Understanding the Self

B.Ed- 4th Sem.

Unit-I, II, III & IV

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UNIT-1

DEFINING THE SELF: Self is a reference by an individual to the same individual person. This reference is necessarily subjective and it follows that self is a reference by a subject to the same subject.The sense of having a self - or self-hood - should, however, not be confused with subjectivity itself. Ostensibly, there is a directedness outward from the subject that refers inward - back to its "self" (or itself). Examples of psychiatric conditions where such 'sameness' is broken include depersonalization, which sometimes occur in schizophrenia: the self appears different to the subject.

The first-person perspective distinguishes self-hood from personal identity. Whereas "identity" is sameness, self-hood implies a first-person perspective. Conversely, we use "person" as a thirdperson reference. Personal identity can be impaired in late stage Alzheimer's disease and other neurodegenerative diseases. Finally, the self is distinguishable from "others". Including the distinction between sameness and otherness, the self versus other is a research topic in contemporary philosophy and contemporary phenomenology (see also psychological phenomenology), psychology, psychiatry, neurology, and neuroscience. The nationally funded research Center for Subjectivity in Copenhagen, Denmark, is just one example of the importance of research on/into the self. More recently, the relationship between the self and technology has generated a research field called Technoself Studies. Although subjective experience is central to self-hood, the privacy of this experience is only one of many problems in the philosophical and scientific study of consciousness.

Self-awareness is the capacity for introspection and the ability to recognize oneself as an individual separate from the environment and other individuals.[1] It is not to be confused with consciousness in the sense of qualia. While consciousness is a term given to being aware of one's environment and body and lifestyle, self-awareness is the recognition of that awareness.

Self-acceptance is acceptance of self. According to Shepard (1979), self-acceptance is an individual's satisfaction or happiness with oneself, and is thought to be necessary for good mental health. Self-acceptance involves selfunderstanding, a realistic, albeit subjective, awareness of one's strengths and weaknesses. It results in an individual's feeling about oneself, that they are of "unique worth". In clinical psychology and positive psychology, self-acceptance is considered the prerequisite for change to occur. It can be achieved by stopping criticizing and solving the defects of one's self, and then accepting them to be existing within one's self. That is, tolerating oneself to be imperfect in some parts. Some distinguish between conditional and unconditional self-acceptance. Self-perception" refers to the way in which people come to understand their own attitudes and beliefs based on their behavior in given situations. It is effectively a model of oneself from the perspective of an outside observer.

Self-Concept

Self-Concept is a collection of beliefs about oneself. Generally self-concept forms the answer to "Who am I? it is the image that we have of ourselves. It is a mental picture of who am I as a person. For example- beliefs such as "I am a good boy", or "I am a good friend" or "I am a kind person" are part of an overall self-concepts. Self-Concept is a cognitive or descriptive component of one's self. For example- I am a fast runner.

According to psychologist Hurlock, Self-Concept of a person is an overall belief about his physical, mental, social, emotional characteristics as well as ambitions and performances.

Self concept is made up of four elements. They are-
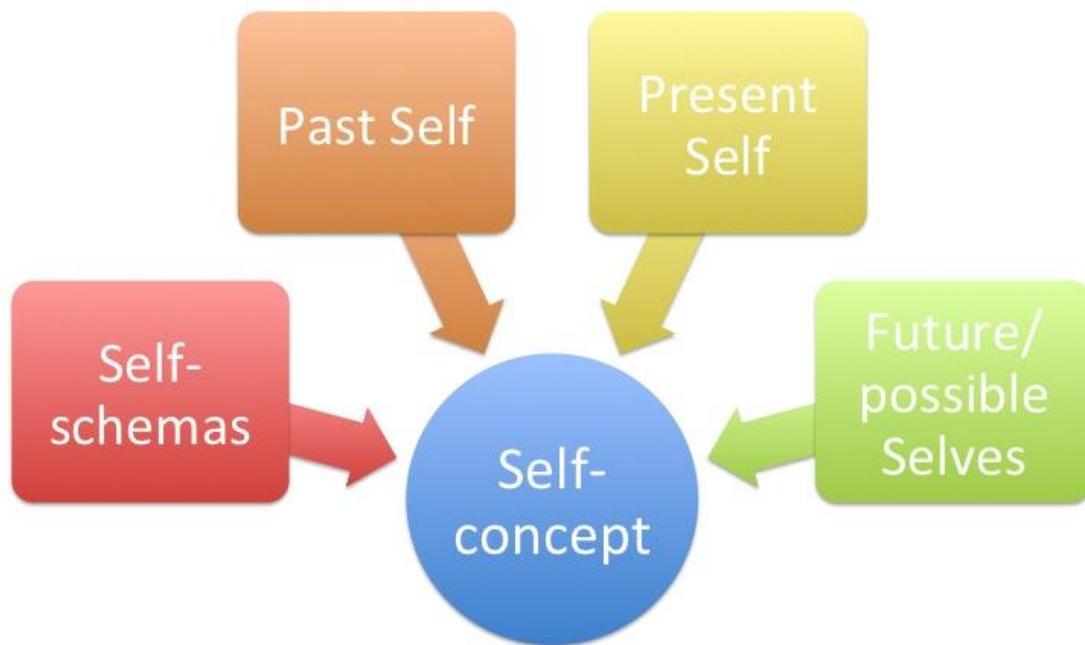
According to Carl Rogers, Self-Concept has three different components. They are –
i) Self Image,
ii) Self Esteem
iii) Ideal Self.

