

STUDY ON SELF CONFIDENCE AND CHALLENGES IN WORK PLACE

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ABSTRACT

Self confidence is extremely important in almost every aspect of our lives, yet so many people struggle to find it . People who lack self confidence can find it difficult. Self confidence is a positive attitude of oneself towards one's self-concept. It is an attribute of perceived self. Self confidence refers to a person's perceived ability to tackle situations successfully without leaning on others and to have a positive self-evaluation. A self confident person perceives himself to be socially competent, emotionally mature, intellectually adequate, successful, satisfied, decisive, optimistic, independent, self-reliant, self-assured, forward moving, fairly assertive and having leadership qualities. Having self confidence does not mean that individuals will be able to do everything. Self confident people may have expectations that are not realistic. However, even when some of their expectations are not met, they continue to be positive and to accept themselves.

keywords : assertive, goals, motivation, self confidence, self-esteem

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Introduction :

Self Confidence is the key to success, or we can say the first step to success. If a person has self confidence, he has won half the battle. Those people who have self confidence at work, school, and in their daily life always appear on top of world. Everything seems to go right for these people and they always seem to present themselves as calm, collected and successful in everything they do.

Self confidence is belief in yourself and your abilities. Many people lack the self-confidence and self-esteem needed to live a happy and healthy life. Self-esteem is a confidence and satisfaction in oneself. These two things must be present in people's daily lives in order for them to believe that they have the ability to do anything.

Balancing Of Self Confidence :

Self-confidence is about balance. At one extreme, we have people with low self-confidence. At the other end, we have people who may be over-confident. If you are under-confident, you'll avoid taking risks and stretching yourself; and you might not try at all. And if you're over-confident, you may take on too much risk, stretch yourself beyond your capabilities, and crash badly. You may also find that you're so optimistic that you don't try hard enough to truly succeed. Getting this right is a matter of having the right amount of confidence, founded in reality and on your true ability. With the right amount of self-confidence, you will take informed risks, stretch yourself (but not beyond your abilities) and try hard.

HIGH LEVEL CONFIDENT PEOPLE IN WORK PLACE

Positive personal self-esteem also translates into the corporate culture of an organization. Organizations with high levels of self-esteem among their employees will experience several of the following characteristics.

- 1) Provide for career management** - Employees who understand who they are, what they like to do and what their skills are enjoy a much higher level of personal self-esteem. Provide career management training programs that allow employees to explore and understand themselves and to develop a long-term career plan with your organization.
- 2) Implement an effective problem solving methodology** - Organizations need to adapt an effective problem-solving methodology and ensure that every employee is taught and uses this

strategy. This creates consistency throughout the organization, creates independent thinking and leads to personal responsibility for choices and actions.

3) Develop self-assertiveness - Every employee must be taught to stand up for himself or herself and to defend their own ideas while at the same time, learning to implement self-assertiveness effectively and appropriately. This again is a big responsibility and one that requires employees to make good choices, examine alternatives and engage in self-discipline.

4) Focus on a goal orientation - Focusing on personal control is easily developed if there is a focus on goal setting at all levels of the organization. These goals must be SMART, or in other words, specific, measurable, agreed to, realistic and time based. Goals and realistic expectations allow employees to determine all of the what, where, when and how of their work and to feel a sense of accomplishment when success is achieved.

5) Practice personal integrity - Everyone, from the front-line employee to senior management, must "walk the talk." In other words, behaviour within the organization must demonstrate a personal integrity among the standards and beliefs and the behaviour. No matter what, employee behaviour and practices cannot conflict with values.

6) Provide safety and security - While organizations can no longer guarantee lasting employment, they need to provide employees with some sense of safety and security within the work environment. Employees need to know they are respected for their skills and talents and feel secure about their contributions to the workplace. When safety and security is evident, employee self-esteem will be matched.

CHARACTERISTICS OF CONFIDENT PEOPLE

i) Believe in themselves: People who have high self-esteem have confidence in their own abilities. They recognize what they're good at, are confident that they are able to improve where necessary and unlike people with low self-esteem, believe that they deserve to do better. The effect of this is that they are often ambitious in their chosen field and do well in their careers as they consistently strive for improvement and personal success. They don't waste time indulging in negative self-talk. They take responsibility for their own actions and they don't look to others to make decisions for them.

ii) Know what they want or need: People with high self-esteem generally have clear ideas about what they want or need and are able to communicate these needs and wants to others. They

don't have an inner need to change anyone else. They accept responsibility for their lives and the decisions they make. They know their values and roles and what's really important to them.

iii) Effective communication skills: It's common for people with high self-esteem to be good communicators. This includes having good listening skills which leave them open to taking advice, being open to change and new ideas.

iv) Drive to succeed: Not surprisingly people with high self-esteem have the drive to succeed. They are generally more flexible and find it easier to overcome challenges and disappointments along the way. They don't worry about mistakes and even when they do make mistakes, they have the inner resources to learn from mistakes and then move on.

