qualities are as follows-

Qualities	Opposite Qualities
Reserved	Outgoing
Less intelligent	more intelligent
Very Emotional	Emotionally stable
Soft	Strong
Serious	Cheerful
Social	Spiritual
Timid	Venturesome
Thought Minded	Sensitive
Trusted	Suspicious
Practical	Imaginary
Simple	Smart
Confident	Anxious
Conservative	Modern
Group controlled	self-based
Uncontrolled	Controlled
Stressed	Relaxed

All the above 16 factors determine the overall personality of a person. Cattell used his 16 factors or basic dimensions of personality in the construction of a personality inventory known as Cattell's Sixteen Personality Factors or Sixteen PFs (IV). This inventory is widely used for the measurement of personality.

**Theories of personality-** The theory of early personality types was proposed by Hippocrates, a Greek physician, in the 5th century. He proposed a typology of personality based on fluidity or humor. He classified people into four types:

- Cheerful and active
- Listless and lethargic
- Sad and anxious
- Irritable and excitable

The dominance of any one fluid gives rise to the special nature of the personality. As such, the dominance of the blood produced a cheerful and active nature. In India too, the Charaka Samhita classifies people into categories of Vata, Pitta and Kapha based on three elements called Tridoshas. Each refers to a type of nature, which is called the basic nature of a person. In addition, there is also a typology of personality based on the three gunas, namely sattva, rajas and tamas.

**Sattva guna** includes qualities like cleanliness, truthfulness, dutifulness, disinterest, discipline etc.

**Raja guna** includes intense activity, desire for sense gratification, resentment, envy for others, and a materialistic mindset.

**Tamas guna** refers to anger, arrogance, depression, laziness, feeling of helplessness etc. All the three gunas are present in different degrees in each person. Dominance of one or the other trait may lead to a particular type of behaviour.

**William Sheldham's Type Theory-** American physician William Sheldham (1942) linked physique to temperament. He divided people into categories based on their type or body build: Sheldon proposed endomorphic, mesomorphic and ectomorphic typologies.

- **Endomorphs** are thick, soft and round. They are calm and friendly by nature.
- **Mesomorphs** have strong musculature, are rectangular with a strong body build. They are energetic and courageous.
- **Ectomorphs** are thin, tall and delicate in body building. They are cerebral, artistic and introverted.

Typology specified the relationship between physique or physical constitutional types and particular personality traits, activities, and preferences.

**Jung's theory of introverts and extroverts-** Jung proposed an important and widely recognized typology by grouping people into introverts and extroverts. According to this typology:

**Introverts** are people who prefer to be alone, have a tendency to avoid others, withdraw themselves in the face of emotional conflicts, and are shy.

**Extroverts**, on the other hand, are sociable, outgoing, drawn to occupations that allow them to deal directly with people, and react to stress by trying to lose themselves among people and social activities.

**Friedman and Rosenman-** Friedman and Rosenman have classified individuals into Type-A and Type-B personalities.

**Type-A personality-** Type-A personalities tend to have high motivation, lack patience, feel short of time, are in a rush, and are always overburdened with work. Such people find it difficult to slow down and relax. People with Type-A personalities are more susceptible to problems such as high blood pressure and coronary heart disease (CHD). The risk of developing CHD with a type-A personality is sometimes greater than the risk due to high blood pressure, high cholesterol levels, or smoking.

**Type-B personality-** The opposite of Type-A is Type-B personality, which can be understood as the absence of Type-A traits. This typology has been extended further.

**Type-c personality-** Morris suggests a Type-C personality, which is prone to cancer. Individuals with this personality trait are cooperative, steadfast, and patient. They suppress their negative emotions (eg, anger), and their compliance with authority.

**Type-d personality-** More recently, a Type-D personality has been suggested, which is characterized by depression.

**Mawers-Briggs Type Indicator-** The MBTI (Myers-Briggs Type Indicator) typology is another typology that is modern and is based on Carl Jung's theory of personality types. Using the MBTI, a person's self-reported preferences are used to assess four dimensions of personality:

- E or I (Extroversion- Introversion),
- S or N (Sensing or Intuition),
- T or F (thinking-feeling) and
- J or P (judgment-perception).

