**Assignment #2**

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Omega Graduate School

Leader Development: Transforming Self-Concept

Professor Dr. Curtis McClane

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**Assignment #2 – Developmental Readings**

1. Create Developmental Readings from seminal sources and scholarly peer-reviewed

journal articles. Review instructions for Assignment #3, the course essential elements,

and course readings to identify selections of books and journals to create entries.

James:

I am pasting below the correct format that follows the template for Developmental Readings.

Please access ***Omega Graduate School Student Guide to Developmental Readings*** digital booklet in General Helps, or access it through the link in your syllabus for this course under assignment #2 Developmental Readings. Please read it carefully so you can submit assignment in correct format.

**Sample Comments**

**Source 1**: Salvador, R. (2020). Perceived forgiveness climate and punishment of ethical

misconduct. Management Decision, 58(5), 797-811. http://dx.doi.org/10.1108/MD-06-

2018-0650

**Comment 1:**

**Quote/Paraphrase:** “By itself, a disciplinary decision maker’s perception that

their organization is highly forgiving does not appear to predictably impact

punitive intent toward an employee who has committed ethical

misconduct...perceived forgiveness climate and salient transgression experience

had a statistically significant interaction effect on the intention to punish...the

results also suggest that when an experience of being unforgiven is salient to the

disciplinary decision-maker, higher perceived forgiveness climate is (pp. 804-

**Essential Element:** This comment is associated with the subject of orthopraxis.

**Additive/Variant Analysis:** This is additive to the discussion of forgiveness in an

organization’s culture. This study sheds light on organizational culture in terms of

punishment and forgiveness. It specifically studies the perceived forgiveness

climate in an organization. This study highlights three antecedent factors that

influence a decision maker’s intent to punish, i.e., perceived forgiveness climate,

the decision maker’s significant experiences of being forgiven or unforgiven, and

**Contextualization:**

1. **Harter, S. (2015). The Construction of the Self: Developmental and Sociocultural Foundations (2nd ed.). New York: Guilford Press.**

Quote/Paraphrase: Harter (2015) proposed that self-concept is formed by components: connectedness, uniqueness, models, and power. She constructed her concepts based on developmental stages of life: children, adolescents, and emerging adults.

Essential Element: Harter's work explores components of self-concept development by stages of life.

Additive/Variant Analysis: The framework by Harter (2015) sheds light on the intricate interplay between interconnected components of self-concept, offering insights into how perceptions of connectedness, uniqueness, roles in a person's life, and empowerment shape individuals' identity and sense of self-worth.

Contextualization: By explaining the developmental and sociocultural foundations of self-concept, Harter provides a comprehensive understanding of how internal and external factors influence self-perceptions and psychological well-being.

1. **Wilkinson, R. (2004). The Role of Parental and Peer Attachment in the Psychological Health and Self-Esteem of Adolescents. Journal of Youth and Adolescence, 33, 479-493. <https://doi.org/10.1023/B:JOYO.0000048063.59425.20>**

Quote/Paraphrase: "Parental and peer attachment significantly influence the psychological health and self-esteem of adolescents, highlighting the importance of these relationships during adolescence."

Essential Element: Investigating the impact of parental and peer attachment on the psychological health and self-esteem of adolescents.

Additive/Variant Analysis: Wilkinson (2004) explores the associations between parental and peer attachment and adolescents' psychological health and self-esteem. The study examines how the quality of attachment to parents and peers’ influences adolescents' well-being and self-perceptions.

Contextualization: The study contextualizes its findings within the broader literature on adolescent development, emphasizing the critical role of attachment relationships in shaping adolescents' psychological health and self-esteem. The results underscore the significance of supportive relationships with parents and peers for promoting positive outcomes during adolescence.

1. **Peng, P., Song, Y., & Yu, G. (2021). Cultivating Proactive Career Behavior: The Role of Career Adaptability and Job Embeddedness. Frontiers in Psychology, 12(2021), Article 603890. https://doi.org/10.3389/fpsyg.2021.603890**

Quote/Paraphrase: "Cultivating proactive career behavior is essential for navigating the complexities of the modern workplace and achieving long-term career success."

Essential Element: Investigating the influence of career adaptability and job embeddedness on the development of proactive career behavior.

Additive/Variant Analysis: Peng et al. (2021) explore how career adaptability and job embeddedness contribute to the cultivation of proactive career behavior among employees. They examine the mechanisms through which these factors interact and influence individuals' career trajectories and outcomes.

