1. Introduction

What makes a person a good entrepreneur? This is a very common question discussed in every management training institutions. Many findings have already been made regarding the qualities of a good entrepreneur. He should be confident, risk taking, innovative, etc. But it is felt that a more psychological and behavioural approach is necessary for making the training more effective and measurable. For this purpose, the concept of entrepreneur shall be connected to some psychological concepts like ego state of Eric Bern and life position of Franklyn Ernst.

No educational institution here in India is giving true training to be a good entrepreneur. Instead of that, almost all the institutions are trying to make good employees in the form of Managers, Accountants, etc. The problem is that we are not having a clear strategy to groom a person to be a good entrepreneur. Here is an attempt to find out the essential Ego State of an Ideal Entrepreneur. We can identify the Ego State of a person by using appropriate tools and mould the person to an ideal one with perfect Ego State.
Ego State is a consistent pattern of feeling and experience directly related to a corresponding consistent pattern of behavior (Eric Bern - 1961). Of course we behave differently in different situations. We tune our behaviour to the demands of the situation. Still there are some patterns in our behaviour which are consistent. The person may not be aware of this pattern which is expressed in majority of his/her activities. The person unknowingly develops this pattern during his childhood. The experiences that the person receives during childhood are very crucial in developing the particular ego state.

2.1 Child Ego State

Think about a person who is pampered or protected by his/her parents a lot. There is a big possibility that the person shows the character of a child even when he reaches the adult stage. The person may think, feels and behaves like a child even at the age of 20. He shows tantrums that are usually shown by a child. This means that the person is in the Child Ego State. In short, if a person thinks, feels and behaves like a child, he/she is said to be in Child Ego State. It is the repetition of the person’s childhood experience. There are two types of Child Ego:

I. Natural Child: Suppose the parents allow to express freely all kinds of tantrums of the child during the childhood. That means the child is free to express his/her instincts whatever it may be. Then the child develops a tendency to show such easy going, don’t care attitude at every moment of his/her life. He/she may show this even at the adulthood. He is Natural Child. The features of Natural Child are as follows:

a. He/she is instinctual.
b. He/she does not bother about the consequences of an action.
c. He/she will do whatever he/she wants to do.
d. Shows the pleasure-seeking tendency.
e. He/she expresses the emotions without any inhibition.
f. He/she always takes any kind of risks because they do not bother about the consequences.
g. He/she enjoys every moment of life.
h. Thinks that I am OK, and you? I don’t know and I don’t care.

II. Adapted Child: Think about a child who is reared by a very strict and punitive parent. The child develops a tendency to obey whatever parents, teachers, elders and others say. He/she finds pleasure in obeying others. Even he/she reaches adulthood, he/she wants others to deliver orders and he/she obeys such orders. Such a person is an Adapted Child. The features are:

a. Wants to avoid the responsibilities of taking decisions.
b. Enjoys getting orders from others.
c. Does not show emotions of disagreement.
d. Wants to become followers, not leaders.
e. Thinks that I am not OK, you are OK.

2.2 Parent Ego State

Some people think that they are the guardians of the world. They think that without them, everything is a mess. They don’t believe in others’ abilities. They will protect others; look after others; and direct others like parents, teachers and elders do. Such people are in Parent Ego State. It is the imitation of what they have seen their parents do in their childhood. There are two types of Parent Ego:
I. **Critical Parent**: Suppose a person is always criticizing others. He likes to find fault in others. He has some rules and others should follow that rules. He is a Critical Parent. Such person thinks that all others are stupid and problem making children. The features are:

- a. They are very strict and rough.
- b. They want everybody to follow their instruction.
- c. They do not accept others’ opinion and change.
- d. They cannot enjoy the world because they think the world is full of faults.
- e. They cannot tolerate even a slight imperfection.
- f. They can take quick decision because they will not consider others’ opinion.
- g. They think that ‘I am OK, you are not OK.’

II. **Nurturing Parent**: Some people think that all others are cute children. They pamper others. Instead of criticizing others, they nurture others. Such people are Nurturing Parent. The features are:

- a. They show the patience to enjoy the fault of others.
- b. They want to protect others because they believe that without their protection, others can do nothing. Others are not fully OK.
- c. They are calm, cool and pleasant.
- d. They will not insist others to complete a work in time.
- e. They are too flexible to accept imperfection.
- f. They are not bothered about the rules, right or wrong.

2.3 Adult Ego State

Some people show enough maturity to think that there is no absolute right or wrong. It depends on situation. They believe in others’ ability to decide what is right. They also believe in themselves. Such people are in Adult Ego State. They neither repeat their childhood behaviour nor imitate their parents to cope with the situation. Instead of that, they analyze the situation and find out the most appropriate behaviour for that situation. The features are:

- a. They believe in present.
- b. They think twice before taking a decision.
- c. They take more practical and good decisions.
- d. They take more time in taking a decision because they analyze the situation carefully before taking a decision.
- e. They believe ‘I am OK, you are OK’.
- f. They tune their behaviour superbly according to the situation. They show the behaviour of Parent Ego or Child Ego as the situation demands such behaviour.
- g. They always want to learn new things from others and accept the change.

