EMPOWERING

SELF-CONCEPTS

FOR

SELF-LEADERSHIP

Abridged e-Book
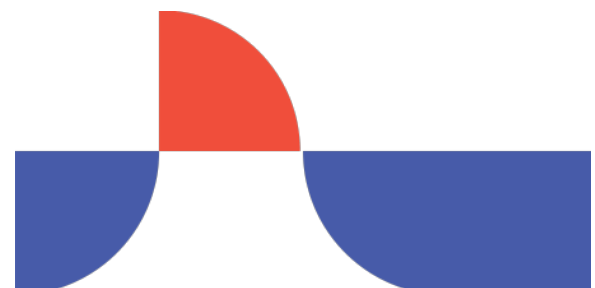
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Janice (Jan) Cardwell Ph.D

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I am Dr. Jan Cardwell and I am a Scholar Practitioner Leader

I am a professor for two universities
I teach
entry level college students and doctoral learners
I mentor
doctoral candidates
I coach
virtual leaders
I train
entrepreneurs
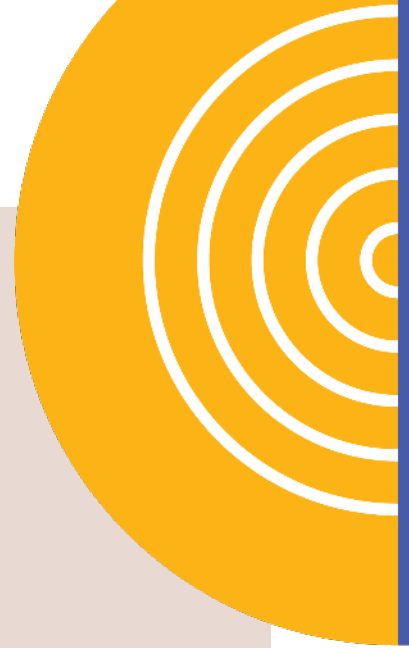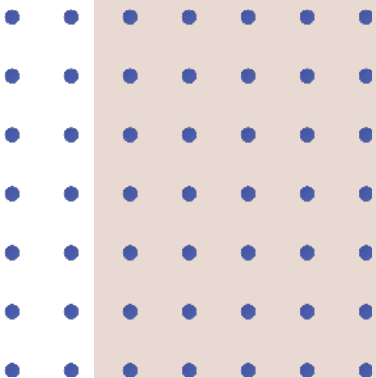*I hold a PhD in Education*

My scholarship is the philosophy of leadership and learning.
Through observations and interactions with learners, people leaders, and entrepreneurs
I study behaviors
This is what I do.

My practice is Conceivers Leadership and Learning Group.

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Chapter 1: Introduction to Self-Leadership

Self-Leadership

Self-leadership is the intricate relationship between individual self-concepts and the ability to guide one's actions toward achieving personal and professional goals.

At its core, self-leadership empowers individuals to take responsibility for their thoughts, behaviors, and emotions, allowing them to navigate challenges and effectively seize opportunities.

Even in the most controlled situations, we should all lead ourselves.

(Neck, Manz, Houghton, 2017)

I work with entry-level college students, doctoral candidates(researchers), virtual leaders, and entrepreneurs, and I consistently observe the same behaviors and challenges.

So, I share the Self-Concepts of Self-Leadership with them all.

Welcome Aboard!

Welcome Aboard! One day I may hear those words as I step on to the deck of a cruise ship. My reality is that I am terrified of water, however I am fascinated by the power of enormous water vessels and the concept of navigating powerful ships.

One of my favorite books about leadership is titled "Turn the Ship Around," written by L. David Marquet, a former nuclear submarine commander.

*Marquet was the captain of the USS Santa Fe (1999 - 2001).*

The USS Santa Fe was a stealth submarine with a range of technologies to make it difficult to detect by sight, sound, radar, and infrared energy.

It was 360 feet long and weighed more than 6,000 tons when submerged.

"Captain Marquet understood how crucial it was for his crew to do their jobs well; however, one day he unknowingly gave his crew an impossible order, and the crew tried for follow it anyway.

He realized that he was leading in a culture of followers, and they were all in danger unless they fundamentally changed the way they did things."

From "Turn the Ship Around by L. David Marquet
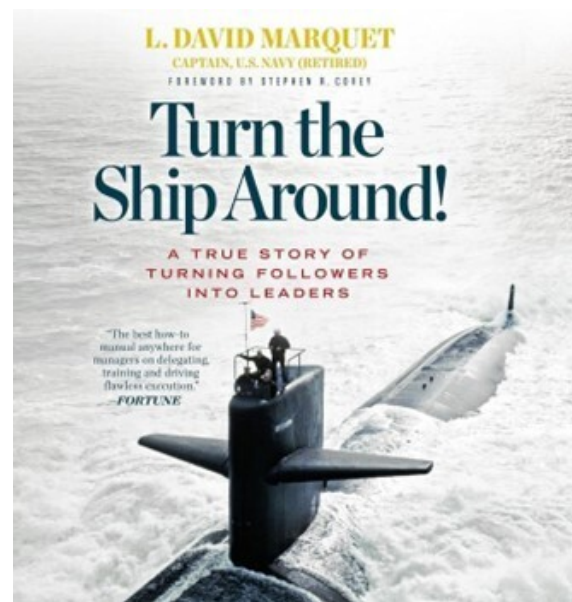
Self-Leadership Imagined

Captain Marquet challenged his readers
to imagine a world where we all find satisfaction in our work.
A world where we are intellectually engaged, motivated, and self-inspired.
His book was offered as a call to action, for leaders to move away from being a
*"follower leader" to what he termed a "**leader-leader**".*
Marquet needed his crew to practice Self-Leadership

The Campus Ship Challenge

I understood what Captain Marquet was looking for.

I was the campus director for the University of Phoenix Detroit Campus for 14 years. There was one challenging year when we needed to improve our campus performance. I had read Marquet's book so scheduled an all staff meeting and discussed why we needed all hands-on deck.

To create urgency, I asked the teams to imagine we were the crew of on an ocean liner or a cruise ship and someone had fallen overboard. We had a problem that required us to turn the ship around in dead water.

The enrollment team was the engine crew.
Enrollment staff were the largest group of employees, and they were our primary propulsion system to drive us through the challenge. They needed to be enrolling new students for revenue.

The operations team was the hospitality crew. *Their job was to take care of our students' campus needs and help retain students.*

The Faculty were the service providers. *Their job was to oversee learning deliverables.*

The Ship Challenge Success

The "All Hands-on Deck" strategy was a success; we turned that campus ship (performance) around within six months.

What I learned from the experience was that when you empower people by respectfully acknowledging them, recognizing their skills, giving them problem-solving tasks, and encouraging them to be intellectually engaged and motivated - they become self-leaders.

*I became fascinated by the concept of Self-Leadership.*

Who originated the term Self-Leadership?

Using ChatGPT with the prompt "who originated the term self-leader" you may get this response
"The term "self-leader" was originated by Charles C. Manz in the 1980s as part of his work on self-leadership. Manz introduced this concept in his book "Self-Leadership: Toward an Expanded Theory of Self-Influence Processes in Organizations," published in 1986. He developed the idea further in later works, particularly in his book "The New Leadership: Managing Participation in Organizations," and emphasized how individuals can lead themselves by influencing their own behavior, thoughts, and emotions." (AI response sourced to a 2020 Psychology Today Blog)

***True wisdom comes to each of us when we realize
how little we understand about life ourselves and the world around us.
(Socrates)***

Manz coined the term "self-leadership" and formalized the concept, however, this quote by Socrates signals that roots of self-leader draw from psychological and philosophical traditions as far back as Socrates, Plato, and Aristotle. The emphasis on introspection and **self-knowledge** laid the groundwork for the concept of leading oneself effectively.
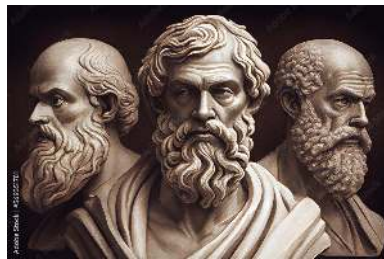
Self-leadership also resonates with Maslow's emphasis on personal growth and fulfilling one's potential through self-awareness, **self-direction**, and **self-actualization**.

