

Maximizing Human Potential through Behavioral Competencies

(ITEC-MoEA / Ice-breaking session / Dr.MCRHRDI)

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Maximizing human
potential through
behavioral
competencies
involves...

1) Developing and Leveraging skills like
communication,
leadership,
problem-solving
&

2) Collaborating with others

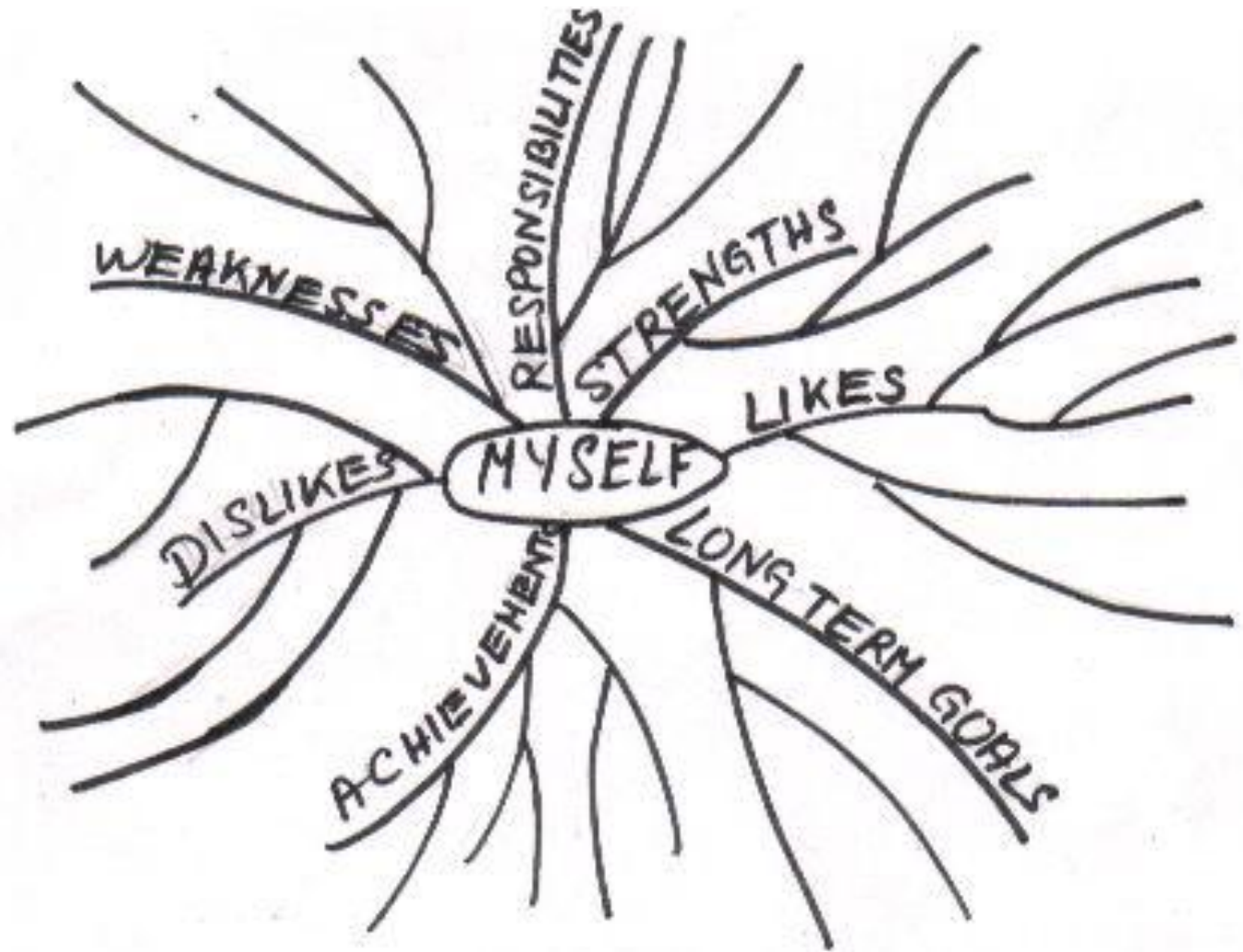
to enhance individual and organizational
performance.

This approach focuses on:

understanding and improving a person's
behaviour, attitude, and personality traits to
achieve greater success in their roles and
overall career development.

