

**BBA
SEMESTER - 3
BBAAEC305
PERSONALITY DEVELOPMENT**



Message for the Students

Dr. Babasaheb Ambedkar Open (University is the only state Open University, established by the Government of Gujarat by the Act No. 14 of 1994 passed by the Gujarat State Legislature; in the memory of the creator of Indian Constitution and Bharat Ratna Dr. Babasaheb Ambedkar. We Stand at the seventh position in terms of establishment of the Open Universities in the country. The University provides as many as 54 courses including various Certificate, Diploma, UG, PG as well as Doctoral to strengthen Higher Education across the state.



On the occasion of the birth anniversary of Babasaheb Ambedkar, the Gujarat government secured a quiet place with the latest convenience for University, and created a building with all the modern amenities named 'Jyotirmay' Parisar. The Board of Management of the University has greatly contributed to the making of the University and will continue to this by all the means.

Education is the perceived capital investment. Education can contribute more to improving the quality of the people. Here I remember the educational philosophy laid down by Shri Swami Vivekananda:

“We want the education by which the character is formed, strength of mind is Increased, the intellect is expand and by which one can stand on one’s own feet”.

In order to provide students with qualitative, skill and life oriented education at their threshold. Dr. Babaasaheb Ambedkar Open University is dedicated to this very manifestation of education. The university is incessantly working to provide higher education to the wider mass across the state of Gujarat and prepare them to face day to day challenges and lead their lives with all the capacity for the upliftment of the society in general and the nation in particular.

The university following the core motto ‘ॐ ध्यायः परमम ० तपः’ does believe in offering enriched curriculum to the student. The university has come up with lucid material for the better understanding of the students in their concerned subject. With this, the university has widened scope for those students who

are not able to continue with their education in regular/conventional mode. In every subject a dedicated term for Self Learning Material comprising of Programme advisory committee members, content writers and content and language reviewers has been formed to cater the needs of the students.

Matching with the pace of the digital world, the university has its own digital platform Omkar-e to provide education through ICT. Very soon, the University going to offer new online Certificate and Diploma programme on various subjects like Yoga, Naturopathy, and Indian Classical Dance etc. would be available as elective also.

With all these efforts, Dr. Babasaheb Ambedkar Open University is in the process of being core centre of Knowledge and Education and we invite you to join hands to this pious *Yajna* and bring the dreams of Dr. Babasaheb Ambedkar of Harmonious Society come true.



Prof. Ami Upadhyay
Vice Chancellor,
Dr. Babasaheb Ambedkar Open University,
Ahmedabad.

BBA

SEMESTER - 3

BBAAEC305

PERSONALITY DEVELOPMENT

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BBA SEMESTER-3
Personality Development
BLOCK: 1

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UNIT-1

INTRODUCTION TO PERSONALITY DEVELOPMENT

- 1.1 Introduction**
- 1.2 Deviation in Personality**
- 1.3 Meaning of Personality**
- 1.4 Five Factor Model of Personality**
- 1.5 Personality as a Developmental Process**
- 1.6 Factors that Affect Personality Development**
- 1.7 Importance of Personality Development**
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- 1.9 Essential Skills for Personality Development**
- 1.10 Character influences personality Development**
- 1.11 Conclusion**

❖ Exercise

1.1 Introduction

People are very much alike because they can all believe the same misleading information. The mental basis creating every person's understanding is similar in everything, otherwise acceptance would be impossible. In this way, Personality and its strange mental makeup are not completely unique. Only for the unique quality of the Personality, as it is for every person. It is not just the right of the genius to attain Personality; an individual may be a genius without expressing Personality. Theoretically, every individual has a basic law of existence, helping any person to submit to this law and attain Personality, so achieving wholeness. However, as life exists just through living elements, namely individuals, the law of life naturally encourages them towards an existence on their own. The

objective mindset can only be understood as a universal and uniform point of reference, suggesting that every person has the same basic spiritual situation and Thinking. However, this objective mindset must differentiate itself to achieve realisation, as it can only express itself through the individual human being.

To move forward and be successful, you need to work on your Personality. This has always been true and still is. Has anyone in history ever lived without features like self-confidence, influence, determination, patience, self-esteem, and self-belief?

It is true that the subject has been studied systematically for the past few years, and as a result, a lot of literature has been written about it. Workshops and seminars are helping people learn new things. Developing your Personality suggests developing as a person. This kind of growth lets you clear the path for success and keep going even when things go wrong, without getting upset or giving up. In one's own development, one's own good score is also very important. This is because having a clear idea of what one wants, knowing where one is on the path to getting it, and understanding how much more one needs to do to get there is a step forward in the journey of development.

Managing you and growing as a person are two edges of a single currency. If you work on yourself, your relationships, transactions, and exchanges with other people will get better, and you will make progress and feel better. This part of personality development includes helping others, asking for help, and getting information from people who know what they're talking about. One can only develop when they consciously bring out their hidden potential and take it to a new level. Each individual have a unique impetus for their comprehensive development. Changing this spark's form is personality development, or refining the Personality you already have to make it better. But this shift isn't just any old change; it's a process of full progress and constant learning. So, development is going up a level from where you are today. You don't have to take this step of going forward just once; it should be a natural part of a process that goes on and on. So, personality development is always a part of a person's existence that helps them deal with problems and obstacles that come up in their everyday life.

1.2 Deviation in Personality

In psychology, Personality refers to the continuous pattern of an individual's thoughts, feelings, and behaviours.

Over an extended length of time, that has a significant impact on how that person views the world and themselves. A normal personality falls within the norm, which is a socially acceptable standard. Since adolescents represent the most significant stage of human life from a developmental standpoint, developmental psychologists are concerned about their personalities. Numerous related concepts arise while talking about personality development. Personality Deviation is one of these ideas. Adolescents frequently exhibit some behaviours that are undesirable or not recognised by society or their family. You can learn more about the reasons behind these behaviours by understanding the idea of personality deviation.

Deviant personalities and behaviours are often defined as those that deviate from society's norms and ideals. Negative reactions are elicited by aberrant behaviour. Deviant behaviour can be known or informal, elective or forced. Deviation is the act of departing from a standard procedure or set of guidelines. Generally speaking, deviation is referred to as transgression, sin, or offence. It denotes an unintentional transgression of formal standards. Punitive measures, including fines or incarceration, are responses to violations of formal norms and values by outside parties. Informal deviation usually elicits internal responses from the person. Criminal conduct is any behaviour that goes against the standards of society that are in place.

A person's Personality deviating from the norm is referred to as personality variance. It is the divergence of Personality from the accepted norm. Personality deviation is the tendency for a person to act in a way that is hurtful or sinful. When he acts beyond of recognised bounds, it is considered a breach of duty or commandment.

Numerous hypotheses exist on the factors that lead someone to conduct unusual actions, with cultural, psychological, and biological justifications all being offered.

1.3 Meaning of Personality

Definition

"Personality is the enduring cycle of individual thoughts, emotions, and behaviours that differentiates an individual from others."

"The people's individual responses to environmental circumstances are a consequence of both biological components and learned behaviours."

Developing and improving one's Personality is what developing your own Personality is all about. If you want to boost your Personality, you have to face your fears and problems, and once you achieve your that type of confidence, you will face anything in life. Nowadays, we have come to know that personality programs or activities in school are beneficial. From the beginning, this builds up confidence and develops inner qualities.

We often hear that if you want to gain more confidence, start talking to yourself in front of a Mirror. There's nothing wrong with speaking to yourself in front of a mirror if you want to get to know yourself better. In reality, it can help you improve your soft skills, Personality, and public speaking. This is a way to talk to yourself and change your mind to one that is kinder and helpful. It is unnecessary to achieve all objectives equally. You can do this once every day, anytime you have a few minutes. The more you do it, the easier it will be to change the way you think so that you are kinder and understanding of yourself. This could make you feel better about yourself and highlight your best qualities. You have to create a habit that will help you learn 100 new words, read new articles or books that provide valuable knowledge, whether it's useful for studying or for life lessons. In this Fast life, everyone wants success easily, but without struggle or learning skills, it's just a matter of gaining things. You have to apply and understand that actual inner understanding of the topic or development.

Your Personality looks like the wheels on the vehicle you drive. The vehicle will still run if one of the wheels is out of alignment, but it won't run as well. Your Personality is the same way. Your total Personality can be affected if you're mental or physical health is not in harmony. That's why it's important to keep both your mind and body healthy if you want to grow as a person. You can help keep all parts of your Personality in harmony by doing things like eating well, working out, getting adequate sleep, and dealing with stress. Personality development makes individuals feel good about themselves and gives them confidence.

1.4 Five Factor Model of Personality Development:

The Big Five personality characteristics, or the five-factor model (FFM), is a structure based on common language characteristics of Personality, known as the dictionary assumption. These terms are collected by a form of statistics called factor evaluation. For example, this structure has no basis in real studies.

These five elements are said to create the basic structure behind all personality characteristics. They were defined and characterised by several researchers across multiple research periods.

Employees can be evaluated on the "Big Five" personality characteristics in cooperative environments to identify which strong characteristics they can enhance in group interactions. Businesses have to understand both their personnel and their procedures for operation. Understanding the personality factors which impact employee behaviour is a valuable and informative resource for management.

- **Openness to experience**

Openness to experience relates to an individual's maturity, intellectual interest, creative thinking, respect for creativity, deep emotions, curiosity, openness to new concepts, interest, and various experiences. It is characterised by a person's level of creativity or independence, which often reflects a personal preference for various interests rather than a strict timetable. High openness can be considered uncertainty or an issue in focus. Also, people showing high levels of openness are believed to seek self-actualisation through the search for strong, happy experiences,

involving activities such as skydiving, residing overseas, and gaming. On the other hand, people with poor openness pursue satisfaction through effort and are defined as practical and driven by data, sometimes considered inflexible and narrow-minded. Uncertainty remains over the meaning and context of the openness aspect.

- **Consistency**

Consistency is a desire to demonstrate self-discipline, perform their responsibilities, and aim for success. Consistency relates to preparing, structure, and reliability. High Consistency is frequently seen as inflexibility and focus. Low Consistency relates to flexibility and freedom, yet may also show as careless and unreliable.

- **Extraversion**

Extraversion defines energy, positive emotions, confidence, social ability, and a desire to pursue excitement in the presence of others. Highly extroverted personalities can be seen as demanding of attention and may feel like bosses. Low extraversion leads to a quiet, reflective personality, which may be viewed as cold or selfish.

- **Acceptability**

Acceptability shows an aptitude for kindness and cooperation, as compared to doubt and aggression towards others. It acts as a reflection of another person's trust and ability to assist, as well as their overall Personality. Strong pleasantness can often be seen as innocent or weak. People with a low level of agreement are likely to have competitive or aggressive behaviours that are often viewed as disagreeable or dishonest.

- **Neuroticism**

Neuroticism means the ability to easily feel negative emotions, like anger, depression, stress, and sensitivity. Neuroticism indicates a level of emotional stability and reaction management, frequently recognised by the lowest level as "emotional stability." A marked desire to maintain stability comes in a peaceful and pleasant attitude that may still be perceived as uncommon and indifferent. A lower requirement for stability develops in a sensitive and energetic personality, usually identifying

extremely active individuals, even though they may be seen as insecure or nervous.

1.5 Personality as a Developmental Process

Personality indicates a process of modification, especially related to the emotional development and development of someone's Personality. Bonner gives six ideas to clarify the basic components of Personality within a framework of evolution and development:

- (1) Human behaviour involves actions
- (2) Personality, understood as an integrated object, develops within a specific environment
- (3) It is characterised by self-consistency
- (4) Personality represents goal-directed behaviour
- (5) It constitutes a time-integrating framework
- (6) It embodies a process of becoming.

People tend to act in different ways, as when they play games or work together in groups. He acts in a way that helps him reach his goals, and he is completely focused on reaching the goals of the company organisation. Separate activities like learning, perception, and so on are only a part of his behaviour around the world. So a study of Personality must include all aspects of the act rather than just one emotional or physiological aspect. This results in the argument that Personality corresponds to this conceptualisation of the global act. This statement is quite broad and shows a single idea of how people act. It is argued that the individual cannot be understood in isolation from their environmental situations.

In the setting of the environment, we observe two or more interacting individuals who tend to establish a relatively stable relational structure that may be expected, if one is sufficiently tuned to it. The interactive character of people in general, as well as groups and organisations, has been a primary focus for theories since the studies. However, in the past few years, behavioural analysis has been

extensively used to enhance managers' knowledge of the engaging environment, allowing them to work within and affect it correctly.

A normal personality is one that is always changing and finding balance. This suggests that a person's Personality can always be Different from others. But this also indicates that it can keep its uniqueness. It is quite flexible, although it tends to stay the same in its nature.

It is emphasised that selecting among goals often defines one Personality from another. The person usually tries to reach their aims through their Personality. Even if he stays consistent and stable while working toward his goals, the ability to choose and work toward goals provides Personality a dynamic quality, even though it is still a united one. Management literature has emphasised the unity and originality of Personality, along with the individual's continuous efforts to achieve need satisfaction.

1.6. Factors that Affect Personality Development

- **Heredity**

The term "hereditary" describes characteristics that are predetermined at birth. The genetic foundation of a person's parents determines their appearance, level of attractiveness, body type, skin tone, and weight.

- **The Environment**

The environment that a person is exposed to throughout their formative years significantly influences their Personality. The diverse cultures in which we are raised and our familial histories significantly influence the formation of our personalities.

- **Situation**

A person's Personality also varies based on the people and things around them. A person will act differently depending on the situation or crisis they are in at the time.

- **Culture**

In a civilisation, culture chooses what is normal, what is not, what is important, and what is not. It changes the way people dress, talk, and act. Independence is particularly significant in Western societies, whereas in Eastern cultures, familial

ties and reliance are more vital. So, where someone comes from has a major impact on how they act and think in social circumstances.

- **Your family and how you raise your kids**

The first place a youngster learns how to talk to other people is in their family. Systematic, permissive, and neglectful are the four primary styles of parenting. Each kind has a lasting effect on how a person's Personality grows. Strong rules and expectations while also being kind, helpful, and caring with kids, who know how to mix discipline and freedom, frequently develop kids who are confident, responsible, and good at making friends. On the other hand, parents who are too rigid or don't care about their kids may make them feel horrible about themselves or do things they shouldn't.

- **School**

Schooling does more than just teach you stuff. It also helps you become more disciplined, confident, skilled at talking to people, and a leader. Schools and universities give students chances to work together, compete, and be creative, all of which help them grow as people. Teachers play an incredibly significant role in helping people form their beliefs and values.

- **The impact of friends**

When you're a teenager, your friends and peer groups have a major effect on what you like, how you act, and how you think. Having good friends can help you study, play sports, and behave in a way that is acceptable in public. But bad peer pressure can drive people do things that are bad for them or dangerous.

- **Things that have happened to you**

Success, failure, problems, and achievements all shape a person's Personality. Bad experiences can make you feel weak or restrict your feelings, while good ones can make you feel powerful and confident. But going through harsh situations can make you stronger and more adaptable.

- **Biological and Physical Appearance**

Being healthy, fit, and good-looking can make you feel better about yourself and give you more confidence. People who suffer from physical deformities or long-term illnesses may find it hard to make friends and see the world in a good light. People can get over these kinds of constraints, though, if they really want to and have help.

- **Social and Economic Elements**

Their social standing, financial level, standard of living, and employment all determine how they live and what they can do. People from rich households may have more chances and feel surer of themselves, but it doesn't ensure they will be successful. People who originate from less fortunate origins can also become quite strong, resolute, and hard-working.

- **The Media and Technology**

People act and believe in different things because of TV, movies, social media, and the internet.

They can help people be more creative, aware of the world, and think in new ways, but if used incorrectly, they can also make people have negative habits and create impossible goals.

- **Thoughts**

There is no one thing that affects a person's Personality; instead, it is shaped by a combination of genetics, environment, circumstances, culture, family, education, friends, and life experiences. At different times in a person's life, each factor is vital, and collectively they create the person they are.

1.7 Importance of Personality Development

Someone's Personality is made up of their looks, characteristics, attitude, way of thinking, and the way they act with other people.

Personal qualities are more important in a work environment. A lot of the time, the "wrong" kind of Personality is harmful for organisations and produces stress and tension. When we look at these tensions and fears from the point of view of

employee-employer relations, interpersonal relationships, and superior-subordinate relations, the cost is massive. Personality issues can sometimes generate strikes, "Gherao," and other problems, and they can also lead to high turnover and unhappy employees.

It is crucial to think about the personality distinctions of the people in focus for the following reasons:

- Some people make their friends and family feel angry and unfriendly because of their personalities, while others make them feel sorry for them and want to help. Some people, based on how their subordinates and colleagues see them, encourage free and open communication, while others do the opposite.
- Individual characteristics often indicate many emotional reactions to stress. While some people are able to cope with highly stressful events, others are unable to deal with the related worry and stress.
- Different people have different ways of dealing with stress because of their personalities. Some people react to situations that cause stress by managing their tension.
- Developing your Personality helps you grow and make an image for yourself. People need to have their own style for others to want to follow them. Don't just duplicate what other people do. You should show them how to act. Not only does personality development make you look attractive and presentable, it also helps you deal with the world with a sweet smile on your face.
- Developing your Personality might help you deal with stress and disagreements. It makes people think about the good things in life. Even at the worst moments, smile.
- Boosting your Personality might help you have a positive outlook on life. Someone who has a bad attitude observes an issue in every situation. Rather than complaining and making fun of individuals, look at the full situation and try to come up with a good way to fix it.

1.8 Importance of Personality Development

- **Smile**

When you want to talk to people, nothing works better than a big smile. Don't forget to show off your smile, which might be worth a billion bucks. You can trust me; it works! People say that "a smile is a curve that sets everything straight." No matter how hard someone is, their smile will make them give up. Smile when you converse with other individuals. Smiles not only make you seem better, but it also help you win people over.

- **Be positive**

It's essential to be positive. Keep in mind that there is always a light at the end of a dark tunnel. Don't always think negatively, since it makes you feel horrible and makes you dull and angry. It makes people feel bored and angry, which is not beneficial for them. Don't get upset over small things. Always keep an open mind and think about the greater picture in life.

- **Dress wisely**

Dressing in a smart and sensible way could help you grow as a person. You should dress appropriately for the event. What would a woman look like if she wore a sari to a dancing club? It is clearly foolish! No matter how much it costs, you can't wear your sari to a bar or club where everyone is dressed in smart casuals. The price of smart clothes doesn't matter. People like and respect people who dress properly. If you don't dress adequately for the situation, people won't take you seriously. Also, make sure the clothes fit well. People should wear clothes that fit their height, shape, and other factors. Someone who is big wouldn't look well in clothes that are excessively tight.

- **Don't always point out what's wrong with other people**

Be soft-spoken. Fighting and arguing don't solve anything. Be nice to other people. Be very careful about what you say. Don't be impolite or quick to anger.

- **Leave your ego behind.**

Everyone needs to keep their ego hidden. If you want people to like you, you need to leave your ego at home, whether it's at work or in the office. Everyone loves someone who is good on the inside.

- **Don't backbite**

Backstabbing and criticising others are bad things that hurt a person's Personality. Learn to value other people. Don't forget to offer someone a pat on the back if they

achieve something amazing. I promise that the other person will still speak great things about you when you're not there.

- **Don't always think about hurting others.**

Help them instead. Tell everyone what you know. Keep in mind that no one can take your knowledge. Be helpful all the time. Confidence is the most important trait of a positive individual. Be confident and have a good energy about you wherever you go.

- **A good listener**

Be a good listener. Don't ever interrupt someone when they're talking. Try to learn from the wonderful things that other people do.

1.9 Essential Skills for Personality Development

When thinking about self-regulation, it's very crucial to look at how physically, mentally, emotionally, and spiritually strong a person is. All four of these areas can tell you how well a person is able to control themselves. That is, the human.

Life has four parts. Living on the physical, mental, emotional, and spiritual planes. To keep our lives balanced and feel entire and satisfied, we need to make all four dimensions healthy, grow them, and bring them together.

- **Physical Ability**

Being physically fit implies having the strength and health to live and prosper in this world. When you work on your physical being, you learn how to take care of your body and appreciate it. This involves learning how to live well and happily in this world. A person who is in good health can enjoy life. Being physically healthy and strong is the first step.

- **Mental Ability:**

Mental capacity involves our intelligence and our capability for mental activity. Our thoughts, feelings, ideas, and values make up who we are on an intellectual level. Our intelligence is the best gift we've ever received, but it can also be a curse. To develop our mental powers, we need to be able to think clearly. Being open-minded yet still being able to tell the difference between things. Our brains help us learn and grow wiser by letting us learn

from the things that happen to us in life. The more a person learns from their surroundings, the more they can manage their environment and enjoy life.

- **Emotional Ability:**

Emotional competence refers to the profound engagement with life and the emotional bonds with others and the environment. Our sense of self is what connects us to other individuals. Growing feelings like love, compassion, kindness, empathy, loyalty, and others is what emotional growth is all about. As these feelings grow, a person can connect with another person on an emotional level and build relationships with them, bringing happiness into their life.

- **Spiritual Ability:**

Our spiritual ability is what makes us who we are. Our soul is a part of us that is not bound by time or location. Being aware of our spiritual life connects us to everything in the universe. It gives our lives more meaning and purpose and helps us see things from a wider point of view. Spiritual competency helps us grow as people.

