-Behavior is response of an individual or group to an action, environment, person, or stimulus.

Externally visible activity of an individual, in which a coordinated pattern of sensory, motor and associated neural activity responds to changing external or internal conditions

What is Behavior?

Behavior serves two purposes: (1) to get something or (2) to avoid something.

Behavior is an action that is observable and measurable.

Behavior is observable. It is what we see or hear, such as a student sitting down, standing up, speaking, whispering, yelling, or writing. Behavior is not what a student is feeling, but rather how the student expresses the feeling.

Behavior is measurable. This means that the teacher can define and describe the behavior. The teacher can easily spot the behavior when it occurs, including when the behavior begins, ends, and how often it occurs.

Behavior has three components:

**Stimulus Response Consequence**

Types of behavior

1-Innate behavior (eating and sleeping ....)

2-Acquired behavior

Mental behavior, Emotional behavior, social behavior, Linguistic behavior and

organizational behavior

Personality vs behavior-

What is the difference between behavior and personality?

It's what you do (behavior) that determines your performance, not what you are (personality). It is absolutely critical not to confuse behavior with personality. To repeat: personality is what you are; behavior is what you do, and it's what you do that makes a difference.

However, most people believe that personality determines how individuals act, and it's very difficult to shake that belief. Personality testing is widely used in recruiting, with the underlying assumption that it will predict how people will behave in a job, and therefore will determine their performance. But if personality were the key to performance, then how can you explain the success of three people with very different personalities?

A critical difference between behavior and personality is that your personality is essentially fixed at an early age and after that you can't really change it. Given that we live in an age of continuous and rapid change, unless the job you are in remains completely static you're in trouble.

Factors Influencing Individual Behavior

1-**Abilities**

**Intellectual abilities** − It personifies a person’s intelligence, verbal and analytical reasoning abilities, memory as well as verbal comprehension.

**Physical abilities** − It personifies a person’s physical strength, stamina, body coordination as well as motor skills.

**Self-awareness abilities** − It symbolizes how a person feels about the task, while a manager’s perception of his abilities decides the kind of work that needs to be allotted to an individual.

2-**Gender**

Research proves that men and women both stand equal in terms of job performance and mental abilities; however, society still emphasizes differences between the two genders. Absenteeism is one area in an organization where differences are found as women are considered to be the primary caregiver for children. A factor that might influence work allocation and evaluation in an organization is the manager’s perception and personal values.

3-**Race & Culture:** Race is a group of people sharing similar physical features. It is used to define types of persons according to perceived traits. For example − Indian, African. On the other hand, culture can be defined as the traits, ideas, customs and traditions one follows either as a person or in a group. For example − Celebrating a festival. Race & culture have always exerted an important influence both at the workplace as well as in the society.

**4-Perception**

Perception is an intellectual process of transforming sensory stimuli into meaningful information. It is the process of interpreting something that we see or hear in our mind and use it later to judge and give a verdict on a situation, person, group, etc.

5-**Attribution**

Attribution is the course of observing behavior followed by determining its cause based on individual’s personality or situation.

Attribution framework uses the following three criteria −

**Consensus** − The extent to which people in the same situation might react similarly.

**Distinctiveness** − The extent to which a person’s behavior can be associated to situations or personality.

**Consistency** − The frequency measurement of the observed behavior, that is, how often does this behavior occur.

The framework mentioned says it is all about how an individual behaves in different situations.

6-**Attitude**

Attitude is the abstract learnt reaction or say response of a person’s entire cognitive process over a time span.

For example − A person who has worked with different companies might develop an attitude of indifference towards organizational citizenship.

Determine appropriate behavior standards

a. Effectiveness: B. Efficiency: C. Appropriate: D. Flexibility:

E. Benefit from the experience: d. Ability to human communication: G. Self-esteem:

Determine un appropriate behavior standards

a. Standard cognitive activity: B. The standard of social behavior:

C. Standard Self-Control: D. Narrow standard and anguish: E. Standard statistical rarity:

F. Developmental criteria: G. Standard self-recognition: H. Natural Standard:

**5 Steps to Changing Any Behavior**

1-**Precontemplation**. In this stage, we've either literally never thought about needing to change a particular behavior or we've never thought about it seriously. Often we receive ideas about things we might need to change from others—family, friends, doctors—but react negatively by reflex

2-**Contemplation**. Here we've begun to actively think about the need to change a behavior, to fully wrap our minds around the idea. This stage can last anywhere from a moment—to an entire lifetime. What exactly causes us to move from this stage to the next is always, in my view, the change of an idea ("exercise is important") into a deeply held belief ("I need to exercise"), as I discussed in an earlier post, Cigarette Smoking Is Caused by A Delusion.

3-**Determination**. In this stage, we begin preparing ourselves mentally and often physically for action. The smoker may throw out all her cigarettes. The couch potato may join a gym. We pick quit days. We schedule start days. This mustering of a determination is the culmination of the decision to change and fuels the engine that drives you to your goal

4-**Action**. And then we start. We wake up and take a power walk. Or go to the gym. Or stop smoking. Wisdom—in the form of behavior—finally manifests.

**5-Maintenance**. This is *continuing* abstinence from smoking. *Continuing* to get to the gym every day. *Continuing* to control your intake of calories. Because initiating a new behavior usually *seems* like the hardest part of the process of change, we often fail to adequately prepare for the final phase of Maintenance. Yet without a doubt, maintaining a new behavior is the most challenging part of any behavior change. One of the reasons we so often fail at Maintenance is because we mistakenly believe the strategies we used to initiate the change will be equally as effective in helping us *continue* the change.