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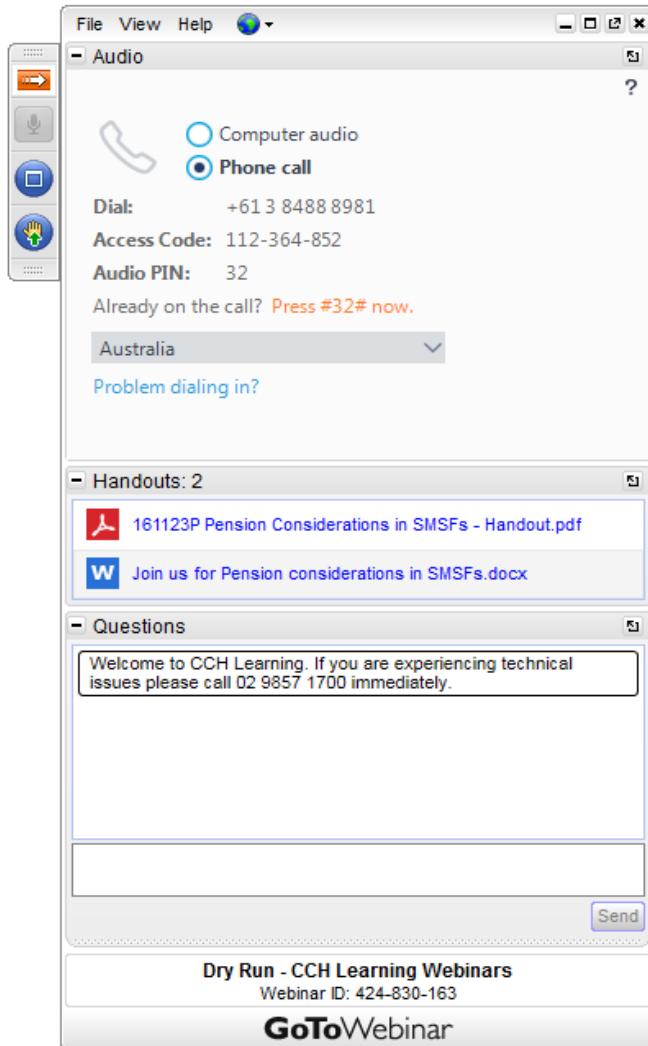
# Becoming a More Self- Aware Leader

Deb Assheton

Tuesday 10 October 2023



## How to participate today



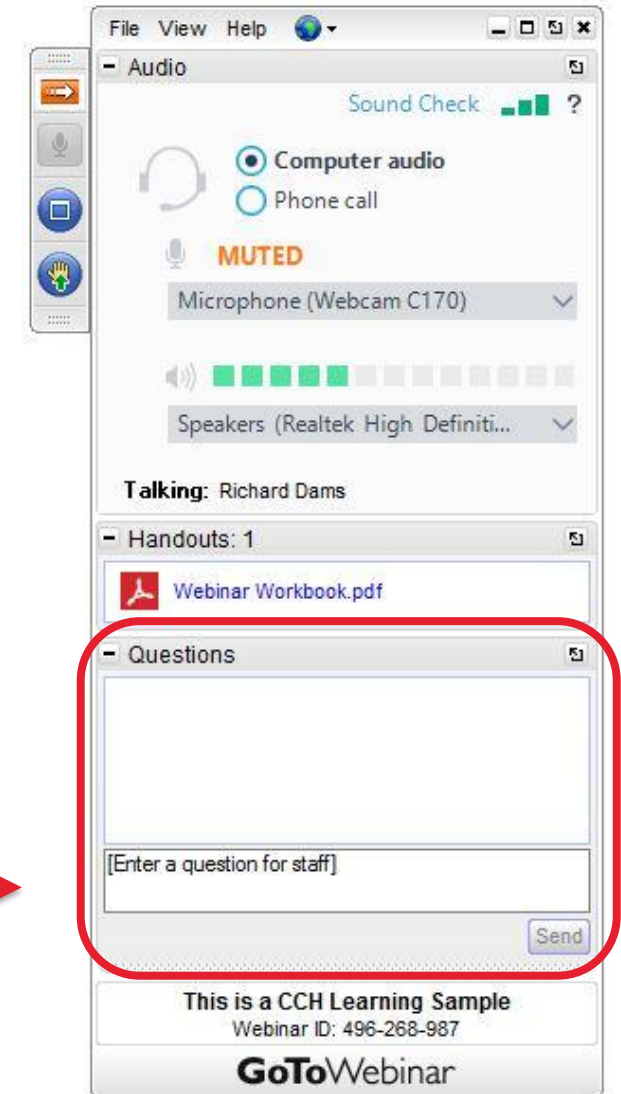
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# Questions?



