

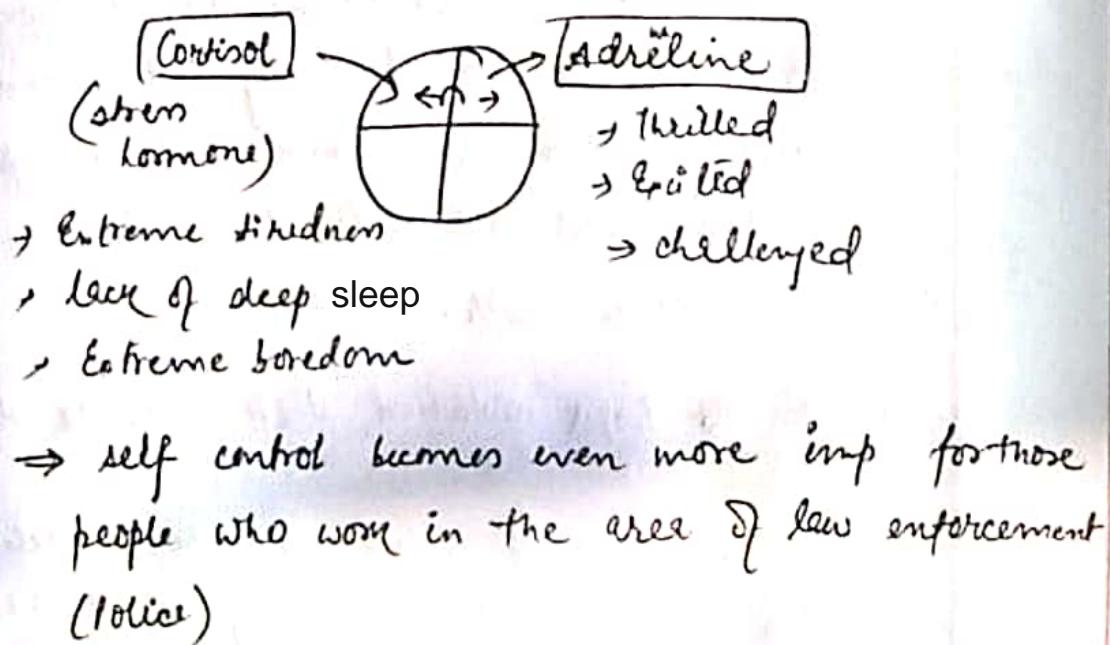
On the basis of self regulation, following competences have been identified:

①

1. Self control:- It is our ability to keep our destructive emotions and impulses in check. The people who are high in this competence manage their impulsive feelings and destructions well.

2. To an extent self control is an invisible competence. But the most visible external sign of self control is the ability of a person to manage his time.
3. They remain calm, composed, positive and unflappable even in very prime moments.
4. They think clearly and remain focus on their present concern even under strong pressure.

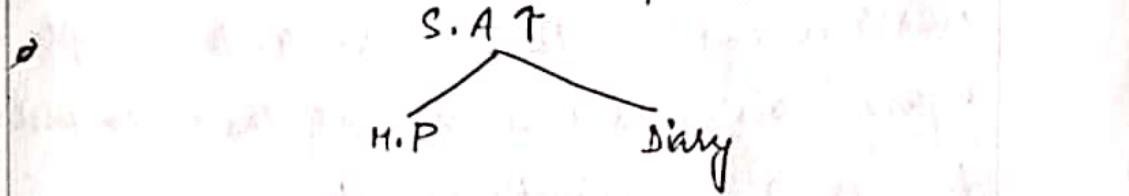
Daniel Goleman has talked about such things in his book self control.



→ How to increase self control ??

→ Increase the self awareness of a person

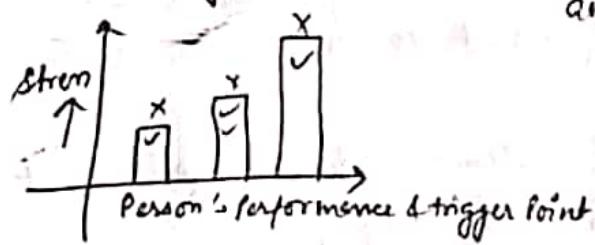
[Socrates & Socrates both propagated same thing]



→ The person should have knowledge and regular practice of some techniques of stress management like yoga and meditation, Physical exercise, long walk etc..

→ Regular practice of these techniques have following advantages :-

→ They reset the trigger point of our amegycle



→ When we become stressed then we come back to normal, easily and sooner, thus because of them, we become less susceptible to stress for a shorter duration and recovery become easier.

