

Human Adjustment Processes
Prof. Braj Bhushan
Department of Humanities & Social Sciences
Indian Institute of Technology, Kanpur

Module - 4
Lecture - 3
Human Adjustment Processes II

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General Adjustive Behaviour

- Reactions are:
 - Holistic, economical & automated or planned
- Reactions have emotional components
- Reactions may be task or defense-oriented

Today you would continue with another interesting dimension of the human adjustment process, where you would be talking about the general nature of the adjective behavior. These things are two commonsensical you all know it, but we are trying to know put every things in place. So, that we understand the whole dynamics of human adjustment. All human reactions are supposed to be holistic in nature know.

So, you do not give the fragmented responses a when you in encounter a situation rather it has to be complete a wholesome response. Second important characteristics is that all the reactions are supposed to be economically, you try your best to save as much as you can in terms of giving your behavior. Some of the reaction could be automatic; some of the response could be well planned. Then reactions also have certain emotional component for example, if you are frustrated it is bound to wells it anger, if you have a perception of danger then it might trigger fear, if you have a perception of thread it might a lucid anxiety. Little later when we come to aggressive behavior, we will discuss it atlar,

there viewed once again look at know this prostration know aggression hypothesis, where basically it is told at anger is always triggered by certain sense of prostration. The moment you realize that you are helpless things are going beyond your controlled this is the last option of having control over the situation.

And then reactions may either be task oriented or it might be defense oriented. So, task oriented reaction would mean; you remember when we were talking about that example, where we took the whole range of reactions possible in one given situation. So, task oriented reactions would be that you have the task at hand you break it into multiple component as many part as you can and then for each of the constitute element of the problem, you identify a solution a way of handling in you execute it, that could be one way. If the task is too simple and it there is no need to split it into multiple components then in the whole some passion, you just know face it head on and then you try to resolve it.

The other set of reaction would be defense oriented reaction, where the idea is not to confront the situation and resolve it, but the idea is to safeguard once own ego. Task oriented reaction patterns and defense oriented reaction patterns, little later in the same know sequence of slides will come to them at length.

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Characteristics of Healthy Development

- Adequate frame of reference
- Essential competencies
- Self-direction
- Personal growth & self-actualization

Another important characteristics of healthy development are that one should have an adequate frame of reference, what actually frame of reference means is that with it would is know take an example of a say of photo frame. So, you have a picture and accordingly you try to know have a frame of a proportionate size, where in that picture can be fitted in. The choice is yours, what type of frame you choose, but then the size of the frame you do not choose, size of the frame is defined by the photograph. So, similarly in are life when you in counter several type of situations, gradually what happens that you start at defining life and the way things are in this world in certain ordered and that the start know making a boundary within which try to explain worldly occurrences. So, this becomes a frame of reference now. So, actually your accurate reality possibility and value assumptions these three things will come little later once again ok.

Concerning yourself or the world they actually know get fitted in to this frame of reference. Now, frame of reference has very interesting thing to do will take couple of examples say somebody who has overall by enlarge not, so restricted life experience means; you are the only child in the family, you belong to an affluent background, you ask your parent for certain things you get them very easily, you go to school were know your taking care of, school tries to provide you the best facilities it can, you can demand certain things from school and school will try to give you those things, you have found friends so by enlarge will know surrender their own choices to yours. And therefore, by enlarge you have experience life as if I can get what I want, my feelings, my desires, my

way of thinking should precede the others. If this is how you have been grown up gradually what happens you start looking world this way. So, later on if you experience a situation, where your choice is not being accepted, you would demand not being full filled it becomes extremely difficult for you to adjust and one of the primary responsibility lies with the fact that you have your own way of looking at things, because you have never seen the life from the perspective of others. Let us take some real life examples; I would not name, but when the government of India suggested once that most of their ministers they should know a try to cut on their expenses and therefore, they should fly economic class one if the minister even tweeted know stating that economic class compared into cattle class this was the word that here use know.

We do not take names here know, but you know who the person was, we are not interested in who the person was or whether he was x or y in his capacity in his official capacity, but this shows the frame of reference know, because you have been borne and brought up in a different situation for thirty years you have been at a very different place where you have not experience life this way. Imagine economy class of air career in India to a general compartment of train, then it is equivalent to cattle class, if this is cattle class then what is general compartment of local train, there are many, many remote localities in our country, where you know you have one or two busses connecting them from the cities and that to in a very bad shape, it is all full of passengers, if you just go to the archives of some of these print media.

