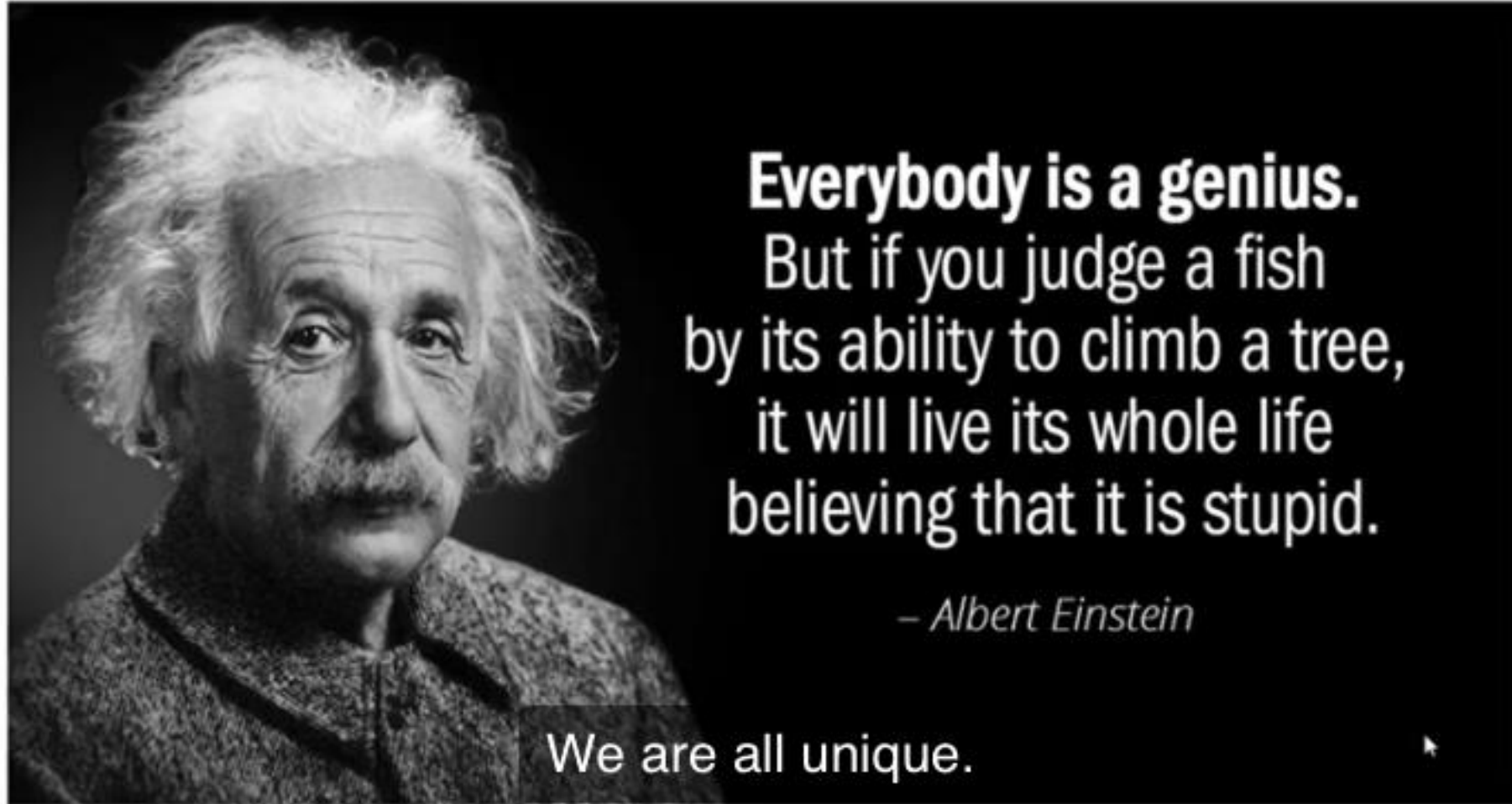


SELF- KNOWLEDGE VIDEO

Your path to
realizing self-
awareness

INTRODUCTION
PART 1



Everybody is a genius.
But if you judge a fish
by its ability to climb a tree,
it will live its whole life
believing that it is stupid.

