

MAKING SPACE 365 CREATIVE SKILLS & ENTREPRENEURSHIP YOUTH TRAINING TOOLKIT

Maximising the Potential of Young
People through Creative and
Cultural Entrepreneurship in the
Community



Entrepreneurship
Competencies
Module T4
**Self-awareness
and self-efficacy**



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**MAKING
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365



Module T4: Self-awareness and self-efficacy

In this module, you will find a compendium of modular, active learning resources and activities that will support you and your learners to develop competencies on *Self-awareness and self-efficacy*.

Namely, this module contains:

- Description of a 3-hour face-to-face learning activity.
- Activities for a 2-hour self-directed learning.
- A fact sheet.
- A learner handout (annex).
- A set of self-reflection exercises (annex).

Aim and learning objectives of this module

The main aim of this module is to build basic cultural entrepreneurial skills and creative competencies by providing a set of tools that support the development of competencies on *self-awareness and self-efficacy*.

Through this module, the learners are expected to develop the following knowledge, skills, and attitudes:

Topic	Knowledge	Skills	Attitude
T4 - Self-awareness and self-efficacy	<ul style="list-style-type: none"> • T4K1 - Knowledge of tools and methods that support the identification of strengths and weaknesses. • T4K2 - Understanding of the terms self-awareness and self-efficacy. 	<ul style="list-style-type: none"> • T4S1 - Ability to reflect on one's needs, aspirations and wants and turn them into concrete, achievable goals. • T4S2 - Ability to identify one's strengths and weaknesses and find ways to better exploit the strengths and overcome the weaknesses individually, or by getting support from others • T4S3 - Ability to support others to reflect on their needs, aspirations and wants and identify their own strengths and weaknesses • T4S4 - Ability to develop strategies for personal and professional development (as individuals, as well as members of organisations), that successfully utilize the strengths and overcome weaknesses, leading to greater value of actions. 	<ul style="list-style-type: none"> • T4A1 - Belief in one's abilities to successfully achieve their goals, overcoming any difficulties and obstacles. • T4A2 - Awareness of the importance of using one's mistakes constructively and make the most of their experiences (good and bad).

Part 01: Self-Awareness and Self-Efficacy f2f learning activity

In this part of the module you will find a comprehensive learning activity that is designed for face-to-face group training. The duration of this learning activity is 3 hours. The aim of this activity is to support the trainers/facilitators in providing a holistic learning experience to groups of learners that will support them to develop their self-awareness and self-efficacy competence.

The activity uses different tools that can be used with different target groups and adapted to fit the needs of each group of learners.

Summary

Name of tool/ estimated time		Type of tool	Objective of the tool
Part 01			
1	“Group-made profile” 30’	Ice-breaker / Getting to know each other	To create a nice atmosphere among participants and to introduce the recognition of strengths and weaknesses.
2	“My boat – my journey” 30’	Guided self-reflection	To give time to the participants to reflect on their own needs and aspirations and identify their strengths and weaknesses.
3	“Group Sharing” 30’	Group discussions	To allow participants to share their findings from the previous exercise, compare strengths and weaknesses and see how they may complement each other.
Break 15’			
Part 02			
4	“Presentation of the business model Canvas” 10’	Presentation	To introduce participants to the business model canvas and how it can be used for the creation and success of an enterprise.
5	“Let’s get together and create our enterprise” 45’	Team work	To entice participants to utilise past experiences, good and bad, build on their strengths, and find ways to overcome individual weaknesses and develop strategies for creating and adding value to an enterprise.
6	“Debriefing” 20’	Plenary discussion	A reflection session to provide a debrief for the activity, give space for comments and questions and consolidate what participants have learnt during this activity.