Susannah Gynther  
Moderator

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question and hit  
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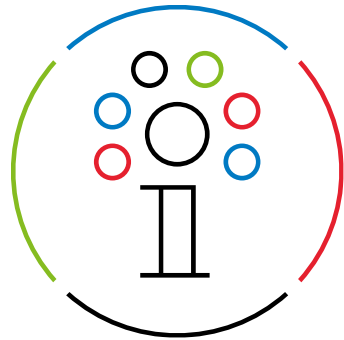
# Your Presenter



- Deb Assheton
- Director
- The Amplify Group

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# Today's session will cover



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## Becoming a more self-aware Leader

- What is self-awareness?
- Why is it important?
- How it works....
- Ways to grow your self-awareness

# Self-awareness

Self-awareness is defined as, “**conscious knowledge of one's own character, feelings, motives, and desires.**”

# Emotional Intelligence

*“A form of social intelligence that involves the ability to monitor one’s own and others’ feelings and emotions, to discriminate among them, and to use this information to guide one’s thinking and action.”*



Source: Daniel Goleman Emotional Intelligence 2006, Working with Emotional Intelligence 1998.



# Emotional Intelligence

IQ is considered a threshold competence. EQ is considered not to have an upper limit

EQ is ranked as one of the top 5 most important workplace skills workers will need in 2020 and beyond.

Adults with strong EQ respond better and show higher adaptability to life changes

Women tend to score higher than men in areas of empathy, interpersonal relationships and social responsibility.

Men tend to score higher than women in areas of assertiveness, stress tolerance and self-confidence

