



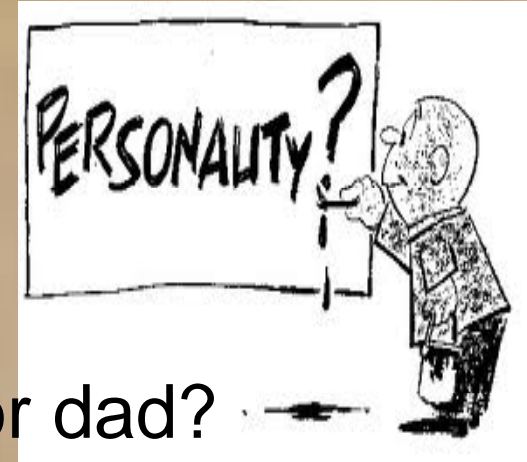
# Personality Development

**State Institute of Health and Family  
Welfare, Jaipur**

# What is Personality?



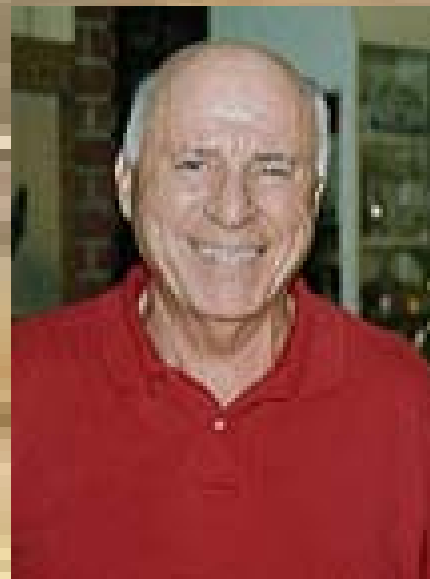
- How would you describe it?
- Is it inherited
  - Are you more like your mom or dad?
- Does it change over time?
- Does it change depending on who you are with?



# Personality



Characteristic patterns of emotional responses, thoughts, and behaviors that are relatively stable over time and across situations.



- Thinking
- Feeling
- Behaving

# Personality



# Personality ? Development?



- Personality-  
Sum total of all Physical, Mental, Emotional attitudes, values, Interests and Motivational factors
- Development-  
Core potential that determines one's success in life and career



Every successful person has a painful story. Every painful story has a successful ending



Accept the pain and get ready for success pain



# Personality Determinants



# Heredity



- Physical structure
- Facial attractiveness
- Gender
- Temperament
- Energy level
- Fear, shyness
- Consistency in job satisfaction over the time.  
Inner or outer
- Personality characteristics are not completely dictated by Heredity
- Examples: Abhishek Bachchan, Twins, Kapoors and Deols family





# Environment

- Culture exerts pressure on our personality formation
- Conditioning
- Family norms
- Friends
- Social groups

