



Self-awareness and Personal Development: The Core Competencies for an Unknown Future

Saemah Rahman
Faculty of Education, UKM

Introduction

- In an unknown future, it is a challenge to predict what kind of knowledge and skills necessary to help individuals function effectively.
- Can we imagine what competencies are needed if we are not sure what kind of life we will face in the future?

What should I do to become more efficient and productive in the highly complex, competitive, and constantly changing world?



Introduction

- **Many questions arises:**
 - What new tools will be used in the community?
 - How does it affect the lives of people at that time?
 - How does it affect how we do things
 - How does it affect how we learn
 - How does it affect how we communicate to each other
 - How do we work with other people?



Introduction

- The changes will continue to happen, nobody ever thought of how social media affect our lives now - 30 years ago!
- Not many anticipate how we know and learn, are changing so fast compared to the previous generation.
- With the rapid development in technology, it is expected that there will be changes in the skills required at the workplace in line with the development of new tools in the society.

**THE FUTURE IS
UNKNOWN**



‘...We live in a world where change is exponential and we are helping to prepare students for jobs that don’t yet exist, using technologies that have not yet been invented, in order to solve problems that we don’t know are problems yet.

In short, we have a responsibility to prepare our students for a lifetime of uncertainty, change, challenge and emergent or self-created opportunity....”

Kumar,2007

Introduction

- History teaches us that the skills required will be shaped by the changing needs brought by new development in the society.
- It is predicted that the next generation might face changes in job specification several times in their career life.



Introduction

- The question is, what kind of core competencies required by individuals to cope with the rapid changes in the future?



Self awareness and personal development

- It is clear that we must constantly renew our competencies to function effectively in our lives
- The first step in doing this is through the process of self awareness to increase self knowledge and eventually planning for further personal and professional development



Self awareness and personal development

- Therefore, in addition to core competencies such as communication skills, critical and creative thinking, and teamwork skills, to name just a few, there are other aspects that need to be developed to help individuals cope with the rapid changes in the society.
- Providing individuals with the skills of self-awareness and self-knowledge is important and fundamental to help individuals manage and plan their personal development as a lifelong learning process, especially in fulfilling the demands of job in an unknown future.

Self awareness and personal development

- In general, Self awareness refers to the self-assessment in which individuals identify or make judgments about themselves.
- In particular, self-awareness skills including awareness of the need to constantly self-audit related to the knowledge and skills needed in the situation and take appropriate action to update and improve the skills.

Self awareness and personal development

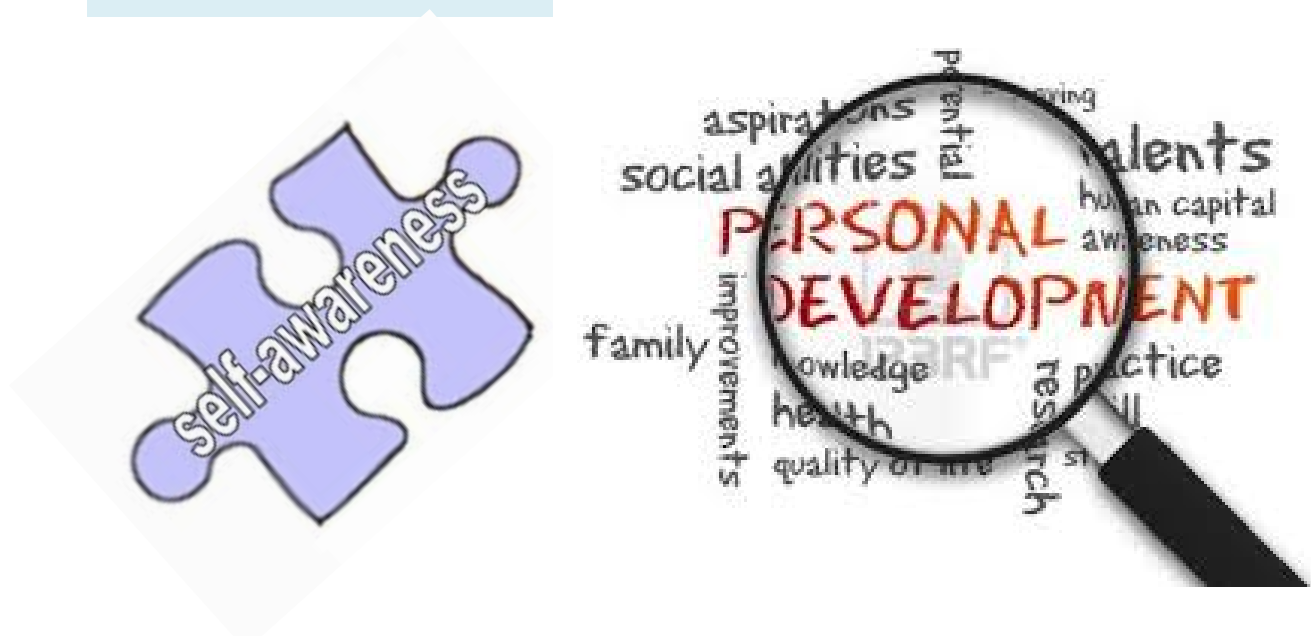
- The purpose of the process of self-consciousness is to create better self-knowledge, make adjustments and improvements, and accommodate for weaknesses.
- In this context, Self-awareness is being conscious of what you're good at while acknowledging what you still have yet to learn.
- In other words, they are able to identify skills that they have and ones that need to be improved