When two three years back when there was this flood in Kushi river in Bihar and you see the images know and very interestingly would realize that people are struggling for their own life, but at the same time they are not ditching their cattles know, the goats, buffalos, know cows, they would carry all of them. Goats and goats know many a times, we would realize that know on the shoulder you have a human baby and you have a goat and then the person is swimming know completely submerged in the water he is trying to get out of that flooded area. Compare that type of cultural background somebody was experience life like that and you say that this is a cattle class, there is a complete disharmony between the perceptions of the two individual. Somebody who thinks that saving life of my son is as important as saving life of the goat, which I have with me.

Somebody who says oh fine three passengers are made to sit very close to each other and know there is a very know narrow leg space and therefore, it is equivalent to cattle class.

That reflects the frame of mind, frame of mind what happened gradually is that with little experience you are still trying to draw the lines, once you realize that you have experience life sufficient and therefore, you have drawn this line then you start evaluating all worldly affairs with respect your frame of reference. So, it is like the earlier example that we took that you take a photograph and then try to put it in a frame you select a frame, which will suit this size of the photograph, but in life with reference to frame of reference that does not happen, you develop your frame of reference first based on certain life experiences. And then all life experience you try to fit into that frame, what is know little demanding and also know it mix excessive demand from an adjustment view point is that the moment you realize that your x life experience that you are trying to fit into your frame of reference does not fit you consider that there is something improper with the situation you do not consider that my frame of reference needs to be revised.

Say for example, if I ask you that visualize when you hear certain words just visualize that word and tell me what type of image do you have? I will do that exercise here. Instructor of a course here in IIT visualize the moment you hear know instructor of a course, what type of image comes to your mind? Now, I will ask some of you, you tell me, what type of image came to your mind?

A person with spectacles.

The person with the specs and the glass should be little thicker. So, that is know, the image that comes to his mind. You tell me, what is the image that came to you mind?

Someone who is very interactive.

Someone who is very interactive, yes you tell me, what was the image that came to your mind?

My image, we had seen each other earlier, but still that image came to your mind oh great, it is not to please me, sure. Yes somebody from the second row, you tell me what image came to your mind?

45 year old person with spectacles.

Forty fifty year old person with specs, color of the specs also can thickness of the glass, usually it happens know, this how we visualize. Anybody else who had some peculiarity know in the visualization compare to what you are? By enlarge you had similar take off. Usually you know you think of gray hairs. So, the more gray you are in terms of your hair more knowledgeable you are, if you are bald very good, a specs should be little thicker should not be stylish should be you know brownish or black completely black if you have little more wrinkles it suites the know profession know something like this know. Now, when I ask you to visualize and you visualize things this way this means that say there is your visualization is driven why a frame of reference know instructor should be like this.

I am excluding his example known. Now, look at your earlier experiences right in the beginning of the semester, when you saw couple of instructors entering the room for certain set of courses, that you have credited and you realize oh I thought something else and the instructor is know grossly different from what I had visualized, this type of mismatches many a times occur in our life, the world does not behave the way we want the world to behave. Now, there is a strong requirement now, that either you accept me that even though I am a mismatch, but you are accepted, but this acceptance will come with due difficulties it is not easy to accept at my frame of reference as an error all instructor should be below this size know without specs completely black hairs or mixers, can have a specs, but rarely uses it a staffs like this.

Now, if you extend it to certain things like say religious tolerance for example, here you do not have a choice whether you like me or not, we have to face each other for the entire semester, but say for example, when you have the choice of practicing one set of believe and rejecting the other practice it is much more simpler. You accept one way of life and you condemn all other ways know, which does not fit into your frame of reference. So, in many situations you have to adjust in certain situations you can take the liberty of rejecting things to the maximum possible extent. Frame of reference gradually starts accepting your believe system, what to believe and what not to believe, it starts coloring your entire perception. So, all types of know, value oriented judgments start know getting defined by the frame of reference and it gets colored, because of the frame of reference. And when you make certain assumptions, your assumptions also guided by

the frame of reference know. So by enlarge your frame of reference know plays a very very important role, when it comes to adjusting with the new life experiences.