Contextualization: The study situates its findings within the literature on career development and organizational behavior, highlighting the importance of proactive career management strategies in today's work environment. The results underscore the significance of fostering career adaptability and job embeddedness as key components of proactive career behavior.

1. **Kirkbride JB, Anglin DM, Colman I, Dykxhoorn J, Jones PB, Patalay P, Pitman A, Soneson E, Steare T, Wright T, Griffiths SL. (2024). The social determinants of mental health and disorder: evidence, prevention and recommendations. World Psychiatry, 23(1), 58-90. doi: 10.1002/wps.21160**

Quote/Paraphrase: "Understanding the social determinants of mental health is crucial for effective prevention and intervention strategies aimed at promoting mental well-being and reducing the burden of mental disorders."

Essential Element: Investigating the impact of social determinants on mental health and exploring evidence-based recommendations for prevention and intervention strategies.

Additive/Variant Analysis: Kirkbride et al. (2024) research into the complex interplay between social determinants and mental health outcomes. They explore a wide range of factors, including socioeconomic status, social support networks, access to healthcare, and exposure to adversity, and their influence on individuals' mental well-being. The study provides insights into the pathways through which social determinants shape mental health disparities and highlights the importance of addressing these factors in mental health promotion efforts.

Contextualization: The study situates its findings within the broader context of public health and mental health policy, emphasizing the need for comprehensive approaches to address social determinants and reduce mental health disparities. The recommendations provided offer practical strategies for policymakers, healthcare professionals, and community organizations to address systemic inequalities and improve mental health outcomes for all individuals.

1. **Long, E. C., & Christian, M. S. (2015). "Mindfulness buffers retaliatory responses to injustice: A regulatory approach." *Journal of Applied Psychology, 100*(5), 1409-1422.**

Quote/Paraphrase: "Interventions to enhance individuals' self-concept can include fostering positive role models, promoting self-awareness and acceptance, and providing opportunities for personal growth and exploration."

Essential Element: Investigating the role of mindfulness in regulating responses to perceived injustice and its implications for self-concept maintenance.

Additive/Variant Analysis: Long and Christian (2015) research the mechanisms through which mindfulness weakens negative emotional reactions to injustice, examining potential additive and interactive effects on individuals' self-concept and interpersonal relationships.

Contextualization: The study contextualizes its findings within the broader literature on emotion regulation and social psychology, revealing the role of mindfulness as a coping strategy for preserving self-integrity and promoting prosocial behavior in the face of adversity.

1. **Kinnunen, L., Makikangas, A., & Mauno, S. (2019). "Psychosocial work stressors and well-being: Self-esteem and optimism as moderators in a one-year longitudinal sample." Personality and Individual Differences, 141, 169-174.**

Quote/Paraphrase: "Self-concept is a cornerstone in personal development, shaping individuals' perceptions of themselves and their capabilities."

Essential Element: Investigating the moderating roles of self-esteem and optimism in the relationship between psychosocial work stressors and well-being.

Additive/Variant Analysis: Kinnunen et al. (2019) explore how individual differences in self-concept dimensions influence the psychological outcomes of workplace stress over time, examining potential additive and buffering effects on employees' emotional resilience and job satisfaction.

Contextualization: The study situates its findings within the context of occupational health psychology, highlighting the significance of positive self-concept traits as protective factors against the adverse effects of workplace stressors on employees' mental health and job performance.

1. **Pan, Z., Zhang, D., Hu, T., & Pan, Y. (2018). The relationship between psychological suzhi and social anxiety among Chinese adolescents: The mediating role of self-esteem and sense of security. Child and Adolescent Psychiatry and Mental Health, 12, 1-9. doi:**[https://doi.org/10.1186/s13034-018-0255-y](https://doi.org/10.1186/s13034-018-0255-y" \t "_new)

Quote/Paraphrase: "Exploring the relationship between psychological Suzhi and social anxiety sheds light on the complex interplay between individual psychological factors and mental health outcomes among Chinese adolescents."

Essential Element: Investigating the relationship between psychological Suzhi, self-esteem, sense of security, and social anxiety among Chinese adolescents and examining the role of self-esteem and sense of security in this relationship.

