Cultivating Self-Empowerment to Assess and Improve Career Goals and Environment

Personally meaningful, power-oriented goals:

1. What kind of power are you seeking? (What is your Goal)

2. What makes this goal personally meaningful?

3. How are more short-term goals related to over-arching goals?

Self-Efficacy

1. Do you believe you can reach your goal?

2. What factors contribute to your sense of self-efficacy, including the history of your attempts to reach your goal, and the practical considerations?
Knowledge

1. What do you know about what is required to reach your goal?

2. What can you teach others about what is needed to reach your goal?

3. What can you learn about the environment and history that will increase your knowledge about what is needed to reach your goal?

4. How do the power dynamics relevant to your goal operate in your life?

Competence

1. Do you have the skills to do what is required?
2. Do you understand the history of others or your attempts to gain such skills?

3. Are there obstacles in you gaining skills that you can address?

**Action**

1. Are you taking action to pursue your goal?

2. What are the pros and cons of the choice in the actions you are or will be taking?
**Action Plan Instructions**

(Please see the example attached, figure 1-2)

1. Identify your goal (personal or professional)
2. List items what you need to accomplish your goal: use the definitions of knowledge, competence, self-efficacy, and action from the empowerment model (see the attached image figure 1-1)
3. List items of action that require others input or buy in
The Empowerment Process Model

Define or redefine **meaningful, power-oriented GOALS** and objectives

Observe and reflect on **IMPACT** of actions in relation to goal achievement

Carry out **ACTIONS** toward goal achievement

**Self-efficacy**

**knowledge** ↔ **competence**