



Understanding the Abstract: How Self-Leadership Helps You Lead Others



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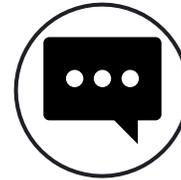
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A Few Reminders....



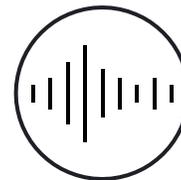
Questions



Chat



Handouts & Recording



Survey

Your Speakers



Amber O'Reilly

Supervisor, Talent Development



Regan O'Hara

Team Lead, Talent Development

Webinar Objectives



Define self-leadership and outline how it impacts your career.



Identify techniques that will facilitate your self-awareness and leadership style.



Examine how emotional intelligence increases your self-leadership in the workplace.



“Empowerment is something someone gives you. Self-leadership is what you do to make it work.”

- Ken Blanchard, Author

The background features a series of overlapping, wavy, translucent bands in shades of blue, purple, and magenta, creating a sense of movement and depth. The colors transition from a light blue on the left to a deep purple in the center, and then to a bright magenta on the right. The overall effect is ethereal and modern.

What is Self-Leadership?



Self-Leadership

"Self-leadership is the practice of intentionally influencing your thinking, feeling and actions towards your objectives."

"Self-leadership is the practice of understanding who you are, identifying your desired experiences, and intentionally guiding yourself toward them. It spans the determination of what we do, why we do it, and how we do it."

SOAR Self- Leadership Model

Self

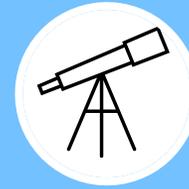
Outlook

Action

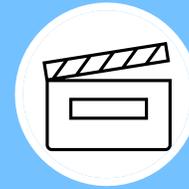
Reflection



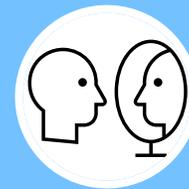
Self: Understanding the unique you that has evolved based on your one-of-a-kind combination of personality, physical traits, intelligence, habits, beliefs, strengths, and weaknesses.



Outlook: An awareness of how we view the world and how our emotions impact our worldview.



Action: The conversations that enable one to successfully advance their most important, complex, and relational situations.



Reflection: The process of critically evaluating your behaviors, perspectives, habits, and communication from previous actions to gain insights to adapt for future challenges.

Three Tools for Self-Leadership



Discover Your
Personal Values

Clarify Your
Personal Vision



Identify Your
Strengths and
Weaknesses



Ways to Discover Your Personal Values

- What are your non-negotiables in life and work?
- What won't you accept from others and from yourself?
- What are your big-time deal breakers?
- Think of an occasion or decision at work that you didn't agree with. Which values did it challenge?
- After thinking about these questions, write down five values that are the guard rails of how you live and lead every day.

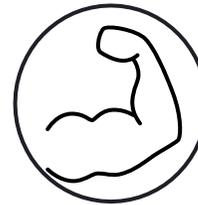
Developing Your Vision

Checking Your Vision

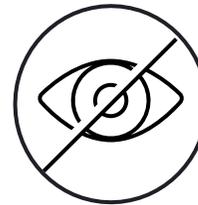
- What am I doing right now with my life? Does it make me happy? Do I feel fulfilled?
- What do I keep gravitating toward? Is it different from what I am currently doing?
- What interests me most right now?
- What can I do well? What are my unique traits and strengths?
- Developing a Mission Statement:
 - Identify an influential person.
 - Define who you want to become.
 - Determine what is important to you today.



Identifying Strengths and Weaknesses



What are your top leadership strengths?

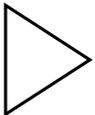


Think about a time when a strength became a weakness, flaw, or blind spot.

Native Genius

Questions to Think About

- What do they do better than anything else they do?
- What do they do better than the people around them?
- What do they do without effort?
- What do they do without being asked?
- What do they do readily without being paid?



