



Relationship between Personality and Motivation

Prakash Kumar Prasad
Assistant Professor
Department of Psychology
R.S.More College, Govindpur (Dhanbad)

Abstract

This Article provides a analysis of the Relationship between the Model of Personality and Motivation. Personality is one of the most determinants of human behaviour and work motivation. Personality trait is a predictor of motivation, attitude and leadership. Different personality theories observe different ways personality affects an Individual's motivation.

Key Words: Personality, Motivation, five-factor model, Locus of Control.

Introduction:

Personality refers to the grouping of a person's characteristics that make them unique and of a distinctive character, and it forms the basis for individual differences. Two human beings may be who are similar in all aspects even when their physical countenance but people tend to differ in their personality.

Personality definition given by Allport(1937)¹ "Personality is the dynamic organization within the individual of those psychophysical systems that determine his unique adjustments to the environment."

Personality definition given by Eysenck. "Personality is "the sum-total of the actual or potential behaviour-patterns of the organism, as determined by heredity and environment it originates and develops through the functional interaction of the four main sectors into which these behaviour-patterns are organized."

The term personality has been defined in several ways, but as a psychological concept two main meanings have evolved. The primary concern to the consistent differences that exist between people: in this means, the study of personality focuses on explaining and classifying

relatively stable human psychological characteristics. The next second sense emphasizes those qualities that make all people alike and that distinguish psychological man from other species.

Motivation involves the emotional, biological, social and cognitive forces that stimulate behaviour. In everyday usage, the term "motivation" is frequently used to describe why a person does something. It is the driving force behind human actions. Motivation doesn't just refer to the factors that activate behaviours; it also involves the factors that direct and maintain these goal-directed actions

In Psychology, Motivation defines as a hypothetical Internal Process that provides energy for behaviour.

Motivation can Understanding by:

- Aid Enhancing the efficiency of people as they work toward goals
- Helping people take action
- Encourage those people to engage in health-oriented behaviors
- Help people avoid maladaptive or unhealthy behaviours such as risk-taking and addiction
- Help persons feel more in control of their lives
- Improve overall well-being and pleasure.

Mostly researched have found a strong relationship between motivation and personality. Some of the most important theories used in this regard to be the traits theory, psychoanalytic, humanistic, and social cognitive theories

Traits theory of personality:

Trait theory asserts that people show different types of personalities based on traits that are inherently in them. According to Gordon Allport these traits are categorized into three groups that is cardinal, central, and secondary traits. Eysenck also gave another approach in line with the traits theory by categorizing people according to three scales in the determination of their personality.

Psychoanalytic theory of personality:

Psychoanalytic theory is credited to Sigmund Freud. According to Spence, it asserts that one's personality is composed of three dimensions that is the id, ego, and super ego. The id is the self-centred part of an individual, and it will always seek to satisfy them even at the expense of others. The super ego is the most ethical and socially sensitive of one's personality as it seeks to prevent them from committing evil just because it is wrong. The ego is the mediating dimension between the abovementioned aspects. It seeks to make a settlement between the arguments of the two thereby leading to a more composed resolution.

Humanistic theory of personality:

In needs hierarchy, Abraham Maslow drew to develop an approach towards personality. According to Maslow, all people are guided by their need to reach self-actualization and so is their personality. then again, Carl Rogers developed an approach that he called the people centred theory. In this theory, Rogers suggests that personality is a combination of beliefs, thoughts, and feelings. This theory shows that people are always aware of their self-concept. He also introduced the elements of congruence and incongruence. Congruence is when there is a match between self-concept and reality although incongruence is when there is a mismatch. Mischel believes that mainly attributed of personality are acquired.

Personality and Motivation: Relationship

Five Factor Model and Motivation

The five factor model is a trait perspective used to describe personality, the idea that there is the possibly for five major factors that make up an individual's personality is well supported by psychologists. This model has been publicized to be related to many motivational concepts for instance the influencing factors of intrinsic and extrinsic motivation, motivation to learn, creative motivation, goal directed motivation, performance motivation and motivation towards social needs

Extraversion is how much an individual likes to interact with the environment, people high in extraversion are more likely to seek stimulation, they are outgoing, energetic, sociable, they like large groups, excitement, they are assertive, active, talkative, adventurous, enthusiastic and positive.

