

# ENTRECOMP:

## 2.1 Self-Awareness and Self-Efficacy

MMC Management Centre

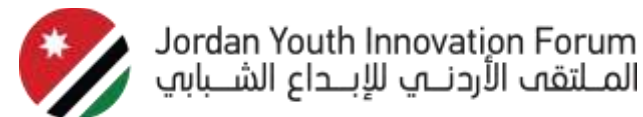
*Duration: 6 hours*

# Project Consortium

## Coordinator:



## Partners:



## Project Details

**Title:** “Joint Development, Piloting, and Validation of Entrepreneurial Mindset and Key Skills Curricula and Training Materials for Third Countries”

**Acronym:** EMSA (Entrepreneurial Mindset and Skills for All)

**Agreement Number:** 101092477 – EMSA – ERASMUS-EDU-2022-CB-VET

**Programme:** Erasmus+ Capacity Building in the Field of Vocational Education and Training (VET)

**Call for Proposals:** ERASMUS-EDU-2022-CB-VET

**Start Date:** 01.01.2023

**End Date:** 31.12.2025

# 2.1 Self-Awareness and Self-Efficacy

## Training Aim

- This workshop aims at familiarising learners with the concepts of 'self-awareness' and 'self-efficacy'. It begins with an introduction to these concepts, it explains the interplay between them and their connection with leadership and entrepreneurship, and it provides advice on how to improve self-awareness and self-efficacy to be able to reflect on own needs, wants, interests, and aspirations. In order to better understand the concepts, the learners assess their self-awareness by completing a self-awareness test and utilise the General Self-efficacy Scale to evaluate their self-efficacy. Subsequently, they have the opportunity to put self-awareness and self-efficacy into action through familiarisation with the concepts of 'mindfulness' and 'visualisation', and through implementing a series of individual and group activities that allow them to utilise and practise self-awareness and self-efficacy. Finally, they are asked to formulate their personal manifesto based on their self-awareness and self-efficacy, thereby shaping a clear direction, priorities, and goals, and they realise that manifesting self-awareness is one of the key traits of leading others and even be seen as a role model.



## 2.1 Self-Awareness and Self-Efficacy

# Learning Outcomes

### In terms of **knowledge**:

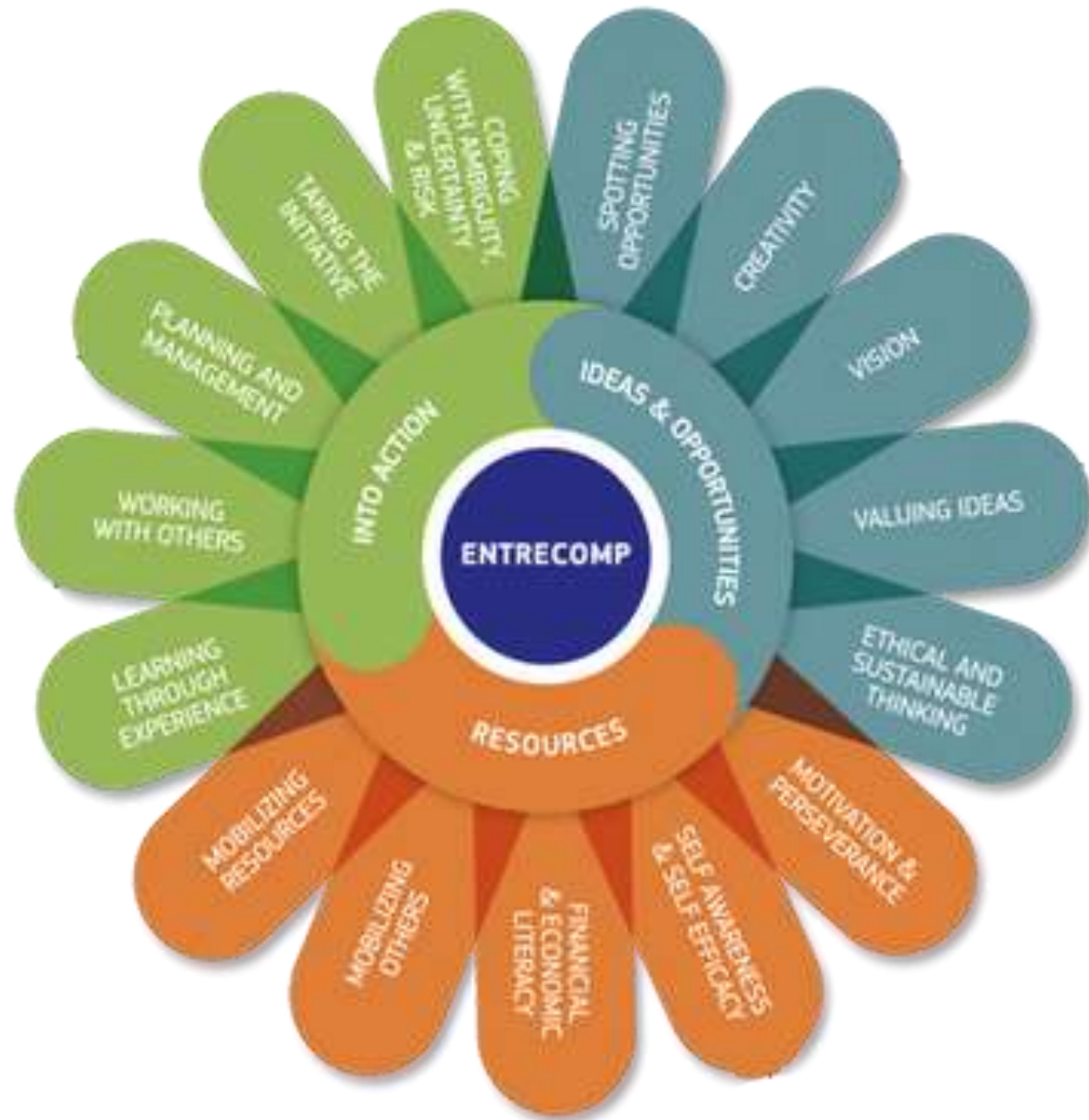
- ✓ *Define self-awareness and self-efficacy, and explain the interplay between the two.*
- ✓ *Describe the role of self-awareness in leadership and in inspiring others, and the role of self-efficacy in developing an entrepreneurial mindset.*

### In terms of **skills**:

- ✓ *Identify and assess one's own values, strengths, and weaknesses through different self-assessment activities and tools.*
- ✓ *Analyse one's own needs, wants, interests, and aspirations to become more self-aware and self-efficient.*