Self awareness and personal development

- Skill development begin with an assessment of the gap between the current situation and the desired future situation.
- Often, self-awareness will reveal a skills gap that you want to work on.

Self awareness and personal development

- The focus on Self awareness and personal development enables students to plan and take action on their own personal development plan





The future has many names: For the weak, it means the unattainable. For the fearful, it means the unknown. For the courageous, it means opportunity.
(Victor Hugo)

WWW.LIVELIFEHAPPY.COM

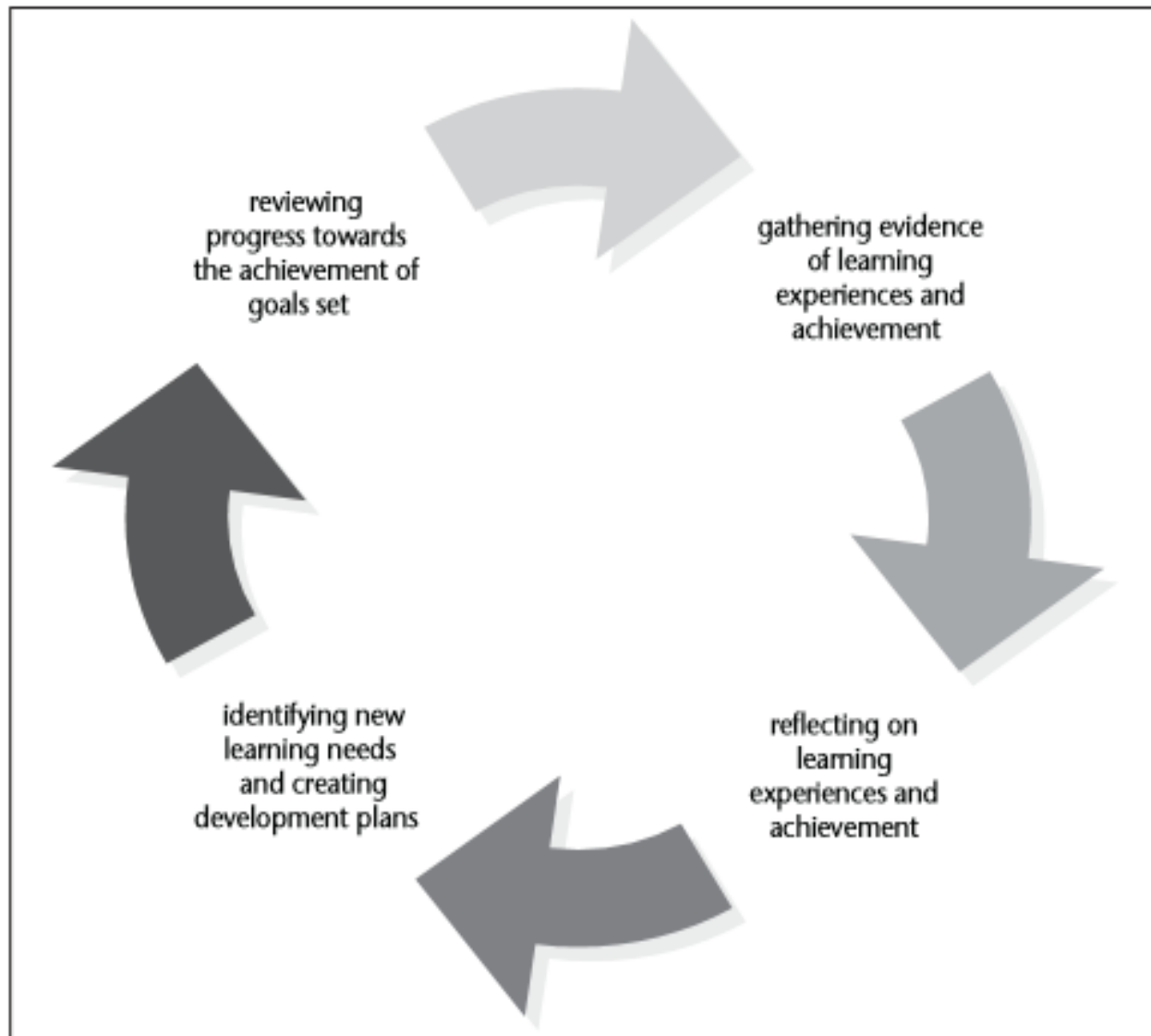
**DO SOMETHING
TODAY
THAT YOUR FUTURE
SELF WILL
THANK YOU FOR.**

Self awareness and personal development in Higher Education

- **So what is the role of HEI in this situation?**
- **There is need of a holistic approach in HEI that allows students to evaluate and exploit their learning experiences, to look at learning broadly in relation to their personal growth and preparation for future careers.**
- **Also the need for the development of disposition to appreciate lifelong learning in order to adapt effectively in a constantly changing world**

Self awareness and personal development in Higher Education

- **The concept of PDP in Higher Education is not new**
- **PDP is ‘a structured and supported process undertaken by an individual to reflect upon their own learning, performance and/or achievement and to plan for their personal, educational and career development’ (QAA, 2009).**
- **PDP supports the concept that learning is a lifelong and life-wide activity.**



Personal Development Plan

Metrics Where are We Now?	Vision Where do We Want to Be?
Plan How will We Get There?	Evidence How Will We Know We've Arrived?



