**Training Sheet Template**

| **Title** | **Self-Esteem and Motivation for Social, Personal and Labour Enhancement** | |
| --- | --- | --- |
| **Keywords (meta tags)** | **Self-esteem, self-knowledge, self-assessment, self-confidence, motivation** | |
| **Provided by** | **Radio Ecca** | |
| **language** | **Spanish** | |
| **Objectives / Goals / Learning outcomes** | **By the end of this module you will be able to:**   1. **Identify the different aspects that make up self-esteem.** 2. **Know what motivation consists of and how it is linked to personal and work development.** 3. **Being able to use the resources provided to improve their self-esteem and motivation.** | |
| **Training area: (Select one)** | | |
| Professional, entrepreneurial and labour competencies | |  |
| Digital skills | |  |
| Personal, social and health empowerment | | **X** |
| **description** | Self-esteem and motivation are concepts that we know about but that we often do not work on, especially women in rural areas whose time is very valuable and there are many tasks and roles they assume. For this reason, this module focuses on the work of improving self-esteem and motivation by providing practical exercises and tips that you can include in your day to day to ensure that you spend time taking care of yourself. | |
| **content index** | **Course 1: Self-esteem and motivation for social, personal and work improvement**  **Unit 1: Self-esteem**  Section 1: What is self-esteem?  Section 2: Components of Self-Esteem  Section 3: Gender barriers to women's self-esteem  Section 4: Low and High Self-Esteem  Section 5: Modifiable Negative Thoughts  Section 6: Good Self-Esteem  Section 7: Self-confidence, self-worth and self-awareness  Section 8: How to improve my self-esteem  **Unit 2: Motivation**  Section 1: What is motivation?  Section 2: Types of motivation  Section 3: The Motivation Cycle  Section 4: Motivation Strategies  Section 5: Working my motivation | |
| **content development** | **Course 1: Self-esteem and motivation for social, personal and work improvement**  **Unit 1: Self-esteem**  **Section 1: What is self-esteem?**  Self-esteem is the assessment that we make of ourselves, based on all the thoughts, feelings, sensations and experiences that we have been collecting throughout our lives. Self esteem is:   * A key factor for the development of an adequate emotional and social adjustment. * It's dynamic. * It is learned.   Self-esteem is the basis of our personality:   * It favours learning. * Helps to overcome personal difficulties * Helps cope with stress more effectively * Promotes future projection * Increases the quality of life * Enables the establishment of healthy social relationships * Develop creativity * Stimulates personal autonomy * Produces general satisfaction in life   **Section 2: Components of Self-Esteem**  The components of self-esteem are:   * Cognitive component: it is the personal self-concept, how a person perceives himself taking into account his personality, thoughts, beliefs, attitudes, etc. * Affective Component: it is the result of the assessment that a person makes of himself, that is, a value judgement of the perception of himself. * Behavioural Component: refers to the behaviour or performance of each person based on the assessment that each person makes of himself.   Self-esteem refers to the concept we have of ourselves, according to some subjective qualities:  INDIVIDUALITY + LIFE STORY + SOCIAL SPHERE  It can vary depending on the environment (work, family, social self-esteem, etc.).  **Section 3: Gender barriers to women's self-esteem**  Women start from a lower social value than men and for that reason, low self-esteem is found more frequently in women, especially in those who have grown up in a family with traditional roles. As women:   * We suffered the first gender discrimination due to sex at birth. * Discrimination in the workplace, at certain educational levels, politics, sports, culture, the street, the media and fundamentalist religions. * Women are named and treated in second place. * We receive an education based on control, dependency, guilt and fear. * They educate us to serve, care for and educate others. * This education has repercussions on problems of inferiority, insecurity, distrust and impotence, that is, on low self-esteem.   If we live as girls:   * A constant criticism of our actions, our physical appearance, our abilities or our behaviour... * In a hostile environment where we are underestimated... * In an environment dominated by fear... * If we were pitied for our physical appearance or for the lack of intellectual abilities... * If they ridiculed us... * In a culture where women are dedicated to education and care... * In a society where important jobs are held by men... * In a society that requires us to be perfect... * In a patriarchal system...   We learned to:   * …we learned to demand ourselves. * …we learned to fight. * …we learned to live in fear. * …we learned to feel sorry for ourselves. * …we learned to be shy. * …we learned to take care of our daughters, elders and husbands. * … we learned to work twice as hard. * …we learned not to fail or make mistakes. * …we learned to fight for gender equality.   **Practice: Gender barriers in women's self-esteem**  Reflect on the following questions:   * What have I done for myself? * How have I loved myself? * What do I do to love myself? * What do I like about myself? * What do I not like about myself and would like to improve?   Things to keep in mind to answer the questions of the line of my self-esteem:   * How i take care of my body * How do I take care of my diet? * What do I spend my time on? * How do I live my sexuality? * How do I take care of my friendships? * How have my emotional relationships been? * Where is my thought (past, present and/or future) * what do i like * what sacrifices do i make * I ask for help when I need it   **Section 4: Low and High Self-Esteem**  Indicators of low self-esteem:   * She is very critical of herself. * She doesn't trust herself * Exaggerate the mistakes * She is insecure for fear of being wrong * She demands a lot from herself * great need to please   Indicators of high self-esteem:   * You are confident in your abilities * Know your personal limits * Respect opinions even if you don't always share them * Accept your emotions and feelings * Has a positive attitude towards life   Positive self-esteem occurs when the personal value judgement awakens a feeling of satisfaction and pleasure.  The Rosenberg self-esteem scale is the most used to assess each person's level of self-esteem. Do you want to know how your self-esteem is? ([Rosenberg scale](https://www.psicologia-online.com/test-de-autoestima-de-rosenberg-online-3932.html)).  It is important not to confuse self-esteem with our state of mind.  **Practice: The mirror**  It is important to look at ourselves and see ourselves. To do this, we propose the mirror technique. It is a simple activity that you can carry out when you have a gap of 10 minutes before leaving home, before taking a shower, when you are getting ready to go to work, etc.  Stand in front of the mirror and answer the following questions:   * What do you see in the mirror? * How is the person who looks at you from the mirror? * Do you know her? * What good things does that person have? * What bad things does that person have? * What do you like most about that person? * Would you change anything about the person in the mirror?   Include this exercise in your routine. You will see how little by little you will be more capable of seeing the positive things about yourself.  **Section 5: Modifiable Negative Thoughts**   * Overgeneralization: From an isolated fact, a universal, general rule is created for any situation and moment: I have failed once (in something specific); I will always fail! * Global designation: Pejorative terms are used to describe oneself, instead of describing the error by specifying the time when it happened: How clumsy I am! * Polarised Thinking: All-or-nothing thinking. They take things to extremes. There are absolute categories. Relative valuations are not accepted or known. * Self-accusation: One is guilty of everything. It's my fault, I should have realised it! * Personalization: We assume that everything has to do with us and we compare ourselves negatively with other people. He has a bad face, what have I done to him! * Thought reading: You assume that others are not interested in you, that they don't like you, you think they think badly of you... without real evidence of it. They are assumptions that are based on strange and unverifiable things. * Control fallacies: You feel that you have total responsibility for everything and everyone, or you feel that you have no control over anything, that you are helpless. * Emotional reasoning: If I feel that way, it is true. We feel alone, without friends and we believe that this feeling reflects reality without stopping to contrast it with other moments and experiences. "If I'm really useless"; because it "feels" that it really is.   **Practice: The Power of Words**  Words have great power over our perception of ourselves and the situations we face on a daily basis. At this time we suggest you work on modifiable negative thoughts using words as tools.  Next we will put a series of phrases that you will have to modify to positively influence your thinking.  Modifiable negative phrases:   * I'm clumsy and I always mess up when I have to expose something. * I am not capable of running my own company. * I'm insecure. * I don’t like my body. * I am not able to run a house, take care of my children and also undertake.   We modify the previous assumptions:   * I am learning to control my nerves to say exactly what I want to say. * I don't feel ready to run my own company but I am preparing for it because with the right knowledge I am capable of doing it. * There are situations that make me feel insecure but I am learning to manage my feelings. * Not all parts of my body I like, but there are many that I love. * I am capable of doing a lot of things, but I need to find a place to prioritise myself.   Now it's your turn!   * What are your modifiable negative thoughts? * Use "The Power of the Word" to modify them.   **Section 6: Good Self-Esteem**  We all need:   * feel safe * be loved and accepted * Integrate * Feeling accepted for who we are * Have recognition and approval * be autonomous * Being free to think and act * That enhance our capabilities   When these basic needs for our correct emotional development are not met, we grow up with a series of deficiencies that negatively affect our conception of ourselves.  The symptoms of good self-esteem are:   * You think you are worthy of happiness, respect and act in favour to receive it. * They influence your thinking, emotions, happiness, desires and goals. * You develop the ability to respect yourself and feel proud, even when you make mistakes. * You have an assertive attitude, you know how to say NO, you enforce your values ​​and limits. * You never compare yourself to others. * You have a sense of direction and control in your life, you face problems and difficulties. * You act independently and interdependently, taking responsibility and willing to support others. * You are able to take on new challenges and can take criticism without feeling hurt. * You feel happy, it is an integral part of your relationships and the achievement of your goals. * It takes control of your life, enables you to do what you want, and is the source of your mental health.   **Practice: The best storyteller**  Our head plays tricks on us. Sometimes "low self-esteem" can make us wander and create false stories or expectations that can make us feel bad and insecure.  For example, Clara knits everything from clothing to blankets in her spare time. The other day she was walking down the street with her latest garment made by herself, an oversized knitted sweater with wide sleeves, and a young girl stared at her. The low self-esteem of Clara, who she likes to call "La Culebra", begins to tell her: "You look ridiculous", "She stares at you because she is horrified by how you are dressed", "Stop wasting your time with those crap that You put on top to go down the street where everyone can see you”. Clara's head leads her to think: “I'm sure she's staring at me because she doesn't like my sweater at all, she's thinking where did I buy this to never go to that store. I hope you don't imagine that I did it myself."  Our low self-esteem can lead us to have negative thoughts. From now on we propose you to be "the best storyteller". Why always stay with the worst version of history? The new Clara thinks: “I love how I'm dressed, how proud I am of myself, I'm sure that girl loves the outfit I'm wearing. Maybe I could start considering selling my clothes.”  Learn to be "the best storyteller", choose one of the photographs that we have selected for you. Now you will have to think of three stories:   1. Objective history: what do you see? At this time it is not interesting that you contribute your opinion or your perception. Just describe what you see in the picture. 2. Negative story: what do you perceive? From your point of view, what do you think is happening in each of the images? Let your most negative part speak. 3. Positive story: what do you perceive? From your point of view, what do you think is happening in each of the images? Let your most positive part speak.   Why always stay with the worst version of history?  **Section 7: Self-confidence, self-worth and self-awareness**  Self-confidence is the ability to believe in yourself. Self confidence is:   * It is the development of a positive thought about what is going to happen. * Setting challenging goals, with a realistic perspective. * The conviction that we are capable of doing what we set out to do.   Confidence is a competence that can be learned and that consists of being sure of our capacities, abilities and aptitudes.  Self-assessment is the way in which we judge ourselves in the different areas of our lives.  Self-awareness is the foundation of self-esteem. It is the image of ourselves that we form from self-perceived abilities and characteristics.  **Johari window**  It is a cognitive psychology tool built by psychologists Joseph Luft and Harrington Ingham. This helps us to know the perception of ourselves and the way in which others perceive us.   * Blind area: What others know about me and I don't know. * Public area: What I know about myself and what others know about me. * Unknown area: What neither I nor the others know about me. * Hidden area: What I know about myself and others don't know.   **Practice: Who am I?**  It is time to reflect on your person. Who are you? Do you know yourself? Do others know you? Solve these questions by filling in the blanks.   * Write 5 qualities that describe you. * What qualities do the people closest to you know? Ask the people who know you best, do not put what you believe or think. * Of all these qualities, which one contributes the most to improving your self-esteem? * What aspects of yourself make you feel most proud? * What would you like to improve about yourself? * Is your inner dialogue positive or negative? How could you modify it?   The positive effects of Self-Esteem Development are that:   * It favours learning. * Helps to overcome personal difficulties. * Helps cope with stress more effectively. * Stimulates personal autonomy. * Develop creativity. * It produces general satisfaction with life. * Promotes future projection. * Increases the quality of life. * Helps establish healthy social relationships.   **Practice: Valuing what I know how to do**  Multifunctional women have numerous qualities and capabilities. It is important not only to recognize them, it is also essential that we value them positively. This in turn will improve our perception of ourselves and help us improve our self-confidence.  We help you value your qualities and capabilities...   * Make a list with all the tasks and activities that you carry out in the day. * Make a list of the knowledge needed to carry out those activities. * Make a list of the competencies needed to carry out those activities. * Reflect on the value of your knowledge and skills to be able to carry out all these tasks.   This list will be your resource to remind yourself how much you are worth.  **Practice: Do I value myself fairly?**  Reflect on the judgement you make of yourself, are you or are you not fair to yourself?... Below we propose an exercise so that you are aware of your merits and your mistakes, and how you feel about it. Remember that your mistakes are not failures, they are experiences that will allow you to improve in the future.  Describe a situation that you are proud of, in which something went right for you:   * How did you feel? Name the emotions you experienced, be as detailed as possible. * How did you get it? What qualities of yours favoured success? * How did this influence your self-esteem?   Describe a situation in which things did not go well for you, you were wrong or you made a mistake.   * How did you feel? Name the emotions you experienced, be as detailed as possible. * Why do you think this situation occurred? What qualities of yours do you think could be useful to you the next time you face this situation? * How did this influence your self-esteem?   **Section 8: How to improve my self-esteem**  You can carry out actions, thoughts and attitudes that promote healthy self-esteem. Here are some assumptions that can help you improve your self-esteem:   * Treat each other with love and respect, always. * Develop your potential through activities that you are passionate about. * Set realistic goals. * Set realistic goals. * Give us time and self care. * Self Know ourselves (values, interests, tastes, strengths). * Accept and forgive us. * Think positive about ourselves (Take care of the internal dialogue). * Have compassion, talk to each other as we would a good friend * Assertive attitude (Know our limits and values, respect them and make them respected). * Choose our environment, keep away the toxic. * Love yourself as you are.   **Practice: Who is my low self esteem?**  It's time to work on your self-esteem...  Get creative, put a name and face to your low self-esteem. What is the image that first comes to mind? What name do you think suits him best? From now on you know who your low self-esteem is, it has a name and a face. She is to blame for your destructive thoughts, for your insecurities. Every time she appears in your day to day, you are going to answer her, you are going to tell her to shut up, everything is allowed in this interaction.  **The battle**  In your privacy, have a conversation with her. You will play the role of both, first as yourself, and then as your obnoxious low self-esteem. They present both their points of view and their arguments.  You will see how you silence that annoying little voice.  Example:  My low self-esteem: "You are worthless to do anything"  Me: "Of course I'm worth it, I'm capable of many things, I'm very valuable."  My low self-esteem: "You fool yourself, but not me, I know how you really are."  Me: "Shut up, you don't really know me, I'm a fighter, I'm a businesswoman, I take care of my family, I take care of myself, I educate my children, I'm proud of myself."  **Unit 2: Motivation**  **Section 1: What is motivation?**  Motivation is defined as what guides and drives us to carry out actions and make decisions according to achieving an objective or satisfying a need.  intrinsic:  Motivation of a person when he acts in a way or performs a task for the mere pleasure of doing it. That is, the same behaviour is what satisfies the individual, and that is why he performs it. It is not an external motivation, but it comes from within, from ourselves.  Example: Seamstress who weaves in her spare time for the pleasure of carrying out this activity because it allows her to escape from work and household chores.  Extrinsic:  Motivation that comes from a stimulus that comes from outside. This means that the fact of carrying out the task does not come from the mere pleasure of carrying it out, but rather that it is done with an end in mind.  Example: Farmer who gets up every morning at dawn to take care of her animals for their well-being and to be able to continue her work.  **Section 2: Types of motivation**  Positive:  It is about starting a series of activities in order to achieve something that is desirable and pleasant, having a positive connotation. It is accompanied by an achievement or well-being when doing the task that reinforces the repetition of said task.  