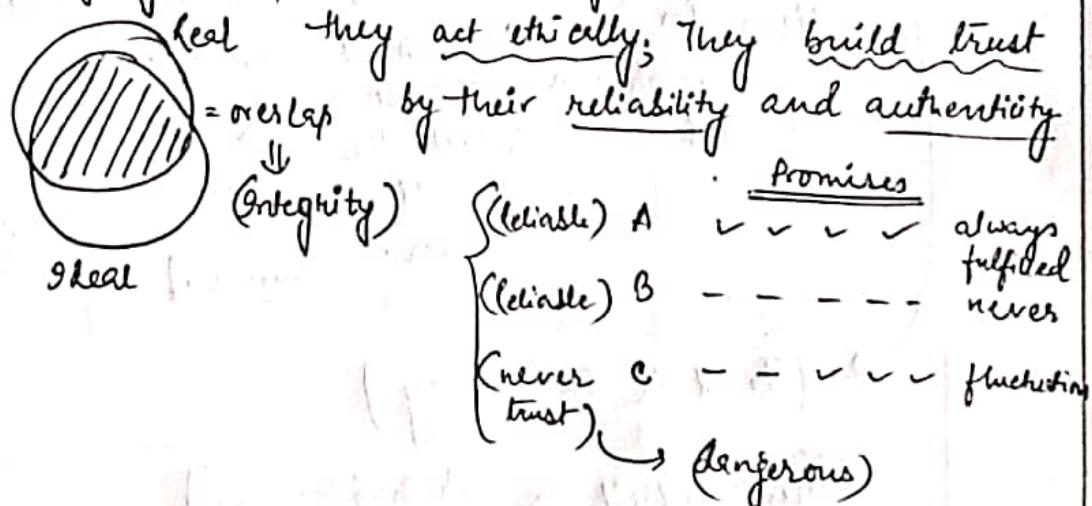
→ Proper nutrition, sleep, leisure etc..

→ Sense of control:- If a person believes that he can effectively control the source of stress then, he can likely control his stress.

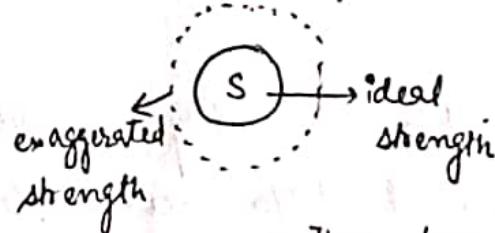
This has an imp. implication for management and administration. People who are affected by the decision should be made a part of the decision making process at any stage of process. This makes him more easier for him to bear the consequence of the decision.

(2)

2. Trustworthiness :- It is our ability to maintain integrity. People who are high in this competence



→ They admit their mistakes, weaknesses or limitations etc...



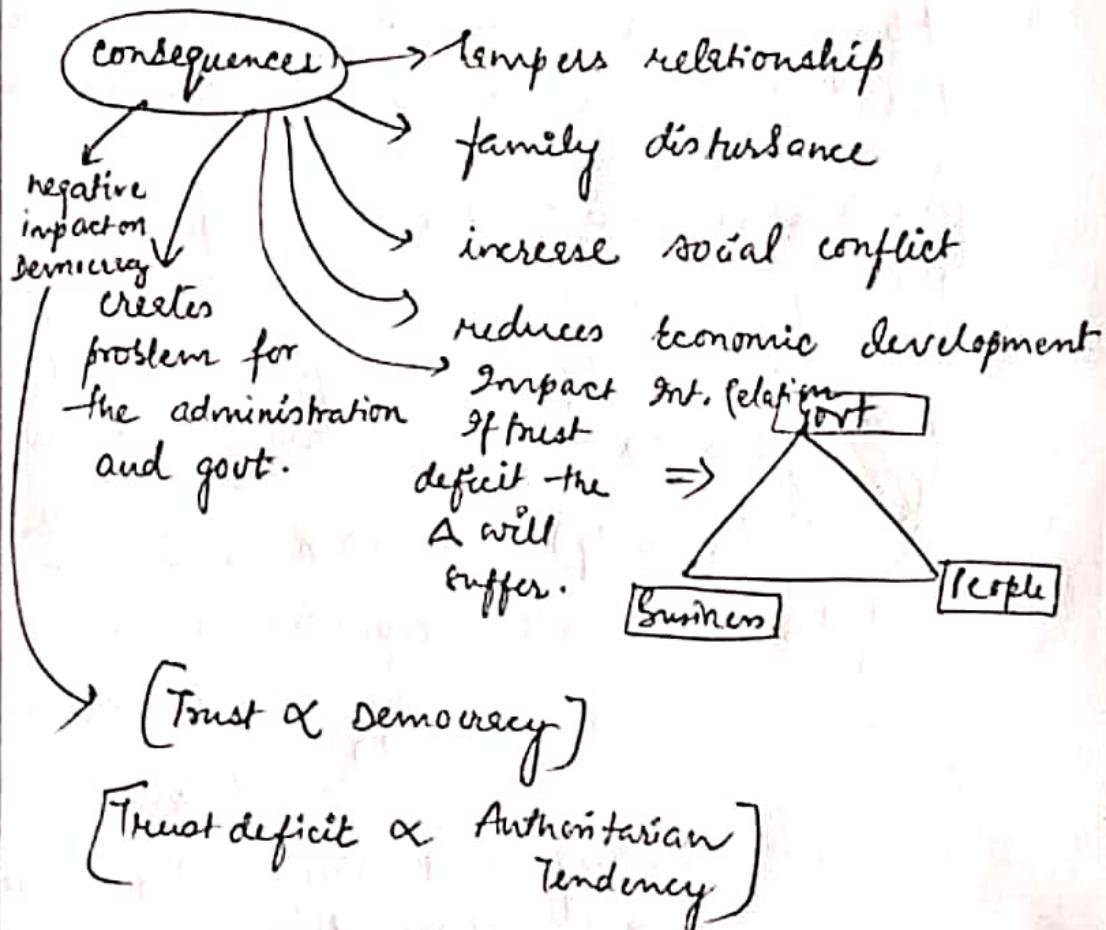
→ They take tough and principal stand, even if its unpopular.



