A SOCIOLOGICAL DISCOURSE ON PERSONAL AND NATIONAL DEVELOPMENT IN NIGERIA

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ABSTRACT

Achieving development at the personal or national level is an innate quest which is a result of the dynamic evolutionary process in society. However, personal and national development in Nigeria has remained a mirage because of the internal contradictions which paralyze the efforts of individuals and the programs of government to have any meaningful impact on the people and the growth of the polity. Hence, frequent policy changes, policy somersaults and back-flips are usually experienced as each government that comes into power cancels the existing policies of the previous government and replaces them with fresh programs. This has combined with other factors to frustrate genuine efforts made towards development ad infinitum. This paper has considered related sociological paradigms to explain the Nigerian situation and has made recommendations that can enable Nigeria experience development at the personal and national levels, which can lead to the fulfillment of the dreams and aspirations of its peoples.

Keywords: Personal Development; National Development; Development Theories; Goals; Aspirations

INTRODUCTION

The desire of every human being and social institution is to experience some level of development as society evolves from one stage to another. Therefore, the issue of personal and national development is an important discourse in understanding what motivates certain people in achieving more than others, and what keeps some others from achieving their goals and objectives. It also helps one to understand why some nations are progressing while some others are either stagnant, slow in the development process or are generally becoming what some scholars refer to as "failed states" (Adejumobi, 1998; Momoh, 1992; Olukoshi, 1995; Oyovbaire, Jinadu, & Olagunju, 1993). This discovery leads to a better understanding of what individuals and nations, who are interested in growth and development, can do and are doing to replicate the success stories of other successful individuals and nations.

Another interesting angle to this issue is that since a nation is made up of individuals, when these individuals are successful and practice workable and success-driven developmental principles, it will result in a successful nation with a proclivity towards development. In the contrary, when the individuals in a nation are full of pessimism, low self-esteem, personal doubts, lack of drive, a growing sense of languor, discouragement and negative and fatalistic tendencies, this build-up of negativism and limiting tendencies will work against any genuine efforts aimed at personal development. This is why developed nations create an ambience that fosters the happiness of their citizens, commensurably reward their efforts at work and in society, and promote humane and human-faced policies, programs and initiatives that unleash citizens' potentials and

inspire their creativity. Such nations also run open societies, a merit-based system, an equitable social and economic system, political inclusiveness, rule of law, promotion of human rights, sterling, accountable and people-focused leadership, and generally a society that abhors discrimination and extra-judicial considerations in the apportionment of scarce resources in the state.

Meanwhile, it is axiomatic to note that personal development is simply the development at the personal level. This development requires more commitment that should be inspired from within the individual than it should be from the outside. In other words, to achieve development on the personal plane, factors like whether the government is responsive to the needs of the citizens, whether the social and economic ambience is encouraging or not, whether the political leadership in place is humane or insensitive, do not come into consideration or matter as much as the decision or determination of the individual concerned to succeed against all odds. The stories of very successful people today, such as Mahatma Gandhi, late Chief Obafemi Awolowo, Chief M. K. O. Abiola, Nelson Mandela, Ben Carson, Mohammed Ali, Barack Obama, inter alios, are a reflection of the personal determination of these people to survive against all odds; odds that ranged from societal and racial discrimination and limitations, poverty, political persecution, and different forms of deprivations.

CONCEPTUALIZATION OF TERMS

In understanding personal development, we can define it by looking at the conceptualization of the terms "Self-Development" and "Personal Development." According to Personal Development (2010), personal development, which also refers to "Self-help," or "self-improvement," or "self-development" is a self-guided improvement - economically, intellectually, or emotionally - often with a substantial psychological basis. There are many different self-help movements and each has its own unique focus, techniques, associated beliefs, proponents and in some cases leaders. However, self-development is the continuous journey of improving oneself by analyzing one's actions, reading, studying successful people and taking action every single day towards one's goals.

