



Professional Development

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Self-Fulfilling Prophecy: Identifying, Challenging, and Changing

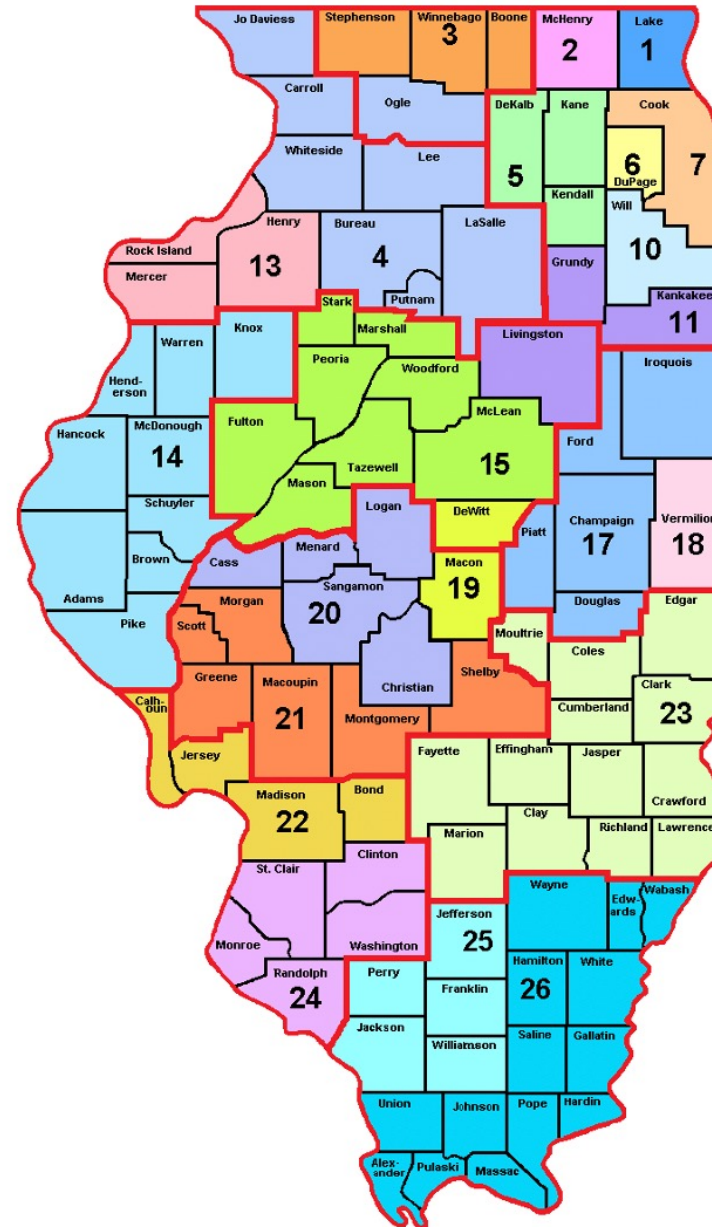
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Kiersten Baer

- Digital Communications Manager
 - Illinois Center for Specialized Professional Support
- kmbaer@ilstu.edu

Where is Your Local Area?



Which partner do you best represent?



Perception

- Perception is to attain awareness or notice sensory information to represent and understand the presented information or environment.
- All perception involves signals that go through the nervous system.

Steps to Perception

Step #1: Select

- What we pay attention to.

Step #2: Organize

- How we make sense of things.

Step #3: Interpret

- Explain the meaning of.

Select: What We Pay Attention To



Selective Perception:

Tendency to see, hear, and believe what we want to.



Subjective:

Things we find important



Confirmation Bias: Finding only information that supports your beliefs.



Selective Retention:

Remembering only things that confirm our beliefs.

Organize: How We Make Sense of Things



Grouping by proximity or similarity

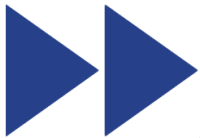


Figure-Forefront



Ground- Background

Interpret: Explain the Meaning Of



Closure: Tendency to fill in Missing Information to Make Sense of and draw conclusions from available data.



