**Content of the Training Fiche**

[Training course 1](#_heading=h.gjdgxs)

[Quest 1 3](#_heading=h.30j0zll)

[Quest 2 6](#_heading=h.1fob9te)

[Quest 3 8](#_heading=h.3znysh7)

[Educator tips 11](#_heading=h.2et92p0)

# Training course

| **Title** | Self-awareness, self-efficacy and critical thinking |
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| **Area** |

| Technical and 3D drawing |  |
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| Business management and entrepreneurship |  |
| Social Media Management |  |
| Self-awareness and self-efficacy & Critical Thinking and growth mindset | **X** |

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| **Keywords (meta tag)** | Entrepreneurship, sense of risk and of initiative, self-efficacy, self-awareness, motivation |
| **Provided by** | EPIC |
| **Language** | English |
| **Description** | People are facing different challenges and changes, both globally and locally. To cope with this chaotic and fast-paced reality, we need to believe in ourselves and in our abilities, even the most hidden ones, without being afraid of making mistakes. |
| **Contents arranged in 3 levels** |
| **Module: Sense of initiative and entrepreneurial attitude, with specific focus on sense of “self-efficacy” and “self-awareness” (correlated to motivation)****Unit 1: Who is an entrepreneur?****Section 1.1: Definition**The word entrepreneur originally comes from the combination of two Latin words entre, to swim out, and prendes, to grasp, understand, or capture.In about 1800, a French economist **Jean-Baptiste Say** combined the two words to popularize the term, entrepreneur and he said: **“The entrepreneur shifts economic resources out of an area of lower and into an area of higher productivity and greater yield.** “In Say's mind, the entrepreneur was something of a resource hacker, able to use scant resources to create innovative products. According to Richard Callington, an entrepreneur is someone, who practices business judgement in the face of uncertainty of the future. Peter Drucker describes the entrepreneurs as an innovator, who is willing to take a measured risk to start a new venture chasing greater than usual profit.In these definitions, we can clearly recognize some of the characteristics of the entrepreneur such as **sense of risk, innovation, creativity, curiosity**... Let’s take a closer look!**Section 1.2: Features****Curiosity:** An entrepreneur's ability to remain curious allows them to continuously seek new opportunities.**Structured Experimentation:** Entrepreneurs require an understanding of structured experimentation. With each new opportunity, an entrepreneur must run tests to determine if it’s worthwhile to pursue.**Adaptability:** Successful business leaders must be adaptable as they should assess situations and remain flexible to ensure that their business continues to move forward, regardless of unexpected changes.**Decisiveness:** To be successful, an entrepreneur has to make difficult decisions and stand by them.**Long-Term Focus:** While the early stages of launching a venture are critical to its success, the process doesn’t end once the business is operational.**Team Building:** A great entrepreneur is aware of their strengths and weaknesses. Rather than letting shortcomings hold them back, they build well-rounded teams that complement their abilities.**Risk Tolerance:** Entrepreneurship is often associated with risk. While it’s true that launching a venture requires an entrepreneur to take risks, they also need to take steps to minimize it. Successful entrepreneurs are comfortable with encountering some level of risk to reap the rewards of their efforts; however, their risk tolerance is tightly related to their efforts to mitigate it.**Comfortable with failure:** Successful entrepreneurs must prepare themselves for, and be comfortable with, failure. Rather than let fear hold them back, they allow the possibility of success to propel them forward.**Persistence:** While many successful entrepreneurs are comfortable with the possibility of failing, it doesn’t mean they give up easily. Rather, they see failure as an opportunity to learn and grow.