

Individual Project

(HSS401A: Soft Skills & Personality Development)

Introversion: Nurturing Your Inner Leader

WHO AM I?

Have you ever contemplated about yourself? Why do you do what you do? Why do you think the way you do? What drives your behavior? Why do you always prefer some activities over other? Or those mysteries are still unsolved like The Bermuda Triangle. At some point of our lives, we all do. Don't be anxious or feel outcast. Maybe, this is your calling. Anyways, some of us seek answers behind our traits, behavior and personality while some don't bother. Overall, I believe it will only be beneficial if you get to know about yourself. Atleast, you are closer to self-actualization than your ignorant counterparts. Self-actualization is simply "creating yourself". Do you know about your life's purpose? If yes, then how your purpose align with your traits or behavior.

Do you want to rule over an empire? Here, empire can be interpreted in different sense. I leave it upto you. If you ask me, I am curious and I always end up killing the cat. Whenever I seek answer to them, I end up with an exact thing always. "Rule over yourself". But how? If one doesn't even know who they are. So, I am giving you a little bit of time to self-reflect via depth of knowledge available at lighting speed inside a small box we all love more than ourselves. Take Meyers-Briggs Type Indicator (MBTI) to determine your preference, doing an online search will also reveal diverse resources to help you with this. Find out if one of your trait (an area of personality) resembles either Extraversion or Introversion. It's not an issue if you are not in any one extreme. Your few habits lie in one and some in other. Then it's okay. Let's make it easier for you if you are concerned about distracting yourself from this.

The trait of **extraversion-introversion** is a central dimension of human personality theories. The terms *introversion* and *extraversion* were popularized by Carl Jung.^[1] It is assumed that around 50% of the population are introverts with varying intensity.^[2] Let's find out which part of the bell curve is your identity.

Do you feel enthusiastic to be around people without any effort? Do you constantly need to fill your energy level by interactions with other people? Do you talk out your thoughts easily? Do you like high group visibility, enjoy talking, and end up asserting yourself? Do you feel surgency from external activity/situations? Do you act, reflect, and then act again? If the answer is yes, then congratulations, you are an extrovert. There was a reason I asked all questions related to extroverts because I believe that if we get to know our counterparts better then, our world will be a better place to live. Very often, conflicts occur because of ignorance. Let the barrier befall. I encourage every reader to read further regardless of their personality type because this text is meant to help people like me (a proud introvert) and my friends (extroverts). As far as introverts are concerned, they are thought-oriented individuals (extroverts are action-oriented)^[3]. Introverts are reserved in nature i.e., lower energy levels than

extraverts. They prefer to be quiet, low-key, deliberate, and less involved with other people. Introverts are shy? No, there is a difference between introversion and shyness. Shyness is the fear of negative judgment, and introversion is a preference for quiet, minimally stimulating environments. Both types can be shy or not. Shyness is only driven by fear and social anxiety. There can be a shy-extrovert or shy-introvert. People who are shy may end up perceiving them as introverts.

Now, the reason why we were discussing about that was to help introverts overcome the limitations this trait brings with it. During your school days, you were always considered a shy kid who doesn't talk too much and liked to be isolated travelling in the deepest mysteries of your mind. Few years later, you found that you only have one or two friends or none. In college, you thought to change this but you just don't like to be around people. It's not your forte. I understand and probably our friends (extroverts) also. For infinite times, you end up indulging in your countless thoughts or books and forget about the meeting or party you promised to go. Your friends don't even invite you anymore. You become anxious when the professor asks you a question suddenly and you are frozen. Public speaking is something you always run away from. Your brain is highly imaginative and full of ideas but no one knows about it because you don't share. In a highly competitive world like ours, whether extrovert or introvert, either shy or not, you need people in some way or another. You cannot always ignore them. Especially if you have high hopes and dreams, forget that you will reach your full potential. If you have a game plan for every situation then best of luck. If you are getting stressed because of your introvert behavior. You have plenty of negative impressions. People perceive you as aloof (slow thinkers) or boring or unapproachable. You sometimes hate yourself because you could have been a better group leader in a project at your college or job. But you didn't say anything in the meeting. I would dislike it if someone is getting what I want despite my superior capability. Are you capable but invisible? You didn't brag about your achievements in debate, so you were not selected or made the substitute. "It's not what you know, but who you know" is an old saying incorporated by successful people. Your personal power is non-tangible during an important decision of selecting the individual project and you had to complete one which you almost hate. But all these detours can be dealt with. Are you willing to take necessary measures in order to succeed or fulfill your dreams? Let's move with the full acceleration and don't look back. I would like to mention an inspiring quote which is almost engraved in me. It's my new obsession after writing. Marcus Aurelius said "**The impediment to action advances action. What stands in the way becomes the way.**" Keeping that in mind, we should promise to our dreams, we will only think progress despite the adversities befalls in our way. Because perfection is nothing but progress.

