



PERSONAL GROWTH LAB

IIT, Sri City
Mid Term Evaluation
and
Assignment

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Course Objectives

Development is an enduring process of fostering, shaping and enhancing individuals' skills, knowledge and behaviours, hence the objective of the programme is three fold.

- Build self-confidence, enhance self-esteem of the participants by sensitizing them to human behavioural models and support personal growth.
- Identify strengths and weaknesses as an individual or group, using behavioural frameworks and psychometric assessments.
- To explore feelings and behaviour using various tools and techniques to enable self-discovery to enhance relationships and achieve better results.

Assignment Overview

Part	Task	Guidelines	Timeline	Marks
A	Two Assignments	Part A - 1 Roles We Play, Refer slides 5 to 10	Submit on or before 21 st May 2020 10.00 am	Two Assignments 15 x 2 = 30
		Part A - 2 Case Analysis Refer slide 12		
B	Midterm Assessment	Part B Review video and write summary for each Refer slides 14 - 17		
Total Marks				50

Assignment Part A - 1

Roles We Play

A way to Know our Current Focus

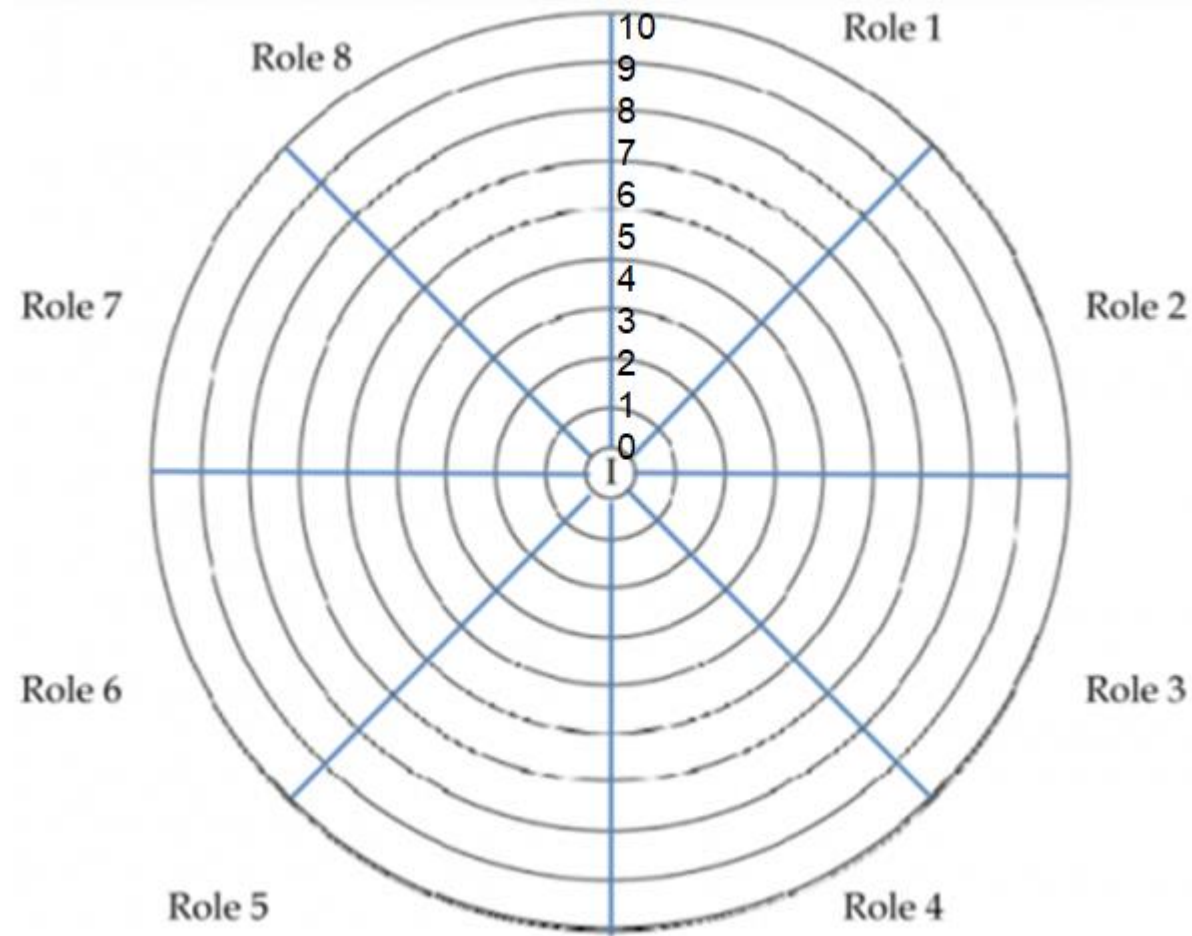
Assignment Part A 1, Guidelines

1. Identify life roles you play currently and rank them based on time you spend in each role. E.g. Assign rank 1 to the role you spend max time – **Slide 7**
2. Self-reflect on the 5 questions and write a summary in minimum 200 words – **Ref Slide 8**
3. Identify the % of time you spend in each role currently and what you prefer to based on your future goals. **Ref Slide 9**
4. Draft an action plan to balance the different roles and to overcome the challenges of spending too much or too less time on any of the roles in minimum 200 words. **Ref Slides 9 & 10**

