

# A LOOK INSIDE:

## 3 WAYS TO INCREASE SELF- AWARENESS ON TEAMS



Presented by

Betty M. Parker, CPTD

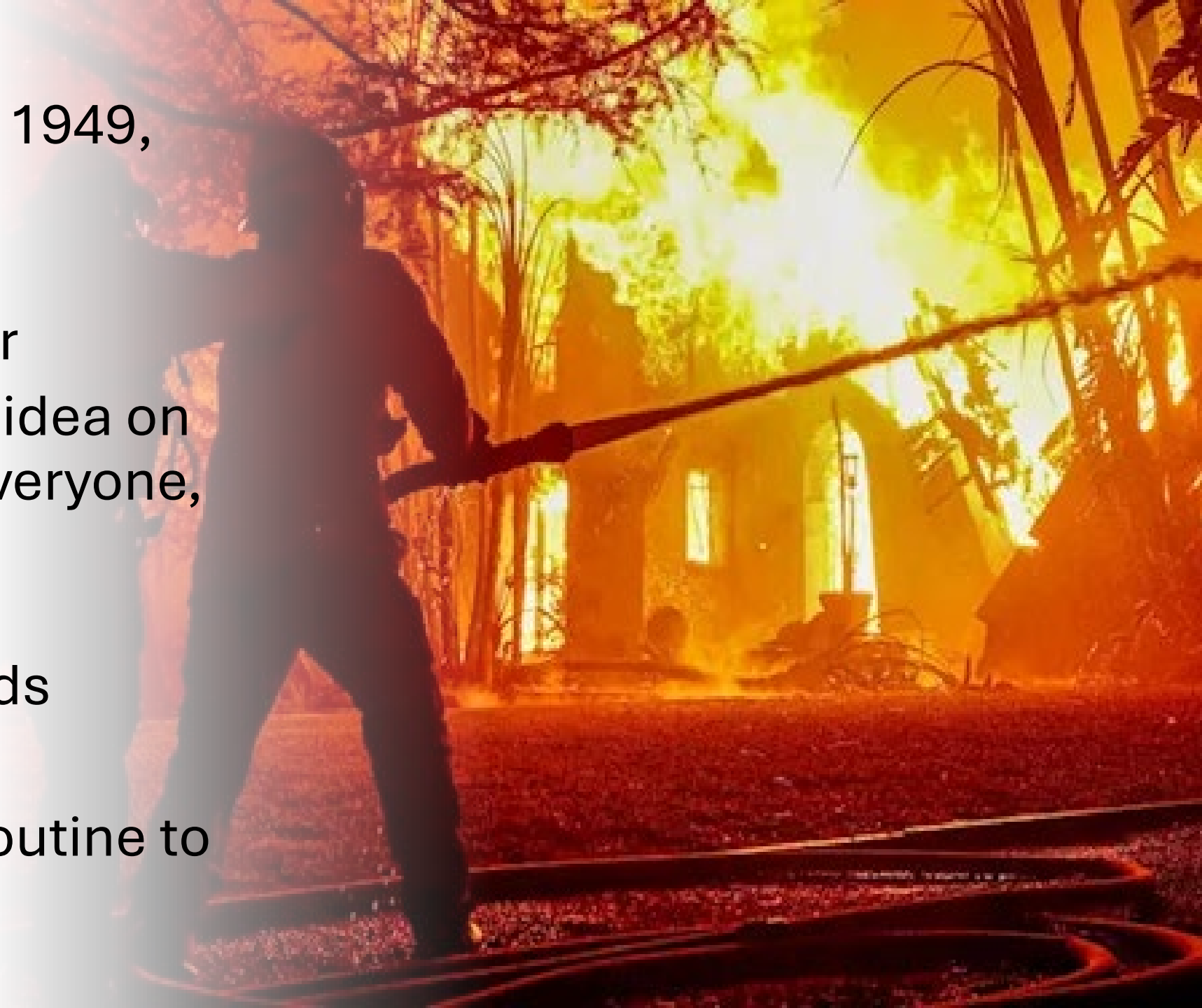
Sharper Development Solutions, Inc.

