

UNDERSTANDING THE SELF

KAMAL PAPER PRODUCTS

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Self Expression



Self expression first representational attempts, achievement of a form. Concept, drawing realism, Pseudo realistic stage, period of decision, adolescent art, meaning of aesthetic Criteria, Case of the gifted child, therapeutic aspects of art education, Summary of all stages, lastly a chapter of references.

Literary reading has the capacity to implicate the self and deepened self understanding, but little is known about how and when these effects occur. The present article examines two forms of self implication, in literary reading. The self modifying feelings characteristic of expressive enactment give it a figural form, manifest as thematic developments that move forward, saturation, richness and depth. The results of an experimental study suggest that expressive enactment occurs frequently among individuals who remain depressed about a significant loss that occurred some time ago. Together with the phenomenological study, this research suggests that expressive enactment is a form of

Heading that penetrates and alters a reader's understanding of everyday life, especially following a personal crisis.

Considerable research in Consumer experimental Psychology has examined the self expressive role of brands but has found little support for the premise that the interaction of the personality traits associated with an individual's self concept influence attitudes. The results of two experiments demonstrate that traits that are made accessible by salient situational cues and those that are chronically accessible positively influence consumer attitudes positively towards a brand based on its personality associations.

Personal Constructs :- This research employs personal construct theory to explore the content of categories or schemata that may be used in making work performance judgements. Finding here suggest that a core set of concepts is widely employed by these persons as personal work constructs, but that different persons emphasize different combinations of this core set. The personal constructs elicited from officer subjects are schemata and "folk theories" of job performance.

"In accordance with Kelly's (1955) emphasis on the importance of personal meaningfulness to the subject in psychological measurement, the possibility of employing personal constructs within the semantic differential technique was investigated."

The Personant Study introduced a personal construct approach to the assessment of threat of death. Two experiments were reported in which the relationship of this measure, referred to as the threat Index, to a number of self-report variables, the fear of death scale, and the Templer's death anxiety scale was investigated. No significant relationship was found between the threat index procedure and the threat index. The threat index procedure was discussed in terms of its relationship with the other measures of death concern. The various self-report variables and previous criticism of death concern assessment techniques.

A direct relationship was predicted between the personal meaningfulness of scales.

SOCIAL CONSTRUCTION

Three general areas of research and social concern pertaining to parenting are discussed, with in an international perspective first, I critique ideological biases arising out of a particular West definition of parenting in this case mothering that affect research paradigms.

This critique is then expanded by linking it to current international social changes in order to offer a glimpse into areas of parenting that could be addressed empirically and third, consideration of socioeconomic changes and upheavals leads to the suggestion that the experience of parenting may become more difficult in the near future in most countries of the world. This discussion is informed by a critical analysis based on perspectives that view childhood, and hence parenting as social constructs evolving with sociohistorical changes.

This study examined social influences on the reading processes of four adolescent readers, as well as the relationship between factors of social cognition

and these readers responses to short stories four case study participants, all senior in high school, were chosen from a group of 56 students in a suburban school. Data sources included transcripts of 24 interviews with the students and their teacher responses to four short stories, measures of interpersonal cognitive complexity and reading interest questionnaires. Results underscore the indicator more varied and systematic assessments of reading competence as well as an understanding of the interplay of competence.

Communication Skills and Soft Skills

Communication Skills are the tools we use to let others know what we think, feel, need and want. And they are how we let know that we understand what they think, feel, need and want.

What is Communication is what normally comes to mind first when we consider soft skill definitions. A list of soft skills includes more than communication but good communication skills are typically connected to all areas of soft skills training, such as providing good customer service.

A definition of communication will include these attributes:-

1. It is a process that is continuous in time.
2. It is interactive between people.
3. Its purpose is to transmit facts, thoughts, ideas, interpretations, desires and emotions.

That seems simple enough - giving and receiving of information. It is critical information: it's the "life blood" in organizations.

It is anything but simple. The successful flow of information is like a perpetual challenge in most

Organizations, whether large or small.

