



Own your impact

Nicola Skorko | Fiona Barron

SESSION FOCUS

A taster session focused on leaders' self awareness and understanding that, as a leader, you are a role model to those around you.

The culture of your organisation flows from what you say, think, feel and do. The shadow you cast as a leader influences everyone you come into contact with.



Your first and foremost job as a leader is to take charge of your own energy and then help to orchestrate the energy of those sound you

Peter Drucker, Consultant, Educator, Author



CULTURE



WHAT IS SELF AWARENESS?

Self-awareness is the ability to recognise and understand your emotions, values, beliefs, behaviours, passions and purpose.

Oxford Language defines self-awareness as "conscious knowledge of one's own character, feelings, motives, and desires."

Self aware leaders can objectively evaluate themselves, manage their emotions, align their behaviour with their values, and understand correctly how others perceive them. Put simply, those with self-awareness can interpret their actions, feelings, and thoughts objectively.



To know thyself is the beginning of wisdom.

Aristotle



THE IMPORTANCE OF SELF AWARENESS FOR LEADERS

How self aware are you?

If you answered 'very', then you're not alone! **95%** of leaders typically self evaluate as self aware.

This is at odds with the research, which reports that only **10-15%** of leaders are self aware.

What's led to this discrepancy? There are a number of reasons but a lack of feedback and the power dynamics associated with seniority are a core factor.

LEADERSHIP AND SELF-AWARENESS

95%



LEADERS WHO **THINK** THEY ARE SELF AWARE

15%



LEADERS WHO **ARE ACTUALLY** SELF AWARE

TOOLS TO DEVELOP YOUR SELF AWARENESS

3 tools T- loves...

1 What are you like at your Absolute Best?

Take some time to think about you at your best, when you're flying and feel like you can conquer the world. Identifying and cultivating the ingredients that got you there can help you reach your best more often.

Consider

1. How you felt when you were last at your best, what were your energy levels? How would you describe yourself in that moment?
2. What was the recipe for reaching your best? Think about the environment and what you were saying, thinking, feeling and doing? Who was around?
3. List the ingredients. How can you access them more frequently?

2 Energy and Self Awareness

Our energy matrix shows different states of mind; both yours and those around you. This matrix can be used to develop a deeper understanding of the self through seeing Different perspectives.

Consider

1. What words describe what your state of mind in each box? What energy do you bring to them? What goes on in your body? How would others describe you in these states?
2. Which box do you spend most of your time in a typical week/month? Visualise your time split across the quadrant.
3. Where do you want to spend your time? What would your ideal split be? What's the first step to achieve this split?

ENERGY



3 Glimmers vs Triggers

Knowledge of your 'triggers and glimmers' is essential to being at your best. These are external cues that will bring you IN and OUT of being your best.

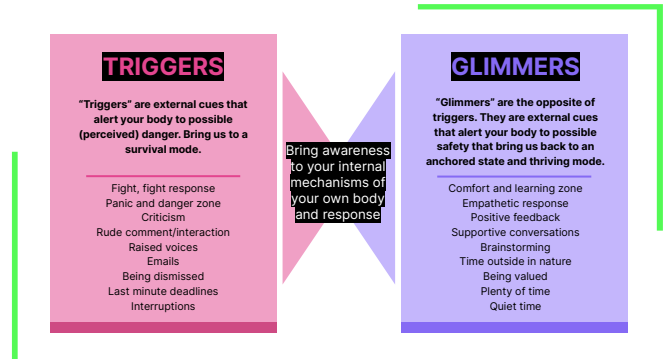
A trigger is anything that moves you out of your best, this might be too many deadlines or unpredictability.

A glimmer is anything that keeps you at your best, be that sleep, positive feedback, a good conversation with a friend/ coach, exercise or even scheduled downtime.

Consider

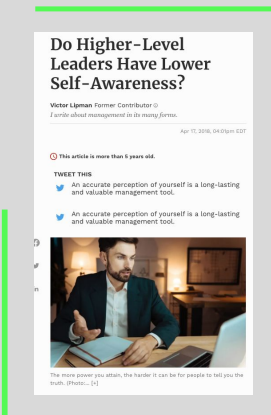
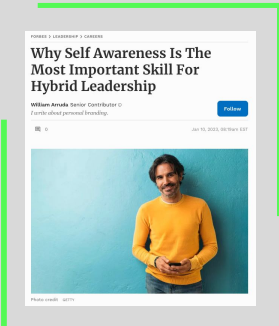
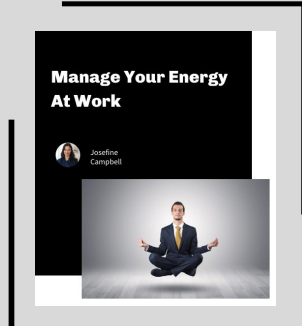
1. What are your triggers?
2. What are your glimmers?
3. How you might be more aware of your triggers/ glimmers and your responses to them? How might you manage them better?
4. How can you activate more glimmers?

TRIGGERS AND GLIMMERS



FURTHER READING

If you loved what you've read so far here's some more to swot up on:



WANT TO KNOW MORE?

Book a call with us [here](#).



Thank you

We'd love to
continue the
conversation

www.weareminus.com

t. 020 7665 5189

e. info@weareminus.com

a. Halkin, Paris Gardens, Southwark, London
SE1 8ND