



PERSONALITY CORRELATES OF SELF ACTUALISING VALUES

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Voice of Research

Volume 6, Issue 1

June 2017

ISSN 2277-7733

Abstract

Human life will never be understood unless its highest aspirations are taken into account. Growth, Self actualization, the quest for identity and autonomy, challenging the limits of intellectual potential and the yearning for excellence are a universal human tendency. Endowed with an innate striving to exercise and elaborate their interests, individuals naturally tend to seek challenges, to discover new directions and perspectives and to actively internalise and transform personality characteristics. The personality temperament acts as a useful theoretical construct for understanding inherent potentialities of actualization (J. Guthrie Ford, 1991). This study was designed to examine the link between Personality and Self actualizing values: Time competence (Tc), Inner directedness (I) and Self actualizing values (SAV). A total of 247 (114 males and 133 females) participants between the age range (45-60) years were involved from different areas of Punjab, Chandigarh and Delhi. The Personal orientation inventory (Everett L. Shostrom, 1964) was used to assess the Self actualizing values and NEO-PI-R (Costa and McCrae, 1992) was used for measuring personality traits. Results from the study revealed a distinct pattern of association between these variables.

Keywords: *Self actualizing values, SAV, Tc, I, Personality traits.*

The more we learn about man's natural tendencies, the easier it will be to tell him how to be good, how to be happy, how to be fruitful, how to love and how to fulfill his highest potentialities. The ultimate goal of realising one's potential and leading a life filled with a profound sense of commitment constrains a balanced view of the self and understanding one's self is probably the greatest intellectual challenge for human beings. Psychologists have been using the concept of Self actualization to describe those who are immensely successful in realising their potential (Maslow, 1943; Goldstein, 1934). The concept of Self Actualization has been best described and developed by *Abraham Maslow* (1943,1954,1968) as the pinnacle in the hierarchy of human needs.

Maslow's Hierarchy Of Needs: The most basic drives are *physiological*, the body craves food, water, oxygen, sleep, sex, freedom of movement and a moderate temperature. After that comes the need for *safety*, these needs operate mainly on a psychological level. Once an individual has managed a certain level of physical comfort then he will seek to establish a certain level of consistency and stability in this chaotic world. Then the desire for *love and belongingness*, this need comes into view when the physiological and safety needs have been satisfied. Maslow's this need combines the twin urges to give and receive love and then the quest for *self esteem*, which focusses on a need for achievement and a need for power. Then comes the *Cognitive need*, which explains the desire of an individual to know, comprehend, explore and analyse the world in which he excels. The *Aesthetic need*, reveals the need of the individual to relate to symmetry, beauty and order. Beyond these needs comes the need for *Self Actualization*, which is the desire to become more and more what one is, to become everything that one is capable of becoming. Uppermost in the pyramid of needs is *Self Transcendence*, that describes those people who help others attain Self actualization. Daniels (2001) suggested that Maslow's ultimate conclusion that the highest levels of Self actualization are transcendent in their nature may be one of his most important contributions to the study of human behaviour and motivation A study by Brennan, T. P., &

Piechowski, M. M. (1991) presented a theoretical framework for personal growth of an individual leading to self-actualization. They found that the self-actualizing individuals assessed in their study shared some common characteristics, like they had a similar outlook towards life and concern for humanity and its future. They have energy, intensity, and the persistence to work towards high ideals and they also have a capacity to inspire others towards similar ideals. When studying the life histories of the self actualising individuals, it was found that they share childhood giftedness, disruptive life experiences, emotionally difficult and and intense life-affirming experiences. Mathes, E. W., (1982) examined Self-Actualization, Creativity and Meta Values. Since values have a biological biases so Rogers and Maslow suggested that they should be studied empirically. Maslow followed a strategy to ask people who are open to experience i.e., self-actualizing people, what they value. As a result of Maslow's enquiry a set of qualities called Metavalues by Maslow were listed, a partial list of these values includes goodness, beauty, truth, unity, uniqueness, dichotomy transcendence, aliveness, perfection, necessity, order, completion, justice, simplicity, playfulness, richness, effortlessness, self-sufficiency, meaningfulness, and love. Maslow suggested that this list of Metavalues can be taken as an approximation of the good. Eugene made an attempt to replicate Maslow's results by correlating Self actualisation scores with endorsement of Metavalues. Highly significant and positive correlations were obtained suggesting that Maslow's proposal of Metavalues was correct.

