

Module 1 | SESSION 9

Self Awareness and Developing Others

It's always the hard part that creates value. ~ Seth Godin

For any leader to effectively develop other people, they must model and teach the 3 Essential Attributes we've been considering - Knowledge, Connection, and Awareness. These attributes are what make a leader worth following.

We're looking at how Awareness impacts your ability to develop people.

5 Things That Every Leader Must Know About Awareness

1. Perception is _____. The way your team members, clients, and customers perceive you is how you really are in their mind. And it really doesn't matter if you agree or disagree with their perception of you. Your team members perception of you IS reality.
2. Growth is _____. Great leaders pay attention to and are aware of the stress on the team and organization and make adjustments when necessary.
3. Everything is an _____. When everything is approached as an experiment, leaders and teams find new margin and a willingness to solve problems creatively. As a result, the leader is more aware of the current reality and better prepared to provide proper guidance.
4. Listening is _____. Are they trading their time for something worthwhile? The only way you will ever know is to stop long enough to listen intently and ask thoughtful questions. If you're not ready to listen, you're not ready to lead.

5. Vision must be _____. Vision is the foundation for all growth and essential for the self-aware leader. A leader can't get where they want to go if they haven't clearly defined where they are headed. Neither can the team.

A team without clarity around vision becomes frustrated and eventually overwhelmed. Vision allows people to determine if (and how) they fit within the culture and direction of the organization.

Fast Action Steps

1. Which one of the 5 Awareness concepts in presents the biggest challenge for you?
2. Do team members in your organization know where the team and organization is headed? Do they know the vision? Ask them and see what they say? You might be surprised.