i) Self Image –
Self Image is how you see yourself. This includes –
-- What you think you look like,
-- How you see your personality,
-- What kind of person you think you are,

-- What you believe others think of you,
-- How much you like yourself or you think others like you,
-- The status you feel you have.

Self image helps you to conscious about your own skill, ability, weakness and limitation.

For example – When a student think that he is very strong in English but weak in mathematics and judge himself depending on this self view, then this will called Self Image of the Student.

ii) Self Esteem:-

Self Esteem is how you feel about yourself or, how much value you place on yourself.

Self Image and Self Esteem are closely connected but they are not same. Self Image is how you see yourself and how you believe other see you. Self Esteem depends on your Self Image. If you have poor opinion about yourself, then your Self Esteem will be low.

For example- If any student think and acknowledge that he is a poor student, then no ambition in education will seen in that student. Here this felling of the student about himself is his Self Esteem.

iii) Ideal Self:-

According to Humanistic psychologist Carl Rogers, your Ideal Self is what you want to be. Ideal Self is an idealized version of yourself developed over time, based on what you have learned and experienced. The Ideal Self could include components of what your parents have taught you, society promotes and what you think about your best interest.

For example- A students parents are doctors who are respected and admired in the society. Their experience tells their son that in order to be happy, he needs to be smart and have a high paying job. In this situation Ideal Self of the student might be someone who excels in science subjects and spends a lot of time in studying.

Development of Self Concept:-

Self Concept develops and changes throughout the lifespan. At the age of 3 years children have a very board sense of self. At this age they learn more new words as a part of language development and use wards such as big or nice to describe themselves to others. This represents the beginnings of self concept.

At the age of 4 years they begin to see themselves as separate and unique individual.

During the age of 7 or 8 years children are mentally able to express their own feelings and abilities as well as able to receive and consider feedback from peers, teachers and family.

Around the age of 11 years, a sense of social selves starts to develop among the children. Due to this they often reference social groups and make social comparisons as well as start to think about how others see them.

- **Factors affecting Self-Concept:-**
    i) Altered health status.
    ii) Experience
    iii) Development considerations
    iv) Culture
    v) Internal and External resources
    vi) History of success and failure
    vii) Crisis or life stressors
    viii) Aging, illness, trauma

- **Importance of self-concept:-**
    i) To improve interpersonal communication
    ii) For academic achievement
    iii) For career development
    iv) For personality development
    v) It influences how we think, feel, and act in everyday organizational life.
    vi) Help us to know ourselves in a better way.

- **Impact of Positive self-concept:-**
    i) Able to cope with problems
    ii) Understand human emotions
    iii) Receiving compliments without same
    iv) Able to repair themselves

- **Impact of Negative self-concept:-**
    i) Sensitive to criticism
    ii) Be responsive to praise
    iii) Tend to feel liked by others
    iv) Barriers in communications

UNIT-2

Self-Esteem

What is self-esteem? Self-esteem is how we value ourselves; it is how we perceive our value to the world and how valuable we think we are to others. Self-esteem affects our trust in others, our relationships, our work – nearly every part of our lives. Positive self-esteem gives us the strength and flexibility to take charge of our lives and grow from our mistakes without the fear of rejection.

We all know that self-esteem can be an important part of success. Too little self-esteem can leave people feeling defeated or depressed. It can also lead people to make bad choices, fall into destructive relationships, or fail to live up to their full potential. But what about too much self-esteem? Narcissism can certainly be off-putting and can even damage personal relationships.

Self-esteem levels at the extreme high and low ends of the spectrum can be damaging, so the ideal is to strike a balance somewhere in the middle. A realistic yet positive view of the self is often considered the ideal.

But what exactly is self-esteem? Where does it come from and what influence does it really have on our lives?

So what exactly is self-esteem?

In psychology, the term **self-esteem** is used to describe a person's overall sense of self-worth or personal value. Self-esteem is often seen as a personality trait, which means that it tends to be stable and enduring.

