

Personality and self-awareness

Helen Rayner, Lead Consultant, November 20th 2018
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How do we develop self-awareness?



Why increase self-awareness?

Understanding yourself is the key to understanding others

Self-awareness has positive benefits at work:

- Wellbeing
- Performance
- Leadership

“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

Definitions of self-awareness

“Self-awareness”
refers to the capacity
to become the object
of ones own attention.

Morin, 2006

Self-awareness can be defined as a higher
level concept which includes the extent to
which people are consciously aware of their
interactions or relationships with others and
of their internal states

Sutton, Williams, & Allinson, 2015



Definitions of self-awareness

Having an understanding of why you think, feel and act the way you do across situations

Knowing why you feel the way you do

Knowing what makes you 'you' and how this affects the way you behave

An ability to self reflect and introspect on one's thoughts, feelings and place in the world. Used in comparison with others as a way of self monitoring and self regulation.

Knowing yourself

Like an "out of the body" separate consciousness observing yourself as if a separate being

Probably slightly above average as it's the nature of my job

Four aspects of self-awareness



Insight

- Ability to name feelings, comfort with uncomfortable feelings, understanding one's motives



Reflection

- Reflecting on one's thoughts and feelings, valuing self-reflection and others' self-reflection



Rumination

- Recalling negative events, considering the past and how they could have done things differently



Mindfulness

- Paying attention to the present moment, having a focus mind (not wandering)

The survey

Personality and self-awareness

Introduction

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Are some people more self-aware than others?
number of questions about your self-awareness
Whatever your experience of MBTI type and w

All data collected from the survey will be entire
for some personal data. Storage of the data co
specific individuals or organisations.

We will publish a summary report of the results
complete. In order to complete this survey, yo
completing the Myers-Briggs Type Indicator (M

The survey is in 3 parts:

About you
Your views on self awareness
Your behaviour

The survey should take you no more than 15 m

- > Participants were asked questions on:
 - > Aspects of self-awareness
 - > Advantages and disadvantages of self-awareness
 - > How their self-awareness differs from others
 - > Areas where self-awareness was most useful
 - > How personality informed day-to-day behaviour
 - > How knowing about their personality has had an effect on their life
 - > Methods used to develop self-awareness, and which were most useful
- > The participants:
 - > 937 people, 71% female, average age 45 years
 - > 63% working in HR, coaching, people development
 - > 57% UK, 17% US, 14% ROW, 12% Europe

How have you developed self-awareness?

