

Predicting Patterns of Behaviour?

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Notions about Predicting Behaviour

- Theories of psychosocial dynamics link personality with overt individual and ultimately group behaviour (Garcia, 2006).
- There are a variety of interests in predicting behaviour, such as:
 - the corporate wish to predict the expected performance of potential employees,
 - understanding behavioural pathologies like institutionalised torture (Forter, 2006), child abuse (Felthous, 1984), and conflict processes (Azcarte, 1999).
- Behaviour varies with context (Mischel, 1968).
- 1960s and 1970s:
 - predicting behaviour by personality tests was considered to be impossible, one reason being that: *personality is a perceived construct that people impose on others in order to maintain an illusion of consistency in the world.*
- 1980s:
 - *patterns of behaviour* could be identified from an aggregate of a large numbers of observations.

The Problems in Predicting Behaviour

- Human agency is complex, and modelling its effective functionality requires theoretical pluralism (Bandura, 2008).
- A plurality of personality schemas coexist (Carver, 2005) resulting in an uncertain and fragmented horizon of personality theories that are uncoordinated and competitive (e.g., Sharpley, 2006).

Options to deal with Fragmentation

- A “magic bullet” schema that can explain everything, offering a monophonic single general narrative and at least one story.
- A synergistic frame of reference giving methodological pluralism and a polyphonic set of narratives, each telling its own story within a similar platform. Originally these narratives have no point of interconnection and while their stories may be on a similar theme, their content reflects no relationship.

How to Classify and Select A Theory?

Classifying and Distinguishing Classes of Personality Schema

One way of classifying theories is through the main concept that they use. Thus three classifications are:

- Trait theories
- Type theories
- Social cognitive theories

Trait theories

- In biology *traits* are distinguishing features or properties : e.g., the trait eye colour.
- In personality theory *traits* are:
 - distinguishing features, characteristics or qualities of a personality *style*, creating a predisposition for a personality to respond in a particular way to a broad range of situations (Allport, 1937).
 - enduring patterns of perceiving, relating to, and thinking about the environment and oneself that are exhibited in a wide range of social and personal contexts.
 - habitual patterns of relatively stable behaviour, thought, and emotion.
 - ***continuous dimensions*** “that together may define a personality space” where trait variables may in theory be subject to small degrees of continuous variation.
 - The value a trait variable takes may be classed as a personality type (Eysenk, 1957)

Type theories

In biology traits have *phenotype* - the *state* of a trait. For example, the trait eye colour has the phenotypes blue and green.

- Personality type

refers to the *states* of a personality.

- Jung developed the idea that there are personality functions with paired extreme states called enantiodromia , which he later referred to as yin-yang couples – or type dichotomies. Each of the states in a dichotomy are **discrete** personality types **possibilities**, and to recall their nature and have consistency with biology, they may be called *enatypes*.

- Personality preference for given possible states may be constrained and come together to form combinations a limited number of stable patterns of personality.

Social Cognitive Theories

- In socio-cognitive theories, behaviour is seen to be guided by cognitive processes like thinking and judging that develop about the world and other people.
- The most well known socio-cognitive theory is that of Bandura; he was a social learning theorist & who held that memory and emotions were interactive with environmental influences.

Classifying Schemas by their ability to generate information complexity

One approach has been developed by Maruyama (1965) to classify schemas according to their ability to generate a complexity of information.

He developed a notion of *three universes* that can be used to classify schemas according to the potential for complexity of the information that they generate.

Classificational Universe

- is static,
- consists of substances classifiable into mutually exclusive categories
- is organised into a hierarchical structure of superdivisions and subdivisions
- schemas
 - are seen as substances (material, spiritual, etc.) that are usually discrete and mutually exclusive
 - can be classified into categories that can be combined or divided in a way that leads from the general to the specific
 - are object-oriented
 - operate through complex paired connections that are seen through objective epistemology.
 - generate classificational information that specifies categories as narrowly as possible

Examples: Five Factor Model, Myers-Briggs Types Inventory (simple usage)

The Relational Universe

- event-oriented - concerned with events and their interconnections
- defines important relational linkages and effects
- maintains complex paired connections that adhere to a subjective epistemology