Context: We Tend to make sense of perceptions by examining the situation around them.

Factors That Can Affect Perception



Physical - for example, someone who is tall vs. short.



Experiential: Your past experiences



Situational: The time and place

Perception & Self:

- Self-Image – The way You describe yourself, a mental picture, generally that is resistant to change. The idea one has of one’s abilities, appearance, and personality.
- Self- Esteem – Confidence in one’s own worth or abilities.



Self-Esteem

- William James is thought of as the creator of the self-esteem movement (Hewitt, 2005).
- Formula
 - Self-esteem = success/ our pretensions
- Pretensions
 - Goals, values, things we believe about our potential



Self-Esteem

- Webber (2019), states low self-esteem can affect everything in your life from relationships to your career.



Self-Esteem

- Some common examples of low self-esteem might include:
 - Hating yourself, feeling angry or frustrated about who you are
 - Being obsessed with being perfect
 - Hating your body
 - Feeling worthless
 - Being overly sensitive
 - Feeling anxious and fearful
 - Constantly feeling angry
 - Trying to be a people pleaser



Self-Fulfilling Prophecy

- Self-fulfilling prophecy:
 - Person's expectations or internal beliefs influence their behaviors and the way they interact with other people.
 - Tendency to live up to our own expectations and those that others have of us.



Poll:

- Self-fulfilling prophecy:
 - Do you feel you set realistic expectations for yourself?
 - Yes
 - Sometimes
 - No
 - Do you feel you live up to the expectations you set for yourself?
 - All of the time
 - Most of the time
 - None of the time



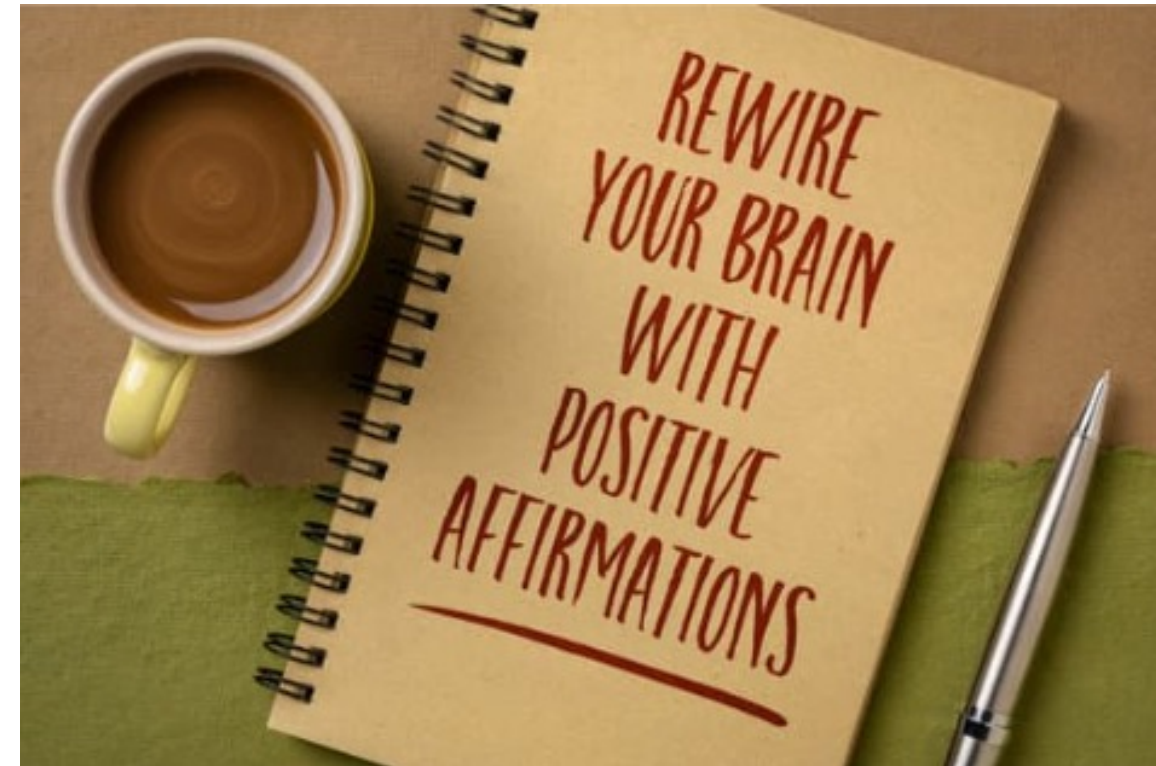
Poll:

- Self-fulfilling prophecy:
 - Do you feel others set realistic expectations for you?
 - Yes
 - Sometimes
 - No
 - Do you feel you live up to the expectations that others have for you?
 - All the time
 - Most of the time
 - None of the time



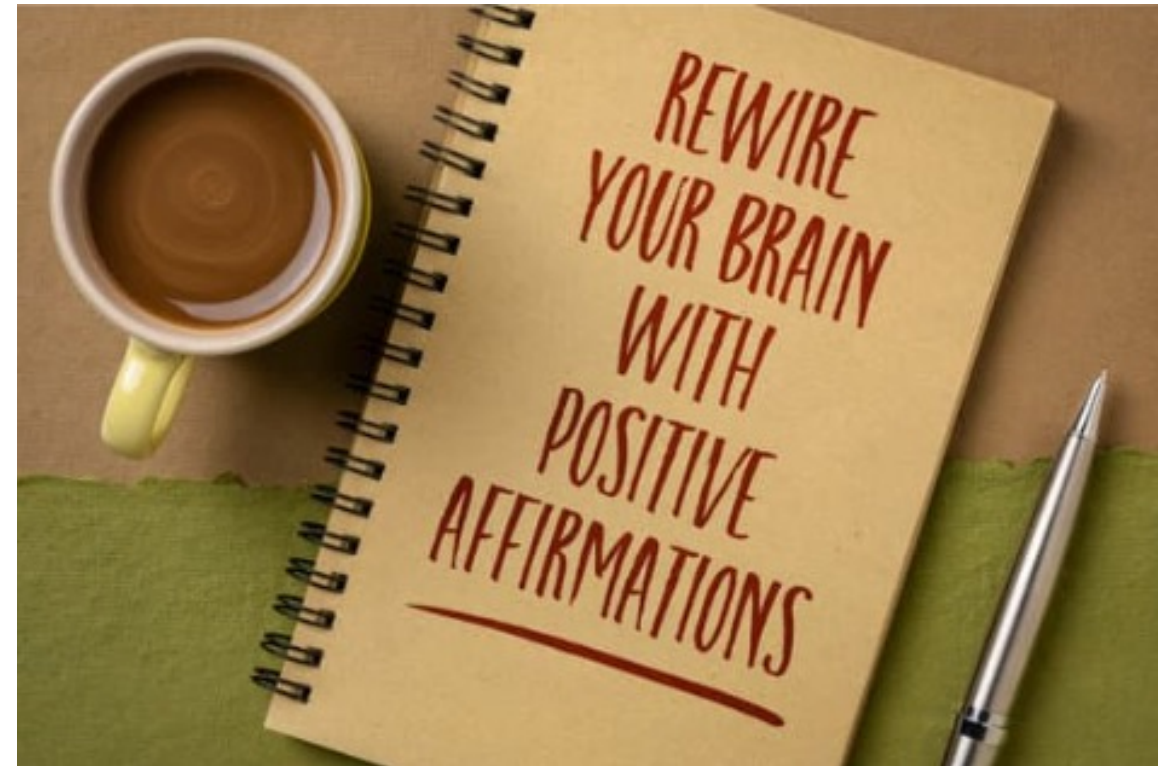
Self-Talk

- Negative Self-Talk
 - Can result in unnecessary stress, anxiety, depression, self-doubt, etc.
- Positive Self-Talk
 - Encourages self-confidence, effective coping, achievement, and a general feeling of well-being.



