

PERSONALITY DEVELOPMENT



Alphonsa College Thiruvambady
Run by Educational Trust of Diocese of Thamarassery
Affiliated to the University of Calicut

**Add-on Course for
Second Year Psychology
Students**

2017-18

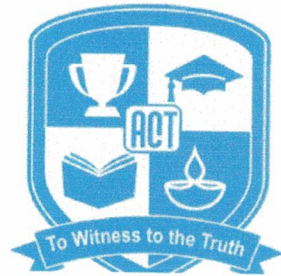
To enhance positive and adaptive behaviour by facilitating individuals to develop and practice psycho-social skills and function effectively in a social environment.

To help students develop awareness about self and to cope with difficulties in day-to-day life by learning to make informed decisions, solving problems, thinking creatively and critically, building healthy relationships through effective communication and further deal with risk situations

ALPHONSA COLLEGE THIRUVAMBADY

DEPARTMENT OF PSYCHOLOGY

2017 -2018



**Curriculum for
Add on course on
Personality Development
PSYCC005**

**Coordinator: Mr. Sijo Joseph
Fee Structure: INR 500 (Per student)
Duration of the course: 30 hours**

Personality Development

Overview

Personality development helps you develop an impressive personality and makes you stand apart from the rest. Personality development also plays an essential role in improving one's communication skills. Individuals ought to master the art of expressing their thoughts and feelings in the most desired way.

Key Objectives

- To enhance positive and adaptive behaviour by facilitating individuals to develop and practice psycho-social skills and function effectively in a social environment.
- To help students develop awareness about self and to cope with difficulties in day-to-day life by learning to make informed decisions, solving problems, thinking creatively and critically, building healthy relationships through effective communication and further deal with risk situations.

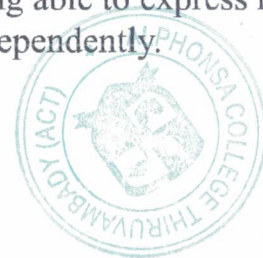
Course Outcome

- Anticipate what they will gain from an educational experience
- Track their progress and help them to overcome the barrier.
- Develop confidence and a positive attitude towards personality development.
- The ability to enjoy nurturing relationships by being able to express his feelings and negotiate successfully with others independently.

Topics

MODULE 1

1.1 Introduction Understanding personality: Meaning and definitions of basic concepts.



1.2 Importance of understanding personality; Self-assessment of personality factors and types

MODULE 2

2.1 Self-awareness- Nature and basic concepts; Need for enhancing Self-awareness; Self concept, self-esteem and self awareness

MODULE 3

3.1 Communication- Basic concepts and types ; Importance of developing effective communications skills;

3.2 Communication and interpersonal relationships

MODULE 4

4.1 Leadership -Basic concepts and Types; Need for developing leadership qualities;

4.2 Qualities of a good leader, major theories of leadership

MODULE 5

5.1 Decision making and Problem solving - Basic concepts and importance of developing problem solve and decision making abilities; Steps in decision making and problem solving

REFERENCES

Nelson – Jones, R. (2007). Life Counseling Skills. New Delhi :Sage Publishers

Rajaseenan ,U. (2010). Life skills, Personality and Leadership. Chennai, RGNIYD

Schultz, D., & Schultz, S. E. (2016). Theories of personality (11th ed.).

CENGAGE Learning Custom Publishing

UNESCO and Indian National Commission for Cooperation. (2001). Life skills in Non formal Education; A Review. Paris.



Prof. Philip K Antony



Mr. Sijo Joseph

Prof. PHILIP. K. ANTONY
PRINCIPAL
ALPHONSA COLLEGE
THIRUVAMBADY

PERSONALITY DEVELOPMENT

A Certificate course for BSc Students

2017-18

COURSE SUMMARY

Name of the Programme : PERSONALITY DEVELOPMENT

Duration : 30 hours

Aim : To enhance positive and adaptive behaviour by facilitating individuals to develop and practice psycho-social skills and function effectively in a social environment.

