



CMR INSTITUTE OF TECHNOLOGY		USN									
Internal Assessment Test – II - SOLUTIONS											
Sub:	PERSONAL GROWTH AND INTERPERSONAL EFFECTIVENESS						Code:	20MBAHR402			
Date:	11/07/2022	Duration:	90 mins	Max Marks:	50	Sem:	IV	Branch:	MBA		
SET - 2								Marks	OBE		
									CO	RBT	
Part A -Answer Any Two Full Questions (20*02=40 Marks)											
1(a)	Define Creativity. Creativity is the ability to make or otherwise bring into existence something new , whether a new solution to a problem, a new method or device, or a new artistic object or form.						[03]	CO1	L1		
(b)	<p>Explain Carl Jung’s theory of Personality types.</p> <p>Solution:</p> <p>Jung first introduced his personality theory in his book ‘Psychological Types’. He used four psychological functions: thinking and feeling (rational functions) and sensation and intuition (irrational functions).</p> <p>In addition, he distinguishes between two fundamental life attitudes: introversion and extraversion. According to Carl Jung, every person has a dominant life attitude and a primary function. This classifies him or her as a certain personality type.</p> <p>By combining the different life attitudes and functions, you end up with the 8 Jung Personality Types:</p> <ol style="list-style-type: none"> 1. The extraverted thinking type 2. The introverted thinking type 3. The extraverted feeling type 4. The introverted feeling type 5. The extraverted sensation type 6. The introverted sensation type 7. The extraverted intuitive type 8. The introverted intuitive type <p>Definitions of the Jung Personality Types</p> <p>To understand the personality theory, it’s important to define the aforementioned concepts the way Carl Jung intended them.</p> <p>Introverted versus extraverted</p> <p>Someone who is introverted, focuses on their own mental world. Extraverted people focus more on the world outside themselves.</p> <p>The thinking type versus the feeling type</p>						[07]	CO2	L2		

	<p>The thinking type acts based on reason. Feeling types act on what's in their heart.</p> <p>The sensation type versus the intuitive type</p> <p>The sensation type is led by external sensory stimuli, while the intuitive type is led by undefinable internal feelings.</p> <p>Dominant life attitude supported by a primary function</p> <p>As described above, different life attitudes and functions can be regarded as opposites. According to Jung, one life attitude is always dominant. In addition, there's also a primary function, secondary functions and lower, lesser developed functions.</p> <p>Take the introverted thinking type, for instance. The introverted thinking type's dominant life attitude is introversion, their primary function is thinking. Sensation and intuition are the secondary functions, and feeling is the lower, lesser developed function.</p>			
(c)	<p>Demonstrate Attitudes, Beliefs, Values and their impact on Behavior?</p> <p>Solution:</p> <p>In our various roles, our beliefs, values and attitudes are constantly interacting with those of our peers, friends, family or teachers. We seem to instinctively 'like' the individuals who share our core values and beliefs. Harmonising our value systems is what makes a relationship successful, be it personal, educational or professional.</p> 	[10]	CO1	L3

	<p>Proponents of adult learning state that in order to achieve competence and excellence, one needs to be able to teach and assess not only knowledge and skills, but attitudes, as well. To achieve excellence, we must be able to identify the core values and belief systems that underpin attitudes².</p> <p>Performance improvement can only come from learning the appropriate knowledge and skills. Possessing the right value and belief systems may influence our motivation, intention and engagement with a specific task.</p> <p>We may come across individuals who seemingly possess the knowledge and skills to do a task, but only with a positive attitude towards the task will there be motivation, engagement and intention to complete the task.</p> <p>The 'iceberg' diagram below shows the relationship between our hidden values and belief systems and our outward behaviours. However, there are two factors displayed that directly influence behaviours—one is the attitude that underpins the behaviour, and the other is the capability to express the expected behaviour.</p>			
2(a)	<p>What are Values of Life?</p> <p>Solution: Honesty, integrity, love, and happiness are some of the end values or destination values that human beings seek to attain, practise and live with. On the other hand, values such as health, money, fame, status, intelligence, and so on are the means values or path values which help achieve the end values</p>	[03]	CO1	L1
(b)	<p>Explain introversion/extraversion.</p> <p>Solution:</p> <p>An <u>introvert</u> can be defined as being someone who gets their energy from being in their own company, having time to ‘recharge’ on their own. Someone who is introverted may appear to be withdrawn and shy, although this may not always be the case (Carrigan, 1960).</p> <p>Introverts may also prefer taking part in less stimulating activities and get pleasure from reading, writing, or meditating.</p> <p>Introverts may typically prefer to concentrate on a single activity, analyze situations carefully and take time to think more before they speak.</p> <p><i>Signs You Might Be an Introvert</i></p> <ul style="list-style-type: none"> • You have a small group of close friends. • Thoughtful • Energized by being alone • Enjoy solitude • Tends to keep emotions private • Quiet and reserved in large groups or around unfamiliar people 	[07]	CO2	L2

