


PERSONALITY DEVELOPMENT



- 
- A man is identified by his personality – public image.
 - It is the totality of the person and not merely external looks, but character, behavioral traits and attitude towards life.
 - Personality development – is the improvement of behavioral traits such as communication skills, interpersonal relationships, attitude towards life and restoring our ethics.

Know your personality

Character traits

Integrity

Acceptance

Discipline

Behavioral traits

Interpersonal Skills

Communication Skills

Leadership Qualities

Attitudinal Change

Positive Attitude

Win-win situation

Keep the end in mind

Dedication

Stress and Time management

Synergise₃

TYPES OF PERSONALITY

Nine Types

- Perfectionists
- Helpers
- Romantics
- Achievers
- Asserters
- Questioners
- Adventurers
- Observers and
- Peacemakers.



Cont..

Perfectionists – are realistic, conscientious and principled
Ex: Narayan Murthy – Infosys.

Helpers – are warm, concerned, nurturing and sensitive to other people's needs
Ex: Mother Teresa.

Achievers – are energetic, optimistic, self-assured and goal-oriented
Ex: Sachin Tendulkar

Romantics – have sensitive feelings and are warm and perceptive
Ex: M. F. Hussain – great Indian Painter

Observers – have a need for knowledge and are introverted, curious, analytical and insightful.
Ex: Amartya Sen - Great economist



Cont..

Questioners – are responsible and trustworthy.

Ex: Shabana Azmi

Adventurers – are energetic, lively and optimistic. They want to contribute to the world

Ex: Vijay Mallya - NRI businessman.

Asserters – are direct, self-reliant, self confident and protective.

Ex: T. N. Seshan - Chief Election Commissioner.

Peacemakers – are receptive, good-natured and supportive. They seek union with others and the world around them

Ex: Atal Bihari Vajpayee.



It can help in the following ways

- To learn the business etiquette of exchanging cards, wishing on first meeting, bowing when you are visiting Japan and the like.
- Voice modulation, diction, communication skills, phone etiquette, hygiene, empowerment skills, time management and positive thinking.
- To cultivate a friendly, interactive manner. Essentials like giving a speech, voice development and modulation of voice.
- It enhances the sense of confidence and self-worth.



PERSONALITY TEST

This can identify:

- Value system
- Emotional reaction to a critical situation
- Moods and characteristic behaviour traits.
- Maturity in handling a crisis.
- Ability to adjust himself to the stress of day-to-day executive lifestyle.
- Self-confidence, personal ambition, emotional control and sociability etc.
-



BODY LANGUAGE

Body language communicates much more than words. Body language signals are called 'leakages' because you may try to tell something, but the truth will leak out visually.



AVOID SUCH BODY LANGUAGE

- Crossed arms or legs
- Carrying books or papers across your chest
- Slumped posture
- Sitting perched on the edge of the chair
- Wringing hands
- Tapping foot
- Rocking legs
- Drumming fingers
- Biting nails



Cont..

- Fiddling with the jewelry or hair
- Covering your mouth with your hand while talking
- Rocking in your chair
- Scratching a lot
- Clearing your throat too much
- Straightening your tie
- Playing with watch or cufflinks
- Hands in the pocket



LOOKING AGGRESSIVE

- Arms folded across the chest
- Staring
- Pointing
- Making a fist
- Leaning over someone



BEHAVING RUDELY

- Working when someone is talking to you
- Puffing
- Tollerating
- Smirking
- Whispering
- Cracking knuckles
- Grooming yourself
- Standing too close
- Packing up folders and papers well before the meeting is over
- Shaking hands too hard or limp handshakes



Cont..

- Yawning when the meeting is in progress
- Looking at your watch repeatedly
- Blinking a lot
- Fiddling with rings, watches, earrings and chains
- Tapping or clicking pens
- Playing with paper clips
- Jingling money in pocket
- Picking at fingernails
- Twiddling bits of hair
- Smoking



LEADERSHIP QUALITIES

- Courage
- Self-control
- A keen sense of justice and fairness
- Definiteness of plans
- The habit of doing more than being paid for
- A pleasing personality
- Sympathy and understanding
- Mastery of details
- Willingness to assume full responsibility
- Co-operation



PERSONAL QUALITIES

- accurate
- adaptable
- astute
- can work under pressure
- careful
- committed
- competent
- cooperative
- courteous



Cont..

- decisive
- dedicated
- energetic
- methodical
- meticulous
- orderly
- organized
- positive
- practical



Cont..

- extrovert
- flexible
- friendly
- get on well with other people
- good communicator
- good sense of humour
- good time-keeper
- hard working
- imaginative



Cont..

- independent worker
- lively
- logical
- loyal
- self confident
- self motivated
- sensitive
- thorough
- thoughtful
- vigilant
- work well with others

Determinants of personality

```
graph TD; A[Determinants of personality] --> B[Biological factors]; A --> C[Family & Social factors]; A --> D[Cultural factors]; A --> E[Situational factors]; B --> B1[1. Heredity]; B --> B2[2. Brain]; B --> B3[3. Physical features]; C --> C1[1. Socialisation process (Behaviour from family & social group)]; C --> C2[2. Identification process (Selecting ideal person)]; C --> C3[3. Home environment (Brought up)]; C --> C4[4. Social Group.]; D --> D1[1. Independence- Australia]; D --> D2[2. Aggression- North Korea]; D --> D3[3. Competition- India]; D --> D4[4. Co-operation- Japan]; E --> E1[1. Positive behaviour]; E --> E2[2. Negative behaviour];
```

Biological factors

1. Heredity
2. Brain
3. Physical features

Family & Social factors

1. Socialisation process (Behaviour from family & social group)
2. Identification process (Selecting ideal person)
3. Home environment (Brought up)
4. Social Group.

Cultural factors

1. Independence- Australia
2. Aggression- North Korea
3. Competition- India
4. Co-operation- Japan

Situational factors

1. Positive behaviour
2. Negative behaviour

Holland's Personality-Job Fit Theory

Type	Personality	Occupations
<i>Realistic</i>	Shy, Stable, Practical	Mechanic, Farmer, Assembly-Line Worker
<i>Investigative</i>	Analytical, Independent	Biologist, Economist, Mathematician
<i>Social</i>	Sociable, Cooperative	Social Worker, Teacher, Counselor
<i>Conventional</i>	Practical, Efficient	Accountant, Manager Bank Teller
<i>Enterprising</i>	Ambitious, Energetic	Lawyer, Salesperson
<i>Artistic</i>	Imaginative, Idealistic	Painter, Writer, Musician

Type A and B

Type A Personality

- Always moving, walking, and eating rapidly.
- Feel impatient with the rate at which most events take place.
- Strive to think or do two or more things at once.
- Cannot cope with leisure time.
- Are obsessed with numbers, measuring their success in terms of how many or how much of everything they acquire.

Type B Personality

- Never suffer from a sense of time urgency with its accompanying impatience.
- Feel no need to display or discuss either their achievements or accomplishments unless such exposure is demanded by the situation.
- Play for fun & relaxation, instead of exhibit their superiority at any cost.
- Can relax without guilt.

Big 5 in Short...

Personality Factors	Characters
1. Conscientiousness	Careful, dependable and self disciplined
2. Agreeableness	Courteous, good natured, empathic and caring.
3. Neuroticism	Poised, secure and calm.
4. Openness	Sensitive, flexible, creative and curious.
5. Extroversion	Outgoing and cautious.



THANK YOU