



# 1<sup>st</sup> FC for Group 'A' officers Military Engineer Services



Today is  
a great  
day  
to learn  
something  
new

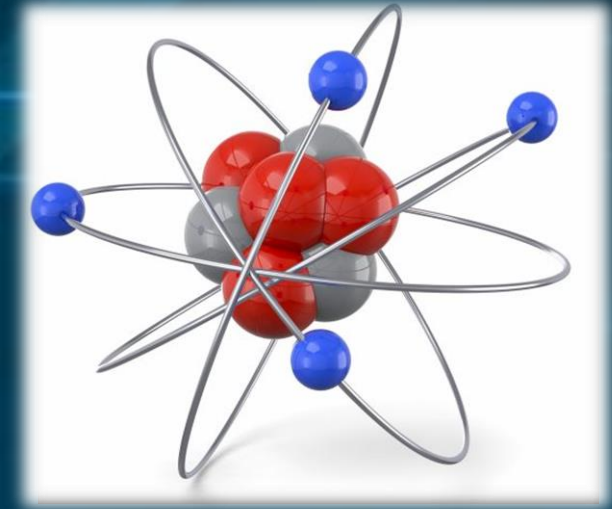
## WELCOME BACK

24<sup>rd</sup> 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

# RECAP





# F-UN-LEARNING



**FACILITATORS: Dr.Ganesh, Muthu & Siva**



# F-UN-LEARNING







# F-UN-LEARNING



FACILITATORS: **Dr.Ganesh, Muthu & Siva**



