UNIT-4

Role of home in personality development

Personality in simple words means distinctive personal qualities which help one to establish ones identity. Personality of a child develops in a very natural process, which certainly can be improved further by proper guidance of parents and teachers. In fact, developing a child’s personality is in a way development of a child in every aspect. It is the responsibility of the parents as well as the teachers to see to it that the child plays enough, reads enough and socializes enough. To some extent, a child inherits its responsibility from its parents. Coming to the specific question how to develop a child’s personality, it is imperative to know about the main factors that constitute its personality. **Broadly speaking these are Child’s physical traits (which are visible), child’s intellectual qualities, attitude, behavior pattern, feelings and aspirations, commitments and convictions.**

How the child’s personality will develop, to a great extent, depends upon the way he is allowed to socialize, interact with others emotionally during his childhood, the parents behavior with him/her, how the child is treated by his near and dear ones, the cultural milieu in which he/she t is brought up, the amount of care and love it gets from its parents, the contribution made by the school, and the facilities provided to the child for his physical growth and mental development.

The most common criteria of defining a child’s personality is its physical outlook which consists of its height, weight, leanness, fatness and so on.

The environment at home has a wide influence on the development of personality. This influence as the general rule is as per the patterns found in a specific culture. In a family, the cultural development of the child is influenced by the behavior of the parents. For instance- a child brought up in an Indian family will be different in his behavior than another brought up in western culture.

But, even in the same culture difference can be observed in the parent-child relationship in different families. For e.g.- a child is generally respected in a family but not all parent love and sympathies with their child sufficiently.

In such circumstances repression is observed in the behavior of the child. He becomes an introvert and at times enjoys in his dreams, day-dream and imaginations which are usually denied to him by his parents.

**Why Personality Development is Important**

A person’s personality is defined by their characteristics, behaviours, thoughts, and feelings. These aspects start developing during childhood, and are strengthened and moulded as the person grows into adulthood.

A very important thing you need to remember is that your personality, regardless of what it is now, can develop and evolve. The significance of this understanding is that you can still do something about your personality today, which means that if you think your personality needs to be changed or improved, then you can make this happen.

Play An Essential Element

Play forms one of the important elements of child’s personality development. It is a medium that provides the child an opportunity for fullest self -expression, freedom and pleasure. It is also a creative activity. It is helpful in developing habit of sharing cooperation, mixing up with others, being assertive and leadership quality. A child who takes part in the sports and others competitions, may have to go different places with the team. Quite naturally while staying with the fellow players in a camp or in some hostel he/she learns all these qualities of sharing, co-operation and so on.

Socialization

Talking about the development of the child’s intellectual qualities, let us first take up the socializing factor. For a child to later become a go -getter or a dashing person (as is generally required by most of the top-notch organizations) this component or personality counts a lot. It is necessary that parents watch how the child interacts with the family members, friends’ neighbours, classmates etc. And they must encourage him to mix-up with these people or else the child would prefer to be left alone and may develop shyness and a sense of loneliness. Similarly, teachers can also contribute in making a child social.

Role of Emotions

While talking about the development of a child’s personality, one must mention the emotional development in the children. Emotions play a major and a very important role in this context. Development of various emotions in a child from part of his personality development. Expression of emotions plays a vital role in an individual’s personality.

Parents Behavior

The maximum contribution is made by parents in shaping the personality of the child. But it is generally the mother who naturally and practically remains the biggest source of love, affection, guidance, care, supervision, inspiration and motivation to the child in general an during childhood in particular. A warm, affectionate and loving mother builds up a healthy maternal relationship with her child which helps the child to develop its personality.

Tips on personality development of the child

* Do not scold child all the time for minor failures.
* Do not trouble the child constantly.
* Frequent use of bitter or harsh remarks should be avoided.
* Avoid the practice of preferring one child over the other and thereby neglecting the other.
* Do not denigrate or disparage the child.
* Avoid prolonged separation of the child.
* Constant friction with the child or between the parents should not be expressed in front of the child.
* Never discourage the child.
* Do not praise your child always.
* Excessive discipline is also harmful.
* Repetitive or severe punishment should be avoided.
* The child should be given a change to rectify itself and punishment should be the last resort.
* Parents should not be over-ambitious regarding their children and they should not set goals for a child which is not in harmony with his intellectual endowment, capabilities , achievements and interests. This also puts a breach in the proper development of the child’s personality.

