

Personal Development – Empowerment

WHAT IS PERSONAL DEVELOPMENT?






Personal development is a common phrase applied to a process that takes many forms, depending on the individual, their circumstances and crucially, the decisions they take for their own lives.

At n-compass we believe that most people have agency in their own lives: choices about the direction they want to take and the person that they want to become. People make decisions to bring about change, the result of positive decision making can improve emotional and mental wellbeing, as well as a better set of personal circumstances.

We aim to support you to grow and lead a happier, more productive and more enjoyable life, whilst recognising that individual circumstances and personal goals are different.

We aspire to give you information and practical techniques that you can use in your own life, perhaps with some support, to take steps to enrich your life and fulfil your potential.

Some of the interesting techniques for a growth mindset include:

-  Empowerment
-  The “GROW” model
-  Decision making
-  Change
-  Self-determination

There are many concepts, theories and techniques related to personal development. The five listed above, taken together, form a holistic methodology to effect personal development.

What is empowerment?

Empowerment is one of our core values at n-compass. It involves gaining freedom, power, or influence, by becoming stronger and more confident, in a process of taking more control over your life and asserting your rights.

Empowerment is closely linked to autonomy – the ability to make choices, self-determine outcomes and make changes. Empowerment exists in various contexts, from each individual to international movements.

Empowerment is a basis for personal development: becoming empowered is the process through which you choose to help yourself and maximise your quality of life.

Critical awareness

Many people who are disempowered do not take steps to change their circumstances. You may for instance have learned that in some circumstances you feel or believe you are inferior, which enhances the dominance of those who seek to directly or indirectly oppress you.

You may lack critical awareness to see the injustice you are experiencing, or you may have been conditioned into thinking the situation you are in is normal, even though it doesn't feel right, fair or fulfilling.

Critical awareness is an important step in the process of empowerment. When you understand reasons for your circumstances, you can begin to take positive steps to address your problems. You have to first find out what is stopping you.

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Self-efficacy

Self-efficacy is your belief in your own abilities and skills. It is an important step in empowerment – you have to believe you can make a difference in your own life. You can strengthen your self-efficacy in several ways.

If you have taken on a challenge in the past and succeeded, you are more likely to succeed again with the next similar challenge. The more you practice, the better you become.

By meeting with other people who succeed, you improve your own chances of succeeding. In fact, just watching other people doing well can increase your own chances of success.

Positive words and encouragement make a big difference. If you have positive people in your life who offer words of support, you are more likely to experience improved self-efficacy.

Your emotional state also affects your self-efficacy and your previous experiences, being with other successful people and receiving words of encouragement are important factors.

Be kind to yourself. Give yourself affirmations, encouragement and say positive things to yourself, about yourself.

Some ways to becoming more empowered

Set achievable goals. Goal setting can increase self-efficacy in a range of areas, across many areas of your life. Goals can be broken down into smaller sub goals and a set of tasks. Most successful people use a goal setting system, such as the “SMARTER” goal framework.

Reframe the obstacles in your life. It is important to not to let obstacles appear larger than they are, instead to see them as a test that can be overcome. Think rationally rather than emotionally about what you can do to address or minimise the obstacle and draw motivation from all the obstacles in your life that you have already overcome. When aiming for a goal, do consider what obstacles might appear, but focus more on how you can address them, if they do.

Look at the wider perspective. Not everything you try to do will be successful, but you should not let that affect your self-trust and self-belief. Everyone makes mistakes and we all have good days and bad. People with high self-efficacy can see beyond their own failings and have bigger goals they want to achieve. Holding on to the wider perspective helps to maintain high self-efficacy.

Leave your comfort zone. Although this might be daunting, it is a proven method and successes outside our comfort zone have a big impact on our feelings of self-efficacy. The area outside the comfort zone is also called the “growth zone”.

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What do n-compass' advocates do?




If an advocate has been appointed to support you, they can meet you in your own home, or at place that is more convenient or private for you.

Personal development support is free and confidential. It is consent-based, your advocate will only work on your behalf if you instruct them to do so.

Advocacy work undertaken is also free and confidential, there are several different types of advocacy work, including Self Advocacy, alongside n-compass' personal development initiatives.

The only time that your advocate will speak about you or speak on your behalf without your permission is if you say you have been harmed, or were going to harm, yourself, or someone else.

In all cases, an advocate will

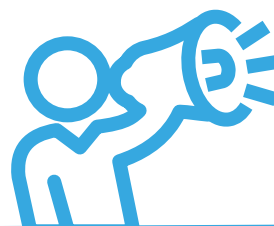
-  Listen carefully to what you tell them about your views and feelings.
-  Support you to speak up or speak up on your behalf if needed.
-  Make sure you are involved in decisions being made about you.

How can I make a referral?

Health and social care professionals have a duty to refer clients to an advocacy service in some circumstances and a discretionary power to refer to advocacy in other circumstances.

If you are a health and social care professional and you are unsure whether to make a referral, please contact us.

If you are an individual who would like advocacy or self-development support, please contact us and we can direct you to suitable support options to assist you with your personal development journey.



TO LEARN HOW ADVOCACY
CAN HELP PLEASE GET IN TOUCH

The n-compass Digital Advocacy Hub provides free and impartial information on a range of common advocacy issues. n-compass delivers several advocacy services across the north of England.

To find out if we deliver in your locality

Website www.n-compass.org.uk/our-services/advocacy
Sign video ncompass.signvideo.net/