**Innovation**: Innovation is a characteristic some, but not all, entrepreneurs possess. Fortunately, it is a type of strategic mindset that can be cultivated. By developing your strategic thinking skills, you can be well-equipped to spot innovative opportunities and position your venture for success.**Section 1.3 Sense of initiative and entrepreneurial attitude**We can say that entrepreneurship **is an activity with an inherent and very high coefficient of risk.** The assumption of risk is among the few elements that distinct entrepreneur from managers. Such risk is related to the overall **uncertainty** upon the success and profitability of the entrepreneurial initiative. **The entrepreneurial challenge consists in facing such uncertainty with courage, method, and critical thinking so to mitigate the risk and meet the expected outcomes.**The entrepreneurial mindset sees in challenges great business opportunities waiting to be exploited and capitalised on. In failure, entrepreneurs find learning outcomes that will help them to reshape their innovation path and re-set their competitive force.That's why we need to focus on a sense **of initiative** and on an entrepreneurial **mindset.** A sense of initiative and entrepreneurship is the ability to turn ideas into action through creativity, innovation, and risk-taking, as well as the ability to plan and manage projects. Sense of initiative and entrepreneurship refers to an individual's ability to turn ideas into action. This supports individuals, not only in their everyday lives at home and in society, but also in the workplace in being aware of the context of their work and being able to seize opportunities and is a foundation for more specific skills and knowledge needed by those establishing or contributing to social or commercial activity. This should include awareness of ethical values and promote good governance.An entrepreneurial attitude is characterised by initiative, pro-activity, independence and innovation in personal and social life, as much as at work. It also includes motivation and determination to meet objectives, whether personal goals, or aims held in common with others, including at work.**Unit.2: Self-efficacy****Section.2.1 What is and why it is important**Originally proposed by the Psychologist Albert Bandura, the concept of self-efficacy refers to: “how well one can execute courses of action required to deal with prospective situations”.It influences human behaviour in any aspect of social life (work, sentimental, relationship, etc...). By representing the overall system of beliefs a person holds as a means to stimulate changes in its life, the perception of someone’s own self-efficacy will most likely be the most impactful variable to affect its choices and the challenges she/he is ready to face.It 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 an entrepreneur's competence to act with confidence, effectiveness, and motivation.Entrepreneurial self-efficacy is used to define an individual’s confidence in his/her abilities, and has a determinant role in shaping entrepreneurial intentions. In this respect, it can be assumed that the level of entrepreneurial self-efficacy correlates with entrepreneurial intentions.The studies in the literature indicate that there exists a strong link between entrepreneurial self-efficacy and the performance of a company started by an entrepreneur. It is generally acknowledged that entrepreneurial self-efficacy, which refers to an individual’s belief in his/her capability to perform tasks and roles aimed at entrepreneurial outcomes, plays a crucial role in determining whether individuals pursue entrepreneurial careers and engage in entrepreneurial behaviour.People with a strong self-efficacy: * Develop a deeper interest in the activities in which they participate.
* Form a stronger sense of commitment to their interests and activities
* Recover quickly from setbacks and disappointments
* They see challenging problems as tasks to be overcome