Understanding Your Leadership Style

Your Style

- You'll be able to improve your communication with your employees.
- You'll be able to motivate and inspire your employees.
- You will be able to handle challenges more effectively.
- You will enhance your relationships.
- You will create and sustain momentum.
- You will build your leadership maturity.

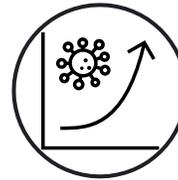


Self-Awareness

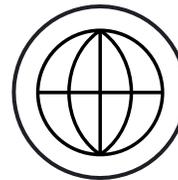
“Conscious effort to invest in understanding who we are, who others are, our universal rules that we apply in life and our commitment to the future.”



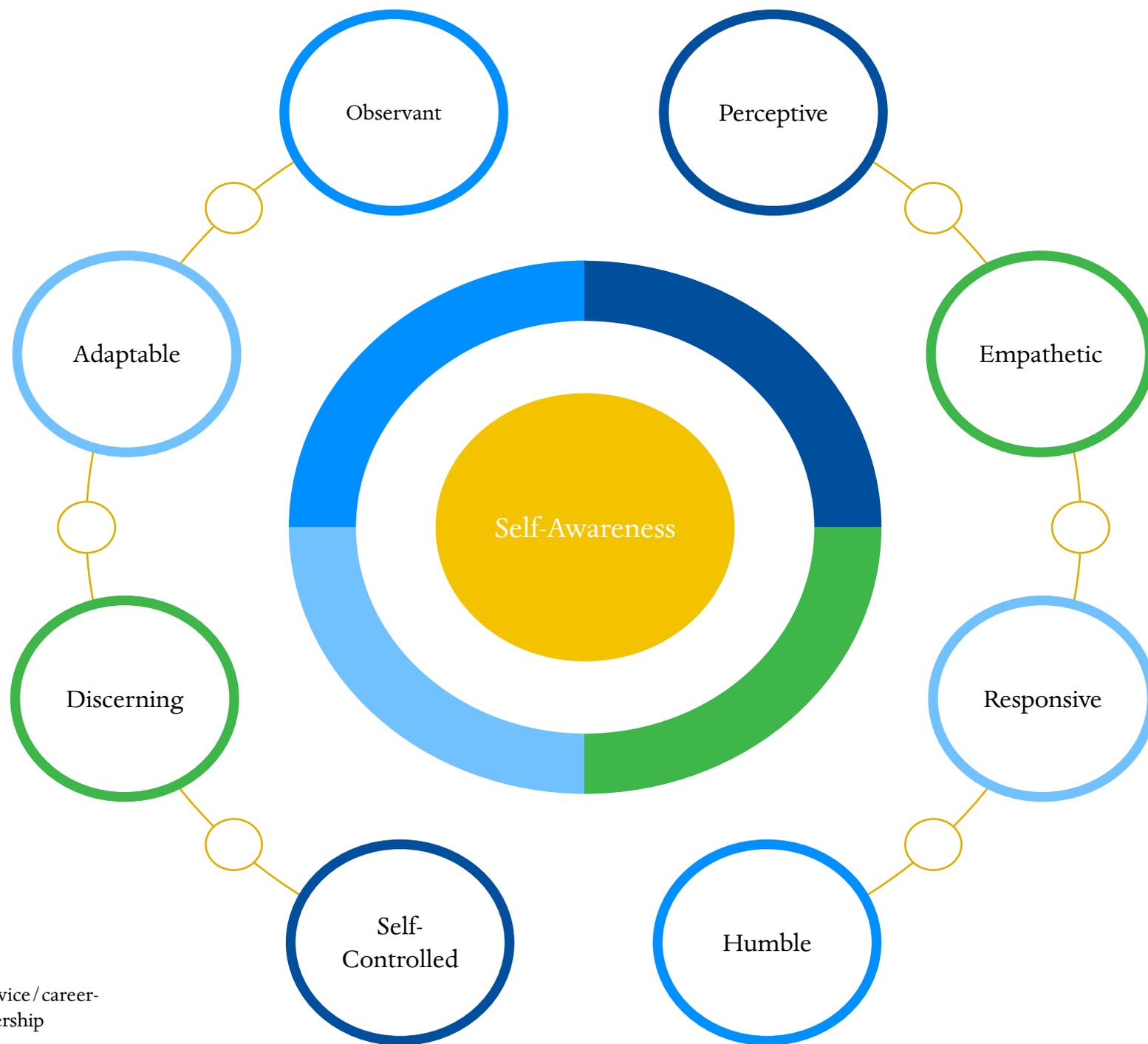
Knowing that you don't know everything.



