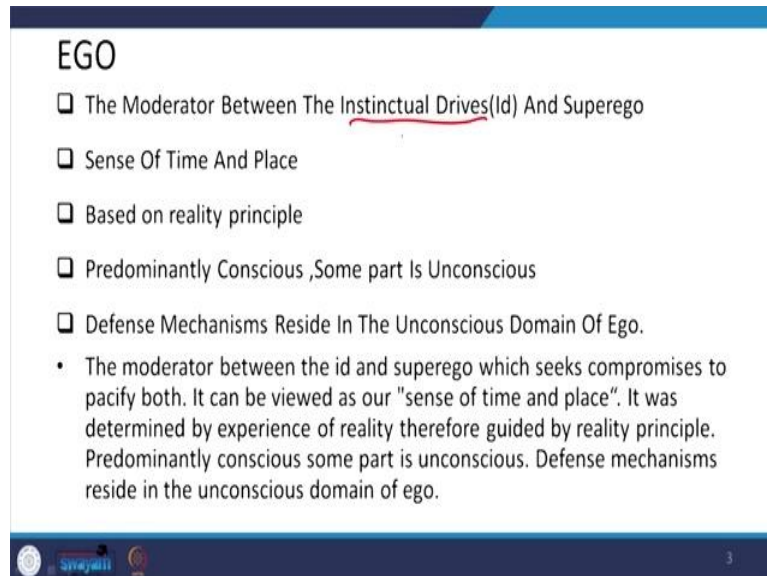
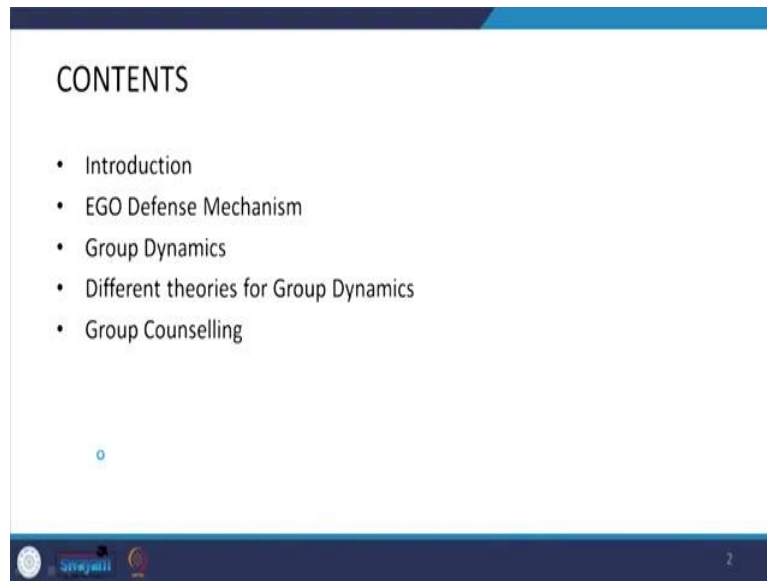


**Managerial Skills for Interpersonal Dynamics**  
**Professor Santosh Rangnekar**  
**Department of Management Studies**  
**Indian Institute of Technology, Roorkee**  
**Lecture No 41**  
**Ego Defense Mechanism & Group Dynamics**

In this session we will talk about a very very important dimension of the group dynamics and that is about the ego defense mechanism and the group dynamics.

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First we will have the introduction then ego defense mechanism, group dynamics, different theories for the group dynamics and group counseling. Now, here when we define the ego then what is the ego? Ego is the moderator between the instinctual drives that is Id. Basically what we understand by the name ego basically that is the instinctual drives that is Id and

super ego. So, therefore, sense of time and place that is also becoming very, very important at what time and what place the communication is going on.

And then accordingly it will affect and determine the ego and based on the reality principle ego is based on the characteristics of the ego, we find that it is based on the reality principle. Predominantly conscious, some parties unconscious, normally you will see that whenever we are interacting with somebody, then immediately we find it is the person's ego, either it is getting the boost up, or it is getting the hurt, so therefore, very short period of time.

So, people are so sensitive. So, therefore, why they are so sensitive, because it is always in the conscious mind however, some part it is unconscious mind also, but the predominantly it is in the conscious mind. Here I would also like to connect with the thought process, basically that particular thought process... I have talked about the thought and behavior in my previous sessions. So, therefore, in that case, the ego mechanism, ego mechanism is the outcome of the thought process.

Suppose, somebody says, that you are looking good. Immediately, person will catch that particular positive statement and find having the happiness for the admiration that is somebody has admired me and therefore he will feeling happy. If somebody says you are not looking good and then immediately the person will feel bad about it and then he will try to find out that is how this person said this and why is the today, nobody has told me that I am not looking good why this person has told me the that I am not looking good and blah blah. So, this type of the thought process will come.

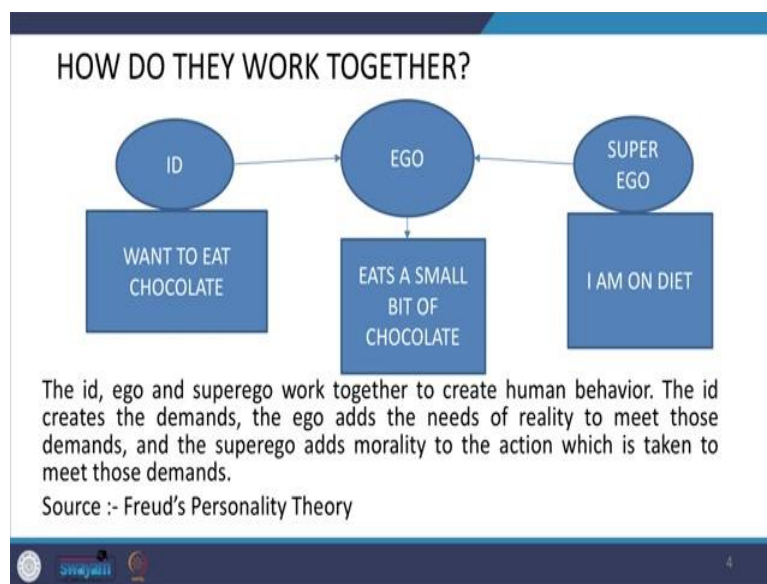
So, basically what is important is that it is in the conscious mind it is so sensitive, that it is becoming the immediately affecting the ego of the person. So, therefore, what is required? Requirement is the approach to the thought process and our approach to the thought process is positive, approach to the thought process is confident then definitely in that case, our ego will not hurt that easily.

