

ENHANCING INDIVIDUAL'S POTENTIAL

WHO AM “I”?

- ◉ Understanding “Self”
- ◉ Self is the collection of beliefs, attitudes perception and feelings that an individual holds about himself-formally the term used to describe this is “Self-concept”
- ◉ According to Rosenberg (1979)- Self concept is the “totality of an individual’s thoughts and feelings having reference to himself as an object”

SELF ENHANCEMENT AND MOTIVATION

Striving for self enhancement is an innate human tendency

Self enhancement refers to individual's tendency to create a positive view of themselves

This is reflected in their striving to get inspired, learn and master new skills, and apply their talent in a responsible manner

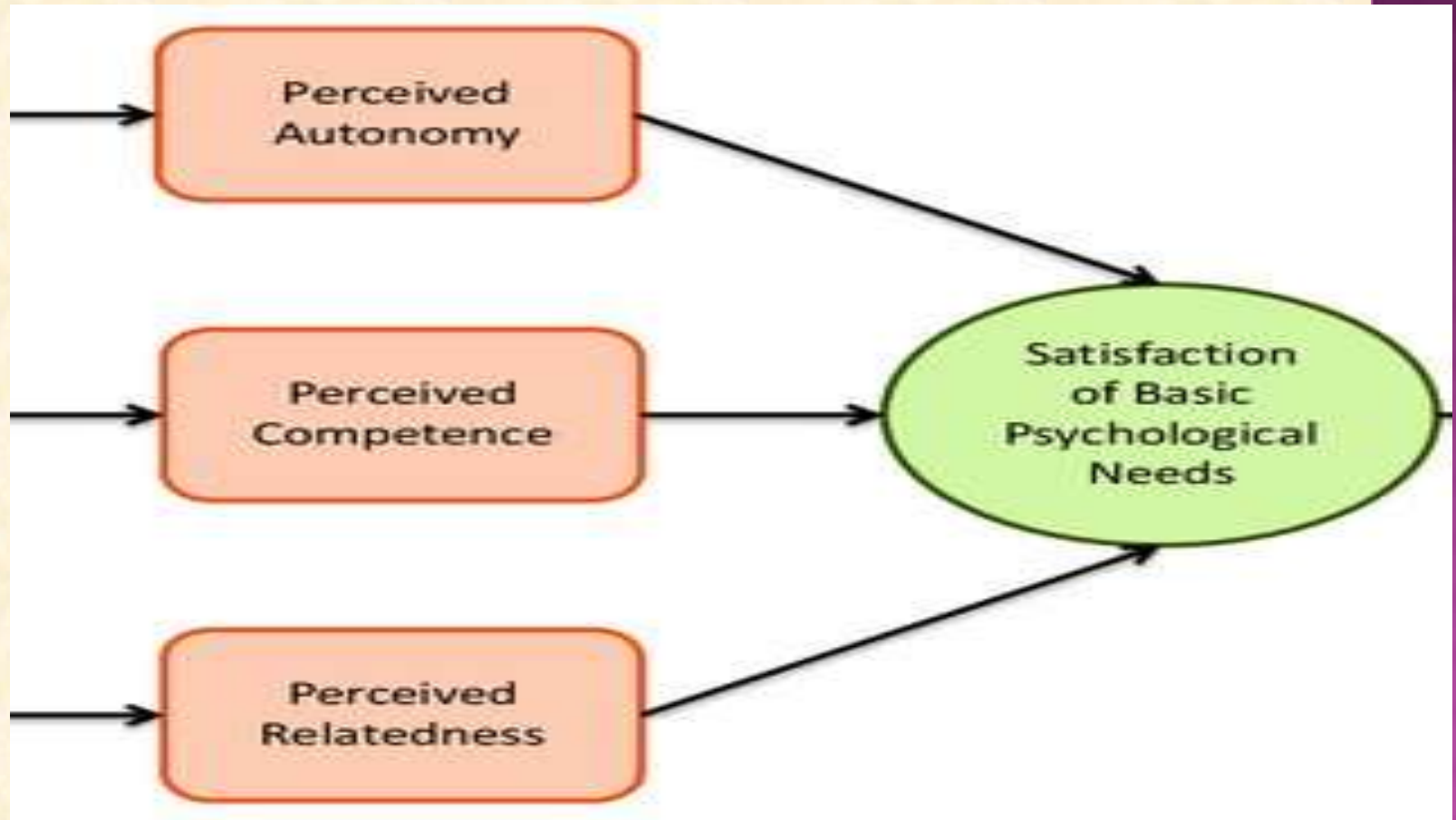
However, some people are not able to attain this goal and remain inactive and alienated

Basic difference lies in the level of “motivation”

Research suggests that Social contexts are important points for catalyzing the within and between person differences in the level of motivation

- Research points to social factors that determine an individual's level of self-motivation and promotes optimal level of functioning vs those that lead them towards maladjusted and alienated lifestyle
- **The Self determination Theory** by Ryan and Deci (1985,1991;Ryan,1995) aims to understand people's inherent growth tendencies and psychological needs that are the basis for their self-motivation and personality integration as well as the conditions that foster those positive forces.