Activity 1:
(Communication
& Self-Awareness)

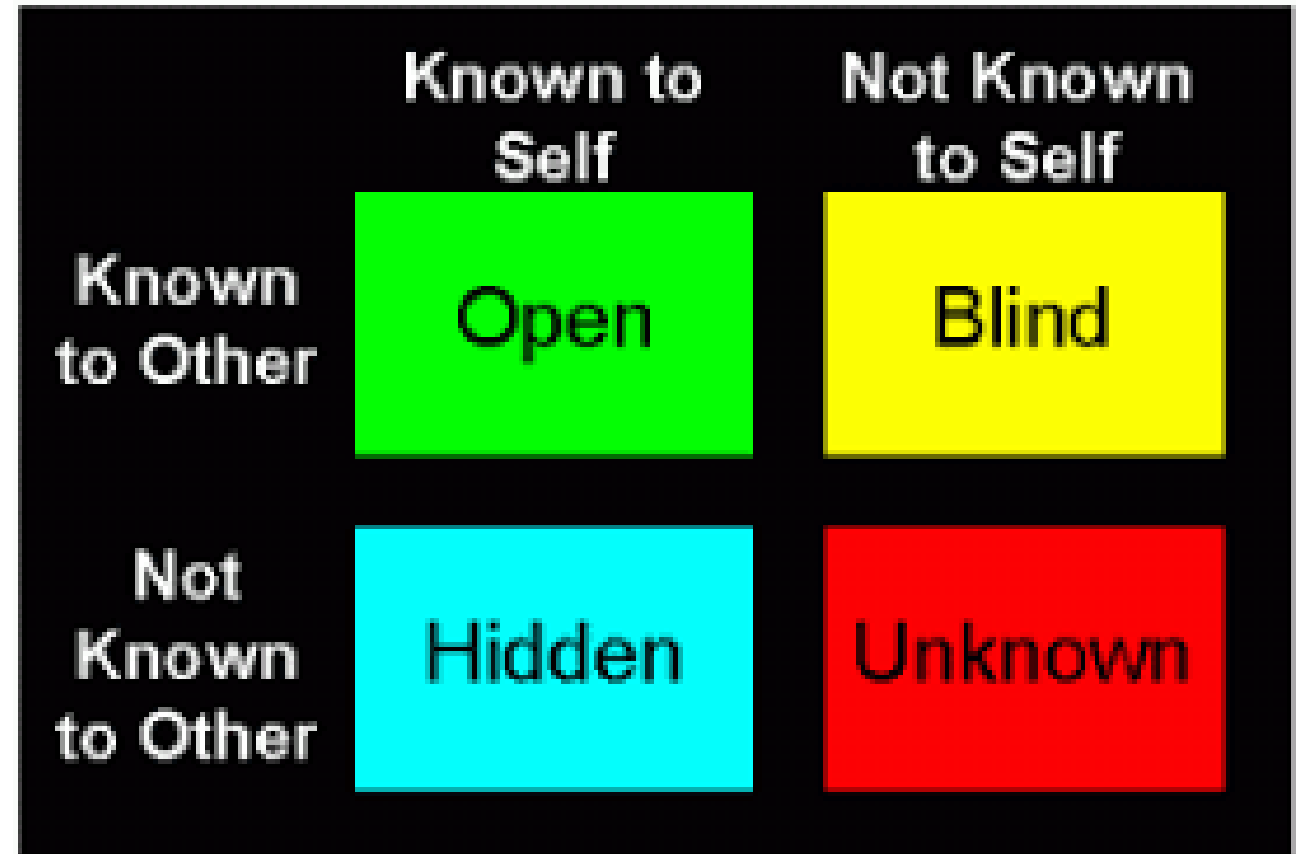
Do a mind map
of 'Yourself'



Activity 2: The Johari Window is a technique developed in 1955 by Joseph Luft and Harry Ingham to help people understand their relationships with themselves and others.

It's a visual framework, often depicted as a four-quadrant "window," used to improve self-awareness and communication within groups.

Each quadrant represents a different aspect of a person's self-knowledge and how it's perceived by others.



What are Behavioral Competencies?

Behavioral competencies are the skills, behaviors, and traits that influence how well someone performs in their job and contributes to a positive work environment.

