



PERSONALITY DEVELOPMENT AND CHARACTER BUILDING: IMPERATIVES FOR THE PRESENT EDUCATIONAL SCENARIO

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ABSTRACT

Mahatma Gandhi said- "Education means all- round drawing out of the best in child and man-body, mind and spirit." Personality development helps an individual to gain confidence and high self-esteem. A person with a good character would in turn have good personality. Types of personalities are duty fulfiller, mechanic, nurture, artist, protector, idealist, doer, guardian, performer, inspirer. The teacher should play the role of a guide, facilitator and a supportive friend of the students in school. The teacher helps in the development of character building of the students and he or she also plays a vital role in the development of moral value, social values, ethical values, national unity in the students. The personality of students' is influenced by their teachers. The overall development of students including mental, physical, intellectual, social, spiritual, academic, emotional development. It also involves nurturing them during their formative years of school education. Personality development is also influenced by genetics and environment. Teachers serves as a catalyst for character building and personality development in their students in school premises. Thus the personality of students' is influenced by their teachers, atmosphere of the school, genetics and home environment including surrounding areas. So teacher and all the elements of educational process try to take responsibility and all the efforts for overall development of students, because students are the creators of the future.

KEYWORDS : Personality, Personality typology, Age indicators, Retrospective analysis, Character, Psychology, Self-esteem, Education, Psychology

INTRODUCTION:

Personality Development implies progressive identification with higher dimensions of personality.¹ It is an aggregate of physical, psychological and behavioural aspects of human beings and is also comprised of character, feelings, thoughts, emotions and behaviour of a person.² The historical value of "personality" as an object of scientific knowledge and as a subject of society, reflecting in itself the dynamic changes of mentality, change of goals, values, orientations, appearance of new needs, possibilities etc.³

Personality is considered as an individual physiology and psychology that determines the behaviour in a given environment.⁴ It can also be those qualities that are similar to all the human beings that differentiate a man psychologically.² Personality is an individual cognitive and affective qualities. This review explores the personality and focuses on the research work executed on Personality Development and its various dimensions.⁴

Personality Development:

The Personality Development is realization of dreams and aspirations, improvement of talents, potentials, enhancing quality of life and facilitating employability.⁵ "Personality" is derived from the Latin word "persona" meaning a mask worn in Theatres of Greek and Romans.^{2,6}

Definition Of Personality Development:

- "A process of developing and enhancing one's personality and helps an individual to gain confidence and high self-esteem."⁷
- "The form of characteristic thoughts, feelings and behavior that differentiate one individual from the other and it persists over time. This process of improving or transforming the personality is called personality development."⁵
- "Your personality is the type of person you are, which is shown by the way you behave, feel and think."⁸ - Cambridge International Dictionary.⁸
- "Whole nature or character of a person." - Longman Dictionary of Contemporary English.⁹

Determinants Of Personality Development:^{8,10}

1. Biological

a. Heredity – It is the factors that are determined once an individual is born. An individual's physique, attractiveness,

body type, body weight which depends on the genetic composition of the parents.

b. Environment - The environment to which an individual is subjected to during his life has a role in determining the personality.

c. Situation

d. The Brain

2. Physical features

3. Cultural

4. Family and Social factors

Character And Aspects Of Personality Development:

- Physical presentation
- Psychoanalytical Development
- Spiritual trends needed for Personality

All these aspects are correlated therefore, any positive and negative impact on any of these is bound to effect the rest.⁶

Personality of an individual can be considered as unique psychologically. It is an integration of physical, mental and social qualities of an individual i.e. determination of thoughts, emotions, sentiments and social approach. It also includes both the ideas, values and attitude of a person and combination of these nature which determine his role in the society.¹¹

Types Of Personality:^{12,13}

The Duty Fulfiller – These individuals when given any tasks fulfils their duties, roles and responsibilities seriously. They believe in honesty, a peaceful living, they always want and do good for themselves, families and the society.

The Mechanic - They are interested to know why and how certain things function. As the name suggests such individuals are inclined towards machinery like aeroplane, motorcycling, cars, races and so on. Theories do not interest them.

The Nurturer - Nurturers are individuals with a large heart. For them, the happiness of others is more important than their own interests. Such individuals actually live for others.

The Artist - Artists have an eye for natural beauty and creativity. Rather than worrying about future, they believe in living for the moment. Such individuals are extremely cool headed and do not get into unnecessary fights and troubles. They do not blindly

copy others and aspire to create a style of their own.

