

Self-leadership project description

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Introduction:

Research suggests that individuals are active agents of their own life satisfaction (Bakker et al; 2023). Regardless of the organizational, family, and social support, the proactive behavior of an individual has been proposed to be the strongest predictor of changing the situation or oneself (Parker et al, 2019).

In Pakistan, there is a growing interest among women to pursue careers and professional opportunities. However, various social, cultural, and institutional barriers can hinder their progress. In a patriarchal society of Pakistan, women may internalize societal norms and expectations regarding their roles and responsibilities which may influence their thoughts and behaviors and eventually contribute to self-doubt and hesitation in making informed decisions about their life and career. The fear of social judgement including disapproval of family, and internalized power structures exclude women from the economic, educational and career opportunities. This proposal aims to design and implement a comprehensive self-leadership program for Pakistani women.

Purpose and objective:

The objective of the research project is to empower women in their early career stage (with some formal education such as matriculate, high school, college) with self-leadership strategies (Manz, 1986, Neck and Houghton, 2006) such as “self-awareness, self-goal setting, constructive cognition, self-reward (Goldsby et al, 2021) and self-regulation” to make career decisions in any field of their choice. Participants will include women living in Pakistan and overseas Pakistani women in Canada.

The purpose behind selecting this group of women is to give a voice to knowledge which might have remained tacit due to their compliance with the prescribed ideals of femininity in early childhood (such as passivity and silence as female traits), male domination, gender roles and lack of career guidance in their primary years of education

I propose self-leadership (Manz,1986) as a strategy to help women reshape their thoughts and behaviors to become autonomous and competent in crafting their work and life in line with their values and aspirations. The purpose of the project is to explore the hidden potential of women, to empower and upskill aspiring women who are either less privileged or less aware of resources available to them, who need support and guidance to create self-awareness and opportunities of seeking career paths in Pakistan and Canada.

Curriculum/framework:

A powerful framework development is envisaged to help participants (women) examine their thoughts, emotions, and feelings through introspection; recognize their internal states and traits through self-awareness and taking responsibility for their professional and personal development through self-regulation strategies. The underlying philosophy of the curriculum would be based on finding purpose of one's own life through effective self-management and growth. Broader themes will include self-awareness and self-regulation, guiding values and envisioning the future through identifying barriers to growth, followed by goal setting, time management and strategies to achieve one's goals.