Maslow (1971/1993) portrays self-actualization in two ways, first as a suite of personality characteristics of advanced personality development and second as a direction of development that one moves toward gradually. A general view of an active, integrating organism with the potential to act from a coherent sense of self can be found in humanistic theories of personality, postulating an actualizing tendency (Maslow, 1955; Angel, 1963; Rogers, 1963). Several personality theories posit a highest stage that parallels Maslow's (1968) stage of Self actualization. Examples include ego integrity in

Erikson's (1959-1994) psychosocial development, the integrated stage of Loevinger's (1976) ego development (ED), universalising faith in Fowler's (1981) model of faith development and interindividual self understanding in Kegan's (1982) model of the evolving self. The highest stage in these theories and Maslow's highest stage share a focus on exceptionally advanced, psychosocial maturity, the pinnacle of progressively increasing capacities to think deeply, complexly and richly about the self and others.

Personality: Personality is an abstraction used to explain the coherent patterning over time and space of

affects, cognitions, desires and the resulting behaviours that an individual experiences and expresses. Personality is generally defined as the individual's unique and relatively stable patterns of behaviour, thoughts and emotion (Berger, 1990). Personality is a habit and behaviour structure that is acquired during social life or it is dynamic regulation system of psychophysics components that lead individuals to know themselves and adapt to their environments (Eren, 2000). An individual's personality will determine the limits of happiness, success and fulfilment in his/her life. If an individual can accommodate changes that occur within him and maintain healthy relationships with others, then he will create his own adaptation system (Öztemel 2010), but at the same time if the emotional, biological and

mental changes cannot be integrated with the environment, then the individual is bound to face internal conflict and has difficulty adjusting with his environment and his fellow beings. Personality concerns individual differences and individual differences can be found on any dimension imaginable, but a consensual framework has been widely adopted in the form of the *five-factor model* (Digman 1990, Goldberg 1981, McCrae & Costa 2003). The five factors are most commonly labeled *extraversion, neuroticism, agreeableness conscientiousness, and openness to experience*. In this view, these broad dimensions are key determinants of behaviour, and the aggregation of information resulting from a person's placement on these dimensions gives a reasonably good snapshot of what that person is like. In order to examine relationship between personality traits, emotional intelligence and happiness among university students, Khosroshahi, J. B., Abad, T. H., Abassi, N. M., (2012) conducted a descriptive and analytical study on a sample of 200 (100 male and 100 female) students. Research questionnaires such as Revised NEO Personality Inventory (NEO-PI-R), Schutte Emotional Intelligence Scale, and Oxford Happiness Questionnaire were used for data collection. Findings showed that there is a positively significant relationship between happiness and personality traits such as extroversion, openness, agreeableness and conscientiousness. Furthermore, it was demonstrated that happiness had a negatively significant correlation with neuroticism.

Dahl, J. R., Wakefield, J. A., Kimlicka, T. M., Wiederstein, M., and Cross, J. H., (1983) examined the relationship between the personality dimensions of 'neuroticism', 'extraversion', 'psychoticism', from the Eysenck Personality Questionnaire

(EPQ) and 'self-actualization', measured by the Personal Orientation Inventory (POI) for 212 undergraduate students. The two major scales of the POI (Time Competence and Inner Directed) both separately and as a combined measure of Self actualization were correlated with the scores obtained on the EPQ. The results showed the hypothesised significant negative relationship between neuroticism and Self-actualization and the hypothesised significant positive relationship between extraversion and Self-actualization. No significant relationship between psychoticism and self-actualization was found.

Hypotheses

Neuroticism would have a significant negative association with Time Competence (Tc), Inner Directedness (I) and Self Actualising Values (SAV) dimensions of Self actualisation. Extraversion and Openness to Experience would have significant Positive association with Time Competence (Tc), Inner Directedness (I) and Self Actualising Values (SAV) dimensions of Self actualisation. Agreeableness and Conscientiousness would have a significant positive association with Time Competence (Tc), Inner Directedness (I) and Self Actualising Values (SAV) dimensions of Self actualisation.

Research Design: Using the incidental sampling technique, a total sample of N=247 participants (n for females = 133 and n for males = 114) contributed for the study. *The subjects were screened based on the criteria:* Education: The minimum educational qualification was 10th grade. Age range : 45-60 years. Participants belonged to different parts of Punjab (Faridkot, Bathinda, Moga, Patiala, Nabha), Chandigarh and Delhi. The data was collected from both working (such as Teachers, Advocates, Doctors, Air Force