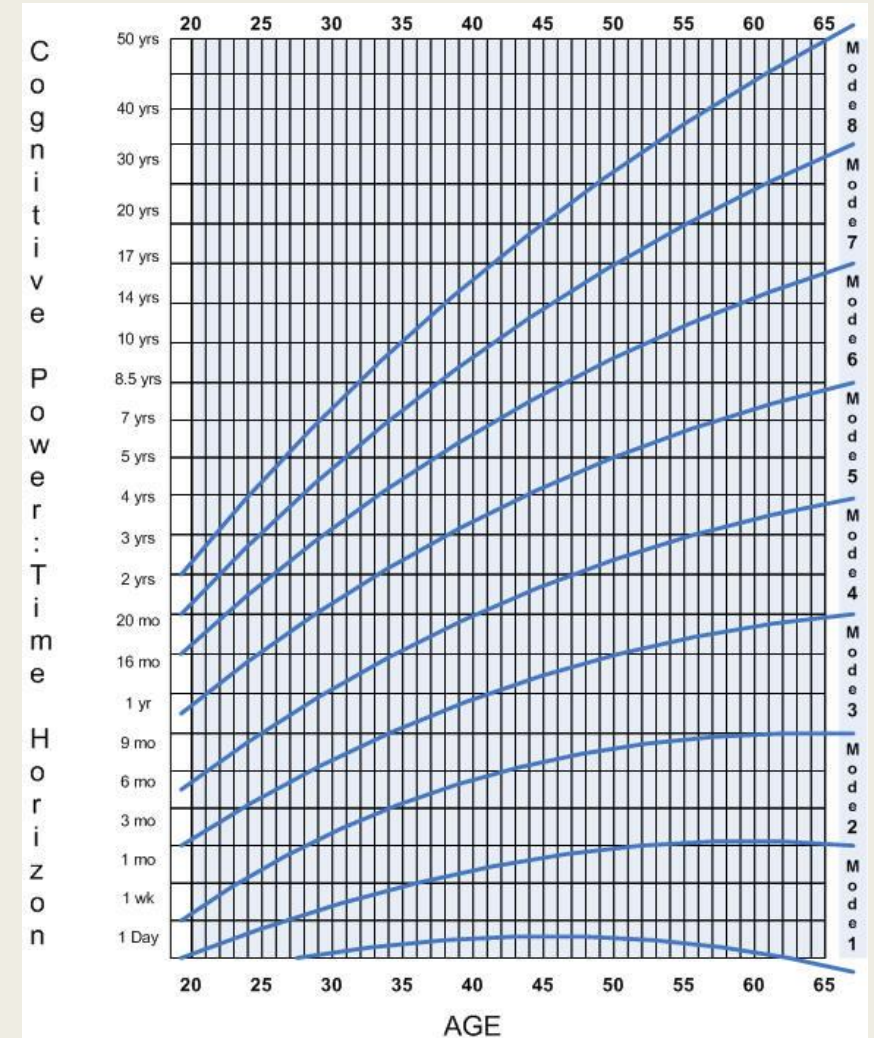
– Albert Einstein

We are all unique.

Why SK? It's worth repeating...

- Self-knowledge (SK) is a precursor to self-awareness
- Self-awareness is the central theme of vertical, oblique, lateral and growth over time
- Simply put: VOLTAGE

Note the graphic and how it demonstrates VOLTAGE...an excellent metaphor for the energy & information” of growth and development which will guide your career throughout your life.



Did you realize...

A survey of 75 members of the Stanford Graduate School of Business Advisory Council rated self-awareness as the most important capability for leaders to develop.

Executives need to know where their natural inclinations lie in order to boost them or compensate for them. Self-awareness is about identifying personal idiosyncrasies — the characteristics that executives take to be the norm but actually represent the exception.”



Being self-aware means, you can recognize your emotions, understand what triggers them, and see how they affect your thoughts and behaviors.

It's the first step in developing emotional intelligence, which is critical for forming strong social bonds.