In present leadership surveys the number one leadership challenge cited by participants was developing management and people skills in technically oriented people. Although many professionals know what needs to be done and how to get technical job done, many have difficulty communicating this to others and motivating employees in order to achieve the best results.

As our model illustrates many things can create communication "gap" effective interpersonal communication involves a lot more than just the words. We use when we are face to face non-verbal communication is the source of much of the information transmitted. In different types of communication such as in customer service call centres, the non-verbal gives way to more importance in verbal communication, how we compose our words. That is even more critical in written communication including email.

Effective communication is but one category of soft skills, as you examine our list of soft skills, you

will note that different types of communication, both formal and informal, are an essential part of each category. If you are interested in techniques of "Skills assessment." We have developed tools to identify gaps. This can be very useful to help you best direct your investment in soft-skills training. Our professional facilitators and trainers at ATC can guide you in the soft-skills assessment, designing the curriculum needed to close the gap and in teaching the soft-skills assessment, designing the curriculum needed to close the gap and in teaching that will enable your people to advance their capabilities to serve your customers.

Soft Skills with Important Subelements

Soft skills are showing empathy, optimism, and self-awareness, knowing what's going on around you. Also referred to as emotional intelligence.

Soft skills include; good work, ethics and sound, positive attitude, eagerness to learn, cultural sensitivity, fine business manners and values including communication skills.

However, communication skills cover a broader aspect and go beyond soft skills.

- * Communication styles.

- * Team work

- * Leadership skills

- * Effective & Excellent Customer Service

- * Decision making & problem solving

- * Managing time & pressures

- * Self Management & Attitude

The term soft skills is a broad topic. Below are some people sample categories that might be applicable for your team.

Communication :- Presentation Skills, spoken

- Communication.
- Difficult Conversations
- Professional Writing
- Effective email writing.

Team Work :- Inter team Cooperation

- Inter team Cooperation
- Diversity
- Productivity
- Goal Setting and action.

Leadership Skills :- Empowerment

- planning
- Confidence in leaders
- Vision's direction
- Supervision

Coaching Mentoring :- Effective's Excellent

Customer Service Call Centre and Contact Centre.

Customer Service

1. Communicate with the customers including challenging conversations.
2. Setting & resetting customer expectations
3. Delighting the customers.
4. Building customer confidence
5. A consistently winning customer experience.
6. Growing the customer relationship
7. Opportunity management.
8. A team approach to meeting the customer's needs.

5. Decision Making Problem Solving

1. Creativity

2. Flexibility

3. Team problem solving

6. Managing Time Pressures

1. Time Management

2. Change

3. Effective Meetings

7. Self Management & Attitudes :-

1. Stress Management-
2. Positive attitude & influence.
3. Initiative
4. Concern & Compassion for others.

Adult & Child Groups

The Generation Gap :- Difference between children and adults

pertinent to economic evaluations of health and interventions.

Difference between children and adults have both technical and ethical implications for the design, interpretation and employment of economic analysis of health related programmes. Even though policy makers increasingly turn to economic analysis to inform decisions about resource allocation, pertinent child-adult difference have received fragmented discussions in leading methodology references. Key area warranting attention include; the ways in which a child's distinctive biology modifies the cost

and effectiveness of healthcare interventions, challenges in assessing utilities for infants and young children given their limited but developing cognitive capacity; how a child's age, dependency and disability affect the selection of the appropriate time horizon & scope of the analysis & if so, what metrics to use, what principles of equity policy makers should employ in using economic evaluations to choose between child and adult focussed interventions and whether special protective measures should be introduced to secure the rights and interests of children who cannot advocate for themselves.

In Adult Age; one of the ways in which a lot of us are different from our parents generation is in our approach to parenting planned and intentional parenting is a lot more on the minds of this generation of parents than in the past. Earlier, the equation of marriage then child was unquestioned and unexamined issues like how many children at what intervals, career

and could requirements are all signs of the time and most couples are curious about what guidelines they should follow the old rules don't really apply.

