

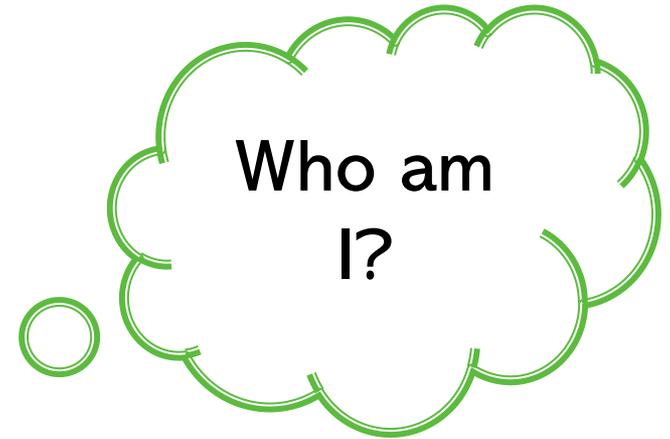
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# Self-Awareness

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# Self-Awareness Topics

- Introduction
- Importance in Leadership
- Definition and Components
- EQ and Benefits
- Question
- Challenge
- Exercises



# Hi, I'm Veronica!



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# Thought Leaders



Self-awareness involves deep personal honesty. It comes from asking and answering hard questions.

— *Stephen Covey* —

AZ QUOTES

Awareness is the greatest agent for change.

-Eckhart Tolle



# Leadership: The Importance of Being Self-Aware



<https://www.youtube.com/watch?v=YQAi76QQNzw>

# What is it?



- Merriam-Webster
- Oxford-English
- Psychology Today
- Daniel Goleman

# In the News



- Entrepreneur
- Inc. Magazine
- HBR
- Forbes
- AMA
- Heart, Smarts, Guts and Luck
- Business News Daily
- Daniel Goleman

# Components of Self-Awareness

## Emotional intelligence

- The ability to understand and manage our emotions, and those of the people around us is crucial.
- People with a high degree of emotional intelligence know what they're feeling, what their emotions mean, and how these emotions can affect other people.

## Emotional Control

- Similar to emotional intelligence, once we can understand our emotions, we can learn to control them. The ability to stay calm, assess yourself, then make adjustments comes down to simple self-control.
- If we can control our emotions and reactions, we can better control the outcomes.

## Humility

- Humble leaders seek feedback and focus on the needs of others.
- We need to be open to people's feedback, opinions and criticisms and be accountable when we make a mistake (or have a learning moment).

# Components of Self-Awareness

## Discipline

- Discipline in leadership is less about punishing and rewarding others, rather it is having self-control, inner calm and outer resolve.
- A high level of determination and willpower play a significant part in being self-disciplined.

## Perspective

- Sometime the best solution is right in front of us, but we are too close to see it. Leaders know how to remove themselves from a situation and observe it from multiple perspectives with a open mind.