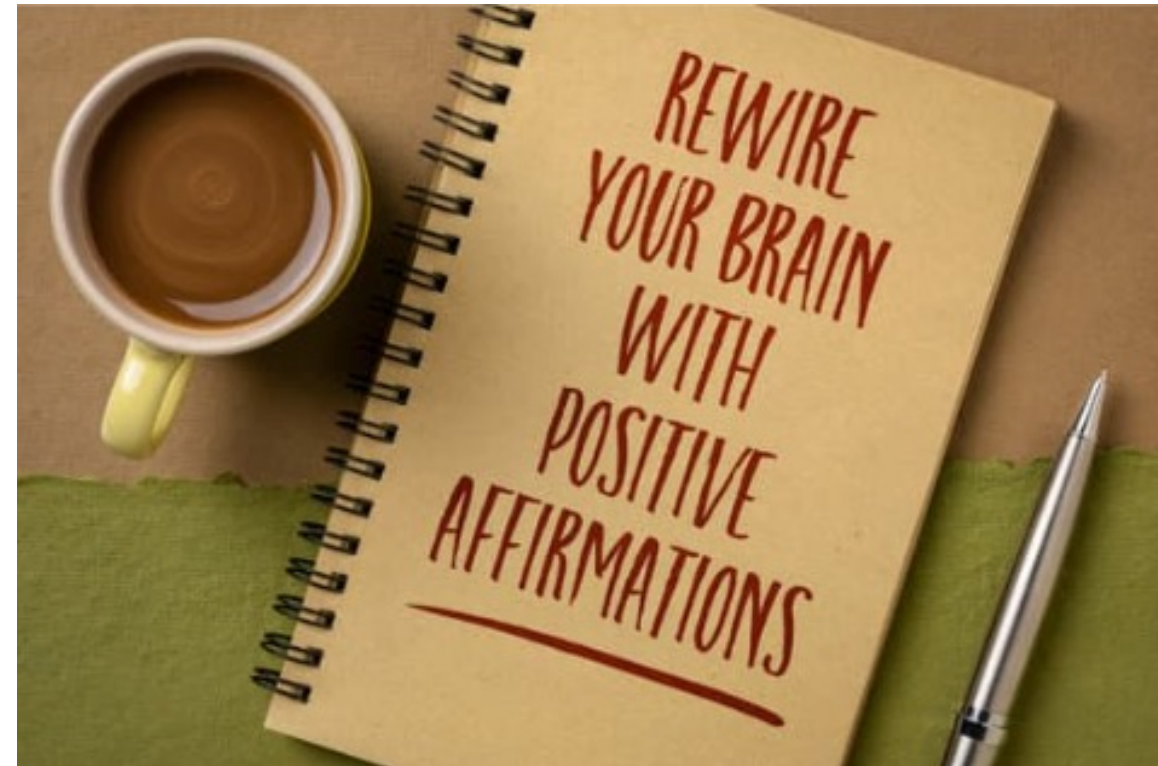
Self-Talk

- To silence your inner critic,
 - You have to replace your negative thoughts with positive ones.
 - Practice forgiveness and challenge negative self-beliefs.



Reflection

- Ask yourself:
- “Is my self-talk building me up or tearing me down?”
- “Is my way of thinking helping me or is it hindering me?”



Activity: Instructions

- Think of a recent time when you were experiencing negative or unhelpful thoughts.
 - What was the situation?
 - How did you feel?
 - What did you do?
- Now, use this step-by-step guide and see if changing your thinking could bring a better result.

