1st FC for Group 'A' officers
Military Engineer Services

WELCOME

23rd April '19

FACILITATORs: Dr.Ganesh, Muthu & Siva

- PSYCHOMETRICS - INTERPRETATION OF CB5 SCORES - SELF-AWARENESS FOR PERSONAL EFFECTIVENESS
- PSYCHOMETRICS – COACHING, GUIDANCE & COUNSELLING – PREPARING AN ACTION PLAN

GROUND RULES

☺ No Rules from our end – Participants to decide ☺

1. Has every one taken the CB5 test?

2. Do you have a hard-copy of your CANOE+ 10 page report?

If 'NO' kindly request assistance from the course coordinator

3. Is everyone Ready for F-UN-LEARNING?

FACILITATORs: Dr.Ganesh, Muthu & Siva

Facilitators introduction

Dr. Ganesh Kumar

- Holds the distinction of being the first psychologist for the Indian Cricket Team (1999 – 2000)

- Has close to 3 decades of experience in assisting leading Psychiatrists in the country as a psychotherapist and counsellor and Pioneered tele-counseling for corporates and overseas clients in the early 90's

Maganti J Muthukumaraswamy

- Holds the distinction of facilitating the worlds largest recycling lesson (GWR) and Is passionate about Psychometrics and has worked with the leading Public and Private sector institutions in HRD and OB interventions

- Is a Dale Carnegie International certified Trainer and Coach and worked extensively on Employability skills through Wipro's Mission10X

Siva Subbarayudu Kasturi

- Holds the distinction of being the Gold Medalist & Outsanding Management Student of the year (2017)

- Is Certified Project Management and Six Sigma Black Belt professional and Provides Strategic Consulting assignments for Governments and Pvt. Sector.

FACILITATORs: Dr.Ganesh, Muthu & Siva

There was once a time when all human beings were gods, but they so abused their divinity that it was decided to take it away from them and hide it where it could never be found! Where to hide it was the question!

The council of gods met to decide. "Let's bury it deep in the earth," said the gods. "No, that will not do because humans will dig into the earth and find it."
Then the gods said, "Let's sink it in the deepest ocean." "No, not there, for they will learn to dive into the ocean and will find it."
Then the gods said, "Let's take it to the top of the highest mountain and hide it there." But once again "No, that will not do either, because they will eventually climb every mountain and once again take up their divinity."

The gods gave up and said, "We do not know where to hide it, because it seems that there is no place on earth or in the sea that human beings will not eventually reach." They thought for a long time and then said, "Here is what we will do…

1.O   2.B   3.H & 4.U

Open Self

Information about yourself that you and others know.

