

A LOOK INSIDE:

3 WAYS TO INCREASE
SELF-AWARENESS
ON TEAMS



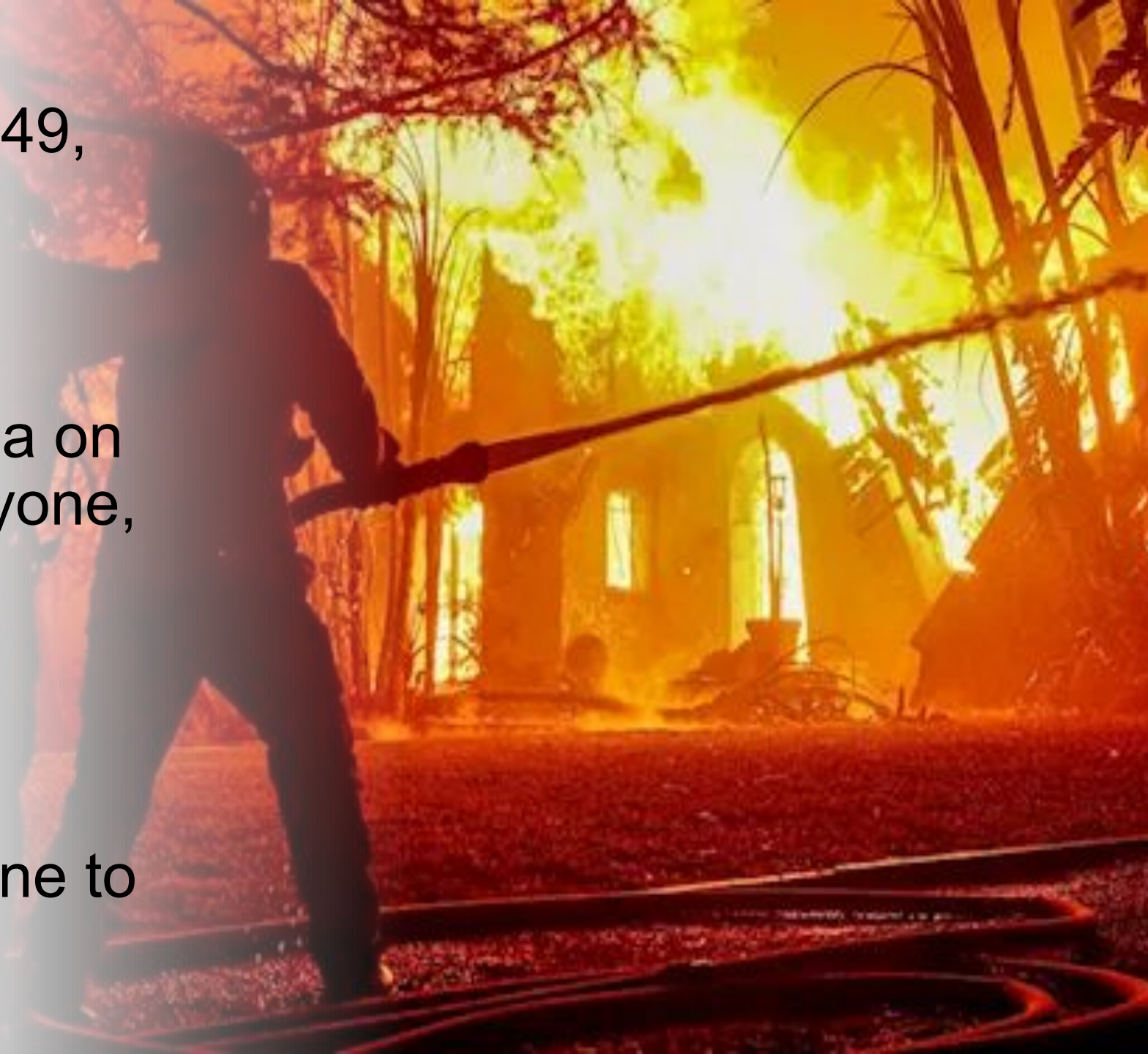
Facilitated by
Betty M. Parker, CPTD
Sharper Development Solutions, Inc.



- Your Name
- Where You Work
- Your Role at Work
- One word that describes your work style and begins with the letter of your first name.

Mann Gulch Blaze of 1949, Montana

- 12 smokejumpers
- Wag Dodge, leader
- Dodge created an idea on the spot to save everyone, but was a **poor communicator**
 - Man of few words
 - Hard to read
- Fire moved from routine to deadly quickly





- Did not build **credibility** prior
- Did not attend training **with** his men
- Team did not train **together** as a team; many working on this fire with each other for the first time
- Did not present **organizational skills** early on
- Crew lacked **confidence** in him so they did not follow
- 3 perished

Learning Objectives

By the end of this session, you will be able to:



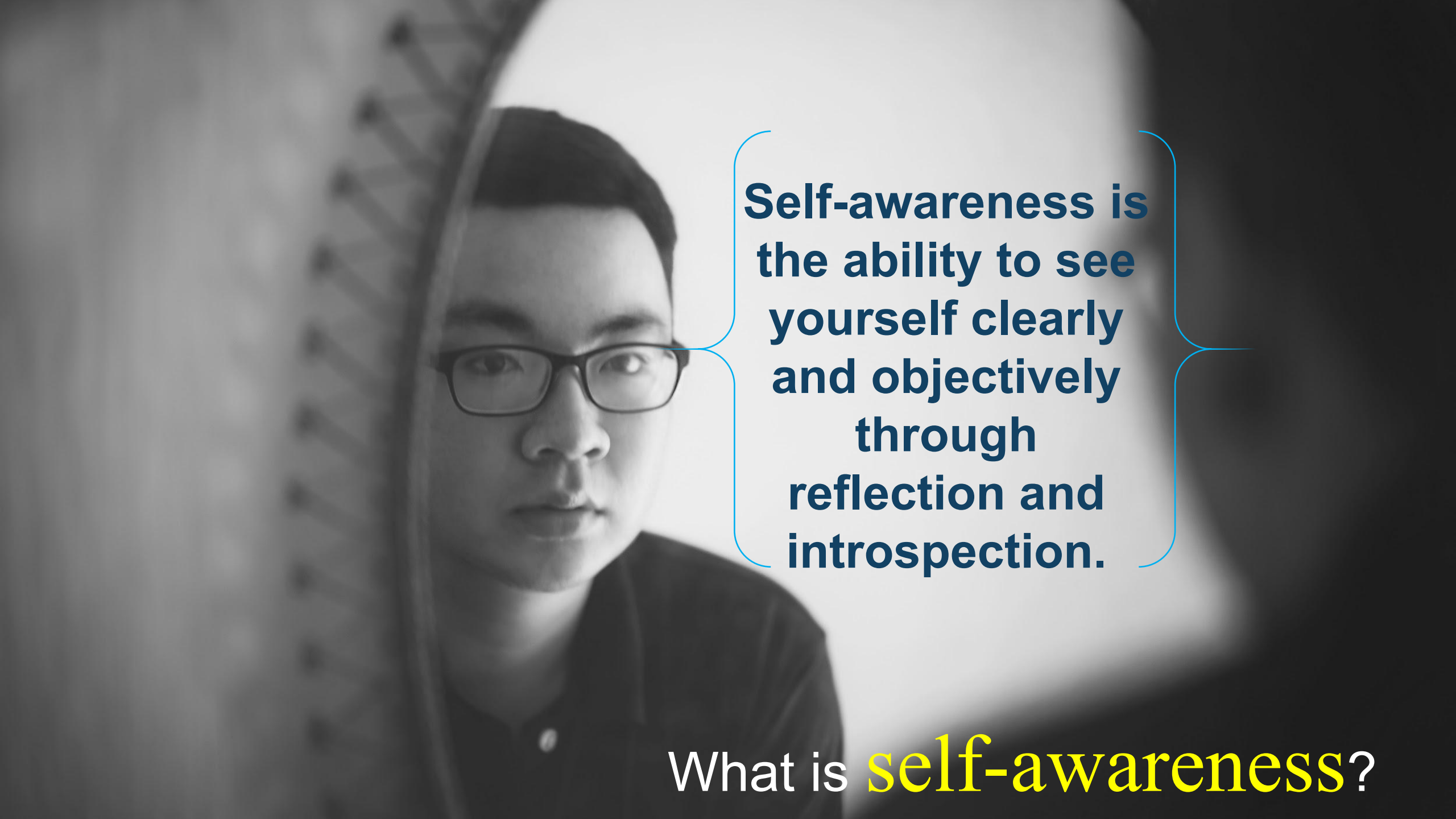
Identify 3 pitfalls to building greater self-awareness



Use 3 models for critical self-examination



Determine how your style impacts a team



**Self-awareness is
the ability to see
yourself clearly
and objectively
through
reflection and
introspection.**

What is **self-awareness**?

