A Review Study of How and Why People Are Different

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Abstract

Over the last decades, various researches have been done to evaluate how and why people are different. People are eager to know why they are different. This is an important subject in daily life as these differences cause different attitude towards life, relationships and jobs. Hence, researchers are psychologist have done several tests to determine some criteria to study people based on them. However, some of these factors are more valid and reliable. This paper proposes a study of personality and intelligence as two main universal factors that cause differences in people. Some of the personality tests are discussed over time to specify their flaws and main factors in intelligence are studied alongside the brief study of the IQ test. Furthermore, some of the most effective and well-known aspects of self in relationships are studied to help people first understand themselves better and then, to have more intimate and efficient relationships with others including the loved ones, friends, co-workers. Therefore, the main purpose of this paper is to discuss how and why people are different from one another.

1. Introduction

What makes us different? During history, one of the main questions is why people are different? People are eager to know why they are different from one another. Maybe the reason that a person is different from her friend is not the same reason that she is different from her siblings or comparing to a typical person on another continent in a different period of time. The first reason for this enthusiasm is people tend to compare themselves to one another. The more important reason is that people want to deal better with each other as we live a social life nowadays more than before. Thus, people need to interact with one another more efficiently to obtain their needs. Therefore, by knowing the reasons

which make us different, people would be able to understand each other more deeply. As a result, they might have a higher chance to get a better high-paying job, interact more friendly with each other and even see the reasons behind some actions which are impossible now.

Hence, many scientists and psychologists have studied this issue and tried to explain it (Stronge et al., 2019; Montag et al., 2020; Hahn. 1988; Boyle et al., 2020; Plummer. 2000; Shweder. 1975; Roskies et al., 1993). By studying different people in various regions and religions with different beliefs and attitudes in several social conditions, it is concluded that at the root of all human differences, there are two main factors which are Personality and Intelligence. There are various definitions for both personality and intelligence. Different psychologists and scientists have proposed several tests for determining these factors in individuals over time, however, most of them are not qualified and can be tricked by the examiners. To have a modified and proper test, it is highly essential to know the factors that all people have in common. Therefore, the main common attributes among people are studied. Furthermore, some of the most well-known tests over time for specifying the characteristic of individuals, their personality and intelligence are discussed.

In section 2, the personality and personality tests are studied. Section 3 includes the study of intelligence. In section 4, some of the famous aspects of self which are common universally among people are discussed. Section 5indicates why people are different from one another and the conclusion is in section 6.

Personality is one of the key factors in various studies and it is a favorite topic for psychologists. Hence, there are several definitions for it (Funder. 1997; Hogan. 1991; Pervin. 2003; Allport. 1961; Adorno et al., 2019; Costa et al., 2019). An exact and far reaching portrayal of character congruity and change across the life expectancy is the bedrock whereupon speculations of character improvement were constructed (Schwaba & Bleidorn. 2018). The culture-specific social, natural, and life-course factors that are related with character change are examined (Chopik & Kitayama. 2018). Contemporary exploration has demonstrated that maladaptive character is normal, can be perceived right off the bat throughout everyday life, develops consistently across the life expectancy, and is more plastic than recently accepted (Newton-Howes et al., 2015).

One way to characterize the personality is in terms of people's style in dealing with the world and particularly, their style in dealing with other people.
There are so many proposed tests for evaluating an individual's personality. However, there are two critical parameters which must be considered:

- Reliability
- Validity

Reliability means that the results are reliable over time. Thus, the result must not change significantly over time. For instance, the output result of a typical personality test indicates that a typical student has a calm personality. If the same test will be taken on the same student a week later and the result indicates that she has an anxious personality, then the test is not reliable. The result must remain constant.

Validity means the test must be able to measure what it is supposed to measure. For instance, a study theorizes that the intelligence of individuals can be evaluated by the date of their birth and people who are born in March are smarter than the ones who are born in February. This test is reliable as determining the intelligence of a person (whether born in March or February) over time is approximately constant. However, it is not a valid test.

A test can be reliable but not valid or it can be valid but not reliable. As a result, it is vital to explore both of these parameters individually regardless of one another. In the following, some of the most famous personality tests are studied.