People with a weak self-efficacy: * Avoid challenging tasks
* Believe that difficult tasks and situations are beyond their capabilities
* Focus on personal failings and negative outcomes
* Quickly lose confidence in personal abilities

**Unit.3 Self-awareness** **Sect.2.1 What is and why it is important**Self-awareness seems to have become the latest management buzzword and for good reason.Research suggests that **we see ourselves clearly, we are more confident and more creative. We make sounder decisions, build stronger relationships, and communicate more effectively.** We are less likely to lie, cheat, and steal. We are better workers who get more promotions. And we are more-effective leaders with more-satisfied employees and more-profitable companies.A major theory in the field states that **self-awareness is a state of mind that enables people to compare and assess their current standards with their internal (and personal) expectations.**Self-aware entrepreneurs conduct themselves with **reliability, leadership** and **emotional intelligence**. They allow, for them and the others, the most ethical, sustainable and innovative working environment, leveraging on a deep understanding of their moral duties, each one’s capabilities and intimate identities.**Internal self-awareness:** The first represents how clearly we see our own values, passions, aspirations, fit with our environment, reactions (including thoughts, feelings, behaviours, strengths, and weaknesses), and impact on others. We’ve found that internal self-awareness is associated with higher job and relationship satisfaction, personal and social control, and happiness; it is negatively related to anxiety, stress, and depression.**External self-awareness:** It means understanding how other people view us, in terms of those same factors listed above. Our research shows that people who know how others see them are more skilled at showing empathy and taking others’ perspectives. For leaders who see themselves as their employees do, their employees tend to have a better relationship with them, feel more satisfied with them, and see them as more effective in general.This 2x2 maps internal self-awareness (how well you know yourself) against external self-awareness (how well you understand how others see you).**Introspective:** They are clear on who they are but don’t challenge their own views or search for blind spots by getting feedback from others. This can harm their relationship and limit their success-**Aware:** They know who they are, what they want to accomplish, and seek out and value others’ opinions. This is where leaders begin to fully realise the true benefits of self-awareness.**Seekers:** They do not yet know who they are, what they stand for, or how their teams see them. As a result, they might feel stuck or frustrated with their performance and relationship.**Pleasers:** They can be so focused on appearing a certain way to others that they could be overlooking what matters to them. Over time, they tend to make choices that are not in service of their own success and fulfilment.Some benefits of self-awareness**Builds empathy**: Self-awareness is one thing that can really help you in becoming more empathetic towards others. You can get a better understanding of the other person’s point of view. It will also help in strengthening your relationships. When you are aware of things around you and about you, you’ll be able to understand yourself and others better.**Builds Critical thinking:** In the process of self-awareness, you tend to analyse, introspect, and evaluate more often. This makes you view things more critically, rather than just functioning on your emotions. Therefore, self-awareness can help you develop critical thinking skills. Critical thinking can be applied to other arenas as well other than just on yourself.**Improves decision making:** Being self-aware helps you get a deeper understanding of yourself. You can differentiate between what’s good for and what’s bad. This awareness helps you analyse situations in a systematic way. You weigh the merits and demerits easily. And this helps in improving your decision-making skills.**Boots creativity:** Having a creative outlook can benefit you in more than just one domain. If you are self-aware, you’ll be able to quickly come up with creative solutions to a problem. Being self-aware makes you observant enough to think out of the box.**Builds leadership qualities:** It is very clear that if you are self-aware, you’ll be quite sorted in the head. A leader should know how to lead, and self-awareness gives you that knowledge |
| **5 glossary entries** |
| **Self-efficacy:**  Self-efficacy refers to an individual's belief in his or her capacity to execute behaviours necessary to produce specific performance attainments.**Self-awareness:** Self-awareness is your ability to perceive and understand the things that make you who you are as an individual, including your personality, actions, values, beliefs, emotions, and thoughts. Essentially, it is a psychological state in which the self becomes the focus of attention.**Sense of initiative and entrepreneurship:** Sense of initiative and entrepreneurship refers to an individual's ability to turn ideas into action. It includes creativity,innovation and risk-taking, as well as the ability to plan and manage projects in order to achieve objectives.**Entrepreneurship:** entrepreneurship is an activity with an inherent and very high coefficient of risk. The assumption of risk is among the few elements that distinct entrepreneurs from managers.**Motivation:** ‘Motivation’ is the process of inspiring people in order to intensify their desire and willingness for executing their duties effectively and for co-operating to achieve the common objectives of an enterprise. In other words, it means to induce, instigate, incite or prompt someone to a particular course of action for getting the results expected from him. |
| **Bibliography and further references** |
| YouTube, Increase your self-awareness with one simple fix, Tasha Eurich, <https://www.youtube.com/watch?v=tGdsOXZpyWE> |
| **Five multiple-choice self-assessment questions** |
| **Question 1: Which of these words would you not associate with the word entrepreneur?**1. Curiosity
2. Comfort
3. Risk
4. Motivation

