MANIFESTATION OF PERSONALITY DEVELOPMENT: AN OVERVIEW

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ABSTRACT

Almost all theorists believed that personality can be defined unique and individual set of psychological characteristics. While some other theorists believed these characteristics of the human being are traits, others while scientists   considered, personality to biological process. Emphasize   one of them (Maslow) that they are needs and constructs. Personality development can improve the life of human being that's why it is necessary to improve the different abilities traits it relates in part of, intelligence, physical appearance and nature play an important role in its development of personality. Personality determined genetics by learning. Likewise it also developed as a result of experience in environment.

Introduction

Personality affects human behavior as well as perception and attitude of an individual. People who have similar personality traits those who have opposite personality traits do not. Personality is a collection of feelings, traits and behavior that are associated with a person. It is a combination of inherited characteristics and environmental influences. Sometimes personality is often confused with character but these two words personality and character are not similar in nature. Character implies a moral standard which involves ajudgment of value. Personality is a dynamic organization within a person which determines his behavior and thoughts. Development means the act of growing or improving something. Personality development means to improve the personality through various aspects such as personality pattern, personality syndromes and symbols to self.

Diverge on personality development

   Personality Development has always been a key concern for researches in Personality Development, traits influencing the human behavior and a number of views proposed by

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Theorists about personality like **Sigmund Freud 1923, Erikson, 1950**, **James, 1890/1950, Maslow and Roger, Alfred.**Each of these theorist's views of personality development has been influencing formation the ways of personality development. Scientists, psychologists and policymakers view personality according to their own views.Personality is a commonly used word but still there is no consensus about the meaning of personality.in some way we are all the same. We all have human minds human thoughts and human feelings .on the other hand we all are unique because two persons have never same minds a same experience of work. Personality of two persons are not same because individuals vary on the same themes. Some psychologists have emphasized on the importance of individual experience,personal awareness and freewill in the development of personality. If a person wants to change his personality his conscious intention to do so is significant.**Carl Roger and Abraham Maslow.** One another view of personality development focused on the importance of early childhood events, unconscious and sexual intention in the formationof a personality. **Freud, 1923, Carl Jung** focused on collective conscious, collective inheritance. Human mind divided into three parts (1) EGO (2) Personal conscious (3) Collective conscious. Ego as the unconscious mind and collective inheritance refers to "Psychic inheritance". Man is not born "Clean slates". He learned when he came into this world with certain Predisposition that causes behavior which were driven by archetypal behavior implies behavior may be learned by family members, stories etc.**Erik Erikson** focused on the social elements of personality development.Personality is centered on identifying, describing and measuring the specific characteristics. Traits are the main elements of personality that describe the individual behavior (traits approach), **Sigmund Freud** propounded a psychoanalytical theory of personality development. Freud saw personality as being composed of 3 elements. (1) Id (2)ego (3) super ego. Sigmund view of personality is a structure model of the mental life. Level of consciousness of (id, ego, and super ego) of Freud's view was based on the concept that a person is motivated more by unseen forces than by conscious thought. These there element id, ego and super ego are conflicting but interlinked concept. Consciousness is that segment of related of the mind of an individual which is related with immediate awareness or it is that level of brain which enable a person to recall the name, date, situation, experiences and achievements in life etc. Personality conciseness is related whit a person desires to judge the personality traits, feelings, behaviorsof others. Accurately and to make a favorable first

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impression on other. First impression of an individual is based on gestures, physical appearance, dressing sense, nationality, facial impression and name. It is a source of libido(Psychic energy). It seeks immediate gratification for Biological needs like thrust, hunger. Energy involved in the life instincts is called libido. Ego is concerned with the reality of the life. Only mental images can not satisfy of the desire of an individual. Ego is rationale and conscious part of personality that is related whit the principle of reality. Like: Hunger must have food, thrust must have water. An individual can't satisfy his Hunger and thrust by only mental images. The third element of personality is super ego (**Freud's views**) which determine right and wrong criteria according to the norms or standards of the society. Super ego is concerned with society and personal norms. Basic personality was fixed at age of 5 years **(Adler).** Thirties to forties is the most crucial time period of intense development of personality **(Roger)**

Similar views on personality Development

Maslow and Roger propounded a humanistic approach of personality development. Man is Self-actualization concept and self. Roger also focused on a sense of respect for human nature is necessary for forward moving, trustworthy and pragmatic. On the other hand when a person gets negative response from others tend to anxiety and tension. Roger's view indicates that a person himself is a center of experience.**Alfred Adler** believedthat the main motive behind personality is striving for superiority .Alfred view almost same as Maslow and Roger's view of personality development. Alfred view's also indicates that a person has the desires to overcome challenges in life and move forward toward self-realization. **Freud, Roger,Jung, Horney** and **Maslow** all theorists focused that the childhood experience was a basic determiner of personality. Whereas one another approach of personality is concerned with "reinforcement and punishment"approach. This approach believed that development of personality is a result of social factors. A social determinant of personality involves early social experience, social deprivation, social acceptance, social mobility and Social status. No one is born social, unsocial and antisocial. A person attitude toward people and social activities are determined early in life by the type of experience the person has. **Albert Bandura** also emphasized the importance of social learning in personality formation.