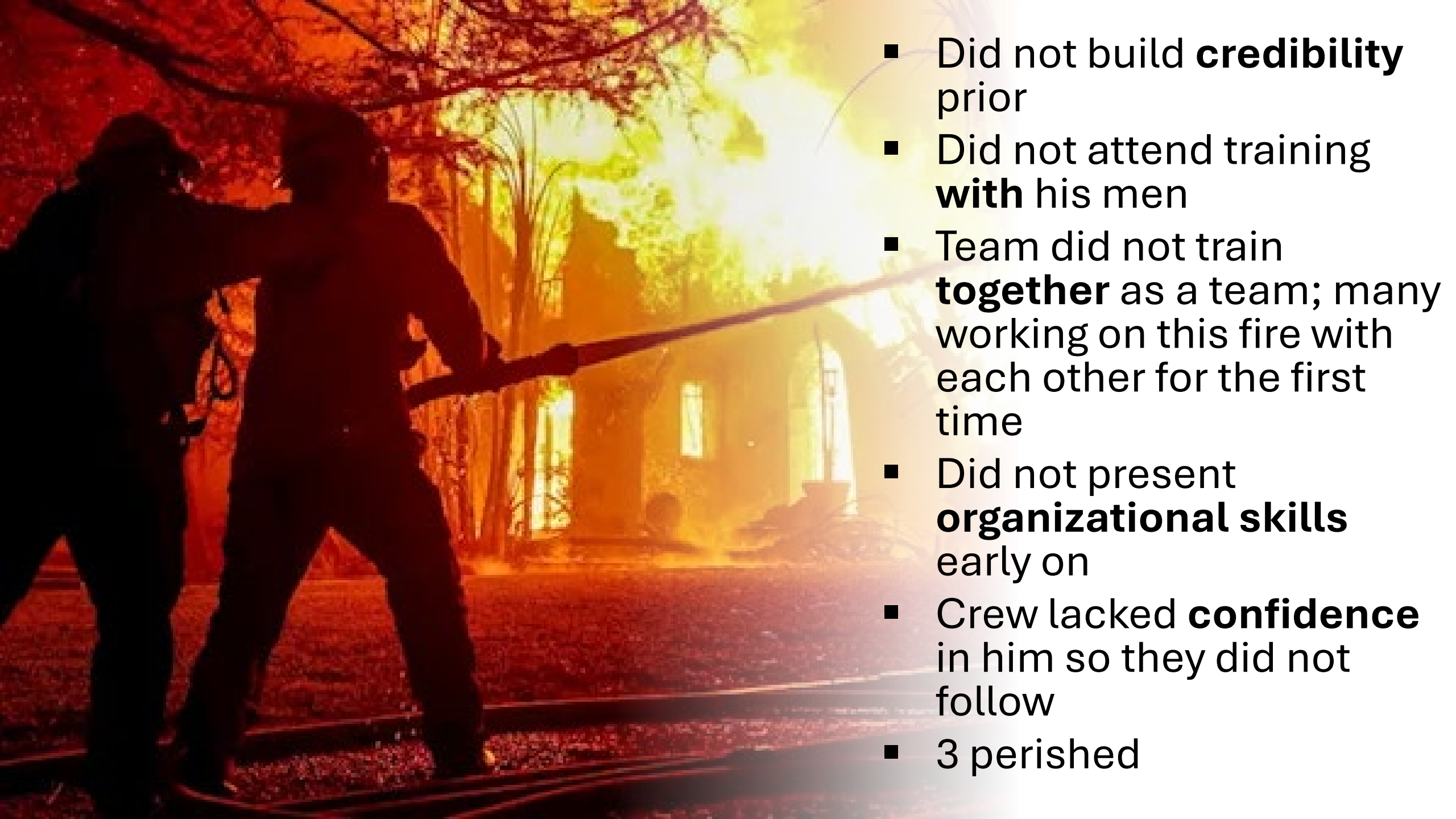


- Your Name
- Where You Work
- Your Role at Work
- One word that describes your work style.

## 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





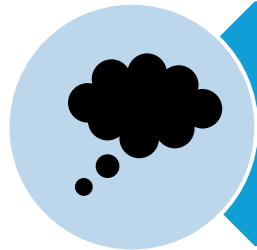
- Did not build **credibility** prior
- Did not attend training **with** his men
- Team did not train **together** as a team; many working on this fire with each other for the first time
- Did not present **organizational skills** early on
- Crew lacked **confidence** in him so they did not follow
-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

# Learning Objectives

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



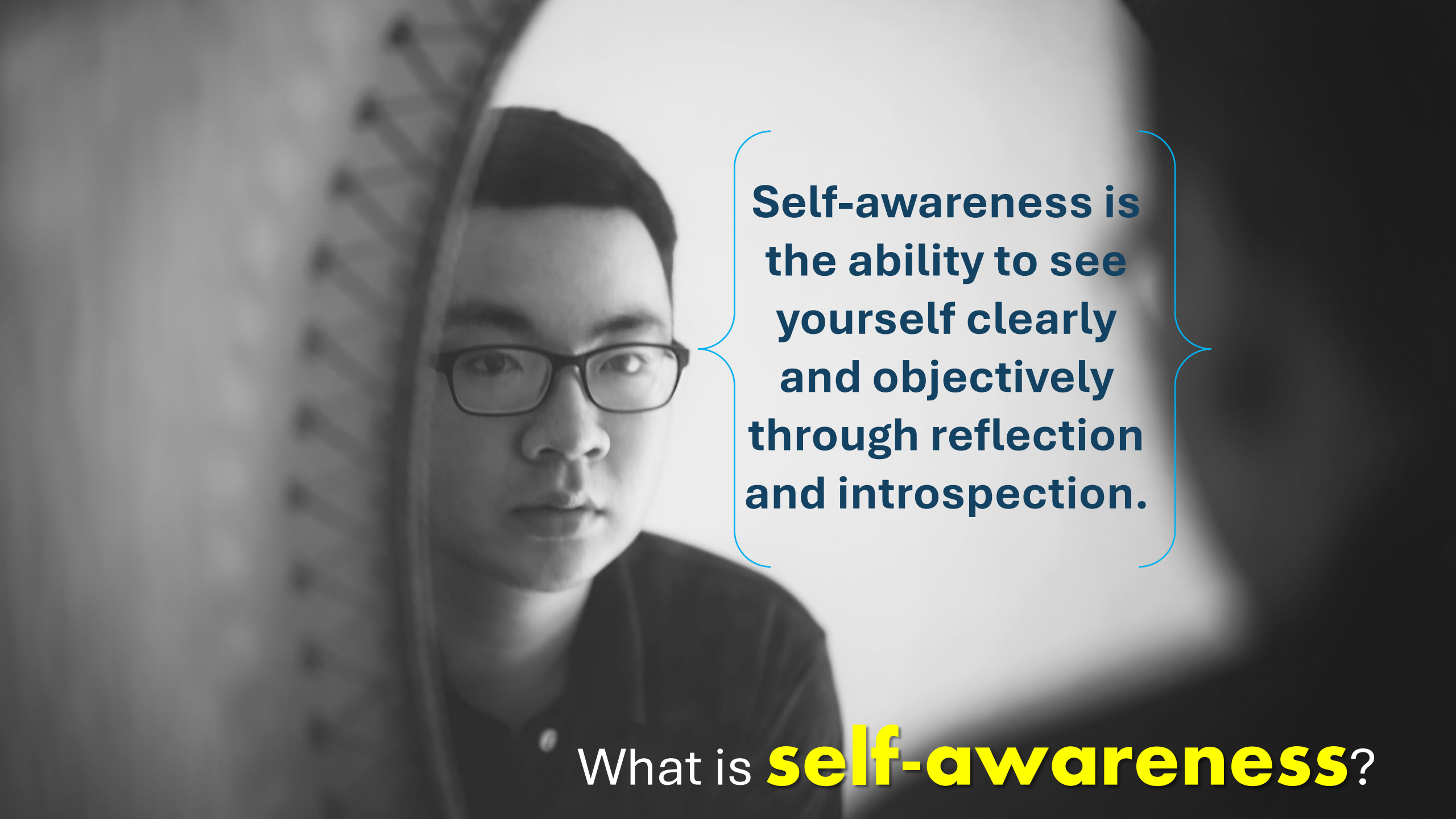
Identify 3 pitfalls to building greater self-awareness



Use 3 models for critical self-examination



Determine how your style impacts a team

A man with dark hair and glasses is looking directly at the camera with a neutral expression. The background is a blurred, light-colored wall with a circular architectural element. A blue bracket-like graphic frames the text on the right side of the image.