And, but if somebody says or criticize means, basically to us immediately what we do we say no you understood wrong to me and this is not the fact, this is not right. Later on you may realize that is the yeah whatever the person was saying it was right. But at that moment as it has been mentioned here, that the instinctual drives. So, instinctual drives immediately we will say no, that is no, you are criticizing me that is wrong, I do not accept. So, acceptance

level of the criticism is low because the ego is high, ego is high because the approach to the ego to the thought process, that is negative.

The moderator between Id and super ego so, therefore, here we talk about instinctual drives and the super ego which seeks compromises to pacify both. It can be viewed as our sense of time and place. So, at what time and at what place that is the communication or that feeling is develop that is becoming very, very important. It was determined by experience of reality therefore, guided by the reality principle and that predominantly conscious some part is unconscious, defense mechanisms we said in the unconscious domain of ego.

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And therefore, not want to eat a very good example is given here that is do you want to eat chocolate? That is Id and the ego is I am on diet and then that will be giving the super ego. Ego is it is a small bit of chocolate and therefore, you are having that you are satisfying to satisfy your ID. So, when we talk about the ID is satisfied so, therefore, in that case that whatever question is come here and then why is a small bit of chocolate like suppose you go to anybody's house and then the host he offers you certain sweets or the dishes or food and then even if you want to escape that food but still you will take a little one.

Why we take that little one, what is that courtesy? Why that courtesy, that courtesy is that you are satisfying the ID of another person. So therefore, it was the offer an ethical offer. So, please be judicious. So, therefore, in that case, if there is an ethical offer and that ethical offer, even if you do not want to accept you show the courtesy and you take the little bit of that particular fruit and all. So therefore in that case ego is there.

But if somebody says I am on diet I do not take these things so then that will be the reflection of the super ego. So, therefore what will the host feel? Host will feel that even I was offering the person has not taken, so, he will not appreciate. So, therefore, then in that case when you are saying I am on diet, that is you are showing this super ego. So, there is a need of the defense mechanism because we are living in the society right and society will dislike these persons those who are having super ego. So, therefore, in that case, we have to manage between the ID ego and the super ego and it is called the defense mechanism.

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The slide is titled "DEFINITION" and contains two bullet points. The first bullet point states: "Defense mechanisms are defined as unconscious psychological strategies brought into play by various entities to cope with reality and to maintain self-image." The second bullet point states: "Purpose of the Ego Defense Mechanisms is to protect the mind/self/ego from anxiety." Below the text, there is a handwritten diagram in red ink. The word "mind" is written at the top, with a line pointing down to "ego" on the left and "self" on the right. A horizontal line connects "ego" and "self".

**DEFINITION**

- **Defense mechanisms** are defined as unconscious psychological strategies brought into play by various entities to cope with reality and to maintain self-image.
- Purpose of the Ego Defense Mechanisms is to protect the mind/self/ego from anxiety.

mind  
ego — self

So, defense mechanism are defined as unconscious psychological strategies brought into play by various entities to cope with the reality and to maintain the self-image. So, as soon as the offer was there and your unconscious mind will immediately respond either yes or no, either ego or super ego, but your unconscious mind in that particular time and place within the fraction of the seconds decides the reaction, and therefore, that is about the reality and to maintain the self-image.

Now, you have to cope up with both you have to one side protect your image. That is you want to show that you are not a super ego person. So, therefore one side you have to maintain your self-image and then the reality is you are really on diet and therefore, you want to avoid that food. So, therefore, in that case, that balance unconscious... you see how beautifully the human brain works during the balancing the imbalances and that is the management's definition basically.

So, every time we are doing this, but management and therefore, in that case we talk about scope up with the reality and to maintain the self-image and that self-image is maintained by the unconscious mind and our response for that stimulus is very balanced one. So, therefore, when we are having the reality and then we maintain that particular self-image, then definitely we are successful.

Purpose of the ego defense mechanism is to protect the mind, self, ego from anxiety, know what to do, suddenly many times you are confused, this is the offer and then what to do, whether to accept or not to accept, whether I will accept it will create my positive self-image or it will not get, so it will win the mind it will be in self and then it will be ego. So, all three factors, therefore, your mind, so mind will direct towards yourself and self will work on the ego.

So, therefore, it becomes very very important that whenever we are talking about this particular defense mechanism within the fraction of seconds, you have to decide your mind that is yes or no, but then that yes or no will depend on your self-image. But if you will take time then not only you will be confused but you will confuse other person also. So, therefore, in that case, what is important is that with in the fraction of time in a natural way, the natural way, our mind and our self-image and ego they works together and then they bring out what is the outcome from that particular anxiety and that take the decisions.

So here now many times it is a thin line difference basically, to say yes or to say no, because if you will say yes, we are creating our self-image, if we say no, then we are damaging our self-image. So, it is a question of ID and it is a question of super ego. So, we have to understand when to say yes, when to say no, it means when to create the image and when to satisfy the ego of others.

