



IIT ROORKEE



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CERTIFICATION COURSE

# Soft Skills

## Lecture 05

# Personality Development

**Dr. Binod Mishra**  
Department of HSS, IIT Roorkee



# General View

- ✓ Physical Structure
- ✓ Good looks
- ✓ Dress
- ✓ Impressive Communication Skills



# What is Personality?

- Derives from Latin word *persona* meaning mask.
- Personality can refer to a set of qualities that can make an individual distinct from another.
- It may be a set of emotional qualities, ways of thinking and behaviour.



# Contd.

- Positive attitude
- Values
- Beliefs
- Motivations, desires &
- Feelings

## Contd.

- No two people are exactly alike.

*One may smile and smile and be a villain.  
- Hamlet*

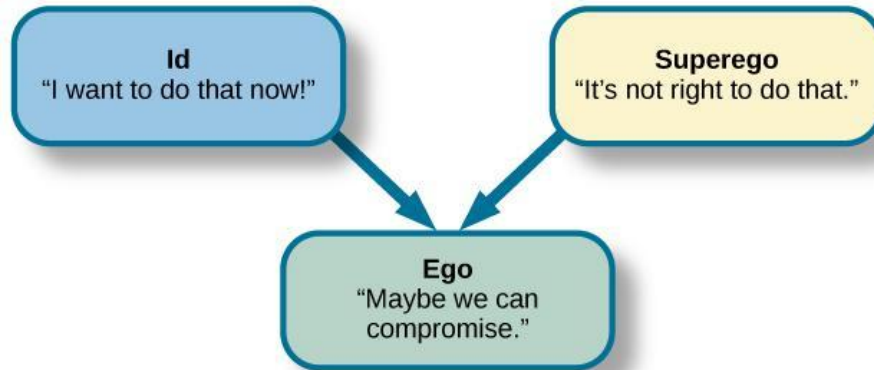
# Importance of understanding Personality

- ✓ To deal with different individuals
- ✓ To enhance career prospects
- ✓ To cultivate flexibility, persuasion, compassion and diplomacy
- ✓ To ensure competence in professional life



# Major Systems of Personality

Sigmund Freud proposes three major systems of personality: Id, The Ego and The Super Ego.



# Id

- ❖ True psychic reality
- ❖ Inner world of subjective experience
- ❖ Operates through Pleasure Principle



# Contd.

## **Two processes:**

Reflex: Sneezing and Blinking

Primary: Wish fulfilment



# Ego

- Organism requires appropriate transactions with the objective world.
- Differentiates between memory and image.
- Obeys Reality Principle.
- Mediates between instinctual requirements of the organism and conditions of the surrounding environment.



# Contd.

- Reality principle asks whether experience is true or false while the Pleasure Principle seeks to know whether the experience is painful or pleasurable.
- Ego is the executive of the personality and organized portion of the Id.



# The Super-ego

- Internal representative of traditional values and ideals of society.
- Represents ideal rather than real.
- Strives for perfection rather than pleasure.
- Opposes both the Id and the Ego.



# Function of the Super Ego

- ❖ To inhibit impulses of Id.
- ❖ To persuade the Ego to substitute moralistic goals for realistic goals.
- ❖ To strive for perfection.

# Development of Personality

- ✓ “The Child is the father of the man.”
- ✓ The stages of a person’s life from birth to death are formed by the social influences with a physically and psychologically maturing organism.



# Alfred Adler's Theory

- ❖ Fictional Finalism
- ❖ Striving for superiority
- ❖ Inferiority feelings and compensation
- ❖ Social interest
- ❖ Style of life
- ❖ The creative self



- ❖ Fictions enable humans to deal more effectively with reality. They can be dispensed with when their usefulness has disappeared.
- ❖ Aggression--- will to power---- striving for superiority
- ❖ Both men and women indulge in masculine protest for overcompensation.
- ❖ Superiority is striving for perfection.





# Inferiority Feelings

- ❖ Why do people become sick/suffer in a particular region of the body when ill?
- ❖ Inferiority existed either by virtue of heredity or some abnormal development.
- ❖ Compensate for weakness by strengthening through trainings.
- ❖ Incompleteness is a great driving force.



Mariyappan Thangavelu

# Social Interest

- True and inevitable compensation for natural weaknesses of individual human beings.
- Humans are motivated by an innately given social interest that causes them to subordinate private gain to public welfare.



# Style of Life

- Every one has a style of life, no two people develop the same style.
- All of a person's behaviour springs from his/her style of life.
- Four styles of life: ruling, getting, avoiding, and socially useful type.



# The Creative Self

- Provides meaning to life.
- Creates goal as well as the means to goal.
- Individuals can be the masters, not the victims of fate.

