

## **WORKSHOP ON 'MANAGERIAL STYLES AND PERSONAL EFFECTIVENESS'**

**Date-** 6th June 2016

**Time-** Session I- 8.30 -10.30 am, Session 2- 11-1.30 pm

**Venue-** Abhivyakti

**Resource Person-** Ms. DiviyaPurohit& Ms. Suman Trivedi

**Tools used:** Personal Effectiveness scale by Dr. UdaiPareek and Managerial Styles inventory by Dr. UdaiPareek (Training Instruments in HRD and OD)

**Attended by-** Session I- Moderators, ACs, DCs (6<sup>th</sup>- 12<sup>th</sup>), PRERNA

Session II- Teachers of class 6-12<sup>th</sup>

**Objective: Self Awareness through self scoring instruments of PE (G) and TSI (M) and to discover if our functional styles are effective personally and professionally for us.**

### **Feedback-**

The workshop was conducted in 2 sessions. At the onset, the objective of the workshop was discussed; which was to increase 'Self Awareness' with the help of the 2 instruments mentioned above. The first scale used was Personal Effectiveness scale which is used to rediscover the Blind and Closed (secret) zones of our personality as perceived by others. This was done in reference to the Johari window concept. The dimensions discussed were: Self Disclosure, Openness to Feedback and Perceptiveness. The second instrument used was to discover our dominant Managerial style and also to judge if our 3 ego states are being used in a balanced manner. For each ego state there are 6 functions which were discussed in detail along with their 6 Ok and 6 Not-Ok styles. The participants were able to identify which is their dominant and back-up managerial style. Also how effectively they are using the OK styles in each function. The objective of the workshop to gain insight into their styles of facing challenges in their life personally and professionally was fairly met. It would be advised to have a follow-up session with the teachers, preferably on an individual level for further clarification. Power-point presentation was used for explaining the theory and scoring interpretation. The content was organised and was easy to follow. The overall experience of the session was very enriching. The teachers had a lot of questions which were addressed individually as well to the group.

Compiled by-

Ms. DiviyaPurohit

(Counsellor, Primary School)