Detailed Description:

Part 01	
Title Of The Session	Getting to know each other – Getting to know ourselves
Approximate length	1 hour and 30 minutes
Group size	Up to 30 participants
Equipment, materials & space needed	<ul style="list-style-type: none"> ● A4 paper ● Pens ● Coloured markers ● Large space ● Tables (at least as many as the groups formed) and chairs
Objectives	<ul style="list-style-type: none"> ❖ To create a nice atmosphere among participants and to introduce the recognition of strengths and weaknesses. ❖ To give time to the participants to reflect on their own needs and aspirations and identify their strengths and weaknesses. ❖ To allow participants to share their findings from the previous exercise, compare strengths and weaknesses and see how they may complement each other.
Knowledge Skills Attitudes Reference	T4K1, T4K2, T4A1, T4S1, T4S4
Detailed description	<p>This part of the activity is divided in 3 phases, using different tools:</p> <p>Phase 01: Group made profile.</p> <p>This is an adaptation of the tool “Collaborative face drawing” as found on: https://www.funretrospectives.com/collaborative-face-drawing/.</p> <p>Step 01: Ask participants to write their names on top of a piece of A4 paper and then draw a frame underneath it, leaving a space of at least 5 centimetres at the end of the page.</p> <p>Step 02: Ask participants to think of 10 things. 5 things they are good at and 5 things they are not so good at and write them at the bottom of the page.</p> <p>Step 03: Ask participants to move randomly around the room. When you say stop, ask them to exchange papers with one person that is next to them and ask participants to draw the shape of the face of the person in front of them. While drawing, they can each make a question related to the information written on the papers.</p> <p>Step 04: After a couple of minutes, ask participants to take back their own papers and repeat step 03 until you have a fully drawn face (eyes, nose, ears, chin, hair, facial hair, accessories etc.)</p> <p>Step 05: Participants to finally retrieve their own papers.</p> <p>Phase 02: My boat, my journey</p> <p>Step 01: Give participants another piece of A4 paper and some coloured markers.</p> <p>Step 02: Ask them to consider themselves, their needs and aspirations as well as reflect on their strengths and weaknesses. Ask them to imagine and draw a boat, an island and the sea.</p> <p>The boat symbolises all that they have to offer, their competences, their strengths, their experiences.</p> <p>The island symbolises where they want to go, their goals, needs and aspirations.</p> <p>The sea and everything it may contain (rocks, icebergs, sea-monsters...)</p>

	<p>symbolises their weaknesses and past mistakes. Tell them that they do not have to write anything on the drawing, or they can write using their own language if they want.</p> <p>Give them at least 20-30 minutes to complete the exercise.</p> <p>Phase 03: Group discussions</p> <p>Step 01: Divide participants into groups of 4-6 people Step 02: Give them 30 minutes to present their drawings to each other, compare strengths and weaknesses and see how they could complement each other in a group endeavour.</p>
Tips, recommendations for the facilitator	This activity can be facilitated by one person. However, it is recommended that you have another facilitator to help. For larger groups, having someone track of the attempts and successes and to maintain rules is very helpful.
BREAK	
Part 02	
Title of the session	Let's create our own enterprise!
Approximate length	1 hour and 30 minutes
Group size	up to 30 participants
Equipment, materials & space needed	<ul style="list-style-type: none"> ● Flipchart paper ● A4 paper ● Pens ● Coloured markers ● Big space ● Tables (at least as many as the groups formed) and chairs ● Learner handout: Business model canvas (annexed in this module)
Objectives	<ul style="list-style-type: none"> ❖ To introduce participants to the business model canvas and how it can be used for the creation and success of an enterprise. ❖ To entice participants to utilise past experiences, good and bad, build on their strengths and find ways to overcome individual weaknesses and develop strategies for creating and adding value to an enterprise. ❖ To debrief the activity/reflect, give space for comments and questions and consolidate what participants have learnt during this activity.