Examples: Jungian personality temperament theory, Myers-Briggs Type Inventory (more complex usage), Mindscape theory

The Relevant Universe

- dynamic
- socially connected - concerns individuals with shared needs and desires
- consists of individuals' concern, about themselves, about others, about situations, relations, and about existence
- is interpretation-oriented, maintaining a meta-view of phenomena
- able to identify redundancies and variety for a system in which there are self-organization and adaptive capabilities
- patterns of change are represented as well as how adaptation to them can occur
- cognitively complex - it providing for both subjective and (socially normative) objective epistemological perspectives

Examples: Jung's personality theory, where personality is seen as a living system that is self-organizing, self-maintaining, self-transcending, and self-renewing; Bandura's socio-cognitive self theory.

Theoretical Frameworks

Schemas that exist in different Maruyama universes and originate independently have different theoretical frameworks.

Thus, the framework of Bandura's agentic socio-cognitive self theory has no apparent epistemic or narrative connection with those of FFM or MBTI.

Theoretical Meta-frameworks

A meta-framework provides the capability of reflecting “a theory of meaning” through its meta-theory so that it can respond to both theory-doctrine and problem based issues (Oakley, 2004).

Constraining meta-frameworks through defining specific context creates a framework that can explore given types of complex situation.

Examples of general theories that have meta-framework and can generate context related frameworks are:

- Complexity Theory (Nicolis & Prigogine, 1989; Kauffman, 1993)
- General Systems Theory (von Bertalanffy, 1951, Weinberg, 1975)
- Cybernetic Theory (Wiener, 1948; Beer, 1959 and 1966; Schwarz, 1997; Yolles, 2006).

The McCrae & Costa Proposition

Relating trait and social-cognitive approaches is “one of the major tasks of a new generation of personality theories” (McCrae & Costa, 1996, p.59)

Cited in Cervone et al. (2001).

The Task

Formulate a trait based socio-cognitive personality framework into which MBTI can be mapped.

Steps to satisfy the McCrae & Costa Proposition

- Adopt a meta-framework that is part of the relevant universe and can: (a) encompass a socio-cognitive theory, and (b) enable an appropriate personality framework to be created.
- Select a candidate personality theory
- Migrate the candidate theory into the meta-framework

Adopting a Meta-framework

Knowledge Cybernetics

- Is a Knowledge orientated approach that draws on socio-cognitive dynamics
- It adopts a cybernetic model, adapted from Schwarz (1997), that operates through three distinct ontological states: existential (Being), noumenal (mindedness) phenomenal (structure/behaviour).

A Candidate Personality Theory

Myers-Briggs Type Inventory

- MBTI is a Jungian informed personality typology
- It assumes that mind affects their behaviour in every day social life.
- It is designed to identify personality types that explain the *behavioural differences* that result from people's inborn tendencies to use their minds in different ways.
- It principally relates to decision making behaviour.
- Seemingly random variation in individual behaviours is seen as orderly and consistent due to distinctions in the ways they prefer to use their perception and judgment.
- The aim of the MBTI is to identify, through its measuring instrument, the basic preferences of people in regard to perception and judgment. The notion is that the effects of each preference, singly and in combination, can be established by research and put into practical use, especially in relation to decision-making behaviour.

Myers-Briggs Type Inventory

MBTI has 8 coded *enatypes* paired into 4 preference dimensions, which accumulate into a set 16 personality types. The codes are:

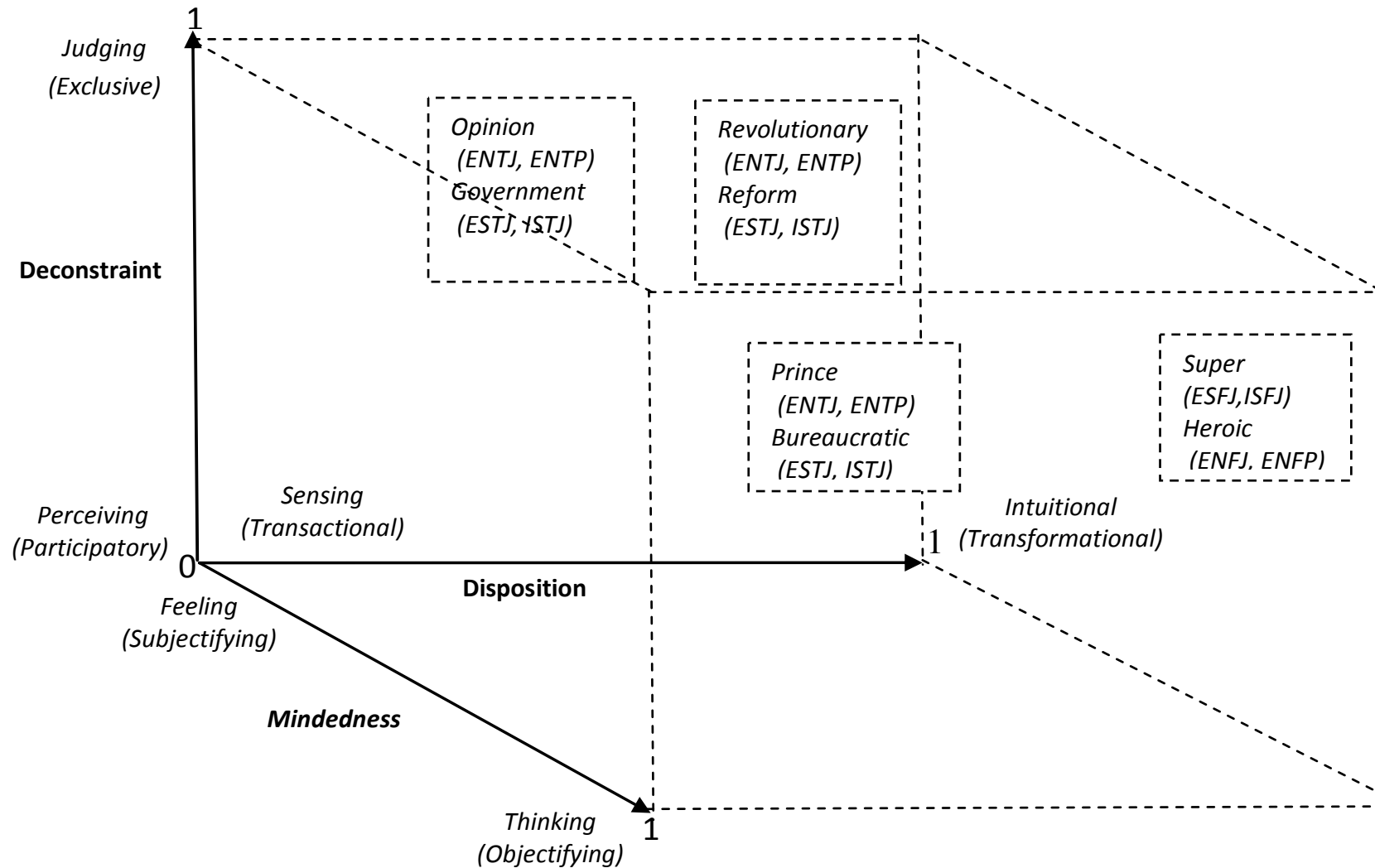
- **Social attitude** : E (extraversion) I (introversion) indicate the individual's most favoured Energy Source
- **Perceiving**: S (sensing) N (intuition) indicate the individual's most favoured Perceiving Mental Process
- **Judging**: T (thinking) F (feeling) indicate the individual's most favoured Judging Mental Process
- **Lifestyle** : J (judgment) P (perception) indicate the individual's kind of mental process leads your Outside World Orientation.
- There is a tendency is to understand each of the 16 types as the sum of its essential parts, such as ESTJ=E+S+T+J.
- It is the interaction of the four preferences that are important and the unique mental patterns these interactions determine.
- Thus INTJ is taken to be the most independent minded of the 16 types, while ISTP is seen as in particular having an intuitive investigatory aptitude. Thus for instance the 16 types are listed as: ISTJ, ISFJ, INFJ, INTJ, ISTP, ISFP, INFP, INTP, ESTP, ESFP, ENFP, ENTP, ESTJ, ESFJ, ENFJ, ENTJ.