1.10 Character influences the personality Development

first, let's figure out what "character" means. Character is the set of traits and attributes that make a person unique.

A person's character is made up of all the things that make them who they are and help them stand out from the crowd.

Everyone they meet likes and accepts people with good character. Some of the things that make up a person's character are:

- Honesty
- Leadership
- Trust
- Courage
- Patience

Having good character will help you become a winner. A nice character is what makes a compelling personality that draws other people in. You should feel loyal and dedicated to your business. You have to want to do it. Don't only work for

the money. Don't go to work only to get your work done. Not everyone can be an excellent leader. To be a good leader, you need to know how to lead. You need to stay calm if you want to succeed as a good leader. Remember that your team members can ask any question, even if it doesn't make sense. You can't shout at them, or they'll never talk to you.

An individual with good character would also be nice. If you're really good-looking but don't know how to act, people may not pay attention to you. The most important things about you are your morals and character. Never cheat someone. Remember that morality and values give life purpose.

1.11 Conclusion

We are always changing who we are and how we deal with the environment around us. It can change based on things like experiences, education, culture, and the environment. It's easier to form strong connections and do well in both your personal and professional life if you have a well-rounded personality. It also makes you more confident and helps you talk to people better.

This chapter has discussed a lot about what personality development is, why it's important, and what it involves. Instead of changing who we are, it has concentrated on building on our strengths and helping us attain our greatest potential. People may help growth that is in keeping with their ideas and goals by being more self-aware, emotionally knowledgeable, and flexible to social situations.

❖ Exercise

Descriptive Questions:

- 1) What does it mean to develop your Personality?
- 2) Explain the Personality as a Developmental Process.
- 3) Why is personality development more important?
- 4) How can we improve our Personality?
- 5) Explain the Skills that are essential for the development of Personality.

Short Notes:

- 1) Deviation in Personality
- 2) Factors that Affect Personality Development
- 3) Five Factor Model of Personality

UNIT-2

SELF-AWARENESS AND SELF-DEVELOPMENT

2.1 Introduction

2.2 Form of 'Self'

2.3 Indian view of 'Self'

2.4 Different views on 'Self'

2.5 Four Dimensions of Self

2.6 Self-Awareness and self-Development

2.7 Self-Development and Personal Development

2.8 Self-Awareness and Personal Development

❖ Exercise

2.1 Introduction

Self-awareness refers to the understanding of your own thoughts, feelings, and behaviours. It is the foundation of many personal and social skills, such as empathy, self-regulation, and communication. Self-awareness involves recognizing and understanding thoughts, feelings, and emotions. Developing self-awareness contributes to personal growth and better decision-making. Heightened self-awareness can lead to improved relationships and efforts in personal development. Self-awareness is the foundation of personal development. It gives the insight which needed to grow and improve. By cultivating self-awareness, it is easy to identify areas for improvement, aligning actions with values; we can live a more fulfilling life.

2.2 Form of 'Self'

Self-concept is the image we have of ourselves. It is influenced by many forces, including our interaction with the important people in our lives. It is how we perceive our behaviors, abilities, and unique characteristics. For example, beliefs

such as "I am a good friend" or "I am a kind person" are part of an overall self-concept.

Self-concept is not static, meaning that it can change. Our environment plays a role in this process. Places we are exposed to, especially those that hold a lot of meaning to us, actively contribute to our future self-concept through how we relate these environments to ourselves and how society relates to them. Self-concept can also change based on the people with whom we interact. This is particularly true for individuals in our lives who are in leadership roles. They can impact the collective self (the self in social groups) and the relational self (the self in relationships). In some cases, a medical diagnosis can change self-concept by helping people understand why they feel the way they do.

❖ 3 core parts of Self

Self-concept is made up of three core parts that shape how we see ourselves and navigate the world.

1) Self-image

Self-image means how we physically see ourselves. Do we view our body and appearance in a positive or negative light? Our self-image is influenced by many factors, including media portrayals, social comparisons, and messaging we receive from a young age. We must work to develop a self-image based on our character and spirit, not just our outward appearance.

- ✓ Practice positive self-talk.
- ✓ Speak to yourself with encouragement and praise.
- ✓ Do esteemable acts.
- ✓ Set small goals and acknowledge your wins.
- ✓ Accept yourself.
- ✓ Learn to appreciate who you are.

2) Self-esteem

The meaning of this is How much we value ourselves. Those with high self-esteem believe in their abilities and think they deserve to be happy. Low self-esteem can hold us back from achieving our dreams and finding purpose. Some tips to boost your self-esteem.

3) Self-efficacy

Our belief in our ability to succeed and accomplish goals. Those with strong self-efficacy see challenges as opportunities rather than obstacles. They have an “I can do this!” mindset.

To build self-efficacy, the following things will help the person.

- ✓ Take calculated risks and step out of your comfort zone.
- ✓ Look for growth opportunities.
- ✓ Take on new responsibilities at work or start a hobby.
- ✓ Don't dwell on past failures.
- ✓ Learn from your mistakes and shift your mind set toward future wins.
- ✓ Our self-concept is always evolving.
- ✓ Make the choice each day to strengthen your self-image, raise your self-esteem, and boost your self-efficacy.

❖ Types of Self

Self-concept is the individual's knowledge of who he or she is. It is a complex and dynamic system that is influenced by a variety of factors, including personal experiences, social interactions, and cultural norms. There are many different types of self-concept, but some of the most common includes the following.

1) The actual self (who you really are)

This self-concept is shaped by our core values, beliefs, and personalities. It is the person we are when no one is watching. Our actual selves develop over time through our experiences, interactions, and perceptions of the world. The events we go through, the people we meet, the places we visit, the things we witness they all combine to mold our actual selves. With each new experience, our self-concept evolves.

- **Self-Awareness**

To know your actual self, you must cultivate self-awareness. Look inward and examine what really matters to you. What are your key priorities, values, and principles in life? How would you describe your true personality, strengths, weaknesses, and tendencies? Self-awareness is challenging, but it is the only way to gain insight into your authentic self.

- **Accepting yourself**

Once you have awareness of your actual self, the next step is acceptance. Learn to appreciate yourself for who you are, imperfections and all. Avoid self-judgment and criticism. The more you accept yourself, the more at peace you will feel and the less you will seek validation from others. Your actual self is perfectly imperfect, so embrace it! Knowing your actual self gives you an internal compass to guide you in life. Stay true to who you are, continue learning and improving, but never lose sight of the person at your core. Self-acceptance and authenticity are the keys to well-being and happiness. Our actual selves make us beautifully human, with our flaws included.

2) The Ideal Self (who you want to be)

We all have an ideal self, the person we aspire to become. This self-concept is shaped by our hopes, dreams, and ambitions. Who do you want to be? What kind of life do you hope to build? Envisioning your ideal self is the first step to achieving it.

As we go through life, it is easy to lose sight of our ideal self. Daily stresses and routines take over, and we get caught up in what we should do instead of what we want to do. But taking time to reconnect with your ideal self can reignite your motivation and passion.

You have to ask yourself the following:

- What are my core values and priorities in life?
- What really matters to me?
- If I could do anything I wanted, what would I choose to do?
- What excites or energizes me?
- What kind of relationships do I want to build?
- How do I want to contribute to the lives of others?
- What new skills or experiences do I want to gain to become my ideal self?
- What is stopping me from pursuing them now?

Once you have a clear vision of your ideal self, take action to bring that vision to life. Start by focusing on one area or one small step you can take each day.

Over time, you will find yourself getting closer and closer to becoming your ideal self. But remember, your ideal self is always evolving. Continue to revisit your hopes and dreams, and make sure you are still on a path toward becoming the person you most want to be.

Together, we have the power to achieve self-actualization. Our ideal selves are within our reach, as long as we make the choice each day to pursue them. Stay focused on your vision, take action, and keep learning and growing into the person you aspire to become.

3) The Ought Self (Who others expect you to be)

The “ought self” refers to the identity that others believe you should have who they think you ought to be. This self-concept is shaped by the expectations, values, and beliefs of people around you, like parents, teachers, partners, and society in general. We all experience pressure to conform to certain roles and behaviors. Your ought may push you to pursue a certain career path, style, or set of values to gain approval and meet other people’s standards. However, if you rely too heavily on yourself, it can lead to a lack of authenticity, resentment, anxiety, and decreased motivation.

- It is important to consider the input of trusted others who care about you, but not at the expense of your true self. A balanced approach is needed. Evaluate the expectations placed on you and determine which are reasonable and supportive of your wellbeing. Some ought to negatively impact you, while others push you to grow in a good way.
- Be willing to negotiate by communicating your needs, limits, and preferences to others. Explain how their expectations make you feel, and try to find common ground.
- Practice self-acceptance- Learn to validate yourself instead of constantly seeking approval. Connect with your true interests, values, and desires your ideal self.
- Set healthy boundaries - Don’t be afraid to say no at times in order to protect your autonomy and priorities. You cannot please everyone, so choose wisely where you focus your time and energy.

- Compromise when possible. Find ways to integrate reasonable selves into your ideal self-concept. Look for overlap and synergies rather than seeing them as mutually exclusive.

2.3 Indian view of 'Self'

In India's rich and diverse culture, the concept of self and identity has always been deeply influenced and intertwined with spirituality, philosophy and community. Unlike other cultures that often emphasise individualism and personal achievement, the Indian perspective on self and identity is rooted in the holistic and interconnected nature and understanding of existence. This article explores the nuances of Indian culture, philosophy and traditions that shape our perception of self and identity, offering a unique lens through which we view ourselves and our place in the world.

Atman: The True Self

The heart of Indian philosophy lies in the concept of Atman, often referred to as the true self. According to the teachings of the Upanishads, one of the foundational texts of Hindu philosophy is the Atman. It is the innermost essence of an individual, eternal and unchanging. It is considered identical with Brahman, the ultimate reality or world soul. The journey of life, therefore, is viewed as a process of realising this unity, where the individual self (Atman) recognises its oneness with the universal self (Brahman). This realisation leads to Moksha, or liberation from the cycle of birth and rebirth, a core aim in the Indian perspective on self and identity.

Dharma and Identity: The Role of Duty

In Indian culture, identity is not just about who we are as individuals but also about our roles and duties in society. This is where the concept of Dharma comes into play. Dharma refers to the moral order that sustains society and the duties and responsibilities each person must adhere to according to their stage in life and social position. The Indian perspectives on self and identity thus involve a deep connection between personal identity and societal roles. An individual's sense of self is often defined by how well they perform their Dharma, whether as a parent, teacher or community member.

Karma: Actions and Their Impact

The most crucial element in the Indian understanding of self and identity is the doctrine of Karma. The concept is founded on the fact that every action has consequences that shape future experiences, not just in this life but in our other lives. In this context, identity is seen as a dynamic process, ever-changing based on one's actions and their consequences, good and bad. The belief in Karma encourages individuals to act with mindfulness and integrity, understanding that their current identity and future destinies are shaped by their deeds. Thus, the Indian perspective on self and identity emphasises the importance of ethical living and personal responsibility.

Self-Realization

Yoga and Meditation are an integral part of Indian culture and the Indian approach to self-realisation. These practices are designed to help individuals transform their egos and connect with their true selves (Atman). Through regular practice, one can achieve better self-awareness and healthy living, leading to a better understanding of self and identity. In this context, the Indian perspective on self and identity is not just a philosophical idea but a lived experience cultivated through disciplined practice and spiritual inquiry.

2.4 Different views on 'Self'

India has a long, rich, vibrant and assorted tradition of philosophically. Yet when we study "Philosophy" only western philosophy and philosophers has gained formal acknowledgement around the world. This may be due to reason that religion and philosophical thought always have had close links in India. They are of metaphysical nature, which is less accepted in west. In India, philosophical ideas, are an always attempt to understand the nature of everyday living. Philosophy is never seen simply as an intellectual pursuit or separated from the reality of day to day life, but a practice to enhance the overall living experience of humans on earth.

The Western concept of the self is often seen as an individual entity, separate from the community and the collective. This is reflected in concepts such as individualism, which emphasizes the importance of the individual over the group. People are said to have a representation of a physical self that is related to the body,

and a mental self-related to thoughts and feelings. The self is experienced subjectively and can be viewed objectively. A sense of self is intimately connected to memories of past experiences. In the West, there is a dualistic conception of the self where there is a clear distinction between creator and created, and Man and the self is viewed as an artifact of creation.

2.5 Four Dimensions of Self

Self-care includes all the things you do to take care of your well-being. It is divided in in four key dimensions your emotional, physical, psychological, and spiritual health. Self-care is essential for managing stress, preventing burnout, and mitigating compassion fatigue all common occupational hazards for caring individuals. Self-care is also important for a sense of overall integrity.

✓ Physical (the body) – to live, move, and breath

Physical self-care involves ensuring an overall healthy lifestyle that includes eating healthy, drinking lots of water, and getting plenty of exercise. Consider decluttering your home and office so that you have a feeling of spaciousness and manageability. Take time away from computers, TV, and your smartphone. Enjoy moments to rest and replenish.

✓ Emotional (heart) – to love, care, and be in relationship with yourself and others

Emotional self-care might include setting clear boundaries on your time and energy. Engage emotional boundaries within helping relationships, surrounding yourself with positive people and affirmative and inspiring messages. Address any issues or problems so that they don't build up. Give and receive love, kindness, and support. Spend time with people you care about and who care about you.

✓ Psychological (the mind) – to learn, think, and grow

Psychological self-care activities might include personal and professional development. Give attention to things that are in your control. Take time for personal reflection. Observe your inner experiences, thoughts, and feelings. Cultivate self-awareness through things such as journaling, getting feedback

from others, meditation, coaching/counselling, and consultation or supervision places where you have the opportunity to grow, learn, and reflect.

- ✓ Spiritual (the spirit) – to connect with essence, purpose, and meaning

Spiritual self-care might include prayer or meditation. You may want to visualize, practice gratitude, spend time in nature, and be aware of the non-material aspects of your life. Identify what is meaningful to you in your work and life. Practice mindfulness and being present in the moment.

2.6. Self Awareness and self-Development

Self-Awareness

Self-awareness refers to the understanding of your own thoughts, feelings, and behaviors. It's the foundation of many personal and social skills, such as empathy, self-regulation, and communication. Self-awareness involves recognizing and understanding your thoughts, feelings, and emotions. Developing self-awareness contributes to personal growth and better decision-making. Heightened self-awareness can lead to improved relationships and efforts in personal development.

Self-awareness plays a crucial role in personal development, as it allows you to recognize your strengths, weaknesses, and areas that need improvement. By understanding yourself, you can set realistic goals and make informed decisions that contribute to your success. In addition, self-awareness is closely linked to your motives and overall success. When you understand your motives, you can set specific, achievable goals that align with your values, therefore increasing the likelihood of personal and professional success. For example, if you know your motive is financial stability, you can establish a savings plan or search for career opportunities that offer financial growth.

Self-awareness is crucial for decision-making, communication, understanding multiple perspectives, overcoming biases, building relationships, regulating emotions, reducing stress, and promoting happiness. However, only 10 to 15 percent of the population fit the criteria for self-awareness. Many people are raised to suppress or ignore their emotions, leading to internalization of negative feelings like anger, resentment, depression, and resignation. Instead, they externalize these

feelings, causing blame, discount, or bullying. Despite the importance of self-awareness in leadership, only 10 to 15 percent of the population fit the criteria. Developing self-awareness can lead to better decision-making, increased self-confidence, better relationships, and a greater sense of happiness.

Self-awareness is crucial as it allows individuals to reflect on their abilities, tendencies, and interactions with others and the world. It enables individuals to manage their behaviors, adapt to situations, and modify their actions accordingly. This is vital in various aspects of life, including relationships, work, and personal development. By becoming more aware of one's strengths and weaknesses, individuals can capitalize on their strengths and explore ways to improve areas where they struggle. To improve self-awareness, practicing being present with oneself and emotions can be beneficial. By understanding and addressing one's strengths and weaknesses, individuals can enhance their overall well-being and personal growth.

Self-awareness has different levels i.e. Private Self-Awareness and Public Self Awareness.

- I. Private Self-awareness is the recognition of your inner feelings, thoughts, and motivations. This level is all about knowing what makes you tick, being aware of your preferences, life goals, and values.
- II. Public Self-Awareness is the recognition of how you appear to others and how you fit into the social environment. It is also important as it helps you build healthy relationships, present yourself positively in public settings, and navigate social norms.

Benefits

- a. Improved Relationships: When you understand yourself better, you can understand others better too. This leads to better communication, empathy, and stronger relationships. Recognizing your own emotions and how you react to various situations helps you communicate your feelings more clearly, understand what others are going through, and respond appropriately.
- b. Better Decision Making: Knowing your strengths, weaknesses, and values helps in making decisions that are in line with your true self. This can lead to a more fulfilled and satisfied life as you are making choices that resonate with who you are and what you stand for.

- c. **Enhanced Emotional Regulation:** Being aware of your emotions and how you react to different situations allows you to manage your emotions better. This leads to less stress, anxiety, and better overall mental health.
- d. **Increased Confidence and Self-Esteem:** Knowing yourself inside and out leads to a stronger sense of self, higher self-esteem, and increased confidence.
- e. **Personal Growth:** Self-awareness is the first step in the personal development journey. It helps you identify areas you want to work on and develop a plan to improve those areas.

Importance of Self Awareness

- a. **Effective Leadership:** A self-aware leader understands their own strengths and weaknesses and is able to leverage their strengths and work on their weaknesses. This leads to a more effective and empathetic leadership style.
- b. **Improved Performance:** Understanding your own working style, strengths, and areas for improvement can lead to a more efficient and effective work life.
- c. **Better Interpersonal Skills:** Being aware of how others perceive you and how you perceive them can lead to better communication and stronger working relationships.
- d. **Career Development:** Knowing your strengths, weaknesses, values, and what motivates you can help you choose a career path that is in alignment with your true self.

➤ Challenges in Developing Self-Awareness

Developing self-awareness can be challenging, but it's essential for personal growth and effective decision-making. Here are some common obstacles you might face:

- **Accepting Feedback:**
Often, our self-image does not align with the perception others have of us. Accepting feedback, especially when it is critical, can be difficult. However, it's crucial for developing a realistic sense of self-awareness.

- Emotional Regulation:
Understanding and managing our emotions is a key aspect of self-awareness. It's common to struggle with acknowledging negative emotions or reacting impulsively, both of which can hinder the development of self-awareness.
- Habitual Patterns:
Our habits shape a significant part of our daily lives. Recognizing and changing negative habitual patterns can be challenging, but it is necessary to grow and develop self-awareness.
- Biases and Prejudices:
Everyone has biases. Being aware of them and actively working to change them is a crucial part of developing self-awareness.
- Self-Criticism:
It is easy to be overly critical of ourselves. Developing self-awareness requires a balanced approach to self-criticism.
- Social Awareness:
Understanding how we are perceived by others and how we affect those around us is a key aspect of self-awareness. However, it is often difficult to view ourselves objectively in social situations.
- Past Experiences:
Our past experiences shape our present behaviors and attitudes. It can be challenging to reflect on the past and identify how it has influenced us.
- Setting Boundaries:
Knowing our limits and setting healthy boundaries is crucial for self-awareness. However, it can be tough to say 'no' or express our needs assertively.

- Comparison with Others:

It is natural to compare ourselves to others, but it can be detrimental to our self-awareness. Focusing on our own journey and progress is essential.

- Acceptance of Change:

Change is inevitable. Accepting and adapting to changes, whether they are within us or in our external environment, is key to developing self-awareness.

➤ **Self-Development**

Self –development differs from person to person. It is a subjective and relative concept. The word “self” here means total personality which includes total personal qualities of a person like physical, intellectual, materialistic, spiritual and behavioural qualities.

Self-development thus implies that these qualities should develop in a person in a balanced way. Thus, it can be concluded that “self-development is the process of development of the physical, intellectual, materialistic and spiritual qualities in a person”.

Self-development refers to the process of improving oneself through conscious efforts. It involves identifying your weaknesses, strengths, and areas that require improvement. Self-development is a continuous journey that requires discipline, commitment, and self-awareness. In this blog post, we will explore the importance of self-development and how it can benefit your personal and professional life.

Self-development refers to the continuous process of improving yourself in various areas: emotionally, intellectually, physically, and spiritually. It is about becoming the best version of yourself through self-awareness, reflection, and intentional action. There are several stages of self-development that everyone goes through, whether consciously or unconsciously:

1. Awareness

The first step in any development process is becoming aware that there is room for

improvement. This could be prompted by life events, challenges, or simply a desire for something more.

2. Assessment

Once you are aware of the need for growth, the next step is to assess current situation. Like, What are your strengths? What are your weaknesses? What specific areas of your life require attention?

3. Action

With a clear understanding of where you stand, you can now take action. This is the stage where you create a plan for growth, establish habits, and commit to the process.

4. Adjustment

As you move through your self-development journey, you will need to make adjustments. This could mean changing your goals, trying new strategies, or reassessing your approach as challenges arise.

5. Achievement

Finally, you reach a point of achievement. Whether it is mastering a new skill, feeling a greater sense of emotional balance, or fulfillment, this stage is the culmination of your efforts. This is crucial to be consciously aware of as it usually comes through small, gradual improvements that are easy to miss on a day-to-day basis. It is like watching a child grow. If you do not pay attention, you will not notice. So, just as you mark your kid's height on a doorway, make sure to regularly jot down your small achievements.

