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PRODUCING EMPLOYABLE TEACHERS: PROSPECTS, CHALLENGES AND STRATEGIES



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Personality Development of Professionals

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Introduction

Personality is the sum total of ways in which an individual reacts and interacts with others. Personality is generally defined as the deeply ingrained and relatively enduring patterns of thought, feeling and behavior. Personalities is the sum total of individual's Psychological traits, characteristics, motives, habits, attitudes, beliefs and outlooks. The key to improving your personality is making certain changes in your external as well internal mechanism including certain behaviour patterns to reinforce good personality traits and remove or reduce negative personality traits. Personality Development fundamentally means grooming and enhancing ones inner and outer personal to bring in the positive change for your life. Each and every individual features a distinct persona that could be polished, refined and developed.

Suggestions to Make the Process of Personality Development More Effective

i. First things First: Don't work in a haphazard manner or randomly chose just anything to work on. Assess yourself and identify top three traits that you need to work on. For example, it could be your Dress, Communications Skill and Confidence Level. Thus put Leadership Training on hold.

ii. Take Baby Steps: Begin the change or improvement process with one thing at a time. So gain control of one trait, work on it and then go to next. Do not expect to have a

dramatic makeover of your personality in one day, week, month or even year.

iii. Have Patience: Rome was not built in a day. Nor can you can change your behaviour patterns and subconscious level programming instantly. Hence exercise patience and celebrate small achievements in the beginning.

iv. Remain Vigilant: Review your progress to find positive changes. Reinforce it by encouraging yourself and celebrating it. Do expect some backsliding. When slip-ups happen, don't brood on them. Just keep moving in the direction you want to go.

v. Be Persistent: Keep at it. If one method does not give great results, switch to second and if that too disappoints then to third and to another. Change the techniques, alter the path but don't change your goals and your commitment to develop a better personality.

vi. Build on Success: As your new habits, traits and behaviour become ingrained identify another new habit or area to work on and keep at the continuous task of personality improvement

Importance of Personality Development

Personality Development is the growth and development of the thinking, perception, attitude, nature, mood, behaviour and activities that differentiate among people. It is a tool to bring out one's abilities and powers for making himself aware of his inner self and become more confident to face the outside world. Personality means uniqueness, individuality and appearance

of a person and his/her reflection of thinking, emotions, behavior, communication skills and corporeal characteristics.

Personality is not inherited rather it is developed. The process starts right from the student's childhood. This personality is shaped afterwards on the basis of impact of various positive and negative factors in life. The importance of this understanding is that, one should always keep on improving his/her personality. Personality development for students is the need of the hour as it is required for all round development of children for their survival in this competitive world and to withstand in the race. After the college education, success doesn't solely depend on the degree or certificate achieved but on the combination of studies and quality of personality both. Regular behavioral problems noticed in kids and adolescents can be prevented or cured if a base is made at an early age towards holistic personality development.

Personality Development classes and lectures try for the enhancement and grooming of one's outer and inner self to bring about a positive change to his/her life. Each person has a different character and personality that can be developed, polished and refined. This process includes boosting and enhancing one's confidence, improving communication and language speaking abilities, expanding the boundaries of thinking and knowledge, developing new hobbies or skills, adding style and elegance to the personality, looks, talks and walks, adopting fine etiquettes and manners and overall knitting of oneself with positivity, vigor, liveliness and peace.

Important aspects of Personality Development

- i. *Know yourself*: Obviously before you get on developing something you need to know all about it first. The same goes with your personality. One needs to start with taking a good look at themselves, analyzing their traits, the strengths and weaknesses and everything that needs to be worked upon. Don't shy away from accepting your flaws and learn about yourself as much as you can.
- ii. *Bring positivity in your outlook*: Your thoughts and your actions both need to be positive in order to have an attractive personality. The way we think has a lot of effect on the way how we act. And if one prospers positive thoughts inside his mind then that also gives him a confidence boost and enhances their personality. Situations and circumstances in life can always be full highs and lows. But in order to adopt a positive outlook towards life, you need to find the brighter side of the things and focus on the good parts.
- iii. *Have an opinion*: Having an opinion and being able to confidently put it forward doesn't just help making your conversations interesting but it also makes you look more influential and well informed around other people. Never shy away from projecting your opinions even if they happen to conflict with those of other people. Be well informed about all the relevant stuff in your surrounding and feel free to have opinions. It will make yourself feel important too.

