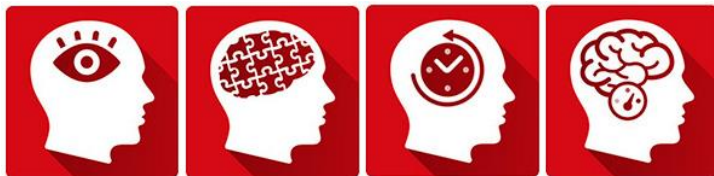


2017 MBTI

Alumnibijeenkomst

Self-awareness



and the MBTI® model

John Hackston

Head of Thought Leadership, OPP Ltd

Why look at self-awareness?

Understanding yourself is the key to understanding others

Self-awareness has positive benefits at work:

- Improved psychological wellbeing¹
- Improved performance at work^{2,3,4}
- More effective leadership⁵

1. Brown, K. W. & Ryan, R. M (2003). The benefits of being present: Mindfulness and its role in psychological well-being. *Journal of Personality and Social Psychology*, 84, 822-88.
2. Church, A. H. (1997). Managerial self-awareness in high-performing individuals in organizations. *Journal of Applied Psychology*, 82, 281-292.
3. Church, A. H. & Waclawski, J. (1999). Influence behaviors and managerial effectiveness in lateral relations. *Human Resource Development Quarterly*, 10, 3-34.
4. Fletcher, C. & Baldry, C. (2000). A study of individual differences and self-awareness in the context of multi-source feedback. *Journal of Occupational and Organizational Psychology*, 73, 303-319.
5. Tekleab, A. G., Sims, H. P., Yun, S., Tesluk, P. E., & Cox, J. (2008). Are we on the same page? Effects of self-awareness of empowering and transformational leadership. *Journal of Leadership and Organizational Studies*, 14, 185-201.

What advantages are there to being self-aware?



MBTI® and self-awareness



The research

The survey

Personality and self-awareness

Introduction

Are some people more
number of questions at
Whatever your experie

All data collected from
for some personal data
specific individuals or o

We will publish a summ
complete. In order to c
completing the Myers-B

The survey is in 3 parts

About you
Your views on self awa
Your behaviour

The survey should take

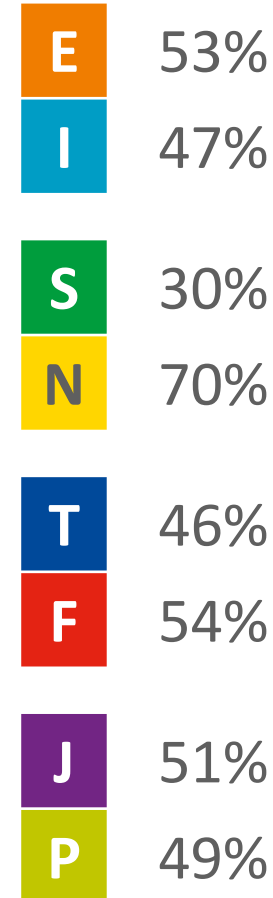
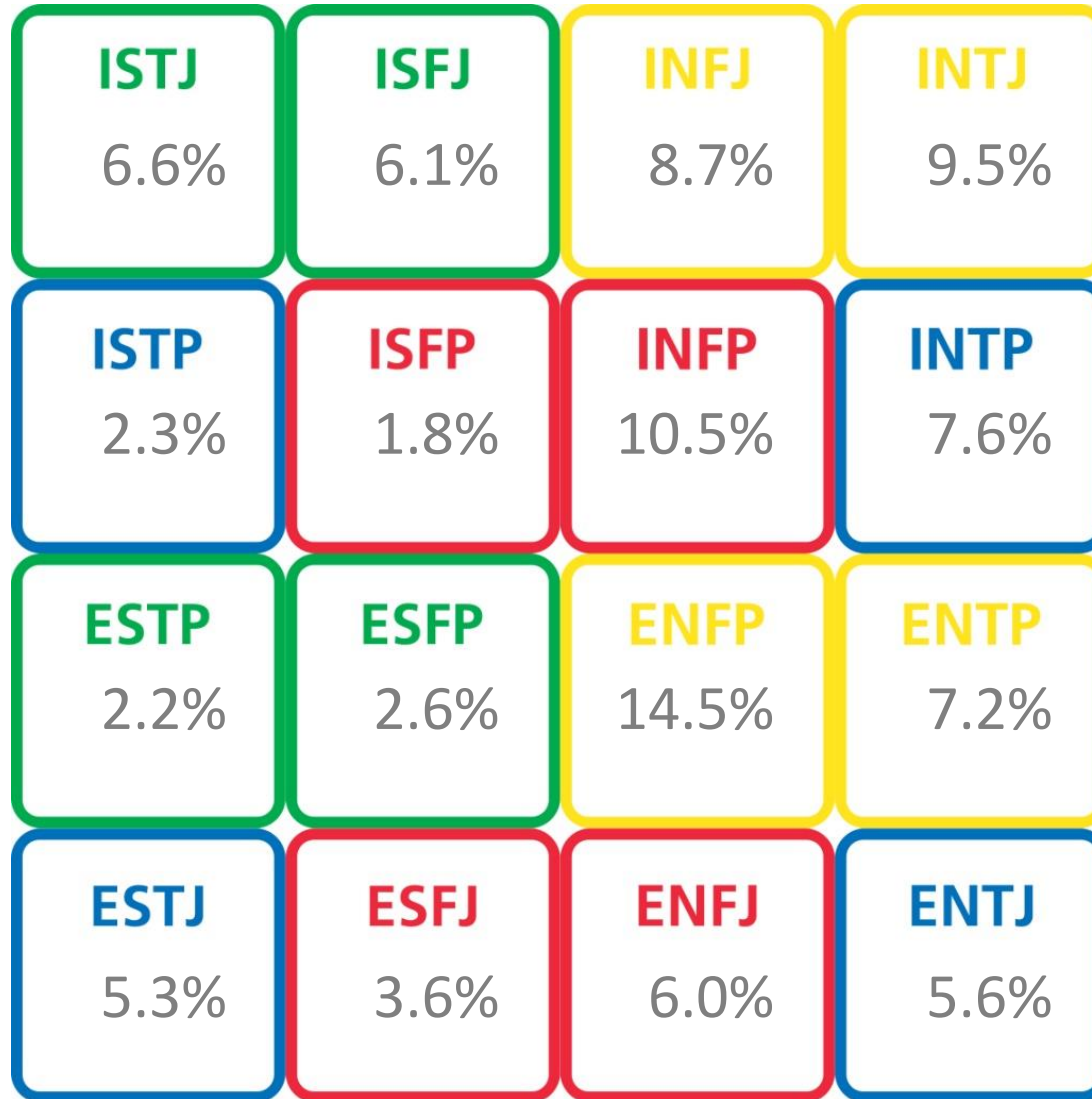
> Participants were asked questions on:

- 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 the MBTI informed day-to-day behaviour
- The effect that knowing their MBTI type has had 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, 4% Netherlands, 1% Belgium

Type distribution



Questions to answer...

- > What is self-awareness?
- > How does it relate to type?
- > Ways of developing self-awareness – how useful are they?
- > Where is self-awareness useful, and how can type help?
- > How self-aware are you?



What is self-awareness, and how does it relate to type?

What is self-awareness?

In a few words, how
would **you** define
Self-awareness?



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

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

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



(not) Mindfulness

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

How does self-awareness relate to type?



Insight



Reflection



Rumination



Mindfulness





Insight

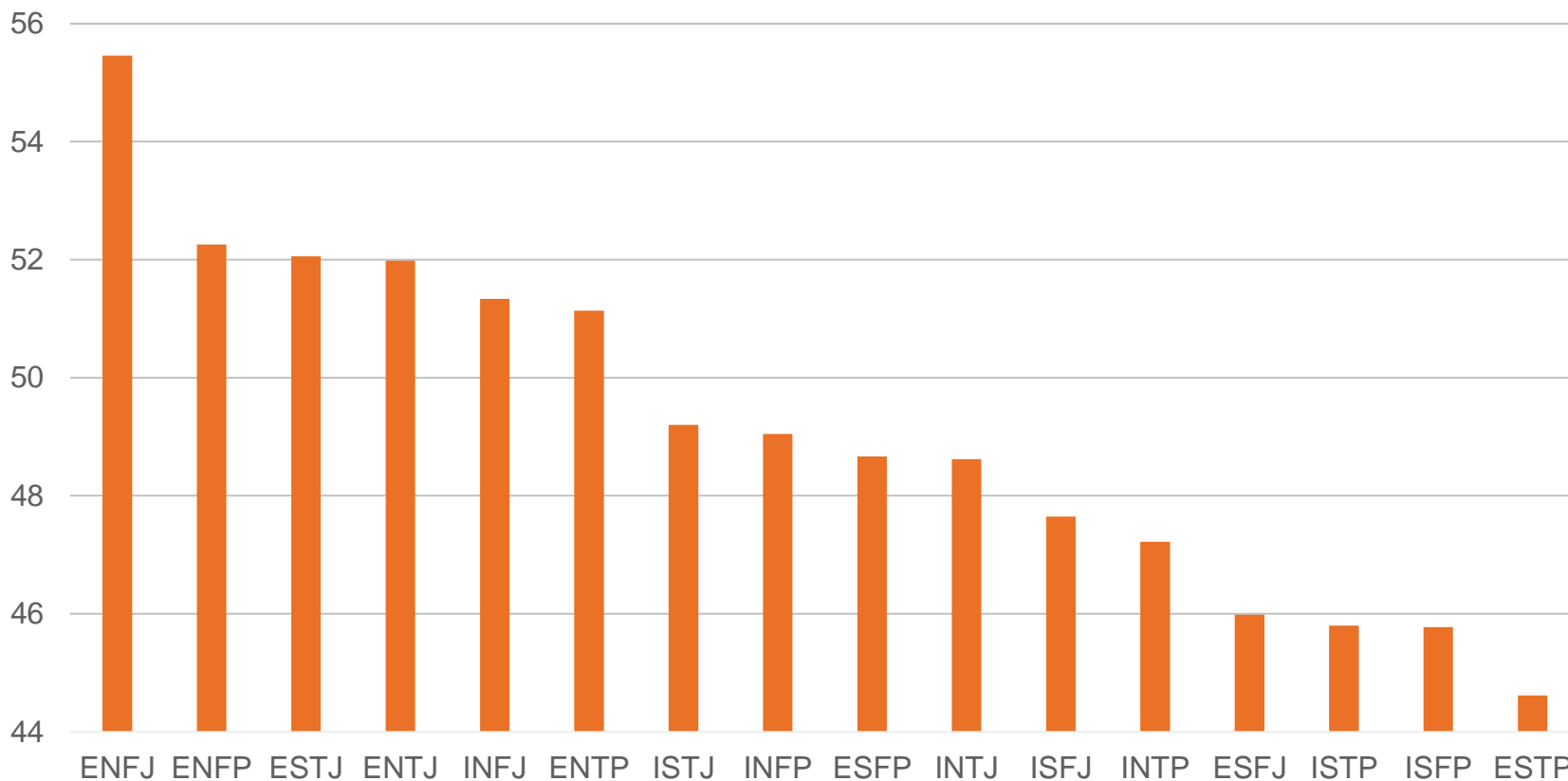
Ability to name feelings, comfort with uncomfortable feelings, understanding one's motives