Officers, Bankers, IT Professionals, Professors, etc) and non working (House Makers, Landlords, etc) class. *Variables:* The big five personality traits i.e., Neuroticism, Extraversion, Openness to experience, Agreeableness and Conscientiousness are studied in association with the two basic scales of Self actualisation i.e., Inner directedness and Time competence along with the self actualising values (SAV) subscale of the POI out of a total of 10 subscales each of which measures a conceptually important element of Self actualisation (Everett L. Shostrom, 1964 : POI Edits Manual) *Scales used:* POI (everett l. Shostrom, 1964) was used to assess Self Actualization and The NEO Personality Inventory Revised (NEO-PI-R) (Costa & McCrae, 1992) was used to measure the personality of individuals, based on the five-factor model of personality. The Personal Orientation Inventory (POI) questionnaire (Shostrom, 1962, 1964, 1974) was used in this study. The questionnaire consists of 150 items; each taking the form of two contrasting statements addressing the same issue, from which the subject must pick the one that applies to him or her best. These items provide the scores for the twelve POI scales. The POI questionnaire was chosen as the measure of self actualisation because of its popularity as a valid and comprehensive tool for assessing levels of self actualisation (Knapp, 1990). In particular, the POI has high resistance to



faking a positive impression of self actualisation (Braun & LaFaro, 1969), it is validated on test-retest reliability (Klavetter & Morgan, 1967), shown to be relatively stable over time (Knapp, 1990), and uninfluenced by social desirability (Shostrom, 1974; Warehime & Foulds, 1973). The NEO Personality Inventory Revised (NEO-PI-R) (Costa & McCrae, 1992) was used to measure the personality of individuals, based on the five-factor model of personality, which includes the dimensions of Extraversion, Neuroticism, Agreeableness, Openness to experience and Conscientiousness. The five personality dimensions are each divided into six facets. The NEO-PI-R has 240 items (Costa & McCrae, 1992). Costa and McCrae (1992) report test-retest reliability coefficients (over six years) for Extraversion, Neuroticism and Openness varying from 0,68 to 0,83 and for Agreeableness and Conscientiousness (over three years) of 0,63 and 0,79 respectively. Costa and McCrae (1992) showed construct validity for the NEO-PI-R for different gender, race and age groups. Procedure: The participants were approached on the basis of incidental sampling from different parts of Punjab, Chandigarh and Delhi. The POI and the NEO PI R were administered to all the participants. These scales are basically self administering, hand scoring for the scales and the subscales was integrated in the light of the norms that have been established. To test the framed hypotheses about the associations between the big five personality traits and the Inner directedness (I), Time Competence (Tc) and Self Actualising Values (SAV) dimensions of Self actualisation, correlation analyses was used.

Results and Discussion

The purpose of this study was to analyse the associations between the Big five personality traits i.e., Neuroticism, Extraversion, Openness to experience, Agreeableness and Conscientiousness and three dimensions of Self Actualisation (Time competence, Inner Directedness and Self Actualising Values). Results from the correlation analyses obtained from the data, lent strong support to the significant association of the big five personality traits and dimensions of Self actualisation. The correlation coefficients obtained from Pearson correlations between the Big Five Personality traits and Self actualizing values are given in Table I. Certain positive and negative correlations, most of them being significant while a few non significant correlations have been arrived at.

Table 1 - Scale correlations between the Big Five Personality Traits and Self Actualizing Values (Tc, I, SAV)

PERSONALITY TRAITS	SELF ACTUALIZING VALUES		
	Tc	I	SAV
N	-0.14*	-0.15**	-0.16**
E	0.14*	0.06	0.17**
O	0.19**	0.18**	0.11
A	0.19**	0.18**	0.29**
C	0.17**	0.13*	0.33**

**values significant at 0.01 level, *values significant at 0.05 level

Bold values are statistically significant, values more than 0.15 are significant at 0.01 level and more than 0.12 are significant at 0.05 level.

Scale correlations between Neuroticism and Tc, I and SAV: The correlation value between Neuroticism and Time

Competence (Tc) was computed to be -0.14*, which is negatively significant at 0.05 level. The correlation value between Neuroticism and Inner directedness (I) were computed to be -0.15**, which is negatively significant at 0.01 level. The correlation value between Neuroticism and Self actualising Values (SAV) was computed to be -0.16**, which was again negatively significant at 0.01 level. Neuroticism was proposed to have a negative association with all three dimensions of Self actualisation used in this study and the hypotheses has been supported. There is significant negative association between Neuroticism and Self actualisation and there is substantial evidence in the literature in support of the same (Prasad, M., 2016; Rafatpanah, M., Seif, D., Alborzi, S., Khosravani, M., 2016; Khosroshahi, J. B., Abad, T. H., Abassi, N. M., 2012; Momeni, M., Anvari, M. R.A., Kalali, N. S., Raoofi, Z., Zarrinehis, A., 2010; Dahl, R. J., Wakefield, J. A., Kimlicka, T. M., Wiederstein, M., Cross, H. J., 1983). In an extensive meta-analysis done by DeNeve & Cooper (1998) using nine literature search strategies and 137 personality traits, it was concluded that happiness is significantly and positively predicted by Emotional stability. Hills & Argyle (2001) studied the association between happiness and emotional stability and Emotional stability was strongly associated with happiness.

