

FACULTY DEVELOPMENT PROGRAMME 2019

UNDERSTANDING SELF THROUGH PSYCHOMETRIC ANALYSIS

AIMT conducted FDP on Understanding Self through Psychometric Analysis with the objectives of providing an in-depth knowledge of various inventories and exercises in organizational context and helping the participants to learn to use, conduct and administer inventory and exercises for various purposes, like training, executive coaching, mentoring and counseling, competency mapping, assessment centre, leadership development, team building, organization development, recruitment and placement etc.

Day 1 started with a Welcome address by the Cmde (Dr) Vivek Chawla, Director – AIMT, Gr. Noida followed by an Ice breaking session by Dr Shruti Gupta. Forenoon session was conducted by Ms Ashwini Bhave, Psychologist & Behaviour Assessor on understanding self through Myers–Briggs Type Indicator. The session triggered a sense of curiosity in knowing self and reinforced the self-image with the outcome of personality profiles.

Continuing with the odyssey of self-exploration, Day 2 was focused on combination of objective and projective tests to know about self. The Resource person Ms Sonia Puar, a clinical psychologist first administered the Sentence Completion Test and discussed its interpretation. This was followed with an objective test, NEO Five Factor Inventory focusing on five dimensions of personality. Based on result from both the tests, individual counselling was done by her. Post lunch session was on 16 PF and taken by Dr Shruti Gupta, Associate Professor- HR, AIMT. She first explained the theoretical foundation of 16 PF and then administered the test on all the participants.

Day 3 commenced with a great deal of inquisitiveness from the participants about their personality type as revealed through 16 PF. Dr Shruti Gupta initially discussed the concept of JOHARI window followed by interpretation of the 16 PF scores. The forenoon session was taken by Dr Babita Bhati, Asst. Professor AIMT who discussed the concept and importance of Transaction Analysis. She highlighted the significance of ego states and parallel transactions which leads to effective communication. Further with the help of an instrument, TSI- Te she was able to unleash the Operational Effectiveness Quotient of the participants. Post lunch session further emphasized on interpersonal effectiveness through Fundamental Interpersonal Relationship Orientation -Behaviour and was conducted by Dr Shikha Bhardwaj, Associate Professor, IILM. She stressed the relationship between different needs and their modes of expression.

Unlike the previous three days which emphasized on understanding self through a test, Day 3 was primarily focused on building Emotional Intelligence for being more effective. The morning session on was taken Emotional Intelligence in Management Teaching by Mr. V Rajeev, National Competency Manager, Nestle India Ltd wherein the importance of emotionally intelligence was highlighted. The next session was on Building Personal Power and its impact on Results by Mr. Subhashish Bhattacharya, Director & CEO Vriksh

Consulting Pvt. Mr Subhashish discussed the main difference between Blue Collar and white-collar competencies and ways of building personal power. He shared an important concept of Circle of Influence and correlated with a movie Lagan signifying that change in perspective can make a big difference in one's life.

The final day, Day 5 was conducted by Dr. CV Ramanan, Professor & Spiritual Sadhak who through a plethora of stories and exercises shared spiritual, value-based and powerful philosophy of Total Quality Person (TQP). This philosophy inspires us to be on a journey enabling wealth creation in the right way, service (sewa) to the society and happiness and fulfillment in our personal and professional lives.

Finally, the FDP came to an end by summarizing the experiences of all the sessions through a small movie prepared by the convener and distribution of certificates to all the participants.

The FDP was well attended by 13 people, 02 from outside and 11 from within the Institute

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Participants who attended the FDP on understanding self through psychometric analysis



Participants during session on Emotional Intelligence



Participants receiving the certificates during Valedictory Session