

Personality



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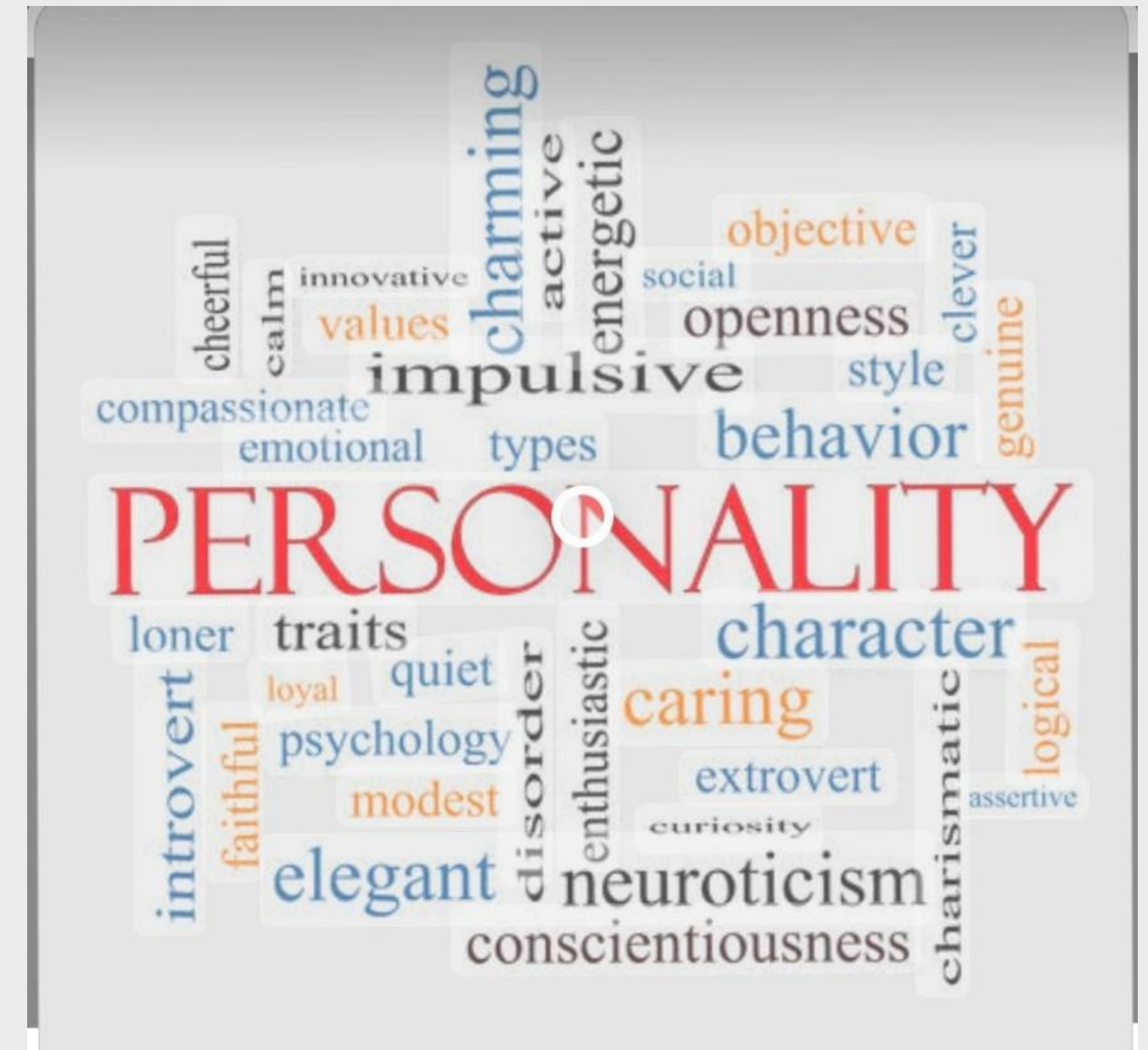
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Introduction