Self-development is seen to happen "Whenever you decide to do something and you DO IT. Or whenever you decide NOT TO DO something and you DON'T do it. This is because 90% of Success is taking ACTION on the goal you have. 10% is the mechanics, knowledge, or resources you need to succeed" (*Welcome to the Self-Development Guide*, 2010). It goes further to say that whatever an individual wants in life, he or she has the power to acquire the knowledge, to get the mechanics or resources the person needs, but to most people, taking action on that goal is the biggest obstacle on the road to success. The question is, if anyone can succeed, and all it takes is ACTION, why doesn't everyone take action to achieve their goals everyday for self-development and self-confidence? Hughes (2008) defines personal development as Constant and Never-ending Improvement (CANI). For him, personal development is a lifelong commitment to improving oneself over time, by reading good books, listening to education audios, attending workshops and classes to improve one's skills, disassociating with those who can give one problems and associating with those who have one's solutions, in order to improve the quality of one's life and the quality of lives of those around one.

According to Stolowitz (1998), personal development in the Boy Scouts of America focuses on the character development of members within the framework of their personal and religious beliefs, and promotes growth through spirituality, leadership abilities, citizenship, social and cultural attributes, and physical fitness. According to *Personal Development* (n.d.), making the decision to focus on personal development takes great courage. This is because it involves analyzing where you are falling short and being committed to addressing it. It means making the decision to succeed *no matter what*. It means taking action in spite of the fear of failure and developing a thick skin, while ignoring the countless people who tell you that you are mad to believe you can achieve such goals. Personal development also means searching deep within to uncover an individual's true desires and deepest purpose for living. This normally involves going further than merely uncovering goals that society has deemed suitable for the individual – like *You need to be rich, have a big house, a nice car (Personal Development, n.d.)*. It also means when an individual sets goals that speak to him or her at the deepest level. Personal development requires an individual to discover what inspires him or her more than anything else on this planet, and to formulate a plan that propels him or her into action. It means identifying and doing work that addresses these needs, and it means developing the confidence to chase one's dreams. Personal development will demonstrate to an individual the unimaginable power that the thoughts he or she thinks have on his or her reality. It will give the individual the techniques to help him or her change his or her thoughts – but such a person has *to be committed enough* to implement them. An individual therefore needs to ask himself or herself, "Do I really, truly want the life I desire? Will I work for it? Will I never give up – no matter what the obstacle?" The individual must keep going in spite of the inevitable setbacks he or she may encounter. If an individual perseveres, and is a true match for his or her goals, the person will surely succeed. Defining personal development for oneself will teach one how to live as one's true self, be a better person, conquer one's fears and achieve the goals that are most important to one. Personal development can also mean when an individual maintains an up-to-date personal development plan and takes action to ensure personal development takes place (*Glossary of Competencies*, n.d.). According to Personal Development (2010), personal development includes the development of oneself and the development of others, and personal development goals, plans or actions are oriented towards one or more of the following aims: improving self-awareness; improving self-knowledge; building or renewing identity; developing strengths or talents; identifying or improving potential; building employability or human capital; enhancing lifestyle or the quality of life; realizing dreams; fulfilling aspirations and defining and executing personal development plans.

Personal development, therefore, covers a wider field than self-development or self-help because personal development also includes developing others. This may take place through roles such as those of a teacher or mentor, through a personal competency (such as the skill of certain managers in developing the potential of employees), or through a professional service (such as providing training, assessment or coaching). Personal Development (2010) further elaborates on areas of personal development which include the following: becoming the person one aspires to be; integrating social identity with self-identification; increasing awareness or defining of one's priorities; increasing awareness or defining of one's values; increasing awareness or defining one's chosen lifestyle; increasing awareness or defining one's ethics; strategising and realising dreams, aspirations, career and lifestyle priorities; developing professional potential; developing talents; developing personal competencies; learning on the job; improving the quality of lifestyle (in such areas as health, wealth, culture, family,

friends and communities); learning techniques or methods to expand awareness; learning techniques or methods to gain control of one's life; and learning techniques or methods to achieve wisdom.