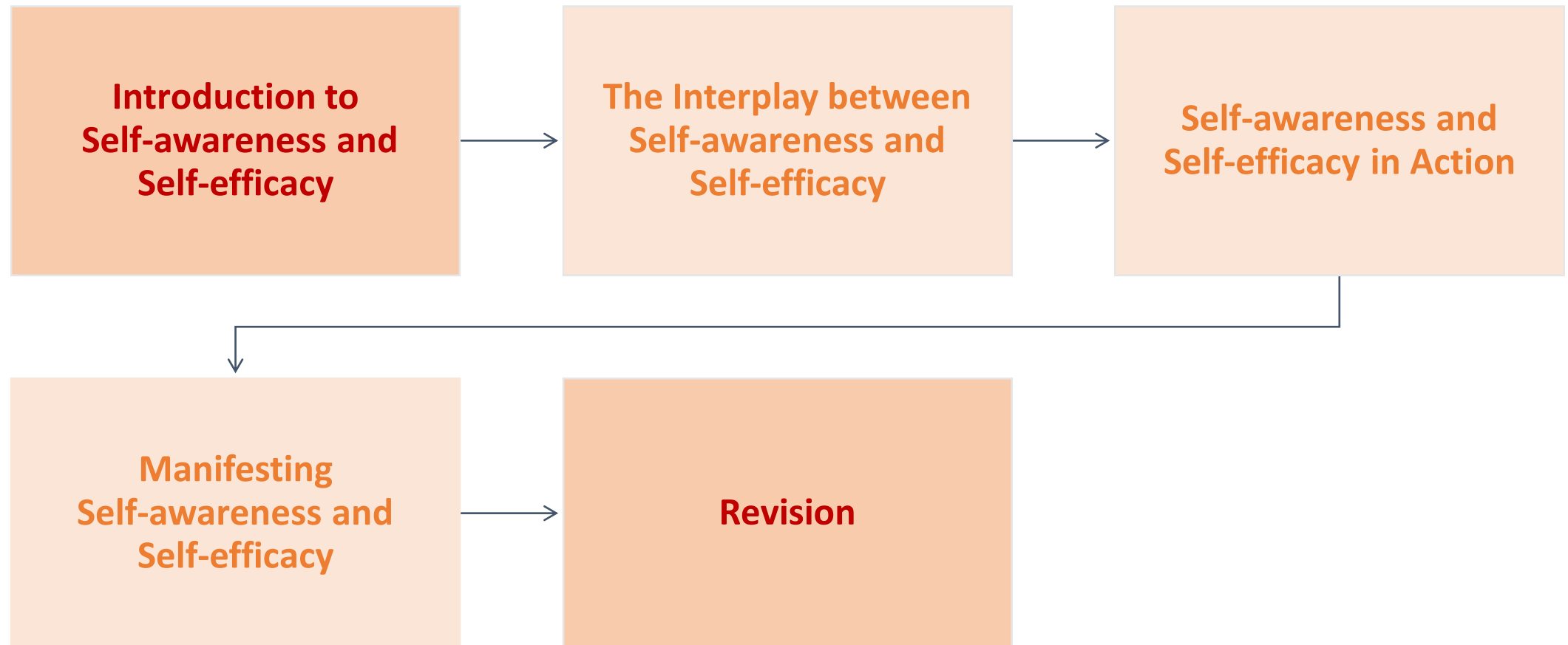
### In terms of **competences**:

- ✓ *Think and act towards a clear direction, priorities and goals using a personal manifesto (statement) created for one's own life based on their self-awareness and self-efficacy.*



What ENTRECOMP  
competence  
is our training about?

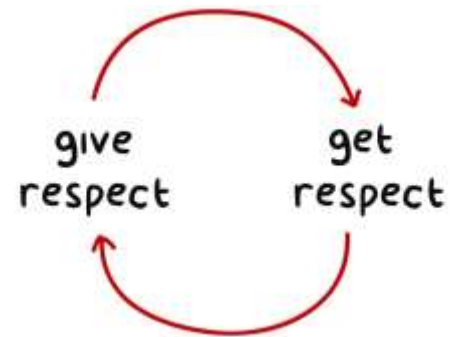
# Training Route Map



# Training Rules

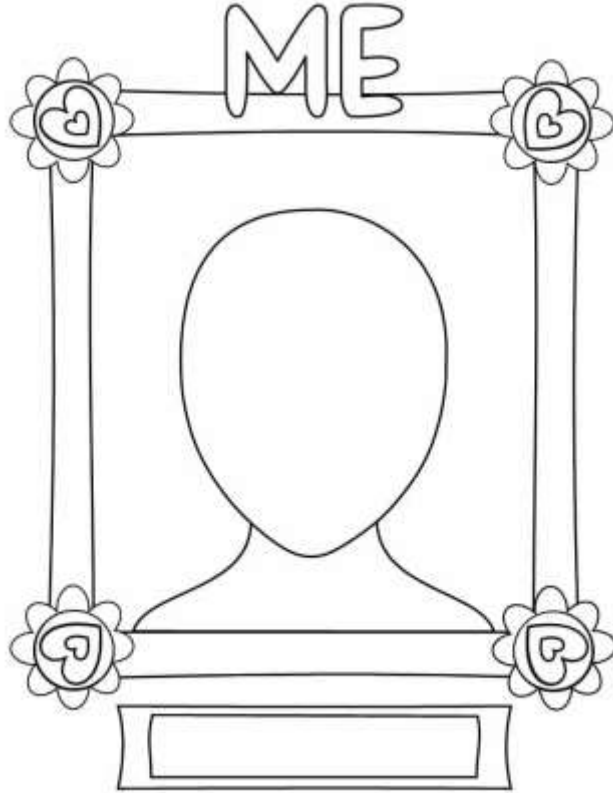


**Participation**



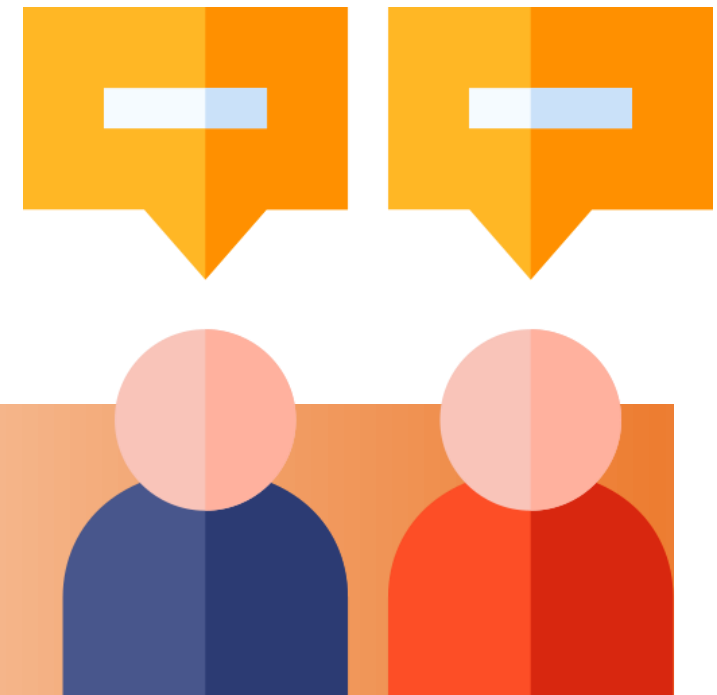
**YOUR  
OPINION  
MATTERS**





DESIGNED BY PLANETWORK.COM © ALL RIGHTS RESERVED. VISIT US AT WWW.PLANETWORK.COM

My 'self-portrait' in 2 words



# Introductions

*Let's get to know each other!*



*'Knowing yourself is the beginning of all wisdom.'*

**Aristotle**  
**Greek Philosopher**

*'In order to succeed, people need a sense of self-efficacy, to struggle together with resilience to meet the inevitable obstacles and inequities of life.'*