McCloud. S. (2024, January 24). Maslow's Hierarchy of Needs https://www.simplypsychology.org/maslow.html(
Neuhaus, M. (2020, November 10). Why Everyone Should Learn the Art of Self-Leadership .https://www.psychologytoday.com/us/blog/self-eadership/202011/why-everyone-should-learn-the-art-self-leadership
OpenAI. (2024) ChatGPT (Oct 6 version) https://chatgpt.com/-sourceSocrates Plato Aristotle|World History | Khan Academy (March, 2022).
You Tube.https://youtu.be/pJQr77Vzwyk?si=vHJDbEMELwMkZns-

Theory of Self-Leadership

I completed my Ph.D. in 2014. Having been introduced to Marquet's "leader leader "concept and Manz's term "Self Leadership" my dissertation research on student motivation expanded my introduction into self-theories.

In 2017, while attending the International Leadership Association Global Conference in Belgium a Sage Publishing representative invited me review a book titled " Self-Leadership: The Definitive Guide to Personal Excellence" written by scholars Christopher Neck, Charles Manz and Jeffery Houghton. In that first edition, Neck, Manz, and Houghton credit themselves with the theory of Self Leadership.

The first edition, was an excellent resource for me to expand my understanding of self-leadership. The second edition of the book with expanded content was published in 2020.
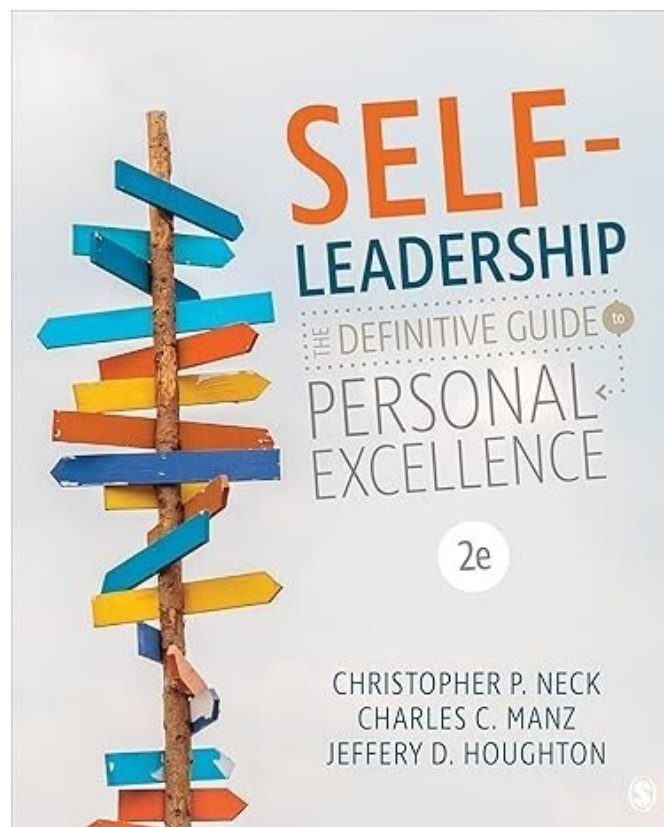
Neck, C.P., Manz, C.C., Houghton, J.D. (2020). Self-Leadership: The definitive guide to personal excellence. 2nd Ed. Sage.

I study self-leadership from the lens of a philosopher. And with this lens I observe students, leaders, and entrepreneurs. This is what I have learned.

We are all captains of our own ships, and the most crucial territory we navigate is a vehicle called self. But we are not merely captains of our ships we are the architects and designers of the vessels of our lives.

The compass that guides us is our self-leadership, and the strength of that self-leadership compass lies in our self-concepts.

Self Concepts for Self Leadership

The interconnected pillars of self-efficacy, self-regulation, self-determination, self-discipline, and self-care influence self-leadership.

Yes, there are many self-concepts but these five, in my philosophical observations and interactions with students, doctoral candidates (researchers) virtual leaders, and entrepreneurs provide the foundation for effective self-leadership.

These are not mere buzzwords; they are the cornerstones for building personal and professional success.

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Chapter 2: Understanding Self-Efficacy
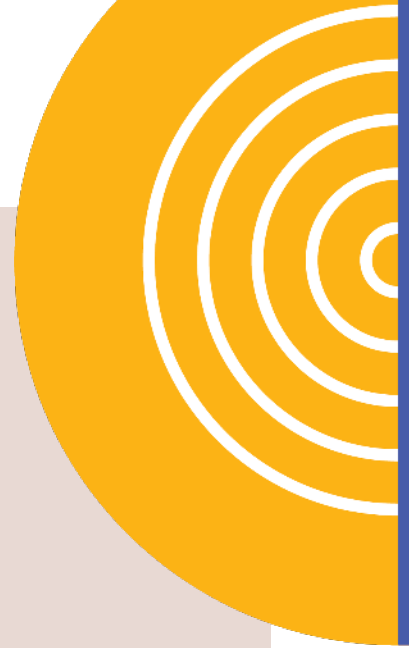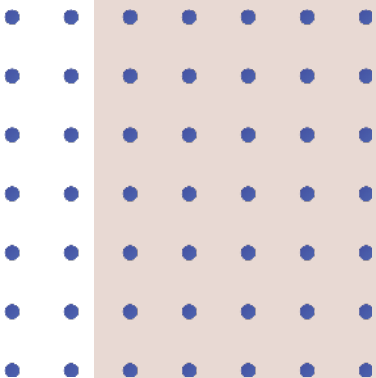
The Concept of Self-Efficacy

The concept of self-efficacy, introduced by psychologist Albert Bandura, refers to an individual's belief in their ability to succeed in specific situations or accomplish a task. This belief plays a crucial role in how one approaches goals, tasks, and challenges.

My observation is that when entry college students develop a strong sense of self-efficacy it can influence academic performance. Understanding self-efficacy is essential for cultivating self-leadership, as it empowers individuals to take initiative and pursue their objectives with confidence.

Self-efficacy is not a static trait;
it can be developed and enhanced through various experiences and practices (Bandura).

In week one of Foundations for University Success for entry level college students

I introduce the self concepts of self-leadership.
In week two we discuss habits.
My observation over time is that 90% of students share, in discussions commentary,
that their habits involve social media or video games
so
I discuss Self-Efficacy for degree completion.
I post commentary about belief in the capacity for degree completion and engage in instructional dialogue about self-efficacy and self-regulation
.

Strategies to Enhance Self-Efficacy

If self-efficacy is not static it can be enhanced through extrinsic inputs (Bandura)

Mastery experiences

Successful achievements in a given area, are one of the most effective ways to bolster self-efficacy. When we engage in challenging tasks and succeed, we build a sense of competence that reinforces our belief in our abilities. Conversely, encountering failure can diminish self-efficacy, particularly if individuals interpret setbacks as a reflection of their capabilities.
Therefore, it is essential to frame challenges as opportunities for growth, allowing for the development of resilience (Dweck).

I acknowledge student's transparency concerning challenges and praise their efforts to understand how time stealing habits, may interfere with degree completion.

Positive Affirmations.

The most powerful method for building self-efficacy is through positive affirmations. By repeatedly affirming one's strengths and abilities, individuals can reshape their internal dialogue and counteract negative thoughts. Positive affirmations serve to reinforce a belief in personal capabilities. *Incorporating affirmations into daily routines can create a supportive mental environment, fostering and enhancing overall self-efficacy.*

I coach/teach students using positive affirmations in words and graphics. I encourage them to understand that degree completion is a marathon not a sprint. I clarify why giving up everything for something new is not sustainable, while informing them how budgeting and allocating the time for school, family, work, and entertainment is more sustainable and can build self-efficacy for degree completion.

The effectiveness of positive affirmations is rooted in the principles of cognitive-behavioral theory, which suggests that changing thought patterns can lead to changes in behavior and emotions. When students consistently practice affirmations, they begin to internalize these positive messages, gradually transforming their self-efficacy for their capacity to achieve degree completion. This transformation is critical for self-leadership, as it fosters a strong foundation for setting and achieving personal and professional goals. By believing in their abilities, individuals are more likely to take on challenges and pursue opportunities that align with their aspirations.