**Correct option: b****Question 2: Who invented the term entrepreneur?** 1. Bundera
2. Ducker
3. Say
4. Eurich

**Correct option: c****Question 3:** Are there differences in performance and well-being between people with low self-awareness and those with high self-awareness?1. Yes
2. No

**Correct option: a****Question 4:** How is self-efficacy distinguished?1. High/low
2. Strong/weak
3. External/internal
4. Right/wrong

**Correct option: b****Question 5:** According to you, what is the most important characteristic of an entrepreneur?1. laziness
2. talent
3. sense of risk
4. none of the previous answers is correct

**Correction option: d** |
| **Related material** |  |
| **Reference link** |  |
| **Video in YouTube format (if any)** |  |

# Quest 1

| **Quest title** | Try to be your mental coach |
| --- | --- |
| 1. **Introduction: What’s this all about?**
 |
| **Introduction image** |
| **Drive URL of the image** | <https://www.freepik.com/free-vector/self-management-life-coaching-man-doubting-questioning-brainstorming-identity-crisis-delirium-mental-confusion-confused-feelings-concept-pinkish-coral-bluevector-isolated-illustration_11664272.htm#query=mental%20coach&position=2&from_view=search&track=sph>  |
| **Image title (including copyright information)** | Free vector self management, life coaching. man doubting, questioning, brainstorming |
| **Do you have permission to use this image?** | **YES** |
| **Introduction text** |
| Do you often feel that you are not prepared for a family or work situation? Do you always feel you are not up to the circumstances? Are you always insecure, do you not believe in your human and professional abilities and think you are not good enough, unlike those around you? These psychic manifestations can all be traced back to a low sense of self-efficacy that leads you to have low self-esteem and not believe in the potential you possess. An excessively low level of self-efficacy can have very negative consequences on our personal and working lives: convincing oneself, in every situation, that one cannot cope will inevitably lead to a failure that was already announced at the start.For these reasons, it is essential that we have a balanced sense of self-efficacy throughout our lives, which leads us to be optimistic about our abilities and to face challenges with the conviction that we can do it. |
| 1. **Task: What’s the activity?**
 |
| **Activity image** |
| **Drive URL of the image** | <https://www.freepik.com/free-vector/self-management-life-coaching-man-doubting-questioning-brainstorming-identity-crisis-delirium-mental-confusion-confused-feelings-concept_10782550.htm#query=mental%20coaching&position=3&from_view=search&track=sph>  |
| **Image title (including copyright information)** | **Free vector self management, life coaching. man doubting, questioning, brainstorming.** |
| **Do you have permission to use this image?** | **YES** |
| **Activity text** |
| In the following pages, I will show you a simple exercise to increase your sense of self-efficacy: it is a mental workout that you can do every day and at any time of the day. It is a kind of training that we can turn into our daily mantra to learn to believe more in ourselves and in our attitudes. |
| 1. **Process: What am I going to do?**
 |
| * Describe an (unpleasant) situation we had to face in the last period of our lives.
* Initially describe what was the goal we set ourselves to achieve
* Talk about the behaviour we followed to get out of the initial situation and focus on our actions that led us to the solution of the problem.

