

Personal and Professional Development

L2 – Self-constructs

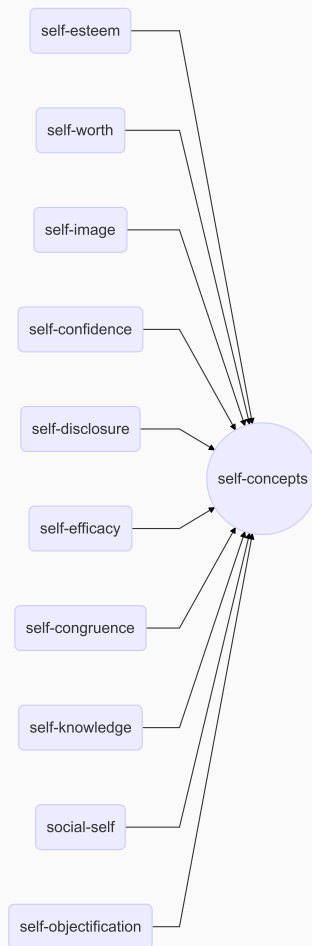
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self-constructs

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There are almost as many self-concepts as you can develop by intersecting one's self-awareness with a specific psychological trait.

For instance, self-confidence has to do with confidence related to one's individuality. The main aspect being, of course, *is that person confident in his/herself? do they trust themselves? are they true to themselves?*

Self-esteem, self-confidence, and self-efficacy are among the most commonly known self-constructs.

It is immediately apparent that almost all self-constructs are related with each other. For instance, self-worth is clearly related with self-esteem, and self-efficacy with self-confidence.

self-constructs

aspects of immediate importance. things to remember

The most important thing to remember about self-constructs is that they play a crucial role in how we define ourselves, and, consequently, how we approach various circumstances and context in life.

For instance, a person with low self-worth would more liable to expect lower rewards for their work than a person with higher self-worth.

Another aspect to be aware of is that high levels of a certain self-construct do not necessarily constitute a desirable thing. For instance, unsupported levels of self-confidence or self-esteem can lead that person into taking risks, based on their subjective beliefs of their own abilities.

Ultimately (for the limited purposes of this brief presentation), self-constructs are not always aligned, or consistent with each other. A person can have a high self-esteem but, concurrently, they can have a low self-efficacy. In other words, a person may think highly of themselves, but still have a low appraisal of their abilities to perform effectively.

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self-esteem

Self-esteem is also a very common and important self-construct. It also have a particular importance due to many people believing that having high self-esteem is automatically a good thing (as pointed out above).

Individuals with high self-esteem, in position of social success, tend to compare themselves with others with respect to their best or equal qualities, whereas those with lower self-esteem and in less favorable positions tend to compare themselves with others with respect to their shortcomings.

High self-esteem persons show higher motivation in engaging in risk-loaded social interactions than those with lower self-esteem. Concurrently, the latter show higher motivation to engage in social interaction from which they expect social gains.

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self-efficacy & locus of control

Self-efficacy is one of the most important appraisals that we build for ourselves. It refers to the extent to which we believe in our performance effectiveness. While it starts with appraisals of specific and concrete performances of our actions in clearly localized contexts, it grows naturally into forming a 'generic' construal of our abilities in general.

As we grow older and our proficiency is validated (or invalidated) repeatedly, we begin to form a general impression of ourselves as being effective persons ('doers'). Like most other beliefs, it is recommended to resort regularly to scrutinizing this belief for ourselves (we can resort to introspection as well as to external opinions, and even to professional, more objective evaluations).

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self-efficacy & locus of control

Evaluation regarding one's self-efficacy are closely used in conjunction with their beliefs pertaining to their **locus of control**. Locus of control refers to the extent to which one believes that the outcome of a certain situation is controlled by factors outside the person's control and/or actions.

For instance, an individual may have high levels of self-efficacy, *i.e.*, they trust they have the required skills to perform successfully and effectively a certain task, but, at the same time, they believe that the outcome of that task does not depend on their contribution, but rather on external factors (these factors vary substantially, from spiritual or superstitious beliefs to beliefs that others control the outcome)