Constantly looking to improve.



Clarity about what is or is not true about yourself and the world around you.



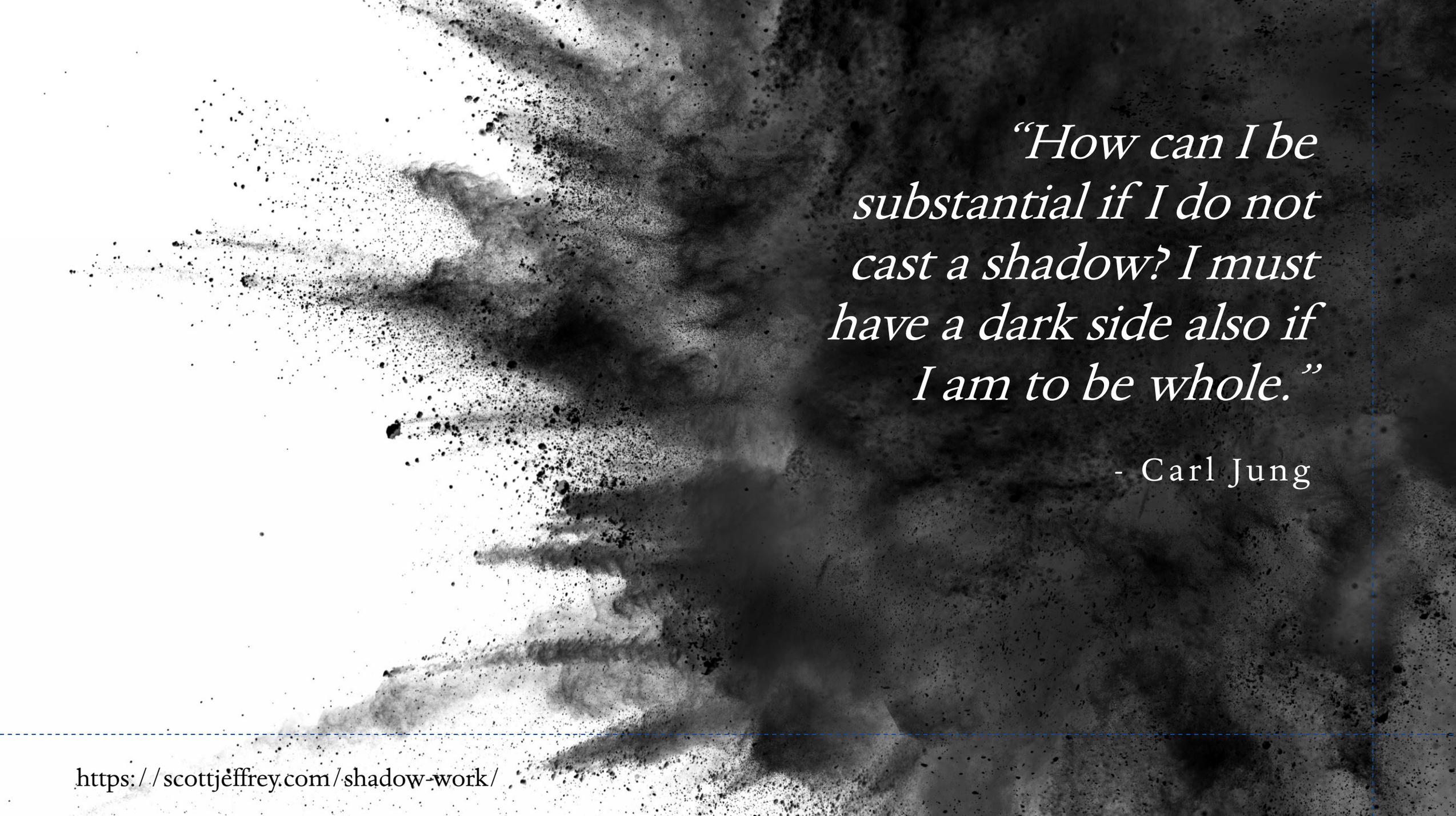
Self-Awareness in Leadership

- Top Performers
- Make sounder decisions, build stronger relationships, and communicate more effectively
- Have more satisfied employee and more profitable companies