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

What is **self-awareness**?

# SELF AWARENESS

PITFALL #1

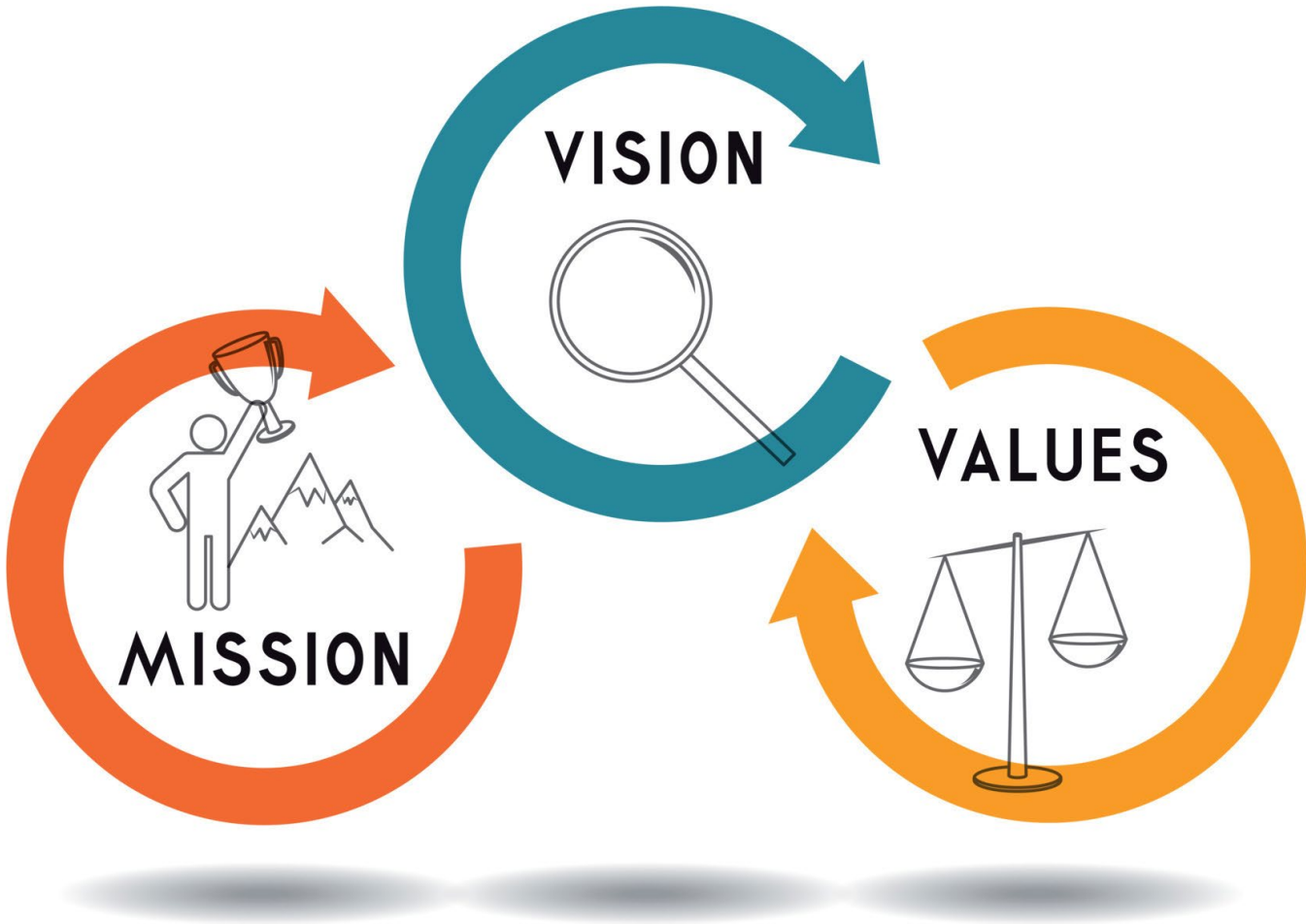


**Your ego is your self-image created by thought. It's your social mask requiring validation because it lives in fear of losing its sense of identity.**

Thibaut

# The Mission – The Why

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# SELF AWARENESS

METHOD ONE

## The Equation

Self-Examination  
+ Accountability  

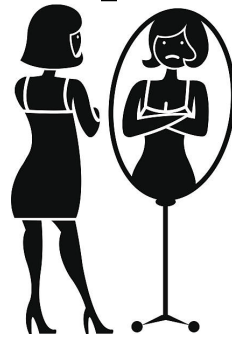
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= **Introspection**

# 1. Self-Examination + Accountability = Introspection



VICTIM



SELF-AWARE



HERO

# Introspective Questions

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- 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