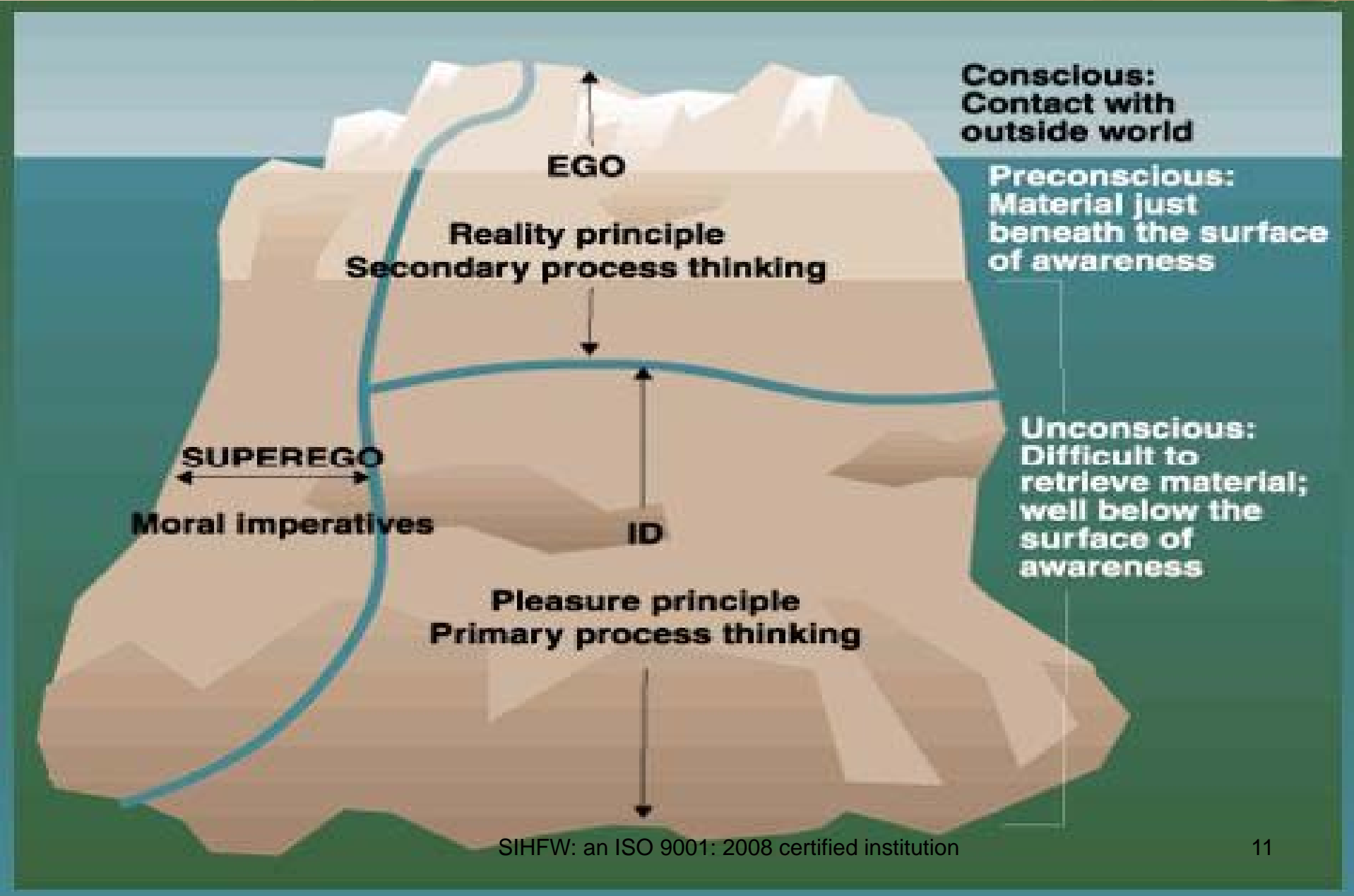




# Situation

- Personality changes under different situations which may otherwise be stable.
- Personality should not be seen in isolation

