EXTENDED LECTURE OUTLINE

AEX6 122 **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. **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 / OCEAN model
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 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** and **Attributes** meaning and definition **Types of attributes:** Physical attributes, Psychological attributes, Social attributes, Economic attributes, Behavioral attributes, Personal attributes **Factors affecting perception:** Factors in perceiver, factors in situation, factors in target. **Attribution theory:** Heider's Attribution Theory, Kelley's Covariation Model
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** Concept, **types:** Habituation, Sensitization, Imprinting – Konrad Lorenz Experiment, and Conditioning. **Organizational behavior** Concept, features, **types:** Autocratic behaviour, Democratic behaviour, Laissez-faire behaviour, Bureaucratic behaviour, Transformational behaviour, Transactional behaviour and Servant behaviour. **Learning and training**: Concept, difference between learning and training, **learning feedback.**
9	**Attitude:** Components and its types; (Positive Attitude, Negative Attitude, Neutral Attitude, Proactive Attitude, Reactive Attitude, Assertive Attitude and Aggressive Attitude). **Values** and its types; (Behavioral, Interpersonal, Social, Business and Cultural values), role and nurturing values in personality development.
10	**Intelligence**- Concept, types of Intelligence: Linguistic, Logical-Mathematical, Bodily-kinesthetic, Spatial, Musical, Interpersonal and Intrapersonal, naturalistic, existential). **Theories of intelligence:** Spearman's two factor theory of intelligence, Thurstone's primary mental abilities 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, Information processing theory). **Measurements of intelligence:** History and need for measurement, key concepts, Verbal Comprehension, Visual Spatial ability, Fluid Reasoning, Working Memory and Processing Speed. **Factors influencing intelligence:** Biological, Environmental factors, socio cultural factors, emotional and psychological factors, educational and experiential factors.
11	**Organizational behavior:** Concept, objectives, levels of OB, models -Autocratic model, Custodial model, Supportive model and Collegial model, System model, application in Agriculture Extension organization.
12	**Emotional intelligence:** Concept, key elements of emotion, types of emotions, functions of emotions, principles of emotions, physiological changes in emotions, key emotional intelligence skills - Empathy, Social skills, Self-awareness, Self-regulation and Motivation, advantages and disadvantages of emotional skills.
13	**Motivation theories:** Concept, **types:** Maslow's hierarchy of needs, Vroom's expectancy theory, Incentive theory, Herzberg's two factor theory, and McClelland's acquired needs theory. 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.