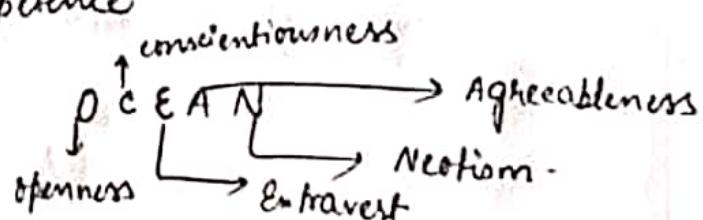
→ They confront others also for their unethical behaviour.

[Ethics does not allow neutrality.] **

Trust deficit :- lack of trust between people & group of people



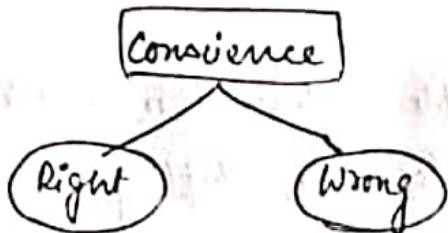
3 Conscientiousness :- It is our ability to take responsibility for our personal performance. People high in this competence



people who are high in this competence keep their promises and meet commitments.

They hold themselves accountable for their performances

- They are organised, orderly, careful and diligent in attending to their responsibilities.
- They are punctual and self discipline.

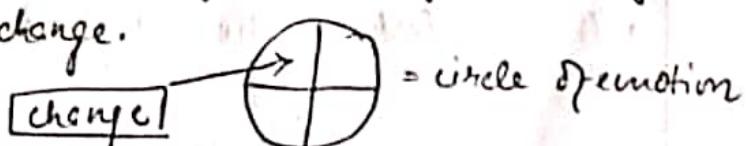


** Immanuel Kant was a highly conscious person.

A very high consciousness may become problematic also. In case of high consciousness it can impact our relationship due to absence of empathy & other social skills, because they set a very high standards from themselves and expect the same from other which may not be fulfilled by others.

When it takes the form of blind conformity to rules then a ^{very} high consciousness may hamper their creativity but a very low consciousness may make up a mere dreamer.

4. Adaptability :- Our ability to display flexibility while responding to change.



- Anxiety
- Discomfort
- fear etc...

Change normally brings about negative emotions in us like Anxiety, fear, discomfort, stress. etc... The most adaptable people remain calm, composed, +ve, in change and remain comfortable with the anxiety.

that change brings with it.

- [Charles Darwin] on adoptability; "The one who survives the most is one who adapts to the change the most"

- The people high in this competence smoothly handle multiple demands, shifting priority and rapid change.
- They adopt their responses and tactics to fit the fluid circumstances.
- They are flexible in how they see the events.

Adaptability requires a high level of self-confidence as a prerequisite

5. Innovation :- Our ability to open to novel ideas and approaches. The emotional foundation of innovation is to take pleasure in originality. People high in this competence seek out for fresh ideas from wide variety of sources regardless of nature and ^{status of} sources.

- They entertain the original solutions to the problem

$$\stackrel{A}{=} X_9 = \text{conventional}$$

$$(Y = \text{New})$$

- They themselves generate new ideas. (creativity)
- They take fresh perspectives and think in their thinking

There are 2 types of innovators

① Idea generators

They themselves generate new ideas. They are often introvert and reclusive by nature, like to work alone, enjoy thinking and take pleasure in abstract ideas.

→ They are men of ideas

→ Creativity

~~actions~~

Idea implementors

They do not necessarily generate new ideas, but they readily identify the worth & value of new idea, adopt them as their own, make them acceptable among people, gather support from them, removes hurdle from its path & ensures their implementation.

- They are extrovert & high in social skills like empathy, political awareness, influence, political - awareness, leadership etc..

→ They are 'men of actions'

→ Innovation.

An organisation requires both type of innovators & nurture, both of them.

Idea implementors	Idea generator
Idea generator	X
✓	✓