

PERSONAL GROWTH LAB

2021

IIIT, Sri City
Online Session 1 for UG 3 & 4
Introduction and Context Setting

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Agenda

- Setting the Context
- Introduction to personal growth.

OBJECTIVES

1. Development is an enduring process of fostering, shaping and enhancing individuals' skills, knowledge and behaviors, hence the objective of the program is to
2. Build self-confidence, enhance self-esteem of the participants by sensitizing them to human behavioral models and support personal growth.
3. Identify the student's strengths and weaknesses as an individual and member of a group, using behavioral frameworks and psychometric assessments.
4. To explore feelings and behavior using the various tools and techniques to enable self-discover self and how to build relationships and results.

Course outline

- 1, Personal Growth
2. Human Personality
3. Personal Change
4. Interpersonal Trust
5. Building Relationships
6. Problem Solving and Self Development Plan

Personal Growth

- Personal growth is an ongoing process to understand and develop oneself in order to achieve the fullest potential. In other words, the efforts one invests to improve self, typically towards some desired goal or vision.
- No matter at what stage of life you are, you can always find something to learn and grow as a person and there is no saturation.
- Personal growth makes a person better today than yesterday. It then becomes the intrinsic part of their personality.

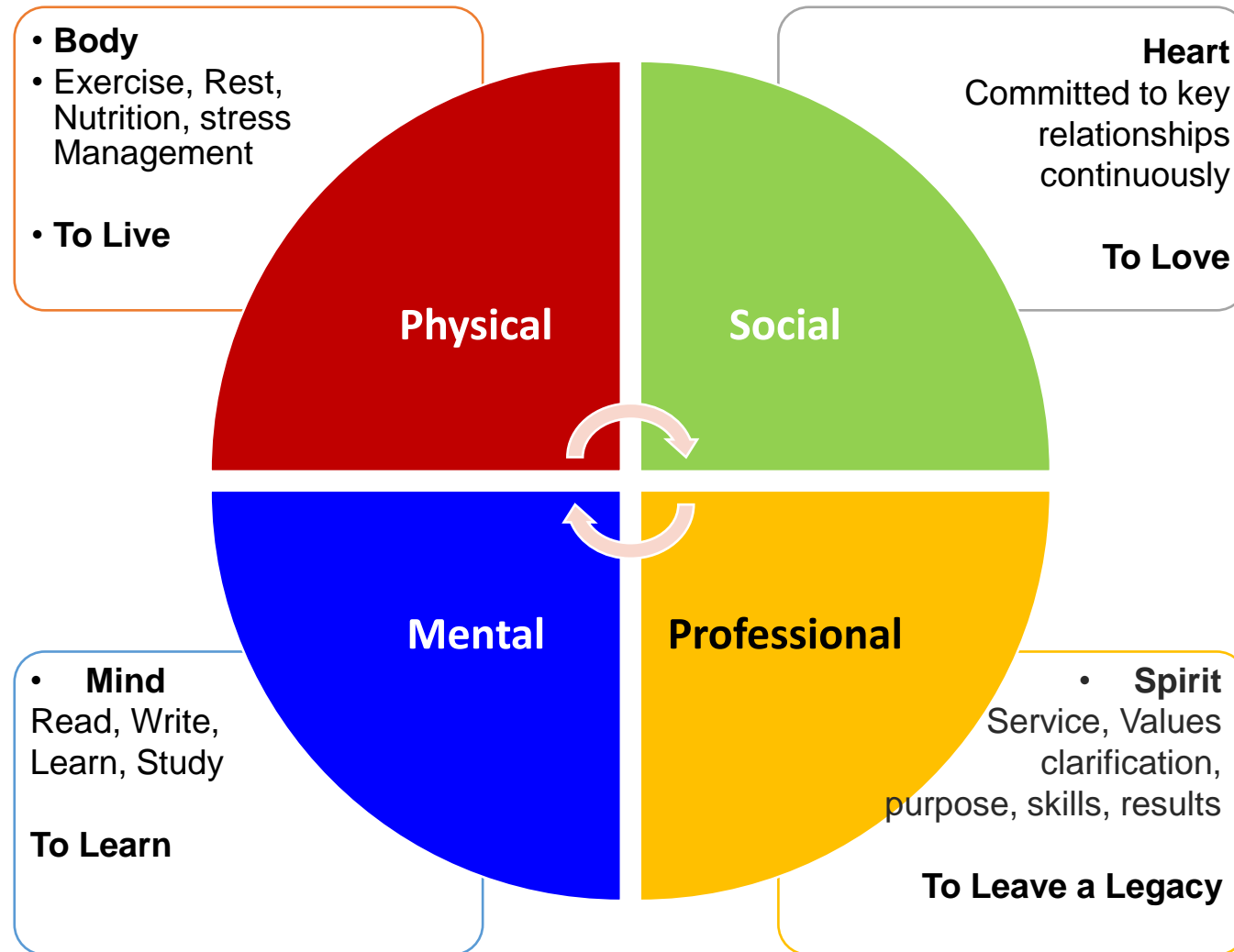
Personal Growth

- Personal growth is an insight that can help you to move forward in achieving your life goals.
- Personal growth starts from “with in”.
- Personal Growth is a process that produces personal Change.