An child Age :- A lot of research has been undertaken, especially with a view to maternal and child health. The results are pretty much unanimous that having children which in a year to year and a half of each other is many stressful and has many negative health consequence for the mother and children. So, a minimum gap of $1\frac{1}{2}$ to 2 years is accepted as a norm by most experts and lay persons too.

However there are several 'ideal' age difference theories floating around and each one can back up their prescribed gap with reasons - 2 years of difference is best because mum will be in the flow of taking care of very young children and the career gap before getting back to work won't be too much. 3, because then the elder is join to nursery and caregivers can get some downtime.

4, because then the older one is more independent 5, because by then the elder one will be old enough to not be jealous. The jury is still out, but I believe that (keeping them $1\frac{1}{2}$ years) the decision of how much gap to keep between the children is a very individual one that has to take into account the parents' unique beliefs, resources and constraints.

A new survey of parents and adult children, sponsored by Fidelity Investments, surveyed parents who were at least 55 and had 100,000 average annual household income and nearly \$30,000 in assets. Fidelity found that children looked up to their parents' money skills. Nearly half of the adult children actually said their parents had made no financial mistakes. He also found an astounding gap between parents and children when it came to the question of whether the child would take care of his or her parents. Parents emphatically said they would not need the help. Roughly 85 percent of adult children said their parents, while 97 percent of parents said they would not need such help. Even though they expect to help their parents, surveyed said they

expected their parents to be able to afford very comfortable lifestyles in retirement. Yet only half as many parents in this relatively affluent sample - 20 percent - felt they had enough money for a comfortable retirement.

FOCUS OF CONTROL



A Focus of Control is a person's belief about how much power one has over the events in one's life.

According to psychologist Julian Rotter, who formulated the concept - dimension of personality, it helps explain one's traits and behaviour. An internal locus of control is the belief that the course of one's life is largely up to oneself.

Those with an external locus of control regard the events in their lives as occurring regardless of their own efforts. People who have an internal locus of control tend to be less influenced by others, more politically active and more motivated to achieve. Many researchers believe an internal locus of control is more healthful than an external one.

Control :- An easy word to understand yet a challenging word to actually deal with. We have people that think they control everything others that think they are they control everything by the world around them and pretty much everything in between. Control can be defined as a power to determine outcomes by directly influencing actions, people and events. When we look at it that way, we can begin to see that there is no way to control anything, but put in the control context of the definition, we have to step back and really analyze that what we can and cannot control.

The word 'Control' becomes even more interesting when we have the word locus, before it. You see, locus is defined as a position point or place or more specially, a location where something occurs. A person's locus of control may be internal or external.

Internal V/s External Locus of Control

People who base their success on their own work and believe they control their life have an internal locus of control. In contrast, people who attribute their success or failure to outside influences have an external locus of control.

If on the other hand, you have an external locus of control, you might attribute that promotion or success to external or environmental factors, such as luck, faith, timing, other people or some type of divine intervention.

Let's use the same example and say that you were denied a promotion. If your locus of control is internal, you would find a way to blame yourself for the perceived failure. If your locus of control is external it would be easy, even natural to blame outside sources beyond your control.

The Benefits and Drawbacks

Individuals who identify with an internal locus of Control tend to take more responsibility for their actions, whether those actions or the end results are good or bad. They do not accept outside influence for the outcomes, no matter what that is. If for example, this person did not get back to work with in time from lunch, they would think they should have eaten in the office or not gone to lunch altogether. The result of the action are theirs and theirs alone to bear. On the other hand, a person who identifies with an external locus of Control looks at everything around them as part of the Success or failure. In many ways, they believe in the team aspect more than those that focus on the internal locus of Control, as they will always praise those around them for a job well done, even if they had nothing to do with it at all. They are team players.

The new Psychological disorder of internet addiction is fast occurring both popular and professional recognition. Past studies have indicated that some patterns of Internet use are associated

with loneliness, shyness, anxiety, depression and self-consciousness, but there appears to be little consensus about. Conversely those that have an external focus may come off as someone who just does not accept responsibility. While they are and can be team players. If the result is not a positive one, will be the first to complain that something outside their personal control attributed to the shortfall. Implications to help professionals and student affairs police makers and addressed.

