



ORIGINAL RESEARCH PAPER

Education

A STUDY ON HOW THE PERSONALITY TRAITS HELPS RESILIENCE LEVEL OF SCHOOL TEACHERS

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ABSTRACT

Resilience is regarded as a personality trait minimizing the negative effects of stress and preventing disease-causing tension. The protective factors that contribute to better outcomes, processes and mechanisms can be seen as resilience.^[2] The necessary of teaching personality for effective teaching must be identified and packaged with resiliency factor and developed for teachers well-being so as to be relevant and flexible in all tough situations. Basically, the teachers may know themselves and how to integrate their personality strength to make their teaching techniques become effective which is needed in achieving the education development.^[5] The factors related with resilience, which is an important element of positive psychology, are still being discussed. This study aimed to come out the relationship between Resilience and Personality of high teachers. And this paper also enforces how the personality traits helps as a teacher get more resilience in their carrier.

INTRODUCTION:

Most of the time teachers do not know which students they had a profound effect on. We tend to forget in our day-to-day dealings with students the powerful impact we can have on their lives. Most teachers want to connect with students. Time constraints, curricular demands, accountability, and testing pressures can interfere with the teacher's desire to have positive and personal relationships with students. These solutions are shortsighted and ignore critical factors such as the importance of positive teacher-student relationships and the development of social-emotional competencies and resilience.^[1](Benard, B. 1995). Personality may be viewed as the dynamic organization of those traits and characteristic patterns of behavior that are unique to the individual (Callahan, 1966). Personality influences the behaviour of the teacher in various ways, such as interface with students, methods selected and learning experiences chosen. A resilient personality was defined at that time as a slight combination of certain biological components and the way these people learn from their experiences in society. However, the focus has changed a bit since then.

Personality Development:

The personality is very crucial for the daily life of teachers. It affects their career. The most important aspect is the effect on students. Concerning the teacher's personality, it is important in controlling the lessons and learning process. The interaction between teachers and students should be considered because personality plays an important role on it. (Lew, 1977)^[6]. Generally, personality means a coherent picture of a person/human nature pertaining to similarities and differences in other person. Therefore, personality is defined as a dynamic and organized set of characteristics possessed by a person influencing cognitions, motivations and behaviours in various situations. Personality is usually arrived by the amount of measurable traits/characteristics a person exhibits during exposure to events. When personality is implied to teaching profession/teacher, it is the use as teaching personality or teacher personality.^[5]

RESILIENCE:

Etymologically, the word Resilience comes from the Latin 'salire' (to spring, spring up) and 'resilire' (spring back) which refers to the power to recover or spring back from adverse conditions (Davidson et al., 2005). Resilience is also seen as the basic human adaptation system that influences the individual's attitudes towards developments, orders or changes in their life (Masten, 2001).^[2]The rise of positive psychology has seen a new focus on positive constructs such as resilience. Resilience, as a concept, appears to cross national and cultural boundaries (Hunter 2001). Culturally, the concept appears to be understood as the capacity to resist or "bounce back" from adversities.^[5]

What personality traits are closely aligned to resilience?

A recent research of meta-analysis revealed a negative correlation

between resilience and neuroticism. This is hardly surprising given individuals with high Emotionality tends to experience a lot of stress, worry more, and are more easily upset and anxious.^[3]

This research also indicated that those with high 'Control' (higher levels of self-control and motivation towards accomplishments), high 'Energy' (higher levels of engagement with social activity) and low 'Emotionality' (greater emotional stability), also show greater resilience.

Several other studies have explored the relationship between resilience and personality amongst people in high pressure job roles. One study of paramedics showed that those with higher levels of resilience scored lower on neuroticism/'Emotionality'.

A similar study with doctors found that resilience was associated with a personality trait pattern that is mature, responsible, optimistic, persevering and co-operative.

Another study examined the relationship between resilience, personality and burnout in police personnel. Those who scored higher on extraversion and agreeableness were less likely to burnout.

High Energy individuals often build better social networks, which can be important in providing support through stressful periods. Likewise, people with high Will are more optimistic and cooperative and may therefore be better able to cope with stressful situations.