- They have identified 3 basic psychological needs that is essential for facilitating optimal human growth.



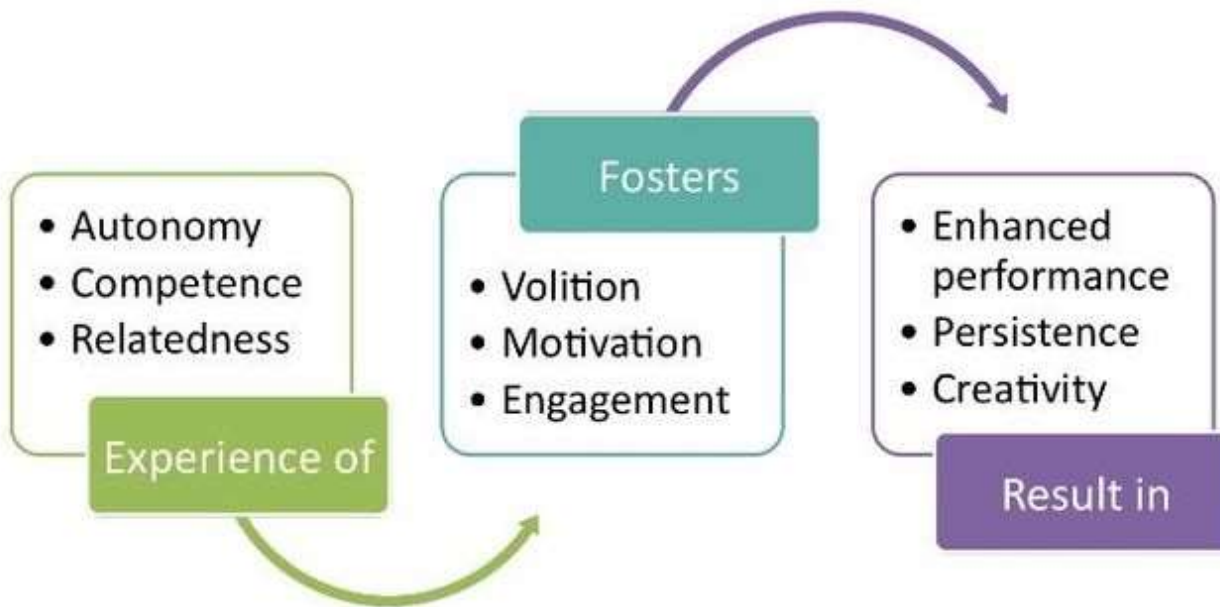
- Research suggests that since birth individuals have the innate capacity to be active, inquisitive, curious and ready to explore and learn new skills from their environment *even in the absence of external rewards*
- *This is referred to as “Intrinsic motivation”*
- *Although this natural capacity is present since birth, evidence suggests that its fostering depends on supportive environment and in a non-supportive environment this positive potential might be disrupted*

Cognitive evaluation Theory (CET)

- ◉ Social factors that promotes Competence-feedback, communication, rewards enhances intrinsic motivation
- ◉ Also, development of autonomy (internal locus of control) also facilitates intrinsic motivation
- ◉ Third factor that enhance intrinsic motivation is “*relatedness*” which states that those environments which are characterised by sence of security and relatedness foster intrinsic motivation

Self-Determination Theory (SDT)

(Ryan & Deci, 2000)