**Albert Bandura**  
**Psychologist and Professor of Social Science in Psychology**

# Introduction to Self-Awareness and Self-Efficacy

Self-awareness



Self-efficacy

**To believe in yourself  
and keep developing.**

*(EnterComp)*

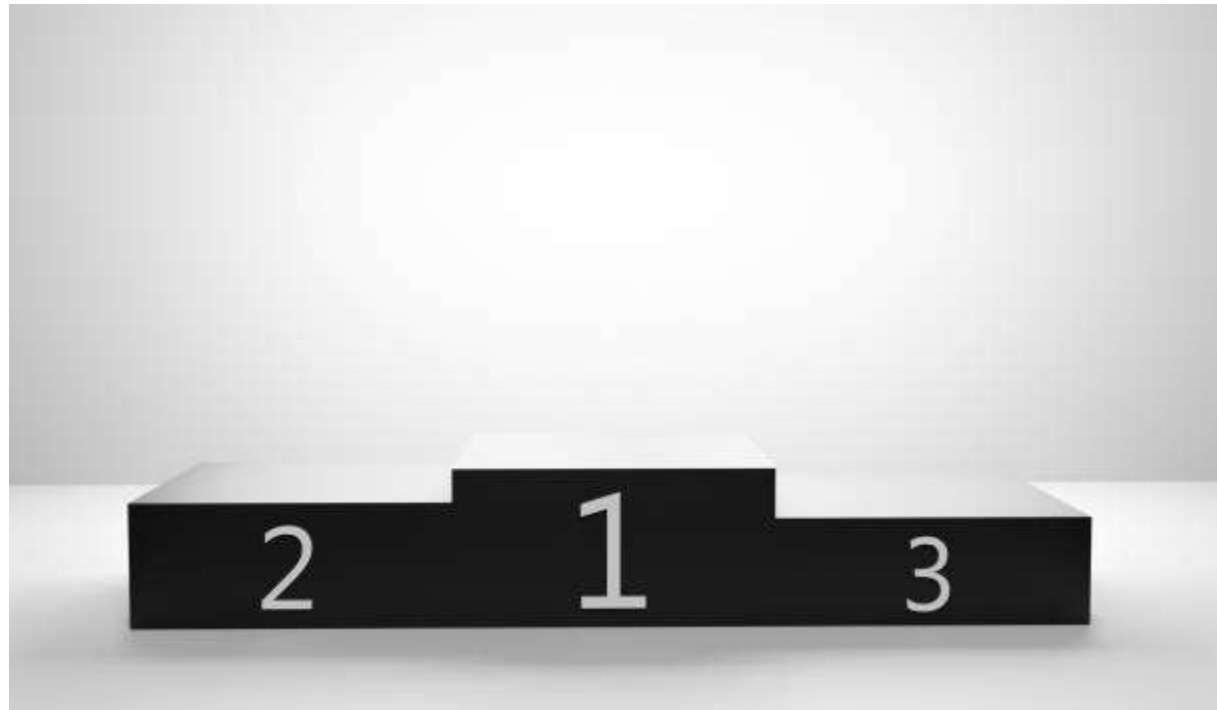
- What do you think 'self-awareness' is?



- How do you think 'self-awareness' relates to 'self-efficacy'?



# What I can and what I cannot do



Reflect on the **'top 3 things'** that you believe you cannot do... *are they indeed non-achievable?*





# 1. The Interplay between Self-awareness and Self-efficacy

*Self-awareness: The Starting Point*

*Self-efficacy: Self-awareness and a Step Forward*

*The Interplay between Self-awareness and Self-efficacy*

# Are you Self-aware?





# Self-awareness: The Starting Point

- Many people assume that self-awareness comes easily and naturally, but this sense of **heightened awareness** can actually be **hard to come by**.
- "We're **self-aware enough** to know **we're making mistakes**".
- Having self-awareness helps you **also understand other people** and **how they view you and your actions**.



# Self-awareness: The Starting Point

## Self-awareness and Emotional Intelligence

- The American psychologist **Daniel Goleman** proposed a popular definition of self-awareness in his best-selling book 'Emotional Intelligence':

**'Knowing one's internal states, preference, resources, and intuitions'.**

- Self-awareness is the **key cornerstone to emotional intelligence**, according to Daniel Goleman.



# How To Do a Personal SWOT Analysis



# Self-awareness: The Starting Point

- **Internal:**

- How clearly we see our own values, passions, aspirations, fit with our environment, reactions (including thoughts, feelings, behaviors, strengths, and weaknesses), and impact on others.
- Positively associated with higher job and relationship satisfaction, personal and social control, and happiness; negatively related to anxiety, stress, and depression.

- **External:**

- Understanding of how other people view us, in terms of those same factors.
- People who know how others see them are **more skilled at showing empathy** and taking others' perspectives.

Self-awareness isn't one truth. It's a delicate **balance** of two distinct, even competing, viewpoints.

# Self-awareness: The Starting Point

## Self-awareness and Leadership

- Several researches have shown self-awareness as a **crucial trait of successful business leaders**.
- When we see ourselves clearly, we are **more confident and more creative**.
- **The more self-aware the leader is, the more likely they are to accurately evaluate their own leadership capabilities** and set realistic self-improvement goals, which in return, enhances professional and organisational performance.





## What a Long-Scale Study on Self-awareness Showed

- Even though most people *believe* they are self-aware, **only 10%-15% of the people** studied actually fit the criteria.
- It's easy to assume that being high on one type of awareness would mean being high on the other. But the research has found virtually **no relationship between them.**
- For leaders who see themselves as their employees do, their employees tend to have a better relationship with them.
- Leaders must actively work on both seeing themselves clearly and getting feedback to understand how others see them.
- Experience and power can hinder self-awareness



# Where do you find yourself at?

## The Four Self-Awareness Archetypes

This 2x2 maps internal self-awareness (how well you know yourself) against external self-awareness (how well you understand how others see you).



What a Long-Scale Study on Self-awareness Showed

- Four types of self-awareness (and leadership) archetypes were identified..
- Introspection doesn't always make you more self-aware.

# Self-awareness: The Starting Point

## Why is it hard to be self-aware?

- *If self-awareness is so important, why aren't we more self-aware?*
- The most obvious answer is that most of the time **we are simply 'not there' to observe ourselves** and pay attention to what's going on inside or around us.





