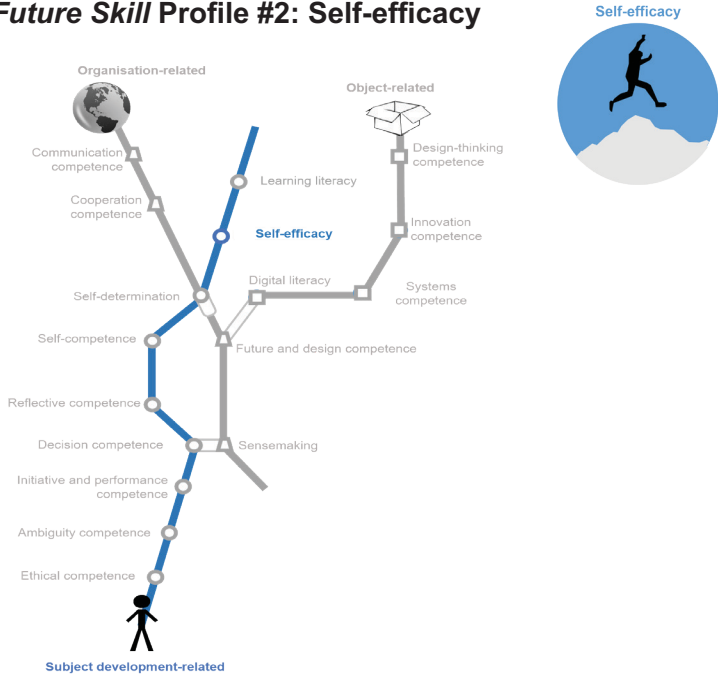


A 3.1.2 Future Skill Profile #2: Self-efficacy



Definition: Self-efficacy as a *Future Skill Profile* refers to the belief and one's (self-) confidence to be able to master the tasks at hand relying on one's own abilities and taking over responsibility for one's decisions.¹⁴ (*mean value: 4.4 of 5, standard deviation: 0.69*)

Reference competence: Self-confidence

Significance: Self-efficacy as a *Future Skill* enables an individual to act in highly emergent contexts with the conviction to be successful in awareness of her/his own abilities and needs.

¹⁴ Definition according to Bandura (1989) "people's beliefs about their capabilities to exercise control over events that control their lives" (Bandura 1989, S. 1175). Bandura (1982 in Frayne 1987) defines self-efficacy as follows: "Perceived self-efficacy refers to the strength of one's belief that he or she can successfully execute the behaviours required" (Bandura 1982) (in Frayne & Latham 1987).

Description: Self-efficacy represents the conviction of being able to implement the tasks to be mastered with one's own abilities, taking responsibility and making decisions. Self-confidence is an additional competence in this competence profile. Self-confidence is a term used in several disciplines. It was first defined in philosophy, but also plays an important role in sociology, psychology or history. Self-confidence is essentially the experience of the peculiarity and unity of one's own person, the consciousness of one's own existence in contrast to the outside world, to the world of objects of knowledge and experience. In psychology, the term *self-confidence* is understood primarily as *self-esteem*, i.e. as awareness of the significance and value of one's own personality, whereby it represents primarily an emotional assessment of one's own value (Stangl 2019). Self-confidence arises through observation and reflection of the self, or in other words: one's own self, one's own personality. The self-observer is both object and subject at the same time. In this view the division of subject and object introduced by Karl Jaspers (1953) is suspended. Immanuel Kant (1964) expresses this as follows: "I am an object of contemplation and thought myself" is a synthetic sentence a priori and the principle of transcendental philosophy". (Kant 1964: 449)

Self-efficacy has been an established concept of learning psychology since the early nineties, which is well defined and can be observed empirically stable (Bandura 1989). Self-efficacy in psychology means the personal belief of a person that he or she can successfully cope with difficult situations and challenges on his or her own (ibid.). The concept of the general expectation of self-efficacy asks for the personal assessment of one's own competences, generally to cope with difficulties and barriers in daily life. This conviction about one's own abilities determines how people feel, think, motivate and act in a concrete situation. It therefore influences perception and performance in a variety of ways. Self-efficacy thus refers to the belief that one is capable of learning something or performing a particular task. Studies show that people who believe in their own strength are more persistent in accomplishing tasks and also develop a lower risk of anxiety disorders (Stangl 2019). Examples from the *Future Skills* Study demonstrate that organisations work, for example, with theatre workshops or coaching methods in order to promote self-efficacy and self-confidence (see, for example, Chapter II.3 Conversations with Practitioners: Gaining Insights into the Practice of Supporting *Future Skills* Development).