They are distinct from technical skills and focus on the "soft skills" that are crucial for effective teamwork, leadership, and problem-solving. Examples include:

1. **communication,**
2. **collaboration,**
3. **leadership,**
4. **problem-solving,**
5. **adaptability, and**
6. **creativity.**
7. **problem-solving**
8. **teamwork**
9. **emotional intelligence**

Examples of Behavioral Competencies:

Interpersonal Communication:

The ability to communicate effectively, listen actively, and build strong relationships with others.

Leadership:

The ability to inspire, motivate, and guide others towards achieving common goals.

Problem-Solving:

The ability to identify, analyze, and find effective solutions to complex problems.

Collaboration:

The ability to work effectively with others, share ideas, and build consensus.

Adaptability and Innovation:

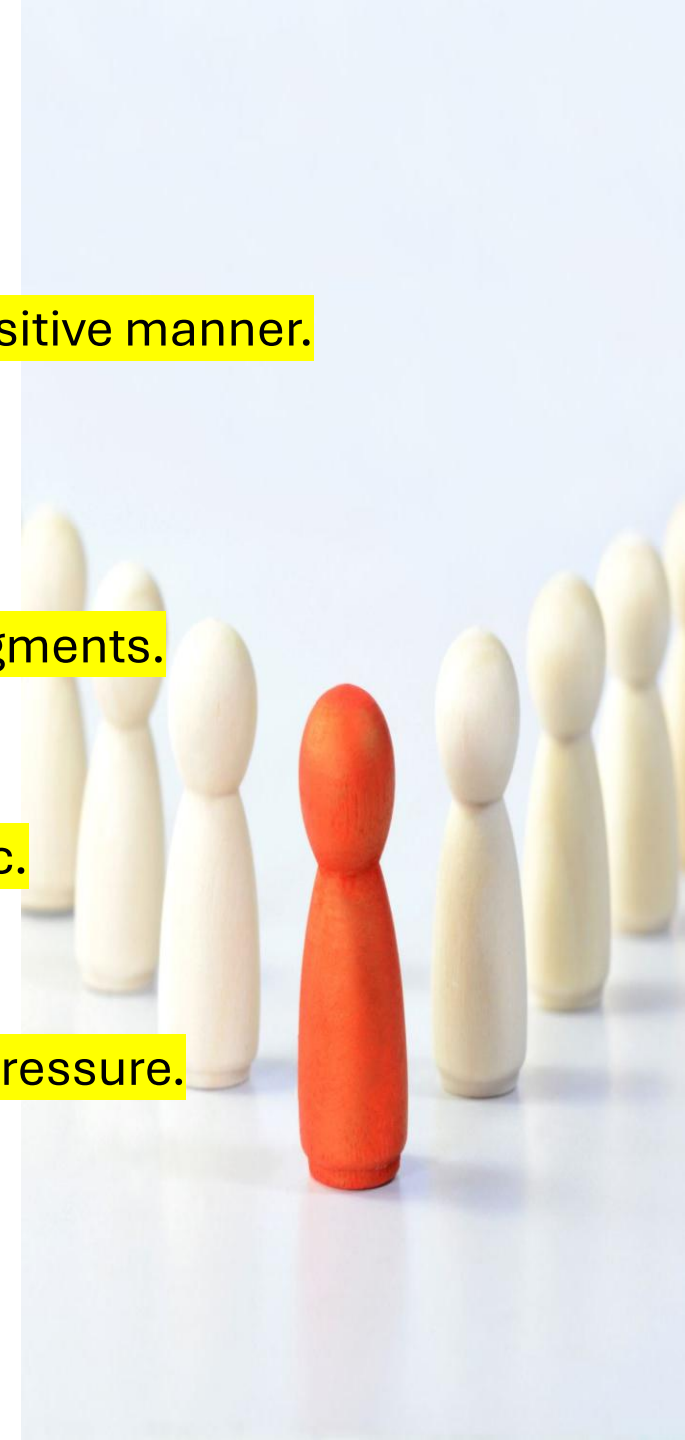
The ability to embrace change, think creatively, and find new and better ways of doing things.

Ethics and Values:

Adhering to high ethical standards and demonstrating integrity in all actions.

