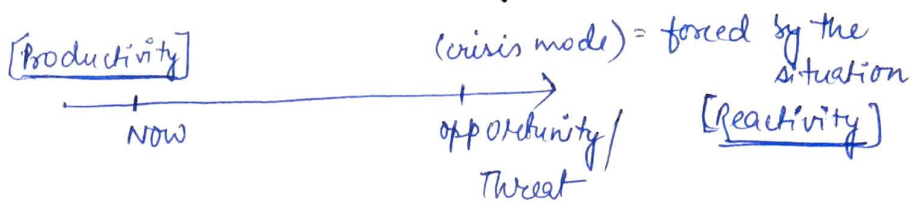


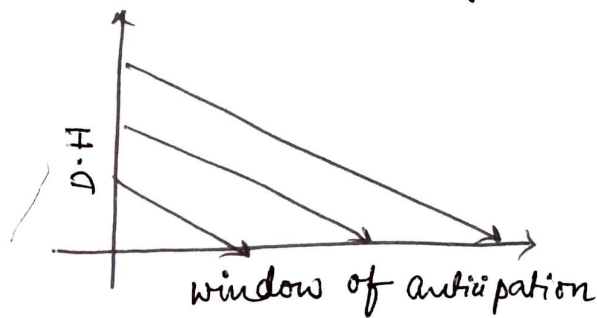
Initiative :-

It is our ability to show productivity, and mobilise the people to seize the opportunity.



People high in this competence

① can anticipate forthcoming opportunity and are ready to seize them, when they occur.



Ex:- Nokia once leading in the mobile market but failed to anticipate the future and thus, unfortunately lost the market to Samsung.

② They pursue the goals, beyond expected or required of them. They do not hide behind such excuses like 'it's not my job.'

Immanuel Kant said = [Can = Out]

③ They cut through the red tape and sometimes even bend the rules in order to get the job done.

Every rule has purpose, but sometimes conflict, i.e., if you follow the rule, purpose will be defeated, and vice versa.

④ They mobilise others through their unusual and enterprising consult.

Optimism :-

Key words

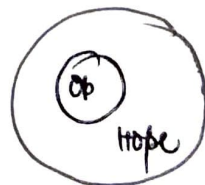
- Hope
- Problem/obstacle
- Active
- Effort

1. Persistence / Perseverance / Fortitude.

It is our ability to show persistence and handle setbacks and obstacles. The people high in this competence persist in their efforts despite setbacks and obstacles.

** Friedrich Nietzsche " anything that does not kill me makes me stronger "

② They are motivated by hope of success rather than the fear of failure.



According to M. Seligman, optimistic people differ from pessimist in how do they explain failure on the basis of life experience, we develop a habitual way of explaining our failure called "Explanatory style".

p = Positive Emotions

ε = engagement / flow

R = Relationships

M = Meaning / commitment

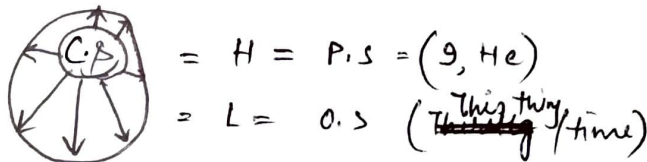
A = Achievement

This style has 3 dimension

1. Permanence :- optimistic people consider their failure as temporary, while pessimist consider it as permanent.

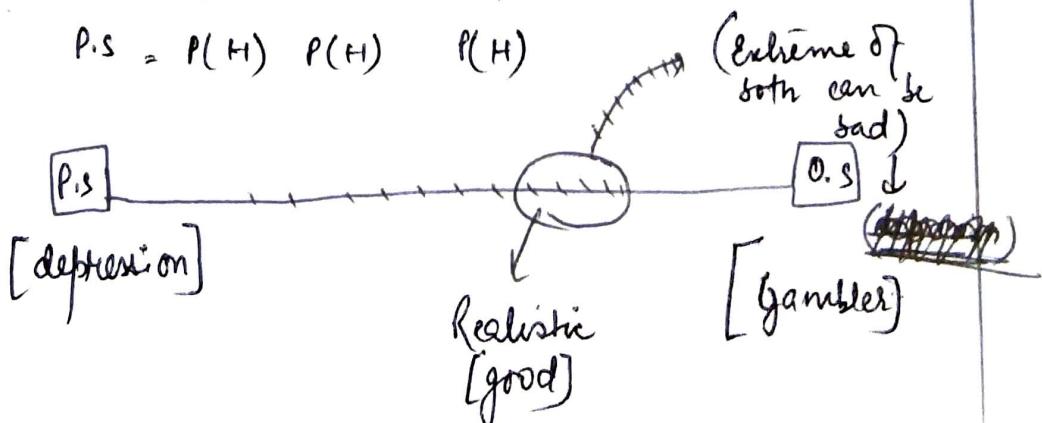
Permanence → H → P.S (always/never)
→ L → O.S (now/this time/sometime)

2. Pervasiveness :- Optimistic people consider their failure as limited to that very domain in which it has occurred while pessimist consider them extended to whole of their life.



3. Personalization:- The optimistic people consider their failure as due to external factors, but pessimist consider them due to internal flaws.

