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## Personal development in engineering schools in Morocco

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### Abstract

Why personal development in schools of engineering. The lack of self-awareness about personal and Professional projects push us teachers and coaches to guide students to have a clear vision about their future and discover their potential and the power of creativity by acquiring self-esteem, self-confidence and self-actualization. And also by helping them to overcome procrastination by managing their time and accepting and dealing with change positively .

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### Introduction

Nowadays our environment is full of deep and important change and movement. We focus more on the technical teaching of our engineers than on their personal development which must be coherent with the professional qualities. The education of our engineers is a systemic operation which must involves at the same time strong learning in his field of specialties and also his know-how and his well-being which help him to develop his proper personality.

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Hence our students need miscellaneous and varied learning which will take into consideration both social and human dimensions of the student without neglecting the most important component which is the psychological one. The engineer-student doesn't have to strengthen only his technical level but he must reinforce his competences, reveal his hidden talents and boost his personality.

So personal development is a process of understanding and developing oneself awareness and identity. This process enhances the student's talents and potentials it motivates him to think positively and to prioritize. So ignoring and neglecting one's personal capacities, lack of self-esteem, self-confidence, lack of motivation, procrastination and also lack of clear professional project are the basic reasons that block the personality of most of the students and let them lost in the designing their life project. Personal development allows the student to overcome the psychological and spiritual barriers. It helps him to reach Excellency by offering him practical methods of personal and professional strategic planning.

Unfortunately, the focus is more oriented to an academic professional achievement rather than to personal growth. That why we find them suffering from emotional problems. The main reason is the lack of "SOFT SKILLS" which are the key to success and happiness. We say "Hard skills will give you an interview but you need soft skills to get (keep) the job. So personal development facilitates also employability.

The most important things that we are going to discuss in this article about personal development that can help engineer to become more practical and realistic and see his life as his blue print moreover minimizes the degree of perfectionism and idealism are: self-confidence, self-actualization Personal project, professional project, and overcoming procrastination. Adlous Huxley said "There is only one corner of the universe you can be certain of improving and that's your own self. So you have to begin there, not outside, not other people. That comes afterward, when you've worked on your own."

Self-actualization: Maslow's process of self-actualization 1970 is one of the ideas surrounding personal development. Maslow suggests "that all individuals have an in built need for personal development which occurs through a process called self-actualization». The extent to which people are able to develop depends on certain needs met and these needs form a hierarchy. Self-actualization is achieved after we have developed our self-confident and our self-esteem.

### **What is self-actualization?**

Self-actualization involves being in touch with feeling, it refers to self-fulfillment and the need to reach full potential as a unique human being. Once one level of needs is satisfied a higher one can be developed. Everyone is subject to change so the level of need motivating someone's behavior at any time will change.

"Here is Maslow's pyramid:

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