The Protector - You would find such a personality type in very few people, making it a very rare personality type. Protectors are systematic individuals who want the best system to get things done. They often think irrationally.

The Idealist - Such people have strong set of values and ethics. They find happiness in helping others. They consider themselves lucky if they get an opportunity to help others.

The Scientist - Such individuals believe in careful and strategic planning. They are good observers who believe in constantly gathering information and upgrade their existing knowledge. Scientists are extremely intelligent people who have a very sharp analytical mind.

The Doer - Individuals with such a personality type are the ones who believe in quick actions and immediate results. They enjoy taking risks in life and fulfill tasks assigned to them in the shortest span possible.

The Guardian - Such individuals are perfectionists who ensure that everything everywhere is going on smoothly. They are mature individuals who have a clear set of standards.

The Performer - Performers strive hard to grab attention of others and love being the centre of attention. They are fun loving individuals who enjoy fun and excitement in life.

The Inspirer - Inspirers are talented individuals and often act

Table 1: Big Five Traits Of Personality

Big five traits	Low score	High score
Openness	Conventional, Down to earth Uncreative, Unconventional	Imaginative, Creative, Original, Curious
Conscientiousness	Late, Lazy, Disorganized, Negligent	Hard working, Well organised, Punctual
Extroversion	Passive, Reserved, Quiet, Loner	Talkative, Active, Affectionate
Agreeableness	Irritable, Critical, Ruthless, Suspicious	Soft hearted, Good natured, Lenient, Trusting
Neuroticism	Calm, Even tempered, Comfortable, Unemotional	Worried, Temperamental, Self-conscious, Emotional

According to the five-factor theory of McCrae and Costa's (1996), personality traits can be considered as "insulated from the direct effects of the environment". Also, are biologically (genetic) in origin. Traits develop through childhood and reach maturity in adulthood; thereafter they are stable in cognitively intact individuals.¹⁸

McCrae and Costa's (1996) five-factor theory concludes that the traits of personality arise from the genes i.e. biological causes and reach full maturity in early adulthood, but this theory of McCrae and Costa's (1996) predicts little or no change on dimension/ traits of personality after early adulthood.¹⁸

The Five-factor theory proposes that - "All personality traits stop changing by age 30." The Big Five traits are complex phenomena are connected with five dimensions:⁹

- Physical dimension consisting of our body and senses.
- Energy dimension which performs digestion of food, circulation of blood, respiration and other activities in the body.
- Mental dimension characterized by the activities of the mind, like, thinking, feeling.
- Intellectual dimension characterized by the determinative faculty in a person. This is also the seat of discrimination and will power.
- Blissful dimension experienced as bliss during deep sleep.

Benefits Of Personality Development:

Self-Confidence; Credibility; Leadership qualities; Interpersonal skills; Curiosity and Communication skills.⁵

as a role model for others. They have great people skills.

Types of Personality:¹⁴

Introvert Personalities: Introverts are those who are interested in the subjugated world. These individuals digest their thoughts within themselves and avoids social interactions.

Extrovert Personalities: They are considered as the opposites of introverts. They interact socially and provide a level of comfort while interacting with others, they represent active talking, can be considered as 'peoples magnet.' Also are social energetic and ambitious people.

Judging Perceptive Personalities:

Can be divided into

- Judging: They stick to a schedule, make decisions and have what they need to do their jobs.
- Perceptive: They like change, are interested in learning new things, devoted in their work and are inquisitive.

Traits And Dimensions Of Personality:

Personality traits: Are relatively stable individual differences in effect, behavior and cognition.^{15,16} These are Character traits; Behavioral traits and Attitude traits. Table 1 depicts the big five traits of an individual on low and high score.¹⁷

Big-five Personality traits- 'OCEAN'

O-Openness

C-Conscientiousness,

E-Extraversion,

A-Agreeableness,

- Neuroticism.⁹

Parts of Personality Development:¹⁹

Leadership: Leadership is an integral part and plays a vital role in any job, managerial operations and in life. Dynamic leadership can be considered as one factor that differentiates between successful and unsuccessful organizations. The definition of leadership is "Phenomenon of one person influencing the thinking or action or both of another person or groups of persons."

Categories of leaders: (i) Entrepreneurial (ii) Administrative and (iii) Political.

Transactional Analysis: Interpersonal relations or transactional analysis is the tool developed by behavioural scientists to understand the communications that occur between people. It can be said as a rational approach to understand the human behaviour that a person can learn to trust himself/ herself; can think rationally; can make independent decisions and can express feelings. Transactional analysis concerns itself with the kinds of communication - both verbal and non-verbal - that occur between people.