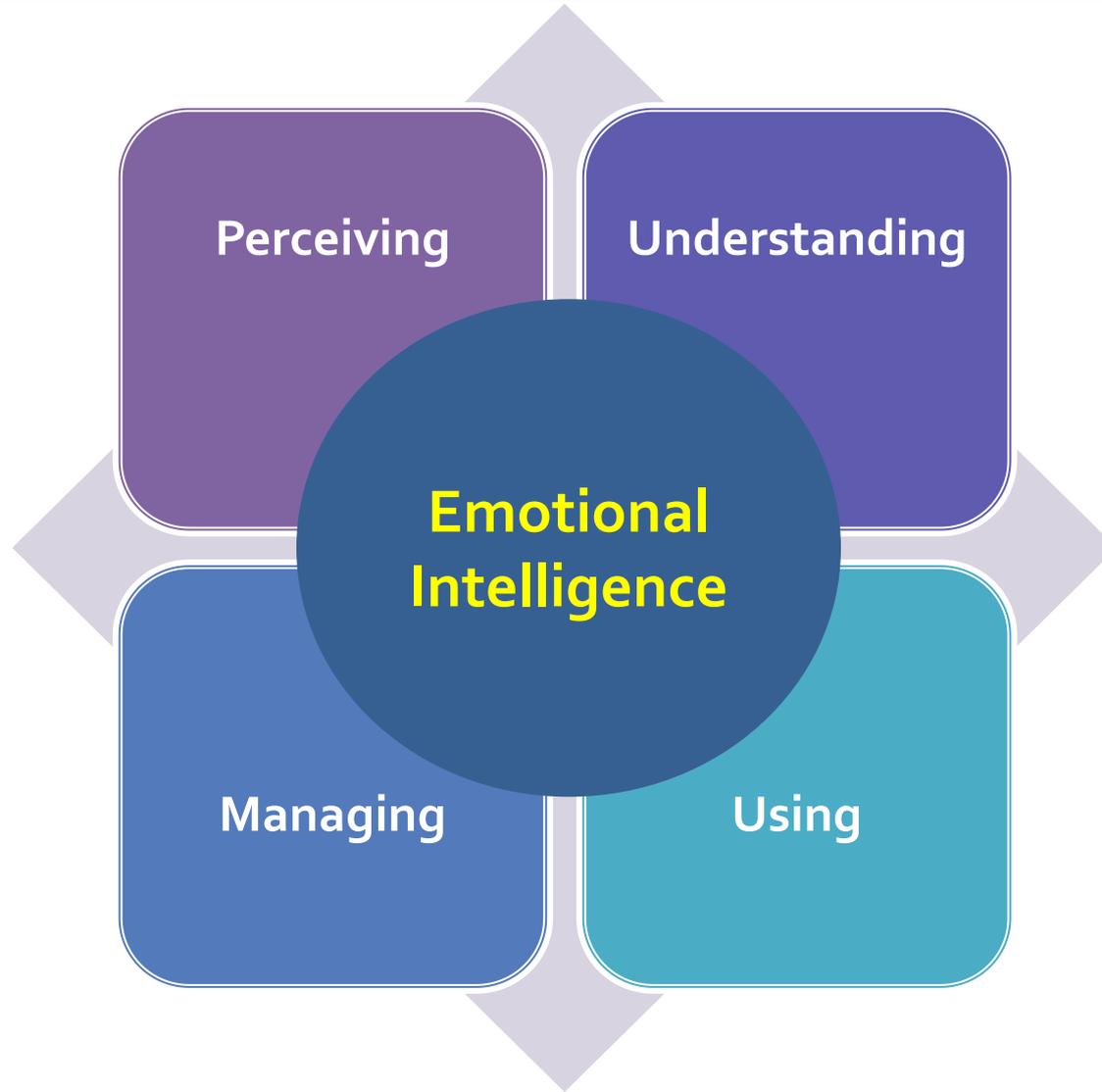
## Self Assurance

- Every road to success has people who will tell us why it won't work. We need a healthy level of self assurance to drive us forward (without excuses for roadblocks or negativity).

## Maturity

- Contrary to popular belief, age is not a measure of maturity.
- Maturity comes from being courteous, knowing how to communicate like an adult and being the bigger person in difficult situations.
- Confidence in ourselves and our ability to follow through without excuses are strong indicators of maturity.

# Emotional Intelligence (EQ) Model



# Benefits



# Dr. Eurich on Self-Awareness

- My research has shown that 95% of people think they're self-aware, but **the real number is closer to 10% to 15%**. I always joke that on a good day, 80% of us are lying to ourselves about whether we're lying to ourselves.
- Most corporate executives think they know themselves inside and out. Research shows that most people - CEOs to regular Joes - are surprisingly not self-aware.

*Quotes from Dr. Tasha Eurich, author of Insight: The Power of Self-Awareness in a Self-Deluded World*

# Dr. Eurich on Self-Awareness

- Self-awareness is made up of two types of knowledge:
  - *Introspective awareness*, seeing ourselves clearly, knowing what we value, what we aspire to do, and
  - *Outer awareness* of how other people see us; this is equally important and frequently neglected.
- *Quite a few people possess one of these types of knowledge, but not the other.* What we've learned through our research is that people who have both types of self-knowledge, and balance them, are the ones who are the most successful at work and in life.