SELF-REFLECTION

Let's dive into the depths of ocean of our hippocampus, center of memory, to remember about our childhood. My childhood was quiet. I was not breaking vases, talking endlessly or creating problems. Not bragging, but I was a sincere kid and somewhat intelligent. I was always excellent in academic performance at school. My parents have always been proud of me. I deeply love their efforts to improve their children's lives. They have sacrificed a lot. And it is our duty to give back whatever we are capable of. And love is something all humans are capable of giving. I do my best to give what I can.

I am an introvert and I am proud of my personality. But it has its own issues, I didn't admire the presence of people in my personal space and somehow ended with fewer closer connections. Now, I am a better individual after many pivotal points of my life. As an introvert, I understand the loneliness or disconnection one feels all the time. It will go away once you will learn about human behaviors. I am a very ambitious being. I don't settle for less. I don't know if it is a bad or good habit. But lately, I am perceiving it as bad. Anyways, if you are introvert and ambitious. The climb to success will be difficult and with challenges, changes are required, I constantly take necessary steps to become a better person. And from wherever one start, path can be little painful so bear it but don't give up.

ABOUT "THE INTROVERTED LEADER"

A. The Author:

Jennifer B. Kahnweiler, PhD, is a bestselling author and global keynote speaker known as the "champion for introverts." As a thought leader on introverted leadership, she has worked with major organizations including GE, NASA, CNN, and the CDC. She has created and executed leadership development and the famous six sigma training programs for emerging leaders. She had published multiple motivational and personality development books mostly targeted towards corporate leaders and workers. Her collection includes *Shaping your HR Role: Succeeding in Today's Organizations* (2005), *The Introverted Leader: Building on your Quiet Strength* (2009), *Quiet Influence: The Introvert's Guide to Making a Difference* (2013) & the latest one is *The Genius of Opposites: How Introverts and Extroverts Achieve Extraordinary Results Together* (2015). Jennifer has also been featured in *The Wall Street Journal*, *The New York Times*, *Forbes*, and *Time*.^[4]

B. The Motive (Theme):

Napoleon Hill said, "When you feel that in your present moment, you are incapable of doing something great, do something small in a great way". Success is the result of action & perseverance on daily basis. And right action is what drives growth in you & your career. This is the central idea behind *The Introverted Leader* written by Jennifer B. Kahnweiler. This book is aspired to lend a hand to corporate workers to overcome the issues of their challenging lives. The challenges which can put a halt to one's career. In our world, people possess different personality traits like introversion but corporations and organisations lies in Type-A sectors where people interact very frequently. For introverts, the issues can be more daunting. And not only introverts, but extroverts also face issues while working because of their lack of empathy towards their introverts colleagues, juniors or bosses. This book enlightens an introvert to a framework devised and documented by the author. The book incorporates the information from more than 100 interviews of the leading and successful introvert professionals. They have shared their own experiences related to introversion at workplace. The conversation are fascinating and provides real tested methods to improve on our results to become a better introverted leader. The author

wants to help you overcome the challenges of stress, perception gaps, career derailers and invisibility by converting your perceived weakness of introversion into a strength.