SELF AWARENESS

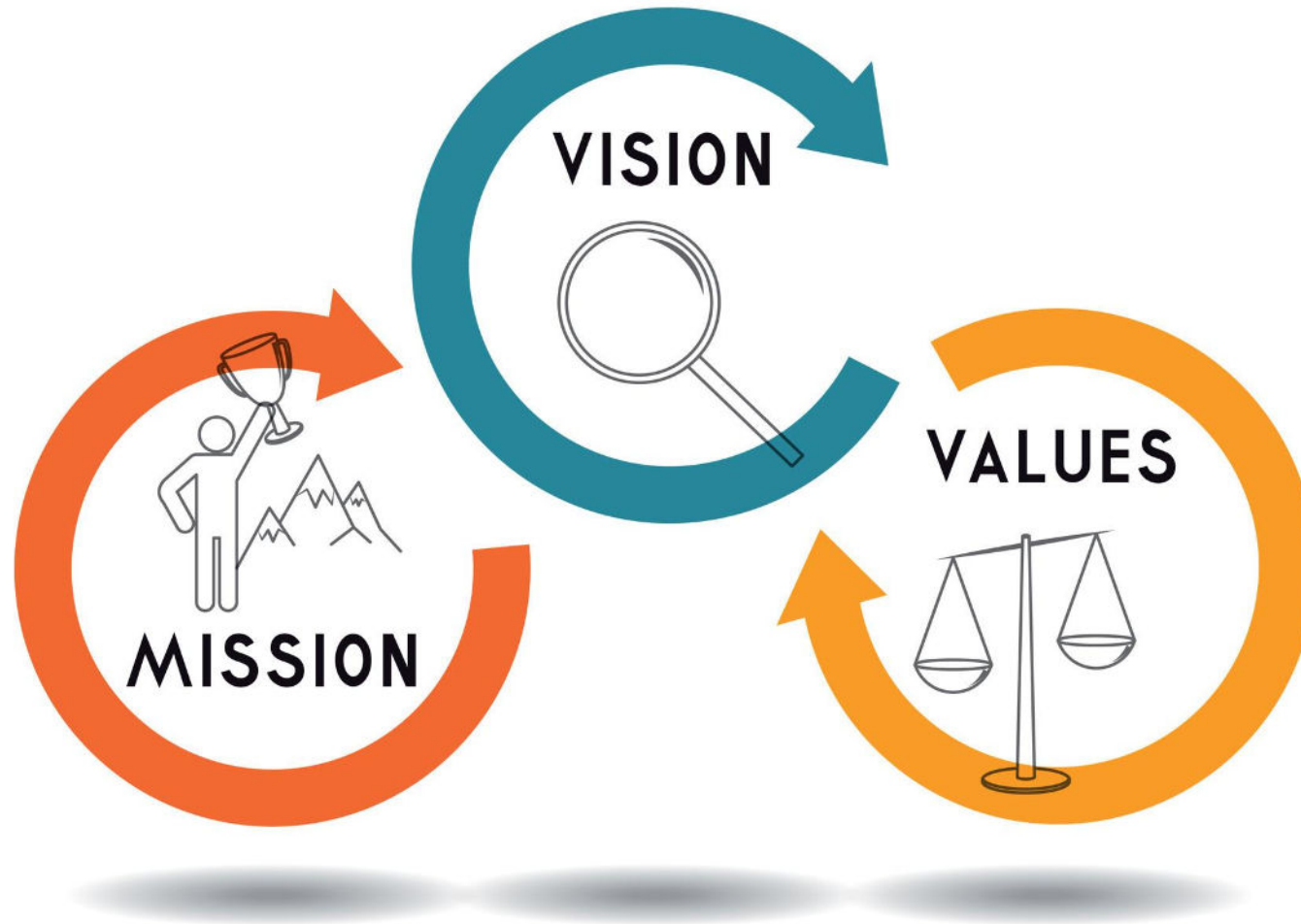
PITFALL #1



Your ego is your self-image created by thought. It's your social mask requiring validation because it lives in fear of losing its sense of identity.

Thibaut

The Mission – The Why



SELF AWARENESS

METHOD ONE

The Equation

Self-Examination

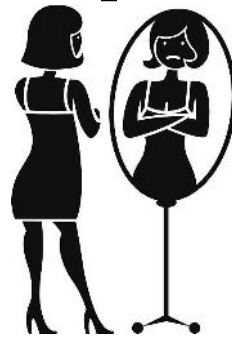
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~~Accountability~~
Introspection

1. Self-Examination + Accountability = Introspection



VICTIM



SELF-AWARE



HERO

Introspective Questions

- What do I need to change about myself?
- Am I holding on to something I need to let go of?
- What have I given up on?
- When did I last push the boundaries of my comfort zone?
- What is this job/role asking of me?
- What kind of impact am I having on the success of others? On my own success?

