



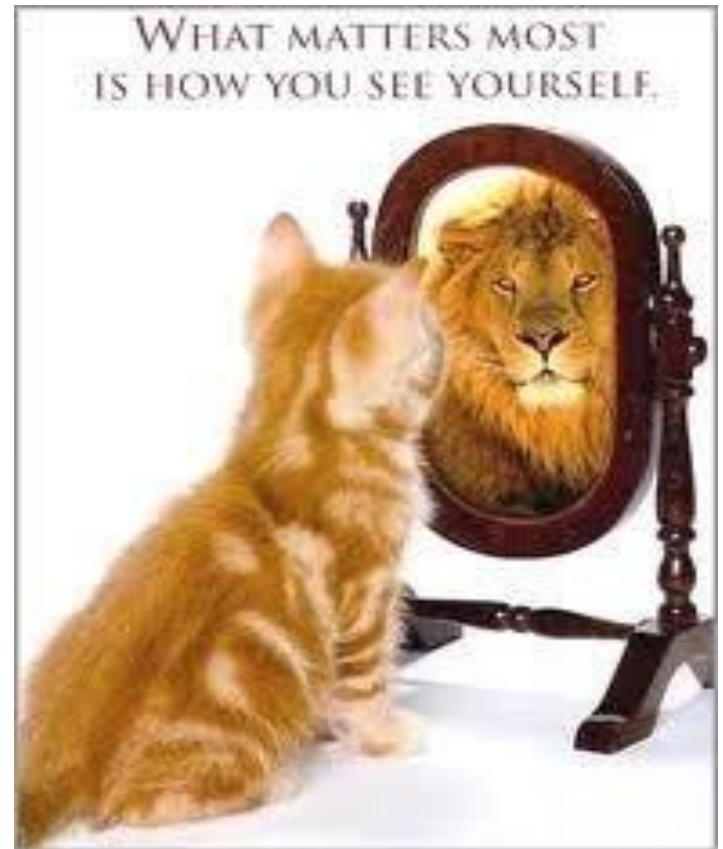
# Self Awareness

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# Self awareness

**Meaning-** Knowing one's own

- Attitudes- opinion
- Feelings- emotion
- Motives- purpose
- Desires- needs
- Strengths-weaknesses
- Accurate self assessment





# Key areas of self awareness

- Personality traits
- Personal values
- Habits
- Emotions
- Psychological needs

# SELF-CONCEPT DEFINITION

It is how you know and understand yourself. It is the conceptual and mental understanding that you hold for your existence .