By following these simple points, you focus attention on your ability to emerge from an unpleasant situation by implementing actions triggered by our sense of control and management of difficulties |
| 1. **Learning outcomes: What will I learn?**
 |
| **Competence** **(LifeComp)** | * Self-regulation: awareness and management of emotions, thoughts and behaviour.
* Flexibility: ability to manage transition and uncertainty and face to challenges.
* Wellbeing: pursuit of life satisfaction, care of physical, mental and social health; and adoption of a sustainable lifestyle.
 |
| **Competence** **(EntreComp)** | * Self-awareness and self-efficacy: believe in yourself and keep developing.
* Motivation and perseverance: stay focused and do not give up.
 |
| 1. **Conclusions: What will I take home?**
 |
| Did you find it difficult to perform this exercise? Don't worry, this is training! Every life experience directly influences our sense of efficacy. When we cope with them by successfully achieving our goals, we automatically increase our confidence in our abilities. What is interesting is that even when we fail, we can improve our sense of self-efficacy. What can turn failure into an important opportunity for growth is the ability to value the fact that we tried anyway, to identify the things that did not work and to improve the personal qualities that would guide us towards success. The important thing is to stop and think! |
| **6: Resources: What do I need?** |
| **Websites (URLs)** | The Art of Self-Coaching (Stanford Course Archive) |
| <https://www.edbatista.com/the-art-of-self-coaching-course.html>  |
| Coaching for Life |
| <https://stanfordmag.org/contents/coaching-for-life>  |
| Advance your self-awareness |
| <https://www.health.harvard.edu/mind-and-mood/advance-your-self-awareness>  |
| Leadership skills start with self-awareness |
| <https://www.hbs.edu/news/Pages/item.aspx?num=2117>  |
| Leadership Self-Efficacy Scale. A New Multidimensional Instrument |
| <https://www.research.unipd.it/handle/11577/2435914>  |
| **Videos (from YouTube)** | To reach beyond your limits by training your mind | Marisa Peer | TEDxKCS |
| <https://www.youtube.com/watch?v=zCv-ZBy6_yU>  |
| CH 7 Albert Bandura observational & self efficacy |
| <https://www.youtube.com/watch?v=cP0lemq81dU>  |
| **Documents** | The European Entrepreneurship Competence Framework (EntreComp) |
| <https://ec.europa.eu/social/main.jsp?catId=1317&langId=en>  |
| LifeComp: The European framework for the personal, social and learning to learn key competence |
| <https://joint-research-centre.ec.europa.eu/lifecomp_en>  |

**QUEST 2**

| **Quest title** | Personal SWOT Analysis |
| --- | --- |
| 1. **Introduction: What’s this all about?**
 |
| **Introduction image** |
| **Drive URL of the image** | <https://it.freepik.com/foto-gratuito/azione-processo-direzioni-icona-di-verifica-delle-prestazioni_16459693.htm#query=swot%20anlaysis&position=25&from_view=search&track=ais>  |
| **Image title (including copyright information)** | Foto gratuita azione processo direzioni icona di verifica delle prestazioni |
| **Do you have permission to use this image?** | **YES** |
| **Introduction text** |
| SWOT Analysis is a useful technique to identify personal strengths and weaknesses and to analysing the opportunities and threats that flow from them. People who know their personality are most likely to succeed in life if they use their talents to their fullest extent. Similarly, they will suffer fewer problems if they know what their weaknesses are and if they manage these weaknesses so that they do not matter in the work they do.  |
| 1. **Task: What’s the activity?**
 |
| **Activity image** |
| **Drive URL of the image** | <https://it.freepik.com/foto-gratuito/concetto-di-debolezza-dei-punti-di-forza-dell-analisi-swot_17432240.htm#query=swot%20anlisi&position=47&from_view=search&track=ais>  |
| **Image title (including copyright information)** | Foto gratuita concetto di debolezza dei punti di forza dell'analisi swot |
| **Do you have permission to use this image?** | **YES** |
| **Activity text** |
| SWOT is particularly effective since, with some thought, it can help you find chances that you might not have noticed otherwise. Additionally, by being aware of your shortcomings, you may control and get rid of risks that would otherwise hinder your ability to advance. |
| 1. **Process: What am I going to do?**
 |
| First of all, you have to print out a worksheet divided into four column: strengths, weaknesses, opportunities and threats. After you have to write down answers to the following questions: * For strengths: what advantages do you have that others do not have (for example, skills, certifications, education, or connections)? What do you do better than anyone else? What personal resources can you access? What do other people see as your strengths? Which of your achievements are you most proud of?