SELF AWARENESS

PITFALL #2

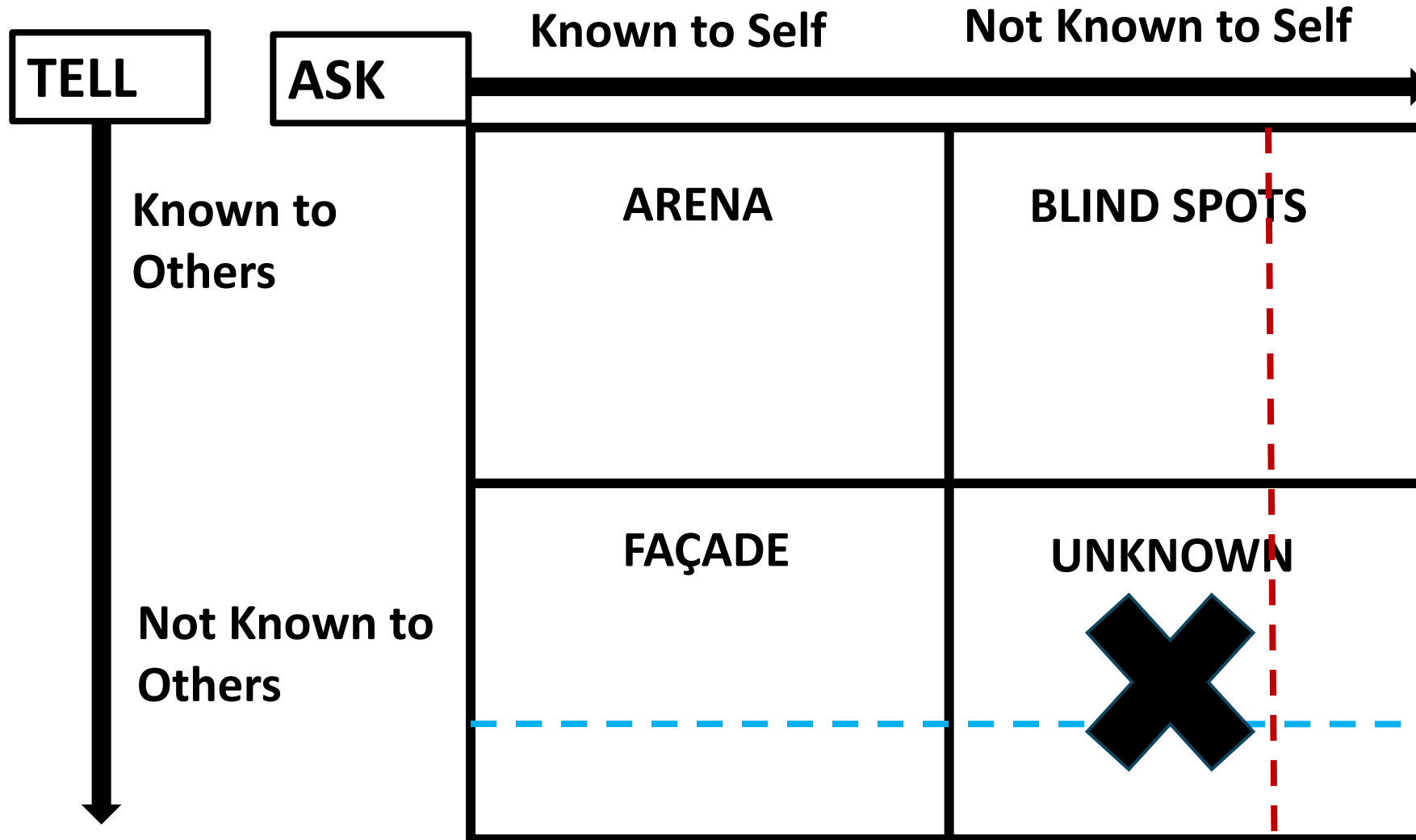


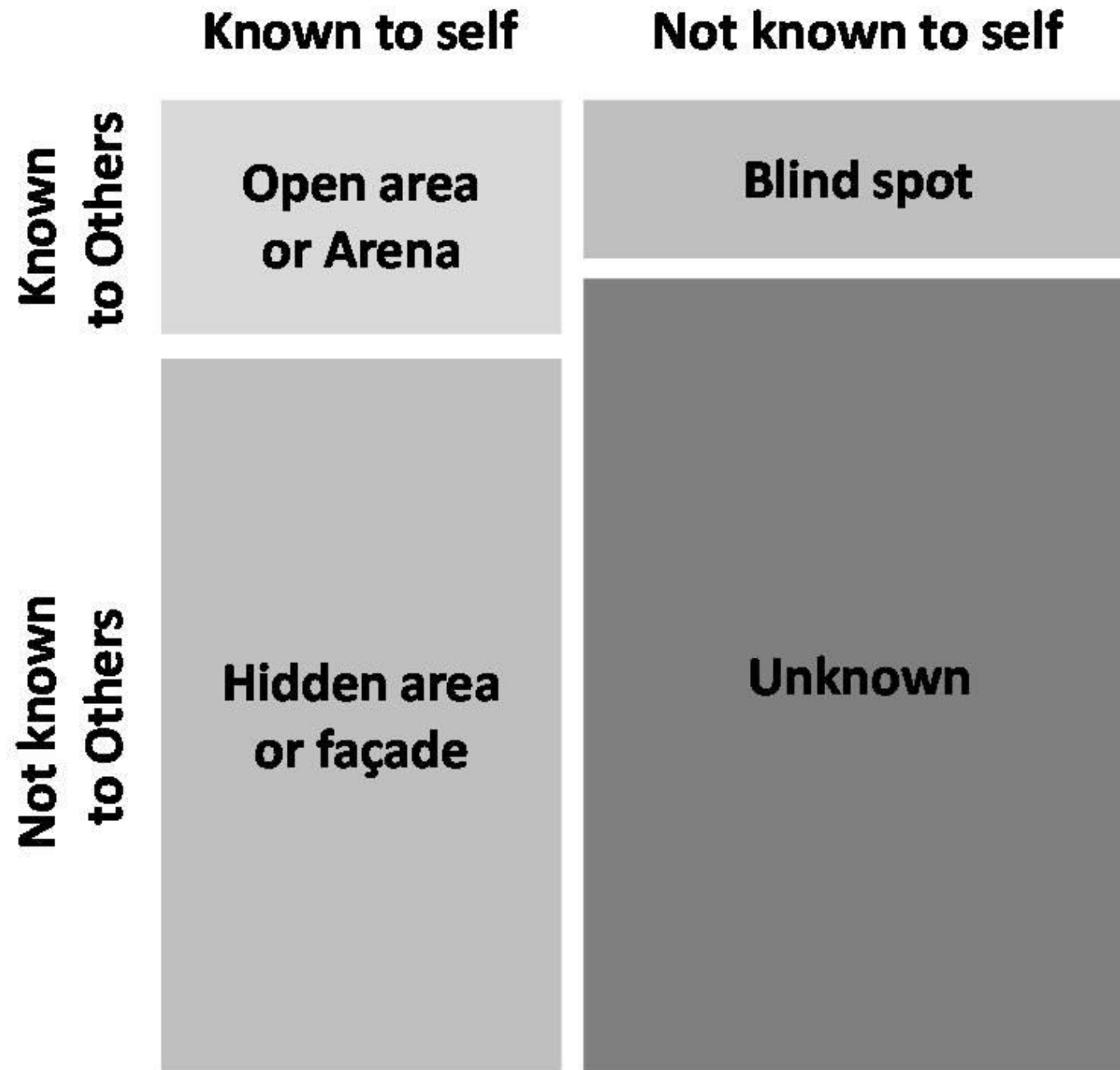
A Lack of Meaningful Feedback and Information
Sharing