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THE ID & SUPER EGO	
THE ID	SUPER EGO
<input type="checkbox"/> Reservoir Of Unorganized Instinctual Drives	<input type="checkbox"/> Internalized Societal And Parental Standards
<input type="checkbox"/> Based On The Pleasure Principle	<input type="checkbox"/> Predominantly Unconscious
<input type="checkbox"/> Unconscious Primary Process	<input type="checkbox"/> The Ego Ideal
<input type="checkbox"/> No Logic And No Time Line	<input type="checkbox"/> Children Internalize Parental Values And Standards At About The Age Of 5-6 Yrs

So, one by one I will take these points. Reservoir of unorganized, instinctual drives, beautiful point. Unorganized instinctual drives means our instinct how they are responding and we are prepared that I am on diet people will offer me the food and then I have to take a small bite. So that the image is there, but you are not on diet and you are not hungry and somebody offers you and then you say no, like a mother, mother offers to a child hot hot chapatti paratha and the child says no I do not want to eat, mother is shocked, that I have prepared such a beautiful dish for my child after making so much of efforts getting up early in the morning making this particular breakfast and the person says husband says or the child says no I do not want to eat this and they go.

Now this will be attack it will be attacked on the instinctual drives. Because mother was unorganized that time because she never thought but with the experiences, she knows that I'm cooking this particular dish and this dish may be like a may not be liked even people may say no and if they say no, how to get them on the track right. So, therefore in that case then it will be organized. So, therefore, it is very important that you are organized or unorganized. So, if you are visionary, the leaders, leaders many times they get a text on their ID. But how they respond, some leaders they are not able to respond in a proper way.

It means in technically we will say they are unorganized, instinctual, their drives are there. They have not organized their instinctual drives but a professional and seasoned leader, he knows that there will be attack on my ID and then how I have to handle that attack. Another example I would like to give here I recalled about the industrial relations, the negotiation or communication between the employer and employer, employer and union and there might be

an attack from either side, and how the another side takes it that becomes very, very important. So, if another side is prepared, that is called the preparedness.

Are you prepared? Are you prepared to reflect yourself image through ID or sometimes you are prepared to show your image with this super ego to whom you do not like and therefore, you know that how to express my super ego there. Based on the pleasure principle, I always talk these principles about the win win win lose lose lose and lose win. And therefore, when there is an interaction between the two egos what shall be the strategy? Strategy has to be win win strategies.

And if you are having the win win strategy, then not only you protect your own ego, but you will protect the ego of others also like the small bite of chocolate very good example is given here, it is a small bite of chocolate, what is that? Even you are on diet but you are taking small bite of chocolate. So, you are maintaining the ego of self and ego of others. But, dear friends, it is not that common. What happens many times people directly say I am on diet I do not take these fried items, the person has prepared fried item and you say no, no, I do not take this fried items. So that then what you are doing, you are protecting your super ego, but you are not taken care of the Id of the another person.

So, in interpersonal dynamics in the group dynamic, when you are working with the number of people in the society, in the family, at the workplace it is becoming very, very important that you are having that pleasure principle and if there is a pleasure principle, then that is based on the reality time and place then definitely you are satisfying your ID. Here these instinctual drives are depending upon the unconscious primary process because our brain is very fast. So even we immediately we say yes we say no.

And then we realize, we should have said yes or we should have said no, but as a spontaneous we are saying it is yes or it is no and therefore, in that case that is becoming the unconscious primary process, how did unconscious primary process, it works that we are to understand. Here in the ID there is no logic and no timeline. Different people having different ID level and therefore, in that case you will ask why you behave like this, why you feel that this is the minimum to accept, but there is no logic dear friends and how long it will go there is no timeline.

There is no lifeline of that particular ID that is it will be for so many years. So, therefore, the ID but yes, ID is to be protected. Superego internalized societal and parental standards. Now

you see that travelling in railway and then going by AC so, the people will express that I travel in AC only. I traveled by the flight only, this is my favorite flight, this is my favorite hotel, restaurant.

So, therefore, what is that? It is the internalized it is okay, if you visit to the five star means you are a big person. So, what is that? That is a culture basically and that is the how the parental standards have been adopted and if the parental standards say no cook at home and have the healthy food and then in that case super ego you see that is a person cooks and then serves. It is the homemade and therefore, the people feel pride by saying it is homemade.

So, why it is so? Because that proves that yeah, that much effort has been done. So, but it depends on what type of the society, the born and brought up and therefore, that has been internalized from the environment. Super ego is not natural, it is from the environment, ID is natural and it is from the self it comes from the self. So, more emphasis on self-need. While more emphasis on super ego is what we have learned from the society from the parental environment. It is predominantly unconscious, because that mind is set. There is I do not accept below this. So, the communication attitude behavior and that will be the predominantly.

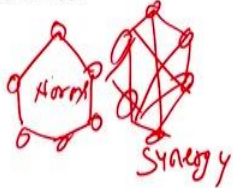
The ego ideal, the ego ideal is yeah I will maintain this standard and therefore, that will be the ego idol. Now, at what age the person develops? You will be surprised to note that super ego is developed at the age of five to six years. It is really interesting, that when child starts the observations and then from that age only the child learns about the super ego. Now, I would like to take the another dimension after understanding the ID and super ego.



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## GROUP DYNAMICS

- **Group** has been defined as an organized system of two or more individuals who are interrelated so that the system performs a function, has a structured set of role relationships among its members, and has a set of norms that regulate the function of the group and that of its members.
- Based on the definition, the interdependent criteria will be:
  1. Performance of the Group
  2. Objectives or Goals or Expectation
  3. Structure of the Group – position and roles
  4. Norms



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There is a group dynamics, group has been defined as an organized system of 2 or more individual who are interrelated so that the system performs a function, has a structure set of role relationships among its members, and has a set of norms that regulate the function of the group and data of its members. So, therefore, I will also like to mention the difference between the group and team. So, when I draw this diagram, this is group and when I draw this diagram, then in that case there is a synergy.

