



# Self-awareness: a quick guide.

**Be better** at work.  
**Feel better** in life.

# Making your **life better**

**Do you think you could be enjoying your time more?**

**Do you use your strengths and interests as much as you'd like?**

We're not asking if anything is wrong.

What we're asking is, **could anything be better?**

Most people would say **yes**.

And this is where **self-awareness** can help.

## **What is self-awareness?**

Think about a time you booked your car in for a service. Nothing was wrong or broken – the car just needed a mileage check-up. But when you got it back, it drove like a dream. The technicians had made adjustments to parts you never even knew about, and it had made a real difference.

## **The car performed better.**

Similarly, increasing your **self-awareness can help you perform better**. Once you know how you operate – what makes you tick – you'll have a good idea of what you can change or adjust to feel better or get better results. You'll find out how you approach life, how you interact with people and the world, and you'll understand other people's approaches too.

# Self-awareness definitions



**Conscious knowledge of one's own character and feelings.**

Oxford English Dictionaries

**The extent to which people are consciously aware of their interactions or relationships with others and of their internal states.**

Sutton, A. (2016). Measuring the Effects of Self-Awareness. Europe's Journal of Psychology, November 2016

**An understanding of who you are and how you behave.**

Respondent, Type and Self-Awareness survey, OPP Ltd, 2017

“ Once you know how you operate, you'll have a good idea of what you can change.”

# Why does **self-awareness** matter?

**Success:** this is why self-awareness matters.

Self-awareness and emotional intelligence are increasingly recognized as major contributors to success, both at work and in day-to-day life. Daniel Goleman, psychologist and author of the best-selling book *Emotional Intelligence: Why It Can Matter More Than IQ*, has written extensively about emotional intelligence, how it affects professional success, and the crucial role self-awareness plays in that success.

Research supports the importance of self-awareness in finding success. A 2009 study by Green Peak Partners into the traits of successful business leaders in the US concluded that “a high level of self-awareness was the strongest predictor of success.”<sup>1</sup>

And in our own research,<sup>2</sup> survey respondents reported that increased **self-awareness led to improvement in:**

- Confidence
- Decision-making
- People management
- Stress management

<sup>1</sup> When It Comes to Business Leadership, Nice Guys Finish First, Green Peak Partners  
[http://greenpeakpartners.com/uploads/Green-Peak\\_Cornell-University-Study\\_What-predicts-success.pdf](http://greenpeakpartners.com/uploads/Green-Peak_Cornell-University-Study_What-predicts-success.pdf)

<sup>2</sup> Type and Self-Awareness survey, OPP Ltd, 2017. The research was conducted between April and June 2017. Of the 937 respondents, 71% were female, 27% were male, and 2% were transgender/preferred not to disclose. The age range was 14 to 90 years, with a mean age of 45. Respondents knew their reported MBTI® best-fit type.

“ A high level of self-awareness  
was **the strongest**  
**predictor of success.** ”

When It Comes to Business Leadership,  
Nice Guys Finish First, Green Peak Partners



# Self-awareness and the workplace.

What's so good about being self-aware? In our research, we asked people about the advantages of being self-aware.

Here are the top responses:

1. Understanding of reactions and motivation
2. Management of self and others
3. Ability to adapt behaviour
4. Relationship improvement
5. Personal growth

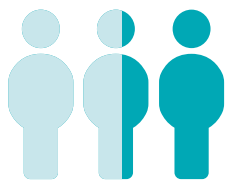


*All of these areas are relevant to workplace performance. Self-awareness is the starting point!*

Empathy EFFECTIVE Happy  
Avoid unpleasant mistakes  
Confident Compassion PEACE Fulfilled  
Understand emotions Improve relationships Management of self Understand motivations  
Recognise dangers  
Management of choices Recognise blind spots Productive  
Adapt behaviours PERSONAL GROWTH  
Understand reactions