Neuroticism relates to how emotionally stable and adjustable an individual is; someone high in neuroticism will generally experience negative affects and are emotional, angry, fearful, depressed, anxious, insecure, and stressful, although at the opposite end of the continuum is emotional stability and people high in this are generally confident and relaxed.

Conscientiousness relates to whether an individual follows social norms and participates in goal-directed behaviour, individuals high in conscientiousness are generally purposeful, reliable, persistent, responsible, organised, ambitious, self-disciplined, determined, achievement orientated, hardworking and they generally set clear goals.

Agreeableness is related to how cooperative an individual is to others, individuals high in agreeableness are generally kind, cooperative, unselfish, considerate, trusting, good natured and tolerant. They like to help people and do not like conflict with others, while someone low in this trait is generally manipulative and self-centred.

openness to experience and is related to the acceptance of thoughts, new ideas and experiences; individuals high on this trait are generally imaginative, curious, non-traditional, sensitive, broad-minded, flexible and creative.

Locus of Control and Motivation

A different personality perspective is an individual's locus of control, this theory of personality believes that people fall somewhere between having an external locus of control and internal locus of control on a continuum. Locus of control is a determine of how much an individual believes that outcomes such as rewards and reinforcements are under their control or not. Persons that have an internal locus of control believe that the outcomes they receive are due to their individual behaviour and abilities and that outcomes are completely under their control, they show perceived control of the assignment and environment which is related to the individual having better self-efficacy. Individuals who have an internal locus of control are more directive, confident and alert when trying to control the external environment. Individuals that have an external locus of control believe that outcomes are not under their own control but are due to powerful others such as God or fate, luck and other people, having an external locus of control has been shown to be related to learned helplessness and compliance.

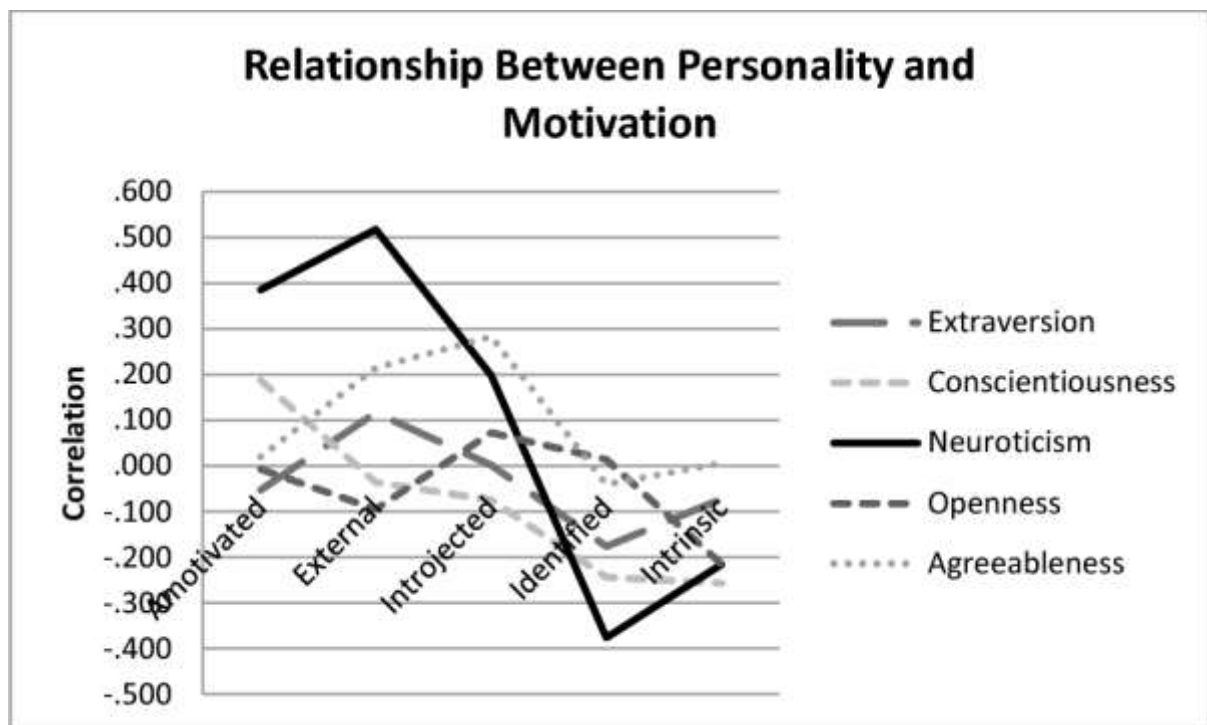
Eysenck's Theory of Personality and Motivation

