Transforming Self-Concept for Leader Development

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Kevin: Please read my remarks at the end of your Works Cited.

Professor

Dr. Curtis McClane

**Assignment**

**Assignment #1 – Course Essential Elements**

**1. Select One (1) Core Essential Element from the Syllabus Outline:**

**a.** Create a 350-word original discussion paper (with cited sources) during the week of the residency. Be prepared to discuss and engage with other students during the live sessions. Post this document in DIAL.

**b.** Professor will check for quality of content and word-count requirements. Grade assigned will be Credit or No Credit (CR/NC).

**Self-Concept**

Self-efficacy is fundamentally the belief in one's abilities and seeing oneself as successful. Self-concept is the belief one has about themselves and knowing who one is. Which is most important? Ambitious and having full awareness and confidence in one's ability to succeed or having complete understanding and confidence in oneself and knowledge of oneself? Having a healthy self-concept has a bearing on how high self-efficacy can be. It is assumed that leadership-relevant attributes are related to high self-efficacy beliefs. Leadership-relevant attributes were related to occupational self-efficacy. Some support was found for the assumption that ratings of the importance of relevant attributes moderate the relationship between reported leadership-relevant attributes and occupational self-efficacy (Schyns & Sczesny, 2010, p. 1). Self-concept goes further than knowing and understanding who you are —understanding self's uniqueness while being able to embrace those less comely attributes. Self-concept is the vision that a person has of themselves.

Self-concept is self-efficacy, which is like water to the human body at the level of its importance. A firm grasp on and awareness of self creates or produces high efficacy as it relates to self. The more people know about themselves, the more confident they are. To imagine seeing oneself as being or becoming successful seems aimless if that person needs a better grasp of themselves, knowing their temperament, their tolerances, their limitations, and the value of their attributes. Self and identity researchers have long believed that the self is both a product of situations and a shaper of behavior in situations. Making sense of oneself – who one is, was, and may become, and, therefore, the path one should take in the world -- is a core self-project. Self and identity theories assume that people care about themselves, want to know who they are, and can use this self-knowledge to make sense of the world (Oyserman et al., G. 2012 p.3).

**Works Cited**

Oyserman, D., Elmore, K., & Smith, G. (2012). Self, self-concept, and identity.

Schyns, B., & Sczesny, S. (2010). Leadership attributes valence in self-concept and occupational

self-efficacy.*Career Development International, 15*(1), 78-92. https://doi.org/10.1108/13620431011020907.

Kevin:

For the first assignment for this course, LDR 807, this was a really good start. Please note the following:

1. The highest grade you can receive for this first assignment is a B because it is based on attendance and participation.
2. Please read all of my comments carefully.
3. Please purchase your own copy of the APA 7 manual to keep with you as your go-to “Academic Resources Bible” so to speak. You need to refer to it often as you complete your assignments and submit Works Cited.
4. Next, label a Microsoft Word document and begin cutting and pasting as a list all of the suggestions that professors are making for improvement on your assignments. Re-read it prior to every written assignment. As your reservoir of suggestions increases from instructors, you will find yourself feeling more confident in your writing and researching. This is the practical process of “self-efficacy!”
5. Finally, were you able to attend the pre-assignment #2 (Developmental Readings) live Zoom session last Thursday? If not, you need to read all of your General Helps resources on Developmental Readings in order to be successful.