	<ul style="list-style-type: none"> • Feel drained by people, and need privacy • Process their thoughts in their head rather than talk them out • More sociable and gregarious around people they know well • Learns well through observation <hr/> <h2 style="margin: 0;">What is an Extrovert?</h2> <p>An extrovert is a person with qualities of a personality type known as extroversion, which means that they get their energy from being around other people. Someone who is extroverted may appear as very talkative and may be popular among peers (Carrigan, 1960).</p> <p>Extroverts may wish to seek out as much social interaction as possible because this is how they feel more energized. According to estimates, extroverts outnumber introverts by about three to one (Cain, 2012).</p> <p>Remember that extroversion isn't an all-or-nothing trait; it's actually a continuum and some people might be very extroverted while others are less so.</p> <p><i>Signs You Might Be an Extrovert</i></p> <ul style="list-style-type: none"> • Enjoying social settings • Seek attention • Energized by being with others • Are friends with many people • Sociable • Outgoing • Enjoy group work • Prefer talking over writing 			
(c)	<p>Successful people are simply those with successful habits - Explain in view of Stephen R Covey.</p> <p>Solution:</p> <p>We all want to succeed. And one path to success is identifying the habits that can help us on our journey. These days, people look for quick fixes. They see a successful person, team, or organization and ask, "<i>How do you do it? Teach me your techniques!</i>" But these "shortcuts" that we look for, hoping to save time and effort and still achieve the desired resu</p> <h2 style="margin: 0;">7 Habits of Highly Effective People</h2>	[10]	CO4	L3

	<ol style="list-style-type: none"> 1. Be Proactive 2. Begin with the End in Mind 3. Put First Things First 4. Think Win-Win 5. Seek First to Understand, Then to Be Understood 6. Synergize 7. Sharpen the Saw 			
3(a)	<p>Define Attitude.</p> <p>Solution:</p> <p>Attitudes are favorable or unfavorable: positive or negative. And, they have three components: an affective component, a behavioral component, and a cognitive component</p>	[03]	CO1	L1
(b)	<p>Personality theories help individuals to understand one's own personality and develop it - Discuss.</p> <p>Solution:</p> <p>ersonality theories have been used throughout history to address what makes up the personality of an individual. A personality is how a person thinks, feels, and behaves. This influences how the person interacts with their environment.</p> <p>Personality is generally stable, although it can be influenced by environmental factors. An individual's personality causes them to react to certain scenarios and people.</p> <p>The four personality theories are:</p> <ul style="list-style-type: none"> • psychoanalytic • humanistic • trait perspective • behaviorist theory <p>Personality theories study how an individual develops their personality and can be utilized in studying personality disorders. These theories address whether personality is a biological trait or one that is developed through a person's interaction with their environment.</p> <p>Personality theories address the origins of personality as well as the traits that define a personality. These theories look to understand why people develop different character traits and respond to external and internal stimuli differently.</p> <p>Psychoanalytic Personality Theory Definition</p>	[07]	CO4	L3

	<p>The psychoanalytic personality theory was developed by famed psychoanalyst Sigmund Freud. Freud believed that an individual's personality was a summation of their innate instincts and their parental influences. He thought that these two forces, nature, and nurture, worked together to form a complete personality.</p> <p>Freud believed that personality was made up of the following components:</p> <ul style="list-style-type: none"> • instincts that drive behavior such as sex, hunger, and thirst • unconscious thought processes that the person is unaware of • childhood events, particularly parental influence and nurturing events <p>He believed that the events of the first five years of life developed the personality of adults. The instincts and the environment of a child during these crucial years would affect his personality development.</p> <p>Freud also believed that personality was defined by three components:</p> <ul style="list-style-type: none"> • The id controls the instinctual urges of a person. • The ego moderates the urges of the id and superego and keeps them in check with reality. • The superego is responsible for the development of a person's morals. <p>Freud hypothesized that children developed their personalities by progressing through a succession of stages that focused on particular regions of the body. If a child progressed through the stages without incidence, they would be well-developed in that area. If not, they may develop an infatuation later in life. For example, if a child does not successfully pass the oral stage in life, they may develop an eating disorder later in life or may become a chronic thumb-sucker.</p>			
(c)	<p>Write an essay on Seven habits of highly effective people?</p> <p>Solutions:</p> <p>Seven habits presented by Covey as the fundamental ones in achieving success and discusses how they can be utilized by managers who strive to improve their companies.</p> <p>The first habit that the author proposes is a simple statement: “be active.” According to Covey, people’s unique ability to reflect and change their behavior upon this reflection is crucial for taking control over one’s life (Covey). The author ushers people who want to achieve success to avoid reactive language at any cost, as it leads to the acceptance of the potential issues as unavoidable, secluding people into believing in their powerlessness (Covey). In my opinion, this habit signifies the need for a manager to have a forward-looking vision. Instead of anticipating changes and following patterns, an efficient leader will promote innovation and experiments.</p> <p>The second habit is to “begin with the end in mind.” Covey expands this idea beyond simply having the result of a single task in mind, it is necessary to keep a global projection of success. Being busy with something does not automatically mean that this activity leads to the desired result (Covey). I think this notion is</p>	[10]	CO2	L3