Dweck, C. (2000). Self-Theories: Their role in motivation, personalities, and development. Psychology Press
Lopez-Garrido, G. (2023, July 10). Bandura's Self-Efficacy Theory Of Motivation In Psychology
https://www.simplypsychology.org/self-efficacy.html

I encourage understanding that degree completion is a marathon not a sprint.
I use graphic images, my personal life stories, analogies, videos, and direct messages to entry level college students to reinforce positive affirmations for self-efficacy.

Cardwell

Vicarious Experiences and Support Networks play a vital role in shaping self-efficacy. When individuals witness peers or role models overcoming challenges, they are more likely to believe they can achieve similar results. This is particularly relevant in academic and entrepreneurial settings, where mentorship and peer support can significantly influence motivation and self-belief. Engaging in collaborative environments, such as study groups or entrepreneurial incubators, can enhance self-efficacy through shared successes.

I coach/teach students to network with each other . To find a "study buddy" based on experiences shared in course discussions. To find someone they can take the journey to degree completion with.

Verbal or Written Persuasion is another powerful factor in fostering self-efficacy. Encouragement from mentors, peers, or educators can bolster an individual's belief in their capabilities. Positive affirmations and constructive feedback can reinforce the notion that one has the skills and competencies necessary to succeed.

My dissertation study was titled
" ***Effects of Integrating Motivational Messaging Strategies in Class Discussion Forums"*** .

Extrinsic persuasion encourages self-efficacy. Motivational messaging can be used to mitigate self-doubt and foster resilience. With message programming individuals may be encouraged to take on new challenges with greater confidence. Which may enhance self-efficacy.

Strategies to Enhance Self-Efficacy

Vision Boarding

I am a strong believer in vision boarding. I started creating vision boards in my early 20,s.
In the mid 1970's I was enrolled in a Dale Carnegie training and the program facilitator shared how he had been using vision boards to map out and affirm his life. He was a fifty year old man. He was energetic and full of life. When he entered the room, you knew he was there. His name was Ralph Nickols. I remember his name today after 30+ years because he taught us how to use mnemonics to remember names. The mnemonic for his name was "Rough Knuckles"

He showed the group his vision boards that he had been making for years. They were not fancy, some of the boards were old and yellowed, but they contained the things he wanted to do in his life. He also showed the group his accomplishments, his career achievements that had all been on his vision board, before they became his reality. One day he revealed that he was not just the facilitator.

*His vision to become owner of the Dale Carnegie training franchise, had been realized. He tracked back to things on his vision boards that led to that goal. This was before technology, so his vision boards were pictures and words cut out of newspapers or magazines. He also had things hung on his boards. Keys, trinkets, and other artifacts that applied to his goals. He showed how he had built a belief system. Belief in his capacity to achieve his goals. This was before I learned about Self-Efficacy. This was in the mid 1970's and I was a precocious young woman, prone to challenge many things. I wanted to test his theory. So, **I started Vision Boarding***

# Vision Boarding: Putting the Goal in the Universe

I did not return to school for my bachelors until I was 48 years old; however, after meeting Ralph and learning how he had built a belief system, at the age of 20 something, using words and pictures and artifacts I started creating vision boards. On my vision board I envisioned myself with a masters degree. For twenty+ years every time I revised a vision board, with updated goals, I kept the goal of a master's degree on the vision board.
For me. Vision Boarding is putting the goal in the Universe.
  I call it Vision Boarding to evoke the image of action, like surf boarding*.*
The surf boarder has the self-efficacy to tackle the ocean and keep riding the waves until he or she finds success. With vision boarding I tackle my goals, put them in the universe and ride the waves of life until my conceptions (goals) becomes my realities. This is why my company name is Conceivers.
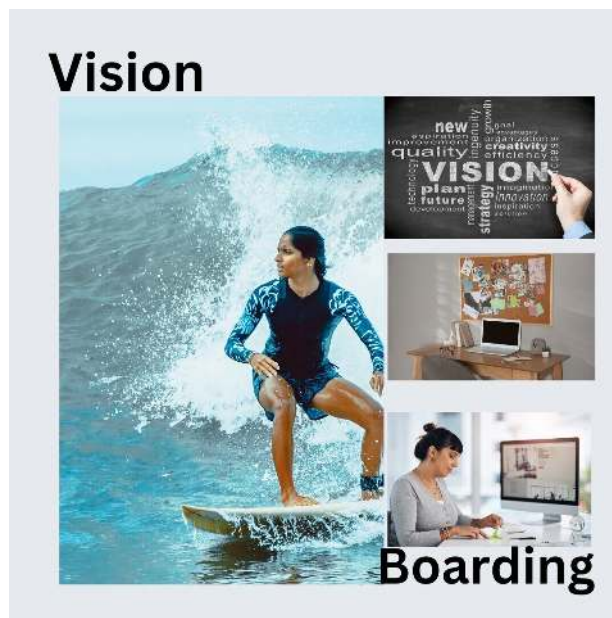
Technology takes Vision Boarding to another level.
 In the past I made vision boards on posters and hung them in my home where I would see the vision board. Now, with technology, we can create vision boards with Power Point, Canva, or other programs. Now we can use AI to create images of our goals and insert our pictures into the images. Now I make my vision board my screen saver, so every time I open my computer my brain subconsciously is triggered for that vision. I also print and put my vision board screen image in a picture frame and hang it with other pictures, diplomas, awards, and art works on my walls.
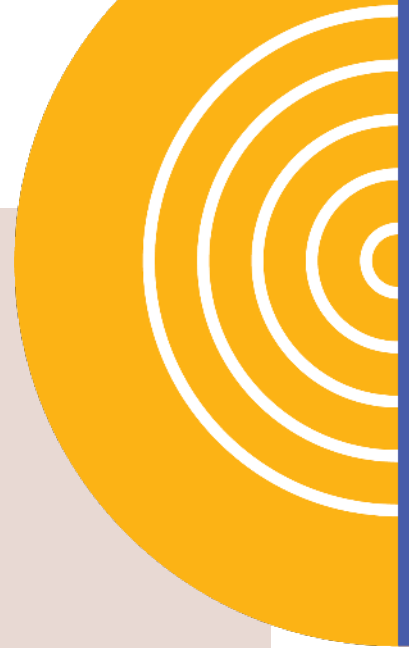
Writing goals and forcing the brain to see your goals each day consciously and subconsciously is how we can enhance our Self-efficacy.
 I coach/ teach college students to create vision boards.

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Chapter 3: The Role of Self-Regulation
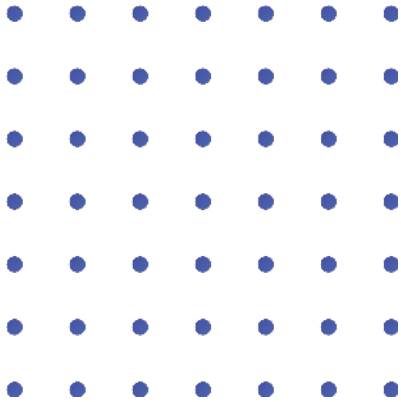
What is Self-Regulation?

Self-regulation refers to the ability to manage one's emotions, thoughts, and behaviors in a manner that aligns with personal goals and societal expectations.

It encompasses a range of processes that allow individuals to monitor their impulses, control their reactions, and persist in the face of challenges. This concept is fundamental for doctoral candidates.

Self-regulation directly impacts our ability to achieve academic success, develop effective self-leadership skills, and maintain motivation in the pursuit of their goals.

By understanding and honing self-regulation, individuals can create a framework that supports their aspirations and enhances their overall productivity.

Bandura's Model of Self-Regulation

A key figure in developing a comprehensive theory of self-regulation is Albert Bandura. Bandura's Model of Self-Regulation outlined a cyclical process of self-regulation involving three main components:

1. Self-Observation   2. Judgment: 3. Self-Reaction

Doctoral candidates and self-regulation.

