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PERSONALITY DEVELOPMENT

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ABSTRACT

Personality development occupies a dominant role in the current competitive era. Along with the sound subject knowledge of a person it is necessary to inculcate certain kinds of skills. As a whole these skills are called as personality developmental skills. In this globalized era every institution looks a person with ample of knowledge and a positive personality. As a result the present paper entitled 'Personality Development' portrays the basic elements of personality development. The paper elucidates the meaning and importance of personality development and what features one has to adopt to develop a good personality in one self. As there is a saying, 'time and tide wait for none', the current paper throws light on the elemental or fundamental skills so as to mould his own personality as architecture of his personality.

KEYWORDS

Personality, Personality Development and Importance of Personality Development.

INTRODUCTION

Dou are the creator of your own destiny”

Swami Vivekananda

The above words are all true as the great sage firmly makes an impression to the mankind to feel positive and self-motivated. It is possible to achieve success, if one has self-confidence. Personality development is the key to all these who wish to reach their goals. Hence, it is essential that personality development process should start early in one's career to that when one can positively face the competitive world, wherein ample of opportunities are available with a sound competition.

The present paper on personality development aimed at portraying the basic concept of personality development. Personality is the sum total of certain dynamic interactive, and interrelated set of physical, social, intellectual, and ethical attributes and behavior of a person in relation to his/her environment, which contributes to his/her power, status and success in the society.

Thoroughout the centuries, personality development has been regarded as a practical tool in determining the success or failure of an individual. In every culture stock traditional beliefs about the very "mysterious aspect" of the individual have become embedded in the folklore. It has been transformed from one generation to the other.

The traditional belief that physical and personality features go hand in hand, as a result personality can be judged.

THE IMPORTANCE OF PERSONALITY

The importance of personality gains more value as a social life becomes more complex. A "pleasing" personality has a "precious value/ making value".

THE MEANING OF PERSONALITY

The term personality is derived from the Latin word "persona". It means "mask". Among the Greeks actors used to make to hide their identity on stage. This kind of dramatic technique was later adopted by the Roman to whom persona denoted "as one appears to others", not as one actually is.

The scientific conception of personality has emphasized the manifest aspects of personality. It stresses the motivational and behavioral aspects of personality. This concept emphasizes not only how the individual appears to others but what he actually is and where he is as he is. According to Allport personality is the "dynamic organization within the person of the psychophysical systems that determine his characteristic behavior and thoughts".

Character and personality are not synonymous words. Because character is the moral aspect of person and behavior is controlled or regulated by conscience" Individuality refers to the uniqueness of person which makes each person a "a never repeated phenomenon". It is observable in the appearance and behavior patterns of the newborn infant and becomes more pronounced with each passing years. Personality consciousness shows itself in two outstanding ways, the person's desire to create favorable impression on others and his desire to judge the personality of other people.

THE CONCEPT OF PERSONALITY HAS THREE IMPORTANT ASPECTS

- (i) Characteristics and qualities of a person seen as a whole
- (ii) Socially attractive qualities
- (iii) Image of an individual.

A student's career planning begins from knowing his/her personality. Personality is a complex, multidimensional construct that is beyond a simple description. It is an inner psychological characteristic of a person, which determines and reflects by the actions and reactions to various situations in the environment of an individual.

PERSONALITY OF A PERSON CENTERS AROUND THREE COMPONENTS

- (i) Character traits - integrity, acceptance, discipline and dedication
- (ii) Behavioral traits - interpersonal skills, communication skills; and
- (iii) Attitudinal change - positive attitude, win-win situation, etc.

Personality is amenable to significant development through the process of conscious self direct efforts and will, also helps in the form of training and guidance. It helps an individual to focus on developing their internal and external features and qualities. It depends on their perception of what they should look like and what they would like to be.

Personality is accompanied by attitudes. These attitudes are formed early in life and guiding people throughout their career. It enhances the self-confidence of a person. In the present era, the attitude of self-confidence plays a vital role. As a result attitude and behavior of an individual plays a significant role. It is the attitude; a person's enduring position such as positive as well as negative feelings, evaluated towards a particular object, event or idea.

THE FOLLOWING ARE THE FIVE ANCHORS WHICH HELP IN CAREER DEVELOPMENT

- **Managerial Competence:** It is the art of reaching the goal. The Managerial Competence of an individual is nothing but the capacity to take considerable responsibility. The capacity to influence and control others, problem solving skills and decision making.
- **Technical Competence:** It is the individual's interest, capacity to manage technical work, etc.

- **Security:** As security is part and parcel of a job holder. As a result they live in a particular location and prefer to take up certain jobs only.
- **Innovative and Distinctive:** Every individual has a desire for creating and developing something new and thereby get recognition. By this kind of attitudinal anchor an individual prefers to be well versed in all the areas.
- **Autonomy:** The concept of autonomy is centered on freedom. By the concept of freedom an individual choose their own profession and formulate career planning accordingly.