SELF AWARENESS

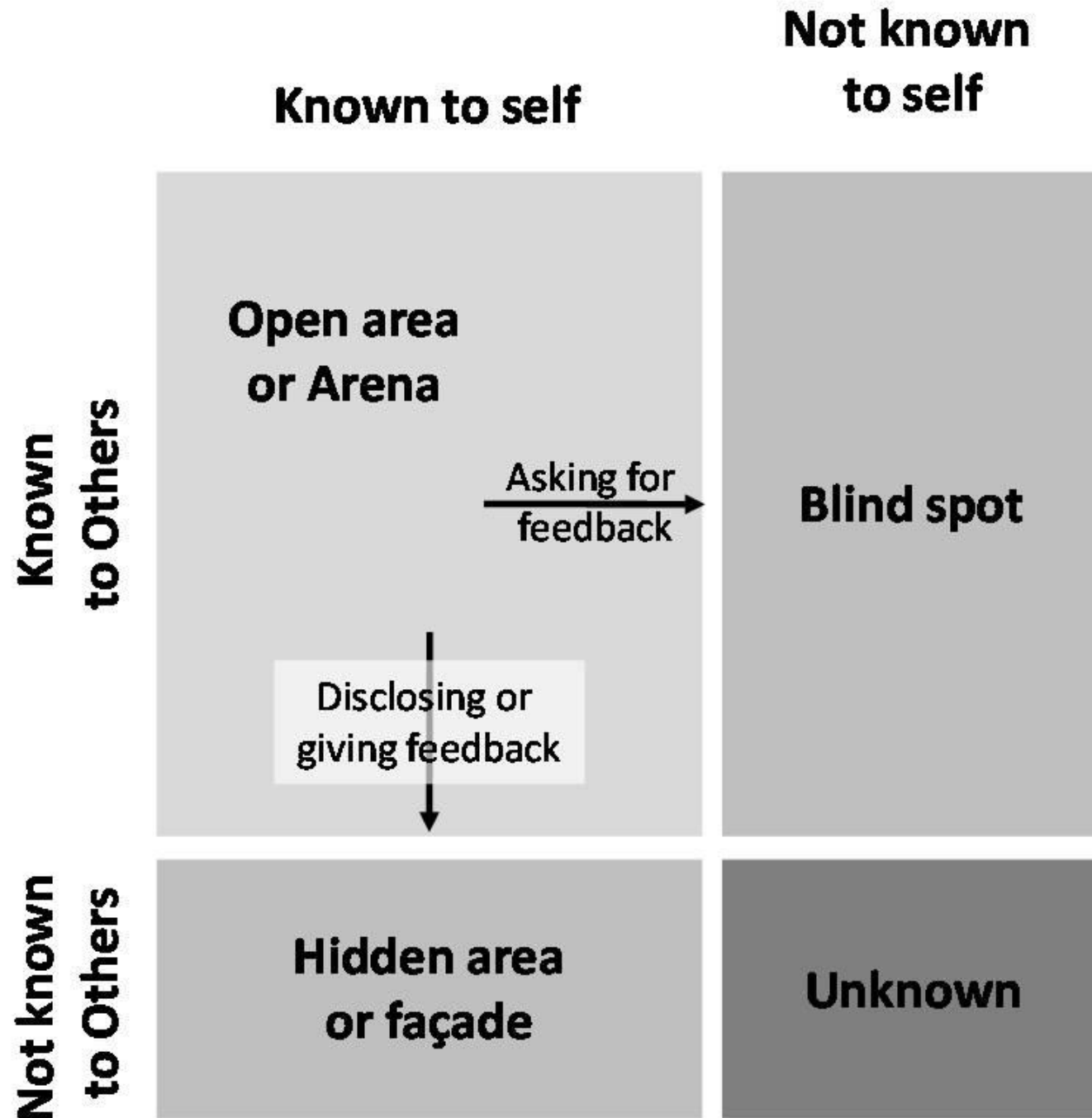
METHOD TWO

2. Johari Window Model





Source:
communicationtheory.org



Source:
communicationtheory.org

SELF AWARENESS

PITFALL #3



+



+

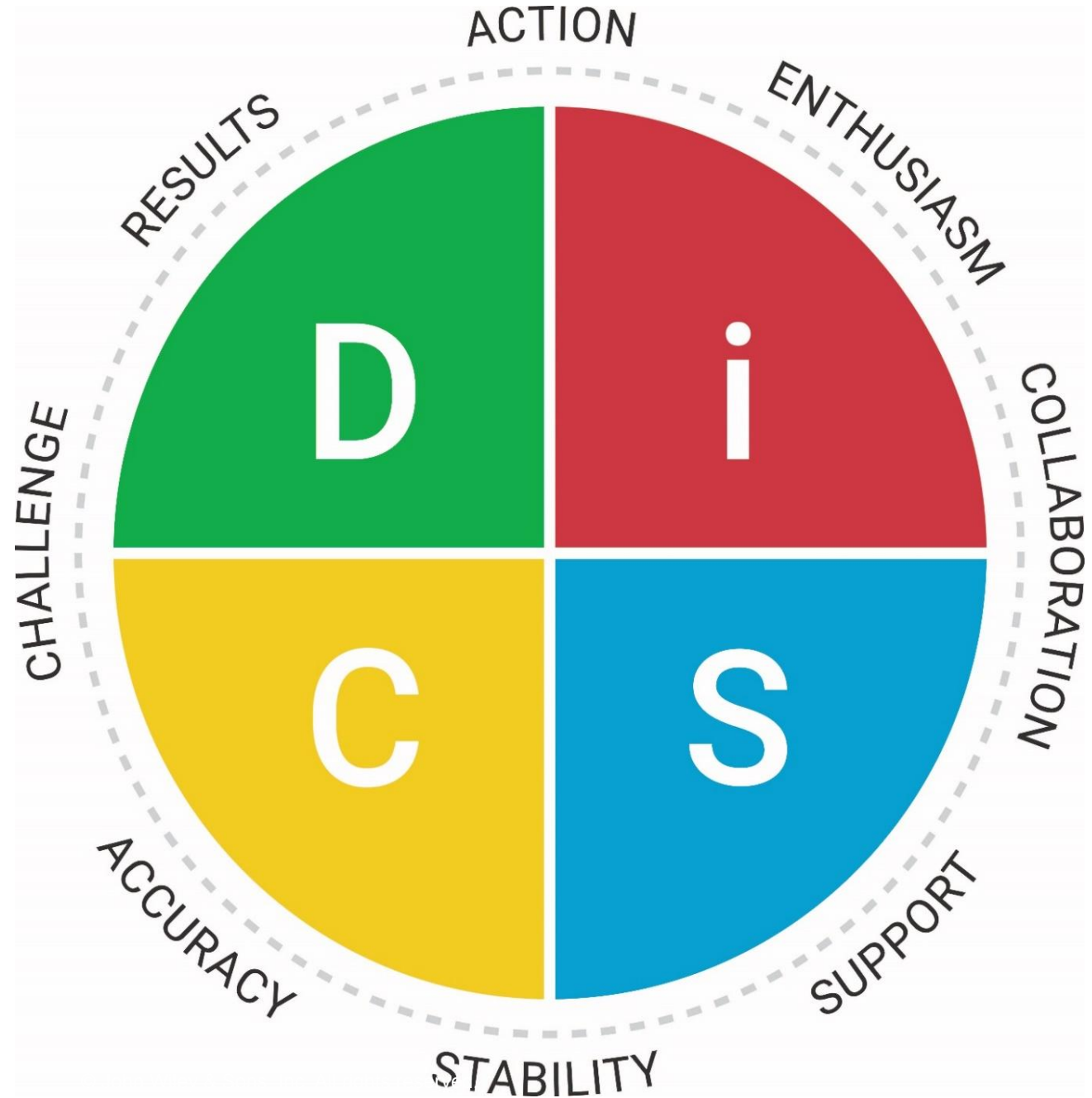


Not realizing your impact on others

SELF AWARENESS

METHOD THREE