3. **Which Ego State a Normal Man belongs to?**

So there are five distinct ego states such as Critical Parent, Nurturing Parent, Adult, Adapted Child and Natural Child. A normal person do not have one of the above mentioned ego state. Only he is a mixture of some of the elements of all the ego states. Still, because of the peculiarities of childhood experience, some ego states are more dominant than the others in one’s personality. Identifying that ego state is very important to know the self. Here there is a standardized tool named Ego Gram to find out the most dominant ego state. A person may have two or more dominant ego state.
A beautiful blend of all the five ego states is necessary for being a successful and a happy person. Definitely, a successful entrepreneur needs some of the above mentioned ego states in high degree!!! What are they?

### 4. Who is an Entrepreneur?

An individual who, rather than working as an employee, runs a small business and assumes all the risks and reward of a given business venture, idea, or good or service offered for sale is called an entrepreneur. The entrepreneur is commonly seen as a business leader and innovator of new ideas and business processes.

According to Peter Ferdinand Drucker, a famous American business consultant, the entrepreneur is a person who always searches for change, responds to it, and exploits it as an opportunity.

An entrepreneur is a businessperson who not only conceives and organizes ventures but also frequently takes risks in doing so. Not all independent business people are true entrepreneurs, and not all entrepreneurs are created equal. Different degrees or levels of entrepreneurial intensity and drive depend upon how much independence one exhibits, the level of leadership and innovation they demonstrate, how much responsibility they shoulder, and how creative they become in envisioning and executing their business plans.

#### 4.1 Qualities of an Ideal Entrepreneur

Who is an ideal entrepreneur? Each one has different opinion. The ultimate aim of an entrepreneur is to enhance the welfare of the person himself and the people around him. Welfare includes physical, emotional, intellectual, financial and social aspects of human life. To achieve unimaginable business success and financial wealth, you have to change the way you think. In other words, you must develop the Entrepreneur Mind, a way of thinking that comes from learning the vital lessons of the best entrepreneurs (Kevin D. Johnson, 2013). The qualities of an Entrepreneur Mind are as follows:

- **Calculated Risk Takers:** A true entrepreneur should not be afraid of failures. He/she should have an urge to be successful in what he is doing. Proper calculations should be done before doing the activity. A blend of Natural Child Ego and Adult Ego can show this quality.

- **Free from Prejudice:** Any kind of prejudice from the part of decision maker makes him/her a bad manager of the affairs. This is purely the quality of Adult Ego State.

- **Believe in Others’ Abilities:** He/she should not think that everything should be done by himself. The ideal mind set of an entrepreneur is I AM OK, YOU ARE OK. Only then he can delegate some responsibilities and powers to others. Without proper delegation, management will be poor.

- **Information and Knowledge Seeker:** The person should always try to learn new things. He should believe that there is always another way of doing things. It is also the character of Adult Ego State.

- **Relationship Builder:** He/she should have the quality to nurture the relationship and understand the emotions of others. He/she should consider the feeling of his employees, customers and all others who have direct and indirect contact with the business. It is a blend of Nurturing Parent Ego and Adult Ego.
Entrepreneur should be a creative thinker. He/she should be an innovator and asks various questions to himself. Some sort of Natural Child is essential here. Natural child has the courage to do different things.

Open mindedness. Entrepreneur should be open minded. He/she should be expressive and should not hide the emotions. This is a quality of a Natural Child.

Passionate: An entrepreneur should be passionate about what he is doing. He/she should enjoy what he/she is doing. This is a nature of Natural Child.

Analytical and Critical Thinking: An entrepreneur should have the ability to analyze and criticize the situation objectively. This is clearly a combination of Critical Parent Ego and Adult Ego.

Strong Leadership Qualities: The people around the entrepreneur should feel that the entrepreneur is their leader. He/she should be able to inspire and lead others. For that he/she should show some qualities of Parent Ego.

4.2 Ego State of an Ideal Entrepreneur

The above discussion regarding the qualities of an ideal entrepreneur is a clear indication regarding the ego states of an entrepreneur. It is not a single ego state that makes a good entrepreneur, rather a mixture of more than one ego state is essential to be a good entrepreneur.

It is obvious that the Adult Ego State is very much needed for helping the person to take good decisions, to inspire others, to make good relationships, to be free from prejudice, to take calculated risks, to be innovative and creative, to learn new things, etc.

Like that a small element of Natural Child Ego State helps the person to be passionate about what he is doing, to be open minded, to be brave enough to make mistakes, etc.

Sometimes an entrepreneur should be a Nurturing Parent. He/she should care the people around him and look after their interest.

Whenever needed, an entrepreneur should say NO to others whom he cares. He/she should criticize objectively the activities of others. For this he/she should show some characteristics of Critical Parent.

What about Adapted Child? An entrepreneur does not need any qualities of an Adapted Child. An Adapted child always obeys others without considering its pros and cons. Such a person does not enjoy any powers. An entrepreneur deadly needs power.

5. Conclusion

An attempt is made here to connect the concept of Ego State and Life Position to Entrepreneurship. It is helpful to get a vivid picture about the personality of the entrepreneur. Understanding the personality of an Ideal Entrepreneur facilitates the entrepreneurship training programmes. With the help of standardized psychological tools, we can identify the dominating ego states of a person. Then we can mould the person to fit into the characteristics of an Ideal Entrepreneur by giving proper training in particular ego states needed for him. If a person is found with Adapted Child Ego cannot be a good entrepreneur. If it is found at the beginning of the training programme, sufficient experiences can be given to him/her to change that ego state to desirable combination. Many studies have proved that making significant changes in Adapted Child Ego State will increase the possibility of being successful in remedial treatment (William S. Rosenthal). So a better entrepreneurship training programme by using ego state therapy is the need of the time.
References


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