



Towards Enhancing the Self Esteem of Teaching Profession at Collegiate Level

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Abstract

The term ‘Self Esteem’ refers to the estimation that one has about oneself. It also refers to the degree to which one values oneself. Self Esteem is a sum of many factors that constitute one’s personality that includes one’s attitude towards profession, commitment to goal achievement, aptitude, interest certain traits that make up one’s mental and emotional sobriety and emotional balance. It has been always said that personality is not what it is but what it does. The achievement quotient that is the result of one’s ways of doing things, determines one’s esteem of oneself. This article addresses the issue of Self-Esteem and the need to develop the same for becoming a whole personality. It also suggests a few measures to enhance a Self Esteem teaching professionals.

A professional to be successful has to **enrich** his or own esteem. If the professional has a low esteem, it is likely to **hamper** his professional growth. Professional development that has to be ongoing is possible only if the individual **possess a balance** esteem of oneself. Professional **development** is also a dependent on one’s ability to reflect on one’s own ways of doing or **carrying out the responsibilities** before him successfully. Professional development can be ensured by **introspecting the individual style of functioning**. Reflection is thinking after carrying out the work and find the areas which need **remediation** or to be looked at in a different way. Reflection practices can be facilitated by **thoughtful planning** before and after observing others, for **analysis** and **comparison, sharing** his experiences and collaborative venturing.

Reflective practices can be developed by carrying out small situation basis research to find out solution to the problem of the situation. Action research findings based on the experimentation done by the professional on a specific sample to establish the validation of an intervention strategy to overcome the contextual or situational problem. Once the intervention strategy finds its validity and acceptance, the professional gets a **boost to his morale** and thereby **enhance his esteem**.

Motivation

To enhance one’s self Esteem, the individual requires being **self-motivated**. Motivation is the mental readiness or preparedness to do a piece of work.

Getting motivated depends on successful attempts or successful encounters in professions. Motivation can be very intrinsic or extrinsic. Intrinsic motivation contributes to the self esteem for the simple reason that self esteem is a **state of mind**. An individual will have to be **balanced** in his being an extrovert or an introvert. Further, mental preparedness helps the individual to be peerless and permits to take risks also helps in getting the **anxiety reduced**.

The more the anxiety levels gets reduced, the better the performance. A self Esteem is a measure of all these psychological constructs and one should be careful enough to do anything that



comes in the way hampering performances. Thus, a teacher as a professional must in order to have a high Self Esteem needs to be :-

- 1) Motivated
- 2) Be-prepared
- 3) Develop a positive attitude to the profession
- 4) Reduce anxiety levels independent of the likely outcome of the performance(teaching)
- 5) Develop a risk taking attitude
- 6) Enhance decision making skills in the times of conflict by weighing the pros and cons of resolving the conflict
- 7) Conflict resolving includes a balancing of approaches such as avoid a void, avoid approach and approach techniques of resolving a conflict.
- 8) Understanding the problems before and anticipating the problems and be prepared to face.

Self Esteem gets strengthened if one has **strong convictions** about **opinions, ideas, knowledge** and **related cognitive skills**. A Self Esteem is a **sum of knowledge** of the world and the ability to accommodate, adapt and **accept other’s opinion or convictions**. There is always need to have certain sub-competence (knowledge) to grow in self-esteem. Self Esteem is not only a dependent on the domain of the cognitive mind but **depend** on the **effective domain** of the personality of the individual.

The Socio-Effective Factors:-

The Socio effective factors like “feel good “of the environment subject oneself to social criticism. Having a trust in others, accepting conflicts and confronting them, having a feeling that I am not an inferior or superior but an equal among equals.” And ever being ready to accommodate and accept the need to change besides having the thought that ‘I can,’ and ‘the will,’ to preserve it. The wellness of the individual adds to and also contributes to the enhancement of Self Esteem.

A Teacher as a professional to enhance his or self esteem must subject himself or herself to SWOT analysis and thus understand oneself and cater to the issues involved there in to make himself an individual way with a good degree of Self Esteem.

An individual needless to say a professionally well developed teacher can’t afford to have the self esteem, because it is likely to affect not only the Professional but also make the environment **(uncongenial, incondusive, unfriendly and spread like an epidemic) causing frustrations and failures to exist**. To be, to do and to know are the three goals of any profession & individual’s way. Good levels of Self Esteem alone **can do, can know & can be**.