



## Personal construct psychology theory for teachers' personality development

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**Abstract:** *In humanistic psychology it is emphasized people have free will and they play an active role in determining how they behave. Accordingly, humanistic psychology focuses on subjective experiences of persons as opposed to forced, definitive factors that determine behaviour. Some of the earliest thinking about possible biological bases of personality grew out of the case of Phineas Gage. In an 1848 accident, a large iron rod was driven through Gage's head, and his personality apparently changed as a result, although description of these psychological changes are usually exaggerated.*

**Key words:** *Repertory, Grid Interview, decision-making*

### Introduction

(PCP) is theory of personality developed by the American psychologist George Kelly in the 1950s. From the theory, Kelly derived a psychotherapy approach and also a technique called The Repertory Grid Interview that helped his patients to uncover their own "Constructs" (defined later) with minimal intervention or interpretation by the therapist. The Repertory Grid was later adapted for various uses within organizations, including decision-making and interpretation of other people's world-views. From his 1933 book, *A Theory of Personality*, pp. 103-104 :

- **Fundamental Postulate** : A person's processes are psychologically channelized by the ways in which the person anticipates events.
- **Construction Corollary** : A person anticipates events by construing their replications.
- **Individuality Corollary** : People differ from one another in their construction of events.
- **Organization Corollary** : Each person characteristically evolves, for convenience in anticipation events, a construction system embracing ordinal relationships between constructs.
- **Dichotomy Corollary** : A person's construction system is composed of a finite number of dichotomous constructs.
- **Choice Corollary** : People choose for themselves the particular alternative in a dichotomized construct through which they anticipate the greater possibility for extension and definition of their system.
- **Range Corollary** : A construct is convenient for the anticipation of a finite range of events only.
- **Experience Corollary** : A person's construction system varies as the person successively constructs the replication of events.
- **Modulation Corollary** : The variation in a person's construction system is limited by the permeability of the constructs within whose ranges of conveniences the variants lie.



- **Fragmentation Corollary** : A person may successively employ a variety of construction subsystems which are inferentially incompatible with each other.
- **Commonality Corollary** : To the extent that one person employs a construction of experience which is similar to that employed by another, the psychological processes of the two individuals are similar to each other.
- **Sociality Corollary** : To the extent that one person construes another's construction processes, that person may play a role in a social process involving the other person.

#### Humanistic theories

In humanistic psychology it is emphasized people have free will and they play an active role in determining how they behave. Accordingly, humanistic psychology focuses on subjective experiences of persons as opposed to forced, definitive factors that determine behaviour. Abraham Maslow and Carl Rogers were proponents of this view, which is based on the "phenomenal field" theory of Combs and Snygg (1949).

Maslow spent much of his time studying what he called "self-actualizing persons", those who are "fulfilling themselves and doing the best they are capable of doing." Maslow believes all who are interested in growth move towards self-actualizing (growth, happiness, satisfaction) views. Many of these people demonstrate a trend in dimensions of their personalities. Characteristics of self-actualizers according to Maslow include the four key dimensions :

1- **Awareness** : Maintaining constant enjoyment and awe of life. These individuals often experienced a

"peak experience". He defined a peak experience as an "intensification of any experience to the degree there is a loss or transcendence of self." A peak experience is one in which an individual perceives an expansion of his or herself, and detects a unity and meaningfulness in life, Intense concentration on an activity one is involved in, such as running a marathon, may invoke a peak experience.

2- **Reality and problem centered** : They have a tendency to be concerned with "problems" in their surroundings.

3- **Acceptance/Spontaneity** : They accept their surroundings and what cannot be changed.

4- **Unhostile sense of humour/democratic** : They do not like joking about others, which can be viewed as offensive. They friends of all backgrounds and religions and hold very close friendships.

Maslow and Rogers emphasized a view of the person as an active, creative, experiencing human being who lives in the present and subjectively responds to current perceptions, relationships, and encounters. They disagree with the dark, pessimistic outlook of those in the freudian psychoanalysis ranks, but rather view humanistic theories as positive and optimistic proposals which stress the tendency of the human personality toward growth and self-actualization. This progressing self will remain the centre of its constantly changing world; a world that will help mould the self but not necessarily confine it. Rather, the self has opportunity for maturation based on its encounters with this world. This understanding attempts to reduce the acceptance of hopeless redundancy. Humanistic therapy typically relies on the client for information of the past and



its effect on the present, therefore the client dictates the type of guidance the therapist may initiate. The allows for an individualized approach to therapy. Rogers found patients differ in how they respond to other people. Rogers tried to model a particular approach to therapy- he stressed the reflective or empathetic response. This response type takes the client's viewpoint and reflects back his or her feeling and the context for it. An example of a reflective response would be, "It seems you are feeling anxious about your upcoming marriage." This response type seeks to clarify the therapist's understanding while also encouraging the client to think more deeply and seek to fully understand the feelings they have expressed.