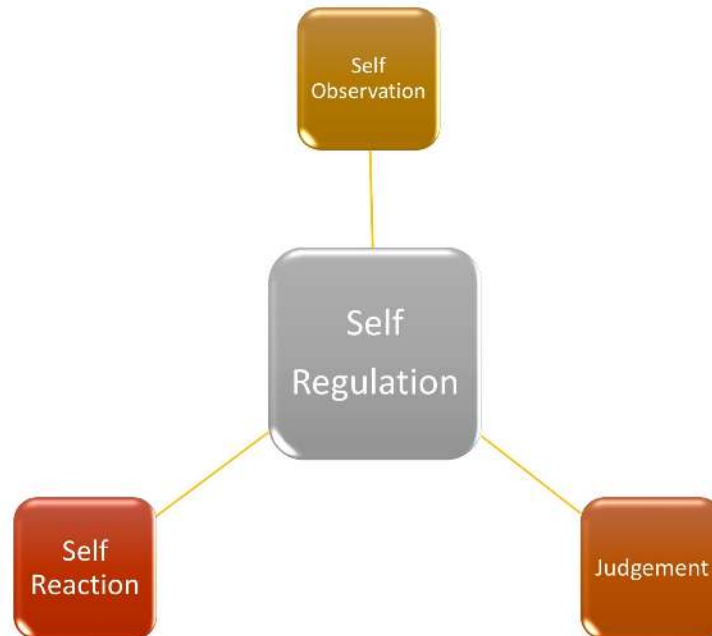_My experience, as a dissertation mentor, is that doctoral candidates tasked with writing, developing, and completing a dissertation study are more challenged with self-regulation, than entry level college students._

I encourage frequent touchpoint meetings with doctoral candidates. In those meetings we have conversations about opportunities and challenges. These conversations are to increase self-awareness for setting realistic goals, provide a platform for monitoring progress to goal achievement, create and environment for reflection and adjustments. Which is critical for completion of the milestones needed in the doctoral process.

My observation is that doctoral candidates, who use our weekly or bi-weekly touchpoint meetings get more done and progress faster through the dissertation process.

Bandura, A. (1991). Social cognitive theory of self-regulation. Organizational Behavior and Human Decision Processes, 50, 248-287.

Baumeister and Self Regulation Theory

Roy Baumeister expanded Self-Regulation Theory through the lens of situational self-perception. His model of Self-Regulation Theory is a four-part process involving a person's willpower, personal standards, motivation, and ability to monitor and interpret thoughts and events.

Doctoral Candidates and Emotional Intelligence

Self-regulation also encompasses emotional regulation (emotional intelligence) which is the ability to manage emotional responses to various situations. This is particularly relevant for doctoral candidates who often face stress, anxiety, and setbacks.

I discuss strategies to cope with negative emotions with the candidates I mentor. I encourage mindfulness practices to maintain focus and resilience.

Emotional management not only aids in personal well-being but also supports the attainment of long-term goals by encouraging individuals to remain committed to their objectives despite external pressures or internal doubts.

Baumeister, Roy F., et al. Losing Control: How and Why People Fail at Self-Regulation . Academic Press, 1994.

Self-Regulation and Goal Setting

Another critical aspect of self-regulation is goal setting, which involves creating specific, measurable, achievable, relevant, and time-bound (SMART) objectives. Effective self-regulation includes the ability to break down larger goals into manageable steps, allowing for continuous progress and motivation. For doctoral students and researchers, this process is vital for managing the complex nature of academic work and the demands of their projects. By practicing self-regulation through structured goal-setting, individuals can cultivate a sense of achievement and reinforce their self-efficacy, ultimately leading to greater success in their endeavors.

With self-regulation we become the masters of the clock and the calendar. With self-regulation we use our emotional intelligences of observation, judgement, and reaction to manage our life experiences. We recognize our strengths and weaknesses. We strive to control our response to situations and focus on what we can control.

Techniques for Enhancing Self-Regulation

Keeping a journal or utilizing digital tools for tracking behaviors, thoughts, and progress can significantly enhance awareness and accountability for self-regulation.

Self-monitoring encourages reflection on one's actions and decisions, enabling individuals to identify patterns that either contribute to or hinder their success. This awareness is essential for making informed adjustments and fostering a proactive mindset. Regularly reviewing one's progress not only reinforces commitment but also cultivates resilience by highlighting areas for improvement and celebrating milestones.
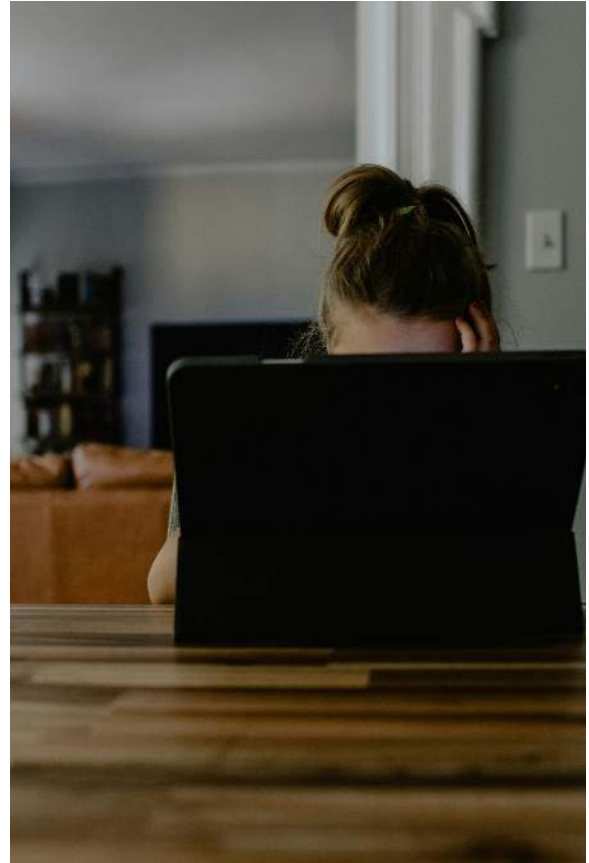
When a doctoral candidate goes dark, missing, begins to ghost me, and/ or stops submitting drafts for review. I encourage them to begin keeping a journal and conduct a time management evaluation.

Empowering Self-Concepts for Self-Leadership

Mindfulness practices can also play a crucial role in integrating self-regulation into daily life. Techniques such as meditation, deep breathing exercises, or journaling encourage individuals to be present and aware of their thoughts and feelings. This heightened awareness allows for better emotional regulation, enabling students and professionals to respond to challenges with composure and clarity. By incorporating mindfulness into their routines, individuals can enhance their ability to self-regulate, making it easier to navigate setbacks and maintain motivation toward their goals.

To reduce stress and anxiety I encourage doctoral candidates to listen to meditative music while writing.

Chapter 4: Embracing Self-Determination
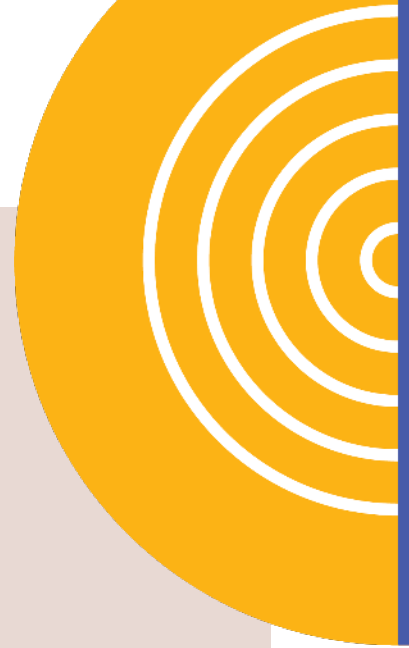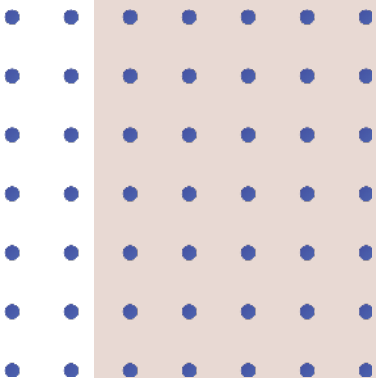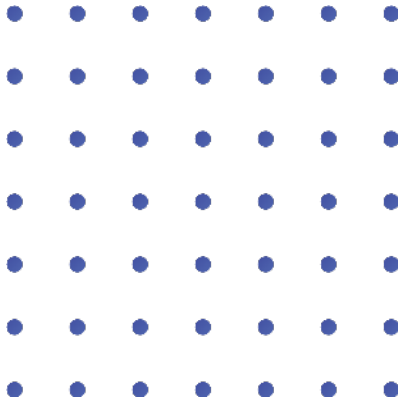
The Basics of Self-Determination

Self-determination is a fundamental concept that plays a crucial role in personal development and goal achievement. It refers to the ability to make choices and manage one's own life, which is essential for cultivating self-leadership.