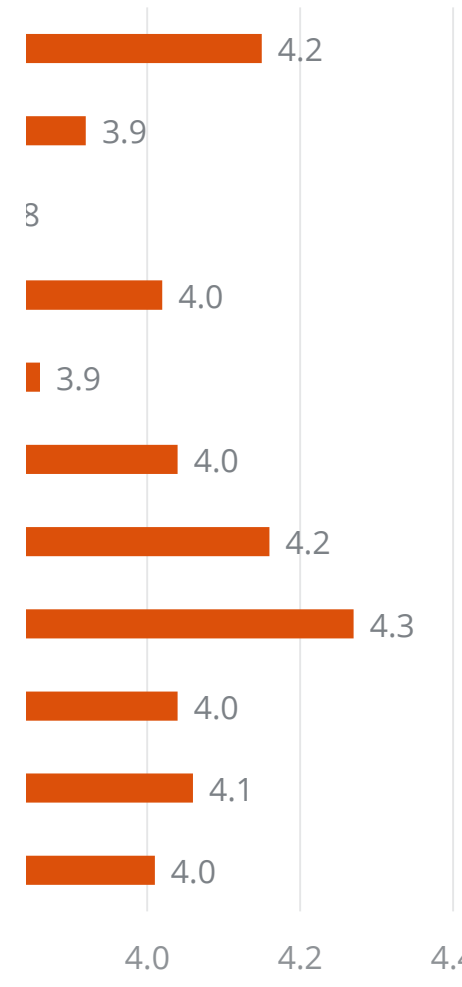
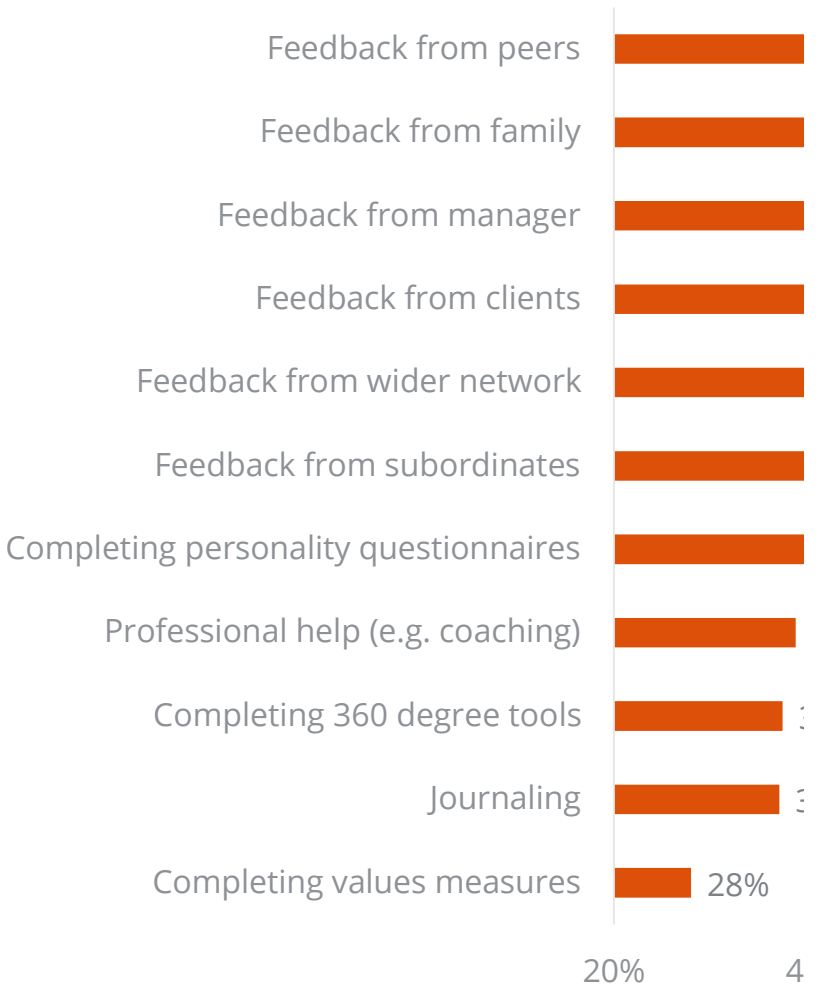
Feedback

- From manager
- From peers
- From subordinates
- From clients
- From your wider network
- From family

Other methods

- Completing personality questionnaires
- Completing 360° tools
- Completing values measures
- Professional help (e.g. coaching)
- Journaling
- Training to be a coach

How others gather feedback



20% 4
Ha

What advantages are there to being self-aware?



Number of people mentioning each advantage



What disadvantages are there to being self-aware?