Components of Self-Esteem

According to one definition (Braden, 1969), there are three key components of self-esteem:

1. Self-esteem is an essential human need that is vital for survival and normal, healthy development.

2. Self-esteem arises automatically from within based upon a person's beliefs and consciousness.

3. Self-esteem occurs in conjunction with a person's thoughts, behaviors, feelings, and actions.

Types of Self-Esteem:- There are two types of self-esteem.

i) High or positive self-esteem
ii) Low or negative self-esteem

- **signs of High (positive) self-esteem:**
  - v Confidence

v Self-direction
v Non-blaming behavior
v An awareness of personal strengths
v An ability to make mistakes and learn from them
v An ability to accept mistakes from others
v Optimism
v An ability to solve problems
v An independent and cooperative attitude
v Feeling comfortable with a wide range of emotions
v An ability to trust others
v A good sense of personal limitations
v Good self-care
v The ability to say no

What is low self-esteem? Low self-esteem is a debilitating condition that keeps individuals from realizing their full potential. A person with low self-esteem feels unworthy, incapable, and incompetent. In fact, because the person with low self-esteem feels so poorly about him or herself, these feelings may actually cause the person's continued low self-esteem.

- **signs of low self-esteem:**
  v Negative view of life
  v Perfectionist attitude
  v Mistrusting others – even those who show signs of affection
  v Blaming behavior
  v Fear of taking risks
  v Feelings of being unloved and unlovable
  v Dependence – letting others make decisions
  v Fear of being ridiculed

How can you raise low self-esteem?

Feelings of low self-esteem often build up over a lifetime, and letting go of ingrained feelings and behaviors is not an easy task. It may take time, hard work, and it may require professional counseling. But there are some simple, positive thinking techniques that can be used to help improve self-esteem. These are called affirmations.

Using affirmations to stop negative self-talk is a simple, positive way to help increase self-esteem. Affirmations are encouraging messages we can give ourselves every day until they become part of our feelings and beliefs. Affirmations work best when a person is relaxed. But since people are often upset when they are giving themselves negative self-messages, they may need to counter negative messages with positive ones.

For example, replace the message "I made a stupid mistake, and I am no good at this job," with "Yes, I made a mistake but I have learned from it, and now I can a better job." Begin each day by looking in the mirror and giving yourself a positive message. The following affirmations can help you to work toward a positive self-image:

v I respect myself and others

v   I am lovable and likable
v   I am confident, and it shows
v   I acre about myself
v   I am creating loving, healthy relationships
v   I am a good friend to myself and others
v   I accept myself just as I am
v   I look great
v   Life is good, and I like being a part of it

- **Strategies for positive Behavior :-**
  Here are **six safe and effective behavior strategies** for remaining calm and professional during challenging situations.

1. **Be Mindful of Your Own Reaction.**
   A vital component of managing difficult behavior is knowing that your behavior affects the behavior of others. What you say or do in response to an individual's behavior affects whether the behavior escalates or stops. When you're aware of this factor, and when you're equipped and empowered with other effective and respectful behavior management strategies, you're better able to de-escalate difficult behavior and help individuals regain control and make positive choices.

2. **Maintain Rational Detachment.**
   When you're rationally detached, you maintain control by not taking negative comments or actions personally. Without this key ability, team members may react instinctively or defensively, which will only escalate a situation. Equipped with this skill, you're better able to defuse challenging behavior and encourage positive behavior.

3. **Be Attentive.**
   When people feel ignored, marginalized, or not cared for, they often act out. An effective way to counter a person's anxiety is to validate her feelings. Pay attention to what she says. Give her plenty of personal space. Show her through your facial expressions and body language that you're listening, and you can take away her reasons for being upset— and give her a reason to regain control.

4. **Use Positive Self-Talk.**
   Remind yourself that when you're the target of an outburst or a negative situation, you're rarely the cause of the behavior. And just as thinking, "I can't deal with this" might cause you to react one way, telling yourself, "I know what to do" will cause a more productive response.

5. **Recognize Your Limits.**
   Being a professional doesn't mean that you can handle everything. Knowing that you have support and backup is crucial to staying in control of your own behavior and

responding appropriately. Accept your limits and keep in mind that sometimes the best decision is to let someone else take over.

6. **Debrief.**
Be sure to debrief after any incident. Talking about it can help relieve the stress. It's also important to consider what was done well and how to respond better the next time a situation occurs.

- **How to improve Self-Esteem?**

Low self-esteem is unfortunately a self-fulling prophecy. The worse you feel about who you are and what you do, the less motivation you'll have to do what it takes to build your self-esteem. From there it's easy to spiral down into a cycle of negative and circular thinking, keeping you mired in damaging--and erroneous--beliefs.

