

*Leading Self & Others
Motivation & Leadership*

Leadership, Motivation and Engagement

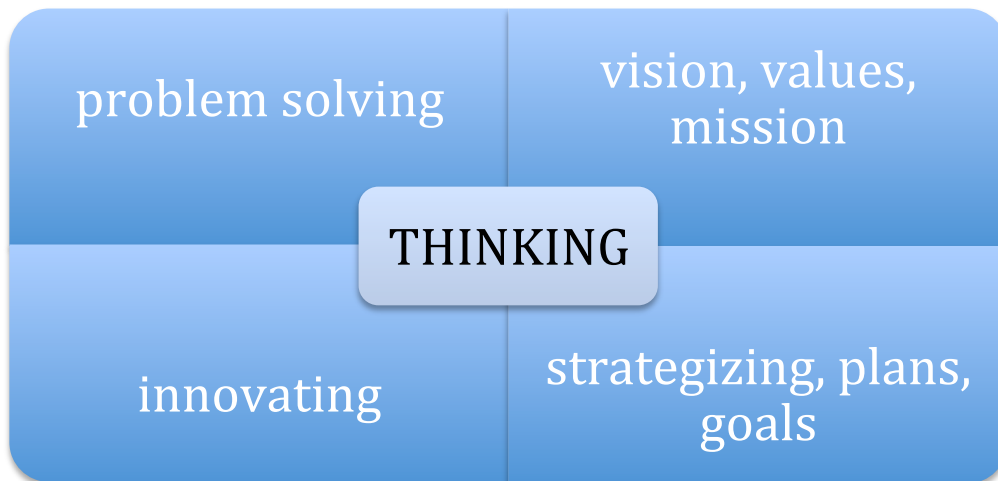
27th October 2016



**CAMBRIDGE
INNER GAME
LEADERSHIP**
Cambridge UK Branch



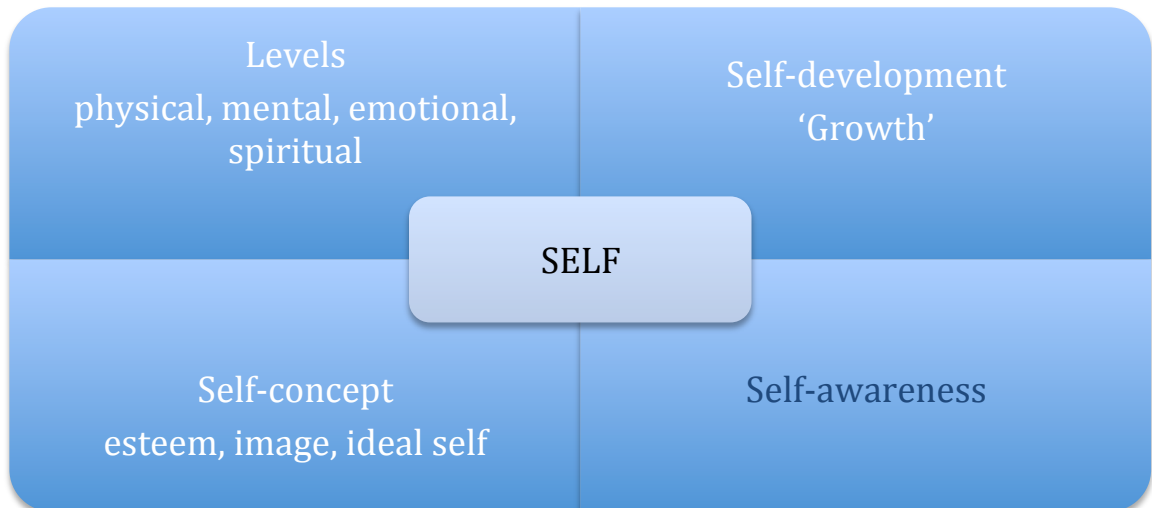
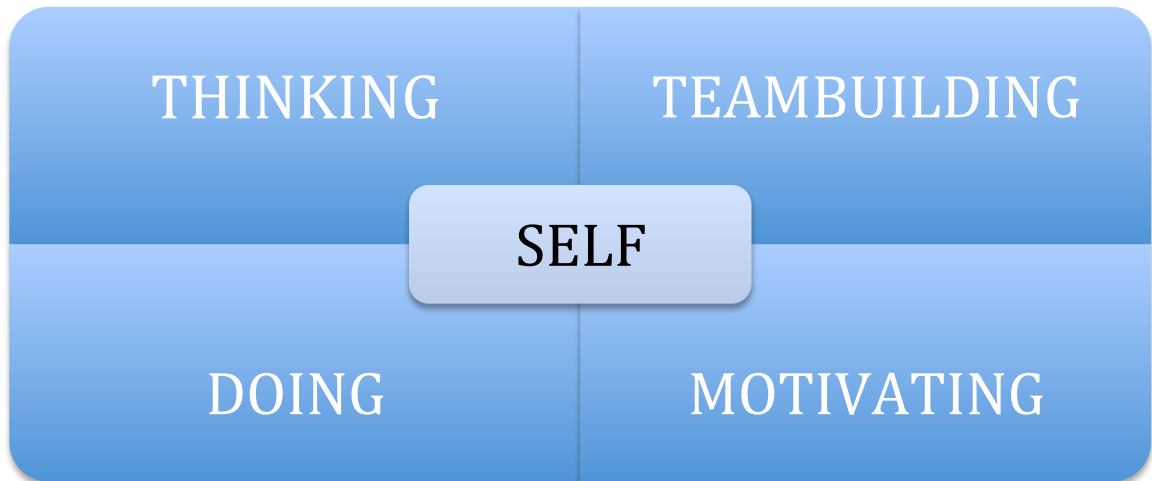
Approved
Centre



