

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

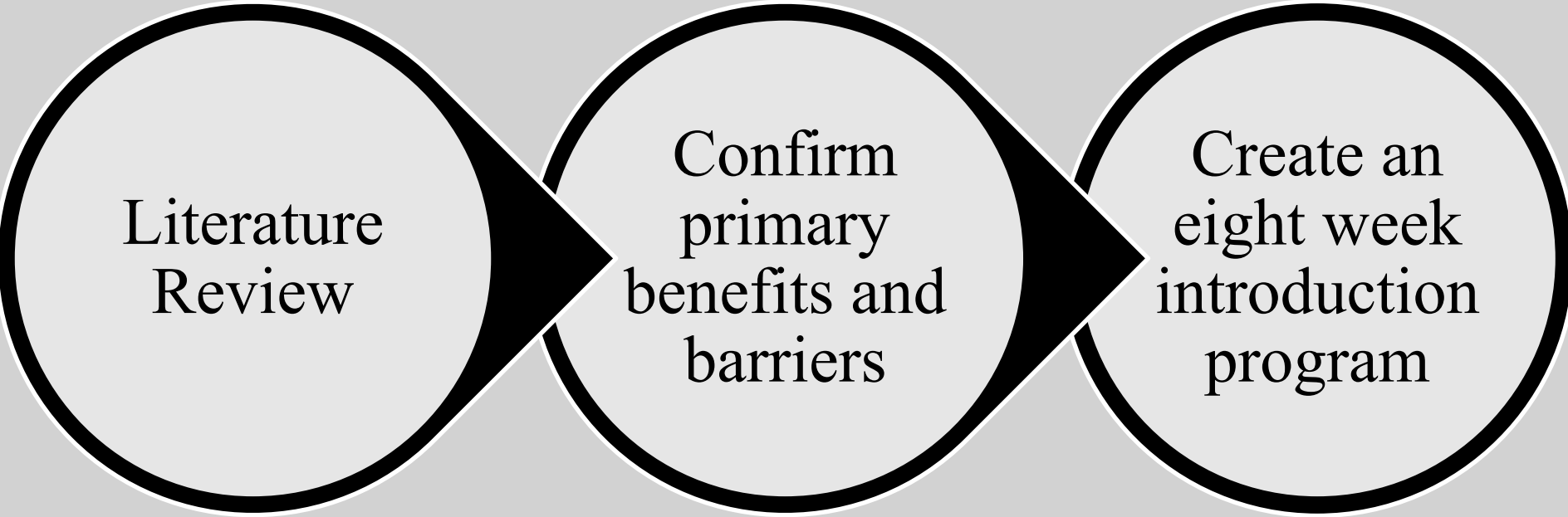
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“The one constant factor in all your endeavors is you; understanding yourself is therefore paramount.”
-Chinwe Esimai

Introduction

My job is to develop leadership skills and I have long believed that **self-awareness is the foundation** of successful leaders, successful teams and happy employees! **What** is it, really? **Why** is it beneficial? What are the barriers? **How** do we develop it?

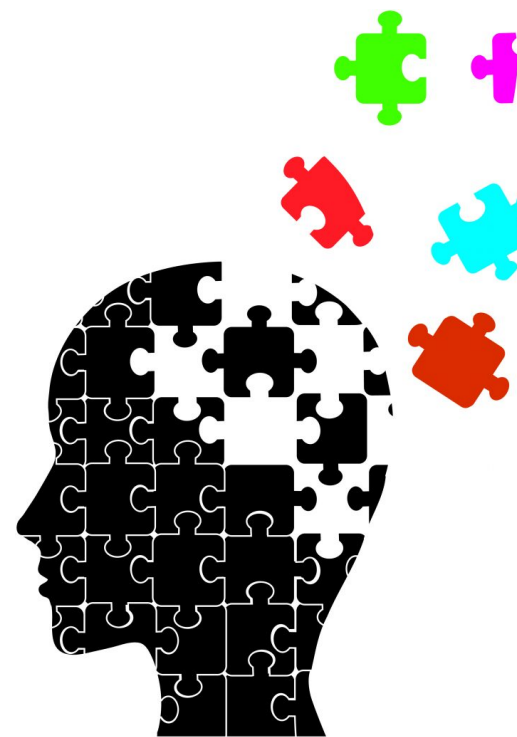
Methods



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 Basics of Building Self-Awareness Eight Week Program

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


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|---------------|---|
| 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 |


The Why

Understanding and Acceptance of Yourself and others

- 
- confidence
 - creativity
 - sense of identity and purpose

Team Effectiveness

Self-Awareness Leads to Better

- 
- 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



Mitigation Techniques

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

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

Literature Cited

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