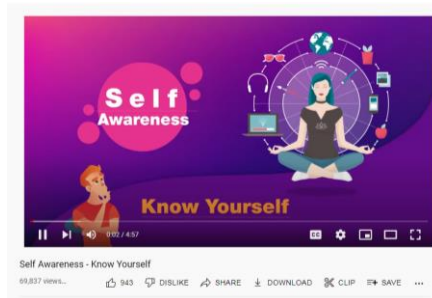
<p>Detailed description</p>	<p>Step 01: Present the “adapted” Canvas Business model (as found in Learner handout 04).</p> <p>Step 02: Ask participants to remain in the same groups as the previous session and give them the Learner Handout 04 and the following instructions:</p> <p>Your task is to create an enterprise together considering each other’s strengths, weaknesses, competences and past experiences.</p> <ul style="list-style-type: none"> • Find a name for your enterprise. • Decide on the role that each one of you will have in the enterprise (e.g. general manager, project manager, marketing and communication, product developer, financial manager etc -depending on the nature of your enterprise roles can be added or subtracted). • With the help of the adapted business model canvas, explore the different aspects of the development of your enterprise. • Present your enterprise to the rest of the group. <p>IMPORTANT: Tell them that they not to actually write down the answers to each of the questions presented on the adapted Canvas Business Model, but more to use them as questions for reflection.</p> <p>Give them 40 minutes to complete their task.</p> <p>Step 03: Allow each group in-turn the opportunity to present their enterprises and allow room for questions and comments.</p> <p>DEBRIEFING</p> <p>One of the most important parts of every activity is the debriefing. Make sure that you allow enough time for this part and ensure that all participants feel comfortable taking part and contributing.</p> <p>You can ask participants questions such us:</p> <ul style="list-style-type: none"> • How did you feel during this activity? • How easy was it for you to self-reflect and reflect on your strengths, weaknesses, past mistakes and experiences? • Was it easy to compare strengths and weaknesses with the other participants? • What were the challenges/difficulties in doing this activity? • How did you find solutions? • What did you or the other participants do that was helpful to the process? • If you took one thing out of this activity, what would that be?
<p>Tips, recommendations for the facilitator</p>	<p>Give clear instructions. Be present and ready to support the participants, if they need it, but also give them space to self-reflect and discuss among themselves.</p>
<p>Sources/bibliography</p>	<p>https://www.funretrospectives.com/collaborative-face-drawing/. Business model canvas https://miro.com/aq/ps/business-model-canvas www.explorepsychology.com/self-efficacy-definition-examples/</p>

Part 02: Self-Awareness and Self-Efficacy – activities for self-directed learning

In this part of the module, you will find a set of activities for self-directed learning that will support the learners/users to consolidate their knowledge on self-awareness and efficacy and on methods and tools that can support them to identify their strengths and weaknesses, as well as develop skills and attitudes related to the self-awareness and self-efficacy competence (as described in detail above).

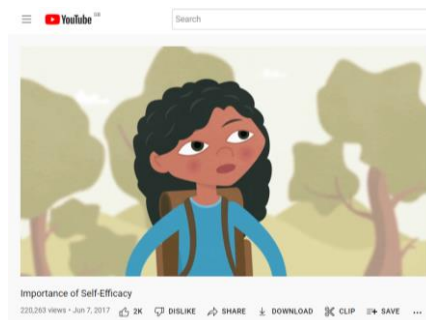
Activity 01: Videos and questions

Watch the following videos:



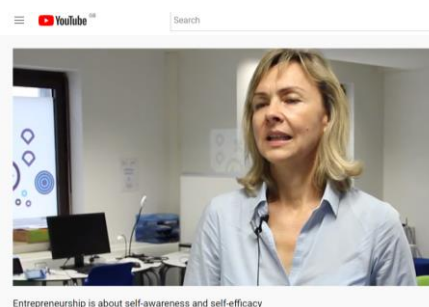
Self-Awareness - Know Yourself -

https://www.youtube.com/watch?v=52S2r_7354U&ab_channel=CurriculumWadhvani



Importance of Self-Efficacy -

https://www.youtube.com/watch?v=VW5v6PQ5PEc&ab_channel=TransformingEducation



Entrepreneurship is about self-awareness and self-efficacy -

https://www.youtube.com/watch?v=SckfciKwSwU&ab_channel=EUScienceHub-JointResearchCentre

Question 01: What is self-awareness and what is self-efficacy? How do they relate?

Question 02: Why is self-awareness and self-efficacy important?

Question 03: How can developing your self-awareness and self-efficacy skills support you in becoming a successful entrepreneur?