We can therefore safely define personal development to be a combination of self and personal development aimed at all-round development which affects one's character, leadership abilities, goals and aspirations, and lifestyle through the reading of books, attendance of seminars and workshops, education, keeping the right associations, and developing a never-giving-up attitude in the face of discouragements and failures until set goals are achieved.

National development, on the other hand, is the ability of a country or countries to improve the social welfare of the people, namely, by providing social amenities like good education, pipe-borne water, etc., (*National Development*, 2010). In discussing national development, one needs to look at economic development, socio-cultural integration and development and how these cascade to human development. Without human development, which is the development of the human capital of a nation or its citizens, national development can be thwarted or defeated. In fact, human development is one basis for judging the effectiveness of the economic development component of national development (Ranis, Stewart, & Ramirez, 2000). As Ranis et al. (2000) observed, economic development expressed in GNP can increase human development by expenditure from families, government and organizations such as NGOs. With the increase in economic growth, families and individuals will likely increase expenditures with the increase in income, an increase that can lead to greater human development.

THEORETICAL PARADIGMS ON PERSONAL AND NATIONAL DEVELOPMENT

There are diverse sociological and psychological paradigms that have been postulated to construe development within the personal and national spheres. The works of Aristotle (384 BC – 322 BC) and Confucius (551 BC – 479 BC) have been noted as having ingredients of personal development (Seligman, 2002). Aristotle defined personal development as a type of practical wisdom that translates to living well for the individual, while Confucius posited that personal development can be found in the extension of knowledge which lies in the investigation of things. In locating the place of personal development in higher education, the founder of Humboldt University of Berlin, Wilhelm von Humboldt in 1949, stated that personal development is aided by education whose objective is to develop the individual (personal Development, 2010). Since the 1960s, the increase in undergraduate students on American campuses led to numerous research efforts on the personal development needs of undergraduate students, while Chickering and Reisser (1993) identified seven vectors of personal development as including developing competence, managing emotions, achieving autonomy and interdependence, developing mature interpersonal relationships, establishing identity, developing purpose and developing integrity. Personal development has been greatly influenced also by the Dearing Report in 1997 in the UK, which declared that all universities should go beyond academic teaching to provide students with personal development and, in 2001, by Quality Assessment Agency for UK universities which produced guidelines for universities to enhance personal development as a structured process related explicitly to student development and undertaken by the individual student for their personal, educational and career development (Personal Development, 2010).

As a specific discipline, personal development has also become an area of research with focus on Education, Psychology, Sociology, Economics and Philosophy. It must be stated that it was Abraham Maslow (1908 – 1970) that first proposed personal development in the workplace through his Hierarchy of Needs with Self-actualisation at the top of the pyramid. Maslow believed that only a small minority of people self-actualise since his hierarchy of needs had the consequence that organisations came to regard self-actualisation or personal development as occurring at the top of the organisational pyramid, while job security and good working conditions would fulfil the needs of the mass of employees. Citing the importance of the individual taking responsibility for his/her own development, Peter Drucker posits that as organisations and labor markets became more global, responsibility for development has shifted from the company to the personal (Personal Development, 2010).