INTRA-PERSONAL SKILLS

The basic traits, skills, experiences are restricted to individual's one's own self and the ability to interact within, constitutes the intra-personal skills. These intra-personal skills comprise independent thinking, self-orientation to goals, to reach goal, etc. Orientation to goals is as important as formulation of goals. Therefore an individual has to understand the dynamics of intra-personal skills as these from the backdrop for development of good inter-personal skills also.

INTER-PERSONAL SKILLS

Inter-personal relationship means the relationship between the person and other members in a group. Every individual has to interact with others in society. Meanwhile inter-personal skills determine effectiveness in this connection. Abilities to listen and communicate so as to become an effective team player constitute the nature and scope of inter-personal skills. A person with this skill achieves a lot in his career. The effectiveness of a person is assessed on the basis of the inter-personal relations whom he maintains. The essence of inter-personal skills revolves around one's capacity of developing a sense of 'winning' attitude.

In order to develop, one has to know the personality mixes, which are a skill-set comprising communication, time management, and problem solving and leadership qualities. Along with this the dynamics of intra and inter personal skills are to be well understood and managed for the needed synergy. For this purpose the roles played by communication skills, consist of expressions spoken (written, non-verbal), and listening skills, time management, creativity, leadership, problem solving, and strategic planning. The individuals are advised to make a self assessment of their standing compared to each component of personalities. They should improve the required skills, to be successful in life and career.

Communication plays a vital role in the functioning of an organization. Executives have to participate in business presentations. Employees, who can focus the message and prepare clear documents, will have a definite advantage over others. The corporate sectors prefer candidates having proper communication skills along with good accent of the spoken words. A candidate should understand the accent of others, particularly the foreigner and also possess the proper accent which can be understood by others. Communication with good accent plays crucial role in getting through the campus interviews.

SPOKEN SKILLS

Spoken of oral communication is a composite of speaking and listening skills. To impress the interviewer it is absolutely essential for the job seeker to have command over spoken language, especially in English. The essence of effective verbal communication lies in communicative styles. Such as

- (i) The delivery emphasizing the importance of the message
- (ii) Projection of the idea in a clear view
- (iii) The pitch, ensuring clarity of sound
- (iv) Articulation, comprising linguistic skills and phonetics with the quality of the message.

WRITING SKILLS

Good writing skills are also essential for one to gain fluency over the language. It is nothing but the presentations of conveying things through words. It helps in the preparation of reports, letters, documents, etc.

Command over grammar, basic idioms and sentence formation are the prerequisites for effective writing. The concepts command over the language and fluency in language has different meaning. Fluency in language means the spoken as well as writing abilities or which one has to essentially concentrate on the fundamentals of the language.

NON-VERBAL SKILLS (BODY LANGUAGE)

BBC, Brain Body Communication plays a dominant role in modern day communication. A body is the frame of a human being with all the parts of it. Body language means the actions and postures of a person used as a medium or mean of expressing the thoughts or feelings. What is being said is important, but how it is being said is more important. The body language, expressions and gestures are most imperative in perfect delivery of communication. Through a body language a person can communicate thoughts or motions more effectively than words.

Body language also includes postures i.e. the way one holds his/her body while standing, sitting, walking, talking, listening, etc, bearing a particular position or outside of the body. As Shiv Khera says in his book entitled "You Can Win", 'A smile can create anything', it is the body language which can make an individual's personality as a perfect one.

LISTENING SKILLS

Listening skill is an accurate understanding of the oral message communicated. Successful individuals are always good listeners. Before one begins to communicate, listening attentively to what others say is useful for effective processing and formulating a reply. The matching results of some of the parameters of good listening are- body language, attention, positive attitude acceptance, concentration-receptivity, eye-to-eye-rapport, etc. As a result every individual has to consciously practice listening to others to make it a habit.

TIME MANAGEMENT

As the saying 'time is money', the wise will spend their time with wisdom. Every individual should know the value of time as 'time and tide wait for none'. It is essential for the student to realize the value of time and its management by systematic analysis, which is known as scheduling the time effective time management. Efforts should be concentrated so as not to waste time but to save time, which can be better utilized for activities such as writing of assignments, preparation or examinations, discussions with resource persons for enhancement of subject knowledge and clarifications of related doubts.

CONCLUSION

Personality development plays a vital role in the present world. Through the process of personality development one can inculcate the essential fundamental qualities and can mould his personality. In the current paper entitled 'Personality Development' the basic elements are discussed. The fundamental skills are elucidated in detail. As there is difficult competition for one to occupy job, one has to have a good personality skills like reading, writing, communicating, etc. As Swamy Vivekananda says, 'every man is an architect of his own personality', one should have a positive sound personality. The imbalance of skills in a person makes him as an imbalanced man. Henceforth, a person has to focus on the skills of personality development.

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With sincere regards

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