# F-UN-LEARNING



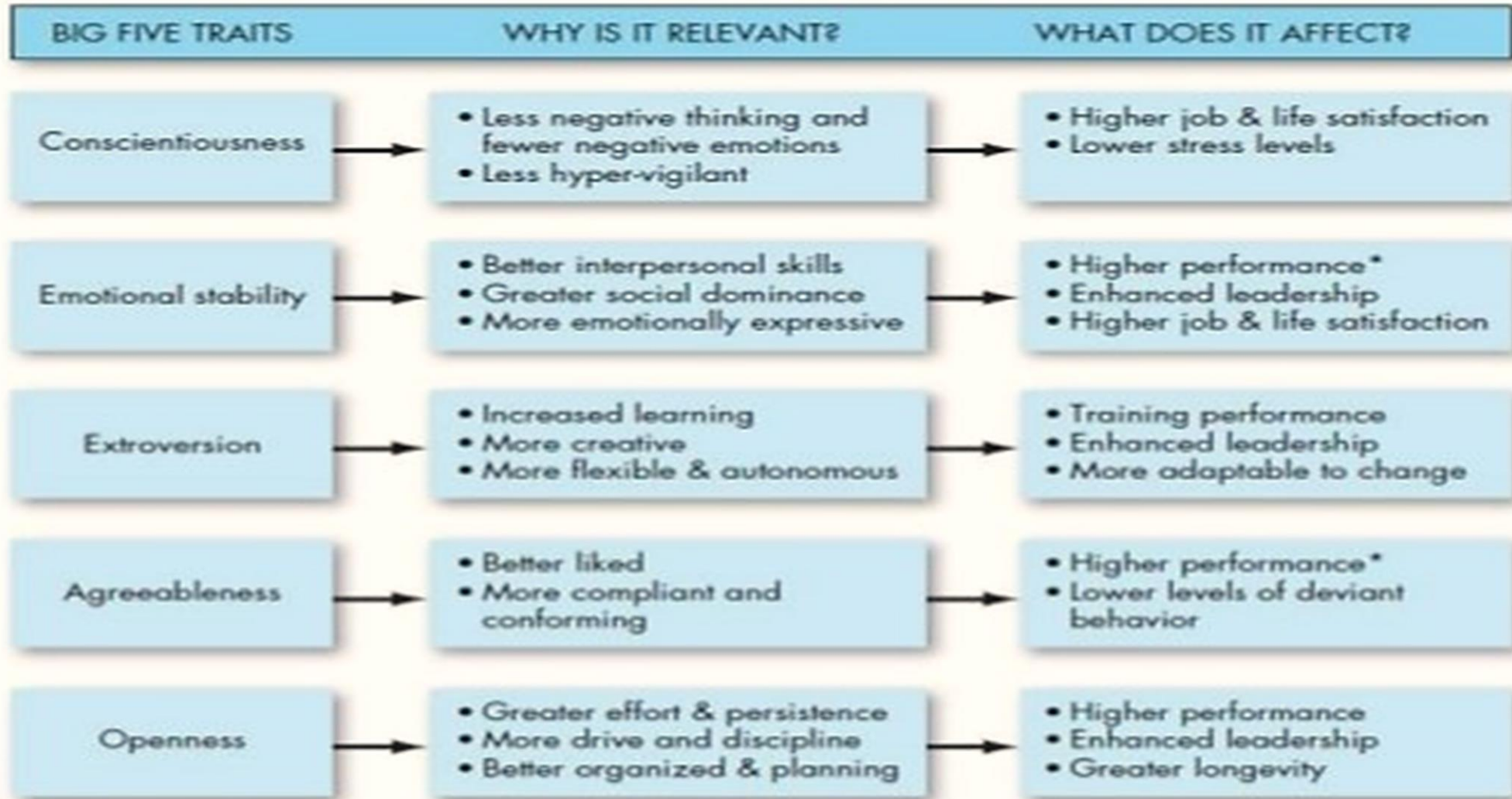




# F-UN-LEARNING



# Big Five Traits and OB



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# Action Plan Assignment?!



What did I learn about myself from CB5?

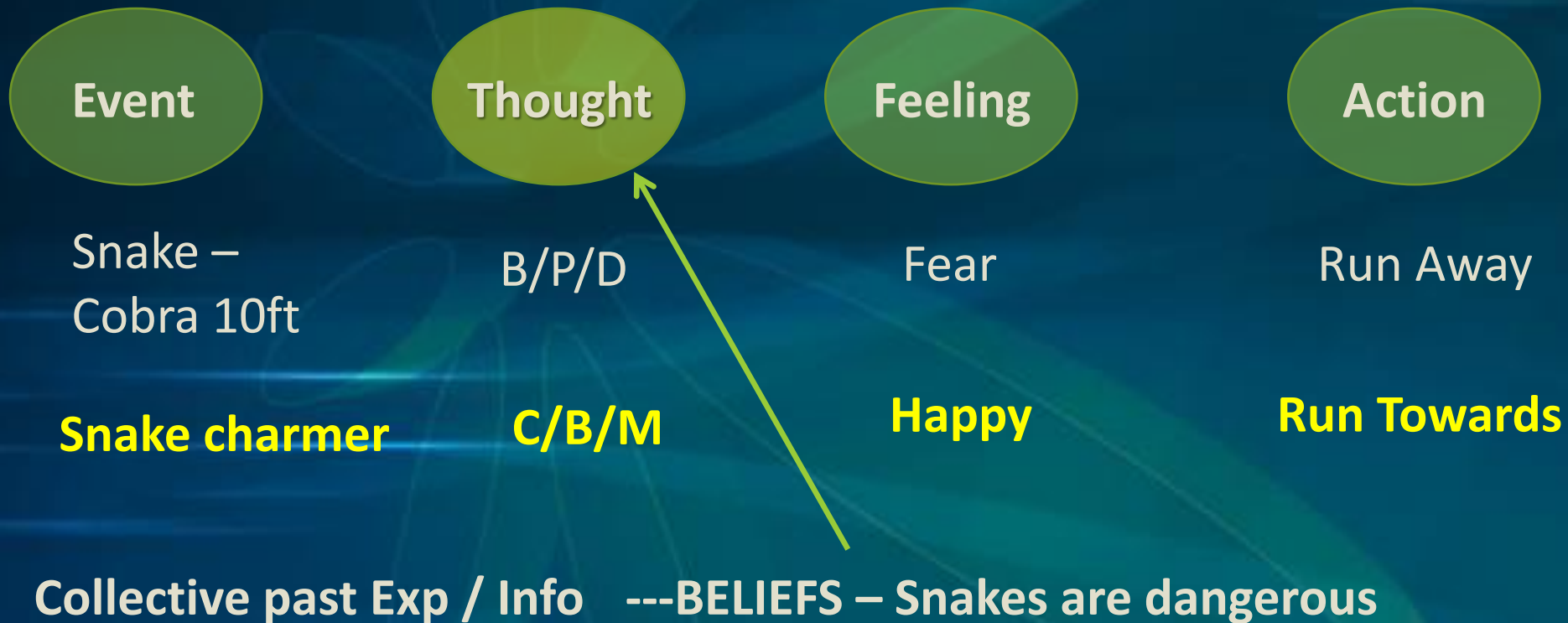
In the context of my behaviour preferences