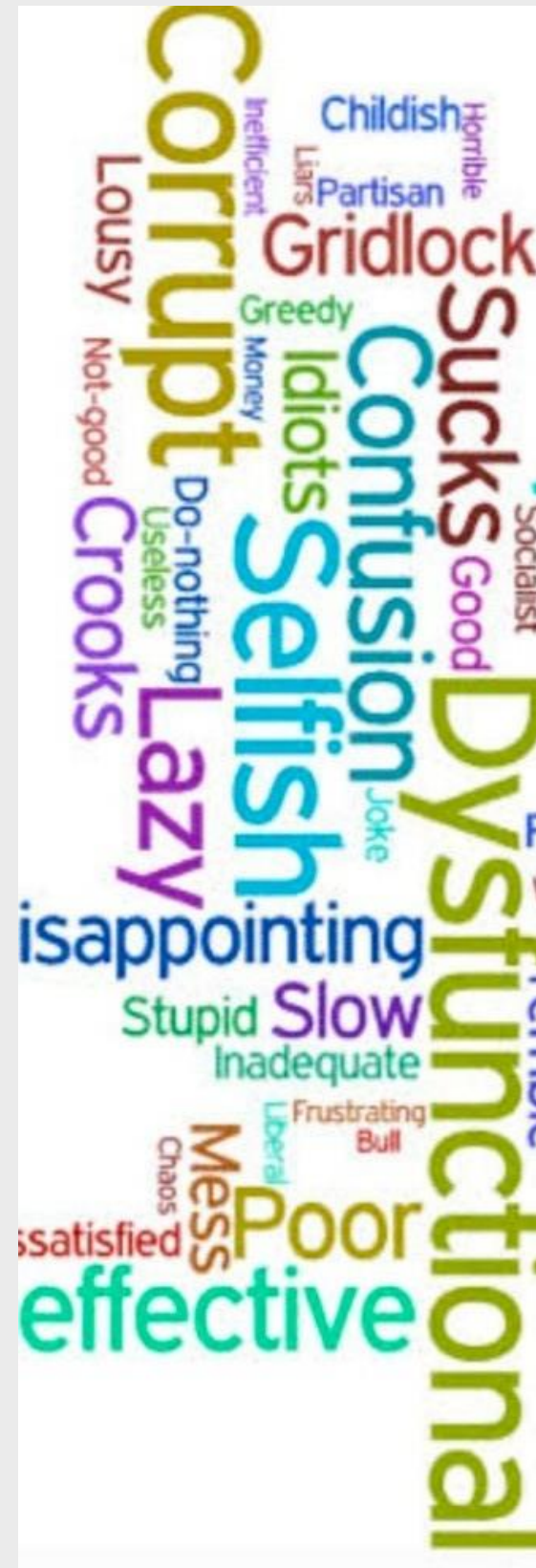
- ~ The term personality is derived from the latin word "PERSONA" meaning "MASK"
- ~ Personality is the impression we make on others , the mask we present to the world.
- ~ Personality is unique as each of us have our own personality .
- ~ Our personality differentiate us from other people.
 - ~ In the field of organizational behavior personality is the aggregate of a person's feeling, thinking, behavior and responses to different situations and people.



