human relations

STRATEGIES FOR SUCCESS

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SELF-CONCEPT AND SELF-ESTEEM IN HUMAN RELATIONS
Learning Objectives

- Define self-concept.
- Identify the four areas of self-concept.
- Describe the real and ideal selves.
- Explain the importance of pleasing yourself and others.
Learning Objectives

- Define self-esteem.
- Discuss the relationship between self-esteem and work performance.
- Distinguish among different types of self-esteem.
- Explain the origins of your self-esteem.
What is Self-Concept?

- Self-concept is the way you conceive of yourself.
- It is the foundation of all your thoughts about yourself, including self-esteem.
The Four Parts of The Self-Concept

- Ideal self - The way one would like to be or plans to become.
- Looking-glass self - The self you assume others see when they look at you.
- Self-image - The way one honestly feels about oneself.
- Real self - The way one really is when nobody is around to approve or disapprove.
According to Carl Rogers, to have a healthy self-concept, people should:

– Pay more attention to messages about one’s real self.
– Adjust one’s ideal self to fit the reality.
– Work up to a more realistic and attainable ideal.
Balancing a need is important to nurture yourself with other people’s needs to be accepted and liked.

When your self-concept is set and stable at a comfortable level, it is easy to know and take care of the “real you” without threatening others.
What is Self-Esteem

- Self-esteem is defined as the extent to which an individual believes himself or herself to be capable, sufficient, and worthy.
  - It is usually described as high or low.
  - People with lower self-esteem are unable to see themselves as capable, sufficient, or worthy.
  - People with higher self-esteem have healthy feelings about themselves and are more likely to succeed in personal and career goals.
Business success depends greatly on one’s level of self-esteem.

A person with lower self-esteem experiences anxiety, depression, irritability, aggression, feelings of resentment and alienation, unhappiness, and insomnia.
A person with healthy self-esteem is:

- Open and ready for new experiences.
- Useful and adaptable at work.
- Objective and constructive in problem tackling.
- A valuable and satisfied employee.
Types of Self-Esteem

- Two types of self-esteem:
  - Feelings, positive or negative, about self-worth.
  - Self-efficacy, or the confidence an individual has in his or her ability to deal with problems when they occur.
Origins of Self-Esteem

According to Carl Rogers:

- The sense of self is a guiding principle that structures the personality.
- Though inborn, the sense of self is shaped by many outside forces.
- The self esteem of a child depends on the unconditional or conditional positive regard shown by parents.
Origins of Self-Esteem

- **Unconditional positive regard** - Acceptance of individuals as worthy and valuable regardless of their behavior.

- **Conditional positive regard** - Acceptance of individuals as worthy only when they behave in a certain way.
Origins of Self-Esteem

Figure 2.2: The Origins Of Self-estem

Origins of Self-Esteem

Parent → Unconditional positive regard → Child = Healthy self-esteem

Parent → Conditional positive regard → Child = Low self-esteem
Origins of Self-Esteem

- Alfred Adler – Pioneer in the area of self and personality.
  - Believed that the main motivation for everything people do is to get away from a deep childhood-based feeling that they are not as good as they should be—that they are not perfect.
Strategies for Success

- Steps toward achieving a higher self-esteem:
  - Learn to accept yourself.
  - Develop an internal locus of control.
  - Develop a winning skill.
  - Study confident people.
  - Read biographies of people you admire.
Steps toward achieving a higher self-esteem (cont.):

- Make a list of your greatest talents.
- Stop procrastinating.
- Find a mentor.
- Avoid surface analysis of yourself and others.
- Use positive self-talk.
- Don’t forget the needs of others.
Steps toward combating low self-esteem by defeating the pathological critic:

- Find its purpose.
- Talk back.
- Make this pathological critic totally useless.
- Forgive yourself.
Summary

- Self-concept is the foundation of all thoughts, including one's self-esteem.
- Self-concept is divided into four parts: the self-image, real self, looking-glass self, and ideal self.
- Self-esteem is defined as the extent to which an individual believes oneself to be capable, sufficient, and worthy.
- The two types of self esteem are self-worth and self-efficacy.
Summary

- With a healthy self-concept and high self-esteem, you can become an effective manager of other people; in any area of life, you can become someone whom others listen to and respect.
Key Terms

- **Locus of control** - Defined as the amount of control you feel you have over events that happen to you.
- **Internal locus of control** - Occurs in people who feel they are in control of the events in their own lives.
- **External locus of control** - Occurs in people who feel they have no control of the events in their lives.
Key Terms

- Mentor - A person who acts as a guide or teacher for leading another person through experiences.
- Role model - A person to whom an individual can look to for guidance by example, but who isn’t necessarily actively interacting with the individual.
Key Terms

- Self-fulfilling prophecy - Tendency for a prediction to actually occur once it is believed.
- Pathological critic - Is the negative inner voice that attacks people and negatively judges their worth.