Course: Personal development, growth and resilience

- Block: 2
- 6 ECTS

The course Personal Development, Growth and Resilience highlights the concrete development of strengths and talents, as well as the development of, for instance, self-esteem, individuality and autonomy. We look at mechanisms for personal development and resilience both inside and outside the work context.

Personal growth, personal development and building resilience can be defined as transformational processes, in which improvements can be achieved in different states, such as physical, emotional, intellectual, social, and/or financial states.

Often, an important and far-reaching life event is the basis (starting point) of this transformation, such as, illness, retirement, a new relationship, a new job, getting a child, committing an offense, or integrating back into society. These critical life events can wake-up and stimulate people to change, improve and empower themselves by searching new potential but also pitfalls.

Because persons are unique and individual differences are an important study object in the department of developmental psychology, attention is paid to individual differences and individual trajectories. We will also pay attention to personal development in the context of work.

In today’s society, workers are confronted with the challenges to be innovative, to continuously update their knowledge and skills and to manage their own career. Even though everyday work practices are full of potential learning processes, many workers are not aware of their personal learning goals and do not know which are the learning processes that will lead to those goals. The extent to which workers will benefit from the learning potential of the workplace is therefore largely an expression of their agency and ability to shape their situation, in other words, their skills for self-improvement.

This course also links with the course Assessment and Interventions: assessment can support the insight into personal strengths, whereas Interventions can help individuals achieve predetermined goals when, for example, internal sources are insufficiently developed.