MODULE OVERVIEW

Self-esteem that holds steady

Adaptive module | ~20 min

Two team members with the same skills don't produce the same work: one dares to make suggestions, takes initiative, and bounces back after a setback; the other stays quiet in meetings and keeps their ideas to themselves. The difference is the worth they give themselves. This module lays the foundations (this worth can't be measured; it is whole) and gives three practices to keep it out of reach of everyday comments.

LEARNING OBJECTIVES

01 Distinguish self-esteem, which concerns a person's worth, from self-confidence, which concerns skills.

02 Identify the two mirrors that make the gauge rise and fall: the inner judge and how others see you.

03 Receive a compliment or criticism by naming what it affects: an identity, never your core worth.

04 Contemplate a colleague's talent without comparing yourself, and take concrete actions of self-care.

WHO IT'S FOR

Anyone who wants to build self-esteem that no longer depends on the feedback they receive.

- **Prerequisite:** none

HOW THE MODULE WORKS

Self-paced, with practice tailored to each learner.

1. **Self-assessment**: on 9 dimensions, to gauge current habits and guide the practice.
2. **Expert video**: 10 minutes, with 3 pauses for reflection.
3. **Practice scenarios**: the first 2 chosen from the self-assessment, then 16 optional ones. Every answer gets feedback: what it leads to, and one way to improve.
4. **Dated commitment**: one action to try, written by the learner or picked from the suggestions.
5. **Memo to download**: key takeaways, questions, commitment, personal notes and checklists.

ASSESSMENT AND COMPLETION

Pass mark: 80%

The score takes into account your answers to the practice scenarios, your commitment and, where relevant, any additional learning activities. Passing requires a commitment and a score of at least 80%.

METHODS & MODELS

- Self-esteem vs self-confidence – a classic distinction in psychology
- Mirrors of identity (ourselves / others) – Afthonios method
- Intrinsic core worth vs identities – Afthonios method

SOURCES & REFERENCES

- Self-esteem (the worth of the person) vs self-confidence (skills) – a classic distinction in psychology
- Antoine de Saint-Exupéry – "The Little Prince" (1943): "It is the time you have wasted for your rose that makes your rose so important."
- Baumeister, Campbell, Krueger & Vohs, "Does High Self-Esteem Cause Better Performance, Interpersonal Success, Happiness, or Healthier Lifestyles?", Psychological Science in the Public Interest (2003): high self-esteem makes people more likely to speak up in groups, take initiative, and persist after failure
- Albert Bandura (1977) – self-efficacy and mastery experiences

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