

Q1	<p>Rohit works for a multinational company. Lately he realized that his colleagues ask him to do some of their duties, on a regular basis. He wants to say 'no', but is unable to take a stand as he fears the repercussions. He now starts to delay their work along with his own so that his colleagues stop giving him their work. He also fears that his colleagues will come to know that he is delaying the work intentionally and they might confront him. As a result his self esteem drops on one hand and on the other people begin to see him as irresponsible and unreliable.</p> <p>a) Describe the four different styles of communication. 2 marks</p> <p><i>0.25x4 (1 marks) for mentioning styles. 0.25x4 (1 marks) for description. (2 marks for mentioning style along with description)</i></p> <ul style="list-style-type: none"> <li>• <u>The Passive Style</u>: Giving in to unreasonable demands from others. Not offering your opinion until others have offered theirs. Never criticizing or giving negative feedback</li> <li>• <u>The Aggressive Style</u>: The flip side of the passive style. Instead of submitting to others, we try to get others submit to us. It is important to win, regardless of the cost to other people. Aim is to control the behavior of others through intimidation</li> <li>• <u>The Passive-Aggressive Style</u>: It combines elements of both the passive and aggressive styles the anger of the aggressive style and the fear of the passive style both have an influence. The anger makes you want to 'get' the other person, but fear holds you back from doing it directly</li> <li>• <u>The Assertive Style</u>: It recognizes that you are in-charge of your own behavior and that you decide what you will and will not do. Similarly, the assertive style involves recognizing that other people are in-charge of their own behavior and does not attempt to take that control from them</li> </ul> <p>b) Which style of communication is predominant in Rohit's behavior and why? 1 mark</p> <p><i>0.5 for correct identification style. 0.5 for explanation.</i></p> <p><b><u>Passive-aggressive.</u></b> It combines elements of both the passive and aggressive styles the anger of the aggressive style and the fear of the passive style both have an influence. The anger makes you want to 'get' the other person, but fear holds you back from doing it directly. When we are passive aggressive we disguise our aggression so that we can avoid taking responsibility for it.</p> <p>c) Suggest the verbal and non-verbal ways which Rohit can adopt to be more effective.</p> <p><i>1 marks for each (verbal and non-verbal). 0.5 for each ways mentioned within these two categories.</i></p>	5 (2+1+2)
----	---	-----------

	<p><b>Verbal:</b> Direct and clear language, Use of I and we cooperative statements. No evaluation or attributions of others behavior.</p> <p><b>Non-verbal:</b> Good eye contact, firm posture, strong and steady voice, appropriate facial expression, appropriately serious tone</p>	
Q2	<p>Explain the Seligman's Well Being model. Discuss any two factors which can result in well-being?</p> <p><i>2 marks for any 4 points with explanation.</i></p> <p>Seligman's PERMA Well-Being Model</p> <ul style="list-style-type: none"> <li>• <b>Positive Emotion</b></li> <li>• <b>Engagement</b></li> <li>• <b>Positive Relationships</b></li> <li>• <b>Meaning</b></li> <li>• <b>Accomplishment/Achievement</b></li> </ul> <ul style="list-style-type: none"> <li>• <b><u>Positive Emotion:</u></b> <ul style="list-style-type: none"> <li>➤ For us to experience well-being, we need positive emotion in our lives.</li> <li>➤ Any positive emotion such as peace, gratitude, satisfaction, pleasure, inspiration, hope, curiosity, or love falls into this category –</li> <li>➤ It's really important to enjoy yourself in the here and now, just as long as the other elements of PERMA are in place.</li> </ul> </li> <li>• <b><u>Engagement</u></b> <ul style="list-style-type: none"> <li>➤ When we're truly engaged in a situation, task, or project, we experience a state of flow time seems to stop, we lose our sense of self, and we concentrate intensely on the present.</li> <li>➤ This feels really good! The more we experience this type of engagement, the more likely we are to experience well-being.</li> </ul> </li> <li>• <b><u>Positive Relationships:</u></b> <ul style="list-style-type: none"> <li>➤ As humans, we are "social beings," and good relationships are core to our well-being.</li> <li>➤ Time and again, we see that people who have meaningful, positive relationships with others are happier than those who do not. Relationships really do matter!</li> </ul> </li> <li>• <b><u>Meaning:</u></b> <ul style="list-style-type: none"> <li>➤ Meaning comes from serving a cause bigger than ourselves. Whether this is a specific deity or religion, or a cause that helps humanity in some way, we all need meaning in our lives to have a sense of well-being.</li> </ul> </li> <li>• <b><u>Accomplishment/Achievement :</u></b> <ul style="list-style-type: none"> <li>➤ Many of us strive to better ourselves in some way, whether we're seeking to master a skill, achieve a valuable goal, or win in some competitive event. As such, accomplishment is another important thing that contributes to our ability to flourish.</li> </ul> </li> </ul> <p>This element of wellbeing is where dreams turn into possibilities. Intrinsic motivation is created in the goals that bring meaning in our lives. It is achieving those points that we chose to measure by way of planning, and recording the accomplishments along the way</p>	3

