

# Building Student Self-Efficacy: Fostering Resilience and Growth



**Motivation** is the first step in **learning**.

**Self-efficacy** is the root of **motivation**.

**Sticky feedback** cultivates **self-efficacy**.

---

[engineerinclusion.com](http://engineerinclusion.com)

Name: \_\_\_\_\_

## Slide # 2: Understanding Self-Efficacy

### Definition: Belief in One's Ability to Succeed

**Student self-efficacy is the belief in one's ability to succeed.** This concept is vital in education as it impacts student achievement, motivation, and academic success. Understanding self-efficacy can help educators foster resilience and growth among their students. Key components of **self-efficacy include mastery experiences, vicarious experiences, verbal persuasion, and emotional states.** The growth mindset, characterized by the **power of "yet,"** emphasizes continuous improvement through **effort, learning from mistakes, and embracing challenges.** Resilience is built through **goal-setting, problem-solving, and effective feedback strategies.** Creating an **empowering environment** and providing **practical implementation tools** further support student development.

According to Albert Bandura's self-efficacy theory, "**mastery experiences,**" "**vicarious experiences,**" "**persuasion,**" and "**positive emotions**" (often referred to as "physiological and affective states") are the four key sources that contribute to an individual's belief in their ability to succeed in a task, essentially shaping their self-efficacy; meaning, how confident they feel about achieving a goal.

### Explanation of each term:

#### **Mastery experiences:**

This refers to the direct experience of successfully completing a challenging task, which significantly boosts self-efficacy as it provides concrete evidence of one's capabilities.

#### **Vicarious experiences:**

Observing someone similar to oneself successfully performing a task can also increase self-efficacy, as individuals can learn and infer their own ability to do the same.

#### **Persuasion (verbal persuasion):**

Encouragement and positive feedback from others can influence self-efficacy beliefs, especially when the source is perceived as credible.

**Positive emotions (physiological and affective states):**

An individual's emotional state during a task can impact their self-efficacy; feeling positive emotions while attempting a task can reinforce the belief in one's ability to succeed.

**Key takeaway:** By understanding these four sources, individuals and organizations can develop strategies to enhance self-efficacy by **providing opportunities for mastery experiences, exposing individuals to positive role models, offering encouraging feedback, and fostering a positive emotional environment.**

**Reflection Prompt:**

Reflect on how self-efficacy influences student motivation and achievement. Consider how this understanding can be applied in your educational practice.

A sheet of white lined paper with a hole-punch top edge. The paper has horizontal blue lines and is intended for writing a reflection.

## John Hattie's Research Findings

- Self-efficacy is linked to academic success because students who believe in their abilities are more likely to engage in challenging tasks, persist in the face of difficulties, and achieve higher performance levels.
- An empowering classroom environment can be created by setting clear expectations, providing opportunities for student voice, celebrating effort, and encouraging peer support.
- Goal-setting is crucial for building resilience as it helps students focus, motivates them to overcome obstacles, and provides a sense of accomplishment when goals are achieved.

### Discussion Question:

- How can the research on self-efficacy be integrated into your teaching strategies to enhance student outcomes?

## Connection to Motivation and Role in Academic Success



### Strategic Exercise:

Identify specific strategies that can be implemented to boost students' self-efficacy and motivation in your classroom.

## Slide #3: The Self-Efficacy Cycle

Just as with self-esteem and motivation, self-efficacy and confidence can work in a positive cycle: the more confident a person is in his abilities, the more likely he is to succeed, which provides him with experiences to develop his self-efficacy.

### Components

Self-efficacy theory suggests that people are more likely to take on tasks that they believe they can do. This theory is based on the idea that self-efficacy is shaped by a person's past experiences, observations of others, and their own emotional state.

