

# SELF-AWARENESS

A journey to become an ethical leader

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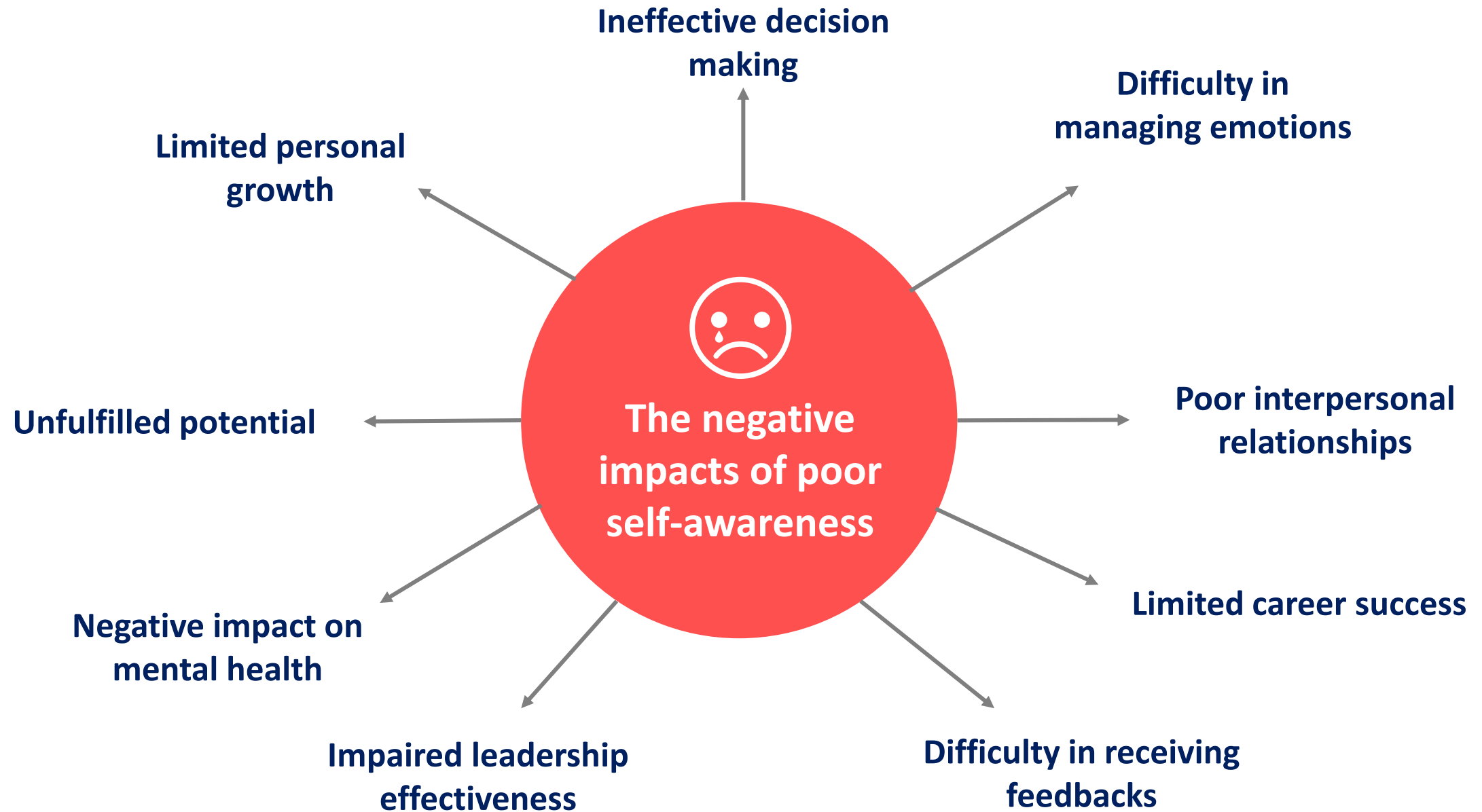




Student demonstration against the university



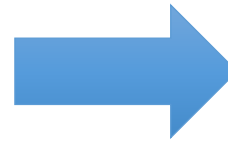
Take an inventory through brief sharing of what kind of leaders make you demotivated, apathetic, lose trust, lose respect.



