

PERSONALITY DEVELOPMENTⁱ

1. What is Personality?

2. The sum total of a bundle of habits, physical appearance, confidence from self belief, ability to adjust in different situations, the core quality of a person, mannerism and competent behaviour.

Self monitoring and self efficacy make a person powerful because they are consistent about their core quality of belief in self. Personality development integrates social, emotional, intellectual, psychological and spiritual oneness of subjective dimensions.



3. **What is personality development?** Personality development integrates social, emotional, intellectual, psychological and spiritual oneness of subjective dimensions.

It is the strengthening of the capacity of subjective dimensions of personality, to interact more and more effectively and efficiently, in the objective levels of excellence, and transcending from one level to another.

4. Levels of personality development include:
 - a) Individual behaviour
 - b) Behaviour with Family members :
 - c) Behaviour with outsiders in school, college, work place.

5. In personality development of the inner growth, **the best should** come out and **get expressed in qualitative improvement** in work and activities.

6. Self actualization and self belief improve to **result in excellence and efficiency**. This is expressed in the Input and Output ratio of all efforts of the person.

7. Negative thoughts can be prevented, by raising an opposing wave of positive thoughts.

8. Through Yoga and daily exercises, internal and external ‘shuddhi’ is possible, which in turn prevents illness and other negativities.

9. The most effective and proven ideals for internal purity include :
 - (1) Never speaking falsehood in any form. (Saanch barabar tap nahi, na jhooth barabar paap)
 - (2) Non violence in action, thought and speech
 - (3) Not taking or desiring anything that belongs to another person
 - (4) Forgiving others for any wrong they may have done against oneself
 - (5) Partaking sattvic food, water and living a disciplined life.

FACING A CHANGE can make us unleash ourselves We win if we stay calm, and lose if we are bold.

A. Ways to make others like you

1. Show interest in other people, by remembering their names.
2. Smile
3. Be a good listener, and encourage others to talk about themselves
4. Talk in terms of other person’s interests, and make them feel important

5. Avoid any argument, and never say “You are wrong”. Give respect to other person’s opinion.
6. Begin in a friendly way, and let others do the talking. Admit whenever you are in the wrong.
7. Get others to say ‘yes, yes” by empathizing / sympathizing with others feelings.
8. Appeal to the nobler motives of others, and throw down a challenge. Dramatize your ideas.

B. For Group Behaviour in Work Place

1. Visible part of behaviour is one-tenth of the invisible part
2. Visible part is easier to change than the invisible part
3. Dialogue is also a responsibility for members of the Group. Develop the ability to see the larger picture.
4. A group needs emotional energy to sustain - a Mission- Prove it with shared values and create fire in the belly with ‘x’ resources.
5. Openness and Trust are two sides of the same coin

C. Eight Pillars of Openness in a person

1. **Openness** : spontaneous expression of views and being open to views of others
2. **Authenticity**: Begin by saying and then follow it up by doing. In India, it is believed that action should come before speaking about the action, that is one should do before one speaks about it.
3. **Trust**: others or the group on the commitment made by them. Where needed have a written Memorandum of Understanding or a contract.
4. **Calibration**: Giving help and asking for help when required. Reaching out to others.