In viewing national development, the modernization theory states that development can be achieved through following the processes of development that were used by the currently developed countries. Scholars such as Walt Rostow and A.F.K. Organski developed stages of development through which every country develops (Preston, 1988; Rostow, 1960). Samuel Huntington determined development to be a linear process which every country must go through (Huntington, 1993; Preston, 1996). Talcott Parsons' (1964) action theory defined the qualities that distinguished "modern" and "traditional" societies as education and technology, which he suggested should be introduced by developed countries into traditional/developing societies. This theory believes that development can only be achieved in developing countries with the assistance of developed countries. While the modernization theorists understood development and underdevelopment as a result from internal conditions that differ between economies, dependency theory understood development and underdevelopment as relational. It saw the world's nations as divided into a *core* of wealthy nations which dominate a *periphery* of poor nations whose main function in the system is to provide cheap labor and raw materials to the core. It held that the benefits of this system accrue almost entirely to the rich nations, which become progressively richer and more developed, while the poor nations, which continually experience expropriation of their surpluses to the core, do not advance. Dependency theory shares many points with Marxist theories of imperialism; and is actually embraced by many Marxists and neo-Marxists today. Dependency theorists held that for underdeveloped nations to develop, they must break their ties with developed nations and pursue internal growth (Marx & Engels, 1970). One type of policy crafted from this insight was import substitution industrialization. The World Systems theory is a response to some of the criticisms of Dependency Theory, and further divided the bifurcation between the periphery and the core into a trimodal system consisting of the core, semi-periphery and periphery. World Systems Theory was initiated by Immanuel Wallerstein (1974) in, among other writings, *World Systems Analysis*, and focuses on inequality as a separate entity from growth in development and examines change in the global capitalist system. One distinguishing feature of this theory is distrust for the state and a view in which the state is seen as a group of elites and that industrialization cannot be equated with development. This theory breeds anti-systemic movements which attempt to reverse the terms of the system's inequality through social democratic and labor movements. In response to the distrust of the state, in World Systems Theory, is state theory. State Theory is based upon the view that the economy is intertwined with politics and therefore the take-off period in development is unique to each country. State Theory emphasized the effects of class relations and the strength and autonomy of the state on historical outcomes. Thus, development involves interactions between the state and social relations because class relations and the nature of the state impact the ability of the

state to function. Development is dependent upon state stability and external as well as internal influence. The theory of *uneven and combined development* is a Marxist concept that describes the overall dynamics of human history. It was originally used by the Russian revolutionary Leon Trotsky around the turn of the 20th century, when he was analyzing the developmental possibilities that existed for the economy and civilization in the Russian empire, and the likely future of the Tsarist regime in Russia. It was the basis of his political strategy of permanent revolution, which implied a rejection of the idea that a human society inevitably developed through a unilinear sequence of necessary "stages." At first, Trotsky intended this concept only to describe a characteristic evolutionary pattern in the worldwide expansion of the capitalist mode of production from the 16th century onwards, through the growth of a world market which connected more and more peoples and territories together through trade, migration, and investment. His focus was also initially mainly on the history of the Russian empire, where the most advanced technological and scientific developments co-existed with extremely primitive and superstitious cultures. However, in the 1920s and 1930s, he increasingly generalized the concept of uneven and combined development to the whole of human history, and even to processes of evolutionary biology, as well as the formation of the human personality (Cowen and Shenton, 1996; Development Theory, 2010).

RELATIONSHIP OF THEORIES TO PERSONAL AND NATIONAL DEVELOPMENT IN NIGERIA

Maslow's motivation theory tries to explain what motivates people to develop themselves. It identifies the need for food, shelter and clothing as the "base" form of motivation in man's quest for personal development, and self-actualization as the last. However, in developing societies like Nigeria, food, shelter and clothing are hard to come by for many citizens, hence limiting all efforts made towards personal development. This situation does not apply in many developed societies where food, shelter and clothing are readily available for citizens. So we can conclude that personal development efforts are achievable based on the environment where the people reside, and on the ability of the national leadership to provide suitable political economy where citizens can achieve their goals and aspirations.

For national development, the Nigerian situation seems to defy any theoretical postulation. However, as the Modernization theorists postulated, Nigerian leaders and policy makers have a lot to learn from the development efforts of advanced economies if the country is to achieve any appreciable level of development. More than this, Nigerian leaders must imbibe accountable, transparent and committed leadership traits exhibited in advanced societies so that developmental policies and programs would be pursued to their logical conclusions for the good of the people. While we do not agree with the dependency theorists that developing nations should sever their ties with developed countries, because no country can isolate itself in a globalised economy as we have today, we are of the opinion that developing economies can achieve development by pursuing internal growth and correcting the many internal contradictions within their economies. However, the state theory gives hope to developing nations because it states that development and underdevelopment is relational and depends on the capacity of each state. Therefore, by addressing the political and economic challenges faced by developing nations, developing societies can achieve development for their people.