Propositions and a Framework for a *Socio-cognitive Trait Theory* of an Agent

Postulate:

- The behaviour of an agent is sensitive to its mental orientation defined by personality.
- Agentic personality exists as a continuous trait space having states that can reflect (through some mapping) the Jungian paired enantypes.
- Consistent with current type theory, the enantypes may remain discrete points of type stability, rather than having then being continuously variable along a trait dimension.
- The mapping allows the MBTI model to be migrated into the framework.
- Personality should now be modelled as a socio-culturally interactive and can be modelled to respond to cultural, social, and contextual changes.

Postulated Trait Space Framework for MBTI Types

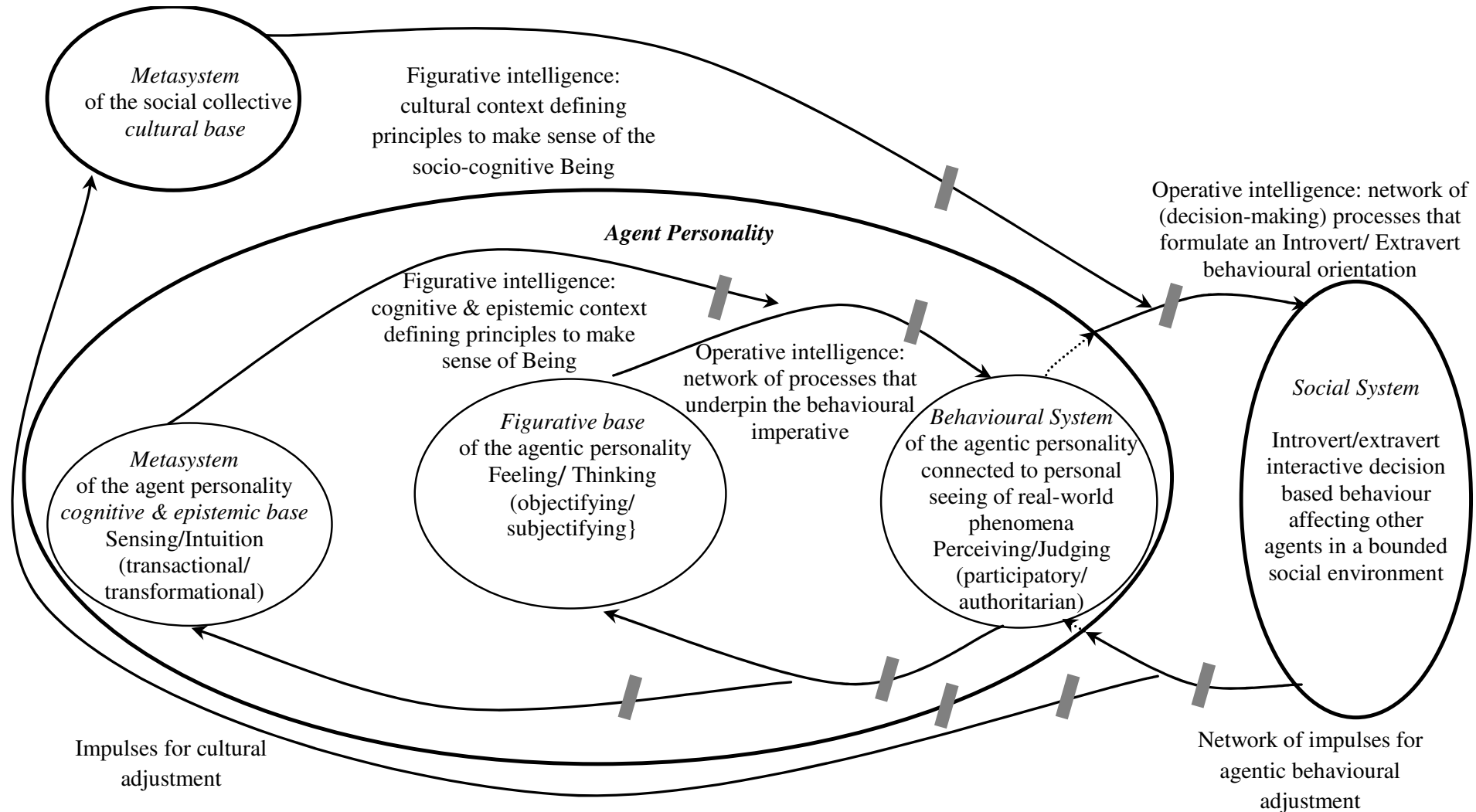


Stable social enantypes in brackets. Adapted from Boje (2004) & Yolles (2009).