3. DiSC Model



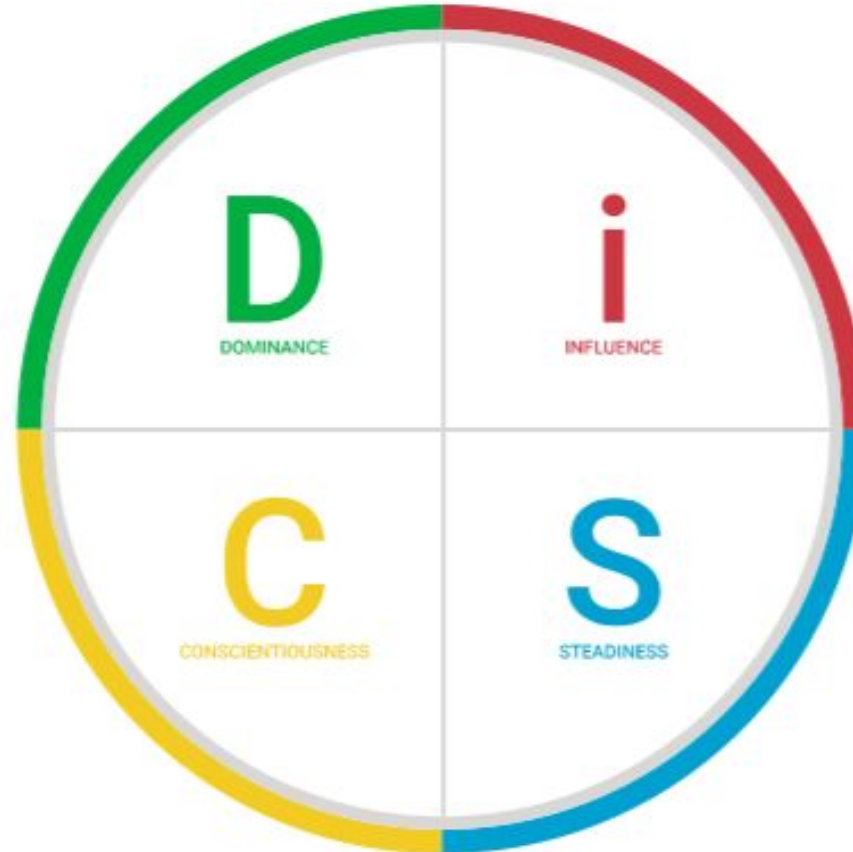
The DiSC[®] Model

DOMINANCE

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

CONSCIENTIOUSNESS

- Analytical
- Reserved
- Precise
- Private
- Systematic



INFLUENCE

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

STEADINESS

