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| **Chapter :2 Self-Qualifying Factors** |

**Q.1: Give an introduction of self-identification and self-assessment.**

* **Ans.** These are two important concept of psychology. In fact, self-identification is the result of self-assessment. One can assess his/her own self by introspective process and then form an opinion about the self. Self-identification is similar to self-image. It indicates our belief about our self, which can be formed after analyzing our self deeply.
  + Self-assessment is carried out in two ways: one is via introspection and the other way is through the self-qualifying factors. Self-qualifying factors are like a parameter to judge one’s self by his own. Such judgement is affected by our self-concept system and self-belief system.
  + Self-assessment is an important exercise before taking any major decision of our life as it covers all aspects of our nature, behavior, mindset, thought process and personality. It reflects a conscious thinking about our own self using different criteria and thus identify our own self.
  + Such identification is useful to draw a logical conclusion about our likes, dislikes, interests, attitudes, strength, and weakness. It guides us to choose a suitable career to us as well as for our major decision of life.
  + Now a day many career guidance agencies are using this concept to guide their clients. This is how the concept is useful to us.

**Q.2: Explain the terms: (1) Self-Centric Process, (2) self-belief system, (3) Self-Concept System**

**1.) Self-Centric Process: -**

The Self-centric process is a process of introspection. It is used to interrogate our self on various accounts. It is a process of discovering our self in different dimension of specific from, which can be understood easily and used for comparative purpose in a transparent manner. The process has potential to enable us to have deeper insight into the mental, emotional and psychic aspects of our nature, character, behavior and personality. We are hereby offered a powerful investigative tool for taking a different viewpoint and understanding the human physio and psycho aspects which are likely to affect our visiblr nature, personality and performance in the future.

**2.) Self- Belief System: -**

The Self-Belief system refers to accumulation of complete data from our past, involving everything that has ever happened to us. It involves the reference to the following circumstances:

* Time, place, religion and parentage at the time of our birth.
* Type of environment in which we are nurtured such that as rural, backward or forward, social or anti-social etc.
* Availability of allied facilities like education, housing and other basic requirements.
* Traditions and religious beliefs and rituals.
* Contact and relationships like type of friends, elderly people neighbors, colleagues and relatives.
* Prevalent social and political atmosphere during our formative years.
* Social and Religious Values and standards.

After we are born and grow as a child, we observe closely the situation around us. Our mind is exposed to what we see, understand, and respond. The above stated factors are certainly and significantly responsible to influence our mind and its thinking poour and motivate us to behave in particular manner.

Some people carry their self-belief system too far. If it is on the positive side, it sets a positive thinking and our positive personal attributes play substantially a positive and constructive role to do wonder in our life for success. But if it happens to be on the negative side, then we get so deeply embroiled in then that we have to relay make tremendous efforts to come out with our positive thinking and attributes. Those who show no interest to come out of that negative shell or at least try to overcome despite good benevolent advice lag far behind and eventually lose out in the race of their career advancement.

It is however pointed out that this self-belief system is one big important inner dimension of our nature, character and behavior. It becomes demonstrative and visible for many of our positive as well as negative attributes which could not be assessed objectively by adopting this new statistical approach.

**3.) Self-Concept System: -**

This term refers to those concepts which we have acquired and relate directly to our relationship with the outside world. In a way, self-concept is a part of self-belief system at the projection level i.e. relates to the system of projecting our self in our nature way. Thus, self-concept determines the way would think, behave and perform at every stage of our daily activities. In a way, the self-concept is the result averaging different types of activites which are taking place in the background of the self-belief system. Self-concept becomes visible as a demonstrative result which an individual is conscious to show and perform accordingly. Thus, it represents the awareness part of the self-belief system and acts as a regular or control mechanism on the way behave and perform.

**Q.3: Discuss major Self-qualifying factors.**

**Ans.:** Self-Qualifying factors which are also known as self-defining factors are based on two school on thought: Self-belief system and self- concept system. These factors are used as a tool of self-qualifying factors an as follows:

1. **Self-Image Factor:**

It simply means our opinion about our self, which is generated by our physical presence, behavior and communication skills. In other words, others see our behavior, expression and performance, which project the visible physical features of our self and lead to create our image in public and enable others from an opinion about us.

1. **Self-Esteem Factor:**

It is also called Self-Respect Factor. It is basically the emotional component of the self- concept System and represents the real essence or the core aspect of human personality. It is singularly the most important factor, which affects our total performance.

1. **Self-Confidence Factor:**

Self-confidence is the belief or total trust in one’s own self. It reveals the inner poour, strength, potential abilities and skill which we know best and their total effect is manifested in the statement of our confidence factor. This expression of confidence varies from job to job, career to career, project to project and mission to mission because it underlines the fact that we must know fully about the nature and contents of the job and be fully aware of it.

1. **Self-Intelligence Quotient(I.Q.) Factor:**

It is a statement of our intelligence level which is expressed as I.e. factor. It is a modern practice to assess our intelligence level. It is different from intellect in the sense that it is no doubt its part but its scope is wide and covers most of other aspects such as personality, temperament, traits, abilities and our other strong positive attributes.

1. **Self-Driven Factor:**

it is the feeling we get to do some purposeful act of our own when our own energy forces drive us. We feel mentally active and undertake a job willingly without someone telling us to do it. A person who is self-driven is induced to act and perform of their own without waiting for instructions.