### Bio Psychological Theories

Some of the earliest thinking about possible biological bases of personality grew out of the case of Phineas Gage. In an 1848 accident, a large iron rod was driven thorough Gage's head, and his personality apparently changed as a result, although description of these psychological changes are usually exaggerated. According to the concept of mask, Personality was thought to be the effect and influences which the individual wearing a mask left on the audience. Every meetings gives different impression of a person. So if we say impression is Personality, we have to believe that, **"there are so many persons in one personality"** There is continuity in the characteristics, thoughts and behaviour of any person. Every person has a certain nature i.e. nature of calmness, nature of anger etc. The **personality** means **"the mass of characteristics of certain nature"**

According to **ALLPORT (1948)**

"Personality is a dynamic organization within the individual of those psycho-physical systems that determine his unique adjustment to his environment."<sup>1</sup>

According to **R.B. Cattell (1970)**

"Personality is that which permits a prediction of what a person will do in a given situation."<sup>2</sup> In concern with this study Researcher explain the term of personality as a characteristic of an individual, that he towards the society and he/she adapt qualities from social environment. Every man judge by his impression and impression is built by thoughts and behaviour of a person. Thus, personality is certain peculiarities of a person that others recognize him/her by their habits, behaviour, thoughts and habit system.

### English Medium :

The school where the education is providing in English as their first language and English language is accepted as the medium of Instruction and English language is also used as conversational language in the teaching.

**Primary School :** This type of schools gives an education to the standard 1 to 7. At the level of education it is connected as primary school it provides basic education for the children. It starts after successful completion of Jr. KG and Sr. KG. In concern with this study researcher explain 'Primary school' as Primary school means the schools whether grant in aid or self-finance and co-education schools conducting the study with the textbook published by the education department of Punjab Government for student 1<sup>st</sup> to 7<sup>th</sup>.

**Teacher :** We had in ancient India given a high status to our teachers. we call the teacher by word 'GURU'. Today we have



confined that work to the limited field of religions initiation acutely, the word 'GURU' has got a wide influence. He is he one who open the eyes and mind of the child to the world of knowledge. The first 'GURU' of the child is the MOTHER, the second 'GURU' is the FATHER, & the third 'GURU' is the TEACHER at school. These gurus open the mind of the student to the vast world of knowledge. The According to SWAMI RANGANATHANANDA (1993).

"Agnana timirandhasya jnananjna  
salakaya caksurulmilitam yana

tasmai sri guruve namah"

This means, I salute the 'GURU' who opens the eyes of one who is blind the cataract of ignorance, by applying the collyrium of jnama of knowledge.

The teacher a national integrator, as he is the best backbone of society particularly so in the remote village, He stands as an outstanding figure among the illiterate and semi illiterate families. He is their friends, philosopher and guide.

The teacher actively shares the responsibility of reconstructing a social order with all the cherished values and traditional beliefs, which are being eroded by the serge of new ideal and practices. He acts as a social reformer and counsellor to the community.

So by the study Researcher has defined 'TEACHER'<sup>3</sup> as -

A person having truthful knowledge of a subject that he can impart to the students to develop them physically, mentally, morally and spiritually to solve their problems related both education as well as personal life and the one who is teaching in the

secondary school whether be a male or female.

**Sex :** "The property of quality by which organisms are classified female or male on the basis of their reproductive organs and functions...." In concern with this study 'sex' means, classification of human beings as male and females.

**Experience :**

1. Knowledge and skill gained through time spent doing a job or activity.
2. The knowledge you get from life and from being in a lot of different situation.

In concern with this study, 'Experience' means, The Knowledge and skills you get from Education by teaching in secondary school.

**Qualification :**

1. Sometimes such as a degree or diploma that you get when you successfully finish a course of study.
2. An ability or quality that you need in order to do a particular job or activity.

In concern with this study, qualification means, a degree or diploma, ability or quality that person get when he successfully finish a course of study.

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