Achieving Personal Development

In achieving personal development, therefore, it follows that one must understand its characteristics and how it can be made to work for the personal. Personal development suggests the following: It is the desire to improve oneself economically, intellectually or emotionally; It is a continuous journey of improving oneself through self-analysis, study of successful people and taking action every single day towards one's goals; It has a lot to do with knowledge acquisition and education because the more you know, the more you grow; It suggests constant and never-ending improvement; It includes reading good books, listening to education audios, attending workshops and classes to improve one's skills and keeping the right associations; It requires courage and a never-giving-up attitude to persevere to achieve one's goals in the face of perceived or obvious failures and disappointments. It means making a decision to succeed at your goals/plans no matter what; It is self-discovery, searching within to discover your purpose for living and being committed to the pursuit of that purpose; It is about having a high self-esteem that you can achieve your goals, and living and walking in that direction; It involves conquering fear and self-limiting tendencies, e.g. procrastination, laziness, lack of courage, etc.; It is about identification and development of talents and potentials; and it is also concerned with improving the quality of lifestyle in such areas as health, wealth, culture, family, friends and communities.

Inhibitions to Personal Development

According to Self-Development (2010), various inhibitions to personal development are listed as: Lack of desire or self-drive to succeed or achieve something for oneself; having fatalistic tendencies that portray success or failure, life or death, wealth or poverty, etc., as a product of fate, thus denying the individual the power and responsibility to choose the lifestyle and destiny such people want; falling into the trap of self-limiting tendencies, e.g. lack of hard work, procrastination, poor time management, bad associations, laziness, fear, discouragement, etc.; living without knowing what one's goals are, and when such goals are established, lacking commitment to pursue them; lack of continuous formal and informal education; refusal or failure to aim for constant improvement of one's knowledge, skills, abilities and attitude; lack of self-discovery; not utilizing one's potentials and talents; belonging to and keeping wrong and misleading associations; and living without priorities.

National Development: The Nigerian Case

Over the years, the government of Nigeria has taken steps to launch different programs it considered apposite for sustainable development for Nigeria. However, Nigerians are yet to begin to feel the impact of these developmental programs, as successive governments have busied themselves in cancelling the developmental programs before them and creating their own. This rapid shift in policy formulation and weak policy implementation process has not helped to further the development agenda of government nor have they advanced the lives of Nigerians as a people. As a matter of fact, Nigeria's human development index has continued to dip as a nation. As Adamu (2006) in his heart-wrenching tirade of the undeserved poor state of Nigeria observed, "This paradox of a rich and yet poor nation befuddles the mind. Our country is so richly blessed that it has no reasons to be at or near the bottom of the world development table. It should not be a struggling developing nation but a developed one. Professor Achebe, certainly, captured the feelings of most Nigerians when he wrote: 'The countless billions that a generous Providence poured into our national coffers....would have been enough to launch this

nation into the middle-rank of developed nations and transformed the lives of our poor and needy.'" This view may not be appreciated until we consider that Nigeria has the eighth largest and fifth largest proven reserves of oil and gas respectively in the world. It has an estimated population of 150 million and a highly articulate and educated work force. Our earnings from crude oil are so good that the federal government's annual budget is in trillions of Naira. State governments budget their annual capital and recurrent expenditures in billions of Naira. Yet in 1998, the then head of state, General Abdulsalami Abubakar, said: "Every human welfare and development index measuring the well-being of our people is on the decline. Currently, we are the world's 13th poorest nation. Given our resource endowments, this sorry state is a serious indictment" (Adamu, 2006). Continuing, Adamu remarked that in 2003, the United Nations Human Development Index ranked Nigeria 152 out of 175 countries with less than $300 per capita, while sixty percent of Nigerians are said to live below the poverty line.

