

WEEK 1: Self Awareness

Five Areas of Self-Awareness

1. **Interpersonal Style**
 - a. Identifies underlying communication and personality attributes
2. **Values**
 - a. Identifies personal standards and moral judgement
3. **Cognitive Style**
 - a. Identifies information acquisition and evaluation
4. **Attitude Towards Change**
 - a. Identifies adaptability and responsibility
5. **Emotional Intelligence**
 - a. Identifies emotional awareness and control

Personality traits, competencies, values → pattern of thought and action → consequences

Big 5 Personality

- O → Openness**
- C → Conscientiousness**
- E → Extroversion**
- A → Agreeableness**
- N → Neuroticism**

Learning Styles Theory

- V → Visual**
- A → Auditory**
- R → Read/write**
- K → Kinesthetic**

The Self Digest (Higgins, 1996)

Self-digest refers to knowledge that summarizes **our relation to the world** and the personal consequences of these relations

Knowledge is accumulated over time

Serves **self-regulation** and adaptation

Instrumental Function:

Provide information about how the world responds to me; important to accommodate others' wishes

Expectancy Function:

Information about how I respond to the world; knowledge about competence and disposition to experience pain/pleasure help select action that you prefer

Monitoring Function:

Information about how I am doing in relation to the desires and demands for me; information about discrepancies can spur change efforts

Value of Self-Awareness

Value of “positive” self-awareness (knowledge of one’s strength)

Better understanding of your potential to contribute value, of your special gifts and strengths, on which you can capitalize, and which can support healthy self-esteem, self-efficacy, positive self-regard

Greater insight into your value commitments and character strengths, which provide opportunities for more meaningfulness and engagement at work and in life

Value of “negative” self-awareness (knowledge of one’s weakness)

A sound base for self-improvement

A chance to share your quirks with colleagues to facilitate more effective interpersonal work and maintain quality relationships

A good grasp of which activities and situations you may find challenging and thus a chance to find mitigating strategies

Robust Self-Concept

Positive Self Regard

Self-esteem

Self-efficacy

Emotional Stability

Locus of control

→

Personality uniqueness

Job satisfaction

Job performance

Life happiness

Johari’s Window