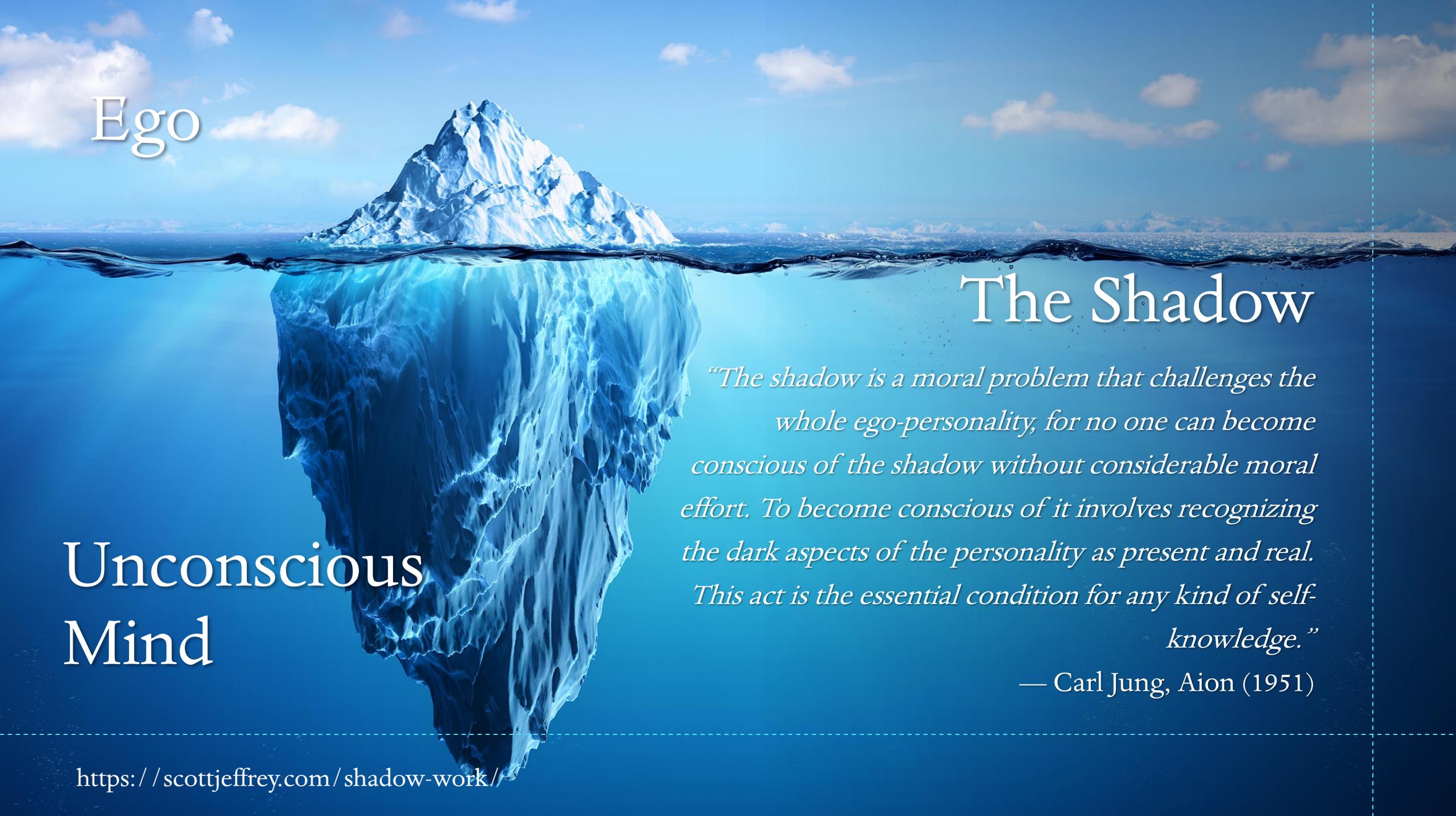


Internal Self-Awareness vs. External Self-Awareness



*“How can I be
substantial if I do not
cast a shadow? I must
have a dark side also if
I am to be whole.”*

- Carl Jung



Ego

Unconscious
Mind

The Shadow

“The shadow is a moral problem that challenges the whole ego-personality, for no one can become conscious of the shadow without considerable moral effort. To become conscious of it involves recognizing the dark aspects of the personality as present and real. This act is the essential condition for any kind of self-knowledge.”

— Carl Jung, Aion (1951)

The Leadership Gap

“We are not just what we think. We are what we hide. We all have stories we tell ourselves that make us feel vulnerable, angry, and even afraid. These secrets and patterns create our leadership gap.”

Daskal, L. (2017.) *The Leadership Gap*. New York: Portfolio/Penguin.



The Leadership Gap

Leadership Archetype	Leadership Type	Leadership Gap	Unleash Your Greatness
Rebel	Leads with confidence and self-assurance	Impostors are fueled by their self-doubt.	Leverage your competencies and capabilities to boost your confidence.
Explorer	Seeks to discover new opportunities and experiences. Uses intuition to move forward	Exploiters manipulate people to exert control.	Leverage your instincts to take back control.
