

# Does Personality Development Provide a New Sense of Confidence?

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## ABSTRACT

How important is water in our daily routine? How essential is salt in our food? It's as essential as a pleasing personality in today's day and age. With competitiveness in the work culture of today, with the new age race and eagerness to excel, a developed personality is a boon. It is a natural instinct of people to take to, or in similar words, adhere and get influenced by the words of a person who has a commanding presence, such a command and charm in presence is only brought about by a personality that is developed; to achieve that phenomena, there are several methods that are possible, and all of these methods fall in the shade of the figurehead- Personality Development.

The person with a charming personality goes a long way. Charm, sociable and affable attributes, warmth and the right amount of attitude as well as behavior makes a person's personality stand out and define who he or she is as an individual. The special emphasis laid today on a good personality, thereby giving rise to the exceeding popular concept of personality development; wherein study courses today offered are encompassing of personality development; as individual, independent.

**Key Words:** Personality – Personality Development- Confidence- Self Motivation

## PERSONALITY – INTRODUCTION

Almost everyday we describe and assess the personalities of the people around us. Whether we realize it or not, these daily musings on how and why people behave as they do are similar to what personality psychologists do. While our informal assessments of personality tend to focus more on individuals, personality psychologists instead use conceptions of personality that can apply to everyone. Personality research has led to the development of a number of theories that help explain how and why certain personality traits develop.

### Components

While there are many different theories of personality, the first step is to understand exactly what is meant by the term personality. A brief definition would be that personality is made up of the characteristic patterns of thoughts, feelings and behaviors that make a person unique. In addition to this, personality arises from within the individual and remains fairly consistent throughout life. Some of the fundamental characteristics of personality include:

- Consistency - There is generally a recognizable order and regularity to behaviors. Essentially, people act in the same ways or similar ways in a variety of situations.
- Psychological and physiological - Personality is a psychological construct, but research suggests that it is also influenced by biological processes and needs.
- Impact behaviors and actions - Personality does not just influence how we move and respond in our environment; it also causes us to act in certain ways.
- Multiple expressions - Personality is displayed in more than just behavior. It can also be seen in our thoughts, feelings, close relationships and other social interactions.

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## Theories of Personality

There are a number of different theories about how personality develops. Different schools of thought in psychology influence many of these theories. Some of these major perspectives on personality include:

- Type theories are the early perspectives on personality. These theories suggested that there are a limited number of "personality types" which are related to biological influences.
- Trait theories viewed personality as the result of internal characteristics that are genetically based.
- Psychodynamic theories of personality are heavily influenced by the work of Sigmund Freud, and emphasize the influence of the unconscious on personality. Psychodynamic.

## Objectives Of Study

- To study the effect of personality development on individual's performance
- To study the effect of motivation as a focus area
- To study the effect of personality development on others

## Hypothesis

- ✓ Individual's performance is increased with development of personality of individual.
- ✓ Motivation plays a major role in development of individual's personality.

## RESEARCH METHODOLOGY

**Research Design:** - Empirical Research

**Data Collection:** - Primary data collection by questionnaire and Secondary Data Collection by books

**Sample Size:** - 50

**Hypotheses Testing** – Chi-Square test

## Definitions Of Development

Act of improving by expanding or enlarging or refining; "he congratulated them on their development of a plan to meet the emergency"; "they funded research and development" A process in which something passes by degrees to a different stage (especially a more advanced or mature stage); "the development of his ideas took many years"; "the evolution of Greek civilization"; "the slow development of her skill as a writer" growth: (biology) the process of an individual organism growing organically; a purely biological unfolding of events involved in an organism changing gradually from a simple to a more complex level; "he proposed an indicator of osseous development in children"

- A recent event that has some relevance for the present situation; "recent developments in Iraq"; "what a revolting development!"
- exploitation: the act of making some area of land or water more profitable or productive or useful; "the development of Alaskan resources"; "the exploitation of copper deposits"
- a district that has been developed to serve some purpose; "such land is practical for small park developments"

- a state in which things are improving; the result of developing (as in the early part of a game of chess); "after he saw the latest development he changed his mind and became a supporter"; "in chess you should take care of your development before moving your queen"
- processing a photosensitive material in order to make an image visible; "the development and printing of his pictures took only two hours"
- (Music) the section of a composition or movement (especially in sonata form) where the major musical themes are developed and elaborated.