Your Personality Will Dictate Success in Your Career

In the workplace, it is quite common to experience difficulties, from something as simple as beating traffic to stressful ones such as meeting project deadlines, as well as maintaining good relationships with your bosses and colleagues. Though majority of us have the mental capacity to handle the responsibilities bestowed on us, we lack a high level of emotional intelligence which is considered just as important to get the job done. As you might be well-aware of, emotional intelligence and personality go hand in hand. This is why personality development holds a very vital role in a person’s ability to succeed in whatever career he chooses to take. If you are easily frustrated, without the capability to handle stress brought about by work-related events, then it will be easy for you to give up during difficult times. Since personality also entails knowing how to relate with others, knowing how to communicate effectively, and even how to dress appropriately, it is instrumental in helping us climb the echelon of success.

Role of school in personality development

School is the place where one spends considerable amount of life. It accompanies people from their childhood, up to adult years. Therefore, it strongly influences the development of one's personality. It may be said that the impact of school is much more significant than the family, but this thesis is not clearly obvious.

One point in favour of that statement is that children spend even eight hours a day in school. If we subtract the time spent on sleeping, We realize that they spent more time sitting on a school bench than at home. Thus**, the teachers are to take over many responsibilities, beginning with protection and ending on transmitting the knowledge and basic moral values**. After a few years, the teacher knows who the pupil is, what social background he comes from and who his parents are.

Secondly, school plays a vital role in the process of socializing. This is the place where pupils meet their peers, make friends and establish relationships which may be very important in future life. The great role of school as an institution is to create conditions and teach children basics of living in a community.

On the other hand, it may be argued that children do not establish close relationships with their teachers. In fact, an average pupil does not- about that - he treats the teacher as a leader but nothing more. In some moments of children's life, the appreciation of friends may be the most important, even more than parents' opinion.

Moreover, a lot of time in school is devoted to preparing for exams and competition for better grades, treatment etc. This is in fact the fault of the educational system, which promotes thoughtless swotting of often completely useless rules than practice in using the knowledge. Consequently, the pupil's school life goes from one test to another - little time is left for pure pedagogy, i.e. modeling one's personality and pointing at fundamental moral principles.

To sum up, it is undoubted that school is an integral part of every human life. However, it is not important than parental education - these two aspects cannot be neither separated nor replaced by each other. Both teachers and parents should agree upon this fact.

Role of society in personality development

Society is a web of social relationship. These social relationships connect men and women with one another. These interpersonal relations influence and mould the personality of the individual. In the society each individual has some peculiar status and roles corresponding to them. For instance, in Hindu community, members of different castes have different social status in the society.

The role and function of an individual determines his status. The mechanism controls the behaviours of the individuals. Social control is further exercised by traditions, myths, legends, customs, etc. these determine the style of life of individual. The individual cannot behave in the society as he like. Society punishes the individual who breaks its norms.

The fear of society is often much more powerful than even the fear of heaven and hell or punishment by the state. Thus, social norms influence been the ways and attitudes of individuals. This ultimately influences his personality.

The individual adopts the prevalent patterns of social behavior. That is why one notices much difference in the behavior as well as the personality of members of different cultures. This however, does not mean that there are no individual differences in the same society. In fact, in each and every society one can find men and women who scarcely care for the social norms. But in every case, personality is affected by social environment.

ART OF NEGOTIATION

Negotiation is a process in which two or more parties exchange goods or services and attempt to agree on the exchange rate for them.

Negotiation is the process of bargaining in which 2 parties, each of whom have something that the other wants, try to reach an argument on mutually accepted terms.

Negotiation is any form of meeting or discussion in which you and/or the person you are in contact with use arguments and persuasion to achieve an agreed action or decision.

