

Abstract on HID Theory (Hidden Ignitable Domain) for Management

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Abstract - In an organization where people lead with KPIs or targets can be lead into various anxious events. Many individuals go through psychotrauma, psycho downfalls or psycho de motivation and it can lead to frustrations and that can sequentially lead to depression and then to suicide. My 30 years of experience in many multinational organizations, both local and overseas and working with SMEs and entrepreneurs, I have witnessed people with lack of self-motivation to overcome such hard situations. Students also has this issue of losing confidence of themselves, to a subject and even with their lives due to lack of coping skills. Positivity is not an element in your genes. It has to be acquired. High performance is a mentally acquired status. Speed of work or your capacity has to be earned and move to your brain. Bruce W.Tuckman,Thomas L.Sexton mentioned and sighted, Comparisons between self-believers, the self-unsure, and self-doubters showed that self-believers perform the most, outperform even their own self-expectations, and are unaffected by most external conditions while self-doubters perform the least (almost nothing), underperform even their own self-expectations, but perform more in structured, well-defined situations with the opportunity for goal-setting and planning beforehand and feedback afterward [1].

Bruce W.Tuckman,Thomas L.Sexton, once again sighting a study that is elaborating self-efficacy theory of Bandura's says, Unlike other studies, the relationship between those self-beliefs, and behaviour was measured over a series of behavioural trials. College females took a series of mathematical word problem tests in which they chose the level of problem difficulty and the amount of effort to expand. A path analysis procedure was used to test the relationships based on Bandura's self-efficacy theory. Self-efficacy was, at the beginning of the task, the major contributor to task level choice but it was past behaviour that emerged as the primary predictor of future choice. After three trials persistence was related to self-efficacy and previous performance [2]. According to Freud's psychoanalytic theory, the id is the primitive and instinctual part of the mind that contains sexual and aggressive drives and hidden memories, the super-ego operates as a moral conscience, and the ego is the realistic part that mediates between the desires of the id and the super-ego [3].

Key words – *psychotrauma, positivity, high performance.*

I. INTRODUCTION

Beyond Freudian theory or any motivational theory there are people who keep the motivation going. The purpose of my study is to introduce a theory to the Management world by using Social Science where I discover the hidden ignitable domain or the 4th energy of a person (Centre of ignition and continuity) and to discover the way in which a person can send positive feedback to amygdala to stay positive for a very long time. Therefore, the issue that I will research about is to

understand how and why people maintaining inner motivation. Apart from amygdala reacting to energies such as id, ego and super ego, how the conversion should happen from fear to cheer [4]. My central claim is that when this 4th energy releases and retain, a person can keep the motivation and he/she can be positively programmed. Especially sales personal, hard jobs workers, entrepreneurs and SMEs need this motivation. A person can sustain his or her psychic energy if it can be reminded continuously. By doing so, certain aspects need to understand, among the structures of the limbic system, the amygdala plays an important role in controlling motivational behaviours, such as reward-related motivation as well as appetitive and aversive behaviours. Therefore, using a technique called "*psychic energy conversion*" or *PEC* (where self-discovery, loud audible motivation, picture association, self-consciousness and trigger motivation on self-belief.

PEC speaks to the amygdala and it has to retain the psychic energy. This awakens the hidden energy where it stores in the brain. Therefore, this allows amygdala to replace fear emotions from positive emotions. Amygdala has hidden energy to release to convert fear to cheer. The amygdala is responsible for processing strong emotions, such as fear, pleasure, or anger. It might also send signals to the cerebral cortex, which controls conscious thought. Signals sent from the thalamus to the autonomic nervous system and skeletal muscles control physical reactions. In summery the order of PEC is, start with meditation,1st time Self drawing to see perception, Positive picture seeing to the candidates, Self-awareness, Picture association, Loud audible motivation, 2nd time Self drawing, Picture association, Loud audible motivation, Self-trigger activities (One to one motivation tagging, Wood breaking, Glass breaking), Picture association, Loud audible motivation,3rd time Self drawing.

Also, there is a theory called Locus Theory [5]. Within psychology, Locus of Control is considered to be an important aspect of personality. Locus of Control refers to an individual's perception about the underlying main causes of events in his/her life. Or, more simply: Do you believe that your destiny is controlled by yourself or by external forces (such as fate, god, or powerful others)? This understanding of Locus of Control is consistent, for example, with Philip Zimbardo (a famous psychologist): A locus of control orientation is a belief about whether the outcomes of our actions are contingent on what we do (internal control orientation) or on events outside our personal control (external control orientation).

2.METHODOLOGY

Using PEC method or a qualitative method, where self-discovery to trigger motivation on self-belief was used in the study to investigate a person's inner self-motivation and sustainability of motivation for a period of time. This technique was initiated with a person who was lazy, lethargic and left out. Then through retention tactics motivation levels can be further boosted.

A.Stimuli

Positive words association was used to simulate the candidate and used a fit-to-task method to stimulate internal factors such as belief and inner confidence.

B.Cognition re-building

Through rapid positive words association, the amygdala then programme to receive positive information to re-build negative and lazy thoughts.

C.Data collection

A record sheet was given to the candidate outlining the key elements of activities to track his progress explaining his current lethargic self-situation.

D.Data Analysis

This record sheet of qualitative information will be reviewed in front of the candidate to explain the progress.

He will be able to see a clear positive development where he has used his 4th personality to motivate himself.

III. RESULTS AND DISCUSSION

Self-efficacy (attitude/ abilities/ cognitive skills) changed 100% of the individual to create a positive impact on self-image. Organic self - motivation was observed through picture association indicated a very strong change in self-perception where earlier it was in a weak situation.

II. CONCLUSION

Evidence provides that support to increase belief of factors of self-efficacy results in inner self belief. Also, it was proven that an energy results in adjustment to personality and self-belief. HID therefore categorically an energy that is hidden and can be awoken and sustain. However, results also shows that this process of changing inner perception to a positive framework reflects on high productivity.

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