



Personality,
Personal Intelligence, and
Coping with Challenging Times:
The COVID-19 Pandemic

John D. Mayer, Ph.D. and Joan Glutting, Ph.D.

Being Smart About Personality

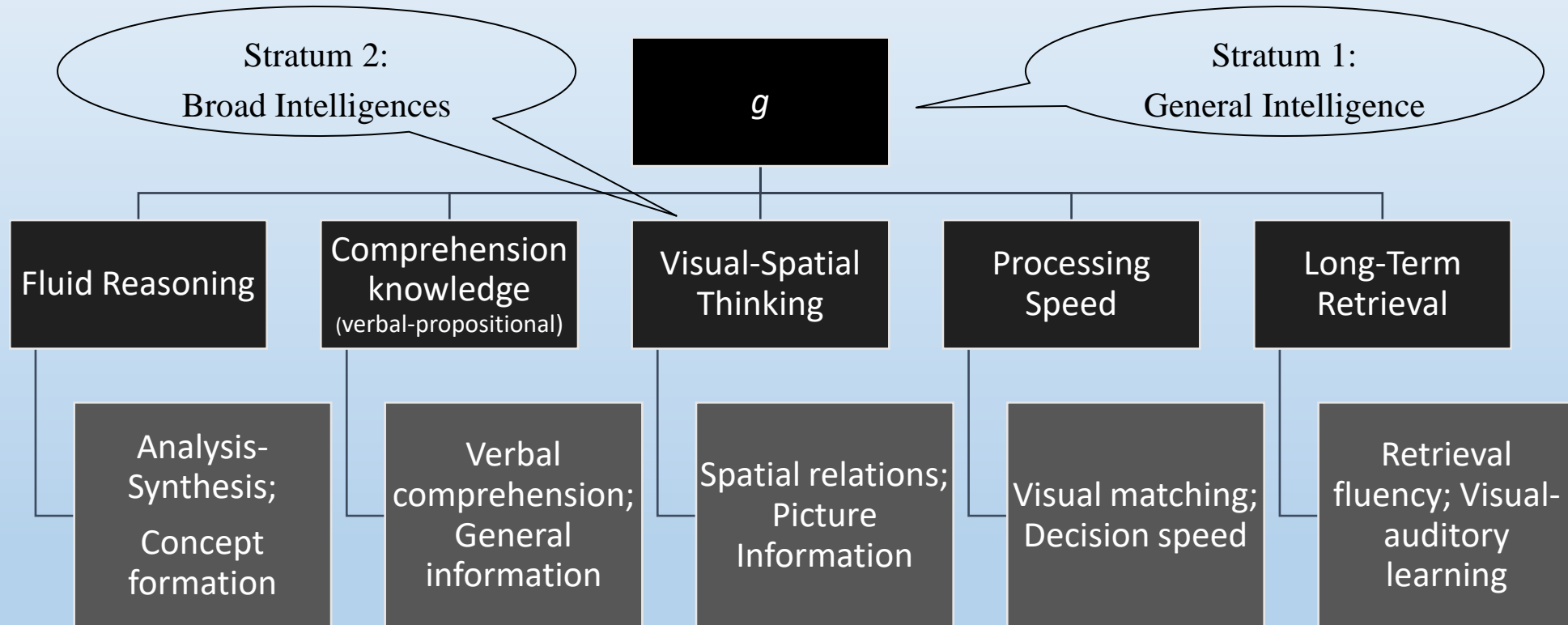
A brief detour into intelligence research today

Organization

- How Are We Smart?
- Being Smart about Personality—Outside and In
- Thinking with Personal Intelligence about our Personalities
- What Do Resilient People Do? (How Do We Respond to Challenges such as COVID-19)

How Are We Smart?

Three-Stratum Model of Intelligence, 1993 (partial representation) *also known as the Cattell-Horn-Carroll Model*



Adapted from McGrew, K. S. (2009). CHC theory and the human cognitive abilities project: Standing on the shoulders of the giants of psychometric intelligence research. *Intelligence*, 37(1), 1–10. <https://doi.org/10.1016/j.intell.2008.08.004>

Stratum 3: Specific Abilities

That was the approximate status of the field when Peter Salovey and I introduced our 1990 theory of *Emotional Intelligence*:
The ability to reason accurately about emotions...(article below)

IMAGINATION, COGNITION AND PERSONALITY, Vol. 9(3) 185-211, 1989-90

EMOTIONAL INTELLIGENCE

PETER SALOVEY
Yale University

JOHN D. MAYER
University of New Hampshire

ABSTRACT

This article presents a framework for *emotional intelligence*, a set of skills hypothesized to contribute to the accurate appraisal and expression of emotion in oneself and in others, the effective regulation of emotion in self and others, and the use of feelings to motivate, plan, and achieve in one's life. We start by reviewing the debate about the adaptive versus maladaptive qualities of emotion. We then explore the literature on intelligence, and especially social intelligence, to examine the place of emotion in traditional intelligence conceptions. A framework for integrating the research on emotion-related skills is then described. Next, we review the components of emotional intelligence. To conclude the review, the role of emotional intelligence in mental health is discussed and avenues for further investigation are suggested.

Professor Salovey

Professor Mayer

In 1988, we worked on a pre-publication draft of "emotional intelligence" at the Nags Head conference in North Carolina (photo to right)



As I have continued our work on (ability-based) *emotional intelligence*...

...I recently have broadened it to include *personal intelligence*

Why?...

Mayer, J. D. (2008). Personal intelligence. *Imagination, Cognition, and Personality*, 27, 209-232.

The Ability Model of Emotional Intelligence: Principles and Updates

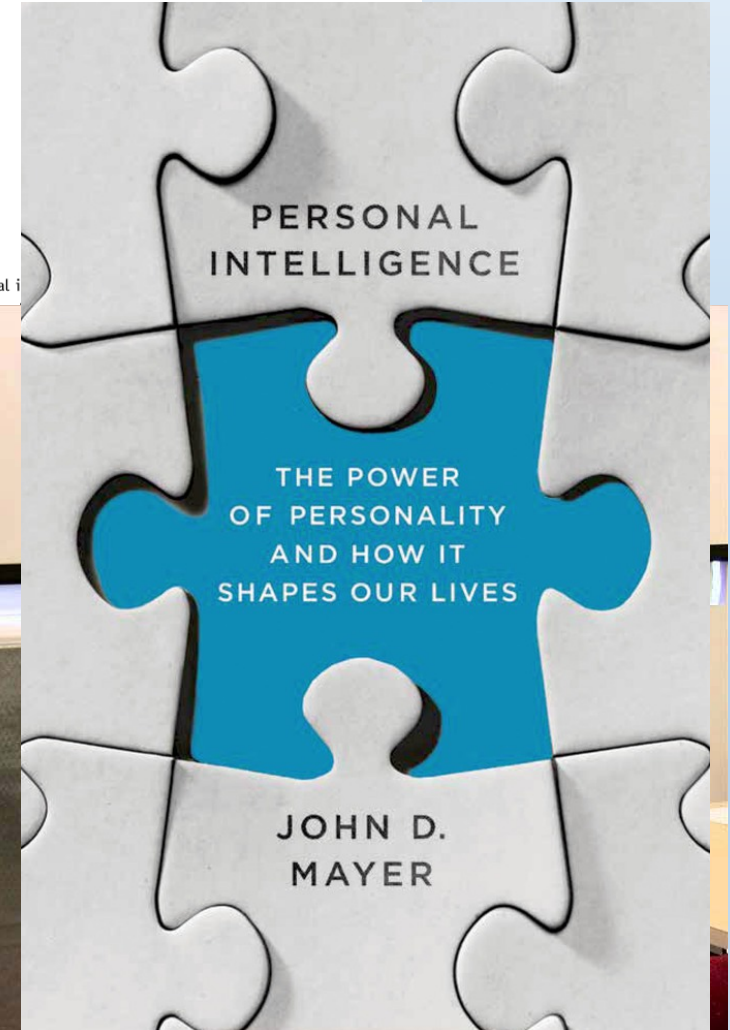
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Peter Salovey
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Abstract

This article presents seven principles that have guided our thinking about emotional intelligence. It reviews the literature on emotional intelligence and discusses the implications of the ability model of emotional intelligence for research and practice.





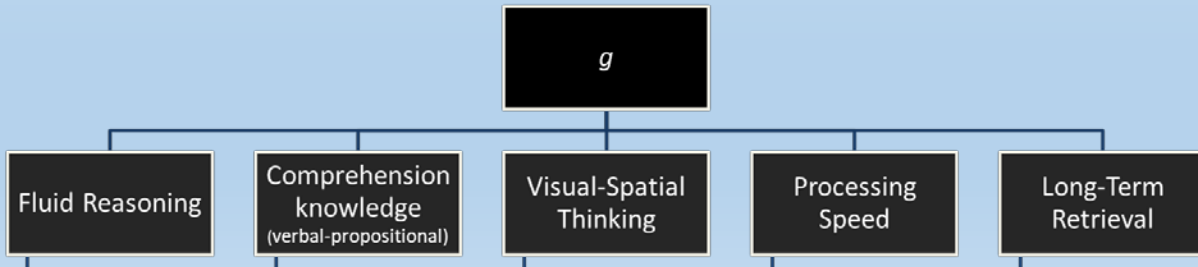
We can't help but wonder about the people we see...