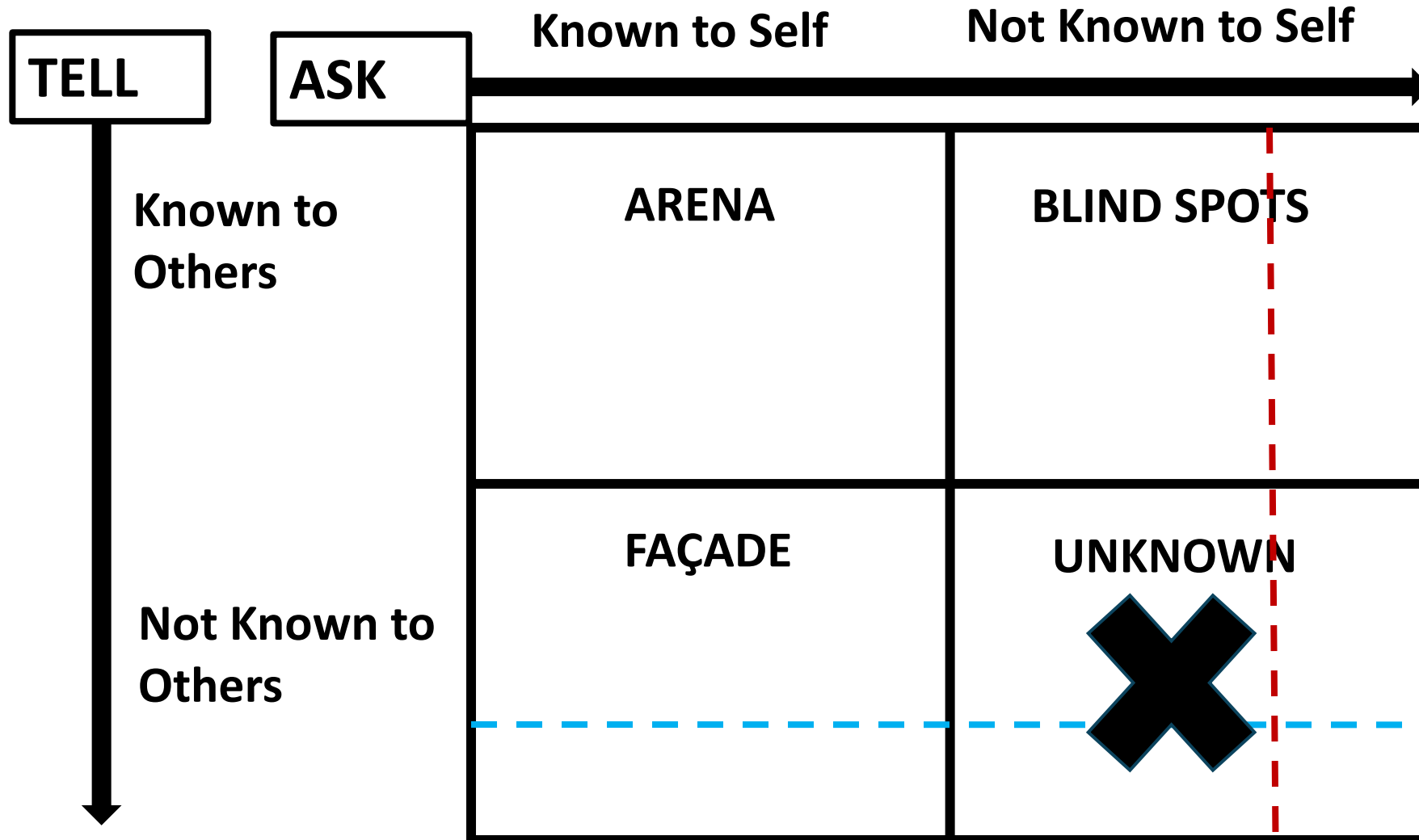


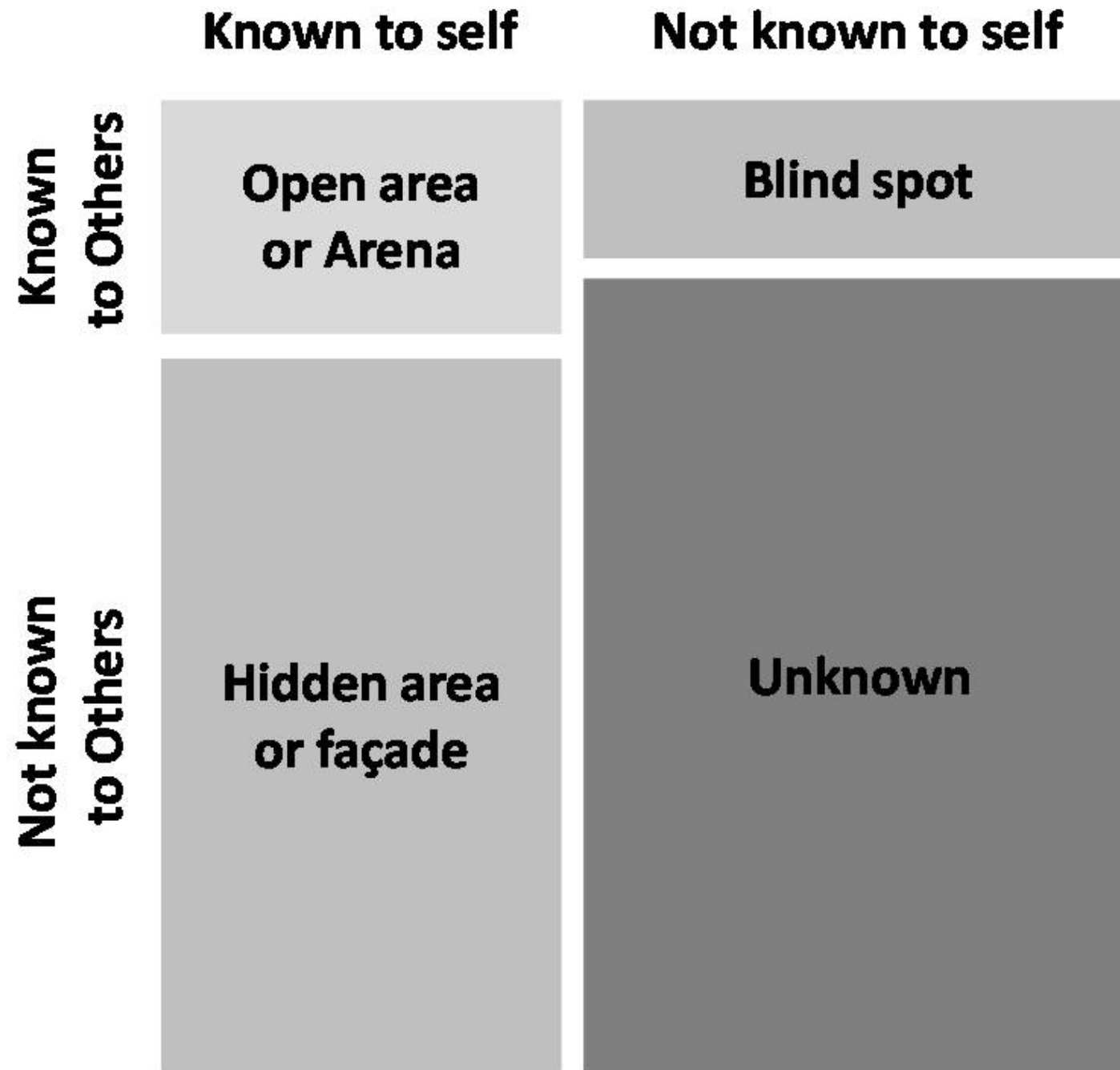
A Lack of Meaningful Feedback and Information Sharing