For leaders of virtual teams, understanding the principles of self-determination can significantly enhance motivation and effectiveness when working remotely.

This self-concept is rooted in the belief that individuals have the power to influence their own outcomes through the decisions they make and the actions they take.

At its core, self-determination is about autonomy, competence, and relatedness. **Autonomy** is the drive to be self-directed and to make one's own choices. **Competence** involves the ability to effectively execute those decisions and achieve desired outcomes. **Relatedness** refers to social connections and support, which can enhance an individual's motivation and perseverance.
Together, these elements create a foundation for self-determination that empowers individuals to pursue their goals and overcome obstacles.

Self-Determination Theory

Self-Determination Theory was initially articulated by Edward L. Deci and Richard M. Ryan who began research on the topic in the 1970s to explain intrinsic human behaviors driven by interest, enjoyment, or need.
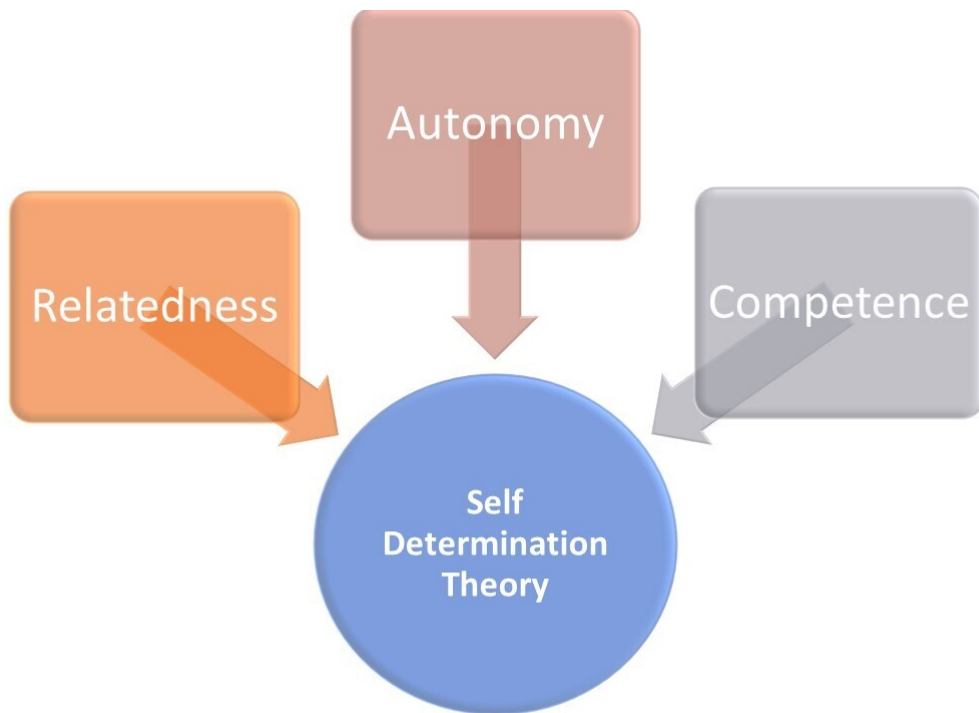
Personal independence is a core intrinsic motivation for self-determination and the mindset of self-determination impacts overall well-being and overall psychological health. Self-determination involves assuming responsibility for whatever happens, which has a significant impact on motivation.

When people are self-determined to manage themselves appropriately they are likely find more motivation in whatever task they wish to carry out(Deci).

Ryan, R. M. & Deci, E. L. (2017). Self-determination theory: Basic psychological needs in motivation, development, and wellness. New York: Guilford Publishing.

The Connection Between Self-Determination and Virtual Work Environments

Leaders of virtual teams must be self-determined to keep themselves and their remote teams engaged. And that self-determined mindset must be extended to the team by creating motivating work environments that provide employees with autonomy, opportunities for growth, and connection to colleagues across the organization

In my coaching practice I work with leaders of virtual teams. My observations confirm that how the virtual leader interacts with their team can make or break a team spirit. While this does occur in face-to-face leadership environments, it is much more important when the team is remote.

Working remotely offers the perks of autonomy, relatedness, and competence for the leader and the staff on the team. The virtual leaders primary role is to keep the team connected, related, engaged and productive, without micro-managing. If communication gaps, lack of collaboration, or decreased productivity are starting to impact a team's performance, the virtual leader must take action.

In a virtual world, finding the balance between leading and micromanaging can be tricky.
In my initial coaching session with a new virtual client (team leader) I conduct a triage of the virtual leader's style of leadership through the lens of self-determination theory. Triage questions asked include:

- What processes do you have in place to give your team autonomy?
- What processes do you have in place to keep your team competent?
- What processes do you have in place to keep your team related and connected?

Analogy of the Frogs and Self-Determination

Two frogs fell into a bucket of cream.
The first frog seeing that there was no way to get any footing in the white fluid,
accepted her fate and drowned.
The second frog did not like that approach.
She thrashed around and did whatever she could to stay afloat.
Soon her churning turned the cream into butter,
and she was able to get a footing and hop out of the bucket.
Both frogs faced the same challenge,
and both were led by the choices they made.
One frog led herself to death because she chose to let her world influence and control her.
The other frog's choice led her to safety because
she had the intrinsic desire to change her world:
she controlled what she was able to control by working hard and not giving up
That is what self-determination looks like
It is turning cream into butter

Analogy of the Frogs
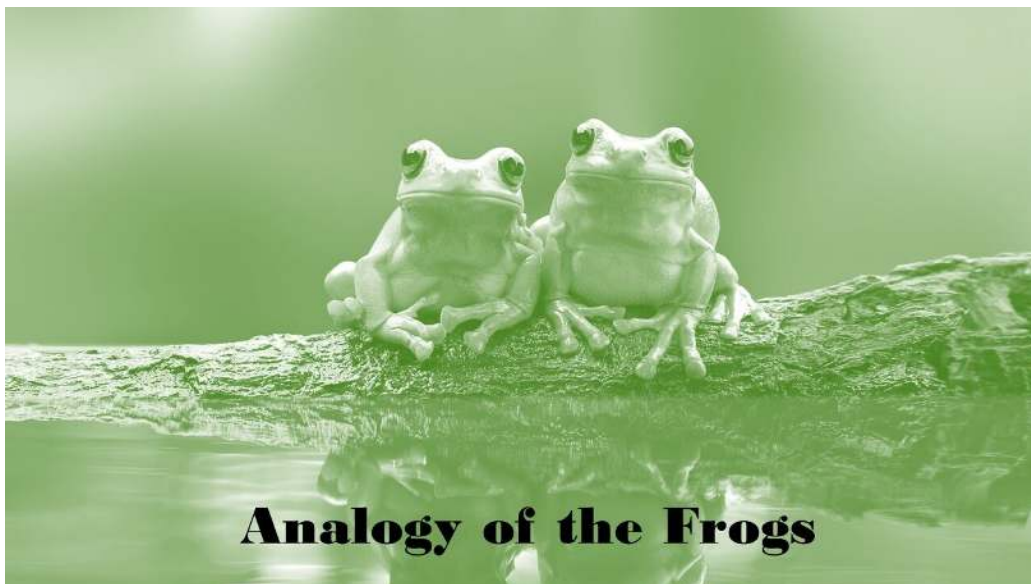
Strategies for Enhancing Self-Determination
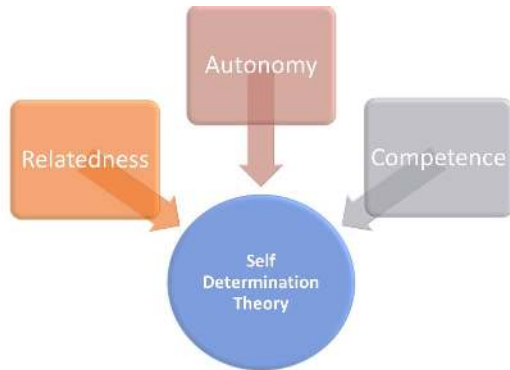
The role of self-determination in goal achievement cannot be overstated.

In the analogy of the frogs the intrinsic motivation and self-determined choice to do what needed to be done was the difference.

When workers, in any environment, feel a sense of control over their actions and decision, they are more likely to set ambitious goals and persist in the fact of challenges.