Types of personality

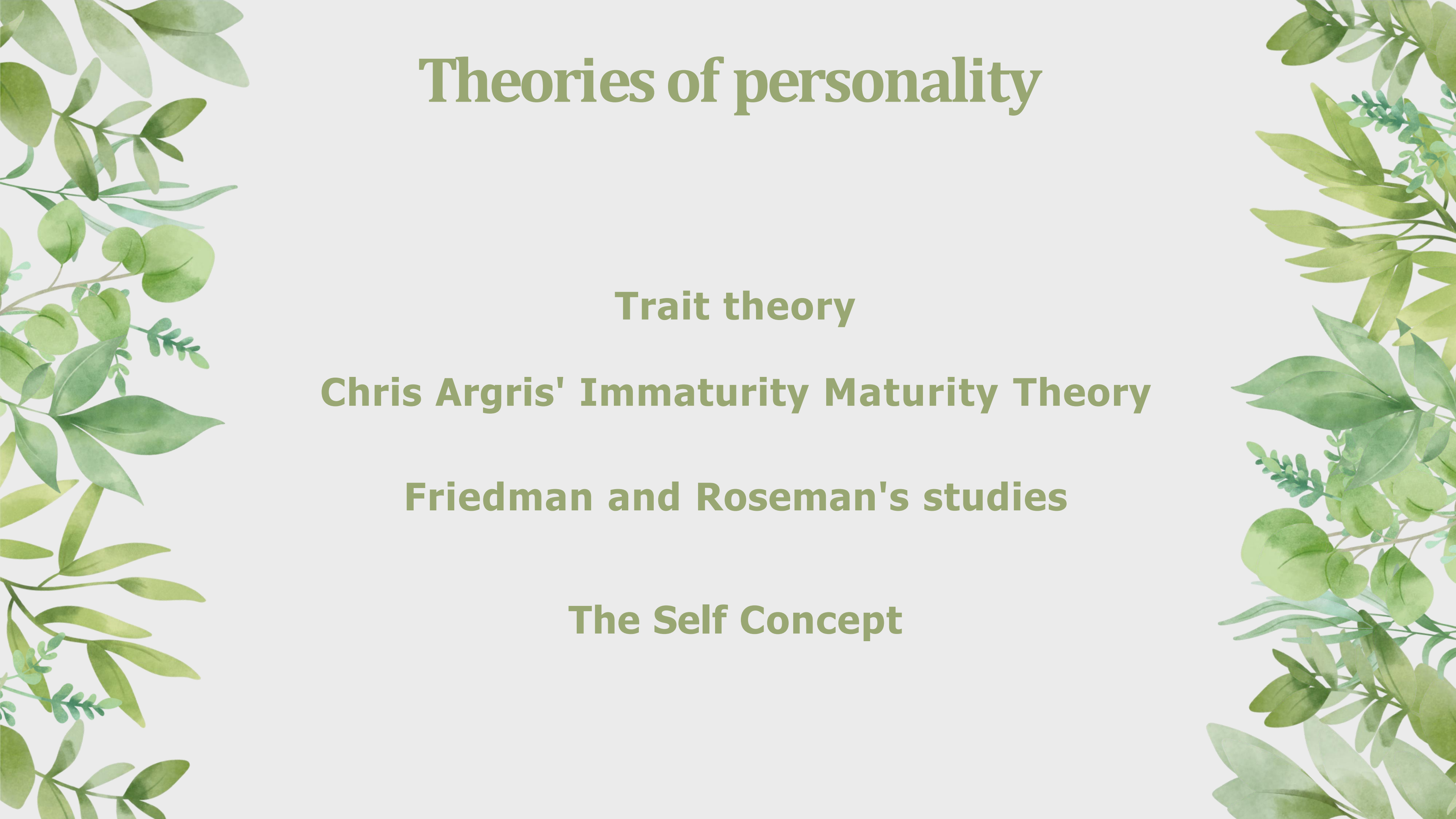
Type a personality

- ◆ Impatient
- ◆ Works rapidly
- ◆ Competitive
- ◆ Aggressive
- ◆ Poor judgement
 - ◆ Irritable



Type b personality

- ◆ Never in hurry
- ◆ Works slowly
- ◆ Non- competitive
- ◆ Mild manner
- ◆ Accuracy in judgment
 - ◆ Patient



Theories of personality

Trait theory

Chris Argris' Immaturity Maturity Theory

Friedman and Roseman's studies

The Self Concept

Trait Theory

- Trait theory says relatively little about the development or growth of personality but instead emphasizes measuring and identifying differences among personality



Chris Argris' Immaturity Maturity Theory

Maturity characteristics

- ◆ Activity
- ◆ Independence
- ◆ Diverse behavior
- ◆ Deep interests
- ◆ long time perspective
- ◆ Super ordinate position
- Self awareness and control

Immaturity characteristics

- ◆ Passivity
- ◆ Dependence
- ◆ Few ways of behaving
- ◆ Shallow interests
- ◆ Short time perspective
- ◆ Sub-ordinate position
- ◆ Lack of self awareness

Friedman and Roseman's studies

Type a profile

- ◆ Walks rapidly
- ◆ Talks rapidly
- ◆ Eats rapidly
- ◆ Is impatient
- ◆ Does two things at once
- ◆ Is obsessed with numbers
- ◆ Measures success by quantity
 - ◆ Is aggressive
- ◆ Constantly feels under time pressure

Type b profile

- ◆ Is not concerned about time
 - ◆ Is patient
 - ◆ Doesn't brag
- ◆ Plays for fun, not to win
 - ◆ Relaxes without guilt
- ◆ Has not pressing deadlines
 - ◆ Is never in a hurry

The self concept :



Self-Efficacy

Self-efficacy refers to an individual's belief in his or her capacity to execute behaviors necessary to produce specific performance attainments.

