Personality Development & Iceberg Model
GLOBAL SCENARIO

- Socio-economic conditions have changed.
- World has become a small village due to Liberalisation and Globalisation.
- Needs have changed. Outlook has changed.
- Technology, Communications, Business, Commerce and Science have taken a giant leap opening avenues and opportunities to every one for global employment.
- Necessity and Need have become determining factors for education.
- Knowledge, Expression, Application and Skills are the necessities of a modern student to successfully encounter the Global Competition.
- Human Resource has become the greatest Power.
Are we ready to take on the World?
Understand

• Where You were Yesterday
• Where You are Today
• Where You wish to Reach
• G A P
Where were we yesterday?
Glory of Bharath
India

- The World's first university was established in Takshila in 700 BC. 70,000 Students from all over the World studied in more than 60 subjects.

- When many cultures were only nomadic forest dwellers over 5000 years ago, Indians established Harappan culture in the Sindhu Valley Civilization.

- Maharshi Sushrutha is the father of surgery. 2600 years ago he and health scientists of his time conducted complicated surgeries like caesareans, cataract, artificial limbs, fractures, urinary stones and even plastic surgery.

- Surya Siddhantha compiled in 3000 BC showed the Earth's diameter to be 7,840 miles, compared to modern measurements of 7,926.7 miles. Showed the distance between the Earth and the Moon as 253,000 miles, compared to modern measurements of 252,710 miles.
India

- India invented the Number System. Zero was invented by Aryabhata. The place value system, the decimal system was developed in India in 100 BC.

- Aryabhata was the first to explain spherical shape, size, diameter, rotation and correct speed of Earth in 499 AD.

- Aryabhata also propounded the Heliocentric theory of gravitation, thus predating Copernicus by almost one thousand years.

- In Siddhanta Siromani (Bhuvanakosam 6) Bhaskaracharya II described about gravity of earth about 400 years before Sir Isaac Newton. He also had some clear notions on differential calculus, and the Theory of Continued Fraction.
Indians discovered Arithmetic and Geometric progression. Arithmetic progression is explained in Yajurveda.

Govindaswami discovered Newton Gauss Interpolation formula about 1800 years before Newton.

Positive and Negative numbers and their calculations were explained first by Brahmagupta in his book Brahmasputa Siddhanta.

Long before Lorenz von Stein, a 1855 German professor from Vienna, is considered the founder of the science of public administration, Sage Valmiki gave us very efficient Public Administrative system.
The value of "pi" was first calculated by Boudhayana, and he explained the concept of what is known as the Pythagorean Theorem. He discovered this in the 6th century long before the European mathematicians. This was ‘validated’ by British scholars in 1999.

Algebra, trigonometry and calculus came from India. Quadratic equations were propounded by Sridharacharya in the 11th century.

The largest numbers the Greeks and the Romans used were 106 whereas Indians used numbers as big as $10^{53}$ with specific names as early as 5000 BC during the Vedic period. Even today, the largest used number is Tera: $10^{12}$.

Long before Peter Drucker came into existence, Kautilya gifted us with a great Management Science.

“If there is a country on earth which can justly claim the honour of having been the cradle of the Human Race that country is assuredly India.”
How is it Today?

- Centuries of our Political Slavery has also reduced us as Intellectual Slaves and even Emotional Slaves.
- Our growing progress in controlling our material world has not been matched by corresponding advances in human character, virtues and values.
- Urbanization has led to division of the joint family system leading to nuclear families.
- Thus, transfer of culture, age-old traditions, and the stability of the family have come under great strain.
- Our Noble Values ... We have given up for cheaper pleasures. Value crisis is a global phenomenon of our times
- Ideals are lost, happiness is scant, Relations are breaking
- Education Scene today is intensely competitive exerting more stress and pressure on every young man and woman.
- Only 15-20% of the Students have Employable Skills.
- Young Men and Women are turning Wrecks and Collapsing against this stiff competition, now Global.
What is required?
We require young men and women of our country to rise above the narrow corridors of caste, colour, creed and religion.

