

## STAGES OF PERSONALITY DEVELOPMENT

In essence, personality development occurs when a person enters a new social environment and adapts to it. Under favorable circumstances, personality develops in three stages:

**Adaptation.** A person becomes familiar with the values and rules operating in the environment, enters the social group and becomes similar to its participants.

**Individualization.** A person has contradictions between the established norms and the desire to manifest his or her own individuality. That is, the individual does not want to «be like everyone else», he or she strives to stand out from the masses. At this stage a person is looking for ways to manifest his individuality.

**Integration.** A person wants to manifest his individual qualities and at the same time strives for them to be accepted and approved by the other members of the social group.

Human development occurs through a process of learning, self-discovery, social interaction, and the accumulation of experiences that form throughout life. Personality development is a progressive process and begins at birth.

## WHAT INFLUENCES THE FORMATION OF PERSONALITY

The driving forces of personality development can be various factors, among them the most basic:

Genetics

Environment

Upbringing

Every person by nature has a predisposition to certain emotional reactions to successes and failures, to the behavior of other people. This is laid down genetically. Then a person is influenced by the environment – the conditions in which he lives, the national characteristics of the country where he was born, etc. From early childhood, a child is influenced by adults who teach him, instill certain norms of behavior and thus influence the development of his personality.

What influences personality development besides heredity, environment and upbringing? Society has a great influence – not only parents, but also school, university, various public/state institutions. The driving force for one's own development can also be a person himself. It can be both his/her conscious choice and some internal forces of a person (fears, boredom, natural inclination, desire to compensate for lost things, etc.).

## ACTIVE AND PASSIVE PERSONAL DEVELOPMENT

Personal development is the ongoing process of acquiring new skills, knowledge, improving personal qualities and refining one's personality in order to achieve balance, fulfillment and personal growth.

Personal development can be passive and active. Passive growth involves the alternation of several stages of development from birth to old age in accordance with the norms of society. That is, a person develops to the extent that others expect him to. He «correctly» passes the stages of childhood, adolescence, youth, maturity, and preparation for old age. In fact, with passive development of personality, growth stops already at the stage of maturity, because qualitative changes of personality, as a rule, occur in the periods of adolescence and youth (they contribute to successful fulfillment of life tasks). But there are people who supplement passive personality development with active growth, and at all stages of life, including maturity and sometimes old age.

Active development of personality occurs as a result of personal initiative of a person. If in passive growth the intellect grows naturally, «by itself», in active growth a person has a desire, an idea, which is transformed into an intention, after which he/she sets goals for himself/herself and is engaged in self-development, improvement of his/her own personality. He does it on his own or undergoes appropriate trainings, receives education necessary for acquiring certain skills.

#### PERSONAL DEVELOPMENT – GETTING OUT OF YOUR COMFORT ZONE

Personal development always involves stepping out of your comfort zone. To learn a new skill, you have to go through certain discomfort, even the first steps of a baby do not work out immediately. A personality that strives for active development is ready to step out of its comfort zone for the sake of self-improvement. Such a personality has its own characteristic features:

A large number of diverse desires.

Interest in a variety of things.

Interest in their own future.

A desire to make one's future bright.

Seeing realistic prospects.

People who strive for the development of their personality are considered psychologically healthy, they are in harmony with their «I» and can build their lives the way they want. Qualitative changes in personality do not fall from the sky and are not self-generated inside – they are created by teachers, coaches or by the person who decided to change himself and achieve a certain goal. Coaching training is a great way to develop your personality, develop new skills to achieve your goals and improve the quality of your life.