...we watch people wherever they are

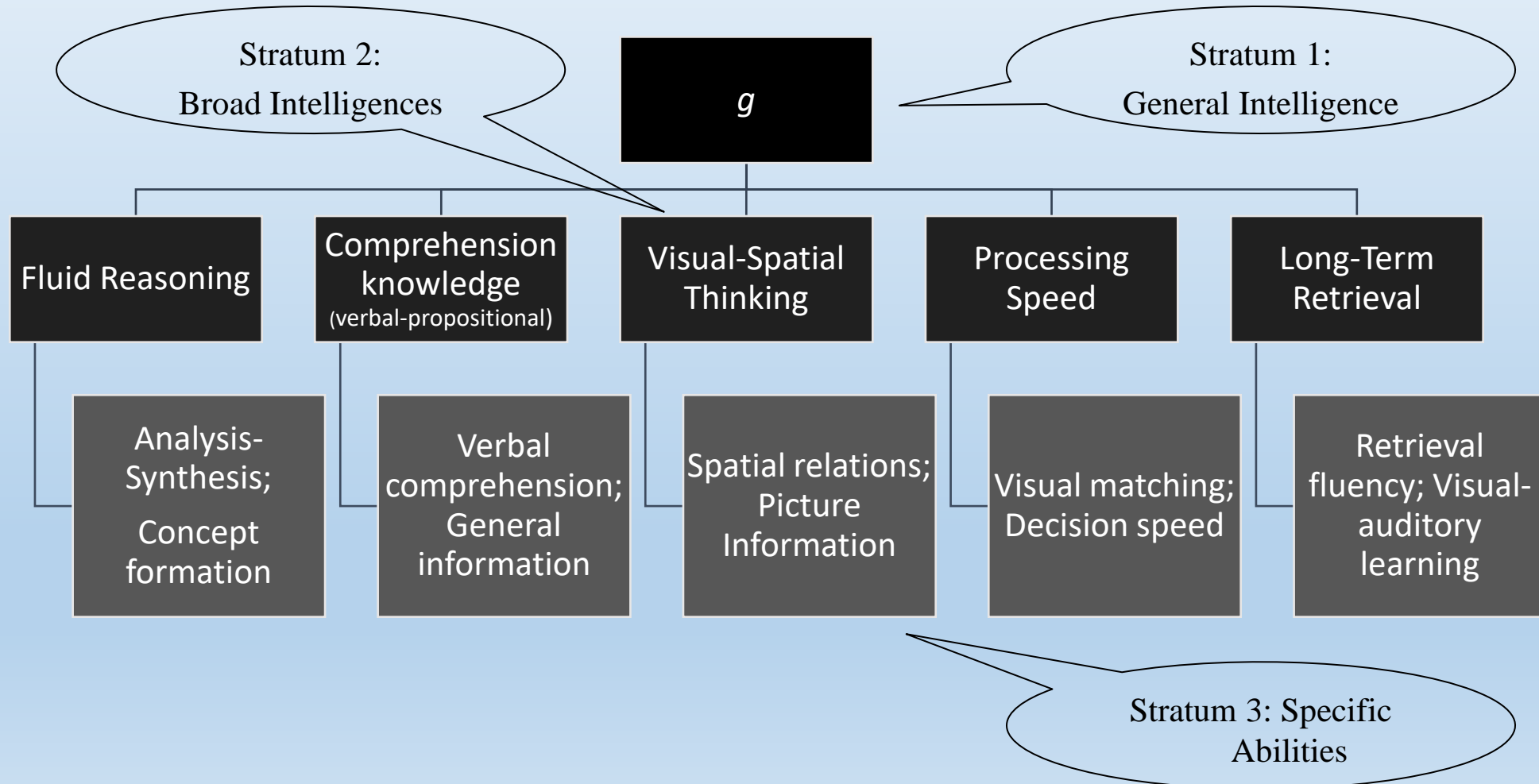
The problem...

- One possible reason we can't help but watch—and think—about people:
- Social Brain Hypothesis*: A larger brain enables people to track and evaluate one another through discussion and observation
- But the broad intelligences of the 3-stratum model never included:
 - understanding the personalities around us
 - or our own personalities.

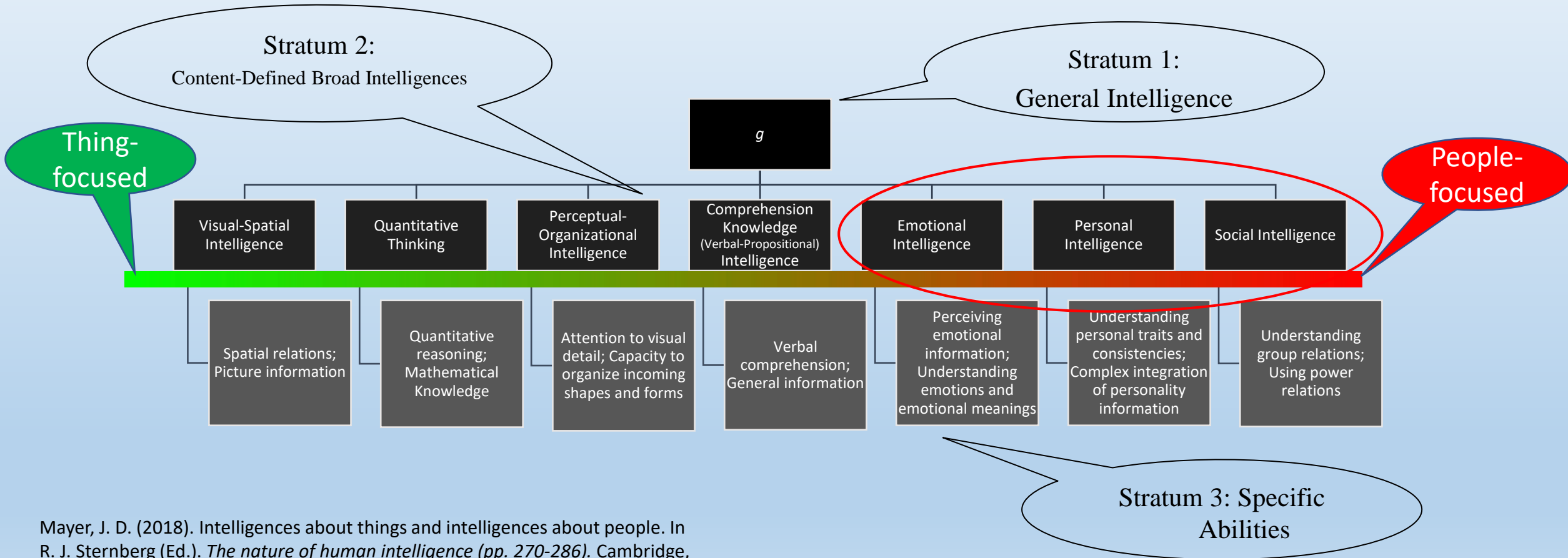


*Social Brain Hypothesis: Dunbar, I. M. (2007). Evolution in the social brain. *Science*, 317, 1344-1347.

Recall that Three-Stratum Model of Intelligence from 1993?
(partial representation)
also known as the Cattell-Horn-Carroll Model



...Lately, I have been arguing we need to add people-focused intelligences
 Three-Stratum Model of Intelligence with *People-Focused Intelligences*



Mayer, J. D. (2018). Intelligences about things and intelligences about people. In R. J. Sternberg (Ed.). *The nature of human intelligence* (pp. 270-286). Cambridge, England: Cambridge University Press.

Being Smart about Personality Outside and In

Adult intelligence theories:

