

Unit- 3: Personality: meaning of personality and personal adjustment; personality assessment , subjective and objective techniques

Counselling: concept and importance,
Distinction between counselling and guidance

Meaning of Personality

Allport: Personality is the dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment to the environment.

Eysenck: Personality is the more or less stable and enduring organisation of a person's character, temperament, intellect and physique which determine his unique adjustment ot the environment.

Personal Adjustment

Adjustment refers to balance between own needs, desires and demands of the environment

Areas of Adjustment:

- Home
- Educational
- Health
- Emotional
- Social

Factors of Personal Adjustment

- Level of aspiration
- Socio-economic status
- Prestige of parents
- Anxiety
- Frustration
- Emotionality
- Home environment
- School environment
- Health
- Sex
- Educational achievement
- Self concept

Personality Assessment: Subjective techniques

Autobiography:

Merit:

- knowledge of life philosophy
- Expression of own feelings

Demerit:

- Wrong information
- May hide information

Personality Assessment: Subjective techniques

- Case Study Method
- Introspection

Objective Methods:

- Rating Scale Method
- Situational Tests
- Personality Inventory

Projective Techniques

In Projective techniques the examinee is given a simple unstructured task, with a goal of uncovering personality characteristics.

- Unstructured material
- Related to unconscious thoughts, feelings, desires
- Identification of mental problems

Projective Techniques

- Rorschach Ink Blot Test
- Thematic Apperception Test: Morgan & Murray
- Children Apperception Test: L. Bellack; 3-10 yrs.; 10 cards
- Sentence Completion Test
- Free Association Technique
- Word Association Test
- Play Method

Projective Techniques

Merits

- Assess unconscious motives
- Different aspects of personality
- Useful for children, mentally disturbed, illiterate as well

Demerit:

- Costly
- Time consuming
- Less objective
- Training required

Importance of Personality Tests

- Educational & vocational guidance
- Selection & placement of employees
- Identification of mental conflicts
- Clinical use

Counselling: Concept and Importance

Counselling is a relationship in which one person endeavors to help another to understand and solve his adjustment problems. The area of adjustment is often indicated: educational, vocational , social etc. Counselling is a two way affair involving both counsellor & counsellee- English & English

- Counselling is an accepting, trusting and safe relationship in which clients learn to discuss openly what worries and upsets them, to define precise behaviour goals, to acquire the essential social skills, and to develop the courage and self confidence to implement desired new behaviours.-

Merle M. Ohlsen

Counselling

Counselling is a learning oriented process, carried out in a simple, one to one social environment, in which a counsellor, professionally competent in relevant psychological skills and knowledge, seeks to assist the client by methods appropriate to the latter's needs & within the contexts of the total personal program to learn more about himself, to learn how to put such understanding into effect in relation to more clearly perceived, realistically defined goals to the end that the client may become a happier & more productive member of his society- Gustave

Counselling

- Counselling is a mutual learning process involving two individuals one seeking help and the other a professionally trained person helping the first to orient & direct himself towards a goal which leads to his maximum development & growth in his environment.- Willy & Andrew
- .. A definitely structured permissive relationship which allows the client to gain an understanding to himself to a degree which enables him to make positive steps in the light of his new orientation.- Carl Rogers

Characteristics of Counselling

- Process
- Relation between two or more individuals: one is trained & another is with problem
- Conversation
- Part of guidance
- Learning oriented
- Improves adjustment
- Professional service
- Self guidance

Difference between Guidance & Counselling

Guidance

- Comprehensive
- Related with potential development
- Vocational, educational problems
- Guidance may not necessarily be by trained
- Listening etc not necessary
- Can be direct or indirect
- Can be through lectures, workshops, seminars, magazines
- May be in group; for normal

Counselling

- Part of guidance
- Assistance for adjustment
- Mental, emotional & personal problems
- Can be given by very trained counsellor
- Listening, effective communication required
- Face to face or personal conversation
- Interview is technique, intensive process
- Usually individual
- Therapeutic process

Parts of Counselling

- Client
- Counsellor
- Process

Books

- Nirdeshan Avam Paramash- Vijaya Laxmi Chouhan & Kalpana Jain
- Nirdeshan Avam Paramarsh- Oberoi
- Guidance and Counselling- Kochhar