Mady is a recent graduate and works as a staff accountant at a large health care organization. She is afraid to deny a given task even if she is fully occupied which result in work stress and also hinders the personal relationships. Or are you a person who would prefer an already read bad book over office cocktail parties. Your coworkers consider you as withdrawn, gruff, insensitive, or even rude because of your silent and sparse words. Extroverts don't exactly understand why someone would need to be alone or talk less. William Shakespeare in her one of the most famous plays, *Hamlet* wrote "There is nothing either good or bad, but thinking makes it so." So, don't hold back your introversion nature, make it your strength by taking required actions pointed to better you. Help extroverts understand and move up the ladder.

By considering introversion as another business problem or algorithm debugging, one can achieve quality outcomes with a step by step approach. I remember a book called "*Lean Startup*" by Eric Ries in which he formulated a methodology to overcome the issues of new innovations faced by big organizations or the initial issues in a startup. Lean framework is "Fail early. Fail safe." In the process, capitalize on feedbacks, then repeat the framework. This is the sustainable way to constantly improve the product (you) as per consumer's needs (goals' demands). Jennifer is trying to imply the same principle to work on ourselves early and safely from the experiences of others.

One leader turned her disdain for large-group socializing into a chance to get her vision across to her team by encouraging employees for one-on-one conversations. As a result, she formed healthy and productive relationships with her employees with a clear communication channel. This is just an example of countless ones mentioned in the book. Taking careful notes during meetings to overcome anxiety, making your quiet nature to be perceived as compassionate and empathetic & using awkward silences as your weapon to reflect your ideas are few of the practical and proven tools to build on your introvert (reserved) strength. Losing or missing opportunities, ideas not heard & losing personal power should no more be your story. The book provides you an easy to remember 4P's Process of Preparation, Presence, Push and Practice to overcome challenges of stress, perception gaps, derailed careers, and invisibility. Using this 4P's process, an introvert can decompose his/her problems in smaller issues and might take steps to do differently in the next upcoming scenario. As the saying goes, "The difference between ordinary and extra ordinary is that little extra". This 4P's Process is the little extra to bring us to extraordinary from our ordinary unsatisfied lives.

C. The Analysis:

The *Introverted Leader* is an easy to read text. The book contains an approach/framework to change lives of introverted leaders/workers. But I believe this approach is so fundamental that it can be used by any individual to improve upon their personal growth, relationships &

professional career. A student can apply it to become a better communicator among his/her friend circle. An entrepreneur can understand his/her employees better and learn ways to be more productive as well as make the team more valuable. A manager can connect with his team more internally and end up elevating the growth of himself/herself, the team and the organization. Anybody can apply the content of this book to become a good person, an improved presenter, a better communicator and hence a demanding leader. If someone is on the road to self-improvement, then this book is a recommendation as far as my views are concerned and that too regardless of the personality type.

What I really liked about the book is its feasibility unlike the current motivation industry, it doesn't put threat to your personality trait. No one is emphasizing that you are wrong to be reserved or silent in nature. But the demand of ambitions should drive you to test yourself with unfamiliar grounds. The battles need not be brutal. They can be separately tackled in rounds. Don't drain yourself in one shot which is the principle of growth. 4P's is a praise worthy tool to continuously improve by analyzing what has been effective and not effective in your actions. It also helps you realizing the behaviors of an introverted leader you have already mastered with the help of a quiz, The Introverted Leadership Skills Quiz. One can use that quiz as a baseline to monitor & assess the progress. This book is carefully organized and written in such a way that one can directly move to a new chapter without any concern about the previous unread ones. You want to improve your public speaking, move to chapter 4. You need help in managing and leading, read chapter 5 now. Meetings are nothing short of an unbearable movie then you shall seek chapter 8, Sir/Madam. Your feel separated from your parents, siblings, or partner then go to chapter 9. And so and so.