# Freud's Structural Model of Personality

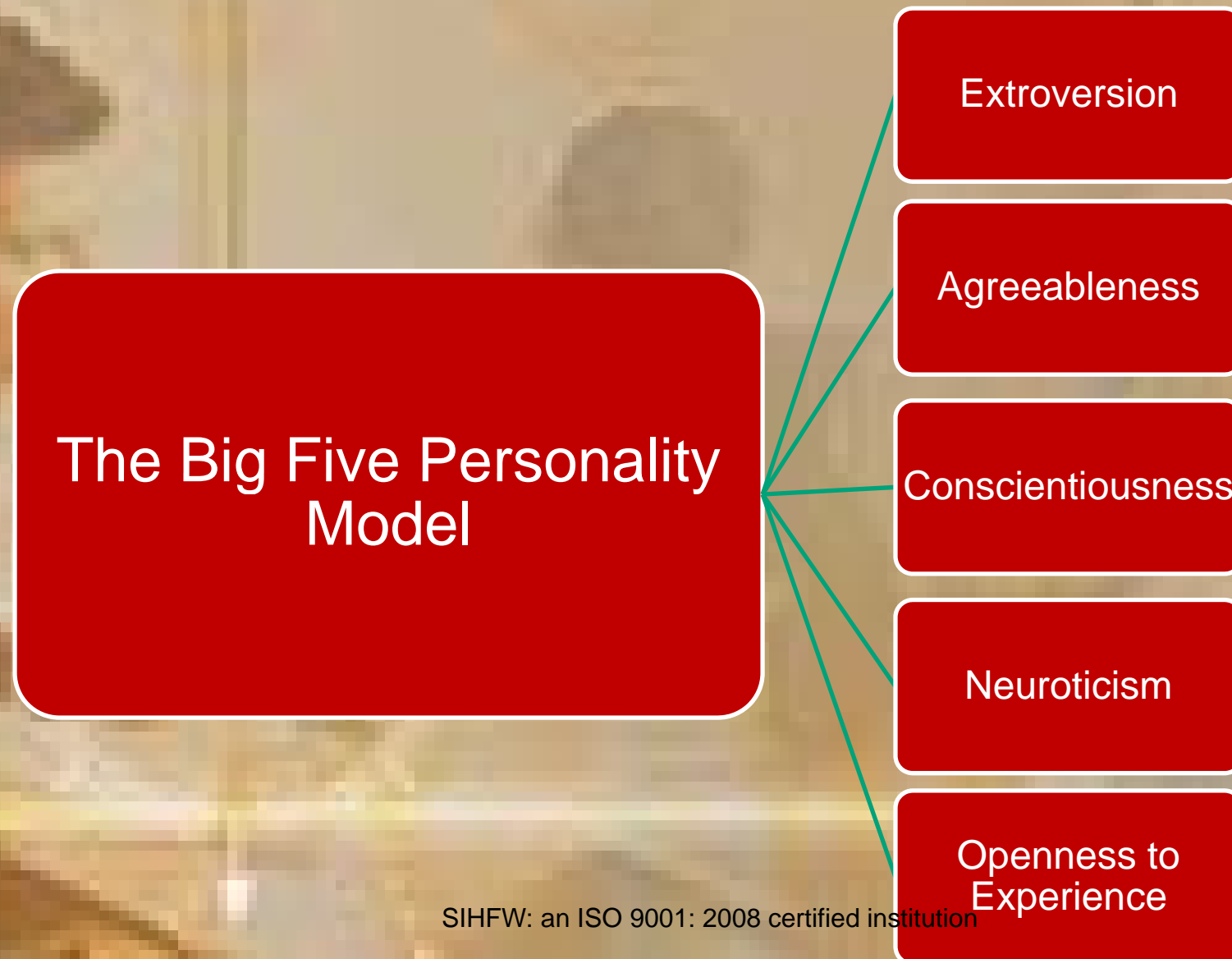




# Personality Traits

- Particular tendencies to feel, think, and act in certain ways that can be used to describe the personality of every individual.
- Manager personalities influence their behavior and approach to managing people and resources.

# The Big Five Personality Model





# Extroversion

## Extroverted people

- Energetic
- Enthusiastic
- Dominant
- Sociable
- Talkative

## Introverted people

- Shy
- Retiring
- Submissive
- Quiet



# Agreeableness

## High Agreeableness

- Friendly
- Cooperative
- Trusting
- Warm

## Low Agreeableness

- Cold
- Quarrelsome



# Conscientiousness

## Conscientious

- Cautious
- Dependable
- Organized
- Responsible

## Impulsive

- Careless
- Disorderly
- Undependable





# Neuroticism

## Emotionally unstable

- Nervous
- High-strung
- Tense
- Worrying

## Emotionally stable

- Calm
- Contented



# Openness

## High on Openness

- Imaginative
- Witty
- Original
- Artistic

## Low on Openness

- Down to earth
- Conventional
- Conformist
- Simple



# Big Five Personality Dimensions

## Openness to Experience

*(intellect, imagination, curiosity, creativity)*



## Conscientiousness

*(order, duty, deliberation, self-discipline)*



## Extraversion

*(sociability, assertiveness, activity, positive emotions)*



## Agreeableness

*(trust, nurturance, kindness, cooperation)*



## Neuroticism

*(anxiety, depression, moodiness, vulnerability to stress)*



# Personality Structure: The “Big Five” Personality Factors (Each factor is a continuum of many related traits)



## Adjustment

← (Stable, confident, effective) (Nervous, self-doubting, moody) →

## Sociability

← (Gregarious, energetic, self-dramatizing) (Shy, unassertive, withdrawn) →

## Conscientiousness

← (Planned neat, dependable) (Impulsive, careless, irresponsible) →

## Agreeableness

← (Warm, tactful, considerate) (Independent, cold, rude) →

## Intellectual Openness

← (Imaginative, curious, original) (Dull, unimaginative, literal-minded) →



# Theories of personality development

- Piaget's Stages of Cognitive Development
- Freud's Stages of Psychosexual Development
- Erikson's Stages of Psychosocial Development
- Kohlberg's Stages of Moral Development

