
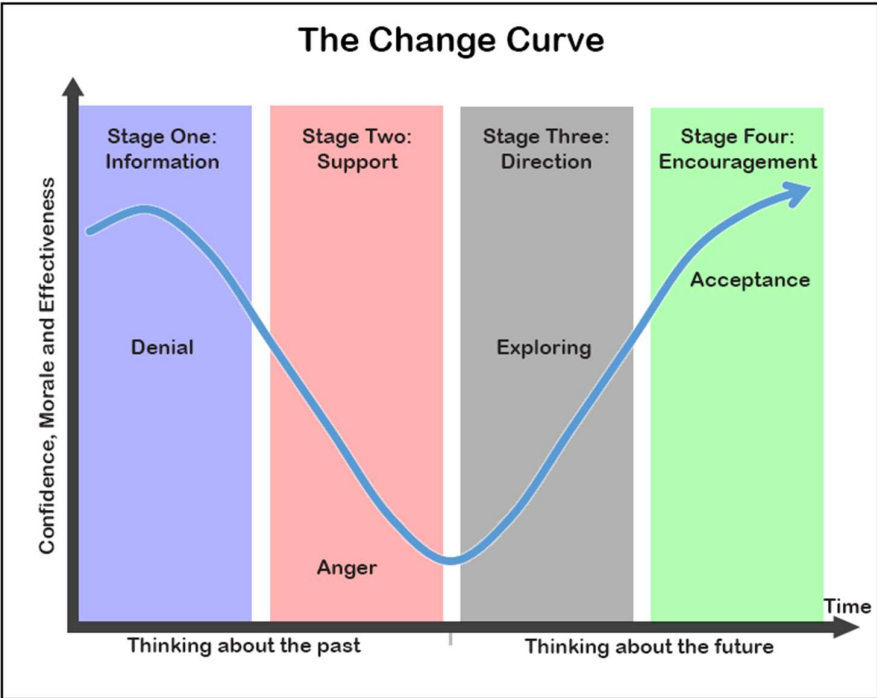


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| CMR<br>INSTITUTE OF<br>TECHNOLOGY                             |   | USN              |                |                   |           |             |              |                   |            |  |  |
| <b>Internal Assessment Test – 2</b>                           |   |                  |                |                   |           |             |              |                   |            |  |  |
| <b>Sub:</b>   | <b>PERSONAL GROWTH AND INTERPERSONAL EFFECTIVENESS</b>  |                  |                |                   |           |             | <b>Code:</b> | <b>20MBAHR402</b> |            |  |  |
| <b>Date:</b>  | <b>03/08/2023</b>   | <b>Duration:</b> | <b>90 mins</b> | <b>Max Marks:</b> | <b>50</b> | <b>Sem:</b> | <b>IV</b>    | <b>Branch:</b>    | <b>MBA</b> |  |  |
| <b>SET - 2</b>  |   |                  |                |                   |           |             |              | <b>Marks</b>      | OBE        |  |  |
|   |   |                  |                |                   |           |             |              |                   | CO         | RBT  |  |
| <b>Part A -Answer Any Two Full Questions (20*02=40 Marks)</b> |   |                  |                |                   |           |             |              |                   |            |  |  |
| 1(a)  | <p>What is Aptitude?<br/><b>Solution:</b><br/>aptitude is a component of a competence to do a certain kind of work at a certain level. Outstanding aptitude can be considered " talent ". Aptitude is inborn potential to perform certain kinds of activities, whether physical or mental , and whether developed or undeveloped.</p>   |                  |                |                   |           |             | [03]         | CO2               | L1         |  |  |
| (b)   | <p>Distinguish introversion and extraversion.<br/><b>Solution:</b></p> <p>What is an introvert?<br/>"An introvert is someone who is more inward-turning," explains Dr. Tworek. "They feel the most comfortable and thrive in their alone time. They may process things best when they're alone."<br/>This gives introverts time to get their thoughts together. They may also like to do things like running errands or getting lunch alone.<br/>Introverts tend to get a bad rep, notes Dr. Tworek.<br/>"They may not be seen as public speakers or are unlikely to speak up in a group setting," says Dr. Tworek. "But there's some research that shows we can learn a thing or two from introverts. Their comfortability with quietness and silence can be really good when it comes to managing stress and anxiety."<br/>Characteristics of an introvert<br/>Some characteristics of an introvert include:<br/>You're a natural listener.<br/>You enjoy alone time.<br/>You avoid conflict.<br/>You consider things carefully.<br/>You're creative.</p> <p>What is an extrovert?<br/>People, places, things — extroverts tend to draw their energy from the outside world.<br/>"Individuals who are considered an extrovert feel their most comfortable in a group setting. They like to think out loud, problem-solve with others and may even feel more energized around others," explains Dr. Tworek. "They're the type of person, who after</p> |                  |                |                   |           |             | [07]         | CO2               | L4         |  |  |