*"the view one has of him/herself and his/her abilities."*



# SELF CONCEPT

A person's self perception

SELF IMAGE

How you see yourself



Image 1

SELF WORTH

How you value yourself




Image 2

SELF IMAGE

Who you want to be



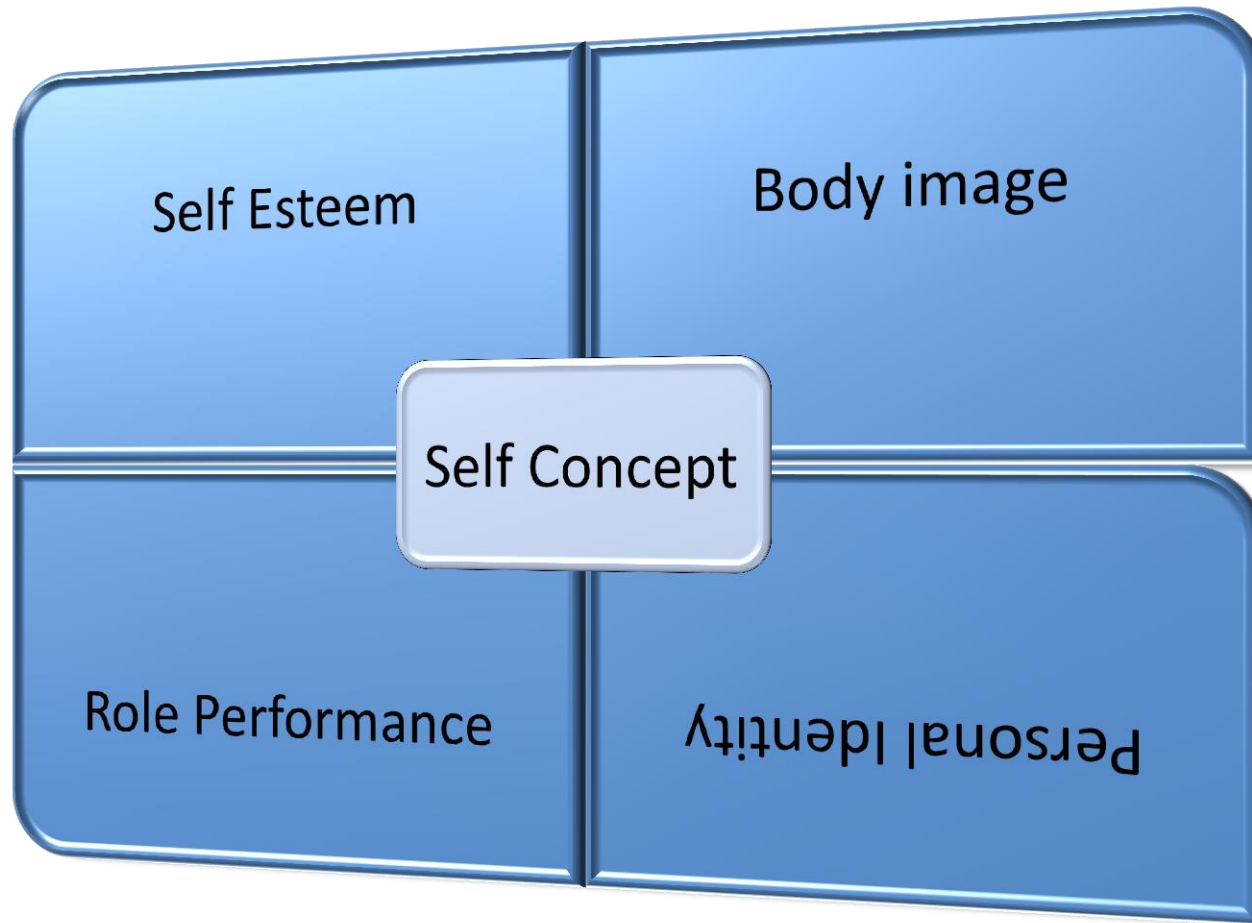
Image 3



Carl Rogers (1959) believes that the self concept has three different components:

- The view you have of yourself (**self image**)
- How much value you place on yourself (**self esteem** or self worth)
- What you wish you were really like (**ideal self**)

# Self-Concept : Components









# How to create self awareness?

- Seeking feedback from others
- Reflecting on one's own feelings and behaviours
- Taking self scoring tests

# Self analysis

It involves asking our self following questions.

- Do you like where you are and what you have become?
- Have you ever wished that your life was different?
- Can your relationship improve?
- Are you producing the results that you want?



Using psychological instruments

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# Self analysis

## Think for a moment and identify

- the areas you normally excel
- the areas you normally face difficulties
- Kind of people, events, and things you like the most and those you dislike
- The people, events that bring you happiness/sadness
- The nature and extent of openness you have with others



# Self esteem

- It is the feeling I have about my self concept.
- A subjective appraisal of himself as intrinsically positive or negative to some degree
- confidence in one's own worth or abilities; self-respect.
- It refers to the way we see and think about ourselves





# 10 steps which lead to Self Esteem

- 1. Know YOUR self**
- 2. Understand what makes you feel great**
- 3. Recognize things that get you down**
- 4. Set goals to achieve what you want**
- 5. Develop trusting friendships that make you feel good**
- 6. Don't be afraid to ask for help.**
- 7. Stand up for your beliefs and Values**
- 8. Help someone else**
- 9. Take Responsibility for your own actions**
- 10. Take good care of yourself**