So, this is the synergy means connection. So, amongst the group members, there is a inter member relationship is there, but here everybody is performing a function because these are the positions, has a structured set of roles relationship, this is reporting to this, this is reporting to this and as a set of norms that regulate the functions of the group and there are the norms are there that are how they are to perform, but there is no coordination among the group members.

So, therefore, when there is no coordination then that is a group and there is a coordination that is a team. So, performance of the group objectives or goals or expectations from this particular group structure of the group positions and roles and norms are there. So, this will be the conditions.

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## Contd..

- In the '80s, the term *group dynamics* was commonly applied to practical attempts to reduce intragroup and intergroup tension. In industrial setting in the '70s, it is referred to the study of individual interaction in small groups.



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In the 80s the term group dynamics was commonly applied to practical attempts to reduce intra group and enter group tension and in industrial setting in the 70s it is referred to the study of individual interaction in the small groups and small groups many times are having more influence as compared to the majority that we also have to understand in some places large group is okay. But normally in the small group more influence is there.

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## The Individual and the Group

- Membership into groups may be forced (family) or not (gangs). Our membership in small groups provides us with our first taste of social interaction. The first and most immediate social experience of mankind is small-group experience.
- What really is a group? A sufficient definition is given by Shaw: a group is two or more persons who are interacting with one another in such a manner that each person influences and is influenced by the other(s).

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Membership into the groups maybe forced family or not by gangs, our membership in small groups provides us with our first test of the social interaction, so like a family. So, therefore, in that case, you will find the first test of the social interaction is there the first and most immediate social experience of the mankind is small group experience. So, because that is the

starts of the family and families a small group so this group dynamics starts with the small group.

A sufficient given for the group by the choice a group is two or more persons who are interacting with one another in such a manner that each person influences and influenced by the others as I mentioned therefore, in that case, the group dynamics is very, very important. So, each person influence and it is influenced by the other, how it works that is becoming very, very important.

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**DIFFERENT THEORIES OF GROUP DYNAMIC**

- Studies have produced several theories on why people join groups.
- The **interpersonal attraction theory** – holds that proximity contact, interaction, physical attractiveness, and similarity are variables that encourage group membership.
- The **group activities theory** – proposes that a person joins a group because he enjoys the things that the group members do.

So, studies have produce several theories on why people join the groups the interpersonal attraction theories talks about that is whenever you are having the group that holds the proximity contact interaction, physical attractiveness and similar to your variables that encourage group members like a friends. So, why you make friends when there is a group of normally in the schools it starts with the families the first group second group is the friends.

So, normally we are getting the influenced by these difference and that proximity contact. So, to whom you make their friends those who are sitting on the same bench of the school or in the same class, so that is a proximity of contact. So, whenever a small group starts, it first starts with the context, and that is why it is told, always have the company of the good people because whatever the company you will help that will influence the behavior.

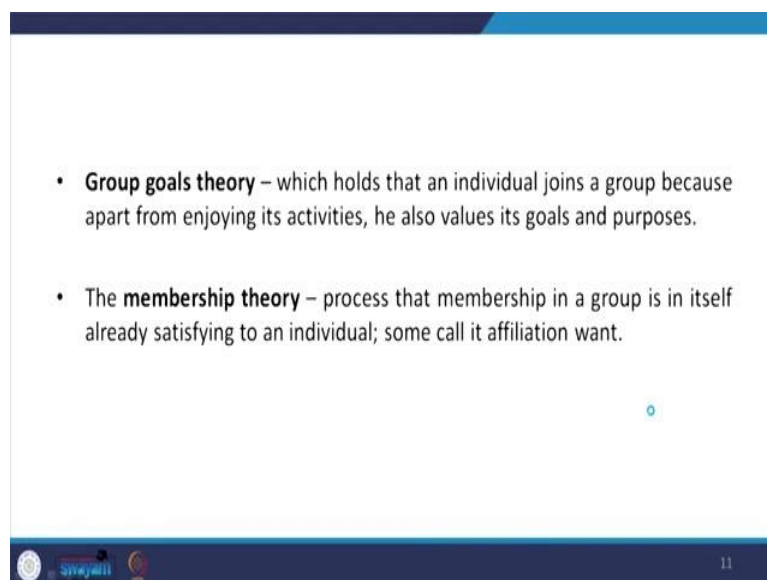
Now, who will influence to whom it will depend on the proximity if higher is the proximity by the one is another, then definitely that communication is more from one to the another, then that will be influence, so when you keep the positive thought person and the negative

thought person who will influence, why we say that no keep away the negative thought person because the chances is negative thought person that will influence over the positive thought person.

And then the person will start thinking like that, because the positive thought person process that may not be expressive so, who will express more that will influence. Then the contact, you are coming frequently into the contact, as soon as you come into the contact you form the group, then there is an interaction among these persons then physical attractiveness therefore, in that case in the group members, now, whenever you are into the contact and interaction starts, then they will be the physical attractiveness will be there.

So, the members will like to go to be close to whose the physical attractiveness they will like and similarity or variables that encourage group membership and that type of the similarities will be there. Now, psychological similarities and physiological similarities. The group activities theory proposes that a person joins a group, because he enjoys the things that the group members do. For example, cricket team, a football team or kabaddi team. So, therefore, in that case, so, where the person will form a group the game which he likes, which space specialization the friends will be there for which the specialization the person likes and therefore, in that case they will be the group activities theory.