Scale correlations between Extraversion and Openness to Experience and Tc, I and SAV: In the second hypotheses it was proposed that Extraversion and Openness to experience will have a significant positive association with the three dimensions, Tc, I and SAV of Self actualisation. The correlation value between Extraversion and Time Competence (Tc) was computed to be 0.14*, which is positively significant at 0.05 level. The correlation value between Extraversion and Inner directedness (I) was computed to be 0.06, which is positive but non significant. The correlation value between Extraversion and SAV was computed to be 0.17**, which is positively significant at 0.01 level. The correlation value between Openness to Experience and Time competence (Tc) was computed to be 0.19**, which is positively significant at 0.01 level. The correlation value between Openness to experience and Inner Directedness (I) was computed to be 0.18**, which is positively significant at 0.01 level. The correlation value between Openness to experience and Self Actualising Values (SAV) was computed to be 0.11, which is positive but non significant. The proposed hypotheses about the significant positive relationship between Extraversion and the three dimensions of Self actualisation and Openness to experience and the three dimensions of Self actualisation has been accepted. There is a significant positive association between extraversion and Openness to experience traits of personality and Self actualization and there is substantial evidence from literature in the support of the same (Rafatpanah, M., Seif, D., Alborzi, S., Khosravani, M., 2016; Khosroshahi, J. B., Abad, T. H., Abassi, N. M., 2012; Momeni, M., Anvari, M. R. A., Kalali, N. S., Raoofi, Z., Zarrinehis, A., 2010; Lucas et al., 2008; Dahl, R. J., Wakefield, J. A., Kimlicka, T. M. Wiederstein, M., Cross, H. J., 1983). In an extensive meta-analysis done by DeNeve & Cooper (1998) using nine literature search strategies and 137 personality traits, happiness was predicted by extraversion and openness to experience. Furnham & Cheng, (1999) studied personality, demographic correlates of happiness and mental health and

found that extraversion was the major correlate of happiness. Scale correlations between Agreeableness and Conscientiousness and Tc, I and SAV: In the third hypotheses it was proposed that Agreeableness and Conscientiousness will have a significant positive association with the three dimensions, Tc, I and SAV of Self actualisation. The correlation value between Agreeableness and Time competence was computed to be 0.19**, which is positively significant at 0.01 level. The correlation value between Agreeableness and Inner directedness was computed to be 0.18**, which is positively significant at 0.01 level. The correlation value between agreeableness and SAV was computed to be 0.13*, which is positively significant at 0.05 level. The correlation value between Conscientiousness and the Time Competence (Tc) was computed to be 0.17**, which is positively significant at 0.01 level. The correlation value between Conscientiousness and Inner Directedness (I) was computed to be 0.13*, which is significant at 0.05 level. The correlation value between Conscientiousness and Self Actualising Values (SAV) was computed to be 0.33**, which is significant at 0.01 level. The proposed hypotheses about the significant positive relationship between Agreeableness and the three dimensions of Self Actualisation and Conscientiousness and the three dimensions of Self actualisation has been accepted. There is a significant positive association between agreeableness and conscientiousness traits of personality and Self actualization and there is substantial evidence from literature in the support of the same (Rafatpanah, M., Seif, D., Alborzi, S., Khosravani, M., 2016; Khosroshahi, J. B., Abad, T. H., Abassi, N. M., 2012; Momeni, M., Anvari, M. R. A., Kalali, N. S., Raoofi, Z., Zarrinehis, A., 2010; Lucas et al., 2008). In an extensive meta-analysis done using nine literature search strategies and 137 personality traits (DeNeve & Cooper, 1998) happiness was predicted by agreeableness and conscientiousness. Hence all three hypotheses have been supported by the correlation analyses obtained and previous research has also lent strong support to the same. The Big five personality traits are significantly associated with Self actualisation dimensions.

The personality temperament acts as a useful theoretical construct for understanding inherent potentialities of actualization (J. Guthrie Ford, 1991). Our main aim in this study was to understand the role of personality in attaining self actualization. Self actualization has deep roots in personality, which reflects a direction in the study of Self actualisation to specify Self actualising factors in terms of personality traits. Further research is recommended for better understanding the relationship between personality and Self actualization.

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