How can you stop this vicious cycle and start moving yourself in a more positive direction?

It's a process, and it won't happen overnight, but there are things you can do to get it started and keep it moving. Here are 20 powerful ways to improve your self-esteem quickly in order to start feeling more confident.

1. Master a new skill.

When you become skilled in something that corresponds with your talents and interests, you increase your sense of competency.

2. List your accomplishments.

Think about all the things you've accomplished, then write them down. Make a list of everything you've done that you feel proud of, everything you've done well. Review your list when you need a reminder of your ability to get things done and to do them well.

3. Do something creative.

Creative tasks are a great way to put the flow back into your life. Creativity stimulates the brain, so the more you use it, the greater the benefits. Pull out your old guitar, write a story or poem, take a dance class or sign up for a community theater production. When you add the challenge of trying something new, it helps you even more.

4. Get clear on your values.

Determine what your values are and examine your life to see where you're not living in alignment with what you believe. Then make any necessary changes. The more you know what you stand for, the more confident you will be.

5. Challenge your limiting beliefs.

When you catch yourself thinking negatively about yourself, stop and challenge yourself. Don't let yourself be limited by erroneous beliefs.

6. Stand at edge of your comfort zone.

Stretch yourself and move to the edge of your comfort zone. Get uncomfortable--try something new, meet different people or approach a situation in an unconventional way. Confidence begins at the edge of your comfort zone.

7. Help someone.

Use your talents, skills and abilities to help others. Give someone direct assistance, share helpful resources or teach someone something they want to learn. Offer something you do well as a gift to someone.

8. Heal your past.

Unresolved issues and drama can keep you trapped in low self-esteem. Seek the support of a trained counselor to help you heal the past so you can move onto the future in a confident and self-assured way.

9. Stop worrying about what others think.

When you worry about what others will think of you, you never feel free to be completely yourself. Make a firm decision to stop worrying about what other people think--begin making choices based on what you want, not what you think others want from you.

10. Read something inspirational.

A great way to gain more self-esteem is to read something that lifts you up and makes you feel positive about yourself.

11. Reclaim your integrity.

Define what integrity means for you, and ensure that you're living in accordance with that understanding. If your life isn't aligned with your character, it will drain you and leave you feeling bad about yourself.

12. Let negative people go.

If there are people in your life who are negative--who have nothing positive to say or who put you down or take advantage of you--do the smart thing and let them go. The only way to find your self-esteem is to surround yourself with supportive positive people who admire you and value you.

13. Draw a line in the sand.

The best way to find your self-esteem is to create personal boundaries. Know what your boundaries are and how you wish to respond when people cross them. Don't allow others to control you, take advantage of you or manipulate you. To be confident is to maintain firm boundaries.

14. Care about your appearance.

When you look your best, you feel your best. Dress like someone who has confidence and let your self-assurance come through in how you look.

15. Welcome failure as part of growth.

It's a common response to be hard on yourself when you've failed. But if you can shift your thinking to understand that failure is an opportunity to learn, that it plays a necessary role in learning and growth, it can help you keep perspective. Remember too that failure means you're making an effort.

16. Always remain a student.

Think of yourself as a lifelong learner. Approach everything that you do with a student's mentality--what Zen Buddhists call Shoshin or "beginner's mind"--open, eager, unbiased and willing to learn.

17. Face your fear.

Allow yourself to feel afraid but keep going anyway. Self-esteem is often found in the dance between your deepest desires and your greatest fears.

18. Become a mentor.

Be there for someone who needs your guidance, your leadership and your support. Their respect and gratitude--and watching them progress with your help--will add to your self-esteem and self-respect.

19. Define success.

Clarify what success means to you and what it means in terms of your confidence. If you really want to do something you will have to find the self-esteem within yourself to just do it.

UNIT-3

Personality

Personality is defined as the characteristic sets of behaviors, cognitions, and emotional patterns that evolve from biological and environmental factors. The word personality is derived from Latin word "Persona" which mean "mask".

How would you define personality? The following are just a few of the definitions that have been put forth by some different psychologists:

- "That which permits a prediction of what a person will do in a given situation." -Raymond B. Cattell, 1950
- "The dynamic organization within the individual of those psychophysical systems that determine his characteristic behavior and thought." -Gordon W. Allport, 1961
- "The distinctive patterns of behavior (including thoughts and well as 'affects,' that is, feelings, and emotions and actions) that characterize each individual enduringly." -Walter Mischel, 1999
- "Personality refers to individuals' characteristic patterns of thought, emotion, and behavior, together with the psychological mechanisms -- hidden or not -- behind those patterns." -Funder, 2001

- "Although no single definition is acceptable to all personality theorists, we can say that personality is a pattern of relatively permanent traits and unique characteristics that give both consistency and individuality to a person's behavior." -Feist and Feist, 2009