It's important to realize that in the process of self-development, you will never "arrive and be finished". It's not a goal to reach but rather a journey to travel, and it never ends. So pay attention to the little wins and gradual improvements you make over time. This helps keep you motivated and it helps you determine what is working and what is not.

➤ 4 Pillars of Self-Development

In the journey of self-development, four essential pillars provide the foundation for personal growth. These pillars serve as guiding principles to help you understand yourself, build resilience, and continue evolving. Let's dive into each one.

1. Self-Awareness

Self-awareness is the cornerstone of personal growth. It involves an understanding of your thoughts, emotions, behaviors, and patterns. When you become more self-aware, you gain insight into your strengths and areas for improvement. This enables you to make conscious decisions that align with your values and long-term goals. Practices like journaling, meditation, and general reflection can help cultivate self-awareness.

2. Mindset and Attitude

Mind-set plays a crucial role in how you approach challenges, setbacks, and opportunities. A growth mindset, in particular, allows you to view difficulties as chances to learn and grow, rather than as obstacles. Attitude shapes how you respond to life's unpredictability, and a positive, resilient attitude can make all the difference in overcoming adversity. Fostering a growth mindset enables you to continuously improve, adapt, and thrive in any situation.

3. Discipline and Consistency

No matter how motivated you are, real progress is made through discipline and consistency. These qualities help you stay committed to your goals, even when motivation fades. By building habits and sticking to routines, you create a solid foundation for sustained growth. Discipline ensures that you follow through on your intentions, while consistency compounds your efforts over time, turning small actions into significant achievements.

4. Lifelong Learning

The journey of personal growth never ends, and lifelong learning is key to keeping that momentum going. Embracing curiosity and a thirst for knowledge

allows you to continuously expand your skills, perspectives, and understanding of the world. Whether it's through formal education, self-study, or simply staying open to new experiences, lifelong learning ensures that you remain adaptable, informed, and ready to grow at every stage of life. By nurturing these four pillars you can build a strong foundation for ongoing personal growth. Each pillar supports the others, creating a well-rounded, holistic approach to becoming the best version of you.

2.7 Self Development and Personality Development

Five key steps in personal development that act as a guide in transforming one's life.

1. **Self-reflection-** The cornerstone of any personal growth journey is self-reflection. This involves taking an honest look at your life, and understanding who you are, your strengths, weaknesses, values, and emotions. Journaling, meditating and simply allowing yourself to think and reflect on your life are essential tools here that can help you with this continuous process of introspection.
This step is crucial because being aware of yourself allows you to identify areas that need improvement and set realistic goals.
2. **Goal setting-** Once you know where you stand, it's time to decide where you want to go. Setting clear, achievable goals provides direction and motivation. The goals should be S.M.A.R.T. (Specific, Measurable, Achievable, Relevant, and Time-bound). Goal setting gives direction to your efforts and keeps you focused, so take some time to figure out what direction you want to take in life, and what steps you need to take there in your life.
3. **Create a plan -** A goal without a plan is just a wish. To truly achieve your goals, you need a detailed plan. When you have your goals ready, analyze them to break them down into smaller, manageable tasks, and set a timeline for completion. One simple but very effective way to do this is to look at your goal for the year, then break it down into four equal parts for the quarters. Next, break those down further into three equal parts for the monthly goals. Continue with

four equal parts for the weekly goals and, finally, five for the daily goals (taking into account two days off for the weekend). This leaves you with daily goals that should be manageable. If they are not, then your yearly goal is too ambitious, and you need to adjust accordingly. This structure ensures steady progress and minimizes overwhelm.

4. Execution - After setting goals and creating a plan, taking consistent action is critical. This involves taking action based on your plan. Consistency and commitment are key here. It's where hard work and dedication come into play. Remember, progress might be slow, setbacks and obstacles are part of the process, but staying committed to your plan is essential. Persistence is what leads to success.
5. Evaluation and Adaptation- Regularly evaluating your progress is essential for long-term growth. Assess what's working and what is not, learn from your mistakes and adjust your strategies accordingly. This ensures continuous improvement and helps you stay on track, even when life throws challenges your way. So, that is the planning/execution phase. This is, of course, the most important and concrete part of the journey, but remember that a lot of thought goes into it. Also, keep in mind that your goals can be simple things. We tend to think of self-development within a very narrow, go-getter mentality, like building a business, running marathons, or other lofty goals and if this is what you want, you have certainly come to the right place. The important thing is to stay true to yourself and your own values if you want to live a fulfilling life.

➤ **The 4 P's of Personal Development**

These 4 P's serve as guiding principles for maintaining momentum and achieving success in your self-development journey. The 4 P's of Personal Development are as follows:

- 1) Purpose
- 2) Passion
- 3) Perseverance
- 4) Practice

1. Purpose- A clear sense of purpose helps you stay focused and motivated. Knowing your “why” will fuel your passion and keep you moving forward, even when things get tough.
2. Passion- Passion drives energy. It is essential to engage in activities that inspire and excite you. Passion helps you maintain momentum and find joy in the process of self-improvement.
3. Perseverance- Growth takes time, and setbacks are inevitable. Perseverance is the quality that keeps you moving forward despite obstacles. It’s the difference between giving up and achieving greatness.
4. Practice- Consistency is key to success. The more you practice a skill or habit, the better you become. Continuous, deliberate practice leads to mastery over time.

❖ Exercise

- 1) Explain Form of ‘Self’.
- 2) Describe Indian view of ‘Self’.
- 3) What are the Different views on ‘Self’.
- 4) State and explain Four Dimensions of Self.
- 5) Describe Self Awareness and self-Development
- 6) Write a note on Self Development and Personal Development
- 7) How Self Awareness is different from Personal Development? Give your views.

3.1 Introduction**3.2 Types of Self****3.3 Skill and Skill Efficiency****3.4 Benefits of Effective Self-Management****3.5 Competencies that play an important role in Personality Development****3.6 Role of Competencies in Personality Management and Development****3.7 Personality Development and Self-Management****❖ Exercise**

3.1 Introduction

As distractions are frequent, self-management has become essential in today's complex world for success and well-being. The person who can manage oneself effectively is better equipped to achieve their goals, adapt to change, and maintain personal well-being. Self-management plays a foundational role in the context of personality development.

Self-management refers to the ability to understand and regulate your own behaviour and emotions, thoughts, and feelings, which helps you in achieving your professional and personal goals. It is being aware and intentional rather than being perfect. It is one of the most effective skills, which plays an important role in personal growth, academic success, and professional excellence. Self-discipline, emotional regulation, goal setting, time management and motivation are included in self-management. In the modern era, both students and professionals are constantly facing the challenges which lead to missed opportunities and poor performance. Thus, proper self-management is a very essential skill. A well-managed person tends to exhibit confidence, emotional stability, and leadership potential. It is not only related to managing time or avoiding distraction but also includes one's behaviours, reactions, goals and life

direction. All these skills are very helpful for the future career path of an individual.

3.2 Types of Self

It is very essential to understand various types of self for building self-awareness and effective self-management. Each type represents a different way of seeing and experiencing oneself.

(1) Individual Self:

This term is related to the inner sense of one's uniqueness, which includes one's personality, traits, beliefs, likes, dislikes, values and goals. This kind of self is important for the decision-making process.

(2) Ideal self:

The ideal self reflects the person that one aspires to become. It describes one's goals, dreams, and ideal standard. It also represents one's hopes, aspirations and desires. This type of self is helpful in motivating self-growth and improvements, but sometimes it can result in stress due to the large gap between the real self and the ideal self.

(3) Actual self:

Actual self is mainly related to who you genuinely are in the present. It is one's true reality, i.e., a representation of attributes that one believes that he/she actually possesses. It is related to the current traits, abilities, capabilities, limitations, feelings, and behaviours. One's experience, environment, relationship and innate personality are influencing actual self. It helps in personal growth and authenticity.

(4) Ought Self:

It refers to the version of oneself that one believes one should be, based on one's sense of duty, obligations and responsibility. External expectations from parents, society, teachers, religion and culture shape it.

(5) Social Self:

This term is related to the personality that one shows to others in social contexts or professional situations. It is varied from person to person based on the people you are interacting with. Cultural and social expectations are the most important factors which influence the social self, but it can be different in different environments like home and the workplace. For example, one behaves formally in the classroom and behave casually with friends.

(6) Personal Self:

The personal self describes the innermost self, one's private thoughts, values, emotions and beliefs. It is related to who the person is when no one is watching. It is deeply connected to one's integrity, personal identity and character and shapes one's decisions and sense of right and wrong.

3.3 Skill and Skill Efficiency

Skill plays an important role in any individual's life. Skill refers to the ability to perform a task or activity well. Skill can be a natural talent or learnt through effort. Training, practice and experience are means for the developing skill of a person. In self-management, skill means the ability to regulate one's behaviour, emotions and times in order to achieve personal and professional goals effectively. For self-management, an individual needs to follow certain skills like self-awareness, controlling emotions and impulses, effective communication, problem-solving, decision-making, interpersonal behaviour, creative thinking, empathy, and stress management.

Skill is the ability to do something well, while skill efficiency refers to the ability to use a skill in the most effective manner to yield the best possible result. In general, skill efficiency refers to how well an individual uses a skill to accomplish a desired outcome with minimum time, effort or resources. This idea can be used in many contexts, like education, sports and the workplace.

Some of the key aspects of skill efficiency is given follow:

(1) Proficiency: (Mastery in the skill)

- (2) Speed: (Quickly performing the task without compromising the quality)
- (3) Accuracy: (Minimum errors)
- (4) Resourcefulness: (Use of least resources to achieve the result)
- (5) Consistency: (Delivering consistent outcomes throughout time)

Skill management is important for the following reasons.

- ✓ It Improves Work Quality
- ✓ It Saves Time and Resources
- ✓ It boosts confidence in individuals.
- ✓ It enhances employability.
- ✓ It improves decision-making.
- ✓ It Strengthens leadership potential.
- ✓ It Reduces Stress.

3.4 Benefits of Effective Self-Management

Self-management is an important skill for improving academic and professional performances and for being a well-rounded, disciplined and confident personality. Effective management of one's time, emotions, goals and responsibility are beneficial for both personal and professional growth.

The benefits of effective self-management are discussed below:

(1) Improved Time Management:

It helps students to identify the prioritised tasks and meet them within deadlines. Thus, one can make better use of their time. It leads to reduced stress and balanced attention to studies and extracurricular activities for students. For example, with proper time management, a student can effectively plan their study schedule, attend internships and still have time for hobbies.

(2) Enhanced Productivity:

Effective self-management helps individuals in identifying which task is very helpful. Thus, one can concentrate on important tasks without getting distracted. Thus, one can complete the task in less time and achieve goals efficiently.

(3) Better decision-making:

It leads to clear thinking and improved judgement under pressure. It helps in making thoughtful and rational decisions and minimises impulsive and emotional choices.

(4) Better Stress and Emotional Management:

It promotes the emotional balances during difficult times also. Thus, anxiety, frustration and emotional burnout are reducing, and resilience and mental wellbeing are promoting.

(5) Improved Personal Relationships:

If one can manage oneself, then he/she can also manage family or friends because emotionally balanced and well-organised people maintain healthy relationships. They can manage every situation in a peaceful manner.

(6) Leadership Skill Development:

Through self-management an individual not only manages oneself but also manages others efficiently, which will be develop leadership skills in the individual. This kind of person creates a positive environment in the working area and encourages accountability and reliability. A successful leader also takes initiative for the group activities and also manages team conflicts effectively.

(7) Development of Self-Discipline:

Due to self-management, the habits of consistency and responsibility are also strengthened. It also builds a disciplined lifestyle and improves punctuality and commitment. For example, a student can follow a daily routine and submit his/her assignment on time.

3.5 Competencies that play an important role in Personality Development:

A combination of knowledge, skills, abilities, behaviours and attitudes of an individual is known as a competency. In personality development, traits and abilities of individuals, such as emotional control, time management, communication, and self-discipline, play an important role for the personal and social growth of an individual. It is important to perform tasks successfully and effectively in both personal and professional life. When we are discussing self-management, at that time it is important to know about the physical competency, mental competency, emotional competency and spiritual competency of the individual. A brief description of all these competencies is discussed below:

(1) Physical Competency:

Physical competency refers to the skills and abilities related to the physical body, which are vital for the individual's overall effectiveness, confidence, and personal appearance. How a person appears, moves and interacts physically in daily life is influenced by physical competencies. The ways one sit, stand, walk, use gestures, dress, groom, maintain personal hygiene, exercise regularly, eat a balanced diet, sleep adequately, etc., are included in physical competencies. The one who is physically fit can enjoy his life. It is important for building self-confidence, improving communication and supporting the mental and emotional well-being of individuals.

(2) Mental Competency:

It refers to the intellectual and cognitive skills and abilities that one can utilise in order to understand, monitor and regulate their own thoughts, feelings and behaviours and can manage their personality effectively. Self-awareness, self-regulation and adaptive responses are made possible by these higher-order thinking skills. Mental competencies are helpful in order to gain knowledge and wisdom from life experience. The way one think, act, and engage with the world around them are greatly influenced by this competency. It includes cognitive abilities like memory, attention, reasoning, and logical thinking and emotional

intelligence like the ability to recognise and manage one's own emotions and other's emotions and the ability to stay mentally composed under pressure.

(3) Emotional Competencies:

Emotional competency is related to the skills and abilities to recognise, understand, manage and express emotions in a healthy way. It not only includes one's own emotions but also includes other's emotions. It includes several key areas, like recognising one's own emotions and how they affect one's own thoughts and behaviours, understanding and sharing the feelings of others, and developing bonds through trust, communication and emotional sensitivity etc. These competencies are an essential part of emotional intelligence. These competencies are very important in order to establish strong relationships, resolve conflicts and achieve success in both personal and professional life.

(4) Spiritual Competencies:

It is related to the inner qualities, values and beliefs of the individual which guide the individual about the purpose of the individual, ethics and connection of the individual with God, humanity and nature. It connects individuals to the entire universe. It is important for the understanding and living by core values, beliefs and life goals of the individual. Spiritual competencies are essential for inner peace, moral strength, and holistic personality development.

3.6. Role of Competencies in Personality Management and Development

A fundamental and multifaceted role is played by the competencies in personality management and development. Role of competencies are discussed in detail below:

(1) Providing a Framework for Understanding and Growth:

Competencies help for success in personal and professional contexts by providing a clear, observable and measurable definition of knowledge, skills, abilities and behavioural traits, which are essential for success in personal and professional contexts. It helps individuals to identify the particular areas for growth related to their personality. By evaluating the individual against a set of

competencies, one can identify areas for improvements and strengths to leverage in both personal and professional contexts. This aids in the creation of focused growth plans.

(2) Facilitating Deliberate Personality Development:

When choosing suitable learning activities, such as training programmes, workshops and mentorship, on-the-job training, and self-study, competencies play a role as a guide. For example, for developing leadership, one should concentrate on learning decision-making, delegation and techniques of motivation. Approaches that are competency-based make structural feedback mechanisms possible. An individual's development efforts can be modified on the basis of feedback taken from peers and managers or self-assessment regarding how effectively they are reflecting the required competencies. Developing various soft skills like communication, emotional intelligence, critical thinking, adaptability, teamwork and problem-solving also directly contributes to the effective personality.

(3) Enhancing Self-Awareness and Self-Management:

Self-awareness is very important in shaping and managing one's personality because by focusing on competencies, individuals become more conscious of how their actions and abilities affect their relationships with others and their overall effectiveness. Moreover, competencies related to emotional intelligence also contribute to a more resilient and balanced personality. Individuals can be able to face challenges and changes more effectively by acquiring competencies like problem-solving and critical thinking.

(4) Driving Personal and Professional Success:

For building and maintaining strong personal and professional success, competencies like effective communication, active listening and empathy are essential. Nowadays, in professional settings, the use of competencies is increased for succession planning. Gaining relevant competencies also helps the individual in job satisfaction and career prospects. Overcoming challenges and achieving goals are also included in the competency development process, which can improve overall well-being, self-esteem and sense of accomplishment. We

can say that, the actionable roadmap is provided by the competencies for the personality development.

(5) Enhances Communication and Relationship:

For building strong personal and professional relationships, consistent, polite, respectful and supportive communication is essential. To maintain trust and long-term connections also, consistency in behaviour is useful.

3.7 Personality Development and Self-Management

Both personality development and self-management are interconnected with each other. Self-management mainly deals with the ability to control one's emotions, behaviours, actions and time. Discipline, emotional control, time management, self-awareness and goal setting are included in self-management. How a person acts, thinks and responds is mainly shaped by self-management, while improvement in one's overall character, behaviour and presentation is the outcome of personality development. The process of enhancing one's traits, communication, attitude, confidence and emotional intelligence is known as personality development. Through it, a person becomes more confident, positive and socially effective.

When one becomes aware of self-management, his personality naturally becomes more organised, disciplined, and goal-orientated. Let us understand with one example: through time management, one's punctuality will be improved, and through emotional control, there will be development of patience and empathy, which are both important aspects of personality development.

Consistency, self-assurance and maturity are promoted by self-management, and all these traits are directly reflected in one's personality. One who can manage his emotions and behaviours may not struggle with developing a stable and impressive personality.

Self-management improves one's inner strength and discipline, which show in one's personality. One can build a confident personality by managing one's emotions, habits and actions. Self-management is the root, while personality development is the fruit. If one can be more aware of oneself, one's personality

becomes more refined and admirable. Thus, we can say that for effective personality development, Self-management is a vital skill.

❖ **Exercise**

- **Long Questions:**

- (1) Discuss the Role of Competencies in Personality Management and Development.
- (2) Explain Benefits of Effective Self-Management.
- (3) Explain in brief about the competency that plays an important role in personality management.

- **Short Notes:**

- (1) Types of Self
- (2) Skill Efficiency
- (3) Relationship between Personality Development and Self-Management

- **One-line Questions:**

- (1) What is skill?
- (2) What is skill efficiency?
- (3) Define spiritual competency.
- (4) What do you mean by physical competency?
- (5) which matters are included in emotional competency?
- (6) Give the difference between the actual self and the ideal self.
- (7) Define Social Self.
- (8) What do you mean by ideal self?
- (9) define personal self.

❖ **Multiple Choice Questions:**

- (1) _____ is not a component of self-management.
- (a) Emotional regulation (b) Self-awareness
- (c) Laziness (d) None of the above
- (2) From the following, which is related with the ability to maintain steady effort and behaviour over the time?
- (a) Skill (b) Skill efficiency
- (c) Self-concept (d) Consistency
- (3) From the following, which of the following is a benefit of an effective self-management?
- (a) Increase in stress (b) Better time management
- (c) Poor decision making (d) Lack of self-efficiency
- (4) _____ types of competencies is important for the understanding and living by core values.
- (a) Spiritual Competency (b) Physical Competency
- (c) Ideal Competency (d) Emotional Competency
- (5) The main focus of skill efficiency is on _____.
- (a) Completing task very slowly
- (b) Doing task speedy and consistently
- (c) Ignoring deadlines
- (d) None of the above

- (6) From the following which is the best example of self-management?
- (a) Goal setting and working regularly to achieve these goals
 - (b) Waiting someone who will complete your goals
 - (c) Ignoring deadlines
 - (d) Giving up when facing difficulties in achieving your goals.
- (7) ____ types of self reflects your inner values and beliefs.
- (a) Personal Self
 - (b) Perceived Self
 - (c) Actual Self
 - (d) Social Self
- (8) _____ refers to the version of oneself that one believes one should be, based on one's sense of duty, obligations and responsibility.
- (a) Ought Self
 - (b) Social Self
 - (c) Emotional Self
 - (d) Individual Self
- (9) _____ is one's true reality.
- (a) Individual Self
 - (b) Actual Self
 - (c) Social Self
 - (d) None of the above
- (10) personality, traits, beliefs, likes, dislikes, values and goals are included in _____.
- (a) Social Self
 - (b) Emotional Self
 - (c) Individual Self
 - (d) Ought self
- (11) _____ type of self describes one's goals, dreams, and ideal standard.
- (a) Ideal Self
 - (b) Ought self
 - (c) Individual Self
 - (d) Actual Self

- (12) Consistency means _____.
 (a) Delivering consistent outcomes throughout time
 (b) Minimum errors
 (c) Quickly performing the task
 (d) Maximum speed
- (13) Proficiency means _____.
 (a) Mastery of the skill
 (b) Resourcefulness
 (c) Maximum Errors
 (d) Use of the least resources

Answers:

- (1) – (c) Laziness
 (2) – (d) Consistency
 (3) – (b) Better Time Management
 (4) – (a) Spiritual Competency
 (5) – (b) Doing task speedy and consistently
 (6) – (a) Goal setting and working regularly to achieve these goals
 (7) – (a) Personal Self
 (8) – (a) Ought Self
 (9) – (b) Actual Self
 (10) – (c) Individual Self
 (11) – (a) Ideal Self
 (12) – (a) Delivering consistent outcomes throughout time
 (13) – (a) Mastery in the skill

4.1 Introduction**4.2 Meaning and Concept of Personal success factor****4.3 A Roadmap to Success and Crafting a Development of Personal success factor****4.4 Models and theories of personal success factor****4.5 Personal Success Factor****4.6 Advantages and disadvantages of personal success factor****4.7 Importance of Personal success factor****4.8 Role of Personal Success Factor****❖ Exercise**

4.1 Introduction

What are Personal Success Factors?