# Erikson's Stages of Psychosocial Development



# Erikson's Stages of Psychosocial Development



Stage	Basic Conflict	Important Events	Outcome
<b>Infancy (birth to 18 months)</b>	<u>Trust vs. Mistrust</u>	Feeding	Children develop a sense of trust when caregivers provide reliability, care, and affection. A lack of this will lead to mistrust.
<b>Early Childhood (2 to 3 years)</b>	<u>Autonomy vs. Shame and Doubt</u>	Toilet Training	develop a sense of personal control and independence. Success leads to feelings of autonomy, failure to shame and doubt.
<b>Preschool (3 to 5 years)</b>	<u>Initiative vs. Guilt</u>	Exploration	begin asserting control and power over the environment. Success leads to a sense of purpose. Children who try to exert too much power experience disapproval, resulting in a sense of guilt.

# Cont.



<b>School Age (6 to 11 years)</b>	<u>Industry vs. Inferiority</u>	School	Learn to cope with new social and academic demands. Success leads to a sense of competence, while failure results in feelings of inferiority.
<b>Adolescence (12 to 18 years)</b>	<u>Identity vs. Role Confusion</u>	Social Relationships	Teens need to develop a sense of self and personal identity. Success leads to an ability to stay true to yourself, while failure leads to role confusion and a weak sense of self.
<b>Young Adulthood (19 to 40 years)</b>	<u>Intimacy vs. Isolation</u>	Relationships	Young adults need to form intimate, loving relationships with other people. Success leads to strong relationships, while failure results in loneliness and isolation.