I am a critical person. So, there are always downside to anything in my views. The only downside of this book is that it is too soft to introverts and throws extroverts in a corner as a bad guy. Not all extroverts are as evil as told by the author. Ironically, she is an extrovert while her husband is an introvert. So, you can imagine that what her favorite subject is. Anyways, my point is that I am an introvert and I feel that world is a cruel place not only because of extroverts then maybe writer wanted to fetch the attention of all introverts by being over sympathetic. But in any case, not all introverts are good and not all extroverts are bad. Human passions (stoic passions) are bad. Obviously not all.

THEME/OBJECTIVES OF THE COURSE:

When I took this course, I thought it will be an easy one. But it is definitely not easy in respect to time & efforts. One silver lining is obviously there which is that I was really trying my best to write atleast once in a week. And this course came as a necessary motivation. Whether I like it or not is not a concern. What matters is that it is undoubtedly leaving a long lasting impression on me to work hard not only on your skills but soft skills or personality. The content that has been covered in the class totally qualify as qualitative and effective. The theme of the course is ***"Soft Skills & Personality Development"***. One thing

I highly appreciate is the diversity it brings on the table. Be it spiritual learning. Be it professional learning. Be it social learning. All aspects are covered well in manner. The instructor seems to be a little strict which is perfect for the lazy and notorious bunch like us.

Using innumerable research studies and widely recognized books, the course offers soft skills by decomposing them at various levels of one's life. This course aware us of the significance of soft skills in inter-personal as well as professional platforms. Overall personality development of a person is the sole aim of this course with content integrated into different facets of a student's life. The diverse facets of this course are as following:

1. Personal Skills:

Self-realization plays an integral role in reaching the true state of self-actualization. So, we need to constantly ask ourselves questions related to our purpose, goals, habits, mind-set, virtues, beliefs, strengths & weaknesses. World only reflects what we perceive. Our drive and motivation for tasks should be clear so that we can use them wisely. The significance of self-discipline & will-power to help us achieve excellence. Our needs are generally constructed by four fundamentals which are physiological, safety, emotional, esteem and finally self-actualization as per Maslow's hierarchy of needs. According to recent studies, Danah Zohar introduced a new term "Spiritual Intelligence" (spiritual quotient, SQ) which is considered to be above Intellectual Quotient (IQ) & Emotional Quotient (EQ). According to Stephen Covey, "Spiritual intelligence is the central and most fundamental of all the intelligences, because it becomes the source of guidance for the others."^[5] Excellence is not a result of talent but that of a rigorous self-discipline and constant hardwork aimed towards improvement. The selection of our habits have the power to elevate or degrade us. The realization of our habits and classification is important. We need to understand the working of our subconscious mind in order to change our bad habits and start the journey to self-actualisation and excellence. Self-esteem and self-confidence are not genetic traits but they can be developed.

2. Professional Skills:

Humans despise isolation. They can even go mad or lose their minds if our brains are left un-simulated for a longer period of time. So, we need to communicate with others. But often, communication skills does not come naturally to every one of us. Don't panic, these skills can be learned. Hearing is a trait while active listening is a learned behavior. Adaption to a speaker's preferences like language level, vocabulary level, humor level & comfort level is almost a necessity to effective communication. The applications of conciseness & clarity, brevity & effectiveness, conviction & confidence, empathy & timing sense, and genuineness & interest are key elements of obtaining desired responses and becoming a better communicator. Often communications involves shared assumptions and unspoken agreements which can delude one into the perception of understanding during communication. Professionally, one will find the environment highly adjustable if he/she is a better speaker as well as listener. So, working on these parameters of one's personality is essential for survival and especially growth. Empathy goes a long way in making one stand out at professional platform. One can say that personal skills

precedes professional skills for an all-round development. One needs to be familiar with Netiquettes: protocol to be followed during communications through internet. Our body language is more reflective of our behavior and personality than our words. So, prior information on body language can surely help one avoid rejection during interviews. Our body parts majorly face can help one become a “Mind Reader” which others just love to listen to.