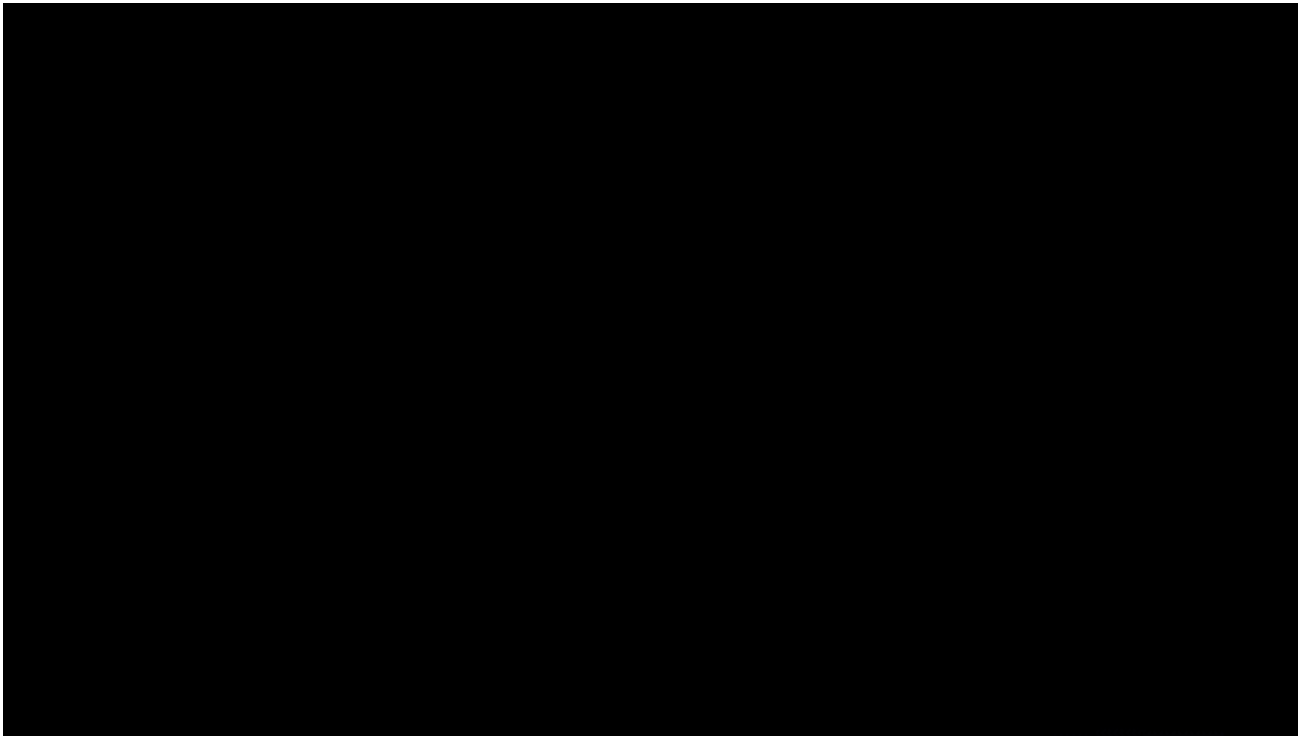
# Self-awareness: The Starting Point

- In his TED talk, Daniel Kahneman, the Israeli-American author, psychologist and Nobel prize winner for his contribution to behavioural science, explains **the difference between the ‘experiencing self’ and the ‘remembering self’**, and how this **affects our decision-making**.

**Why is it hard to be self-aware?**



# Video: 'The Riddle of Experience vs. Memory'

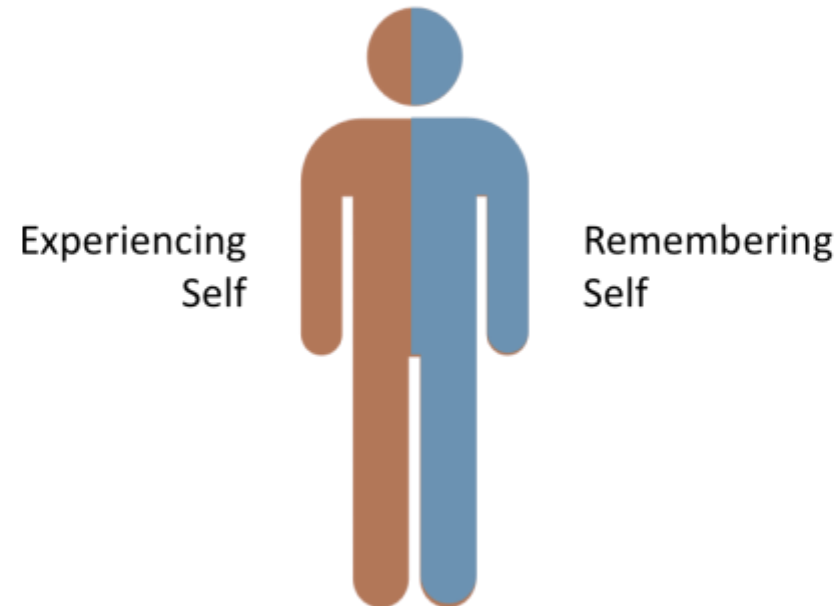


## Watch the Ted Talk.

- ✓ What impressed you more in video?
- ✓ Have you found yourself in a similar position?
- ✓ *Between experience and memory, which one is more powerful, in your opinion? Are you in agreement with the speaker?*
- ✓ Could you provide some examples?

# Self-awareness: The Starting Point

Two Selves



**Kahneman explains that how we feel about the experience at the moment and how we remember the experience can be very different and share only 50% correlation!**

# Self-awareness: The Starting Point



- **Being self-aware is easier said than done!**
- If **non-judgmental quality** is an essential component of self-awareness, *how do we work towards that?*



# Self-awareness: The Starting Point

## 5 Ways to Cultivate Self-Awareness

- ✓ Create some space for yourself.
- ✓ Practise mindfulness.
- ✓ Keep a journal: this creates a permanent record of your thoughts, feelings, and events in your life, and allows you to look back on important life events and rediscover how you felt at the time.
- ✓ Practise being a good listener.
- ✓ Gain different perspectives.





Whether you want to be more accepting of yourself or more accepting of others, **cultivating self-awareness is a good place to start.**

# Self-efficacy: Self-awareness and a Step Forward

## **Albert Bandura**

Canadian-American Psychologist and  
Professor of Social Science in Psychology  
(1925-2021)



*Self-efficacy is one's belief in one's ability to succeed in specific situations or accomplish a task.*

*One's sense of self-efficacy can play a major role in how one approaches goals, tasks, and challenges.*

# Self-efficacy: Self-awareness and a Step Forward

- People's beliefs about their capabilities to produce designated levels of performance (self-efficacy) exercise influence over events that affect their lives through **four major processes: the cognitive, motivational, affective, and selection processes.**
- ✓ A strong sense of efficacy enhances **human accomplishment and personal well-being** in many ways.
- ✓ In contrast, people who doubt their capabilities **shy away from difficult tasks**, which they view as **personal threats**.