Personal success factors are individual characteristics, traits, and habits contributing to achieving their goals and aspirations.

Personal success factors are known as personal characteristics, traits and skills which are helpful in achieving goals or objectives. These factors can vary from person to person and may include elements such as:

There is an ideal Key Personal Success Factors which are discussed below:

1. **Clear Goals and Vision:** Having a clear understanding of what you want to achieve and a vision for your future will be helpful in achieving goals and objective.
2. **Self-Discipline and Motivation:** Possessing the self-discipline to stay focused and motivated, even in the face of obstacles and setbacks.
3. **Resilience and Adaptability:** Being able to bounce back from failures and adapt to changing circumstances with the environment.

4. Positive Attitude and Mindset: all the top-level management and employees Maintaining a positive attitude and mindset, even in difficult situations will helpful in achieving organizational goals.
5. Strong Work Ethic: if all the employees have a willingness to put the effort and hard work necessary to achieve success.
6. Effective Time Management: it is very important to manage work load of every employee and able to manage time efficiently and prioritize tasks effectively.
7. Continuous Learning and Self-Improvement: it is necessary that committed to ongoing learning and self-improvement will helpful in determining / achieving future goals and objective.
8. Strong Communication and Interpersonal Skills: Being able to communicate effectively and build strong relationships with others will helpful in achieving future goals and objective in less time.
9. Emotional Intelligence and Self-Awareness: if the employees have a good emotional intelligence and self-awareness which enables to understand the work easily and in better way to perform the organizational goals.
10. Accountability and Responsibility: it is necessary to have the risk of Taking ownership of your actions and being accountable for your results.

4.2 Meaning and Concept of Personal Success Factors

Personal success factors are known as the specific characteristics, habits, skills, and attitudes that a persons have and which contribute to their ability to achieve their personal goals and objectives. It is defined as the key elements that enable someone to be successful in life, career, relationships, or personal growth; these factors are often considered subjective and can vary depending on the individual's values and aspirations.

4.3A Roadmap to Success and Crafting a Development of Personal success factors

Understanding Development of Personal success factors: A personal Development of Personal success factors is an organized or planned approach to setting and attaining goals for personal and professional growth. It's a dynamic plan document that outlines your aspirations, identifies areas for improvement, and charts a course for continuous learning and skill enhancement. By creating it

and investing in yourself and taking proactive steps towards career advancement and personal fulfillment.

Step 1: Setting Clear, SMART Goals

Step 2: Conducting a Self-Assessment

Step 3: Identifying Growth Areas and Priorities

Step 4: Creating an Action Plan

Step 5: Implementing Learning and Development Activities

Step 6: Leveraging Support Networks and Resources

Step 7: Measuring Progress and Adapting the Plan

Step 8: Overcoming Common Obstacles

Step 1: Setting Clear, SMART Goals: The foundation of any actual personal development plan lies in setting SMART goals. These are:

- Specific: Clearly define what you want to achieve in the future
- Measurable: Establish concrete measures for tracking progress
- Achievable: Ensure your goals are accurate and attainable
- Relevant: Align your areas with your career ambitions and values
- Time-bound: Set limits or targets to create urgency and motivation

For example, instead of an unclear goal like “improve leadership skills” a SMART goal would be Complete to enhance team management capabilities.”

Step 2: Conducting a Self-Assessment: Before plotting your course, it’s vital to understand where you presently stand. Conduct a detailed self-assessment to identify your strengths, weaknesses, and areas for improvement by using tools like:

- Skills inventories
- Personality assessments
- 360-degree feedback from colleagues and supervisors
- Personal SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis

This thoughtful process helps you to improve clarity on your current skill set and pinpoint areas that need attention.

Step 3: Identifying Growth Areas and Priorities: With a clear picture of your current competence and skills, it's time to identify growth areas with your career aspirations, consider the following:

- Skills gaps in your current role
- Competencies required for desired future positions
- Emerging trends in your industry

Arrange these growth zones based on their potential impact on your career and personal satisfaction. Remember, you can't tackle everything at once, so focus on the most critical zones first.

Step 4: Creating an Action Plan: Now that acknowledged your areas and priorities, it's time to create a comprehensive action plan. Break down larger objectives into smaller, manageable tasks with specific deadlines. This approach makes your goals less discouraging and more achievable.

Key Components of an Effective Action Plan

1. Specific actions or tasks
2. Resources needed (time, money, materials)
3. Deadlines for each task and activity
4. Potential obstacles and strategies to overcome them
5. Success metrics

Ensure your action plan connects with both your individual aspirations and your organization's objectives. This arrangement can increase support from your employer and potentially open up new opportunities within your company.

Step 5: Implementing Learning and Development Activities: With action plan in Correct direction or place, it's time to involve in learning and development activities Consider a mix of tactics to enhance your skills:

- Formal education (courses, certifications, workshops)

- On-the-job training and stretch assignments
- Mentoring and coaching associations
- Self-directed learning (books, podcasts, online resources)
- Networking and industry events

Select activities or tasks that best suit your learning style and fit within your available time and resources. Remember, consistency is key to make learning a regular part of routine.

Step 6: Leveraging Support Networks and Resources: it is not mean that to go it alone on your personal development expedition. Leverage or take support network to accelerate your growth:

- Seek out mentors who can provide guidance and insights
- Join professional associations or networking groups
- Collaborate with peers on projects or skill-sharing initiatives
- Involve with your HR department for internal development opportunities

Don't hesitate to ask for support from your employer, whether it's time off for training, money for courses, or access to learning resources. Many establishments are eager to invest in employees who display initiative in their personal development.

Step 7: Measuring Progress and Adapting the Plan: Regular evaluation is crucial to ensure you're on track with your personal development plan. Set up checkpoints to review your progress:

- Monthly self-assessments
- Quarterly reviews with your mentor or supervisor
- Annual comprehensive evaluations of your PDP

Be prepared to adapt your plan as circumstances change. Your career areas may shift, new chances may arise, or you may find positive strategies aren't working as well as expected. Flexibility is important to long-term success.

Step 8: Overcoming Common Obstacles: Even with the positive plans, challenges can arise. Here are some common obstacles and strategies to overcome them:

1. Lack of time: Arrange your development by scheduling dedicated time for learning activities.
2. Limited resources: Look for free or low-cost alternatives, such as online courses or company-sponsored training.
3. Loss of motivation: Breakdown goals into lesser milestones and celebrate attainments along the way.
4. Resistance to change: Embrace discomfort as a sign of growth and seek support from your network.

Remember, personal development is a trip, not a destination. Be patient with yourself and revel progress, no matter how small.

Crafting a personal development plan is a powerful step towards taking control of your career and personal growth. By setting clear goals, assessing your current skills, creating a detailed action plan, and consistently working towards your objectives, you're laying the foundation for long-term success.

Remember, the most effective personal development plans are living documents that evolve with you. Regularly revisit and refine your plan, staying open to new opportunities and challenges. With dedication and perseverance, your personal development plan will become your trusted roadmap, guiding you towards a fulfilling and successful career.

4.4 Models and theories of personal success factors

Several models and theories discover personal success factors, including Maslow's Hierarchy of Needs, Herzberg's Motivation-Hygiene Theory, and the Success Factor Modeling which highlights gratitude and generosity as key elements of success.

1. Maslow's Hierarchy of Needs:

Core Idea: This model proposes that individuals are motivated by a hierarchy of needs, initial with basic physiological needs (food, shelter and house) and progressing to higher-level needs like self-esteem and self-actualization.

Relevance to Success: Meeting these needs is critical for personal growth and attaining one's full potential, which is an important aspect of achievement.

Example: A person struggling with basic needs (food insecurity) will find it difficult to focus on education or career advancement, affecting their overall success.

2. Herzberg's Motivation-Hygiene Theory (Two-Factor Theory):

Core Idea: This theory distinguishes between "hygiene factors" (factors that can cause dissatisfaction if absent, but don't necessarily motivate) and "motivators" (factors that can lead to job satisfaction and motivation).

Relevance to Success: Understanding these factors can support individuals to create a work environment or lifestyle that capitalize motivation and satisfaction, contributive to their overall success. **Example:** Hygiene factors might include salary, working conditions, whereas motivators could be opportunities for growth, recognition, and challenging work.

3. Success Factor Modeling:

Core Idea: This model, developed by Dilts Strategy Group, emphasizes the importance of inner experience and self-awareness in achieving success.

Key Elements:

Gratitude: Escalating what you have is critical for valuing your attainments and feeling successful.

Generosity: Sharing your resources and talents with others nurtures a sense of plenty and purpose, contributing to overall success.

Relevance to Success: This model proposes that personal growth and evolution are crucial for professional and personal success, accenting the importance of contributing more to achieve more.

4. Vroom's Expectancy Model: This model suggests that motivation is ambitious by an individual's belief that their exertions will lead to desired outcomes.

5. Reinforcement Model: This concept proposes that performance is influenced by its consequences, with positive support leading to increased behavior and negative reinforcement leading to decreased behavior.

6. Self-Determination Model: This theory suggests that persons are motivated by their needs for autonomy, competence, and relatedness.

7. Other Theories of Motivation: Arousal theory, Incentive theory, ARCS model, Expectation-value theory, and Goal-orientation theory also proposed insights into what drives behavior and can be used to analyze and harness motivation to achieve goals.

4.5 Personal Success Factors

There are many factors which is helpful in Developing Personal Success Factors:

- 1. Practice Self-Reflection, Self-Discipline, Self-Motivation and Awareness:** Identify areas or zones where you need improvement and develop a plan to work on them. Develop habits and routines that support your goals and motivate yourself to stay on track. It includes the important factors like: Self-awareness which Recognize your strengths, weaknesses, and motivations. Goal-oriented which Focus on achieving specific goals. Prioritization which Manages your time and resources effectively. Perseverance which Overcome obstacles and stay committed. Self-reward which Celebrates your achievements and progress. Surround Yourself with Positive Influences, Stay Focused and Motivated which Build relationships with people who support and encourage you.
- 2. Resilience and Adaptability:** it will be associated through the many factors such as: Emotional intelligence, which Manage your emotions and respond to challenges, Flexibility which Adapt to changing circumstances and priorities, Problem-solving which Develop creative solutions to obstacles. Learning from failure which Treat failures as

opportunities for growth, Support network which Surround yourself with people who support and encourage you.

3. **Set Clear Goals and Objectives:** Establish specific, measurable, achievable, relevant, and time-bound (SMART) goals. It includes the Precise which Clearly define what you want to achieve, Measurability, which Measure your goals to track progress, Achievability, which Ensure your areas are realistic and attainable, Relevance, which Align your goals with values and priorities and Time-bound, set limits for achieving your goals.
4. **Develop a Growth Mindset and Positive Attitude:** Believe that on your abilities and intelligence can be established through hard work, dedication, and persistence. it includes many factors such as Optimism, which Preserve a positive outlook and expect good outcomes, Confidence, which Believe in your abilities and strengths, Gratitude which Focus on the positive aspects of your life, Self-compassion which Indulgence yourself with compassion and understanding, Growth mindset, which Believe that your abilities can be developed through effort.
5. **Seek Feedback, Constructive Criticism and Learn from Failures and Setbacks:** Ask for feedback from others and be open to constructive criticism. Treat failures and setbacks as chances to learn and grow.
6. **Strong Work Ethic and Use techniques like conception, affirmations, and positive self-talk to stay attentive and motivated.** It includes the factor likes Time management, which Arrange tasks and manage your time effectively. Task-oriented main Focus on finishing tasks and achieving goals. Accountability means Takes full ownership of work and responsibilities. Initiative means Takes the lead of tasks and projects. Perseverance means Stays committed and motivated, even in challenging situations.
7. **Effective Time Management:** it includes many factors such as Ordering, which Focus on high-priority tasks and goals. Scheduling means Creates a schedule and stick to it. Task segmentation which Breaks down large tasks into smaller, manageable chunks. Avoid multitasking which Focus

on one task at a time to maintain quality and efficiency. Time-blocking which Allocate specific times for tasks, breaks, and leisure activities.

8. **Continuous Learning and Self-Improvement:** it includes many factors such as Curiosity, which Preserve a desire to learn and explore new ideas. Self-awareness means Recognizes areas for improvement and develop strategies. Goal-oriented knowledge Focus on learning precise skills or knowledge. Experimentation which Attempts new approaches and take calculated risks. Feedback Seeks constructive feedback from others to improve.
9. **Strong Communication and Interpersonal Skills:** it includes the Active listening which Pay attention to others and respond thoughtfully. Clear message which Expresses yourself clearly and concisely. Empathy which Understands and respect others viewpoints and sentiments. Conflict resolution Succeeds conflicts effectively and maintain relationships. Networking, which Builds and continue professional relationships.
10. **Emotional Intelligence and Self-Awareness:** it includes the Self-awareness which Recognize your emotions, strengths, and weaknesses. Emotional regulation which Manages your emotions to maintain well-being. Motivation which Uses emotions to drive motivation and achieve goals. Empathy which Understands and respect others' emotions and perspectives. Social skills which Develop effective relationships through emotional intelligence.
11. **Accountability and Responsibility:** it includes many factors such as Ownership, which Take full responsibility for your movements and results. Accountability which Holds yourself accountable for your commitments. Reliability which Maintains a reputation for being reliable and dependable. Transparency which Be open and honest in your interactions with others. Integrity which Maintains a strong sense of ethics and morality.

4.6 Advantages and disadvantages of personal success factors:

Advantages of Personal Success Factors

1. **Increased Motivation:** Personal success factors can increase motivation and drive, helping personalities to achieve their goals.
2. **Improved Focus:** By recognizing and prioritizing personal success factors, persons can maintain focus and direction.
3. **Enhanced Self-Awareness:** Personal success features promote self-reflection, serving individuals to understand their strengths, weaknesses, and areas for enhancement.
4. **Better Time Management:** Ranking personal success factors permits effective time management, ensuring individuals assign time and resources efficiently.
5. **Increased Resilience:** Developing personal success factors, such as flexibility and adaptability, helps persons to cope with challenges and setbacks.
6. **Improved Relationships:** Strong personal success factors, like communication and interpersonal skills, adoptive healthy relationships and networks.
7. **Greater Confidence:** Attaining personal success factors can improve self-confidence, allowing individuals to pursue new challenges and opportunities.
8. **Increased Productivity:** By leveraging personal success factors, individuals can optimize their productivity, achieving more in less time.

Disadvantages of Personal Success Factors

1. **Overemphasis on Individualism:** Concentrating solely on personal success factors might lead to abandonment of teamwork, collaboration, and social responsibilities.
2. **Impractical Expectations:** Setting overly determined personal success factors can consequence in disappointment, frustration, and burnout.
3. **Comparison and Competition:** Measuring personal success in contradiction of others can substitute unhealthy competition, discouragement self-esteem and motivation.

4. **Narrow Focus:** Overemphasizing personal success factors might lead to a narrow focus, causing persons to overlook other significant aspects of life, such as relations, health, and personal growth.
5. **Pressure and Stress:** Chasing personal success factors can create pressure and stress, possibly negatively affecting mental and physical well-being.
6. **Lack of Work-Life Balance:** Overemphasizing personal success factors might lead to an inequity between work and personal life, causing burnout and negatively affecting relationships.
7. **Inadequate Support Systems:** Insufficient support arrangements, such as mentors, coaches, or peers, can delay progress toward personal success factors.
8. **Inflexibility:** Overly unbending personal success factors might not accommodate changes in conditions, leading to frustration and disappointment.

4.7. Importance of personal success factors:

1. **Personal success factors,** persons can cultivate a balanced and accurate approach to attaining their goals. Self-Awareness includes Personal success factors benefit individuals to understand their strengths, weaknesses, and areas for improvement. Skill Development means Concentrating on personal success factors allows individuals to develop new skills and enhance current ones. Confidence Structure means Achieving personal success factors and improvements of self-confidence, empowering individuals to pursue new challenges.
2. **Career Advancement and Professional Growth:** Personal success factors are vital for career advancement, as they establish an individual's capabilities and potential. Increased Earning Potential Which Emerging personal success factors can lead to advanced earning potential and better job prospects. Leadership Chances which Individuals with strong personal success factors are more possible to be considered for leadership roles.
3. **Improved Relationships and Effective Communication:** Personal success factors like communication and interpersonal skills builds short-term healthy relationships and networks. Emotional Intelligence Develop

emotional intelligence helps individuals to understand and manage their emotions, leading to better relations. Empathy and Understanding as Personal success factors promote empathy and sympathetic, enabling individuals to build tougher, more meaningful relationships.

4. Increased Productivity and Time Management: Prioritizing personal success factors enables effective time management, ensuring individuals allocate time and resources efficiently. Goal Achievement which Focusing on personal success factors helps individuals set and achieve goals, leading to increased productivity. Accountability which Developing personal success factors promotes accountability, ensuring individuals take ownership of their work and responsibilities.
5. Better Work-Life Balance and Prioritization: Personal success factors help individuals prioritize their personal and professional life, safeguarding a better stability between work and leisure. Stress Management means Developing personal success factors like resilience and adaptability permits individuals to manage stress more effectively. Increased Job Satisfaction Which Achieving personal success factors aims to increased job satisfaction, reducing the likelihood of burnout.
6. Improved Mental and Physical Health and Reduced Stress: Personal success factors like mindfulness and self-care promote reduced stress levels. Increased Motivation Attaining personal success factors which boosts motivation, encouraging individuals to adopt healthier habits. Better Sleep helps in Developing personal success factors like time management and prioritization leads to better sleep quality.
7. Increased Resilience and Adaptability: Personal success factors like adaptability and flexibility permit individuals to cope with change and uncertainty. Problem-Solving means Emerging personal success factors like problem-solving and critical thinking assist individuals navigate challenges. Emotional Regulation as Personal success factors helps emotional intelligence and self-awareness which promote emotional regulation, enabling individuals to manage their emotions effectively.

By focusing on personal success factors, individuals can experience significant benefits across various aspects of their lives, leading to increased fulfillment, happiness, and overall well-being.

4.8 Role of Personal Success Factors

1. **Motivation:** Personal success factors motivate individuals to work towards their goals, driving them to take action and make progress. it includes Personal success factors offer direction, serving individuals focus on what's significant and allocate their time and resources efficiently. Resilience includes Personal success factors allow individuals to bounce back from setbacks and failures, upholding their motivation and momentum.
2. **Career Development:** it includes Professional Growth which is essential for career advancement, as they demonstrate an individual's capabilities and potential. Skill Development which is Focusing on personal success factors enables individuals to develop new skills and enhance existing ones. Networking which is Personal success factors like communication and interpersonal skills foster healthy relationships and networks.
3. **Personal Growth and Development:** Self-Discovery benefits individuals to discover their passions, values, and strengths. Confidence Building means Achieving personal success factors which improve self-confidence, empowering individuals to pursue new challenges.
4. **Relationships and Networking:** Effective Communication means message and interpersonal skills adoptive healthy relationships and networks. Empathy and Understanding means developing personal success factors which promotes empathy and understanding, enabling individuals to build stronger, more meaningful relationships.
5. **Role of Personal Success Factors in Overall Well-being:** Physical Health includes developing personal success factors like self-care and stress management encourages physical well-being. Mental Health includes Personal success factors like emotional intelligence and self-awareness support mental health and well-being.

❖ **Exercise**

1. **Answers the following Multiple - choice questions (MCQ).**

1. What is the primary aims of understanding personal success factors?
 - A) To attain monetary wealth
 - B) To understand what contributes to individual achievement and growth
 - C) To compete with others
 - D) To appreciate social success

Answer: B) To understand what contributes to individual achievement and growth

2. Which of the resulting best defines personal success factors?
 - A) Traits and behaviors that contribute to personal and professional achievement
 - B) External factors that regulate career progression
 - C) Luck and accidental events that shape one's career
 - D) The financial resources one possesses

Answer: A) Traits and behaviors that contribute to personal and professional achievement

3. What is important for crafting a personal development plan?
 - A) Subsequent others' paths
 - B) Understanding your strengths, weaknesses, and goals
 - C) Concentrating solely on academic success
 - D) Flouting feedback from others

Answer: B) Understanding your strengths, weaknesses, and goals

4. Which of the succeeding is a widely recognized as a theory of personal success?

- A) Maslow's Hierarchy of Needs B) The Model of Relativity
C) Einstein's Model of Success D) Newton's Laws of Motion

Answer: A) Maslow's Hierarchy of Needs

5. According to the SMART model of goal setting, what does the "M" in SMART stand for?

- A) Manageable B) Measurable
C) Milestone D) Motivated

Answer: B) Measurable

6. Which of the following is considered a personal success factor?

- A) Inherited wealth B) Determination
C) Random chance D) External luck

Answer: D) Determination

2. Fill in the Blank.

1. Personal success factors state to the _____ and _____ attributes that contribute to an individual's attainment in their personal and professional life.
2. An individual's mindset, with factors like _____, perseverance, and time management, plays a crucial role in achieving personal success.
3. A roadmap to success includes setting clear _____, breaking them down into manageable steps, and maintaining consistent _____ toward them.
4. The _____ model suggests that success is a result of both internal traits and external opportunities, highlighting the importance of mindset.