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

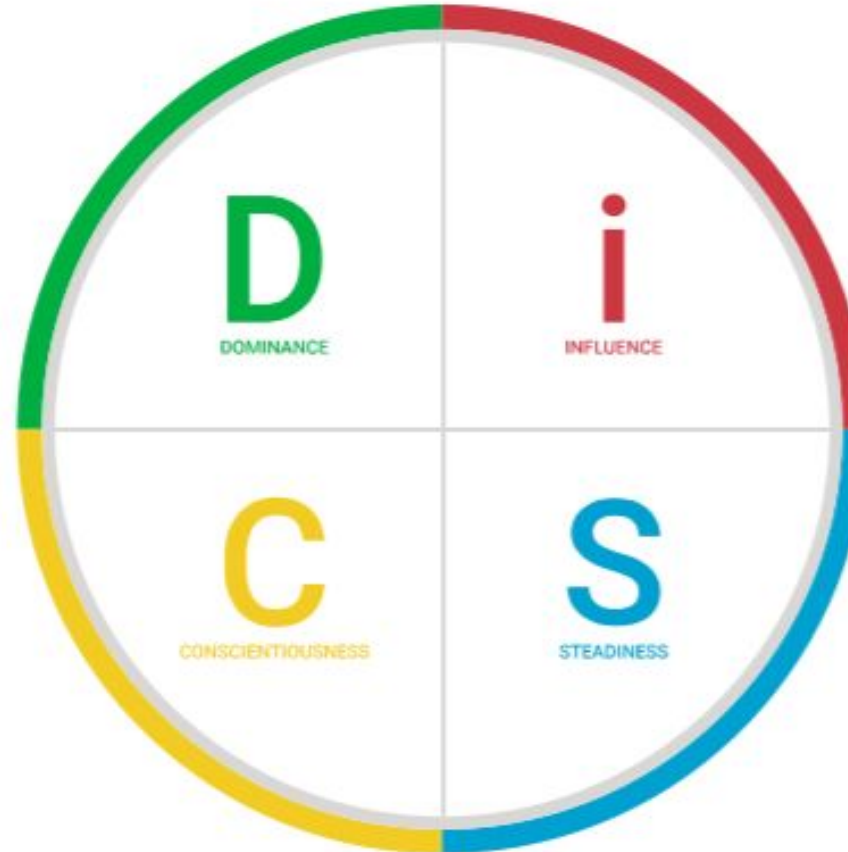
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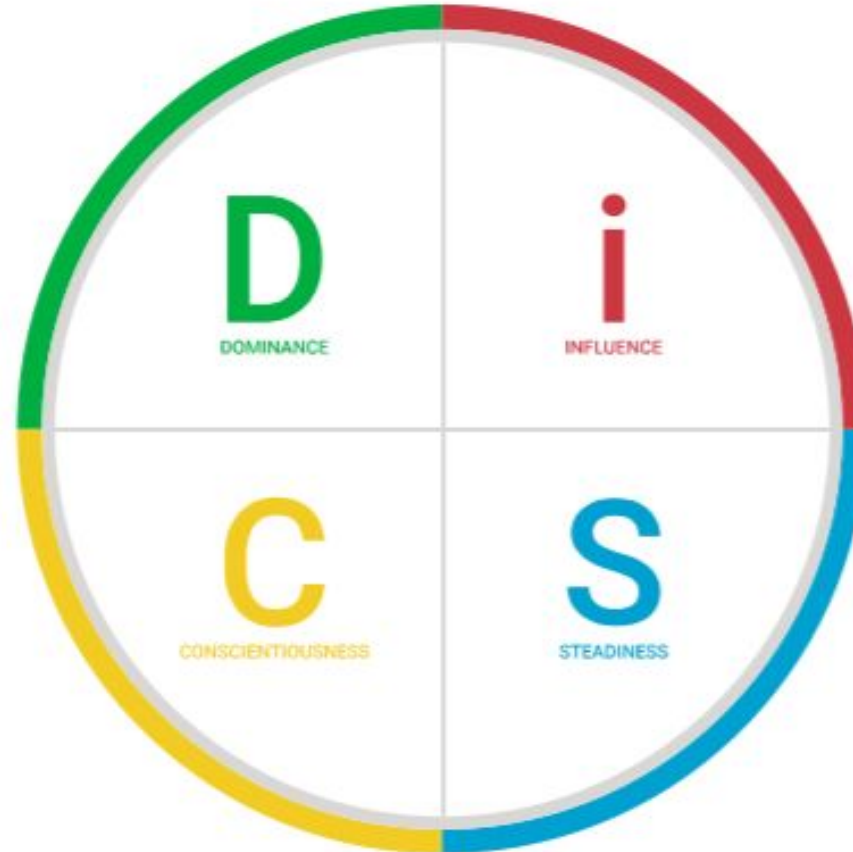
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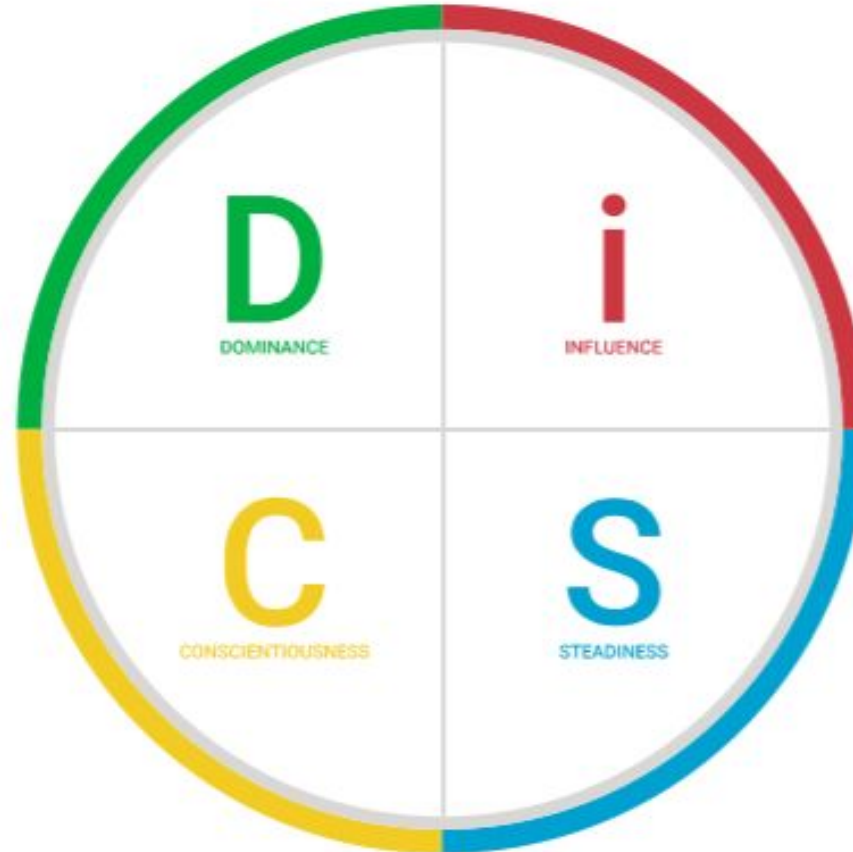