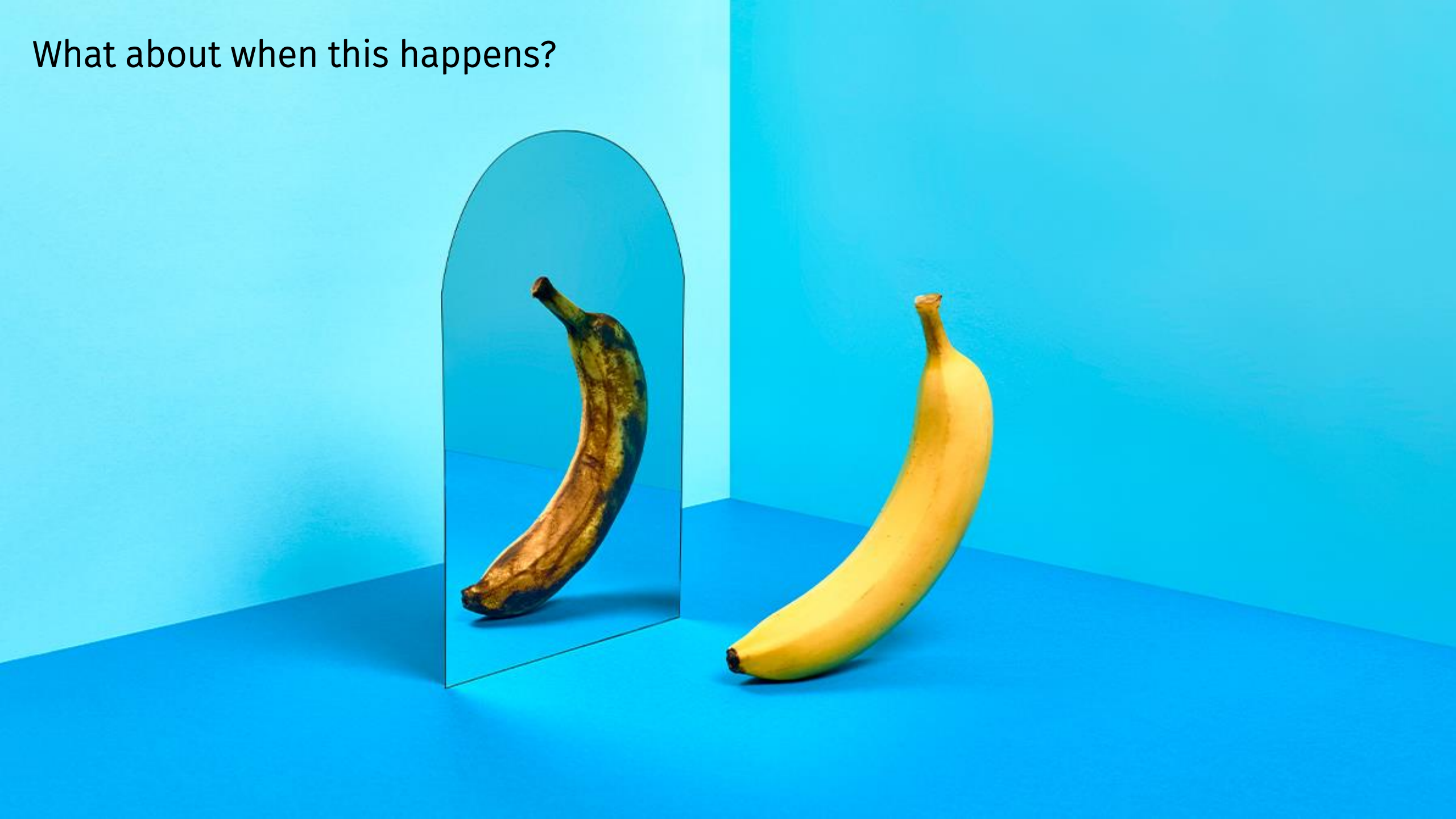
Research consistently shows that around 80% of life success is attributed to EQ

People with a high EQ are more optimistic, positive and content over the long term

EQ is not fixed. The emotional skills can be learned by adults and by children

Source: Daniel Goleman: The Brain and Emotional Intelligence, 2014; Abraham Maslow, A theory of Human Motivation, 1943. Richard Barrett, Barrett Values Centre.

What about when this happens?



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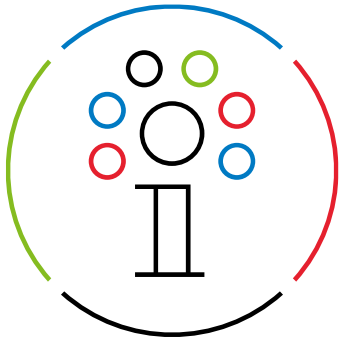
# Becoming more self-aware...

- Is a process, not an event
- Is primarily a process of shedding conditioning and defenses
- Is very attainable
- Is an internal journey that is best fed by the external world
- Requires that we take responsibility for seeing ourselves in 'the story' – events, judgments, opinions, responses/reactions
- Requires that we process and integrate learning from life, not just experience superficially
- Is not, for the most part, supported by society, although the results are
- Is what will make you the Leader in the room...

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# Ways to actively grow self-awareness

- a) I use resources (books/video's, blogs)
- b) I have a reflection process
- c) I seek feedback from others
- d) I step into challenges and change
- e) I work on responding constructively to events



? Event ?

