

Contribution of personality and Intelligence to enhance Human Potential

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ABSTRACT: The key to human resource development is in actualizing individual and collective thinking feeling and choosing potentials related to our minds, hearts and wills respectively. People involved in developing human resources, whether as professional or as leaders, often waste tremendous energy, as well as social, political and economic resources, on helping others be more productive in beliefs and practices that are not only ineffective, but counter productive. Human nature is conceptualized as consisting of physical psychological and spiritual qualities. The dynamics among them are considered. The mind, heart and will are associated with the cognitive, emotional and moral intelligences. A brief description of, human potential, mind, will, heart and intelligences are being given here and how these are important for human resource development. An attempt to achieve goal related to development of human resources, intellectuality, morality and emotionality are the major aspects of a human being. To fulfill all these truth, justice and love as guiding principles for human resource development and actualizing potential in this paper I will briefly share some of what I have come to believe is true in the hope it may be of some assistance to the reader and of service to humanity. The paper will help the person to achieve their potential and promote the Welfare of the country and human being more effectively.

KEY WORDS: Cognitive intelligence, moral intelligence emotional, intelligence, truth, justice, love, principles.

I. INTRODUCTION:

Learning about human development has included academic study and experience is several different contexts and countries. As the term development is more systematic and thoughtful in its approaches. Every human has enormous amount of potential, much of it unrealized and not known to oneself. For this the best example in my mind the case of Lord Hanuman. When he was not aware with his potential hidden him. When Jamwant realized Lord Hanuman to cross the ocean to reach Lanka, these the potential of Lord Hanuman came out and he had crossed the ocean and achieved the goal.

Our physical, psychological and spiritual capacities continue to develop and unfold as we extend our frontier of knowledge and possibility. As human health, development, productivity, research and their benefits continue to evolve, the technical, intellectual and moral life of humanity progresses.

Human Potential :

Human potential is the capacity for human to improve themselves through studying, training, and practice, to reach the limit of their ability to develop aptitudes and skills. "Inherent within the notion of human potential is the belief that in reaching their full potential an individual will be able to lead a happy and more fulfilled life."

Meaning and scope:

The term, potential, general refers to a currently unrealized ability. The term is used in a wide variety of fields, from physics to social sciences to indicate things that are in a state where they are able to change in ways ranging from the simple release of energy by objects to the realization of abilities in the people. The potential can theoretically be made actual by taking the right action at right time.

The concept of developing potential is sometimes described in terms of becoming the best version of one self. Person who are believed to have a degree of potential that they do not pursue are often described as having failed to "live up to their potential". Early conceptions of human potential suggested that the full potential of any person was innate in that person from before their birth, possibly from the moment of their conceptions. More recent definitions have encompassed both internal and social influences.

Developing Human potential:

In developing human potential, the starting years are the most important, beginning with prenatal development. Good nutrition and health form the foundation of later development. Later, training and forming the character and capacities of mind, heart and will are added. Education in intellectual, emotional and spiritual endeavours to prepare for advancing demands of life follows, with special attention to the abilities, talents and also inclinations of each person towards the different aspects. Humans, individually and collectively, have three basic aspects that are important to consider in developing human resources and potential.

The most obvious and accepted by all is our physical nature. To be human, means to have a human body. Scientifically by various means, our bodies, place us in the animal kingdom, therefore, part of our nature is slightly common to other animals with whom we are genetically somehow very similar. We have physical needs that must be met to an adequate degree if we are to be able to effectively develop our distinctive abilities to think, feel and choose that actually make us quite unique from animals.

We prosper when our spiritual nature influences how we think, feel and chose. It can direct our minds, hearts and wills in very healthy manner. If our animal nature prevails, then we actually become more destructive than any animal because the power of thought, feeling and action by the desires and impulses.

Human-Potential model:

According to the Americans psychological Association, the human-potential model is an approach in the field of Education that “emphasizes the importance of helping learners to achieve the maximum development of their potential in all aspects of their functioning.”

Human Potential Movement:

The Human potential Movement was a particular counterculture movement started in the 1960, with a focus of maximizing human potential . It was influenced by the work of these such as Abraham Maslow, and took the form of a type of psychological philosophy.

In philosophy and bioethics, potential(future) person (in plural, sometimes termed potential people) has been defined as an entity which is not currently a person but which is capable of developing into a person, given certain biologically and/or technically possible conditions.

The Mind:

Developing the mind for unfettered search for knowledge and independent investigation of truth is essential for human resource development and realizing potential. As we each develop our unique perceptions of reality constructed from our experiences and limited knowledge, we must continuously reevaluate understandings of truth with the individuals, institutions and communities with whom we interact. Divorced from the guiding principle of the search of truth, as well as emotional principle of love and the moral standard of justice, the mind can be dangerous to both the individual and to the society. The minds guiding principle and actualizing virtue is truth. The truth is defined as the conformity to fact or actually, a statement proven to be or accepted as true, sincerity and integrity to an original or standard.