Extraversion

Intuition

(Neither)

(Neither)





Reflection

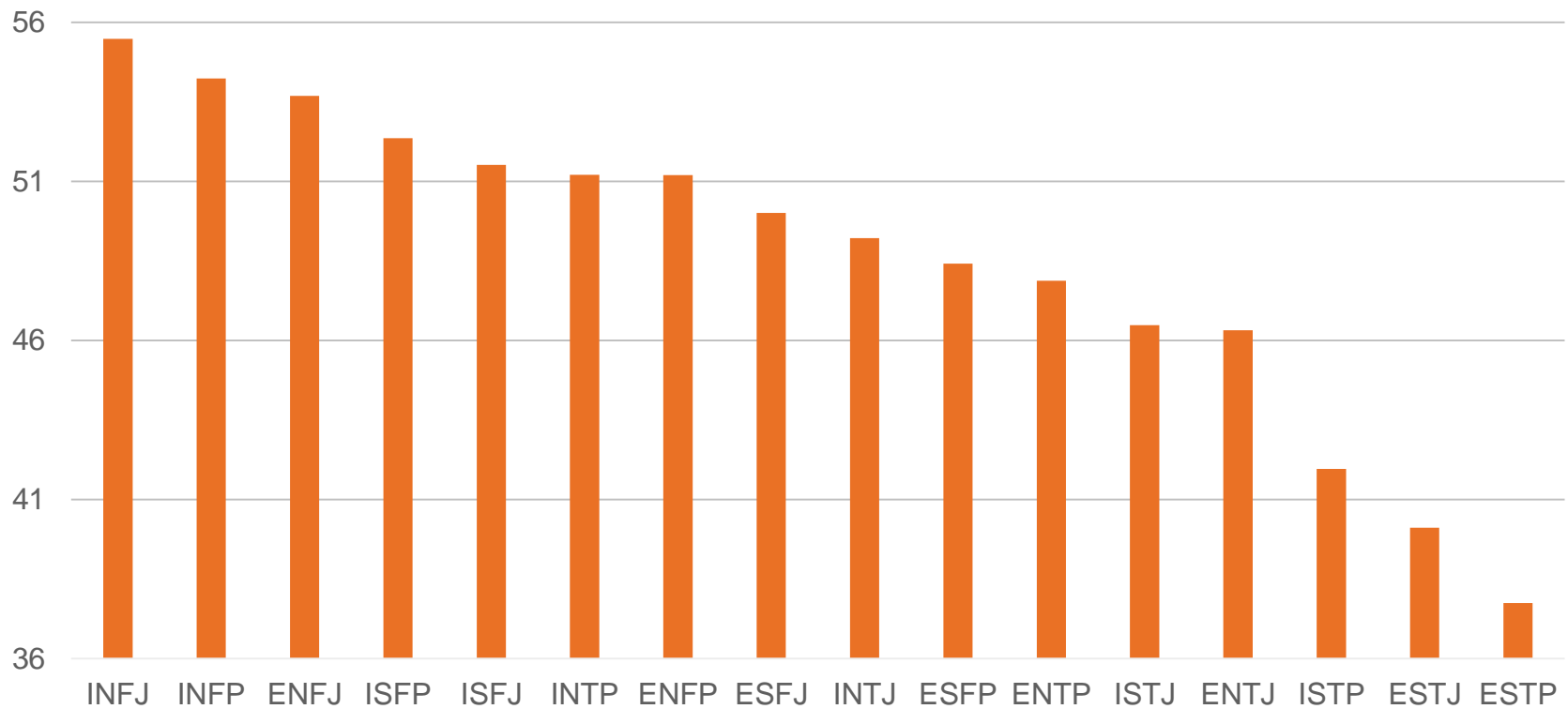
Reflecting on one's thoughts and feelings, valuing self-reflection and others' self-reflection