## Personality Development

If one looks up the definition of Personality development, you will find different explanations but the one that sums it up to an easy and effective understanding, is the following definition of Personality development which goes like this- 'an improvement in all spheres of an individual's life, be it with friends, in the office or in any other environment.'

This above listed definition is a clear and simple way for any one to follow the meaning of personality development, in fact the definition has an underlying message about the importance of personality development for an individual as well. You wonder why and you wonder how? Well, by having the words 'improvement in all spheres of an individual's life', it lays importance to the fruitful aspects of having a personality-development process, this can be done via various means, be it a module to learn from, classes and seminars that one can attend, tips to follow and also, an on-going updation for personality development becomes necessary often enough, in the ever-changing world of today. In any environment, one stands out if his or her personality is one that is bright and communicative. People skills are an integral part of any personality development programme. A pleasing personality is one, that has a balance in behavior and is moderate in his or her reactions in public, while simultaneously maintain a friendly, approachable, yet sensible approach towards people. The developing personality is one, that has attributes that are enviable; the ability to perform well in public and be able to hold your own and make an impression on people with your skills socially and as a good personality, is something that cannot be matched up to by any other skill.

I say, developing personality, because personality development is easily possible with the right means and methods, but a personality is always learning and developing with experience and teachings. This is why the mention was made about updation on development of personality, because with constant updates, one keeps up with the trends that are changing like whirlwinds every now and then.

Yet, in a simple way of speech, personality development in general, as in, for a general outlook or a basis to perform with decent social skills, there is the scope for a concise and efficient personality development programme. This programme or module will allow for the personality to undergo development.

## Criteria Of "Personality Development"

Titanic got sunk, though it was prepared by professionals. This shows that one wrong move can spoil your personality entirely, however good it may be. Ignoring any of the criteria like behavior pattern, attitude towards life, etc related to personality development can be quite risky. It is essential to understand the importance of grooming yourself in order to create win-win situation in life. Personality development is just not physical development, but it includes more of brain development or mental development. Focusing on below mentioned factor can assist in enhancing personality to maximum extent: Try to be always polite and bring smile to your face. It is essential to always react as per the situation demands.

Being polite can highly work in your favor. Showing harshness might create bad impact, then whether you are at work place or at home or at any social event. Try to always be polite as it is the best way to win someone's heart. Smiling face can put forward some respectful attitude. To tackle any kind of situation you need to react in a calm and decent manner.

Now to smile always does not mean that even in serious or critical situation you should keep smiling. “Keep smiling”! Have positive attitude towards life Being positive in life can always work in your favor. Just let the negativities pass away in order to reach to the heights of success. Positive or negative vibes around you might affect your work and so to make environment positive you need to look at life in a positive manner. This is important part of personality development as your positive attitude towards life might inspire other person to have same kind of attitude. “Try it today”! Enjoy the work you do Are you enjoying your work? This is the crucial part of personality development. If you are not having fun while carrying out office or household work then it would not make you feel happy. Ultimately if you are not happy, it won’t assist in personality development.

Key point is that enjoy the work you do in order to bring positive energy in life. “Do the work that you enjoy”. Learn some good etiquette Good etiquettes are all about being well mannered person in life. Good etiquettes involve proper shake hand, table manners, polite language, body language, etc and this creates great impact on your personality development. Present yourself in a well decent manner so that people around you do not take you for granted. “Follow mannerism”! Good command over language The way you speak and what you speak are two different aspect which assists in analyzing your personality. You need to have good command over English language in order to successfully carry out various objectives like cracking deals, influencing people, etc. “Talk sensibly, talk conspicuously”! Don’t be monotonous “Happy go lucky”, type of personality can always be advantageous. Being monotonous in life can create bad impact at the work place. Your dynamic appearance includes everything from proper dressing sense to behavior pattern. Don’t be a bore; be happening in life so that you can bring in charm near to your surroundings. “Say no to boredom”.

Personality Development quintessentially means enhancing and grooming one’s outer and inner self to bring about a positive change to your life. Each individual has a distinct persona that can be developed, polished and refined. This process includes boosting one’s confidence, improving communication and language speaking abilities, widening ones scope of knowledge, developing certain hobbies or skills, learning fine etiquettes and manners, adding style and grace to the way one looks, talks and walks and overall imbibing oneself with positivity, liveliness and peace.