Faculty : Mr. Sijo Joseph

No. of students : 22

The Department Of Psychology had conducted an add on course in Personality Development for the academic year 2017-18. The course was offered for the third year students. Mr. Sijo Joseph, Assistant Professor, Department of Psychology was the coordinator of the program. 22 students enrolled in the certificate course and the course began in July lasting till September. All the enrolled students have successfully completed the course and passed with good grades.

The primary objective of this course was to enhance positive and adaptive behaviour by facilitating individuals to develop and practice psycho-social skills and function effectively in a social environment. This course enables the students to develop awareness about self and to cope with difficulties in day-to-day life by learning to make informed decisions, solving problems, thinking creatively and critically, building healthy relationships through effective communication and further deal with risk situations

ASSESSMENT PROCEDURE

The evaluation criterion includes a written examination and the marks were converted into grades

Mr. Sijo Joseph (Coordinator)

Sijo Joseph

Prof. Philip. K. Antony (Principal)

Prof. Philip K. Antony

Prof. PHILIP. K. ANTONY
PRINCIPAL
ALPHONSA COLLEGE
THIRUVAMBADY

PERSONALITY DEVELOPMENT

OBJECTIVES

- To enhance positive and adaptive behaviour by facilitating individuals to develop and practice psycho-social skills and function effectively in a social environment.
- To help students develop awareness about self and to cope with difficulties in day-to-day life by learning to make informed decisions, solving problems, thinking creatively and critically, building healthy relationships through effective communication and further deal with risk situations

MODULE 1 (6 HRS)

- 1.1 Introduction Understanding personality: Meaning and definitions of basic concepts.
- 1.2 Importance of understanding personality; Self-assessment of personality factors and types

MODULE 2 (6 HRS)

- 2.1 Self-awareness- Nature and basic concepts; Need for enhancing Self-awareness; Self concept, self-esteem and self awareness

MODULE 3 (6 HRS)

- 3.1 Communication- Basic concepts and types ; Importance of developing effective communications skills;
- 3.2 Communication and interpersonal relationships

MODULE 4 (6 HRS)

- 4.1 Leadership -Basic concepts and Types; Need for developing leadership qualities;
- 4.2 Qualities of a good leader, major theories of leadership

MODULE 5 (6 HRS)

- 5.1 Decision making and Problem solving - Basic concepts and importance of developing problem solve and decision making abilities; Steps in decision making and problem solving

REFERENCES

- Nelson – Jones, R. (2007). Life Counseling Skills.New Delhi :Sage Publishers
- Rajasenani ,U. (2010). Life skills,Personality and Leadership.Chennai,RGNIYD
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MODEL QUESTION PAPER
ADD ON COURSE- PERSONALITY DEVELOPMENT

Name:

Reg No:

Maximum Marks: 60

Time: 2Hrs

SECTION -A

Answer **ALL** Questions. Answer in two or three sentences. Each carries 2 marks.

There shall be ceiling of 20 marks in this section

1. Define Leadership
2. Define personality
3. What is self-awareness
4. Self-esteem
5. Participative Leadership
6. Self-Actualisation
7. Factors affecting decision making
8. Oppositional Defiant Disorder
9. Authoritarian Leadership
10. Types of communication
11. Types of personalities
12. What are the hindrances to effective communication

(10 x 2= 20 marks)

SECTION -B

Answer **all** questions. Answer in a paragraph of about half a page to one page. Each question carries 5 marks. There shall be ceiling of 30 marks in this section

13. Need for enhancing Self-awareness
14. Importance of developing effective communications skills
15. Variables affecting the counselling process.
16. Importance of developing problem solve and decision-making abilities;
17. Importance of understanding personality;
18. Decision-making process
19. Qualities of a good leader

(5 x 6= 30 marks)

SECTION -D

Essay Type Questions

Answer **any one** of the following. Each Carries 10 Marks.

20. Explain in detail the Myers-Briggs Type Indicator personality test.
21. Explain in detail the major theories of leadership.

(1 x 10= 10 marks)

ANSWER KEY- PERSONALITY DEVELOPMENT

SECTION -A

1. Define Leadership

*What is the best definition of leadership?