v) Comfortable with change: Because people with high self-esteem are comfortable with change, they enthusiastically seek out new opportunities and are open to embracing new ideas. Getting out of their comfort zones is not uncomfortable for them. They are also happy to learn new skills to support them with any new challenges.

vi) Enjoy healthy relationships: With their good communication skills and their enthusiasm to succeed, people with high self-esteem generally enjoy good healthy relationships and are able to accept constructive criticism, without letting it dent their confidence.

vii) Goal-oriented: They are very focused on self-improvement and success and are often good at planning and setting goals as well as achieving them. They have a sense of purpose and direction and confidently go for it.

viii) Able to laugh at their self: We all do silly things and life happens. They don't fret and worry about it – they just laugh it off. They understand that laughter is the best medicine. They love life and tend to be optimistic and positive about the direction of their life.

ix) Taking care of themselves physically, emotionally, mentally and spiritually: They take care of themselves physically by exercising and eating well. Emotionally by clearing negative emotions. Mentally by reading, learning new things.

THE CHARACTERISTICS OF LOW SELF CONFIDENT PEOPLE

1) **Feelings of un happiness:** People with low self-esteem are typically unhappy..For some people, low self-esteem may contribute to depression and even inability to function in life. However, some individuals who derive their happiness from some other source such as spiritual beliefs may not find their degree of happiness impacted by the low self-esteem.

2) **Feelings of anxiety :** Many people with low self-esteem experience anxiety, especially social anxiety. Frequently, this is a consequence of the social evaluative aspect of self-esteem. In other words, we tend to evaluate our self based upon comparisons to other people. In addition, many people are concerned about others' evaluating them and assume that others will see the same flaws and in competencies that they see within themselves. Such a concern leads to the feelings of anxiety

3) **Feelings of inferiority or superiority:** Most people who have low self-esteem feel inferior to others. They believe that they don't measure up to some standard that others meet. Frequently they feel that some flaw within them means that they are not worthwhile or deserving.. Some people with low self-esteem may present an air of superiority. However, this may be a way of covering how they truly feel about themselves. However, don't make the common mistake and assume that all feelings of superiority are due to low self-esteem. There is another category of people who actually feel they are superior to others, intellectually, financially, or spiritually. One way to make the distinction is that people who have low self-esteem and feelings of superiority will often have other characteristics of low self-esteem such as unhappiness or anxiety.

4) **Impatience or irritation with self or others :** Another characteristic of low self-esteem is a tendency to be impatient or easily irritated by mistakes, flaws, or inadequacies. Most frequently this is directed at the self but it can also be directed at other people.

5) **Externally oriented goals :**Individuals with low self-esteem often determine goals and direction in life based upon what others might want or need. They often feel that their needs or desires are unimportant. Such an attitude can lead to resentment due to always taking care of others while their needs are addressed.

6) Negativity: Low self-esteem tends to lead to negativity. This negativity may not always be externally observed but internal self-talk is usually negative. Also, external manifestations such as criticizing oneself to others or excessively apologizing or commenting about negative observations may be noticed by others.

7) Externally oriented goals : Individuals with low self-esteem often determine goals and direction in life based upon what others might want or need. They often feel that their needs or desires are unimportant. Such an attitude can lead to resentment due to always taking care of others while their needs are not addressed.

HOW CAN SELF CONFIDENCE BE IMPROVED?

A) Eliminate negative self-talk : First and foremost, people with low self-esteem need to eliminate harmful self-talk. The negative labels and frequent self-criticism can only cause further damage. Eliminating negative self-talk doesn't mean you can't recognize and address problems, but it means to be careful about how you talk to yourself and to not be self-destructive

B) Recognize strengths : Those with low self-esteem tend to focus on their weaknesses rather than focusing on their strengths sometimes claiming that there isn't anything positive they can say about themselves. That is unlikely to be true. It is important to pay attention to strengths and to appreciate the strengths no matter how small they may seem. Once you recognize the strengths you need to reinforce the strengths through frequent focus on them.

C) Recognize self-worth : It is important to recognize that you are a unique human being and have worth. Recognize that you deserve to take care of yourself and set limits. You deserve respect and to be treated well. Again, you need to frequently reinforce this idea by continuing to focus on your self-worth

D) Accept mistakes : Recognize that mistakes and flaws are part of the human condition. You have flaws and you make mistakes. The more actively you are involved in life, the more mistakes you will make. But being actively involved allows you more opportunity for success as well. Accept yourself flaws and all.

E) Accept rejection : The more you can believe that everyone doesn't have to like you, the less you need to feel bad or be ashamed of your imperfections. However, the person with low self-

esteem often feels a failure if someone is disapproving or rejecting. Instead, congratulate yourself if someone doesn't like you because you are being a genuine person.

CONCLUSION :

The best way to gain self-confidence is to look deep inside of yourself and believe that you have the ability to overcome all obstacles and challenges that you are faced with, on a daily bases, because our self-esteem is one of the few things that we have control over. use a technique like SWOT Analysis to take a look at who and where you are. Looking at your Achievement Log, and reflecting on your recent life, think about what your friends would consider to be your strengths and weaknesses. From these, think about the opportunities and threats you face.

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