I am deviating a bit, but if you are interested there are good amount of studies suggesting that achievement in certain domains of knowledge has a correlation with the age of the person, this is with respect to intelligence and creativity. So, in with that respect there are know based on research findings it has been proposed that in certain areas, you excel because you are above a certain age, in certain areas you achieve, because you are below certain age. For example, major breakthroughs in a philosophy has been seen when the person has crossed certain age know.

So, you are above know certain age maybe I do not know exactly remember, but perhaps sixty plus or, so when you can come forward with much know refined versions of your thought and compare it with say path breaking type of an idea in physics for example, which will require you to be below, by remember correctly its twenty eight or twenty five. This means that more and more know information you receive in life, your frame of reference starts know becoming more and more brutal. So, you want things to fit into the earlier frame and therefore you cannot come forward without path breaking research, path breaking research would mean that you do not accept any boundary that the earlier theory is proposed. You can still imagine that although these theories are have been proved they have proven this, but there could be a possibility of completely neglecting and going beyond it.

So, with more and more rigid frame of reference, you start know a complying to the earlier versions and therefore, you do not come forward with path breaking findings, but that has to do with creativity and intelligence. Then we come to the another characteristic of healthy development that is essential competencies know. You feel that there is a need to master certain a physical, intellectual, emotional and social skills, which are needed you know and that has to do with basically your age and it also has to do with your culture. So, there are ages specific norms in all the culture with respect to how much you should be capable of performing with respect to your physical abilities with respect to your intellectual capability, with respect to your emotional stability, with respect to you social competence.

So, say for example, in terms of physical growth up to certain age the baby is known, pampered to crawl, to know suck thumbs, to defecate you renege at the dis any place there is no bar on that, but gradually you realize that know even in pediatric clinics will find at there are growth charts know, that by this age your baby should be able to hold objects and stand firmly ok, and if you said at the baby is under performing means the baby has achieved that is physically, but is not able to hold object and stand firmly then the doctor says that there might be something wrong with baby, your baby requires medical attention.

Now, these are know, interesting things, because there is a scientifically guided, socially accepted protocol of physical growth. Now, will again do the same exercise know that you try to draw a line and look at both the ends what could be the possibility? Now, imagine the situation that you have come to a age, where you are supposed to hold objects and stand firmly and you are not capable of doing that, parents are worried, society feels concerned about your pattern of growth, but after a delete period you are capable of doing that, which is fine. Imagine a situation that you are still continuously growing chronologically, but you are still not able to do that, society feel concerned about you the medical practitioners say that you are probably spastic child, you have certain physical anomalies that does not allow you to stand direct. Now, even though you are not capable of doing that you have been identified with one or the other physical handicapped situation or you are able to come forward with a delayed response to it society accepts know, both the version of it are completely acceptable, only clear giving pattern now changes.

Similarly, say after a certain age people will expect you that fine you should be bell wilt, but then everybody is not supposed to be body builder, imagine somebody know building muscles and somebody know still remaining slim and sleek not at all getting involved in to physical activities, which is fine both the version are acceptable. But then there are certain age appropriate norms, which you would certainly be able to achieve. So, if you should be able to know put on your clothes, if you are able to put of your clothes, if you are able to know eat, play, walk without errors fine, you have achieve certain level of competent system, but these competencies does not stop there only know the usually the medically prescribed pattern of growth.

There are certain social expectations that goes little beyond this, where the society will expect that know, if you are physically capable, in certain types of situation you should also be know willing to or you should be generous enough to get involved in such type of acts, which requires your involvement of your physical capability, which usually the medical growth chart will not demand you that, but the social situations, the social expectations will seeks at a certain type of help from you. Intellectual capability once again you know all psychological clinics have a this again growth pattern, that there are certain pattern ages specific requirements know, that you should be able to grow intellectually up to this level depending on your chronological growth. Again, if you over achieve, fine, you are bright child, there is a word used in psychology called gifted children, gifted children are those who are know usually achieve things before the chronological benchmark that has been otherwise put forth. The possibility could be that you are still in capable of know handling things and you are you cannot come forward with desired intellectual outcome.