1. **Self-Response Factor:**

It means our ability to react to the situation willing and instantly. We will be able to act only when we respond quickly. It demonstrates our mental alertness and awareness with ability to react to stimulated whenever it is perceived by our sensory organs.

1. **Self-Tolerance Factor:**

It defines our capacity to tolerate or bear and it has always some specified limit or threshold of tolerance. This limit or threshold varies widely in human beings. Every human being is born with a certain threshold level of tolerance which is likely to be improved with.

1. **Self-Mindset Factor:**

It pertains mainly to our mental attitude and nature of thinking. It is our mental response to the external stimuli and how it is perceived by our mind. Our mindset is generally reflected into our normal behavior and performance.

1. **Self-Performance Factor:**

This is a very important factor of functional nature, which represents an action oriented role of a person related to his various activities which are performed with an objective to achieve the specific purpose in his personal life.

1. **Self-communication Factor:**

This factor reflects on our relationship with other and the way we communicate or establish communication with them. It is an indication for our public relationship and how we establish contacts and friend and associate with them.

1. **Self-Diligent Factor:**

Diligent means hard working steadily, sincerely and honestly. It indicates our capacity to work hard and assiduously and reflects on our stamina and tenacity to cope up with the hard work.

1. **Self-Leadership Factor:**

Everybody is a leader in his own way. The head of the family is a leader of the family. There are various types of leaders belonging to small group, team, society, region, parties or bigger leaders of a mission, project or organization.

1. **Self-Dependability Factor:**

It means simply how much one should depend upon us to do a job and forget once we are told to do it. This factor may not functionally appear so important but when we are in service and we are responsible for a vast area or zone or region, we have to totally depend upon our staff for doing their specified duties.

1. **Self-Endurance Factor:**

It is our capacity to endure and bear the difficulties and hardships and how far we have the capacity to stand of our own without bending or breaking. It is a factor which pertains mainly to our physical fitness and mental robustness and reflects indirectly on our will poour and defiant nature to bear it out firmly.

1. **Self-Mission Factor:**

This factor indicates our urge, drive and determination to proceed towards a particular objection and accomplish it successfully, a strong desire to do something. In this way, our abilities to organize and manage the activities become evident and demonstrate our skill and expertise in executing it.

1. **Self-Learning Factor:**

This factor indicates as to how much we know about our career, service, or profession and how much we are conscious to know further in order to improve and expand boundaries of our existing knowledge, expertise, and skills.

1. **Self-Time Management Factor:**

It indicates how much conscious and aware we are about the time, its usage and management which performing our duties and discharging responsibilities and obligations. It also reflects on occupancy of one mind and its readiness to accept jobs and responsibilities willingly and simply.

1. **Self-business/Entrepreneur Factor:**

This is not classified as general or mandatory factor but mentioned here as a special factor for the who wish to launch their business or entrepreneur. We are also sometime in the habit of advocating were to undertake or start business and be self-reliant especially when service in Govt./ Semi Govt./ industrial is not available even for highly educated weng people.

1. **Self-Ego Factor:**

It means how much we try to show off our self. It indicates thinking of our mind mostly about our self at a central stage and announcement of our own achievements in loud and clear manner so as to cause impression in the public about our personal contribution.

1. **Self-Temperamental Factor:**

This is related to our state of mind which displays our mood, feelings, temper or anger in a visibilities form. It is caused by unhealthy stimuli which is perceived by our mind as hostile to its basic nature are display our temper as a direct result of our displeasure and dislike towards that event dislike towards that event as perceived.

1. **Self-Negating Factor:**

It is all about our nature that whether we basically are, by nature, traditional, or conservative or progressive looking? This factor is definitely a part of our negative mindset and results most of the time in the negative thinking, expression and performance.

1. **Self-Organizing Factor:**

This factor is basically administrative type and aims at ascertaining our abilities for organizing events function, meeting, sports, etc. It involves essentially our skill and talent in planning, executing and managing an event and leading it to success.

**Q.4: Write a Note on: Self-Identification Matrix.**

**Ans.: Meaning of Self-Identification Matrix:**

Self-identification Matrix is a tabled presentation of our self in term of the self-qualifying factors and their proportion which we possess. The proportion of a particular factor is presented in percentage form. Thus, self-assessment is carried out via using these factors are presented in a quantitative manner.

Here, percentages are assigned as follows:

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| **Presence of a particular self-qualifying factor** | **Percentage** |
| Low | Below 30% |
| Average | Below 31-60% |
| High | Below 61-80% |
| Very high | 81% and above |

Efforts have been made so far to project entire identification of one’s Self into 22 numbers of different qualifying factors. It is admitted that the scope of describing the Self and its various attributes is too vast and wise but only those factors are selected and emphasized that are found to deal mainly with the nature: behavior, character and personality of the human being in the most visible and perceptible form. Thus, these 22 factors are considered adequate to cover various aspects of the human being in the subjective as well as objective manner. They cover mental, emotional, psychic as well as intellectual and physical aspects. Besides, the attributes, which are oriented towards human relationship, upbringing, performance, and leadership, are also covered comprehensively.

**Usefulness of Self-Identification Matrix:**

A well tabulated result of one’ self-qualifying factors can be used by the career and service placement agencies. It will help them to identify the candidate in an objective manner. It presents the total picture of one’s self in a quantitative and qualitative manner, which can be understood easily, even on comparative basis. According to these analysis, the career guidance agencies can suggest better job for us, which can suit to our overall personality.