Activity 02: SWOT analysis

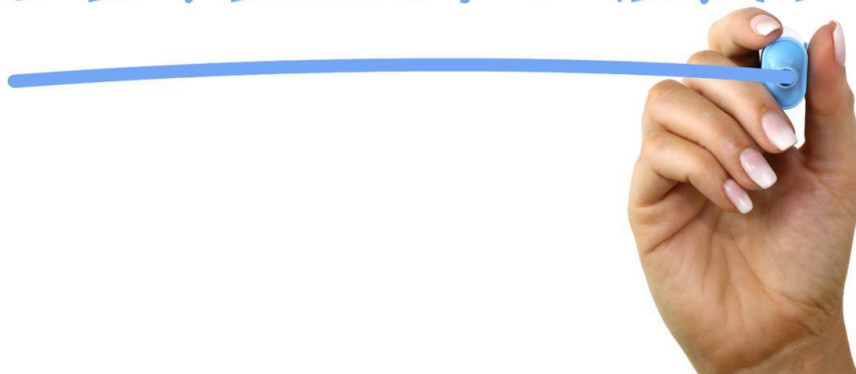
What is SWOT analysis?

SWOT stands for: **Strengths, Weaknesses, Opportunities and Threats.**

It is a tool often used by companies and organizations to support them with strategic planning by helping them identify strengths, weaknesses, opportunities, and threats related to their business and activities.

However, SWOT analysis can be a great tool to support personal development as well.