IDENTIFYING DEVELOPMENT NEEDS WITHIN A WORK PLACE

1. Self-assessment

What you consider as your own strengths and weaknesses.

2. Assessment by others - Strengths and Weaknesses that others see in you

At Work

- Formal reports such as an appraisal
- Customer feedback – e.g. questionnaire about the level of service received.
- Performance data – e.g. supermarket records of the number of customers served by checkout staff.

In Education

- Your Lecturers/Tutors

Self awareness and personal development in Higher Education

- **PDP was proposed and developed to open up new ways of helping students prepare for an increasingly complex and uncertain world.**
- **HEI is expected to offer PDP for their students**
- **However, PDP is not widely utilized within mainstream curricula (Kumar,2007)**
- **Consequently, many students in HEI have a fairly low level of self-awareness and planning for personal development**

Self awareness and personal development in Higher Education

- Self awareness and personal development program at higher education institution
 - Student development program/services
 - Integration of generic skills as the learning outcome through courses
 - Liberal arts courses
 - University courses
 - Extra-curriculum activities



Self awareness and personal development in Higher Education

"..... students
aren't really
enthused about
PDP,"

"You have to have
strategies to engage
them in the
process."

Alan Maddocks, project manager for
[Loughborough University](#)'s Rapid Project
Harriet Swain, 2008

Self awareness and personal development in Higher Education

“Sell PDP to
students, show
them how it
works and why
it’s worth doing,”

“Don't just
tell them
they’ve got
to do it.”

