

Personality Development

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The concept of Personality Development

Personality is defined as the form of characteristic thoughts, feelings and behavior that differentiate one individual from the other and it persists over time. It is the integration of biological and experienced behaviours of an individual that forms responses to environmental stimuli. To build a good personality, following traits are listed to be most crucial (Fig. 1.):

1. Character traits
2. Behavioral traits
3. Attitude traits

Personality traits are different to each other and could be a mixture of both good and bad. It's always an individual's choice to choose change of traits provided; we need to endure the desire to make changes in life. Personality Development is a step towards improvement and development of talents and potentials, enhancing quality of life, realization of dreams and aspirations and facilitating employability. The stages include formal and informal activities and the leaders and program managers may realize the full potential of each individual in an existing group. Hence, this process of improving or transforming the personality is called personality development.

Significance of Personality Development

It is essential to understand that, pleasing personality is admiring, but this thought is not readily accepted by most of the individuals. Personality development is perceived only as training towards improving ones' outlooks. This is a void statement and it is must to realize that personality development is a quite broader topic and it includes how one-self can educate them to have clean and neat social personality with grace and groom. It also instructs them to enhance one's communication and interpersonal skills. Objectives of life without these important skills will be futile to head towards success. Benefits of personality development include the following keys:

- Self-Confidence
- Credibility
- Leadership qualities
- Interpersonal skills



- Curiosity
- Communication skills

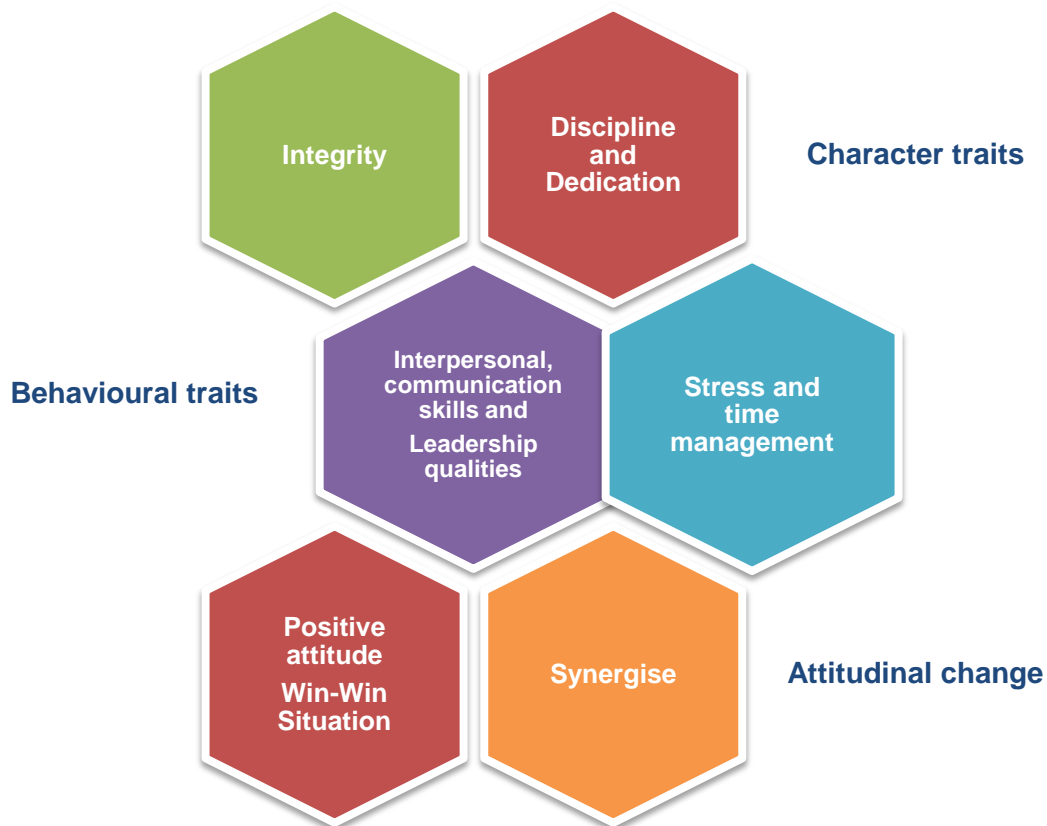


Fig.1. Different traits for Personality Development

Self-Confidence

Self-confidence is an important trait required to face success in our lives. Although many of us still find it difficult to hold the trait within and this vicious cycle of lacking confidence may lead to keep us distant from our desires. Confident people admire the characters in others: their chiefs, their friends, their family and their peers. Admiring confidence from others will also enhance our idea towards raising the self-confidence in us. The level of confidence shows in many ways of your behaviour: the way you speak, the way you handle others, the way you solve the problems and so on. Confidence also deals with two major factors: Self-esteem and Self-efficacy. We develop a sense of self-efficacy in ourselves by acquiring skills and knowledge. This will increase our confidence levels to learn and work hard on our vision, and we will succeed. The level of confidence will always boost us to face the risks and crisis and better manage and persists with the setbacks. Self-esteem is breaking down the negative forces and fear of facing failures and raising the hope towards win-win situation.