The Personality Trait Dimensions

- **Deconstraint.** This dimension operates within a power related structural operative system. When related to individuals the *enantypes* {*percieving, judging*} may be seen as seen as {*participatory, exclusive*}. By participatory is meant an agent establishing processes that allow others to participate in decision and action taking processes. By exclusive is meant establishing processes that the agent exclusively self-directs (the agent as the centre of political power), providing little opportunity for participatory access.
- **Mindedness.** This dimension operates within a figurative system. The *enantiomers* {*feeling, thinking*} can be connected with the attributes of {*subjectifying, objectifying*}, in part as a reflection of Foucault's notions. It defines a frame of reference that permits others to be seen as *subjects* (as others are subjectified) or *objects* (as others are objectified).
- **Disposition.** In part as a reflection of Wolheim's notions, cultural disposition is the characteristic or tendency of a collective Being, representing the collective mental condition that embraces beliefs, knowledge, memories, abilities, emotions, phobias and obsessions, having duration, history and inertia. In contrast cultural state constitutes the impulses, tendencies and motivations. The *enantiomers* {*sensing, intuition*} are consistent with {*transactional, transformational*}. Transactional personalities like to create clear bounded structures and prefer formal systems constraint and discipline. Transformational personalities are concerned with meaning, values, ethics, and like to form structures that satisfy purposes.