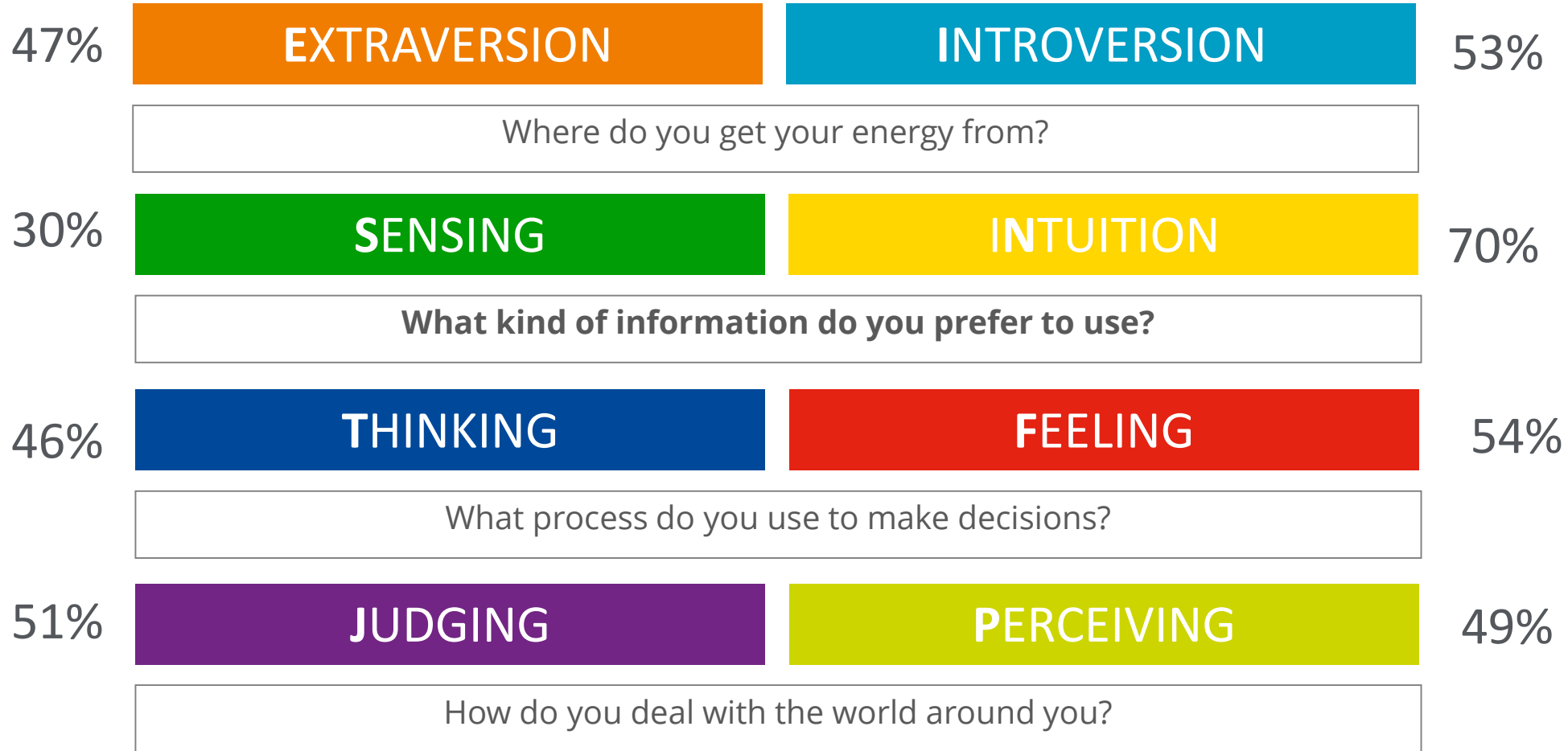


Number of people mentioning each advantage





The four dimensions of type



Insight



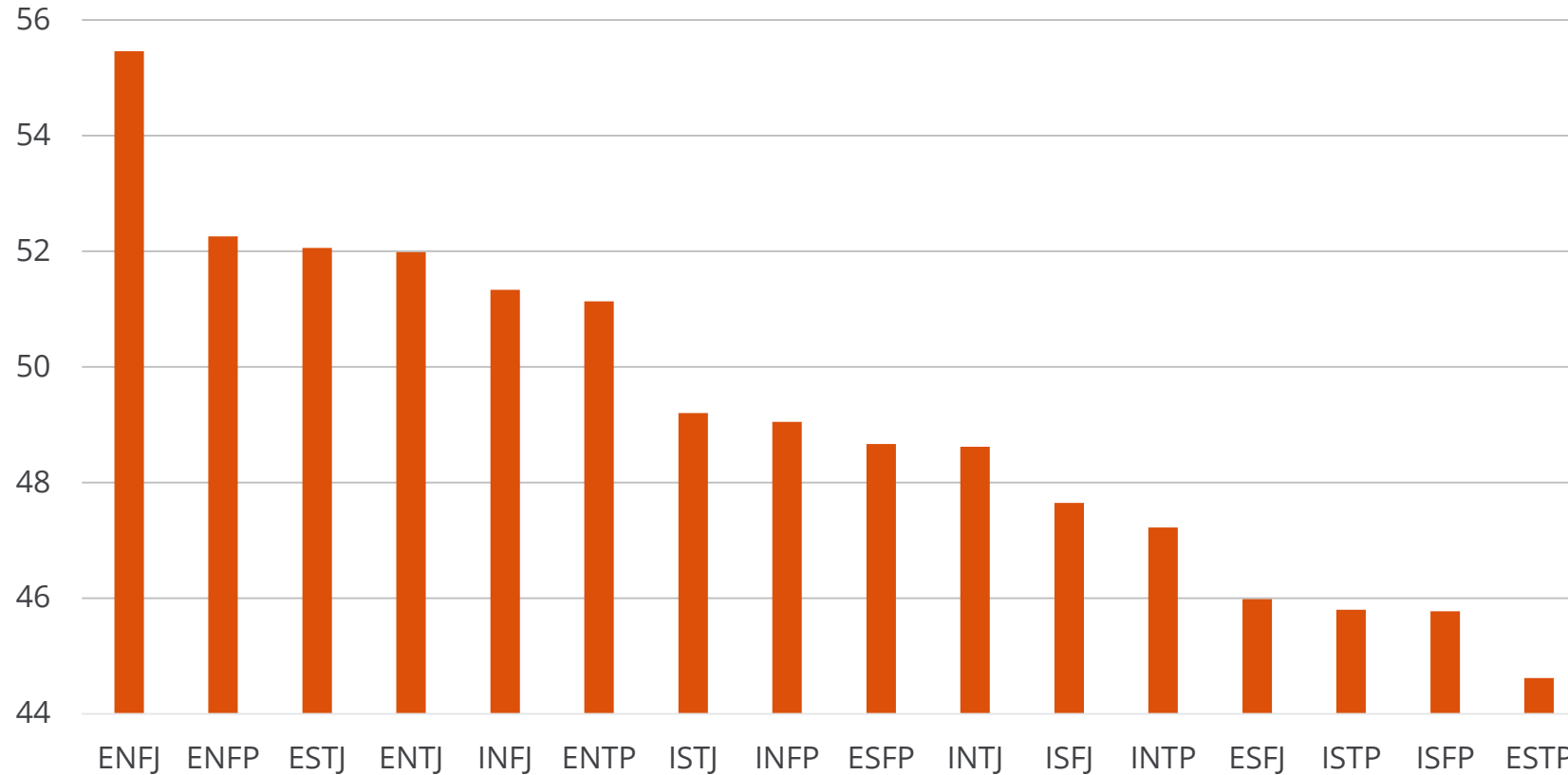
Ability to name feelings, comfort with uncomfortable feelings, understanding one's motives

Extraversion

Intuition

(Neither)

(Neither)



Reflection

Reflecting on one's thoughts and feelings, valuing self-reflection and others' self-reflection

