

DEVELOP YOUR SELF AWARENESS AND IMPROVE YOUR CAREER WEBINAR

PROVIDING LIFELONG SUPPORT TO PAST AND PRESENT ICAEW MEMBERS AND THEIR FAMILIES

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OBJECTIVES FOR THE SESSION

- Explore what self-awareness is and how it can help us in work and life
- Look at some of the benefits of self-awareness and the risks of not being self-aware
- Discuss a model called Johari window
- Explore the 7 pillars of insight by Tasha Eurich
- Consider different ways we can develop our self awareness going forward

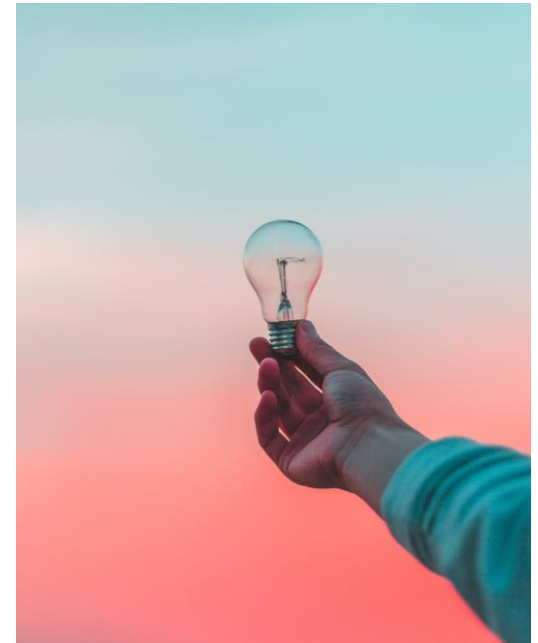
BEFORE WE START

What has been

1. The biggest piece of learning you have discovered about yourself in your career/life so far?

And / or

2. The best piece of feedback you have ever received that has helped you learn, grow and develop your career/life so far?



WHAT IS SELF-AWARENESS

“The conscious knowledge of ones own character, feelings, motives and desires.”

Oxford Dictionary

WHAT IS SELF-AWARENESS?

“The ability to see ourselves clearly, to understand who we are, how others see us and how we fit into the world”

Tasha Eurich

2 distinct parts **internal self-awareness** around seeing yourself clearly – understanding your values, passions, aspirations ideal environment, patterns, reactions and **external self-awareness** around understanding yourself from the outside in – knowing how other people see you.

SELF-AWARENESS

Self-awareness helps you

- Be more conscious of your thoughts and feelings.
- Take control of your choices, behaviour and emotions.
- Notice the things about yourself that help/hinder your overall success.
- Identify your areas of strength, where you are your best and how to use these to your advantage
- Set objectives to help you achieve your personal and career goals and most importantly meet them.
- Identify areas of development to focus on to help your continued growth and development.
- Understand your relationships with others and to seek out how others perceive you to assess your personal impact on others.

Poor self-awareness

- Lack influence over others
- Are unaware of the impact we have on others around us
- Impact on your career success and progress
- May be over-confident/arrogant about our abilities or vice versa
- People talk about you behind your back – don't feel confident/comfortable to give feedback, tackle your behaviour
- Over time will feel less fulfilled, frustrated
- Can result in a narrow outlook – unable to see things from different perspectives, limiting choices, impacting on decision making
- Inability to develop good relationships with others
- May mean you have a defensive/aggressive reaction to feedback/conflict
- Poor relationships within a team

Tasha Eurich...

*“There is **strong scientific evidence** that people who know themselves and how others see them are **happier**. They make **smarter decisions**, they have **better personal and professional relationships**. They raise more mature children, they’re **smarter, superior students** who choose better careers. They’re more creative, more confident and **better communicators**. They’re less aggressive, less likely to lie, cheat and steal. They are **better performers at work** and **get more promotions**. They’re **more effective leaders** with **more effective employees**.”*

Eurich describes how “a lack of self awareness is at best RISKY and at its worst its DESTRUCTIVE!”

*She talks about those without it can lead to **self-delusion!***

HOW SELF AWARE ARE YOU?

- How well do you think you really know yourself?
- How aware are you for example, of the effect that you have on others at work?
- How clearly do you know what makes you tick?
- How often do you notice what brings out the best or worse in you?
- How clear are you on your values and purpose?
- How well can you articulate your goals and passions?



Tasha Eurich...

*“...while most of us think we know ourselves pretty well, this confidence is often unfounded. Researches established that our self-assessments are often flawed and studies show that **we tend to be terrible judges of our own performance and abilities!** From our leadership skills to our car driving prowess to our performance at school and at work. **The scariest part... the least competent people are usually the most confident in their abilities!**”*