Jonathan Baldwin, academic developer at the
Higher Education Academy’s Art, Design and
Media Subject Centre at Brighton University

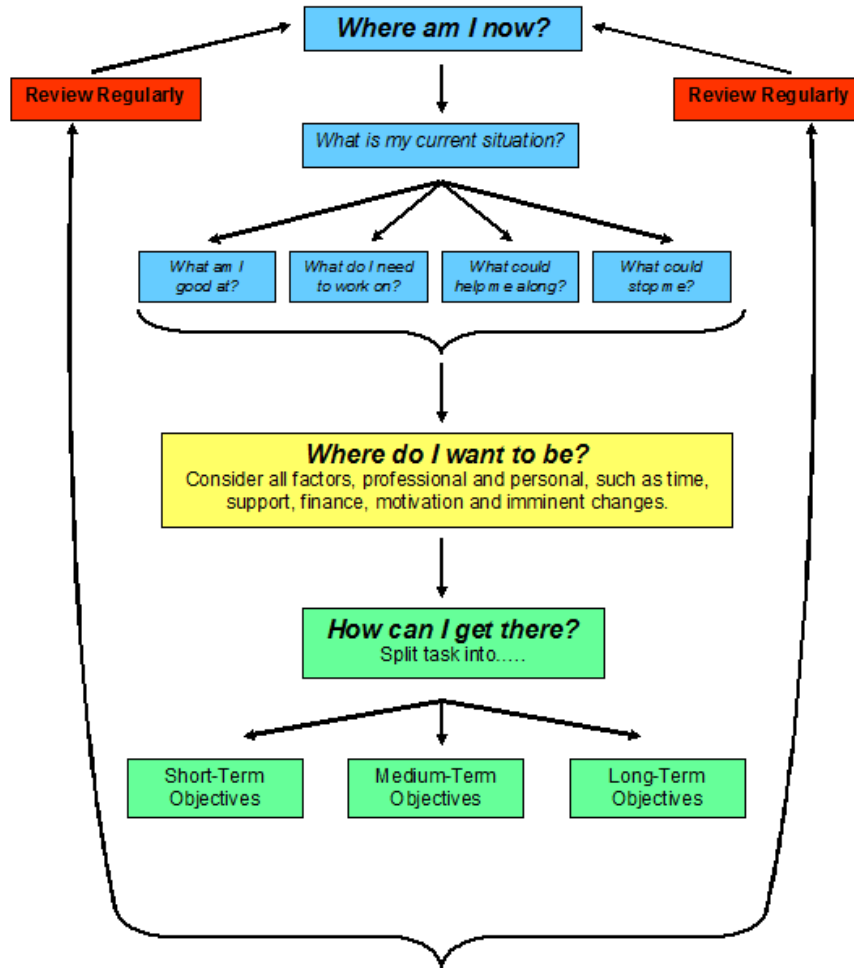
Harriet Swain, 2008

Conclusion

- **Preparing individuals for an unknown future means preparing them with a mindset of the importance of lifelong learning**
- **And the first step is to provide them with the importance of self knowledge through self awareness process**
- **In the face of a changing world, the process of self-awareness is an ongoing process. Individuals need to create self-audit from time to time to help create a plan for personal development to function more effectively and efficiently**

Recommendations

- **It is recommended that the implementation of self-awareness and PDP in HEI need to be strengthen to provide a meaningful learning experiences that supports students personal development to face the unknown future**



THE BEST WAY TO
PREPARE FOR THE
FUTURE IS TO TAKE
CARE OF THE
PRESENT.

- Unknown

References

- Kumar A. (2007) Personal, Academic and Career Development in Higher Education SOARing to Success. Routledge
- Harriet Swain (2008). Helping students prepare personal development plans. Available at:
<https://www.timeshighereducation.com/news/helping-students-prepare-personal-development-plans/403050.article>
- QAA (2009). Personal Development Planning: Guidance for institutional policy and practice in higher education, available at:
<http://www.qaa.ac.uk/en/Publications/Documents/Personal-development-planning-guidance-for-institutional-policy-and-practice-in-higher-education.pdf>

Terima kasih...

Tak...

Danke...

Paldies...

Thank you...