	<p><i>0.5 for each factors.</i></p> <p>What Factors Lead to Well-being....?</p> <ul style="list-style-type: none"> <li>– Mindfulness</li> <li>– mindfulness is said to be a state in which one is able to give uninterrupted attention over a period of time in a nonjudgmental way to ongoing physical, cognitive and psychological experience, without critically analyzing or passing a judgment on that experience</li> <li>– Mindfulness involves being aware of oneself and the environment in the present moment without judging or reacting non-intentionally, as well as being able to describe one's subjective experience</li> <li>– Resilience. Resilience is a personal trait that helps individuals cope with adversity and achieve good adjustment and development during trying circumstances. It is a trait that inoculates individuals against the impact of adversity and traumatic events</li> <li>– Emotional Intelligence</li> <li>– Self Beliefs (Core Self Evaluations)</li> <li>– Self Esteem</li> <li>-- Supportive Climate</li> </ul>	
Q3	<p>Identify and explain the component of attitude in the following:</p> <p><i>0.5 for correct identification style. 0.5 for explanation.</i></p> <p>Attitudes are evaluative statements or judgments concerning objects, people, or events. Attitudes are made up of three components. The <b>cognitive</b> component is made up of the belief or opinion in the way things are. The <b>affective</b> component is the more critical part of the attitude as it calls upon the emotions or feelings. The <b>behavioral</b> component describes the intention to behave in a certain way toward someone or something. These three components work together to aid in our understanding of the complexity of an attitude.</p> <p>a) I will follow all guidelines in the Lab class. <b>Behavioral</b></p> <p>b) I believe that punctuality is a stepping stone to success. <b>Cognitive</b></p> <p>c) I can't stand animal cruelty. <b>Affective</b></p> <p>d) I like to exercise daily. <b>Affective</b></p>	<p>4 (1+1+1+1)</p>
Q4.	<p>Analyze any two personality traits and their impact on performance</p> <p><i>1 marks for describing the trait and one marks for impact on performance (any two) Explanation should be linked to the performance.</i></p> <p>Other Personality Traits</p> <ul style="list-style-type: none"> <li>• Core Self-Evaluation <ul style="list-style-type: none"> <li>• The degree to which people like or dislike themselves</li> <li>• Positive self-evaluation leads to <b>higher job performance</b></li> </ul> </li> <li>• Machiavellianism <ul style="list-style-type: none"> <li>• A pragmatic, emotionally distant power-player who believes that ends justify the means</li> </ul> </li> </ul>	4

	<ul style="list-style-type: none"> <li>High Machs are manipulative, win more often, and persuade more than they are persuaded. Flourish when: <ul style="list-style-type: none"> <li>Have direct interaction</li> <li>Work with minimal rules and regulations</li> <li>Emotions distract others</li> </ul> </li> <li>Narcissism <ul style="list-style-type: none"> <li>An arrogant, entitled, self-important person who needs excessive admiration</li> <li>Less effective in their jobs</li> </ul> </li> <li>Self-Monitoring <ul style="list-style-type: none"> <li>The ability to adjust behavior to meet external, situational factors.</li> <li>High monitors conform more and are more likely to become leaders.</li> </ul> </li> <li>Risk Taking <ul style="list-style-type: none"> <li>The willingness to take chances.</li> <li>May be best to align propensities with job requirements. Risk takers make faster decisions with less information</li> </ul> </li> </ul> <p><b>Proactive Personality:</b></p> <ul style="list-style-type: none"> <li>Actively take the initiative to improve the current circumstances or create new ones.</li> <li>Identifies opportunities, shows initiative, takes action, and perseveres until meaningful change occurs.</li> <li>Creates positive change in the environment</li> <li>Have many desirable behaviors that organizations covet.</li> </ul> <p>Big Five</p> <ul style="list-style-type: none"> <li>Extroversion <ul style="list-style-type: none"> <li>Sociable, gregarious, and assertive</li> <li>Extroverts tend to be happier in their jobs and have good social skills.</li> </ul> </li> <li>Agreeableness <ul style="list-style-type: none"> <li>Good-natured, cooperative, and trusting</li> <li>Agreeable people are good in social settings</li> </ul> </li> <li>Conscientiousness <ul style="list-style-type: none"> <li>Responsible, dependable, persistent, and organized</li> <li>Highly conscientious people develop more job knowledge, exert greater effort, and have better performance</li> </ul> </li> <li>Emotional Stability <ul style="list-style-type: none"> <li>Calm, self-confident, secure under stress (positive), versus nervous, depressed, and insecure under stress (negative)</li> <li>Emotional stability is related to job satisfaction</li> </ul> </li> <li>Openness to Experience <ul style="list-style-type: none"> <li>Curious, imaginative, artistic, and sensitive</li> <li>Open people are more creative and can be good leaders.</li> </ul> </li> </ul>	
Q5.	Discuss the role of personal practices in goal setting with suitable examples.	4
	Four marks for any four personal practices given blow in the slide with explanation.(1 marks for each personal practice)	