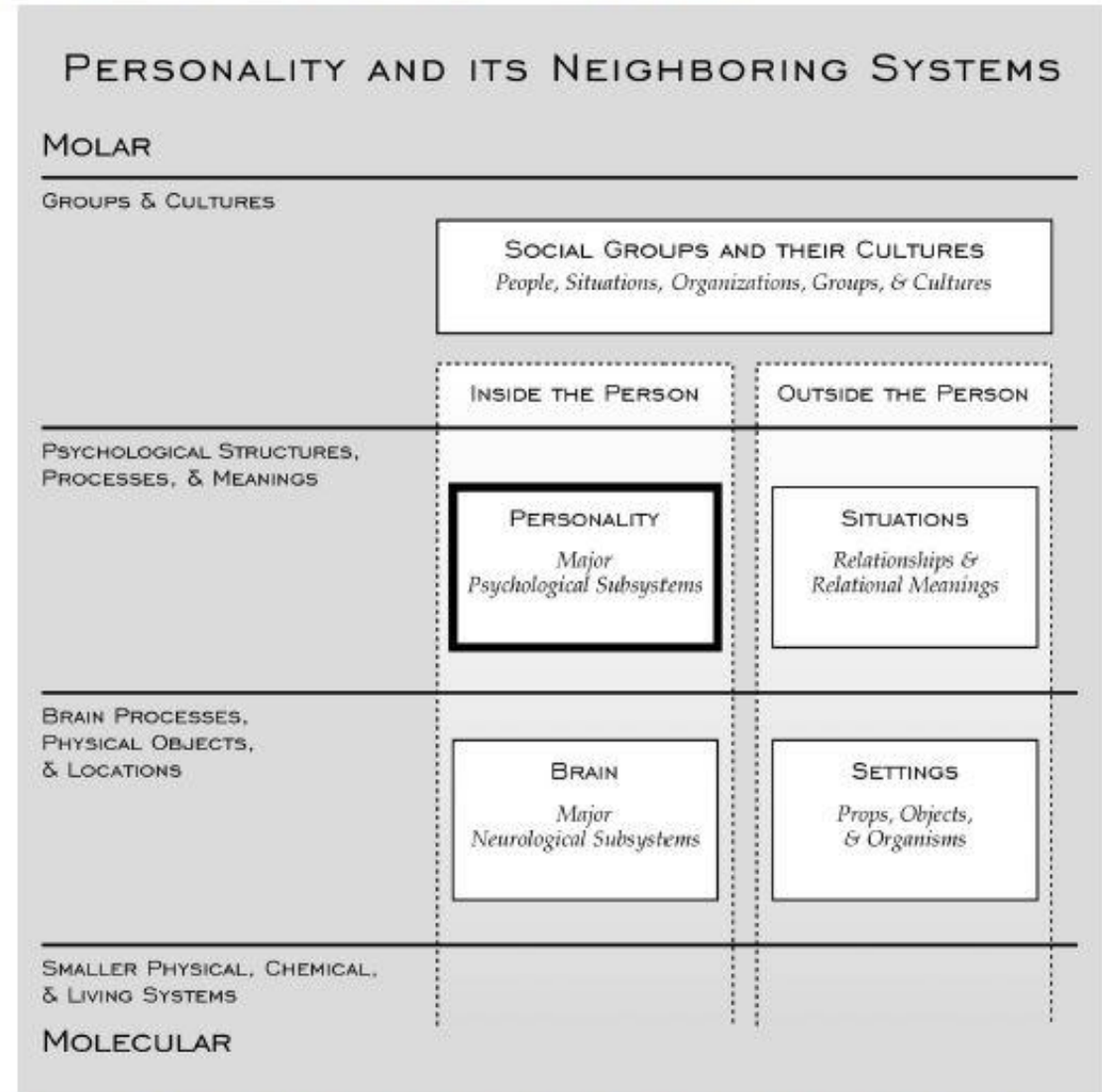
Intelligence is enhanced through education and expertise in an area, i.e., learning about personality

*...the outside surroundings of
personality*

Personality is surrounded by systems with which it interacts

In times of crisis, those systems place pressure on personality

Figure 1
Locating Personality Amid Its Neighboring Systems Can Promote Its Study



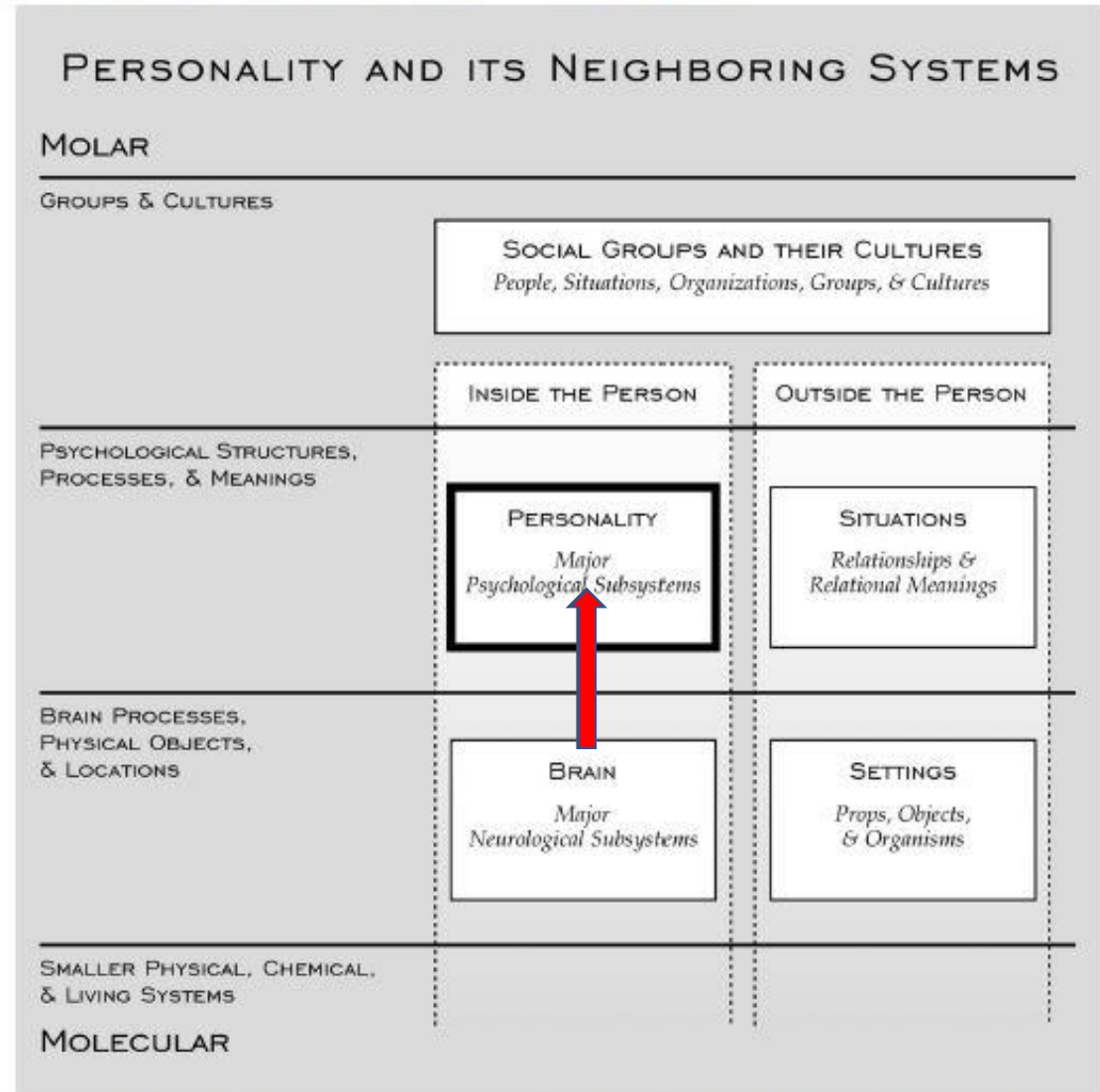
Note. The horizontal lines represent levels of the molecular-molar continuum. The "Inside the Person" box shows personality and its emergence from major psychological subsystems and from the brain. The "Outside the Person" box shows the psychological situation and the setting from which it emerges. Both personality and the situation are incorporated within larger social systems (shown above them). Adapted from Figure 1 in "Classifying Change Techniques According to the Areas of Personality They Influence: A Systems Framework Integration," by J. D. Mayer, 2004, *Journal of Clinical Psychology*, 60, p. 1296.

Mayer, J. D. (2005). A tale of two visions: Can a new view of personality help integrate psychology? *American Psychologist*, 60, 294-307.