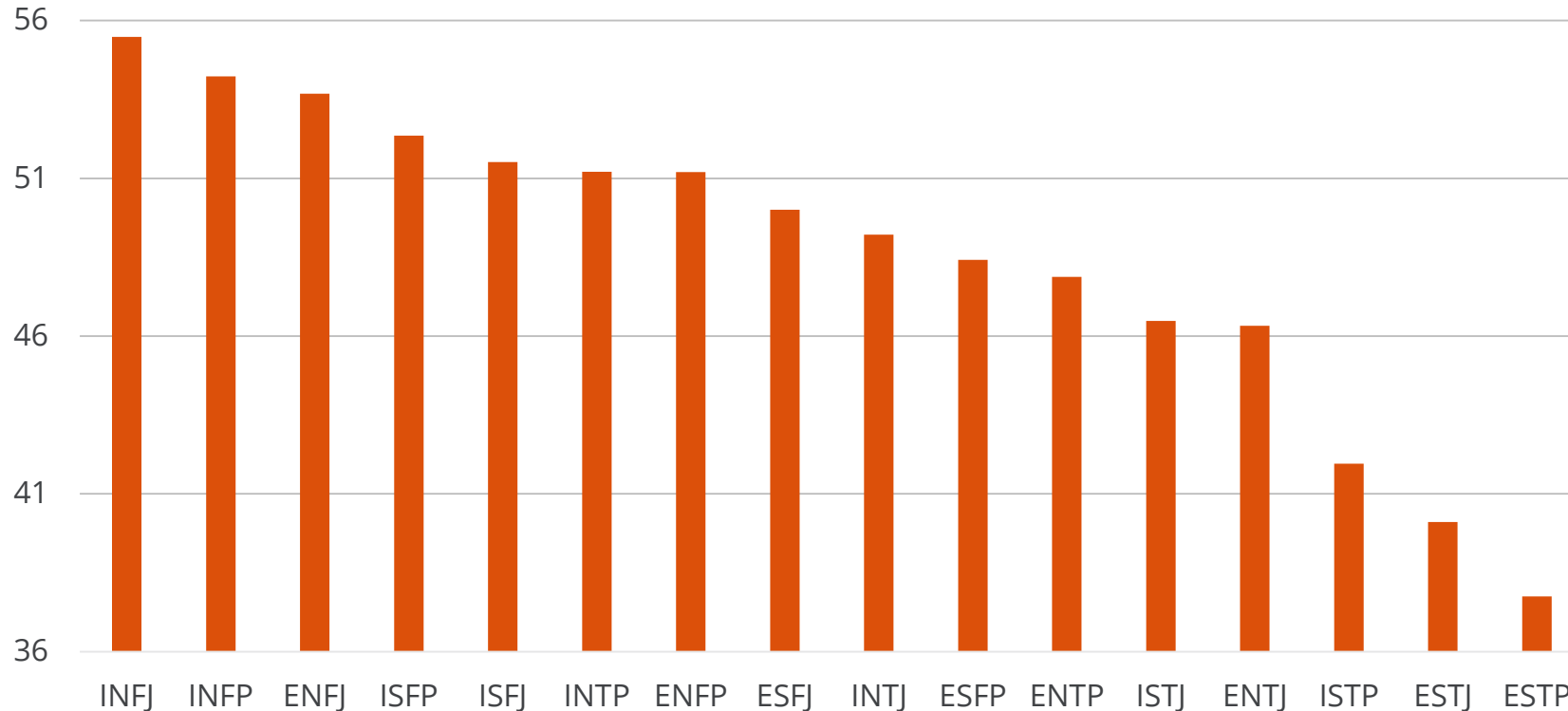


Introversion

Intuition

Feeling

(Neither)



Rumination

Recalling negative events, considering the past and how things could have been done differently