iv. Meet new people: Meeting new and different kinds of people is a healthy step towards expanding your horizons and exposing yourself to a larger number of things. You get an opportunity to know more about other cultures and lifestyles and it significantly has a positive effect on your own personality.

v. Read more often and develop new interests: A man of very few interests has very little to talk about. But if you are well informed about things and cultivate a number of interests, more people tend to like you. You can strike up interesting conversations instead of appearing to be dull and monotonous. When you meet new people you do not have to think about what to say as you can share your knowledge or your interests and get them indulged in conversation.

vi. Be a good listener: Being a good listener may not seem like but it is an important step towards achieving a more likable personality. When somebody talks to you, listen with interest and give them all the attention and importance. Maintain a direct eye contact and do not get distracted by the surroundings. It will help you in knowing a better deal about people and attending them in a better way.

vii. Be a little fun: Being able to find a humorous side in otherwise terrible situations and bringing a little quirkiness of your own is appreciated by one and all. Everybody loves a person who can make them laugh and bring a funny perspective to the regular things of life. One does not need to be all serious and sober all the time but adorning your funny hat (not literally) every once in a while will turn you in to a more charming personality.

viii. Be courteous: Being courteous is never out of fashion and is well appreciated and respected by everyone. Be humble and greet everyone with a smile. Never shy away from helping or supporting your peers and being available to them whenever they need you. Doing random acts of kindness will not just make somebody else's day but it will also make you come along as a pleasing person. Also it will give your personality a confidence boost. Be humble and down to earth to your juniors and seniors alike.

ix. Work on your Body Language: Body language is just as important for your personality as your verbal communication skills. It tells a lot about yourself and helps people in making accurate conjectures about you. Everything including the way you walk, sit, talk or eat leaves an impact over the people around you and having a correct body language can do wonders for your personality. Walk in an upright position with shoulders straight. Do not droop. Sit in a relaxed posture and make always eye contact while speaking.

x. Check your attire: I am not abruptly beginning to emphasize about your exterior self instead of your skills and abilities but one's attire has an important role to play while making a desirable impression. And not just that, but it also gives yourself a confidence boost knowing that you look good and are dressed appropriately. Dress up in a decent manner and keeping your surroundings in mind. While flashy colors and too much body tattoos or piercings convey an unprofessional attitude, neatly ironed clothes make you look presentable.

xi. Be yourself: Though one can always look up to other people to take an inspiration from, but you should still remain your own unique self. Each one of us is different, we have our own sets of skills and flaws and trying to be somebody else gets you nowhere and just simply backfires. Trying too hard to fit in a new group or wanting to belong should never take your authenticity and singularity away. Never try moulding into another person but instead work on being the best version of yourself.

xii. Be confident: Being confident about who you are and what you are doing is the most important tip for personality development. Never doubt your capabilities and if there is something you need to work upon then put in all the effort so you can come over your fears and gain confidence. Read success stories or surround yourself with motivational thoughts or "encouragements" which can boost up your self esteem and help you in attaining a charming personality. Just everything you do, have faith in yourself and put in your hard work. There can be nothing more appealing in your personality than an incredible confidence.

Conclusion

The influence of human personality upon the practical efficiency has been broadly recognized. In recent years a variety of efforts have been done by professionals in diverse fields to design and draft courses that will help develop certain positive trends in personality. The objective of such courses is to eliminate or curtail those obstructions or hindrances that stand in the way of the expression of individual personality, through a process of training. The main fields which are focused for the whole-sole development of one's personality are Leadership, Interpersonal

Relations, Communication in organizations, Stress Management, Group Dynamics and Team Building, Conflict Management, Performance Appraisal, Time Management, Motivation etc. The vital role of personality in one's success and growth can't be ignored so complete focus should be given in the development of a child's personality in each phase of his academic life by his family, school and teachers.

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