Then you are again designated with some type of a mental anomaly know. So, it could be one type of mentally handicapped situation, it could be landing disability, it could be expect autism spectrum, it could be any type of the problem that does not allow you to perform intellectually the way other children of your age are able to. Then comes emotional competence, once again know in child psychology people are know, thought these things, we would not go in to the details of it, but Jean Piaget was the psychologist who talked about the know growth pattern of human children and he talked about physical growth, he talked about emotional growth, so he talked about intellectual growth also basically, if you developmental theories and after Jean Piaget also few theories have come. And all these you know theories basically talk about once again know that there are ages specific emotional maturity that you should be able to display. So, everything has to do with know certain pattern of growth and development. So, if you are know, if you have difficulty expressing your emotions then also it is a cause of concern, if you have difficulty in terms of containing your feelings it also an issue of to be thought about.

If you have difficulty know in certain culture, if you have inability in terms of neutralizing your negative feelings that you also cause of concern. Once again what you realize is, you have a chronological age that you are gradually achieving your

chronologically increasing every second of your life there are certain say psychological expectations that by this age a human child should certainly achieve this level of emotional maturity. There are culture specific norms, which you are suppose to comply to and that helps you know stay in harmony with your involvement. Say for example, there is psychological problem called alexithymia; alexithymia is situation where you are not able to understand certain types of emotions expressed by others.

So, say for example, you have the choice, usually in psychology research shows that we have a certain basic emotions and then we have a large set of composite emotions know, say happiness, sadness, anger, surprise, disgust these are the feelings, which are considered to be know basic emotions. Now, two emotions can fuse together to give another set of emotion, what is called as composite emotions. Now, out of the basic emotions, if I have a inability understanding or expressing certain types of emotions it is a great cause of concern know, say imagine a situation know, you are sad and I am not able to perceive that know you are in the state of sadness, there will be a gross mismatch between you and me. In alexithymia this is what happens? Think of know, cultural norms for example, in our culture India, the usual social expectation is that the negative emotion has to be mast, mast means even if you are know say you have extreme negative feeling for me, you do not express it rather you cover it with another set of emotion.

So, say for example, you have been invited to somebody's house for a party and you are given something to eat, which is completely distasteful, you take the first bite and the host ask to you, so how is it? And our cultural norms does not allow you to say that I am sorry no it is extremely bad, you cannot say so know and you say it is good, its good and that goodness does not actually represent your inner feeling, but it comply to the social norm. You invite me on your birthday party, I bring a gift, which is already have in your house, I bring a toy, I bring a pen set, I bring some book, which you already have know, but then I and then I ask you so how is the gift? And you say very good very good I did not have it; this is what the cultural expectation is. Compare our culture with Japanese culture, where the social protocol demands you to neutralize the feeling, same situation know, you did not like the food, but it is how is the food and know you are very blank face, in our case we will put a smile its good, its good know, in their case you neutralize the emotion, different social norms demand certain things from you that even, if you are in this situation adair to the social norm.

I remember an interesting situation, German colleague of mine at one point in time, he had his birthday most probably and a friend brought gift for him, he just opened it up and said oh I did not, I did not like it,, so you can take it back. In our culture, if you do that, it will be a great insult to the person who has brought the gift, he will never ever come to your party.

And he will say that how know displaced you are in terms of your intellectual and emotional capabilities know, that this I a great disrespect that you show to guest and later on I asked him that is it or is it something very peculiar that you had and I said its perfectly know we have this liberty, if I do not like the gift, I can give you back know. So, that you return it to the shop and that is it that is the end of the matter. One place where people do not take it as an offence, in one place in our situation it will be the greatest offence know that can break the relationships forever. So, that type of an emotional competence you are know with growing age you are suppose to know behave like that. And then the social competence system, there are large set of social norms, there are certain set of social skills that you are certainly suppose to display. Let me take a very straight forward example and then I would try to complicate it a bit, I am sure all of you are carrying a mobile phone right now, true?

Now, you are told by the academic office there is mail at comes to all of you that fine you should not be using your mobile phone in the academic area or if you are carrying it you should not be putting it on a ringtone mode, you put it on a silent mode. I do not know how many of you have put your phones on silent mode, every day we here one or the other ring tone here. There is certain degree of, I remember another example know, I went for one these IIT based examinations to one of the areas nearby and I was sitting in that very place, where as institute representative I had to talk to the instructors there in the delted there of the examination, which was suppose to be conducted the next day.