Biological forces
influence us

Staying health if possible

Figure 1
Locating Personality Amid Its Neighboring Systems Can Promote Its Study

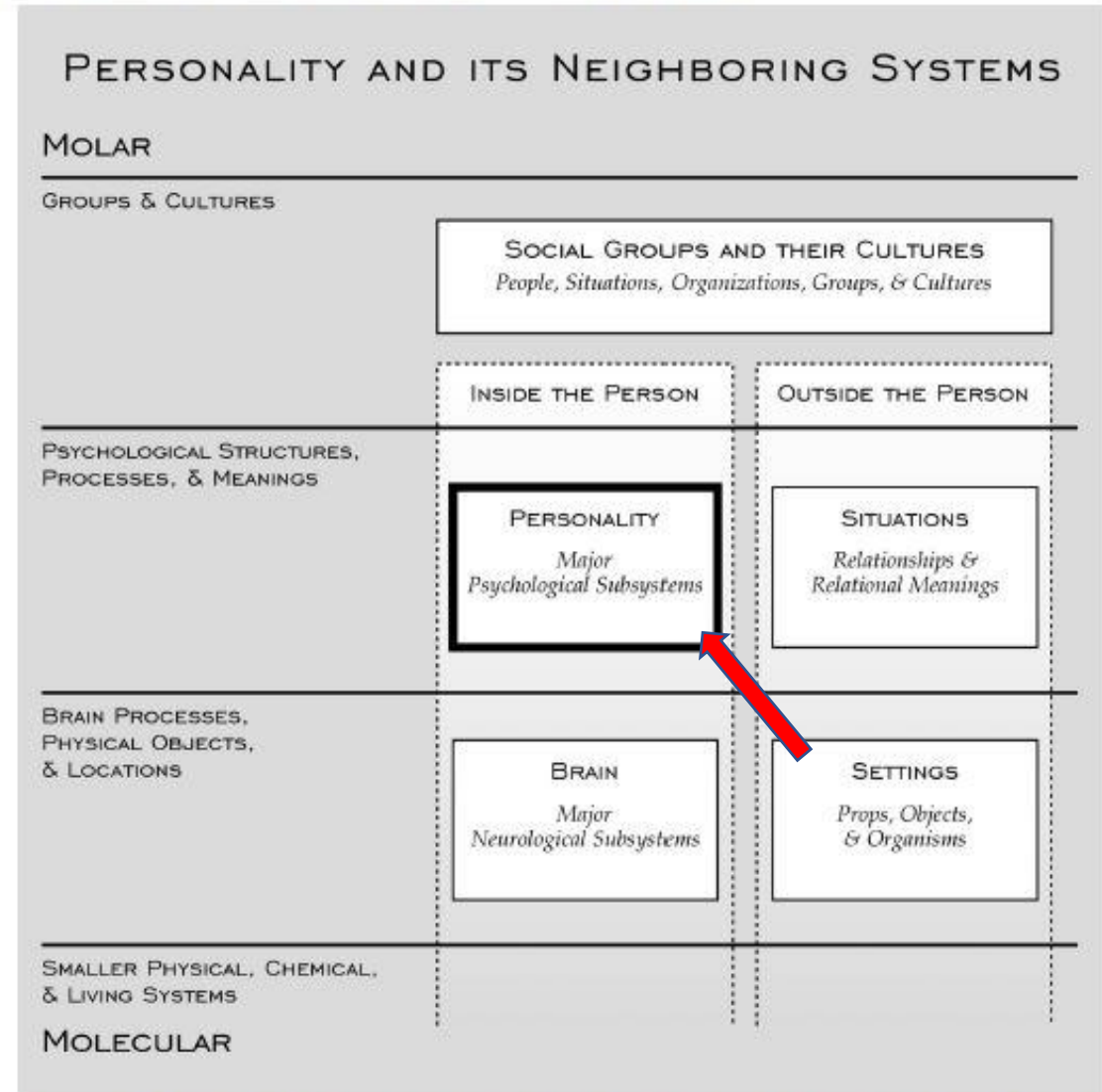


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Our settings—where we are located—alter our personality function

Managing staying at home (if we are lucky enough to have a home)

Figure 1
Locating Personality Amid Its Neighboring Systems Can Promote Its Study



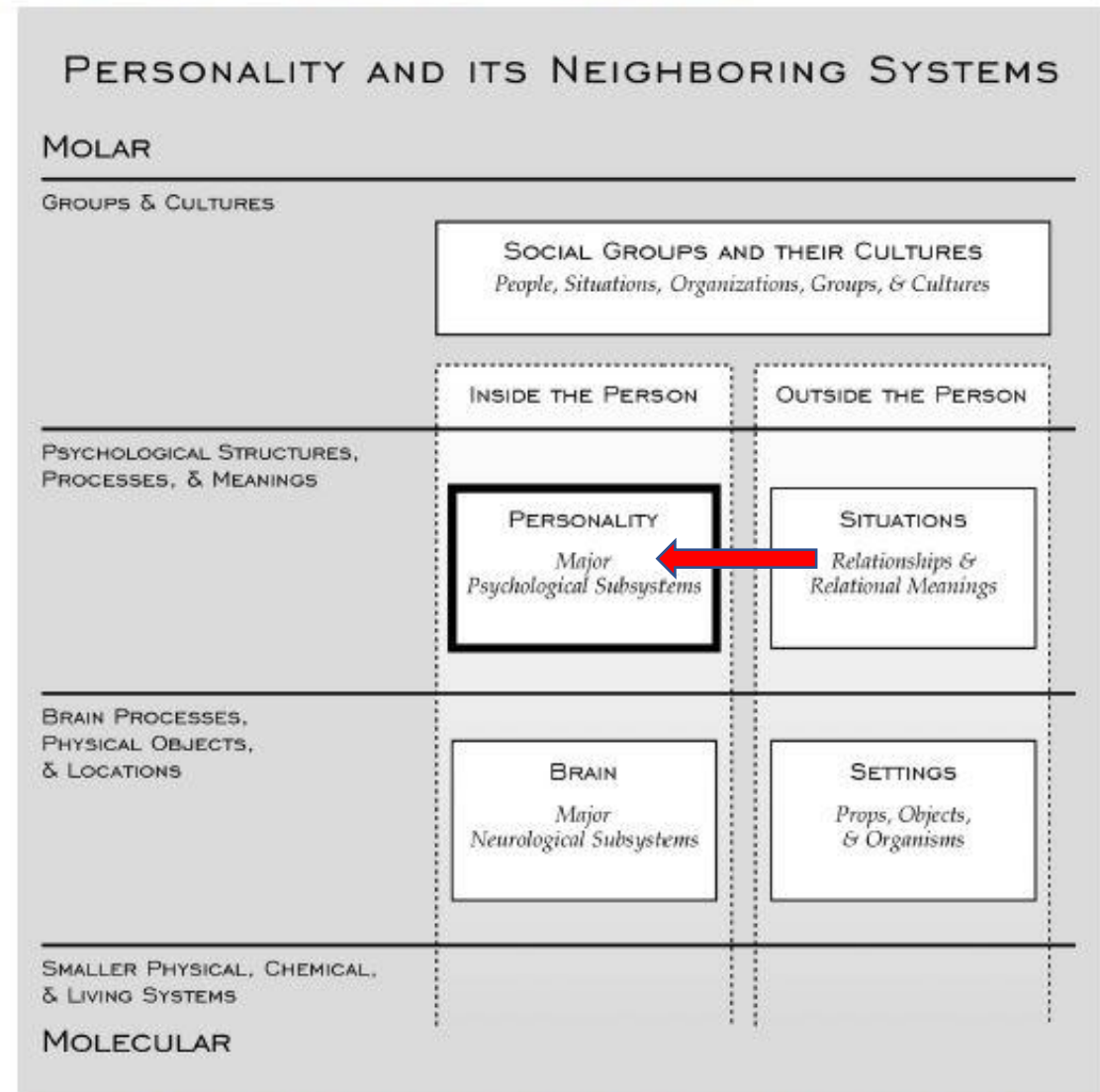
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The situations we face
elicit continuous
adjustments

Handling Zoom meetings

Handling being alone

Figure 1
Locating Personality Amid Its Neighboring Systems Can Promote Its Study



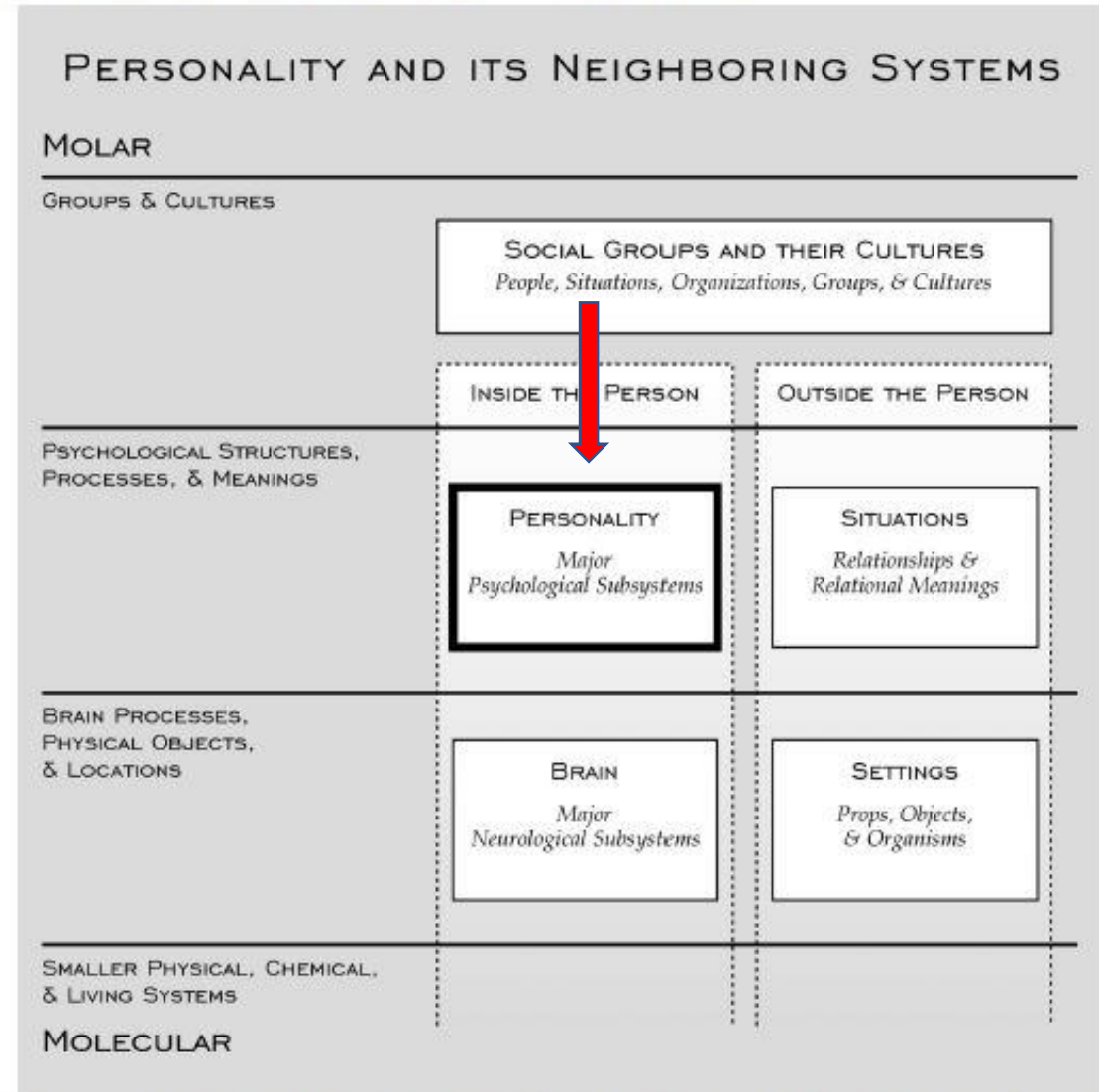
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Our government and social groups provide us with social identities and requirements

