

THE IMPORTANCE OF SELF AWARENESS AND EMOTIONAL INTELLIGENCE



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Emotional Skills measured on the EQ- i®



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- **INTRAPERSONAL**

- Self-regard
- **Emotional self-awareness**
- Assertiveness
- Independence
- Self-actualization

- **INTERPERSONAL**

- Empathy
- Social responsibility
- Interpersonal relationship

- **ADAPTABILITY**

- Reality testing
- Flexibility
- Problem solving

- **STRESS MANAGEMENT**

- Stress tolerance
- Impulse control

- **GENERAL MOOD**

- Optimism
- Happiness

Self-Awareness



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- **Ability to recognize how you feel and why**
- **The foundation on which most of the other elements of emotional intelligence are built**
- **Ability to recognize traits of self**
- **SA allows you to be more aware of others, happenings, etc.**

Self-Awareness



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TOO High

- Seen as weak (“I am in touch with my inner self”) or threatening (“I know all there is to know”)
- Self-absorbed

TOO Low

- Avoids or denies own feelings
- Hard to talk to about feelings

Why is self awareness important?



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- Self-awareness is necessary for change
- Lack of self awareness could lead to
 - Greater internal struggles
 - Greater influences of outside forces in shaping you
- Self awareness requires (and fosters) honesty and courage

Awareness Test



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- We are often not as aware as we think we are...



Self Awareness – A Foundation For Emotional Intelligence



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For years, we have been defining and redefining emotional intelligence–
(personality models, learning models,
psychological models, etc.)

Example



Carl Jung's Eight Psychological Types (early 1900s)

type name	type characteristics
Extraverted Thinking	analytical, strategic, plans, implements, organises others
Introverted Thinking	contemplative, discovering, theoretical, seeks self-knowledge
Extraverted Feeling	sociable, sentimental, seeks personal and social success
Introverted Feeling	inaccessible, enigmatic, self-contained, seeks inner intensity
Extraverted Sensation	practical, hands-on, pleasure-seeking, hard-headed
Introverted Sensation	intense, obsessive, detached, connoisseur, expert
Extraverted Intuition	adventurous, innovative, seeks novelty, proposes change
Introverted Intuition	

Source: http://www.businessballs.com/personalitystylesmodels.htm#carl_jung's_personality_types

Other Examples...



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- Myers Briggs® personality types theory (MBTI® model)
- Keirsey's personality types theory
- Hans Eysenck's personality types theory
- Katherine Benziger's Brain Type theory
- William Moulton Marston's DISC personality theory (Inscape, Thomas Int., etc)
- The 'Big Five' Factors personality model
- FIRO-B Personality Assessment model
- The Birkman Method

This transitioned to emotional intelligence



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Emotional Intelligence builds on Self-Awareness

The History of Emotional Intelligence

Concepts of intelligence have evolved over the last 100 years...

EQ

Thorndike's
"Social
Intelligence"

Wechsler's
"Non-
intellective"
intelligence

Ohio State
studies "task"
versus
"consideration"

Howard
Gardner's
"Frames
of Mind"

IQ

Alfred Binet
begins
administering
tests to French
schoolchildren
for intelligence

First large scale
administration
of IQ tests to US
Army recruits

David Wechsler
developed WAIS
(Wechsler Adult
Intelligence Scale)



Stages of Self-Awareness Stages (1-4 Scale)

Adapted from (www.executive.modern.nhs.uk)

1 --- Fails to consider own emotions

- No understanding of own emotions
- Surprised by own reactions to certain situations
- No time for personal reflections
- No acknowledgement of behaviour on others

Stages of Self-Awareness

Stages

(1-4 Scale)

2--- Registers own emotions

- Awareness of your own feelings
- Awareness of when emotions are aroused

Stages of Self-Awareness

Stages

(1-4 Scale)

3---Understands own emotions

- Understanding the nature and causes of emotional reactions
- Recognition your challenges - what triggers your emotions

Stages of Self-Awareness

Stages

(1-4 Scale)

4 --- Understands strengths/limitations

- Understanding of implications and impact of emotions (on self and others)
- Knowledge of how to use strengths
- Acknowledgement of limitations

Proclaimed Self-Awareness



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- Past 2 decades have led to proclaimed self-awareness by many
- Individuals think they are self-aware
- Sometimes strong belief that we are self aware can be a blind spot
- Can we be 100% self aware?