A Socio-cognitive MBTI model

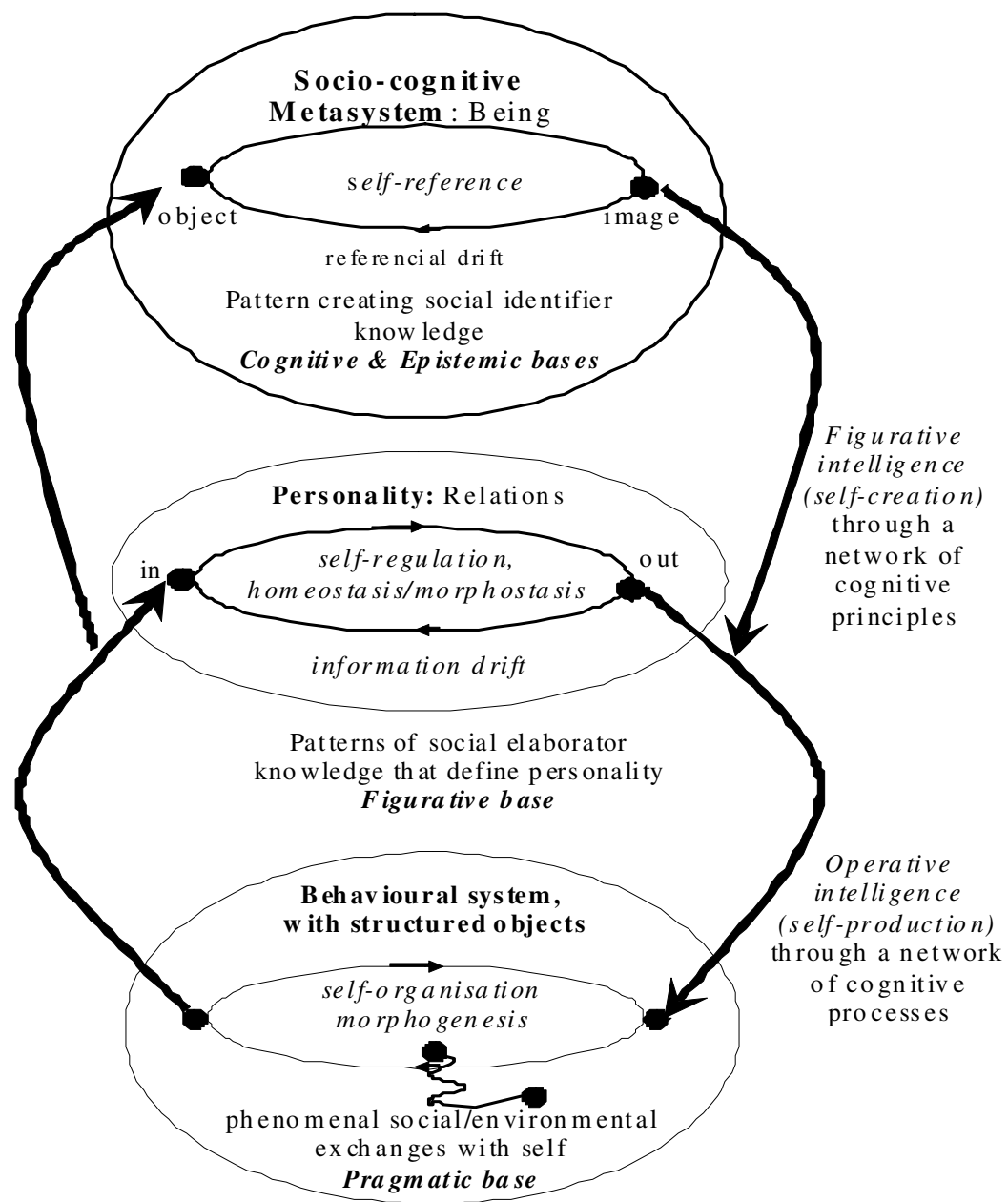


Note that the cross-bar indicates a break in the communication process, resulting in drift

Implications for the Socio-cognitive Model

- An agent has a personality through which MBTI can predict its capacity towards decision-making through perceiving/judging, and its likelihood towards extravert/introvert social behaviour.
- These behaviours, however, are culturally influenced, and susceptible to social context.
- Context and culture are therefore significant influencing factors on the agentic personality, which is susceptible to change in a way that is consistent with Bandura's (1999) socio- cognitive theory of personality.