Changing Your Self-Talk

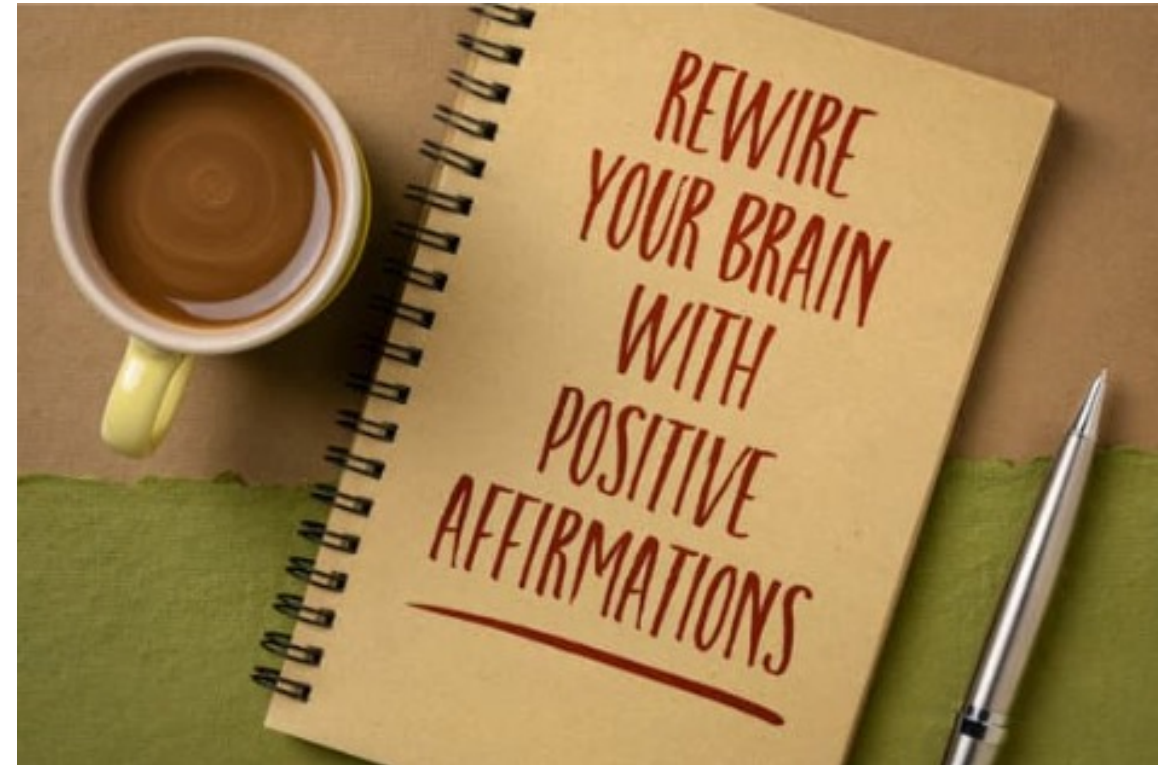
- Catch it.
 - Recognize when you are having negative or unhelpful thoughts.
- Control it.
 - Stop! When you find yourself thinking negatively say STOP to yourself to stop the downward spiral of thoughts leading to sadness, guilt, anxiety, self-doubt, hurt, etc.
- Challenge it.
 - Challenge what you are saying to yourself using the coming questions:
- Change it.
 - Change the negative messages you are saying to yourself to more realistic/positive ones to bring about more pleasant and helpful emotions.
- Cherish it.
 - Enjoy the moment and the feeling you have just created!

Challenging Your Thoughts

- Is this thought helpful? What is a more healthy thought?
- What would I tell a friend in this situation? (perhaps follow this advice)
- What evidence do I have that what I'm thinking is really true? What is the evidence against it?
- Is there any other reason this situation could have occurred?
- Is there another way of looking at this situation? What are some other points of view?
- What is the worst/best/most likely outcome? If the worst did happen, how could I cope? Would I live through it?
- Can I do anything about this right now? If yes, take appropriate action. If no, accept and move on.

Reflection

- What is one thing you are willing to start doing that can help you better manage any negative thinking?