# THE MEANING OF SELF-AWARENESS

- **Dr. Tasha Eurich (2018):** Self-awareness is a state where we see ourselves clearly, understand our own emotions, and focus on our values, passions, aspirations, fit with our environment, reactions (including thoughts, feelings, behaviors, strengths, and weaknesses), and impact on others.

**When we see ourselves clearly,  
we are:**



**More confident**

**More creative**

**Make sounder decisions**

**Build stronger  
relationships**

**Communicate more  
effectively**

# METAPHORICAL UNDERSTANDING OF SELF-AWARENESS



# TWO TYPES OF SELF-AWARENESS

## Internal self-awareness

is how we see our own values, thoughts, and emotions.

### HOW TO PRACTICE

Move away from asking why to asking what. Instead of “Why did I say that to my team member?”, ask “What made me say that to my team member?” You can’t always rationalize the why, but you can always explain the what.

## External self-awareness

is how we are seen by others.

### HOW TO PRACTICE

Create a truly open and safe environment where team members and peers can be honest with you. Critical feedback is what ultimately helps you improve, so encourage it!

## **GROUP WORK (15 minutes)**

1. Fold the Samson paper twice to form a square/rectangular
2. Cut the corner with the folded side to get the hole in the center.
3. On the inside, write our personal opinion about ourselves
4. Ask our colleagues to write down their opinions about us

# THE FOUR SELF-AWARENESS ARCHETYPES

	Low external self-awareness	High external self-awareness
High internal self-awareness	<p><b>INTROSPECTORS</b></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><b>AWARE</b></p> <p><b>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.</b></p>
Low internal self-awareness	<p><b>SEEKERS</b></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><b>PLEASERS</b></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>

**Which quadrant of The Four Self-Awareness Archetypes do you tend to fall into?**

# BUILD BOTH INTERNAL AND EXTERNAL SELF-AWARENESS

## Internal self-awareness

- Your own preferences, strengths, and weaknesses
- See consequences of your choices and actions
- Avoid being blinded by emotional reactions



## External self-awareness

- See yourself from outside
- Appreciate the viewpoints of others
- Make emphatic decisions
- Build stronger relationships
- Vital for interacting with colleagues, partners and customers

# SELF-AWARENESS EXAMPLES

## Self-awareness in a job interview

- Be open about your weaknesses.
- Balance information about your strengths by also mentioning areas where you'd like to learn and improve.
- Let your employer know about tasks that you will need extra coaching to complete.
- Explain clear plans for how you intend to improve.

## Self-awareness in a new job

- Ask for coaching or training when you need it.
- Admit when you're unfamiliar with a term or process.
- Share your strengths and suggest areas where you can help.
- Assess where you fit best in the team and share your insights with coworkers to find the best ways to collaborate.

## Self-awareness in a work evaluation

- Openly admit to your weaknesses and ask for advice on how to improve them.
- Request training, the opportunity to attend conferences or new tools where needed to facilitate professional growth.
- Assess your strengths and support these with hard facts such as marketing ROI or statistics on your productivity.