# Steps of self esteem

- Self identity-identifying the self with the inner self the innate qualities and not external skills and roles
- Self appreciation
- Self worth
- Self respect
- Self acceptance
- Self belief



# Self esteem is based on your attitudes like

- Your value as a person
- The job you do
- Your achievements
- How you think others see you
- Your purpose in life
- Your place in the world
- Your potential for success
- Your strengths and weaknesses
- Your social status and how you relate to others
- Your independence or ability to stand on your own feet





# High and low self esteem

## High-

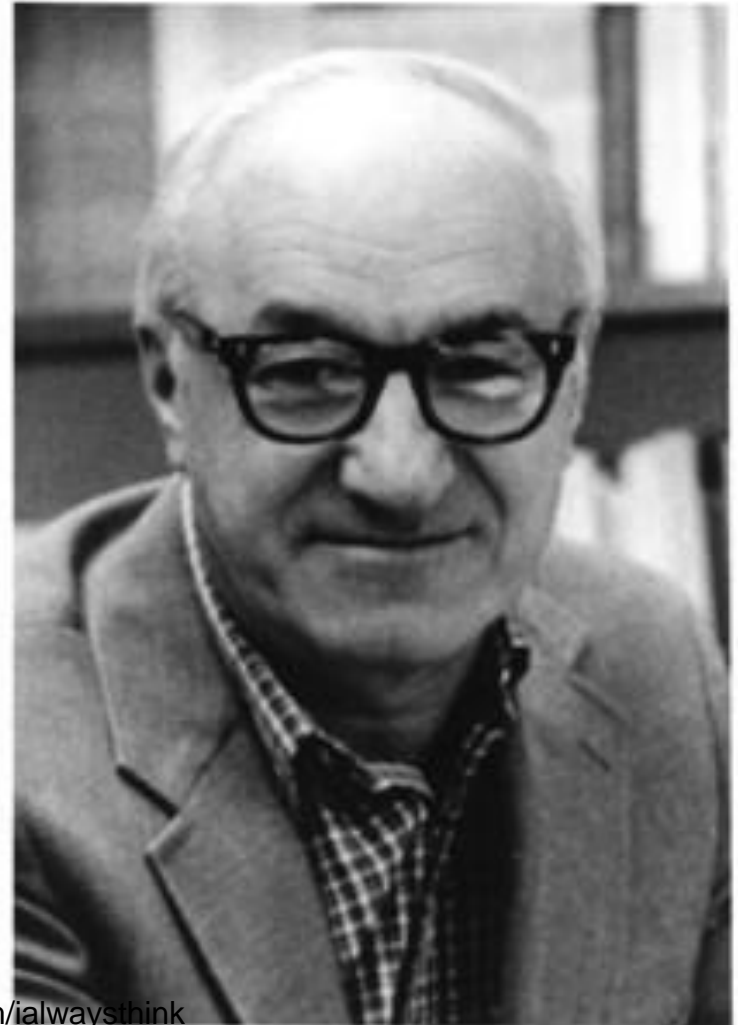
- feeling of worth,
- happy,
- good,
- confident,
- Courage
- results in motivation and drive to excel

## Low-

- feeling of helplessness,
- lack of motivation,
- depressed,
- fear,
- meaninglessness

# Self efficacy

- Advocated by **Albert Bandura**
- **Meaning**
- Belief in one's own capability for accomplishment
- It is a “**Can do**” attitude



# What does Self Efficacy theory say?

Individuals who believe they can cause an event

- Can have more active and self-determined life course.
- Are not threatened by environment
- Take adaptive action
- Withstand stress





# sources

- Performance attainments
- Psychological and emotional states
- Vicarious experience or modeling
- Social persuasion

# Individuals with high and low self efficacy are

## High self efficacy

- Active
- Courageous
- Competent
- High self esteem
- Optimism
- High social integration
- High motivation
- More effort
- Longer persistence of goals
- Higher goals
- Great results

## Low self efficacy

- Inactive
- Fearful
- Inefficient
- Low self-esteem
- Pessimism
- Isolation
- Low motivation
- Low effort
- Shorter persistence
- Lower goals
- Low results



# Roles

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# Role

- Role is the position one occupies in a social system, and is defined by the functions one performs in response to the expectations of the significant members of a social system, and one's own expectations from that position or office.
- The concept of role is vital for the integration of the individual with the organization.