# Self-efficacy: Self-awareness and a Step Forward

## Albert Bandura's Model of Self-Efficacy



# Self-efficacy: Self-awareness and a Step Forward

Aspect	Example
Business	A local agency receives a new request for partnership in a global advertising campaign from a multinational corporation. Although the request is huge and demanding, the agency decides to accept it as it is confident in its human resources capabilities and previous successful experiences.
Education	A university student is thinking about applying for a study scholarship. After the teacher's encouragement and positive pieces of advice, the student gains enough self-efficacy to apply for it.
Parenting	After observing how their friends have become good parents, a couple is ready to welcome their first child based on their vicarious experiences.
Health	An individual is experiencing self-depression. Thus, the individual suffers from constant sleep deprivation, thus undermining the emotional, physical, and psychological states. As a result, the individual believes that he is not good enough to do anything in life.

✓ *Can you match these examples with the different elements affecting self-efficacy, as provided by Bandura?*

# Self-efficacy: Self-awareness and a Step Forward

## Self-efficacy and Entrepreneurship



- Self-efficacy is highly relevant for established entrepreneurs (and especially for aspiring ones), because it **nurtures their capacity to be effective and impactful within their operational/business environments.**
- A healthy self-efficacy mindset brings a **boost-effect to entrepreneur's competence** to act with **confidence, effectiveness and motivation.**
- Individuals with a high level of self-efficacy **visualise success scenarios**, which offer them a framework for the **optimum course of action and performance** (Bandura, 1994).

# Self-efficacy: Self-awareness and a Step Forward

## Tools to Measure Self-efficacy

1. General Self-Efficacy Scale (Bandura)
2. Child Self-efficacy Scale
3. Academic Self-efficacy Scale for Students (Zimmerman)
4. Career Decision Self-Efficacy Scale





# Self-efficacy: Self-awareness and a Step Forward

## General Efficacy Scale (GES)

- The General Efficacy Scale was created to **assess a general sense of perceived self-efficacy with the aim in mind to predict coping with daily hassles** as well as adaptation after experiencing all kinds of stressful life events.
- Ten items are designed to tap this construct. Each item refers to **successful coping** and implies an internal-stable attribution of success.



# Self-efficacy: Self-awareness and a Step Forward

## General Efficacy Scale (GES)

### Response format:

1 = Not at all true 2 = Hardly true 3 = Moderately true 4 = Exactly true

### Validity:

The General Self-Efficacy Scale is correlated to emotion, optimism and work satisfaction.

Negative coefficients were found for depression, stress, health complaints, burnout, and anxiety.

1	I can always manage to solve difficult problems, if I try hard enough.
2	If someone opposes me, I can find the means and ways to get what I want.
3	It is easy for me to stick to my aims and accomplish my goals.
4	I am confident that I could deal efficiently with unexpected events.
5	Thanks to my resourcefulness, I know how to handle unforeseen situations.
6	I can solve most problems, if I invest the necessary effort.
7	I can remain calm when facing difficulties, because I can rely on my coping abilities.
8	When I am confronted with a problem, I can usually find several solutions.
9	If I am in trouble, I can usually think of a solution.
10	I can usually handle whatever comes my way.

# What is your level of Self-efficacy?

- Take the GES test for yourself and see where your own self-efficacy is!
- Give your test to another member of your group for marking or mark it by yourself.
- **On reflection, how did it make you feel about yourself? Does it change your view/perception of self? Are there things that you can now work on?**
- Now, share the results with the group and discuss your feelings.



# Self-efficacy: Self-awareness and a Step Forward

## Tips to Improve Self-efficacy

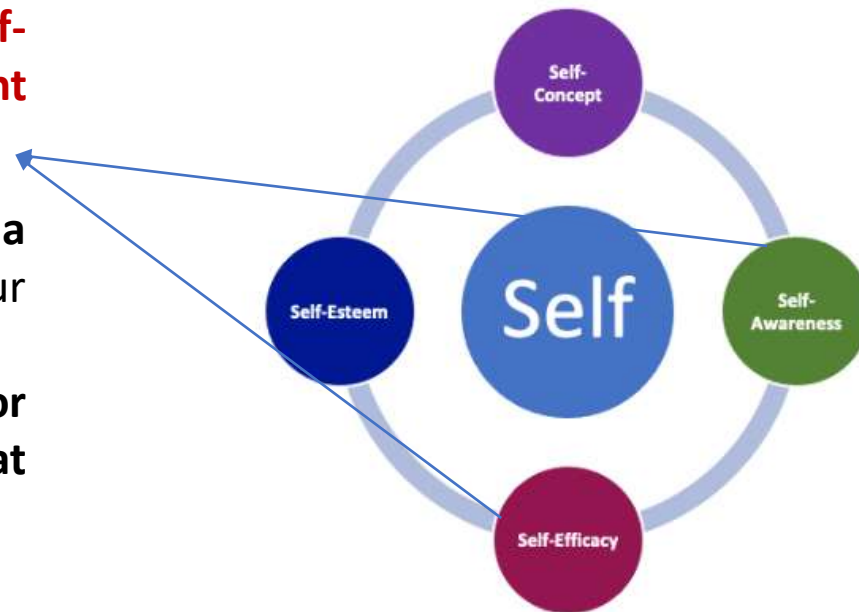
- ✓ Set achievable goals.
- ✓ Break tasks into smaller steps.
- ✓ Visualise success.
- ✓ Seek positive role models.
- ✓ Reflect on past successes.
- ✓ Positive self-talk.
- ✓ Accept and learn from failures.
- ✓ Seek constructive feedback.
- ✓ Surround yourself with supportive people.
- ✓ Take small risks.
- ✓ Practise resilience.



# The Interplay between Self-awareness and Self-efficacy

**Self-efficacy and self-awareness compliment each other.**

It's important to have a **realistic view** of your abilities, **neither overestimating nor underestimating** what you can or cannot do.

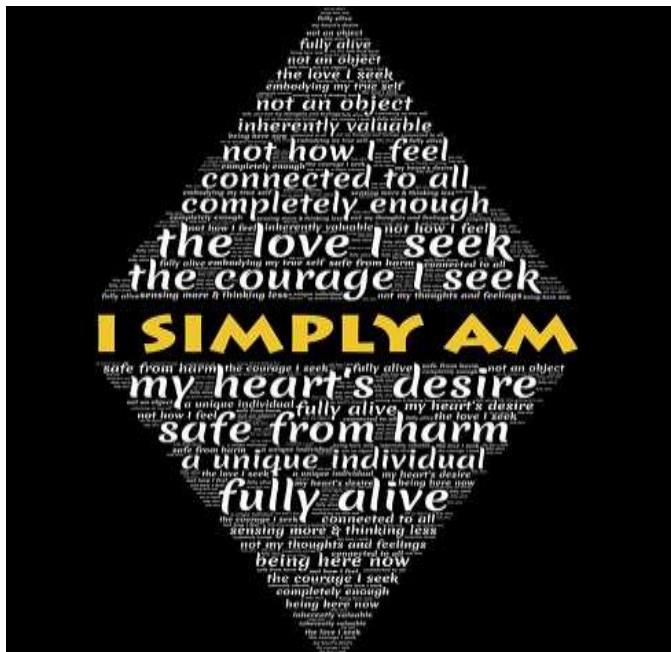


They are **two major driving forces** to clearly identify your needs and aspirations, plan structured paths to achieve them, and nurture your motivations throughout the process.