# HOW TO BECOME MORE SELF-AWARE



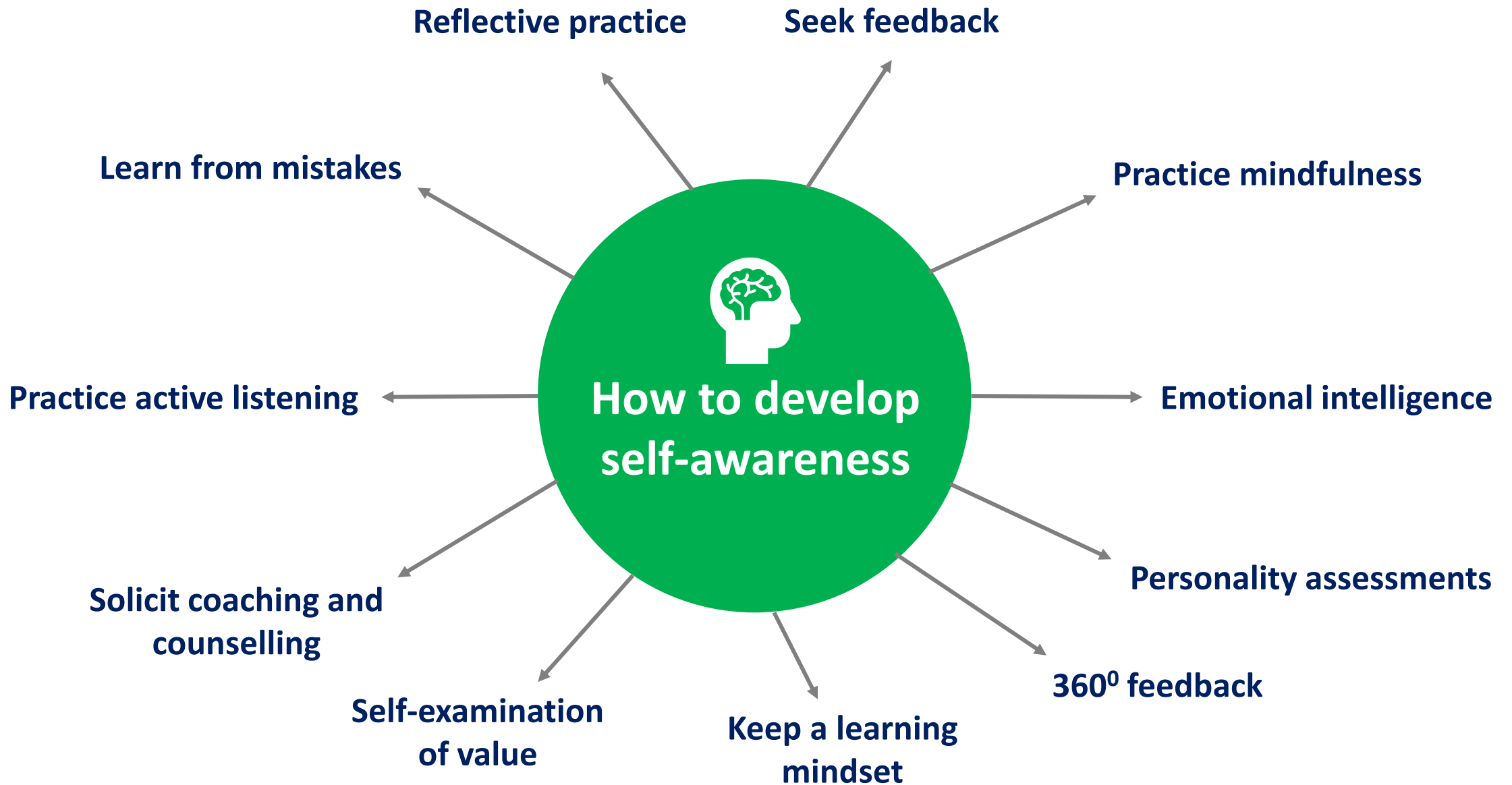
Find an honest partner

Be open to feedback

Practice mindfulness

Assess your capabilities

Regularly self-assess



**It needs dedication, patience, and self-reflection**

**SELF-AWARENESS BENEFITS  
ACROSS VARIOUS ASPECT OF LIFE**

**Improved  
Decision-Making**

**Better  
Relationships**

**Personal Growth  
and Development**

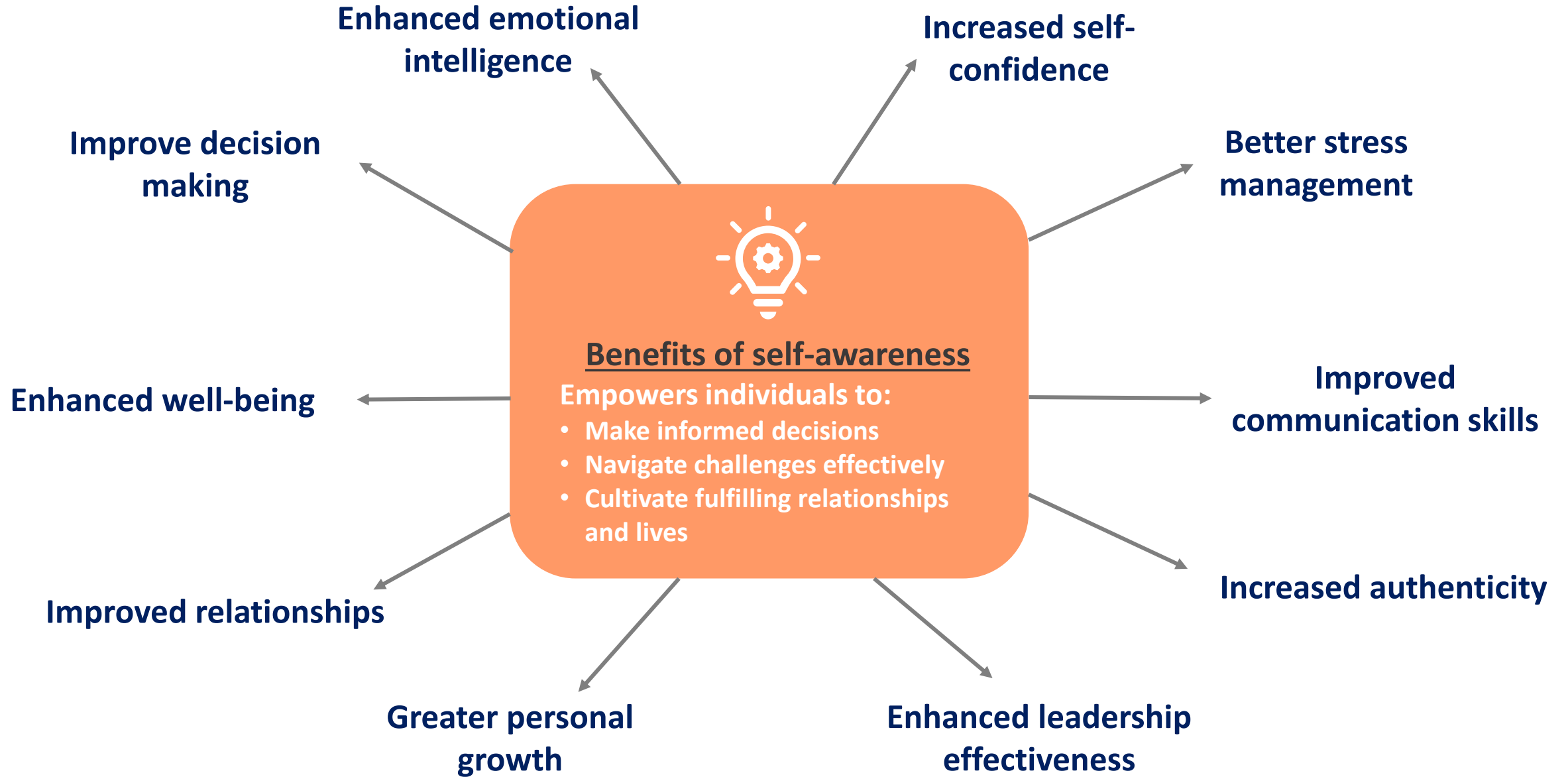
**Enhanced Emotional  
Intelligence**



**Effective Leadership**

**Increased Resilience**

**Increased  
Adaptability**



## One leader known for their self-awareness and impact in higher education

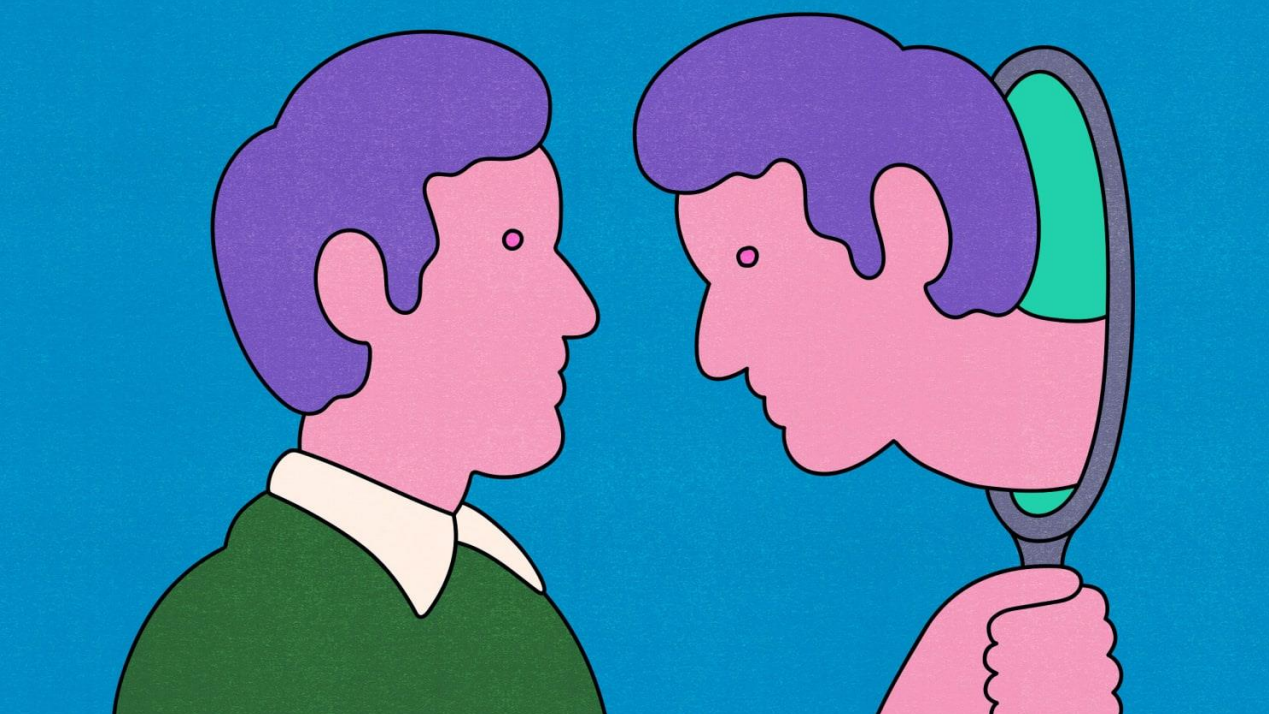


### Dr. Ruth Simmons

- **Early Life:** Born on July 13, 1945, in Grapeland, Texas.
- **Education:**
  - B.A. in French in 1967 from Dillard University;
  - M.A. in Romance Languages and Literature in 1970 from Harvard University;
  - Ph.D. in Romance Languages and Literature in 1973 from Harvard University.
- **Career:** She served as the President of Smith College (1995-2001), the President of Brown University (2001-2012), and the President of Prairie View A&M University (2017-2023).