Let's look at a few examples...

Tom Cruise...Self-Aware?



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“It's well known
I'm a
Scientologist,
and that has
helped me to
find that inner
peace in my life
and it's
something that
has given me
great stability
and tools that I

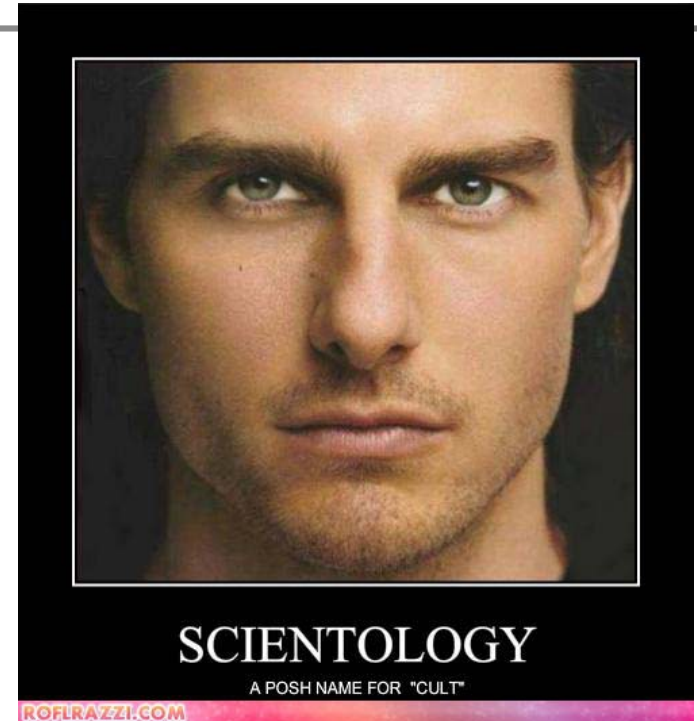


Image Source Page:
<http://celebs.icanhascheezburger.com/2008/10/09/tom-cruise-scientology/>

Lady Gaga?



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“Don't you ever
let a soul in
the world tell
you that you
can't be
exactly who
you are.”



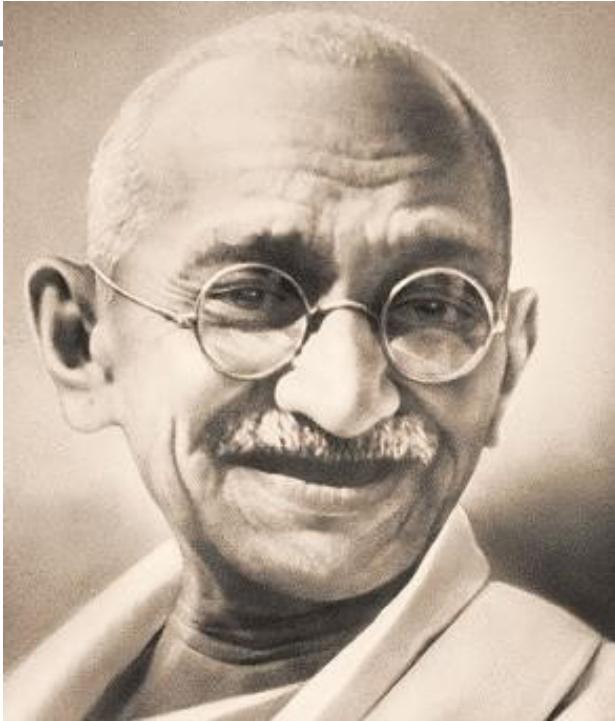
Image Source Page:

<http://feedlimmy.wordpress.com/2011/05/09/lady-gaga-edge-of-glory-single-cover-and-details>

Ghandi?



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“We must be
the change
we wish to
see.”