Truth Teller	Speaks with candor, willing to pay a big price for telling the truth.	Deceivers create suspicion by withholding information.	Leverage candor. Lead with veracity. Speak your truth.
Hero	Demonstrates courage in spite of fears and apprehension.	Bystanders see things and do nothing, hear things and say nothing.	Leverage courage by resisting your fears.
Inventor	Performs with integrity and high standards to produce excellence.	Destroyers are corrupt by cutting corners and looking for fast, cheap ways of getting things done.	Leverage your integrity and standards to lead with excellence.
Navigator	Steers people to find practical and pragmatic solutions for challenging and complex problems.	Fixers who want to help situations and people often come across as arrogant.	Leverage your problem-solving skills without imposing yourself on others.
Knight	Strong sense of duty to be loyal and protective of others.	Mercenaries always serve themselves first.	Leverage your sense of duty in the service of others and make everything larger and more pronounced.

Tips to Boost Your Leadership Skills through Self-Awareness

- Feel your feelings and examine your emotions
- Seek feedback
- Find your patterns
- Know your strengths and weaknesses
- Practice mindfulness
- Keep an open mind and assume positive intent
- Keep a journal
- Follow your values
- Learn to adjust
- Practice self-discipline
- Stay curious
- Get a coach and/or mentor

Webinar Objectives



Define self-leadership
and outline how it
impacts your career.

