



Emerging Leaders



Learn your impact and grow as a leader

Lesson 2 :
Self Awareness/
Personal Growth

Promoted, Now What

As individuals are promoted into new leadership roles within their organizations, they face several concerns. These concerns are universal for all new leaders, whether you are leading a project or leading a team. New leaders afraid to meet these concerns often struggle to lead and develop the team. Let's cover some of the more common problems for ease of understanding.

Self-awareness allows us to lead the team with out fear move past our needs to the team's.

Self-awareness is rarely the first thing people think of when they say the word, leader. We are all aware of the leader whose primary goal is to advance themselves at any cost and step on everyone they can to get there. I have seen and, if 100% honest, done some of these things in my corporate career. But over time and with understanding, a leader can become self-aware. Today's emerging leaders do not always have the time; with changing markets, supply issues, and employee retention all needing the immediate attention of all organizational leadership, there is little time for the new leader to make an awareness mistake. To that end, let us look at Self Awareness and Personal Growth.



Personal Growth:

What is personal growth, and why should it matter to emerging leaders? Personal growth is the action of improving one's self. It can occur by reading, attending a conference, or working with a coach. Let's take a moment to discuss each. Reading a book about leadership, growth, change, and improvement. Remember, we are starting to apply the same techniques that made us an expert to becoming a leader of experts. The second is conferences. The conference is an essential process in your growth. It allows you to learn from excellent speakers and trainings and provide a deeper understanding of leadership or growth concepts. It also allows you to connect to other leaders and build a relationship of mutual development with support as you face the struggles ahead. Finally, hiring a coach. ICF reports that they improve relationships (73%), communication skills (72%), interpersonal skills (71%), work performance (70%), work/life balance (67%), and wellness (63%), thanks to coaching. (2009 ICF Global Coaching Study). This type of investment, either by oneself or the organization, can drive more success and more engaged employees. All of the ways of personal growth focus on your ability to change and improve.

Many new leaders face the concept of self-value and concentration. It is because they were the ones selected to be in this new role. They had the experience and knowledge to get them to the next level. Whether it is a new role in an organization or starting your own business, emerging leaders face this concept and can often remain there because they do not seek growth. Leading is not about you. It is about serving others that you are leading. Ask any orchestra conductor; if it were about him, then he would need to be playing all the instruments. When he turns away from the audience and faces the orchestra, he shines because he helps others shine. Leaders have to focus on that concept more and less on serving themselves.



Growth only happens when you invest in it

Self Awareness:

Self-awareness is one part of personal growth. An essential element if you tend to insist you are the one with all the answers. Emerging leaders must continue to show up as the final decision-maker in all aspects of the process. It is common to see leaders who have been in leadership roles for years still maintain this attitude. Real leaders understand that there is no way for one individual to know everything; it is not part of the job requirement. New Leaders need to be aware of their strengths and weaknesses. Allowing them the ability to serve their organization and be able to seek assistance for help in the weak areas. No one person can know and do it all.

Even in an age when information and training are very attainable, leaders will often stick to what they know is best or right. It is time to move past this misinformed notion and understand our weaknesses and strengths. Self-awareness allows us to serve the team better and develop them. Leaders can better find and care about those they lead when they know themselves. This awareness is not easy to uncover, but when you truly know yourself, you increase your ability to connect and inspire others to their success.

Self-awareness often gets a bad connotation around it because we think of the new age very emotional way of learning yourself. This process is a way, not the way, for everyone. I remember the first time I tried a self-awareness class, and they started to talk about touching your pain and finding a spirit animal, which was not for me. I left that day sure of only one thing I was never spending money on that "quack" again. But as I have discovered there are other ways to be self-aware, from journaling to working with a coach or personal assessments. No one method works for everyone, but there is a way for you to learn and grow with your self-awareness.



Self Awareness allows one to know their strengths and weaknesses.

Final Thoughts

Personal growth and self-awareness require us to study and take action to find a path forward. If you believe you already know everything, if you judge and are willing to degrade others, and if you treat others lesser, then you genuinely need personal growth. If you hold others as equals, celebrate differences, and are not afraid to ask questions, you are well on your way to personal growth. Every Emerging leader needs to look at themselves for ways to be better, either relationally, personally, or mentally. It not only helps you face your truth but helps you to better connect with others and become a leader of experts.



If a leader has to remain the only one at the top then your problem is not with others it is only with your ego.

For a deeper understanding, you may read the following books:


The 15 Invaluable Laws of Growth by John C Maxwell


For more information on developing your leadership and please contact 1LEAD.




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