Witness

## Neocortex

Neocortex is the reasoning part of the brain. When engaged, it allows us to respond creatively

## Amygdala

Amygdala triggers a fight, flight or freeze response before we have a chance to process whether the threat is real

The amygdala houses memories and response repertoires. Physiologically, because neural responses bypass our neocortex

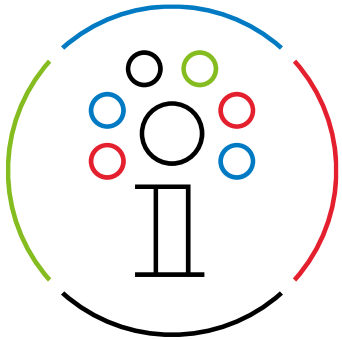
# Enemies of Self-awareness



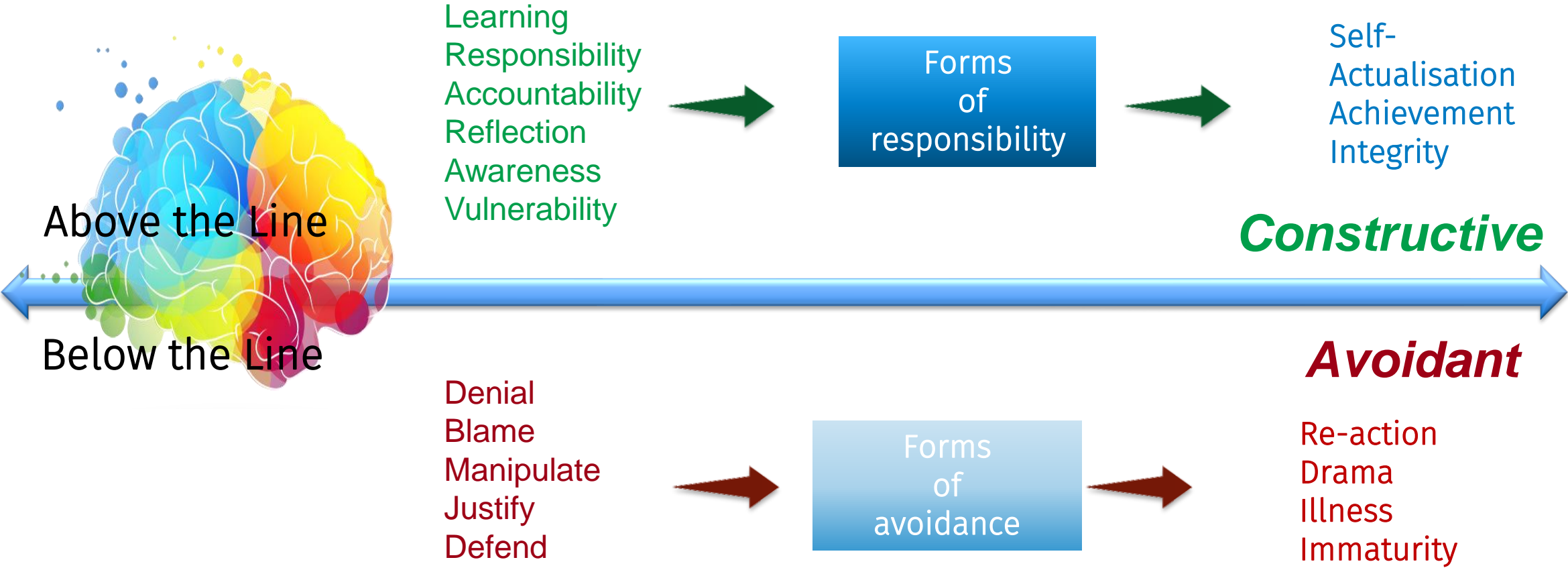
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# My go-to's are...