- **Types of Personality:-**
  - i) According to Hyppocretes (400 BC):
    - Sanguine- Cheerful and happy
    - Choleric- Angry and irritable
    - Phlegmatic- Cold, calm and slow
    - Melancholic- Depressed and sad

  - ii) According to CG Jung:
    - Introvert- Shy and lonely
    - Extrovert- Outgoing and friendly
    - Ambivert- Both qualities of Introvert and Extrovert

  - iii) According to Ernest Kretschmer:
    - Pyknic- Short and round body
    - Asthenic- Slender or slim body
    - Athletic- Strong and muscular body
    - Dysplastic- Unproportionate body

  - iv) According to William Sheldon:
    - Ectomorph- Tall and thin
    - Endomorph- Fat and round body
    - Mesomorph- Strong body

- **Factors Affecting Personality:-**

1) The individual factors are those factors inherent in a person. Some of them are not changeable or cannot develop. The individual factors include:

a) Heredity

Heredity is something that passes from generation to generation. You may possess some skills your father or your mother have. It is transferred to you as an inborn character from your parents.

Traits, skills that is passed to you from your parents in the form of genetic transfer can determine your personality.

b) Physique

You may be a short person, you may be a tall person, like that each people have different physical appearances. Physique of a person affects his personality. That is biological makeup or body type of a person is a factor that determine personality of that person.

c) Biological Factors

Difference in biological factors like gender, hormone level, functioning of endocrine glands like thyroid, parathyroid, pituitary gland, adrenal gland, gonads etc. will affect personality of a person. This determines how an individual behaves in certain situations. These biological factors enable a person to mold the social environment according to his requirements.

d) Nervous System

Central nervous system which includes brain and the spinal cord has a fundamental and important role in determining behavior of a person. The brain and the spinal cord play an important role in a person's reaction and adjustments to a situation. Thus, growth and functioning of nervous system affects personality of a person.

e) Intelligence

Persons with different intelligence behaves or adjust differently in social environments surrounding them. They are different in dealing with society, have different habits, etc. Thus, it is considered as a factor that determine personality of a person.

2) Environment has its own impact on the development of an individual's personality. Social factors or environmental factors are those factors which surrounds a person. Some social factors affect the personality of a person are as follows:

a) Family

First and the foremost important factor that influence personality development of a person is family. A child spends more time with his family so, home atmosphere influences personality development of a child. Parent's behavior and attitude, their expectations from the child, their education and attention to the child, all make an influence in child's personality development.

The type of experiences received from family in early childhood will play an important role in the development of personality. Economic and social conditions of the family will also influence child's personality development.

b) School

Next social factor that affect child's personal development is school. School atmosphere and discipline affects personality development of a child. Teacher's personality and character, peer students' attitude and character, all influences child's personality development.

c) Maturation

Maturation is the process of learning to cope and react in an emotionally appropriate way. Social surroundings around them helps to understand how to react to various situation. It is part of growth, but not always happen with aging or physical growth. Maturation improves the coordination of numerous relationships and thus in personality development of a person.

d) Early Experience

Development of brain and personality has a clear influence with the early experience of a person. Good experience and interaction from surrounding can help child to develop positive attitude, while bitter experience can affect negatively. So, creating positive experience at the early stage is important for personality development.

e) Success and Failures

Success and failures are part of life and it is only how we perceive it. That is, it depends on where we fix our frame of reference in life. When it comes to personality development, it can consider as a factor as it has the power to motivate and demotivate a person.

f) Cultural

Cultural traditions, environment and values in a society can influence personality of a person. This can contribute greatly to the development of believes, and moral values in a person. Along with that culture can also influence the way people behave and develop social interaction.

g) Geography

Many studies show that geography plays an important role in personality development of a person. Place of birth and living influences people's lifestyle and the way they live. Thus, determines their behavior and reactions to various situations.

- ## **Attributes of a good personality:-**

What are good qualities in a person? No one is free of flaws and quirks, but there *are* 10 desirable traits of personality and character that attract the right people and circumstances into one's life. One could say that these are the main characteristics of a good person.

1. Integrity
The definition of integrity comes from the Latin word *integritas*, meaning "whole" or "intact." It encumbers all the best human qualities that make a truly good person, such as honesty, being incorruptible, straight and morally upright.

A person with integrity won't lie, will keep their word and won't betray you. They won't go behind your back, badmouth you, go after another person's partner or cheat on you. They adhere to a code of ethics that may make them predictable, but safe to the heart and one's sanity. No unpleasant surprises come from someone with the most desirable traits in a good human. People who exhibit the best human qualities follow a code of ethics that tends to be, incorruptible, and they adhere to principles of common decency.