- 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?


## Technique 1: Cognitive Behaviour Restructuring Technique



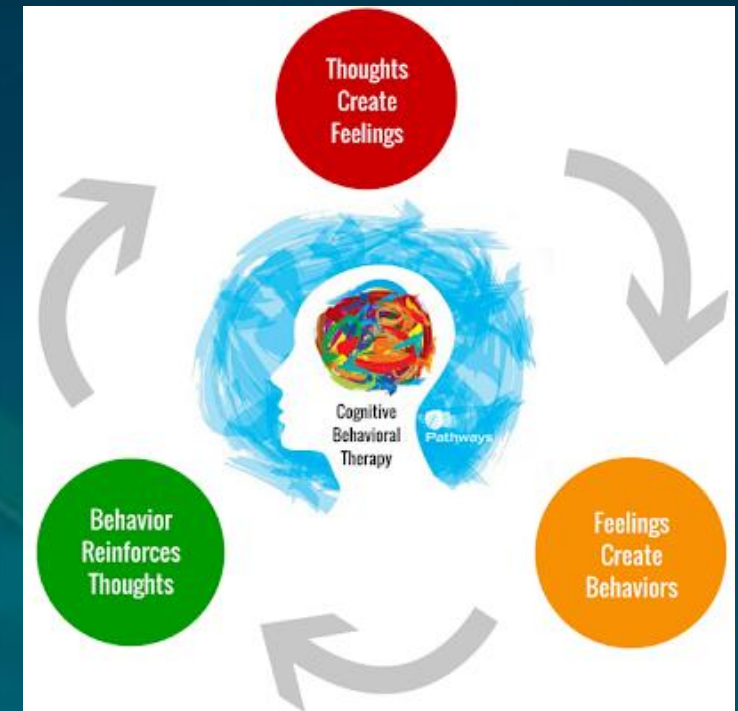
# How can I achieve this change?

- **Technique 1: Cognitive Behaviour Restructuring Technique**

 **Self-Statements affect us the same way as statements made by others!**

 **Cognitive Restructuring – 3 Phase process of Change**

 **Self-Observation, Internal Dialogue, Learn new skills**





# How can I achieve this change?

## • Technique 2: Coaching & Mentoring



The Art of giving feed-forward



3Cs - Connect - Competence - Choice

### Coaching

*"Growing capacity by challenging thinking"*



- Outside looking in & out
- Question & Challenge
- Concept & Idea focus
- Pulling

*"Where are you going & what is possible?"*

### Managing

*"Efficient allocation of resources"*



- Inside looking in
- Command & Control
- Resource focus
- Pushing

*"How can we use what we have best?"*

## Three Reasons You Need A Professional Mentor



1. To help you to define and achieve your career goals while providing you with a certain level of accountability.
2. To expand your professional network which can create new opportunities.
3. To provide a new perspective for you since a mentor is usually more experienced and removed from the situation.



# Time for a Break-up!

- Self & Dr.Ganesh will be in two different halls
- We will break into two teams & have interactions in triads – try practicing the techniques
- 1-on-1 interactions with us is welcome
- We will assemble back together @ 4.15 pm for Conclusion



**FEED <<<<BACK / FORWARD>>>>**

**Thank You**



**Wish You All the Best For Your Future**

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