The whole process of this development takes place over a period of time. Even though there are many crash courses in personality development that are made available to people of all age groups, implementing this to your routine and bringing about a positive change in oneself takes a considerable amount of time. It is not necessary to join a personality development course; one can take a few tips and develop his or her own aura or charm.

- You may have heard this a million times “Think Positive”. It works.
- Smile. And smile some more. It adds to your face value and to your personality as well.
- Read a few articles in the newspaper loudly. This will help in communicating fluently.
- Follow table manners and dining etiquettes
- Take good care of your health, dress well, be neat and organized
- Prepare a chart that mentions your strengths and weaknesses. Now concentrate on the latter and find ways to improve upon the same. Do not forget to strengthen your strengths.
- Spend some time alone concentrating on you and yourself alone.
- Practice meditation and yoga. It will help you develop inner peace and harmony that will reflect outside.
- Do not live a monotonous life. Be creative and do something new all the time. Nothing bigger than the joy of creative satisfaction.

Personality development is gaining more and more importance because it enables people to create a good impression about themselves on others; it helps them to build and develop relationships, helps in your career growth and also helps to improve your financial needs.

After all, personality development is nothing but a tool that helps you realize your capabilities and your strengths making you a stronger, a happier and a cheerful person.

### **Steps That Lead To Good Personality Development**

In order to give yourself a good personality, you will have to go through steps to ensure your personality development is done correctly. There are a few basic things to consider in this regard.

Firstly, it is wise to always be responsible for the decisions you make. Don't blame others if something is your fault. You should also be considerate of others. Personality development is as much about others as it is about you.

Always remain positive in the face of adversity. There is no need to feel down about your lot in life. If something is bothering you, don't let it get the best of you – remain positive at all times. Always think before you speak. If you put your foot in your mouth then you are likely to offend others – which will in turn lead to negativity. You should always listen to others as well. As previously stated, personality development has an effect on those around us. Maybe you can help others with their own personality development. In doing so can teach you more about the human condition as a whole. Always be honest – this comes down to being honest to yourself and to others. Your subconscious can throw out cues to people you are lying too. Don't be a rumor monger. If you come across some juicy gossip, keep it to yourself. It makes you look petty and foolish if all you ever talk about is the problems or foibles of others. Keep your head in your own business and don't concern yourself with the business of others. You might find it will come back and bite you in the long term. Also, don't hold grudges. Life is too short to be walking around angry at others all the time. If someone bothers you then just stay away from them.

### **Emotion Intelligence As It Relates To Personality Development**

Your personality has a profound effect on your day to day life. Personality development can make your life easier – especially if some consideration is given to emotional intelligence. Emotion intelligence governs how we read people, how they read us and our reaction to specific events that occur.

Your emotional intelligence can be enhanced. Personality development is one such way that this can be accomplished. Coming to terms with how your personality takes control of your life via subconscious cues is one way that you can start to learn to have some control over it. Emotional intelligence may be affected by a traumatic experience or improper emotional conditioning during childhood.

Exploring the issue may help overcome any hindrance that a person have in regards to a specific circumstance or event. For example, if someone who has just lost a loved one talks to you about it and you start telling jokes at their expense – this can be indicative of a low emotional intelligence on your behalf. You have obviously misread the severity of the situation and you have also not adequately judged what their likely reaction will be. Personality development can help you discover why you have reacted this way and introduce steps to overcome this. While it may be debatable how closely linked personality and emotional intelligence are – it can't be denied that personality has some effect on how our emotions take hold of our being. It will be harder for someone who is fairly resilient to stress and depression to be mired down with their own problems. Having the will to power through rough times and not becoming depressed about insignificant issues shows a tremendous strength in regards to personality and emotions. Personality development can still help such people reach their full potential. For those of us who are easily upset then it is probably going to have a dramatic change in our emotional intelligence.



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## Influences On Personality Development

Our personalities are developed over the course of our lives and shaped by events that influence our behavior and attitudes. Personality development starts from the moment we are born and our resultant personality is shaped by what happens to us. Even if we don't register the event on a conscious level, our subconscious is making little footnotes about how the event has had an effect on us.