# SELF AWARENESS

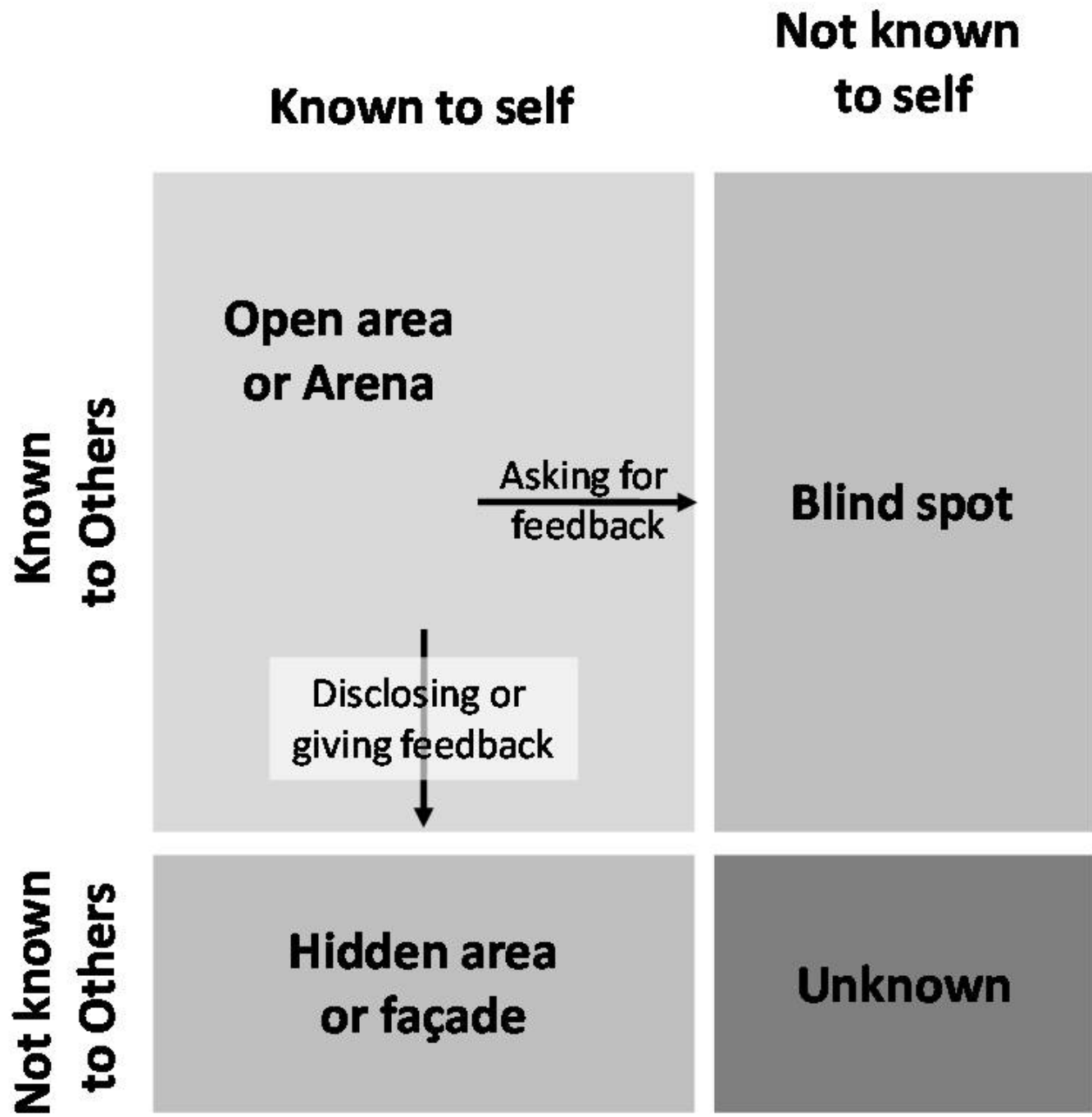
METHOD TWO

# 2. Johari Window Model





Source:  
[communicationtheory.org](http://communicationtheory.org)