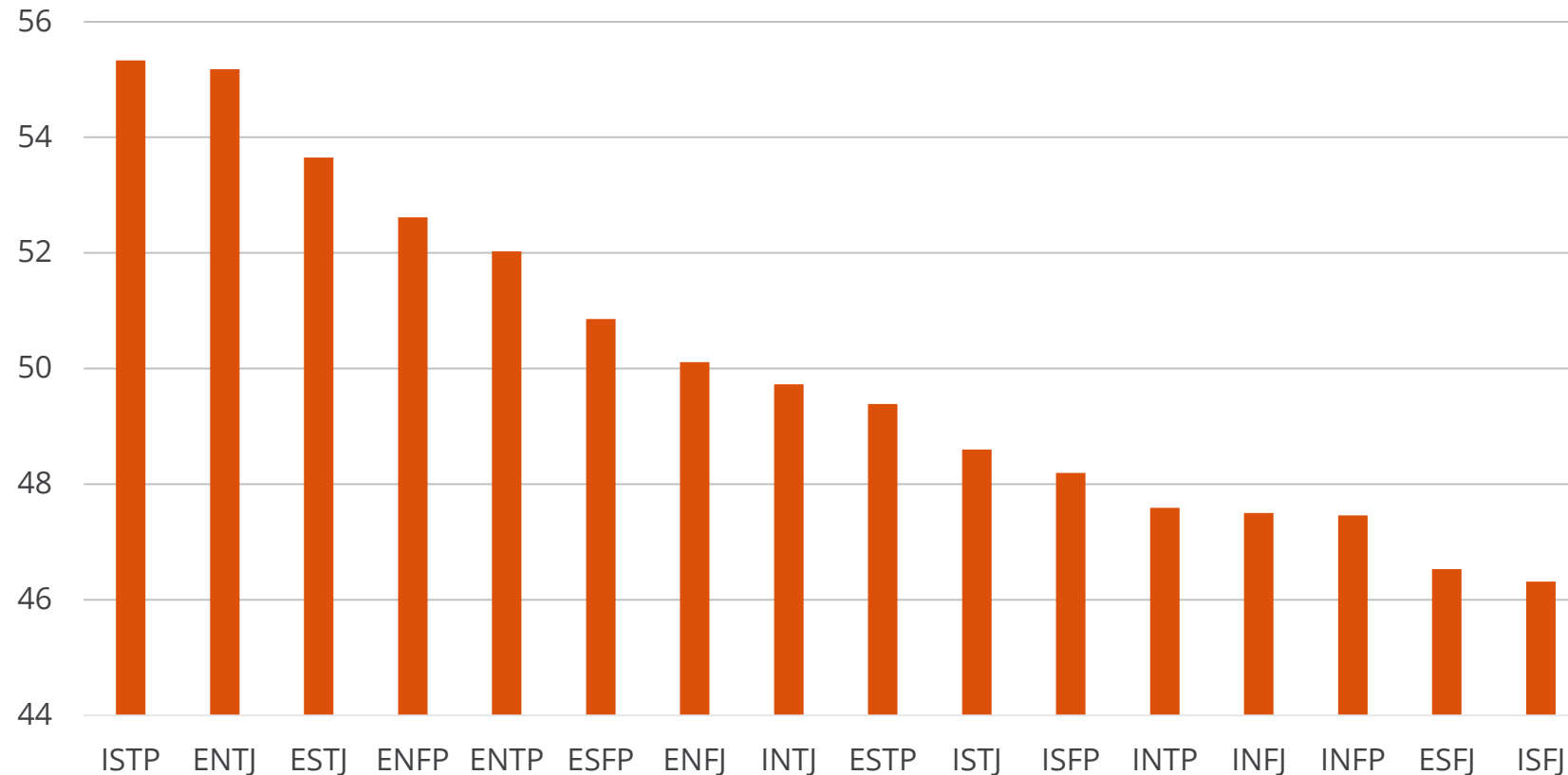


Extraversion

(Neither)

Thinking

(Neither)