The Dynamic Socio-cognitive Self Nature of Behavioural Agents



Potential for Socio-cognitive/Personality Transformation

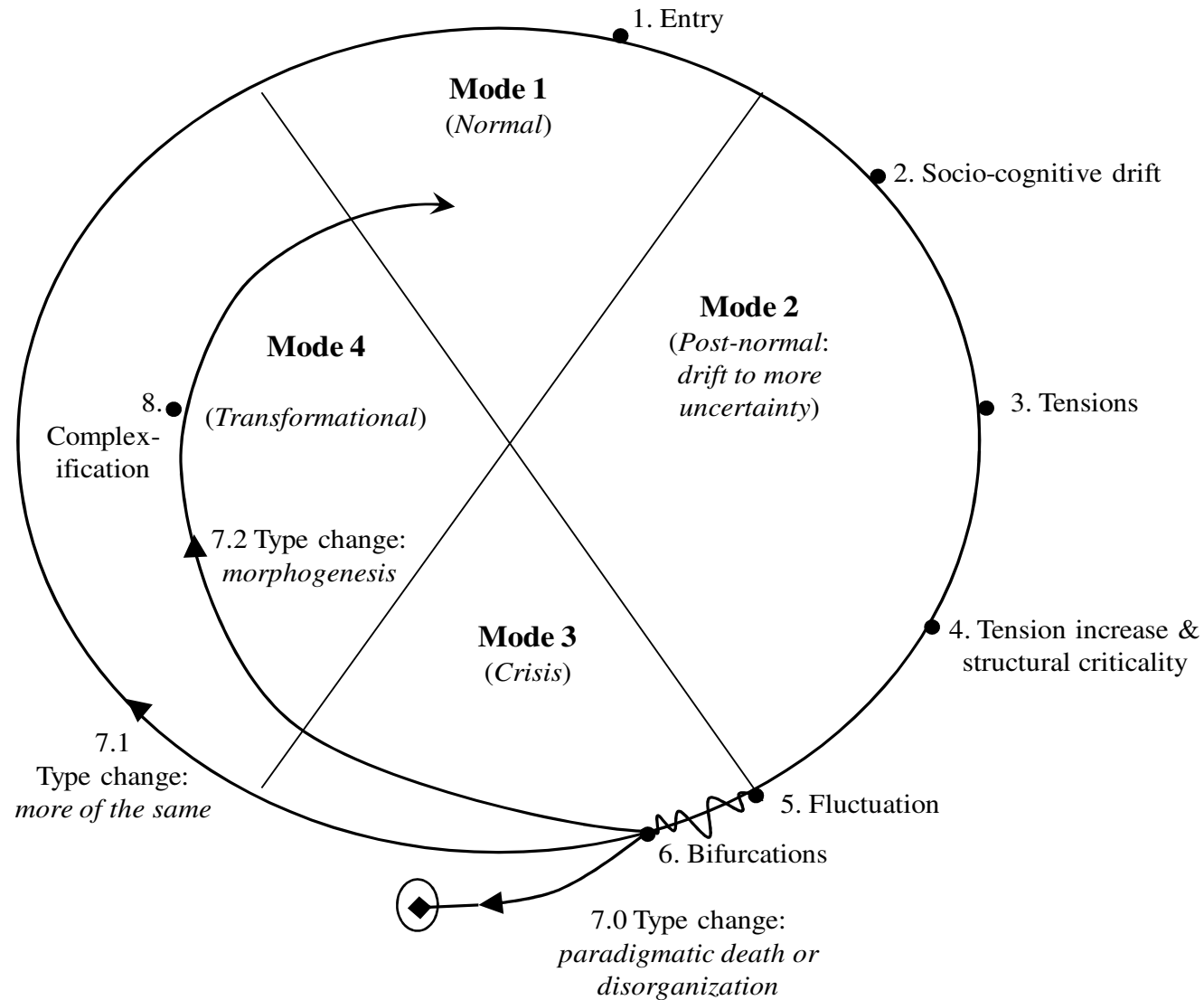


Illustration of Contexts for Socio-cognitive/Personality Shifts

- Individuals undergo socio-cognitive change when they transform object meanings in service of their roles. This links to micro-level motivations towards social action and the emergence of new meaning (Danna-Lynch, K., 2008, Objects, Meanings, and Role-Identities: The Transformative Practices of Home-based Employees, *Paper presented at the annual meeting of the American Sociological Association Annual Meeting, Sheraton Boston and the Boston Marriott Copley Place, Boston, MA, Jul 31*. Also www.allacademic.com/meta/p238879_index.html.
- The training process from novice to professional is essentially an acculturation process during which the values, norms and symbols of the profession are internalized; acculturation can be so strong that it may cause personality transformation, which the French refer to as *deformation professionnelle*, usually displayed by stereotypes, which are almost always exemplified by members of professions as ideal professionals, those who have internalized the profession's culture completely (du Toit, D., 2008, A sociological analysis of the extent and influence of professional socialization on the development of a nursing identity among nursing students at two universities in Brisbane, Australia, *Journal of Advanced Nursing*, 21(1)164-171)
- Quest for identity in an intercultural setting (Delanty, G., 2002, in Erik Oddvar Eriksen, E.O., & Fossum, J.E., (Eds), *Making the European Polity, The Quest for European Identity*, Routledge) and (http://russcomm.ru/eng/rca_biblio/l/leontovich02_eng.doc)
- Mystical experiences (Jung, C.G., 1968, Concerning rebirth, in *Collected Works of C.G. Jung*, Part 1 2nd Ed., Princeton University Press, pp119-120).
- Transpersonification (through the exposure to political ponerology: the causal components and processes of the genesis of evil which have given rise to human injustice and the effects of pathologies associated with psychological deviations or defects (Łobaczewski, A.M., 1998, *Political Ponerology: A Science on The Nature Of Evil Adjusted For Political Purposes*, Red Pill Press. Also see http://russcomm.ru/eng/rca_biblio/l/leontovich02_eng.doc)

Summary

- It is feasible to predict patterns of behaviour.
- A plurality of uncoordinated and competitive personality schemas coexist creating a fragmented horizon of personality theories.
- The McCrea and Costa proposition was stated: A socio-cognitive trait theory is better than two theories with independent frameworks and no interconnection.
- The meta-framework of Knowledge Cybernetics was used to create a socio-cognitive trait framework.
- The Myers-Briggs Type Inventory was migrated into it.
- The possible dynamics of socio-cognitive processes were modelled to allow for transformational socio-cognitive processes and personality shifts.