



K. Karthikeyan
Senior Engineer (Designing & Technical)
Prestige Engineering Industries L.L.C
Abu Dhabi, UAE

PERSONALITY DEVELOPMENT

Introduction

Every individual has his own characteristic way of behaving, responding to emotions, perceiving things and looking at the world. No two individuals are similar. An individual's appearance, character, intelligence, attractiveness, efficiency, style determine his/her personality.

What an individual sees in his childhood days and most importantly his/her growing days form his personality. How an individual is raised plays an important role in shaping his/her personality.

Personality is nothing but the aggregate conglomeration of memories and incidents in an individual's entire life span. Environmental factors, family background, financial conditions, genetic factors, situations and circumstances also contribute to an individual's personality.

In a layman's language, how we behave in our day to day lives reflects our personality. How an individual behaves depends on his family background, upbringing, social status and so on. An individual with a troubled childhood would

not open up easily. He/she would always hesitate to open his heart in front of others. Some kind of fear would always be there within him. An individual who never had any major problems in life would be an extrovert and would never have issues interacting and socializing with others.

Determinants of Personality

Following are the factors which help in shaping one's personality:

1. **Heredity** - Heredity refers to factors that are determined once an individual is born. An individual's physique, attractiveness, body type, complexion, body weight depend on his/her parents biological makeup.
2. **Environment** - The environment to which an individual is subjected to during his growing years plays an important role in determining his/her personality. The varied cultures in which we are brought up and our family backgrounds have a crucial role in shaping our personalities.
3. **Situation** - An individual's personality also changes with current circumstances and situations. An individual would behave in a different way when he has enough savings with him and his behavior would automatically change when he is bankrupt.

What is Personality Development ?

Personality development is defined as a process of developing and enhancing one's personality. Personality development helps an individual to gain confidence and high self esteem.

Personality development also is said to have a positive impact on one's communication skills and the way he sees the world. Individuals tend to develop a positive attitude as a result of personality development.

Importance of Personality Development

An individual's personality refers to his/her appearance, characteristics, attitude, mindset and behavior with others.

Let us discuss the importance of personality development.

Personality development grooms an individual and helps him make a mark of his/her own. Individuals need to have a style of their own for others to follow them. Do not blindly copy others. You need to set an example for people around. Personality development not only makes you look good and presentable but also helps you face the world with a smile.

Personality development goes a long way in reducing stress and conflicts. It encourages individuals to look at the brighter sides of life. Face even the worst situations with a smile. Trust me, flashing your trillion dollar smile will not only melt half of your problems but also evaporate your stress and worries. There is no point cribbing over minor issues and problems.

Personality development helps you develop a positive attitude in life. An individual with a negative attitude finds a problem in every situation. Rather than cribbing and criticizing people around, analyze the whole situation and try to find an appropriate solution for the same. Remember, if there is a problem, there has to be a solution as well. Never lose your cool. It would make the situation worse.

Personality development helps an individual to inculcate positive qualities like punctuality, flexible attitude, willingness to learn, friendly nature, eagerness to help others and so on. Never hesitate to share information with others. Always reach office on time. Some people have a tendency to work till late. Late sittings not only increase your stress levels but also spoil your personal life. Sitting till late

at the office indicates that an individual is extremely poor in time management skills.

TYPE A & TYPE B PERSONALITY

| Type A Personality | Type B Personality |
|--|--|
| <ul style="list-style-type: none"> • Always moving, walking, and eating rapidly. • Feel impatient with the rate at which most events take place. • Strive to think or do two or more things at once. • Cannot cope with leisure time. • Are obsessed with numbers, measuring their success in terms of how many or how much of everything they acquire. | <ul style="list-style-type: none"> • Never suffer from a sense of time urgency with its accompanying impatience. • Feel no need to display or discuss either their achievements or accomplishments unless such exposure is demanded by the situation. • Play for fun & relaxation, instead of exhibit their superiority at any cost. Can relax without guilt. |

Types of Personality

1. **The Duty Fulfiller** - Such individuals take their roles and responsibilities seriously and perform whatever tasks are assigned to them. Duty fulfillers are serious individuals and believe in honesty and a peaceful living. They never do anything which is not good for themselves, their job, families or for the society. Such individuals are actually good and responsible citizens who abide by the legal system and can't even dream of

breaking the law. People with such a personality type are extremely hard working and often find it difficult to say NO to others, eventually becoming overburdened at the end of the day. Such individuals adopt an organized approach towards work and are extremely loyal and faithful. They also show a strong inclination towards creativity and aesthetics.