Truth is that which is considered to be the supreme reality and to have the ultimate meaning and value of existence. The basic goal of the mind and object of truth is to know and understand ourselves. Knowing our strengths and weaknesses and developing our potentialities are fundamental tasks for each individual.

The Heart:

We traditionally have seen that the heart is an important part of our nature, and many everyday expressions, such as to give or take heart, demonstrate its role in our lives. Modern science is providing evidence to support that the physical heart is connected to our metaphysical heart. We have come to learn that the organ heart does more than pump blood. It communicates, biochemically hydrostatically, neurologically and electromagnetically with the rest of the body.

Childre and Martin, 1999 in his study has focused on Heart Math that heart is one such research based approach to use scientific data to indentify and develop the capacity of heart and describe how it is regulated to by love. Love is the vital and potent releaser of the of the heart’s potential. According to Webster’s Dictionary, “a feeling or emotion as distinguished from cognition, thought, or action.”

The capacities of the mind are generally associated with the physical brain, as those of the emotional and spiritual heart may be associated with the physical heart, however they are different. According to Encarta Dictionary the heart as “the source and center of emotional life, where the deepest and sincerest feelings are located and a person is most vulnerable to pain.”

The Will:

As we associate our cognitive capacities with our brains and our emotional faculties with our hearts, we might refer to our will as centered in our guts, resulting in expressions such as “intestinal fortitude” and “gut reactions”.

Gershon (1999) in his study states that nerve cells of the enteric nervous system, the digestive tract, acts as a second brain. It has more nerve cells than the spinal cord. It also produces more than 90% of the body’s serotonin and about 50% of its dopamine, both important neurotransmitters that affect mental and emotional states.

To develop willpower, individuals should be encouraged is making plans and decisions, setting and achieving goals and in developing commitment, perseverance and self-regulation. By thinking, deciding, doing for ourselves, carrying on in the face of difficulties and seeing challenges as opportunities for growth we develop discipline, confidence, conscience, trust and faith.

Willpower is the ability to resist short-term temptations in order to meet long term-goals. Willpower is believed to be one of the key determinants of both personal and professional success. Commonly referred to as “self-discipline” Willpower is what helps us create lasting positive changes in our lives.

Willpower makes all the difference in the world. It is what stands behind, most successful stories. It is what helps us forge new habits and what keeps us on a chosen course no matter how difficult the road gets. It is what helps us resist distraction and lead a productive lifestyle. Willpower is a superpower, at least to some extent.

Willpower is defined as discipline and self-restraint. An example of willpower is someone being able to quit smoking. The strength of will to carry out one’s decisions, wishes, or plans.

The Mind, Heart and Will as the Appearance of Emotional, Moral and Spiritual Intelligence:

The mind, heart and will each need to be trained and their capacity gradually increased. These capacities can be referred to as intelligence, a term that is being used to describe more than cognitive knowledge and skill. As such, mind, heart and will are associated with the cognitive, emotional and moral intelligences. As cognitive intelligence is better understood and accepted. If we look towards emotional, moral and spiritual intelligences then it is found that how they are to be used to help to develop human resources and potential.

Mayer and Salovey (1997) in the study found emotional intelligence as “the ability to perceive emotion, integrate emotion to facilitate thought, understand emotions and to regulate emotions to promote personal growth.”

Goleman (1995) defined the term as, “a feeling and its distinctive thoughts, psychological and biological states, and range of propensities to act.” It also includes four main competencies viz. self-awareness, self-management, social awareness and relationship management.

Regarding Moral intelligence, Lennick & Kiel (2005), emphasized as “the mental capacity to determine how universal human principles should be applied to our personal values, goals, and actions.”

Spiritual intelligence as addressed by Emmons (2000), Zohar (2000) and Zohar & Marshall, (2001), as, “spiritual intelligence addresses meaning, motivation, vision and value.”

Combining Mind, Heart and Will to Actualize Potential:

Developing human potential is the process of using will to choose to develop our knowing and loving and then translating them into positive action.

The change process must involve all three capacities to be systematic, sustainable and effective, In this process, all participants should be considered as collaborators in establishing clarity of vision, purpose and roles that evolve and are reevaluated as needed according to new learning and changed circumstances.

II. CONCLUSIONS:

Developing human resources is an intellectual, emotional and moral aspects. Mind, heart and will, as well as truth, love and justice have subjective and objective, as well as individual and collective aspects that all need to be considered for a holistic understating. Utilizing our minds, hearts and wills in pursuit of truth, love and justice, is a powerful contributor to human resource development.

Positivity is found to be a factor to enhance human resource development. It also increases the capacity and ability of the person. Positive approach in any aspect gives the best result ever found.

If we fail to address the mind, heart and will and to develop each faculty fully, we will not develop the goals, values and actions essential to making a whole, healthy and balanced person, organization and society.

As we strive for excellence is the humble spirit of service, physical, psychological and spiritual well-being will follow for the individual, and the communities and institutions of which they are a part. We currently suffer from a lack and imbalance of the qualities like motivation, happiness, honour and well-being.

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