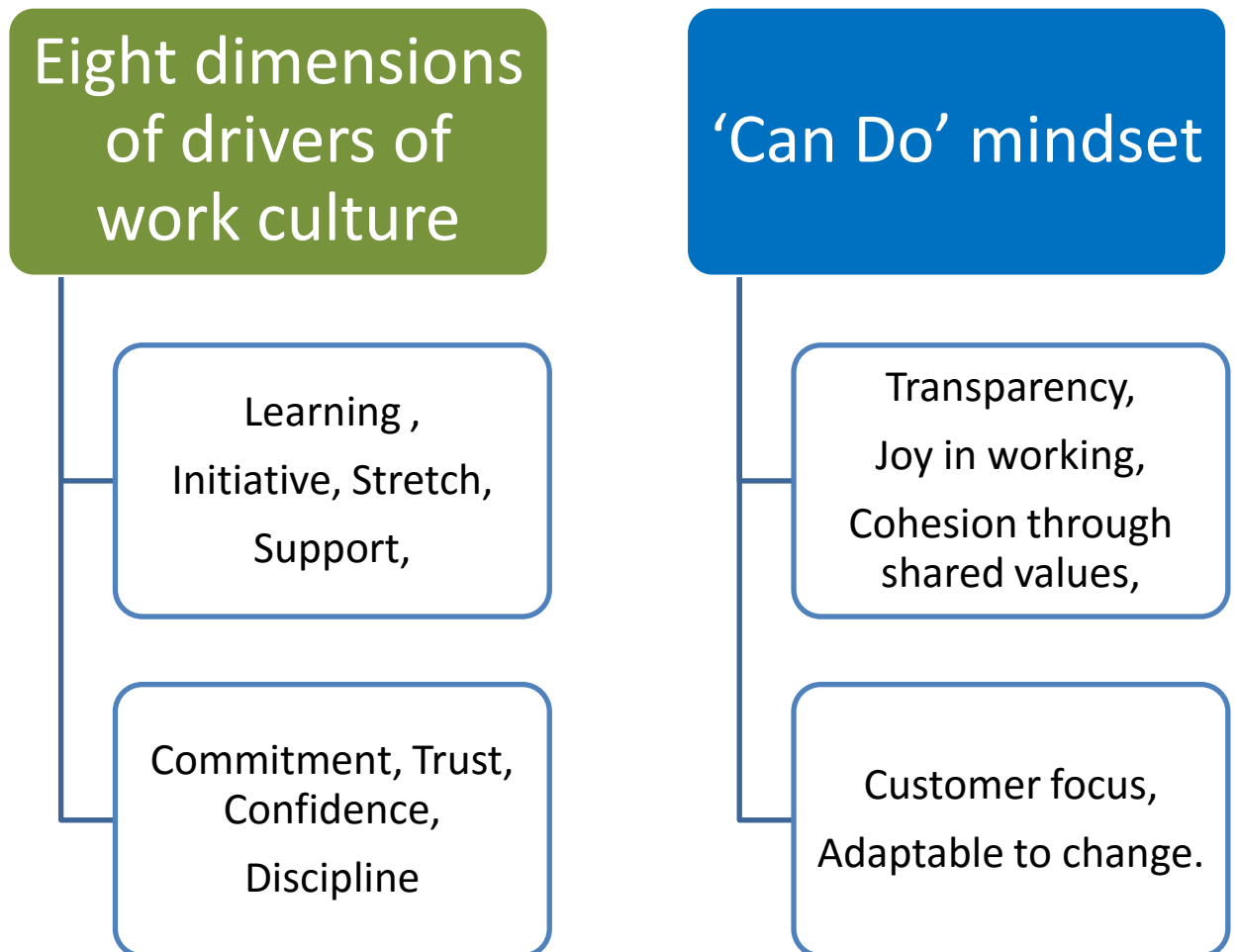
5. **Constructive confrontation:** Organizational Climate provides the constraints of the structures and systems, along with internal elements of autonomy to do the job, or to get the job done. By differing on issues and by analyzing the problem deeper, to reach alternate multiple solutions, through inter-personal discussion and relations, one can offer constructive resistance or confrontation.
6. **Compliance :** Authority and Responsibility go together with Accountability, and accountability cannot be delegated
7. **Experimentation:** try out alternate solutions for reaching the optimal level
8. **Pro-Action :** encouraging new ideas and innovation in doing the jobs

D. Analyzing your Worry to reduce Anxiety

1. Write down 'what is the problem' that is causing the worry?
2. What are the 'causes' of that problem?
3. What are the possible 'solutions' to the worry problem
4. Get all the facts , weigh and consider them, and then decide on the best solution in the given circumstances
5. Act on the solution so decided.
6. For stopping to worry, keep busy, don't fuss, cooperate where required, understand the source of your anxiety. Cultivate the art of being creative in finding new ways. Being creative means thinking of new alternatives and ideas; thinking outside the lateral or linear mode of habit based action.

E. Drivers of Culture

1. Learning Work culture
2. 'Can Do' mindset
3. Social Entrepreneurship
4. Decentralized Entrepreneurship



ⁱ Based on class notes taken during a lecture in ISTM on 14.06.2012 by Dr. M Venkatesh, Associate Professor IIFT