

Module One – Self Awareness

- Self-Awareness is understanding your own emotions and their impact on others.
- A self-aware leader is confident.
- They can assess and talk about their strengths and weaknesses.
- They understand their personality and behavioural preferences.

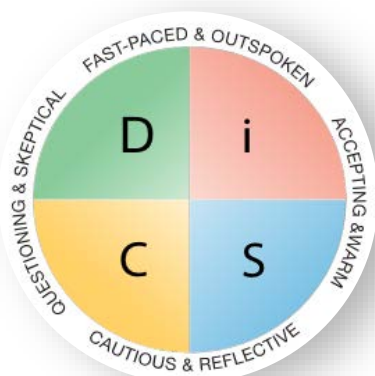
	Low external self-awareness	High External self-awareness
High internal self-awareness	<p>INTROSPECTORS</p> <p>They're clear on who they are but don't challenge their own views or search for blind spots by getting feedback from others. This can harm their relationships and limit their success.</p>	<p>AWARE</p> <p>They know who they are, what they want to accomplish and seek out and value others' opinions. This is where leaders begin to fully realise the true benefits of self-awareness</p>
Low internal self-awareness	<p>SEEKERS</p> <p>They don't yet know who they are, what they stand for, or how their teams see them. As a result, they might feel stuck or frustrated with their performance and relationships</p>	<p>PLEASERS</p> <p>They can be so focused on appearing a certain way to others that they could be overlooking what matters to them. Over, time they tend to make choices that aren't in service of their own success and fulfillment.</p>

How self aware are you?

DiSC Behavioural Preferences

Behaviour is:

- Observable
- Situationally based
- Flexible
- Dynamic
- Based on thoughts and beliefs



D Dominance

i Influence

C Steadiness

S Conscientiousness

D STYLE

- Driven
- Direct
- Decisive
- Strong-willed
- Self-confident
- Daring
- Determined
- Fast-paced



The D Style In Your Organisation		
General Characteristics	Value to Team	Possible Weaknesses
Direct; Decisive	Bottom-Line Organiser	Oversteps Authority
High Ego Strength	Places high value on time	Argumentative Attitude
Problem Solver	Challenges the status quo	Dislikes Routine
Risk Taker, Self-Starter	Innovative	Attempts too much at once
Greatest Fear: Being Taken Advantage Of		

I STYLE

- Charming
- Collaborative
- Energising
- Trusting
- Enthusiastic
- Implusive
- Optimistic
- Persuasive



The I Style In Your Organisation		
General Characteristics	Value to Team	Possible Weaknesses
Enthusiastic	Creative problem solver	More concerned with popularity than tangible results
Trusting; Optimistic	Great encourager	
Persuasive; Talkative	Motivates others to achieve	Inattentive to detail
Impulsive; Emotional	Positive sense of humour	Overuses gestures and facial expressions
	Negotiates conflicts; peacemaker	Tends to listen only when convenient
Greatest Fear: Rejection		

S STYLE

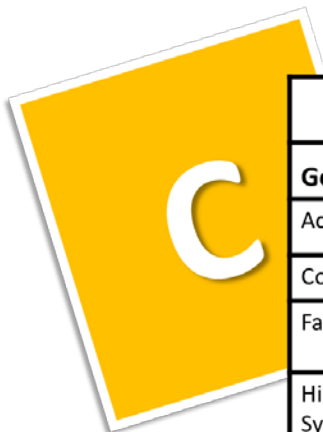
- Calm
- Patient
- Predictable
- Deliberate
- Stable
- Warm
- Passive
- Loyal



The S Style In Your Organisation		
General Characteristics	Value to Team	Possible Weaknesses
Good listener; Team Player	Reliable and dependable	Resists change
Possessive	Loyal team worker	Takes a long time to adjust to change
Steady; Predictable	Compliant towards authority	Holds a grudge; sensitive to criticism
Understanding; Friendly	Good listener; patient & empathetic	Difficulty establishing priorities
	Good at reconciling conflicts	
Greatest Fear: Loss of security		

C STYLE

- Cautious
- Systematic
- Private
- Objective
- Analytical
- Diplomatic
- Accurate
- Reserved



The C Style In Your Organisation		
General Characteristics	Value to Team	Possible Weaknesses
Accurate; Analytical	Perspective; "The anchor or reality"	Needs clear-cut boundaries for actions/relationships
Conscientious; Careful	Conscientious and even tempered	
Fact-Finder; Precise	Thorough in all activities	Bound by procedures and methods
High Standards; Systematic	Defines Situations; gathers, criticises and tests information	Prefers not to verbalise feelings
		Will give in rather than argue
Greatest Fear: Criticism		



STRENGTHS

- What advantages do you have (for example, skills, certifications, education, or connections)?
- What do you do better than anyone else?
- What personal resources can you access?
- What do other people including your leader, see as your strengths?
- Which of your achievements are you most proud of?
- What values do you believe in that others may not exhibit.
- Are you part of a network that no one else is involved in?

WEAKNESSES

- What tasks do you usually avoid because you don't feel confident doing them?
- What will the people around you see as your weaknesses?
- Are you completely confident in your education and skills training? If not, where are you weakest?
- What are your negative work habits (for example, are you disorganized, do you have a short temper, or are you poor at handling stress)?
- Do you have personality traits that hold you back in your field? For instance, if you have to conduct meetings on a regular basis, a fear of public speaking would be a derailer.

OPPORTUNITIES

- What new technology can help you?
- Is your industry growing? If so, how can you take advantage of the current market?
- Do you have a network of strategic contacts to help you, or offer good advice?
- What trends do you see in your company, and how can you take advantage of them?
- Is there a need in your company or industry that no one is filling?
- Do your customers or suppliers complain about something in your company? If so, could you create an opportunity by offering a solution?

THREATS

- What obstacles do you currently face at work?
- Is your job (or the demand for the things you do) changing?
- Does changing technology threaten your position?
- Could any of your weaknesses lead to threats?