So, at the end I did ask the presiding officer who are to be the head of that institution that what is the arrangement that has been made for those who candidates who would be willing to deposit their mobile phones and would like to collect it back after the examination ends. And somebody made a comment that this is know one of the bad jobs that we have to perform in terms of collecting mobile phones retaining it for three hours and then returning it back. And then the principle said a very interesting thing, he said that one of his daughter had recently gone to Delhi for education and she was in one of

those private hostels and in one hostel they got admitted they got the room, but then left it within one day and move to the other hostel, because the hostel in charge said that mobile phones are not allowed in this hostel, where as the mother of this girl said at everyday we will know at least we talk once, so you definitely want a place where mobile phones should be round the clock available to your child. You decide to quit hostel for which you had paid the money simply, because they do not allow your daughter to keep the mobile phone.

Now, here was a presiding officer the principle of this situation who says that very recently I myself have experience one such situation and I have try to allow my child carry it and therefore, shifted the hostel itself all together I have change the hostel. The other person who is going to know act as an invigilator says at it is a great discomfort to us, because we have to know hold it for three hours and then match it whose mobile phone is this and then accordingly distribute it, it is a another head ache for which we are not being paid.

Now, imagine other types of situations will mobile phone and you remain constant the situations will now keep wearing. Come to another situation, where you are sitting in the class it has happened several times here and suddenly you receive a call, the moment you receive a call everybody starts looking at you and because everybody starts looking at you therefore, you feel in the state of discomfort. The discomfort did not come out of the fact that the phone suddenly know your phone started ringing, but discomfort came, because others started looking at you. So, you are under scrutiny your social competence is cut it, you must have seen people know who would know still receive the call and very know slowly they will whisper, yes I am in the class right now, means this phone has to be attend a phone call cannot know you cannot disconnect it, it has to be attend.

One situation other situation you just cut it, later on you call back and say I was in the class yeah, therefore, I could not call you. The third situation you cut the phone, but immediately type a message in the class, will call you later send. Variable possibilities know all of them reflecting one or the other type of social competence. Now, let us take a veered example, this is something that we have been doing in this will we continuing doing this know in throughout the semester. Take a veered example, situation where you are told at somebody has died and you should go there to pay a tribute to the person who has expired, you go there and while you go before the dead body and you sit quietly, you

receive a s m s joke, situation demands you to be very sad, joke demands you to laugh, it invokes certain degree of laughter in you, what do you do? Great degree of social competence is needed know. So, you feel laughing and say, so how did he die, you would laughter know gets know you deliberately have a control over you or a facial muscles to contain your laughter and then you ask know as if this there was an itching here and you say how did he die. Rather could be know and then you say how could he die, you just close your both eye if you are in great pain know in between you smile. Or you are really very pained and this joke does not make you smile at all, there could be all type of possibilities knows.

So, social competence would basically mean that whatever is the context specific requirement, you fulfill it. If the situation demands you to laugh, you laugh, even though you have not understood the joke, because everybody else is laughing therefore, you also laugh, so that you are not made than odd man out. Second situation everybody is in under pain everybody is know showing grief, you cannot have smile on your face.

It reminds me off very interesting story. Usually media houses they prepare certain know special segments when they know that somebody is about to die for example, say if you have a Nobel laureate or if you have celebrated politician, somebody who is very popular among the mass and you know that is in the hospital, is in the critical state, will might die in the coming days. So, what happens if we dies and then therefore, you start making you make a ten minute capsule, fifteen minute program, half an hour program that though certain things are done in anticipation. So, this is a story related to once a situation, where one of popular political leader was on the death bed, one had people were expecting that today or tomorrow he might die and therefore, the news readers that time they use to and those was the days when these channels were not there know. So, the news reader would bring white shirt or a sarry.

