



The People Portfolio

The Importance of Self Awareness at Work

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Agenda

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04 Internal vs External

05 Belbin Team Roles

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Are you in a role where your client are "buying" you?

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How clear are you on what your personal brand is?

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How often do you get feedback on the behaviours you are displaying at work?

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What words would you use to describe your role model?

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What is Self Awareness?

Dictionary Definiton

good knowledge and judgement about yourself



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Why is it important?

People who are self aware

- Build stronger relationships
- Experience greater job satisfaction
 - Benefit from greater self-esteem
- Demonstrate greater levels of empathy
 - Make better, more informed decisions
- Have a greater understanding of different perspectives
 - Are freer from assumption and bias
- Are more proficient at regulating emotions
 - Experience lower levels of stress
 - Enjoy greater control over outcomes



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Internal vs External

The Four Self-Awareness Archetypes

This 2x2 maps internal self-awareness (how well you know yourself) against external self-awareness (how well you understand how others see you).

	Low external self-awareness	High external self-awareness
High internal self-awareness	<p>INTROSPECTORS</p> <p>They're clear on who they are but don't challenge their own views or search for blind spots by getting feedback from others. This can harm their relationships and limit their success.</p>	<p>AWARE</p> <p>They know who they are, what they want to accomplish, and seek out and value others' opinions. This is where leaders begin to fully realize the true benefits of self-awareness.</p>
Low internal self-awareness	<p>SEEKERS</p> <p>They don't yet know who they are, what they stand for, or how their teams see them. As a result, they might feel stuck or frustrated with their performance and relationships.</p>	<p>PLEASERS</p> <p>They can be so focused on appearing a certain way to others that they could be overlooking what matters to them. Over time, they tend to make choices that aren't in service of their own success and fulfillment.</p>

A Tool for Self Awareness

Belbin reports, training and exercises are all based on the Team Role theory developed by Dr Meredith Belbin in the 1970s. Studied on management courses around the world, and used every day in tens of thousands of organisations, Belbin Team Roles have become the gold-standard method for identifying behavioural contributions in the workplace.



9 Team Role Types



Plant

Strengths:

Creative, imaginative, free-thinking.
Generates ideas and solves difficult problems.

Associated/Allowable Weaknesses:

Ignores incidentals. Too preoccupied to
communicate effectively.



Monitor Evaluator

Strengths:

Sober, strategic and discerning.
Sees all options and judges accurately.

Associated/Allowable Weaknesses:

Lacks drive and ability to inspire others.
Can be overly critical.



Questions & ERA Members Offer



Questions?

SPI Individual report with 6 Observers for £35 & VAT

Email: Morna@thepeopleportfolio.co.uk



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