EXTENDED LECTURE OUTLINE

AEX6 311 **Personality Development** **(1+1)**

Sl. No.	CONTENTS
1	Meaning and Definition of personality Personality Development: Meaning, Definition, Importance, Nature of personality development **Types of personality;** Types A, B, C & D of Personalities, Average, reserved, self centered and role model personalities, Extrovert / Extroversion, Introvert / Introversion, Ambivert personalities. Other types of personalities: Self-absorption, Self-Confidence, Gregarious, Pleasantness, Agreeableness, Narcissism, Self-Importance, Apprehensive Hesitant and Diffident, **Theories of personality:** 1. Psychoanalytic Theory 2. Behavioral Approach to Personality – Classical conditioning theory by Ivan Pavlov, Operant conditioning by BF Skinner, 3. Humanistic Approach to Personality- Abraham Maslow's - Hierarchy of needs, Carl Roger's - Self-actualization theory 4. Trait Theories of Personality • Allport's Trait Theory - Cardinal Traits, Central Traits, Secondary Traits • Cattell's 16-Factor Personality Model • Eysenck's 3 Dimensions of Personality - Introversion/Extraversion, Neuroticism/Emotional Stability, Psychoticism • Five-Factor Model of Personality
2	• Factors influencing in Shaping of personality - Self-awareness and Reflection, Set Personal Goals, Embrace New Experiences, Develop Emotional Intelligence (EQ), Cultivate Positive Habits, Build Confidence, Surround Yourself with Positivity • Determinants of personality - Hereditary Factors, Environmental Factors, Situational Factors, Cultural Factors, Social Factor
3	Myers-Briggs Typology Indicator (Extroversion-introversion (E-I), Sensation-intuition (S-N), Thinking-feeling (T-F), and Judgment-perception (J-P)), Locus of control and performance, Benefits of Personality, Criticisms of MBTI, MBTI versus Other Personality Models: 1) Big Five (Five-Factor Model) and 2) HEXACO Model, Strengths and Limitations of MBTI Practical Applications of MBTI: Career Choices and Personal Growth, Improving Relationships and Communication, Team Dynamics and Collaboration. Tips for Maximizing the Value of MBTI, Locus of Control and Performance - Characteristics of

	Internal LOC and Externals LOC
4	Type A Behaviours (Competitive, Time Urgent, Hostile and Aggressive) and Type B Behaviours (Relaxed, Patient and Easy going), Personality and Organizational Behaviour.
5	Foundations of individual behavior {B= f (P, E, O)} and factors influencing individual behavior: Personal (Biographical and Learned characteristics), Psychological (Personality, Attitude, Perception, Values, Motivation), Environmental factors (Economic, Socio-cultural, Political and legal factors), Organizational factors (Physical facilities, organization structure and design, leadership, reward system) and resources and Environmental factors. Models of individual behavior (Theory X and Theory Y, Economic and Self-actualization Theory, Behavioristic and Humanistic Theory, Rational and Emotional Theory)
6	Perception meaning and definition Attributes meaning and definition **Types of attributes;** Simple attribute, Composite attribute, single Valued attribute, key attribute, Complex attribute, derived attribute and multivalued attribute. **Factors affecting perception:** Factors in perceiver, factors in situation, factors in target. **Attribution theory** and Attribution.
7	Learning: Meaning and definition. **Types of theories;** (Behaviorism theory – Classical Conditioning theory and Operant conditioning theory, Cognitive theory, Adult learning theory, Connectivism theory, Social learning theory and Constructivist theory) **Principles of learning; (**Principle of Readiness, Principle of Intensity, Principle of Association, Principle of Reinforcement, Principle of Recency, Principle of Effect)
8	**Learning behavior types;** (Habituation, Sensitization, Imprinting, and Conditioning) and **Organizational behavior types;** (Autocratic behaviour, Democratic behaviour, Laissez-faire behaviour, Bureaucratic behaviour, Transformational behaviour, Transactional behaviour and Servant behaviour) **Learning and training, types of training;** (Induction, On-the-job and Off-the-job), **learning feedback**.
9	**Attitude** and its types; (Positive Attitude, Negative Attitude, Neutral Attitude, Proactive Attitude, Reactive Attitude, Assertive Attitude and Aggressive Attitude) and **Values** and its types; (Behavioural, Interpersonal, Social, Business and Cultural values)
10	**Intelligence**- Types of Intelligence; (Linguistic, Logical-Mathematical, Bodily-kinesthetic, Spatial, Musical, Interpersonal and Intrapersonal), **Theories of intelligence; (**Spearman's two factor theory of intelligence, Thurstone's theory of intelligence, Guilford's structure of intellect theory, Cattell's theory of intelligence, Gardner's theory of multiple intelligences, Sternberg's triarchic theory of intelligence, PASS theory of intelligence and Cross-cultural conception of Intelligence) **Measurements of intelligence**; (Verbal Comprehension, Visual Spatial, Fluid Reasoning, Working Memory and Processing Speed), **factors influencing intelligence;** (Genetics and Environmental factors)

11	**Intelligence**, **its types;** (Logical-Mathematical Intelligence, Linguistic Intelligence, Interpersonal Intelligence, Intrapersonal Intelligence, Musical Intelligence , Visual-Spatial Intelligence, Bodily-Kinaesthetic Intelligence, Naturalist Intelligence and Existential Intelligence) and **Organizational behavior, their models;** (Autocratic model, Custodial model, Supportive model and Collegial model)
12	**Emotional intelligence,** its components; (Empathy, Effective communication or Social skills, Self-awareness, Self-regulation and Motivation)
13	**Motivation theories, types;** (Maslow's hierarchy of needs, Vroom's expectancy theory, Incentive theory, Herzberg's two factor theory, and McClelland's acquired needs theory) and P**rinciples** (Motivation is a key to change, Motivation is dynamic, NOT static, Motivation is influenced by internal and external factors, Motivation is influenced by social interactions and Motivation can be modified.)
14	**Teamwork, types;** (Functional teams, Cross-functional teams, Self-managed teams, Troubleshooting teams, Project team and Task-force teams) and **group dynamics, stages;** (Forming, Storming, Norming, Performing, and Adjourning)
PRACTICAL	
1	MBTI personality analysis
2	Learning Styles; (visual learning styles, auditory learning style, kinesthetic learning style and reading/writing learning style) and Strategies,
3	Motivational needs
4	Firo-B. Interpersonal Communication
5	Teamwork and team building
6	Group Dynamics, Win-win game, Conflict Management, Leadership styles
7	Case studies on Personality and Organizational Behavior.