2. Courageousness
Let's face it, people. Who wants to be with a coward? Someone who can't and won't stand up for their own beliefs will definitely not stand up for you. Courageousness may not seem like such a big deal to some, but upon examining history, one notices that cowards are not too different from criminals. Why? Because most atrocious crimes to mankind would not have succeeded had it not been for the silent bystanders and those who looked the other way. No courage usually also means no principles, which will make you expendable for the simple reason that a coward will only do the least effort required and will tug tail and run when true work is required. Cowardice is not one of the most desirable traits in a human being!

3. Sense of Humor
Life has its ups and downs. There will be good times, bad times, hard times and easy times. Everything is easier if one keeps a sense of humor, or at least surrounds oneself with those who have one. There is a reason that poll after poll shows that most people desire a sense of humor in their partners. I also feel that someone who makes me laugh most of the time will probably not

make me cry too often either. For some odd reason, this equation works for me, and so a sense of humor is definitely one of the most desirable traits a person can have.

4. Intelligence, Education *and* Common Sense
I have met plenty of people in my life with high IQs and no common sense. My personal belief is that common sense, social intelligence and "street smarts" are pretty much the same. Being able to solve the most difficult mathematical problems certainly won't make anyone a great partner or friend, if they cannot hold a conversation, relate to other people at all and have zero social skills. Social skills or relating to others are abilities that require the use of common sense, which dictates what or what not to do or say in everyday settings. Overall, I don't think any further explanation is required when it comes to this this most desirable trait.

5. Emotionally Open
No one wants to be with someone who's so closed off they can't show normal" emotions. If you've ever tried to be friends or have a relationship with someone who has the emotional depth of a rock, you certainly know what I mean. How would someone who has a hard time feeling, or showing feelings, relate to you? There's a difference between someone who is so closed off that they just look at you blankly, or worse, scold you or put you down when you're feeling sad or miserable, and someone who breaks down as soon as they are looked at the wrong way. Being able to share one's heart doesn't mean one has to be a weakling or whiner. Someone who can't feel is usually damaged goods, and a lack of depth in emotional matters usually translates into a lack of depth in other matters!

6. Kindness
Kindness protects you from all kinds of heartaches. It's like integrity. A person who possesses kindness will usually keep your heart safe and your best interests in mind. Their willingness to help others also translates into someone who knows how to put someone else's needs ahead of their own when needed. A kind person carries a light, and that light tends to attract other "good" people too, which is why I consider it to be one of the most desirable traits.

7. Self-Confidence
Everyone is low on confidence now and then. But stay clear of those with literally have *no* self-esteem. A person without self-confidence/self-esteem spells disaster, because they will fail on numerous other "must-haves." They are usually driven by self-preservation, and will do almost anything to overcome their feelings of inadequacy. This can make them psychotic and distrusting, and possibly also turn them into stalkers. Which, in return, almost always ensures dishonesty, a closed heart/inability to truly feel and experience love and joy, a lack of integrity and definitely no courage. They're usually a bucket with a huge hole in the bottom. No matter how much love and care you pour into them, it will never be enough to make them feel safe or good enough. After all, it's impossible to love and care for someone who doesn't love and care for themselves!

8. Discipline

There are different levels of discipline, that's for sure. But avoid those who have absolutely *no* discipline at all. It requires discipline to succeed in life. Anyone who throws in the towel at the first sign of difficulty or opposition will not make a great long-term companion. This is because discipline translates into stamina, i.e. staying power. A person who can't stick with anything for a longer period of time because it's uncomfortable or means work is, again, someone who is either not confident or lazy. In either scenario, it's not going to be a winning situation for you, because if they can't stick with their own goals, they won't stick with you either.

9. Generosity

One of the worst people to have in one's life is a miser. Those who constantly complain about the money they don't have, especially while spending it on things that don't serve them, are not only annoying, but also no fun to have around. The opposite of generous is selfish, and who wants to be with a selfish person? Being miserly also tends to show in individuals who are very preoccupied with material, i.e., superficial things. Combine that with the constant complaint about not having enough, and you'll get a good picture of what life with someone who can't be generous looks like.

10. Self-Awareness

Most people believe themselves to be things they are not. They aren't really self-aware, and don't ever check to see if their idea of who they are coincides with what others see. Self-awareness is the middle ground of truly knowing your strengths and weaknesses without being either completely weak and self-loathing, or arrogant and narcissistic. Self-awareness allows us to see when we're wrong/screwed up and need to change certain behaviors and patterns. Also, self-awareness allows us to look in the mirror and see who we really are; not who we think or hope we are. People without self-awareness cannot grow, because they will never learn from past mistakes. They are blind and lost souls, stumbling after what looks and sounds the most appealing. Without self-awareness there's no truth, just illusion. If you don't know who you are, you sure as hell won't know what makes you happy.