Credibility

Credibility in the current modern era is one of the noticeable personas. Most of us decide an individual by their outlooks and their attire. A book cannot be judged from its outer cover, in similar way, an individual cannot be judged from their



outlooks. A best personality will be covered by their shabby looks and inexpensive dresses. So, it is always good to show up a credible outlook by enhancing your physical features. Do not show up a poor professional image Over-aggressiveness simply doesn't work in most of the official environments other-way, Passiveness too will not work, always find the middle ground to show credibility to your peers.

Interpersonal skills

Interpersonal skills are skills performed everyday which includes interaction with other people, both individually and in groups. People with strong interpersonal skills are successful in their professional and personal lives. Interpersonal skills are more centred on communication, listening, questioning and understanding body language. It also includes the skills and attributes related to the emotional intelligence or being able to understand and manage your own and others' emotions. People with good interpersonal skills will be able to work well in a team or group without any hesitation. They will be a good communicator with effective skills and it is therefore important in diverse areas of life with the society. We should be able to discover our own strengths and weaknesses. We are developing our interpersonal skills since childhood usually subconsciously.

Leadership qualities

Personality development encourages leading and motivating others towards achievement. A good leader will motivate their group in a positive way to reach success. This quality is a goal-oriented one which helps a person to achieve their ambitions. It will make them work hard lumps in achieving their goals. A leader should keep a vision and equal perspective on all humans. We can be an employee or a manager or a higher official, but we must possess both leadership and motivational character in us. An efficient leader must have a fulfilled knowledge of motivation factors over others. Leaders should ensure following the moral and ethics and also to harmonise the subordinate needs. A word of appreciation is always rewarding to motivate and influence a person to succeed in his/her vision. Good reward or exceptional behaviour with a token of appreciation, certification or letter can be motivating to the peer groups. Problem solving capacity is a major character required for a leader to make his/her peers stronger-mentally and emotionally. A major take-away point on leadership is "To be an efficient leader, you must be self-ruling yourself and self-motivating yourself". We must have our own identity, needs and vision to do anything to achieve our ambitions. If you can motivate and rule yourself to achieve your own ambition, you will master in harmonizing the common goals of the organisation.

Curiosity

A wrong word can lead to major destructions in an environment. We should say right things at right places to make others feel sophisticated and comfortable. This deal with understanding the different cultures and avoid such related blunders in a business environment. If failed in following certain culture based systems, may break a deal or affect the future of the business.



Communication skills

Most important trait despite other skill is being able to communicate our thoughts and feelings to others. Communication is defined as sharing the information from one place to the other either vocally, written, visually or non-verbally. Information transmittance must be clear and understandable to make the listening group or individual more interactive. The ability to communicate information accurately and clearly is an important life oriented skill and which should be developed and overlooked. The information should be very accurate and clear. When looking for Jobs or a promotion from our current position, we need to demonstrate and build and develop our communication skills. The verbal and non-verbal skills are appropriate to deal wide variety of people maintaining proper vocabulary, eye contact and language to the audience. Writing skills should also be improved to present the ideas clearly, visibly and concisely. Presentation skills, listening skills and speaking skills also must be developed.

Big-five Personality traits - OCEAN

(O-Openness, C-Conscientiousness, E-Extraversion, A-Agreeableness, N-Neuroticism)

Many researchers and psychologists reviewed the five dimensions of personality referred to as the "Big 5" Personality traits. Theories on personality traits suggests different number of possible traits e.g.: Gordon Allport's list of 4,000 personality traits, Raymond Cattell's 16 personality factors, and Hans Eysenck's three-factor theory. Despite several theories, the five-factor theory emerged to be the most essential one that serve as the building blocks of personality. Each personality trait represents a diverge variations between two extremes. Extroversion is a continuum between extreme extraversion and extreme introversion. There are five dimensions termed as Five Factor Model (FFM). The five categories are usually described as follows:

- Openness to Experience
- Conscientiousness
- Extraversion
- Agreeableness
- Neuroticism

Openness

This trait represents characters such as insight and imagination. People possessing this character tend to be with broad range of interests. Curiosity about the society, environment and interest towards learning new things and new experiences will be their thirst. They are very creative and adventurous. If they are diminished in this trait, they may be more traditional and may scuffle with intellectual thoughts.

