

# Personality Development and Librarianship

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**Abstract:** *This paper emphasizes on how personality development is important in the field of library and information science. It also discusses how personality development skills can help the library professionals in handling the different types of users of the library. It helps them to become successful in their profession by fulfilling the demands of the users.*

**Keywords:** Personality, Personality Development, Librarianship, Library Profession, Library Professionals

## 0. Introduction

Personality Development is a subject of concern now a days which is incorporated almost in every field of study. All areas of study which have to deal with the public such as customers in business, users in library etc, realize the importance of this topic. The success of the institution depends mostly on the people who manage it. Similarly the library will be able to achieve its goal and objectives only when the people who manage it can have a good personality.

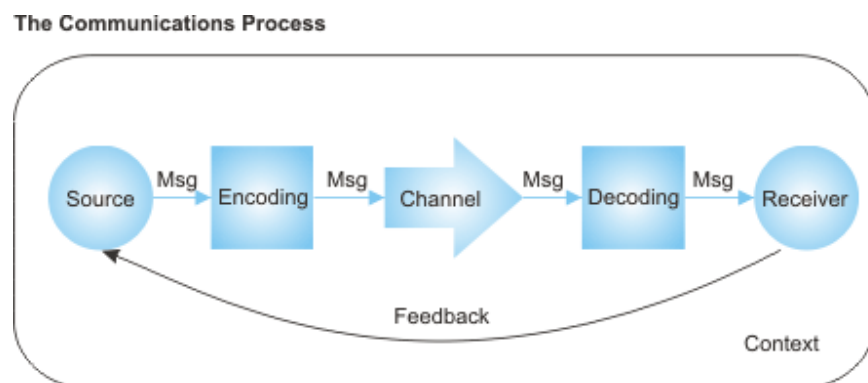
Now a days, Librarianship is not like in the past where the librarian was just the keeper of books. The modern librarians have to encompass different types of skills which will help them to cope with the different types of functions and roles which they have to play in their profession. The functions, activities and roles of the librarians have changed as the time passes by, especially with the coming up of new technologies from time to time. Therefore the librarians have to face different challenges and difficulties and have to adapt themselves to these changes. To be successful in their profession the librarians of this age must have different types of skills, such as to handle the new information technologies, to handle the different types of users, to motivate their users to use the library, to be able to successfully manage their subordinate staff, to have a good leadership skill, to be able to communicate well with other people, not only with their users but even with the higher authorities, to have time management skill, to be able to work in a team environment etc. These are some of the important skills which the librarians of this age are expected to have.

## 1. Personality Development

When we say personality development, is it just to dress well according to fashion or to talk well in any kind of language, or to be attractive, or to influence people? Actually what do we mean by personality? And what do we mean by personality development? According to Oxford Dictionary, personality is “a person’s distinctive character or a person with distinctive qualities”. Personality is a character or quality of any particular person. Personality development is to develop properly the character or quality of a particular person.

In terms of Librarianship, personality development means to develop the personalities of the library professionals in such a way that will suit their profession and by which they will be successful in their career. The following are the basic skills for personality development in the Library Profession:-

- A) **Communication skill:** This skill should be considered as one of the core and important skills in the profession. In the Library Profession, not only the librarian, but all the library professionals at all levels should have good communication skill. The communication skills are speaking, listening, writing and reading effectively. To be able to communicate with others properly one should have the patience to listen to them first what they have or want to say. Similarly the library professionals also should pay attention, obtain information and try to learn and understand what their users want to tell them. Active listening will help them to be able to interact properly, first of all with the users who are the main component of the library and without who the library will be no where, to know and understand what they need and require to find out when they visit the library. It will also help them not only to understand the user's needs but it should also be the responsibility of the library professionals to make it clear from their side to the users in what way they want to help them. The communication between the users and the library professionals should be beneficial for the users especially, and to the library professionals. The communication skill will also help the library professionals to be able to communicate with their higher authorities as well, as with their colleagues etc.



**Figure 1 is showing the process of communication**

[http://www.mindtools.com/pages/article/newCS\\_99.htm](http://www.mindtools.com/pages/article/newCS_99.htm)

The above figure shows the process of communication, the flow of information from the source or the sender to the receiver. The message is the information for communication. Encoding is the process of transferring the information into a form that can be sent and correctly decoded at the other end. Channel for communication can be face-to-face meetings, telephone or videoconferencing. Decoding is the process of understanding by the receiver of the information. So an effective communication means when the sender can send the message to the receiver properly so that the receiver can understand what the sender wants to convey in the message. It is the responsibility of both the sender and the receiver to make the communication effective.

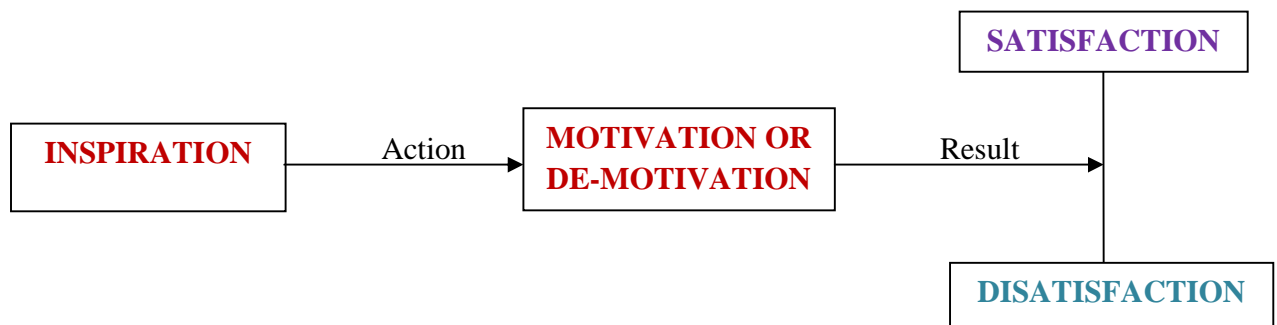
B) **Motivational Skill:** In Librarianship now a days this is another important skill which the library professionals should have. It is the duty of the library professionals to motivate their users in using their library, to increase the reading habits of their users and to motivate them in using the different kinds of sources of information available in the library.

