ENHANCING PROFESSIONAL CAPACITY COURSE (EPC2)

UNDERSTANDING SELF (PERSONALITY DEVELOPMENT)

UNIT – 2 COMPONENTS OF PERSONALITY DEVELOPMENT

2.1 Need and Importance of Personality Development :

Introduction :

In education the term personality has a wide significance. Education is concerned with an all round development of personality of a child, it is Therefore, quite essential for a pupil teacher to know about the term personality. Psychology of personality is of recent growth. The study of personality gained momentum after the initial efforts of Franscis Galton and Sigmund Freud.

In everyday life we use the term personality to refer to physical or outward appearance of a person encountered in some situation.

Definitions :

* **Allport G.W (1961) :** " Personality is the dynamic organisation within the individual of those psychophysical systems that determine his unique adjustment to his environment".

* **Guilford J.P :** " An individual's personality is his unique pattern of traits. A traits is any distinguishable, relatively enduring way in which one individual differs from another."

* **Warren's dictionary :** " Personality is the integrative organization of all the cognitive affective, conative and physical characteristics of an individual as it manifests itself in focal distinction from others".

* **Eysenck (1971) :** " Personality is the more or less stable and enduring organisation of a person's character, temperament, intellect and physique, which determine his unique adjustment to the environment".

- **Characteristics of Personality :**

1. Personality is not static, it is a dynamic process and it is continuously in the process of change and modification.

2. Personality includes all the behavior patterns I, e., conative, cognitive and affective.

3. Personality is unique and specific. Everyone of us is a unique person in oneself and every one of us has specific characteristics for making adjustments.

4. Personality is the product of heredity and environment. Both contribute significantly towards the development of individual personality.

5. Personality is not a collection of traits or characteristics but it is an organisation of psychophysical systems or some behavioral characteristics functions as a unified whole.

6. Personality is aiming towards some specific goals. Personality can be judge through the interpretation of the goals which one has set for himself and the approaches he makes to the problems he faces in his life.

7. Learning and acquisition of experiences contribute towards growth and development of personaltiy.

8. The personality of an individual can be described as well as measured.

NEED AND IMPORTANCE OF PERSONALITY DEVELOPMENT

1. **Ability to lead.**

2. **Positive thinking**

3. **Good communicator and a good listener**

4. **Respectable to all**

5. **Being ambitions and enthusiastic.**

6. **Scientific outlook**

7. **Positive self regard**

8. **Physically fit.**

9. **Imbibing good habits.**

10. **Pleasing personality**

11. **Accepting reality and responsibility.**

12. **Problem – centered not person centered**

13. **Very competitive**

14. **Personality development goes a long way in reducing stress and conflicts.**

15. **Personality development helps you develop a positive attitude in life.**

16. **Personality development helps an individual to inculcate positive qualities like punctuality flexible attitude, willingness to learn, friendly nature, eagerness to help others and so on.**

MEANING OF PERSONALITY DEVELOPMENT:

- **Personality Development is a tool through which you bring out your capabilities and your strengths making yourself aware of your inner self and become more confident to face the outside world.**

- As far as students are concerned, effective personality development programmed can help the students to face and meet the challenges of the outside world more effectively and efficiently. At the same time making it easier for them to climb up the complicated corporate ladder more smoothly.

- You need to analyze yourself and evaluate your existing personality. This will help you understand your shortcomings.

Some important features of Personality development are:

• Cleanliness

• Honesty

• Unselfishness

• Respect

• Good health

• Kindness

• Confidence

• Open mindedness

- It is not easy to train yourself and achieve above features in a day or two. You need to work hard. Take each quality one at a time and try to practice it in your daily life.

- **Nobody in this world is perfect**. But if you wish to grow in your life, you need to make yourself shine by polishing your character and behavior. Remember only practice can make a man perfect and help in transforming a personality into the one that can succeed in every aspect of life.