The MBTI identifies 16 personality types based on Isobel Meier's distinction between E-I, S-N and T-F, as well as J-P. The JP distinction indicates whether an individual's orientation toward the external world comes from a rational (judgment) or irrational (perception) function pair.

If a person takes the MBTI, he or she will be assigned only one pole of each dimension and the combination of the dimensions will determine which of the sixteen types best describes him or her. For example, a person who receives a MATCH (Extraverted-Sensing-Feeling-Perception) classification would be characterized as outgoing, easy-going, agreeable, friendly and at his best in situations that involve people as well as others. It also requires common sense and practical ability.

Myers-Briggs is a very good type system because its categories are distinct or discontinuous and favoring people of any one type to be similar to each other helps them to be distinct from other types. Critics of the MBTI point out that while the four dimensions are informative, individuals should be described according to their actual scores on each dimension, not lumped into types.

**Trait theory of personality-** These approaches interpret personality in terms of traits, which are defined as relatively stable and consistent personal characteristics. The basic features of the symptoms include:

- Symptoms are relatively stable over time
- They are generally the same in all situations, and

- Their strength and combination lead to individual differences in the personality of different individuals.

**Allport's trait theory-** Gordon Allport is considered a pioneer in the trait approach. He proposed that individuals have multiple traits, which are dynamic in nature. They determine behavior in such a way that a person approaches different situations with similar plans. Symptoms integrate stimuli and responses that would otherwise appear disparate.

Allport argued that the words people use to describe themselves and others provide a basis for understanding human personality. He analyzed the words of the English language to look for traits that describe a person. On this basis, Allport classified the symptoms into cardinal, central and secondary. Cardinal traits are highly generalized natures. They indicate the goal around which a person's entire life revolves. Mahatma Gandhi's nonviolence and Hitler's Nazism are examples of cardinal traits. Such traits often become so strongly associated with a person's name that they acquire the identity of a 'Gandhian' or a 'Hitlerian' trait. Less widespread in effect, but still fairly generalized, are called central traits. These traits (eg, warm, honest, hardworking, etc.) are often used in writing a testimonial or IOB recommendation for an individual.

The least generalized characteristics of an individual are called secondary traits. Traits like 'likes mangoes' or likes ethnic clothes are examples of secondary traits.

While Allport acknowledged the influence of situations on behavior, the way a person reacts to a given situation depends on his or her traits, although people sharing the same traits may express them in different ways. . Allport considered those traits more like intervening variables that lie between the stimulus situation and the individual's response. This meant that any variation in symptoms would produce a different response to the same situation.

**Cattell's specialty approach-** Raymond Cattell believed that there is a general structure on which people differ from each other. This structure can be determined empirically. He tried to identify primary traits from a vast array of descriptive adjectives found in the language.

He applied a statistical technique called factor analysis to search for common structures. He found 16 primary or source traits. Source traits are stable, and are regarded as the building blocks of personality. These symptoms are tabulated later in this lesson.

**Eysenck's three-dimensional theory-** HJ Eysenck proposed that personality can be reduced to two broad dimensions. These are biological and genetically based. Each dimension encompasses a number of specific traits. These dimensions are:

**Neuroticism vs. Emotional Stability:** This refers to the degree to which people have control over their emotions. At one extreme of the dimension, we find people who are neurotic. They are anxious, moody, touchy, restless and quickly lose control. At the other end are people who are calm, even-tempered, reliable, and in control.

**Extraversion vs. Introversion:** This refers to the degree to which people are socially outgoing or socially withdrawn. At one extreme are those who are active, sociable, impulsive and adventurous. At the other end are people who are passive, quiet, cautious and reserved.



In his later work, Eysenck proposed a third dimension called psychoticism versus sociability, which is thought to interact with the other two dimensions described above. A person who scores high on the dimension of psychosis tends to be hostile, arrogant, and antisocial.

The Eysenck Personality Questionnaire is the test that is used to study these dimensions of personality.