The followings are some of the requisites to motivate according to Shah and Shah (2000):

- We have to be motivated to motivate
- Motivation requires a goal
- Motivation once established, does not last if not repeated
- Motivation requires recognition
- Participation has motivating effect
- Seeing ourselves progressing Motivates us
- Challenge only motivates if you can win
- Everybody has a motivational fuse i.e. everybody can be motivated
- Group belonging motivates

A librarian being the manager not only of books but also of the staff under him/her therefore motivation is not only to the users who use the library but it is needed for the library staff also to perform well in their job which will bring success to the library.

### **Relationship between motivation, inspiration and satisfaction (Shah and Shah, 2000)**



**Figure 2** shows the Relationship between motivation, inspiration and satisfaction

C) **Leadership skill:** This skill is one of the most important skills not only in the Library Profession but in all types of profession. The success and failure of any institution or organization depends on the people who run it, similarly the success and failure of the library depends on the library professionals who manage it. Library is an organization

which can be run by a group of people not by a single person. The Librarian being the manager of the library is at the same time the leader of the people at different levels under them. A good leader is the one who can successfully lead a group of people to work successfully to achieve the common goal. The main objective of the library is to satisfy the users, therefore the library managed by the librarian with the good leadership skill will be able to achieve its goal and objectives.

**D) Approachability:** The library professionals must be approachable people. Since they have to deal with the users who are the main component of the library, they should not be stubborn or reticent in character, should not be rough spoken, and should not misbehave with their users. In fact the library professional at all levels should be user friendly, approachable people and they should be the first option from whom the users should ask for help if they face any problem in the library.

**E) Time management:** This is another skill for library professionals to have it. They should know how to manage their time. They should know how to prioritize their work. The job which is more important and most urgent should be given first priority. They should be punctual to their work, when the users come to the library and find that the library is still closed then this will discourage them from using the library. Therefore the opening and closing time should be fixed properly so that the users will be well informed. At work they should know how to value their time, they should also know where their time is wasted. Therefore the time management skill is very important for them.

**F) Team building:** The library professionals should be able to work as a team. This is another skill required for the library professionals in this modern age. Working as a team is not as easy as we think. There is a lot of effort and toleration in it. Team work is not so easy for everyone. In a team we need a lot of patience, tolerance, cooperation, understanding, honesty, hard work and respect for whoever is in the team. This skill needs a lot of practice for then only a person will get used to it.

**G) Stress Management:** This is the skill which is required everywhere, not only in this profession. Stress is the factor which can ruin the personality of a person both in personal life as well as in professional life. Sometimes people when they are stressed in their personal life they cannot keep it away from their professional life. They take their frustration in their work place and this is very harmful for their career. Suppose this happens in the library, what will happen to the users of the library? The library professionals should have this skill to manage their stress that means even when they are stressed personally they should not mix it in their professional life.

The above are important skills for the library professionals of these days to be successful in their profession if they are lacking one of these skills then they will not be able to achieve their goals.

## **2. Importance of Personality Development in Library and Information Science Curriculum**

It is high time for the library professionals to encompass all the above mentioned skills. The future librarians or library professionals must have all these skills. It is important to introduce personality development as part of the syllabus for the Master of Library and Information Science (M.L.I.Sc) students. Being the future librarians they need to be taught all the skills so that they will be able to develop them within themselves. Now a days everyone is concentrating only on the Information Technology (IT) skill, in fact all of us are paying so much attention to IT skill that we forget all other important skills. With the emergence of the new technology there is a tremendous change in the library profession. To cope with this dynamic change the library professionals have to struggle a lot at least to be able to have IT skill so that they will be able to work side by side with the new technologies. Realizing the importance of IT skills for library professionals, IT becomes a crucial part in the syllabus in the school of library and information science. But besides IT skills the future library professionals need also to have the above mentioned skills. This will help them to be prepared to develop their personalities when they become working professionals.

Each and every individual is having a different personality. To develop the above mentioned skills in every student is not so easy as we think, but here are some of the suggestions on how the students can be taught to be able to develop these skills:-

- a) First of all it will be a part of the course like any other paper which can be taught every day or week.
- b) By arranging special seminars or conferences on this area and allowing the students to take part in them.
- c) By encouraging the students to participate in any kind of professional and social activities
- d) By assigning them a project which is a team work where they can participate and complete successfully as a team
- e) When there is any kind of a team work each and every student must get the chance to be a leader. This will give an opportunity for each one of them to acquire this skill.
- f) By encouraging them to give presentations in the seminars and conferences
- g) By giving them a chance to give a speech in any function arranged by the department
- h) By encouraging them to have a group discussion among themselves about any topic they are interested in. This will help them to be able to communicate with each other very well. It will be training for them how to communicate with other people or other individual.
- i) By providing the students with an internship, the time period can be fixed by the particular Department, either within the course of study or after completion of the course. This will help them to face the real atmosphere of the library.

### **3 Conclusion**

Personality Development is an area which is very important for each and every individual in any field, not only in the Library and Information Profession. This is a competitive world where everyone is after success in whatever profession they are. This can be considered as one of the steps which can lead them toward success in their careers. Therefore personality development skills are very important for everyone in this present age.

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