2. Methodology

Hermann Rorschach, a Swiss psychologist, had a great enthusiasm for Klecksography or the art of making images from inkblots as a boy. As he grew older, Rorschach developed a mutual interest in art and psychoanalysis. His proposed test was created in 1921. In this test, respondents are asked to look at ambiguous inkblot images and then describe what they see. The test often appears in popular culture and is frequently portrayed as a way of revealing a person's unconscious thoughts, motives, or desires. Rorschach developed his approach after studying more than 400 subjects, including over 300 mental patients and 100 control subjects. Figure 1 shows the pictures in the Rorschach inkblot test. He wrote a book on his theory that found little success. He died at age 37 just one year after the publication of his book. The test can be used in the identification of thought disorders and researches suggest that the validity of the test is greater than that of chance. While the inkblot test may not be a perfect tool, it can play a useful role in identifying certain psychiatric conditions as well as a psychotherapeutic assessment (Weiner. 1996; Weiner. 1994).
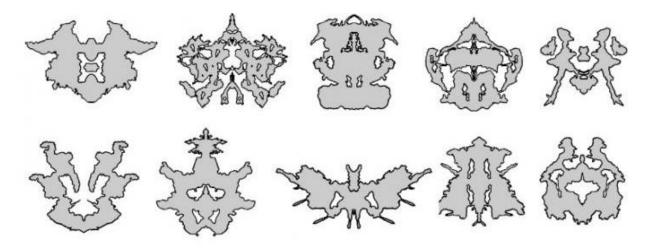

Figure 1. The ten pictures in the Rorschach inkblot test

Gordon Allport was one of the first modern trait theorists. Allport and Henry Odbert worked through two of the most comprehensive dictionaries of the English language available and extracted around 18,000 personality-describing words. However, all of these words were not unique in meaning. For instance, the words "friendly", "sociable", "welcoming" and "warmhearted" can be used interchangeably to describe an individual personality. Hence, from this list, they reduced the number of words to approximately 4,500 personality-describing adjectives which they considered to describe observable and relatively permanent personality traits (Barenbaum. 1997).

As it is hard to study a person in all these dimensions, there are other theories which can narrow the number of personality-describing adjectives.

Eysenck's theory is based primarily on physiology and genetics. He considered that personality differences are caused because of our genetic inheritance. Nevertheless, he was a behaviorist and he considered learned habits as an important factor. He utilized a technique to limit the number of used personality-describing adjectives. For instance, a "shy" person is likely to consider herself as an "introverted" and an "outgoing" person is likely to consider herself "extroverted" and "wild". Therefore, the dimensions are limited to two. A person is either "introverted" or "extroverted" and either "neurotic" or "stable". Hence, people are categorized into 4 groups and it is presented in Figure 2. However, later he added another trait as "psychoticism" (aggressive) or "non- psychoticism" (empathetic). This makes people be in eight different subgroups (Barrett. 1986; Hammond. 1987).
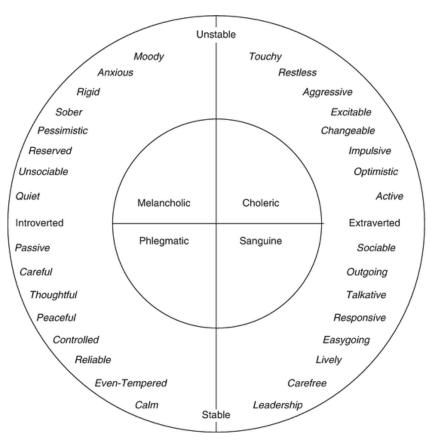
Figure 2. Four types of people according to Eysenck's theory

Raymond Cattell created a taxonomy of 16 different personality traits that could be used to describe and explain individual differences between people's personalities.

Cattell's personality factors are included in the Sixteen Personality Factor Questionnaire (16PF) that is widely used today for career counseling in education. In business, it is used in personnel selection, especially for choosing managers. It is also used in clinical diagnosis and to plan therapy by assessing anxiety, adjustment, and behavioral problems. These personality traits are listed as follows (Revelle. 2009).

- *Abstractedness*: Imaginative versus practical
- *Apprehension*: Worried versus confident
- *Dominance*: Forceful versus submissive
- *Emotional* stability: Calm versus high-strung
- *Liveliness*: Spontaneous versus restrained
- *Openness* to change: Flexible versus attached to the familiar
- *Perfectionism*: Controlled versus undisciplined
- *Privateness*: Discreet versus open
- *Reasoning*: Abstract versus concrete
- *Rule-consciousness*: Conforming versus non-conforming
- *Self-reliance*: Self-sufficient versus dependent
- *Sensitivity*: Tender-hearted versus tough-minded
- *Social boldness*: Uninhibited versus shy
- *Tension*: Inpatient versus relaxed
- *Vigilance*: Suspicious versus trusting
- *Warmth*: Outgoing versus reserved

Many contemporary personality psychologists believe that there are five basic dimensions of personality. They are referred to the "Big 5" personality traits and they are listed as follows:

- Openness
- Conscientiousness
- Extraversion
- Agreeableness
- Neuroticism

These traits are also expressed by the OCEAN (an abbreviation of the mentioned traits, respectively). As it was mentioned before, various studies have been done and several theories are proposed to obtain the number of personality traits. Earlier theories have suggested a various number of possible traits, including Gordon Allport's list of over 4,000 personality traits, Raymond Cattell's 16 personality factors, and Eysenck's three-factor theory. It is believed by many researchers that Cattell's theory is too complicated while Eysenck's theory is too limited. Hence, the big five personality traits theory was presented. One of the reasons that make this theory more practical is that each of these five personality factors is represented in a range between two extremes. For example, extraversion represents a continuum between extreme extraversion and extreme introversion. Most of the people in real-world are positioned somewhere between the two polar ends of each dimension (Judge et al., 1999; Komarraju et al., 2011; Cobb-Clark & Schurer. 2012, Shaver & Brennan. 1992). Figure 3 indicates the big five personality traits (OCEAN) and Tables 1 to 5 indicates their traits.
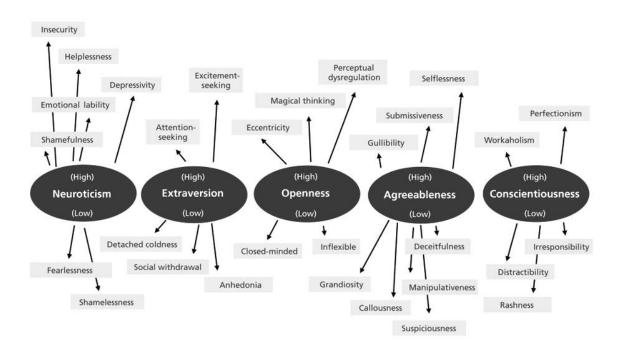

Figure 3. The big five personality traits

Table (1). The neuroticism traits

High	Low
Gets upset easily and experiences dramatic shifts in mood	Rarely feels sad or depressed and doesn't worry much
Experiences a lot of stress	Deals well with stress
Worries about many different things	Emotionally stable
Feels anxious	Is very relaxed

Table (2). The extraversion traits

High	Low
Enjoys being the center of attention	Dislikes being the center of attention and prefers solitude
Likes to start conversations	Finds it difficult to start conversations
Enjoys meeting new people	Feels exhausted when having to socialize a lot and dislikes making small talk
Say things before thinking about them	Carefully thinks things through before speaking

Table (3). The openness traits

High	Low
Very creative	Dislikes change and not very imaginative
Open to trying new things	Does not enjoy new things
Focused on tackling new challenges	Resists new ideas
Happy to think about abstract concepts	Dislikes abstract or theoretical concepts

Table (4). The agreeableness traits

High	Low
Has a great deal of interest in other people	Takes little interest in others
Feels empathy and concern for other people	Doesn't care about how other people feel
Cares about others	Has little interest in other people's problems
Assists others who are in need of help	Manipulates others to get what they want

Table (5). The conscientiousness traits

High	Low
Spends time preparing	Dislikes structure and schedules
Finishes important tasks right away	Procrastinates important tasks
Pays attention to detail	Fails to return things or put them back where they belong
Enjoys having a set schedule	Fails to complete necessary or assigned tasks

3. Results and Discussion

Psychologists have developed intelligence tests and worked with militaries, schools, and corporations, trying to sort individual differences in intelligence in the service of job selection, academic honors, and promotions. There are various ways of defining Intelligence. It involves abstract reasoning, problem-solving and the capacity to acquire knowledge. Moreover, it includes memory, mental speed, language, math, knowledge and creativity. The final result of testing has emerged the concept of "G" as a General and measurable intelligence factor. The G-Factor is comprised of subcomponents known as S-Factors. Together, the G-Factor and S-Factors comprise what is called the Two-Factor Theory of Intelligence (Colom et al., 2006; Gottfredson. 1986; Deary et al., 2007; Jensen. 1998).

- G-Factor: Some psychologist comes up with a test of mental abilities and gives it to a lot of people. When a score is calculated and averaged across abilities, a general intelligence factor is established. It is meant to represent how generally intelligent a person is based on her performance on this type of intelligence test.
- S-Factor: The individual scores on each of the specific ability tests represent the S-Factors. Its score represents a person's ability within one particular area. G-Factor is assessed by putting all the S-Factors together. Commonly measured S-Factors of intelligence include memory, attention and concentration, verbal comprehension, vocabulary, spatial skills, and abstract reasoning.