Leadership has been described as “a process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task”.

2. Define personality

*Personality refers to individual differences in characteristic patterns of thinking, feeling and behaving.

3. What is self-awareness

*self-awareness is the experience of one's own personality or individuality. It is not to be confused with consciousness in the sense of qualia.

4. Self-esteem

*Self-esteem is your overall opinion of yourself — how you feel about your abilities and limitations. When you have healthy self-esteem, you feel good about yourself and see yourself as deserving the respect of others

5. Participative Leadership

*Participative leadership is a style of leadership in which all members of the organization work together to make decisions. Participative leadership is also known as democratic leadership, as everyone is encouraged to participate.

6. Self-Actualisation

*Self-actualization is the complete realization of one's potential, and the full development of one's abilities and appreciation for life. This concept is at the top of the Maslow hierarchy of needs, so not every human being reaches it.

7. Factors affecting decision making

*There are several important factors that influence decision making. Significant factors include past experiences, a variety of cognitive biases, an escalation of commitment and sunk outcomes, individual differences, including age and socioeconomic status, and a belief in personal relevance.

8. Oppositional Defiant Disorder

*Oppositional defiant disorder (ODD) is a type of behavior disorder. It is mostly diagnosed in childhood. Children with ODD are uncooperative, defiant, and hostile toward peers, parents, teachers, and other authority figures.

9. Authoritarian Leadership

*Authoritarian leadership, also known as autocratic leadership, is a management style in which an individual has total decision-making power and absolute control over his subordinates.

10. Types of communication

*There are at least 6 distinct types of communication: non-verbal, verbal-oral-face-to-face, verbal-oral-distance, verbal-written, formal and informal types of communication.

11. Types of personalities

*The five personalities are

- **Openness.**
- **Conscientiousness.**
- **Extraversion.**
- **Agreeableness.**
- **Neuroticism.**
- **Universality.**
- **Influential Factors.**

12. What are the hindrances to effective communication

*Lack of attention, interest, distractions, or irrelevance to the receiver.

*Differences in perception and viewpoint.

*Physical disabilities such as hearing problems or speech difficulties.

SECTION -B

13. Need for enhancing Self-awareness

*It helps us to become better decision-makers. It gives us more self-confidence so, as a result, we communicate with clarity and intention.

*It allows us to understand things from multiple perspectives. It frees us from our assumptions and biases.

*It helps us build better relationships

14. Importance of developing effective communications skills.

*Good communication skills are essential to allow others and yourself to understand information more accurately and quickly.

In contrast, poor communication skills lead to frequent misunderstanding and frustration.(Explain)

15. Variables affecting the counselling process.

*These include the larger social and cultural context, including socio-economic conditions, cultural and social norms, gender roles, and household decision-making processes.

* These diverse factors will impact upon your counselling session; therefore a deeper understanding of their influence is required.

16. Importance of developing problem solve and decision-making abilities;

*Problem-solving and decision-making skills are both important because they can help you to navigate a variety of situations that might come up at work. *They complement one another and can be used to resolve many of the same issues.

* Both problem-solving and decision-making involve critical thinking.

17. Importance of understanding personality.

*Understanding personality type can help you to understand your preferences and the preferences of other people and how or why these might be different.

* Personality types are useful for recognising how we lead, influence, communicate, collaborate, negotiate business and manage stress.

18. Decision-making process

*Decision making is the cognitive process that results in the selection of a course of action or belief from several possibilities.

*It can be thought of as a particular type of problem solving; the problem is considered solved when a solution that is deemed satisfactory is reached.

19. Qualities of a good leader

*The Characteristics & Qualities of a Good Leader

*Integrity.

*Ability to delegate.

*Communication.

*Self-awareness.

*Gratitude.

*Learning agility.

*Influence.

*Empathy.

SECTION –D

20. Explain in detail the Myers-Briggs Type Indicator personality test.

*The Myers-Briggs Personality Type Indicator is a self-report inventory designed to identify a person's personality type, strengths, and preferences.