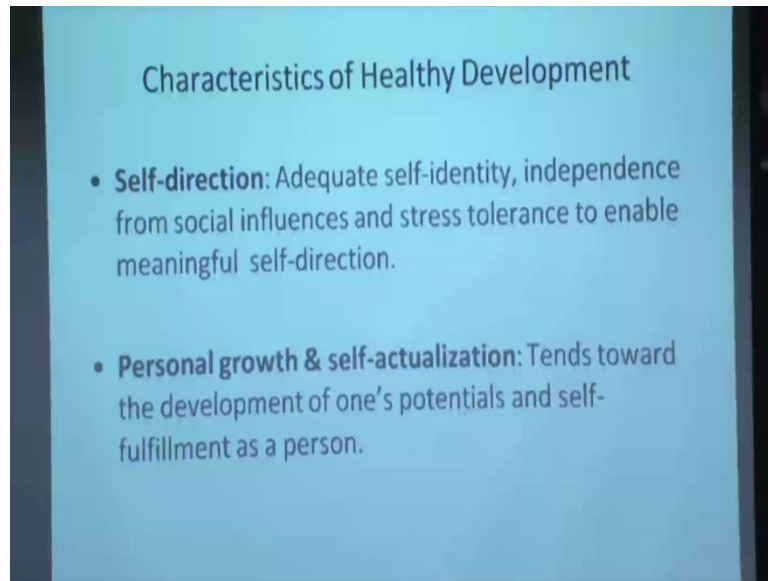
So, that in case know the news has to be heard that the x has died I can know very quickly put a white shirt or white sarry and sit in front of the camera to give this news. Now, I know the situation that many people use to come with know the white cloths with them. So, that it is in our culture its considered to be a significant color, when you have to morn. Now, this person, who finally got this chance before he was on duty and this new had to be heard and he had put the, he had change his cloth and put the white one sat in front of the camera to read the news, but there also expected know that you make a sad

face and say that know this is to inform you and then you read out the news, but while he was reading the news it was say like know if ten of us are the impaled news reader and all of us are struggling with white cloth each, that I will get this chance, I will get this chance, I will get this chance, finally, x gets the chance and this whole feeling of winning know that I have own over the remaining nine was visible on the face.

So, you are suppose to read a news in the state of grief you have to put sadness on the face or you have to modulate your voice accordingly and then readout this news, but while you read the news know you have a little twist on side of your lips suggesting that you are actually happy getting this chance. Now, you see know there is one level of professional expectation from you, there is one level of social expectation from you and there is one level of personal felling that you had experienced, all three combines together.

So, in terms of know characteristics of healthy development, what is expected is that you have an adequate frame of reference, you also have essential competency with you then you should also be somebody, who is know self directed. So, you know who you are. So, you have an adequate self identity, you have no independence from social influence, which is rare to achieve. Certain degree of social influence by default will always remain with us, but then you should be able to know overcome that influence at most of the time. Especially when the social influence does not allow you the full opportunity of growth and development and you should also be able to manage you stress, so as to provide a meaning full direction to your own trajectory of life ok.

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Now, having a complete sense of self identity, who am I, would also mean that, I also know who I am not, what are my strength and I also know what are my weaknesses. I know who am I and I also know that I cannot be like x y and z. That would actually reflect the adequate self identity by default we are social creatures and that to know people belonging to collectivist culture will have more and more are social influence, but then there could be situation where you realize that the social influence needs to be bypassed.

You need to surpass it completely, simply because it does not allow you the opportunity to grow properly. And then you also know that life does invite certain stress, but then you should be able to manage it properly. So, that you are finally, able to move in a direction, which you find meaningful. You remember when we were looking at the maintenance need the last need was hope that you are able and the second last was value n meaning know that you are always able to provide a meaning to the act in the life that you are engaged in. And then the other characteristics of healthy development is personal growth and self actualization, where you tend to finally, achieve the capability that you have. So, you achieve your full potential and you have that sense of fulfillment know that I had this, I aspired for this, I worked hard and finally, this is what I achieved. by and large in life for majority of the people would be that you achieve little less than what you actually thought of. So, you start know trying to achieve say level ten, but finally, you

achieves only level eight, but then adjustment would mean that you are happy even achieving level eight.

And although you still have appreciation for all those who attend the tenth level you are happy that fine I could attain level eight, but then you also know that this is not end of achievement know this is one face of achievement the second face of achievement will continue. So, this whole sense of personal growth and actualization also plays an important role and this is also when important denominator of human adjustment process.