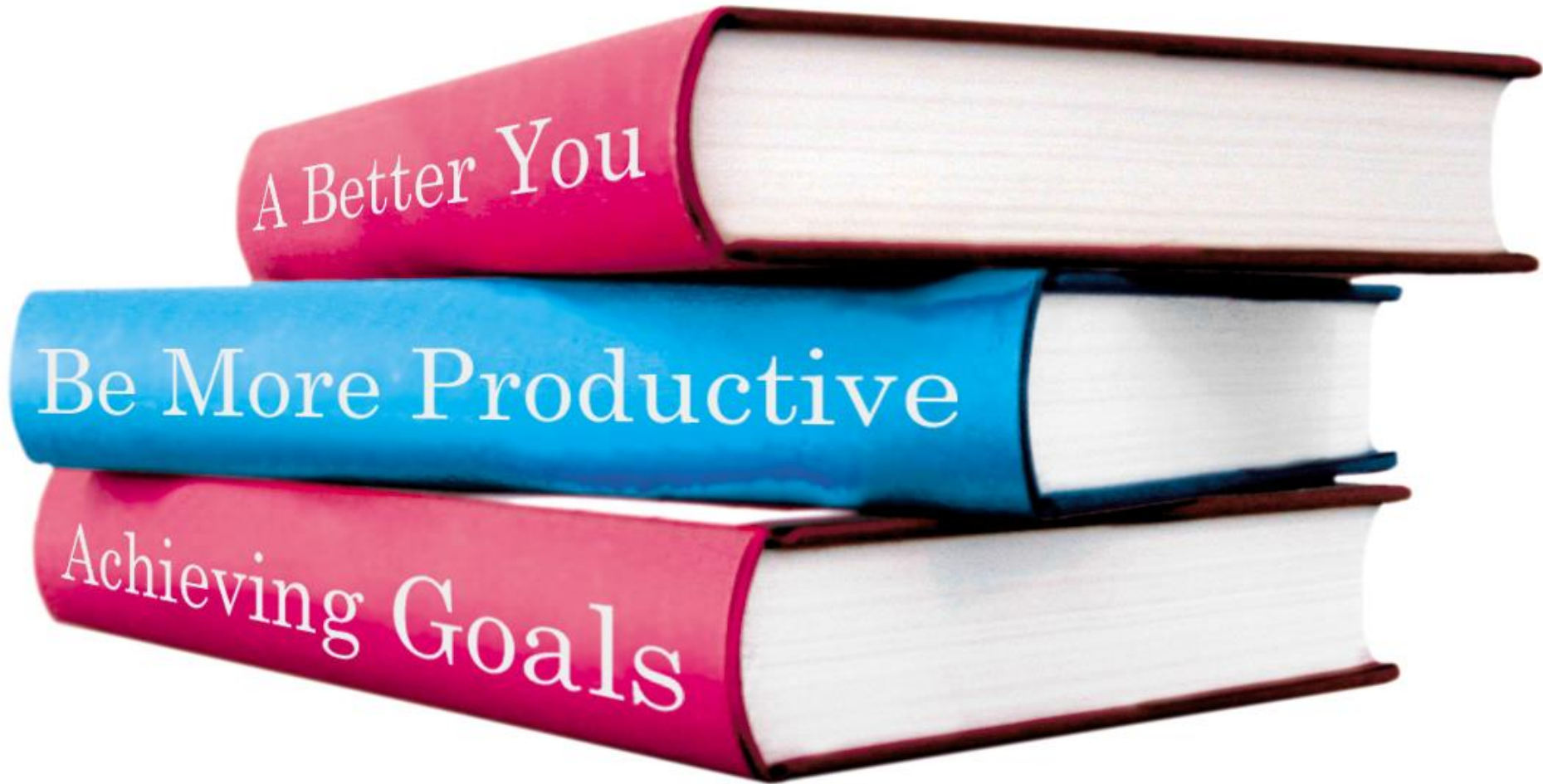




Self Development





Outline

- Self-development process
- Self-development tools and techniques
- Prepare self-development plan



Self concept

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- The term self refers to someone thinks about and perceives himself or herself
- A set of characteristics (abilities, ideas or behaviours) s/he possesses or does not possess..
- A mental picture of one self
- Forms on the basis of what one experiences and is told



Components of Self

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

If you wish to achieve
worthwhile things in your
personal and career life, you
must become a worthwhile
person in your own
self-development

Brian Tracy



Self Development

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- Self development is taking responsibility for one's own learning and development through a process of assessment, reflection and taking action
- Qualitative changes in life - involving three basic inner activities - thinking, feeling and willing.



EXERCISE

Think of an event/incident which made you a different person, qualitatively.



Barriers to Self Development

- Perceptual blocks – Stereotyping, tunnel vision, single perspective, saturation.
- Emotional blocks- Fear of mistakes, unwilling to take risks, immediate solutions, premature judgement.
- Environmental blocks- Institutional practices, lack of cooperation and trust



Self Development.....