# Types of roles

- Personal
- Organizational
- societal





# Importance of Role

- If the role does not allow the person to use his competence, and if he constantly feels frustrated in the role, his effectiveness is likely to be low.
- The integration of a person and a role comes about when the latter is able to fulfill the needs of the individual, and when the individual in turn is able to contribute to evolution of the role



# Importance of Role

- The performance of a person working in an organization depends on his own potential effectiveness, technical competence, experience, etc as well as on the design of the role that he performs in the organization.
- Unless a person has the requisite knowledge, technical competence and skills required for the role, he can not be effective.



# Role efficacy

- The effectiveness of a person's role in an organization will depend upon his own potential effectiveness, the potential effectiveness of the role, and the organizational climate.
- The potential effectiveness can be termed as efficacy.
- Role efficacy is the potential effectiveness of an individual occupying a particular role in an organization.



# Aspects of role efficacy

Role efficacy has several aspects.

- These aspects can be classified into three dimensions.
- 1.Role making
- 2.Role centering
- 3.Role linking



# Dimension 1: Role Making

- A]. Self-role integration: Every person has strength, experience, technical training, special skills, and some unique contribution to make.
- When his role provides him with greater opportunity for using such special strength, his role efficacy is likely to be higher. This is called self-role integration.
- Thus the self, or the person, and the role get integrated through the possibility of a person's use of his special strength in the role.



# Dimension 1: Role Making

- B]. Proactivity: A person who occupies role responds to the various expectations that people in the organization have from that role.
- Proactivity refers to taking the initiative rather than only responding to other's expectations. It contributes to efficacy.
- However, If a person likes to take the initiative but has no opportunity to do so in his present role in the organization, his efficacy will be low.



# Dimension 1: Role Making

- C]. Creativity: It is not only the initiative that is important for efficacy. An opportunity to be creative and try new and unconventional ways of solving problems is equally important.
- If he feels that role does not allow any time or opportunity to be creative, efficacy is bound to be low



# Dimension 1: Role Making


- D] Confrontation: In general, people in an organization avoid problems or shift them on to others, their role efficacy will be low.
- The tendency to confront problems and find relevant solutions contributes to efficacy.





# Dimension 2-Role Centering

- A]. Centrality: If a person feels that the role he occupies is central to the organization, his role efficacy is likely to be high.
- If people feel that their roles are peripheral ie. Not very important, their potential effectiveness will be low



## 2. Dimension 2-Role Centering

- B]. Influence: The more influence a person is able to exercise in his role, the higher its efficacy its efficacy is likely to be.
- C]. Personal growth: An important factor which contributes to role efficacy is the perception that the role provides the individual with an opportunity to grow and develop



# Dimension 3: Role linking

- A]. Inter-role linkage: Linking one's role with other's in the organization increases efficacy.
- If there is a joint effort to understand problems, find solutions, etc, efficacy of the various roles involved is likely to be high. But it depends on team working skills.

# Dimension 3: Role linking

- B]. Helping relationship: If a person performing a particular role feels that he can get help from some source in the organization when ever he need arises, he is likely higher role efficacy.
- C]. Super ordination: A role may have linkages with systems, groups and entities beyond the organization. When a person performing a particular role feels that what he does is likely to be of value to a larger group, his efficacy is likely to be high.