These results are not independent of one another. People who are good at a specific ability, tend to be good at another. The percentage of the normal distribution applies to IQ scores can be seen in Figure 4 and they are listed in details as follows:

- IQ scores from 85 to 115: 68%
- IQ scores from 70 to 130: 95%
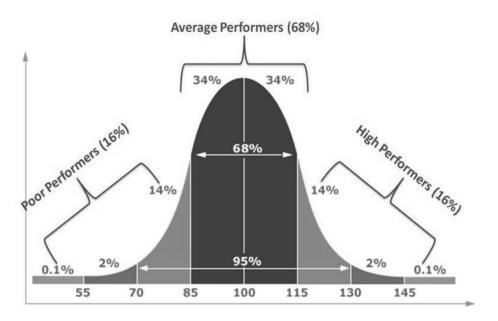- IQ scores below 85: 16%
- IQ scores above 115: 16%

Figure 4. The percentage of the normal distribution apply to IQ scores

The average result for the IQ test is "100". By passing the time, people are getting smarter and as a result, the test is getting harder. For instance, if an individual gets a result of 100 in 1980, she would get 120 in 1980.

In this section, some of the most common and well-known universal aspects of self are discussed.

The spotlight effect is a term used by social psychologists to refer to the tendency people have to overestimate how much others notice about them. In other words, they tend to think there is a spotlight on them at all times, highlighting all of their mistakes or flaws, for all the world to see.

The spotlight effect is the result of egocentrism. Everybody is the center of her universe as her entire existence is from her own experiences and perspective. people use those experiences to evaluate the world around them, including other people. But other people are the center of their universes too. Hence, they focus on their point of view of the universe (Gilovich et al., 2000; Gilovich et al., 2002; Epley et al., 2002)

The transparency effect or the illusion of transparency is a cognitive bias in which people tend to overestimate how well their mental state is perceived and understood by others.

Research suggests that people are often better at keeping their internal states hidden than they believe. People tend to overestimate the extent to which their thoughts, feelings, and emotions leak out and are apparent to others. This tendency is known as the illusion of transparency because people seem to be under the illusion that others can "see right through them" more than is the case (Nordin et al., 2012).

If an individual is being asked how good she thinks she is in a scale of "0" to"10", her answer probably is a number close to "7". Almost the same as anyone else. Illusory superiority (also known as the above-average effect, superiority bias and sense of relative superiority) is primarily a term used in social science which indicates an individual who has a belief that they are somehow inherently superior to others. People tend to overestimate their capabilities in relation to the abilities of others. This is most commonly seen in people who are convinced that they are smarter than anyone else around them (Schmidt et al., 1999, Hoorens & Buunk. 1992).

Cognitive dissonance refers to a situation involving conflicting attitudes, beliefs or behaviors. This produces a feeling of mental discomfort leading to an alteration in one of the attitudes, beliefs or behaviors to reduce the discomfort and restore balance. For instance, when people smoke (behavior) and they know that smoking causes cancer (cognition), they are in a state of cognitive dissonance. The term cognitive dissonance is used to describe the mental discomfort that results from holding two conflicting beliefs, values, or attitudes. People tend to seek consistency in their attitudes and perceptions, so this conflict causes feelings of unease or discomfort (Brehm & Cohen. 1962; Harmon-Jones & Harmon-Jones. 2007; Greenwald & Ronis. 1978; Harmon-Jones & Mills. 2019).

confirmation bias (or confirmatory bias) is the tendency to pick information that confirms the existing beliefs or ideas. Failing to interpret information in an unbiased way can lead to serious misjudgments. when a person feels as why others "cannot see sense," a grasp of how confirmation bias works can help her to understand why (Metzgar. 2013; Pohl & Pohl. 2004) and it is shown in Figure 5.
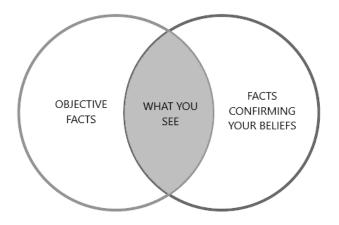
Figure 5. The confirmation bias

People tend to over attribute things to a person's personality, what kind of person she is, her desires or her nature and not giving enough credit to a situation, context and social and environmental forces that influence the person. For instance, if a person fails in a test, she would blame the teacher or situation or how unfair the exam was. But if others fail, it seems like they are not smart or hard-working enough (Tetlock. 1985, Maruna & Mann 2006; Sabini et al., 2021).

As it was described and studied its details, personality and intelligence are two main factors which cause differences among people. Hence, the first crucial step to determine the differences in people is to know these factors. The second step is to evaluate each of these factors with reliable and valid tests. The final result will show the primary how people are different. Then the aspects of self must be studied. These parameters are common among all people in different times and regions with different religions, beliefs and languages. Hence, the more a person knows about these parameters, the more she can perceive the behaviors of others and herself. This will lead to more high-quality relationships, a better chance of getting a well-paid job, improve the ability to predict the behaviors of others and as a result, a higher standard of living.

4. Conclusion

The factors which cause differences in people's characteristics are studied in this paper. Each concept is discussed individually in detail and the purpose of this paper is to boost the relationship ability to others by understanding the common aspects in all people.

5. Acknowledgment

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