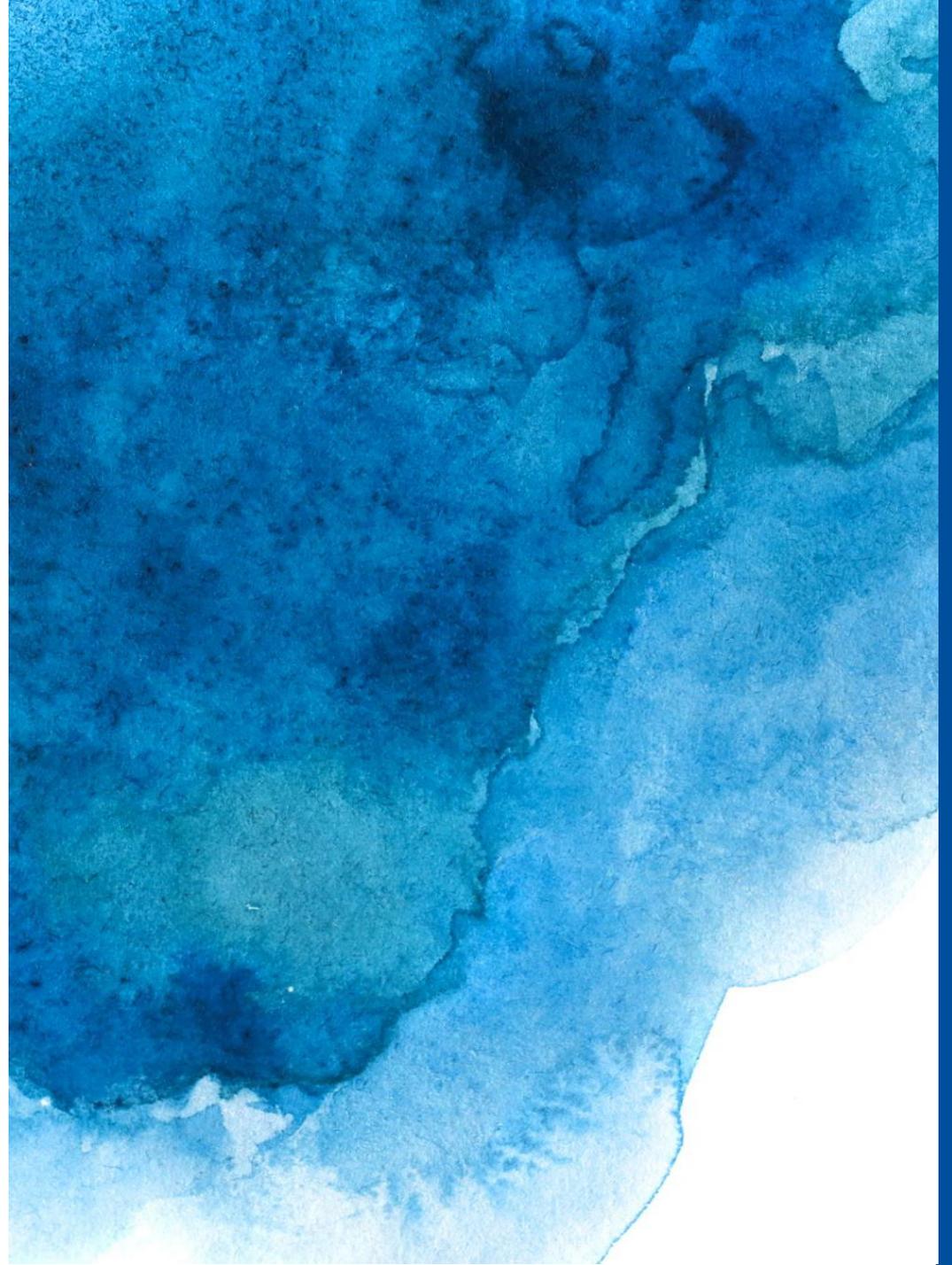


Identify techniques
that will facilitate your
self-awareness and
leadership style.



Examine how
emotional intelligence
increases your self-
leadership in the
workplace.

Questions & Answers





Thank you for attending!



Contact us with any questions at
learn@allsynx.com