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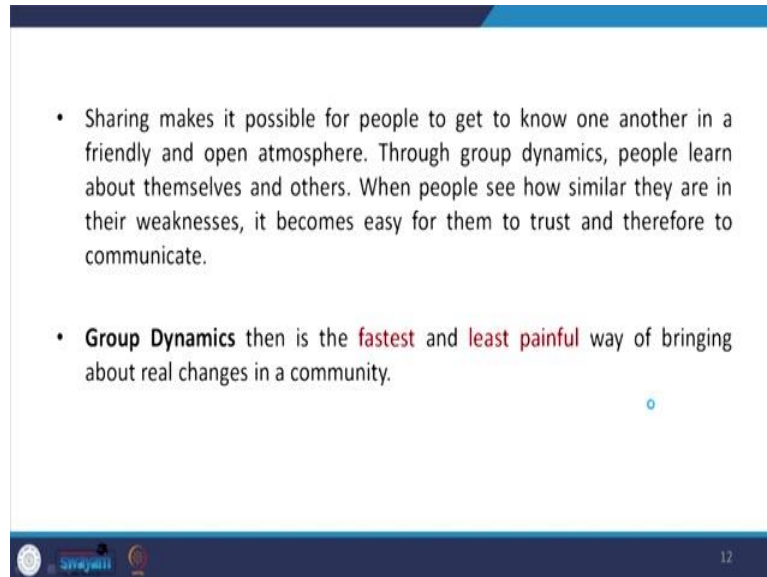


- **Group goals theory** – which holds that an individual joins a group because apart from enjoying its activities, he also values its goals and purposes.
- The **membership theory** – process that membership in a group is in itself already satisfying to an individual; some call it affiliation want.

They will be the group goals theory, which holds that an individual joins a group because apart from enjoying its activities, he also will lose its goals and purposes and therefore, that has been focused the group goal theory has been focused, the membership theory that process

that membership in a group is in itself already satisfying to an individual some called it the affiliation wants.

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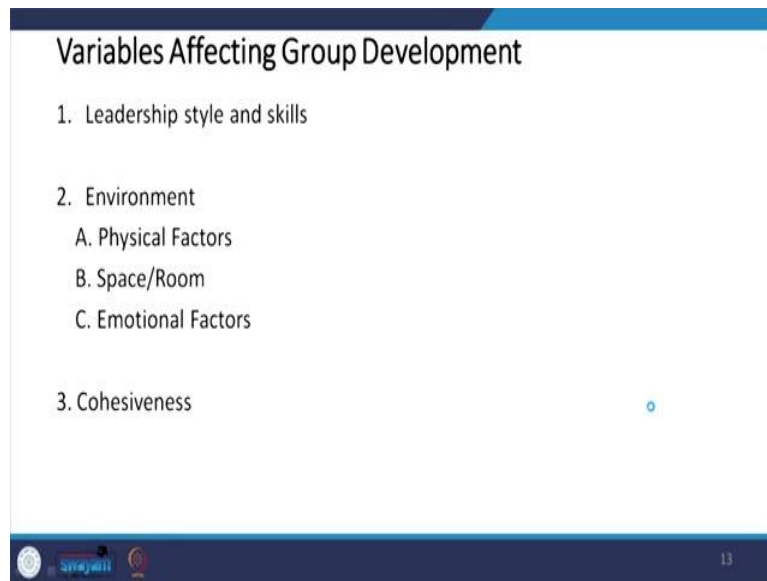
- Sharing makes it possible for people to get to know one another in a friendly and open atmosphere. Through group dynamics, people learn about themselves and others. When people see how similar they are in their weaknesses, it becomes easy for them to trust and therefore to communicate.
- **Group Dynamics** then is the **fastest** and **least painful** way of bringing about real changes in a community.

So, sharing makes it possible now the WhatsApp group nowadays in the social media group. I mean the social media group it comes from people to get to know one another in a friendly and open atmosphere. Through group dynamics, people learn about themselves and others, when people see how similar they are in their weaknesses, it becomes easy for them to trust and therefore they communicate.

So therefore, if I am weak in the mathematics, that is my weakness. So, I will find different who is also making the mathematics, I will not go to a friend who is having good skills in the mathematics because then he will reflect his super ego and I do not appreciate the super ego and therefore it is better to have the ID with the person who is it says okay, I am also weak in the Math you are also in the weak in the Math, so it hardly matters. It is good that we become friends. Group dynamics then is the fastest and least painful way of bringing about real changes in a community.

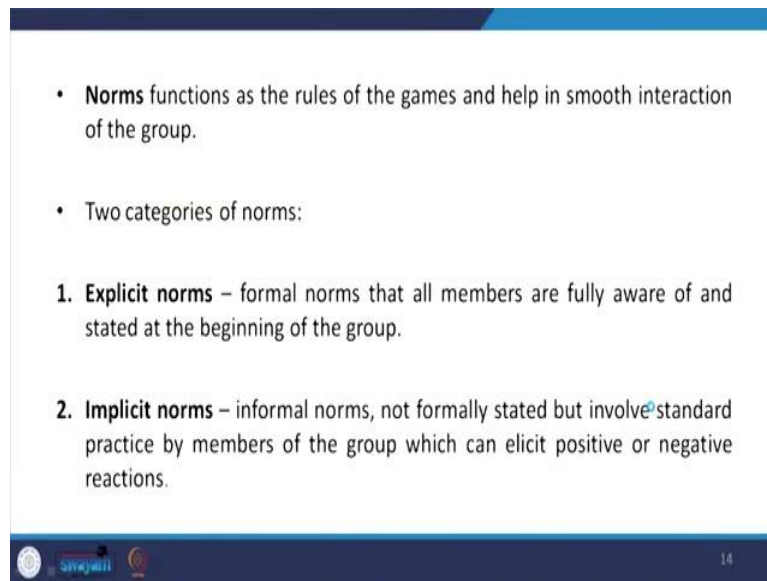
So, therefore, in that case because it the beautiful point is that cohesiveness on the basis of weaknesses. So, one is the receiver or other is the donor. So, therefore, in that case it becomes the fastest and then the least painful because there is no super ego in between. So, there is no super ego it is less painful and bringing about real changes to the community.