*The questionnaire was developed by Isabel Myers and her mother Katherine Briggs based on their work with Carl Jung's theory of personality types.

*Myers created the first pen-and-pencil version of the inventory during the 1940s, and the two women began testing the assessment on friends and family. They continued to fully develop the instrument over the next two decades.

*The Myers-Briggs Type Indicator (MBTI) assessment is a psychometric questionnaire designed to measure psychological preferences in how people perceive the world and make decisions.(Explain)

21. Explain in detail the major theories of leadership.

*Leadership theories are the explanations of how and why certain people become leaders.

*They focus on the traits and behaviors that people can adopt to increase their leadership capabilities.

*Great man theories assume that the capacity for leadership is inherent—that great leaders are born, not made. These theories often portray great leaders as heroic, mythic, and destined to rise to leadership when needed. The term "Great Man" was used because, at the time, leadership was thought of primarily as a male quality, especially in terms of military leadership.

*Trait theories often identify a particular personality or behavioral characteristics shared by leaders. For example, traits like extroversion, self-confidence, and courage are all traits that could potentially be linked to great leaders.

*Contingency theories of leadership focus on particular variables related to the environment that might determine which particular style of leadership is best suited for the situation.

Situational theories propose that leaders choose the best course of action based upon situational variables.

*Behavioral theories of leadership are based upon the belief that great leaders are made, not born. Consider it the flip-side of the Great Man theories.

*Participative leadership theories suggest that the ideal leadership style is one that takes the input of others into account.

*Relationship theories, also known as transformational theories, focus upon the connections formed between leaders and followers.



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Thiruvambady P.O., Kozhikode [DIST.] - 673603

List of Students Enrolled for Add-On Course

PERSONALITY DEVELOPMENT

(2017-2018)

SL.NO	ENROLLMENT NUMBER	NAME OF PARTICIPANTS
1	PSYPD17-01	Anel Mervin S.
2	PSYPD17-02	Murshida C.
3	PSYPD17-03	Ancy Babu
4	PSYPD17-04	Muhammed Swalih A.
5	PSYPD17-05	Theresa Joshy
6	PSYPD17-06	Jasna R. C.
7	PSYPD17-07	Jomol Joseph
8	PSYPD17-08	Reshma Thankachan
9	PSYPD17-09	Reyon Jo Santhosh
10	PSYPD17-10	Ebin Joseph
11	PSYPD17-11	Jomal Mathew
12	PSYPD17-12	Amrutha John
13	PSYPD17-13	Sherin Azad
14	PSYPD17-14	Aswin T.
15	PSYPD17-15	Alen Stanly
16	PSYPD17-16	Smija Sherin

17	PSYPD17-17	Ashir Sahal K. T.
18	PSYPD17-18	Shaniya Banu T. V.
19	PSYPD17-19	Harsha Haridas
20	PSYPD17-20	Dilsha Raby T.
21	PSYPD17-21	Jerin Jose
22	PSYPD17-22	Jeena Joseph
23	PSYPD17-23	Asifa Naureen P. K.

Vinsy Joseph
Sr. Vinsy Joseph (Coordinator)

H O D

Department of Psychology
Alphonse College Thiruvambady (AC)

Mr. Sijo Joseph
(Course Coordinator)
Sijo Joseph

Prof. Philip. K. Antony (Principal)

Prof. Philip
Prof. PHILIP. K. ANTONY
PRINCIPAL
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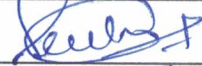

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STUDENTS LIST WITH SIGNATURE

SL.NO	NAME OF PARTICIPANTS	SIGNATURE
1	Anel Mervin S.	
2	Murshida C.	
3	Ancy Babu	
4	Muhammed Swalih A.	
5	Theresa Joshy	
6	Jasna R. C.	
7	Jomol Joseph	
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22	Jeena Joseph	

Vinsy Joseph
Sr. Vinsy Joseph (Coordinator)

Prof. Philip. K. Antony (Principal)