$P \rightarrow \begin{cases} L \rightarrow 0.8 \\ H \rightarrow 0.2 \end{cases}$

$$0.5 = P(L) \quad P(L) \quad P(L)$$
$$P.S = P(H) \quad P(H) \quad P(H)$$


Optimism becomes even more imp for those people who work in the profession, where nature of job is complex or condition of work is uncertain

complex
uncertain } ↑ failure
← (Police)

Empathy :-

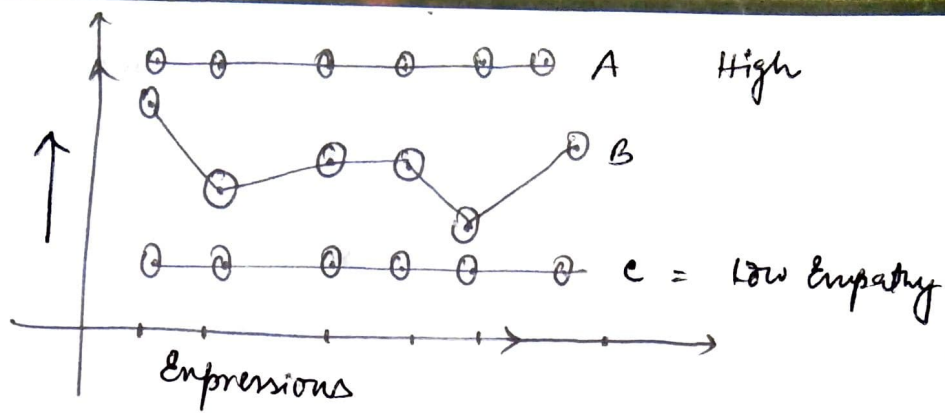
Our rational mind expresses itself in terms of words and language but our emotional mind expresses itself in terms of nonverbal emotional

Cues.

- ↳ facial expression
- ↳ Intonation of the voice
 - ↳ Pitch
 - ↳ loudness
 - ↳ Emphasis
 - ↳ pauses
- ↳ gestures
- ↳ Postures
- ↳ Eye contact
- ↳ Touch

Empathy depends on our ability to accurately interpret these emotional signals. These signals are universal in nature.

PONS (Profile of Nonverbal Sensitivity)



Source of Empathy :-

A certain ability to empathise with others is present in us since birth itself.

[Emotions \rightarrow Impulse]

young \rightarrow x
adult \rightarrow x

But, proper dev. of empathy requires certain social and emotional interactions of the child with his care givers particularly parents. The process through which it happens is called Attunement, a process in which an adult responds with an appropriate emotions, when a child expresses some emotions.

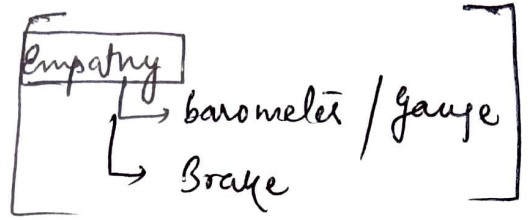
If the child doesnot get enough attunement during his childhood, then it may result into lack of attunement in his later life. This may have many negative consequences such as:-

1. They sometime express inappropriate emotions and sometimes they fail to express appropriate emotions on the basis of context.

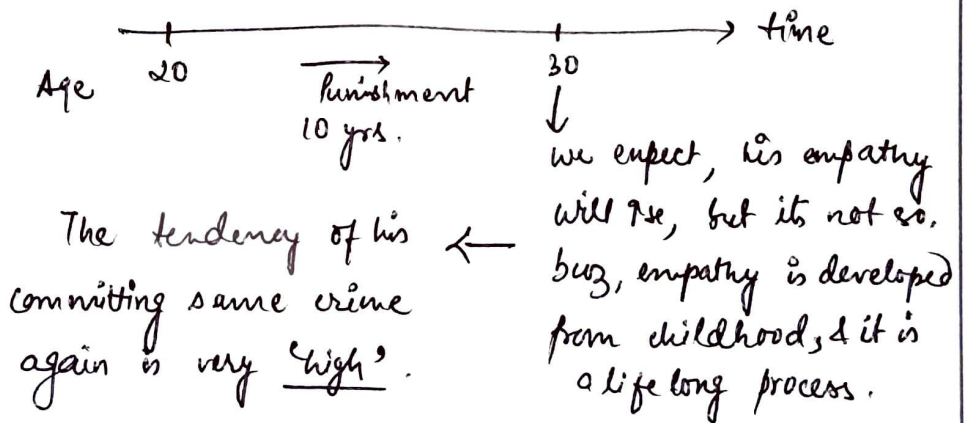
A gradually gets $\leftarrow A \rightarrow$ A fit Suppose in a party everybody dancing into the situations and shows empathy with others.

2. If empathy is further low, then such people may have an extreme and unfortunate range of emotions, which may sometimes serious consequence for them.

3. If the empathy is extremely low, it can lead to Juvenile -



- delinquency and criminal tendency. (violent crime)
There is a direct correlation between a disturbed childhood and criminal tendency of a child.



All of the 3 ~~results~~ shows lack of empathy, so, need is to give some amount of training,

	<u>Return</u>	<u>Relapse rate</u>
A	✓	↓ used 70%.
B	×	—

Empathy & Ethics

According to Martin Hoffman, empathy is the root of human morality and altruistic behaviour.