Stay-at-home orders

Cut off from customary social rituals and celebrations

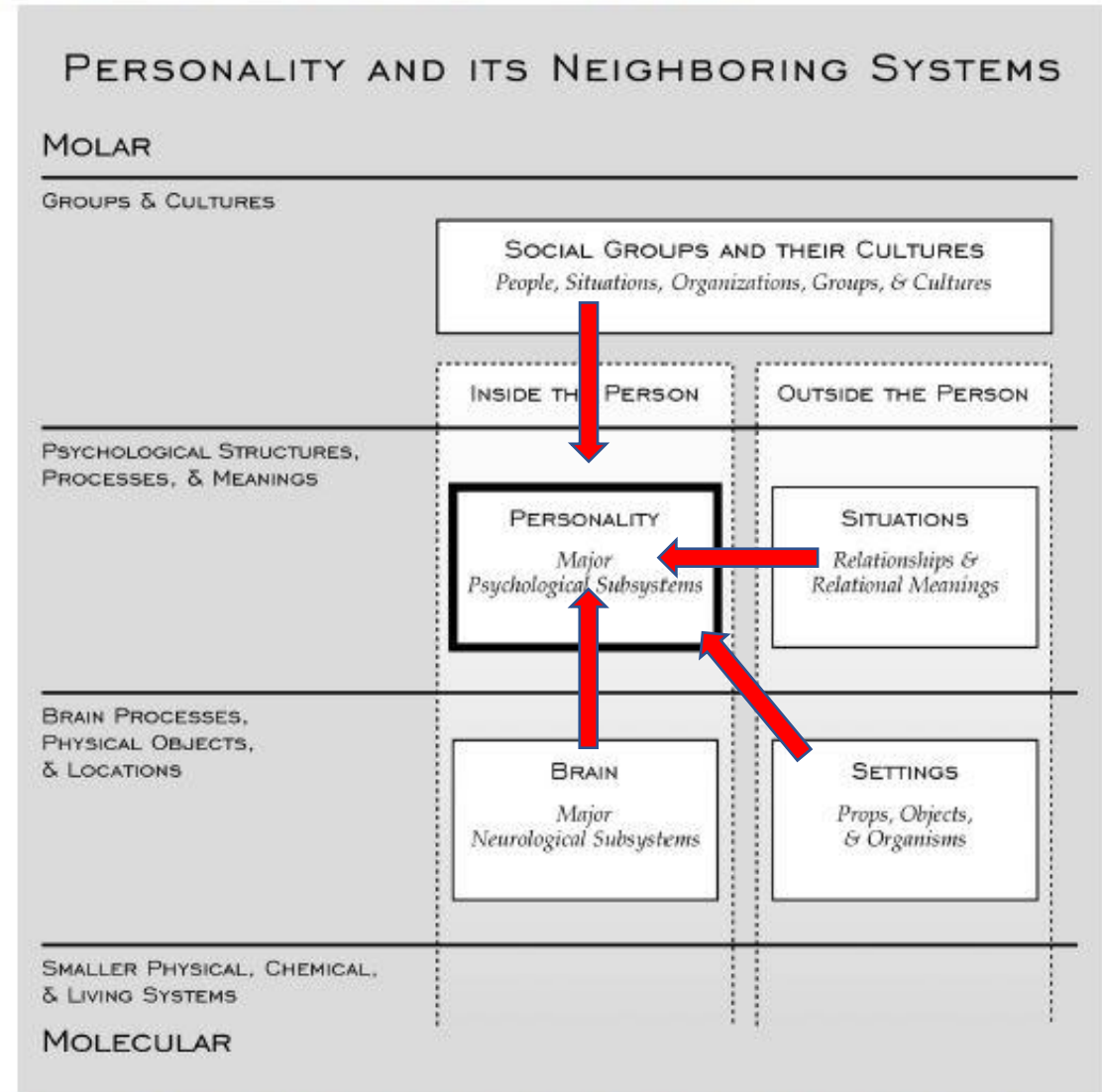
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A challenge such as COVID-19 applies pressure from all these areas

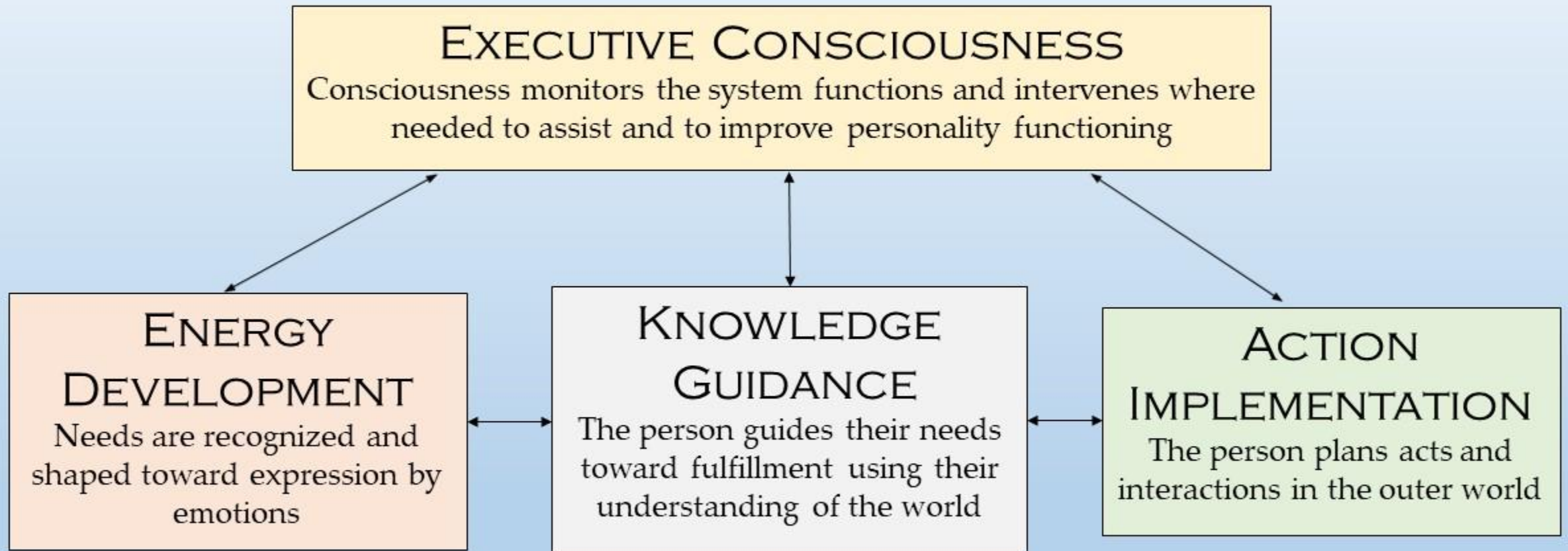
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...the inside of personality

Personality is a functional system

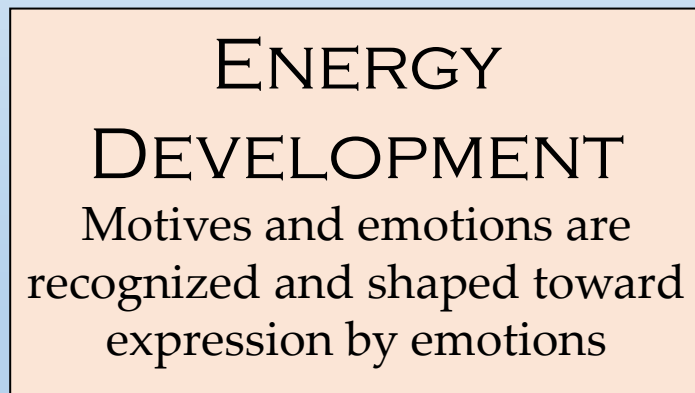


CC BY-ND 4.0 2020 by John D. Mayer

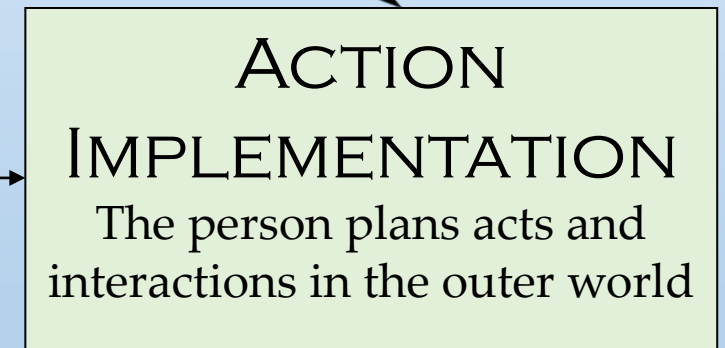
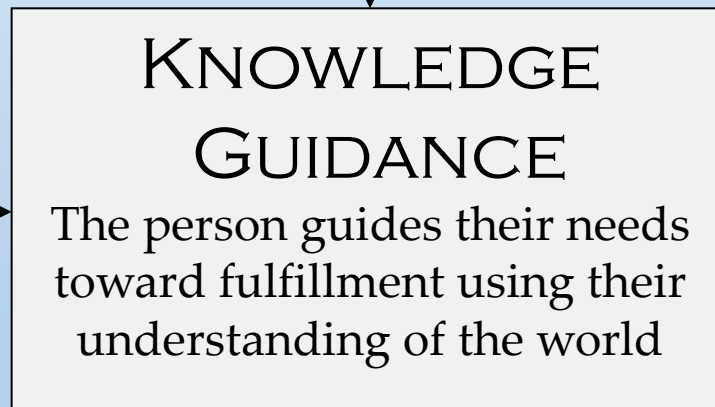
EXECUTIVE CONSCIOUSNESS

Consciousness monitors the system functions and intervenes where needed to improve personality functioning

We use people-centered intelligences to understand the functioning of our own personality—especially when things get tough...



