The What, Why and How of Building Self-Awareness in Your Workforce

Kandice Klumb, Master of Arts Candidate
Human Dimensions of Organizations, The University of Texas at Austin

"The one constant factor in all your endeavors is you; understanding yourself is therefore paramount.”
- Chinwe Esimai

The Basics of Building Self-Awareness
Eight Week Program

Objective: to introduce self-awareness, it’s importance, barriers and how to guidance

Week 1
Considering your Core Values
Create Your Own 360 Coaching Session

Week 2
The Things that you Love & Two Lunches

Week 3
Bucket Listing with friends

Week 4
Constructing Your Ideal Environment Coaching Session

Week 5
Challenging Barriers

Week 6
Challenging Barriers

Week 7
Your Impact on Others Coaching Session

Week 8
Development Plan & Your Next Steps Coaching Session

Program Includes:
Introduction video
Eight weeks of activities
A Development Plan
A Maintenance Plan
Measurement Plan
Four Coaching Sessions

"Self-awareness arguably represents the crown achievement of human evolution; but in many respects it still remains highly mysterious.”
- Alain Morin

Acknowledgments
Thank you to my team at NI for supporting this journey. Thank you to the program faculty and my advisor for stretching me. Thank you to my family and friends for encouraging me and constantly reminding me of the possibilities. Thank you to my partner for challenging and supporting me every step of the way!

The What
Self-Awareness: the conscious understanding of who you are, who you want to be, how you fit into the world, and how others see you

Seven Key Components of Self: values, passions, aspirations, environmental fit, behavioral patterns, reactions and your impact on others

The Why
Understanding and Acceptance of Yourself and others

confidence
creativity
sense of identity and purpose

Team Effectiveness

relationships
decision quality
coordination
conflict management
communication: more consistent and effective

The How
Increase both Internal & External Awareness
Structured Introspection
Self-Observation
See Yourself Through Other’s Eyes

Understand and Confront Barriers

Rumination
Discrepancy 
Real & Ideal Self
Biases and Self-Deception

Mitigation Techniques
Mindset Matters: Learning & Growth
Focus on self-acceptance & better connections
Request Feedback Often
Approach introspection using what not why Practice Mindfulness

The Basics of Building Self-Awareness
Eight Week Program

Objective: to introduce self-awareness, it’s importance, barriers and how to guidance

Week 1
Considering your Core Values
Create Your Own 360 Coaching Session

Week 2
The Things that you Love & Two Lunches

Week 3
Bucket Listing with friends

Week 4
Constructing Your Ideal Environment Coaching Session

Week 5
Challenging Barriers

Week 6
Challenging Barriers

Week 7
Your Impact on Others Coaching Session

Week 8
Development Plan & Your Next Steps Coaching Session

Program Includes:
Introduction video
Eight weeks of activities
A Development Plan
A Maintenance Plan
Measurement Plan
Four Coaching Sessions

"Self-awareness arguably represents the crown achievement of human evolution; but in many respects it still remains highly mysterious.”
- Alain Morin

Acknowledgments
Thank you to my team at NI for supporting this journey. Thank you to the program faculty and my advisor for stretching me. Thank you to my family and friends for encouraging me and constantly reminding me of the possibilities. Thank you to my partner for challenging and supporting me every step of the way!

The What, Why and How of Building Self-Awareness in Your Workforce

Kandice Klumb, Master of Arts Candidate
Human Dimensions of Organizations, The University of Texas at Austin

"The one constant factor in all your endeavors is you; understanding yourself is therefore paramount.”
- Chinwe Esimai

The Basics of Building Self-Awareness
Eight Week Program

Objective: to introduce self-awareness, it’s importance, barriers and how to guidance

Week 1
Considering your Core Values
Create Your Own 360 Coaching Session

Week 2
The Things that you Love & Two Lunches

Week 3
Bucket Listing with friends

Week 4
Constructing Your Ideal Environment Coaching Session

Week 5
Challenging Barriers

Week 6
Challenging Barriers

Week 7
Your Impact on Others Coaching Session

Week 8
Development Plan & Your Next Steps Coaching Session

Program Includes:
Introduction video
Eight weeks of activities
A Development Plan
A Maintenance Plan
Measurement Plan
Four Coaching Sessions

"Self-awareness arguably represents the crown achievement of human evolution; but in many respects it still remains highly mysterious.”
- Alain Morin

Acknowledgments
Thank you to my team at NI for supporting this journey. Thank you to the program faculty and my advisor for stretching me. Thank you to my family and friends for encouraging me and constantly reminding me of the possibilities. Thank you to my partner for challenging and supporting me every step of the way!

The What, Why and How of Building Self-Awareness in Your Workforce

Kandice Klumb, Master of Arts Candidate
Human Dimensions of Organizations, The University of Texas at Austin

“The one constant factor in all your endeavors is you; understanding yourself is therefore paramount.”
- Chinwe Esimai

The Basics of Building Self-Awareness
Eight Week Program

Objective: to introduce self-awareness, it’s importance, barriers and how to guidance

Week 1
Considering your Core Values
Create Your Own 360 Coaching Session

Week 2
The Things that you Love & Two Lunches

Week 3
Bucket Listing with friends

Week 4
Constructing Your Ideal Environment Coaching Session

Week 5
Challenging Barriers

Week 6
Challenging Barriers

Week 7
Your Impact on Others Coaching Session

Week 8
Development Plan & Your Next Steps Coaching Session

Program Includes:
Introduction video
Eight weeks of activities
A Development Plan
A Maintenance Plan
Measurement Plan
Four Coaching Sessions

"Self-awareness arguably represents the crown achievement of human evolution; but in many respects it still remains highly mysterious.”
- Alain Morin

Acknowledgments
Thank you to my team at NI for supporting this journey. Thank you to the program faculty and my advisor for stretching me. Thank you to my family and friends for encouraging me and constantly reminding me of the possibilities. Thank you to my partner for challenging and supporting me every step of the way!

The What, Why and How of Building Self-Awareness in Your Workforce

Kandice Klumb, Master of Arts Candidate
Human Dimensions of Organizations, The University of Texas at Austin

“The one constant factor in all your endeavors is you; understanding yourself is therefore paramount.”
- Chinwe Esimai

The Basics of Building Self-Awareness
Eight Week Program

Objective: to introduce self-awareness, it’s importance, barriers and how to guidance

Week 1
Considering your Core Values
Create Your Own 360 Coaching Session

Week 2
The Things that you Love & Two Lunches

Week 3
Bucket Listing with friends

Week 4
Constructing Your Ideal Environment Coaching Session

Week 5
Challenging Barriers

Week 6
Challenging Barriers

Week 7
Your Impact on Others Coaching Session

Week 8
Development Plan & Your Next Steps Coaching Session

Program Includes:
Introduction video
Eight weeks of activities
A Development Plan
A Maintenance Plan
Measurement Plan
Four Coaching Sessions

"Self-awareness arguably represents the crown achievement of human evolution; but in many respects it still remains highly mysterious.”
- Alain Morin

Acknowledgments
Thank you to my team at NI for supporting this journey. Thank you to the program faculty and my advisor for stretching me. Thank you to my family and friends for encouraging me and constantly reminding me of the possibilities. Thank you to my partner for challenging and supporting me every step of the way!