To be aware and using your strengths can make you happier and more fulfilled at work.* For weaknesses: what tasks do you usually avoid because you do not feel confident doing them? What will the people around you see as your weaknesses? Do you have complete faith in the education and training you've received? Where are you most vulnerable if not? What are your bad work habits, such as being frequently late, being disorganised, being easily irritated, or having trouble managing stress?
* For opportunities: what new technology can help you? Or can you get help from other or from people? Do you have a network of strategic contacts to help you, or offer good advice? What trends do you see in your company and how can you take advantage of them?
* For threats: what obstacles do you currently face at work? Is your job changing or does changing technology threaten your position? Could any of your weaknesses lead to threats?
 |
| 1. **Learning outcomes: What will I learn?**
 |
| **Competence** **(LifeComp)** | * Self-regulation: awareness and management of emotions, thoughts and behaviour.
* Flexibility: ability to manage transition and uncertainty and face challenges.
* Wellbeing: pursuit of life satisfaction, care of physical, mental and social health; and adoption of a sustainable lifestyle.
 |
| **Competence** **(EntreComp)** | * Self-awareness and self-efficacy: believe in yourself and keep developing.
* Motivation and perseverance: stay focused and do not give up.
 |
| 1. **Conclusions: What will I take home?**
 |
| A framework for analysing strengths and weaknesses as well as opportunities and threats are the SWOT matrix. It enables you to maximise the opportunities at your disposal, concentrate on your strengths, and minimise your limitations. Additionally, it is quite beneficial for growing and improving self-awareness. |
| **6: Resources: What do I need?** |
| **Websites (URLs)** | Personal SWOT Analysis - Oneself / Myself |
| <https://www.ukessays.com/essays/business-strategy/personal-swot-analysis.php>  |
| Conducting a Personal SWOT Analysis to Chart Your Future |
| <https://www.businessnewsdaily.com/5543-personal-swot-analysis.html>  |
| A Guide to a Personal SWOT Analysis: Preparing for Your Next Role |
| <https://bschool.pepperdine.edu/blog/posts/personal-swot-analysis-guide.htm>  |
| How a SWOT Analysis Can Help You Gain Self Awareness |
| <https://www.success.com/how-a-swot-analysis-can-help-you-gain-self-awareness/>  |
| Are You Doing the SWOT Analysis Backwards? |
| <https://hbr.org/2021/02/are-you-doing-the-swot-analysis-backwards>  |
| **Videos (from YouTube)** | To reach beyond your limits by training your mind | Marisa Peer | TEDxKCS |
| <https://www.youtube.com/watch?v=zCv-ZBy6_yU>  |
| CH 7 Albert Bandura observational & self efficacy |
| <https://www.youtube.com/watch?v=cP0lemq81dU>  |
| **Documents** | The European Entrepreneurship Competence Framework (EntreComp) |
| <https://ec.europa.eu/social/main.jsp?catId=1317&langId=en>  |
| LifeComp: The European framework for the personal, social and learning to learn key competence |
| <https://joint-research-centre.ec.europa.eu/lifecomp_en>  |

# Educator tips

| In this training, before identifying and understanding the characteristics of an entrepreneur, they will have to try to challenge themselves in their daily activities and relationships through both the conceptual teaching provided here, and through this little advice.Therefore, it is necessary for them to acquire a good level of knowledge of everything around them, asking themselves questions, stopping to think and reflect without being too afraid of making mistakes, but trying to take a proactive and dynamic stance in all areas of life**Quest 1:** In this activity, the student will try to learn from his or her experiences. He/she will be asked to report an unpleasant episode in his/her life that he/she could have dealt with better and analysed it with more awareness thanks to the concepts learnt in this course.**Quest 2:** Personal SWOT Analysis |
| --- |
| **Additional resources** <https://www.imperial.ac.uk/education-research/evaluation/what-can-i-evaluate/self-efficacy/> <https://www.researchgate.net/publication/263162945_Effects_of_Self-Efficacy_on_Students%27_Academic_Performance> <https://trainingindustry.com/articles/leadership/the-importance-of-self-awareness-in-leadership/> <https://www.youtube.com/watch?v=v1ojZKWfShQ>  |