Scope

- Personal growth and development is a life-long process, and everyone has the capacity to learn and grow throughout life.
- Although personal growth is essential for everyone, keeping focus on one area over the others does not fulfil the requirement of what we mean by personal growth.
- Maintaining a balance and giving attention to each area is very essential to realize the personal growth goal in life.
- If we take a step back as a human being, we find four categories for self-improvement in our personal growth plan.

Areas of Personal Growth



Write Your Response

- What does personal growth mean to you?
 - Which areas do I focus too much?
 - In which of the areas do I need to seek help?
-
- Personal growth is personal for everyone.
 - Meaning and goals varies from person to person at any given time.
 - Not wise to compare yourself with others as goals are according to skills, interests and values.

Experiencing Personal Growth

- Personal growth is about being authentic, when you are authentic, you will feel comfortable in your own skin.
- Authenticity is more than being real, honest and upfront with others. It is about being true to you.
- It is also about creating an outer, physical world that reflects who you are at your core...the heart and soul that is you!
- Not being authentic deprives you and the world around you from evolving in body, mind, heart and spirit.

Why must I change?

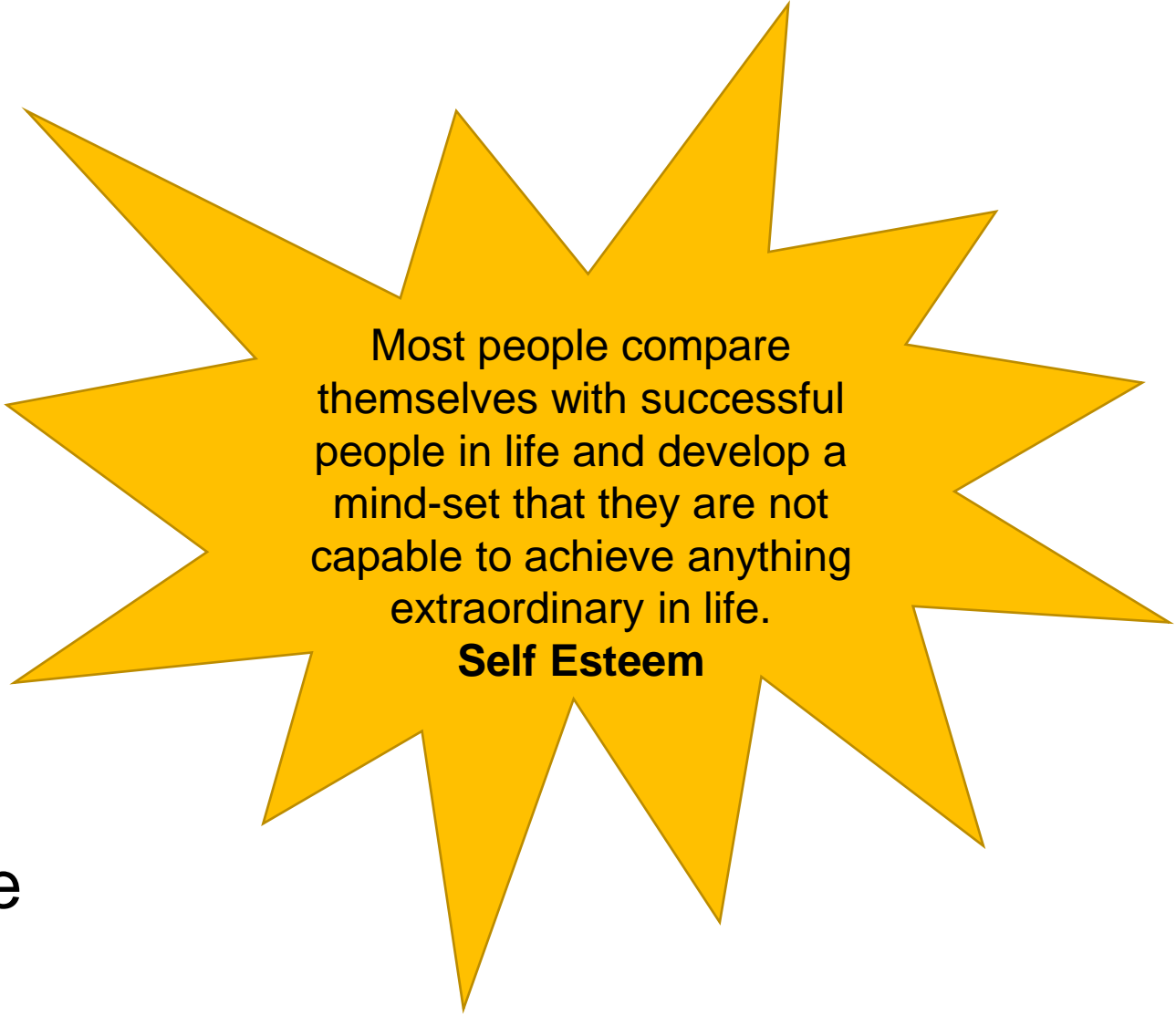
- Human beings are a bundle of energy, ideas, talent, potential and not designated for stagnation.
- Personal growth opens up new opportunities, which can be enriching.
- Introspection and awareness that can help realize a problem or challenge.
- *Example – it makes us conscious of our laziness and the damage it is doing to us by denying the benefit of initiative and personal growth.*