Introversion

Intuition

Feeling

(Neither)





Rumination

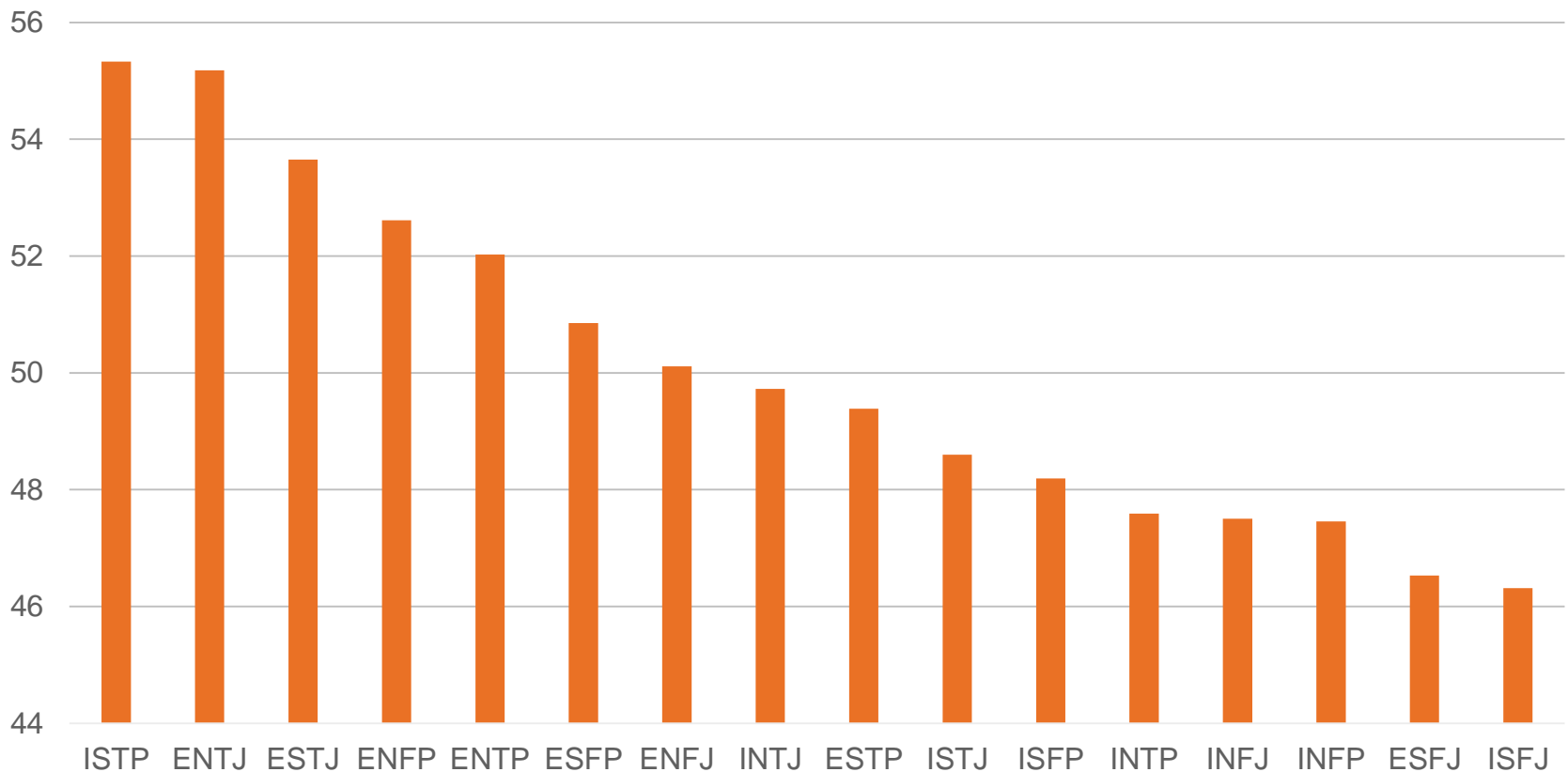
Recalling negative events, considering the past and how things could have been done differently