Figure 2.2.4:

Relationship between the Self, Self-Awareness, Self-Concept, Self-Esteem and Self-Efficacy by [Victoria Leonard](#) is licensed [CC-BY 4.0](#)

# Questions for Self-reflection: Group A



1. *What is your biggest dream or goal?*
2. *What is in the way towards your dream?*
3. *Rank the most important things in your life (career, money, family, love, knowledge).*
4. *What is the proportion of time dedicated to these items accordingly?*
5. *What would the ideal You be like?*

# Questions for Self-reflection: Group B

- 1. Can you think of ways your own self-efficacy beliefs play a role in your daily life? In which areas do you have strong self-efficacy? In which areas would you like your self-efficacy to be a bit stronger? How could you increase your self-efficacy in those areas?*
- 2. Can you think of a time when a teacher, coach, or parent did something to encourage your self-efficacy? What did he or she do and say? How did it enhance your self-efficacy?*
- 3. What are some of the ways that you can help strengthen the self-efficacy of the people in your life?*
- 4. Can you think of a time when collective efficacy played a role in your team or group activities? What did you notice about being in a team or in a group with low collective efficacy?*



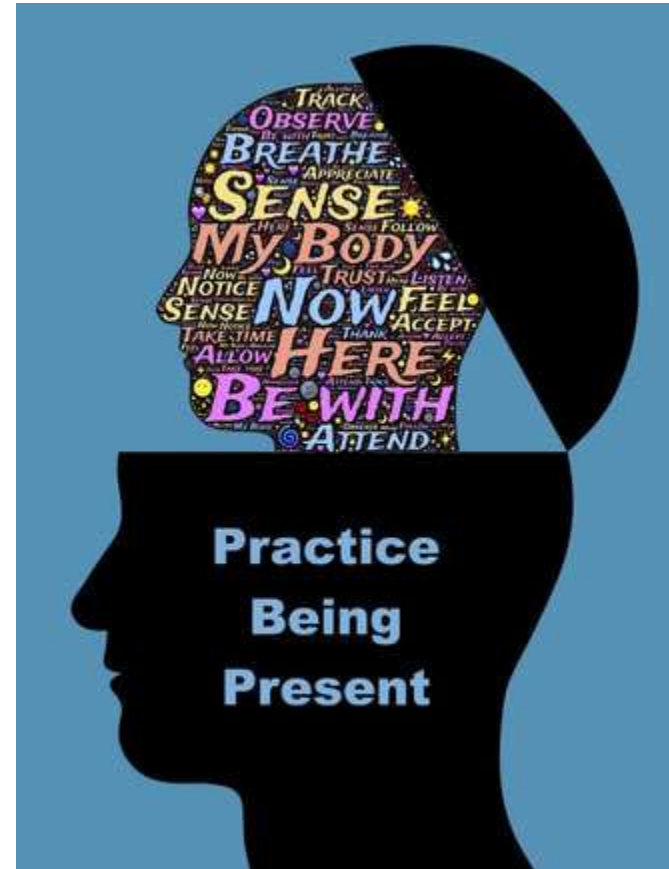
## 2. Self-awareness and Self-efficacy in Action

*Techniques to Boost Self-awareness and Self-efficacy*  
*Practising Self-awareness and Self-efficacy*



# Techniques to Boost Self-awareness and Self- efficacy

1. Mindfulness
2. Visualisation



# Techniques to Boost Self-awareness and Self-

- **Mindfulness** means maintaining a moment-by-moment awareness of our thoughts, feelings, bodily sensations and surrounding environment, through a gentle, nurturing lens.



# Techniques to Boost Self-awareness and Self-



## What is mindfulness?

- Though it has its roots in Buddhist meditation, a secular practice of mindfulness has entered the American mainstream in recent years.
- In part through the work of Jon Kabat-Zinn and his Mindfulness-Based Stress Reduction (MBSR) programme, which he launched at the University of Massachusetts Medical School in 1979.

# Techniques to Boost Self-awareness and Self-

## What is mindfulness?

- **Mindfulness is the key to self-awareness.**
- Jon Kabat-Zinn defines mindfulness as ‘paying attention in a particular way, on purpose, in the present moment, non-judgmentally’.
- Through **mindfulness practice**, you will be more present with yourself, so that you can ‘be there’ to observe what’s going on inside and around you.



# Techniques to Boost Self-awareness and Self-

## Practise mindfulness!



- ✓ Find a quiet place to sit comfortably. Whether you are at your desk at work or in your home, clear the space of obvious distractions.
- ✓ Put away phones, email and other distractors.
- ✓ If setting a timer would help you stay focused, rather than worried about how much time you have, then set a timer.
- ✓ Once settled and comfortable, you can choose to close your eyes or keep your gaze focused in one spot in front of you.
- ✓ Take a few deep breaths and then begin by bringing your attention to your breath, as you breath in. Notice the tip of the nose as your breath enters your body.
- ✓ Follow your exhalations, with your awareness, as they flow out of your body. Notice your breath flowing from the lungs, up through airways and out your nose again.
- ✓ Continue following your breath in this manner for 10 minutes. The first few times you practice, you may find that much of your time is spent lost in thought, rather than focused on your breath.

# Techniques to Boost Self-awareness and Self-

## Visualisation

- Visualisation techniques have been used by successful people to visualise their desired outcomes for ages.
- The daily practice of visualising your dreams as already complete can rapidly accelerate your achievement of those dreams, goals, and ambitions.
- The practice has even given some high achievers what seems like super-powers, helping them create their dream lives by accomplishing one goal or task at a time with hyper focus and complete confidence.



# Techniques to Boost Self-awareness and Self-

## What is visualisation?

- Using visualisation techniques to focus on your goals and desires yields **four very important benefits**.



1. **It activates your creative subconscious**, which will start generating creative ideas to achieve your goal.
2. **It programs your brain** to more readily perceive and recognise the resources you will need to achieve your dreams.
3. **It activates the law of attraction**, thereby drawing into your life the people, resources, and circumstances you will need to achieve your goals.
4. **It builds your internal motivation** to take the necessary actions to achieve your dreams.

# Techniques to boost self-awareness and self-

## **Practise visualisation!**



- ✓ Visualisation is really quite simple.
- ✓ You sit in a comfortable position, close your eyes and imagine — in as vivid detail as you can — what you would be looking at if the dream you have were already realised.
- ✓ Imagine being inside of yourself, looking out through your eyes at the ideal result.