Transform themselves into Personalities of Excellence through practicing the eternal Values of Life

Exhibit excellence in every walk of the life they choose
HUMAN EXCELLENCE

Need of the hour is to transform the Human Resource we have in our country into a Dynamic Power of Human Excellence.
How can we achieve Human Excellence ??
Re-Engineering the Personality
What is Personality?
Present Thought

Personality as the sum total of ways in which an individual reacts to and interacts with others. It is most often described in terms of measurable and perceivable traits that a person exhibits.
Personality Determinants

- Heredity
- Environment
- Situation
Personality Traits

- shy
- submissive
- lazy
- ambitious
- loyal
- Timid
- Arrogant

- Bold
- Aggressive
- Active
- Contented
- Dishonest
- Courage
- Humble
PERSONALITY

Constant Integrated Application of ABC Attitude, Behaviour & Character
THE ICEBERG

ONLY 10% OF ANY ICEBERG IS VISIBLE. THE REMAINING 90% IS BELOW SEA LEVEL.
THE ICEBERG

KNOW TO OTHERS

BEHAVIOR

SEA LEVEL

UNKNOWN
TO OTHERS

IMPACT

VALUES – STANDARDS – JUDGMENTS

ATTITUDE

MOTIVES – ETHICS - BELIEFS
SUCCESS

FAILURES
LEARNING
KINDNESS
SELF-CARE
FRUSTRATION
POSITIVE ATTITUDE

GRIT
EFFORT
DISCIPLINE
REJECTION
PATIENCE
PERSISTENCE
The Iceberg Illusion

Success is an iceberg

SUCCESS!

WHAT PEOPLE SEE

WHAT PEOPLE DON'T SEE

Persistence
Failure
Sacrifice

Dedication
Hard work
Discipline

Disappointment

FAIL

THINGS I HAVE TO GIVE UP
1. 2. 3.

GOAL

16 October, 2019
S Koteswara Rao
The Iceberg Theory of Teaching:
What we see in the classroom is the bare tip of what’s there—in terms of their capacity, but also in terms of the complexities of their lives.

Carol Ann Tomlinson, Educational Leadership columnist
"THE ICEBERG THEORY OF TEACHING"

Teachers aren’t mental health professionals. We can’t be. But what we can do, and I believe must do to really reach young people, is to work relentlessly to know them, and then to plan and teach with what we learn firmly in the foreground of our thinking.

- Carol Ann Tomlinson, Educational Leadership, December 2017/January 2018
Who is Your Learner ??
• Village Born
• Regional Medium
• Poor Communication Skills
• Inhibitions
• Shyness
• Lack of Exposure
• Complexes
• Low Confidence
• Poor Skills
• such other many
And also A Child

- Rural
- Social Strata
- Economic background
- Religion / Caste
- Illiteracy
- Illhealth
- Poverty
- Pressure
- Stress
- Ambiguity
- Confusion
- Ignorance
- Indifference
- Value Compromises
A Child in evolution into a Man
Understand Your Learners

Developing an in-depth understanding of each learner enables teachers to

• Create a psychologically safe environment for every learner.
• Determine each student's readiness for learning.
• Identify multiple access points to the curriculum to increase engagement and success.
• Develop and demonstrate greater emotional intelligence in the classroom.
Understand Learning Profiles

- To help you meet the challenge of coming to know your students, develop student learning profiles to capture **five important dimensions** of learning identity:
  - *biological traits*
  - *cultural and societal factors*
  - *emotional and social influences*
  - *academic performance*
  - *learning preferences.*

- As you continue to collect and compile student data, a meaningful and useful learning profile should emerge.
<table>
<thead>
<tr>
<th>Student’s Interests &amp; Strengths</th>
<th>My Strategy / Action Plan for the Student</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student’s Weaknesses / Struggles with</td>
<td>My Attitude</td>
</tr>
<tr>
<td>Student Learning Profile</td>
<td>PERT</td>
</tr>
</tbody>
</table>
"Just like a great building stands on a strong foundation, so does success. And the foundation of success is attitude."

SUCCESS COMPONENTS

Attitude (85%)

Knowledge (15%)

A study by Harvard University found that when a person gets a job, 85% of the time it is because of their attitude, and only 15% of the time because of how smart they are and how many facts and figures they know.

"The greatest discovery of my generation is that human beings can alter their lives by altering their attitude."

