

Personal Development – Self-determination

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.

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.

Autonomy

Autonomy is a basic need for effective motivation, an important factor that underpins our ability to optimise our own growth and development. When someone restricts our autonomy, they risk adversely impacting our intrinsic drive and frustrating our self-determination.

To excel and allow our qualities to shine, the best environment is generally one where we can express our autonomy, make our own choices and progress our own life goals.

Restrictions placed on our autonomy by our family, the organisation we work for, or society, may be counterproductive and have the opposite effect to that intended, by demotivating us. Autonomy is a vital concept and it is also one of our important human rights.

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Competence

Feeling that you are competent to conduct a task is crucial to sustaining drive. To remain motivated and perform effectively we need the right mix of information, skills and knowledge to complete the task at hand.

It is possible to increase our levels of competence through training, development and learning. When we feel competent in a subject, our engagement with goals and actions in that area increases and we are likely to achieve more. Conversely, feeling that we lack competency for a task can result in poor performance and demotivation. A lack of competence in some areas can also lead directly to increased risks and perhaps harm to you and others.

To sustain our motivation, it is useful to continue working on our competencies. As well as technical skills and training for tasks, we can consider how to identify personal development opportunities to enable us to continue growing as individuals.

There are many options. We could consider developing our emotional intelligence, our resilience, our mental capacity or, in the case of this document, read about the significant aspects from a prominent 1985 book on motivation, by psychologists Richard Ryan and Edward Deci, called “Intrinsic motivation and self-determination in human behavior”.

Relatedness

Relatedness is being able to feel attached to other people and having a sense of belonging. It is another basic need for self-determined motivation. The majority of people perform more effectively on goals and tasks if they have relationships with other people.

Having a sense of belonging or kinship involves feeling close to others, giving and receiving emotional intimacy, help and support. If you are respected and cared for by a group, your motivation towards the groups’ goals and your own goals within that group increases. Feelings of relatedness reduce and motivation declines when there is infighting, criticism, negativity or different factions and excessive competition within a group.

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.

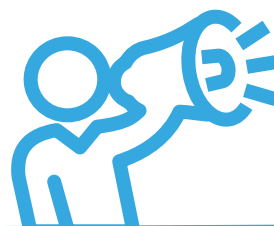
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How can I make a referral?

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/