*Quotes from Dr. Tasha Eurich, author of Insight: The Power of Self-Awareness in a Self-Deluded World*

# How self aware are you?



# How self aware are you?

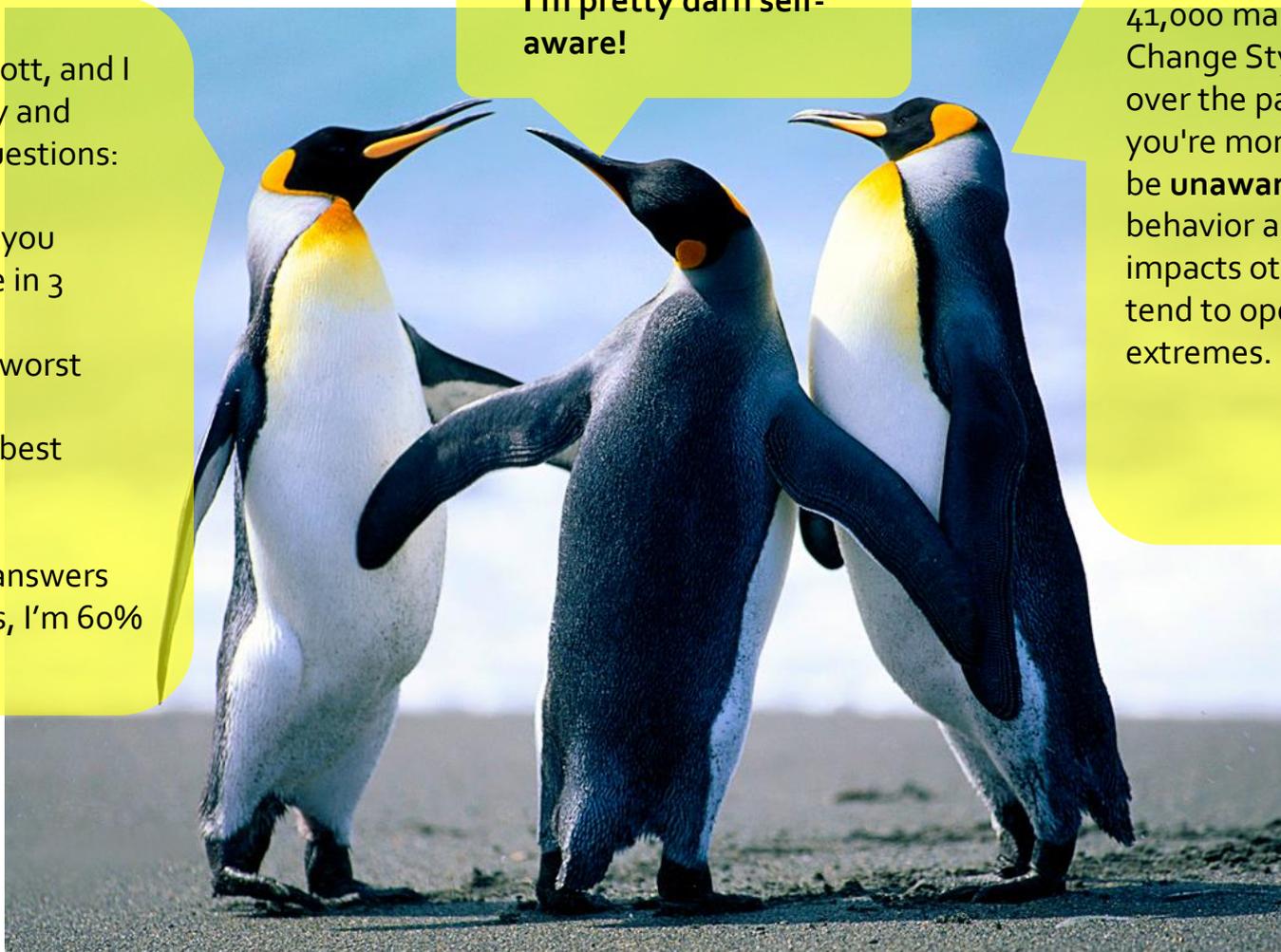
I'm Matthew Scott, and I asked my family and friends these questions:

- How would you describe me in 3 words?
- What is my worst quality?
- What is my best quality?

Based on their answers and my answers, I'm 60% self-aware.

I'm pretty darn self-aware!

According to responses of 41,000 managers to The Change Style Indicator® over the past two decades you're more likely to be **unaware** of your behavior and how it impacts others if normally tend to operate at the extremes.



*Once a penguin has warmed a bit, it will move to the perimeter of the group so that others can enjoy protection from the icy elements.*

# Toward Greater Self-Awareness

**1.**

What makes you unique? OR  
How would you describe your personality?

**2.**

Describe 3 of your strengths and 1 weakness.

**3.**

What is your favorite website and why?