In remote work environments intrinsic motivation fosters choice and resilience, enabling remote workers to navigate in remote working environments.

The leader of the virtual or remote team has one major and primary task. It is to enhance the remote team's self-determined choice, to produce, by tapping into each individual team member's basic needs for autonomy, competence, and relatedness.

Enhancing Self-Determination in Virtual Environments

"People are driven by three innate and universal psychological needs, autonomy, relatedness, competence, and personal well-being is a direct function of the satisfaction of those basic psychological needs" (Deci & Ryan

Enhancing self-determination is a critical aspect of self-leadership that empowers individuals to take charge of their lives and achieve their goals. For virtual leaders of remote workers, understanding and applying extrinsic strategies to bolster intrinsic self-determination can lead to improved decision-making, greater resilience, and a stronger capacity to navigate challenges.

Enhance Autonomy

Establish clear and meaningful goals. The virtual leader's role is to set clear expectations to avoid uncertainty. Be clear about your goals and deliverables, so your team knows exactly what's expected. By defining what success looks like on the team and personal level, individuals can create a roadmap that aligns with their values and aspirations. This clarity not only fuels motivation but also reinforces the sense of agency necessary for self-determination.

Set Realistic Expectations Avoid overloading your team with unrealistic deadlines. Clear, manageable tasks help prevent overwhelming the remote team member, and keeps motivation high.

Promote Work-Life Balance. Encourage regular breaks, set flexible and clear work hours. Respect the team's personal time to prevent constant online pressure.

Regular Wellness Check-Ins. Go beyond work-related updates. Ask about your team's well-being, listen actively, and offer support when needed.

Trust the Team. Shift away from micromanaging to supporting leadership. Empower the team to take ownership of their tasks, which builds trust and reduces stress.

https://conceiversllg.com/blog.html

Enhancing Self-Determination in Virtual Environments

Enhance Relatedness

Schedule Regular Check-ins. Weekly video calls help keep everyone on the same page and maintain personal connections.

Encourage Team Collaboration. Bring the team together on shared projects

Create a Virtual Social Space. Dedicate time for non-work-related interactions like virtual coffee breaks to build team rapport

Set Clear Communication Channels. Use tools like Slack, Microsoft Teams, text messaging, or internal social networks to ensure everyone stays connected as needed

Benefits of a Connected Virtual Team:

Better Collaboration. Seamless interaction leads to more innovative solutions.

Increased Productivity. When everyone's on the same page, productivity naturally improves.

Stronger Team Morale. Feeling connected boosts job satisfaction and team spirit.

https://conceiversllg.com/blog.html

Enhancing Self-Determination in Virtual Environments

Enhance Competence

Foster a Culture of Accountability. Assign ownership of tasks, and encourage your team to take initiative. Trust them to deliver results without constant hand-holding.

Leverage the Right Tools. Still managing projects through endless emails? Invest in collaboration tools like Slack, Trello, or Asana to streamline communication and ensure everyone's on the same page.

Encourage Decision-Making. Allow team members to make decisions in their areas of expertise. This builds confidence and reduces bottlenecks in your workflow.

Provide Resources and Support. Empowered employees are given the tools and resources they need to succeed. Be available for guidance but don't hover.

Celebrate Successes. Recognize and celebrate the team's achievements. This positive reinforcement promotes a culture of trust and autonomy.

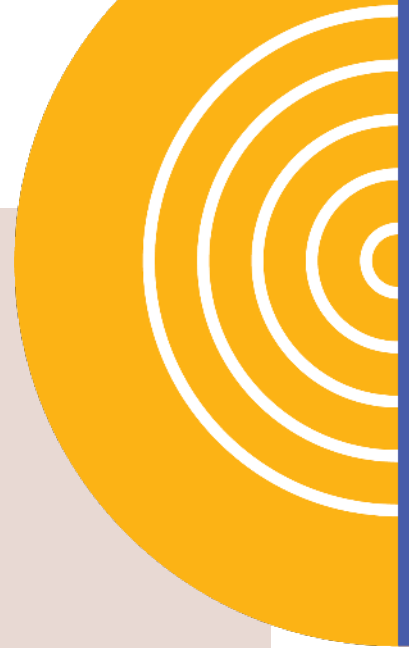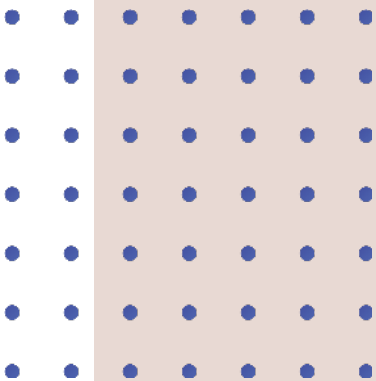https://conceiversllg.com/blog.html

Chapter 5: Developing Self-Discipline

The Importance of Self-Discipline

Self-discipline serves as a cornerstone for personal and professional success, particularly for entrepreneurs. It is the ability to control impulses, emotions, and behaviors in pursuit of long-term goals. In a world filled with distractions, the capacity for self-discipline allows individuals to prioritize essential tasks over immediate gratification.

This focus not only enhances academic performance but also fosters resilience in facing the challenges that come with rigorous research and entrepreneurial ventures. By cultivating self-discipline, individuals can develop the habits necessary for sustained effort and consistent progress toward their objectives.

The relationship between self-discipline and self-efficacy is crucial. Self-efficacy, or the belief in one's ability to succeed, is strengthened through the practice of self-discipline. When students and professionals set and achieve small goals, they reinforce their belief in their capabilities. This cycle of goal setting, self-discipline, and achievement leads to greater confidence in tackling more significant challenges. For instance, an entrepreneur who adheres to a disciplined schedule is more likely to be successful in business.

The Concept of Self-Discipline

With self-discipline the average person can rise further than intelligence and talent alone will take them and the ordinary person can become extraordinary." (Daniel Walter)

There is no a single, widely recognized "theory of self-discipline" attributed to one individual. Instead, the concept of self-discipline in the context of self-control has been explored by a variety of researchers and thinkers.

Roy Baumeister: A prominent social psychologist, known for speaking and writing about free will, has conducted extensive research on **self-control and willpower to resist temptation**.

Michael Gottfredson and Travis Hirschi: Offered "self-control theory for criminal behavior". They define self-control as the ability to **delay gratification, consider consequences, and avoid impulsive actions.**

Thomas Gordon: Clinical psychologist focused on developing self-discipline in children He emphasized **fostering inner responsibility and power of no,** rather than relying on external rewards or punishments.

In his seminal book "The Power of Discipline" Daniel Walter writes **advocates that self discipline is not comfortable.**

Training entrepreneurs on self-discipline frequently requires exercises for them to unpack a variety of behaviors that include, procrastination, fear, self-sabotage, imposter syndrome and more.

Baumeister, R. F., Bratslavsky, E., Muraven, M., & Tice, D. M. (1998). Ego depletion: Is the active self a limited resource? Journal of personality and social psychology, 74(5), 1252.
Gottfredson, M. R., & Hirschi, T. (1990). A general theory of crime. Stanford University Press.
Gordon, T. (1989). Discipline that works: Promoting self-discipline in children. Plume.
Walter, D. (2020) The Power of Discipline: How to Use Self Control and Mental Toughness to Achieve Your Goals . Kindle Edition.

Self-Discipline and Sustainable Habits

*" The easiest way to change yourself is to change the things you do everyday."* (Walter)

Self-discipline is crucial in the journey toward sustainable habit formation. Developing self-discipline requires intentional practice and a commitment for behavior changes. Individuals can begin by setting small, manageable goals that lead to larger objectives.

When training entrepreneurs I have them start by prioritizing daily tasks that contribute to their business growth. They are then tasked with selecting one morning routine to stick with for five days, then 10 days, then 30 days, and beyond. We start with a daily text check in when the task is completed for the first 30 days. After 30 days we move to a weekly check in to confirm they are sticking to the routine

By gradually building on these small successes, individuals can enhance their self-discipline and create a routine that supports their aspirations (Walter). Emphasizing the importance of accountability, whether through peer support or self-monitoring, can further strengthen this process.

