**Training Fiche Template**

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| **Title** | Module 6: 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** | 7 |
| **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.  Unit 1:  The first unit defines the individual characteristics of an intrapreneur as well as the benefits of intrapreneurial behavior for employees. With intrapreneurial behavior you are better prepared for the changing labor market conditions.  As follows the methodology is illustrated:   1. Presentation of the teacher 2. Group discussion: How can I develop these characteristics? 3. Presentation of the group results   Unit 2  Unit 2 explains how to strengthen mindfulness, which is a precondition for developing intrapreneurial behavior and is subdivided as follows:   1. Questions to the participants: How to definite mindfulness? With possible examples 2. Group work, split the group if necessary 3. Presentation of group results 4. Presentation of the teacher 5. Specific tasks for the participants to improve mindfulness and execution of the tasks; depending on available time the participants can do any task on slide 13 and 14 or select 2 or more tasks for the participants to practice mindfulness. 6. Questions to the participants How to integrate mindfulness in your daily work? With possible examples 7. Group work: Find further examples how to integrate mindfulness in daily life and work. 8. Presentation of result: Further examples how to integrate mindfulness in daily work and life   Unit 3  The second precondition for intrapreneurship is strengthening self-awareness. So, unit 3 describes how it can be developed and is divided into the following subtopics:   1. Questions to the participants: How to definite self-awareness? With possible examples 2. Group work, split the group if necessary 3. Presentation of group results 4. Presentation of the teacher 5. Specific tasks for the participants to improve self-awareness    1. Tasks for reflection your own strengths and weaknesses (p. 20 - 21)    2. Tasks for reflection on pattern of thinking (p. 22)    3. Exercises for specific situations (p. 23)   Depending on available time, the participants can do any task on slides 20 - 23 or select 2 or more tasks of every subitem for the participants to practice self-awareness.   1. Questions to the participants: How to integrate self-awareness in your daily work? With possible examples 2. Group work: Find further examples how to integrate self-awareness in daily life and work. 3. Presentation of results: Further examples how to integrate mindfulness in daily work and life   Conclusion:  Test your knowledge! |
| **Contents arranged in 3 levels** | 1. Personal development and intrapreneurship: growing self-awareness and mindfulness    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 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?**  * Team orientation and openness to discussions * Flexible and vision oriented * **Working alone**  1. **Which of the following behaviors does not contribute to intrapreneurial behavior?**  * Openness in conversations * Awareness of own strengths and weaknesses * **Insistence on traditional behavior**  1. **In which situations and where can you train mindfulness?**  * At work * In your free time * **Everywhere**  1. **What is important to get a higher degree of self-awareness?**  * Focusing on the own job and working alone * **Awareness of the own strengths and weaknesses** * Not willing to take risks for something new  1. **How can you integrate mindfulness in your daily life and work?**  * Every time available by phone * Working without breaks * **Planning breaks for training mindfulness** |
| **Resources (videos, reference link)** | s. Bibliography |
| **Related material** | --- |
| **Related PPT** | 22\_11\_14 Genie\_training\_presentation\_module 6\_d-ialogo.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. |
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