**Training Fiche:**

**Personal development and intrapreneurship: growing self-awareness and mindfulness**

|  |  |
| --- | --- |
| **Keywords**  **(meta tag)** | Mindfulness, Self-awareness, Intrapreneurial behavior, Intrapreneurial characteristics, Strengths, Weaknesses, Psychological health, Resilience |
| **Language** | English |
| **Objectives / Goals/ Learning outcomes** | At the end of the module, you will be able to:   * identify the characteristics of an intrapreneur * recognize the added value of thinking and acting as an intrapreneur * to know the meaning and the most important dimensions of mindfulness and self-awareness in the context of intrapreneurial acting * successful practice and utilize, based on the module's insights, for exploiting self-awareness and mindfulness in daily life and work |
| **EQF level** | Level 4 |
| **Description** | The module „Personal development and intrapreneurship: growing self-awareness and mindfulness” illustrates how to develop intrapreneurial behavior by personal development. More mindfulness leads to a higher degree of self-awareness. Both are relevant for becoming an intrapreneur. |
| **Contents arranged in 3 levels** | 1. **Characteristics and benefits of intrapreneurs**    1. Individual characteristics of an intrapreneur    2. Personal development as a precondition    3. Benefits of intrapreneurial behavior for employees 2. **Strengthening for mindfulness for developing intrapreneur**    1. Definition    2. Effects    3. Development and practice    4. Integration in daily life & work 3. **Strengthening self-awareness for developing intrapreneurial behavior**    1. Definitions and characteristics    2. Phases of development    3. Integration in daily life & work |
| **Glossary**  **(5 terms)** | **Mindfulness:**   * The practice of being aware of your body, mind, and feelings in the present moment, thought to create a feeling of calm. * Treat a range of psychological and psychosomatic conditions. Mindfulness is another tool to develop self-awareness, cope with emotions and improve the work environment.   **Self-awareness:**   1. Believing in yourself:  * Believe in your ability to influence the course of events, despite uncertainty, setbacks and temporary failures. * Identify and assess your individual and group strengths and weaknesses.  1. Keep developing:  * reflect your own needs, aspirations and wants in the short, medium & long-term   **Intrapreneurial behavior:**  Employees can…   * better deal uncertainty * better handle career transitions * update their skills and increase their labor market value * better manage fast changing environments   **Facial feedback hypothesis**  The facial feedback hypothesis suggests that an individual’s experience of emotion is influenced by feedback from their facial movements. |
| **Self-assessment test (5 multiple choice questions)** | 1. **Which of the following characteristics is not a characteristic of an intrapreneur?**    1. Team orientation and openness to discussions    2. Flexible and vision oriented    3. **Working alone** 2. **Which of the following behaviors does not contribute to intrapreneurial behavior?**    1. Openness in conversations    2. Awareness of own strengths and weaknesses    3. **Insistence on traditional behavior** 3. **In which situations and where can you train mindfulness?**    1. At work    2. In your free time    3. **Everywhere** 4. **What is important to get a higher degree of self-awareness?**     1. Focusing on the own job and working alone    2. **Awareness of the own strengths and weaknesses**    3. Not willing to take risks for something new 5. **How can you integrate mindfulness in your daily life and work?**    1. Every time available by phone    2. Working without breaks    3. **Planning breaks for training mindfulness** |
| **Related PPT** | GENIE\_PPT\_ Personal development.pptx |
| **Bibliography** | 1. AOK Gesundheitsmagazin (2021). Selbstbewusstsein stärken – die besten Tipps. <https://www.aok.de/pk/magazin/wohlbefinden/selbstbewusstsein/selbstbewusstsein-staerken-die-besten-tipps/>. 2. Bacigalupo, M., Kampylis, P., Punie, Y. and Van Den Brande, L. (2016). EntreComp: The Entrepreneurship Competence Framework. EUR 27939 EN. Luxembourg (Luxembourg): Publications Office of the European Union; 2016. JRC101581. <https://publications.jrc.ec.europa.eu/repository/handle/JRC101581>. 3. Coles, N. A., Larsen, J. T., & Lench, H. C. (2019). A meta-analysis of the facial feedback literature: Effects of facial feedback on emotional experience are small and variable. Psychological Bulletin, 145(6), 610–651. <https://doi.org/10.1037/bul0000194>. 4. Hisrich, R. D. (1990). Entrepreneurship/intrapreneurship. American Psychologist, 45(2), p. 209–222. 5. Keng, S.-L.; Smoski, M. J.; Robins, C. J. (2011). Effects of Mindfulness on Psychological Health: A Review of Empirical Studies. Clinical Psychology Review, 31(6), p. 1041–1056. 6. Sala, A., Punie, Y., Garkov, V. and Cabrera Giraldez, M. (2020). LifeComp: The European Framework for Personal, Social and Learning to Learn Key Competence, EUR 30246 EN, Publications Office of the European Union. ISBN 978-92-76-19417-0, doi:10.2760/922681, JRC120911. <https://publications.jrc.ec.europa.eu/repository/handle/JRC120911>. 7. Mindfulness (n. d.). In: Cambridge Dictionary. Retrieved from: <https://dictionary.cambridge.org/>. 8. Yela Aránega, Y., Del Val Núñez, M. T., Castaño Sánchez, R. (2020). Mindfulness as an intrapreneurship tool for improving the working environment and self-awareness. Journal of Business Research, 115, 186-193. |
| **Provided by** | d-ialogo e.K. |