* It is the process of trying to reach an agreement through discussions.
* A meeting where this discussion takes place
* The discussion and bargaining that goes on between parties before a contract is settled or a deal is agreed upon

The objective of most negotiation is to reach a conclusion in which both the parties together move towards an outcome that is mutually beneficial

Nature of Negotiation

* It takes place between two parties. Both the parties are equally interested in an agreed action
* It reached agreement through discussion, not instructions, orders, power or authority

Need to Negotiation

* It is required when a problem cannot be resolved by a single person
* It can take place only when both the concerned parties are willing to meet and discuss the issue

Formal situation

* The preannounced meeting of 2 parties
* The agenda is already fixed. Both the parties know what is going to be discussed
* It is simpler to handle than the unannounced meetings. You have sufficient time to study the complete situation
* Generally, it is something like settling a dispute or a conflict between 2 warring partie

Informal Situation

* Unannounced or casual meetings
* It does not allow time to study the strengths or weaknesses of the other party
* It generally involves 2 people
* It might be a friendly approach to discuss about a situation or conflict

Examples-

* A brother and sister debating on a movie choice
* 2 friends trying to settle the amount for which one wants to sell his old car to the other

STAGES OF NEGOTIATION PROCESS

The process of negotiation moves from the stage of ‘OFFER’ to that of ‘AGREEMENT’ through ‘COUNTER OFFER’, ‘CONCESSION’ and ‘COMPROMISE’ stages

SEQUENCE OF DISCUSSIONS

* Preparing and planning
* Exchanging initial views
* Exploring possible compromises
* Searching for common ground
* Securing agreement
* Implementing the agreement

These 6 stages can be grouped into 3 basic phases-

1. Preparation phase before the negotiation begins
2. Actual negotiation process- the interaction that leads to final agreement
3. Implementation of the agreement- the purpose of negotiation is to come down with a conclusion in any argument. If attention is not paid to the implementation part of any argument then the negotiation fails completely.

REMEMBER-

* Be realistic about your objectives
* In the preparation stage, you should also plan out the best way of arguing your case

To be well prepared before the actual negotiation process, consider the following

* Ensure that you know sufficient about the subject
* Decide your objective and bottom value plan, how best to argue

DURING A DISCUSSION-

* Don’t state the complete case in the beginning
* Be a silent listener
* Don’t interrupt
* Put search questions to verify the correctness of factual information offered by the other party

ATTITUDE

Attitude is frequently used in describing people and explaining their behavior.

An attitude can be described as a persistent tendency to feel and behave in a particular way towards some object

3 basic components of attitude-

1. Emotional
2. Informational
3. Behavioural

Emotional component

The emotional component includes the person’s feelings or effect about an object

1. Positive attitude
2. Negative attitude

Positive- when an attitude towards a situation or subject is positive then the person tends to be receptive and he makes an effort to understand

Negative- in this type of attitude, the person develops barriers and filters, accept data and ideas selectively. The person rejects, ignores, minimizes certain things and exaggerates others and criticizes destructively. This is because of the previously accepted ideas with which the new ideas are not compatible.

Informational components

It consists of beliefs and information that individuals have about the object. It makes no difference whether or not this information is empirically real or correct.

Example- a supervisor may believe that 2 weeks of training is necessary before a worker can operate particular equipment. In reality, an average worker may be able to operate the machine successfully only after 4 days of training. Yet, the information that the supervisor is using is actually the key to his attitude about his own training.

Behavior component

It consists of a person’s tendency to behave in a specific way towards an object.

Example- the supervisor may assign 2 weeks of machine training to all his new working. It is important to note here that out of all the components, only behavior component can be observed directly.

One cannot see a person’s feeling and informational components

ATTITUDE FORMATION

Attitude is the results of benefits. If the employee believes that the current job will provide them with experience and training necessary to be promoted, the resulting job attitude will be positive. As a result, the employee will want to stay with the organization and will be as productive as possible.

FACTORS OF ATTITUDE-

1. Environment

It consists of home, school, work place which creates a culture for us. Parents who respect each other and create healthy atmosphere leads to the upbringing of children with a healthy mind and a positive attitude towards life

1. Experiences

Events in life determine individuals behavior changes. Positive experiences with an individual make our attitude positive towards him and failure in life make us shy, introvert or a rebel.

1. Education

True education teaches us not only how to make a living but also how to live. Both formal as well as informal education has an impact on individuals. It opens to us the doors of positive living.