2. **The Mechanic** - As the name suggests such individuals are inclined towards machinery like aeroplane, motorcycling, cars, races and so on. They are interested to know why and how certain things function. Theories do not interest them. You would not be able to convince them unless and until they see the practical application themselves. Such individuals are extremely adventurous and have a strong power of logical reasoning.
3. **The Nurturer** - Nurturers are individuals with a large heart. For them, the happiness of others is more important than their own interests. Such individuals actually live for others. They do not look at the darker sides of life and believe in extracting the best out of people around. They have a positive approach in life and want to believe only the best of people.
4. **The Artist** - Artists have an eye for natural beauty and creativity. Rather than worrying about future, they believe in living for the moment. Such individuals are extremely cool headed and do not get into unnecessary fights and troubles. They do not blindly copy others and aspire to create a style of their own.
5. **The Protector** - You would find such a personality type in very few people, making it a very rare personality type. Protectors are systematic individuals who want the best system to get things done. They often think irrationally. They are pessimists who find a problem in every situation. Such individuals do not trust others and only believe in themselves.

6. **The Idealist** - Such people have strong set of values and ethics. They find happiness in helping others. They consider themselves lucky if they get an opportunity to help others.
7. **The Scientist** - Such individuals believe in careful and strategic planning. They are good observers who believe in constantly gathering information and upgrade their existing knowledge. Scientists are extremely intelligent people who have a very sharp analytical mind.
8. **The Doer** - Individuals with such a personality type are the ones who believe in quick actions and immediate results. They enjoy taking risks in life and fulfill tasks assigned to them in the shortest span possible.
9. **The Guardian** - Such individuals are perfectionists who ensure that everything everywhere is going on smoothly. They are mature individuals who have a clear set of standards.
10. **The Performer** - Performers strive hard to grab attention of others and love being the centre of attention. They are fun loving individuals who enjoy fun and excitement in life.
11. **The Inspirer** - Inspirers are talented individuals and often act as a role model for others. They have great people skills.
12. **The Giver** - Individuals with “The Giver” personality type enjoy the company of others and do not prefer staying alone.
13. **The Executive** - Such individuals are born to lead and make very good leaders. They love taking charge and are good decision makers.

Problems in Human Personality

- Find difficulty to solve problems.
- Feel Insecure, anxious and nervous.

- Cannot receive setbacks or failures.
- Easily hurt by others criticism.
- Feel very shy and reserved.
- Avoid new experiences.
- Feel that have no personal control over things.
- Feel that having an underachievement.
- Feel lonely even when others around.
- Always please others and cannot say 'no' to others.
- Feel depressed and inability to cope with negatives.
- Fear of making mistakes in life and repenting about it.
- Do not have confidence.
- Always think what will happen to me in future.
- Shy natured and feel hesitant to speak to strangers or unknown people.
- Very Short Tempered and due to which people do not keep good relationship.
- Suffer from Inferiority complex.
- Always think about what people would think about my dress, conduct, behaviour etc.,
- Doubt people about their genuine friendships and difficulty to trust them for what they say.
- Difficulty to mingle with people and keep away from crowdly places.

- Feel falsely proud about self and degrade others even though they have abilities and potentials.
- Hurt others with very frank truth.
- Always find no time to complete important things in time and worry afterwards.
- Could not do things in time due to my perfectionism nature and lack of focus.
- Have problem in listening to what others say and keep interrupting with their talks.
- Always force one's views and cannot accept others point of view.
- I am always right and others are always wrong.

Personality Development Tips

Let us go through some tips for enhancing one's personality:

- **Smile a lot-** Nothing works better than a big smile when it comes to interacting with people around. A smiling face wins even the toughest soul. Wear your smile while interacting with others. Smile not only helps in enhancing an individual's personality but also winning other's heart.
- **Think positive-** It is really essential to think positive. Remember there is light at the end of every dark tunnel. Do not always think negative as it not only acts as a demotivating factor but also makes an individual dull and frustrated. Don't get upset over minor things. Be a little flexible and always look at the broader perspectives of life.

- **Dress Sensibly-** Dressing sensibly and smartly go a long way in honing one's personality. One needs to dress according to the occasion.
- **Be soft-spoken-** Do not always find faults in others. Fighting and quarrelling lead to no solution. Be polite with others. Be very careful of what you speak. Avoid being rude and short tempered.
- **Leave your ego behind-** An individual needs to hide his ego everywhere he goes. Be it office or workplace you need to leave your ego behind if you wish to win appreciation from others. An individual who is good from within is loved by all.
- **Avoid Backbiting- Backstabbing and criticizing people are negative traits which work against an individual's personality.** Learn to appreciate others. If someone has done some extraordinary task, do not forget to give a pat on his/her back. Believe me; the other person will speak high of you even when you are not around. Do not spread unnecessary rumours about someone. An individual should not try to interfere too much in someone's personal life. Dishonesty, cheating, lies tarnish your image and people start avoiding you in the long run. If your friend is seeing someone, you have absolutely no rights to make his/her affair national news.
- **Help others-** Do not always think of harming others. Share whatever you know. Remember no one can steal your knowledge. Always help others.
- **Confidence-** Confidence is the key to a positive personality. Exude confidence and positive aura wherever you go.
- **A Patient listener-** Be a patient listener. Never interrupt when others are speaking. Try to imbibe good qualities of others.