SWOT Analysis In Personality Development:²⁰

SWOT analysis is a framework to identify and analyse a person Strengths, Weaknesses, Opportunities and Threats. The benefits of SWOT analysis includes personal growth and development. It was introduced by Edmund P Learned, Kenneth Andrews, C. Ronald Christensen and William D in their book "Business Policy, Text, and Cases" in the year 1960. Originally, SWOT analysis was used by business organisations, companies to evaluate their position in the market; to develop strategic plans for the organisation; to

assess internal and external factors that may affect the company and to identify current and future potentialities of the organisation.

SWOT stands for Strengths, Weakness, Opportunities and Threats. An individual would behave in a different way based on the immediate situation problems.

Character Building:

Character of an individual refers to the sum of an individual's qualities and characteristics which differentiate him/her from others.⁶ An individual's character is actually an amalgamation of his/her qualities which make him unique and helps him stand apart from the rest. An individual with a good character would in turn have a good personality. If you are extremely good looking but do not know how to behave, don't be surprised if you are ignored by others. Nothing is more important than your character and moral values. Never cheat others. Remember, life is nothing without ethics and values.²⁰

Definition Of Character:

Character is manifested through leaders' consistent moral and ethical behaviour across all situations.²¹

Every action and thought of ours leaves an impression in our mind. These impressions determine how we behave at a given moment, how we respond to a given situation. The sum total of all our impressions is what determines our character. The past has determined the present. Even so the present-our present thoughts and actions-will shape our future. This is a key principle governing personality development.⁹

Character plays an important role in the development of a person. Character means the sum of a person's qualities and characteristics that differentiate him from others. A person's character is actually a mixture of his qualities that makes him unique and makes him stand out from the crowd.¹⁰ Character includes qualities like honesty, leadership, trust, courage, patience etc. Good character helps in developing a victorious personality.

A person with good character later becomes a person with a good personality. Since ancient times, a teacher has been considered the creator of society and even today he plays an important role in the formation of society. Even in modern times, child-centric education has a prominent place.²² In the modern education system, the teacher has been asked to provide education according to the interest, ability, capacity, attitude of the children. In such a situation, the teacher has to play the role of a parent, leader, director, colleague, advisor, guide, decision maker etc. The duty of a teacher is not only to educate children in the class but also to develop their character qualities like morality, dedication, truthfulness, alertness, leadership, courage etc.¹³

Review Of Literature Of Personality Development And Character Building:

1. Hakimi *et al.* (2011) in a study evaluated the relationships between personality traits and academic achievement among students. The results showed that personality traits were significantly related to academic achievement. Also showed conscientious, which explained 39 percent of variance in academic achievement, was the most important predictor variable. Although, they found no significant gender differences in the personality characteristics and academic achievement.²³
2. Specht *et al.* (2011) in an original research had found a significant gender difference on leaving the parental home and concluded that only women had become more emotionally stable when moving.²⁴
3. Datu (2012) conducted a study to indicate a relationship between the big five personality traits/ dimensions and paternal parenting style. They had used tools such as the Big

Five Inventory (BFI), Parental Authority Questionnaire (PAQ) and a demographic survey in their study. They concluded that among the big five personality traits neuroticism and authoritarian parenting style had significant correlation.²⁵

4. Wille B *et al.* (2012) conducted a study on a transactional approach to person environment and the reciprocal relations between Personality Development and career role growth across young to middle adult age group. They showed that there is a significant positive relation between personality trait and start of career. In the big five personality traits, extraversion predicted roles of presenter, director, inspirator and guide; conscientiousness predicted expert role; agreeableness predicted guide role; and openness to experience predicted presenter role.²⁶

5. Akomolafe (2013) had researched on personality characteristics as predictors of academic performance of secondary school students. They said that teachers should construct learning environments in class that will take students into consideration so that they can evaluate student's weaknesses and strengths. They appropriate counselling interventions should be used to assist students experiencing worry, anxiety, frustration and stress to deal with their concerns.²⁷

6. Zhang L (2013) conducted a study on psychosocial development and the big five personality traits among Chinese University students. The results indicate that the successful resolution of particular Eriksonian crises reversely predicted neuroticism, but positively predicted extraversion, openness, agreeableness, and conscientiousness.²⁸