Blind Self

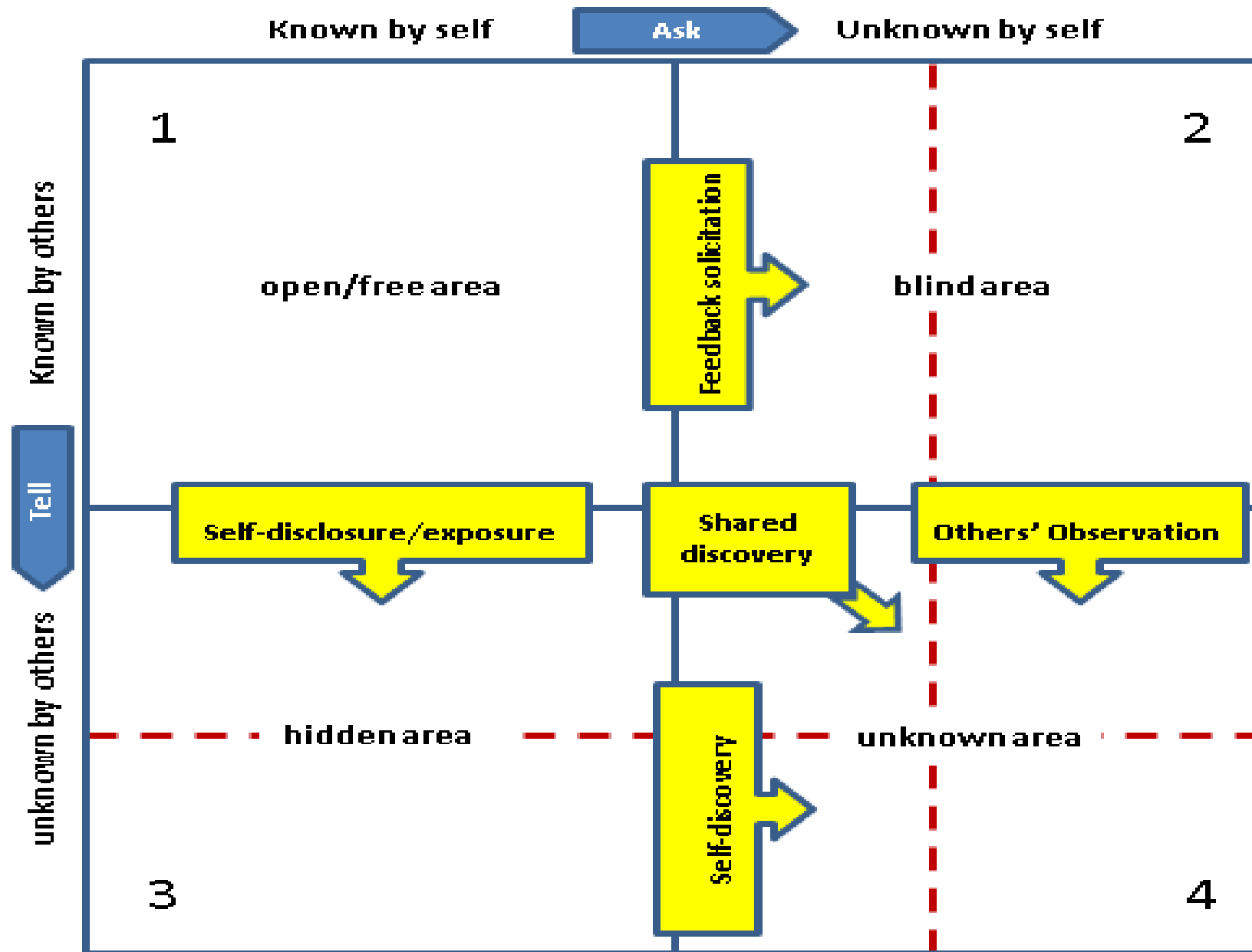Information you don't know but others know about you.

Hidden Self

Information you know about yourself but others don't.

Unknown Self

Information about yourself that neither you or others know.

A Personality Assessment
based on the
Five Factor model of Personality
C--A--N--O--E

FACILITATORs: Dr.Ganesh, Muthu & Siva

What is Personality?

it's not just about the face…

What is Personality?

Behaviour

Presentation of Self

Appearance

Individual Nature?

Style – Looks?

How one carries oneself?

Mood?!

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What is Personality?

- Individual differences in characteristic patterns of thinking, feeling and behaving.

- It is a set of predictable behavioural responses that make us recognizable

- From "**Persona**" meaning **MASK**

- character from Greek meaning to mark, scratch or engrave

THE PERSON

The PERSON machine:

GENOTYPE
*Physical Make up
*Intelligence
*Behavioral Traits

PHENOTYPE
*Education
*Family, Peer Groups, Social Position/Background
*Experiences

What is a Trait?

A trait is a correlated set of behaviors:

For. Eg. People Orientation / Sociability is

- joke--telling,
- small talk, gossip, asking questions, enjoyment of meetings, tendency to initiate meetings,
- comfort making cold calls, enjoyment being a part of a team, a preference for talking over writing or reading,
- an aversion to working completely alone, and

many other behaviors that all involve enjoyment of being around other people.

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If trait approach pre-disposes us to behave in certain fashion – then is it possible to change?