- **Strategies for Personality Development:-**

1. Set goals

First and foremost, set goals and clear objectives. Identify and make note of want you and your team need to achieve, then use this a benchmark and measure of success. Setting great goals will help; make sure your goal is specific, measurable, achievable, realistic and time-based.

2. Write it down

Commit an action to paper (or a digital to-do list) in the moment. Performance management systems - such as Breathe's one-to-one and performance review feature can help keep you on track for personal development targets.

Afterall, no-one likes a nagging, unticked checklist.

3. Do what works for you

If you've done something in a certain way before and it helped you improve, then use that tactic again. It's no good buying umpteen self-help books if you know that you respond better to learning through training courses.

4. Start small

It could seem daunting to "make yourself a better communicator". But if you break that sizeable target down into smaller steps and start on just one of them, then the task seems less formidable. If you challenge yourself to achieve just a modest goal at first, you can grow from there once you're ready. Reaching a small, more achievable personal development goal empowers and encourages us to continue. In no time at all, you will be merrily working away towards your ultimate end-goal.

5. Go at your own pace

This is similar to the previous point. As well as starting small, you shouldn't pressurise yourself to achieve something in too short a timeframe. We often overcommit, so if you can't reach your goal in the time you have allowed, be kind to yourself and relax the deadline. If your goal is marathon-like, you might not achieve it all in one go, but each step you take will be a step nearer the finishing line.

6. Improve existing skills

When it comes to self-improvement, we often concentrate on learning something new. But sometimes you might want to consider improving something you're already good at, rather than addressing one of your weaknesses. Too often we focus on our negatives. But if you can strengthen something you're already good at, you could become extraordinary at it. The benefits of that to your small business could be spectacular.

7. Have a winners' mindset

It's never wrong to embrace and address your failures, that way you will learn from them. If you go into new experiences and learning situations with the mindset that you *will* achieve, you are more likely to do so. Carol Dweck, author of "Mindset: The New Psychology of Success", says that successful people have a growth mindset and that they "believe that even

basic talents and abilities can be developed over time through experience, mentorship, and so on. And these are the people who go for it. They're not always worried about how smart they are, how they'll look, what a mistake will mean. They challenge themselves and grow."

8. Learn from failure

Try to take something from every personal encounter you have. Most people we come across day to day can teach us something that we can then apply in our own lives. At the simplest level, the friendly customer service you received when you picked up your morning coffee will probably have brightened your day. Can you then apply that attitude in your next encounter and make someone else similarly happy? Try also to be open to new opinions and new ways of doing things; you never know what you might learn.

9. Employ a deeper approach

It is sometimes best to study one thing in great depth than to learn lots of things at a more superficial level. You may have identified a few aspects of your character that you want to address in your personal development plan. It's almost a given that you won't be able to take on everything at once. So address one thing at a time and dedicate enough time and resource to it so that you can approach it more deeply and thoroughly than you otherwise might have been able to.

10. Prioritise your personal development

Set aside the time to spend on yourself. Put your own development at the top of your agenda and focus thoroughly on it. Unless you apply yourself, your new learning won't become a habit and things will gradually wane. Besides, you're worth it.

11. Measure your achievements

Measuring your progress along the way allows you to adjust your plan if you are not on track. If something's not working, you might need to stretch a deadline or adjust the objectives or the strategy itself. If you at least know that it's not working, you can then ask why. You can additionally consider how you might be able to make it work and what you have learned from it.

UNIT-4

Interpersonal Intelligence

- ## Interpersonal Behaviour:-

    Interpersonal behavior is the behavior and actions that are present in human relationships. The way in which people communicate, and all that this entails, is considered interpersonal behavior. Interpersonal behavior may include both verbal communication and nonverbal cues, such as body language or facial expressions. Verbal interpersonal behavior consists of joking, relating to one another via the art of storytelling, and taking or following orders.

- ## Types of Interpersonal Behaviour:-

    There are Three types of Interpersona behavior-

- ## Aggressive Behaviour:
    Aggressive behavior is that type of interpersonal behavior in which a person stands up for their ownrights in such a way that the rights of others are also violated. Aggressive behavior humiliates,dominates, or puts the person down rather than simply expressing one's own emotions or thoughts. It isan attack on the person rather than on the person's behavior. Aggressive behavior is quite frequently ahostile over-reaction or outburst, which results from past pent-up anger.

- ## Non-Assertive Behavior:
    Non-Assertive behavior is that type of interpersonal behavior, which enables the person's rights to beviolated by another. !his can occur in two ways" first, you fail to assert yourself when another persondeliberately attempts to infringe upon your rights. #econd, the other person does not want to encroachupon your rights, but your failure to express your needs of feelings results in an inadvertent violation. Anon-assertive person inhibits her$his honest, spontaneous reactions and typically feels hurt, anxious andsometimes angry as a result of being non-assertive in a situation. %ften, this person relives the situationin their minds pretending how they would do things differently if it happened again.