Walter, D. (2020) The Power of Discipline: How to Use Self Control and Mental Toughness to Achieve Your Goals . Kindle Edition.
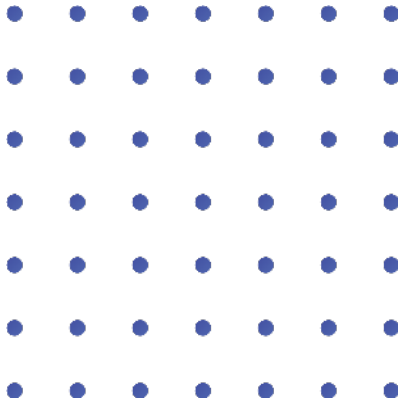
Steps to Cultivate Sustainable Self-Disciplined Habits

To cultivate sustainable habits, individuals must first establish a clear understanding of their self-discipline. This involves introspection and reflection on personal values, strengths, and goals. Entrepreneurs benefit from articulating their aspirations and identifying the motivations behind their actions. By recognizing what drives them, they can establish an action plan for how to transfer habits getting in the way of business progress to habits that support business progress.

I train entrepreneurs to create a problem solving manual.

The first step is to list all the potential challenges and opportunities they can brainstorm about their business.

The second step is to list a minimum of three solutions to problems and three opportunities for challenges.

The third step is to identify the behaviors that could be an impasse or a progression This clarity not only increases self-discipline but also helps in setting achievable and meaningful goals and actions to foster a sense of control.

Cultivating Sustainable Self-Discipline

The next step in cultivating sustainable habits is to implement positive affirmations regularly. Positive affirmations serve as powerful tools for reinforcing self-discipline. entrepreneurs can integrate affirmations into their daily routines by dedicating time each day to affirm their capabilities and visualize their success.

This practice not only combats self-doubt but also promotes a growth mindset, encouraging individuals to embrace challenges as opportunities for learning and development. Consistent use of positive affirmations can significantly bolster one's confidence and commitment to forming sustainable habits.

Integrating self-care practices into daily routines is another essential step in cultivating sustainable self discipline. Effective self-care not only promotes physical and mental well-being but also enhances productivity and focus.

Entrepreneurs should prioritize activities that recharge their energy and foster creativity, such as exercise, mindfulness, or engaging in hobbies. By recognizing the interconnectedness of self-care and productivity, individuals can create a balanced lifestyle that supports their business ventures. This holistic approach reinforces the idea that taking care of oneself is integral to achieving long-term goals.

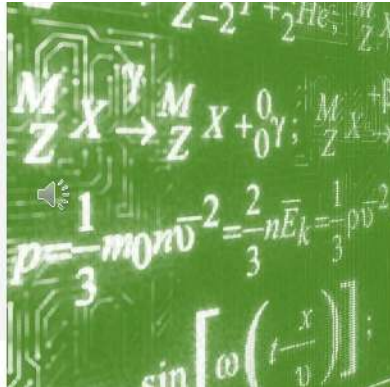# Chapter 6: Prioritizing Self-Care
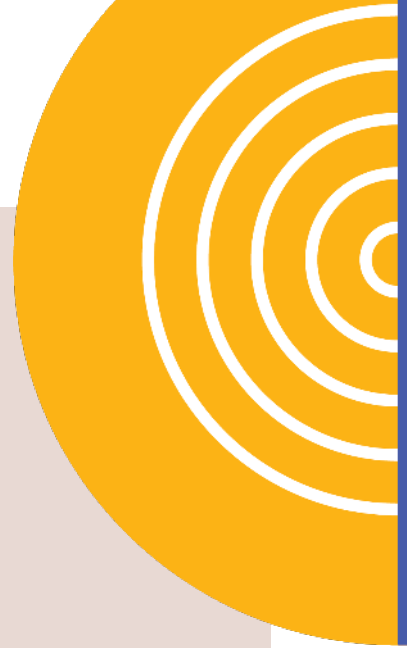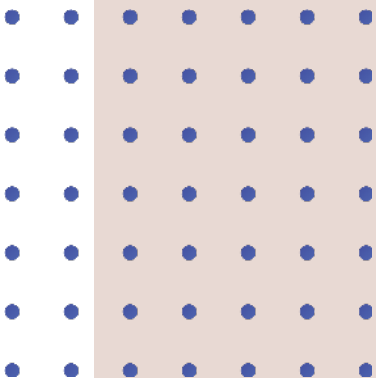
I Am A Math Project

I am a Math Project I live by the measures of my life.
I am measured by my weight, my age, by my blood pressure, my A1C, my everything.
I measure the water I drink each day, the size, proportions, ingredients, and calories of everything I eat.
I am measured by the size of my clothing and the size of my shoes and uantities of something every day of my life.

Because I am a math project!
I measure the 5K+ steps I walk each day– my Fit Bit tells me.
I measure the beats and timing of music to force my 70+-year-old body to move and dance.
I measure the health of my lungs - when I inhale. Then I measure how long I can hold it before I exhale.

You see - I am a math project!
I measure the length of my hair, and the patterns of growth.
I measure the grey hairs rapidly multiplying and the weeks between hair color treatments. Yes, I still color.
I measure the two minutes of the Oral B toothbrush and time it takes to floss all thirty-two of the teeth I still I my mouth.

I am a math project.
With wisdom I measure my reactions, assessment of situations and I measure my courses of action. If I do not - the stress of life can stroke me out or attack my heart.

I am a math project!
I am measured by the degrees of my life, the titles behind my name, my accomplishments to date.
Now at 7 decades young and as time speeds up on me. I understand why I need to know the algorithms of everything

I understand why I must be a math project.
I need to be faster stronger better, at this age to live a longer, fuller, healthier life and not sit all the way down in my senior citizenship. So, ***I measure all the things required for my self-care to thrive in a world that needs my bionic energy.***

From AI Janice: Anthology of my Artificially and Intelligently Influenced Life
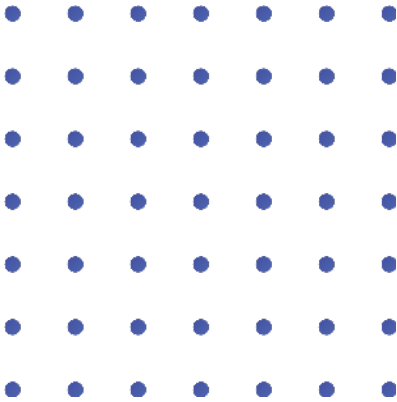
Understanding Self-Care

Understanding self-care is essential for fostering effective self-leadership among college students, doctoral candidates, virtual leaders, and entrepreneurs.

Self-care encompasses a wide range of practices that prioritize physical, mental, and emotional well-being. It is not merely a trending concept but a foundational aspect of personal development that directly influences self-efficacy, self-regulation, and overall productivity. By understanding self-care, individuals can create a more balanced life that supports their academic and professional aspirations.

At its core, self-care involves recognizing one's own needs and taking proactive steps to address them. This includes engaging in activities that promote relaxation, healthy eating, regular exercise, and adequate sleep. By investing time in self-care routines, individuals can enhance their resilience, enabling them to tackle challenges with greater ease and confidence.

The role of self-care in building self-efficacy cannot be overstated. When individuals consistently engage in self-care, they cultivate a sense of empowerment and control over their lives. Positive affirmations and self-care practices reinforce the belief that they can achieve their goals. This heightened self-efficacy translates into more significant persistence in the face of obstacles, as individuals feel equipped to overcome challenges. For college students, this sense of empowerment is particularly vital, as they persist to degree.

Self-determination is another key aspect influenced by self-care. When individuals prioritize their own needs, they are more likely to stay motivated and committed to their goals. Self-care practices foster an intrinsic motivation that drives individuals to pursue their aspirations with passion and purpose. For virtual workers and leaders of virtual teams maintaining this motivation is crucial for maintaining autonomy, relatedness, and competence.
Incorporating self-care practices into daily routines can significantly enhance productivity and well-being. Simple actions, such as scheduling regular breaks, engaging in mindfulness exercises, or participating in physical activities, can rejuvenate the mind and body.

Self-Care Practices for Enhanced Productivity

Self-care practices are essential for college students, virtual leaders, doctoral candidates, and entrepreneurs who seek to enhance their productivity and overall well-being. Engaging in self-care is not merely a luxury; it is a vital component of maintaining high performance and achieving personal and professional goals.