OPERATING

CORE PERSONALITY

SYSTEM
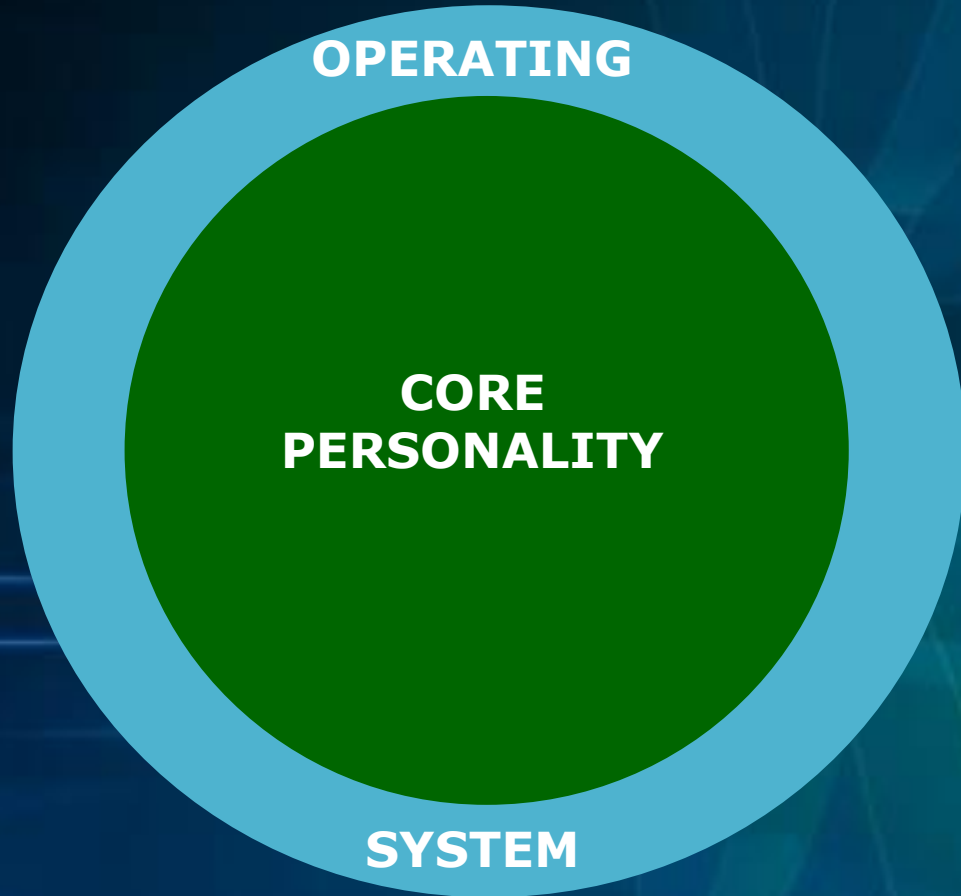
Measuring Personality

- Several Attempts Made …
- Several Hypothesis Made …
- Several Theories Formulated …

- Lot of Research done …
- Lot of DATA gathered !!

- WHAT FINALLY EVOLVES IS …

Five Factor Model – FFM
Big Five Model

Personality can be bucketed into 5 main factors:

N E O A C

O C E A N

C A N O E

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FFM/BIG 5

There Exist Only Five Factors Which Will Generalize Across:

5

Subjects

Observers

Variables

Factor--Analytic

Algorithms   Languages

What is CB5?

- Based on the FFM
- Online test
- Norm Group N=5759, Age 14--75
- 111 items scored on a 5 point Likert Scale
- Items are in Third Person
- Multiple languages
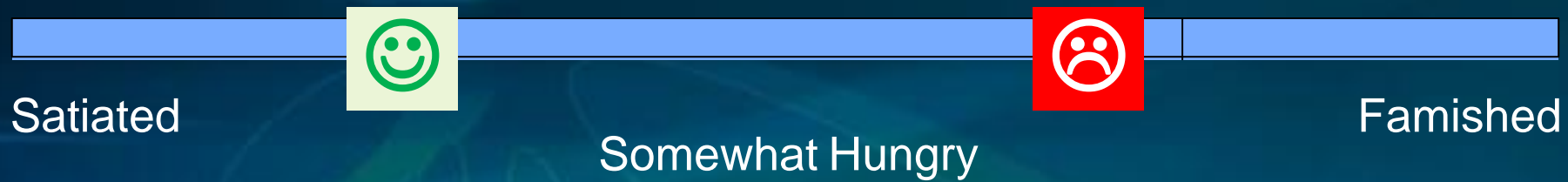- Multiple reports
- Multiple Applications

What is the CB5?

- Your Preferences are mapped on a **continuum** (line) with a **SMILEY** placed in the region that indicates your Preference.

- There are **'NO Good or Bad Positions** or Areas or Regions or Sides on the 5 scales.

- Your Behavior Preferences will **pre--dispose** you to naturally perform some tasks. It is possible that **you behave differently** from your preference while performing tasks, due to a variety of reasons.