Image Source Page:
[http://www.accountingweb.com/
image/ghandi](http://www.accountingweb.com/image/ghandi)

How Does Self-Awareness Translate to Business?



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Is it relevant?
Is it necessary?



Self Awareness enhances overall emotional intelligence

- Perception is enhanced-**
- Greater clarity is achieved-**

Evidence that you are Critically Self-Aware



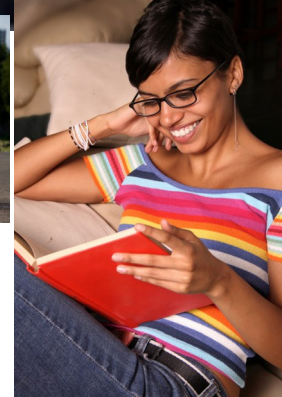
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- Do you make the issue or event the thing that matter or do you make what you do with it matter?
- Are you stuck in the loop of: when X happens, then Y is always the result (because this has been your experience)?
- When something or someone makes you angry, are you aware that it's not the other thing or person- The problem lies with you?
- Do you always judge an experience as good or bad or can you hold every new experience for just what it is -- a new experience?
- How aware are you of your belief system? – this determines almost everything...

Self-Regard and Self-Actualization

Those who improve with age
embrace the power of personal
growth and personal achievement
and begin to replace **youth with
wisdom**, **innocence with
understanding**,
and **lack of purpose with self-
actualization**.

Bo Bennett



SELF-REGARD



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Self-Regard



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- A surety in who you are
- Ability to look at your good and your bad points and feel good about yourself
- Ability to recognize your strengths and weaknesses
- Liking the way you are
- Acknowledging when you are wrong or don't know all the answers
- Well-developed sense of identity

Self-Regard



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TOO High

- Arrogant, cocky, complacent, ignore feedback, egotistical
- Sees no need for growth

TOO Low

- Unsure of self, not confident, low self esteem, unhappy with physical appearance, feelings of personal inadequacy

Self Regard



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Self Regard is not the same as Self Esteem

- important to like yourself and think highly of yourself
- MORE important to understand both your strengths and your weaknesses and accept both

“Our society places undue emphasis on self esteem, which leads to blindly pumping yourself up. Artificially high self esteem may be almost problematic in that ladling out lavish and indiscriminate praise without actually achieving anything that merits approval can lead to devastation when the world fails to continue to reward them for success that isn’t earned.”

(Stein, 2006, pg. 104-105 – EQ Edge)

SELF-ACTUALIZATION



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Self-Actualization



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- Ability to achieve your potential
- Enthusiastic commitment to life long goals
- Excitement about your interests, motivation to continue those interests
- Feelings of self-satisfaction

Self-Actualization



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TOO High

- Less tolerant of others, too sure of self, less willing to take others ideas, burnout

TOO Low

- Caught in mundane life, life lacks meaning, unsure where to go in life, not pursuing enjoyable things

Maslow's Hierarchy of Needs

Self-actualizing people are self-aware, concerned with personal growth, less concerned with the opinions of others and interested in fulfilling their potential.

Self-actualization

morality,
creativity,
spontaneity,
problem solving,
lack of prejudice,
acceptance of facts

Esteem

self-esteem,
confidence, achievement,
respect of others, respect by others

Love/Belonging

friendship, family, sexual intimacy

Safety

security of body, of employment, of resources,
of morality, of the family, of health, of property

Physiological

breathing, food, water, sex, sleep, homeostasis, excretion



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Self-Actualization can result from regularly focusing on emotional intelligence. EQ, then, can constantly change - this all impacts our business communications:

http://www.youtube.com/watch?v=7Qv0o1c_h9f4&feature=relmfu

Reflect back on the past 14 weeks...



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Consider the following:

1. Are you feeling better prepared for college? Why or why not?
2. What are your thoughts on emotional intelligence?
3. Was it valuable for you to Take the EQ? Why or why not?
4. Do you see the skills you have learnt as transferrable?
5. Would you like to see anything change in this course?

Write me a letter and address

~ Strategies for Success ~ The Lawrence Kinlin School of Business ~