## Components of self-efficacy theory

- Mastery experiences: Succeeding at a task can increase self-efficacy
- Vicarious experiences: Observing others succeed can increase self-efficacy
- Verbal persuasion: Being encouraged by others can increase self-efficacy
- Emotional and psychological states: A person's mood and physical state can affect their self-efficacy

### Strategies to build self-efficacy:

- Set goals that are achievable
- Break tasks into smaller steps
- Visualize success
- Find positive role models
- Reflect on past successes
- Use positive self-talk
- Learn from failures
- Ask for constructive feedback

For example, ***someone with high self-efficacy might study hard for a difficult test, while someone with low self-efficacy might avoid the test.***

### Reflection Prompt:

- Consider how mastery experiences, vicarious experiences, verbal persuasion, and emotional states contribute to the self-efficacy cycle. How can you incorporate these elements into your instructional design?

### Strategic Discussion Reflection



Share examples of how you have successfully incorporated mastery experiences in your teaching practice.

### Slide # 4: Growth Mindset Connection

A growth mindset is the belief that intelligence, talents, and abilities can be developed through effort and learning. It's a way of thinking that encourages people to embrace challenges, learn from failure, and persist in the face of setbacks.

## Characteristics of a growth mindset:

- Embracing challenges
- Learning from criticism
- Seeing effort as a path to mastery
- Persisting in the face of setbacks
- Finding inspiration in the success of others
- Emphasizing process over outcome
- Resilience and adaptability
- Openness to learning
- Seeking feedback

## Benefits of a growth mindset

People with a growth mindset tend to achieve more than those with a fixed mindset. A growth mindset can also lead to positive mental wellbeing and development.

Tips for developing a growth mindset:

- Identify your current mindset
- See challenges as opportunities
- Be patient with yourself
- Focus on your positive actions rather than traits
- Talk to others who have developed a growth mindset
- Change your perspective on failure
- Write down your goals

## Fixed vs. Growth Mindset

A fixed mindset believes abilities are static and innate, while a growth mindset views abilities as malleable and developed through effort and learning.

### Strategic Exercise:



Analyze your own mindset and identify areas where you can model a growth mindset for your students.

## The Power of "Yet"

The Power of YET refers to the power of the Growth Mindset. Having a growth mindset means believing that abilities and intelligence can be developed through dedication and hard work. YET emphasizes that even if we haven't achieved something yet, with effort and perseverance, we can eventually succeed.

### Reflection Prompt:

- Reflect on the power of "yet" in your personal and professional life. How can this concept be communicated effectively to students?

### Strategic Discussion Reflection

- Discuss how fostering a growth mindset can transform student engagement and resilience in the classroom.

## SLide # 5: Building Blocks of Resilience

The building blocks of resilience include: ***confidence, problem-solving skills, strong connections with others, effective coping mechanisms, the ability to accept change, a growth mindset, facing fears, positive thinking, maintaining perspective, a sense of control, goal setting, stress management techniques, and supportive relationships***; essentially, the ability to navigate challenges by adapting, learning, and bouncing back from setbacks with a positive outlook and healthy coping strategies.

### Key points about these building blocks:

#### **Self-belief:**

Confidence in oneself acts as a foundation for resilience, enabling individuals to face adversity with a belief in their ability to overcome it.

#### **Social support:**

Strong connections with friends, family, and community provide a safety net and encouragement during difficult times, boosting resilience.

#### **Positive mindset:**

Maintaining a positive outlook, challenging negative thoughts, and focusing on solutions can significantly enhance resilience.

**Adaptability:**

Accepting change and being flexible in the face of challenges allows individuals to adjust and cope effectively.

**Problem-solving skills:**

The ability to identify problems, analyze situations, and develop solutions is crucial for overcoming obstacles.