Source:  
communicationtheory.org

# SELF AWARENESS

PITFALL #3



+



+

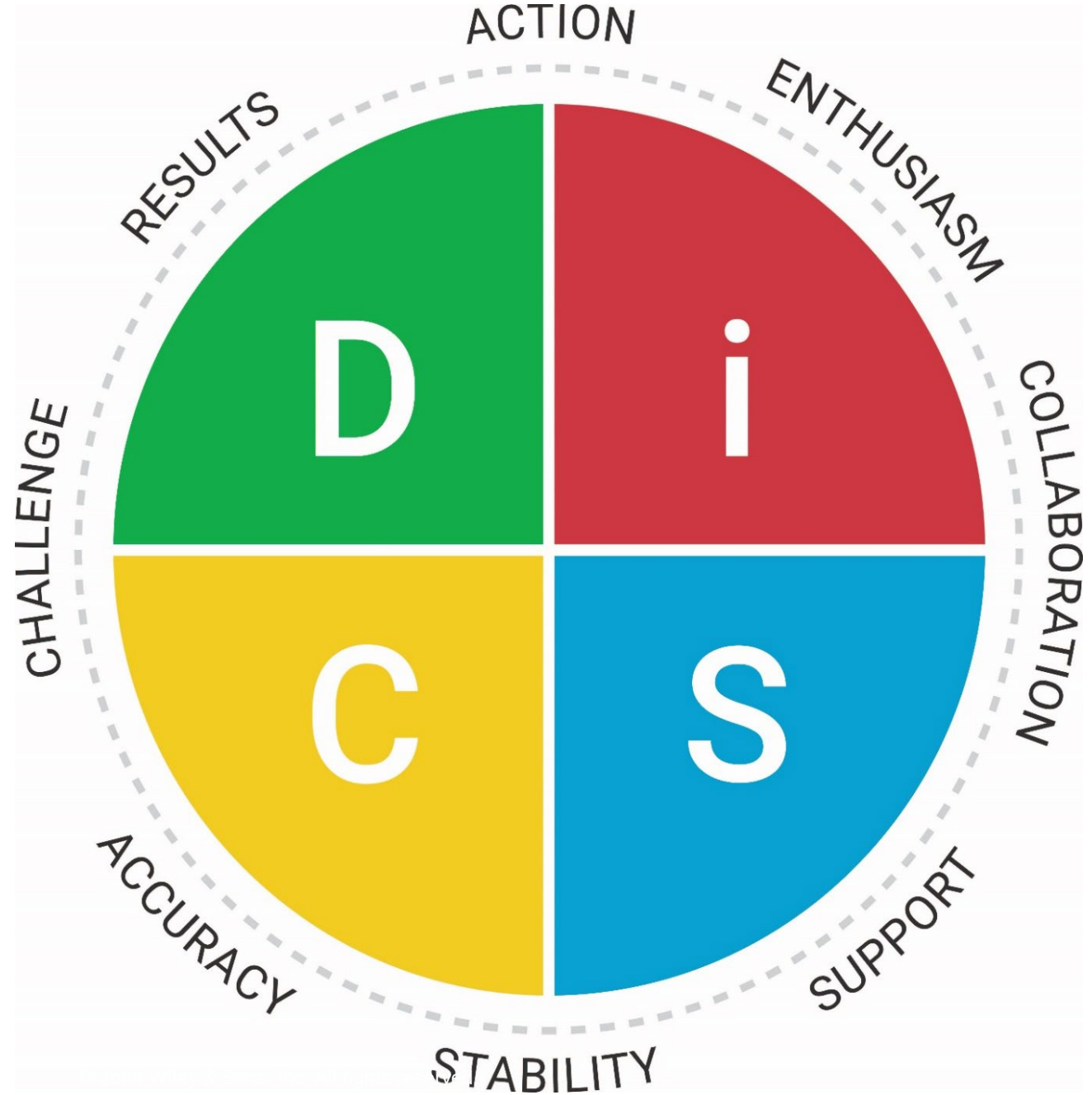


Not realizing your impact on others

# SELF AWARENESS

METHOD THREE

# 3. DiSC Model



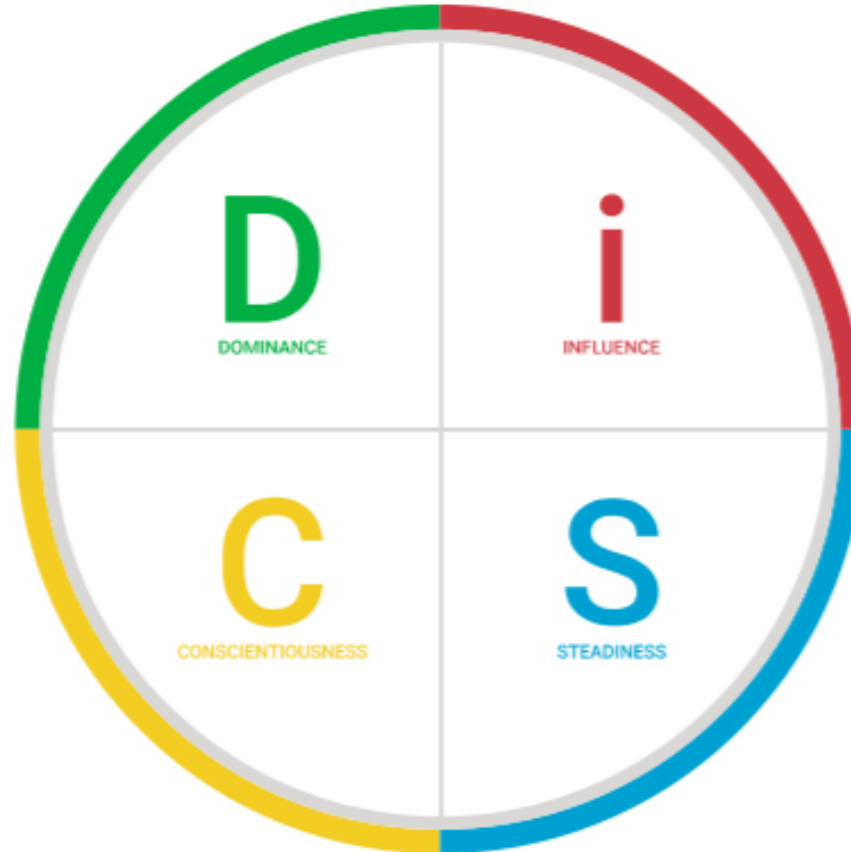
