

TITLE- Personality development

What is personality?

Personality is defined as the characteristic sets of behaviors, cognitions, and emotional patterns that evolve from biological and environmental factors. While there is no generally agreed upon definition of personality, most theories focus on motivation and psychological interactions with one's environment.

Five layers (Koshas) of personality: -

- Physical (Annamaya)-
Body, height, weight, color.
- Praanamaya- Physiological
Life, health, pulse rate, blood pressure.
- Manomaya- Emotional
Likes, dislikes, temper, desire.
- Vigyaananmaya- Intellectual
Values, beliefs, biases, analytical abilities.
- Aanandamaya- Blissful
Freewill, luck, tendencies, karma phala.

Goal and Process

- Define your Goal in the present tense as it would be when you have achieved it.

Example: I have a PhD in Material Science and I have found the best material to make Solar Electric Cells.

- Visualize what you would be to achieve it

Example: I am familiar with all the scientific and technological developments in the field. I am one of the worldwide authorities in the field.

- Visualize what your daily routine would be

Example: Every day, I spend time reading all the books and articles on the topic. I spend time trying different materials in the lab.

See the unity: -

- See the divine unity in all diversity.
- God is the sum total of everything that exists.
- God is the in-dwelling spirit in all living beings.
- God is the essence of everything.
- All worship reaches the same God.
- God is the order in the universe of Nature.

Maintain self-discipline: -

- The quality of your life depends on the quality of your mind.
- A mind under control is a friend otherwise enemy.
- Repeated thinking of sense objects will create binding thoughts and lead to downfall.
- Practice moderation in food, rest, work, etc.

Serve people: -

- Engage in the welfare of all living beings.
- Be non-hating, friendly and compassionate towards all living beings.
- Do not intend harm to any living being. Avoid harm as much as possible.

- Help other human and living beings as much as possible with kindness.

The concept of Personality Development is defined as the form of characteristic thoughts, feelings and behavior that differentiate one individual from the other and it persists over time. Following traits are listed to be most crucial: -

1. Character traits
2. Behavioral traits
3. Attitude traits

Significance of Personality Development: -

It is essential to understand that, pleasing personality is admiring, but this thought is not readily accepted by most of the individuals. Objectives of life without these important skills will be futile to head towards success.

- Self-Confidence
- Leadership qualities
- Interpersonal skills
- Curiosity
- Communication skills

Self-Confidence

Self-confidence is an important trait required to face success in our lives. Although many of us still find it difficult to hold the trait within and this vicious cycle of lacking confidence may lead to keep us distant from our desires. Admiring confidence from others will also enhance our idea towards raising the self-confidence in us.

Interpersonal skills

Interpersonal skills are skills performed everyday which includes interaction with other people, both individually and in groups. People with strong interpersonal skills are successful in their professional and personal lives.

Interpersonal skills are more centered on communication, listening, questioning and understanding body language. We should be able to discover our own strengths and weaknesses.

Leadership qualities

Personality development encourages leading and motivating others towards achievement. A good leader will motivate their group in a positive way to reach success. This quality is a goal-oriented one which helps a person to achieve their ambitions. It will make them work hard lumps in achieving their goals. An efficient leader must have a fulfilled knowledge of motivation factors over others. We must have our own identity, needs and vision to do anything to achieve our ambitions. If you can motivate and rule yourself to achieve your own ambition, you will master in harmonizing the common goals of the organization.

Curiosity

A wrong word can lead to major destructions in an environment. We should say right things at right places to make others feel sophisticated and comfortable. This deal with understanding the different cultures and avoid such related blunders in a business environment. If failed in following certain culture-based systems, may break a deal or affect the future of the business.

Communication skills

Most important trait despite other skill is being able to communicate our thoughts and feelings to others. Communication is defined as sharing the information from one place to the other either vocally, written, visually or non-verbally. Information transmittance must be clear and understandable to make the listening group or individual more interactive. The ability to communicate information accurately and clearly is an important life-oriented skill and which should be developed and overlooked.

Big-five Personality traits: -

There are five dimensions termed as Five Factor Model (OCEAN):

Openness

This trait represents characters such as insight and imagination. People possessing this character tend to be with broad range of interests. If they are diminished in this trait, they may be more traditional and may scuffle with intellectual thoughts.

Conscientiousness

This is the trait of being careful and vigilant. High levels of thoughtfulness, good impulse control and goal-directed behaviors are dominant characters of this group of people. Individuals low on this trait will be engaged in antisocial activities and are less goal-oriented.

Extraversion

Excited, Social, talkative, assertive and highly emotional characters are extroverts. People in this category are outgoing and gain energy in social activities. Social

events are not their cup of coffee and require a period of solitude and silence in order to recharge back with the energy.

Agreeableness

Trust, Modesty, Altruism, Co-operation and Sympathy are the major traits of these personality traits. Agreeableness is not always suitable in the working environment. People who are low on agreeableness will be an excellent scientists, critics or soldiers. They also tend to be unfriendly, distant and non-co-operative.

Neuroticism

Sadness, moodiness, jealous, depressed, fear, anger, anxiety and emotional instability are the traits characterized by neurotics. People with this trait will experience mood swings, anxiety, irritability and sadness. People with this trait are shy and self-conscious.

Big-Five traits	Low Score	High Scores
Extroversion	Loner, Quiet, Passive and Reserved	Joiner, talkative, Active, Affectionate
Agreeableness	Suspicious, Critical, Ruthless, Irritable	Good-natured, Soft-hearted, Trusting, Lenient
Conscientiousness	Negligent, Lazy, Dis-organised	Conscientious, Hard-working, Well-organised
Neuroticism	Even-tempered, Calm, Unemotional Comfortable.	Worried, temperamental, Self-conscious, Emotional

Openness	Conventional, Down-to-earth, Uncreative.	Imaginative, Creative, Original
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