Eysenck's theory of personality is based on three biological traits; extroversion, neuroticism and psychoticism. This theory explains personality through the functioning of an

individual's brain. This theory based on how much arousal a person experiences and this would in turn influence how much a person would interact with the world around them. Eysenck's theory of personality consists of describing three main personality traits that every individual is believed to have extraversion, neuroticism and psychoticism. An individual's differences in behaviour and personality are thought of by Eysenck to be because of a person's brain functioning. According to this theory He identified two brain systems, one controls the cortical arousal that reacts to incoming stimuli, this is known as the reticular-cortical system and the other controls the response that individuals have to received emotional stimuli known as the reticular limbic system.

Temperament, Character and Sensation Seeking Traits and Motivation

A study by Tanaka et al. examined the thought that personality falls under specific temperament and character traits and these traits affect how an individual is motivated towards academic achievement. The definite temperament traits were novelty harm avoidance, seeking, reward dependence and persistence, while the specific character traits were co-operatives, self-directedness, and self-transcendence. The results showed a connection between intrinsic motivation and persistence through a relation of intention to achieve. All the personality traits were positively related to intrinsic academic motivation and a having a mature balance of these traits is essential for developing intrinsic motivation.



Conclusion:

Personality can affect motivation towards particular behaviours. Many Different Personality theories of personality observe different ways personality affects an individual's motivation. The main theory of searching this interaction is the five factor model of personality. This personality model consists of five main traits; extraversion, neuroticism, conscientiousness, agreeableness and openness to experience and believes every individual's personality is thought to be made up of these five traits just to varying degrees. These personality traits have been shown to affect the type of motivation, either intrinsic or extrinsic, creative motivation, motivation to learn, motivation towards social needs, performance motivation and goal directed motivation. Locus of control is another personality perspective, there are two types of control either internal, this is where the individual feels in control of their environment and feels they can influence and change it and external, where then individual thinks they have no control over their environment and everything that happens is due to chance, luck, others or a higher power. Theory of Eysenck personality has a biological basis; he believes individual's personality is made up of three main traits, extraversion, neuroticism and psychoticism. temperament trait, persistence and character traits, self-directedness, self-transcendence and co-operatives are all related to intrinsic motivation in terms of a need for achievement.

References:

1. Allport, G. W. (1961). *Pattern and growth in personality*. New York: Holt, Rinehart & Winston.
2. Eysenck, H. J. (1997). Addiction, personality and motivation. *Human Psychopharmacology*, 12, 79-87. doi:10.1002/(SICI)1099-1077(199706)12:2+<S79::AID-HUP905>3.0.CO;2-T.
3. Barnett, L. A. (2006). Accounting for leisure preferences from within: The relative contributions of gender, race or ethnicity, personality, affective style and motivational orientation. *Journal of Leisure Research*, 38, 445-474.
4. Wee BV, Banister D (2016) How to write a literature review paper? *Transport Reviews* 36(2): 278-288.
5. Parks-Leduc L, Feldman G, Bardi A (2015) Personality traits and personal values: A meta-analysis. *Personality and Social Psychology Review* 19(1): 3-29

6. 4. Greguras GJ, Diefendorff JM (2010) Why does proactive personality predict employee life satisfaction and work behaviors? A field investigation of the mediating role of the self-concordance model. *Personnel Psychology* 63(3): 539-560.
7. Tanaka, M., Mizuno, K., Fukuda, S., Tajima, S., & Watanabe, Y. (2009). Personality traits associated with intrinsic academic motivation in medical students. *Medical Education*, 43, 384-387. doi:10.1111/j.1365-2923.2008.03279.x