While what effect any certain event has on us is a contentious issue in regards to psychoanalytic theory – the basic crux of the idea remains the same. Which is, we are a by product of our own experiences. A perfect example is how we react to people in general after becoming the victim of any form of abuse. If the abuse was done as a random act while you are walking down the street – those with a poor mental constitution may find themselves unable to walk down the street in comfort. It may take years of therapy and medication to overcome this fear of public places and it can be directly attributed to events that have happened to the victim in the past. Personality development can take a seemingly random event and magnify in the mind's eye to exuberant proportions. Personality development is the bane of the human mind set.

Whilst there are positives from the resultant effect generated by the good done to us – it is easier for the bad to be forthright in exposing us to undue effects as they occur on the mental stage in our minds. Events that shake us can have a profound physical effect as well. Anxiety that is caused due to our psychological makeup can manifest itself in physical symptoms such as stress headaches, profuse sweating, shakes and an upset stomach. Children who are put through undue stress will find it harder to develop into (mentally) healthy adults.

## Personality Development- The Benefits At A Glance

Personality development has many benefits that are the outcome of a strong personality development procedure. In fact, it is true that there are only benefits and no disadvantages to having personality development.

The benefits can be states in categories, or if not categorically, then it can be stated in a concise manner to get a gist of the numerous advantages one gets out of a good personality development workshop, seminar, website or material of any kind. Benefits are plenty with development of personality.

It brings with it, a lot of new, fresh approaches; it brings with it, a lot of scope for varied interests-which in turn leads to healthy brain-storming and discussions at work places, rather than politics that are un-pleasant and battles over difference of opinions.

Good and effective Personality development, as mentioned in the former, transforms differences into discussions, quarrels into debates and fights into harmony. The below list will exhibit the benefits of personality development, at a glance, for simple and quick reading and comprehension.

- One of the key benefits of Personality development is the over-all shine that is brought about in a person's personality after undergoing personality development. The over-all demeanor of a person is more vibrant, it develops elements of many traits, that form a charming whole and there is a sharpening of personality for the better.
- Another key benefit is the confidence and morale that automatically gets a boost and a push with good personality development.
- To state another advantage of personality development, – The opportunity to be able to form a healthy rapport with anybody of any age bracket.
- There are several other advantageous aspects to having a personality development experience, like the ability to hold your own, the ability to curb temperamentalism and be an out-going and well-spoken or rather, well communicative individual.

- There are several times, we hear of how important effective communication is, how it is important to have clarity in communication and so on, all this and more is achieved by a regular personality development.
- Overall, the person gets a wonderful edge and a razor-sharp yet approachable as well as a warm outlook to life and people.

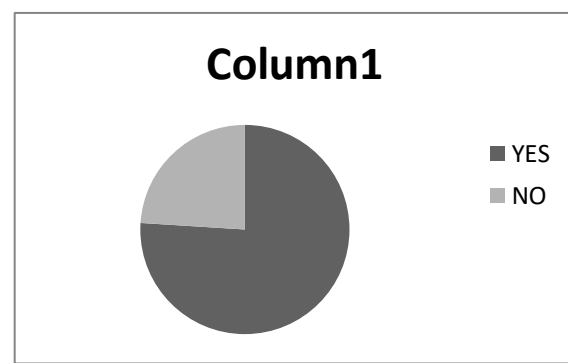
Personality development is gaining so much importance, that today, offices stress on motivation and personality development almost as much as the work structural requirements of the office. Personality development is important in any environment. At office: Personality development is essential, because with the right personality and social skills, one can interact effortlessly and well with colleagues and team-participation becomes simpler, as everyone dwells into matters with positive approaches, due to the personality development. At educational institutions: Students and teachers have good rapport, students have the capacity to make more friends and be more affable. The students interact and present themselves well. Teachers have different and multi-talented capacities that get enhanced by personality development. At home: The home environment is pleasant when a person has a vibration of positivity and when your personality is interesting and fun. Every environment gets benefitted by a good and developed personality.

This is the case with every individual, barring none. The aspects of personality being developed does not even necessarily have to do with words and communications verbally, it is the essence of a personality that stands out, as being one that is developed, because of the exuberance, that is denoted by that personality, with or without saying anything.