- Do keep in mind that your **Total Personality** is a combination of Your Physical self, Your Intelligence (Ability), Your Knowledge and Skill and Your Experiences along with your Behavioral Preferences.
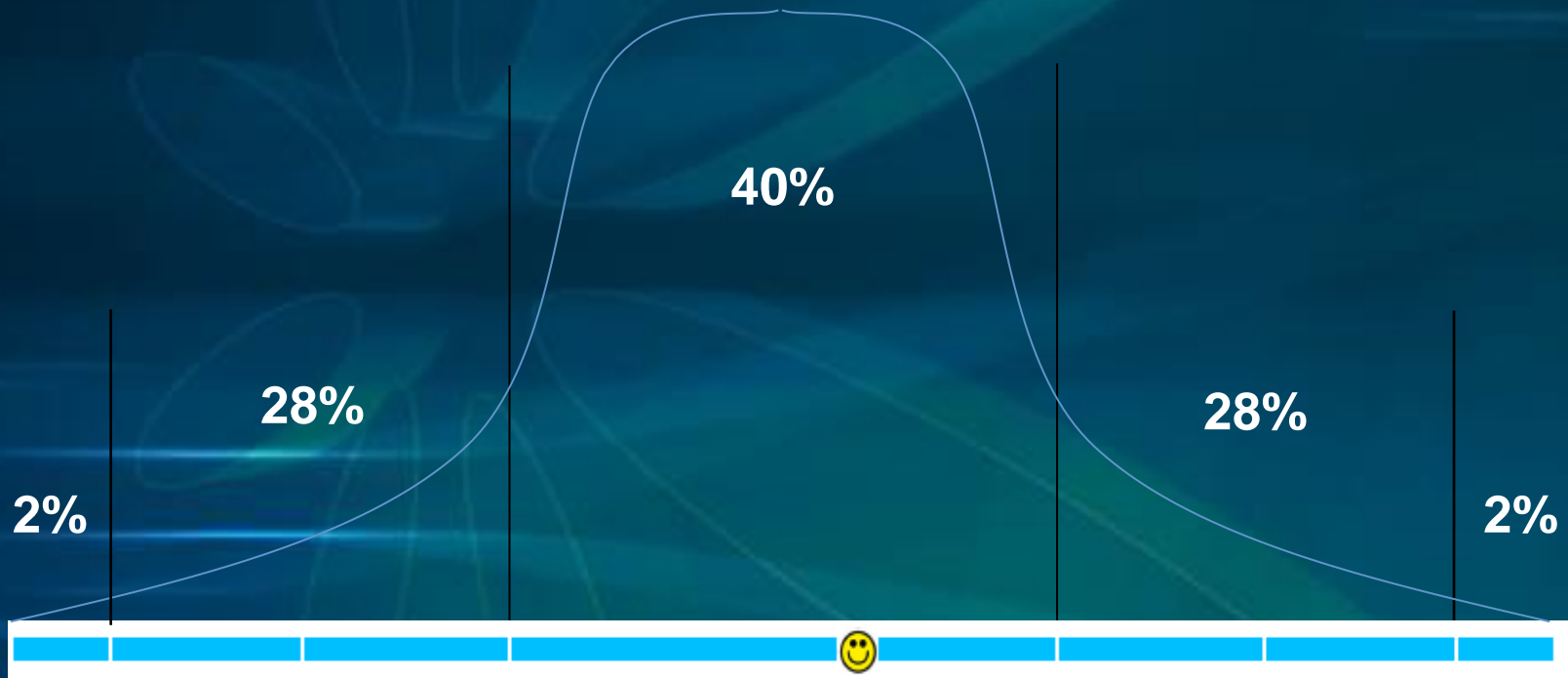
Score Representation

HOW HUNGRY are YOU??