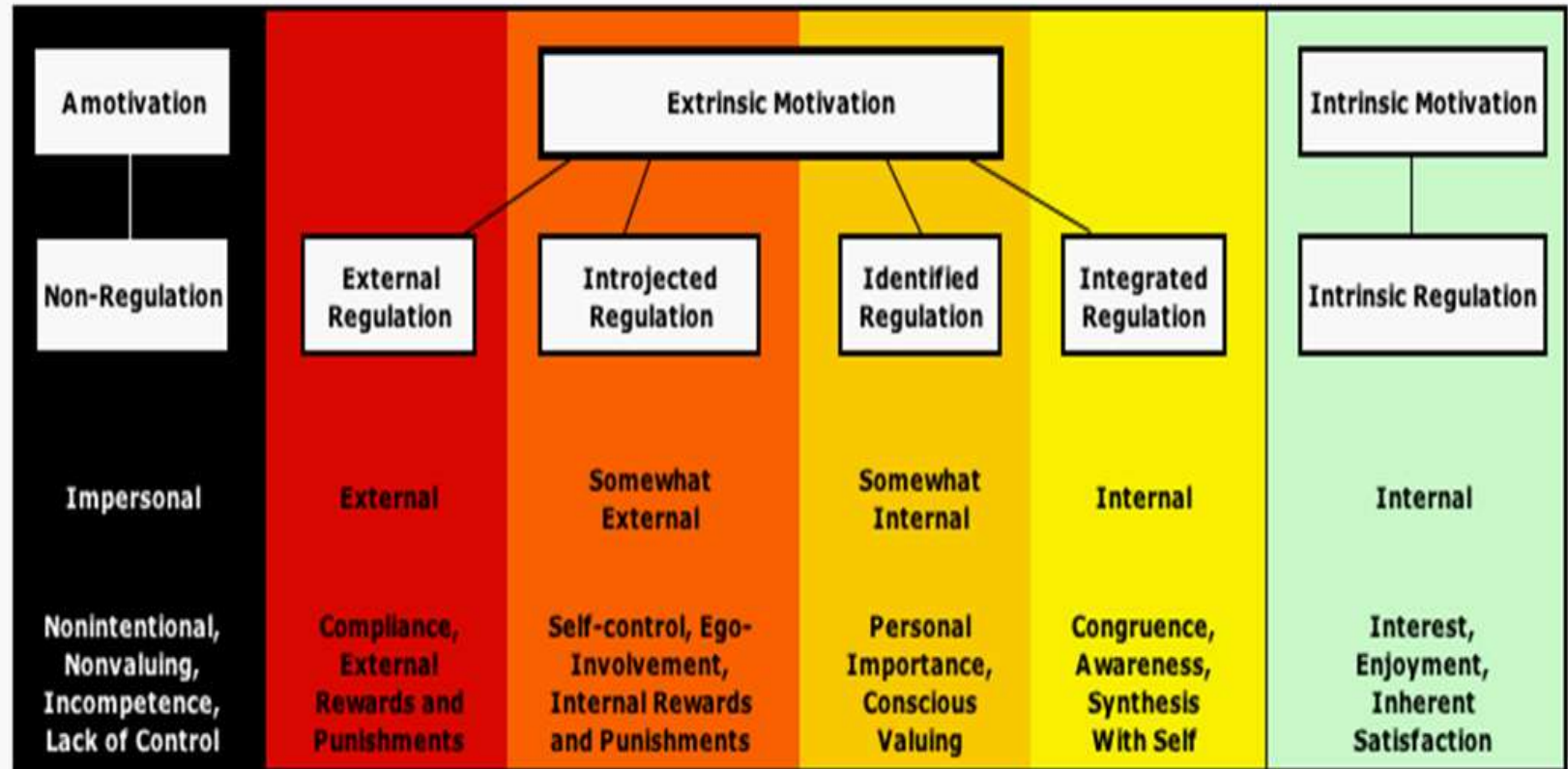
Extrinsic motivation

- ◉ Most of our everyday activities that are vital for our survival are performed with extrinsic motivation
- ◉ In order to explain how extrinsic motivation functions and what factors promotes or hinders integration of external factors towards motivation SDT had proposed another subtheory called the “Organismic Integration Theory”

The Self-Determination Continuum

Nonself-Determined

Self-Determined



(Based on Ryan, R.M. & Deci, E.L. (2000). Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being. American Psychologist. 55(1), 68-78.)

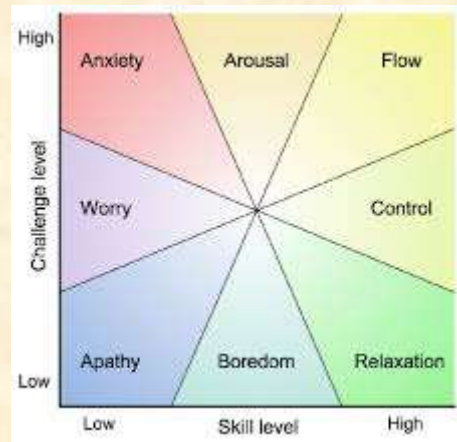
Reasons for alienation and amotivation

- ⦿ Undermining of intrinsic motivation
- ⦿ Failure of integration
- ⦿ Failure to provide support for competence, autonomy and relatedness