# Where is self-awareness most helpful?

We also asked people where their self-awareness has been most helpful:

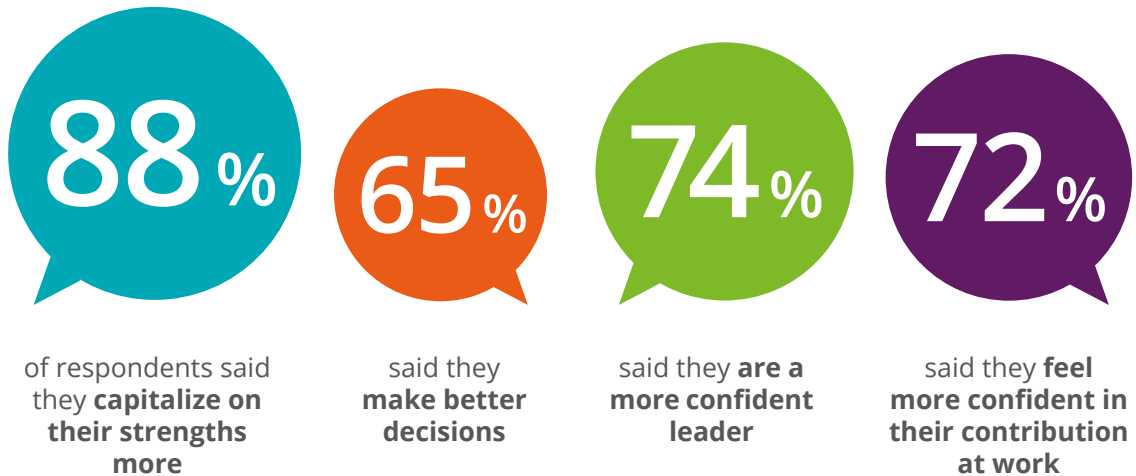


**58%**  
Working with  
others in a team

# What are the **business benefits** of increasing self-awareness?

The MBTI® assessment helps you heightens your self-awareness.

In our survey, we asked people what benefits they'd experienced since they became aware of their MBTI type. Here are the top results.<sup>3</sup>







These are some of the areas in which self-awareness can bring real improvements:

- Team work
- Decision-making
- Leadership
- Understanding others
- Managing others
- Confidence
- Coping with stress
- Identifying stress

**98%**  
**agree**

**it is important to understand why people behave the way they do.**

Type and Self-Awareness,  
OPP Ltd, 2017

What's the best way to increase your self-awareness?

**See the next page!**

# How to **increase self-awareness**

**There are many ways to develop your self-awareness, but a mix of methods will probably work best.**

Here are some of the most popular, based on responses to our *Type and Self-Awareness* survey.

**1** Feedback from peers

**2** Completing personality questionnaires

**3** Feedback from family

**Feedback from peers** was the most common response, with **completing personality questionnaires** next, followed by **feedback from family**.

**4** Feedback from manager

**5** Feedback from clients

**6** Feedback from wider network

**7** Training to become a coach

**8** Professional help (e.g. a coach)

**9** Feedback from subordinates

**10** Completing 360-degree tools

# Take **your first step**

Are you interested in learning what self-awareness can do for you or your organization? Do you want to help other people understand their personality and realise their potential?

**Talk to us** – let's work out what your first step is.

We can help you to:

- **Identify your goals** or the goals of your organization
- **Understand the link** between self-awareness and personality assessments
- **Create a solution** for people development
- **Become a qualified practitioner** in personality assessments

Our consultants are psychologists with in-depth organizational experience and expertise to deliver a solution that's right for you and your people.





# Self-awareness

**It's the first step to being better  
— at work and in life.**

- Feel more confident
- Understand reactions
- Make better decisions
- Capitalize on strengths
- Be a better leader
- Understand other people



Find out more about how increasing self-awareness can improve performance, in both professional and personal capacities. Read this guide and talk to us – the people development specialists.