DIFFERENT PROGRAMS OF NIGERIAN GOVERNMENTS TOWARDS NATIONAL DEVELOPMENT

In order to move Nigeria away from the vagaries and tyranny of a mono-cultural economy, and diversify the economic base so that it could have national cakes from different sources, both the Operation Feed the Nation and the Green Revolution programs of General Olusegun Obasanjo in the late seventies and President Shehu Shagari in the early eighties respectively were aimed squarely at restoring agriculture to its pride of place. Agriculture was the mainstay of the national economy before the discovery of crude oil in commercial quantities in the mid-fifties. There could be no greater pity for the national economy than that these programs failed to achieve their set objectives. Nigeria is still a net importer of food, poultry, beef and diary, spending as much as two million dollars annually on these and other food items. Its arable lands are still not lush green with cash and food crops (Adamu, 2006). The fault was not in the programs, but in policy instability that appears to have been accepted as a normal way of doing government business in the country. Perhaps, if these policies had been sustained and occasionally retuned and retooled by successive administrations, the national economy would have been healthier today.

The economy was also largely public sector-driven. Federal and state governments invested directly in virtually all areas of economic activities. State governments even owned breweries, transport services and retail companies. The state was thus in the commanding height of the national economy. The rationale was that the country did not have enough indigenous entrepreneurs to invest in these and other areas of the economy. But direct government ownership of such companies stifled the enterprising spirit of the country's potential entrepreneurs. It did not help matters that the government-owned companies, be they federal or state, were inefficient and wasteful. They became bottomless pits and a drain on the public purse. The mixed economy model of development fell out of favor with economists and economic planners elsewhere in the world in the early seventies. Public sector-driven economies began to give way to private sector-driven economies. This was a major, global paradigm shift. The introduction of the Structural Adjustment Program (SAP) by the Babangida administration in 1986, was partly in response to this paradigm shift and partly forced on the nation by the steady drop in the country's revenue profile (Adamu, 2006). The economy was ailing. The Bretton Woods Institutions designed the structural adjustment program for ailing third world economies. SAP was touted a home-grown alternative to the harsher prescriptions of the IMF and the World Bank. The policy aimed at: restructuring and diversifying the productive base of the economy in order to reduce

dependence on the oil sector and imports; achieving a fiscal and balance of payment viability over the medium term, and laying the basis for a sustainable non-inflationary growth over the medium and the long-terms.

Under the program, government embarked on partial or full privatization of its companies and parastatals. Seventy-three of the 95 government enterprises put on the block were privatized. Intense criticisms of the program shook the confidence of the government and it eventually bowed to the pressures of entrenched interests in the management of the national economy, and terminated SAP barely two years later. SAP left a bitter feeling in the national psyche and became a metaphor for a wrong path to our national development. Policy instability had claimed one more victim.

On May 29, 2004, the Obasanjo administration launched a major economic development program known as the National Economic Empowerment Development Strategy, NEEDS, which as Adamu (2006) observed, according to Chief Obasanjo, was "in response to the development challenges of Nigeria." Obasanjo said that the program would "lay a solid foundation for sustainable poverty reduction, employment generation, wealth creation and value reorientation." The same program at the state and local government levels were known as State Economic Empowerment Development Strategy (SEEDS) and Local-Government Economic Empowerment Development Strategy (LEEDS) respectively.

NEEDS rested on four pillars: reforming the way government and its institutions work; boosting the private sector; implementing a social charter for the people; and re-orienting people's values. A unique feature of NEEDS was that the federal government supported it with comprehensive reforms in the public sector. The reform in the banking sector consolidated Nigerian banks into twenty-five mega banks, each with a minimum capital base of 25 billion naira. For a private sector-driven economy, it meant that the banks were strong enough to support private initiatives and entrepreneurship. Secondly, government showed sufficient political will by its full and unequivocal commitment to the success of this and its other developmental programs.