3. Interpersonal Skills:

If you are a human and aspire to be a “Super-hero”, then believe me, you need few powers like showing compassion & empathy to people; gaining trust & developing emotional bonding among peers or colleagues; dealing with antipathy from others; knowledge of social and professional ethics; qualities of decision making, negotiating & conflict resolution; and emotional literacy. There will be cases when you may have to say ‘no’ to someone and appreciate or give praise to others. World is a continuum of good and bad events so you should know how to deliver a bad news without making the situation more worse than it is already going to be for your friend or human. Keeping you humorous with one or two tear dropping (if not, still okay) jokes while conversing can lighten any situation and people would like you for that. If you have attended any personality development lecture or seminar then there is always two-words phrase which is said so often that even terrorist will be proud of themselves after listening to it. “Be yourself”. Which is true in every practical sense as every human lives a unique life with wonderful stories. So make those anecdotes a part of your communicate to the people and enjoy the flashy lights after that. If you are a bad story teller, then I take my words back. Seriously work on your people skills to improve your interpersonal relations.

4. Management Skills:

In order to manage a team, we need to first manage ourselves. Publilius Cyrus quoted “Would you have a great empire? Rule over yourself.” Zeigarnik effect can help us remove the rust of procrastination from our brain. Our brain’s tendency to be fixated on an incomplete task is a wonderful stroke of luck for self-improvers. Time management is an important skill to cultivate. It can help us make the most out of each day, leading to success in areas like work and school. Managing time is prioritizing important tasks and completing them effectively before deadline. For that, one needs his/her brain to be highly functional and disciplined. Right environment & minimum distractions are what uplift our time management skills. Managing personal and professional lives can be a very challenging task for any person so time management can save us from degrading our personal or professional lives. Stress can make any problem worse. Losing calmness and composure is definitely not a solution when one faces an issue. Managing stress is also an important aspect of one’s management skills. You cannot perform at your best if you are stressed let alone be your team. During project works, we often come across people to perform various tasks. Our shortcomings to cooperate or coordinate will affect the productivity of the team. Our individual performance may have also lifted if we asked for help from one of the colleague but ego clashes, divergent ideologies, etc. are becoming a hindrance. We can overcome these by learning professional ethics & becoming more open to others’

opinions. Keeping our words, being responsible and acting diligently are also part of good work ethics which help in managing effectively.

ILLUSTRATIONS FROM THE BOOK: CORRELATED WITH COURSE

As pointed out earlier, *The Introverted Leader* incorporates real life tactics and strategies directly inspired from introverted leaders & corporate employees aimed to improvise an aspiring introvert's personality and successfully move over different bumps like stress, personality gaps, derailed careers and invisibility encountered on their professional and personal journeys. I recently noticed after reading different texts and novels that each of them implies the same fundamentals of self-actualization and are based on a simple philosophy of life, "*Hardwork beats talent when talent doesn't work hard*". In simple words, work harder, gain larger should be one's motto to live a constantly enhanced life. Obstacles are not be perceived as the end of a task or dream. Perception should be altered to think progression not perfection. Right actions are needed to carry the burden of your dreams. Despite further challenges, learn to stand up again and act. "*If thou faint in the day of adversity, thy strength is small indeed*", says the proverb 24:10 from *The Bible*. And I am atheist but these are the truest and holiest words one can vocalize. Similarly, however daunting or challenging the lives of an introvert is, self-discipline and will are the pillars of strength to handle the blows. And positive perception & right action are ones which build those pillars. The course *Soft Skills & Personality Development* taught us not so different methods to realize our true potential and ways to reach the desired level. Following text will correlate the course content with the books illustrations (stories) and chapters.

The book largely emphasize on the 4P's Process which is a focused and practical method for breaking out of the status quo and effectively manage your introversion. Before starting the correlation, let's learn what the process is. The 4P's Process includes four components: preparation, presence, push, and practice. Preparation acts as fuel to the continuous cycle of the four elements. If you seek to grow despite your introversion qualities, then preparation provides you the self-confidence required to handle spontaneous situations. Advance preparation reduces the stress and other negative emotions that may pop up in between surprising situations like public speaking or in conversations. It builds you to have fruitful interpersonal interactions. The major issue for introverts is social anxiety or perceived stress in front of a large crowd. But the preparation can help you overcome it and don't let your trait become a problem for you as well as others. During preparation, once can observe individuals with great interpersonal skills and attempt to integrate their approaches into your style. If succeeded, then you are just one step closer to your goal.