Some more examples of Behavioral Competencies:

- **Conflict resolution:** Managing disagreements in a constructive and positive manner.
- **Analytical ability:** Analyzing information to make informed decisions.
- **Creativity:** Developing innovative ideas and solutions.
- **Critical thinking:** Evaluating information objectively to form sound judgments.
- **Ethical behavior:** Acting with integrity and fairness in all situations.
- **Self-motivation:** Taking initiative and demonstrating a strong work ethic.
- **Decision-making:** Making timely and effective decisions.
- **Stress management:** Maintaining composure and productivity under pressure.
- **Time management:** Organizing and prioritizing tasks efficiently.





Why are Behavioral Competencies Important?

Improved Performance:

Strong behavioral competencies can lead to increased productivity, better decision-making, and higher levels of engagement.

Enhanced Team Dynamics:

Effective communication, collaboration, and relationship-building are essential for creating positive and productive teams.

Stronger Leadership:

Leaders with strong behavioral competencies can inspire and motivate their teams to achieve common goals.

Career Advancement:

Developing and demonstrating behavioral competencies can significantly increase an individual's potential for career growth and success.

Organizational Success:

A culture that values and promotes behavioral competencies can lead to improved overall organizational performance.

Some Quotes on Behavioral Competencies:

- "Trust is a function of two things: character and competence. Character includes your integrity, your motive and your intent with people. Competence includes your capabilities, your skills, and your track record. Both are vital." - Stephen Covey
- "Emotional intelligence is your ability to recognize and understand emotions in yourself and others, and your ability to use this awareness to manage your behavior and relationships."-BrainyQuote
- "You cannot control the behavior of others, but you can always choose how you respond to it."-Goodreads

Outstanding quotes on Maximizing Human Potential:

"Success is not a comparison of what we have done with what others have done. It is simply coming up to the level of our best, making the most of our abilities and possibilities" **(Jerry Horner).**

"The only person you are destined to become is the person you decide to be." - **Ralph Waldo Emerson**

"You have more potential than you think, but you will never know your full potential unless you keep challenging yourself and pushing beyond your own self-imposed limits." - **Unknown**

"If we did all the things we were capable of, we would literally astound ourselves." - **Thomas Edison**

"The will to win, the desire to succeed, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence." - **Unknown**

"Each man is divine. Each man that you see is a God by his very nature. Each man is perfect by his nature; prophets have manifested this perfection, but it is potential in us." - **Vivekananda**

Activity 3-
(Communication):
Complete the
following
unfinished
statements:

They do not realize...

The person concerned does not ...

In order to ...

Surely, these international laws are...

Actually, I am of the opinion...

Frankly, they...

One of the petitioners...

The challenge today is...

These days...

In earlier times...

It is believed that...

They say justice...

You see, it is amazing how...

Well, there is obviously more to...