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In the group dynamics, the leadership environment physical factors space room as I mentioned a time and place is very, very important physical factors are very, very important and emotional factors like in the case of the family in the case of the classroom. So, therefore, in that case, what is the environment is there and what type of the teacher leadership is there right and that will affect the group dynamics. The emotional connective that is cohesiveness, cohesiveness will be developed and you see when you are having the good friends around you right then you feel very happy you enjoy the time and therefore, you never think what we are gaining or what we are losing there is no consideration of gain or to lose, but it is the company.

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- Norms function as the rules of the games and help in smooth interaction of the group.
- Two categories of norms:
  1. **Explicit norms** – formal norms that all members are fully aware of and stated at the beginning of the group.
  2. **Implicit norms** – informal norms, not formally stated but involve standard practice by members of the group which can elicit positive or negative reactions.


So, norms in the groups are two categories these are the rules of the games. First is the explicit norms formal norms that all members are fully aware of and stated at the beginning of the group. And the implicit norms are informal norms not formally studied but in all standard practices by members of the group which can elicit positive and negative reactions are there for example, waiting for a friend. How do you find that waiting for a friend is less painful or more painful, and when you come to know that your friend always comes late or your friend will keep on waiting you, your friend does not fulfill the promise, but he is your friend.

So, therefore, this is informal norms, so, what you will say like in the spouse also what the wife says, “Ye aise hi hai” so, therefore, in that case that particular weakness that implicit norms are there and in the implicit norms you know, that these are the weaknesses, Ye kaam samay pe nahi hoga, your subordinate is there and subordinate is not doing his job of not making the report suppose, so, you know he is like elephant, we have to again and again remind like what mahouts does to the elephant. So, therefore, in that case, it becomes very important that these are the implicit norms that is this is how things will happen.

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### On the Value of Self-Esteem

- **Self-esteem** refers to one's own worth; how you feel and how you evaluate yourself and others. It gives you empowerment to be accountable and responsible for your decision and judgement.



- **Self-efficacy** is the belief that you can achieve what you set out to do in life.
- **Self-respect** is what you think and feel about yourself.

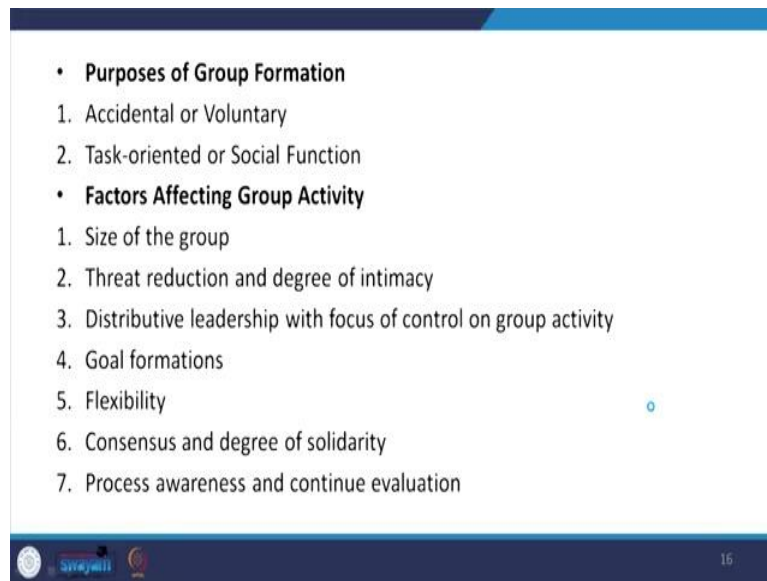
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On the value of the self-esteem, now you see ye kab nahi chalta hai? It refers to one's own worth, how you feel in how you evaluate yourself, your friends keeps on you waiting. Right? How long you will keep on waiting? How many times? It will depend on your self-esteem. If your self-esteem the ability yourself and it gives you empowerment, to be accountable and responsible for your decision and judgment So, you will say “Ye nahi chalega, 2 baar chal gaya, 5 baar chal gaya ab nahi chalega, aur jis din ab nahi chalega us din wo nahi chalega.”

So, therefore, it is a self-respect and self-efficacy. The day you realize it how many times I am waiting for this person, but why I am waiting. And the question is, he is not giving you importance that is why you keep on waiting, finish self-esteem is there. And self-efficacy is that you can achieve what you set out to do in life, but you say “Nahi, me isko to thik karke rakhunga,” and therefore, in that case you want to achieve that is your self-efficacy that is the yes, no no I will make him come on time and I will not wait self-respect or you may feel Chodo, friendship chodo, he is not respecting me. So, what do you think and feel about yourself that now it is enough. So, enough means enough so, then it is here.