Often, an introvert end up wandering in his thoughts during an important session with colleagues or friends. Preparation can help him being relaxed and be present in the moment. Better *Presence* helps you to help others have desired perception of you. Since you have already prepared so much in advance, then any conversation going south can be handled by you easily. I, myself, have done it many times. Before meeting with any important individual like professor or potential employer, I prepare the introduction part to leave a good impression and many times, even revised my answers to potential

questions which may raise during the discussions. It surely helps to avoid unnecessary awkward moments. And the presence is noticed and personal power is also restored. The good presence builds a good rapport in front of your friends or colleagues or boss.

Emerson said, "Do that which you are most afraid to do." Pushing the boundaries or getting out of the comfort zones can be very challenging to an introvert but previous two steps can be a bonus to you in these draining moments. When you push yourself, you learn the most. Your career accelerates. Your relationships become more intimate. You gain respect. I probably don't need to mention the countless benefits. We are all aware of the fact that when you push yourself to take risks, you allow yourself and others to see your hidden potential. So prepare, present and *Push*.

Finally, *Practice* will make you proficient and help you broaden your tool base for different tasks. Psychology has a learning concept of conditioning where toddlers with the help of incentives or punishments are encouraged or discouraged his/her behaviors or habits. Practice resembles the same. Just like athletes who with constant preparation and pushing themselves, they attain excellence. An introvert needs to constantly practice the process of preparation, presence and push to change their undesired perceptions, stress motivators and invisibility into positive perceptions, healthy environment and charismatic presence. All aspirational introverts need a process/approach like this to get off the derailed train of their career and aboard a new faster and better one.

The writer of the book has then introduced The Introverted Leadership Skills Quiz which helps you recognize the already mastered behaviors and list them and remaining ones for monitoring the progress of each one. The test can be modified a little bit to be more familiar from a student's perspective although the test is made for professionals. After the test, different skills like public speaking, managing & leading, heading up projects, managing up, the meeting game & building relationships are covered with the help of 4P's process. In the end, the book encourages you to keep practicing and moving forward in order to be a great leader. Let's dismantle each of the skills and try to correlate with the course concepts.

- A. Public Speaking:** One of the most successful introverted leader, Warren Buffet said that "Public speaking can be our greatest asset or our worst liability." It is our choice to position the skill in which section of our life's balance sheet. Statistically speaking, not only introverts and shy-extroverts fear to face an audience. Public speaking is the greatest fear that people have, even greater than spiders and death itself.^[6] But presenting your ideas and opinions are generally done in large group meetings and official presentations. So, possessing the good presentation skills is important. As per course, those with fixed mindset believe that intelligence or success cannot be achieved but is inherited or come with your fate. Those introverts who have a fixed mindset need to recognize that any skill can be learned through hardwork and will. Indeed, it will take time but surely worth the efforts. By doing prior preparation by knowing your material well, learning the benefits of story-telling, connecting with audience by being more human (revealing your flaws), saying 'no' to fear, practicing the art of visualization, doing relaxation exercises like deep breathing & rehearsing the speech or conversation have the capacity to break the chains of fear or anxiety. Wendy Kinney, an introverted referral marketing researcher always arrives early

to talking sessions as it eliminates the stress factors like being late or forgetting important equipment required for presentation. It's a good idea to get familiar with the environment in advance to avoid any anxious surprise in future. One can clearly differentiate between your body language and your words. Your body parts response unconsciously if not trained so learn to have a good grip over your fearful facial expressions, sweating palms, shivering legs, vocal-cognitive dissonance before they become a huge problem. As soon as they are worked upon, the sooner you will present with confident and engage your audience wonderfully. I, in the initial stages of the presentation (about 2-3 minutes), feel the vocal dissonance with my thoughts. It has been noticed that introverts are more comfortable with silence than extroverts. So, make the best use out of it. Take small pauses between the points during presentation to emphasize the latter one. A little pause after a point helps audience let the idea sink in. I was fascinated when I heard this quote which is "Speech is silver, silence is golden, and power pause of pure platinum."