# The DiSC® Model

## 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

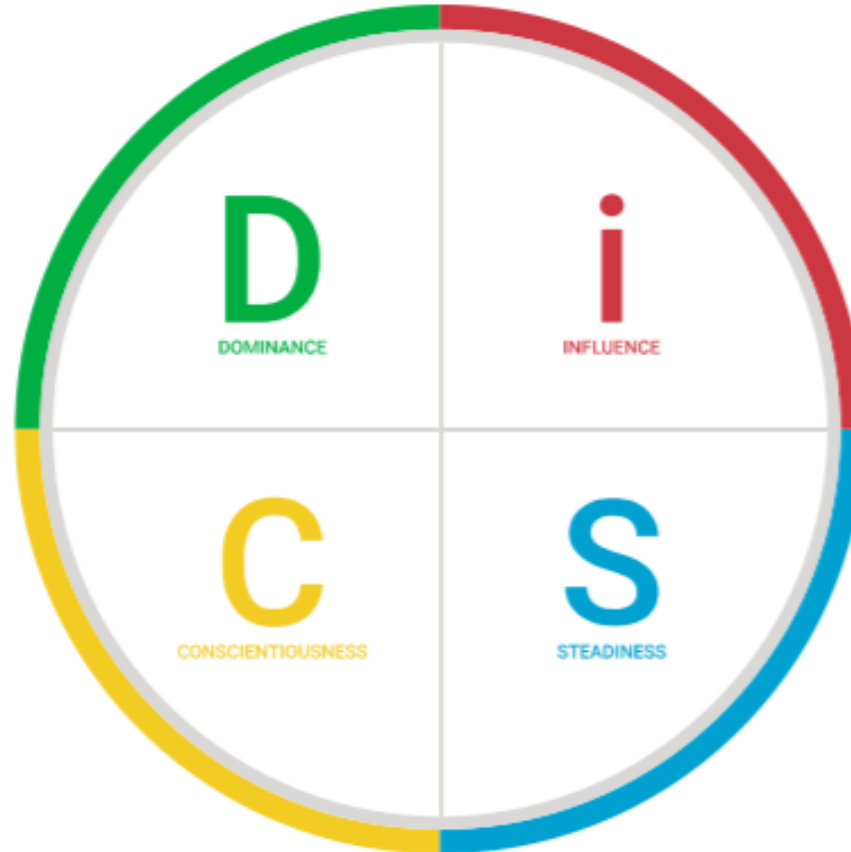
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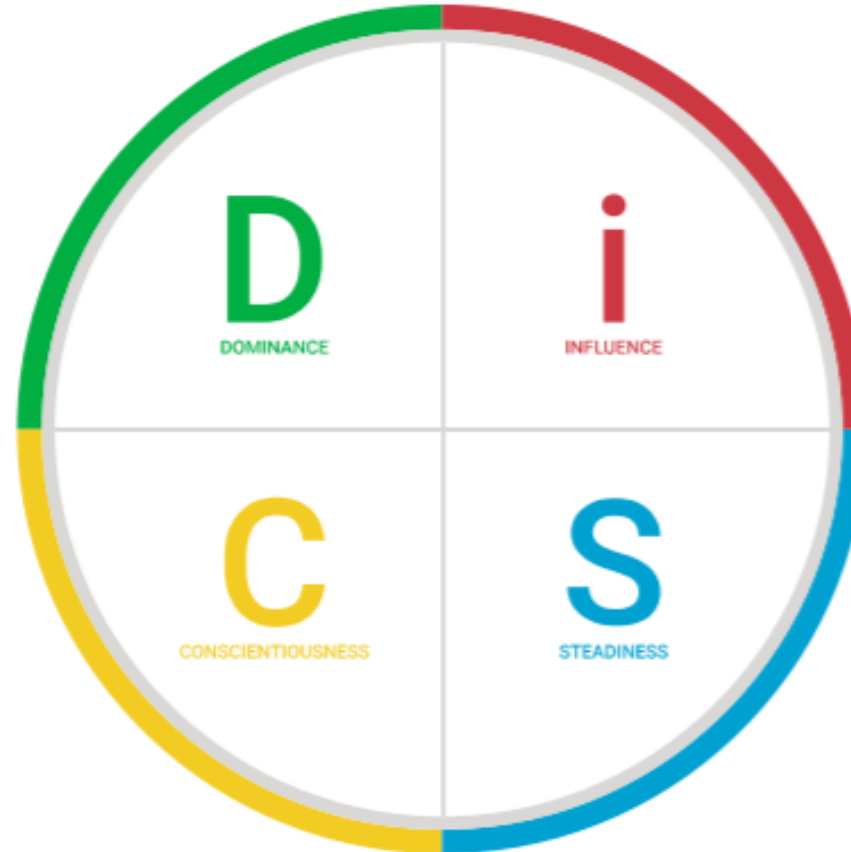
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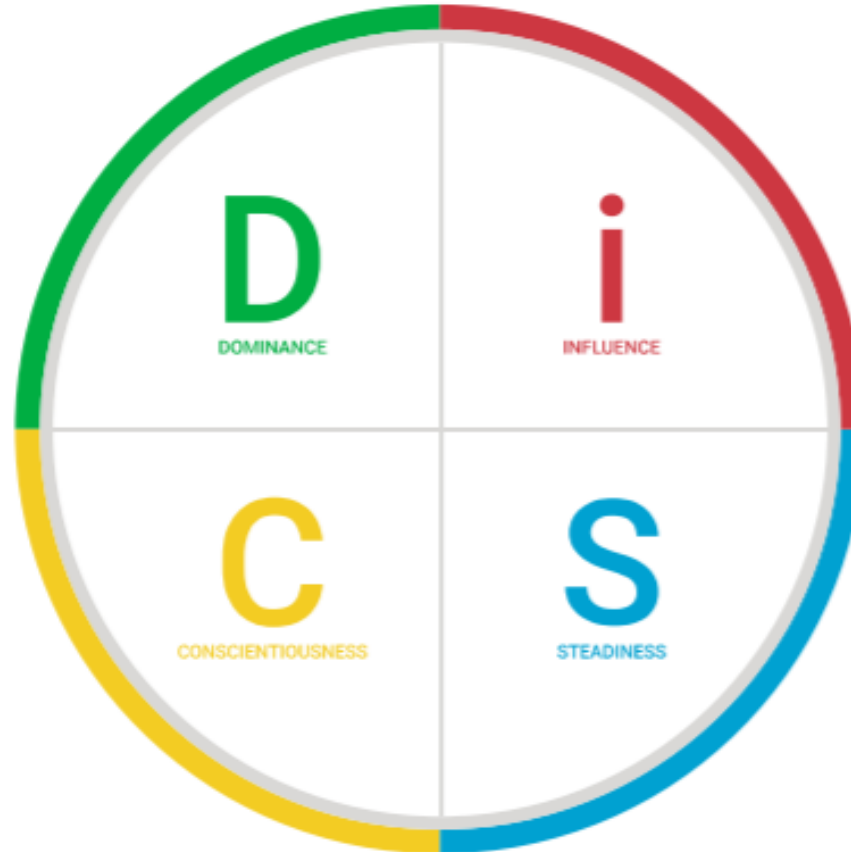
