

## Module 8: Balance your Personality: Skills vs. Fears

### NGEurope Lesson Plan

**Learning Outcomes:** On completion of this module, the trainees will be able to:

- ❖ Identify personality traits common to entrepreneurs
- ❖ Understand the importance of entrepreneurial personality traits
- ❖ Focus on developing skills and managing fears

Contents	Instruction Method	Timing	Materials/ Equipment Required	Advice/Tips for the Trainer	Assessment/ Evaluation	Further Reading/ Link to Resources
<p><i>Balance your personality: skills vs. fear</i></p> <p>Formal lecture:</p> <ul style="list-style-type: none"> <li>• The trainer will present the differences between the personality traits of conventional and social entrepreneurs focusing in detail in the latter. It is important to explore both skills and fears of any entrepreneur and understand how the way they deal with these can be the reason for the success or not of their venture. Also, the main goal for this module is to make sure that the trainees understand that it is normal to have fears related to their new ventures (NGO or social business) and even good as they keep the person alert to challenges that may appear.</li> </ul>	Formal presentation	45 minutes	<ul style="list-style-type: none"> <li>• Projector and laptop</li> <li>• PPT slides</li> <li>• Videos with internet connection</li> </ul>	<ul style="list-style-type: none"> <li>• Ask learners to participate based on their working experience and input from their social environment</li> <li>• Be available to answer questions;</li> <li>• Promote open discussion with the trainees.</li> </ul>	Learners will understand the personality traits of social entrepreneurs and how they differ from those of traditional entrepreneurs.	<p><a href="https://www.youtube.com/watch?v=4FP0XhOTpFA">https://www.youtube.com/watch?v=4FP0XhOTpFA</a></p> <p>Praskier, R. &amp; Nowak, A. (2012), <b>Social Entrepreneurship</b>, Cambridge University Press.</p> <p>Vecchio (2013). <b>Entrepreneurship and leadership: common trends and common threads</b>. Human Resource Management Review, 13: 303-327</p>

						Vala Afshar, Brad Martin (2012). <b>The Pursuit of Social Business Excellence</b>
<p><i>Practice on personality traits of social entrepreneurs</i></p> <p>Individual or group activity:</p> <ul style="list-style-type: none"> <li>• The trainer delivers the activity as described in Annex 10</li> <li>• After the exercise, the trainer hosts a short reflection to ascertain how the learners found the experience.</li> </ul>	Individual/ Group activity	45 minutes	<ul style="list-style-type: none"> <li>• Projector and laptop</li> <li>• PPT slides</li> <li>• Videos with internet connection</li> <li>• Paper and pen</li> <li>• Annex 10</li> </ul>	<ul style="list-style-type: none"> <li>• Ask learners to work in groups and respond to case example questions;</li> <li>• Promote a discussion with the trainees;</li> <li>• Make sure to ask the trainees if they have any doubts about the exercise or the results.</li> </ul>	The trainees will understand that all entrepreneurs have strengths and fears related to their venture based on real testimonies. This exercise will allow them to also reflect on their own skills and fears.	
	<b>Total time:</b>	1h 30 min				