Skills & Techniques

1. Practice mindfulness
 2. Change your story
 3. Don't compare yourself to others
 4. Channel that inner rock star
 5. Move your body more
 6. Volunteer
 7. Practice forgiveness
 8. Realize that you are not your circumstances
- [3 Self-Compassion Exercises Pack](#)
 - [About Me Worksheet](#)

15 Self-Reflection Questions

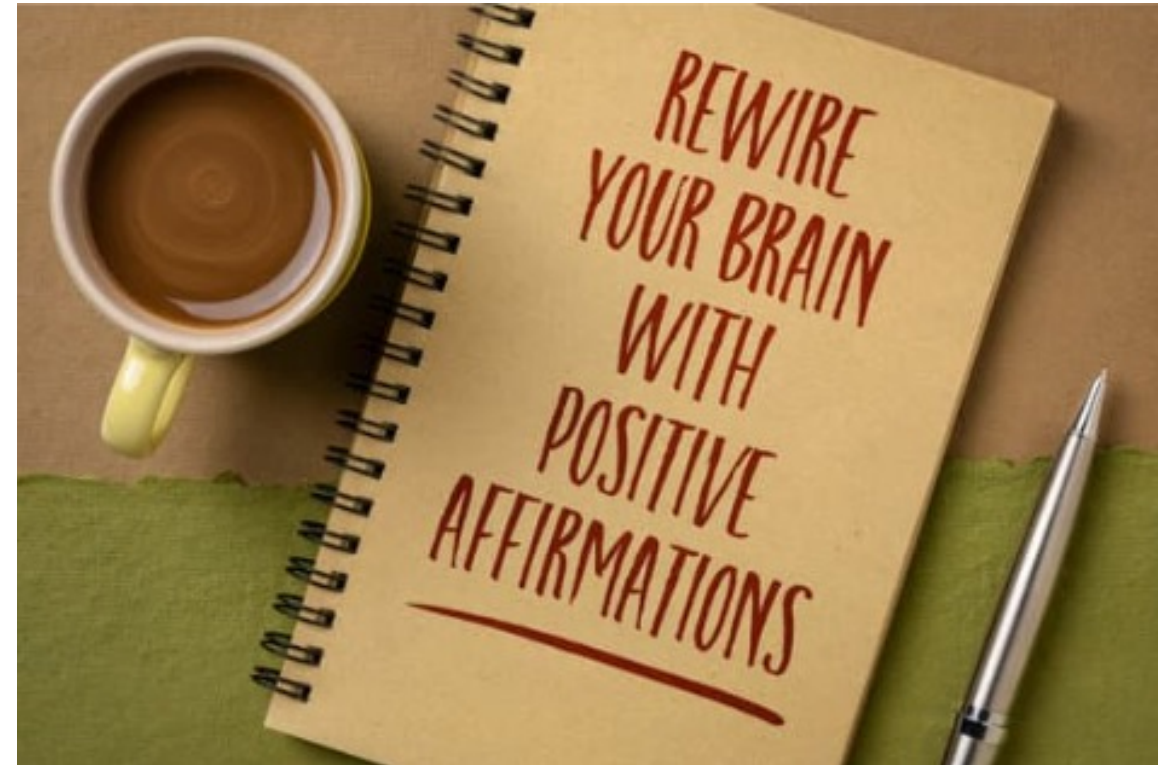
1. What are some things you can do to strengthen or balance your emotions? What can you stop doing?
2. How would you feel three months from now if you stuck to your goal? How would your life be different?
3. What is one small thing you can do this week that will help you feel more in control of your life?
4. What are some things you are passionate about? What kinds of things excite, motivate, or interest you? What can you do to feed these passions daily or weekly?
5. Think of some times when you felt motivated and confident. What were you doing? Who were you with? Where were you?
6. What kinds of things can you do to start developing a stronger relationship with yourself? What kinds of things do you feel you need to overcome so that you can get closer to self-acceptance and confidence?
7. Do you have relationship problems with your family, friends, or coworkers? What are your options to overcome them?
8. What kinds of activities excite you? Which ones make you feel happy? How can you integrate more joyful and exciting activities into the next couple of days?
9. What habits, if any, do you need to change in order to improve your happiness and confidence this year? What is one habit that you can start to work on in the next couple of days? What would it feel like to do this every day?
10. What can you start doing, or stop doing, to deepen your relationships with friends and loved ones?
11. Who are the people in your life who are supportive and will help you nurture your dreams and goals? How can you spend more time with them?
12. What stands between you and feeling happy? What steps can you take to bridge the gap?
13. In terms of money and finances, what kinds of changes could you make to feel more confident financially?
14. How can you reduce your expenses this month? How would this make you feel about yourself?
15. What would it feel like if you stuck to one healthy habit for the next few months? How could that improve your life?