- a) Resistance and Avoidance
- b) Clinging and Idealisation
- c) Numbing and Delusion
- d) None of the above
- e) All of the above



# Above or below the line



Source: Carolyn Taylor, Walking the Talk (2015)



# Processing difficult emotions



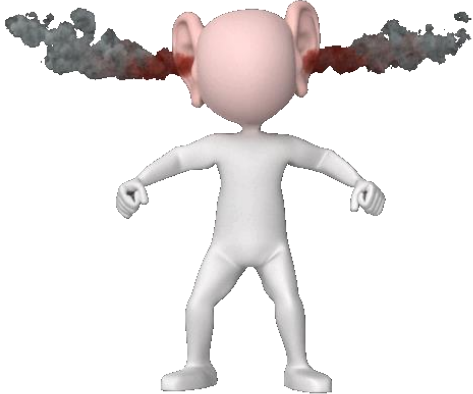
Suppress



Experience



Express

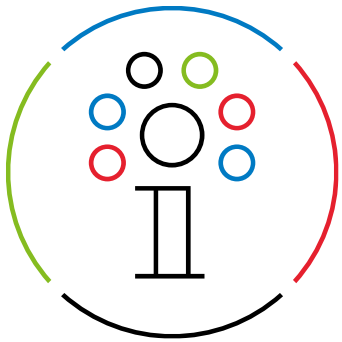


Explode

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Which  
unhealthy  
pattern do you  
tend to default  
to?

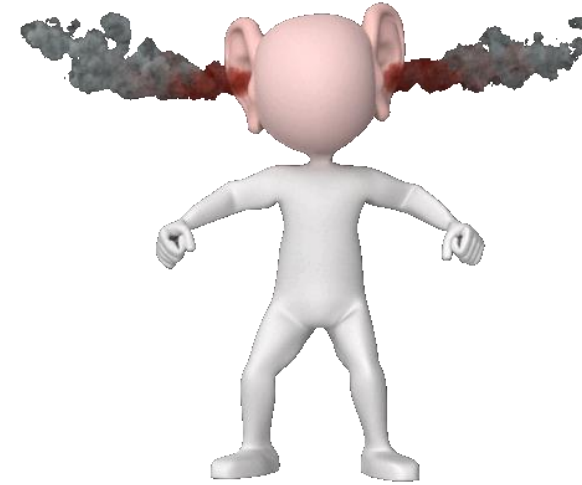
- a) Suppress
- b) Explode
- c) Both suppress and explode



# Enemies of Mindfulness



Implode



Explode

Staying above the line... is a choice



Fertilizer!



A black and white photograph of a railway track that splits into two paths leading into a dense forest. The tracks are made of metal rails and wooden sleepers, and they lead towards a dense forest of trees. The image is used as a metaphor for choice and control.

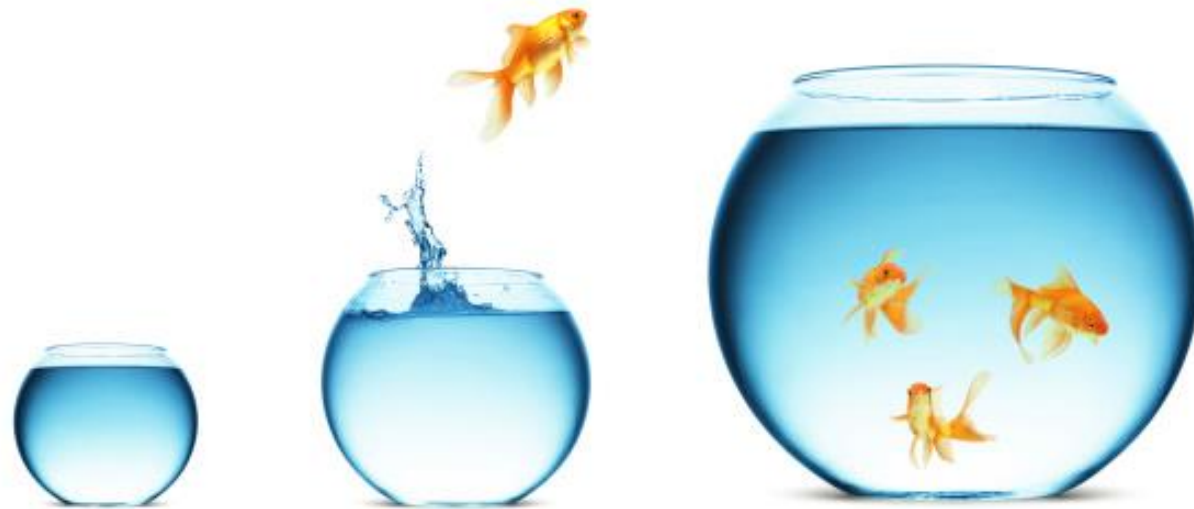
Focus on *Power*, not *control*

When we focus on our control, or the lack of it, we expose ourselves to anger, anxiety, and grief

When we focus on maintaining or regaining our power we generate feelings of strength, options and agency.