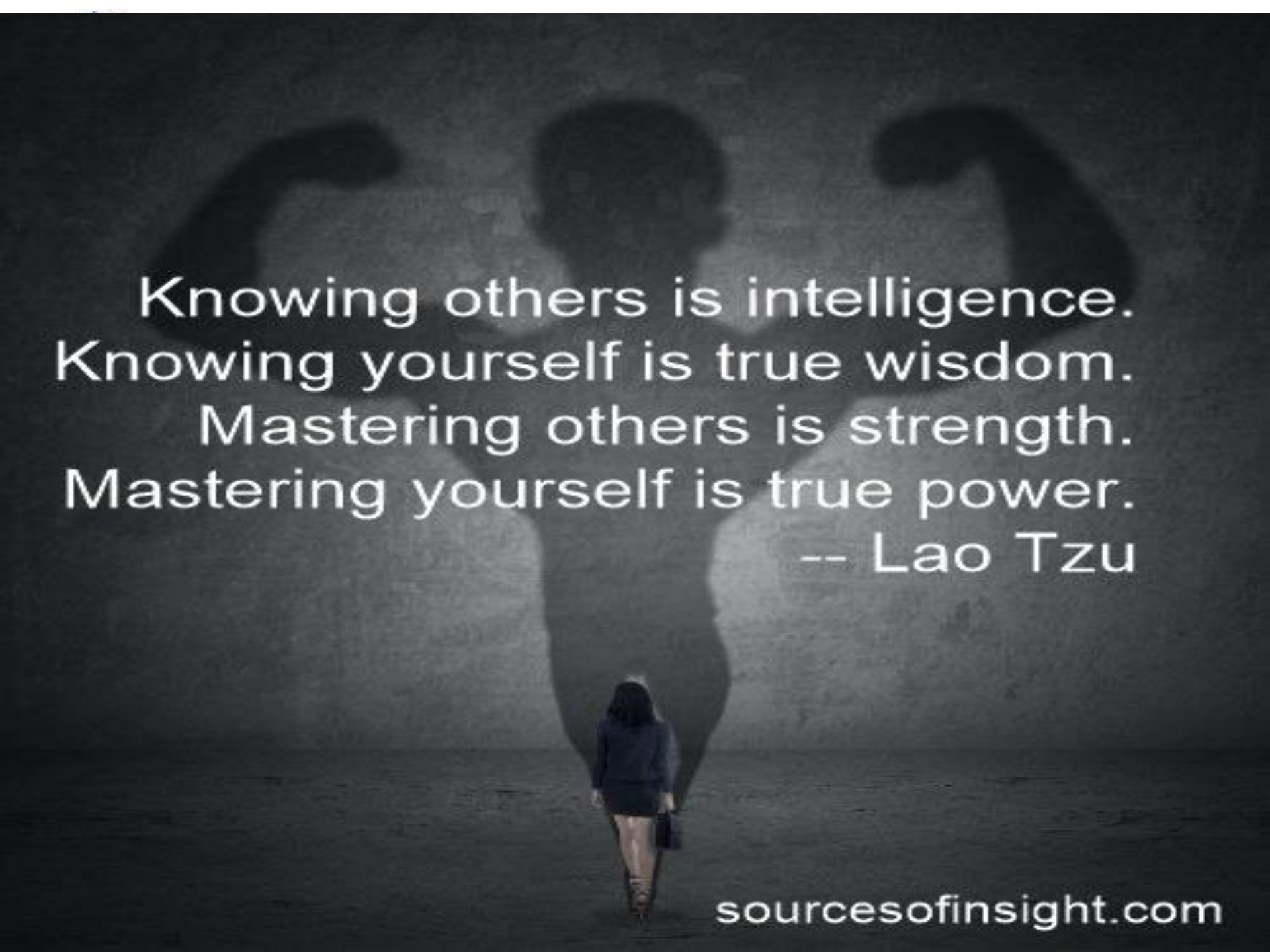
9

- ❑ No one knows you better than yourself
- ❑ No one knows what is in your mind
- ❑ No one knows what is hurting you
- ❑ No one can feel for you
- ❑ No one can impose anything on you
- ❑ You are your best friend or worst enemy
- ❑ No one but YOU can help yourself



Self-development Process

- ❑ Understanding of your self through self-awareness activities
- ❑ Setting goals for self-development
- ❑ Preparing action plans to achieve the goals
- ❑ Seeking help from others, if necessary
- ❑ Implementing self-development activities
- ❑ Assessing yourself against your goals



Knowing others is intelligence.
Knowing yourself is true wisdom.
Mastering others is strength.
Mastering yourself is true power.
-- Lao Tzu



Methods of creating Self-awareness

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- Self analysis
- Structured questionnaire
- Feedback from others
- Personal disclosure
- Reflection past events
- Critical incidents
- Managing yourself (managing from inside out)



Johari Window

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Unknown to Others

Known to Others

Hidden Spot	<i>Open Window</i>
<i>Unknown Window</i>	Blind Spot

Known to Self

Unknown to Self

Self development



Open Self

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The open area is that part of an individuals' conscious self – his/her attitudes, behavior, motivation, values, way of life - of which they are aware and which is known to others.