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• **Purposes of Group Formation**

1. Accidental or Voluntary
2. Task-oriented or Social Function

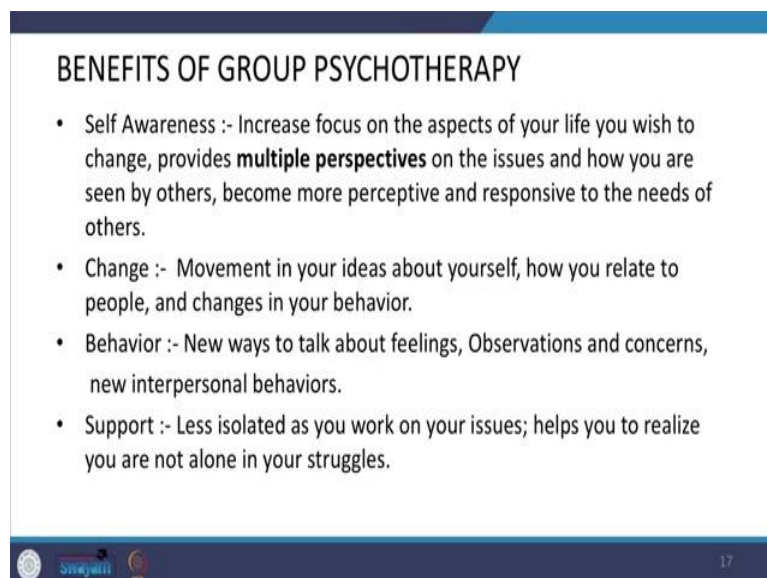
• **Factors Affecting Group Activity**

1. Size of the group
2. Threat reduction and degree of intimacy
3. Distributive leadership with focus of control on group activity
4. Goal formations
5. Flexibility
6. Consensus and degree of solidarity
7. Process awareness and continue evaluation

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So, therefore purpose of the group formation it is sometimes accidental task oriented, or size of the group, threat reduction and degree of intimacy, distributive leadership with focus of control on group activity, goal formations, flexibility, I have discussed all these dimensions earlier into the detail like for example, the flexibility and all.

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**BENEFITS OF GROUP PSYCHOTHERAPY**

- **Self Awareness :-** Increase focus on the aspects of your life you wish to change, provides **multiple perspectives** on the issues and how you are seen by others, become more perceptive and responsive to the needs of others.
- **Change :-** Movement in your ideas about yourself, how you relate to people, and changes in your behavior.
- **Behavior :-** New ways to talk about feelings, Observations and concerns, new interpersonal behaviors.
- **Support :-** Less isolated as you work on your issues; helps you to realize you are not alone in your struggles.

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So, now Finally, I would like to take the last slide that is the benefits of the group psychotherapy. What I would like to talk about is that is the whenever we have to interact with another person, then in that case you have to bring the changes and these changes will be the multiple perspectives. So, to your overall personality like you find I was giving the

example of the spouse and therefore, in the spouse you will find that when they form a group marriage is a formation of group only.

And when they form a group and that group then after you see the changes in personality of you, your siblings and your friends and all and then why because, when you are working with the group dynamics and when you are managing the ego of each other successfully then in that case you have to bring the changes so that multiple perspectives changes on the issues and how you are seen by others. Because please do not forget the influence, nowadays there is a lot of talk about the influence, there is an influence and the ego mechanism.

So, actually in group dynamics what we do? We influence another person, but what self-image you are creating? That is very important dear friends at the workplace also in personal life also the person surrounding to you because we are working into the group activities only in job or family and therefore what self-image we are creating to the others that is becoming very, very important. And so what is it here? Do not resist the change.

Do not say Me to aisa hi hun, you say, “Yes, I am ready to convert this group into team” and that is a thought process dear friends. That is my submission always humble submission that see your thought process, your thought process has to be positive, your thought process has to be logical, your thought process has to be balanced and only then you can convert your group into team otherwise it is just formality, it is a formality of forming a group because there is a marriage there is a group but with that synchronization that synergy will come with the multiple perspective changes.

Try to understand those changes what changes are needed and then if you want to convert the group into team accept those changes and implement that. Sometimes we know we have to change because we are going towards the super ego I am on died. This is super ego, unconscious mind fine, but once you learn that you have to change you have to take a small bite of the chocolate, so therefore in that case, those issues and how you want to be seen by others.

Self-image if you want to show that I am the dominating personality you cannot dominate me and then everything is gone. Group is spoiled so therefore, in that case, please learn and accept because many times when we accept the mistake, even we are not done what for? Convert the group into team, you do not want to break the friendship and therefore, in that case and you create the forgiveness... we study so much the interpersonal dynamics, we have

covered a lot of dimensions and one was the forgiveness, trust, happiness, optimism all we are covered. So, therefore, but these changes are to be brought.

So, by doing this particular course, I will feel myself successful, if you change wherever it is required, if you change and you convert the group into a team and responsive to the needs of others and yes, please understand, you are not to take care of you ID only you have to also satisfy the ID and ego of others. And then you can ask me I have discussed that difference between the ID and super ego and I say that it is a thin line differences.

So, if your mind it comes why me? Why I should compromise? So, then your thought process is that not to compromise, but, I keep another situation the person says, I will always compromise because I want to convert this group into team and then you see and believe me that there will be change in your group members also.

Because with the long term experiences it will be seen, you are sacrificing, your admission of the mistake even though you were not wrong person knows you were not wrong, but that time he is in superego. He wants to prove you are wrong. And you say okay, I am wrong. I am wrong, but you know you are not wrong and you also know the person will also realize I am not wrong, I was not wrong. So therefore that perceptive and responsiveness to the needs of others and that is to be fulfilled. So, that is why in the century we will find it is change.

Moment in your ideas, changes in your ideas, you think that this particular is correct but that is not correct that ideas change in ideas. Change in ideas for self to satisfy the need of others ideas to change ideology, changing of ideology will be a challenge. About yourself, how you relate to people? How do you relate, is relate as a superior? You relate with the super ego or you relate with the ego or you relate with the ID, it is your choice but what is required is a group dynamics if you understood so far correctly, it is the ID is a need as others and change in your behavior.

So, when you show the attitude, what you want to prove actually you are reflecting the super ego and what person will understand why the person shows attitude, he does not bother and if he does not bother I also do not bother then in that case you are but what will happen, that group will not convert into team group will continue, he will work in the same organization, you will also working in the same organization, but there will be no synergy, and there will be no emotional connect, there will be disconnect because you have not change your behavior. So change your ideas and see how beautiful the world is.