Here the personality traits that align with resilience, and how we can help less resilient individuals develop better coping strategies.^[3]

Four components of a personality help a more Resilient:

Having a resilient personality is more than being strong. Peter Clough, professor of applied psychology at Manchester Metropolitan University, is a leader in the study of the resilient personality and mental tenacity. In books like "Developing Mental Toughness", he offers tools and psychometric tests to evaluate the four dimensions composing this capacity. In addition, one aspect that we must be very clear on is that nobody is born with a resilient personality.

1. Confidence, the ability to believe in oneself

Our self-image is what determines our behaviors, after all. Therefore, if one views oneself as small, fragile, wounded and caught up in a tangle of indecision, they will seldom attain anything good or fulfilling. They will also not face challenges, struggles, and difficulties well.

2. Self-control, somewhere between peace and positivity

The resilient personality is not characterized at all by a high capacity for self-control. They actually have it at an intermediate level, where they're fully aware they can't control everything. They realize it's out of their hands. A resilient person knows that part of life is governed by uncertainty. However, in the face of uncertainty, a refusal to surrender prevails. They connect with their own emotions in order to face what may come with courage.

3. Face challenges without fear

Absorbing them as best we can means an incentive for our personal growth. However, we all know that challenges often come with the unwelcome trio of fear, stress, and anxiety. A resilient personality is characterized most of all by cognitive flexibility and an ability to tolerate ambiguity well. Their inner vision, calm and mature, allows them to see every challenge not as a threat, but as a time to gather internal resources in order to put into place a positive and effective resistance.

4. Commitment to myself and those around me

Commitment in the resilient personality goes beyond oneself or one's own benefit. A defining feature is their authentic social commitment, their sense of community and cooperation. This deep desire for altruism and social support often makes them an inspiration to others.

So, these types of personality type bring together approaches, traits and internal processes where resilience abounds. We have to build these aspects in ourselves.^[4]

Teachers Personality traits that will help become resilient: They draw on their strengths

Every teacher has stress in class and when you struggled. How did you crawl out the other side? How did you make things right again? Always remember the lessons you have learned from past woes, so you're able to handle things better next time.

Self-Esteem

It expresses an attitude of approval or disapproval, and indicates the extent to which individuals believe themselves to be capable, significant, successful and worthy. A teacher with high self-esteem will be able to control and manage the class well. While for the students, it makes the students have high self-worth, self-regard and self-respect in facing their study.

Risk Taking

Risk taking is an important characteristic of successful learning of a second language. The learners have to be able to gamble a bit, to be willing to try out hunches about the language and take the risk of being wrong. This kind of affective factor can be applied in teaching process as well. In teaching process risk taking is needed for the teacher to improve the teaching method.

Extroversion and Introversion

Extroversion and its counterpart, introversion, are the common type of personality that we have already known. The common understanding on these two types of personality mentioned that extroversion refers to the active student, while the introversion refers to the passive student. As a teacher, usually prefer to have an extrovert student rather than introvert students. Each type or characteristics has its own goodness. The extrovert student will have easier getting associate with others, while the introvert student will have better understanding on something.

Emotional Stability

A well balanced, non-anxious teacher can generate a vigorous emotional atmosphere of learning and would be at ease with his/her pupils. The process of learning in the classroom is accompanied and accelerated by positive affect and relaxed atmosphere. Fear of teachers can inhibit learning. Pupils rated those teachers as most effective who were mentally healthy, stable, warm, and nurturing; and pupils scored maximum marks in subjects taught by the teachers they liked the most.^[6]

They have a positive mindset

Albert Einstein said: "In the middle of difficulty lies opportunity."

It's this positive mindset that resilient people adopt. They know that challenges can open doors. That they teach us important life lessons and make us stronger.

A resilient teacher has a positive outlook, a friendly, calm disposition, is self-confident and reliable. A resilient teacher doesn't take things personally and remains objective in difficult situations.^[2]

CONCLUSION:

The key personality traits which were conducive to enhance or impair resilience can be developed and in turn nurture a more resilient personality better equipped to adapt to the tackle and handle in educational situations. Further research is underway which explores resilience and personality across other professional groups. Teachers now need to be more resilient than ever before. Developing and sustaining resilience is essential for an experienced and competent teacher in order to continue to teach effectively. It includes developing skills and competencies for teaching and learning.

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