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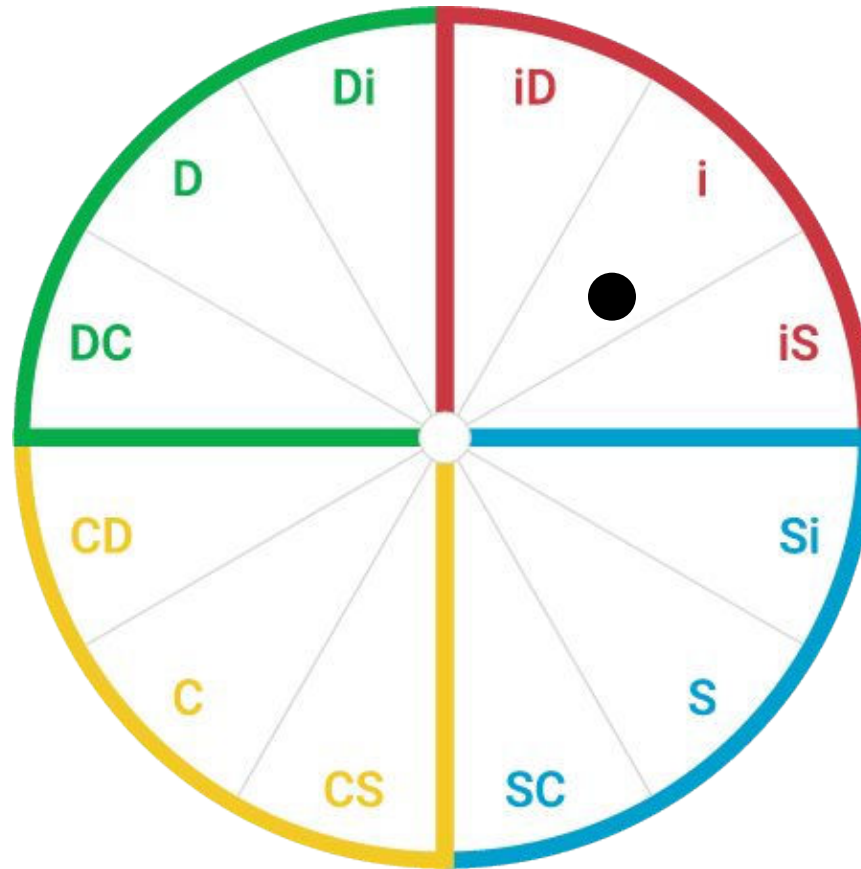
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Your DiSC[®] Style



**What Motivates
You to Do Your
Best**

**What Gets in the
Way of Your
Progress**

**Assumptions People
Make About You That Are
Inaccurate**



How will you apply what we just discussed?