## Survey Analysis

### Q.1) Is Personality Development Beneficial For All Individuals?

Gender↓	Yes	No	Total
Male	18	7	25
Female	20	5	25
Total	38	12	50



## Chi- Square Test

Observed Frequency (O)	Expected Frequency (E)	Chi Square Test ( O-E) <sup>2</sup> / E
18	19	0.0526
7	6	0.1666
20	19	0.0526

5	6	0.1666
TOTAL		0.4384

$$X^2_{\text{calculated}} = 0.4384$$

$$X^2_{\text{Table}} \text{ at 3degree of freedom and } 0.05\% = 7.815^*$$

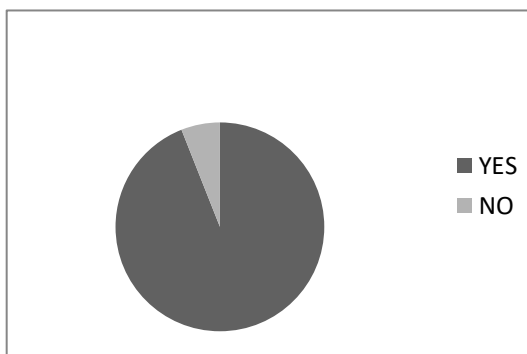
$$X^2_{\text{calculated}} < X^2_{\text{Table}}, \text{ Accept the hypothesis}$$

Personality development is such an imperative need of the hour. Today, there is as much focus on the personality of a person, just as his or her ability to perform in practical work; because with a balancing act of a pleasing personality and a simultaneous, good performance at work, therein lies the perfect candidate. The individual who has mastered the art of social tact, the person who has learned and developed the social set of skills necessary today, has a lot of benefits that go along therewith.

(\*Critical Values of  $X^2$ )

## Q.2) Is There Need To Concentrate On Personality Development To Motivate The Employees In A Work Place?

Respondent	Yes	No	Total
Male	22	3	25
Female	25	0	25
Total	47	3	50



## Chi-Square Test

Observed Frequency (O)	Expected Frequency (E)	Chi Square Test ( $(O-E)^2 / E$ )
22	23.5	0.0957
3	1.5	1.5
25	23.5	0.0957
0	1.5	1.5
TOTAL		3.1914



$$X^2_{\text{calculated}} = 3.1914$$

$$X^2_{\text{Table}} \text{ at 3degree of freedom and 0.05\%} = 7.815^*$$

$$X^2_{\text{calculated}} < X^2_{\text{Table}}, \text{Accept the hypothesis}$$

Is there a need to mention the obvious? Is there a need to mention that walls of house need to be made of cement and brick, as opposed to paper-machine. Of course not. It is obvious, the answer lies in the untold obvious and apparent question itself like the question of whether there is need to concentrate on personality development for increasing or encouraging morale of employees at work-places? The answer is obvious, the answer is yes.

With the fierceness in competition in the arena of business and profession, there is a complete necessity to concentrate on the personality development of employees. Employees do go through periods of sluggishness and fatigue, and they also are a part of office politics and there is a big need for employee motivation at all times, on every level of administration in every office, with no exception to the rule. That is why; offices and enterprises spend lakhs and millions on the motivation of employees. With good motivation, comes good performance, bringing about successful outcomes.

(\*Critical Values of  $X^2$ )

Earlier, when there was not enough done about personality development, offices used to arrange get-ways or picnics for their employees. This helps, yes, but for a momentary, temporary way. The freshness of the holiday or picnic wears off, the bickering or the politics start again. But with proper personality development modules and training, a personality gets a different approach, a positive ring to it, a multi-faceted dimension to it and so much more that the effect is enormous and long lasting even after the novelty is worn off.

So yes, offices definitely feel the requirement to concentrate on development of personality of employees, to gather the motivation and good-will of the enterprise and give it a sharp, brushed-up and shining image! This, in turn, will also help employees to perform better and ingenuity in behavior and work is visible. And in this case, the proof actually does lie in the pudding! Employees are able to multi-task and are better performers in various roles, making them all-rounded and giving them an edge to perform and better themselves in their areas of improvement, if any and also makes them good, solid, responsible persons at home and at any given environment.

### Q.3) Is Motivation A Focus Area In Personality Development?

Let's try to set examples for motivation as a focus area or focus arena in Personality development.

In a work place, if an employee attends an in-house or in other words, pertaining to this case, in-office, personality development seminar, he/she is definitely got a boost in confidence and morale. This is a given. But if there is no focus laid on motivation in that seminar, then the confidence and morale may be given a boost, but it is an incomplete one, one without a punch to it.