Negative:  It refers to the process by which a person initiates or adheres to a behaviour to avoid an unpleasant consequence, both external (punishment, humiliation, etc.) or internal (avoid the feeling of frustration or failure).  **Section 3: The Motivation Cycle**  To improve our motivation we have to promote:   * positivity * commitment and responsibility * company and support   The motivation cycle consists of the following steps:   1. Internal Balance 2. Stimulus 3. Need 4. Strain 5. Action 6. Satisfaction   **Section 4: Motivation Strategies**  Here are some motivational strategies:   * Rewards, especially for less motivating tasks * goal celebration * Music * Careful and/or shared work spaces * Check list * Exercise * power regulation * breaks * connect with emotions   **Section 5: Working my motivation. Practice: Hitting the Bullseye**  Write 3 objectives, think and reflect on an action that you are carrying out to achieve or develop them. If you do not find any and you dare to think about what actions you can carry out to achieve those objectives, write them down and plan them. | |
| **Glossary (5 glossary terms)** | **Self esteem:** Positive or negative assessment that the person has of himself based on his self-concept. This is accompanied by feelings of personal worth and self-acceptance.  **Self-assessment:** It is the way in which we judge ourselves in the different areas of our lives (our physical and cognitive qualities, interests, abilities, etc.).  **Self-knowledge:** It is the image of ourselves that we form from self-perceived abilities and characteristics.  **Intrinsic motivation:** Motivation of a person when he acts in a way or performs a task for the mere pleasure of doing it.  **Extrinsic motivation:** Motivation that comes from a stimulus that comes from outside. | |
| **Self-evaluation (multiple choice queries and answers)** | 1. Self-esteem is…   1. The evaluation that others make of myself. 2. Static, cannot be modified. 3. **It is based on thoughts, feelings, sensations and experiences.**   2. What are the 3 components of self-esteem?   1. Individuality, life history and social environment. 2. **Cognitive, affective and behavioural.** 3. Self-confidence, self-assessment and self-awareness.   3. Women start from social valuation...   1. **Lower.** 2. Higher. 3. Same as for men.   4. Which of the following indicators is not an indicator of high self-esteem?   1. Know your personal limits. 2. **She demands a lot from herself.** 3. Respect the opinions of others.   5. Overgeneralization is…   1. Blame me for everything that happens. 2. Believing that a specific feeling resulting from a specific situation reflects reality without contrasting with other experiences. 3. **From an isolated fact create a general rule.**   6. What type of motivation refers to that which guides a person to carry out an action for the pleasure of doing so.   1. **intrinsic.** 2. extrinsic. 3. Positive.   7. The cycle of motivation…   1. It begins with stimulation and ends with satisfaction. 2. It starts with the need and ends with the internal balance. 3. **Start with internal balance and end with satisfaction.**   8. I can improve my self-esteem…   1. Accepting and forgiving. 2. Having an assertive activity. 3. **Both are correct.**   9. Setting challenging goals favours…   1. **The self-confidence.** 2. The abilities. 3. Self-knowledge.   10. Which of the options is a positive effect of the development of self-esteem?   1. Stimulates personal autonomy. 2. Helps establish healthy relationships. 3. **All are correct.** | |
| **Resources (videos, reference link)** | **Self-esteem scale:**  <https://www.psicologia-online.com/test-de-autoestima-de-rosenberg-online-3932.html> | |
| **related material** | Self-esteem:  Raising low self-esteem:<https://www.nhs.uk/mental-health/self-help/tips-and-support/raise-low-self-esteem/>  Women and Self-worth:  <https://www.goodtherapy.org/blog/women-and-self-worth-5-steps-to-improving-self-esteem-0829184>  Boost my confidence:  <https://www.refinery29.com/en-gb/boost-confidence-tips>  Motivation:  Women Entrepreneurs Motivation in tough days:  <https://thestoryexchange.org/8-ways-women-entrepreneurs-stay-motivated-on-tough-days/>  Case studies of business women on staying motivated and winning at work:  <https://www.indeed.com/career-advice/career-development/international-womens-day-interview>  Self-motivation:  <https://positivepsychology.com/self-motivation/> | |
| **Related PPT** |  | |
| **Bibliography** | * Congost, Silvia (2015). Automatic self-esteem. https://www.silviacongost.com/wp-content/uploads/2016/07/Autoestima\_automatica.pdf * https://www.inmujeres.gob.es/areasTematicas/AreaProgInsercionSociolaboral/docs/Materiales/GuiaDesarrolloPersonal.pdf * <https://www.lantegibatuak.eus/wp-content/uploads/2020/05/Cuaderno-de-ejercicios-para-aumentar-la-autoestima.pdf> * Montoya, M. Á. (2001). Self esteem. Editorial Pax Mexico. * Aznar, MPM (2004). Self-esteem in women: an analysis of its relevance in health. Advances in Latin American Psychology, 22(1), 129-140. * Sánchez-Herrero Arbide, S., del Pilar Sánchez-López, M., & E Aparicio-García, M. (2011). Health, anxiety and self-esteem in middle-aged women caregivers and non-caregivers. Anxiety and Stress, 17(1). | |