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| <p>a day of work, may want to go out to dinner with friends or they want to meet up for drinks.”</p> <p>Extroverts are often seen as good leaders and they may require less time to make a decision.</p> <p>“This can be an advantage sometimes, but it can also be seen as a disadvantage at other times,” says Dr. Tworek.</p> <p>Characteristics of an extrovert</p> <p>Some characteristics of an introvert include:</p> <hr/> <p>You enjoy working in a group.<br/> You’re always up to try new things.<br/> You can be impulsive.<br/> You like to talk through problems.<br/> You make friends easily.</p> <hr/>  |      |     |    |
| <p>Assess Role of Thinking, Feeling and Attitudes in human behavior.</p> <p><b>Solution:</b></p> <p>The only things we can control in life are our thoughts, feelings, and behaviors. If we can manage those, we can achieve our goals and gain success in life.</p> <p>To have this level of control, we need to learn about the science-based patterns behind our emotions and thoughts, and how to manage them. If we know how our minds work, we can be intentional about influencing our thinking and feeling patterns. We can evaluate reality more clearly, make better decisions and improve our ability to achieve our goals. Thus, we gain greater agency and the quality of living intentionally.</p> <p>How do our minds work? Intuitively, our mind feels like a cohesive whole. We perceive ourselves as intentional and rational thinkers. Yet, cognitive science research shows that in reality, the intentional part of our mind is similar to a little rider on top of a huge elephant of emotions and intuitions.</p> <p>(c) Roughly speaking, we have two thinking systems. Daniel Kahneman, who won the Nobel Prize for his research on behavioral economics, calls them “System 1” and “System 2.” But I think the terms “autopilot system” and “intentional system” describe them more clearly and intuitively.</p> <p>The autopilot system corresponds to our emotions and intuitions. Its cognitive processes take place mainly in the amygdala and other parts of the brain that developed early in our evolution. This system guides our daily habits, helps us make snap decisions and reacts instantly to dangerous life-and-death situations (such as saber-toothed tigers) through the freeze, fight or flight stress response. While it helped us survive in the past, the fight-or-flight response is not a great fit for modern life.</p> <p>We have many small stresses that are not life-threatening, but the autopilot system treats them like tigers. This produces an unnecessarily stressful everyday life experience that undermines our mental and physical well-being. Moreover, while the snap judgments resulting from intuitions and emotions might feel true because they are fast and powerful, they sometimes lead us in the wrong, in systemic and</p> | [10] | CO2 | L4 |

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|      | <p>predictable ways.</p> <p>The intentional system reflects our rational thinking and centers around the prefrontal cortex: the part of the brain that evolved more recently. According to recent research, it developed as humans started to live within larger social groups. This thinking system helps us handle more complex mental activities, such as managing individual and group relationships, logical reasoning, probabilistic thinking and learning new information and patterns of thinking and behavior.</p>   |      |     |    |
| 2(a) | <p>Describe personality and Attitude</p> <p><b>Solution:</b></p> <p>Attitudes are often the result of experience or upbringing. They can have a powerful influence over behavior and affect how people act in various situations. While attitudes are enduring, they can also change. The main components of attitude are cognitive, affective, and behavioral, which means they incorporate thoughts, feelings, and actions.</p>   | [03] | CO2 | L2 |
| (b)  | <p>Apply the four dimensions of human personality used by Carl Jung in his theory to your personality.</p> <p><b>Solutions:</b></p> <p>Analytical psychologist Carl Jung is well known for his theory of personality. This theory suggests that personality is inherited and part of the collective unconscious—which includes both conscious and unconscious aspects.<sup>1</sup></p> <p>Alcaro A, Carta S, Panksepp J. The affective core of the self: A neuro-archetypal perspective on the foundations of human (and animal) subjectivity. <i>Front Psychol.</i> 2017;8:1424. doi:10.3389/fpsyg.2017.01424</p> <p>According to Jung, personality appears in the form of archetypes, or universal patterns of thought and behavior that affect what we focus on and how we interact with the world. Jungian archetypes categorize people in terms of various personality patterns.</p> <p>The psychological types identified by Jung are based on factors such as general attitude and psychological functions.<sup>2</sup> The four basic psychological functions or dimensions that are the focus of Jung's theory are:</p> <ol style="list-style-type: none"> <li>1. Extraversion vs. introversion</li> <li>2. Sensation vs. intuition</li> <li>3. Thinking vs. feeling</li> <li>4. Judging vs. perceiving</li> </ol> | [07] | CO4 | L4 |
| (c)  | <p>Identify the method by which attitudes are formed in human personalities.</p> <p><b>Solutions:</b></p> <p>Personality development refers to the process of developing, enhancing, and changing one's personality over time. Such development occurs naturally over the course of life, but it can also be modified through intentional efforts.</p> <p>When we meet new people, it is often their <a href="#">personality</a> that grabs our attention. According to the American Psychological Association, personality refers to the enduring behaviors, traits, emotional patterns, and abilities that make up a person's response to</p>   | [10] | CO2 | L4 |