Self-efficacy reflects confidence in the ability to exert control over one's own motivation, behavior, and social environment.

The self concept :

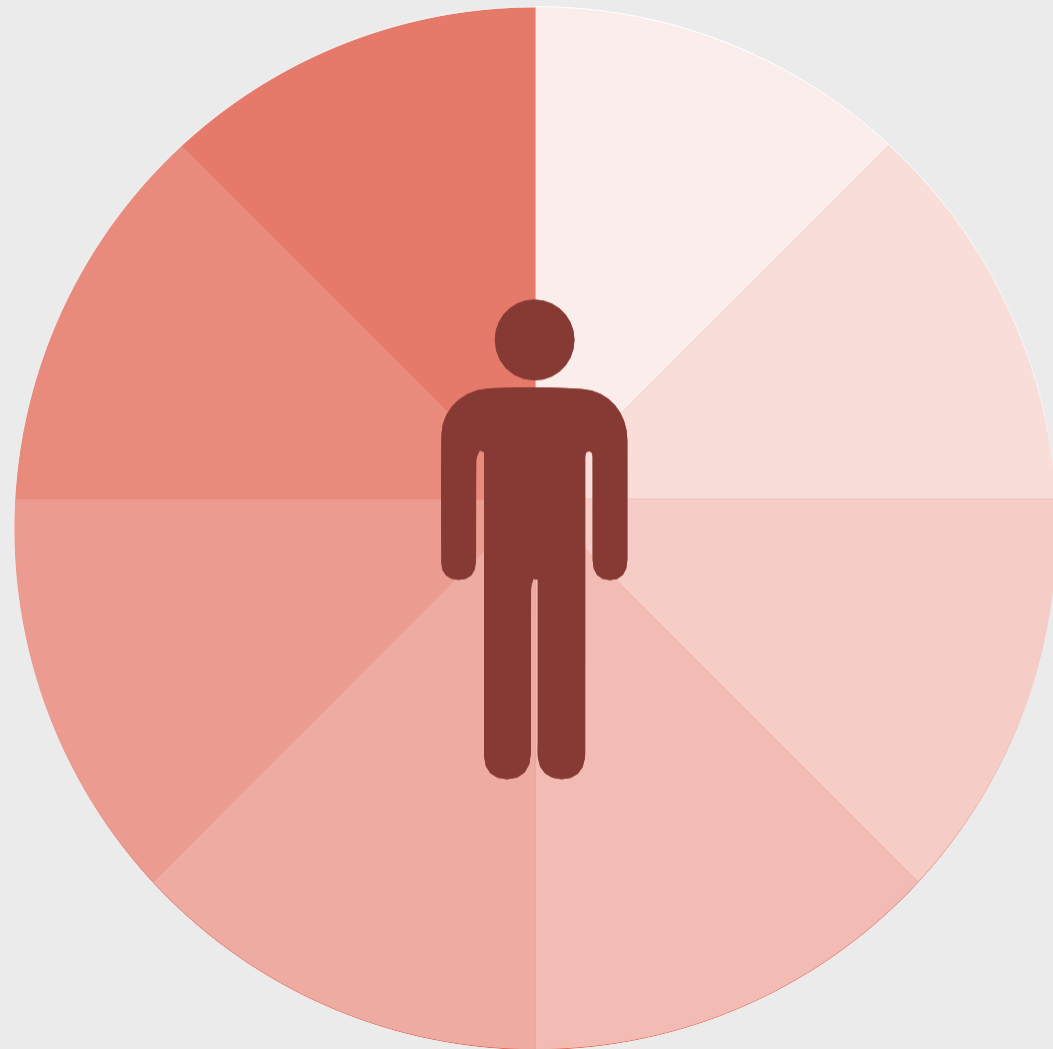
Self - Esteem



The term self-esteem is used to describe a person's overall subjective sense of personal worth or value. In other words, self-esteem may be defined as how much you appreciate and like yourself regardless of the circumstances. Your self-esteem is defined by many factors including:

Self-confidence.

Conclusion



In simple word we can that personality consists of an individual's characteristics and distinctive pattern of thinking, feeling and behavior. Or We can say that personality is the totality of impression which one makes upon others.