Again, the Obasanjo administration also set Millennium Development Goals to be achieved by the year 2015. These goals encapsulated a national desire to deal with "poverty, educational development, gender equality, child and maternal health, combating HIV/AIDS, the malaria scourge, environmental sustainability and international cooperation" (Adedipe, 2004). NEEDS represented a new beginning for the country. But the Seven-Point Agenda, the Eight Points United Nations Millennium Development Goals, the American AGOA, the African NEPAD, and the sudden Food Crisis policies of the late President Musa Yar'adua replaced these programs and once again showed the lack of seriousness of government in policy sustainability and implementation. Before the cold hands of death snatched him away, President Yar'adua, for over three years, could not fulfil one point on his Seven-Point Agenda. Nigeria thus entered into another endless and vicious spiral of policy shift, somersault and back-flips. By sticking to political expediency, playing politics with the lives of Nigerians and a gross lack of commitment to the implementation of existing policies in place, the government has continued to engage in a wild goose chase and pay lip service to the all-important question of national development.

CHALLENGES MILITATING AGAINST EFFORTS TO ACHIEVING NATIONAL DEVELOPMENT IN NIGERIA

1. Frequent policy shift and policy formulation ad infinitum. Every government that comes to power always seems to be in a hurry to find fault with the policies in place and cancels such a policy in order to pave way for its own. This leads to a bottomless pit of waste of national resources and always takes the nation back to the starting line again.

2. The politicking process in policy formulation and implementation. Each party that comes into power seems to satisfy the mandate of the party and its sponsors and does not care about the lives and wellbeing of the people. This further impoverishes the citizens and depreciates the human development indices of Nigerians.

3. The hydra-headed monster called corruption. Every government that comes to power wants to spend part of the state's resources to engineer its own policies. Elaborate committees are constituted, funds are allocated and endless meetings, parleys and discussions are held to bring out a policy blueprint after which another set of funds is allocated for the policy implementation during the life of the government in power. When a new government comes in, the whole vicious, painful and wasteful cycle commences again. Meanwhile, government officials and politicians continue to steal the country dry to pursue their personal, sectional and hegemonic politico-economic interests.

4. The Nigerian factor that has manifested itself in ethnic considerations, favoritism, ascriptive criteria and selective administration of scarce resources and rewards, bribery, nepotism, etc., make it extremely difficult for government to keep to policies that would promote the wellbeing of the generality of the citizens. This situation limits the efforts of government to genuinely transit its policies to the level of praxis where such policies improve on the welfare and living standards of the people.

RECOMMENDATIONS

There are things that can be put in place to foster personal and national development in the country. There must be commitment for personal and national development to be realized. Without commitment, goals set will not be pursued and any form of resistance and challenges that rears its head would be seen as an impossibility leading to discouragement and quitting behaviors. Individuals and nations must also take responsibility to ensure that they achieve goals set and the desired level of development in their respective spheres. Individuals and countries must also be willing to commit the needed resources of time, financial, human resources, etc., to pursue their development targets. In addition, from the foregoing, we have seen that development is a consistent effort in the direction of one's goal, whether as an individual or as a nation. It is therefore important that individuals and nations be willing to follow through whatever effort or resources have been expended to achieve goals that are important to them.

CONCLUSION

Personal and national development will remain a mirage if individuals and nations are not committed to their developmental targets, refuse or fail to take adequate responsibility in line with the achievement of development goals, are not willing to commit their resources and are not willing to follow through the development programs set. Without development, society stagnates, is backward, is traditional, is limited, will operate below its potentials, will lose its competitive edge and advantages, and consequently such a society will be reduced to a theater of crime and violence, where stakeholders would begin to compete for the limited opportunities and resources in place. Personal and national development is a reality that can

bring about economic prosperity for the Nigerian people, lead to greater support for the programs and policies of the government of the day and motivate workers and citizens to find self-satisfaction, while exploring their potentials and talents for their good and for the good of those around them.

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