# Techniques to Boost Self-awareness and Self-

**Sometimes self-awareness activities are not about what you do or say but how you go about doing it!**

- Body language is an example of this. Not only will your posture and gestures affect how you perceive yourself, they will also have a great impact on how others perceive you and how they act around you. For instance, if your body language demonstrates that you are bored or disinterested in what is going on around you, others will think twice before engaging in conversation with you.

**Body**  
*Language*

# Practising Self-awareness and Self-efficacy

1. The Freedom Diagram

2. Changing Self-talk

3. Record your ABCs

4. Ask 'The Three Whys'



5A. The Wheel of Life

5B. Right here, right now!

1. Pick and implement one of your preference from the four individual activities.
2. Implement the group activity.

# Practising Self-awareness and Self-efficacy

## 1. The Freedom Diagram

The 'Freedom Diagram' is one of the fun self-awareness activities. It is a short and practical 'guide' to help figure out where you should use your energy in life.

The three components of 'The Freedom Diagram' are: **Talent, Fun, and Demand.**

**Talent** refers to what you just happen to be good at doing.

The **Fun** component is what you wish you could do all the time, even if you weren't paid to do it.

**Demand** is what people in the world actually need or want and will pay for.

### *How to*

1. Create a 'Freedom Diagram' for yourself.
- ✓ **Developing such a 'guide' for you will help you decide what skill you should focus on building, so that you have a higher chance of success.**



# Practising Self-awareness and Self-efficacy

## 2. Changing Self-talk

Negative self-talk is perhaps the worst thing that can affect your self-confidence. Regardless of what the others say, what you tell yourself is what you really believe.



### *How to*

1. Make two columns on a sheet of paper. On one side, write 'Bad or Negative Self-talk' and on the other, write 'Good or Positive Self-talk'.
2. List down all negative statements that you make about yourself under the 'Bad or Negative Self-talk' column.
3. Next, turn the negative statements into positive ones. The statements should be clear and specific to the talents or abilities of yours.

For example, instead of stating 'I am not good at public speaking', you could state 'I am confident in my ability to improve my public speaking skills'.

- ✓ **This activity helps change the negative conversations with the self into positive ones.**

# Practising Self-awareness and Self-efficacy

## 3. Record your ABCs

This is a good activity to do after you experience an adverse event. It is a helpful way to debrief yourself and get a chance to reflect and discover your beliefs after a big, negative incident occurs in your life.



**A** – Activating event that triggers your inner dialogue.

**B** – Belief you formed after the event.

**C** – Consequences or how your new belief makes you feel.

### *How to*

For example, imagine you are stuck in a long line, but you are in a rush. You may become very anxious at the thought of possibly being late to your next obligation, causing you to complain out loud to the people around you about how long the line is taking to move. Alternatively, you may decide to relax and put on your headphones to listen to some calming music while you wait.

Either way, the 'A' remains the same, but the 'B' and 'C' show how you respond to the stress.

1. Try the activity with another example.
- ✓ **Using the ABC model can help you recognise your automatic thoughts when you are upset or mad, and change those thoughts into positive things.**

# Practising Self-awareness and Self-efficacy

## 4. Ask the 'Three Whys'

Many self-awareness activities simply involve asking yourself difficult questions and trying to answer them as honestly as possible. The 'Three Whys' is the perfect example of that.



WHY?

### *How to*

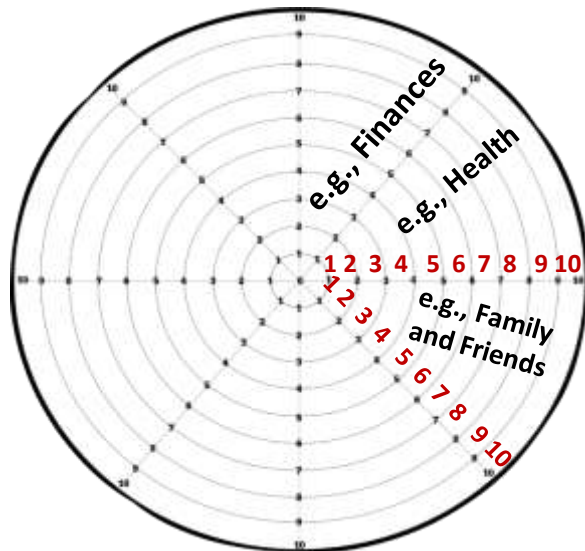
The 'Three Whys' are exactly what they sound like. Before making a big decision or if you are trying to get to the root of an issue, ask yourself 'why?' three times.

1. Think of an important decision that you will need to make in the future and what your final decision would be. Then, question your decision three times.
- ✓ **This will help to reveal deep and specific issues that you may not otherwise consider. It's not coincidental that 'why?' is a rather simple question. It is an important realisation that you must go a few layers deeper before making any critical decision.**

# Practising Self-awareness and Self-efficacy

## 5A. Wheel of Life

This wheel will help you to look at what is important to you in your life.



### *How to*

1. Think about **eight parts of your life that are the most important to you**. These can be linked to areas of life that are key for you (e.g., Business/Career, Finances, Health, Family and Friends, Romance, Personal development, Fun and recreation, Contribution to society).
2. Then, write these on each section of the wheel.
3. Mark from 0-10 how much **energy or attention you are paying** to each of these areas at the moment and join these up.
4. Mark from 0-10 how much **energy or attention you want to pay** to each of these areas and join these up.
5. Finally, connect the dots and look at where there are gaps between the two marked areas.
6. **Swap wheels to see others' life priorities in the group.**
7. **In groups, see if there is anything you can do to bridge the gaps.**

# Practising Self-awareness and Self-efficacy

## 5B. Right here, right now!

This activity will look at how you currently spend your time, what you enjoy doing, and if there are any difficulties you might have.

### How to

1. In the table, describe the **activities you do each week and how much time you spend** doing them.
2. *How do these activities match your priorities in your Wheel of Life?*
3. *After speaking in groups about your current activities and priorities, is there anything you now plan to do differently? Discuss this also with the group.*

Activity	Time Spent
Example: Playing computer	2 hours (per day)



***Discuss the results of both parts of the activity with all the other groups!***



# 3. Manifesting Self-awareness and Self-efficacy

*Self-awareness and Personal Manifesto*

*Self-awareness as one of the Key Traits of Role Modelling*

# Self-efficacy and Personal Manifesto

## Personal Manifesto

- A personal manifesto describes **your core values and beliefs, the specific ideas and priorities that you stand for, and how you plan to live your life.**
- It can help **frame your life, point you in the right direction to help achieve your goals,** and act as a tool to remind you of your primary concerns.
- It is both a statement of personal principles and a call to action.
- ✓ **A personal manifesto can be a powerful tool for bringing about your best life. Refer to your personal manifesto often.**



# My Personal Manifesto

**To get started, ask yourself questions such as:**

- What things do you stand for?
- What are your strongest beliefs?
- How do you want to live your life?
- How do you want to define yourself? What words do you want to live by?

