

Personal Development – Overview

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.

What is the GROW model?

The GROW coaching model is a simple and intuitive technique that provides a framework for personal development. GROW stands for Goal, Reality, Options and Will.

GROW is like planning a trip – you identify where you want to go (the Goal), and you consider where you currently are (the Reality). You then consider the Options for getting from A to B, before committing to the trip with a Willingness to get there.

At n-compass we are trained to support people to apply the GROW model in their own lives.

Personal Development – Overview

Decision making

Some decisions in life are made for us, some decisions we make for ourselves, and other decisions we make for other people. In each set of circumstances, we have the opportunity to use our influence.

Being an effective decision maker and becoming more influential are two key interpersonal skills that accelerate personal development.

With these skills, on a personal development journey, you can expand options, identify more decisions that you are able to make for yourself and increase your influence over other areas.

Change

Many people fear change, but change is a natural part of life: nothing is permanent. Change usually presents opportunities for personal growth, learning and improvement.

Rather than resisting change, it is more beneficial to focus on the positive aspects of a change. Time spent worrying about the future or dwelling on the past is time that could be spent instead enjoying the present and shaping the future.

Life is a succession of moments. Practicing mindfulness can help clear your mind of worries and give you the ability to move into the future with a positive mindset, constructing a future of your own design. To begin to make changes, focus initially on the things you directly control or have significant influence over.

Self-determination

Growth and development are natural qualities that are part of everyone. We all tend to grow and we achieve this with our personal drive. We decide, or “self-determine”, our own future.

Our inner or “intrinsic” drive is the most important thing that motivates us – we do something because it is interesting and enjoyable in itself. If we are given a reward, we might also be motivated. Sometimes we internalise this external, or “extrinsic” reward, which then becomes part of our inner drive.

Self-determination is based on three basic needs, the need to be able to make choices (autonomy), having the right information and skills (competence) and the need to feel a sense of belonging or connection to a purpose (relatedness). Each need can be developed, providing the ideal conditions for your inner drive to thrive and for you to self-determine your own future.

Personal Development – Overview

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/