# Cont

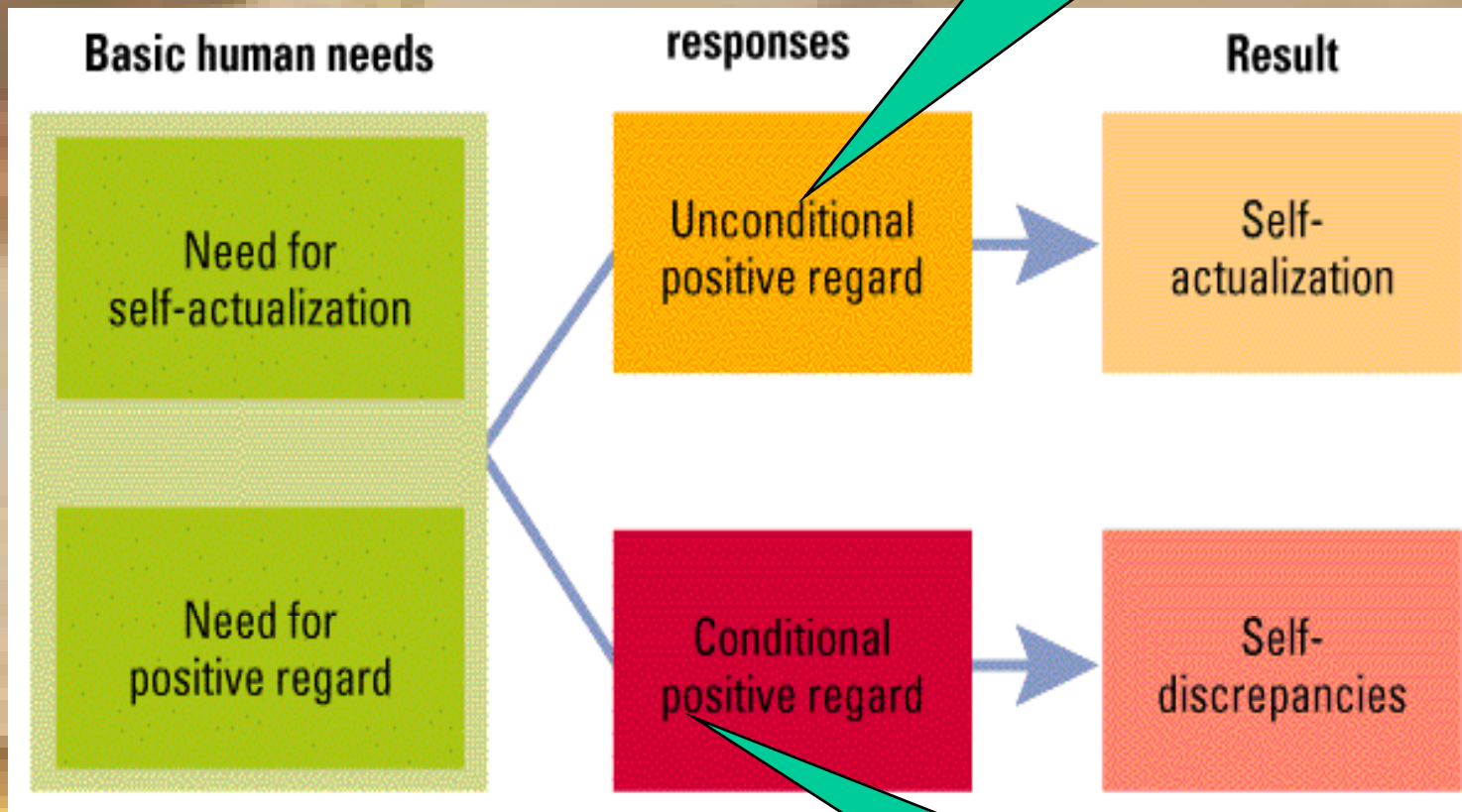


<b>Middle Adulthood (40 to 65 years)</b>	<u>Generativity vs. Stagnation</u>	Work and Parenthood	Adults need to create or nurture things that will outlast them, often by having children or creating a positive change that benefits other people. Success leads to feelings of usefulness and accomplishment, while failure results in shallow involvement in the world.
<b>Maturity (65 to death)</b>	<u>Ego Integrity vs. Despair</u>	Reflection on Life	Older adults need to look back on life and feel a sense of fulfillment. Success at this stage leads to feelings of wisdom, while failure results in regret, bitterness, and despair.

