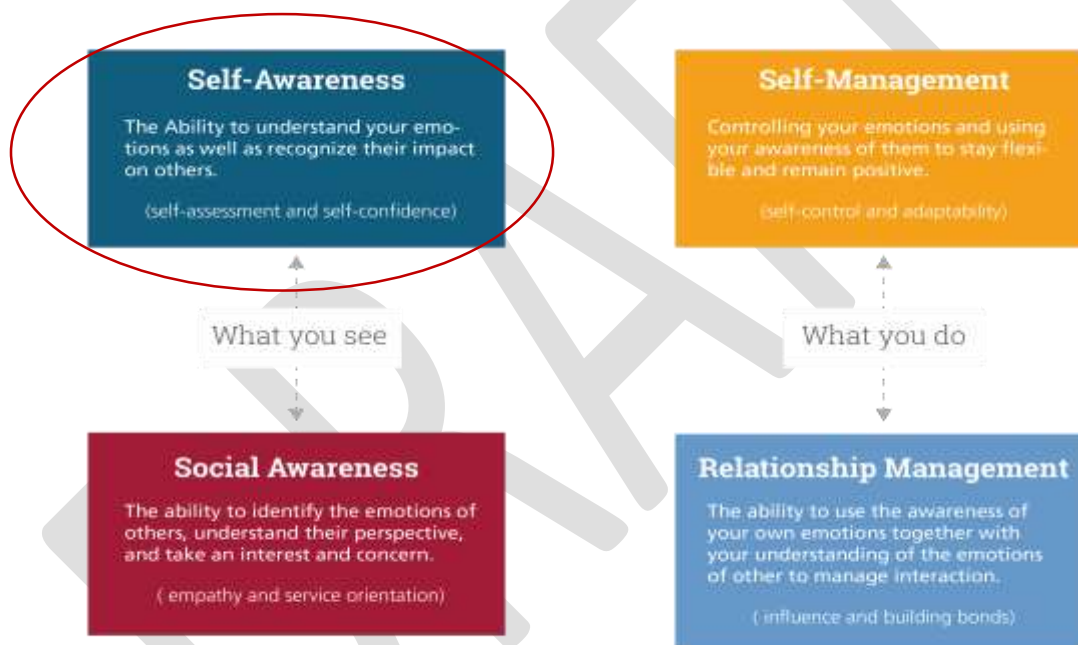




March 2017 Coaching Tip of the Month for Supervisors

Self-Awareness

Current leadership theory states that there is no such thing as naturally good leaders. Rather, everyone has a natural leadership style that tends to work well for certain types of people and not so well for other. The best leaders are those who are both aware of their natural leadership style (through self-awareness) and can adapt that style based on the staff they lead (which requires relationship management). As you lead your team and add coaching to the tools in your leadership tool box, consider the importance of Emotional Intelligence and ways in which you can develop in this area. It will help you to become a better coach and a more versatile and effective leader.



Tips to improve Self-Awareness:

1. **Learn more about yourself.** Strength Finder 2.0, Myers-Briggs Type Indicator, and the Big Five are popular, short, free or relatively inexpensive quizzes that can give you more insight into how you behave and how others view you. Keep in mind that there are no right or wrong answers, or types of people. These are simply tools that can help increase your self-awareness.
2. **Reflect.** Consider keeping a short, written journal of how you feel after work. This could be on the notes feature on your phone, or a small notebook you keep in your bag. Were you frustrated? If so, what set that in motion? Did you feel pride or a sense of accomplishment? At which points of the day were you tired or overwhelmed? Keeping these journals can help build "emotional fluency" and, if done regularly, can help increase your self-awareness of your inner emotional state and how that affects your outer world.