# Focus on Experience and Expression

- When we talk about resistance – what we are actually resisting is adapting to the life or reality of a change. **The ultimate outcome of resistance is that our life gets smaller**
- One of the realities that can feel exhausting is the need to begin again – a new job, new relationship, physical change, or life after loss. **We often resist the experience of feeling like/or being a beginner**
- The foundations of self-awareness are **openness, acceptance, experience** and **expression** – these are grounded in reality, as it is



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# Build capacity and understanding..



## Experience

- Exercise
- Write
- Meditate
- Contemplation
- Retreats/holidays



## Express

- Talk to a confidant
- Therapy
- Open up a dialogue
- Vent (whine time)
- Clear your head/refine your thinking



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# Tactics for getting ourselves above the line

## In the moment

- Breathe (3-7 breaths) & posture
- Revisit the conversation goal
- Re-phrase above the line
- '3 words' practice
- Adopt a power pose
- Move from *I have to ...to... I get to*

## Longer term

- Stop doing things that hurt us
- Clean up any chaos and despair in our lives
- Focus on meeting your needs from ABL
- Become reality-aligned and focus on integrating
- See life as for you or by you (not to you)
- Check your values

# Self-regulation



# Self – regulation..

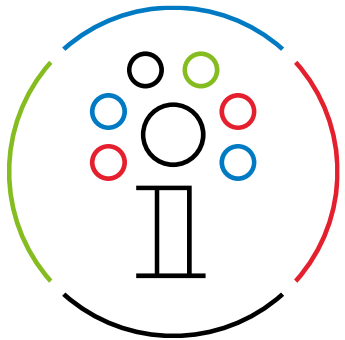
is the combination of 2 abilities

**Self Control** = Our ability to resist impulse

**Self Discipline** = Our ability to repeat desired behaviour

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# I am stronger at...



- a) I am stronger at self-control
- b) I am stronger at self-regulation
- c) I am not good with either of these
- d) I am strong in both

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# Tactics and tools for embracing awareness

## Thinking constructively

1. The goal is to *adapt and respond effectively* to every life experience
2. Think about the ways *life is working for you and the risks it poses*— as opposed to whether you like it, agree with it or want it. Stay away from egoic positions – they are not helpful
3. Focus on the *personal power* you do have as opposed to control. Personal power includes your behaviour, choices, decisions, dreams, opportunities, options, influence and new possibilities created by change
4. Stay conscious, *really conscious* about your thoughts about change, events, people

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# Tactics and tools for emotional flow

## Feeling constructively

1. Be REAL with yourself about where your head and heart are at. Today you might be feeling resentful, over-it and fearful. That's okay – stay with it through discomfort, work through it, accept it and trust there is a deeper process going on
2. Make a habit of expressing or experiencing (or both) how you feel. You can draw, talk, write, run, punch, pray, meditate, dance, cry, breathe, rest...whatever – as long as you feel rather than avoid
3. Actively manage your Resilience Levels. This means ensuring you have coping mechanisms equal to the amount of stress, pressure or challenge you are facing. Resilience is fundamentally about energy management. When our resilience is depleted, it's harder for us to remain aware and constructive.

Source: The American Psychological Association

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## Some books/resources...

