> **"Self-belief does not necessarily ensure success,
> but self-disbelief assuredly spawns failure."**
>
> – Albert Bandura

DEFINITION OF SELF-EFFICACY

Self-efficacy refers to an individual's belief in his or her capacity to execute behaviors necessary to produce specific performance attainments. (Bandura, 1977, 1986, 1997).

BACKGROUND

Self-efficacy reflects confidence in the ability to exert control over one's own motivation, behavior, and social environment. These cognitive self-evaluations influence all manner of human experience, including the goals for which people strive, the amount of energy expended toward goal achievement, and likelihood of attaining particular levels of behavioral performance. Unlike traditional psychological constructs, self-efficacy beliefs are hypothesized to vary depending on the domain of functioning and circumstances surrounding the occurrence of behaviour.

Organise and execute. Perceived competence in the behavioural actions or cognitive skills that are necessary for performance of a given skill or ability.

THE DEVELOPMENT OF SELF-EFFICACY

Bandura (1977) believed that self-efficacy is developed or shaped by 4 main factors.

Enactive Self-Mastery Failure or success of actual performance	**Role-Modeling** Vicarious experiences by observing or visualisation	**Verbal/Social Persuasion** Failure or success of actual performance	**Physiological Cues** Somatic or emotional states

Self-efficacy: Belief in your capacity to successfully perform a task

Enactive Self Mastery - This refers to the positive experience we gain from performing a task successfully. It helps in the development of a ''can do'' attitude.

Role Modeling – The vicarious experience we gain from watching others successfully perform a task – it is best attained if the role model is someone we can relate to e.g. a peer.

Verbal Persuasion – The feedback we get from other people – negative feedback undercuts self-efficacy.

Affective State - Our feelings provide us with information about our self-efficacy – e.g. anxiety may undermine our capability to achieve a task.

TEACHING SELF-EFFICACY

Challenge negative thoughts - Teaching to identify negative thoughts and replace them with more realistic positive thoughts.

Setting realistic goals - Teaching strategies for persisting in achieving those goals.

Notice Success - Teaching to analyse why one has been successful through reflection.

Providing Opportunities for Mastery experiences - Making the most of "teaching moments".

MOTIVATIONAL INTERVIEWING & SELF-EFFICACY

Motivational Interviewing Questions

Tell me about a time in your life when you made positive and successful changes.

What personal strengths do you have that help you succeed?

Who is an inspiration for you – who encourages you to persist and succeed?

REFERENCES

Bandura, A. (1977). Social learning theory. Prentice-Hall. Barlow.

Bandura, A. (1997). Self-Efficacy: The exercise of control. New York, NY: W. H. Freeman.