(not) Mindfulness

Rushing between activities, operating on autopilot, having a wandering mind

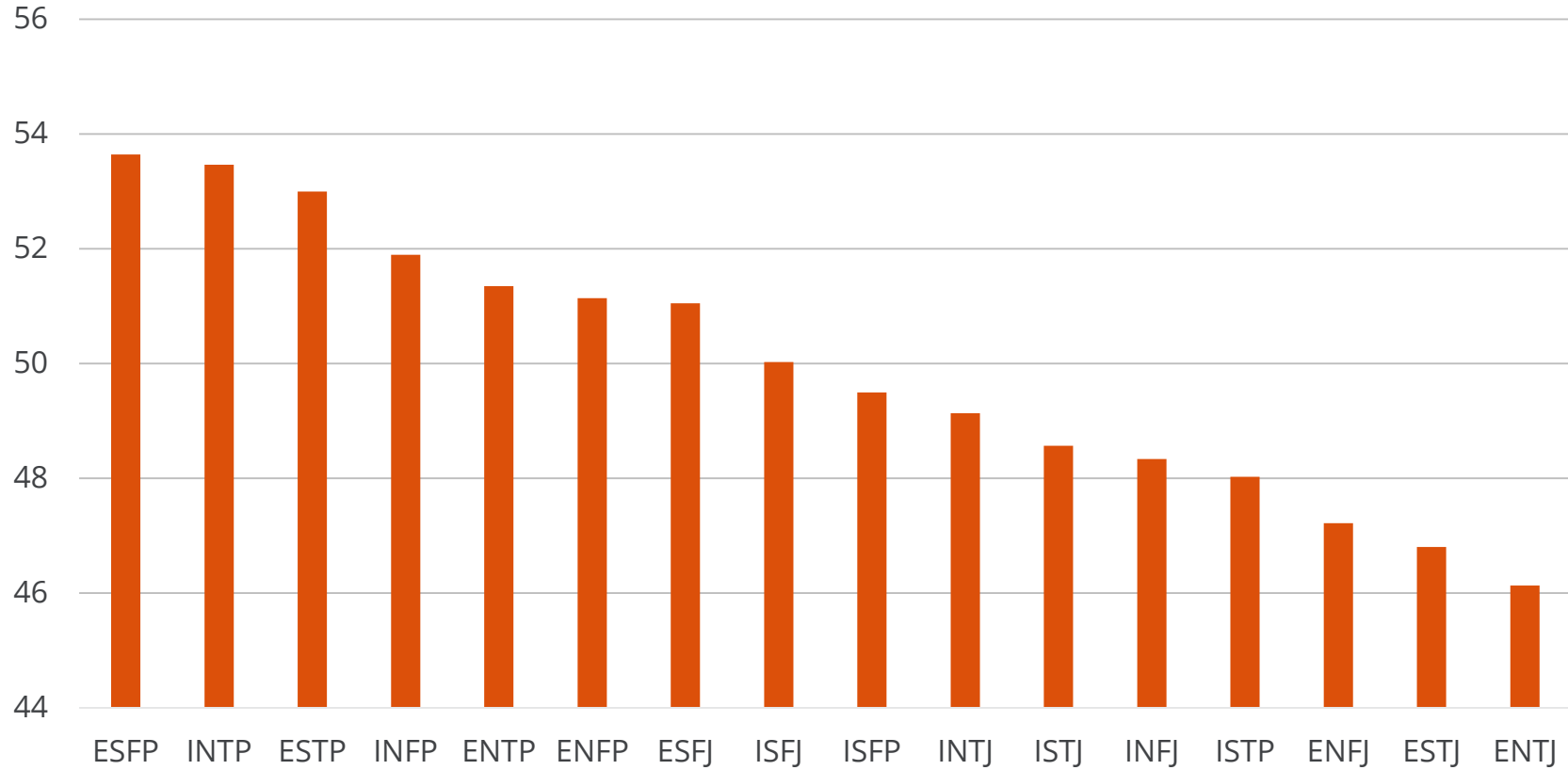


(Neither)

(Neither)

(Neither)

Perceiving





Developing self-awareness: what works?

Frequently used methods

- Feedback from peers
- Completing personality questionnaires
- Feedback from family