Effective ways to behavior change

- | | |
|--|-----|
| 1. Hear an idea you like | 10% |
| 2. Consciously decide to adopt the idea. | 25% |
| 3. Decide when you will do it. | 40% |
| 4. Plan how you will do it. | 50% |
| 5. Commit to someone else that you will do it. | 65% |
| 6. Specific appointment with the person
you committed to, at which time you will report
to him/her whether you have done it. | 95% |

Barriers To Personal Growth

1. Fear
2. Denial
3. Pride
4. Defensiveness
5. Not taking responsibility
6. Lack of self-discipline
7. Lack of motivation
8. Lack of goals
9. Negative/Pessimistic attitude
10. Lack of support



Most people compare themselves with successful people in life and develop a mind-set that they are not capable to achieve anything extraordinary in life.

Self Esteem

Self Awareness?

- Self Awareness is the ability to focus on self, evaluate and compare our current behaviour to our internal standards and values, which makes us self-conscious and objective of ourselves.
- Self-awareness was first defined by [Shelley Duval and Robert Wicklund \(1972\)](#), in their book, “*A theory of Objective Self Awareness*” who proposed that, at a given moment, people can focus attention on the self or on the external environment.
- One study estimates that [only 10-15% of people](#) are truly self-aware

What is self-awareness?

- Self Awareness is empowering because it can reveal where the performance problems are and indicate what can be done to improve performance.
- Research has shown that we don't access our unconscious thoughts, feelings and motives. Most of the times we are wrong about why we act or think certain things.
 - e.g. When we get low marks, we reason out on the quality of teaching, rather than our ability, focus, interest or insecurities.
- It is hard to evaluate your strengths and weaknesses unbiasedly and come to a correct conclusion

Benefits of Self Awareness

- Improve skills by recognizing what you do well and what you need to improve
- Raise happiness levels by aligning your values with your actions
- Become a better person by understanding how others perceive your behaviour
- Strengthen professional and personal relationships by managing emotions
- Increase work motivation by seeking out your true passions
- Decrease stress by identifying emotions and lessening tasks you don't enjoy

Foundation for Personal Change

- Once an individual is aware of himself, one can better manage one's behaviour and function effectively.
- Ability to assess one's personality, behaviours & skills accurately by
- Observing one's own thoughts, behaviours, skills,
- Comparing observations to an external source (e.g., a standard or another person)

Self Esteem

- Self Esteem is an individual's subjective evaluation of their self worth. It comprises of beliefs about self.

Examples

- I am not good,
 - I am the best etc.
- Self Esteem is an important factor to maintain wellbeing and having a healthy relationships

Self Esteem – 3 Types

- **Inflated Self Esteem** – They think they are better than others and underestimate others. They are competitive and always want to come on top, low ability to listen to others and tend to blame others
- **High Self Esteem** – They accept and value themselves. Not driven to make themselves superior to others, joy is in being who they are and not in comparison to others
- **Low Self Esteem** - They do not value themselves, they do not trust their capabilities and possibilities. Fear of failure, insecurity torments them in many situations and tend to undervalue themselves

Where Does Self-Esteem Come From?

- Our self-esteem develops and evolves throughout our lives as we build an image of ourselves through our experiences with different people and activities.
- Experiences during our childhood play a particularly large role in the shaping of our basic self-esteem.
- As we grow up, our successes & failures, how we were treated by our immediate family members, by our teachers, peers etc. all contributed to the creation of our basic self-esteem.

Healthy Self-Esteem

- Childhood experiences that lead to Healthy self-esteem include
- Being praised or appreciated
- Listened to
- Being spoken to respectfully
- Getting attention and care
- Having trustworthy friends

Low Self-Esteem

- Childhood experiences that lead to low self-esteem include
- Being harshly criticized, yelled at, beaten, ignored, ridiculed or teased
- Expected to be "perfect" all the time
- Often given messages that failed experiences were failures of their whole self.

Consequences of Low Self- Esteem

- Low self-esteem can have devastating consequences. It can create anxiety, stress, loneliness and increased likelihood for depression.
- Problems with friendships and relationships.
- It can seriously impair academic and job performance.
- Can lead to underachievement vulnerability to drug or alcohol abuse.
- Negative consequences reinforce negative self-image and can take a person into a downward spiral of lower self-esteem and increasingly non-productive or actively self-destructive behaviour.

Thank You

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