5. Personal success factors often include behaviors like _____, determination, self-awareness, and adaptability.

Solutions:

1. internal, external
2. resilience
3. goals, effort
4. growth mindset
5. motivation

3. Short and long questions answers:

1. Explain the Meaning and Concept of Personal success factors in detail.
2. Explain the Roadmap to Success and Development of Personal success factor in detail.
3. Explain the Models and theories of personal success factors in detail.
4. What is a Personal Success Factors? Explain.
5. Explain the Advantages and disadvantages of personal success factors in detail.
6. Explain the Importance of Personal success factors in detail.
7. Explain the Role of Personal Success Factors in detail.

BBA SEMESTER-3
Personality Development
BLOCK: 2

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- 5.1 Introduction**
- 5.2 Characteristics of ethics**
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- 5.5 Importance of Ethics in Personal Life**
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❖ **Exercise**

5.1 Introduction

➤ What is Ethics?

Ethics is often understood as a set of moral principles that govern our behavior and decision-making. It is the study of right and wrong, which helps us distinguish between good and bad, just and unjust, and fair and unfair. Ethics is not just limited to moral principles but also includes the principles, values, and norms that are socially and culturally accepted.

Ethics is a Philosophical discipline that deals with studying and analysing moral conflicts and the principles that guide human behavior. Ethics explores these conflicts and provides a theoretical framework for making decisions about how to act in ethical situations. However, ethics does not seek to discern between good and bad, but rather to think about the nature of that distinction and helping people form their own opinions through a critical exercise of morality.

The word “ethics” comes from the Greek *ethikos* and means “relative to one’s character,” since *ethikos* comes from *ethos*, which is “character” or “dwelling”. In ancient Greek they spoke of ethics to name one’s customs and character. Ethics is the study of morality. The essence of ethics (the core of ethics) is to understand those philosophies which guide us in determining what is right or wrong.

5.2 Characteristics of ethics

Ethics is a philosophical discipline that deals with moral issues and human behavior. Some of its characteristics are as follows:

- **It is normative**

Ethics is concerned with establishing standards and principles that determine what is morally right or wrong. It provides guidelines for judging human conduct. Normative ethics deals with standards or norms by which we can judge human actions to be right or wrong. It deals with the criteria of what is morally right or wrong.

- **It is universal**

Ethical universal principles seek to be universal, that is, applicable to all people in all cultures. Ethics strives to find moral values and norms that transcend cultural differences.

- **It is rational**

Ethics is based on reason and critical thinking. It seeks to justify and argue ethical principles through logic and analysis. Ethics can be viewed as rational choice. A decision must have a consistent rationale behind it, or else it is not an ethical decision. Rationality may not be a sufficient criterion for ethical choice, but it is necessary. It is useful as well.

- **It is autonomous**

Ethics promotes moral autonomy, that is, the ability of people to make ethical decisions for themselves and be responsible for their actions.

Autonomy is an individual's capacity for self-determination or self-governance. Beyond that, it is a much-contested concept that comes up in a number of different arenas.

- **It is critical**

Ethics is concerned with raising critical questions about what is right and wrong, analysing ethical dilemmas and situations to find answers based on moral principles.

- **It is heterogeneous**

There are different ethical currents, such as utilitarianism, Kantianism or Aristotelian ethics, which offer varied approaches to addressing ethical problems.

- **It is interdisciplinary**

Ethics relates to other disciplines, such as political philosophy, psychology, and sociology, as it influences how people interact in society.

5.3 Types of ethics

Ethics is classified according to its field of study, according to how it thinks about moral action and according to the time in which each theory is developed. The most common classification, however, is according to the field of study. Thus, ethics is divided into metaethics, normative ethics, descriptive ethics and applied ethics.

➤ **Metaethics**

The metaethics studies the origin, meaning and characteristics of ethical principles and moral judgments. It is used to construct a theoretical language that responds to ethical problems in relation to language and knowledge.

Some of the frequent problems of metaethics are the problem of being, what ought to be, and the existence or not of free will, among others. Moral realism is an example of a metaethical current.

➤ **Normative ethics**

Normative ethics studies the normative criteria of morality. Work with concepts that determine when behavior is ethical and what is right and wrong. The civil codes of each country and deontology are examples of normative ethics. Normative ethics is the study of ethical action . It is the branch of ethics that investigates the set of questions that arise when considering how one ought to act , morally speaking. Normative ethics is distinct from meta - ethics because normative ethics examines standards for the rightness and wrongness of actions , while meta - ethics studies the meaning of moral language and the metaphysics of moral facts . Normative ethics is also distinct from descriptive ethics, as the latter is an empirical investigation of people's moral beliefs.

➤ **Descriptive ethics**

Descriptive ethics studies the practice of people's moral beliefs and behaviours. It seeks to describe the characteristics of ethics and morals as they develop in everyday life. Although its study approaches the ideas of good and evil, descriptive ethics does not seek to determine what is morally correct, but rather the description of how an ethical decision is made and how a system of values is developed. Kantian ethics is an example of descriptive ethics.

➤ **Applied ethics**

Applied ethics studies how principles of ethics apply in specific situations such as the workplace or medicine, and is thus divided according to the area where it is applied. Medical ethics and business ethics are examples of applied ethics. Today, applied ethics is the branch of ethics that has the most development. Many of the areas in which ethics is developed have scientific autonomy. This means that they are considered a branch of applied ethics independent of the others, since they have their own developments. Some of these branches are professional ethics, personal ethics and religious ethics.

➤ **Professional ethics.**

It is linked to the exercise of a specific profession. He is interested in the limits of practicing the profession in an honest and responsible manner, as well as in the deontological codes that govern professional groups. For example, the code

of ethics for journalists is a regulation that contains the principles of the “healthy” exercise of the profession, as understood at a given time and place.

➤ **Personal ethics**

Personal ethics is the way an individual behaves in society and in the various areas of personal interaction. It is an approach to the values with which a person chooses to live his or her life, many of which are determined by his or her moral, religious, professional and cultural tradition, but also by life choices that the individual will have to make on his or her own. For example, interpersonal relationships are part of personal ethics, since they deal with issues such as adultery, loyalty, friendship and love, among others.

➤ **Religious ethics**

Different religions influence the morals and ethical codes that govern the different communities that practice them. Religious ethics studies these codes to understand how they influence the behavior and value scales of a society. For example, ideas such as celibacy or love of neighbor are part of religious ethics.

5.4 Consequences of Ethics

Ethics is a fundamental aspect of human life, playing a crucial role in our personal and professional lives. It is the principles and values that guide our behavior, help us make decisions, and shape our actions. A consequence is the outcome of any act. Doing good with proper reasoning (being ethical) has many positive consequences like

- Safeguarding the society.
- Feeling good.
- Creating credibility.
- Satisfying basic human needs etc.

However, being unethical has many negative consequences like

- Loss of trust.
- Nepotism.
- Corruption.
- Crimes etc.

5.5 Importance of Ethics in Personal Life

In our personal lives, ethics plays a vital role in shaping our character, relationships, and sense of self-worth. Here are some reasons why ethics is important in our personal lives:

- **Moral Development:**
Ethics helps us develop our moral values and principles, which guide our decision-making process and shape our behavior.
- **Relationship Building:**
Ethics is essential in building and maintaining strong, healthy relationships, as it helps us treat others with respect, empathy, and kindness.
- **Self-Compassion:**
Ethics promotes self-compassion, allowing us to treat ourselves with kindness, understanding, and acceptance.

5.6 Importance of Ethics in Professional Life

In the professional sphere, ethics is crucial for the success of an organization and the individuals within it. Here are some reasons why ethics is important in professional life:

- **Building Trust:** Ethics helps build trust among colleagues, customers, and stakeholders, which is essential for a company's reputation and success.
- **Compliance:** Ethics ensures compliance with laws, regulations, and industry standards, which is vital for avoiding fines, penalties, and negative publicity.
- **Employee Morale:** Ethics improves employee morale and job satisfaction, as it provides a positive work environment and encourages a sense of purpose and fulfillment.

5.7 The Importance of Ethics in Business and Society

Ethics is not limited to individuals; it is also essential in business and society as a whole. Here are some reasons why ethics is important in business and society:

- **Sustainability:** Ethics is crucial for long-term sustainability, as it encourages responsible business practices, environmental protection, and social responsibility.
- **Global Competitiveness:** Countries and businesses that prioritize ethics are more competitive in the global market, as they are recognized for their integrity, transparency, and trustworthiness.
- **Social Progress:** Ethics drives social progress, as it encourages equality, justice, and human rights.

5.8 Key Principles of Ethics

Ethics is a fundamental aspect of our personal and professional lives, playing a crucial role in shaping our behavior, decision-making, and values. It is essential for building trust, fostering social progress, and promoting sustainability. By understanding and applying ethics, we can create a better world, where we value respect, empathy, and kindness. Remember, ethics is not just a set of rules, but a way of life that guides our actions and decisions.

Here are some key principles of ethics that guide our behavior and decision-making:

- **Autonomy:** Respect for individual autonomy, allowing people to make choices and take actions that align with their values and goals.
- **Beneficence:** The principle of doing good and promoting the well-being of others.
- **Non-Maleficence:** The principle of avoiding harm and causing no harm to others.

5.9 Difference between Ethics and Morale

Many people use the words Ethics and Morality interchangeably. However, there is a difference between Ethics and Morals. Ethics is all about reasoning about how one should act in a given circumstance –e. how to do the right action. Ethics is a fundamental branch of philosophy because it helps people think about themselves and the way they conceive what is right and wrong in different areas of their lives. Ethics is key in the formation of codes of conduct and the administration of justice. However, ethics does not aim to say what distinguishes good from evil: its interest is to think about the nature of that distinction. Its aim is to help people form their own opinions through a critical exercise of morality. Ethics and morals share their interest in the behavior of people. Ethics and morality reflect on people’s behavior. Both help to distinguish good actions from bad. Morality has to do with the set of spiritual, social and personal norms that govern a given community, according to what is considered “good” and what is considered “bad”. Ethics, on the other hand, aims to review the codes of values and the theory that makes them possible.

Thus, it tries to put into perspective the possible behavioural models around a given topic. While morality judges, ethics understands. In general, it is said that morality is the set of customs and practices of a society, while ethics is the study of the principles that underpin them.

Point of Difference	Ethics	Morals
Definition:	Ethics are the rules of human conduct recognized in a particular group, society, culture, etc.	Morals are principles on which one’s judgments of right and wrong are based.
Source:	Usually stems from external sources such as society, culture, religion, or profession.	Derived from an individual’s personal beliefs, values, and principles.
Flexibility:	Can be more flexible and adaptable to various situations.	Tend to be consistent and unchanging over time for an individual.
Scope:	Often applies to groups or societies.	Generally applies to individuals.

Point of Difference	Ethics	Morals
Examples:	Professional ethics in medicine dictate a standard of conduct for doctors.	A person's morals might lead them to believe it is wrong to lie, regardless of the situation.
Who enforces:	Often enforced by an external body or authority, such as professional organizations or laws.	Enforced by personal conscience and reflection.
Whether Objective or Subjective:	More objective, aiming for a common ground among members of the society or group.	More subjective, varying significantly from one person to another based on personal belief systems.
Whether Public or Private:	Public – Ethics are more visible and discussed within the context of society and specific groups.	Private – Morals are more about personal internal beliefs.

5.10 Difference between ethics and law

Point of Difference	Ethics	Law
Definition	Ethics are the rules of conduct acceptable to a particular group or culture.	Law is a set of rules framed by a government to maintain legal balance in a society and provide security to its citizens.
Source of origin	Ethics originate from the self-awareness of individuals to decide what is right and what is wrong.	Law originates due to law enforcement by a government on citizens.
Codification	Ethics are the codification of morals that an individual should be adhering to.	Law is the codification of ethics that are developed to maintain law and order.
Punishment	The violation of ethics is not punishable.	The violation of law is a punishable offence.
Guiding principles	Personal beliefs, values and morals of individuals are the guiding principles for developing ethics.	Ethics prevalent in a country are the guiding principles for framing laws there.

❖ Exercise

Q-1 Long Questions:

- 1) Write the Characteristics of ethics.
- 2) Describe the Types of ethics.
- 3) Explain Consequences of Ethics.
- 4) Explain Importance of Ethics in Personal Life, Professional Life and in Business and Society.
- 5) What are the Key Principles of Ethics?
- 6) Differentiate between Ethics and Morale.
- 7) Differentiate between Ethics and Law.

Q-2 MCQ:

1. Ethics is the science of _____
A. beauty B. truth C. conduct D. mind

Answer: C. conduct

2. The word “ethics” is derived from the Greek word _____
A. ethos B. ethies C. ethees D. ethise

Answer: A. ethos

3. Ethos means _____
A. conduct B. customs C. character D. good

Answer: C. character

4. The word mores means _____
A. conduct B. customs C. character D. good

Answer: B. customs

5. The term Right is derived from the Latin_____

- A. ritus B. ritchus C. rectus D. rightss

Answer: C. rectus

6. Rectus means_____

- A. straight B. direct C. correct D. good

Answer: A. straight

7. The term Good is connected with the German term:

- A. goto B. gutte C. gud D. gut

Answer: D. gut

8. Ethics is a_____science.

- A. positive B. applied C. normative D. systematic

Answer: C. normative

9. Normative science deals with_____

- A. standards B. facts C. judgements D. none of these

Answer: A. standards

10. Aesthetics deals with the standard of_____

- A. beauty B. truth C. goodness D. conduct

Answer: A. beauty

11. Ethics determines rightness or wrongness of_____

- A. human actions B. human thought
C. human judgements D. none of these

Answer: A. human actions

12. Ethics deals with the standards to describe_____

- A. good and evil B. true and false
C. right and good D. all of these

Answer: C. right and good

6.1 Introduction, Meaning & Concepts**6.2 Components of Attitude****6.3 Formation of Attitude****6.4 Importance of Positive Attitude****6.5 Difference between Positive Attitude & Negative Attitude****6.6 Disadvantages of Negative Attitude****❖ Exercise**

6.1 Introduction, Definition & Meaning

Attitudes are the most important components of personality development. A positive attitude is very important in life. Attitude is a certain mental or emotional attitude towards something, person, or event. Two Types of Attitudes

1. Positive Attitude
2. Negative Attitude.

In short, how you approach an event, person, or thing can be different for each person with each event, thing, or activity. Not necessarily everyone has the same attitude towards an event, thing, or activity may be different. One person's attitude towards an event, object, or activity may be positive, while another person's attitude towards the same event, object, or activity may be negative.

An attitude can be defined as the feeling we have when someone asks us what we think or when we have strong feelings about a person, situation, or event. But attitude is more than just viewpoint; it also encompasses how we communicate our thoughts about someone or something and how much we like or loathe them. According to Hogg and Vaughan (2005), attitude is "a relatively enduring organization of beliefs, feelings, and behavioral tendencies towards socially significant objects, groups, events, or symbols."

❖ **Definition of Attitude Written by a Different Author:**

- **Gordon W. Allport (1935)** – "Attitude is a mental and neural state of readiness, organized through experience, exerting a directive or dynamic influence upon the individual's response to all objects and situations with which it is related."
- **Leonard Berkowitz (1972)** – "Attitude is an enduring system of positive or negative evaluations, emotional feelings, and pro or con action tendencies with respect to social objects."
- **Richard M. Perloff (2003)** – "Attitude is a learned, global evaluation of an object (person, place, or issue) that influences thought and action."
- **Fazio & Olson (2003)** – "Attitudes are associations between an object and an evaluation in memory."
- **Krech and Crutchfield (1948)** – "An attitude is an enduring organization of motivational, emotional, perceptual, and cognitive processes with respect to some aspect of the individual's world."
- **Eagly & Chaiken (1993)** – "Attitude is a psychological tendency that is expressed by evaluating a particular entity with some degree of favor or disfavor."
- **Katz and Scotland-** "Attitude is a tendency or predisposition to evaluate an object or symbol of that object in a certain way."

❖ **Meaning of Attitude**

In simple words, an "attitude" is an individual's way of looking or an individual's point of view at something. Attitude is the mixture of beliefs and feelings that people have about situations, specific ideas or other people.

6.2 Components of Attitude

There are three components of attitude.

1. Cognitive Component
2. Affective Component
3. Behavioral Component

1. Cognitive Component:

The cognitive component of attitude refers to thoughts, beliefs, ideas, and knowledge about a particular object, person, situation, or concept. It

shapes how we perceive and interpret the world around us. These aspects include beliefs, opinions, perceptions, stereotypes, and generalizations. Cognitive attitudes influence decision-making and rational thinking. They form through personal experiences, social influence, and media exposure. A strong cognitive attitude helps in developing rational thinking, making informed choices, overcoming biases, and building confidence in beliefs.

2. Affective Component

The affective component refers to the emotional response an individual experiences in response to an object, person, idea, or event. It reflects like, dislike, love, hate, joy, anger, or fear. Emotional responses are subjective and personal, and their initial reaction sets the tone for the overall attitude. Emotions influence behavior, such as behavior and classroom participation. Managing the affective component helps individuals develop emotional intelligence, self-awareness, empathy, conflict resolution, teamwork, and personal well-being.

3. Behavioral Component

The behavioral component refers to a person's behavior or intentions towards an object, person, event, or idea based on their attitude. It includes visible actions, driven by feelings and beliefs, and intentions. It can be consistent or inconsistent due to external pressures or social norms. For example, a person might dislike their job but still work due to income. The behavioral component is important in personality development as it reflects a person's behavior, which is often judged based on their respectfulness, discipline, helpfulness, or enthusiasm.

6.3 Formation of Attitude

Attitudes are psychological constructs that reflect an individual's assessment of a person, thing, or concept. Attitude formation is a complex process that is impacted by a number of important mechanisms.

- **Direct Experience:** our thoughts and opinions about a person or an object are directly affected by the outcomes of that interaction. For

example, if you try a new restaurant and the food and services are good, person likely to form a positive attitude toward it.

- **Observation & Social learning:** Albert Bandura, suggests that attitudes are formed through observation and imitation of others, especially during childhood and adolescence. When we look to parents, teachers, and peers for cues on how to think and act.

6.4 Importance of Positive Attitude

Attitude can be useful in various areas of life. Positive attitude plays a critical role in shaping individual behavior, social interaction, decision making, and personal and professional success. Below is a detailed explanation of how and why attitude is important in personality development.

1. **Improves Communication Skills:** positive thinkers are more approachable and better communicators, which helps build trust and deepen personal and professional connections.
2. **Promotes emotional stability:** A positive attitude helps in managing angers, stress, and disappointment, making one's personality more composed and mature.
3. **Personal and Career Advancement:** employers value a positive attitude as it often predicts adaptability, willingness to learn, and leadership potential. This commitment to self-growth is a core aspect of personality development.
4. **Lower stress and supports mental health:** a constructive attitude reduces stress levels, better mental and physical health, and greater life satisfaction.

6.5. Difference between Positive Attitude and Negative Attitude

Positive Attitude	Negative Attitude
Positive minded people will focus on the positive aspects of other people, circumstances, events, etc.	People who have a negative attitude focus on the negative aspects of people, circumstances, etc.
When someone expresses Positive attitudes, they are rewarded, and it means the individual is encouraged to do the same thing in the future.	Negative attitudes are punished in order to discourage the same action in the future.

Positive thinking encourages productivity and creativity and motivates.	If we think negative thoughts, reduces motivation, efficiency and interest in work.
It can achieve long term goals easily and in time.	It can achieve some initial goals but not the long term goals
These persons always see challenges as opportunities for growth and learning.	These persons see only limitations as obstacles or threats, leading to avoidance.
Attracts people, improves cooperation and builds strong bonds.	Repels people, creates conflict and weak relationships.

6.6 Disadvantages of Negative Attitude

A Negative attitude can lead to increased stress, poor physical and mental health and strained social interactions.

- 1. Reduced productivity and performance:** A negative attitude decreased motivation and enthusiasm, effect the quality and quantity of work produced. Individuals may become less engaged, make more mistake & ultimately affecting overall team performance.
- 2. Impact on Physical and Metal Health:** the negativity can also affect mental and physical health, potentially leading to anxiety, stress and other related issues.
- 3. Effect on Growth and Opportunities:** A person's negative attitude can make them less likely to be considered for promotions or new opportunities. Their lack of enthusiasm and willingness to take on new challenges can be perceived as a lack of ambition or potential
- 4. Increased Conflict and Tension:** a negative attitude can make more stressful, leading to increased conflict and result in a toxic work environment where person feel uncomfortable or unsafe expressing themselves.

❖ Exercise

Write the following question answers.

1. What are the three main components of attitude?
2. Explain the attitude formation in detail.
3. Give two advantages of having a positive attitude.
4. Differentiate between positive attitude and negative attitude.
5. Discuss the factors influencing the formation of attitude in detail.
6. What are the disadvantages of a negative attitude?