DEVELOPMENT

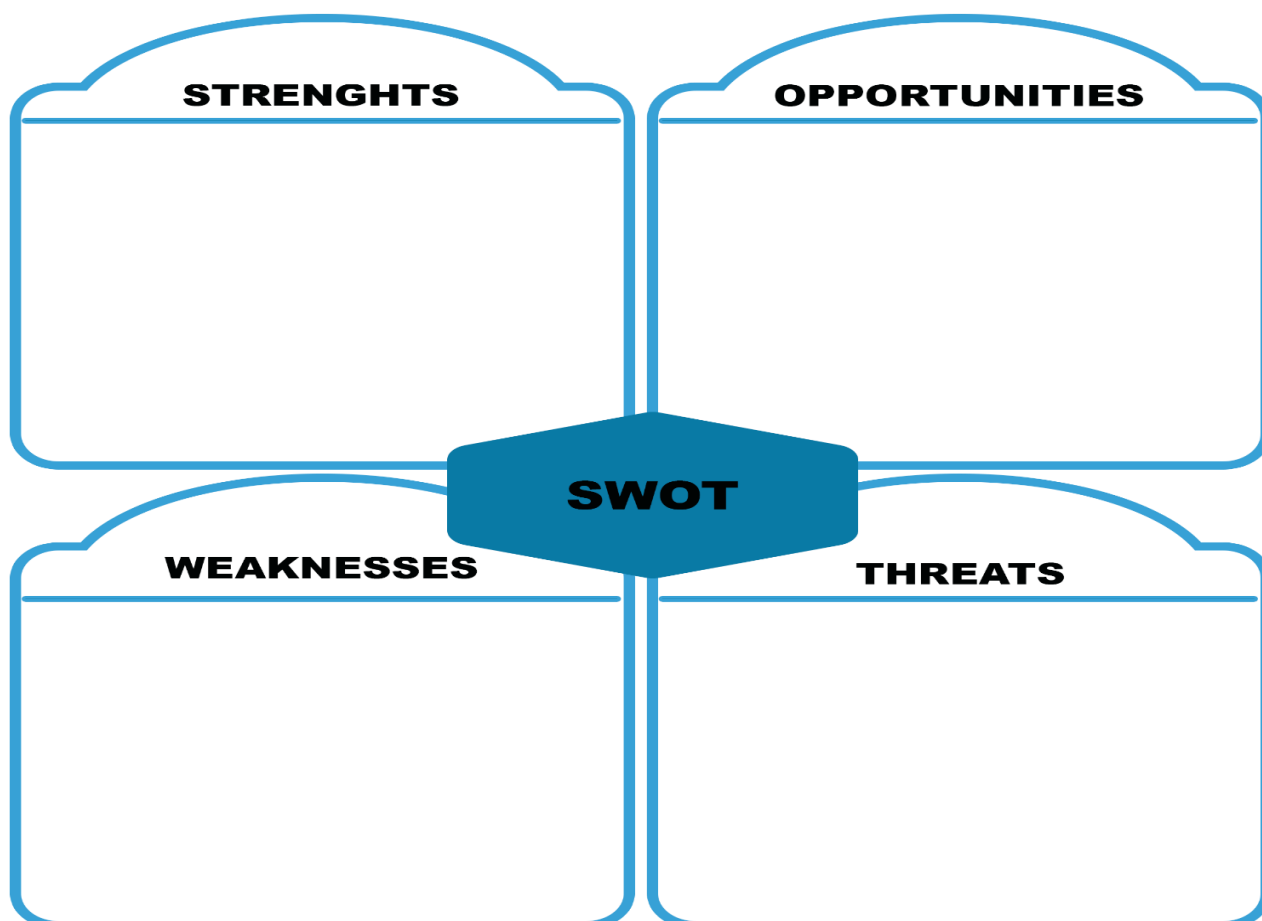


Task 01: Fill in the SWOT Analysis chart for Personal Development that you will find on the next page.

Task 02: Look at your personal chart and think of ways that you can turn weaknesses into strengths and threats into opportunities.

- Remember that sometimes the best way to identify solutions is to share our thoughts and opinions with others.
- Ask for feedback from your friends, family, colleagues...any person that you trust. The results might amaze you!

SWOT Analysis chart for Personal Development



Reflection questions to help you fill in the chart:

Strengths

- What qualifications and competences (knowledge, skills, attitudes) do you have?
- What do you do well? What are your achievements?
- What do others see as your strengths?
- What resources do you have (eg. other people that can support you)?

Weaknesses

- What are you not so good at?
- What challenges are you facing?
- What could you improve?
- What do you think others see as your weakness?

Opportunities

- What opportunities do you have?
- What are the tools and resources that can support you (educational programmes, web-applications, other people)?
- Which of your strengths can you turn into opportunities and how?

Threats

- What challenges are you facing?
- What can hurt you?
- What competition do you have?
- What threats do your weaknesses entail?

Self-Awareness and Self-Efficacy Fact Sheet



Self-awareness is the ability to **focus on yourself** and how **your actions, thoughts, or emotions** do or don't align with your internal standards. *If you're highly self-aware, you can objectively evaluate yourself, manage your emotions, align your behaviour with your values, and understand correctly how others perceive you.*

The Four Self-Awareness Archetypes

This 2x2 maps internal self-awareness (how well you know yourself) against external self-awareness (how well you understand how others see you).

	Low external self-awareness	High external self-awareness
High internal self-awareness	<p>INTROSPECTORS</p> <p>They're clear on who they are but don't challenge their own views or search for blind spots by getting feedback from others. This can harm their relationships and limit their success.</p>	<p>AWARE</p> <p>They know who they are, what they want to accomplish, and seek out and value others' opinions. This is where leaders begin to fully realize the true benefits of self-awareness.</p>
Low internal self-awareness	<p>SEEKERS</p> <p>They don't yet know who they are, what they stand for, or how their teams see them. As a result, they might feel stuck or frustrated with their performance and relationships.</p>	<p>PLEASERS</p> <p>They can be so focused on appearing a certain way to others that they could be overlooking what matters to them. Over time, they tend to make choices that aren't in service of their own success and fulfillment.</p>

SOURCE DR. TASHA EURICH

What is self-efficacy?