- **Achievements:** She was the first African American woman to head a major college or university as president of Smith College, the first African American woman to head an Ivy League institution as president of Brown University, and the first woman president of Prairie View A&M University.
- **Research:** Her research focuses on African American studies and she led the Slavery and Justice Initiative at Brown.

# CONCLUSION

- Leaders **who focus on building** both internal and external self-awareness, **who seek honest feedback** from loving critics, and **who ask *what* instead of *why*** can learn to see themselves more clearly – and reap the many rewards that increased self-knowledge delivers.



# Understand my level of self-awareness

## **(1) Self-Reflection:**

- What are my key strengths and how can I leverage them to achieve my goals?
- What areas do I need to improve upon to reach my full potential?
- How do my beliefs, values, and past experiences influence my behavior and decisions?
- What patterns or habits do I need to change to enhance my personal and professional effectiveness?

# Understand my level of self-awareness

## **(2) Goal Setting:**

- What are my short-term and long-term goals for personal and professional development?
- How can I align my goals with my values, passions, and aspirations?
- What specific, measurable, achievable, relevant, and time-bound (SMART) goals can I set to track my progress?

Understand my level of self-awareness

## **(3) Skills Assessment:**

- What skills and competencies do I currently possess?
- What skills are most critical for my personal and professional growth?
- How can I acquire or develop the skills needed to succeed in my desired areas of focus?

Understand my level of self-awareness

## **(4) Action Planning:**

- What concrete steps can I take to achieve my personal and professional goals?
- How can I break down larger goals into smaller, actionable tasks?
- What resources, support, or expertise do I need to accomplish my goals?

Understand my level of self-awareness

## **(5) Overcoming Challenges:**

- What obstacles or barriers might hinder my progress, and how can I overcome them?
- How can I develop resilience and adaptability in the face of setbacks or failures?
- Who can I turn to for guidance, encouragement, and support during challenging times?