Spend some time reflecting on your feelings and responses to different situations. The more you understand yourself, the better you'll be able to navigate your social world.

May I draw your attention to...

Goals of Self-knowledge:

- Establish a “language and context” for growth & development
- Provide a vocabulary which can be used to parse the Conversations In Our Heads (CIOH) with ourselves and others
- Directly improve individual and collective performance through less destructive and more constructive conflict, emerging a strengths-based culture, support the career growth and progression guided by preferences, foster developmental diversity, equity and inclusion; provide managers and managers once removed the language with which to cue, scaffold, support and lift participants into improved collaborative efforts and lower organizational viscosity thereby enhancing innovation, productivity and community.

Just one important idea....

- Self-knowledge as it pertains to our LeadU philosophy is designed to create a language for exploring self-awareness and the nature of what I have labeled as CIOH (pronounced See Oh!).
- In other words, self-knowledge resides in a language that can be used to objectify those many Conversations In Our Heads (CIOH).
- Being able to contextualize these conversations in the form of objectifying what is more like subjective.
- **I'd like to offer a quick example of how the language from self-knowledge helps inform our conversations in our heads—for the path of purpose—growth and development.**

It is vital to begin where we are....

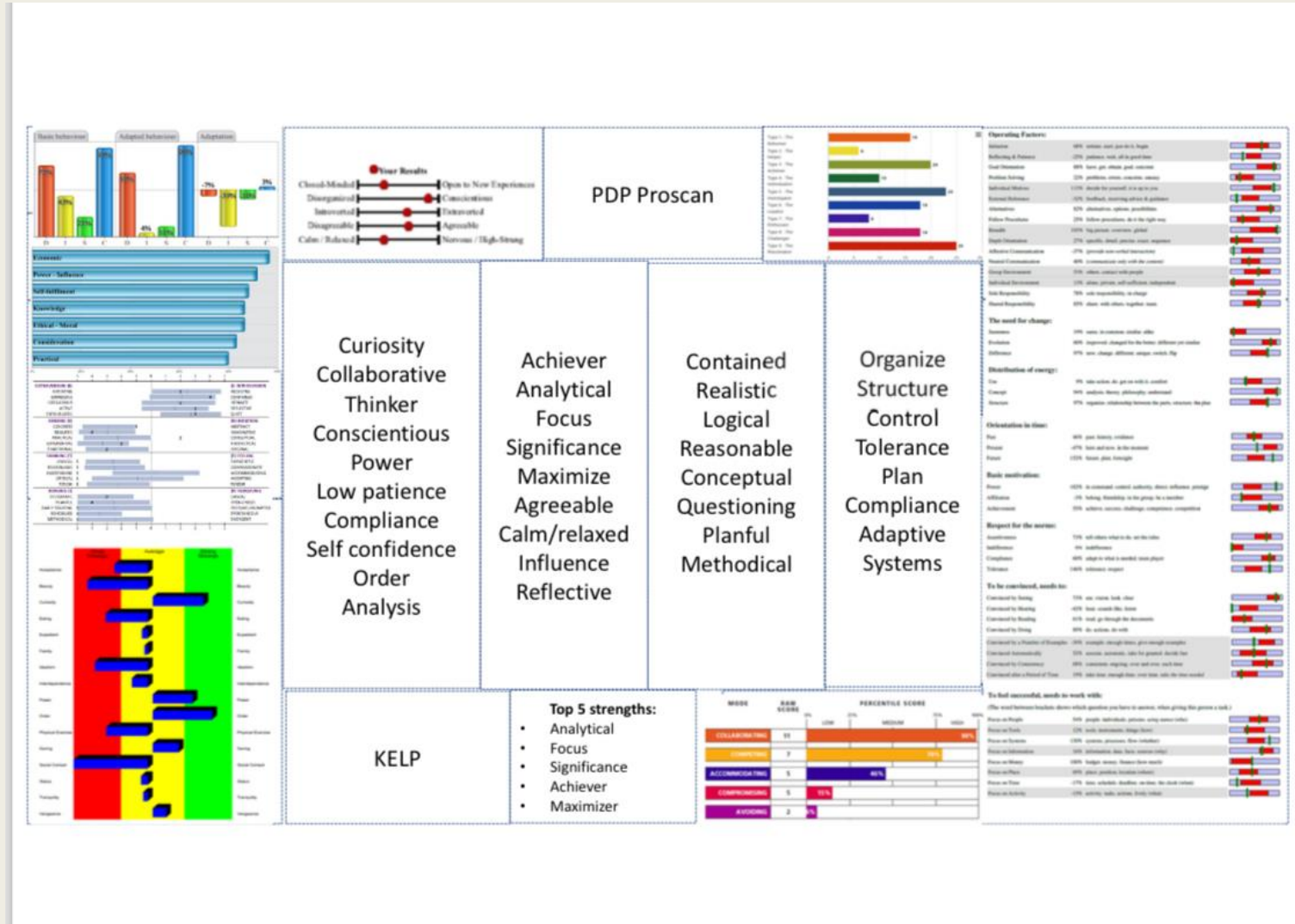
Here's an example:

- Let's say I have a conversation in my head that notices that I'm talking too much and not really hearing what's being said..far less understanding. There are many ways to explain this observation of my inner experience.
- It could be my natural extraversion...or because I'm motivated to be self-confident and largely ignore what's being said while listening to my own internal dialogue which I find more interesting...perhaps my active experimentation and how I learn— little as that might seem, or I have a talent for expression or WOO (Winning Others Over)...or other obvious cause and effect pathways.
- As I become more self-knowledgeable, I've created an opportunity for self-awareness and the languaging of my experience in terms that objectify what is having me—more than I or others would like.

Welcome to Self-knowledge Video

- *HERE'S WHAT IS GOING TO HAPPEN:*
- Over the next period of time, you will be offered assessments. While each comes with individual instructions it's best to set aside a block of time to view them.
- The assessment results will then be computed according to each model and made available to you during a programmed learning experience.
- This introduction serves as a very high-level overview of the assessments included in your self-knowledge package.
- During self-knowledge assessment, I've created videos which outline each assessment model in more depth for your reference now.
- You might want to schedule the video for the days before it's scheduled learning experience so you will have the model and your results fresh in your mind.
- It's even better to screenshot the relevant assessment information and move those to a digital map that is called the SK+MAP...an example is shown in the next slide, and you can download the template for the SK+MAP here: www.leadu.com/sk/map/template (a video on using the template is available.)

SK+Map: Download www.leadu.com/sk/map/template



Selection of the Assessment Portfolio

Note: We are using assessment information to create a language of growth & development

- Strengths
- Motivation
- Conflict Management
- Preferences & Type Dynamics
- Learning Style
- Behavioral Style
- Work Attitudes & Patterns

Why These Assessments?

- There are literally 1000s of assessments out there
- Choosing an assessment portfolio is a serious business
- More than 4 decades of work with assessments starting on me in the 80s
- Gradually found highly researched outstanding models to create a path to self-awareness
- Behind every assessment in the portfolio is a depth of research and modeling designed to help us in very specific areas of our career growth & development
- Above all...or rather supporting performance and happiness long term

GAME PLAN: Quick Overview

- Each one of the assessments has a leverage point noted in a prior slide
- It's important to have “doors to open” to view our path of self-awareness
- Each view or perspective offers a different and often complimentary vantage point
- As in self-awareness our portfolio offers multiple perspectives
- A path of purpose always emerges
- Assessments create a short cut to get us going
- Assessment results are not the truth and while stereotypes emerge, we must be careful to use them appreciately and with discretion—DO NO HARM!
- I'll cover each assessment in depth in a separate video for each one...but for now.