Conscientiousness

This is the trait of being careful and vigilant. High levels of thoughtfulness, good impulse control and goal-directed behaviours are dominant characters of this group of people. They are planned and think about impact of their thoughts on others. This



trait is also part of the HEXACO model of personality and is an aspect of what was traditionally referred to as having a character. They are generally dependable and spontaneous in behaviour, workaholics, perfectionists and compulsive. Individuals low on this trait will be engaged in antisocial activities and are less goal-oriented.

Extraversion

Excited, Social, talkative, assertive and highly emotional characters are extroverts. People in this category are outgoing and gain energy in social activities. They expect people to be around them to feel energized and excited. People opposite to this character are called as introverts and they tend to be very reserved and they reserve energy in social settings. Social events are not their cup of coffee and require a period of solitude and silence in order to recharge back with the energy.

Agreeableness

Trust, Modesty, Altruism, Co-operation and Sympathy are the major traits of these personality traits. These people maintain building social harmony and peace in the working environment. Agreeableness is not always suitable in the working environment. People who are low on agreeableness will be an excellent scientists, critics or soldiers. They also tend to be unfriendly, distant and non-co-operative.

Neuroticism

Sadness, moodiness, jealous, depressed, fear, anger, anxiety and emotional instability are the traits characterised by neurotics. People with this trait will experience mood swings, anxiety, irritability and sadness. Those who are low in this trait will be emotionally resilient. People with this trait are shy and self-conscious show delayed gratification.

Big-Five traits	Low Score	High Scores
Extroversion	Loner, Quiet, Passive and Reserved	Joiner, talkative, Active, Affectionate
Agreeableness	Suspicious, Critical, Ruthless, Irritable	Trusting, Lenient, Soft-hearted, Good-natured
Conscientiousness	Negligent, Lazy, Disorganised, Late	Conscientious, Hard-working, Well-organised, Punctual
Neuroticism	Calm, Even-tempered, Comfortable, Unemotional	Worried, temperamental, Self-conscious, Emotional
Openness	Down-to-earth, Uncreative, Conventional, Uncurious	Imaginative, Creative, Original and Curious

Figure. 2. Five important traits of Personality

Simple ways to develop your personality

Smile and good impression - Greet everyone with a smiling face. You will be perceived for your good impression and manner in the early start of the day. They will receive you as a good friend and a kind person when you treat others with a bright smile.



Good mannerism - Develop good manners, show respect towards elders and higher officials in the office. Make sure you don't show aggressive attitude, rude behaviour towards others.

Be positive - Show positivity towards all the deeds and efforts you make in action. Boost your energy towards creating an enthusiastic environment. Don't have negative thoughts on things which you can't control. Practice positivity.

Be more passionate - Always drive your visions with passion, develop your thoughts and innovations on your ambition and get moving with new ideas and keep focused. Do your jobs with ease and joy.

Be compassionate - Be happy to help others in need and care for them during their worst times. Be always a good listener and value the thoughts of others. Listen to others to understand them and feel free to console them on their upsets and frustrations. Sharing and caring a little is a positive trait.

Praise the one in front of you - Wishing good for others and rewarding them on an achievement or a word of appreciation is always a good personality to develop. Don't compare yourself to others during the success of others. This will make a negative thought on ourselves lacking self-confidence.

Communicate effectively - Communication is one of the other major components of Personality development. Communication effectively expands knowledge of others. Learn to share news and articles you read or you have seen to others. This can stimulate the minds and also gives you things to discuss.

Be a lion in the face of danger - Be bold to face the danger. If you are on an ethical path, there is no any obstacles or danger that will fail you tremendously. Though the crisis or danger by other ways will teach you lessons towards success. It will make you experience the good and bad and activities not to reappear. So, be bold to face the cons of life.

Exercise and Meditate - This will develop capability to handle and manage stress-levels. Life can be a mess sometimes and it can be risky to make your mind relaxed. It may lack focus, which will make us act rude and grouchy. Plan a hour or two to meditate and exercise which will help you boost your mind and improve your mental health.

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