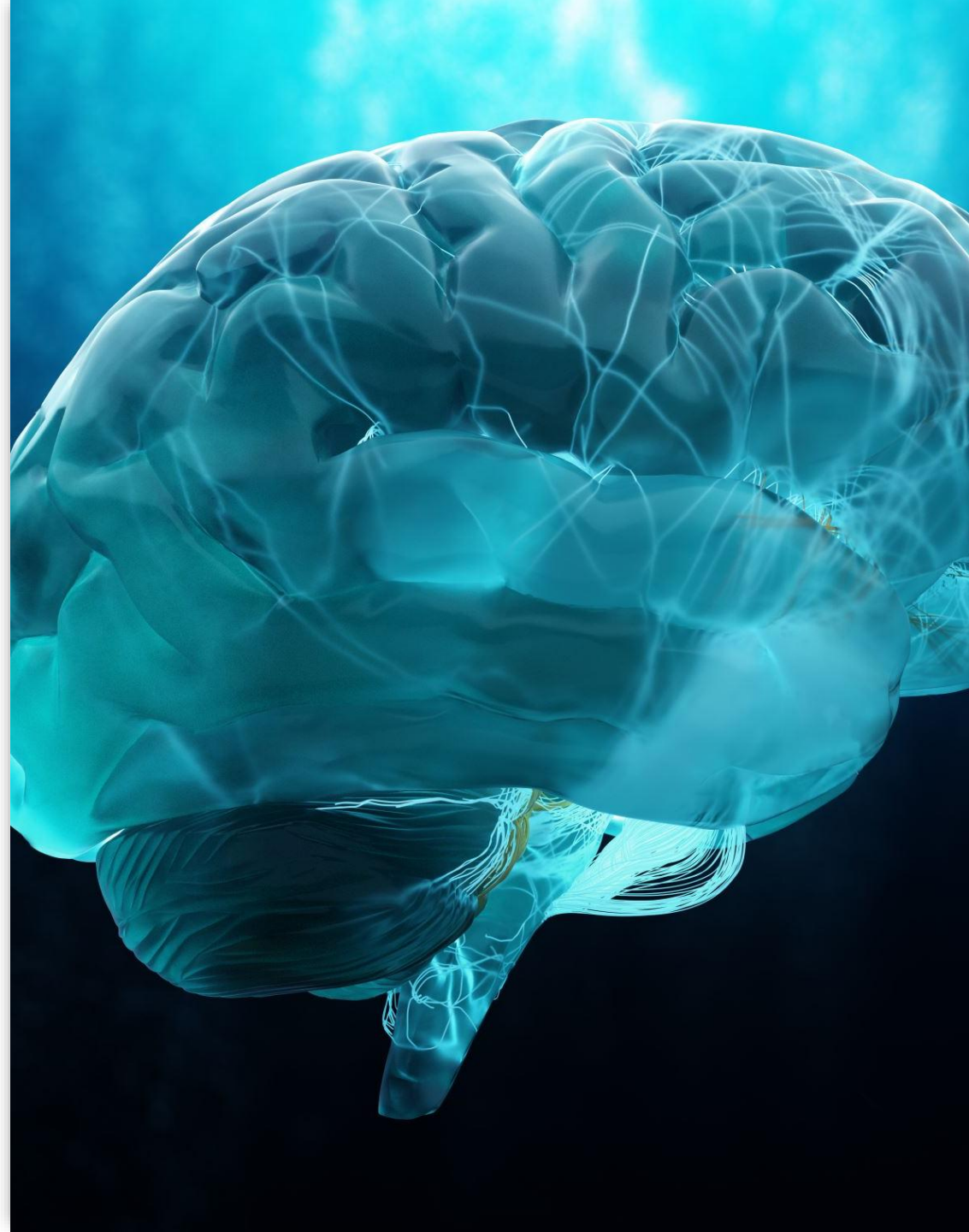
Creativity & human potential

- *You have in you all and a thousand times more than is in all books. Never lose faith in yourself, you can do anything in this universe. Never weaken yourself, all power is yours.*
-Vivekananda
- I cannot teach anybody anything. I can only make them think.
- Socrates



Reflect...

- Through using our memory to its fullest we can unlock the vast reservoir of human potential /creativity
- Unleash the power/creativity of your brain
- Creativity (both R/L brain) (conscious and subconscious)
- Human brain- far superior to a super-computer; Exploring the brain / mind: making it a hobby



Activity 4 (SELF-EXPRESSION & CREATIVITY)



Respond to **any ONE** of the following tasks in about 5 minute's time:



Tell us about your favourite teacher from your schooling days.



Tell us about 3 good qualities of somebody you don't much like.



Tell us about any innovative dish you made, and which many people found tasty.



Share a very nice joke with all of us.



Do a little imitation of a well-known person, or situation.

Activity 5: (Self-expression & Creativity)

Respond to any ONE of the following tasks in about 5 minute's time:



Tell us about an interesting episode or event you saw recently or in the past, which reflects gender sensitivity.



Tell us about a well-known person who inspires you or had inspired you.



Tell us about an instance of you having successfully changed your inner self.



Tell us about any spontaneous action of yours which had a good consequence .



Tell us about an unforgettable experience in your professional service.



Tell us about any successful relationship that you have built recently .(building relationship)

Activities 6 and 7:
(Emotional Intelligence) -

mindfulness,
seeking feedback,
constructive criticism,
emotional labelling and
recognition; and
empathy-building for the
workplace.

I Felt like this:

- Recollect a tough situation in your life /workspace and the kind of feelings that the situation generated in you.
- Then speak about that experience briefly.
- Next having described the situation, you put down in words those series of emotions that you had experienced.
- Mention loudly at least five of the emotions labelled.

Listening Respectfully:

- Please share your stories – how you grew up, or any interesting or unique life experiences, etc.
- Others need to listen attentively and without judgment.
- At the end, each person will have to share what you have learned about the others.
- Each of you, tell us how each of you felt when you were listening to the others.
- Team members need to reflect on how being mindful and empathetic to each other can help build better relationships.

Critical Thinking

Critical thinking...the awakening of the intellect to the study of itself.