Finding & grabbing opportunities goes a long way in your overall betterment of life. So, taking risks is what I have vowed after reading such inspirational and informative book. Sometimes bring creative while also taking risks is what thrives the audience's hearts. I remember the presentation at one of the college course which I gave recently. I finished the presentation with an open ended question which backfired as instructor asked me the answer to it. It was my presence of mind or the preparation which brought me out of probably embarrassing situation with a fairly good answer. That time, I understood the real importance of preparation as well as pushing our limits. And after that, I do hope to practice similar ways to elevate my confidence level at these anxious situations.

B. Managing and Leading: I have held different leadership positions at IIT Kanpur. Leading more than 300 members for the benefits of an organization have its own perks and downsides. You are able to recognize your strengths and weaknesses and can improve experientially and exponentially. People may miss meetings or hold information because they don't feel connected to you. Then it becomes a never ending blame chain. So, having a little compassion and understanding towards your team members or juniors helps you as well as them. Here, interpersonal and people skills control the wheels of your projects or tasks and can finish the race or crash in between. Having small genuine (moral) tricks up your sleeve during important communications/meetings with team members can keep you away headaches and stress. You really don't want to be perceived as bad-tempered, self-entered, indecisive, and intimidating among your peers or boss. Social Intelligence when achieved will be come in handy during managing and leading people. Your lack of empathy, communication prowess, inability of emotional bonding & mistrust will only mismanage and hold the progress. Through preparation such as making quick mental notes on every team member, more effective one-on-one interactions with each member will bring you closer to your "not-so-good" friends and peers. They will feel your presence and enjoy your company. Make it a challenge that the next person you will interact with should leave happy and satisfied. Observing other person's body language can work as a charm. Your new magical skills will attract the undivided attention of your peers

because you are empathetic, compassionate as well as respectful towards them. Active listening is obviously important here. I believe that nobody wants their friends to perceive their personality as negative. And stop thinking that it is not in your control. “Ta eph’hemin”, yes, it is upto us. So, prepare, present, push and practice. You will see a newer you. A better you. Most of us are insecure and have certain hot buttons for not delegating the task or trusting your group members. Bruce, an introverted software designer, along with his boss was staffing their booth in the exhibit area. His job was to chat up visitors and turn over them to the boss for follow up action. But it was a disaster. Evaluating the situation realistically and unemotionally, his boss offered to work at his place and told him to do the follow up work. This scene gained his boss an immense respect from Bruce. Now, the important lesson for me was that no work is small and without scolding or despising others of their incapacibilities, we can work out. Your actions are louder than your position.

ACKNOWLEDGEMENT

Even before this course, I was motivated towards personality development. I used to follow online sites like inc.com, psychologytoday.com, brainpickings.com and many more blogs to know different ways to improve my life. But I was amazed at the diversification of the content covered in a single course. The content comprised every aspect of a healthy human life both personally and professionally. Many aspiring people look for content online and seek advice to mitigate the issues they regularly face because of their behaviors. The processes and self-realization tools are exceptionally effective for any student, adult, professional, academician, et al. who are looking to improve their lives. The course also offered different challenging opportunities for one to overcome the initial fear that binds our courage whenever we need to speak, write or in fact start anything.

I am very thankful to the course instructor Prof. T. Ravichandran for providing me this wonderful opportunity to work on my own horizons of writing, critical reading, self-realization and self-improvement through the course and this individual project. I have always considered myself an introvert and this project gave me a chance to reflect on my own problems and learned a technique to work on the problems arising due to non-alignment of my ambitions and my personality. This experience has helped me learn from enriching experiences of highly successful professionals and to capitalize on my quiet strength and gain effective results. It was an extremely wonderful experience sitting through this course and simultaneously working on assignments & this project to discover (building) more of myself. Sir often wrote in his mails, “Enjoy the journey of self-discovery”. I truly enjoyed every part of it.

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