

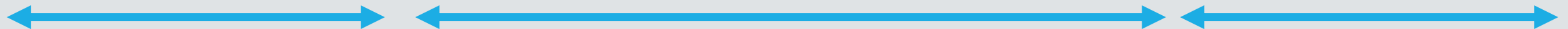
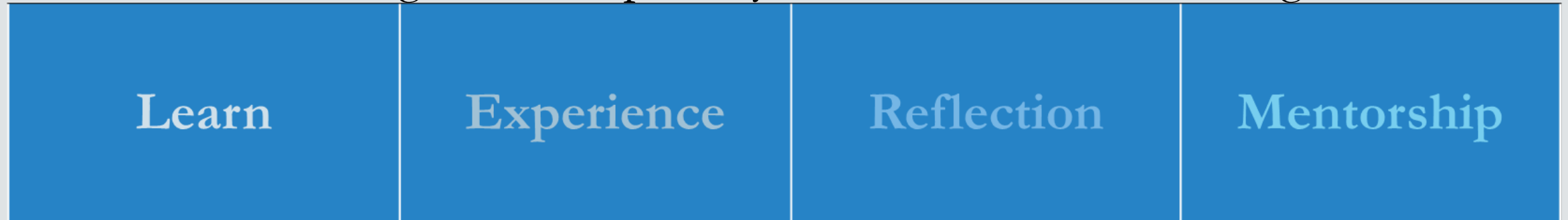
AGLP Leadership Development Curriculum

Self-Awareness & Leading: Experiential Learning & Reflections Preview

10/19/2021

AGLP Leadership Development Sequence

Leading-Self Competency: Self-Awareness & Leading



October: Seminar
& (self-paced)
Reference Review

November: Practicum
(completed in your life-environment)

December: Post -
Practicum
Session

Emotional Intelligence: Perceiving Emotions

October

November

December

AGLP Leadership Development Curriculum

Self-Awareness & Leading: Review

Self-Awareness & Leading - Outline

- What is Self-Awareness
- How to Improve Self-Awareness
- Self-Awareness & Leading
- Self-Awareness Case Study
- Next Steps



“I wish to be useful, and every kind of service necessary to the public good becomes honorable by being necessary.”

– Nathan Hale, Yale College Class of 1763

Self-Awareness



- Being able to tune into our feelings, thoughts & actions – identify our emotions (example understanding the difference between the feelings of frustration and anger)
- Recognize how we see ourselves
- Recognize how others see us
- Recognize strengths & weaknesses
- Work toward growth

Characteristics of Individuals with High Levels of Self-Awareness

open to constant learning & development	open to feedback
understand and talk about their needs & feelings	recognize other people's needs & feelings
open-minded on strengths & weaknesses	aware that they have personal blind spots
committed to setting new standards about themselves	embrace self-awareness as a standard (& lasting) practice

In the absence of data, we create our own facts.

Self-Awareness & Leading: Challenges

	Low external self-awareness	High external self-awareness
High internal self-awareness	INTROSPECTORS 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.	AWARE They know who they are, what they want to accomplish, and seek out and value others' opinions. This is where leaders begin to fully realize the true benefits of self-awareness.
Low internal self-awareness	SEEKERS 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.	PLEASERS 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.

Dr. Tasha Eurich: *What is Self-Awareness & How to Cultivate It*

Real Time Case Study



7 Steps to Improve Self Awareness

Real Time Case Study



7 Steps to Improve Self Awareness

Real Time Case Study



7 Steps to Improve Self Awareness

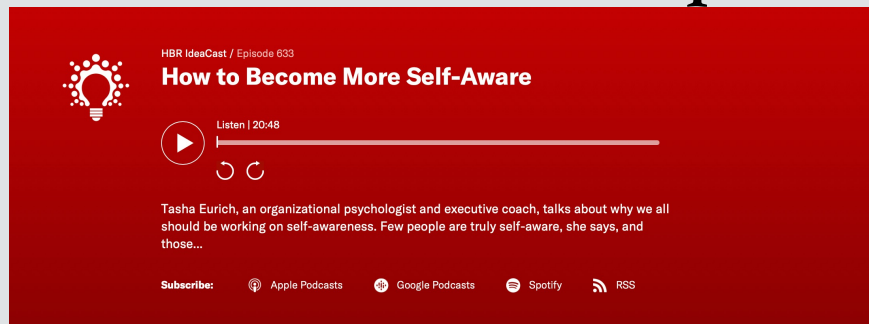
Real Time Case Study



7 Steps to Improve Self Awareness

Self-Awareness & Leading References

- “The Impact of Emotional Intelligence on Accuracy of Self-Awareness and Leadership Performance” – Virginia K. Bratton, et al,
 - EI: intrapersonal, interpersonal, adaptability, stress management & mood
- “Authentic Leadership and the Narrative Self” – Raymond T. Sparrowe
 - Kouzes & Posner (model the way & values) & authenticity requires SA
- “What Self-Awareness Really Is (and How to Cultivate It” – Tasha Eurich, **Harvard Business Review** article & podcast



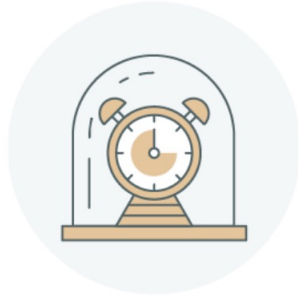
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Self-Awareness & Leading

Practicum: Experiential Learning & Reflection

Self Awareness & Leading: Experiential Learning Scenarios

- **Lab work environment**
 - Can you create “me-time” during the lab workday?