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|      | <p>the events of their life.<sup>1</sup></p> <p>“Personality is a blend of behavioral and thought patterns that are relatively stable over time, characterizing an individual's traits and attitudes,” says <a href="#">Ludovica Colella</a>, a CBT therapist and author of "The Feel Good Journal."</p> <p>Understanding how personality develops can provide insight into who someone is and their background while also increasing our understanding of what's behind our personality traits and characteristics.</p> <p>This article discusses how personality is defined, different theories on how personality forms, and what you can do if you are interested in changing certain aspects of your own personality.</p>   |      |     |    |
| 3(a) | <p>What is Personal Change?</p> <p>Personal change refers to the individual’s ability to transform for existing state to a better state</p>  | [03] | CO4 | L1 |
| (b)  | <p>illustrate different habits of people with high Interpersonal effectiveness.</p> <p><b>Solution:</b></p> <p>Covey identifies several principles that he believes are essential for personal effectiveness, including:</p> <p>Explanation to the below</p> <p>Integrity.</p> <p>Courage.</p> <p>Patience.</p> <p>Persistence.</p> <p>Humility.</p> <p>Empathy.</p> <p>Synergy.</p> <p>Continuous Learning.</p>   | [07] | CO4 | L4 |
| (c)  | <p>Examine the process of change in human personality</p>  <p><b>The Change Curve</b></p> <p>The graph plots 'Confidence, Morale and Effectiveness' on the y-axis against 'Time' on the x-axis. The curve starts at a high point, dips into a valley, and then rises to a higher peak than it started at. The curve is divided into four vertical stages:</p> <ul style="list-style-type: none"> <li><b>Stage One: Information</b> (blue background): The curve starts here, labeled 'Denial'.</li> <li><b>Stage Two: Support</b> (red background): The curve reaches its lowest point, labeled 'Anger'.</li> <li><b>Stage Three: Direction</b> (grey background): The curve begins to rise, labeled 'Exploring'.</li> <li><b>Stage Four: Encouragement</b> (green background): The curve reaches its highest point, labeled 'Acceptance'.</li> </ul> <p>The x-axis is also divided into 'Thinking about the past' (covering Stage One and Stage Two) and 'Thinking about the future' (covering Stage Three and Stage Four).</p> | [10] | CO4 | L4 |

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|   | <b>Case study - Compulsory</b>  |      |     |    |
|   | <p>Rajani Chemicals 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 anti-pollution laws.</p> |      |     |    |
|   | Analyze different issues of integrity, Human Values in the case study and What options does the company have?   | [10] | CO4 | L4 |

| <b>Course Outcomes</b> |   | PO1 | PO2 | PO3 | PO4            | PO5 |
|------------------------|---|-----|-----|-----|----------------|-----|
| CO1:                   | Have in-depth understanding the various personality traits which promotes personal growth   | 1a  |     |     |                |     |
| CO2:                   | Analyze the concepts of human personality, behavior and functioning of mind   |     | 2a  |     | 1b<br>1c<br>2c |     |
| 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 | 3a  | 3b  | 2b  | 3c<br>4        |     |

| 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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