**Stress management:**

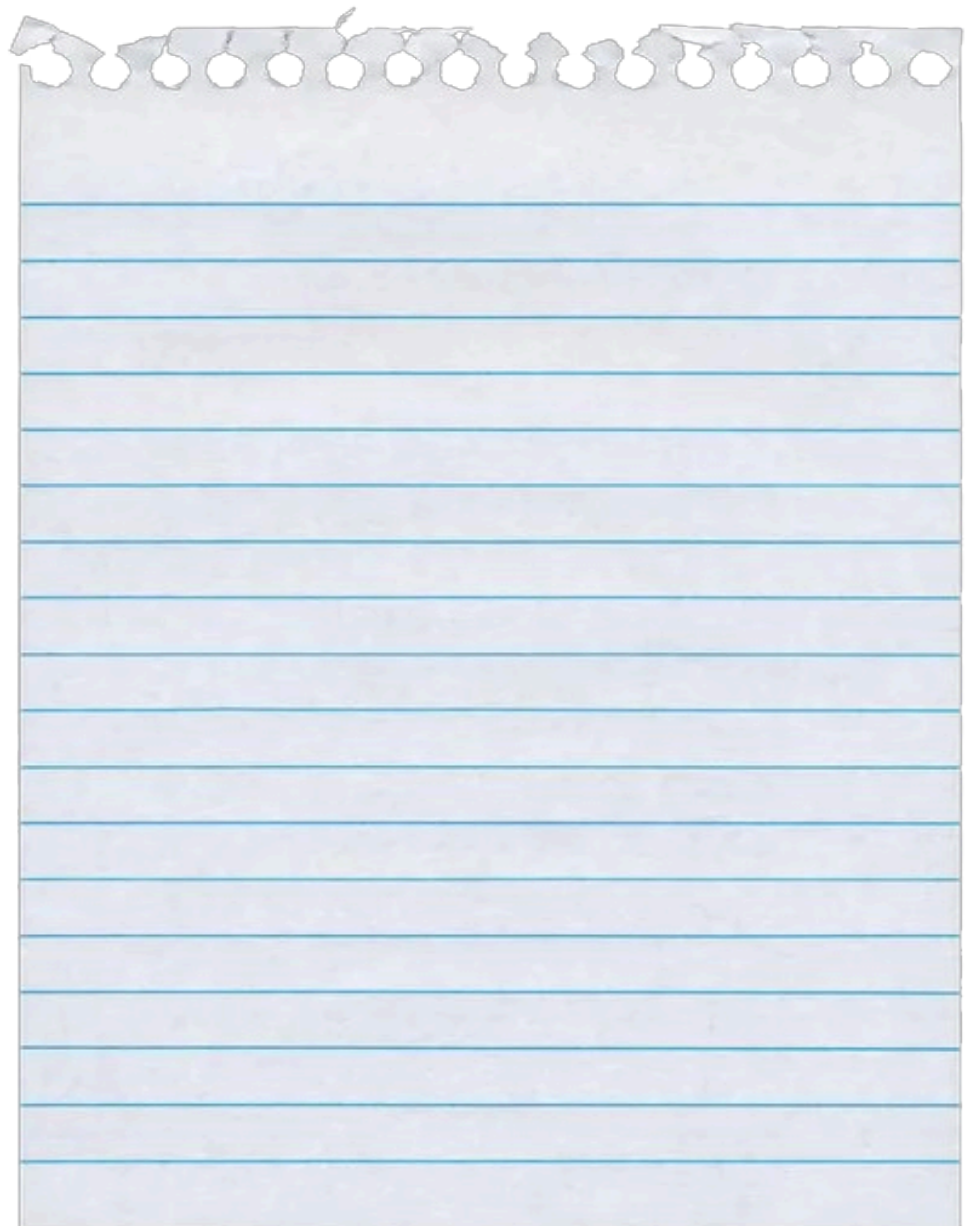
Learning techniques to manage stress effectively can help individuals maintain emotional stability during challenging times.

**Growth mindset:**

Embracing challenges as opportunities for learning and growth fosters resilience.

**Goal-Setting and Problem-Solving Skills****Strategic Exercise:**

- Develop ideas around integrating goal-setting and problem-solving skills into your curriculum to enhance student resilience.



## Strategic Discussion Reflection

- Share strategies for helping students set realistic and achievable goals.

## Slide #6: Effective Feedback Strategies

Effective feedback is specific, actionable, and timely. It can help people improve their performance and confidence.

### Strategies for effective feedback

- **Actionable:** Provide clear guidance for improvement, including what behaviors to continue, adjust, or change
- **Formative:** Provide feedback that helps people adjust their approach and improve
- **Specific:** Connect feedback to specific examples so people can see how their decisions impact their work
- **Appreciation:** Acknowledge feedback, whether it's positive or negative, to encourage more positive feedback
- **Continuous:** Ask for feedback to create a more responsive learning environment
- **Focus on behavior:** Focus on observable actions and their impact instead of personality
- **Present carefully:** Present feedback clearly so it's not perceived as harsh
- **Peer:** Peer feedback can help people feel valued and can be especially useful for underperforming employees

Effective feedback can help people improve their performance and confidence. It can also help people make different decisions in the future.

