



SUMMARY : UNIT 1 : Chapter 2 : Self-Efficacy and Appraisal

Opportunity knocks...

But too few of us are answering the door. We pass on opportunities, or refuse to see them, because of low self-efficacy. Stanford University's Dr. Albert Bandura says it this way. "We don't let ourselves want what we don't believe we can cause."

Self-Efficacy

Remember Aesop's fable of the fox and the grapes? After several tries to reach a cluster, the Fox goes away, saying "The grapes are sour, and not as ripe as I thought." The fox didn't believe he could reach them. Therefore, they must be undesirable. We do the same things, saying, "Gee, that's really nice career, but I don't think I can handle it." Or we might say, "Gee, I'd like to own that car, but I can't afford it." Again, we don't let ourselves want what we don't believe we can cause. Our problem isn't sour grapes. It's a lack of what psychologists call self-efficacy - the inner power to make things happen.



Self-Efficacy Appraisal

When presented with a problem, we ask ourselves, "Is it bigger than me, or am I bigger than it?" We do an "efficacy appraisal," an assessment of our ability to make things happen. If we decide it's bigger, we back off on our goal. Efficacious people grow into the challenge. They learn to become bigger than their challenges.

Your efficacy appraisal controls the size of your dreams and goals. The stronger the appraisal of how good you are, the bigger the goals you set. Develop your efficacy, and that of the people around you, so you are ready to seize an opportunity when it presents itself.