Mr. Sijo Joseph
(Course Coordinator)
Sijo Joseph

Prof. PHILIP. K. ANTONY
PRINCIPAL
ALPHONSA COLLEGE
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An Add-On Course for BSc Students

2017-2018

Attendance List

Sl. No	NAME	DAY 1 3/07/17	DAY 2 5/07/17	DAY 3 7/07/17	DAY 4 10/07/17	DAY 5 12/07/17	DAY 6 14/07/17	DAY 7 17/07/17	DAY 8 19/07/17	DAY 9 21/07/17	DAY 10 24/07/17	DAY 11 26/07/17	DAY 12 27/07/17	DAY 13 31/07/17	DAY 14 2/08/17	DAY 15 4/08/17
1	Anel Mervin S.	P	P	P	P	P	P	P	P	AB	P	P	P	P	P	P
2	Murshida C.	P	P	P	P	AB	P	P	P	P	P	P	P	P	P	P
3	Ancy Babu	P	P	AB	P	P	P	P	AB	P	P	P	AB	P	P	AB
4	Muhammed Swalih A.	P	P	P	P	P	P	P	P	P	P	P	P	P	P	P
5	Theresa Joshy	P	P	P	P	P	P	P	P	P	P	AB	P	P	P	P
6	Jasna R. C.	P	AB	P	P	P	P	P	AB	P	P	P	P	P	P	P

7	Jomol Joseph	P	P	P	P	P	AB	P	P	P	P	P	P	P	P
8	Reshma Thankachan	P	P	P	P	P	P	P	AB	P	P	P	P	P	P
9	Reyon Jo Santhosh	AB	P	P	P	P	P	P	P	P	P	P	AB	AB	P
10	Ebin Joseph	P	P	P	P	P	P	P	P	P	P	P	P	P	P
11	Jomal Mathew	P	P	P	P	AB	P	P	P	P	P	P	P	P	P
12	Amrutha John	P	P	P	P	P	P	P	P	P	P	P	P	P	P
13	Sherin Azad	P	P	P	P	P	AB	P	P	P	P	P	P	P	P
14	Aswin T.	P	P	P	P	P	P	P	P	P	P	P	P	P	P
15	Alen Stanly	P	P	P	P	P	P	P	P	P	P	AB	P	P	P
16	Smija Sherin	P	AB	P	P	P	P	P	P	P	AB	P	P	P	P
17	Ashir Sahal K. T.	P	P	P	P	P	P	P	P	P	P	P	P	P	P
18	Shaniya Banu T. V.	P	P	P	P	P	AB	P	P	P	P	P	P	AB	P

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2017-2018

GRADESHEET

SL.NO	NAME OF PARTICIPANTS	GRADE OBTAINED
1	Anel Mervin S.	A
2	Murshida C.	A
3	Ancy Babu	B+
4	Muhammed Swalih A.	A+
5	Theresa Joshy	A+
6	Jasna R. C.	A+
7	Jomol Joseph	B
8	Reshma Thankachan	A
9	Reyon Jo Santhosh	A
10	Ebin Joseph	A+
11	Jomal Mathew	A
12	Amrutha John	A
13	Sherin Azad	A+
14	Aswin T.	B+
15	Alen Stanly	A
16	Smija Sherin	A

17	Ashir Sahal K. T.	A+
18	Shaniya Banu T. V.	A+
19	Harsha Haridas	B+
20	Dilsha Raby T.	B+
21	Jerin Jose	A
22	Jeena Joseph	A+

Vinsy Joseph
Sr. Vinsy Joseph (Coordinator)

H O D
Department of Psychology
Alphonsa College Thiruvambady (AC)

Course Coordinator

Sijo Joseph

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Prof. Philip. K. Antony (Principal)

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THIRUVAMBADY





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CERTIFICATE

This is to certify that

Theresa Joshy

has successfully completed an add-on-course on

'Personality Development'

With 'A' Grade in the academic year 2017-2018 organized by
Department of Psychology.

Vinny Joseph

Sr. Vinsy Joseph
HoD, Department of
Psychology

Philip K Antony

Mr. Philip K Antony
(Principal)