ASSERTIVE ATTITUDE

Skill regularly referred to in social and communication skill training. Being assertive means being able to stand up for your own and other people’s rights in a calm and positive way.

Assertive attitude is a trait by many personal developments, experts and psychotherapists. It is linked to self-esteem and considered as an important communication skill. An assertive style of behavior is to interact with people while studying up for your rights. Being assertive is to one’s benefit most of the time but it does not mean that one always gets what he/she wants.

The result of being assertive is that-

1. You feel good about yourself
2. Other people know how to deal with you

AGGRESSIVE ATTITUDE

It means standing up for your rights, but in a way that violates the rights of other people. It means saying what you believe in a way that assumes that only truth and that any contradictory statement is wrong.

SUBMISSIVE ATTITUDE

It means shying away from saying what you really mean and not seeking to achieve your needs.

**Coping with stress**

Stress has a major impact on mental and physical health. Now that you know how to [recognize your stress](http://www.humanstress.ca/stress/understand-your-stress/recognize-your-stress.html) and identify its source, let’s see how you can cope with it.

This section explains how to live with stress and the different coping strategies.

**What is coping?**

Coping refers to the thoughts and actions we use to deal with a threatening situation.

A stressful situation may be considered a threat for you but not necessarily for your neighbor. You and your neighbor may become [stressed by the same situation, but for different reasons](http://www.humanstress.ca/stress/understand-your-stress/sources-of-stress.html) (e.g.  the situation is new for you, but unpredictable for your neighbor).

After all, since we all become stressed for various reasons we will need to choose different coping strategies.

As you will see, there are many strategies and some are better than others.

**Two different coping strategies**

**Problem-focused strategy**

This strategy relies on using active ways to directly tackle the situation that caused the stress: you must concentrate on the **problem**. Here are some examples:

**Analyze the situation**
e.g. Pay attention, avoid taking on more responsibility than you can manage.

**Work harder**
e.g. Stay up all night to study for an exam

**Apply what you have already learned to your daily life**.
e.g. You lose your job for the second time - you now know the steps to apply for a new job

**Talk to a person**that has a direct impact on the situation
e.g. Talk directly to your boss to ask for an extension to the project that is due in one week.

**Emotion-focused strategy**

Emotion-focused coping strategies are used to handle feelings of distress, rather than the actual problem situation. You focus on your **emotions**:

**Brood**
You accept new tasks instead of saying “no”, but you keep complaining and saying it is unfair.

**Imagine/Magic thinking**
You dream about a better financial situation.

**Avoid/Deny**
You avoid everything that is related to this situation or you take drugs and/or alcohol to escape from this situation.

**Blame**
You blame yourself or others for the situation.

**Social support**
You talk to your best friend about your concerns.

**In a long-term perspective, are these strategies harmful?**

Imagine that you are having a bad day at work and that you do not feel like seeing your boss. You can avoid him for many hours or even a day, but if you avoid him everyday this strategy will become unsuccessful and may even cause extra stress. This is why it is important to develop different strategies in order to adapt to different situations.

**Efficient coping strategies**

Coping strategies are different depending on the situation and the person; here are some good coping strategies.

1. **Be positive!**
Look at each obstacle you encounter as a learning experience
e.g. you may not have done well on your mid-term exam, but that has motivated you to study harder and ace your final exam.
2. **Make** **the choice not to** **over-react** **to stressors and deal with them one at a time**
e.g. take a few deep breaths and carry on.
3. **Take** **an objective view of your stressor**
e.g. is preparing dinner for 12 people really that horrible?
4. **Communicate!**
Don’t ruminate or bottle up your emotions, as this will lead to an explosion later on.
5. **Accept yourself (and others)**.
No one is perfect and there is always room for mistakes.
6. **Make connections with people**
Social support is key!
7. **Deal effectively with mistakes**
i.e. Learn from your mistakes and apply them to future decision making.
8. **Deal** **effectively with success!**
This will build on your competence.
9. **Develop self-discipline and control**
e.g. train yourself to study harder in preparation for your final exam, or train yourself to work out four times a week to lose those pounds you gained since last Thanksgiving dinner!
10. **Maintenance!**
Practice, practice, practice for a long life of resilient living!