

## Unit 1.2 Self-Efficacy and Appraisal

### OVERVIEW

Opportunity knocks. But why don't we always answer the door? Stanford University's Dr. Albert Bandura explains, saying, "We don't let ourselves want what we don't believe we can cause."

Self-Efficacy is our ability to cause – our ability to make things happen. In every situation we face, we make an appraisal of our own abilities. We measure ourselves against our problems or opportunities, and decide whether they are bigger than us or that we are bigger than them.

If we feel we are bigger than the challenge, we get after the task, and go after the goal. But if we feel it is bigger than us, we often do the wrong thing. We become "realistic." We say, "I am biting off more than I can chew." Then we back our goals up closer to our appraisal of what we are capable of doing. Most of the time the better approach isn't to adjust the task backward, but to adjust ourselves forward. It is our responsibility to grow bigger inside to meet the greater challenges, instead of letting those challenges overcome us.

To bring about the kind of results we want to make happen in our family, finances, or business, we absolutely must learn to increase our self-efficacy.

### UNIT QUESTIONS / EXERCISES

1. Can you think of a time when you avoided a problem because you thought it was "bigger than you"? Share your answers with your coach and/or the group.

---

---

---

2. Knowing what you now know about self-efficacy, how would you have approached this problem differently? Discuss your answers with your coach and/or the group.

---

---

---

3. Think about how this applies to your work relationship at John L. Scott. What new challenge and/or opportunity would you take on if you knew you couldn't fail? Discuss ways you would meet this challenges or opportunity with the group.

---

---

---