Effective self-care strategies can lead to improved focus, greater resilience, and a more balanced approach to the demands of academic, business, and entrepreneurial pursuits.
By prioritizing self-care, individuals can foster a healthier mindset that supports self-leadership and empowers them to unlock their full potential.

Self-Care Practices for Enhanced Productivity

One of the foundational aspects of self-care is physical well-being. Regular exercise, a balanced diet, and adequate sleep are crucial for maintaining energy levels and cognitive function.

Physical activity, in particular, has been shown to boost mood and reduce stress, which can significantly impact productivity.

People often find themselves juggling multiple responsibilities, making it easy to neglect physical health. However, incorporating even short bursts of exercise into daily routines can lead to increased motivation and clarity of thought, ultimately enhancing productivity.

Self-Care Practices for Enhanced Productivity

Mental and emotional self-care practices are equally important. Mindfulness techniques, such as meditation and deep-breathing exercises, can help individuals manage stress and cultivate a positive mindset. These practices encourage self-reflection and promote emotional regulation, making it easier to navigate the challenges of academic and entrepreneurial life. Journaling is another effective tool that allows individuals to articulate their thoughts and feelings, providing clarity and enabling them to set actionable goals.

Time management is a critical self-care practice that greatly influences productivity. Establishing a structured schedule that includes dedicated time for work, study, and relaxation can prevent burnout and enhance focus. Techniques such as the Pomodoro Technique, which involves working in short bursts followed by brief breaks, can help maintain high levels of concentration while also allowing for necessary downtime.

Prioritizing tasks and setting realistic deadlines are essential components of effective time management, enabling individuals to approach their responsibilities with a clear plan and reduced anxiety.

Finally, fostering connections and seeking support are vital aspects of self-care that can enhance productivity. Building a network of peers, mentors, and professionals can provide invaluable resources and encouragement. Engaging in collaborative projects or study groups not only alleviates stress but also promotes accountability and motivation. It is essential for individuals to recognize that seeking help is a sign of strength, not weakness.

Balancing Self-Care with Academic and Professional Responsibilities

Balancing self-care with academic and professional responsibilities is essential. The demands of education and work can often overshadow personal care, leading to burnout and decreased productivity. To navigate this challenge, one must develop a self-concept that prioritizes self-care alongside achievement.

The role of self-determination cannot be overlooked in this balancing act. Individuals who cultivate a strong sense of autonomy and intrinsic motivation are more likely to prioritize their well-being.

Setting personal goals related to self-care, such as dedicating time to hobbies or mindfulness practices, empowers individuals to take charge of their lives. This proactive approach leads to a greater sense of control over one's academic and professional journey, ultimately fostering a more positive self-concept.

When individuals are motivated to care for themselves, they become more resilient in the face of challenges.

Self-discipline is another vital component in balancing self-care with responsibilities. Developing self-discipline allows individuals to create and adhere to schedules that accommodate both their work and personal needs. Establishing boundaries around work hours and incorporating short breaks for relaxation and rejuvenation can help maintain focus and motivation. By cultivating habits that promote a healthy work-life balance, students and professionals can decrease stress levels and improve overall performance. Sustainable routines that include regular self-care practices contribute to long-term success and prevent the pitfalls of overexertion.
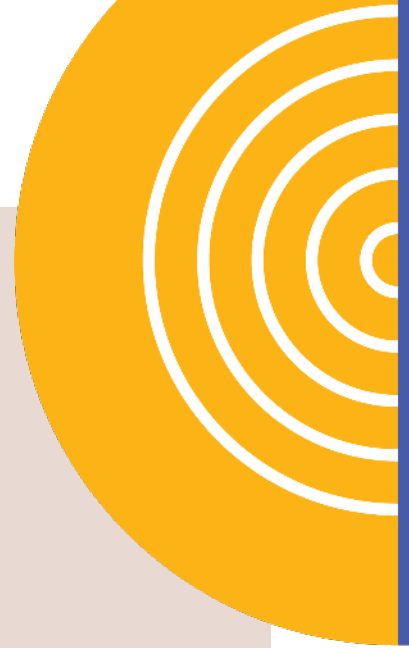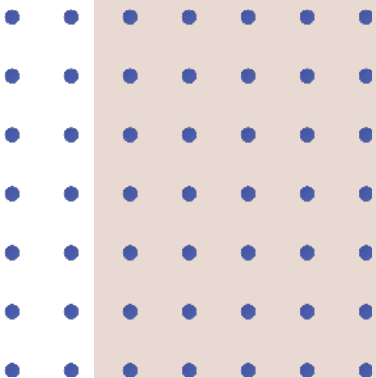
Lastly, integrating self-regulation into daily routines is essential for achieving a balance between self-care and responsibilities. This involves monitoring one's emotions, energy levels, and stressors to make informed decisions about when to focus on work and when to practice self-care. Tools such as time management techniques, reflective journaling, and mindfulness can enhance self-regulation skills. By developing a heightened awareness of their needs and limits, individuals can create a personalized balance that supports both their academic and professional aspirations while ensuring their well-being remains a top priority.

Chapter 8:Recap and Integration of Self- Concepts

Intergrated Self-Concepts for Self -Leadership

Self-efficacy, a critical element introduced by psychologist Albert Bandura, refers to an individual's belief in their ability to execute behaviors necessary to produce specific performance attainments. This belief plays a vital role in influencing motivation, effort, and perseverance when facing challenges. For college students, doctoral candidates, virtual leaders, and entrepreneurs, fostering a strong sense of self-efficacy can significantly enhance performance and resilience, enabling them to navigate the complexities of their respective fields.

Self-regulation involves the ability to manage thoughts, emotions, and behaviors in a way that aligns with one's goals and values. By developing self-regulation strategies, such as setting specific goals, monitoring progress, and adjusting behaviors as needed, individuals can create a framework that supports their aspirations and helps them maintain focus amidst distractions.

Self-determination is closely linked to both self-efficacy and self-regulation, as it emphasizes the importance of autonomy in goal setting and achievement. When individuals engage in self-determined activities, they are more likely to experience intrinsic motivation, leading to greater satisfaction and persistence. Harnessing self-determination can be transformative, as it fosters a sense of ownership over one's academic or life journey. This empowerment encourages individuals to pursue their passions and interests, ultimately resulting in more meaningful contributions to their fields.

Developing **self-discipline** is essential for cultivating sustainable habits that support long-term success. It requires commitment and consistent effort, particularly for entrepreneurs who often face numerous distractions and challenges. By establishing routines and adhering to them, individuals can reinforce positive behaviors that contribute to their goals.

Integrating **self-care** practices into daily life is crucial for enhancing productivity and maintaining overall well-being. Engaging in physical activity, mindfulness, and adequate rest can help mitigate stress and improve focus, which is especially beneficial for those juggling multiple responsibilities.

The Ongoing Journey of Self-Leadership

The journey of self-leadership is an ongoing process that requires continual reflection, adaptation, and growth. The importance of cultivating self-concepts such as self-efficacy, self-regulation, self-determination, self-discipline, and self-care cannot be overstated. These concepts serve as the foundation for personal development and effective leadership. Engaging with and nurturing these self-concepts empowers individuals to take charge of their own paths, ultimately leading to greater success in both academic and professional endeavors.

My Gift to You
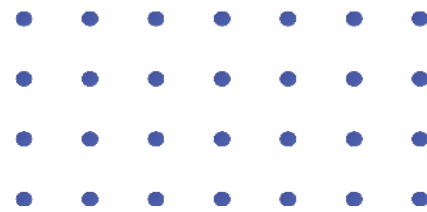
Greetings, I am Dr. Janice (Jan) Cardwell, CEO of Conceivers Leadership and Learning Group.
I am also known as AI-Janice when I share the Anthology of my Artificially and Intelligently Influenced Life©
I take pride in being a Scholar Practitioner Leader (SPL).

This eBook, was generated using an AI book writing program. Evaluating AI software, programs, and applications is for my company research, titled "Navigating Leadership and Learning in the AI Era. This eBook is an abridged version of a book on Self-Leadership, drawn from my 40+ years in leadership across several industries.

I hope something in my discussion, passage, message, or information in this eBook resonated with you. I don't pretend to know everything. I am a scholar who draws from lifelong learning. I practice by contributing what I learn to academic and business workplaces. My mission is to exert positive leadership influence .

If we were attending a face-to-face conference we could meet for further discussion.
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