	<p>well-represented by the popular idea to state the company’s mission and purpose. Companies who are able to formulate their goals beyond merely making profits have the most potential to achieve success.</p> <p>The third one states that people need to “put first things first.” Placing one’s priorities in the right order is one of the most crucial steps in personal growth and character development (Covey). By assigning these priorities, people can stay on track to progress and evade being dragged into pointless activities, as well as optimize their time schedules. This is an essential skill for managers, as their task is to ensure that employees work towards the company’s goals.</p> <p>The fourth habit points out that the leader must “think win/win.” This behavior relates to the way a person builds their decisions and what factors in this process will lead to the most desirable outcome. Covey writes that “you have to water the flowers you want to grow,” which means that the collective victory is better than raising one above the others (315). For a manager, it signifies the importance of the advancement of the entire team of employees instead of a single person. It is vital to develop the company as a whole to reveal its true potential.</p> <p>The fifth proposed principle is to “seek first to understand, then to be understood.” The author argues that any professional first attempts to analyze the situation and all of its aspects before taking any actions (Covey). In the business context, this habit signifies the need to gain a deeper understanding of the situation, whether it is a conflict between employees or market fluctuations. It is up to a manager to conduct an analysis that will enable him or her to make the right decision.</p> <p>The sixth habit is to “synergize” and look for cooperation as one of the most beneficial ways to grow a business. It is not necessary to polarize people whose opinions differ from one another, instead, it is possible to combine their views and create a new option (Covey). In management, this habit can help leaders to resolve conflicts, enable employees to form stronger bonds and explore new opportunities that were unavailable due to the opposite views. Coming to an agreement with all sides on any aspect is better than choosing one over the other.</p> <p>Habit no. 7, which the author labels “sharpen the saw,” aims to usher people to work on all of their personal aspects, even those unrelated to business. Covey states that upholding all aspects of one’s life in order “empowers us to move on an upward spiral of growth and change, of continuous improvement” (404). I believe that it is crucial for a manager to follow Covey’s advice and maintain physical, spiritual, social, and mental values to keep a clear vision of the world. By taking time to deal with all personal issues, a person does not have to worry about the uncertainty of the future and focus all attention on the desired result.</p>			
4	<p style="text-align: center;">Case study - Compulsory</p> <p>A manufacturing company provides jobs for many people in a small town where employment is not easy to find. The company has stayed in the town even though it could find cheaper workers elsewhere, because workers are loyal to the company due to the jobs it provides. Over the years, the company has developed a reputation in the town for taking care of its employees and being a responsible corporate citizen.</p> <p>The manufacturing process used by the company produces a by-product that for years has flown into the town river. The by-product has been considered harmless but some people who live near the river have reported illnesses. The by-product does not currently violate any</p>			

	anti-pollution laws.			
	Analyze different issues of integrity, Human Values in the case study and What options does the company have? Solutions to the Case: It is found that the integrity matters in this case heavily and sort of Human values exhibited by the company in this case are not preferable and need to be rethink and exhibit. Case requires analysis on Company culture, Expectations of Customers, Marketing approached and basic values of business.	[10]	CO4	L4

Course Outcomes		PO1	PO2	PO3	PO4	PO5
CO1:	Have in-depth understanding the various personality traits which promotes personal growth	1a, 2a,3a				1c
CO2:	Analyze the concepts of human personality, behavior and functioning of mind	1b,2b, 3c				
CO3:	Learn and apply the psychometrics tests in understanding the personality traits					
CO4:	Develop the greater insight of self, and others through various theories and prepare the developmental plan for interpersonal effectiveness	2c				3b

Cognitive level	KEYWORDS
L1	List, define, tell, describe, identify, show, label, collect, examine, tabulate, quote, name, who, when, where, etc.
L2	summarize, describe, interpret, contrast, predict, associate, distinguish, estimate, differentiate, discuss, extend
L3	Apply, demonstrate, calculate, complete, illustrate, show, solve, examine, modify, relate, change, classify, experiment, discover.
L4	Analyze, separate, order, explain, connect, classify, arrange, divide, compare, select, explain, infer.
L5	Assess, decide, rank, grade, test, measure, recommend, convince, select, judge, explain, discriminate, support, conclude, compare, summarize.

PO1 – Theoretical Knowledge; PO2 – Effective Communication Skills; PO3 – Leadership Qualities; PO4 – Sustained Research Orientation; PO5 – Self-Sustaining Skills.

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