Blind Self

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- There are things about people which they do not know, but that others can see more clearly is the blind self.
- When others say what they see, in a supportive, responsible way, and people are able to hear it; in that way they are able to test the reality of who they are and are able to grow.



Hidden Self

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- Hidden area of self be known to others unless it is disclosed.
- The degree to which we share ourselves with others is the degree to which we can be known.



Unknown Self

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We are more rich and complex than that which we and others know, but from time to time something happens - is felt, read, heard, dreamed - something from our unconscious is revealed. Then we "know" what we have never "known" before.

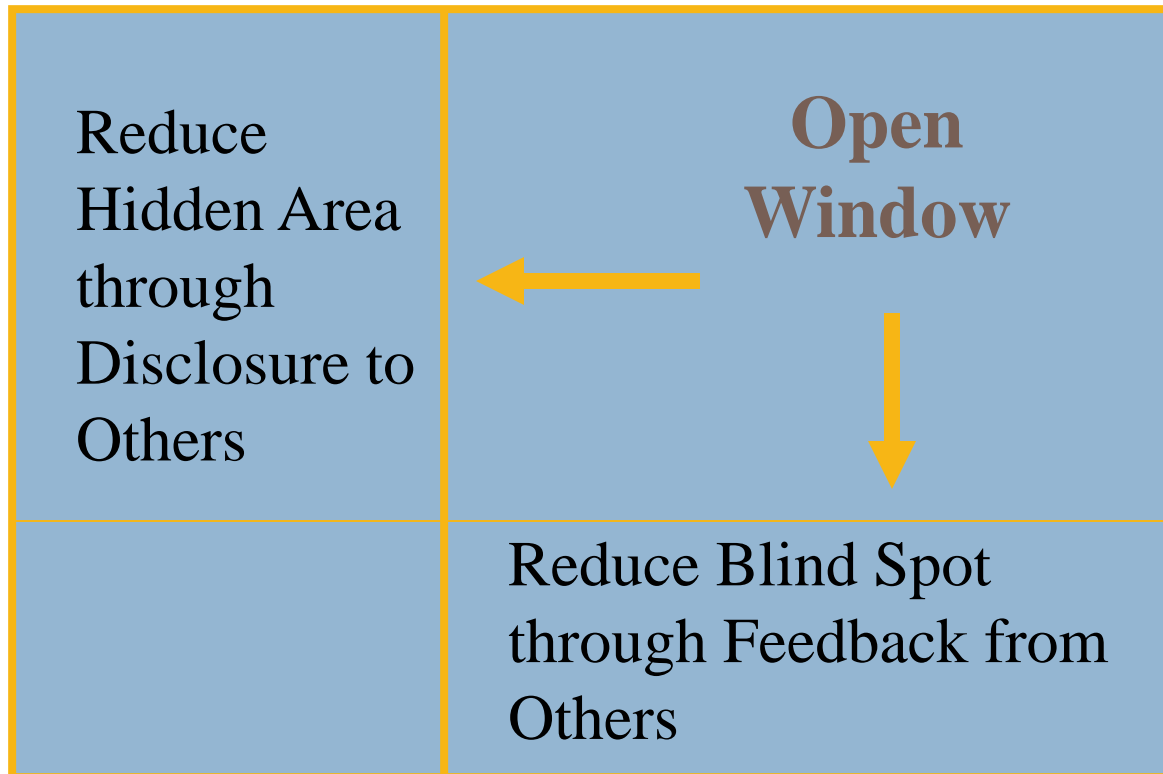


Increasing Self-Awareness

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Unknown to Others

Known to Others



Known to Self

Unknown to Self

Self development



Self-development plans

- ❑ Create a development log – record your plans and actions.
- ❑ State your objectives – the career path you want to follow and the skills you will need to proceed along that path.
- ❑ Ask yourself and other people about your strengths and weaknesses and what you should do to develop yourself.
- ❑ Focus on the future – where you want to be in the longer term and how you are going to get there.



Framework for Self-development Plan

Goal (Skills or Behaviour you need to improve or change)	Actions	Resource needed	Time frame	Monitoring indicators
1.				
2.				

You cannot change your destination overnight, but you can change your direction overnight.

If you want to reach your goals and fulfill your potential... become intentional about your personal growth.

It **WILL** change your life.

-Jim Rohn



Shape your learning

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Self development