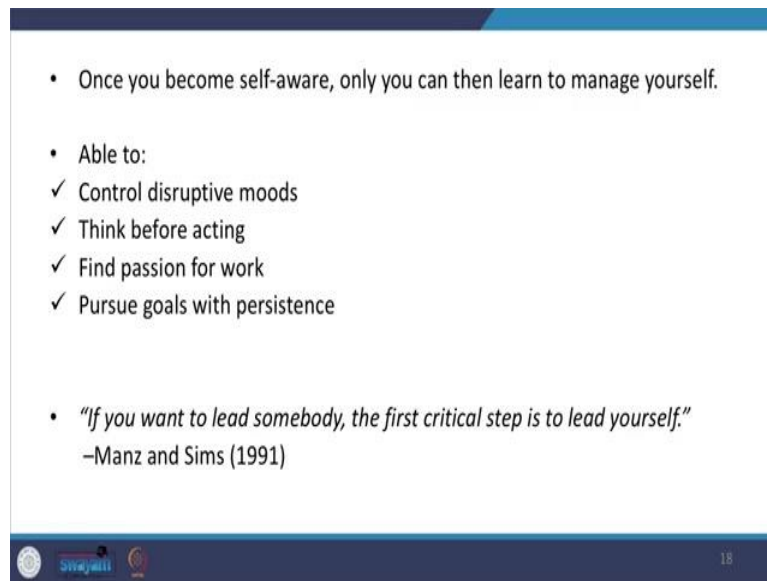
Behavior, new ways to talk about feelings that we have to learn, learn how we have to express our feelings. Observations, our observations, sometimes we feel please understand unknown is much more than known, what we know it is very little about this world, this galaxy, about the earth, about the family, about the person about yourself. So, unknown is much more than known please keep in mind, because you can also understand difference between the perception and reality.

So, reality might be something which you do not know everybody does not know, it is not that you do not know, I do not know, no, naturally we do not know, we are we are talking about the space technology and we are coming to know many things. So, therefore, it means that the galaxy is not known. So what is about the person and the interpersonal behavior, new interpersonal personnel behaviors.

So, therefore, as you are changing the organization from one organization to another organization, it is just like a girl who is from the parents family goes to the in laws family and therefore, new interpersonal behavior will start and as soon as the environment is changed, we have already discussed the norms will change, rules and regulations will change and then you have to change.

If you will not change the group will remain group not convert into the team. So, finally, what I will say, support. Less isolated as you work on your issues helps you to realize you are not alone in your struggles and therefore, in that case, work in the group work with others manage the ID of the others enjoy interpersonal relationship, whether you are travelling in a small group you find for the few hours are you having the family or you are having the organization.

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• Once you become self-aware, only you can then learn to manage yourself.

• Able to:

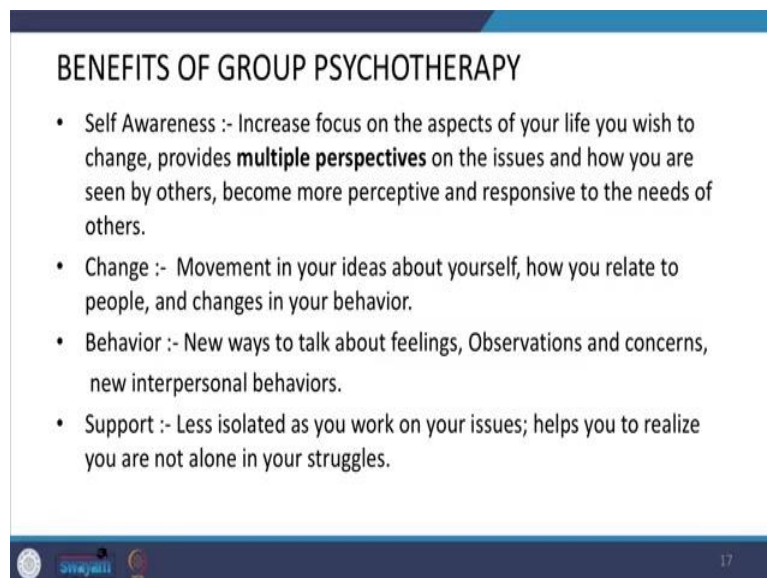
- ✓ Control disruptive moods
- ✓ Think before acting
- ✓ Find passion for work
- ✓ Pursue goals with persistence

• *"If you want to lead somebody, the first critical step is to lead yourself."*  
–Manz and Sims (1991)

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So at whatever place you are there, please be less isolated, be more part of the group help people have empathy, have motivation, have socialization, and I am sure then you will be able to convert the control disruptive modes, think before acting, find passion for work, pursue goals with the persistence and if you want to lead somebody, the first critical step is to lead yourself.

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### BENEFITS OF GROUP PSYCHOTHERAPY

- Self Awareness :- Increase focus on the aspects of your life you wish to change, provides **multiple perspectives** on the issues and how you are seen by others, become more perceptive and responsive to the needs of others.
- Change :- Movement in your ideas about yourself, how you relate to people, and changes in your behavior.
- Behavior :- New ways to talk about feelings, Observations and concerns, new interpersonal behaviors.
- Support :- Less isolated as you work on your issues; helps you to realize you are not alone in your struggles.

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And therefore you have to change and this is all about the suggested by the other people also confirmation, rejection and disconfirmation. And we talk about the group therapy. So, when I say do not live in the isolation, right, always live with the group. Never feel alone, because

the person those who those who are single or live far away from family they may be alone but they are not lonely.

So do not feel lonely. Maybe they are alone and but you can contribute more and that is how we can group therapy can help. And when your friends are there, you visit to the different people you interact with the different people keeping your consciousness and unconsciousness mind in the control. I am sure that this group therapy will lead you a beautiful world, a world of the dreams which you will convert into the reality. Thank you.