

Imparting career and life skill training to science students through value added course on
personality development and leadership training

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Personality characterizes a person. The Oxford dictionary (Hawker, 2005) defines personality as a person's distinctive character. The terminology would therefore be synonymous with one's disposition, nature, physical, mental and moral make-up and temperament, all of which are reflected in one's qualities. The manner in which a person conducts oneself and behaves in a given set of circumstances would be determined to a great extent by the state of one's mind. Thus the mind, the exact position of which in the human body has not yet been pinpointed by modern science, its unknown chambers, and still more unfathomable depths and dimensions (Swami Budhananda, 2009) do play a role in one's personality, and hence would be an essential part of any worthwhile personality development regime. External

appearance, sophisticated mannerisms and speech can be likened to extremely superficial fringes of personality rather than the whole personality and may not even reflect the true nature of personality of an individual; a deception that is often misjudged as personality.

Every thought and the manifesting action get impressed upon the mind and such accumulated impressions determine one's behaviour and response to situation. The cumulative total of impressions in the mind has direct bearing on one's character. The past determines the present, and the present thoughts and actions would determine the future, is a very simple and key *mantra* that governs one's personality and development (Swami Vivekananda, 2012). The whole exercise ultimately boils down to the mind. Strengthening of will power and control

over mind (McColl, 2006) apparently are the essence of personality development, which implies a continuous process of progressive and positive identification of oneself with higher and higher dimensions of one's personality.

Swami Vivekananda views development and grooming of personality as a determined exercise that would involve tremendous struggle with one's own self, saying 'no' to and distancing from old habits and lowly desires; and association with new aesthetic, healthy, positive, wholesome and holistic ways of life; thereby refining and elevating oneself to higher levels of being, bringing out one's divinity and hidden perfections and strengths. Absolute faith in oneself, nurturing of positive thoughts, strict control over negative emotions, unselfish actions, balanced and wholesome attitude towards mistakes and failures and self-reliance (Finley, 2001; Sukh,2003; Das, 2004; Swami Vivekananda, 2011) are projected as some of the basic essentials

for developing of personality and leadership qualities .

The science of 'yoga' is intimately associated with personality development as 'yoga' holds the key to the effective integration of body and mind. The various layers of personality as well as the different dimensions of body and its subtle forms can be unlocked by yoga alone through the medium of meditation (Somayaji, 2010). Yoga can effectively connect the living body with its cosmic entity, thus unlocking secret chambers of personality and elevating oneself to unimaginable heights of achievements, and success. Focussed training in the higher dimensions of '*ashtangayoga*' (Deshpande, 2010) would kindle the flame, helping the quest to successfully look within for answers.

Necessity and evolution of training programme.

Students from the science faculty, owing to their typical classroom and laboratory schedules, by and large usually

determination, grit, patience, the programme. The situation has since perseverance and positive thinking to run improved but much can still be done.

Table 1. Evolution of the value added course on Personality Development and Leadership

Training

Academic Year	No. of Participants		Resource Persons	Topics Covered	Institutional Visit	Course Duration
	Students	Faculty				
2009-10 (May 2010)	13	-	3	5	-	5 Days
2010-11 (March 2011)	25	3	1	1	-	1 Day
2011-12	-	-	-	-	-	-
2012-13 (Oct. 2012)	42	7	10	8	1	5Days
2013-14 (Oct. 2013)	54	9	11	13	1	7Days

Table 2. Ten common excuses for giving the programme a miss

Excuse/ Explanation	Excuse/ Explanation
Did not know this activity was for us.	Have to complete backlog of studies.
Going to native place.	Why didn't you tell me earlier?
Wasn't the notice/ circular sent? Never got to see one.	I have done all the courses on this topic from outside.
Wasn't aware of this activity.	Will participate next year...for sure.
Have other engagements.	(No communication on the issue; only silence)

Training programme.

The course contents currently include topics mentioned below.

- Leadership and Personality Development
- Emotional Quotient and Personality Development
- Spiritual Quotient and Personality Development
- Importance of Time Management in
- Success and Personality Development
- Media and Personality Development
- Personality Development through Good Reading Habits
- Institutional visit to Dept. of Library and Information Science, Joshi Bedekar College, Thane

- Mind and Success
- Personality Development through Regular Exercise
- Personality Development through Practice of Yoga
- Personality Development and Self Esteem
- Positive Thinking and Personality Development
- Interview skills

The programme is open to students, faculty and support staff from educational institutions. The sessions are conducted by well-experienced faculty (in-house and invited guest speakers) who have taken

Personality Development and Leadership

Training Course

Basic Module 1	Basic Module 2
Course Contents	
Introduction to Personality Development and Leadership Principles Media and Personality Development Time Management for Success	Personality Development and Self Esteem Personality Development through the practice of Yoga Personal Grooming and Wellbeing Power of Positive Thinking Screening and Review of a Film
Advanced Module 1	Advanced Module 2

life 'by the horns' and relate challenges faced and overcome with the training imparted to participants. Participants prepare presentations on what they learnt, understood and gained from the training programme; which are scheduled on the last day of the course, and are awarded certificates during the valedictory session.

Modular version of training programme.

Modular versions of the value added course have also been designed for shorter durations. These are presented below.

Course Contents	
Interview Skills	Intelligence Quotient
Personality Development through Good reading Habits	and Personality Development
Wholesome Diet and Personality Development	Emotional Quotient and Personality Development
Institutional Visit	Spiritual Quotient and Personality Development
Mind and Success	Basic Meditation

Feedback

Oral feedback was obtained during the initial training programme while written feedback was obtained from

participants in the programmes that followed. The feedback of 100% participants gave excellent grades to all aspects of organization and course contents, indicating that participants truly gained from the programme.

Future plans.

It is proposed to increase the number of modules to include more topics related to communication skills, personality development and leadership and allied skills. Introduction of management game sessions would add the fun aspect to the course. Increase in the number of institutional visits and field visits would make the course well balanced and one of the most awaited and sought after activity.

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