2.1 Components of Personality Development

1. Self Awareness.√

2. Empathy

3. Critical Thinking

4. Creative Thinking

5. Decision making √

6. Problem Solving

7. Effective Communication

8. Inter personal relationship

9. Coping with stress

10. Role of yoga

11. Meditation

12. Coping with Emotions.

Components of the Personality Development

Self-awareness is the first step to personality development

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1 Introduction to the importance of self-awareness

we discussed important background information on what makes up one's personality and why personality defects are most likely to reduce one's capacity to grow and develop as human beings.

Personality defects are one of the main reasons why we are unhappy. If due to one's destiny one has to experience pain, then personality defects are one of the main mediums through which we experience this unhappiness.

More importantly for those who are genuinely seeking spiritual growth, personality defects can severely restrict their capacity to grow regardless of which spiritual path they may follow.

Once an individual experiences better mental health and stability (i.e., with less personality defects) it is easier for him or her to make rapid spiritual progress and achieve an ideal personality by practising Spirituality.

2 What is self-awareness?

- Anyone who is dedicated to self-improvement, personal development or the higher goal of spiritual growth needs to actively seek to understand oneself. This is because only when one understands where one lacks, can he or she focus their efforts on what to improve.

Definition of self-awareness:

- Self-awareness is the capacity that a person has to introspect.

- It includes gaining an understanding of and insight into one's strengths, qualities, weaknesses, defects, ideas, thoughts, beliefs, ideals, responses, reactions, attitude, emotions and motivations.

- Thus introspection also includes assessing how one is perceived by others and

- How others are impacted based on one's behaviour, responses and conduct.

- Psychologists often break self-awareness down into two different types, either public or private.

- **Public Self-Awareness:** This type emerges when people are aware of how they appear to others. Public self-awareness often emerges in situations when people are at the centre of attention, such as when giving a presentation or talking to a group of friends. This type of self-awareness often compels people to adhere to social norms. When we are aware that we are being watched and evaluated, we often try to behave in ways that are socially acceptable and desirable. In short we display our best behaviour, which may not be reflective of our true personality. Public self-awareness can also lead to 'evaluation anxiety' in which people become distressed, anxious, or worried about how they are perceived by others.

- **Private Self-Awareness:** This type happens when people become aware of some aspects of themselves, but only in a private way. For example, seeing your face in the mirror is a type of private self-awareness. Feeling your stomach lurch when you realize you forgot to study for an important test or feeling your heart flutter when you see someone you are attracted to are also good examples of private self-awareness. Close family members and friends are privy to some aspects of our private self as we let our guard down in front of them. Hence, they become invaluable aides in helping us assess ourselves.

- As we practice becoming more aware of ourselves and how we are perceived by others, we learn many more shades of our characteristics to a minute level. Hence we are in a better position to overcome our personality defects and understand where our strengths lie. In the following paragraphs, we will examine some of the ways one can increase one's self-awareness.

3 How to increase self-awareness – By observing oneself

- To understand our personality, we need to understand the nature of our mind. The mind is made up of two parts – the conscious and sub-conscious mind. The sub-conscious mind is vast and the impressions that are buried deep inside are not easy to uncover and analyse. However ever so often during the day one's mind erupts and reacts to some events and situations negatively. As a result, one feels a certain amount of restlessness and emotions such as insecurity, fear or anger. Most of us plod on through our daily lives not taking a moment to pause and introspect as to why we experienced that emotion in the first place. In fact, through such situations in one's day-to-day life, one's mind, by reacting negatively to situations and events opens up a window and gives one a vignette into its nature.

- If one is alert and objective in one's outlook, one can follow the pathway through the window that the mind opens up. As a result, through this process one begins to gain greater self-awareness as to how one's mind works and how it responds to various stimuli. This is known as metacognition, which means having awareness and understanding of one's own thought processes. This particular type of self-development pertains to becoming conscious of one's own body and mental state of being including thoughts, actions, ideas, feelings and interactions with others. It is therefore the first step in overcoming negative emotions and reactions.

- A person generally responds negatively to situations and events due to impressions of personality defects in the sub-conscious mind.

Effective Communication :

Introduction :

communication plays an effective and essential role for running the show of any formal or informal teaching – learning process. In many ways, teaching is communicating and in this sense good teachers are always good communicators.

