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April 2018

NATIONAL SEMINAR ON

SELF DEVELOPMENT

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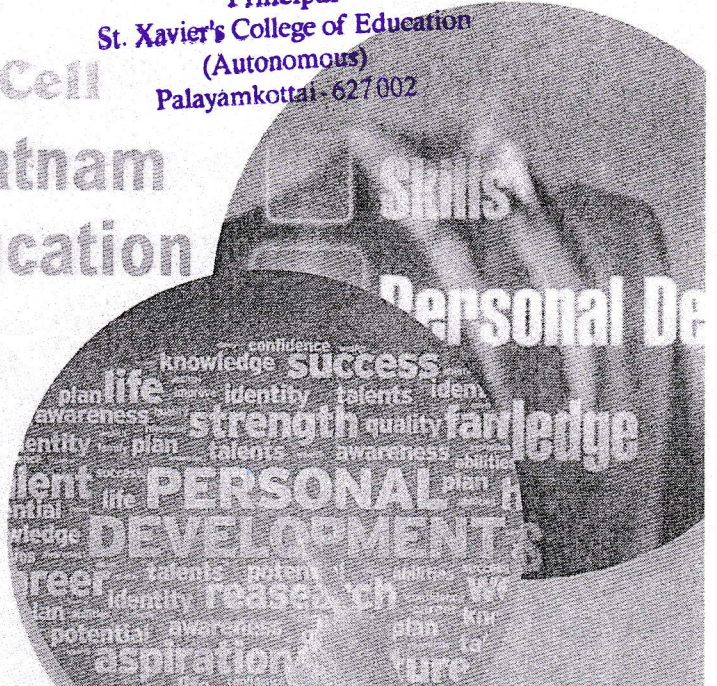
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JUDGING THE CALIBRE THROUGH SELF-DEVELOPMENT

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Introduction

Personality is concerned with the psychological pattern of the individual – the thoughts, emotions and feelings – that are unique to a person. In fact the totality of character, attributes and traits of a person are responsible for moulding his personality. These inherent personality traits and the different soft skills interact with each other and make a person what he or she is. It helps bring out a number of intrinsic qualities of a person, which are a must in any responsible position. The 'Economic Times' well stated the personality development as, 'Personality development is a continuous process and the evolution of an individual's personality is linked to his personal and professional growth. It is often multi-faceted, and individuals display different personalities at different places and in different phases of their life'.

Personality Analysis

Personality is determined by a number of factors. Of these, genetics and/or heredity as well as environment play an important role. Personality is shaped not only by heredity but also by environment.

Swami Vivekananda's concept

According to Vedantic concept, all round harmonious development of personality is possible if proper attention is given to the five dimensions that are involved in forming and developing the human personality.

These five dimensions, which are an integral part of the human personality, are as follows:

- 1. Physical self** – as the name implies, it is the proper nourishment and growth of the physical body. Body building and proper exercise boosts not only one's physical strength but also the moral strength.
- 2. Energy self** – well regulated systematic breathing brings solace to the mind and boosts energy. Feelings of intolerance, impatience, anger and anxiety can be effectively controlled by the energy self.
- 3. Intellectual self** – reading good books and literature that stands the test of time invigorates the mind. The intellectual self is stimulated by the reading of books on philosophy, moral science, and biographies.
- 4. Mental self** – a strong mental self is required for the grooming up of the personality. It wanders here and there and makes us deviate from our objective. For this, calmness of mind and concentration are necessary, and should be cultivated.
- 5. Blissful self** – to be a man of personality one has to reach this stage where only bliss prevails. This leads to the ultimate success, when he gets endowed with higher vision.

Soft Skills for Self development

Personality traits and soft skills have a role that is central to one's career. In conjunction with hard skills and domain expertise, it plays an important role while getting prepared and coming out successfully not only from the first job interview on campus, but also for subsequent career advancement. Personality is also the foundation of leadership qualities, along with several other soft skills that play a key role in career growth.

Classification of Soft Skills

Soft skills can be classified into two broad categories:

- Personal traits
- Interpersonal traits

Personal traits include the following:

- Time management
- Attitude
- Responsibility
- Ethics, integrity and values
- Self-confidence and courage
- Consistency and predictability

Attitude

It is a very critical personal attribute - a soft skill that exposes the real. Every interaction of a person with another reflects his attitude. Attitude is a mental and neural stage of readiness organized through experience exerting a dynamic influence upon the individual's response to all situations and objects with which he is related. It is a learned predisposition towards aspects of our environment.

Attitude can be classified as follows:

- Positive or negative
- Optimistic or pessimistic
- Flexible or stubborn
- Motivated or demotivated
- Deep or shallow
- Humble or arrogant
- Driven or passive
- Measure or reactive

While in most cases, the first attitude stated here is better than the second, the exact situation may call for exercising soft skills that fall in the latter category.

Features of attitudes

Multiplicity - attitudes are constituted by a number of elements. That is, there are many ingredients in the formation of attitudes. For example, family, society, environment etc.