# Carl Rogers' Personality Theory

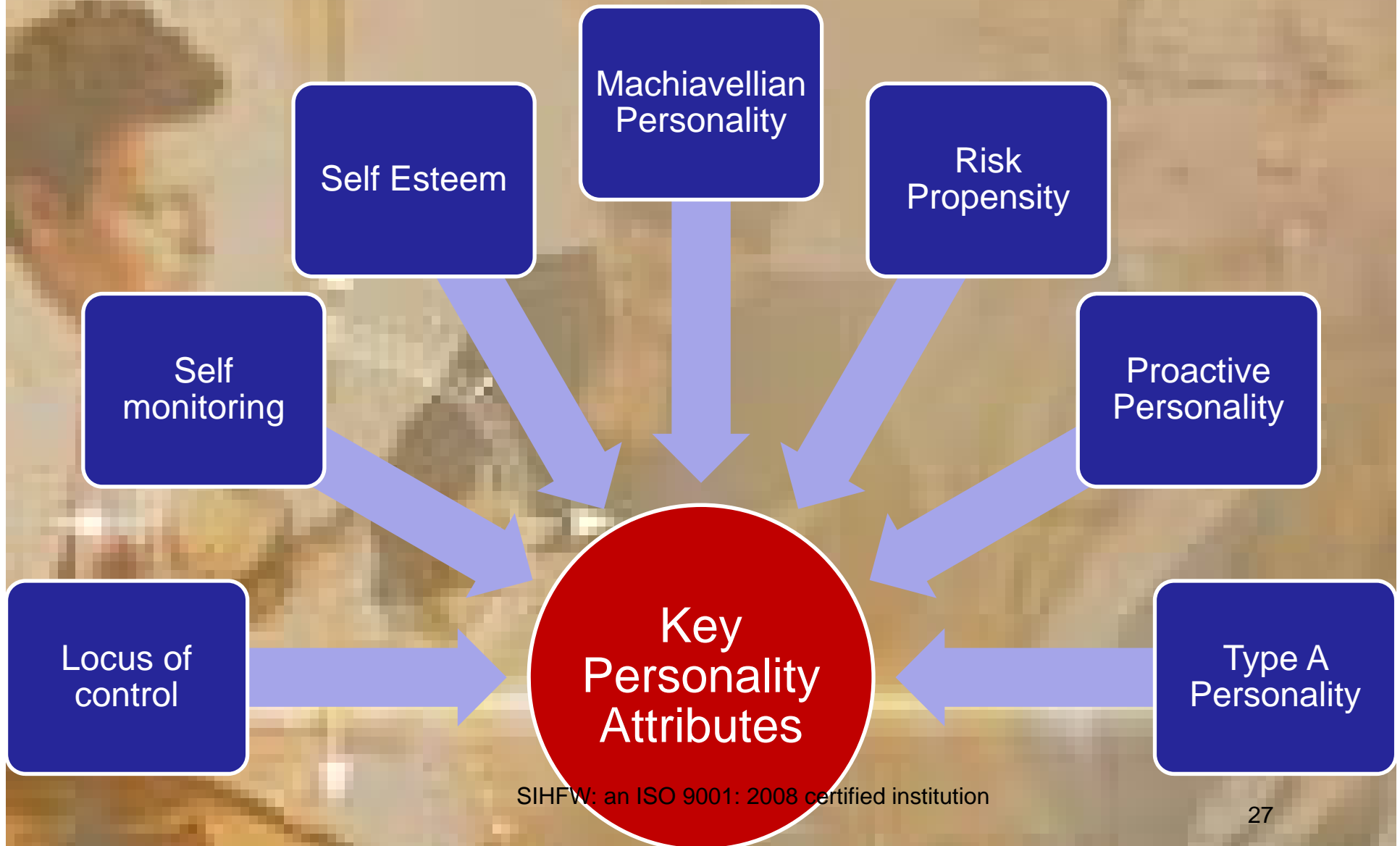


Love the sinner, hate the sin



I love you IF...

# Major Personality Attributes Influencing Organizational Behavior





# Locus of Control

- **Internal Locus of Control:** belief that one controls key events and consequences in one's life.
- **External Locus of Control:** One's life outcomes attributed to environmental factors such as luck or fate.



# Machiavellianism

- Named after Niccolo Machiavelli
  - Characteristics
    - Pragmatic
    - Maintains emotional distance
    - Believes that ends can justify the means.



# High Machs

- Manipulate more
- Win more
- Persuade less
- Persuade others more

# High Machs persuaded by :-



Persuaded by three factors:

1. Face to face interaction
2. Situation having minimum number of rules and regulations, allowing latitude for improvisation
3. Emotional involvement with details irrelevant.



# Self Esteem

- The degree to which a person likes or dislikes himself.
- Directly related to expectations for success.
- Two Types:
  - High Self Esteem
  - Low Self Esteem



# High Self Esteem



- Believe that they possess the ability to succeed at work
- Take more risks in job selection.
- More likely to choose unconventional jobs than people with low esteem.
- Not susceptible to the external influences.
- More satisfied with their jobs.



# Self Monitoring

- Ability to adjust one's behavior to external, situational factors.
- Two types:
  - High self monitoring
  - Low self monitoring

## •High self monitors

- flexible: adjust behavior according to the situation & behavior of others
- Can appear unpredictable & inconsistent

## •Low self monitors

- act from internal states rather than from situational cues
- Show consistency
- Less likely to respond to work group norms or supervisory feedbacks



# Proactive Personality

- Identifies opportunities, show initiatives, takes actions, and preserves until meaningful change occurs.
- Creates positive change in the environment, regardless or even in spite of constraints or obstacles.



# Type A And Type B Personality

- Type A Personality
  - Always moving, walking, and eating rapidly
  - Feel impatient with the rate
  - Strive to think or do two or more things at once
  - Cannot cope with leisure time
  - Obsessed with numbers



# Type A and Type B Personality

- Type B Personality
  - Never suffer from a sense of time urgency
  - Feel no need to display or discuss either their achievements or accomplishments
  - Play for fun and relaxation
  - Can relax without guilt



# Risk Propensity

<b>High risk taking managers</b>	<b>Low-risk taking managers</b>
Make quicker decisions	Are slower to make decisions
Use less information to make decisions	Require more information before making decisions
Operate in smaller and more entrepreneurial organizations	Exist in larger organizations with stable environment

# Personality and Behavior: Specific Personality Traits\* and Their Linkage to the “Big Five”



- Self-esteem (“self-worth”) is part of adjustment
- Locus of control (“fate vs. personal control”) is part of conscientiousness
- Introversiveness and extraversion (preference for thinking vs. interacting--NOT “social skills”) are part of sociability
- Dogmatism (generalized rigidity of beliefs) and authoritarianism (narrower personality type who prefers to follow orders) are part of intellectual openness
- REMEMBER: Traits are continua—people may be high, low, or in-between. Most people are in-between!



