Who I Am Is How I Lead – Self-Awareness and Self-Analysis

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What is Self-Awareness?

Conscious knowledge of one’s own character, feelings, motives, and desires.

-Oxford Dictionary
Self-Awareness

• We are not always what we think we are!
• Founded preferences or cultural/societal biases
• Does your leadership style exclude or alienate others?
• How can we be more self-aware?
Creating Self-Awareness

• What do I believe my strengths are?
• What do I believe my weaknesses are?
• What do I believe my leadership style is?
• What do I believe my prejudices, biases and preferences are?
• How do these affect my leadership style and success?
Tools for Feedback

• Myers-Briggs typology -- http://www.humanmetrics.com/cgi-win/JTypes2.asp
• “Color personality” tests -- http://www.colorquiz.com/
• What are your biases? Project Implicit--https://implicit.harvard.edu/implicit/
Notes on Self-Awareness Tests

• Free on-line examples of more sophisticated assessments
• Great care should be taken with interpreting the results
• Results are broad
Tips for Taking Self-Awareness Tests

• Take the test
  – Frame work – group project went well
  – Do not over think the answers

• Retake the same test a few days later
  – Framework – group project failed you had salvage it

• Compare the results!
Tests Results – What Do They Mean?

- “This is me!” vs. “Is this me?”
- Not the gospel on who you are
- They raise questions that you should consider seriously, rather than dismiss
- Accept it, reject it or ponder it further, but think about it before you decide
Stereotyping

• No one admits to subconscious prejudice.
• But we all use shortcuts to judge people and situations.
• Try this – a person who home schools his children is:
  – Democratic or Republican?
  – Religiously observant or not?
  – Conservative or liberal?
  – Teaching “hard” science or not?
What does this mean?

- First, there are no hard-and-fast rules for determining what any individual actually is like.
- Second, we use shortcuts – we won’t call them prejudice or bias – to make quick judgments about people.
- Third, at the end of the day, each person needs to be judged on individual merits, not our shortcuts for thinking about entire groups!
Translating Self-Awareness into Better Leadership

• So what does this mean?
  – When you are lost in the woods with a map and compass, you need to find out where you are before you can determine how to get to where you want to be.
  – Understanding who you are can help you lead –
    • If you are a list-oriented leader, how do you deal with people who are very intuition oriented?
    • If you are a people-oriented leader, how do you deal with back-room technical people?
      – (Did you just assume that back-room people are not people-oriented?)
Translating Self-Awareness Into Better Leadership

• So what does this mean (continued)?
  – If you are of one ethnic/religious/socioeconomic background, be aware that a comment that is neutral to you may be offensive or uncomfortable to someone else.
  – Don’t let test results – your own or those that come out of team-building efforts – become their own stereotypes!
    • Would you deny someone a chance at a promotion or new post because of these test results?
    • Would you give someone extra points because of these test results?
    • What’s the difference?
Resources

“Knowing others is wisdom, knowing yourself is Enlightenment”

- Lao Tzu