7. Lee and Kristen (2014) conducted a study on preservice teacher's personality traits and creativity as predictors for children's creativity. The study findings reveals that the preservice teachers who had scored higher on the openness to experience personality trait are more involved in creativity-related experiences. Those who had scored higher on the openness trait of personality development, who had more creativity were more likely to include creativity among teaching styles.²⁹

8. Omoruyi (2014) researched personality development of the adolescents living in lagos state metropolis and also the influence of broken homes on academic performance. They concluded that there is a significant difference between single-parenting and academic performance of the adolescents. Also, a significant difference between parental socio-economic status and academic performance was found alongwith a significant relationship between adolescents from broken homes and academic performance.³⁰

9. Edobor and Ekechukwu (2015) investigated the influences of parenting styles on the personality traits of senior secondary school students and found positive correlation between extroversion trait of personality development and parenting styles among senior secondary school students.³¹

10. Geukes K *et al.* (2018) reviewed the understanding of personal development. They said that while personality is rather stable over time, it can change over one's lifetime. It is influenced by biological and environmental variables such as life experiences on a personality trait development and social investments on a macro-analytical and micro-analytical level. Individually state processes are divided into three domains that are as follows- goals and strategies; actions and experiences and evaluations and reflections. The integrated, process-based approach offers a conceptual foundation for empirical research aimed at a complete and fine-grained process knowledge of personality development across time.³²

11. Tatlılioğlu K (2017) reviewed about the effect of literature on personality development on general harmony level, social cohesion level, personal harmony level, self-actualization level, emotional stability level, neurotic tendencies, psychotic symptoms, family relations, social relations, social norms compliance level, and antisocial tendencies. This survey was performed on students the academic years of 2008 and 2009 in secondary schools in Kırşehir, Turkey. The sample was taken using disproportionate cluster sampling from 12 different

schools. A total of 168 students participated in the survey with 14 students from each school were chosen randomly. The study concluded that literature has a significant impact on individuals' general, social, and personal harmony, self-actualization, emotional stability and harmony levels of social norms, neurotic, anti-social tendencies, psychotic symptoms, family relationships.³³

A Teachers Role To Personality Development And Character Building Of A Person:

The teacher should play the role of a guide, facilitator and a supportive friend of the students so that he can help in the development of moral values, social values, national unity, personality development and character building of the students. A teacher has a great role in the character building of a student. If a teacher wants to develop the qualities of truth and honesty in a student, then he has to first develop these qualities in himself.³⁴ A teacher has an important role in the all-round development of a child, in his multi-faceted development. Similarly, he also has an important role in the character building of a student. If a good teacher treats them like a friend in his class, solves their problems and gives them good advice, then he can prove effective in changing the direction and condition of such children. In the teaching profession, the responsibility of the teacher, his role, his teaching work is more responsible.³⁵

Personality Development can be said to as a very important thing for a person as it refers to his/her appearance, characteristics, attitude, mindset and behavior with others.³⁴ It helps in reducing stress and conflicts and develop a positive attitude in life.⁷ It encourages individuals to look at the brighter sides of life.³ Face even the worst situations with a smile.²² An individual with a negative attitude and mindset finds a problem in every situation.³⁶ A person should rather than cribbing and criticizing people around, analyze the whole situation and try to find an appropriate solution for the same.⁷

Personality Development is a step towards improvement and development of talents and potentials, enhancing quality of life, realization of dreams and aspirations and facilitating employability. A person with a good character would in turn have a good personality. If you are extremely good looking but do not know how to behave, don't be surprised if you are ignored by others. Nothing is more important than your character and moral values. Never cheat others. Remember, life is nothing without ethics and values.

CONCLUSION:

The character of a person is similar to a seed that has the potential to become a full-fledged fruitful tree with proper nourishment and support. Education is something that supports and nourishes the human mind, developing a better personality and character, allowing us to break barriers and explore boundaries. Personality development is an important objective of education. Personality is the sum of the impressions created by a person's word, thought, intellect, virtue, body, spirituality and personal magnetism on the one hand, and personal magnetism on the other.

The future of society is in the hands of today's youth. However, only good youth can build a well-organized society. Yoga helps to enhance their thinking and improve their inner qualities. One who has recognized the self becomes capable of serving others in a selfless and harmless manner, he is able to establish world peace by walking on the path of truth and devotion to duty. No one can realize the taste of honey without eating it. Once you taste it and feel its sweetness and goodness, you will enjoy it and feel good. Similarly, yoga is not only related to spirituality, but good habits and good thinking should be a part of the daily routine of all types of people. This changes the lifestyle of youth right from childhood.

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