- William James of Harvard University
WHAT MAKES YOUR LIFE 100%?

Let each letter of the alphabetic has a value equals to its sequence of the alphabetical order:

|   | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
|   | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |10|11|12|13|14|15|16|17|18|19|20|21|22|23|24|25|26|

**SKILLS**
19 11 9 12 12 19 = 82

**KNOWLEDGE**
11 14 15 23 12 5 4 7 5 = 96

**HARDWORK**
8 1 18 4 23 15 18 11 = 98

**ATTITUDE**
1 20 20 9 20 21 4 5 = 100
BEHAVIOUR

• Manassekam Vachassekam Karmanyekam Mahaatmanam

Manas Anyath Vachas Anyath Karman Anyath Duraathmanam

• Role Modeling, ideals, acceptable, un-hurting, soft, gentle, assertive, Lovable
CHARACTER

• End of Education is Character:
  Seelena Sobhathey Vidya.

• Being truthful, Compassionate, Pious, Righteous, Peace Loving, Non-violent, Love, Living with Values.
Five Attributes of Personality

Physical

Intellectual

Psychological

Emotional

Spiritual
Application of Self for Excellence

IQ → EQ → CQ → SQ → VQ
5 Essentials

Knowledge...
Skill...
Training...
Values...
Application...
Knowledge of Self

Purpose of Life
Aims & Objectives
Skills & Abilities
Stress & Pressures
Threshold
Society
Nation

- Self
- Attitude
- Behaviour
- Character
- Strengths
- Weaknesses
- Values
21st Century Skills

- Physical
- Intellectual
- Psychological
- Emotional
- Spiritual
Physical Skills

- Health and Hygiene
- Sports & Games
- Habits
- Civic Sense
- And such......
INTELLECTUAL SKILLS

- Self Awareness
- Knowledge Skills
- Presentation Skills
- Communication Skills
- Leadership Skills
Psychological Skills

- Decision making
- Problem solving
- Creative thinking
- Critical thinking
Emotional Skills

- Inter personal relations
- Empathy
- Coping with emotions
- Coping with stress.
Emotions Wheel
Spiritual Skills

- Love All :: Serve All
- Help Ever :: Hurt Never
TRAINING

- Develop the Qualities of a Winner
- Overcome Shyness - Gain Confidence
- Be Self Motivated
- Reduce Negativity - Develop Positive Attitude
- Develop Communication Skills
- Resolve Conflicts and Build Trust in Relationships
- Manage your Time effectively
- Overcome the habit of Postponing
- Set Priorities in life - Plan your Life and Career
- Take Effective Decisions
- Develop a strong Self Image, Self Worth and Self Esteem
- Be Assertive and Manage Anger and Frustrations
- Minimize Stress and Tensions
- Develop a Balanced Personality
VALUES

Truth (Sathya Harischandra)
Righteousness (Rama)
Peace (Martin Luther King)
Love (Jesus)
Non-Violence (Mahathma)
Compassion (Mother Theresa)
Kindness (Florence Nightingale)
Courage (Jhansi Lakshmi Bai)
Application
Personality of Excellence

Unify

Thought – Word - Deed
2 Sacred Principles

• Sathyam Vada
• Dharmam Chara
3 C's

- Constancy
- Consistency
- Continuity
4 ideals
And the 5th Ideal
Mithra Devo Bhava
5 D's

- Duty
- Devotion
- Discrimination
- Determination
- Discipline
6 Noble Qualities

‘Utsaham, Saahasam, Dhairyam, Buddhhi, Shakti, Parakrama
Shadete yatra tishtanti
utra Devopi tishtati.’

• Enthusiasm, adventurous spirit, courage, intelligence, energy and boldness wherever these qualities are prevalent, God is sure to be present there.

16 October, 2019
S Koteswara Rao
Attributes of Leadership Excellence in Students

Suchiː, Vachasvi, Varchasvi, Dhrithimaan, Smruthiː, Kruthiː, Namrathaː, Uthsaahi, Jijnaasuː:

Hygeinic, Talkative, Bright, Resolute, Powered Memory, Strong, Humble, zealous, inquisitive.

16 October, 2019
WATCH

YOUR

WORDS

THOUGHTS

CHARACTER

HEART