- Philosopher and Educator John Dewey -1910 /a scientific attitude / reflective thinking
- Critical thinking can be defined as a process of:
 - conceptualizing
 - analyzing
 - applying
 - synthesizing available information and arriving at new information.
- It believes in gathering information through:
 - observation,
 - experience,
 - reflection and
 - reasoning

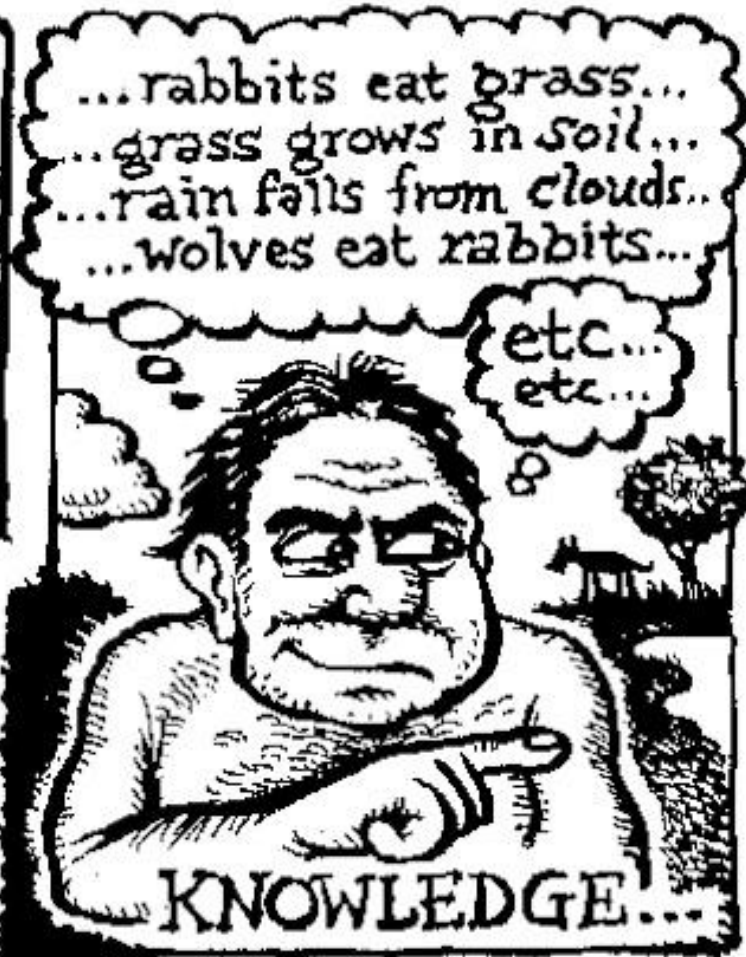


The Nature of Critical Thinking.

- Critical thinking is a process that challenges an individual to:
 - reflect.
 - interpret
 - evaluate and
 - judge
- It helps in:
 - Making assumptions and implications.
 - Communicating effectively
 - Developing problem solving ability.
- Critical thinking forms part of everyday life. All of us do Critical thinking in some way at many times.



As a concept
Critical Thinking
has been present
throughout
the history of
human intelligence.



Critical Thinking for Journalists and PR Personnel

Critical thinking is essential for both journalists,

1. to navigate the complexities of information dissemination and build trust with their audiences
2. to evaluate sources, analyze information, and
3. to avoid bias to produce accurate and balanced reporting.

For PR professionals, it means :

1. assessing context, questioning norms, and
2. strategically adapting to various situations.

Both fields benefit from the ability to analyze information, engage in dialogue, and reflect on their own thinking processes.

Activity 8 :On critical thinking

Two Truths and a Lie helps participants with critical thinking by **Enhancing Observation, Improving Communication, Fostering Insight**

1. Each participant takes turns sharing three statements about themselves: **two that are true and one that is a lie.** The rest of the team must guess which statement is a lie.
2. Allow each participant to present their three statements. **After each person shares, the team discusses and votes on which statement they think is false**
3. After guesses are made, the participant reveals which statement was the lie. Discuss the truths behind the statements, **fostering conversation and helping team members learn more about each other.**



Activities 9 and 10: innovative solutions

- Think and suggest any three Effective ways of reducing global warming.
- Suggest 3-5 vital methods of abolishing wars, promoting international relations and establishing global peace.



Best Wishes

THANK YOU!