### Process-Focused Praise

Process-focused praise emphasizes a person's actions, strategies, and effort, rather than their traits or abilities. It can help people understand that their efforts lead to their results.

Examples of process-focused praise:

- "You worked hard and did a good job drawing!"
- "Good helping" for helping put away toys
- "Good singing" for singing a tune
- "I really liked the detailed way in which you explained that topic"

Benefits of process-focused praise:

- Helps people understand the connection between effort and results
- Helps people learn to take risks, learn from mistakes, and move on from setbacks
- Helps people develop skills such as perseverance, dedication, and determination

Contrast with person-focused praise

In contrast, person-focused praise focuses on a person's traits or abilities. For example, "You're a good drawer!" is person-focused praise.

Tips for giving process-focused praise:

- Be specific and sincere
- Praise the entire process, including concentration, self-correction, and strategies used

**Reflection Prompt:**

- Reflect on the types of feedback you currently provide. How can you shift towards more process-focused praise to support student growth?

A sheet of light blue lined paper with a hole-punch top edge. The paper is oriented vertically and contains horizontal blue lines for writing. The top edge has a series of circular holes, suggesting it was part of a binder or folder. The paper is currently blank, except for the reflection prompt text on the left side.

## Strategic Discussion Reflection

- Discuss the impact of timely and constructive feedback on student self-efficacy.

## Slide # 7: Creating an Empowering Environment

### Safe Space for Risk-Taking

A "safe space for risk-taking" refers to an ***environment where individuals feel comfortable taking calculated risks, sharing new ideas, and experimenting without fear of negative consequences or judgment, essentially allowing for personal growth and innovation while feeling supported and protected from potential harm or criticism***; it's often associated with the concept of "***psychological safety***".

#### Key aspects of a safe space for risk-taking:

##### **Open communication:**

People can freely express their thoughts, opinions, and concerns without fear of ridicule or repercussions.

##### **Positive feedback culture:**

Mistakes are viewed as learning opportunities, and constructive feedback is prioritized over harsh criticism.

##### **Supportive leadership:**

Leaders actively encourage risk-taking, celebrate effort, and model positive behaviors.

##### **Trust and respect:**

Group members feel valued and respected for their contributions, regardless of whether they succeed or fail.

##### **Clear boundaries:**

While encouraging risk-taking, the environment still maintains ethical and safety guidelines to prevent harmful actions.

#### Examples of where a "safe space for risk-taking" might be created:

##### **Work teams:**

Encouraging employees to propose new ideas, experiment with different approaches, and share feedback without fear of job security.

### **Classrooms:**

Allowing students to ask questions, share unconventional perspectives, and participate in discussions without fear of being judged by peers or the teacher.

### **Creative communities:**

Providing a space for artists, designers, or writers to share their work in progress, receive constructive feedback, and explore new creative directions



### **Strategic Exercise (Planning your future classroom environment)**

Design an activity or lesson plan that encourages risk-taking and celebrates effort in your classroom.

### **Strategic Discussion Reflection**

- Discuss how an empowering environment can be maintained consistently throughout the school year.

## **Slide # 8: Practical Implementation Tools**

### **Self-Reflection Journals/Goal-Tracking Sheets**

Reflecting on our experiences, goals, and progress provides valuable opportunities for growth. Some key benefits of self-reflection include:



**Boosting Decision-Making Confidence:** By examining our choices and their outcomes, we can develop a stronger sense of trust in our judgment.

**Gaining Clarity on the Big Picture:** Reflection helps us assess whether we're on the right path and identify areas where adjustments may be necessary.

**Discovering What Deserves Repeating:** Analyzing our actions and outcomes allows us to pinpoint effective strategies that are worth implementing again.

**Learning from Successes and Setbacks:** Evaluating both our wins and challenges enables us to grow from our experiences and apply those lessons to future goals.