Extraversion

(Neither)

Thinking

(Neither)





(not) Mindfulness

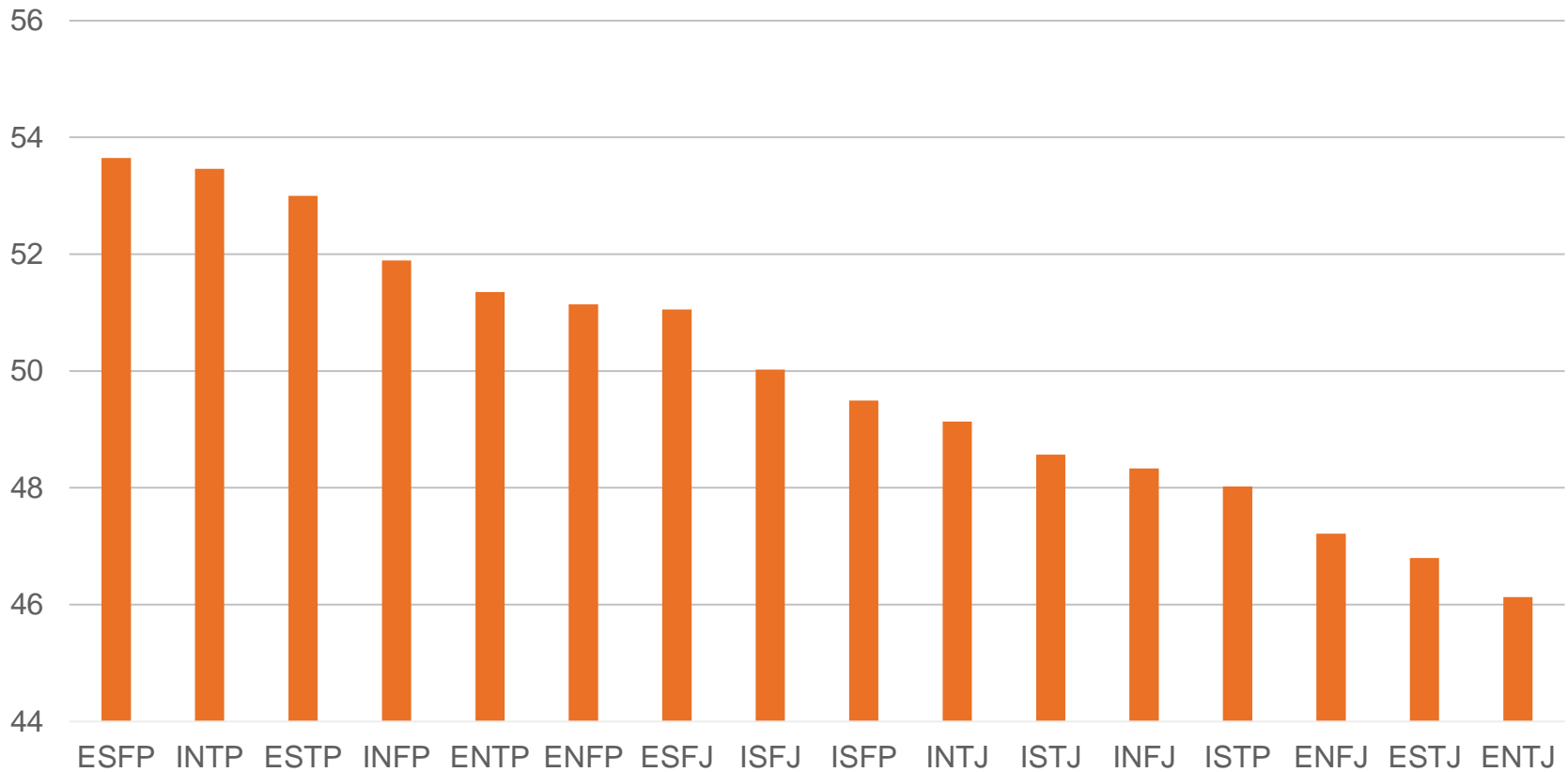
Rushing between activities,
operating on autopilot, having a
wandering mind

(Neither)

(Neither)

(Neither)

