

Influence...

MY SELF-EFFICACY

Définition

Self-efficacy is defined as an individual's perception of their capacity to implement the necessary behaviors to execute a given task. In other words, it refers to an individual's belief in their ability to face a particular situation. Just as the term implies, self-efficacy refers to a belief, and not real performance.

The feeling of having self-efficacy varies according to the area of interest: for example, an adult could consider that they have good skills in written comprehension while at the same time be convinced that they are mediocre in oral comprehension. Luckily, this feeling is not set in stone and can evolve. However, individuals generally have a feeling of self-efficacy that either allows them to live new experiences, or not.

Self-efficacy is not inconsequential; it is at the heart of individuals' intrinsic motivation, wellbeing, and feelings of personal accomplishment. This feeling influences one's perseverance in the face of adversity, and the amount of energy invested in one's efforts and emotional reactions, especially those linked to stress and anxiety.



How to strengthen my feeling of self-efficacy?

Experience successes:

Being successful boosts one's feeling of self-efficacy, while experiencing failures hinders it, especially during phases in which individuals are developing and learning. However, successes that are too easy to reach are not as effective as an experience that ends in success after sturdy efforts and resilience.



You could:

- Create a “did” list instead of a “to-do list” at the end of every week or day. This will allow you to acknowledge and recognize your accomplishments more easily and experience more mastery and control over your tasks.

Learn from others:

Seeing someone learn, progress in their learning, and finally succeed after putting effort into their endeavors is a source of inspiration and motivation for people to develop their feeling of self-efficacy. Similarly, witnessing failures can lead to a decrease in individuals' confidence in their own abilities, and therefore their feeling of self-efficacy.

This “social learning” process is even more powerful if we share common characteristics with the person we're observing. Personal characteristics, such as age, gender, education level, socioeconomic status, and ethnicity are the primary indicators that allow us to establish how similar we are to someone else. However, resorting systematically to upward social comparisons, which is the comparison of oneself to people we consider to be superior to us in certain domains, is deleterious to one's feeling of self efficacy.

You could:

- Ask people with whom you identify to share experiences that ended in success following numerous efforts and/or difficulties.





- Look for examples of inspirational success stories in different fields and within different groups of people to boost your entourage's self-efficacy.
- Share your accomplishments with people who are similar to you to inspire them yourself.
- Diversify your role models to find those that are the most similar to you since they're the ones that will boost your feeling of self-efficacy and your capacity to act the most.

Ask for and offer feedback:

Establishing practices that encourage feedback and regular auto-evaluations can foster self-efficacy. By feedback we mean any and all encouragement, criticism, advice and opinion individuals can give us. These elements can sometimes be communicated in ways that are non-verbal. They can manifest themselves through the attention that is given to you and your work, a look, whether you're included in a group or not, etc. All these indicators can influence the way you perceive your competences and your value.

Note however that the impact of feedback on your self-efficacy depends on the trust you have in the person giving the feedback.



You could:

- Regularly ask for feedback from people you trust (without overdoing it) to collect information on yourself and the way you behave.
- Prioritize specific and precise feedback from different people over general feedback from one person you appreciate.





Also, it is preferred to use terms such as “behaviors” and “attitudes” rather than terms such as “personality” when we evaluate our own or others’ actions. Behavior can evolve over time and change according to the situation but personality is more stable and difficult to work on. To positively influence the self-efficacy of people who ask you for feedback.

You could:

- o Be careful with the words you use to describe a success or a failure, avoid sentences such as “you are someone who...”, and resort to sentences such as “in this situation, you did...” or “the way you acted in that situation...”