**Then, 'compose' your personal manifesto (statement) in the form of a short essay or a short PowerPoint presentation (in the form of a manifesto).**

PERSONAL MANIFESTO



# Self-efficacy and Professional Mission Statement

## Vision and Mission Statement

- In an organisation, vision and mission statements serve **three important roles**:
  1. They state the purpose of the organisation.
  2. They inform people of strategy development.
  3. They display measurable goals and objectives to gauge the success of the organisation.
- ✓ **Creating a vision and mission statement for your life can define your clear direction and rank your priorities. It will help set measurable goals and provide a tactical way to measure success.**
- ✓ A personal manifesto can be framed into a **professional vision and mission statement**.



# Video: The Office (US)



## Watch the video.

- ✓ What impressed you more in the video?
- ✓ What do you think is the key message of the video?
- ✓ Have you ever experienced such behaviours? Could you provide some examples?
- ✓ Are you aware of any counterexamples? If yes, what do you think and how do you feel about these people?
- ✓ What do you think should change regarding the behaviours demonstrated in the video?

# Self-awareness as one of the Key Traits of Role Modelling

- A **positive role model** is usually somebody who is **authentically themselves** and at least somewhat **self-aware**: someone who knows who they are (i.e., is aware of their strengths and weaknesses), is aware of their thoughts (and the impact of them), and knows what their values are (also living according to these values).
- A **leader** can take the role of a positive role model.
- Leaders who focus on **building both internal and external self-awareness**, who seek honest feedback from loving critics, and who ask *what* instead of *why* can learn to see themselves more clearly — and reap the many rewards that increased self-knowledge delivers.





# Revision



- ✓ **Self-awareness is having conscious knowledge of one's own character and feelings.**
- ✓ Having self-awareness helps one also **understand other people and how they view them and their actions.**
- ✓ Self-awareness is the key cornerstone to **emotional intelligence.**
- ✓ Self-awareness is a **crucial trait of successful business leaders.**
- ✓ The pre-existing belief about ourselves, confirmation bias and the lack of willingness to seek feedback might influence how we handle situations.
- ✓ Self-awareness isn't one truth. It's a delicate balance of two distinct, even competing, viewpoints: **'internal' and 'external' awareness.**
- ✓ Four types of self-awareness (and leadership) archetypes have been identified: **the 'introspective', the 'aware', the 'seeker', and the 'pleaser'.**
- ✓ The significant difference between the **'experiencing self'** and the **'remembering self'** affects one's decision-making.





- ✓ **Self-efficacy is one's belief in one's ability to succeed in specific situations or accomplish a task.**
- ✓ People's beliefs about their capabilities to produce designated levels of performance (self-efficacy) exercise influence over events that affect their lives through **four major processes: the cognitive, motivational, affective, and selection processes.**
- ✓ **Mastery or Performance Experiences, Vicarious Experiences, Verbal or Social Persuasion, Imaginary Persuasion, and Emotional, Physical and Psychological states can influence one's self-efficacy level** (Albert Bandura's Model of Self-Efficacy).
- ✓ Self-efficacy is highly relevant for **established and aspiring entrepreneurs**, because it nurtures their capacity to be effective and impactful within their operational/business environments.
- ✓ **Mindfulness** can boost self-awareness and **visualisation** can boost self-efficacy.
- ✓ A **personal manifesto** and a **mission statement** for life based on one's self-awareness and self-efficacy can shape a clear direction, priorities, and goals.
- ✓ A **positive role model** is usually somebody who is **authentically themselves** and at least somewhat **self-aware.**
- ✓ Self-awareness and self-efficacy are **two major driving forces** to clearly identify needs and aspirations, plan structured paths to achieve them, and nurture motivations throughout the process.



Do you have any questions?



What will you keep from  
today's training?

# Training Evaluation



# List of References

- <https://scuffedentertainment.com/self-awareness-test/>
- <https://hbr.org/2018/01/what-self-awareness-really-is-and-how-to-cultivate-it>
- <https://www.youtube.com/watch?v=XgRlrBI-7Yg>
- Bandura, A. (1994). Self-efficacy. In V. S. Ramachandran (ed.), Encyclopedia of human behavior (vol. 4, pp. 71-81). New York: Academic press. (Reprinted in H. Friedman [ed.], Encyclopedia of mental health. San Diego: Academic press, 1998).
- [www.Uky.Edu/~eushe2/bandura/banency.Html](http://www.Uky.Edu/~eushe2/bandura/banency.Html)
- <https://www.envisionyourevolution.com/learning-motivation/albert-bandura-the-concept-of-self-efficacy/4143/>
- <https://positivepsychology.com/self-efficacy-scales/>
- Schwarzer R & Jerusalem (1995)
- <https://www.pocketprep.com/posts/11-ways-to-improve-your-self-efficacy/>
- [www.verywellmind.com](http://www.verywellmind.com)
- [greatergood.berkeley.edu](http://greatergood.berkeley.edu)
- [positivepsychology.com](http://positivepsychology.com)
- [psychcentral.com](http://psychcentral.com)
- [Jackcanfield.com](http://Jackcanfield.com)
- [momjunction.com](http://momjunction.com)
- Talent Match [rinova.co.uk](http://rinova.co.uk)
- [developgoodhabits.com](http://developgoodhabits.com)
- <https://www.linkedin.com/pulse/what-makes-good-role-model-mollie-chard>

# List of Suggested Resources for Self-Directed Learning

- **Bandura, a. (1986).** Social foundations of thought and action: A social cognitive theory. Englewood cliffs, NJ: prentice-hall.
- **Bandura, a. (1991a).** Self-efficacy mechanism in physiological activation and health-promoting behaviour. In J. Madden, IV (ed.), Neurobiology of learning, emotion and affect (pp. 229- 270). New york: raven.
- **Bandura, a. (1991b).** Self-regulation of motivation through anticipatory and self-regulatory mechanisms. In R. A. Dienstbier (ed.), Perspectives on motivation: nebraska symposium on motivation (vol. 38, pp. 69-164). Lincoln: university of nebraska press.
- **Lent, r. W., & Hackett, G. (1987).** Career self-efficacy: empirical status and future directions. Journal of vocational behaviour, 30, 347-382.
- **Maddux, j. E., & Stanley, M. A. (Eds.) (1986).** Special issue on self-efficacy theory. Journal of social and clinical psychology, 4 (whole no.3).
- **Schunk, d. H. (1989).** Self-efficacy and cognitive skill learning. In C. Ames & R. Ames (eds.), Research on motivation in education. Vol. 3: goals and cognitions (pp. 13-44). San diego: academic press.
- **Schwarzer, r. (Ed.). (1992).** Self-efficacy: thought control of action. Washington, DC: hemisphere.
- **White, j. (1982).** Rejection. Reading, MA: Addison-wesley.
- **Wood, r. E., & Bandura, A. (1989).** Social cognitive theory of organizational management. Academy of management review, 14, 361-384.



Entrepreneurial Mindset and Key Skills for All

**Thank you!**



Co-funded by  
the European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.