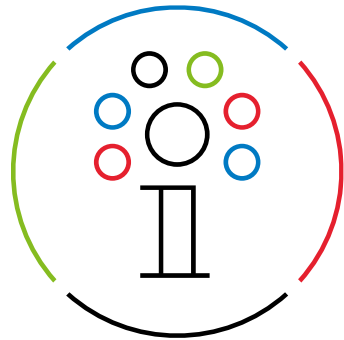
Anything from Deepak Chopra, Michael Singer, David R Hawkins

- Permission to Feel – Mark Bracket
- The Mindful leader – Michael Bunting
- [\(1295\) Locating Yourself - A Key to Conscious Leadership – YouTube](#) (above/below the line)
- The Map of Consciousness – David R Hawkins
- Triggers – Marshall Goldsmith
- High-performance Habits – Brendon Bruchard
- [What Self-Awareness Really Is \(and How to Cultivate It\) \(hbr.org\)](#) HBR January 2018

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# Questions

You can type them in the “Questions” box now  
Or contact me via:



- Deborah Assheton
- Director
- The Amplify Group
- 0425 214 215
- [deb@theamplifygroup.com.au](mailto:deb@theamplifygroup.com.au)

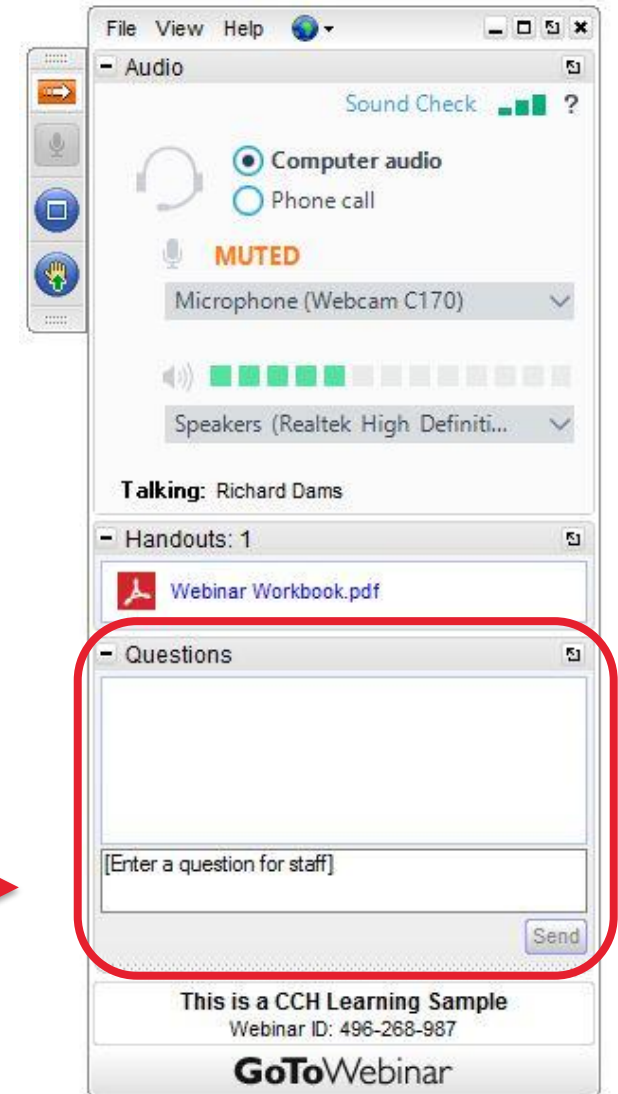


# Questions?



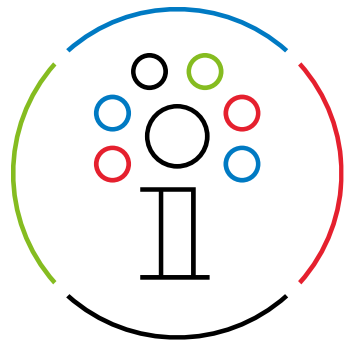
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Type your  
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- 12 October - Selling Strategy - How to move Beyond Dollars for Hours
- 17 October - First Year SMSF Audits

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# Questions



- Deborah Assheton
- Director
- The Amplify Group
- 0425 214 215
- [deb@theamplifygroup.com.au](mailto:deb@theamplifygroup.com.au)

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