**Five-factor theory of personality-** During recent times, the most popular trait approach to personality has been the Five Factor Model (FFM), also known as the Big Five. According to this model, there are five broad personality factors, each composed of a constellation of traits. The Big Five dimensions of personality, using the names designated by MC Cray and Robert Costa, are:

1. **Openness to experience:** People who score high on this factor are imaginative, curious, open to new ideas, and interested in cultural activities. Conversely, those who score low tend to be rigid.
2. **Extraversion:** This is a characteristic of people who are socially active, assertive, outgoing, talkative and fun-loving. On the contrary, there are shy people.
3. **Agreeableness:** This factor characterizes people who are helpful, cooperative, friendly, caring, and nurturing. In contrast are people who are hostile and self-centered.
4. **Neuroticism:** People who score high on this factor tend to be emotionally unstable, anxious, worried, fearful, distressed, irritable and hypertensive. On the opposite side are people who are well adjusted.
5. **Conscientiousness:** People who score high on this factor are achievement-oriented, dependable, responsible, conscientious, hardworking, and self-controlled. On the contrary, there are impulsive people.

This five-factor model represents an important theoretical development in the field of personality. It has been found useful in understanding the personality profiles of people from different cultures. While this is consistent with analyzes of personality traits found in different languages, it is also supported by studies of personality conducted in a variety of ways. Therefore, it is now considered the most promising empirical approach to the study of personality.

**Freud's psychoanalytic theory of personality development-** According to Freud's psychoanalytic theory of personality development, there are two basic factors that motivate an individual and help in shaping his personality. These two basic drivers are love and aggression which have a direct impact on what a person does and thinks. According to Freud, love and aggression have a direct control over our mind and thoughts.

Freud referred to love and aggression as "eros" and "thanatos", respectively.

"Eros" refers to the intimate and passionate love between two partners. It is often defined as a kind of insanity that one feels for their partner.

"Thanatos" was a figure in Greek mythology, although he never actually existed as a person. Thanatos is the symbol of death.

Freud believed that Eros represented a person's instinct for survival. Eros refers to a person's determination to live, where sex is the prime driving force.

Thanatos on the other hand represents aggression which ultimately leads to death.

**Personality structure-** According to Freud, a person has a certain amount of desire for sexual activity, often referred to as the libido. No two people will have the same desire for sexual activity and it will vary from person to person depending on the situation at the moment.

An adult personality typically consists of three determinants: the id, the ego, and the superego. The result of the combination of all the three determinants shapes an adult personality. Freud believed that there are three parts to a person's personality and thus it is often referred to as a tripartite personality.

**ID:** refers to irrational needs and demands, which have nothing to do with the reality of the situation. Freud believed that individuals seek immediate pleasure to satisfy their biological and physiological needs without regard to reality. The id gives individuals immediate pleasure and is often irrational.

**Ego:** Ego develops when a person starts interacting with the people around. The ego helps in the fulfillment of the id, keeping in view the reality of the situation.

**Super Ego:** The Super Ego is often the third stage which includes the moral restrictions imposed on a person by his/her parents or family.

**Security system-** According to Freud's theory, repression is one of the most powerful defense mechanisms that push irrational impulses into the unconscious mind. Defense mechanisms play an important role in keeping unrealistic thoughts out of awareness. Stressful thoughts that threaten a person's survival must be pushed into the unconscious mind to reduce anxiety through repression.

**Psychological phase-** Freud believed that at a particular stage in a child's entire developmental cycle, an organ or body part is more sensitive to sexual stimulation. These organs, often referred to as the erogenous zone, include the mouth, genital area, and anus. The sexual desires of a person depend on the erogenous zones for a particular age. Sometimes a child finds himself too preoccupied with the sexual pleasures of a particular age and is reluctant to move beyond that stage. Frustration arises when sexual needs are not met. Fixation refers to a condition where a person is reluctant to move beyond a particular stage and is often obsessed with sexual attachment.

**Humanistic theory-** Some psychologists of the time disliked psychodynamic and behaviorist explanations of personality. He felt that these theories ignored the qualities that made humans unique among animals, such as the striving for self-determination and self-realization. In the 1950s, some of these psychologists started a school of psychology called humanism.

Humanistic psychologists try to see people's lives as they would see them. They have an optimistic view of human nature. They focus on man's ability to think consciously and rationally, to control his biological urges, and to achieve his full potential. In the humanistic approach, people are responsible for their own lives and actions and have the freedom and will to change their attitudes and behavior. Two psychologists, Abraham Maslow and Carl Rogers, became famous for their humanistic theories.