FLOW

- ◉ Flow is a subjective state that people report when they become engaged in controllable but challenging activities that require considerable skills and that are intrinsically motivating such as creative writing or engaging in some stimulating discussion (Nakamura and Csikszentmihalyi, 2009)

THE CONCEPT OF FLOW BY MIHALY



- ◎ Flow experience has 9 key attributes
- 1. Intrinsic enjoyment in doing the task
- 2. Challenge-skill balance
- 3. Automaticity of action
- 4. Goal clarity
- 5. Feedback
- 6. Concentration on task
- 7. Sence of control
- 8. Loss of conciousness
- 9. Time transformation

- Flow and the Autotelic person

People entering flow state are intrinsically motivated and their performance is not dependent on getting some immediate outcome.

There is variability in the frequency with which people enter the flow state and the intensity of their flow

Autotelic personality-are those people who enter into a task for the sake of it and not because of the outcome. They possess meta-skills such as curiosity, persistence and low-selfcenteredness

SELF REGULATION

- Self regulation refers to the ways in which individuals controls and direct their own actions
- Conception of self regulate thoughts, emotions and actions of individuals
- Much of this occurs automatically without any intentional effort from the individual. On the other hand we are also in situations when we consciously control our actions. This ability of the self to exert control, override and interrupt response is an imp and energy consuming aspect of self

- ◉ Different aspect of self are involved in the process of self regulation
- ◉ Working self concept:
This is situation specific self concept/if stable over time has the potential to bring change in overall self concept
- ◉ Self-Complexity: The more the complexity of thinking the better the individuals regulatory power

- Self efficacy and personal control: expectation about our abilities to accomplish certain tasks (Bandura,1986). Self efficacy beliefs are related to an individuals sense of personal control
- Behavioral Activation and Inhibition
- Some people have a more pronounced and activated BAS and some BIS

- BAS when activated promote feelings of positivity and striving toward goal. People with strong BAS are found to be high on extroversion compared to people who are BIS dominated. They have more aversion /anxiety dominated feelings are more prone to Neuroticism

- Self Awareness is how we regulate attention either inwards within ourselves or outward towards the environment. Self awareness makes people evaluate themselves with a standard and striving to attain the standard. This is the “**Cybernetic theory of Self regulation**”.

There is also the concept of Public vs private Self consciousness

- People high in public self awareness-those who view that they should always maintain a public standard are those who have issues with identity and autonomy
- Those high in private self consciousness are those who focus more on inner thoughts feelings

SELF ENHANCEMENT

- Peoples motive to feel positive about oneself, to filter out and promote positive self views and avoid negative self views. They have an evolutionary and adaptive function:
- Strategies For self Enhacement
- Cognitive strategies
- Strategies related to self-relevant event
- Behavioral Strategies

○ Cognitive strategies

- Holding unrealistic positive views of self -people believe they are better than others and possess far more positive than negative traits. They believe that their *weaknesses are common but their skills are rare*
- Unrealistically optimistic towards their future
- They make positive downward social comparisons in areas that are unimportant for their own self promotion and related to people with whom they are associated closely

- Self relevant strategies
- Filter out ambiguous information from environment and interpreting them in a positive light-
- they attribute success to own self/group activities and failure to temporary events
- Accept positive feedback as truth and provider an expert and negative feedback as wrong and provider incompetent
- Self-affirmation of qualities-if they fail in one domain they try to find success in another
- Recall positive feedback better than negative
- Remember achievements more than failures

⦿ Behavioral Strategies

People try to be in situations that promote positive evaluation about themselves

Friendship with those who flatter them

In social interaction situation, they glorify their positive aspects and downplay their negative aspects

Finally they derogate others and blame people and environment for their failure and promote their own achievements

- Although these are the most common methods of self enhancement but definitely not all of them are the most optimum ones
- To do that self enhancement should aim at
- Developing realistic self concept
- Competence and skill in different areas- interpersonal, social, occupational
- Awareness of personal strength and weaknesses
- Internal attribution style
- Forming secure and affectionate relationship

- Evidence suggest that a teaching learning environment that fosters self enhancement also promotes self motivated learning as well as creative thinking

HOW TO DEVELOP CREATIVITY

- ◉ Embrace creativity as part of learning.
- ◉ Use the most effective strategies.
- ◉ Think of creativity as a skill.
- ◉ Participate in or create a program to develop creative skills.
- ◉ Use emotional connections.
- ◉ Use a creativity model.

Thank you