

****Capsule 1: 10 MINUTES FOR A BETTER VERSION OF YOURSELF: DISCOVER PERSONAL DEVELOPMENT AND SELF-AWARENESS**

(Video of 9 minutes + Quiz 1 minute)

****Introduction (1 minute)**

Hello everyone, I am Habiba Dassouli, a coach and trainer in personal and professional development. Today, we are going to discuss the importance of personal development in your academic journey and beyond. Indeed, personal development is a unique journey for each individual, an introspection aimed at improving quality of life and well-being through an in-depth exploration of oneself and the adoption of practices and strategies to optimize one's potential. There are no right or wrong ways to embark on the path of personal development, as each individual is unique in their quest for fulfillment and growth. I invite you, through this video, to explore different methods and find what works best for you.

****Part 1: What is personal development? (2 minutes)**

Personal development is a continuous process of self-improvement and acquiring new skills that will help you succeed in your personal and professional life. Personal development is not a one-time event but a continuous process. It starts with self-awareness—understanding your strengths, weaknesses, passions, and identifying your fears. Then, it involves setting clear and achievable personal goals and consistently working to reach them, which is referred to as a SMART goal.

But let's take some time to understand how we got here?

The concept of personal development can be traced back to ancient civilizations. Philosophers like Socrates and Aristotle emphasized the importance of self-examination and the pursuit of wisdom. Eastern philosophies such as Buddhism and Confucianism also emphasized personal growth and enlightenment through introspection. The concept of personal development has its roots in Abraham Maslow's hierarchy of needs. This esteemed psychologist postulated that once basic needs such as safety and even friendship are satisfied, humans continue to strive to learn and appreciate beauty, eventually reaching a state of self-actualization.

More recently, the modern personal development movement can be traced back to the 19th century with the publication of books such as "Self-Reliance" by Ralph Waldo Emerson and "Walden" by Henry David Thoreau. Today, personal development is more important than ever. In a constantly changing world, continuous self-improvement is essential to remain relevant and competitive. Moreover, personal development can lead to better self-esteem, greater self-confidence, better stress management, better communication, and greater life satisfaction.

Finally, with the advent of technology and the internet, personal development has become more accessible to everyone. Online resources, mobile apps, webinars, podcasts, and online courses have made self-improvement possible for everyone, everywhere, and at any time.

Ultimately, personal development is a unique journey for each individual, and there is no right or wrong way to do it. Everyone must explore different methods and find what works

best for them. It is an investment in oneself that can lead to a more fulfilling and successful life.

****Part 2: Why is it so important? (2 minutes)**

Personal and professional development is essential for several reasons. First, it helps you adapt to changes, overcome challenges, achieve your goals, and improve your overall well-being. Moreover, it is essential for students as it helps them develop essential professional skills such as time management, decision-making, and problem-solving, thus enhancing your employability. It also promotes autonomy, self-evaluation, and self-motivation. Finally, personal development can lead to better self-esteem, greater self-confidence, better stress management, better communication, and greater life satisfaction, which can have a positive impact on interpersonal relationships.

Indeed, better self-awareness often translates into improved relationships with others. It can also be the foundation of a positive mindset that will foster creative problem-solving and failure management. Because, in reality, failure is ultimately nothing more than feedback on what needs to be reconsidered or improved for the next experience. It should not, under any circumstances, impact our self-confidence or self-esteem.

That's why it is necessary for each of us to embark on this unique journey of self-knowledge. It is the key to better navigating your career choices by understanding your strengths as well as your areas for improvement in order to make professional choices aligned with your values and personal goals. This quest for self-knowledge involves a self-diagnosis with scientifically validated psychometric tools such as the Myers-Briggs Type Indicator (MBTI) by Myers & McCaulley, 1985, or the Big Five test by Costa & McCrae, 1992. These assessments provide an in-depth analysis of personality traits, offering valuable information on cognitive preferences, interpersonal behaviors, and thinking styles. With the DISC model, you will know if your behavior style is dominant, influential, stable, or compliant, which could explain your reactions to decisions, for example.

****Part 3: How can you develop personally and professionally? (2 minutes)**

There are numerous ways to develop personally and professionally. This can include reading books, attending workshops, taking online courses, networking, volunteering, and much more.

It is also interesting to note the impact of the personal environment and social influence in the construction of oneself and one's identity. Indeed, the personal environment (family, friends, and intimate relationships) influences the formation of attachment patterns (Bowlby, 1969), while relational experiences contribute to the construction of self-esteem and self-confidence (Erikson, 1963). Belonging to specific social groups (Tajfel & Turner, 1979) can also shape self-perceptions and influence personal and professional choices.

For this reason, for personal development, it is important to develop social connections to better understand one's own functioning and that of others and to effectively relate. If you manage to overcome your limiting beliefs, you will be able to move forward and give meaning to your life. Indeed, limiting beliefs are negative convictions that restrict a person's

potential. To overcome limiting beliefs, cognitive-behavioral therapy (CBT) by Beck (1967) offers techniques to identify and change these negative automatic thoughts. With Bandura's (1977) social learning theory, you will learn to reinforce the sense of personal efficacy by observing the success of others as "a world of possibilities."

Finally, the influence of leaders and mentors (Kram, 1985) can play a crucial role in the development of self-confidence and professional skills. The success of others, but also their failures, can be a source of inspiration and personal and professional development.

****Part 4: Examples of people who have succeeded in their lives through personal and professional development (1 minute)**

Here are some concrete examples of famous people who have succeeded through their commitment to personal and professional development. Elon Musk, CEO of SpaceX and Tesla, is known for his commitment to personal and professional development. He is constantly seeking new skills and knowledge that he uses to innovate and push the limits of what is possible. Oprah Winfrey, a famous television host in the USA, is another iconic figure who attributes her success to her commitment to personal development. Despite a difficult childhood, she managed to become one of the most influential women in the world through her hard work, determination, and commitment to self-improvement. Finally, Lewis Howes, a former Olympic athlete who has become a successful author in America. After being broken, broke, and deeply depressed, Lewis committed to personal and professional development, which helped him overcome his challenges and realize his dreams.

****Conclusion (1 minute)**

In conclusion, personal and professional development is an investment in yourself that can help you achieve your goals and live a more fulfilling life. Research by Seligman (2002) on positive psychology emphasizes the importance of living a meaningful and fulfilling life to promote well-being. I encourage everyone to start your journey of personal and professional development today. Thank you for watching this video.

I HOPE YOU HAVE BECOME AWARE OF WHAT NEEDS TO CHANGE TO BECOME A BETTER VERSION OF YOURSELF. SO WHEN DO YOU START?

DON'T FORGET TO ANSWER THE ONE-MINUTE QUIZ AT THE END OF THIS VIDEO.

SEE YOU NEXT TIME!