Life Roles - Introduction

- A life role is an activity to which we regularly devote large amounts of time and energy.
- Defines a set of behaviours that are expected of someone who holds a particular status.
- For example – Student, Parent, Employee, Etc...
- Each life role has a purpose, example
 - College student – to get a bachelor degree
 - Parent – to raise and support the family
 - Employee – to build relationships, achieve results, learn and grow

My Life Roles



Failure is succeeding in things that do not matter

Plan for Role Reviews

1. What has been working well?
2. What did I finish that I'm proud of?
3. Where did I struggle?
4. Where do I stand with my long-term goals?
5. What do I want to focus in the short term?

Balancing Life Roles

- Examine your different life roles and make adjustments to the roles that are more important to you and then decide the preferred percentage of time you would like to invest in the chosen life role

**SUCCESS IS ACHIEVED WHEN YOU TRULY FOCUS
ON ROLES THAT REALLY MATTER.**

Current



=100%

Preferred



=100%

Assess & Strategize

1. Assess your life role based on where you are now and where you prefer to be. Are there gaps based on your goals?
2. What skills or planning do you need to do, to move to a preferred life role ?
3. What challenges do you foresee in readjusting your life roles as you move from current to preferred?

Assignment Part A - 2

Manage Your Energy, Not Your Time
HBR - Case Analysis

Case Study Questions

1. What did Steve Warner do to regain his energy and manage time?
2. Substantiate how Energy Renewal Programs Boosted Productivity at Wachovia Bank (*Now taken over by Wells Fargo*)?
3. Explain the 4 domains of energy with examples and illustrations?
4. Assess yourself on the four main sources of energy. Identify areas that you need to invest time?
5. Develop a plan for yourself under the four main sources of energy that will suit your lifestyle and situation, consider how to adapt and sustain the practices?

All put together, minimum 2000 words, font 12 size, single line spacing,

Assignment Part B

Review each video and write a summary of the concept and your learning in 500 words each.

Part B – Video Links

1. **Approach to Personal Growth** – 05.46 minutes

There are four types of personal growth. Each stage has its own pros and cons, but understanding each one will help you figure out what's important to you in the present moment

<https://www.youtube.com/watch?v=rFrPZO1RHsw>

2. **Do These Two Things Every Day // Build Habits** – 04.22 Minutes

When it comes to moving towards our vision, we have to figure out what elements we can incorporate right away. There are two different types of short-term actions that I discuss in this video

<https://www.youtube.com/watch?v=Xrj4dpkxeoU>

Part B – Video Links

3. **One Small Change That Creates Massive Results** – 03.43 Minutes

We all have aspirations and goals, but what is standing between us and those dreams? Sometimes, all it takes is a shift of mentality and a little bit of action.

<https://www.youtube.com/watch?v=WX81NSRVV5U>

4. **Defence Mechanisms** – 07.22 Minutes

Defence mechanism is an unconscious psychological mechanism that reduces anxiety arising from unacceptable or potentially harmful stimuli. Defence mechanisms may result in healthy or unhealthy consequences depending on the circumstances and frequency with which the mechanism is used.

<https://www.youtube.com/watch?v=JPx8J65zGfU>

Part B – Video Links

5. Increase your self-awareness with one simple fix – 17.18 Minutes

Self-awareness has countless proven benefits -- stronger relationships, higher performance, more effective leadership. Sounds pretty great, right? Here's the bad news: 95% of people think that they're self-aware, but only 10-15% actually are! Luckily, the speaker has a simple solution that will.

<https://www.youtube.com/watch?v=tGdsOXZpyWE>

6. What is Personality? 13.47 Minutes

The great thing about your personality is that if you don't like it, you can always take massive action to change yourself into someone you can be proud of!

https://www.youtube.com/watch?v=dcsc_EsJmsA

Part B – Video Links

7. Emotional Intelligence. 05.32 Minutes

Emotional intelligence refers to how well we handle ourselves & our relationships: the four domains; self-awareness, self-management, empathy, putting that all together in a skilled relationship

<https://www.youtube.com/watch?v=Y7m9eNoB3NU>

8. Transactional Analysis. 14.02 Minutes

The author explains some of the basic concepts behind Transactional Analysis. The introductory video will help you understand the basis and can help apply this to relationships in your own life.

<https://www.youtube.com/watch?v=7tpeKK0FxFU>

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