Perceiving



Developing self-awareness

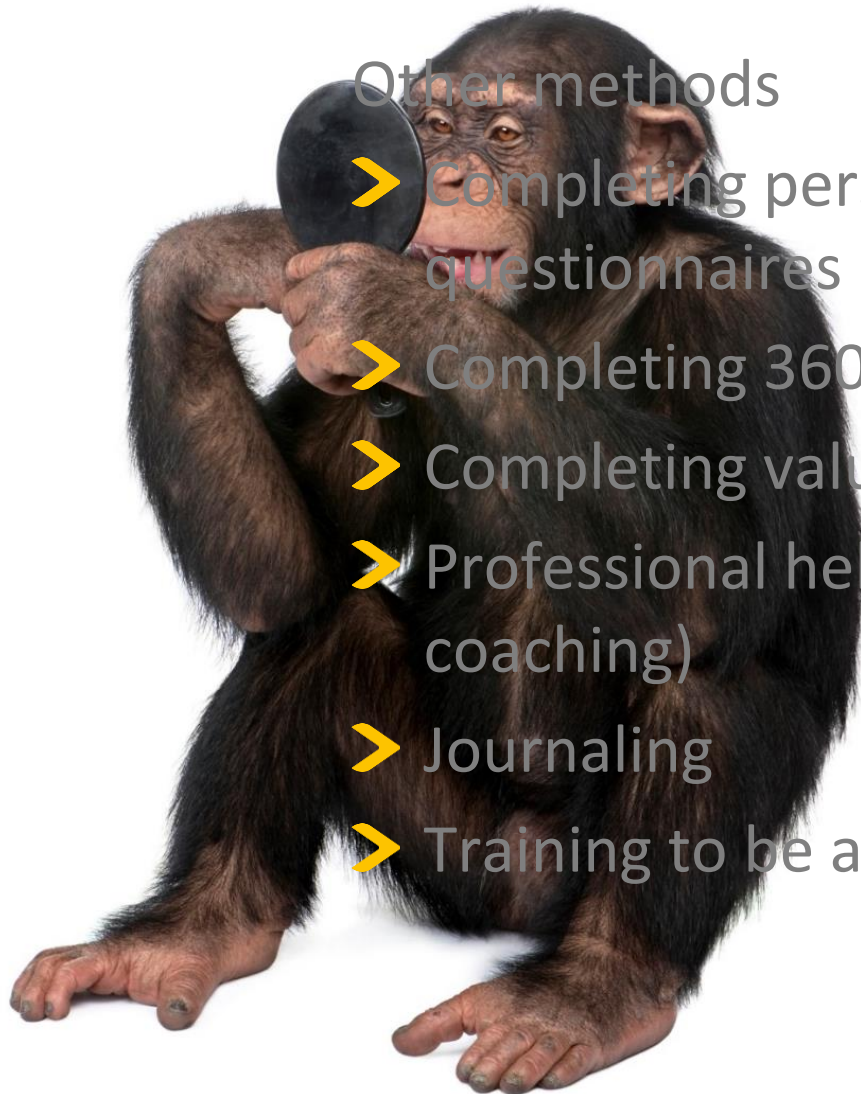
How have you developed self-awareness?

Feedback

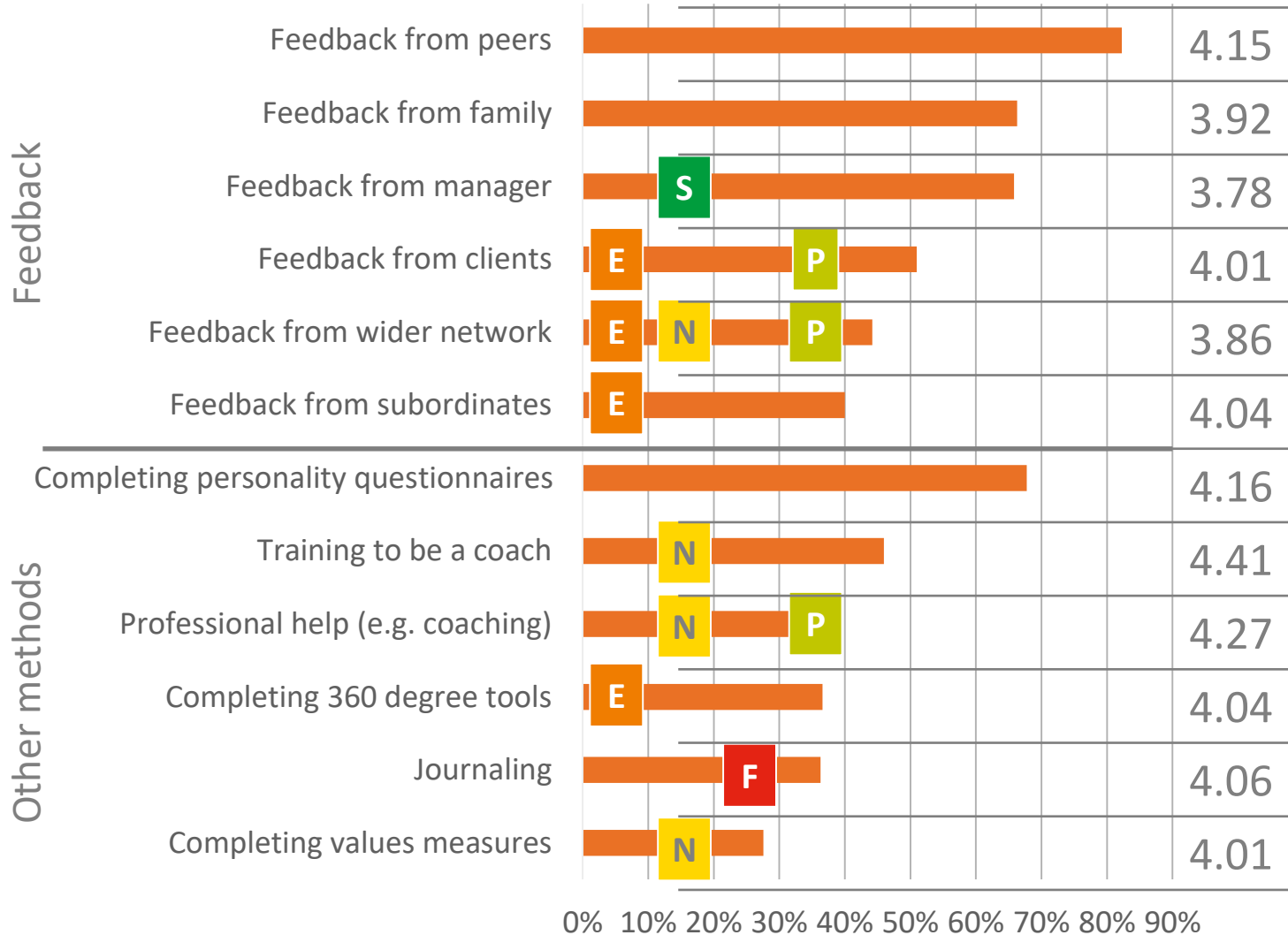
- From managers
- From peers
- From subordinates
- From clients
- From your work network
- From family