- ## Assertive Behavior:
    Assertive behavior is that type of interpersonal behavior in which a person stands up for their legitimaterights in such a way that the rights of others are not violated. It communicates respect

for that person's behavior. Assertive behavior is an honest, direct and appropriate expression of one's feelings, beliefs,and opinions

- **Strategy to develop Interpersonal Relationship:-**

1) Building Relationships:

- **Meet new people.** Humans are social creatures by nature, even introverts. For this reason, you may need to take opportunities to interact with others if you want to build healthy relationships with others.
- **Respect diversity.** When we respect diversity, we respect the right of others to be different from ourselves, opening the door to safer, more meaningful and fruitful interactions
- **Focus on relationship quality.** High-quality personal relationships are defined by closeness, respect, shared values and support. Studies have shown that quality personal relationships not only help our mental health but also contribute to our physical well-being.
- **Build trust.** Trust is an essential component of a healthy relationship — it is difficult to make a deeper connection if you don't feel safe with the other person. Demonstrate your trustworthiness by admitting when you are wrong and apologizing sincerely, being reliable, and communicating openly. You should look for people with these same attributes.
- **Treat others with kindness.** This isn't simply doing sweet things for others, like giving gifts, but how you interact with others day to day. Treating others with genuine kindness and respect is an integral part of building a healthy connection. Trusting someone and deepening your relationship requires vulnerability, and it will be difficult for anyone to be vulnerable with you if they think you may mock them or treat them badly. Kindness, on the other hand, makes people feel valued and cared for.

2) Communicating Healthfully:

- **Engage in verbal communication.** The easiest way to meet people, even briefly, is to start a conversation. Research shows that communication, even when required, actually makes us happier and have a more positive outlook on people generally.
- **Listen.** Listening is the first step to building a strong rapport with others. It shows that we value who they are as well as what is being said.

- **Display non-verbal communication.** Think carefully about what your non-verbal cues say to others. Non-verbal communication reinforces and accents what we are thinking and feeling.
- **Resolve conflicts in healthy ways.** Conflict, even between like-minded people, is inevitable, and when we are frustrated, it can be easy to say things and act in ways that reflect that frustration and not our values. In order to resolve conflict constructively.

3) Increasing Intimacy:

- **Empathize.** Empathy with another person conveys warmth, validation, and caring. It is the foundation of healthy relationships, building upon listening and respect. Empathy requires that we contribute our own similar experiences through conversation and reinforce values that we share with the other person. When someone views you as empathetic, they are more likely to confide, trust, and hold you in esteem, the foundational pillars of a good relationship.
- **Show compassion.** Compassion requires self-analysis to examine the causes of our own pain and inspires unwillingness to inflict that same pain on others. It means supporting the right of others to thrive and be happy, even if we do not always agree with their views. At its base level, compassion is an act of kindness that reassures others that we find them worthy and valuable.
- **Give back.** Reciprocity is an important component of developing strong connections with others.Think of ways that you can lift a burden from the shoulders of another, if only for a moment. Showing you are there for someone and really care for them can help deepen your relationship.

4) Knowing Yourself:

- **Understand how self-exploration helps your relationships with others.** While you may want to focus on learning how to have healthy relationships with other people, learning about *yourself* can actually help you achieve this goal. It is important that you take the time to get to know who you are and what makes you tick, your likes and dislikes, and simply how *you* experience the world so that you can relate to others in a healthy way.
- **Keep a journal.** Journaling is a way to let our inner self emerge. It allows us to facilitate dialogue between our ideal self-image and our present self. It can also act as a quiet, centering activity where we confess to page those things we are not ready to speak about.
- **Compose a timeline.** The purpose of writing a timeline is to take stock of your goals and your progress toward them. This can be helpful, both as a tool of validation for how far you've come, and a motivator to keep you striving toward the next milestone.
- **Self-Actualize.** The term "self-actualization" originates with humanistic psychologist Abraham Maslow. It describes the process by which we fulfill lower-level needs so that

we are then able to fulfill more conceptual needs. This ideology places strong emphasis on all levels of self-care and embracing ones needs.

- **Importance of Interpersonal Behaviour:**
- Helps to build good leadership quality.
- Helps to make new friends
- To manage good relationships.
- Helps to build a good reputation in family, work place and society etc.
- Increase efficiency and effectiveness.
- Develop a good personality.
- Refining ideas to perfection.
- Skill improvement.
- To motivate others.
- For good and healthy impression.