Self-Esteem Quiz

- This self-esteem quiz is not meant to diagnose any psychological disorder but is good for gauging how someone feels about themselves. If you score on the low end, that might mean you need to practice more self-love or self-compassion.
- Answer the following questions with "most of the time," "some of the time," or "almost never."
 1. My feelings get easily hurt.
 2. I get upset if someone criticizes me, even if they mean well and offer constructive criticism.
 3. I get angry at myself if I make a small mistake, even if it is an honest one.
 4. I typically ask other people what they think I should do, instead of making my own decisions.
 5. I typically go along with the group, even if I don't necessarily agree.
 6. I am uncomfortable when accepting compliments.
 7. I don't feel like I measure up or feel good enough.
 8. It's common for me to self-criticize or say negative things about myself, like telling myself I am stupid, fat, or just no good.
 9. When I look in the mirror, I don't like what I see and don't feel attractive.
 10. I find myself apologizing for things all of the time, even for things that aren't my fault.
- If you answered "almost never" for most of the questions, you have a healthy self-esteem. Everyone has times when they feel down, but as long as you don't feel like that every day, you will be fine.
- If you answered "most of the time" to many of the questions, you may need to take some additional steps to boost your self-esteem. This doesn't necessarily mean you are depressed; it just means you may be a little too hard on yourself.
- If you answered "some of the time" to many of the questions, you could still benefit from practicing a little self-compassion and self-love.

A Take-Home Message

- Everyone suffers from low self-esteem every once in a while. Most people bounce back eventually. Each of us is born with infinite potential and equal worth as human beings. With a little self-compassion and self-love, there are no limits to what we can achieve.
- Taking the time to understand the tools that are out there can help you boost your self-esteem when you feel down. Simply taking the time to recognize these times can help you move forward and feel better.



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Returning Citizens Workshop

Workshop #1

Let's Start with "Why"?
– A Look at our justice
and labor systems
today.

Monday, February 27,
2023, 10:00 AM – 12:00
PM @ Bloomington-
Normal, IL



Workshop #2

The Intersection of
Justice & Education –
Building Skills inside &
outside the walls.

Monday, March 6,
2023, 10:00 AM – 12:00
PM @ Virtual



Workshop #3

Get Ready, Get Set, Get
Out – Preparing
Students & Employers
for their next steps.

Monday, April 10,
2023, 10:00 AM – 12:00
PM @ Virtual



Returning Citizens Workshop

Workshop #4

The Right Fit–
Navigating career
placement behind &
beyond the walls (The
Hiring Process)

Wednesday, May 10,
2023, 1:00 PM – 3:00
PM @ East Peoria, IL



Workshop #5

It's Not About Finding
the Best & the Brightest;
It's About Keeping
Them – The retention
secrets.

Thursday, May 11, 2023
@ WIOA Summit East
Peoria, IL



Workshop #6

Making Change Happen
– Transforming our
Justice Systems to
Workforce Systems.

Monday, June 5, 2023,
10:00 AM – 12:00 PM
@ Virtual



Post-workshops

Employer Convening:

- Tuesday, May 16, 2023, 10:00 AM – 12:00 PM CST
- Live: In-Person
- Location: TBA

This convening will engage local employers in hiring and retaining talent. Attendees will obtain a comprehensive handbook of resources and tools to assist them in their work.

Re-Entry Website & Communications

- All Registration, Dates, Times, and Details are on our website at <https://ilworkforceacademy.com/returning-citizens/>
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