Relation to needs - attitudes vary in relation to the needs they serve, e.g., attitudes of a person towards sports and games may serve only entertainment needs of favourableness or unfavourableness towards something or somebody.

Related to feelings and beliefs - it is related to one's feeling and beliefs towards something or somebody.

Attitudes affect behavior: - It can be either positively or negatively because attitudes determine our perceptions.

Attitudes undergo changes: - Attitudes in a person for a longer duration. But, the same attitude undergoes changes if persons are exposed to different situations they face.

Learning attitudes

Each kind of learning requires a different method or strategy, and what works for one kind of learning may not work for another. This knowledge should be gained by studying and by using logical and critical thinking abilities. Educators and Psychologists who have studied human learning say that emotion is the critical factor in the development of attitudes. Emotions such as fear, joy, anxiety or compassion seem to shape our feelings about the events in our lives. When emotion accompanies an event, the attitude formed is an attitude or feelings that may be very intense and difficult to change.

Improving attitudes

It may not be easy, but there is one person we can 'get tough with' without fear of reprisal. There is, in fact, one person we can change us. That person is we. Changing our own attitudes can be very satisfying. It can also be enlightening.

Developing positive attitudes and eliminating negative ones is the best kind of reformation. There are no steps for self-improvement that will work for everyone. However, the following ideas or suggestions can help us to have the inner strength because attitudes are shaped under the stress of emotions.

1. Identifying the attitudes - it may help us to write a brief description of the image of ourselves.
2. Resolve to develop those attitudes - it should be the goal to cultivate those qualities because they are needed as a model for self-renewal.
3. Using the image as a model behaviour - by practice and effort, we can make the desirable behaviour come naturally, and the improved attitudes will transform the personality.

Self Development - Purpose

One of the pillars which stands firm in supporting the Personality development is the self-development. The process of self-development focuses at harnessing all available sources and agencies and seeks proper advice from time to time in order to make best possible use of them for achieving tangible benefits and placing squarely in a competitive race. It brings out the certain significant attributes which play a significant role in initiating the process within ourselves and then maintaining its momentum throughout the life.

Influencing factors

There are two types of influencing factors for causing the process of self development. They are stated as under:

1. External factors

Parents - they have the significant role in influencing and guiding the destiny of their wards. They must first understand potential abilities and capabilities, aptitude and interest areas and also the I.Q. level of their wards and study these aspects deeply and carefully.

Environment – presence of positive attributes negates and overcomes the effect of adverse environment and encourage them to struggle, fight, drive and motivate them to achieve success progressively in their life.

Upbringing and education – proper upbringing and exposure to quality education especially at primary and secondary levels do make a positive change in persons during their growing and formative stage.

Relations, friends and family circle – type and quality of the friends do make a difference to the children during their growing period and continue their influence even when they go through the schools and colleges.

2. Internal factors

The internal factors which influence the self-development is related to certain inherent personal attributes which are considered essential for inducing the process of self-development within ourselves.

Self-development process – a road map

- Be gentle, polite, humble and respectful while dealing and talking with others and especially elderly person.
- Follow some hobbies. Look up to the nature and sky and perceive the laws of nature, controlling the world and its activities.
- Plan the routing and prioritize certain events time wise for action.
- Look after the health and maintain it with proper and regular diet and exercise.
- Learn to appreciate the work of others and avoid direct criticism.
- Carry always the sense of responsibility and accountability.
- Develop the habit of reading books, newspapers and magazines. Keep extracts of important information.
- Learn the art of verbal expression with clarity, fluency, poise and proper pause.
- Observe discipline and code of conduct while behaving and dealing with others.
- Go on a trip away from the place regularly with family members or friends in order to get a change and relaxation.
- Seek other's confidence and respect by showing keenness, involvement and devotion.
- Try to know the well-wishers, patrons or sympathizers and ascertain their opinions.
- Remain always willing to work hard and offer help or assistance voluntarily in home or outside without anybody asking for it.
- Participate in social events with team spirit and hard work for achieving goal.
- Express apology when wrong and also express thanks for any favour or help received.

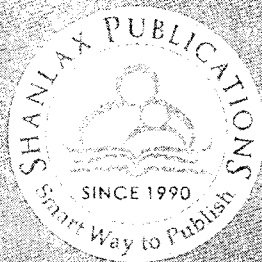
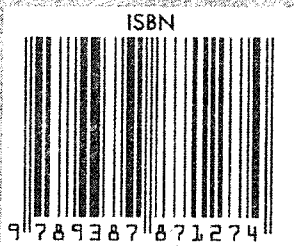
Conclusion

Positive attitude is one of the key ingredients which are essential to develop or enhance the total personality and outlook of an individual. It is like a building. Just as a building can exist only when it has a strong foundation, a personality can impress others only when it has a formidable basis. And the strong foundation is supplied by character and behaviour. If personality is developed on the solid base of values and ethics, it will last forever.

***'If you want to be happy for a year, win the lottery.
If you want to be happy for a lifetime, love what you do'.***

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