# Inspiration



Unless you know the road you've  
come from, you cannot know  
where you are going.  
- *African proverb*

Knowing yourself is the beginning  
of all wisdom.  
- *Aristotle*

- Mastering yourself is true power.  
- *Lao Tzu*

There are three things extremely  
hard: steel, a diamond, and  
to know one's self.  
- *Benjamin Franklin*

# Self-Awareness Challenge

1. Choose one exercise.
2. Commit for one month.
3. Reflect.
4. Choose a different exercise.
5. Return to step 2.

# Exercises in Self-Awareness

In his HBR article [How Leaders Become Self-Aware](#), Tjan recommends taking three steps to increase self-awareness:

- **Test yourself.** He recommends using assessment instruments as being helpful in facilitating self-reflection. The Predictive Index Behavioral Assessment evaluates behavior using behavioral science. The personal insight gained will likely be validating, and will provide an objective outside view that may be enlightening and thought-provoking.
- **Watch yourself and learn.** He recommends leaders follow the steps taken by industry icons like Warren Buffet and write down the reasons behind your key decisions and then after implementation, reflect and assess the outcomes. Regular attention to this second step avoids the “backward rationalization” many fall prey to.
- **Be aware of others.** Observing other people’s strengths will serve to inform the self-aware leader about what they do well, and will help them appreciate and value the different approaches brought by others. Here, too, the insights from a quality behavioral assessment would provide a framework for observation and learning.

# Exercises in Self-Awareness

Here are 12 exercises for greater self-awareness from Thai Nguyen:

## 1. The three why's

- Before acting on a decision, ask yourself "Why?" Follow up your response with another "Why?" And then a third. If you can find three good reasons to pursue something, you'll have clarity and be more confident in your actions.
- Being self-aware means [knowing your motives](#) and determining whether they're reasonable.
- Thai Nguyen writes concise strategies to live a productive life, based off the latest scientific research. You can follow his work at [TheUtopianLife.com](http://TheUtopianLife.com)

## 2. Expand your emotional vocabulary

- Emotions create powerful physical and behavioral responses that are more complex than "happy" or "sad." Putting your feelings into words has a proven therapeutic effect on your brain; if you're unable to articulate how you feel, that can create stress. Locate a list of "feeling words" to help label or identify your emotions. Increase your emotional vocabulary with one new word each day.

# Exercises in Self-Awareness

## 3. Practice saying 'no' to yourself

- The ability to say “no” to yourself to put off short-term gratification for the long-term gain is an important life-skill. Like a muscle, it is strengthened with exercise. The more you practice saying “no” to small daily challenges, the better you can withstand major temptations.
- There are plenty of daily temptations -- social media, junk food, gossiping, Youtube. Make a goal of saying “no” to five different temptations each day.

## 4. Break visceral reactions

- A person without self-awareness runs on auto-pilot, and responds with knee-jerk reactions. Self-awareness allows you to assess situations objectively and rationally, without acting on biases and stereotypes.
- Pause and take a deep breath before you act, especially when a situation triggers anger or frustration. This gives you time to re-assess whether your response will be the best one.

# Exercises in Self-Awareness

## 5. Be accountable to your flaws

- Nobody is perfect. Being aware of your flaws, but failing to accept accountability, is leaving the job half-done. We're often critical of others, while ignorant of our own flaws. Self-awareness helps turn the mirror on ourselves and prevents hypocritical behavior.
- Iteration and self-improvement only happens once you recognize a flaw. Create a habit of acknowledging mistakes rather than making excuses.

## 6. Monitor your self-talk

- There is non-stop commentary in our heads that is not always helpful. A little bit of negative self-talk can spiral into stress and depression.
- Pay attention to the way you respond to your successes and failures — do you pass off your achievements as luck? And crucify yourself after failures? Positive and negative feedback-loops will form in your mind based on how you respond to successes and failures. Being tough on yourself needs to be balanced with self-compassion. Celebrate your wins, forgive your losses.

# Exercises in Self-Awareness

## 7. Improve your body language awareness

- Watching yourself on video can be a cringeworthy experience, but awareness of your body language, posture, and mannerisms improves confidence.
- Slouching, or taking a “low-power-pose” increases cortisol and feeds low self-esteem, while standing tall or taking a “high-power-pose” stimulates testosterone and improves your performance. Using hand gestures helps with articulating your thoughts and affects how people respond to you.
- Record a speech or presentation and evaluate your posture and hand gestures. Watch videos of skilled speakers and adopt their mannerisms to improve your own.