It is also equally true for the learners . He who learns well is the one who participates well in the communication process.

good learners are always good receivers and responders. In this way, communication as a vehicle or tool for running the show of teaching – learning act, must always be treated as a two-way process in which both the source (teacher) and the beneficiary (learner) of teaching interact well for the proper realization of the teaching – learning objectives. However, for this proper interaction, teachers and students are required to acquire the art and technique of good communication. This chapter focuses on these aspects.

Meaning and definitions :

The word communication dirived from the Latin word two words 'communis' and 'communicare' which means commonality and to make common respectively. From the view point of etymological depth, communication refers to sharing of something.

Therefore here communication is the process of sharing information, knowledge or meaning.

* **Aristotle** : " communication is a means of persuasion to influence the other so that the desired effect is achieved."

* **James Carey** : " communication as a symbolic process whereby reality is produced, maintained, repaired and transformed."

* **Fred G. Meyer** : "Communication is the intercourse by words, letters or messages."

* Theo Haiemann : "Communication is the process of passing information and understanding form one person to another. It is the process of imparting ideas and making oneself understood by others."

* Alien Louis A : " Communication is the sum of all the things one person does when he wants to create understanding in the mind of another. It involves a systematic and continuous process of telling, listening and understanding."

"Communication giving, receiving or exchanging ideas, information, signals or messages through appropriate media, enabling individuals or groups to persuade, to seek information, to give information or to express emotions."

Objectives of Communication

1. To give the opportunity for right to speak.

2. To develop the Language Efficiency.

3. To providing the motivation and feedback to the students

4. To development the relationship between the student and teacher as well as school and community.

5. To develop or create the good interaction in the classroom.

6. To improve the skills of writing, speaking and listening.

7. To sharing between each others feelings, thoughts and opinions.

8. To develop the meaningful interaction between the each person.

9. To develop the values among the human beings.

10. To improve the Teaching –learning Process.

Importance of Communication:

1. It will guide teachers in his general or overall teaching and learning process.

2. It will assist the teacher to know whether the objectives of his teaching methodology have been achieved or not.

3. It will enable the teacher to clarify the skills or attitudes to be communicated and help in the understanding of the content of the message.

4. It will help the teacher to make his class livelier.

5. Communication is the key which unlocks all the doors to a successful and fulfilling school life experience.

6. Communication is the tool for resolving conflicts between teachers and students.

7. Communication is the tool to improve self-confidence and self- esteem.

Types of Communication :

1. Verbal Communication

2. Non-Verbal Communication

3. Written Communication

1. **Verbal Communication :**

      * Verbal communication and must be honed, particularly in a job in which employees deal with the public.

      * It is essential to be able to use the spoken word to get your point across simply.

      * Higher levels of communication competencies deal with persuasive speaking and these skills are necessary for management level employees and those in marketing positions within a company.

2. Non – Verbal Communication :

* Non – verbal communication is much more difficult for many people. It consists of body language and the cues that are given off while listening to someone else speak.

* Those in customer service positions need to have a highly developed competency level in listening. Nodding of the head, inclining towards the speakers and showing an open body (Shoulders back, arms uncrossed) let a speaker know that you are listening and hearing what they have to say.

3. Written Communication :

One often overlooked area of communication is written word. Even the most basic position in a company requires employees have good written communication skills. Proper spelling, grammar usage and a professional way of imparting information are important competencies that must be mastered.

Written communication that is poorly worded, misspelled or full of errors detracts from the overall message that is being imparted. This is even more vital when dealing with the public through written communication. People judge others by the way they write and it is important to make sure that written communication is professional. The style of communication should match the tone of the information that is being imparted.

Process of Communication :

1. Sender

2. Encoding

3. Message

4. Channel

5. Receiver

6. Decoding

7. Feedback

Teaching as a Communication Process :

- Teachers professional action is the component of the socio- interactive procedures of education realization.

- Since the teaching process is an interactive category, the conditions of effective social interaction are at the same time the conditions of the effective teaching process.

- Communication is the most obvious manifestation of the social interaction.

- Thus, the effectiveness of education in the school situations is determined by the quality of the communication process.