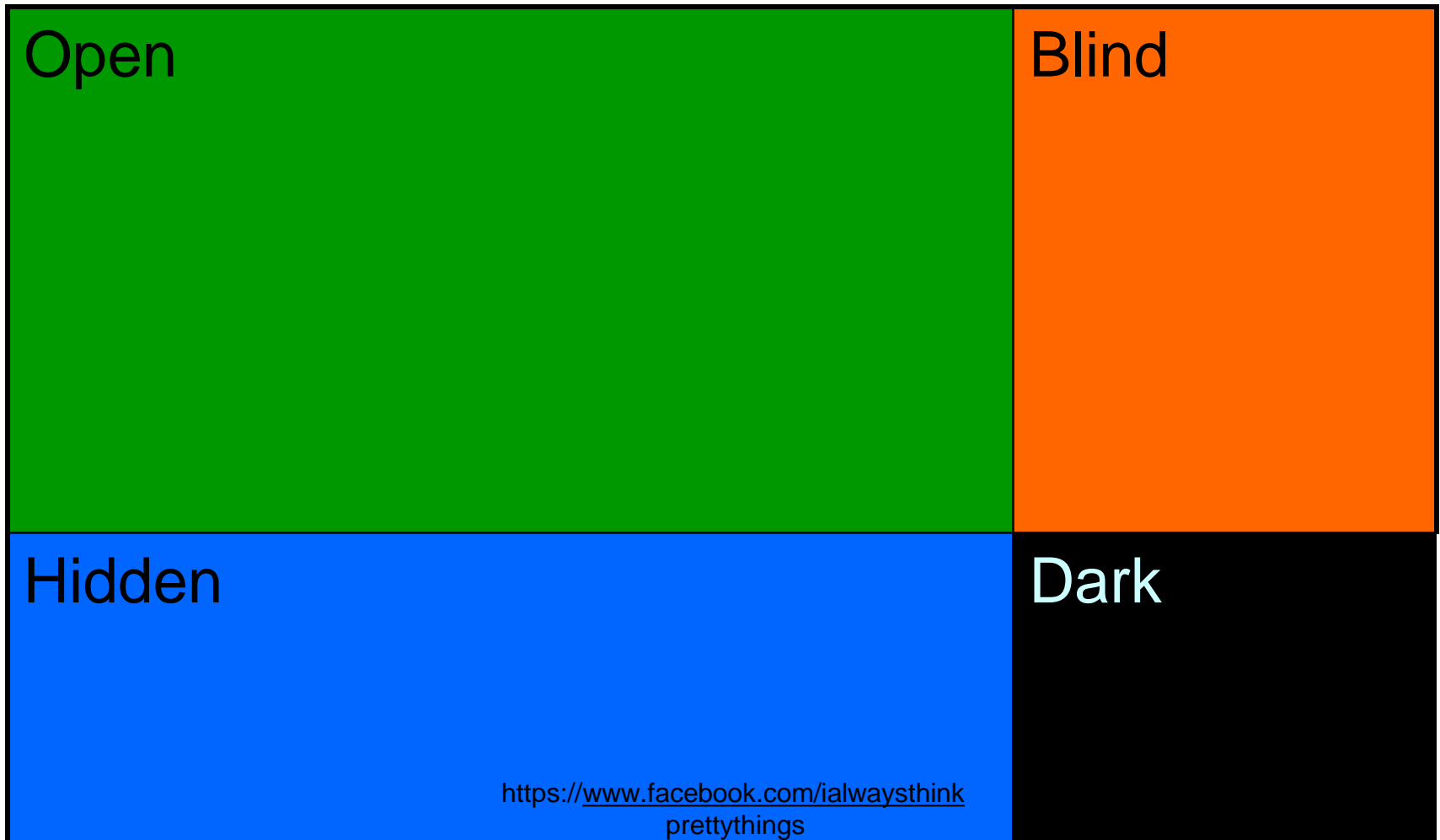
# JoHari Window

	Known to self	Not known to self
Known to others	<b>OPEN-</b> Known to me and known to others	<b>BLIND-</b> Known to others but Not known to me
Not known to others	<b>HIDDEN-</b> Known to Me but not known to others	<b>UNKNOWN-</b> Neither known to me nor known to others.

# Minimum openness- Ineffective personality



# More openness- Effective personality



# How to widen the OPEN corner