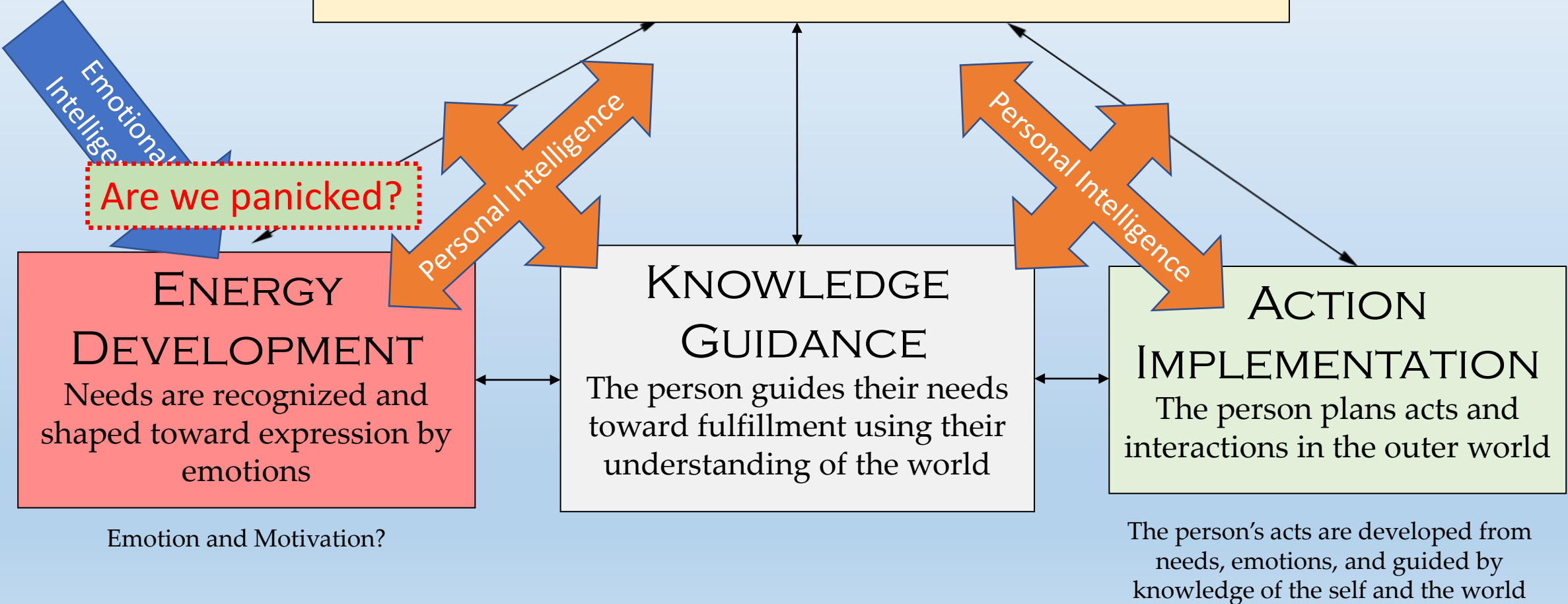
When motives and emotions are aligned, the system's energy is enhanced



The person's acts are developed from needs, emotions, and guided by knowledge of the self and the world

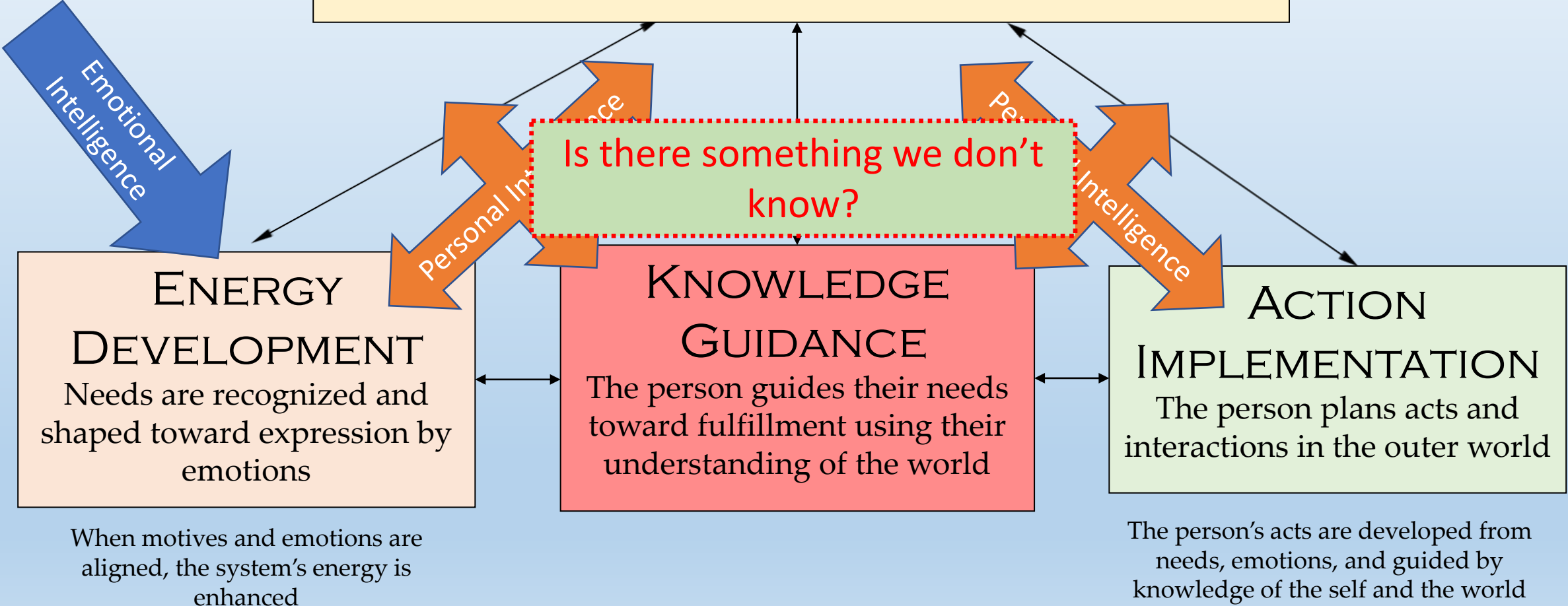
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EXECUTIVE CONSCIOUSNESS
Consciousness monitors the system functions and intervenes where needed to assist and to improve personality functioning

Emotional Intelligence

ENERGY DEVELOPMENT
Needs are recognized and shaped toward expression by emotions

When motives and emotions are aligned, the system's energy is enhanced

Personal Intelligence

KNOWLEDGE GUIDANCE
The person guides their needs toward fulfillment using their understanding of the world

Personal Intelligence

Are we discouraged about patterns of action?

ACTION IMPLEMENTATION
The person plans acts and interactions in the outer world

The person's acts are developed from needs, emotions, and guided by knowledge of the self and the world

Is the issue self-control?

EXECUTIVE CONSCIOUSNESS
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Emotional Intelligence

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When motives and emotions are aligned, the system's energy is enhanced

Personal Intelligence

KNOWLEDGE GUIDANCE
The person guides their needs toward fulfillment using their understanding of the world

Personal Intelligence

ACTION IMPLEMENTATION
The person plans acts and interactions in the outer world

The person's acts are developed from needs, emotions, and guided by knowledge of the self and the world

Or some combination of these?

