

Emotional Intelligence for Leadership and Work place Excellence

“ Self-Awareness”



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Discover Yourself -Human Endowments

– Self-awareness (Self-search)



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Self-Awareness

I am at my best when -----

I am at my worst when -----

What do I really love to do at work?

What do I really love to do in my personal life?

My natural talents and gifts are -----



Self-Awareness

- Daniel Goleman, the guru of emotional intelligence, identified self-awareness as being made up of
 - emotional awareness,
 - accurate self-assessment,
 - and self-confidence.
- In other words, it is all about knowing your emotions, your personal strengths and weaknesses, and having a strong sense of your own worth.



1. Emotional Awareness

- Emotional awareness - ability to recognize your own emotions, and their effects. People who have this ability will:
- Know what emotions they are feeling at any given time, and why;
- Understand the links between their emotions and their thoughts and actions, including what they say;
- Understand how their feelings will therefore affect their performance; and
- Be guided in how they feel by their personal values.
- Being aware of your own emotions, and how they affect your behaviour, is crucial to effective interaction with others. But it can also be crucial to your personal health and well-being.



2. Self-Assessment

- Understanding your personal strengths, weaknesses, inner resources and your limits.
- Hard to admit to weaknesses and limits, especially in senior positions,
- People who are good at self-assessment understand their strengths and weaknesses,
- show a good sense of humour about themselves and their limitations
- They are usually very reflective, learning from experience, and also open to feedback.



Self-Assessment- Common 'blind spots'

- Setting unrealistic goals for oneself or the organisation,
- 'Blind ambition', to be right always
- Relentless hard work,
- Invisible to the one with low ESA



3. Self-Awareness- Self-confidence

- having a strong sense of your own self-worth,
- not relying on others' valuation of yourself.



Self-Confidence: Traits

- present themselves well, Charismatic.
- Prepared to voice unpopular opinions, demonstrate courage
- Decisive, make good decisions based on own values.



Types of Self-Awareness

- Self-awareness of your Triggers and how your reactions to them
 - People & events around you that allow you to be your best
 - Daily meeting briefing
- Self-awareness of how you are landing with others
 - How you trigger other people to be at their best
 - Micro-manager boss, giving feedback
- Self-awareness of how your routine behaviour impacts your future opportunities
 - Taking note even at senior level



Emotional Self-Awareness: Summary

- The ability to Understand your own emotions and their effects on your performance
- You know what you are feeling & why and how it helps or hurts what you are trying to do
- Least visible competency but serves as foundation to others
- Being self-aware is a continuous process
- Crucial to personal health & well being



Emotional Self-Awareness-Results

- Leaders with high ESA had their teams in high energy & high performance 92% time
- They create positive emotional climate, encourage motivation & extra effort
- Leaders with low ESA create negative emotional climate, demotivate and put off people from extra effort

(Korn Ferry Hay Group Study)



Thank You
for Your Attention



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