

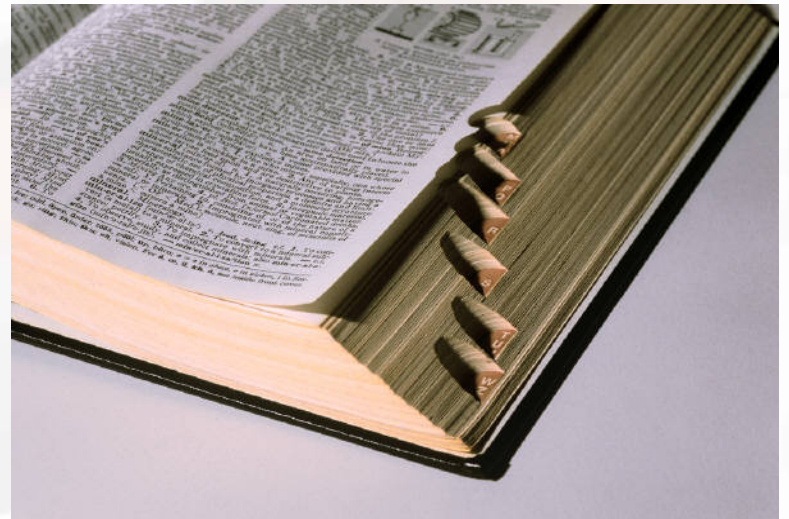
Who I Am Is How I Lead – Self-Awareness and Self-Analysis

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What is Self-Awareness?

Conscious knowledge of one's own character, feelings, motives, and desires.

-Oxford Dictionary



Self-Awareness

- We are not always what we think we are!
- Founded preferences or cultural/societal biases
- Does your leadership style exclude or alienate others?
- How can we be more self-aware?

Creating Self-Awareness

- What do I believe my strengths are?
- What do I believe my weaknesses are?
- What do I believe my leadership style is?
- What do I believe my prejudices, biases and preferences are?
- How do these affect my leadership style and success?

Tools for Feedback

- Myers-Briggs typology --
<http://www.humanmetrics.com/cgi-win/JTypes2.asp>
- “Color personality” tests --
<http://www.colorquiz.com/>
- What are your biases? Project Implicit—
<https://implicit.harvard.edu/implicit/>



Notes on Self-Awareness Tests

- Free on-line examples of more sophisticated assessments
- Great care should be taken with interpreting the results
- Results are broad

Tips for Taking Self-Awareness Tests

- Take the test
 - Frame work – group project went well
 - Do not over think the answers
- Retake the same test a few days later
 - Framework – group project failed you had salvage it
- Compare the results!

Tests Results – What Do They Mean?

- “This is me!” vs. “Is this me?”
- Not the gospel on who you are
- They raise questions that you should consider seriously, rather than dismiss
- Accept it, reject it or ponder it further, but think about it before you decide

Stereotyping

- No one admits to subconscious prejudice.
- But we all use shortcuts to judge people and situations.
- Try this – a person who home schools his children is:
 - Democratic or Republican?
 - Religiously observant or not?
 - Conservative or liberal?
 - Teaching “hard” science or not?

What does this mean?

- First, there are no hard-and-fast rules for determining what any individual actually is like.
- Second, we use shortcuts – we won't call them prejudice or bias – to make quick judgments about people.
- Third, at the end of the day, each person needs to be judged on individual merits, not our shortcuts for thinking about entire groups!

Translating Self-Awareness into Better Leadership

- So what does this mean?
 - When you are lost in the woods with a map and compass, you need to find out where you are before you can determine how to get to where you want to be.
 - Understanding who you are can help you lead –
 - If you are a list-oriented leader, how do you deal with people who are very intuition oriented?
 - If you are a people-oriented leader, how do you deal with back-room technical people?
 - (Did you just assume that back-room people are not people-oriented?)

Translating Self-Awareness Into Better Leadership

- So what does this mean (continued)?
 - If you are of one ethnic/religious/socioeconomic background, be aware that a comment that is neutral to you may be offensive or uncomfortable to someone else.
 - Don't let test results – your own or those that come out of team-building efforts – become their own stereotypes!
 - Would you deny someone a chance at a promotion or new post because of these test results?
 - Would you give someone extra points because of these test results?
 - What's the difference?

Resources

“Knowing others is
wisdom, knowing
yourself is
Enlightenment”

- *Lao Tzu*