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A person must have opportunities to learn how to behave in socially approved way. If is attitude toward social experiences is favorable then he will has the necessary motivation to take advantage of the learning opportunities. **Chris Agra's 1957** proposes that traits of a person are going to change from immature to mature. That's why personality rather than going through a precise stages, progresses along an immaturity (infant) to maturity (adult). A person has degree of development vary from infancy to maturity stage. InSome immature characteristics of an individual are passive, dependent, shallow interest, short term perspective, little self-awareness, low confidence level. Opposite of these such as independent, active, long term perspective, self confidence in work all these are the sign of maturity. As an individual gains knowledge experience, awareness and self confidence in his work indicates that he is moving from infant stage to adulthood stage.

Personality Dimensions

Personality dimension involves personality traits influencing individual behavior. **Hens Eysenck** propounded mainly three dimensions of personality

(1) Extrovert and introvert

(2) Emotional stability and neurotic

(3) Psychotic

Introvert people are less sociable and basically shy in nature. Introvert people prefer to be alone and they face difficulty in exchanging their ideas with others.Extrovert peoples are more aggressive, sociable, out-standing and objective than introvert people. Emotion implies moving of feelings. Peoples who have stable emotions are relatively secure, calm, resilient results they can better manage their job. People who have less stability in emotions are more insecure, reactive and more excitable.

Some others dimensions are:-

(1) type (A) personality and type (B) personality

(2) self esteem

(3) locus of control

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(4) authoritarianism and bureaucratic personality

Personality (A) and personality (B)

Personality can be classified into 2 types; these are (A) personality and (B) personality. Those person who are classified as (A) personality have a strong desire to control all aspects of a situation, if they are not in position to control a situation their reaction turn to anger and frustration. They can do several things at once. They do not have time to enjoy life. They are restless and dislike waiting. Type (A) personality people take more stress in walk and they are achievement oriented. Type (B) personality involves those people who are less stress prone, less competitive and more philosophical in nature. They are more sociable, relaxed and enjoy life. Self-esteem refers to the degree to which a person likes or dislikes himself. High self-esteem leads to a person is capable, worthy, successful and good performer. The person who has less self-esteem contribute to poor performance. Locus or control which is also an important personality trait which determining human behavior. It is the degree to which a person thinks that he is the master of his own fate. Locus on control is of two types:-

(1) internal locus of control
(2) external locus of control

Internal locus of control people believes that they are master of their own fate. They are in position to control all the events in their lives. External locus of control people believes that they can't control the outside forces. They are in the hands of the fate and events control them.

Personality pattern and molding the personality pattern

Personality pattern is a composed of traits that are organized and integrated into a pattern. Traits are specific qualities of behavior of an individual. Personality traits are enduring characteristics that describe individual behavior. There are many traits which are common to some people and there are many others which are unique to some people. On the basis of these traits we can describe people as loyal, cool, sentimental, pleasant and aggressive. Personality traits are reserved, less intelligent, serious, relaxed, practical, trusting, group dependent, submissive (**B.R.cattell**).

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There are mainly three major factors that determine the development of personality pattern. These are individual heredity endowment, early experience with the family and events outside the home experience. It is a commonly accepted belief that development of personality begins at birth. Not only birth but environment has also significant influence in the improvement of personality pattern.

(1) **Heredity**

heredity is a transmission of traits from ancestor to descendant through a mechanism. The qualities may be transferred are physical stature, muscle, composition, attractiveness, intelligent and temperament. These qualities are the foundation of personality which are generally determined through inheritance.

(2) **Environment Influences**

Environment encourage the maturation of heredity potentials. Maturation largely depends upon the type of environment in which an individual lives and grows. Environment also provides the opportunities for learning. Attitude, feelings, behaviors pattern of an individual is changed in the molding of personality.

First in home environment later change in school and peers groups and then community as a whole. Concept of self and personality traits are the main elements of personality pattern. Concept of self means attitude toward self. Concept of self is the image of a person (Appearance of his body and the impression he makes on others). It also involves person's ability, opportunities, origin, future and background of a person. It is the feeling of a person about himself, attitudes and present status of a person.

Sources of Molding a Personality Pattern

Family and school within the home, mother plays the main role in the molding pattern of personality. The main cause behind this is that mother is more and closer contacts with the infants than any other member of family. After mother than father and other member of family also contribute in molding of the attitude and behavior of a child.in school the teachers contribute to the molding of personality pattern.in college not only teachers but peer groupsare more influential.

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Media books, newspapers, radio, television, comics, movies, magazine, etc. media of mass communication also help in shaping beliefs, feelings and molding an individual behavior according to approved values and norms of the society.

Religion facilitates to mold moral values. Religion also provides a pattern for socially approved behavior. Those children who born at such home environment where strict religious norms are prevailed, it develops an authoritarian pattern of personality. Authoritarians prefer structured work environment, autocratic leadership and negative views about people.

Occupationan individual selects an occupation that matched his requirement s and desires. Occupation also influences the personality pattern.

Molding of personality techniques

There are mainly two techniques of learning are important in shaping the personality pattern.

Child training (learning through guidance and control ofbehavior by another**)**

Inner directed (attitudeslearning through imitation of beliefs,and behavior pattern of others)In child training, parents provides training opportunities to child for learning behavior. They guide the children by use of strict rule and regulation to get desired behaviors. Inner directed is also known as identification. In this, individual tries to duplicate his own life the ideas, values, attitude and belief of a person he is imitating by imitation. The main sources of identification may be home, school and peer group.

Conclusion

To understand of personality is important for understanding human behavior. In business organization also, the mangers and superiors have to understand the personality properly because behavior of an employee toward his superior is largely influenced by the personality facilitates in designing the various incentive programs and training programs   for their employees in business organization.

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