

Knowing Yourself: **Self-Awareness** for Strong **Leadership**

Empowering You and Your Team

WELCOME!!



Before we start...



COACH



**CENTERED
OPEN
AWARE
CONNECTED
HOLDING SPACE**

COACH

LEADER NOWADAYS



What is your definition of Leadership?



- 2 papers
- 1 definition each
- key words only



Our topic today

1. Developing personal leadership

- Settling into one's role
- Developing self-awareness
- Being the leader of the time
- Being proactive

Think about a recent situation:
When you were planning something new
(a project, a new post ...) and you got stuck



Strengths versus weaknesses: Which dog do you feed?

A man was telling a story:



“ Inside of me there are two dogs. One of the dogs is mean and evil. The other dog is good. The mean dog fights the good dog all the time.

When asked which dog wins, he reflected for a moment and replied:

“The one I feed the most.”

(George Bernard Shaw)

The role(s) of our Saboteur

- Keep us playing small
- Hidden away from:
 - fulfilling our dreams/plans/visions
 - living to our fullest potential
 - being vulnerable, powerful and authentic (just as we were when children).
- **AND - believe it or not: PROTECTING US!!!**



3 stages of Saboteur's influence

1. Vision

I am questioning myself:

Who do I want to be? What do I want to have? Where do I want to go?

Saboteur = laid-back position 😊

2. Planning

I start to implement my vision (doing some research, making phone calls, reviewing budget.

Saboteur = starting to get angry 😡

3. Action

I move from planning to action.

Saboteur = starting to panic. It becomes a frightening reality for him!

I leave its grip! It therefore makes its voice heard! 😱



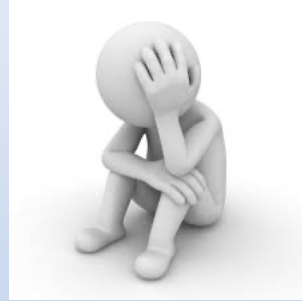
Identify your Saboteur

- What was difficult about the planning situation?
- What was the danger? What did you tell to yourself?



The saboteur's favorite sayings

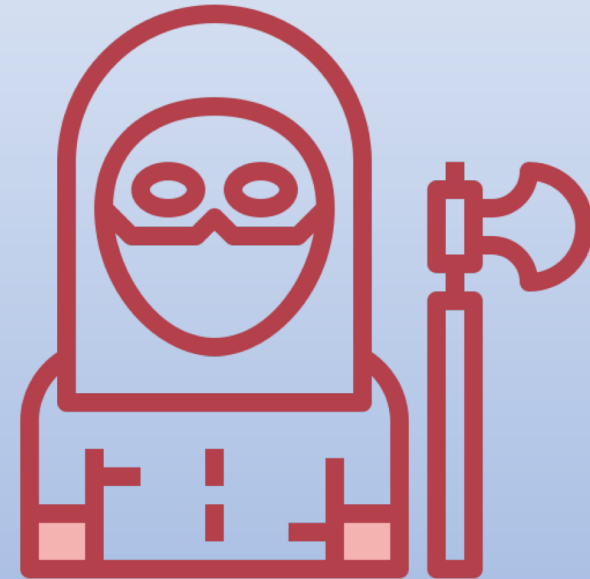
- I'm not worthy
- I'm not capable
- I will lose respect
- I will lose control
- I will let them down
- I will disappoint them
- I will hurt them



- I will get bored...
- I better not fail
- It's my fault
- I'm too old/young/small/..
- If I put myself out there, I will be judged
- No one wants to listen to me

What does the Saboteur sound like?

- Your mother or father?
- Your grade one teacher?
- Your former boss?
- Your spouse?



The JUDGE

Draw a picture of your Saboteur
Give it a name



Victime



Hyper -vigilant



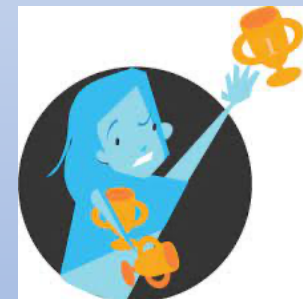
Hyper-rational



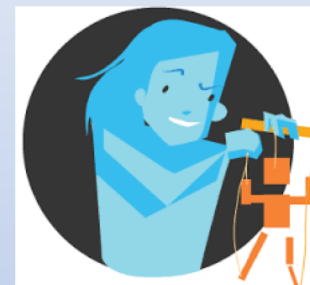
Stickler



Avoider



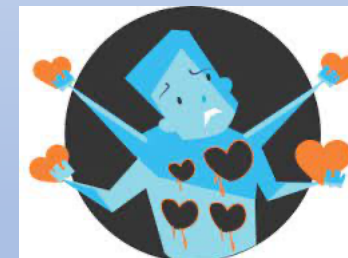
Hyper-achiever



Controler



Restless



Pleaser

The characteristics of our Saboteur(s)

His name	His mission
The Stickler	To take our need for perfection, order, and organization to an extreme
The Pleaser	To gain acceptance by constantly helping, pleasing, and rescuing others
The Hyper-Achiever	To pursue constant performance and achievement for self-validation
The Victim	To feel that bad things always happen to us and use our “poor me” message as a way of gaining attention

The characteristics of our Saboteur(s)

His name	His mission
The Hyper-Rational	To have an intense and exclusive focus on the rational and analytical aspects of everything, including relationships
The Hyper-Vigilant	To feel intense anxiety about all the dangers and uncertainty surrounding us
The Restless	To constantly be in search of greater excitement through perpetual business
The Controller	To take charge and control situations and other people
The Avoider	To avoid difficult and unpleasant tasks and conflicts

Overcoming Our Saboteurs

Our saboteurs

= very justifiable

= feel like the “right way”



To become less than we want to be!

So, how do prevent them from causing a damage?

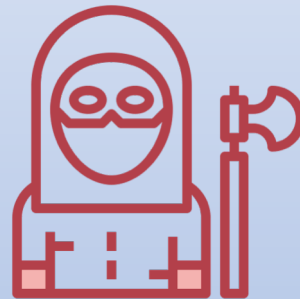


How to feed the right dog ?

To turn down the Judge:

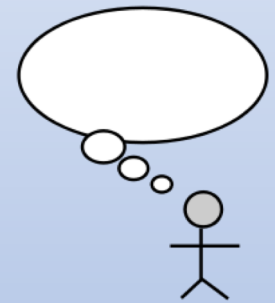
We need to know

- how our Judge operates
- who are our primary saboteurs.



In order to find out that:

- our Judge isn't who we are
- it is just a voice that we can intercept and expose.



Let us not fight with this voice, but label it as a thought we can let go of.

How to feed the right dog ?

To turn up the Sage:

- We need to adopt his perspective:
“Any problem you are facing is an opportunity”
- We should strengthen our “positive intelligence” brain muscles
- We need to perceive our Saboteur’s voice as an invitation to slow down and connect with ourselves
- We will take deep breaths, check our posture....



Feed your intuition, values and dreams and you empower your Self.

Feed your fears and you empower your Saboteur, and the Saboteurs of other people

Think again about your situation:
How will you deal with it tomorrow?



For me, knowing my saboteur(s) have helped me deepen my self-awareness. While it has exposed some things I don't like about myself, I now feel more empowered to become more of the person I want to be. I hope it does the same for you.

THANK YOU FOR YOUR ATTENTION

Lydia HAFERBURG

<https://www.linkedin.com/in/lydiahaferburg/>