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Consciousness monitors the system functions and intervenes where needed to assist and to improve personality functioning

Emotional Intelligence

Personal Intelligence

Personal Intelligence

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Needs are recognized and shaped toward expression by emotions

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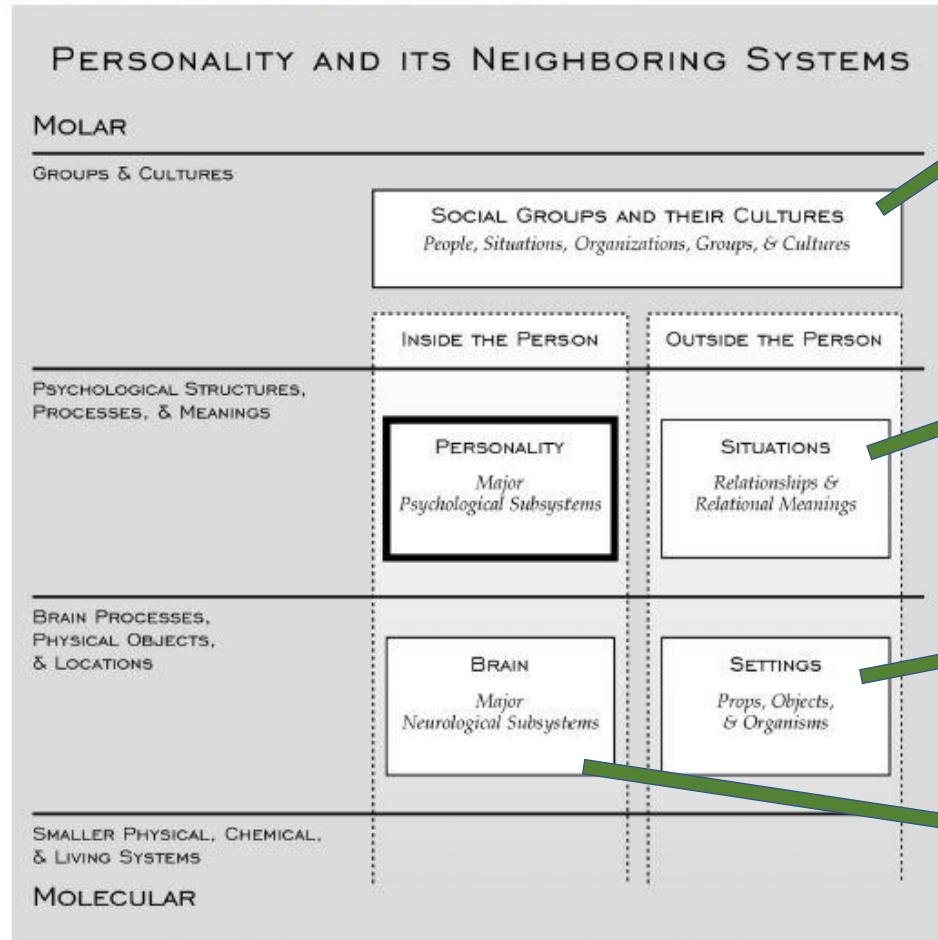
What do Resilient People Do?

Approaches to coping—over to Dr. Glutting

Cope with Personality's Surrounding Systems

Practices to Enhance Resilience

Figure 1
Locating Personality Amid Its Neighboring Systems Can Promote Its Study



Note. The horizontal lines represent levels of the molecular–molar continuum. The “Inside the Person” box shows personality and its emergence from major psychological subsystems and from the brain. The “Outside the Person” box shows the psychological situation and the setting from which it emerges. Both personality and the situation are incorporated within larger social systems (shown above them). Adapted from Figure 1 in “Classifying Change Techniques According to the Areas of Personality They Influence: A Systems Framework Integration,” by J. D. Mayer, 2004, *Journal of Clinical Psychology*, 60, p. 1296.

Brain and Body

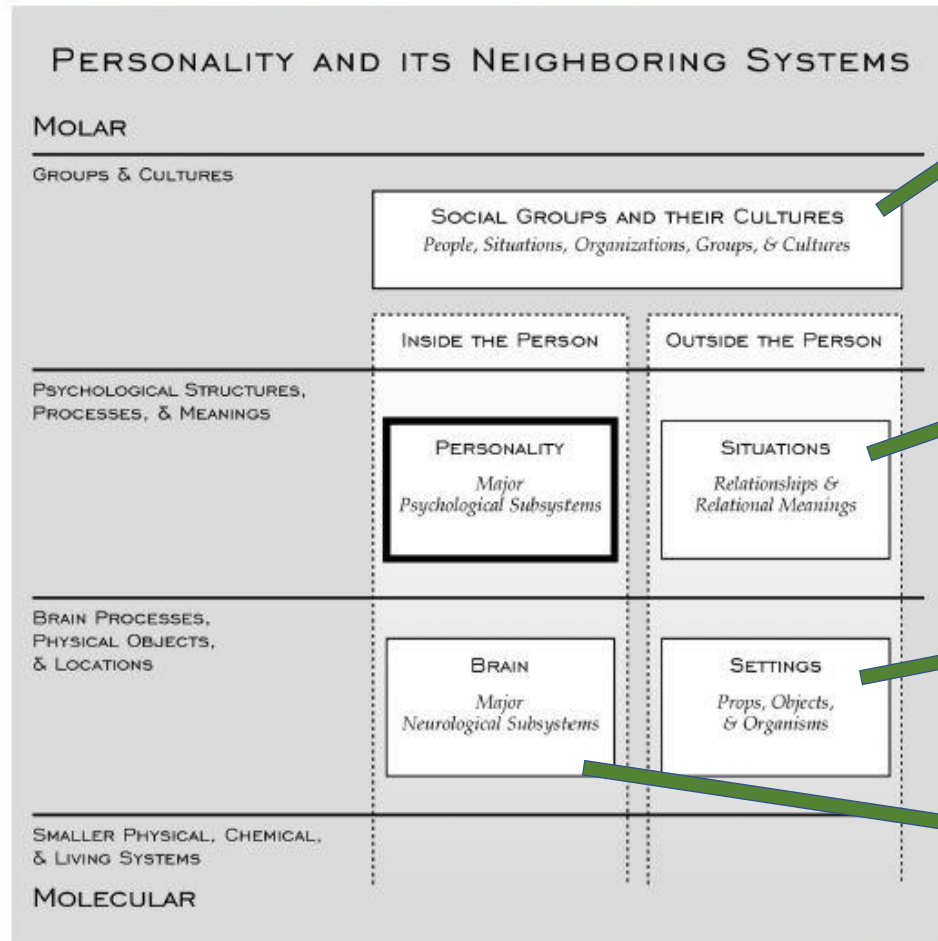
Be sure to get enough sleep

Continue to exercise

Cope with Personality's Surrounding Systems

Practices to Enhance Resilience

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Settings (Setting the stage)

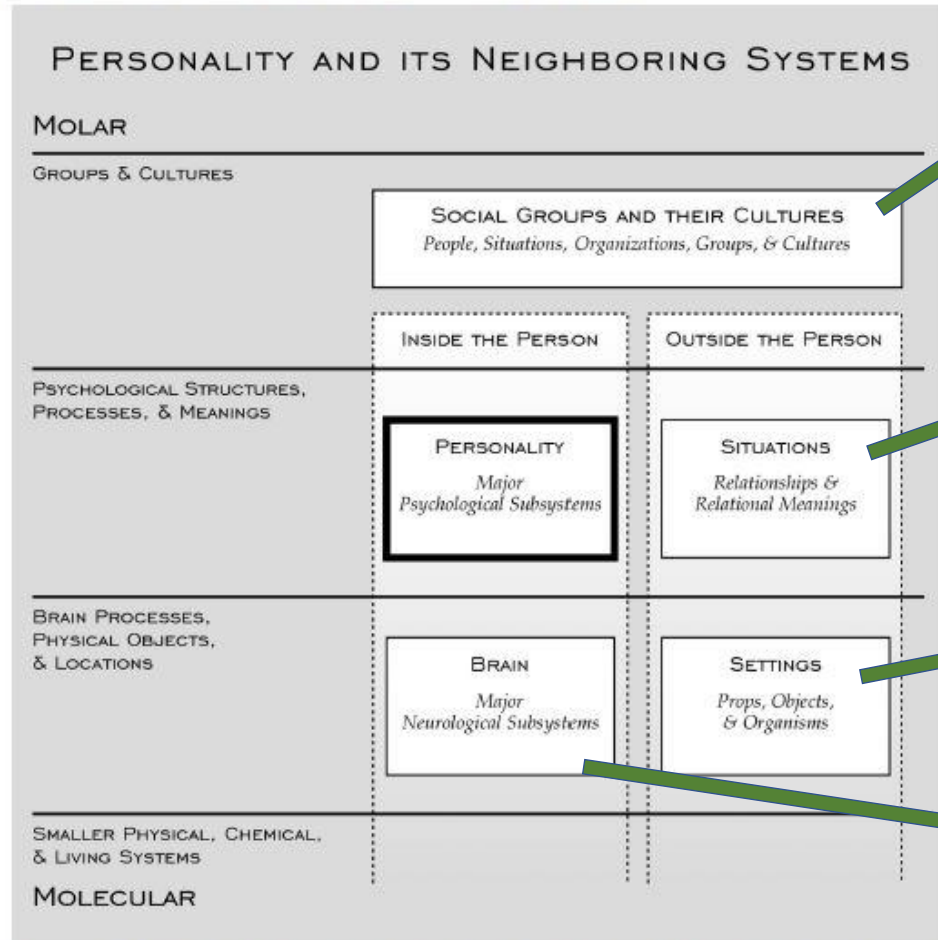
Choose good places to be (and improve places)
Place barriers between ourselves and temptations

Brain and Body

Be sure to get enough sleep
Continue to exercise

Cope with Personality's Surrounding Systems

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Practices to Enhance Resilience

Situations

Adapt to new conditions
Garbage-in; garbage-out

Settings (Setting the stage)

