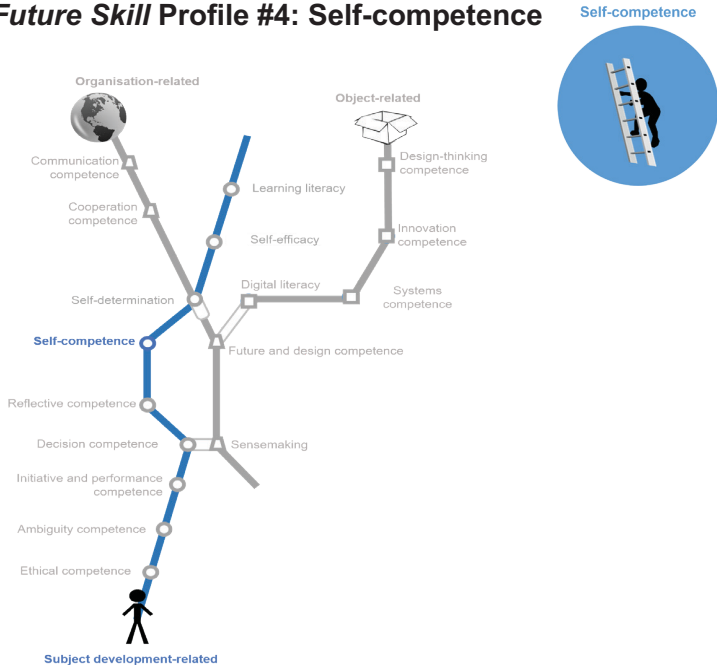## A 3.1.4 *Future Skill* Profile #4: Self-competence

Definition: Self-competence as a *Future Skill* is the ability to develop one's own personal and professional capabilities largely independently of external influences (see also KMK 2015). This includes other skills such as independent self-motivation and planning. But also the ability to set goals, time management, organization, learning aptitude and success control through feedback. In addition, cognitive load management and a high degree of personal responsibility. *(mean value: 4.5 of 5, standard deviation: 0.82)*

Reference competences: self-management, self-organisation competence, self-regulation, Cognitive Load Management, self-responsibility

Significance: Self-competence occupies a special position within the framework of *Future Skills.* Since it refers to the capacity for self-organisation, Cognitive Load Management and self-regulation, it is important for a productive-balanced and sustainable handling of requirements in the field of tension between one's own abilities and needs, and the professional as well as the organisational requirements.

Description: The *Future Skill* self-competence consists of the competences self-management, self-organisation competence, self-regulation, Cognitive Load management

and self-responsibility.

- *Self-competence is* the ability to shape one's own personal and professional development largely independently of external influences. This means that self-competence focuses on which actions and conditions can be shaped and controlled by personal influence. The corresponding competences such as self-management, self-organisation competence, self-regulation, but also Cognitive Load Management and self-responsibility are necessary for this.
- *Self-management* is defined as the ability to independently motivate, set goals, plan and manage time in relation to existing activities.
- *Self-organisation competence* is defined as the ability to independently understand structures, as well as maintain and develop models, patterns of order and structures.
- *Self-regulation* can be defined in various ways. In the most basic sense, it involves controlling one's behaviour, emotions, and thoughts in the pursuit of long-term goals. It includes, among other things, the mental handling of one's own feelings and moods and the ability to realise one's intentions through purposeful and realistic action. This also includes the ability to subordinate urgent short-term needs to longer-term goals (postponement of rewards). A high expectation of

  self-efficacy can have a supporting effect (cf. also *Future Skill* #2, and Baumeister, Vohs 2004).
- *Cognitive Load Management* is defined as the ability of an individual to deal with cognitive requirements and stress in the sense of sustainable and productive personal development, taking into account his/her own needs (Plass et al. 2010).
- *Self-responsibility* is the attitude of overlooking, understanding and taking responsibility for one's own actions.