For example setting, if that employee is given lessons on personality development but is not given even a single applaud or motivational statement told to him about himself/herself, what does the employee leave feeling:

- A feeling of incomplete learning
- A feeling of un-personalized training imparted in the personality development seminar.
- A feeling of confidence but no morale motivation towards doing better work at the work place or office.
- Not feeling encouraged to take on more or different kind of work in the office along with the present designated profile of work.

e) All the above.

The answer would be, in most certainty, e) All the above. If there is no stress laid on motivation in nay personality development, it is like getting half a hair cut, in complete and strange! The outcome is a powerful one when there is concentration on the internal aspects of a person like confidence or approach which can be molded to help aid motivation in an attempt to develop personality. As a student, as a professional, as any capacitated person, it is highly important to understand that motivation is a very essential part of a human-being, because motivation drives one to achieve brilliance and it helps in day-to-day activities as well. Motivation helps achieved more benefits and therefore the word motivation is practically an embedded part of any programme to do with personality development.

The focus definitely needs to lie on some semblance of motivation in nearly every topic related to people and people skills. Motivation also acts as a driving force and a driving mechanism of positivity. The vehicle being personality development, it is a carrier of many qualities and enhancements like Motivation, High Morale and so on and so forth.

#### **Q. 4) How Does Personality Development Affect Those Around You**

Personality development has no cons-only pros! This is not a clichéd line, it's a non-clichéd reality. While there are close-knit offices who may decide they know the how's and why's of employee motivation, today, nearly every firm believes strongly that achievement of any morale related aspects can be effectively achieved by proper personality development. Personality development has the magic of transforming even a difficult, resistant personality to a pleasing one. Personality development can bring about a morale and self-improvement, which both directly and indirectly, affect positively, those around you.

The affecting of people around happens with a chain reaction syndrome. You affect positively the person you talk to and that person carries that good energy around and many people get the brilliance of your personality that underwent development, in order for it to have created this ripple effect pr ripple syndrome, as one may like to call it!

People form opinion and tend to get judgemental in their outlooks as they grow up and become adults, personality development teaches one to be encompassing. To not be judgemental and to have an open-minded, wide-spectrumed outlook to life, and this in turn, helps result in a better and more strong sociable skill. This personality, for sure, will be recognized easily in a crowd, for it will be the one that is lenient, tolerant, patient, kind and energetic in ways that can be only feasible after proper personality development. This goes to show and prove that personality development affects people around you, but only in a positive way. There is no scope for good personality development to have a negative impact on anyone, as the personality that is developed is got an approach that is positive and this creates an energy that could be neutral at times, if the extreme case may be, but nada to negative energy!

#### **Personality Analysis**

Personality development calls for better performance as an individual as well as sharpened, tailor made images, just as a haute couture suit would fall well with your body type, since it's made for your specific needs, similarly personality development does individualistic dimensions to your personality and the development helps and affects those around you in a sensible, brilliant way. This goes to show that everyone can benefit by a personality face-lift. Go to a cosmetic clinic for a face-lift and go to personality development seminars to face-life your personality.

Personality analyzed is half the battle won: By understanding the types of personalities one can analyze their own personalities better by knowing which category their personality falls under: by understanding their personality type.

There are broad categories which further can be distinguished into sixteen types of personality, which are the combinations and permutations of the below listed categories or umbrellas of personality types.

A person is either primarily Extraverted or Introverted

A person is either primarily Sensing or intuitive

A person is either primarily Thinking or Feeling

A person is either primarily Judging or Perceiving

Examples of the above stated categories or generalizations are:

- When one talks to someone and makes a conversation and effort, she or he is being extraverted; when someone is reading or keeping to themselves, he or she is being introverted.
- When someone is noticing a new dress on the window display, that person is sensing; when someone is thinking of a new idea or approach, they are intuiting.
- When someone does not buy a black and green coloured top, because she already has one of that colour combination, she is thinking; when that same girl goes out and feels the urge to buy something just because she likes it, she is feeling.
- When someone makes a plan for next week, they are being in the judging category of personality type; when that same someone is doing something on the spur of the moment, he or she is using perceiving at that point.

These are generalized personality examples and categorically listed personality types. There is many a personality type in details that can be discussed, which are formations, made out of these broader categories, listed above. It is interesting and a good insight by identifying your personality type, if you have not yet done so. Jump start your day and week, by knowing which category of personality you fall within and it can be really revealing of facts about you and you might find yourself loving it!