STRESS MANAGEMENT & TECHNIQUES OF RELAXATION

Stress is a fact of life but it doesn't need to be.

STRESS MANAGEMENT → It refers to the wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the purpose of improving everyday functions.

In this context the term 'stress' refers to a stress with significant negative consequences or distress in the terminology.

advocated by Hans Selye, rather than what he call a stress, a stress whose consequence are helpful or otherwise positive.

Stress produces numerous physical and mental symptoms which vary according to each individual's situations factors. These can include physical health decline as well as depression.

The process of stress management is named as one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well being.

Many stress management techniques are available, some for use by health professionals and others for self help, which may help an individual reduce their levels of stress, provide positive feelings of control over one's life and promote general well-being.

Evaluating the effectiveness of various stress management techniques can be difficult, as limited research currently exists.

There are several models of stress management each with distinctive explanations of mechanisms for controlling stress. Much more research is necessary to provide a better understanding of which mechanisms actually operate and are effective in practice.

In order to develop an effective stress management programme, it is first necessity to identify the features that are central to a person controlling his/her stress and to identify the factors that are central to a person and to identify the intervention methods which effectively target these factors. The model contends that stress may not be a stressor. If the person does not perceive the stressor as a threat but rather as positive or even challenging. Also, if the person possesses or can use adequate coping skills, then stress may not actually be result or develop because of the stressor.

Everyone is aware of the negative effects of stress even a good night's sleep or an extended holiday does not enable us to recover fully.

SOCIAL INTERACTION AND GROUP INFLUENCE

SOCIAL INTERACTION Erving Goffman was a Sociologist who created a new field of study called microsociology, or social interaction. Social interaction is the process by which all act and react to those around us. In a nutshell, social interaction includes those acts people perform toward each other and the responses they give in return. Having a quick conversation with a friend seems relatively trivial.

Goffman argued that these seemingly insignificant forms of social interaction are of major importance in sociology and should not be overlooked.

Social interaction includes a large number of behaviours. These are typically broken down into five different types; exchange, competition, cooperation, conflict and coercion. Let's examine these five types with a bit more detail.

Group Influence; - Humans are inherently social animals and individuals greatly

influence each other:

A useful framework of analysis of group influence on the individual is the so called reference group. The term comes about because an individual uses a relevant group as a standard of reference against which one-self is compared. Reference groups come in several different forms.

The aspirational reference group refers to those others against who one would like to compare oneself. For example many firms use athletes as spokes people and these represent what many people would ideally like to be.

Finally the dissociate reference group includes people that the individual would not like to be like, for example the literally named the Gap came about because many younger people wanted to actively dissociate from parents and other older and "uncool" people.

Methods of Conflict Resolutions & Group & Social Harmony

Conflict Resolution Methods - There are many ways people deal with conflict; -

- Give in and accept the changes someone wants.
- Do nothing, hoping the problem will go away.
- Avoid the person or the situation.
- Go to a higher authority.
- Go to Court or arbitration.
- Fight and agree

Talk things out with the other person. Here are some steps one could follow to resolve a conflict.

I. Talk to the other Party; -

Surprisingly many people complain of impossible difficulties about their problem without ever once trying to talk with the person who could solve the problem. Two disagreeing parties should first try to talk with the person. Efforts to discuss their point of views and work things out on their own. Be calm and respectful. Keep an open mind and be willing to listen. See how to talk things

out to know more about talking to the other party.

II. Try Mediation :- If your efforts to talk things out fail, you may request mediation service through the Center for Conflict Resolution. We will attempt to mediate by discussing the problem with both sides and if necessary, by bringing the parties together in a mediation conference.

III. Arbitration or Court :- When disputing parties fail to reach a settlement through our arbitration process of the public judicial system. Arbitration is a private adjudicatory process similar to a court of law. The decisions are legally binding. The disputants give up the power to create their own opinion, solution and place control of their problem in the hands of a neutral third party, called an arbitrator. Therefore, arbitration or court should be the last resort to settle a dispute.