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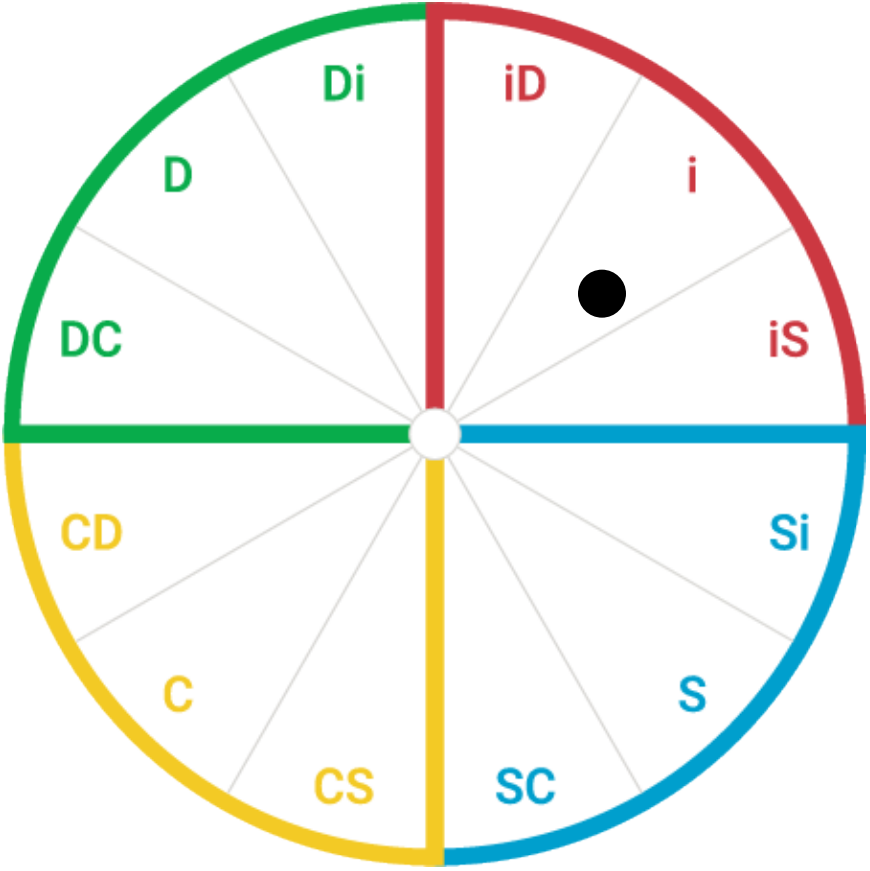
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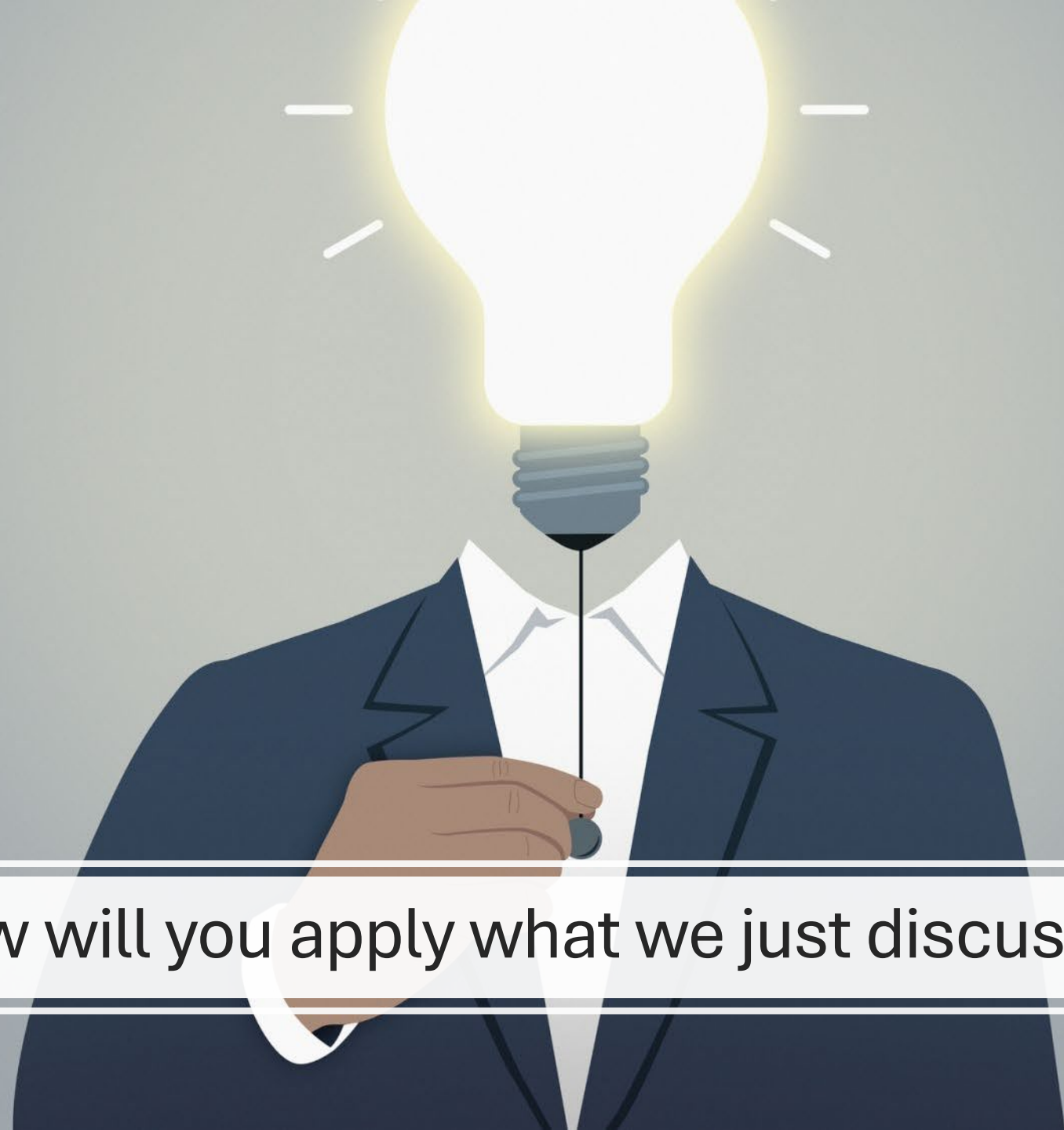
# Your DiSC<sup>®</sup> Style



**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?