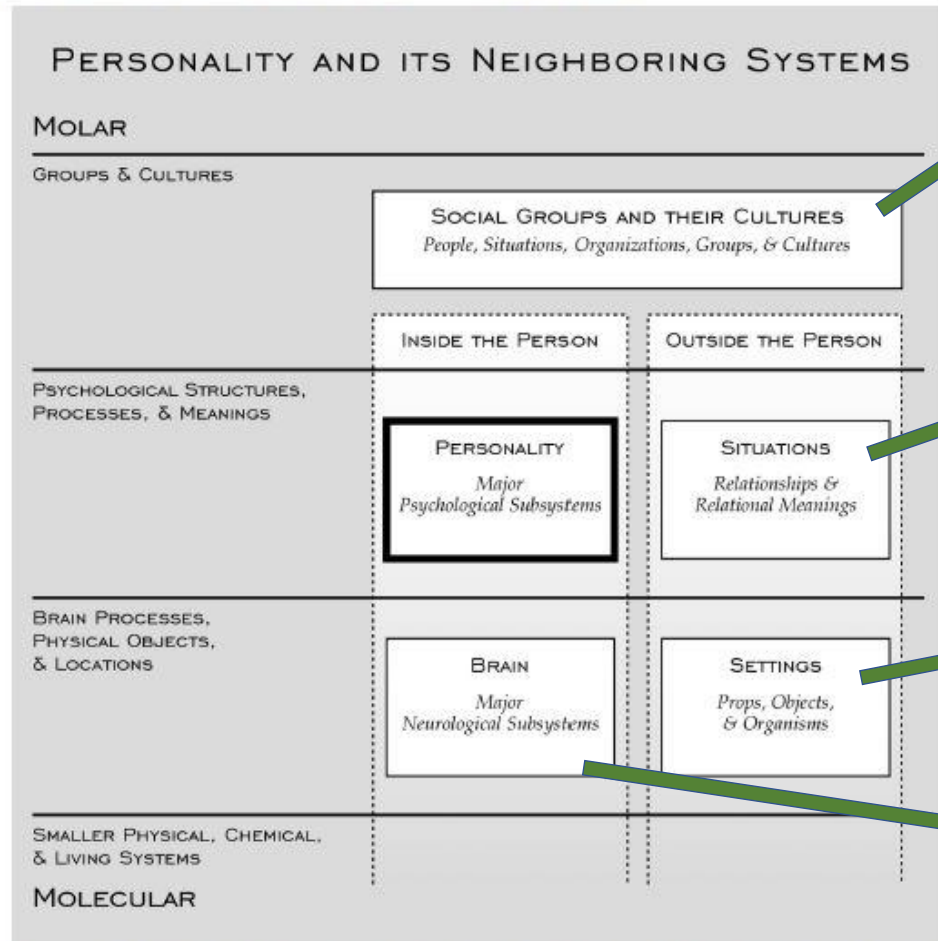
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Practices to Enhance Resilience

Social Groups and Culture

Stay in touch with colleagues, friends and family

Situations

Adapt to new conditions
Garbage-in; garbage-out

Settings (Setting the stage)

Choose good places to be (and improve places)
Place barriers between ourselves and temptations

Brain and Body

Be sure to get enough sleep
Continue to exercise

Cope with Personality's Inner Systems

Practices to Enhance Resilience

EXECUTIVE CONSCIOUSNESS
Consciousness monitors the system functions and intervenes where needed to assist and to improve personality functioning

ENERGY DEVELOPMENT
Needs are recognized and shaped toward expression by emotions

KNOWLEDGE GUIDANCE
The person guides their needs toward fulfillment using their understanding of the world

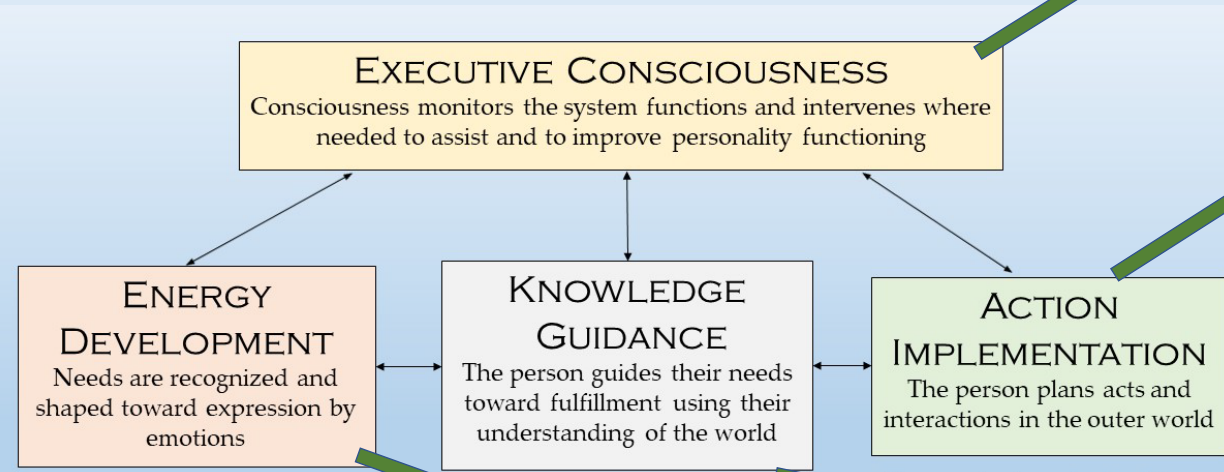
ACTION IMPLEMENTATION
The person plans acts and interactions in the outer world

Energy Development

Examine ambivalence (forgiveness)
Fear and frustration are signals; adaptively monitor reality

Cope with Personality's Inner Systems

Practices to Enhance Resilience



Knowledge Guidance (Models of Self)

Self-efficacy

Perspective taking (spirituality)

Energy Development

Examine ambivalence (forgiveness)

Fear and frustration are signals; adaptively monitor reality

Cope with Personality's Inner Systems

Practices to Enhance Resilience

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Needs are recognized and shaped toward expression by emotions

KNOWLEDGE GUIDANCE
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ACTION IMPLEMENTATION
The person plans acts and interactions in the outer world

Action Implementation

Remove (or distance) temptations
Good habit formation (avoid new bad habits!)

Knowledge Guidance (Models of Self)

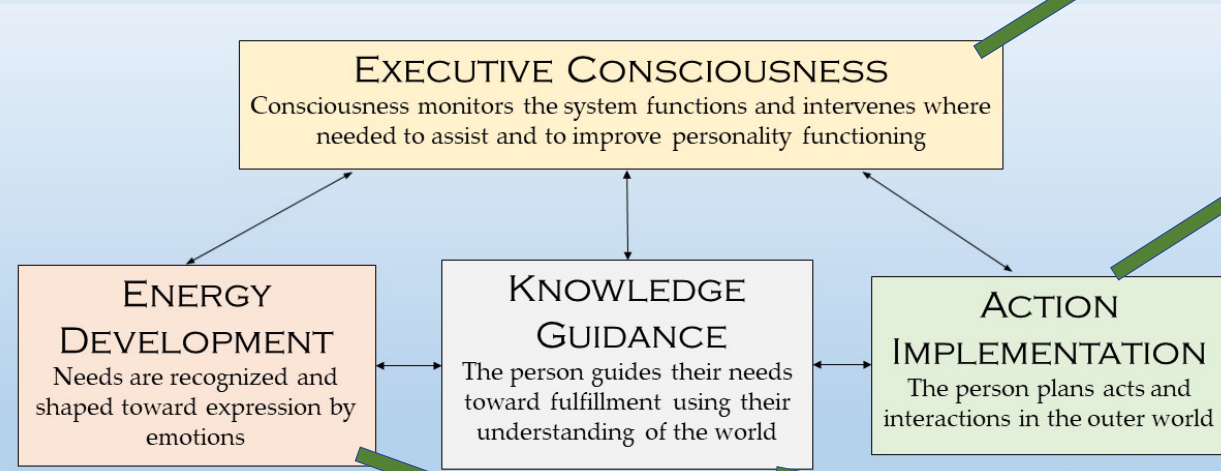
Self-efficacy
Perspective taking (spirituality)

Energy Development

Examine ambivalence (forgiveness)
Fear and frustration are signals; adaptively monitor reality

Cope with Personality's Inner Systems

Practices to Enhance Resilience



Executive Consciousness

Exercise mindfulness
Chart your progress

Action Implementation

Remove (or distance) temptations
Good habit formation (avoid new bad habits!)

Knowledge Guidance (Models of Self)

Self-efficacy
Perspective taking (spirituality)

Energy Development

Examine ambivalence (forgiveness)
Fear and frustration are signals; adaptively monitor reality

It's tricky to find the right balance in self-coaching

Don't be too undemanding



Lehmann, M. (2006). Sleeping cat. Creative Commons CC-BY-SA-2.5.
Downloaded from
https://upload.wikimedia.org/wikipedia/commons/4/48/RedCat_8727.jpg

But don't demand so much as to cause to injuries or constant failure



https://en.wikipedia.org/wiki/Sports_injury#/media/File:03042012Ccm_gamosuma_juvenilA231.JPG
CC BY-SA 3.0view terms; File:03042012Ccm_gamosuma juvenilA231.JPG
Created: 4 March 2012

*Questions &
Answers*



**University of
New Hampshire**

Thank you for joining us!