# Values



- Values: describe what staff try to achieve through work and how to behave
  - These are personal convictions about life-long goals (terminal values) and modes of conduct (instrumental values)
  - A person's value system reflects how important their values are as a guiding principle in life.
  - Terminal values important to managers include:
    - Sense of Accomplishment, equality, self-respect.
  - Instrumental values include:
    - Hard-working, broadminded, capable.

# Terminal and Instrumental Values



## Terminal Values

- Prosperous life
- Exciting life
- Sense of accomplishment
- A world at peace
- Salvation
- Self-respect
- Pleasure
- Wisdom
- True friendship
- Equality

## Instrumental Values

- Ambitious
- Broadminded
- Capable
- Cheerful
- Clean
- Helpful
- Honest
- Obedient
- Loving
- Responsible



# Attitudes

- Attitudes: collection of feelings about something.
  - Job Satisfaction: feeling about a worker's job
    - Satisfaction tends to rise as you move up in the organization
    - Organizational Citizenship Behavior's: actions not required of you but which help advance the firm. Staff with high satisfaction perform these “extra mile” tasks
    - Organizational Commitment: beliefs held by people toward the organization as a whole.
    - Committed staff are loyal and proud of the firm.
    - Commitment can differ around the world.

# Moods



- Moods: encompass how a staff feels at work.
  - Positive moods provide excitement, elation and enthusiasm.
  - Negative moods lead to fear, stress, nervousness.
- Moods can depend on a person's basic outlook as well as on current situations.
- Staff need to realize how they feel affects how they treat others and how others respond to them.
  - Workers prefer to make suggestions to managers who are in “a good mood”.

# Perceptions



- Perception is the process through which people select, organize and interpret input.
  - Manager's decisions are based on their perception.
    - Managers need to ensure perceptions are accurate.
  - Managers are all different and so are their perceptions of a situations.
    - Perceptions depend on satisfaction, moods, and so forth.
  - A manager's past experience can influence their outlook on a new project.
    - Good managers try not to prejudge new ideas based on the past.



# Developing personality

- Think positive
  - Don't Complain , criticize, condemn
- Have positive attitude
- Good perception
- Body language
- Confidence
- Presentable
  - Personal grooming

# Freud's Psychosexual stages of development



Stages	Physical focus	Psychological theme	Adult character
Oral stage: Birth - 18 mos.	Mouth, sucking	dependency	Dependent/independent
Anal Stage: 18 mos. - 3.5 yrs	Anus (elimination)	self-control	Uptight vs impulsive
Phallic Stage: 3.5 - 6 yrs.	Penis	morality and sexuality identification	Amoral vs very rigid morals
Latency Stage: 6 yrs. to puberty	Period of relative calm		
Genital stage: post puberty	Genitals	Maturity and creation/enhancement of life	Balance of love and work

# Personality Disorder



- Reflect a variant form of normal, healthy personality.
- Usually become noticeable in adolescence or early adulthood, but sometimes start in childhood.
- Causes:
  - Genetics and inheritance
  - Trauma
  - Family circumstances



# Personality disorder

- 10 different types of personality disorder, which can be grouped into three categories

<b>Suspicious</b>	<b>Emotional and impulsive</b>	<b>Anxious</b>
paranoid	borderline	avoidant
schizoid	histrionic	dependent
schizotypal	narcissistic	obsessive compulsive
antisocial		

# Can Personality be Changed



# Ten Imp. Points for an Ultimate Personality



- Appearance.
- Intelligence.
- Smartness.
- Trustworthy, High integrity and Responsible.
- Knowledge, in depth.
- Management.
- Efficiency
- Economic independence.
- Morality / Character.



# Thank You

**For more details log on to  
[www.sihfwrajasthan.com](http://www.sihfwrajasthan.com)  
or**

**contact : Director-SIHFW on  
[sihfwraj@yahoo.co.in](mailto:sihfwraj@yahoo.co.in)**