**Training Fiche:**

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

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| **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
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| **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
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| **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**
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| **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/>.
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