Satiated   Somewhat Hungry   Famished

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DISTRIBUTION

40%

28%

28%

2%

2%

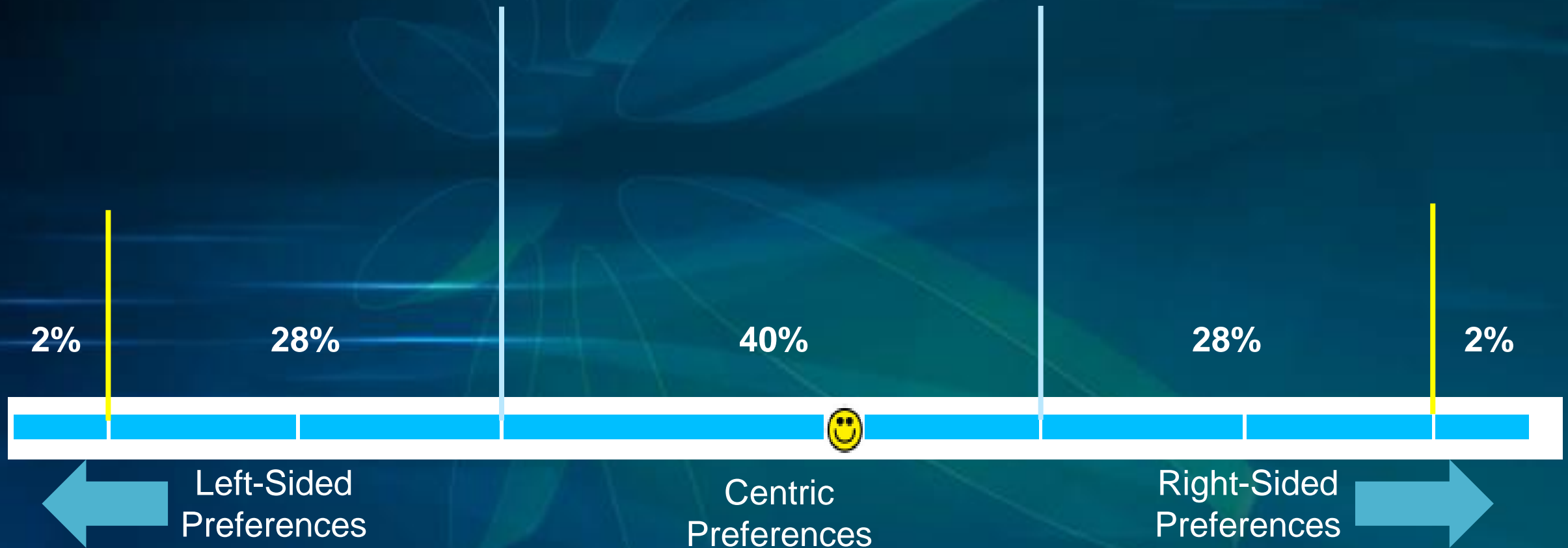FACILITATORs: Dr.Ganesh, Muthu & Siva

- **C** - Conscientiousness - "Your preference on the C scale is a measure of how one works towards goals. It <u>DOES NOT</u> measure <u>how much work</u> (quantity) you do or <u>how well</u> you perform (quality) tasks!"

- **A** - Agreeableness - "Your preference on the A scale is a measure of the manner you engage and accommodate others"

- **N** - Negative Emotionality -"Your preference on the N scale is a measure of how one deals and responds to stress. It is a measure of how soon one gets into a reactive mode"

- **O** - Openness -"Your preference on the O scale is a measure of how open one is to new experiences"

- **E** - Extraversion -"Your preference on the E scale is a measure of how much sensory stimulation you can deal with"

Let's line-up to interpret & introspect our preferences on CB5

- **There is no Right / Wrong only Right & Left!**
- **Your scores are your preferences not performance!!**

| 2% | 28% | 40% | 28% | 2% |

← Left-Sided Preferences

Centric Preferences

Right-Sided Preferences →

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Time for introspection…

What did I learn about myself from CB5?

In the context of my behaviour preferences

- Which Traits HELP me in Interpersonal engagements?

- Which Traits may have a negative impact in Interpersonal engagements?

- Which Traits HELP me in my current work situation?

- Which Traits may require me to behave differently from my preferences?

- What are the possible changes in my behaviour that I need to be mindful of?

- How can I achieve this change?

Big Five Traits and OB

BIG FIVE TRAITS	WHY IS IT RELEVANT?	WHAT DOES IT AFFECT?
Conscientiousness	• Less negative thinking and fewer negative emotions • Less hyper-vigilant	• Higher job & life satisfaction • Lower stress levels
Emotional stability	• Better interpersonal skills • Greater social dominance • More emotionally expressive	• Higher performance* • Enhanced leadership • Higher job & life satisfaction
Extroversion	• Increased learning • More creative • More flexible & autonomous	• Training performance • Enhanced leadership • More adaptable to change
Agreeableness	• Better liked • More compliant and conforming	• Higher performance* • Lower levels of deviant behavior
Openness	• Greater effort & persistence • More drive and discipline • Better organized & planning	• Higher performance • Enhanced leadership • Greater longevity

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