

## Leading Self & Others

### What is self-efficacy?

“Self-efficacy is defined as people’s beliefs about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives”

Albert Bandura

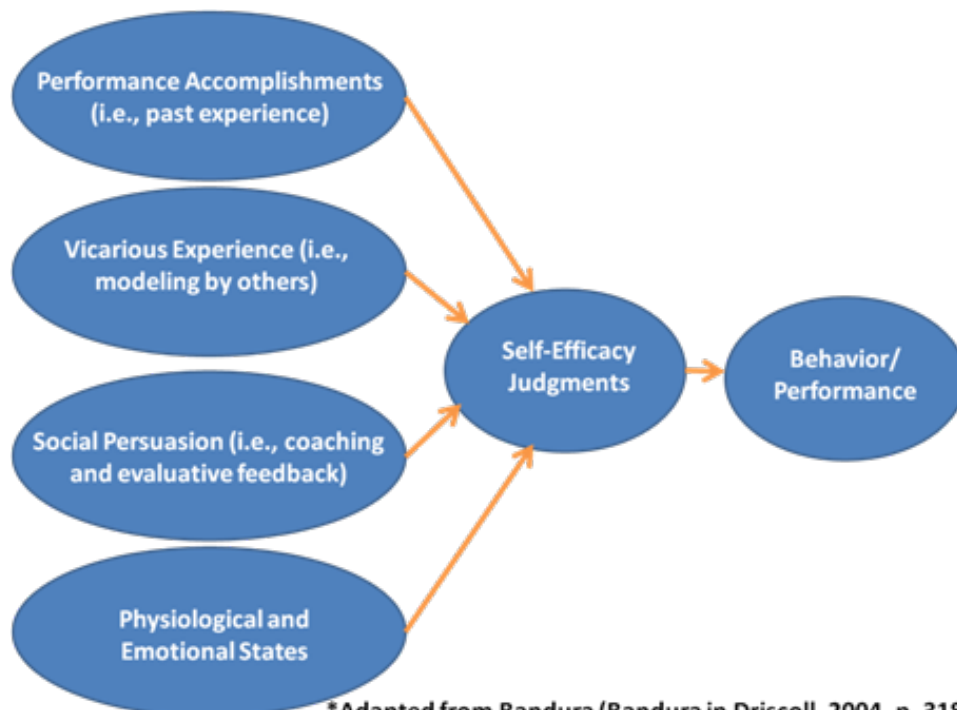
- Belief plays a role in not only how you feel about yourself, but also how successfully you can or can’t achieve your goals in life.

### What does it really mean?

- Self-efficacy is a person’s belief in his or her ability to succeed in a particular situation.
- These beliefs determine how people think, feel and motivate themselves and behave.
- Self-efficacy is more than just self-confidence.

### Can we influence the level of self-efficacy? if yes, how?

There are four different ways, how we can raise one’s level of self-efficacy, in other words their belief in their ability to perform a task successfully

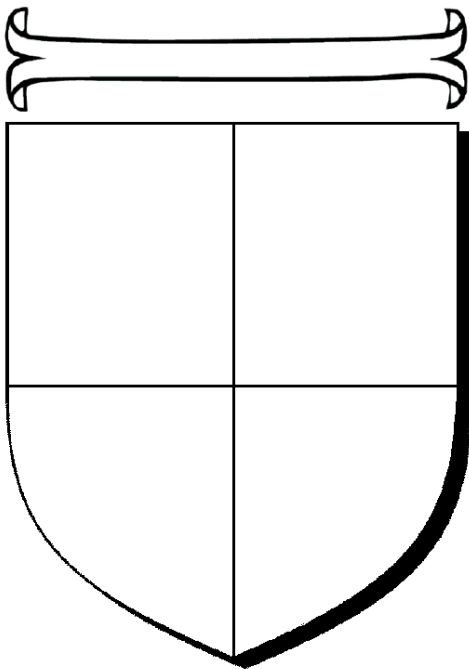


## The road to understand self and others

### Coat of Arms Exercise

Throughout this activity you will have the opportunity to reflect on four different questions, all reflecting your personal values and experiences. You need to draw pictures or symbols only to reflect your thoughts in answer to three out of the four questions;

- What makes you happy?
- What are you good at?
- 3 things from your background/culture you most value and cherish
- A personal motto in words or pictures.



- Please, make sure you are using different coloured pens, while drawing your pictures
- By using colours this will unlock the creative part of our brain
- The only column you can write in is your personal motto column.

The second part of this exercise you will have the chance to reflect on the 4 or 5 most influential people in your life; people who significantly shaped who you are and how you make your decisions.

What values did your influential individuals instill in you?

**Self-Efficacy module's leadership task:**

It's very important to emphasize that individual's self-efficacy plays a major role in how goals, tasks, and challenges are approached.

Self-efficacy is not itself an ability, but rather a perception of one's capabilities.

**Reflective questions:**

Consider a time when someone said something positive and encouraging that helped you achieve a goal.

How did they motivate you?

Task: Over the next 4 weeks begin to notice positive beliefs of 'I can' and any limiting beliefs of 'I can't'. Make a note in your reflection diary every Friday.

To continue to notice other people's motivators – make a note in your own reflection diary.

**Some examples of physiological feedback could be:**

Our own responses and emotional reactions to situations also play an important role in self-efficacy.

Moods, emotional states, physical reactions, and stress levels can all impact how a person feels about their personal abilities in a particular situation.

However, Bandura also notes "it is not the sheer intensity of emotional and physical reactions that is important but rather how they are perceived and interpreted."

By learning how to minimize stress and elevate mood when facing difficult or challenging tasks, people can improve their sense of self-efficacy.