CREATE SPACE AND TIME

- Connect with yourself daily
- Avoid digital distractions
- Carve out solitude



JOURNAL YOUR AWARENESS

- Process your thoughts through writing
- Record your inner states

- **Research publication process** – Journal your writing process to identify writing characteristics

Self Awareness & Leading: Experiential Learning Scenarios



GAIN A DIFFERENT PERSPECTIVE

- Ask for feedback

- **Home environment** – Engage in more listening, EI in your home (while NOT being judgemental)

- **Teaching Fellow environment**
 - Ask a few students for real feedback, as well as the course instructor



PRACTISE LISTENING

- Pay attention to speaker
- Observe emotions and body language
- Don't judge or evaluate

Self Awareness & Leading : VW Experiential Learning

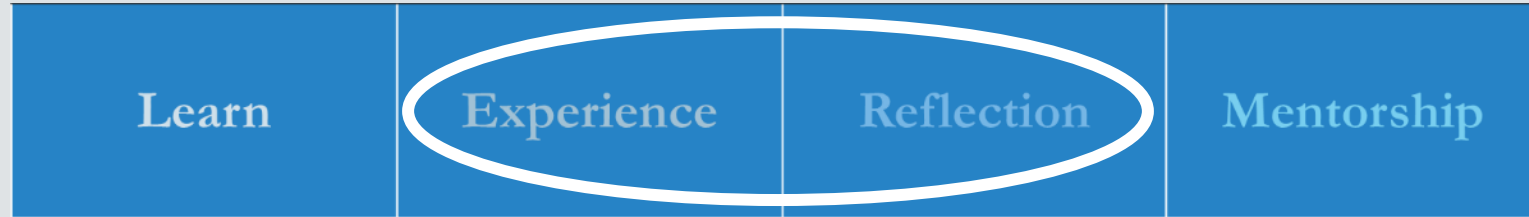


- Loving critics don't criticize – True feedback comes from those that know you the best
- Listen to your body & record the observations – you are your best patient advocate

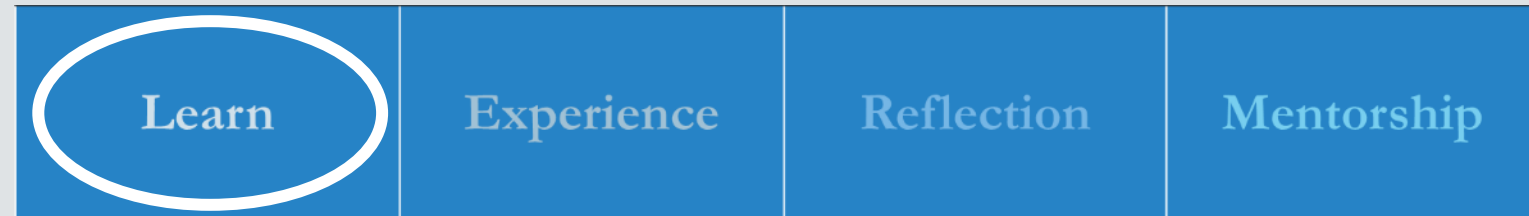


Next Steps

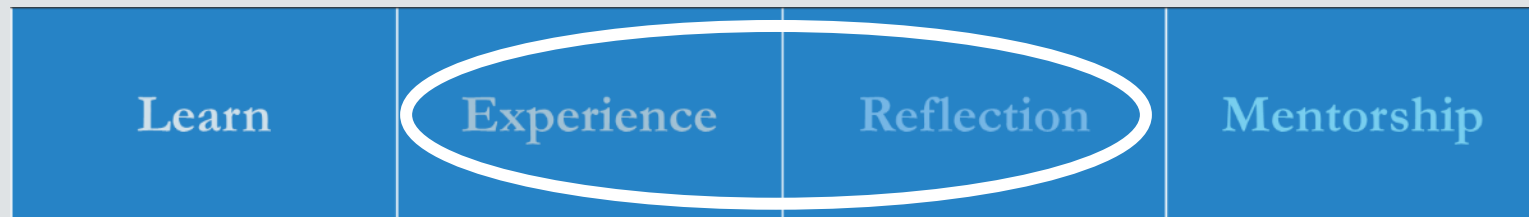
- EL & R – Understanding Emotions – all October



- Seminar – Perceiving Emotions – November 1



- EL & R – Self-Awareness & Leading - all November



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