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Emotional Intelligence And Self – Esteem As Predictors For Success In Teaching Practice Exercise

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INTRODUCTION

This paper examines how to develop positive self-concept and self-esteem promote at work-place.

The bearing of positive self-concept and self-esteem cannot be over emphasizing in the existence of man because it summarizes the whole issue of his social identity. Also encompassed in it is the total expression of his sense of relevance in any organization he belongs to. It is important to note that his contributions to that industrial or organizations will depend majorly on his achievement of positive self-concept and self-esteem. In most establishments, though the significance of positive self-concept and self-esteem has been sub merged under the surge of group system. As a result of this, employees lose their personalities, opinions and sense of their individualities are not of importance in the organization, thereby leading to less productivity and less, attachment of industrial organizational goals.

This paper therefore examines the need to foster in persons positive self-concept and self-esteem as panacea for industrial development. The paper will therefore focuses on –what self-concept is, and self-esteem, what industrial development is and how to develop in workers positive self-concept and self-esteem to foster industrial development and harmony in work – place.

WHAT IS SELF-CONCEPT?

Self-concept is a person's way of perceiving himself and may be either positive or negative. Part of self-concept is how a person thinks others see him. Self-concept develops from childhood through adulthood as a result of a person's interaction with his environment, which includes his peers, his parents, his teachers, his co-workers and the various tasks and responsibilities he is assigned and the way in which he copes with them. Whether a person develops a positive or negative Self-concept depends on how he is treated and how he perceives such treatment. As a person interacts with others, he evaluates his behavior on the basis of the environment, for example his peers, religious leaders, parents, teachers colleagues and other members of the community if the reactions of such others are positive he is likely to accept. However, if the reactions of these others are negative, he is likely to consider himself worthless and thus to develop a negative Self-concept. Negative Self-concept can limit what one is willing to try and can forestall opportunities for a growth and enjoyment. It can lead to anxiety, hopelessness, frustration, depression, suicide etc. (Cunningham 2001 and Abiodun 2002).

SOME BASIC ASSUMPTIONS REGARDING SELF-CONCEPT

- Many of the successes and failures that people experience in many areas of life are closely related to view themselves and their relationship with others.
- Self-concept is learned. No one is born with a Self-concept. It gradually emerges in the early months of life and is shaped and reshaped through repeated perceived experiences, particularly with significant others.

– Faulty thinking patterns, such as dichotomous reasoning (dividing everything in terms of opposites or extremes) or over generalizing (making sweeping conclusions based on little information) create negative interpretations of oneself.

– Self-concept is organized. It is this generally stable and organized quality of self-concept that gives consistency to the personality.

Basic perceptions of oneself are quite stable, so change takes time. Rome was not built in a day, and neither is Self-concept.

– Self-concept is dynamic.

Self-concept continuously guards itself against loss of Self-esteem; for it is this loss that produces feelings of anxiety.

– If Self-concept must constantly defend itself from assault, growth opportunities are limited

SELF-ESTEEM

Self-esteem can be defined as one's more or less sustained sense of liking oneself (Gay 2001).

Self-esteem refers to general feelings of self-worth or self-value i.e. it is the value placed on oneself. It is the way an individual feels about him/herself and how he or she relates to other people. Self-esteem is pride in oneself by which one is aware and accepts one's imperfections while cherishing one's inherent strengths and positive qualities.

In other words, it is the judgment that people make of themselves. It could be high or low. When a person can accept his/her weakness and faults and simultaneously recognizes his/her strengths and positive qualities. The person will experience strong self-worth and high Self-esteem.

CHARACTERISTICS OF SELF-ESTEEM

– Generally, people with good Self-esteem are:-

1. Goal oriented
2. Motivated by their achievements now and what they want to achieve in future.
3. Confident in self
4. Not liking to compare him/herself with others
5. Conscious of self (what you think about yourself).

WHAT IS INDUSTRIAL DEVELOPMENT

Industrial development is an effort planned, organization-wide and managed from the top, to increase organization effectiveness and health through planned interventions. It is the organization's "processes" using behavioral science knowledge (Beckhard in Gregory and Burroughs 1989)

WHAT IS HARMONY IN A WORK-PLACE?

Harmony in a work-place is when there is peace in a work-place and the environment healthy for people who work in it and the industry or organization is more effective in the way it conducts its business.

DEVELOPING POSITIVE SELF-CONCEPT AND SELF-ESTEEM TO PROMOTE INDUSTRIAL DEVELOPMENT AND WORK-PLACE HARMONY

Facilitating Self-concept

Self-concept can be learned. Some suggestions will be made as to how to develop positive Self-concept to promote industrial development and work-place harmony.

1. People's behavior is determined by their beliefs (Purkey 1988). Therefore, employers and employee beliefs play an important role for effective and productive industry employers need to have positive and realistic attitude about themselves and their abilities before they are able to reach not to like and respect others. People who appreciate and accept themselves for what they are tend to extend similar attitude towards others.

Note that when employers have essentially favorable attitudes toward themselves, they are in a much better position to build positive and realistic self-concept in their employees

2. persons with poor Self-concept can be made to experience success. Employees should be given tasks which they are able to contribute to a positive self-concept. Employees can experience success if the instruction or task is structured in such a way that it matches his mental and physical ability.

3. Positive behavior should be reinforced among workers.

4. Employees should communicate with employees and interact with them as often as possible; as this will give the employees the impression that the employer recognizes their presence and the contribution they are capable of making towards the success and development of the organization.

5. Those in leadership positions in all divisions of the organization should show empathy. They should look at problems or whatever their subordinates are engaged in from their (subordinates) perspectives

6. Motivation whether internal or external is crucial to development of positive Self-concept.

Reinforcement helps individual to repeat certain behaviors because they are rewarded and they discontinue behaviors that are not rewarded. The strength of the self perception is a function of the relative amount of prior reinforcement. Perceptions that are consistently reinforced become strong and lead to a strong Self-concept.

Facilitating self-esteem to promote industrial development and work-place harmony;

1. Self-esteem of the employee should be boosted. the more the self-worth of an employee is boosted, the more his output

2. Employers and heads of units should avoid constant criticism of the subordinates. There should not

be personal attack it should be such that is from getting the job done.

3. Instability in the family can result in low self-esteem. Work-place counselors can be employed to assist worker in overcoming family instability.

4. Statements which produce low self-esteem should be discouraged among workers.

5. Setting achievable and realizable goals.

It must be added too that people with high self-esteem believe that they possess ability they need in order to succeed at work. They will take more risks in job selection and are merely likely to choose unconventional jobs than are people self-esteem.

It has been found that low self-esteems are susceptible to external influence then are high self-esteems.

CONCLUSION

Positive self-concept helps to build high self-esteem, makes one to have confidence, feel valued, loved and secure and care about oneself. These in turn reinforce one's belief and utilization of one's talents effectively, maximally and effectively. Thus the individual with positive self-concept will be able to contribute to increasing industrial effectiveness, health and productivity.

It is also crucial to note that an individual contribution to an organization will depend majorly on his/her level of self esteem. A number of studies confirm that high self-esteem people are satisfied with their jobs than are low self-esteem.

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