### **Role Of Workshops And Seminars In Personality Development**

Personality development has in it, the creative capacity to have many more than one impact on all of your personality traits. And each of those impacts, is both, positive and vibrant. There are many personality development seminars and workshops that are conducted to induce a shine to your existing personality by providing to it, a volley of enhancers!

Workshops and seminars help in inducing the right amount of personality enhancers to make the personality one that shines and stands out. Workshops can be of different durations over a few days, even. And seminars, on the other hand, are quick-at one time-a concise précis of the personality development module that gets imparted in the form of teaching during the seminar conducted.

The essential aspect is to be certain that the person you refer to or visit for either a workshop or a seminar is one that is profound in his or her knowledge on personality and personality development as well.

Personality development has gained such a lot of precedence today, which no company can afford to not have personality development as a part of its work culture. Every company wants motivated employees to work at their best, every firm wants a harmonious work environment and every home wants a non-aggressive and a harmony in its vicinity and surrounding; all this is possible with a pleasing personality and this is through proper development. Seminars are good to attend, every now and then, on personality development, as these seminars will help keep you updated and help in achieving a thoroughness in this arena. An ongoing updating, on your personality, can happen, via online website such as these, the key to maintain is that one knows the authenticity and the reliability of the literature stated.

Seminars are conducted on personality development all across the globe, in various cities of every nation. To attend a seminar, find a good one that is coming up at a nearby location to you, it is a safe assumption, that

nearly every city in the world, will indulge in variable, but genuine personality development, so to locate a good seminar or workshop is not a task, it is a smooth and easy exercise, and the benefits of undergoing any personality development, is useful to anyone, in any field of work or otherwise and is something that people derive- wonderful, heavy-weighted and multiple benefits from.

### **Steps For Good Personality Development**

In order to give yourself a good personality, you will have to go through steps to ensure your personality development is done correctly. There are a few basic things to consider in this regard. Firstly, it is wise to always be responsible for the decisions you make. Don't blame others if something is your fault. You should also be considerate of others. Personality development is as much about others as it is about you. Always remain positive in the face of adversity. There is no need to feel down about your lot in life. If something is bothering you, don't let it get the best of you – remain positive at all times. Always think before you speak. If you put your foot in your mouth then you are likely to offend others – which will in turn lead to negativity. You should always listen to others as well. As previously stated, personality development has an effect on those around us. Maybe you can help others with their own personality development. In doing so can teach you more about the human condition as a whole. Always be honest – this comes down to being honest to yourself and to others. Your subconscious can throw out cues to people you are lying too.

Don't be a rumor monger. If you come across some juicy gossip, keep it to yourself. It makes you look petty and foolish if all you ever talk about is the problems or foibles of others. Keep your head in your own business and don't concern yourself with the business of others. You might find it will come back and bite you in the long term. Also, don't hold grudges. Life is too short to be walking around angry at others all the time. If someone bothers you then just stay away from them.

### **CONCLUSION**

Both hypotheses that Individual's performance is increased with development of personality of individual and Motivation plays a major role in development of individual's personality are accepted on testing the hypothesis by Chi-Square Test.

So it may conclude that all of us are social beings and interact with others in the process of satisfying our human needs and achieving our goals. In management, irrespective of your level, you have to interact with others – peers, superiors and subordinates and most importantly, in some organizations, with general public. You may have to communicate with people of different sexes, ages, education, skills, personalities and temperaments.

Ability to understand the nature and dynamics of interactions with others will help an individual to become more effective communicator – which means more positive respect for self better performance and achievement of organizational goals, more satisfied and committed employees, effective relationships with superiors and peers, more satisfied consumers or clients.

The importance of a well developed personality cannot be stressed on enough. It is gaining supreme importance and is one of the most important aspects of an individual's persona and individuality, to gain additions and enhancements to their personality, for it to be noticed and for it to make impressions that last! Make a splash, like taking paint and air-brushing the flaws of personality with development

Personality Development is the bunch of Leadership style, Inter-personal Relations, one's communication in organization, creating group dynamics and team building, conflict management, time management and Motivating Style. If a person has all these qualities in himself/herself then ones personality can be developed.

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Dr. Pills Websites

Personality development online websites