Self-efficacy is essentially *the belief in your own ability to control your own behaviour, emotions, and motivations.*

It is your belief that you can solve a problem, reach a goal, complete a task, and achieve what you set out to do. Your sense of self-efficacy has a major influence on how you approach challenges and goals.

source: [https://www.explorepsychology.com/sself-efficacy-definition-examples/](https://www.explorepsychology.com/self-efficacy-definition-examples/)



source: <https://wikispaces.psu.edu/display/PSYCH484/7.+Self-Efficacy+and+Social+Cognitive+Theories>

LEARNER HANDOUT MODULE T4: Self-Awareness and Efficacy Module

TASK: Create an enterprise together considering each other's strengths, weaknesses, competences and past experiences.

- Task 01: Find a name for your enterprise
- Task 02: Decide on the role that each one of you will have in the enterprise (eg. general manager, project manager, marketing and communication, product developer, financial manager etc -depending on the nature of your enterprise roles can be added or subtracted)
- Task 03: With the help of the adapted business model canvas below, explore the different aspects of the development of your enterprise.
- Task 04: Present your enterprise to the rest of the group

Business Model Canvas Adapted

<p>What do you need?</p> <p>What resources do you need for your activities? Material and intangibles.</p>	<p>What do you have?</p> <p>What are the strenghts of each person involved? What are the strenghts of the team? What will be the role and responsibilities of each of you?</p>	<p>What are your key activities?</p> <p>What are your key activities/products/services? How did you choose them? How do they take into account your strenghts and weaknesses?</p>		<p>What do you do?</p> <p><i>Value for the clients</i></p> <p>What product/services do you offer? Which needs do you address? Which of your strenghts do you utilize and how, in order to give added value?</p>
<p>Who will support you?</p> <p>What key external partners and suppliers do you need? What will they do?</p>	<p>How will you communicate?</p> <p>Through which channels do you reach your clients and beneficiaries? How do you approach them? How does your message get to them? What competences would you use to make your message clearer?</p>		<p><i>social impact</i></p> <p>Do you envision a positive social impact for your enterprise? What would that be? How does this build upon your past experiences?</p>	<p><i>beneficiaries</i></p> <p>Who do you want to help? What is the target group of your social purpose? Why have you chosen this/these target group(s)?</p>
<p>What are your weaknesses/challenges/risks?</p> <p>What are your weaknesses? What challenges and risks do you face? Where may they come from?</p>		<p>How would you overcome these weaknesses/challenges/risks?</p> <p>How would you turn past mistakes into opportunities? How would you collaborate in your team to overcome any weaknesses, challenges and risks?</p>		

Self-Reflection Exercises Module T4: Self-Awareness and Self-Efficacy

Exercise 01: Self -Awareness is all about understanding yourself.

Part 01: Take time to reflect and make a list of your characteristics:

- Your personality
- Your behaviour
- Your strengths
- Your weaknesses
- Your beliefs
- Your aspirations/goals/dreams
- What motivates you

PART 02: Look at the list that you just made. Where can these traits lead you? Can you identify a sector where your strengths/competences would be more valuable? What do you think you can do to overcome your weaknesses, using your strengths?

Exercise 02: Keep a Journal

At the end of every day, write down in your journal your achievements, challenges, new ideas, aspirations, things that you learnt during this day.

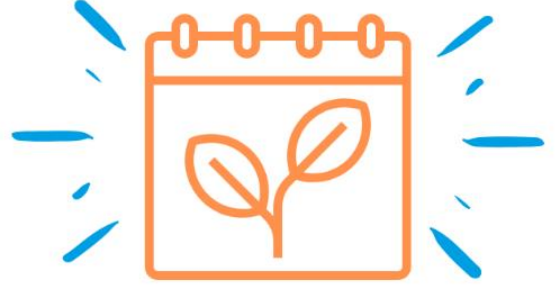
Keeping a journal will help you to become more aware of yourself and identify the strengths that will support you to develop both personally and professionally.

Exercise 03: Reflection questions

In order to increase your self-awareness and self-efficacy competence, self-reflection is key. Here are some questions that will help you do that:

- What makes me who I am?
- What am I good at?
- What am I most proud of?
- What are my fears?
- What are my aspirations and goals?
- When was I most happy? Why are things different now? What changed?
- What can I do to improve myself, my life, my job?
- How can I utilize my strengths?
- How can others support me?

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