MCQ:

1. Which of the following is **NOT** a component of attitude?
A. Cognitive Component B. Affective Component
C. Behavioral Component **D. Genetic component**
2. The **cognitive component** of attitude relates to:
A) Feelings or emotions toward an object
B) Beliefs, thoughts, and knowledge about an object
C) Visible actions or responses
D) None of the above
3. Which factor plays a major role in **attitude formation**?
A) Family and upbringing B) Peer group and society
C) Personal experiences **D) All of the above**
4. Why is attitude important in personality development?
A) It influences behavior and decision-making
B) It has no impact on success

- C) It only affects physical appearance
- D) It reduces motivation
5. Which of the following is **NOT** a disadvantage of negative attitude?
- A) Reduced productivity B) Stress and poor relationships
- C) Growth and opportunities** D) Lack of motivation
6. Which of the following is an example of a **positive attitude**?
- A) Complaining frequently about work
- B) Avoiding teamwork
- C) Showing optimism and problem-solving approach**
- D) Refusing to accept changes
7. Attitude can best be defined as:
- A) A temporary mood of a person
- B) A settled way of thinking or feeling about something**
- C) A person's intelligence level
- D) A person's physical appearance
8. The role of **society** in attitude formation is mainly through:
- A) Education and cultural values** B) Climate and environment
- C) Genetic inheritance¹ D) Physical strength

UNIT-7

SELF- RESPECT AND SELF-CONFIDENCE

7.1 Introduction

7.2 Meaning, Concept and Characteristics of Self-Respect

7.3 Meaning, Concept and Characteristics of Self-Confidence

7.4 Aggressive, Submissive and Dominance Behavior

7.4.1. Aggressive Behavior

7.4.2. Submissive Behavior

7.4.3. Dominance Behavior

7.5 Positive and Negative Self-Respect

7.5.1. Positive Self-Respect

7.5.2. Negative Self-Respect

7.6 Personality with low Self-Respect

7.7 Interpersonal Relationship

❖ Exercise

7.1. Introduction

In the journey of personal and professional development, two foundational pillars: ‘Self-Respect’ and ‘Self-Confidence’ play a critical role in shaping an individual’s personality. Understanding of these concepts is not only academically significant but also crucial for success in real-world scenarios, be it in interpersonal relationships, workplace dynamics, or leadership roles.

7.1.1 Understanding Self-Respect:

Self-respect refers to the recognition and appreciation of one’s own worth and dignity. It is an internal state of being that arises from self-awareness, self-acceptance, and the maintenance of personal values and boundaries. Individuals

with strong self-respect set healthy boundaries, avoid compromising situations, and demand respect from others without being arrogant. They demonstrate integrity, uphold ethical standards, and possess a strong moral compass.

7.1.2 Understanding Self-Confidence:

Self-confidence is the belief in one's abilities, skills, and potential to accomplish tasks and face challenges. It is the external expression of an internal state of assurance and competence. Self-confidence is not innate; it can be developed through experiences, learning, and positive reinforcement. It involves setting achievable goals, celebrating small successes, and learning from failures without losing faith in oneself.

7.1.3 The Interplay between Self-Respect and Self-Confidence:

While self-respect and self-confidence are distinct, they are closely related and mutually reinforcing. Self-respect provides a solid foundation for self-confidence. When a person values themselves, it naturally boosts their confidence in their abilities. Conversely, as confidence grows through achievements and learning, it strengthens self-respect.

However, a balance between the two is essential. Overconfidence without a grounding in self-respect can lead to arrogance, while excessive self-respect without confidence may cause passivity or fear of taking risks.

7.1.4 Relevance to Personality Development

Personality development is the holistic growth of an individual's character, behavior, and attitude. Self-respect and self-confidence contribute significantly to this growth. They influence how individuals present themselves, how they interact with others, and how they handle challenges. These traits help in building a strong, positive, and dynamic personality, which is crucial for success in both personal and professional spheres.

It is preparing for future leadership and managerial roles, developing self-respect and self-confidence will enhance communication skills, decision-making abilities, and overall professional demeanour. This chapter aims to explore practical strategies to nurture these qualities and integrate them into daily life, paving the way for a successful and fulfilling career.

7.2 Meaning, Concept and Characteristics of Self-Respect

➤ **Meaning of Self-Respect**

Self-respect refers to a person's sense of honor, dignity, and self-worth. It is the recognition of one's own value as a human being, irrespective of external opinions or circumstances. Self-respect involves treating oneself with kindness and expecting to be treated with respect by others. It acts as an internal compass, guiding individuals in maintaining their principles, setting healthy boundaries, and making choices that align with their values.

➤ **Concept of Self-Respect**

The concept of self-respect is deeply rooted in self-awareness and self-acceptance. It is not merely about how others treat an individual but how the individual allows themselves to be treated. Self-respect emerges from:

1. **Self-Acceptance:** Embracing oneself fully, including strengths, weaknesses, and imperfections.
2. **Self-Worth:** Recognizing one's intrinsic value without needing validation from external sources.
3. **Boundaries:** Establishing and maintaining healthy limits in relationships and interactions.
4. **Integrity:** Adhering to personal values and principles, even in challenging situations.
5. **Self-Care:** Prioritizing one's mental, emotional, and physical well-being.

Self-respect is often considered a precursor to self-confidence. When individuals respect themselves, they are more likely to present themselves confidently and handle life's challenges with grace.

➤ **Characteristics of Self-Respect**

1. **Positive Self-Image:** Individuals with self-respect have a healthy and balanced view of themselves. They acknowledge their worth and avoid self-deprecating thoughts.
2. **Assertiveness:** They can express their needs, desires, and boundaries clearly and respectfully without being aggressive or passive.
3. **Integrity and Honesty:** Maintaining honesty with oneself and others. They do not compromise their values to fit in or gain approval.

4. **Self-Care and Self-Compassion:** They prioritize their well-being and practice self-love. They avoid self-destructive habits and engage in activities that promote growth and happiness.
5. **Respect for Others:** True self-respect extends to respecting others. Such individuals understand the value of mutual respect in healthy relationships.
6. **Resilience:** They handle criticism, failure, and setbacks constructively without losing their sense of worth.
7. **Healthy Boundaries:** They know how to say 'no' when necessary and do not tolerate disrespect or mistreatment from others.
8. **Emotional Stability:** They do not allow external negativity to disturb their inner peace. They manage their emotions well and respond to situations thoughtfully.
9. **Self-Reliance:** While open to help and collaboration, they do not overly depend on others for validation or happiness.
10. **Accountability:** They take responsibility for their actions and decisions, avoiding blame-shifting or excuses.

7.3 Meaning, Concept and Characteristics of Self-Confidence

➤ **Meaning of Self-Confidence**

Self-confidence refers to the belief in one's own abilities, qualities, and judgment. It is the assurance that one can handle tasks, challenges, and interactions effectively. Self-confidence is not merely about being outspoken or bold but rather about having a realistic sense of one's strengths and limitations while maintaining a positive outlook. It is a critical component of a strong and dynamic personality, enabling individuals to pursue their goals with determination and resilience.

➤ **Concept of Self-Confidence**

The concept of self-confidence revolves around an internal state of trust and assurance. It is built upon:

1. **Self-Efficiency:** The belief in one's ability to accomplish specific tasks or achieve goals.
2. **Self-Esteem:** A broader sense of self-worth and value.

3. Experience and Competence: Confidence grows through learning, practice, and overcoming challenges.
4. Positive Thinking: Focusing on possibilities and solutions rather than obstacles and fears.
5. Self-Awareness: Understanding one's own strengths, weaknesses, and unique qualities.

Self-confidence manifests in various aspects of life, from social interactions and professional endeavours to decision-making and leadership. It is not a fixed trait but a skill that can be developed over time through consistent practice and experiences.

➤ **Characteristics of Self-Confidence:**

1. Positive Attitude: Self-confident individuals maintain an optimistic outlook and focus on what they can achieve rather than what might go wrong.
2. Clarity of Goals: They set realistic goals and are proactive in planning and taking steps to achieve them.
3. Decisiveness: Confident people make decisions with clarity and assertiveness, weighing options and taking responsibility for the outcomes.
4. Risk-Taking Ability: They are not afraid to step out of their comfort zone, try new things, and embrace challenges as opportunities for growth.
5. Effective Communication: Self-confidence enhances verbal and non-verbal communication. Confident individuals express their thoughts clearly, maintain eye contact, and listen actively.
6. Resilience: When faced with failures or setbacks, they bounce back quickly and learn from their experiences.
7. Self-Motivation: They have an internal drive that propels them forward, even in the absence of external encouragement.
8. Handling Criticism: They accept constructive feedback gracefully and use it to improve without letting it affect their self-worth.
9. Independence: Self-confident individuals trust their judgment and are not overly dependent on others' opinions for validation.

10. Leadership Qualities: They inspire and influence others positively, often taking initiative in group settings and supporting others' growth.

7.4 Aggressive, Submissive, and Dominant Behavior

Understanding behavioral styles – aggressive, submissive and dominant is crucial for developing a balanced and effective personality. These behaviors determine how individuals communicate, handle conflicts, and influence their interactions in personal and professional settings.

7.4.1 Aggressive Behavior

➤ **Meaning:**

Aggressive behavior involves expressing one's needs, desires, or opinions in a forceful and often disrespectful manner. This behavior prioritizes one's own interests while disregarding or violating the rights of others. It can manifest physically, verbally, or emotionally and is often driven by insecurity, frustration, or a need for control.

➤ **Characteristics:**

- A. Communication Style: Loud, harsh, demanding, and confrontational.
- B. Body Language: Invasive gestures, pointing fingers, clenched fists, and intense eye contact.
- C. Emotional Traits: Impulsiveness, short temper, and difficulty managing anger.
- D. Behavioral Traits: Interrupting others, not listening, blaming, and criticizing.
- E. Conflict Handling: Uses threats, manipulation, or intimidation to win arguments.
- F. Decision-Making: Tends to dominate discussions and make unilateral decisions.

➤ **Examples of Aggressive Behavior:**

- A. Shouting at a colleague during a disagreement.
- B. Using derogatory language or sarcasm to belittle someone.
- C. Physically invading someone's personal space to assert dominance.

➤ **Impact of Aggressive Behavior:**

- A. On Relationships: Leads to conflicts, mistrust, and alienation.
- B. On Self-Image: May create a temporary sense of power but often results in guilt or regret.
- C. In Professional Settings: Can disrupt teamwork, lower morale, and create a hostile work environment.

7.4.2 Submissive Behavior:

➤ **Meaning:**

Submissive behavior is characterized by an excessive tendency to prioritize others' needs over one's own, often at the expense of personal rights and well-being. Individuals displaying submissive behavior avoid conflict and tend to conform to others' expectations to gain acceptance or avoid confrontation.

➤ **Characteristics:**

- A. Communication Style: Soft-spoken, hesitant, and often apologetic.
- B. Body Language: Avoids eye contact, closed posture, and small, non-assertive gestures.
- C. Emotional Traits: Feelings of insecurity, fear of rejection, and low self-esteem.
- D. Behavioral Traits: Difficulty in saying "no," agreeing even when uncomfortable, and lack of initiative.
- E. Conflict Handling: Tends to withdraw, remain silent, or accept blame to avoid arguments.
- F. Decision-Making: Relies heavily on others' opinions and rarely takes a stand.

➤ **Examples of Submissive Behavior:**

- A. Consistently agreeing to extra work without expressing personal limitations.
- B. Not speaking up when treated unfairly.
- C. Letting others make all the decisions in a group setting.

➤ **Impact of Submissive Behavior:**

- A. On Relationships: Can lead to feelings of being undervalued or exploited.
- B. On Self-Image: Erodes self-respect and can lead to frustration and resentment.
- C. In Professional Settings: Results in a lack of recognition, missed opportunities, and limited career growth.

7.4.3 Dominant (Assertive) Behavior:

➤ **Meaning:**

Dominant behavior, often referred to as assertive behavior, strikes a balance between aggression and submission. It involves expressing one's own needs, desires, and opinions confidently while respecting the rights and feelings of others. It is a positive and effective behavioural style that fosters healthy communication and relationships.

➤ **Characteristics:**

- A. Communication Style: Clear, direct, and respectful.
- B. Body Language: Maintains eye contact, uses open gestures, and adopts a relaxed posture.
- C. Emotional Traits: High self-confidence, self-awareness, and empathy.
- D. Behavioural Traits: Listens actively, expresses opinions constructively, and negotiates effectively.
- E. Conflict Handling: Approaches disagreements with a problem-solving attitude, seeking win-win solutions.
- F. Decision-Making: Takes initiative while valuing others' input, promoting collaboration.

➤ **Examples of Dominant Behavior:**

- A. Expressing an opinion openly while inviting feedback from others.
- B. Saying “no” to unreasonable requests without feeling guilty.
- C. Leading a team by guiding discussions and encouraging participation from all members.

➤ **Impact of Dominant Behavior:**

- A. On Relationships: Builds mutual respect, trust, and open communication.
- B. On Self-Image: Enhances self-respect and reinforces a healthy self-concept.
- C. In Professional Settings: Encourages leadership, productivity, and a positive work environment.

7.5 Positive and Negative Self-Respect:

In personality development, self-respect is a critical component that influences how individuals perceive themselves and interact with the world. It shapes self-esteem, confidence, and overall behavior. However, self-respect can manifest in both positive and negative forms, leading to different outcomes in personal and professional life.

7.5.1 Positive Self-Respect

➤ **Meaning:**

Positive self-respect refers to a healthy sense of self-worth that is rooted in self-awareness, acceptance, and a balanced perspective of oneself. It involves valuing oneself while maintaining respect for others. Positive self-respect is not dependent on external validation but comes from an internal acknowledgment of one's values, abilities, and boundaries.

➤ **Characteristics of Positive Self-Respect:**

1. Self-Awareness: Understanding one's strengths and weaknesses without being overly critical.
2. Healthy Boundaries: Setting clear personal and professional limits without feeling guilty.
3. Confidence and Humility: Being assured of one's abilities while remaining open to learning and feedback.
4. Resilience: Maintaining composure and self-worth in the face of failures or criticism.
5. Integrity: Adhering to personal values and principles, even when under pressure.
6. Self-Care: Prioritizing mental, emotional, and physical well-being.

7. **Constructive Behavior:** Engaging in positive actions that contribute to growth and fulfilment.
8. **Respect for Others:** Valuing others' perspectives while standing up for oneself.
9. **Assertiveness:** Expressing oneself clearly and respectfully without being aggressive or submissive.
10. **Accountability:** Taking responsibility for actions and learning from mistakes.

➤ **Examples of Positive Self-Respect:**

- A. Refusing a task at work that violates ethical principles while explaining the reason professionally.
- B. Accepting constructive criticism and using it for self-improvement.
- C. Taking breaks to avoid burnout and acknowledging the need for self-care.

➤ **Impact of Positive Self-Respect:**

- A. **On Personality:** Fosters a balanced, strong, and attractive personality.
- B. **On Relationships:** Encourages healthy and mutually respectful interactions.
- C. **In Professional Settings:** Enhances leadership, productivity, and credibility.

7.5.2 Negative Self-Respect:

➤ **Meaning:**

Negative self-respect involves an unhealthy and often distorted view of oneself. It can manifest in two ways: either through an inflated sense of self-worth (false self-respect) or through a diminished sense of value (low self-respect). Both extremes can lead to problematic behaviours and affect personal and professional life negatively.

➤ **Forms of Negative Self-Respect:**

A. False Self-Respect:

False self-respect is characterized by arrogance, entitlement, and an exaggerated self-image. It often serves as a mask to cover insecurities and is maintained through comparison and judgment of others.

Characteristics:

- **Overconfidence:** Displaying arrogance and superiority over others.
- **Disrespectful Behavior:** Dismissing others' opinions and needs.
- **Defensiveness:** Reacting aggressively to feedback or criticism.
- **Manipulative Behavior:** Using deceit or dominance to maintain status.
- **Lack of Accountability:** Blaming others for personal mistakes or failures.

Examples:

- Interrupting others in meetings to assert dominance.
- Taking credit for others' work to boost self-image.
- Refusing to apologize when wrong, believing oneself to be above reproach.

Impact:

- **On Personality:** Leads to an overbearing or narcissistic personality.
- **On Relationships:** Creates conflicts, resentment, and social isolation.
- **In Professional Settings:** Causes issues with teamwork, leadership, and career progression.

B. Low Self-Respect:

Low self-respect involves undervaluing oneself, leading to submissive or self-deprecating behavior. It stems from a lack of confidence, fear of judgment, and an inability to assert personal rights.

Characteristics:

- Self-Criticism: Consistently doubting oneself and focusing on flaws.
- Insecurity: Feeling unworthy or inferior to others.
- Avoidance Behavior: Shying away from opportunities due to fear of failure.
- People-Pleasing: Sacrificing personal needs to gain acceptance or avoid conflict.
- Dependence on Validation: Relying heavily on external approval for self-worth.

Examples:

- Not speaking up during discussions even when having valuable insights.
- Taking on extra work without recognition to avoid disappointing others.
- Accepting disrespectful treatment from others without protest.

Impact:

- On Personality: Creates a passive and vulnerable personality.
- On Relationships: Leads to exploitation and lack of fulfilment.
- In Professional Settings: Results in missed opportunities, limited career growth, and low job satisfaction.

7.6. Personality with Low Self-Respect

Self-respect is a fundamental aspect of personality development that influences how individuals perceive themselves and interact with the world. A personality with low self-respect is characterized by a diminished sense of self-worth, leading to negative thought patterns, unassertive behavior, and difficulties in personal and professional settings.

➤ **Meaning of Low Self-Respect**

Low self-respect refers to an individual's inability to recognize their own value and maintain a healthy sense of self-worth. Such individuals often struggle to assert their rights, set boundaries, and engage in positive self-

affirmation. This condition is frequently associated with feelings of inadequacy, self-doubt, and vulnerability to external influences.

➤ **Characteristics of a Personality with Low Self-Respect**

A. Emotional Characteristics:

- Low Self-Esteem: Persistent feelings of not being good enough or valuable.
- Insecurity: Constantly seeking reassurance from others.
- Fear of Rejection: Avoiding situations that might lead to criticism or disapproval.
- Guilt and Shame: Feeling responsible for others' problems or outcomes beyond their control.
- Anxiety and Depression: Struggling with negative emotions and often feeling overwhelmed.

B. Behavioural Characteristics:

- Submissive Behavior: Difficulty saying “no,” even when uncomfortable or overburdened.
- People-Pleasing Tendencies: Prioritizing others' needs over personal well-being to gain acceptance.
- Avoidance of Conflict: Preferring to remain silent or agree with others to avoid confrontations.
- Passive Communication: Speaking softly, using uncertain language, and avoiding eye contact.
- Over-Apologizing: Apologizing excessively, even when not at fault.

C. Cognitive Characteristics:

- Negative Self-Talk: Frequently engaging in self-critical thoughts (e.g., "I am not good enough").
- Lack of Self-Confidence: Doubting one's abilities and decisions.
- Helplessness: Feeling powerless to change circumstances or improve oneself.
- Over-Dependence on Others: Relying on external validation to feel valued.

➤ **Causes of Low Self-Respect**

1. **Childhood Experiences:** Growing up in an environment with excessive criticism or neglect. Experiencing bullying or abuse, leading to feelings of inadequacy.
2. **Negative Social Interactions:** Being in toxic relationships where one's feelings and opinions are disregarded. Continuous exposure to negativity or belittling by peers, colleagues, or family.
3. **Failures and Setbacks:** Experiencing repeated failures without support or constructive feedback. Internalizing failures as personal shortcomings rather than learning opportunities.
4. **Unrealistic Comparisons:** Comparing oneself unfavorably to others, often influenced by social media or societal standards.
5. **Mental Health Issues:** Conditions such as anxiety, depression, or chronic stress can erode self-respect over time.

➤ **Examples of Low Self-Respect in Behavior**

- **At Work:** An employee agrees to take on extra tasks despite already being overwhelmed, fearing that refusal might lead to disapproval.
- **In Relationships:** Continuously tolerating disrespectful behavior from a partner or friend due to fear of being alone.
- **In Social Settings:** Staying silent in group discussions even when having valuable insights, due to fear of judgment.
- **Personal Life:** Avoiding self-care or neglecting personal goals because of a belief that one's needs are not important.

➤ **Impact of Low Self-Respect on Personality Development**

A. On Personal Life:

- **Hinders Personal Growth:** Individuals with low self-respect may not pursue opportunities that could lead to self-improvement.
- **Leads to Toxic Relationships:** Difficulty setting boundaries may result in being exploited by others.
- **Reduces Happiness:** Affects overall well-being and life satisfaction.

B. On Professional Life:

- Limits Career Growth: Lack of assertiveness can prevent individuals from taking on leadership roles or negotiating better opportunities.
- Decreases Productivity: Self-doubt can reduce initiative and creativity.
- Affects Team Dynamics: Such individuals may struggle to contribute ideas or advocate for themselves.

C. On Social Interactions:

- Creates Social Anxiety: Fear of judgment may lead to isolation and reduced social engagement.
- Prevents Healthy Communication: Passive behavior can result in misunderstandings and unresolved issues.

➤ Difference between Low Self-Respect and Positive Self-Respect

Aspect	Low Self-Respect	Positive Self-Respect
Self-Image	Feels unworthy and inferior	Has a balanced and realistic self-view
Emotional Response	Anxious, fearful, and prone to guilt	Confident, resilient, and positive
Communication Style	Passive, hesitant, and unclear	Assertive, clear, and respectful
Behavioural Patterns	Avoids conflict, engages in people-pleasing	Sets boundaries and expresses needs openly
Decision-Making	Reluctant, avoids responsibility	Takes initiative and makes informed choices
Relationship Dynamics	Often exploited or taken for granted	Builds healthy, respectful relationships
Professional Growth	Limited due to lack of visibility and voice	Enhances career opportunities and leadership

➤ Strategies to Improve Self-Respect

- Self-Awareness and Reflection: Identify Negative Thoughts: Recognize and challenge self-critical thinking patterns. Acknowledge

Achievements: Celebrate small victories and appreciate personal progress.