IV. Resolving Group Conflict :- When a team oversteps the mark of healthy difference of opinion, resolving conflict

requires respect and patience. The human experience of conflict involves our emotions, perceptions and actions, we experience it on all three levels to resolve it. The three stage process below is a form of mediation process, which help team members to do this.

Prepare for Resolution

Acknowledge the Conflict; The conflict has to be acknowledged before it can be managed and resolved. The tendency is for people to ignore the first signs of conflict, perhaps as it seems trivial or is difficult to differentiate from the normal, healthy debate that teams can thrive on. If you are concerned about the conflict in your team, discuss it with other members.

*** Discuss Impact**; As a team, discuss the impact the conflict is having on team dynamics and performance.

*** Agree to Co-operative process**; Every one involved must agree to co-operate into resolve to conflict this means putting the team first and may involve setting a side your

opinions or ideas for the time being.

*** Agree to Communicate** :- The most important thing throughout the resolution process is for everyone to keep communication open. The people involved need to talk about the issue.

*** Understand the Situation** :- Once the team is ready to resolve the conflict the next stage is to understand the situation and each team member's point of view. Take time to make sure that each person's position is heard & understood.

*** Clarify Positions** :- Whatever the conflict or disagreement, it is important to clarify people's positions - whether there are obvious factions within the team who support a particular option.

This step done can go a long way to resolve the conflict, as it helps the team see the facts more objectively & with less emotion.

Facts, Assumptions and Beliefs underlying each position

What does each group or person believe? What do they value? What information are they using as a basis for these beliefs? What decision criteria & processes have they employed?

Sally and Tom believe that TV advertising is best because it has worked very well in the past. They are motivated by the saying, "If it didn't broke, don't fix it." Mary and Beth are very tuned in to the latest technology & believe that to stay ahead in the market, the company has to continue to try new things. They seek challenges and find change exhilarating and motivating.

***Analyze Smaller Groups** :- Break the team into smaller groups, separating people who are in alliance. In these smaller groups analyze and dissect each position and the associated facts, assumptions and beliefs.

SOCIAL HARMONY

Social harmony is must for the society as that it grows life and not grow in constant war and struggle. Life is a way of compromising and making adjustments. Man is a social entities including plants and animals.

The aim of the social harmony with each group in a society is peaceful co-existence. Love one-another as oneself and rendering help to needy in the group is the mechanics of achieving social harmony with in the group.

The Universe has countless other planets and star systems with or without earth like social entities in them.

All people living together despite their difference is social harmony. Tradition does not preach intolerance and cultural continuum in any country is based on its multiplicity of the general mainstream.

Yoga for peace and Harmony Breathing exercise Meditation

Yoga is a science that has been practiced for

thousand of years. It consists of Ancient Theories observations and principles about the mind and body connection which is now being proven by modern medicine. Substantial research has been conducted to look at the yoga postures (Asanas), yoga Breathing (Pranayam) and Meditation. The information on yoga pose and Benefits are grouped into three categories

- Physical
- Psychological
- Bio-chemical effects.

furthermore, Scientists have laid these results against the benefits of regular exercise.

Physiological Benefits of yoga :-

1. Stable autonomic nervous system equilibrium.
2. Pulse rate decrease.
3. Respiratory rate decrease.
4. Blood pressure decrease (of social significance for hyporeactors)
5. Galvanic Skin Response increase.
6. EEG - alpha waves increase, waves also increase.
7. Endocrine function normalizes.

Meditation

"In Buddhist tradition, the word 'meditation' is equivalent to a word like 'sports' in the U.S. It's a family of activity, not a 'single thing'. It's extremely difficult for a beginner to sit for hours and think of nothing or have an "empty mind".

Benefits of Meditation

Studies on the relaxation response have documented the following short-term benefits to nervous system:-

Lower Blood Pressure

- ① Improved Blood Circulation
- ② Lower Heart-rate
- ③ Less perspiration
- ④ Slower respiratory rate
- ⑤ Less Anxiety
- ⑥ Lower Blood Cortisol levels
- ⑦ Less stress.