7 PILLARS OF INSIGHT – TASHA EURICH

1. Values
2. Passions
3. Aspirations
4. Fit
5. Patterns
6. Reactions
7. Impact



DEVELOPING SELF-AWARENESS

Internal self-awareness

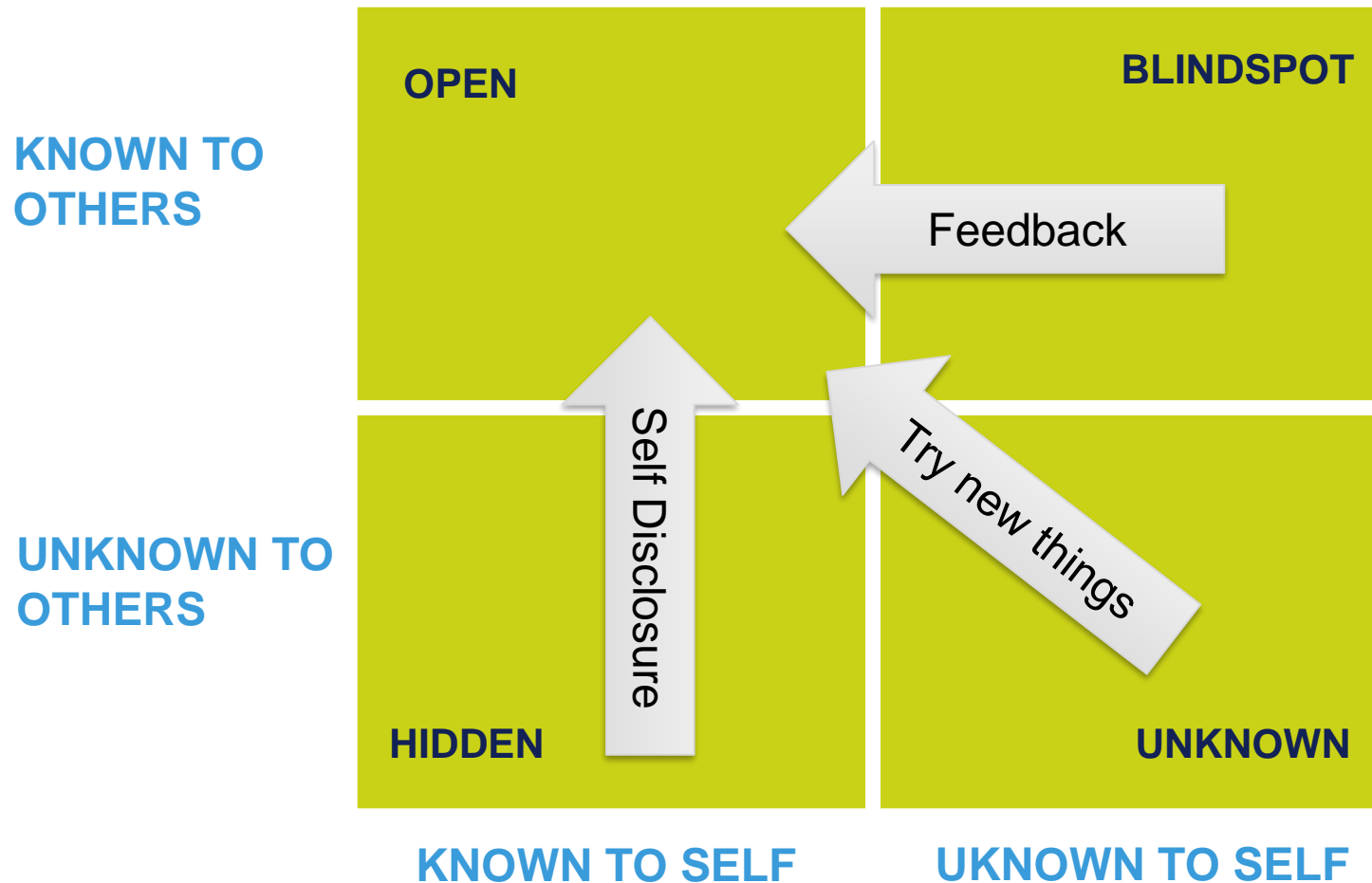
1. Self reflection questions
2. Self assessment questionnaire
3. Personality profiles
4. Journal / Diary
5. Self-talk
6. Talking to others (who are just listening e.g. Counsellor, coach)

Self-reflection needs to be balanced – it needs to look at both positives and challenge so we are not overly critical or overly positive



JOHARI WINDOW

IDEAL WINDOW



INTERNAL SELF-AWARENESS



GOALS/ ASPIRATIONS



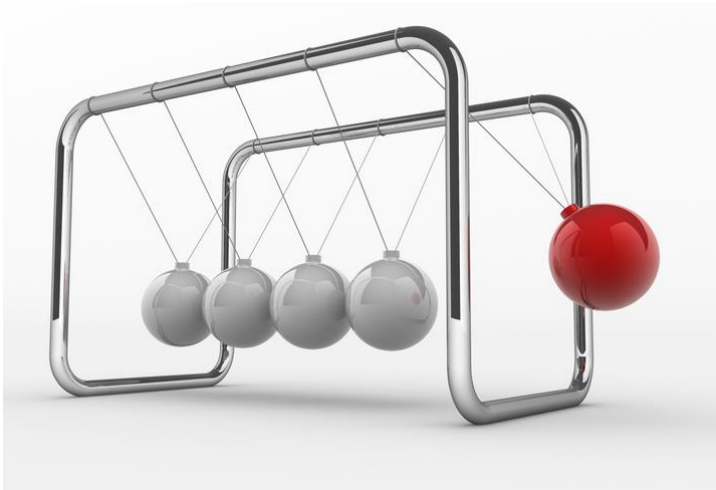
REACTIONS



Fit / Environment

EXTERNAL SELF-AWARENESS

- Impact – what is our effect on others?
- Personal Brand – how do others perceive us?
- Who do you impact?
- Who are stakeholders in your career/life?



LISTENING & FEEDBACK

- Be open to feedback and challenge
- Tune up your listening to informal feedback
- Listen to others perceptions and opinions
- Find out different perceptions of you
- 360 degree feedback activities
- LinkedIn



WORK WITH A COACH



STEPHEN COVEY



Self-awareness is our capacity to stand apart from ourselves and examine our thinking, our motives, our history, our scripts, our actions, and our habits and tendencies.

— Stephen Covey —

AZ QUOTES

INVESTING TIME IN OURSELVES

- Knowing ourselves makes us happier
- Helps us make us the right choices
- Helps us feel more confident about who we are
- Helps us feel more motivated to achieve our goals
- Help us to keep focus on what is important
- Leads to better communication, better relationships

SUMMARY



Questions

