**Assignment #1 – Content Questions**

LDR 807-12: Leader Development: Transforming Self-Concept

Donovan A. McFarlane

Omega Graduate School

October 19, 2024

Professor

Dr. Curtis McClane

**Content Questions**

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).

**The True Meaning of Self-Efficacy in Professions**

The word “Self-Efficacy” is not a popular word, and it is not one you will hear from the mouths of laymen describing their competence, work ethic, or their skills. However, professionals who are very aware of the need for mastering their trade or arts, and who must undergo regular and progressive skills development and testing in their fields, including certification, will certainly understand the value and importance of self-efficacy. According to the American Psychological Association [APA] (2024), “Self-efficacy is confidence in the ability to control one's motivation, behavior, performance and social environment” (para. 1). The concept “self-efficacy is credited to the famous psychologist Alberty Bandura. Self-efficacy describes how one’s beliefs in his or her abilities to accomplish a task affects performance (Bandura, 1997; Bandura, 1986; Bandura, 1977). Having self-efficacy is important to all individuals in all endeavors.

Self-Efficacy Theory (SET) as proposed by Bandura (1997, 1986, 1977) has been applied across various fields and contexts. When it comes to self-efficacy, there are several things that individuals can do to improve their self-efficacy or belief in their ability to perform or accomplish a task or carry out their roles or responsibilities: (1) engage training such as formal and informal educational training such as earning a certificate, diploma, or degree, or some other type of designation, or simply completing self-help courses, (2) attend and participate in professional seminars, conferences and workshop, (3) network with others in the field and across industries, (4) maintain a high level of motivation, (5) build and maintain healthy self-concept and attitude, (6) be optimistic, and (7) believe and know you have a purpose for which God created you.

**Works Cited**

American Psychological Association [APA]. (2024). *Teaching Tip Sheet: Self-Efficacy*. Retrieved October 19, 2024, from <https://www.apa.org/pi/aids/resources/education/self-efficacy>.

Bandura, A. (1977). *Self-efficacy: Toward a unifying theory of behavioral change*. Psychological Review, 84(2), 191-215.

Bandura, A. (1986). *Social foundations of thought and action: A social cognitive theory*. Englewood Cliffs, NJ: Prentice-Hall.

Bandura, A. (1997). Self-Efficacy: *The exercise of control*. New York, NY: W. H. Freeman.