- Practice Self-Care: Engage in activities that promote physical, emotional, and mental well-being. Prioritize rest, hobbies, and personal time.
- Set Healthy Boundaries: Learn to say "no" without feeling guilty. Communicate limits clearly to avoid burnout and maintain respect.
- Build Self-Confidence: Develop new skills and take on challenges that enhance self-belief. Surround oneself with positive and supportive individuals.
- Positive Affirmations: Replace negative self-talk with constructive and empowering statements.
- Seek Support: If needed, consult with a counsellor or therapist to address deeper issues related to self-respect.

7.7 Interpersonal Relationships

In the context of personality development, interpersonal relationships play a pivotal role. They influence an individual's personal growth, social skills, and professional success. Building and maintaining healthy interpersonal relationships is essential for achieving a balanced and effective personality.

➤ Meaning of Interpersonal Relationships

An interpersonal relationship refers to a strong, deep, or close association between two or more individuals. These relationships can be formed through interactions in personal, social, or professional settings. They involve emotional, social, and psychological connections and are built on elements such as trust, respect, communication, and mutual understanding.

Interpersonal relationships can be of various types, including:

- Personal Relationships: Family, friends, and romantic partners.
- Social Relationships: Neighbors, community members, and acquaintances.
- Professional Relationships: Colleagues, managers, clients, and business partners.

➤ **Importance of Interpersonal Relationships in Personality Development**

1. Enhances Communication Skills: Interacting with diverse individuals improves verbal and non-verbal communication.
2. Boosts Self-Confidence: Positive relationships provide support and encouragement, enhancing self-esteem.
3. Promotes Emotional Stability: Healthy relationships help manage stress and provide emotional support.
4. Facilitates Personal Growth: Constructive feedback from others can lead to self-improvement.
5. Encourages Collaboration: Essential for teamwork, problem-solving, and leadership in professional settings.

➤ **Characteristics of Healthy Interpersonal Relationships**

A. Communication:

- Open and Honest: Sharing thoughts and feelings transparently.
- Active Listening: Giving full attention and responding appropriately.
- Constructive Feedback: Offering and receiving feedback with respect.

B. Trust and Respect:

- Reliability: Keeping promises and maintaining confidentiality.
- Mutual Respect: Valuing each other's opinions, boundaries, and differences.

C. Empathy and Support:

- Understanding Emotions: Recognizing and responding to others' feelings.
- Providing Encouragement: Offering support in challenging situations.

D. Cooperation and Collaboration:

- Teamwork: Working together to achieve common goals.
- Conflict Resolution: Addressing disagreements calmly and finding mutually beneficial solutions.

E. Adaptability:

- Flexibility: Being open to change and understanding different perspectives.

➤ **Stages of Interpersonal Relationship Development**

Interpersonal relationships typically progress through several stages:

1. Initiation: The initial stage where introductions and first impressions are formed.
2. Experimentation: Exploring common interests and building rapport.
3. Intensification: Increasing emotional connection and trust.
4. Integration: Developing a deeper bond and strong sense of partnership.
5. Bonding (Optional): Formalizing the relationship, such as through commitments or agreements.
6. Maintenance: Sustaining the relationship through effective communication and adaptability.
7. Termination (If Applicable): The relationship may end if needs are no longer met or due to conflicts.

➤ **Types of Interpersonal Relationships**

A. Personal Relationships:

- Family Relationships: Based on kinship, providing unconditional support and a sense of belonging.
- Friendships: Built on shared experiences, mutual respect, and enjoyment of each other's company.
- Romantic Relationships: Involves emotional, physical, and psychological intimacy.

B. Social Relationships:

- Community Relationships: Interactions with neighbors and community members, contributing to social networks.
- Acquaintances: Casual relationships with people met through social or professional contexts.

C. Professional Relationships:

- Workplace Relationships: Includes colleagues, superiors, and subordinates. These are often task-oriented but can also provide social support.
- Business Relationships: Involves clients, suppliers, and stakeholders, focusing on collaboration and mutual benefit.

- **Mentor-Mentee Relationships:** Provides guidance, learning, and professional development opportunities.

➤ **Barriers to Healthy Interpersonal Relationships**

1. **Lack of Communication:** Ineffective communication can create confusion and weaken connections.
2. **Trust Issues:** Breaches of trust can lead to insecurity and instability in relationships.
3. **Emotional Barriers:** Inability to express feelings openly can prevent deeper connections.
4. **Conflicting Interests:** Differences in goals or values may cause friction.
5. **Negative Behaviours:** Aggressiveness, manipulation, or selfishness can damage relationships.

➤ **Strategies to Build and Maintain Healthy Interpersonal Relationships**

1. **Improve Communication Skills:** Practice active listening and clear articulation of thoughts. Engage in two-way communication and avoid assumptions.
2. **Develop Emotional Intelligence:** Enhance self-awareness and manage emotions effectively. Show empathy and respond to others' emotions appropriately.
3. **Build Trust and Respect:** Keep promises, maintain honesty, and show respect for others' boundaries.
4. **Practice Conflict Resolution:** Address conflicts openly and seek solutions that benefit all parties.
5. **Show Appreciation and Support:** Acknowledge others' contributions and offer help when needed.
6. **Adaptability and Flexibility:** Be open to change and willing to compromise.

❖ Exercise

➤ Answer the following question in detail.

1. Explain the concept of self-respect.
2. Define self-confidence. How does self-confidence impact personal and professional life? Suggest strategies to improve self-confidence.
3. What are interpersonal relationships? Explain the different types of interpersonal relationships and their importance in personality development.
4. Describe the characteristics of a personality with low self-respect. What are the causes and effects of low self-respect, and how can it be improved?
5. Discuss the different types of behavior in the context of personality development.
6. What are the barriers to healthy interpersonal relationships? Suggest strategies to overcome these barriers and maintain positive relationships.

➤ Answer the following question in short:

1. Differentiate between self-respect and self-confidence.
2. List and explain any four characteristics of positive self-respect.
3. What is the impact of low self-respect on workplace relationships?
4. Explain the role of communication in maintaining healthy interpersonal relationships.
5. What is the significance of trust in building interpersonal relationships?
6. Identify and explain two personal factors that affect interpersonal relationships.
7. Provide examples of submissive behavior in professional settings.
8. Write short notes on:
 - i. Active listening
 - ii. Conflict resolution techniques

MCQ:

1. What is a key characteristic of positive self-respect?
- a) Self-doubt
 - b) Assertiveness
 - c) Over-dependence on others
 - d) Avoidance of challenges

Answer: b) Assertiveness

2. Which of the following is not a stage of interpersonal relationship development?

- a) Initiation
- b) Termination
- c) Delegation
- d) Intensification

Answer: c) Delegation

3. Low self-confidence often leads to:

- a) Taking initiative in tasks
- b) Reluctance in decision-making
- c) Strong leadership qualities
- d) Positive self-talk

Answer: b) Reluctance in decision-making

4. Which behavior is characterized by prioritizing others' needs over personal well-being?

- a) Aggressive behaviour
- b) Dominant behavior
- c) Submissive behaviour
- d) Assertive behavior

Answer: c) Submissive behaviour

5. What is the primary benefit of healthy interpersonal relationships in a professional setting?

- a) Avoiding all conflicts
- b) Enhancing teamwork and collaboration
- c) Establishing superiority over others
- d) Gaining personal favors from colleagues

Answer: b) Enhancing teamwork and collaboration

6. Which of the following is an example of negative self-respect?

- a) Setting healthy boundaries
- b) Overconfidence leading to arrogance
- c) Accepting mistakes and learning from them
- d) Demonstrating empathy in relationships

Answer: b) Overconfidence leading to arrogance

7. Emotional intelligence in interpersonal relationships involves:

- a) Ignoring others' feelings
- b) Recognizing and managing emotions effectively
- c) Avoiding difficult conversations
- d) Focusing only on personal needs

Answer: b) Recognizing and managing emotions effectively

8. Which strategy helps in improving self-confidence?

- a) Engaging in negative self-talk
- b) Avoiding new challenges
- c) Practicing self-affirmations
- d) Depending solely on external validation

Answer: c) Practicing self-affirmations

9. A person with low self-respect is likely to:

- a) Set firm boundaries
- b) Over-apologize even when not at fault
- c) Exhibit assertive communication
- d) Take leadership roles confidently

Answer: b) Over-apologize even when not at fault

10. What is a major barrier to healthy interpersonal relationships?

- a) Effective communication
- b) Trust issues
- c) Empathy
- d) Constructive feedback

Answer: b) Trust issues

8.1 Introduction**8.2 Meaning****8.3 Significance****8.3.1 How Employability Skills Contribute to Personality Development****8.4 Face-to-Face Personal Interviews****8.4.1 The Role of Face-to-Face Interviews in Assessing Employability Skills****8.4.2 The Impact of Face-to-Face Interviews on Personality Development****8.5 Psychiatric Analysis****8.5.1 The Role of Mental Health in Employability Skills****8.6 Skills Required for a Successful Group Discussion****❖ Exercise**

8.1. Introduction

In the modern world, technical qualifications and specialized knowledge are not the only factors that determine success in the workplace. Increasingly, employers are placing significant emphasis on **employability skills**, also known as **soft skills** or **transferable skills**. These skills enable an individual to perform effectively in a work environment and navigate through daily challenges at work. Employability skills play an integral role in a person's **personality development**, as they help to shape and enhance key qualities that influence one's career progression and overall success.

Personality development refers to the process of improving one's behavior, attitude, and habits to become more effective, balanced, and successful in life and work. It involves self-awareness, growth, and learning to make positive

changes to one's overall character. While technical skills may get someone through the door for a job, employability skills are what keep them there and allow them to thrive and advance in their careers.

In this context, employability skills and personality development are intricately connected. The development of personal traits like confidence, communication, adaptability, and leadership all influence one's employability. By strengthening these skills, individuals can not only enhance their personal development but also significantly improve their prospects in the job market. Let's explore how employability skills contribute to personality development and why they are so crucial for success.

8.2 Meaning of Employability Skills: A Detailed Explanation

Employability skills, often referred to as **soft skills**, are a set of attributes, behaviors, and personal qualities that enable individuals to perform well in the workplace and succeed in their careers. Unlike technical skills, which are job-specific and relate to specialized knowledge and expertise in a given field, employability skills are the universal abilities that enhance a person's effectiveness across a variety of roles and industries. These skills help individuals interact with colleagues, adapt to workplace dynamics, handle problems, manage time efficiently, and contribute positively to organizational success.

In today's fast-paced and competitive job market, employability skills have become as important—if not more important—than technical expertise. Employers increasingly seek candidates who possess not only the technical know-how to perform job tasks but also the social and personal capabilities that enable them to collaborate, lead, think critically, and adapt to changing work environments. Therefore, developing employability skills is essential for career progression, personal growth, and long-term job satisfaction.

Key Characteristics of Employability Skills

1. **Transferability:** One of the key features of employability skills is their **transferability**. These skills are not tied to a specific job or industry but can be applied across a wide range of professions. Whether someone

works in healthcare, finance, education, or technology, the same set of employability skills is required to be effective and succeed. This makes them highly valuable, as they allow individuals to move across different roles or even industries while maintaining their career trajectory.

2. **Universality:** Employability skills are universal in nature. They are required in every workplace, regardless of the job function. From entry-level positions to senior management roles, all employees need to possess certain employability skills. These skills enhance their ability to interact with others, deal with challenges, and stay productive.
3. **Development:** While technical skills are typically learned through formal education or training, employability skills are often honed through **experience** and **personal growth**. These skills can be developed over time, through practice and reflection. They are not innate but can be improved with conscious effort and continuous learning.

8.3 The Importance of Employability Skills in Personality Development

Employability skills are often referred to as the soft skills, life skills, or transferable skills that are necessary to thrive in the workplace. They encompass a wide range of attributes such as communication, teamwork, adaptability, problem-solving, and time management. In today's competitive job market, having strong employability skills is crucial not only for securing a job but also for ensuring long-term career growth and success. Equally important, these skills significantly contribute to **personality development**, helping individuals grow both professionally and personally.

Personality development refers to the enhancement of one's individual characteristics, traits, and behaviors. It involves shaping one's mental, emotional, and social responses to various situations. Developing employability skills is an integral part of personality development, as these skills help individuals build confidence, self-discipline, and a positive self-image, all of which are essential for both personal and professional success.

What Are Employability Skills?

Employability skills are the non-technical abilities and traits that make an individual capable of working effectively in a professional setting. These skills are highly valued by employers because they ensure that employees not only

have the technical knowledge to perform tasks but also possess the emotional and interpersonal intelligence necessary to function well in a team and adapt to workplace challenges. Key employability skills include:

1. Communication Skills

Effective communication involves clearly sending and receiving information verbally, non-verbally, visually, and in writing. It fosters understanding, prevents misunderstandings, and builds strong working relationships.

2. Teamwork

Collaboration with colleagues to achieve shared goals is indispensable. Good teamwork means understanding roles, respecting diverse perspectives, and effectively resolving conflicts.

3. Problem-Solving and Critical Thinking

Identifying challenges, analyzing information, and generating workable solutions enable continuous improvement and innovation.

4. Time Management and Organisation

Prioritizing tasks, adhering to deadlines, and efficiently using resources increase productivity and reduce stress.

5. Adaptability

The ability to embrace change, learn new skills, and adjust strategies in response to evolving work demands is highly valued.

6. Leadership

Inspiring, guiding, and motivating others—whether formally or informally—shows initiative and responsibility.

7. Self-Management and Reliability

Demonstrating accountability, punctuality, and consistent quality of work builds trust with employers and peers.

8. Initiative and Motivation

A proactive attitude towards learning new skills, taking on challenges, and driving projects forward distinguishes high performers.

9. Digital Literacy

In today's technology-driven workplaces, competence with relevant software, tools, and digital communication platforms is essential

8.3.1 How Employability Skills Contribute to Personality Development ?

1. Building Confidence and Self-Esteem

Employability skills directly contribute to the development of self-confidence and self-esteem, which are core components of personality development. For instance, effective **communication skills** help individuals express their ideas clearly and confidently in various situations, whether in meetings, presentations, or one-on-one discussions. When employees can convey their thoughts articulately, they feel more confident in their abilities, which boosts their self-esteem.

Problem-solving and decision-making skills also play a key role in building confidence. When individuals solve problems effectively, they feel more capable and competent, which enhances their belief in their ability to handle challenges. This leads to greater confidence in taking on new responsibilities, pursuing leadership roles, and progressing in their careers.

As individuals develop these skills, they learn to trust their judgment and abilities, which contributes to a positive self-image and higher levels of self-worth. These factors are essential for healthy personality development, enabling individuals to approach both their professional and personal lives with greater assurance.

2. Improved Interpersonal Relationships and Emotional Intelligence

One of the most significant aspects of personality development is the ability to build and maintain positive relationships with others.

Employability skills, such as **interpersonal skills**, **teamwork**, and **emotional intelligence (EI)**, are vital in this area. Interpersonal skills enable individuals to interact effectively with others in various professional settings. They also help in resolving conflicts, negotiating differences, and fostering collaboration within teams.

Emotional intelligence is especially important for personality development because it allows individuals to understand and manage their own emotions and those of others. This includes empathy, self-regulation, and emotional awareness, which enable people to navigate complex social situations with tact and sensitivity. High emotional intelligence leads to greater interpersonal harmony and helps individuals build meaningful, productive relationships with coworkers, supervisors, and clients.

As people develop their emotional intelligence, they become more self-aware and capable of managing their emotions, which directly impacts their personal growth and ability to respond appropriately to challenging situations. This enhances their emotional maturity, helping them to navigate stressful situations, remain calm under pressure, and make thoughtful, balanced decisions.

3. Enhancing Adaptability and Resilience

In the workplace and in life, change is inevitable. Whether it's new technology, organizational restructuring, or shifting market trends, being able to **adapt to change** is crucial for long-term success. Employability skills such as **adaptability**, **flexibility**, and **problem-solving** are key components of resilience—the ability to bounce back from setbacks and persevere through adversity.

As individuals develop these employability skills, they become more capable of handling uncertainty, adapting to new environments, and dealing with unexpected challenges. This leads to greater resilience, which is a crucial aspect of personality development. When individuals are adaptable and resilient, they are able to maintain a positive attitude in the face of challenges, learn from their mistakes, and continue to grow.

In a rapidly changing world, the ability to stay flexible and adapt to new situations is an essential aspect of personal growth. It fosters a mindset that is open to learning and embracing change, which not only benefits an individual's career but also enhances their personal life by helping them navigate life's transitions with ease.

4. Cultivating Leadership Qualities

Employability skills such as **leadership**, **initiative**, and **responsibility** are fundamental for personality development because they promote personal growth and self-discipline. Leadership skills are not limited to managerial roles. Even in non-management positions, individuals can demonstrate leadership by taking initiative, motivating others, and guiding team efforts.

By developing leadership skills, individuals become more self-reliant, proactive, and driven. They learn how to inspire and influence others positively, make decisions confidently, and manage projects and responsibilities effectively. These are all essential elements of personality development, as they promote self-efficacy and a sense of purpose.

Moreover, taking on leadership roles, even in small ways, allows individuals to step out of their comfort zone, face challenges, and develop a stronger sense of self-worth. Leadership qualities encourage individuals to be more decisive, take ownership of their actions, and set an example for others, all of which contribute to personal growth and maturity.

5. Time Management and Organizational Skills

Effective **time management** and **organizational skills** are critical for achieving success in both personal and professional life. These skills help individuals prioritize tasks, set goals, and manage their time efficiently. When individuals master these skills, they can reduce stress, increase productivity, and maintain a healthy work-life balance.

From a personality development perspective, effective time management promotes self-discipline, focus, and responsibility. It encourages individuals to set realistic goals, avoid procrastination, and work

efficiently to achieve those goals. These traits contribute to personal growth by helping individuals develop habits of consistency and responsibility.

Time management skills also improve one's ability to juggle multiple tasks, meet deadlines, and stay organized, which enhances both career prospects and personal development. Having control over one's time fosters a sense of accomplishment and confidence, as individuals feel in command of their responsibilities and tasks.

6. Boosting Professionalism and Work Ethic

Work ethic and **professionalism** are vital elements of employability that significantly influence personality development. A strong work ethic encompasses qualities such as reliability, accountability, punctuality, and dedication. When individuals consistently demonstrate these qualities in their professional lives, they build a reputation for being dependable and committed.

Work ethic also contributes to personal growth by instilling habits of perseverance and self-discipline. Professionalism, which involves adhering to workplace norms, maintaining appropriate behavior, and treating others with respect, enhances an individual's reputation and self-respect. As individuals demonstrate professionalism in their daily interactions, they gain the trust and respect of others, which further boosts their confidence and self-image.

Additionally, maintaining high standards of professionalism can lead to career advancement, as individuals who are known for their strong work ethic are often more likely to be promoted and trusted with increased responsibilities.

8.4 Face-to-Face Personal Interviews

In the professional world, face-to-face personal interviews are one of the most significant elements of the hiring process. They serve as a powerful tool for assessing both the technical qualifications and the employability skills of candidates. Employability skills, which include communication, problem-

solving, adaptability, and teamwork, are crucial for professional success and are often evaluated during personal interviews. These skills also play a critical role in **personality development**, as they shape how individuals present themselves, interact with others, and handle real-world challenges.

Personal interviews not only give candidates a platform to showcase their qualifications and experience but also allow interviewers to evaluate how well candidates embody key employability skills that are essential in a professional setting. Additionally, interviews themselves provide candidates with an opportunity to develop and refine their own personalities, as they must interact under pressure, present their best selves, and navigate various social dynamics. This process of preparation and reflection during the interview process can lead to significant personal growth.

8.4.1 The Role of Face-to-Face Interviews in Assessing Employability Skills

Employability skills are a collection of non-technical attributes that support a person's ability to work efficiently and effectively in the workplace. These include skills such as **communication, teamwork, problem-solving, adaptability, time management, and interpersonal skills**. During a face-to-face personal interview, employers assess how well a candidate demonstrates these competencies through verbal and non-verbal communication. Let's explore how interviews assess various employability skills:

1. Communication Skills

One of the most fundamental skills assessed during face-to-face interviews is **communication**. Employers need candidates who can clearly articulate their thoughts, express their ideas concisely, and engage in active listening. Communication skills are essential in almost every professional setting, and an interview provides the perfect environment to showcase these abilities.

- **Verbal Communication:** During the interview, candidates are expected to explain their qualifications, experiences, and ideas in a coherent and engaging manner. A candidate's ability to speak confidently, express themselves without rambling, and provide examples of past experiences highlights their communication proficiency.

- **Non-verbal Communication:** Non-verbal cues, such as body language, facial expressions, and eye contact, also play a key role in communication during interviews. These cues convey confidence, professionalism, and respect. For instance, maintaining good posture, offering a firm handshake, and making appropriate eye contact demonstrate confidence and engagement.

Effective communication in an interview boosts the candidate's chances of leaving a positive impression, while also showcasing their ability to navigate professional conversations in the future.