## 8. Play “Devil’s Advocate”

- Taking an opposing view forces you to question your assumptions. Your “default” beliefs and worldview are not always reasonable; it’s healthy to “argue against yourself” and see how your views hold up.
- And you’ll give your brain a good workout. Processing challenging information stimulates new neural connections.

# Exercises in Self-Awareness

## 9. Know your personality type

- Knowing your personality type allows you to maximize your strengths and manage your weaknesses. Understanding your strengths and talents can be the difference between a good choice, and a *great* choice. (Strengths are skills and knowledge that can be acquired, while talents are innate.)
- Start with understanding where you fall on the introvert/extrovert; know your Myers-Briggs type; and then conduct a personal SWOT analysis (strengths, weaknesses, opportunities, threats).

## 10. Practice self-evaluation and reflection

- Keep a journal and track your progress. How would you rate your current level of self-awareness on a scale of 0-10? Think about how often you say regretful things, repeat bad habits, make absent-minded decisions or have erratic thoughts.
- Set regular goals, break big goals down into smaller milestones. Ask yourself at the end of each day, "What did I do well today?" And, "How can I improve on this tomorrow?"

# Exercises in Self-Awareness

## 11. Ask for constructive feedback, regularly

- We all have blind spots in our thinking patterns and behaviors. Asking for regular constructive feedback cuts through self-deceit or one-dimensional views you might hold. But only ask people you'd consider mentors — those who understand you, those whom you respect to tell you what you need to hear, not what you *want* to hear.

## 12. Meditation

- Meditation is a foundational practice for improving self-awareness. To focus solely on your breathing is to focus on a key internal process. You'll become aware of how your mind wanders, and get better at snapping out of distractions.

Source: <http://thetopianlife.com/2016/01/05/3042self-awareness/>

# Exercises in Self-Awareness

The following 7 exercises are recommended by Sherrie Campbell:

## 1. Keep an open mind.

- When you have the ability to regulate your own emotional world, you can be attuned to the emotions of others. To be a successful leader, you have to be curious about new people and all they have to offer. This shows that you can be a team player, and don't need to be No. 1. The more open you are to others, the more creative you become.

## 2. Be mindful of your strengths and weaknesses.

- Self-aware individuals know their own strengths and weaknesses and are able to work from that space. Being mindful of this means that you know when to reach out for assistance, and when you are good on your own.

# Exercises in Self-Awareness

## 3. Stay focused

- Making connections with those around you is important as a leader. But you can't make those connections if you're distracted. Train yourself to focus for long periods of time without getting sucked into social media, emails and other small distractions.

## 4. Set boundaries

- A leader needs to have strong boundaries in place. Be warm toward others, and say no when you need to say no. Be serious about your work and your passions, and keep your boundaries firm to maintain the integrity of your goals and the work you put into them.

# Exercises in Self-Awareness

## 5. Know your emotional triggers

- Self-aware individuals are able to identify their emotions as they are happening. Don't repress your emotions or deny their causes; instead, be able to bend and flex with them, and fully process them before communicating with others.

## 6. Embrace your intuition

- Successful people trust their gut instincts and take the risks associated with them. Your instincts are based on the survival of the fittest and the need to succeed. They tell us what to do next. Learn to trust these and use them.

## 7. Practice self-discipline

- Good leaders tend to be disciplined at work and in every area of their life. It is a character trait that provides them with the enduring focus necessary for strong leadership.

# Exercises in Self-Awareness

For deeper introspection and reflection, consider these exercises:

## Learn From Your Personal Time-Line

- Describe turning points in your career and personal life, with attention toward what shaped your values, attitudes and behavior. How have your career decisions and experiences affected your personal development? Identify the consequences, whether perceived as positive or negative. How does this knowledge inform you in terms of reclaiming and growing dormant or neglected parts of yourself?

## The Capacities-Gap Exercise

- List what you believe are your most positive personal strengths, qualities and personality capacities. Describe how each one has become stunted, blocked or 'deformed' in daily life. (It happens to everyone.) For each gap, describe what steps you could commit to taking, to enlarge those capacities and reduce the gaps in your role as a leader as well as in your overall life.

# Thank you!



I'm grateful for your time and attention.

My hope is that you received value from this presentation... a personal growth nugget or two...

Maybe it was an 'aha' moment...

Maybe it is something that you can take forward with you just for tomorrow...

Maybe it is something that will become part of your daily routine...

It helps me to know what works for you, so if you're inspired to, please let me know!

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