**Determining Necessary Changes:** By reflecting on our progress, we can identify areas where adjustments are needed to improve our performance and achieve our goals.

**Gaining True Perspective:** Reflection helps us connect with our lives on a deeper level, fostering a better understanding of our experiences and their impact.

**Moving Forward with New Wisdom:** Through reflection, we can adapt, learn, and grow, incorporating newfound insights into our lives.

**Developing a Sense of Purpose:** Taking the time to reflect on our goals and experiences allows us to recognize the value in our efforts, ensuring that nothing is lost along the way.

**Making Adjustments to Your Approach:** Reflection enables us to assess our progress and adjust our approach as needed, ensuring continuous growth and advancement toward our aspirations.

Antoniotti, C. (2024, July 16). *The importance of reflecting on your goals*. MakseLife.

<https://makselife.com/blogs/news/the-importance-of-reflecting-on-your-goals#:~:text=Reflecting%20on%20our%20experiences%2C%20goals,of%20trust%20in%20our%20judgment.>



### **Strategic Exercise:**

Create a toolkit of resources for students to track their goals and reflect on their progress.

## **Slide # 9: Measuring Impact**

### **Student Self-Assessments and Academic Performance**

Self-assessment for students is valuable because it **encourages independent learning, helps them identify their strengths and weaknesses, develop metacognitive skills, set personal learning goals, monitor their progress, and ultimately take ownership of their learning**, leading to improved academic outcomes and lifelong learning abilities.

#### **Key benefits of student self-assessment:**

##### **Increased self-awareness:**

Students gain a deeper understanding of their own learning process, including where they excel and where they need additional support.

##### **Improved goal setting:**

By reflecting on their current abilities, students can set more realistic and achievable learning goals.

##### **Enhanced motivation:**

Taking an active role in assessing their own progress can boost student motivation and engagement.

### **Development of metacognitive skills:**

Self-assessment encourages students to think about their thinking process, allowing them to identify effective learning strategies and adjust their approach when needed.

### **Promotes independent learning:**

By self-assessing, students become more self-directed learners, taking responsibility for their own learning journey.

### **Provides valuable feedback to teachers:**

When students self-assess, teachers gain insights into individual student needs, allowing for more targeted instruction.

### **Prepares for lifelong learning:**

The skills developed through self-assessment, like self-reflection and goal setting, are crucial for continuous learning throughout life.

### **Reflection Prompt:**

- Reflect on how you currently measure the impact of self-efficacy on student performance. What additional measures could be used?

## **Slide # 10: Action Steps for Educators**

### **Daily Affirmations and Ongoing Feedback Loops**



Feedback loops refer to the ***ongoing circular relationship in which a student produces an artefact or performs a task, teaching staff provides constructive feedback and the student then applies this input in an effort to improve their performance and skills.***

### **What is a feedback loop?**

In simple terms, a feedback loop describes the cyclical back and forth between student work and constructive input from their teaching staff (and the consequent application of that input in the next piece of work).

Ideally the feedback loop relationship should be continuous beginning with the subject's first task through to the final summative assessment. This affords students the chance to apply their teaching staff's constructive input and re-iterate on their work throughout the semester while continually improving and receiving staff input. This doesn't necessarily

mean that students should be working on one project from the beginning of semester until the end, but rather that they have the opportunity to re-apply skills continually in different assessment tasks that are progressive and linked (otherwise known as scaffolding assessments).

Within the feedback loop system, the teaching staff input component can be divided into two categories:

- Feedforward – constructive, future-focused commentary and advice e.g. task instructions, marking rubrics, in-task guidance and exemplars.
- Feedback – constructive critique given on student’s work or performance.

Both of these aspects are crucial to establish an effective feedback loop that will benefit learning.

**Feedback loops. (n.d.). Learning Environments.**

<https://le.unimelb.edu.au/teaching-learning-assessment/assessment-and-feedback/feedback-loops>



### **Strategic Exercise:**

Develop a plan for incorporating daily affirmations and feedback loops into your classroom routine.

### **Strategic Discussion Reflection**

- How can these strategies be adapted to fit different educational contexts and student needs?
-