**Abraham Maslow's theory-** The highest rung on Abraham Maslow's ladder of human objectives is the need for self-actualization. Maslow stated that human beings strive for self-actualization, or the realization of their full potential, after meeting their more basic needs. Maslow's hierarchy of needs theory is described.

Maslow also provided his own description of the healthy human personality. Psychodynamic theories are based on clinical case studies and therefore lack accounts of healthy personality. To come up with his account, Maslow studied exceptional historical figures, such as Abraham Lincoln and Eleanor Roosevelt, as well as some of his own contemporaries whom he thought had exceptionally good mental health. Maslow described several characteristics that self-actualized people share.

## Conclusion

In this way, we have seen that various psychologists have given their views about personality. In our opinion, the personality of a person cannot be known from any one of his symptoms. Only on the basis of physical, mental, social characteristics of any person, we can judge the personality of a person correctly.

## References

1. Baumeister, R. F. (2006). Self-regulation and personality: How interventions increase regulatory success, and how depletion moderates the effects of traits on behavior. *Journal of Personality*, 74, 1773–1801.
2. Baumeister, R. F., Gailliot, M., DeWall, C. N., & Oaten, M. (2006). Self-regulation and personality: how interventions increase regulatory success, and how depletion moderates the effects of traits on behavior. *Journal of Personality*, 74, 1773–1801.
3. Buchanan, T. (2001). Online Implementation of an IPIP Five Factor Personality Inventory. Retrieved from <http://users.wmin.ac.uk/~bunchant/wwwffi/introduction.html>
4. Duckworth, A. L., Peterson, C., Matthews, M. D., & Kelly, D. R. (2007). Grit: Perseverance and Passion for Long-Term Goals. *Journal of Personality and Social Psychology*, 92, 1087–1101.
5. Duff, A., Boyle, E., & Dunleavy, J. (2004). The relationship between personalities, approach to learning and academic performance. *Personality and Individual Differences*, 36, 1907–20.
6. Ebinuwa-Okoh, E. (2010). Influence of age, financial status, and gender on academic performance among undergraduates. *Journal of Psychology*, 1(2), 99–103.
7. Elliot, S. N., & Gresham, F. M. (1987). Children's social skills: Assessment and Classification Practices. *Journal of Counseling & Development*, 66, 96–99.
8. Funder, D. C. (2000). Personality. *Annual Review of Psychology*, 52, 197–221.
9. Goldberg, L. R. (1993). The structure of phenotypic personality traits. *American Psychologist*, 48, 26–34.
10. Heinstrom, J. (2000). The impact of personality and approaches to learning on information behaviour. *Information Research*, 5(3).
11. Heinstrom, J. (2000). The impact of Personality and Approaches to Learning on Information Behaviour. *Information Research*, 5(3).
12. Howard, P. J., & Howard, J. M. (1998). An Introduction to the Five-Factor Model for Personality for Human Resource Professionals. Retrieved from [www.centacs.com/quik-pt3.htm](http://www.centacs.com/quik-pt3.htm)

13. Marques, J. F. (2007). The interconnectedness between leadership and learning: A reaffirmation . *Journal of Management Development*, 26(10), 918-932.
14. McCrae, R. R., & Costa, P. T. (1999). A Five-Factor Theory of Personality. In L. A. Pervin, O. P. Johns, & (Edited). *Handbook of Personality Theory and Research* (2nd ed.) (pp. 139-153). New York: Guilford.
15. Muller, F., Palekcic, M., Beck, M., & Wanninger, S. (2006). Personality, Motives and Learning Environment as Predictors of Self-Determined Learning Motivation. *Review of Psychology*, 13(2), 75-86.
16. Seabi, J., & Payne, J. (2013). Effects of Identity Processing Styles on Academic Achievement of First Year University Students. *International Journal of Educational Management*, 27(3), 311-322.
17. Trautwein, U., Lüdtke, O., Roberts, B. W., Schnyder, I., & Niggli, A. (2009). Different forces, same consequence: conscientiousness and competence beliefs are independent predictors of academic effort and achievement. *Journal of Personality and Social Psychology*, 97( 6), 1115–1128.