Activity:

Go through the list of Thinking and Doing skills in the above figures and create a checklist of those you think essential. Add any that you think may be missing. Now rate yourself, or a leader you have in mind, out of 10 for each of the skills (10 being highly rated). The lowest scores will be the Achilles' heel of you, or that person's leadership performance. How important is that skill and how fatal is it, if it is weak or absent?

Checklist	Self-Assessment from 1 to 10
Problem solving	
Vision	
Values	
Mission	
Innovating	
Strategising	
Plans	
Goals	
Turn Key Operations	
Time Management	
Meetings	
Projects	
Implementing	
Producing Systems	
Producing	
Recruiting	
Appraising	
Firing	
Anything missing you want to add?	
Lowest performance: how important is that skill and how fatal is it, if it is weak or absent?	



Activity:

Again with the above figures around self, make your own self-assessment and create a checklist of those you think essential. Add any that you think may be missing. Now rate yourself, or a leader you have in mind, out of 10 for each of the skills (10 being highly rated). The lowest scores will again be the Achilles' heel of you, or that person's leadership performance. How important is that skill and how fatal is it, if it is weak or absent?

Checklist	Self-Assessment from 1 to 10 How important are these areas for you?
Thinking	
Team Building	
Doing	
Motivating	
Physical level	
Emotional level	
Spiritual level	
Self Development 'Growth'	
Self concept of Esteem	
Self Concept of Image	
Self concept of ideal self	
Self Awareness	
Anything missing you want to add?	
Lowest performance: how important is that skill and how fatal is it, if it is weak or absent?	

Tools to help improve self-awareness

- Acquiring quality feedback
- Using diagnostic profiling tools
- Starting a journal
- Challenging yourself to leave 'comfort zone'
- Imagining

Do not attempt to become more self-aware by undertaking all five ways at once. Instead, choose one way that will appeal to you and make a plan to work at it for at least 3 months and to track your progress by using the reflection diary.

1. Where and who will you get good-quality feedback from? When and how will you ask them? How can you access them and their expertise? From a strictly leadership point of view, acquiring a coach, or mentor can turbo-charge your performance, precisely because of the quality of feedback that they can provide.
2. What diagnostic profiles have you already completed? Consider strengths and blind spots already known. What can you do with this knowledge?
3. Review your own life in detail: what you have done which speaks volumes about the real 'you', not the imaginary 'you' or the false 'you' that you may have inadvertently constructed over time in your own mind? Is it easy to keep your journal? Once a week log at least three achievements. Review your week to spot any patterns. Remember, this is a key issue in building self-esteem: it builds a portfolio of evidence that becomes believable even to the unconscious mind.
4. Challenge yourself to leave your comfort zone. What activity will you undertake? Usually new learning is necessary to do something never done before. What would make you proud, if you did it? What did you want to do as a child, or young person, but never did? What would give you a real stretch? Remember if all this seems difficult, children do this all the time.
5. Imagining.... or daydreaming and asking 'what if?' When will you visualise? How? Under what conditions? It is important to stay relaxed. Go into peripheral vision and start your deep breathing exercise. Then if you wish you can close your eyes and start imagining and visualising.