Understand my level of self-awareness

## **(6) Feedback and Reflection:**

- How can I solicit feedback from others to gain insights into my strengths and areas for improvement?
- What strategies can I use to reflect on my experiences, learn from mistakes, and adjust my approach accordingly?
- How can I cultivate a growth mindset that embraces continuous learning and self-improvement?

Understand my level of self-awareness

## **(7) Accountability and Measurement:**

- How will I hold myself accountable for making progress toward my goals?
- What benchmarks or metrics can I use to track my growth and evaluate my success?
- How can I celebrate milestones and achievements along the way to stay motivated and focused?

Understand my level of self-awareness

## **(8) Self-Care and Well-being:**

- How can I prioritize self-care and well-being while pursuing personal and professional goals?
- What practices or activities help me recharge, manage stress, and maintain a healthy work-life balance?
- How can I cultivate resilience, mindfulness, and emotional intelligence to support my overall well-being?



# Understanding of yourselves and your impact on others:

## **(1) Self-Reflection:**

- What does self-awareness mean to you, and why is it important for personal and professional growth?
- How do you currently perceive yourself, including your strengths, weaknesses, values, and aspirations?
- What experiences or insights have shaped your self-awareness journey thus far?

# Understanding of yourselves and your impact on others:

## **(2) Understanding Emotions:**

- How do you typically respond to different emotions, both positive and negative?
- What triggers your emotions, and how do they influence your thoughts, behaviors, and decision-making?
- How can greater awareness of your emotions help you navigate challenges and improve your relationships?

## Understanding of yourselves and your impact on others:

### **(3) Impact on Others:**

- How do you believe others perceive you, and how does this align with your self-perception?
- What are some ways in which your actions or communication style may impact others, positively or negatively?
- How can you enhance your ability to empathize with others and understand their perspectives?

## Understanding of yourselves and your impact on others:

### **(4) Feedback and Self-Awareness:**

- How open are you to receiving feedback about yourself from others?
- What strategies can you use to solicit honest feedback and incorporate it into your self-awareness practice?
- How can feedback from others help you gain insights into blind spots or areas for improvement?

## Understanding of yourselves and your impact on others:

### **(5) Cultivating Mindfulness:**

- How can mindfulness practices, such as meditation or deep breathing exercises, enhance your self-awareness?
- What techniques can you use to become more present in the moment and observe your thoughts, emotions, and sensations non-judgmentally?
- How can mindfulness contribute to greater self-regulation and emotional resilience?

## Understanding of yourselves and your impact on others:

### **(6) Values and Authenticity:**

- What are your core values, and how do they guide your behavior and decision-making?
- How can aligning your actions with your values contribute to a greater sense of authenticity and fulfillment?
- What are some challenges you face in living authentically, and how can you overcome them?

## Understanding of yourselves and your impact on others:

### **(7) Setting Boundaries and Self-Care:**

- How do you establish and maintain healthy boundaries in your personal and professional relationships?
- What role does self-care play in nurturing self-awareness and emotional well-being?
- How can you prioritize self-care practices that recharge you and prevent burnout?

## Understanding of yourselves and your impact on others:

### **(8) Continuous Growth and Reflection:**

- How can you cultivate a growth mindset that embraces self-awareness as an ongoing journey rather than a destination?
- What practices or rituals can you incorporate into your daily life to foster self-reflection and introspection?
- How will you hold yourself accountable for maintaining and deepening your self-awareness over time?

# Understanding of yourselves and your impact on others:

## **(9) Interpersonal Dynamics:**

- How can greater self-awareness improve your ability to navigate interpersonal dynamics and communicate effectively with others?
- What strategies can you use to manage conflict constructively and build stronger, more authentic relationships?
- How can empathy and understanding of others' perspectives enhance your interpersonal interactions?

## Understanding of yourselves and your impact on others:

### **(10) Integration into Daily Life:**

- How will you integrate insights gained from this workshop into your daily routines and interactions?
- What specific actions or behaviors will you commit to implementing to enhance your self-awareness and emotional intelligence?
- How will you hold yourself accountable for practicing self-awareness in various aspects of your life?