THE END OF INTRODUCTION: PART 1

Your Path to Realizing Self-Awareness



SELF- KNOWLEDGE VIDEO

Your path to
realizing self-
awareness

INTRODUCTION
PART 2

12 CHARACTERISTICS OF A GOOD LEADER

1. SELF-AWARENESS
2. RESPECT
3. COMPASSION
4. VISION
5. COMMUNICATION
6. LEARNING AGILITY
7. COLLABORATION
8. INFLUENCE
9. INTEGRITY
10. COURAGE
11. GRATITUDE
12. RESILIENCE



Selection of the Assessment Portfolio

Note: We are using assessment information to create a language of growth & development

- Strengths
- Motivation
- Conflict Management
- Preferences & Type Dynamics
- Learning Style
- Behavioral Style
- Work Attitudes & Patterns

Strengths Finder

- Our most important lesson?
- Use limitations to inform, strengths to reform
- Said another way: work on weaknesses to stop derailment
- Strengths offer a path of purpose which we can build our career progression around
- 34 themes nested in 4 categories of talent
- Our Top 5 Strengths speak to the largest part of our talent path.

Reiss Profile of Motives

- The backstory on the Reiss Profile is interesting—more on that later
- 16 desires with a continuum for towards or away from (nlp)
- Trillions of profiles but particular patterns do emerge
- We get a read on energy with the information given
- Even introversion and extraversion is suggested
- According to Reiss, intensity of motivation is central to the development of personality traits.
- Happiness is usually found in seeing and development of habits of behavior that provide the returns we seek as a result of hardwired motive intensity.
- (Tension) between what's required vs. who we are naturally is an important theme throughout the portfolio, as well as testing our levels of self-awareness.

TKI: Thomas-Kilmann Conflict Mode

- Many of us seem to prefer a default mode for dealing with conflict
- Usually conflict is generated when our expectations are not met
- Internal or external conflict carry similar tensions
- No mode of conflict is better than the other EXCEPT when there is mismatch between what's required and your conflict mode used
- Fit is an important part of all behavior and requirements but conflict is probably more so
- Managing conflict in ourselves and others has an extraordinary return on efforts

MBTI (Myers-Briggs Type Indicator)

- Fortunate or unfortunate we are hardwired with preferences
- How those preferences show up is critical to understand
- Clasp your hands—which thumb is on top?
- Now clasp your hands so the other thumb is on top!
- It's doable but feels weird ?
- Try it 100x and you will still feel more comfortable with the original preference
- It's follows throughout our type references
- Just understanding this simple concept and knowing your preferences is a leg up on self-awareness

DISC: Puzzle & Carrot

- DISC happens to be the 2nd most popular assessment used in organizations
- While it's simple—having only 4 facets of behavioral style—it can be very informative
- Because it appears less complex sometimes people find it more engaging
- Along with its counterpart—driving forces—it provides significant information
- Behavioral style can be extremely useful and if we are able to recognize it in ourselves and others, it can help us lower destructive conflict and promote organizational well-being
- Remember: none of these assessments are psychological assessments, there is no right or wrong only ideas about allowing us to know ourselves objectively in order to help us step back at times feel what has us.

IWAM: Individual Work Attitudes & Motivation

- “Patterns of behaviors” or metaprograms that exist in everyone
- How important and motivating these patterns are form our attitudes
- These attitudes can help us identify things we will want to do vs can do
- Being able to analyze specific roles with these same patterns help us identify where a fit to role will be a match for us
- Knowing how we are convinced and that it may be different for others is key to managing and leading ourselves and others
- When you answer the questions on the IWAM think about work situations

KELP: Kolb Experiential Learning Style

- Knowing yourself starts with a tendency to be aware of how you experience learning
- These tendencies are hardwired and while not destiny come with a message
- It doesn't mean that we can't learn in many different ways but if you're talking energy and information, the experience of learning shares many of the same attributes as conflict or preferences or patterns.
- Conserving energy by recognizing our tendencies and learning to regulate our responses to requirements is a hallmark of self-knowledge and self-awareness.

The End of the beginning

- Our goal is to help you discover information about yourself and others and to expand your working range of self/other acceptance as you move along your own self-awareness journey
- Self-knowledge is a rich and interesting time to explore through these models a way to create a language by which to give and seek feedback in meaningful ways
- Your own growth and development are very important to you, your manager and your organization
- If you have any questions please direct them to your learning coordinator as you move through the program...and again **WELCOME TO SELF-KNOWLEDGE!**