2. Teamwork and Collaboration

Teamwork is an essential employability skill that is highly valued by employers. During the interview, interviewers often ask candidates questions about their experience working in teams. These questions are designed to gauge how well candidates collaborate with others, handle disagreements, and contribute to collective success.

Common interview questions about teamwork may include:

- "Can you describe a time when you worked in a team to accomplish a goal?"
- "How do you handle conflicts with colleagues?"
- "What role do you usually play in team projects?"

Candidates who can demonstrate their ability to collaborate with others, value diverse perspectives, and resolve conflicts effectively show that they possess strong teamwork skills. The interview process itself can also be viewed as a collaborative exchange where both the candidate and interviewer work together to determine mutual compatibility.

In terms of personality development, being able to express teamwork skills in an interview setting builds confidence in one's ability to interact in a professional environment. It also encourages candidates to reflect on how they function in team settings, helping them improve their interpersonal skills and emotional intelligence.

3. Problem-Solving and Critical Thinking

Employers highly value candidates who can think critically and solve problems effectively, particularly in situations that require quick decision-making or innovation. Interviews often assess these skills through behavioral questions that require candidates to describe situations where they solved problems, faced challenges, or made decisions under pressure.

Questions like:

- "Tell me about a time when you had to solve a difficult problem at work."
- "How do you approach decision-making when faced with competing priorities?"
- "Describe a time when you had to think on your feet."

Answering these questions successfully requires candidates to demonstrate their ability to identify problems, analyze situations, and implement solutions. Problem-solving questions allow interviewers to assess both a candidate's logical thinking and their capacity for creativity.

The process of preparing for and participating in problem-solving discussions during an interview helps candidates refine their own critical thinking skills and decision-making abilities, contributing to overall personality development.

4. Adaptability and Flexibility

In today's fast-paced and constantly changing work environments, **adaptability** is a key employability skill. Employers seek candidates who can adjust to new circumstances, embrace change, and remain productive under pressure.

During an interview, questions such as:

- "Can you describe a situation where you had to adapt to a significant change at work?"
- "How do you manage unexpected challenges or shifts in priorities?"

These questions assess a candidate's ability to remain resilient and flexible in the face of change. Being able to answer such questions effectively demonstrates a candidate's capacity to thrive in dynamic work environments.

For candidates, reflecting on their adaptability during the interview process can also be an opportunity for personal growth. Being able to express how they have managed change or dealt with ambiguity in the past fosters self-confidence and enhances their ability to handle future changes, both in their professional and personal lives.

5. Time Management and Organizational Skills

Efficient time management is essential for success in most professional roles. Interviewers often ask questions that gauge how well candidates can prioritize tasks, meet deadlines, and balance multiple responsibilities.

Example questions may include:

- "How do you prioritize your tasks when you have multiple deadlines?"
- "Tell me about a time when you had to manage a heavy workload."

Candidates who demonstrate a structured approach to time management and provide examples of how they have met deadlines while staying organized show their ability to handle complex workloads. Time management questions also assess whether a candidate is proactive or tends to procrastinate, which are important traits in a productive work environment.

The process of preparing for such questions and reflecting on one's own time management practices can lead to greater self-awareness. Candidates often recognize areas for improvement, which contributes to their ongoing personal and professional development.

8.4.2 The Impact of Face-to-Face Interviews on Personality Development

Participating in a face-to-face interview offers candidates an opportunity to showcase not only their qualifications and employability skills but also their personality traits. Here's how face-to-face interviews contribute to personality development:

1. Self-Reflection and Self-Awareness

The process of preparing for an interview encourages individuals to reflect on their experiences, strengths, and weaknesses. Candidates must think about how they've handled challenges, what they've learned, and how they've contributed

to past successes. This self-reflection builds **self-awareness**, which is an essential aspect of personality development.

Being able to identify areas for improvement, as well as strengths to highlight, helps individuals become more confident and self-assured in their interactions. It also helps them refine their goals, whether for career growth or personal achievement.

2. Building Confidence

Face-to-face interviews are often nerve-wracking experiences, especially for candidates who are new to the workforce or those who have limited interview experience. However, the more often individuals participate in interviews, the more comfortable and confident they become. Each successful interview boosts a candidate's self-assurance, not only in their abilities but also in their ability to handle high-pressure situations.

Interview preparation also builds confidence, as candidates who are well-prepared are more likely to perform effectively and with ease. This self-confidence, developed through interviews, directly translates to other aspects of personality development, including social interactions and professional relationships.

3. Polishing Social and Interpersonal Skills

Face-to-face interviews are inherently social interactions, requiring candidates to engage in conversation, present themselves professionally, and interact with strangers in a structured setting. These experiences improve **social and interpersonal skills**, which are essential for personality development.

Over time, individuals who actively participate in interviews develop better communication, listening, and interpersonal skills. These abilities, in turn, help them foster stronger relationships both in and outside the workplace. They also gain valuable experience in managing social dynamics, responding to different personalities, and establishing rapport—key aspects of emotional intelligence.

4. Resilience and Emotional Regulation

Interviews can sometimes be challenging, especially when candidates are asked difficult questions or face unexpected scenarios. Handling such challenges requires **resilience** and the ability to regulate emotions. Candidates who can remain calm, composed, and confident in the face of adversity develop stronger emotional control, which is a critical aspect of personality development.

The resilience developed during interviews can also help individuals face other challenges in their personal and professional lives with greater strength and poise.

8.5 Psychiatric Analysis

In today's fast-paced and competitive work environment, employability skills have become a crucial part of an individual's career development and long-term success. These skills, such as communication, problem-solving, time management, and teamwork, enable individuals to effectively navigate professional settings. However, an often-overlooked aspect in the development of these skills is the role of mental health and emotional well-being, which can significantly influence an individual's performance and ability to succeed in the workplace.

Psychiatric analysis, which involves the evaluation of an individual's mental health, can offer critical insights into how certain psychological factors influence employability. Mental health is intertwined with employability skills because it affects one's ability to focus, manage stress, work with others, and maintain a positive attitude. Thus, understanding the psychiatric aspects of employability can lead to more comprehensive assessments and strategies for improving both an individual's mental health and employability.

This article delves into how psychiatric analysis relates to employability skills, focusing on how mental health affects personal and professional development, and the ways mental well-being influences an individual's success in the workforce.

8.5.1 The Role of Mental Health in Employability Skills

Mental health plays a critical role in an individual's ability to develop and demonstrate employability skills. Psychiatric analysis helps to identify how mental health conditions—such as anxiety, depression, personality disorders, and stress-related disorders—can impact the core skills needed for effective work performance. The following are examples of how mental health can intersect with specific employability skills:

1. Communication Skills

Effective communication is one of the most valued employability skills across all industries. It involves both verbal and non-verbal exchanges and is essential in presenting ideas, collaborating with teams, and addressing clients or customers. However, mental health issues such as anxiety or depression can hinder a person's ability to communicate confidently.

- **Anxiety** can lead to nervousness, speech difficulties, and a tendency to avoid conversations or public speaking.
- **Depression** may cause low energy, feelings of hopelessness, and a lack of motivation to engage with others.
- **Social Anxiety Disorder** can make it difficult for individuals to participate in group discussions or even initiate conversation.

Psychiatric analysis can help identify these barriers and provide therapeutic interventions to address the underlying mental health conditions. By improving mental well-being, individuals can enhance their communication skills, becoming more confident and effective in the workplace.

2. Teamwork and Collaboration

The ability to work in teams is another critical employability skill. Successful teamwork requires individuals to collaborate with others, share responsibilities, resolve conflicts, and adapt to group dynamics. However, mental health challenges can impact teamwork abilities in the following ways:

- **Individuals with high levels of anxiety** may find it difficult to engage in group discussions, fear being judged by peers, or feel overwhelmed by social interactions.
- **Depressive symptoms** might make an individual less responsive or motivated to contribute to group projects, leading to feelings of isolation or withdrawal.
- **Personality disorders** like borderline personality disorder or avoidant personality disorder may lead to interpersonal difficulties and struggles with establishing trust and cooperation within teams.

Psychiatric analysis can assess how mental health issues are affecting an individual's ability to engage in team settings. Through therapy, coaching, or support programs, individuals can develop coping strategies to manage mental health conditions, enabling them to participate more fully and effectively in team-oriented tasks.

3. Time Management and Organizational Skills

Time management is essential for productivity and success in the workplace. Employees need to prioritize tasks, meet deadlines, and organize their work effectively. Mental health can play a substantial role in one's ability to manage time and stay organized:

- **Individuals with depression** may struggle with low motivation and difficulty in prioritizing tasks, leading to procrastination and missed deadlines.
- **Anxiety** may cause individuals to feel overwhelmed by large tasks or make it hard for them to focus on one thing at a time, leading to poor time management and difficulty completing work efficiently.
- **Stress-related disorders** can cause burnout, leading to fatigue and decreased productivity, which in turn affects time management skills.

Psychiatric analysis helps to identify how mental health issues are impacting organizational abilities and time management. Cognitive-behavioral therapy (CBT) and other forms of psychological support can help individuals learn how

to structure their time better, set realistic goals, and handle work-related stress more effectively.

4. Adaptability and Flexibility

The modern workplace often requires employees to be flexible and adaptable to new situations, technologies, or tasks. However, people experiencing mental health challenges may struggle with changes in the workplace or be less open to new experiences. For example:

- **Anxiety disorders** may lead to resistance to change due to fear of the unknown or feeling overwhelmed by unfamiliar situations.
- **Depression** can contribute to a negative outlook or difficulty in adjusting to new environments or shifts in responsibilities.
- **Obsessive-compulsive tendencies** may cause an individual to stick rigidly to routines or resist change, making adaptation challenging.

Psychiatric analysis can evaluate how mental health influences flexibility and adaptability. By addressing these mental health issues, individuals can build resilience and a greater ability to embrace change, thus enhancing their professional growth and adaptability.

5. Problem-Solving and Critical Thinking

Problem-solving and critical thinking are essential skills in any profession. Employees are often required to navigate complex situations, make decisions, and find solutions to problems. Mental health conditions such as stress, depression, and anxiety can significantly affect an individual's cognitive functioning, leading to difficulty with decision-making and problem-solving.

- **High levels of stress** can impair concentration and reduce cognitive abilities, which in turn hampers effective problem-solving.
- **Depression** may lead to negative thinking patterns, causing individuals to view problems as insurmountable or become pessimistic about potential solutions.
- **Anxiety** can cause overthinking, leading to indecisiveness or difficulty prioritizing the most important aspects of a problem.

Psychiatric analysis can identify cognitive impairments related to mental health and provide support to enhance problem-solving abilities. Techniques such as mindfulness, therapy, and cognitive restructuring can help individuals think more clearly, manage stress, and improve decision-making.

6. Resilience and Stress Management

Mental health is also crucial for emotional resilience—the ability to cope with challenges and bounce back from adversity. In the workplace, employees often face stressful situations such as tight deadlines, demanding clients, or challenging projects. Resilience and stress management are key to maintaining productivity and emotional well-being.

- **Chronic stress** can lead to burnout, emotional exhaustion, and decreased resilience, making it hard for individuals to cope with workplace pressures.
- **Depression and anxiety** can amplify stress responses, making it harder to recover from setbacks and causing heightened emotional reactions.

Psychiatric analysis can provide insights into how stress and mental health conditions are impacting an individual's resilience. By understanding the psychological factors that contribute to stress, individuals can adopt healthier coping mechanisms and build greater emotional strength, improving their overall performance in the workplace.

8.6. Skills Required for a Successful Group Discussion

A **Group Discussion (GD)** is a common method used by companies, educational institutions, and other organizations to assess a candidate's ability to work in a team, communicate effectively, and analyze situations. It is an essential part of the hiring or selection process, especially for competitive exams and corporate recruitments. A Group Discussion evaluates a wide array of **employability skills**, including communication, leadership, critical thinking, and collaboration. To excel in a Group Discussion, candidates need to demonstrate a combination of verbal, non-verbal, and interpersonal skills.

Below are the key skills that play an important role in ensuring success in a Group Discussion:

1. Communication Skills

Effective communication is at the core of any successful group discussion. Both verbal and non-verbal communication need to be clear and impactful.

- **Verbal Communication:** This refers to the ability to express your thoughts clearly and concisely. You should be able to present your ideas in a well-structured and confident manner without speaking too much or deviating from the topic.
- **Non-verbal Communication:** Non-verbal cues, such as body language, eye contact, and facial expressions, are equally important. Confident body language, such as sitting upright and maintaining eye contact, helps project a positive image. Avoid distractions like fidgeting or looking away from the group.

Effective communication is important not only for getting your message across but also for ensuring that you listen actively to others.

2. Listening Skills

Listening is as critical as speaking in a group discussion. Candidates often focus too much on speaking and forget the importance of **active listening**.

- **Active Listening:** It involves not only hearing what others are saying but also understanding their point of view, and responding in a thoughtful manner. Active listening allows you to participate effectively in the discussion and make relevant points when it's your turn to speak.
- **Respectful Listening:** Pay attention to others' opinions without interrupting. This shows that you value others' ideas and that you're open to different viewpoints. A good listener will always find ways to contribute meaningfully based on what has already been discussed.

3. Leadership Skills

Leadership skills in a group discussion are demonstrated when a participant takes the initiative and leads the conversation in a constructive direction.

- **Initiating the Discussion:** If no one is taking charge, a candidate can take the lead by initiating the discussion. Introducing the topic and setting the tone for a focused conversation can establish credibility and show leadership qualities.
- **Guiding the Discussion:** A good leader helps the group stay on track, ensures that everyone has a chance to speak, and handles any conflicts or interruptions diplomatically.
- **Encouraging Participation:** A leader makes sure that all group members are contributing. For example, asking questions or addressing quieter participants can ensure that the conversation stays balanced and inclusive.

4. Analytical and Critical Thinking

An individual's ability to analyze information critically plays a vital role in a Group Discussion. A candidate should be able to think critically, evaluate different perspectives, and offer insightful contributions.

- **Critical Thinking:** Candidates should be able to break down complex issues and present well-thought-out solutions. For example, if the group is discussing a social issue, you should be able to examine the pros and cons, analyze statistics, and back your opinions with relevant facts.
- **Structured Thinking:** Candidates must be able to present their points in a logical and structured manner. Instead of simply stating opinions, candidates should support their arguments with facts, examples, and reasoning.

5. Teamwork and Collaboration

A Group Discussion is a collaborative process, and teamwork is essential for success. The ability to work in a group, share ideas, and build upon others' points can enhance the overall quality of the discussion.

- **Cooperating with Others:** Successful GD participants are open to others' ideas and use them to further enrich the discussion. Instead of rigidly sticking to their own views, they listen to others, build on the points made, and create a flow of conversation.

- **Conflict Management:** Disagreements are common during GDs, but how you handle them matters. Effective participants remain calm and respect other opinions, even if they disagree. Managing conflicts without being aggressive is a key trait of a strong team player.

6. Assertiveness

Assertiveness involves expressing your opinions and ideas confidently, without being aggressive or domineering. It's about striking the right balance between **speaking up** and **allowing others to speak**.

- **Clear Expression:** Assertive individuals are not afraid to voice their opinions but do so in a manner that is clear and respectful. They present their arguments confidently, without overshadowing others.
- **Respecting Boundaries:** Being assertive also means knowing when to pause, listen to others, and not interrupt during the discussion. It's important to respect the flow of conversation and not monopolize it.

7. Ability to Summarize

Summarizing is an important skill to possess during a Group Discussion. The ability to synthesize different viewpoints and present a concise summary is an asset.

- **Key Takeaways:** Towards the end of a GD, being able to summarize the key points made by the group helps in reinforcing the discussion. This shows your ability to understand and organize the discussion in a coherent manner.
- **Conclusion:** A good summary reflects the main ideas discussed, and it shows that you can wrap up the conversation by connecting various ideas and arguments together.

8. Time Management

In a Group Discussion, time is often limited. Managing time effectively to express your points while also allowing others to speak is an important skill.

- **Time Awareness:** Be aware of the time constraints and ensure you present your views in a timely manner without running overboard. At the same time, ensure that you leave space for others to speak.
- **Pacing the Conversation:** You may need to adjust the pacing of the conversation based on the group dynamic. If the discussion is veering off-topic, try to bring it back to the issue at hand.

9. Open-Mindedness

An open mind is crucial to participate effectively in a Group Discussion. Often, a GD involves discussing diverse perspectives, and being open to others' views is necessary for a constructive exchange.

- **Accepting Different Opinions:** An individual who listens and is open to diverse ideas tends to add value to a group discussion by building bridges between varying opinions.
- **Adapting to New Ideas:** Being open to adapting your opinions based on new information shows maturity and flexibility.

10. Emotional Intelligence

Emotional intelligence (EQ) refers to the ability to manage your emotions and understand others' emotions in a group setting.

- **Self-Regulation:** During a GD, it's essential to control emotions such as frustration, anger, or anxiety. High emotional intelligence helps you stay calm under pressure.
- **Empathy:** Showing empathy for others' points of view creates a positive group atmosphere. A participant with high EQ can sense when a group member is struggling to speak up and may encourage them in a supportive way.

11. Confidence

Confidence is vital in any Group Discussion. Confident participants are more likely to assert themselves, express their views clearly, and actively participate.

However, confidence must be tempered with humility to avoid coming across as arrogant.

- **Positive Body Language:** Standing or sitting tall, using an appropriate tone of voice, and engaging with the group through eye contact all contribute to an overall sense of confidence.
- **Balanced Confidence:** While confidence is essential, being overly confident can overshadow others. It's important to balance self-assurance with respect and humility.

❖ Exercise

Multiple choice Question:-

1. Which of the following is the most important skill in a Group Discussion?

- a) **Communication skills**
- b) Time management
- c) Leadership skills
- d) Emotional intelligence

2. Active listening involves:

- a) Listening without responding
- b) **Understanding others' viewpoints and responding thoughtfully**
- c) Interrupting others to make your point
- d) Only hearing the words spoken

3. What does leadership in a Group Discussion primarily involve?

- a) Speaking the most
- b) **Taking charge and guiding the conversation**
- c) Keeping quiet and observing
- d) Interrupting others when necessary

4. How can a participant demonstrate good teamwork in a Group Discussion?

- a) By speaking the most and dominating the conversation
- b) By allowing others to express their views and building on them**
- c) By ignoring others and focusing only on their own points
- d) By criticizing others for their viewpoints

5. Which skill is essential for staying calm and managing one's emotions during a stressful Group Discussion?

- a) Assertiveness
- b) Emotional intelligence**
- c) Time management
- d) Analytical thinking

6. What does assertiveness in a Group Discussion entail?

- a) Speaking without listening to others
- b) Expressing opinions confidently but not aggressively**
- c) Staying quiet and listening to others
- d) Avoiding difficult topics to prevent confrontation

7. Which of the following is an important aspect of summarizing in a Group Discussion?

- a) Speaking more than others
- b) Ignoring the opinions of others
- c) Presenting the key points discussed in a clear and concise manner**
- d) Talking about unrelated topics

8. In a Group Discussion, how can critical thinking be demonstrated?

- a) By agreeing with everyone in the group
- b) By analyzing different perspectives and offering well-reasoned arguments**
- c) By speaking the loudest
- d) By avoiding difficult questions

9. What is the key to effective time management during a Group Discussion?

- a) Speaking for long periods without interruption
- b) Ensuring that every point is repeated multiple times
- c) Being aware of time and ensuring that every participant has a chance to speak**
- d) Avoiding all conflict and disagreements

10. What does open-mindedness in a Group Discussion involve?

- a) Sticking rigidly to your own viewpoint
- b) Listening to and considering different viewpoints before responding**
- c) Criticizing others' ideas
- d) Avoiding challenging discussions

Answer the following question:-

1. What is Employability skills ?
2. Explain the importance of employability skills ?
3. What are the things one should take care while face to face interview ?
4. What is The Impact of Face-to-Face Interviews on Personality Development ?
5. Skills Required for a Successful Group Discussion
6. Explain Psychiatric Analysis in detail.

યુનિવર્સિટી ગીત

સ્વાધ્યાય: પરમં તપ:

સ્વાધ્યાય: પરમં તપ:

સ્વાધ્યાય: પરમં તપ:

શિક્ષણ, સંસ્કૃતિ, સદ્ભાવ, દિવ્યબોધનું ધામ
ડૉ. બાબાસાહેબ આંબેડકર ઓપન યુનિવર્સિટી નામ;
સૌને સૌની પાંખ મળે, ને સૌને સૌનું આભ,
દશે દિશામાં સ્મિત વહે હો દશે દિશે શુભ-લાભ.

અભણ રહી અજ્ઞાનના શાને, અંધકારને પીવો ?
કહે બુદ્ધ આંબેડકર કહે, તું થા તારો દીવો;
શારદીય અજવાળા પહોંચ્યાં ગુર્જર ગામે ગામ
ધ્રુવ તારકની જેમ ઝળહળે એકલવ્યની શાન.

સરસ્વતીના મયૂર તમારે ફળિયે આવી ગહેકે
અંધકારને હડસેલીને ઉજાસના ફૂલ મહેકે;
બંધન નહીં કો સ્થાન સમયના જવું ન ઘરથી દૂર
ઘર આવી મા હરે શારદા દૈન્ય તિમિરના પૂર.

સંસ્કારોની સુગંધ મહેકે, મન મંદિરને ધામે
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