Other methods

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



How useful is each at developing self-awareness?

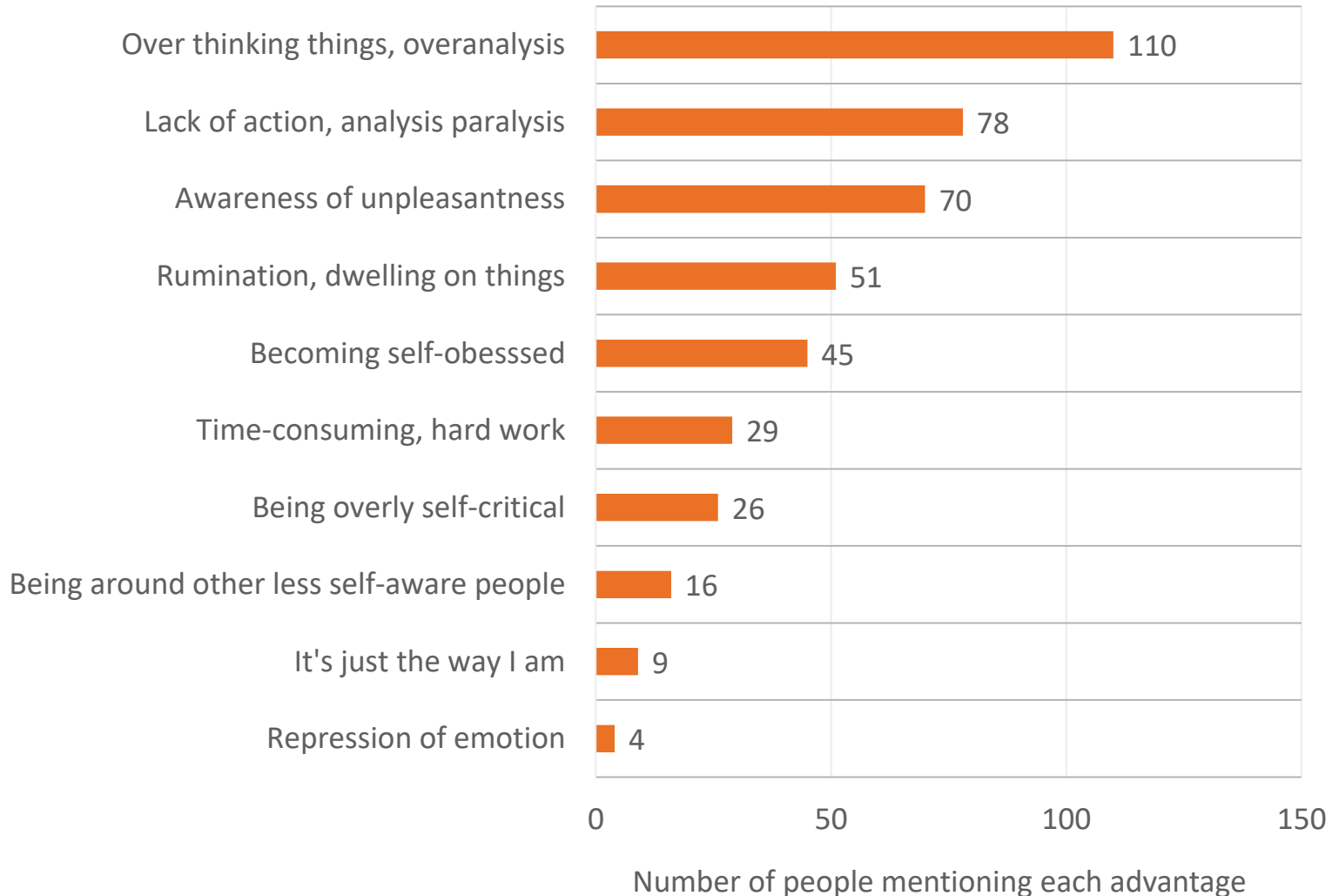