Additive/Variant Analysis: Pan et al. (2018) examined the intricate relationship between psychological Suzhi and social anxiety among Chinese adolescents. They explore how psychological Suzhi, a concept encompassing various aspects of psychological well-being and social adaptability, influences individuals' levels of social anxiety. Furthermore, the study examines the mediating mechanisms through which self-esteem and a sense of security moderate the relationship between psychological Suzhi and social anxiety. By explaining these pathways, the study offers insights into the factors contributing to adolescents' mental health outcomes and provides implications for intervention strategies aimed at promoting psychological well-being and reducing social anxiety.

Contextualization: The study situates its findings within the context of adolescent mental health in China, acknowledging the cultural and social factors that may influence individuals' psychological Suzhi and social anxiety levels. By contextualizing their research within the broader literature on adolescent development and mental health, the authors contribute to our understanding of the unique challenges faced by Chinese adolescents and highlight the importance of addressing psychological Suzhi and related factors in promoting mental well-being.

1. **Denissen, J. J., van Aken, M. A., & Penke, L. (2013). "Self-esteem reactions to social interactions: Evidence for sociometer mechanisms across days, people, and nations." Journal of Personality and Social Psychology, 104(2), 359-382.**

Quote/Paraphrase: "Interventions to enhance individuals' self-concept can include fostering positive role models, promoting self-awareness and acceptance, and providing opportunities for personal growth and exploration."

Essential Element: Investigating the sociometer hypothesis and its implications for understanding self-esteem fluctuations in response to social interactions across different contexts.

Additive/Variant Analysis: Denissen et al. (2013) explore cross-cultural variations in individuals' sensitivity to social feedback and its impact on self-esteem, examining potential additive and cultural-specific factors influencing self-concept dynamics.

Contextualization: The study contextualizes its findings within the framework of social psychology and self-concept theory, describing the adaptive functions of self-esteem as a sociometer for monitoring interpersonal acceptance and inclusion.

1. **Van Dam, N. T., & Earleywine, M. (2011). "Validation of the Center for Epidemiologic Studies Depression Scale—Revised (CESD-R): Pragmatic depression assessment in the general population." *Psychiatry Research, 186*(1), 128-132.**

Quote/Paraphrase: "Self-concept influences various aspects of personal development, including academic achievement, mental health, and interpersonal relationships."

Essential Element: Investigating the relationship between self-concept and depression symptoms in the general population.

Additive/Variant Analysis: Van Dam and Earleywine (2011) examine the interplay between dimensions of self-concept and depressive symptoms, exploring potential additive and interactive effects on individuals' mental health outcomes.

Contextualization: The study situates its findings within the context of depression assessment and intervention strategies, addressing the implications for identifying vulnerable populations and designing targeted interventions to strengthen self-concept resilience and alleviate depressive symptoms.

1. **Pérez-Fuentes, M. D. C., Molero Jurado, M. D. M., Del Pino, R. M., & Gázquez Linares, J. J. (2019). Emotional intelligence, self-efficacy, and empathy as predictors of overall self-esteem in nursing by years of experience. Frontiers in Psychology, 10, 2035. doi: 10.3389/fpsyg.2019.02035**

Quote/Paraphrase: "Exploring the predictors of overall self-esteem in nursing by years of experience sheds light on the complex interplay between emotional intelligence, self-efficacy, empathy, and mental health outcomes among nursing professionals."

Essential Element: Investigating the predictive role of emotional intelligence, self-efficacy, and empathy on overall self-esteem among nursing professionals by years of experience.

Additive/Variant Analysis: Pérez-Fuentes et al. (2019) look into the relationship between emotional intelligence, self-efficacy, empathy, and overall self-esteem among nursing professionals. They explore how these psychological factors influence nursing professionals' levels of self-esteem, particularly considering variations in self-esteem based on years of experience in the field. Furthermore, the study examines the predictive power of emotional intelligence, self-efficacy, and empathy on nursing professionals' overall self-esteem, offering insights into the factors contributing to their mental well-being and professional satisfaction.

Contextualization: The study situates its findings within the context of nursing practice, acknowledging the unique challenges and stressors faced by nursing professionals in their daily work. By contextualizing their research within the broader literature on nursing psychology and professional development, the authors contribute to our understanding of the factors that shape nursing professionals' self-esteem and well-being over time. Additionally, the study highlights the importance of promoting emotional intelligence, self-efficacy, and empathy in nursing education and practice to enhance nurses' overall self-esteem and job satisfaction.

**Works Cited**

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