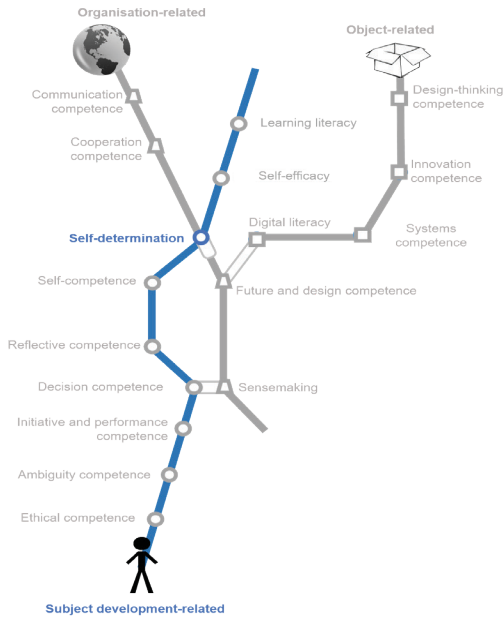


### A 3.1.3 Future Skill Profile #3: Self-determination Self-determination



**Definition:** Self-determination as a *Future Skill* describes an individual's ability to act productively within the field of tension between external structure and self-organisation, and to create room for self-development and autonomy, so that they can meet their own needs in freedom and self-organisation. (*mean value: 4.5 of 5, standard deviation: 0.61*)

**Reference competence:** Autonomy

**Significance:** Self-determination as a *Future Skill* is particularly important for learning and development projects, since in highly emergent organisational and action contexts the appropriate and individually correct learning concept can less and less be externally specified. Autonomy and self-determination therefore play an increasingly important role in learning processes and performance situations.

**Description:** Self-determination comprises the ability of an individual to create learning contexts for himself in which important reference persons take part, in which the satisfaction of psychological needs is made possible (e.g. involvement,

success), in which an individual's striving for autonomy are being supported and in which they have the opportunity to experience their individual competences. The subcompetence autonomy belongs to the competence profile self-determination. Autonomy and self-determination are of particular importance for learning and development processes, since in highly emergent organisational and action contexts the appropriate and individually correct learning concept can less and less be specified and therefore autonomy and self-determination play an increasingly important role for learning processes and action processes. It is not only a matter of successfully implementing the learning and appropriation process, i.e. one's own development, for oneself, but also of selecting the important and perhaps necessary persons and group contexts suitable for this and of being aware and express one's own needs for development. Only through the knowledge and the ability to act or develop independently can actions be successfully carried out in highly emergent systems – because the conditions are unpredictable, and actions must be carried out under conditions of uncertainty.