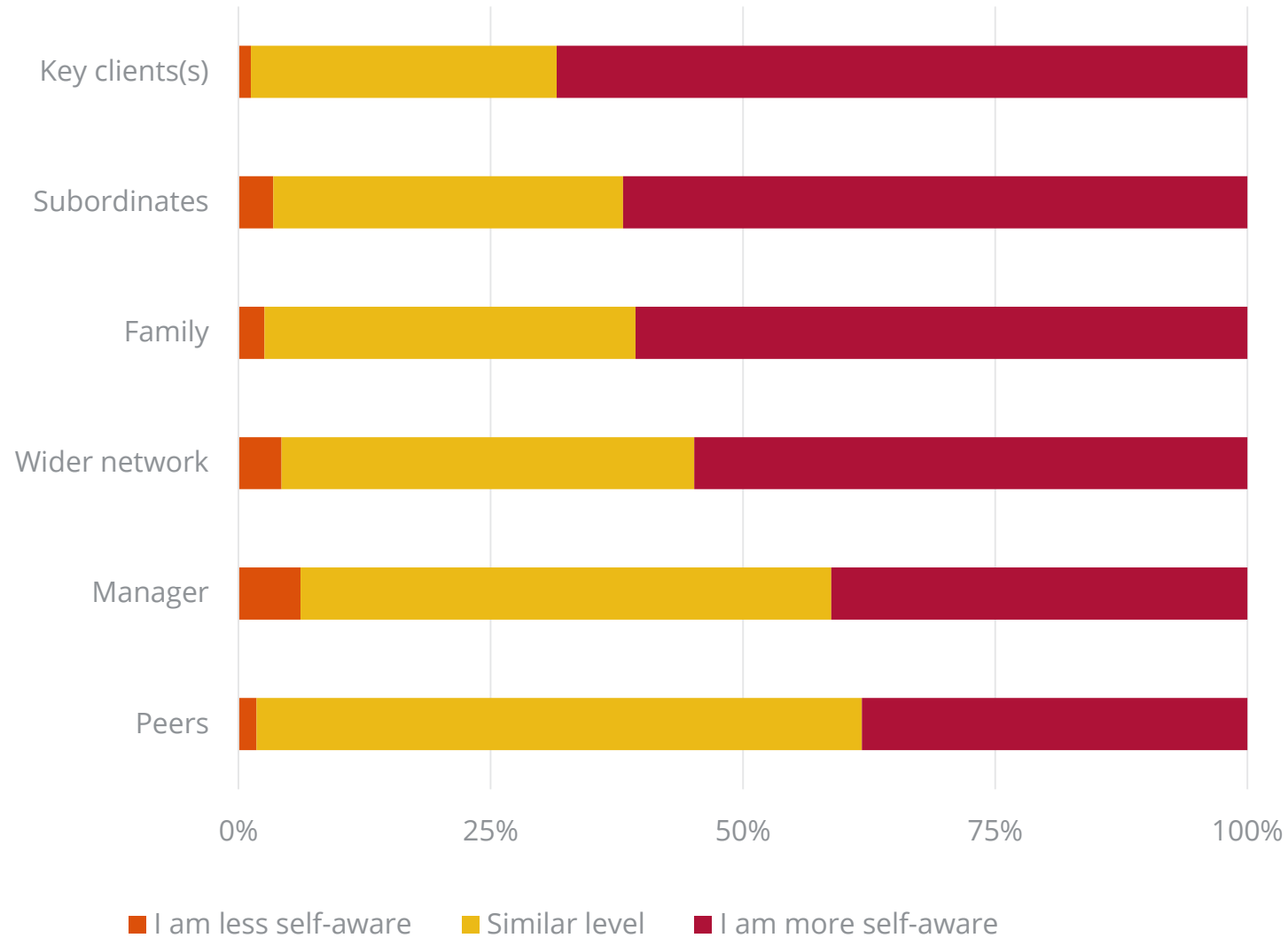
Most effective methods

- Training to be a coach
- Professional help (e.g. coaching)
- Completing personality questionnaires

Are you using the most effective methods to develop self-awareness?



How self-aware are you?





Since becoming aware of your MBTI type...



Type and self-awareness - conclusions

- There are advantages to being self-aware
- Self-awareness may have a number of components:
 - Insight, Reflection, Rumination, Mindfulness
- The methods most used to develop self-awareness may not be the most effective
- Awareness of type does bring benefits
- People may not be as self-aware as they think





Questions?

HRayner@TheMyersBriggs.com





Thank you