Benefits of self-awareness and using type

What advantages are there to being self-aware?



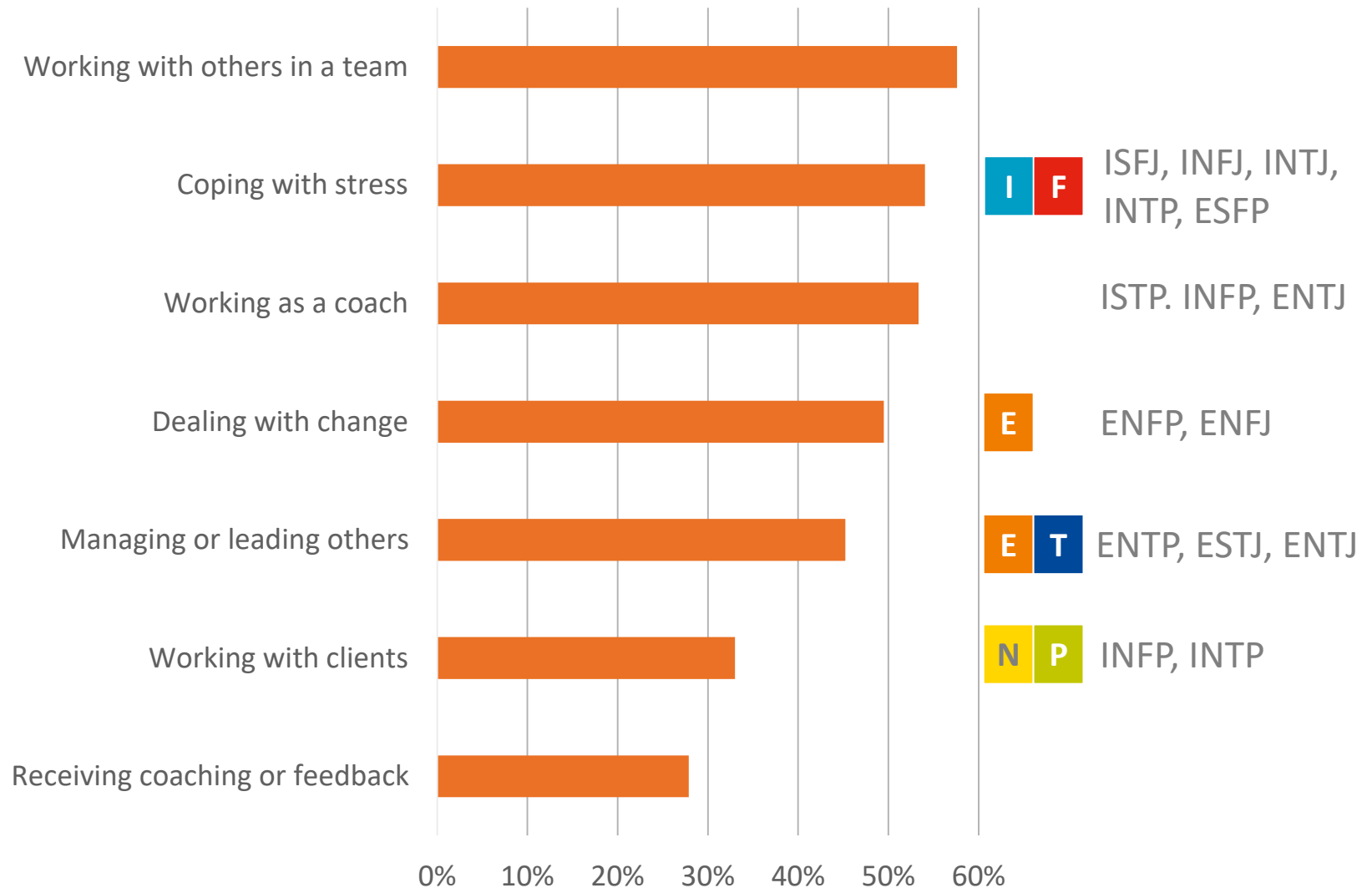
What disadvantages are there to being self-aware?



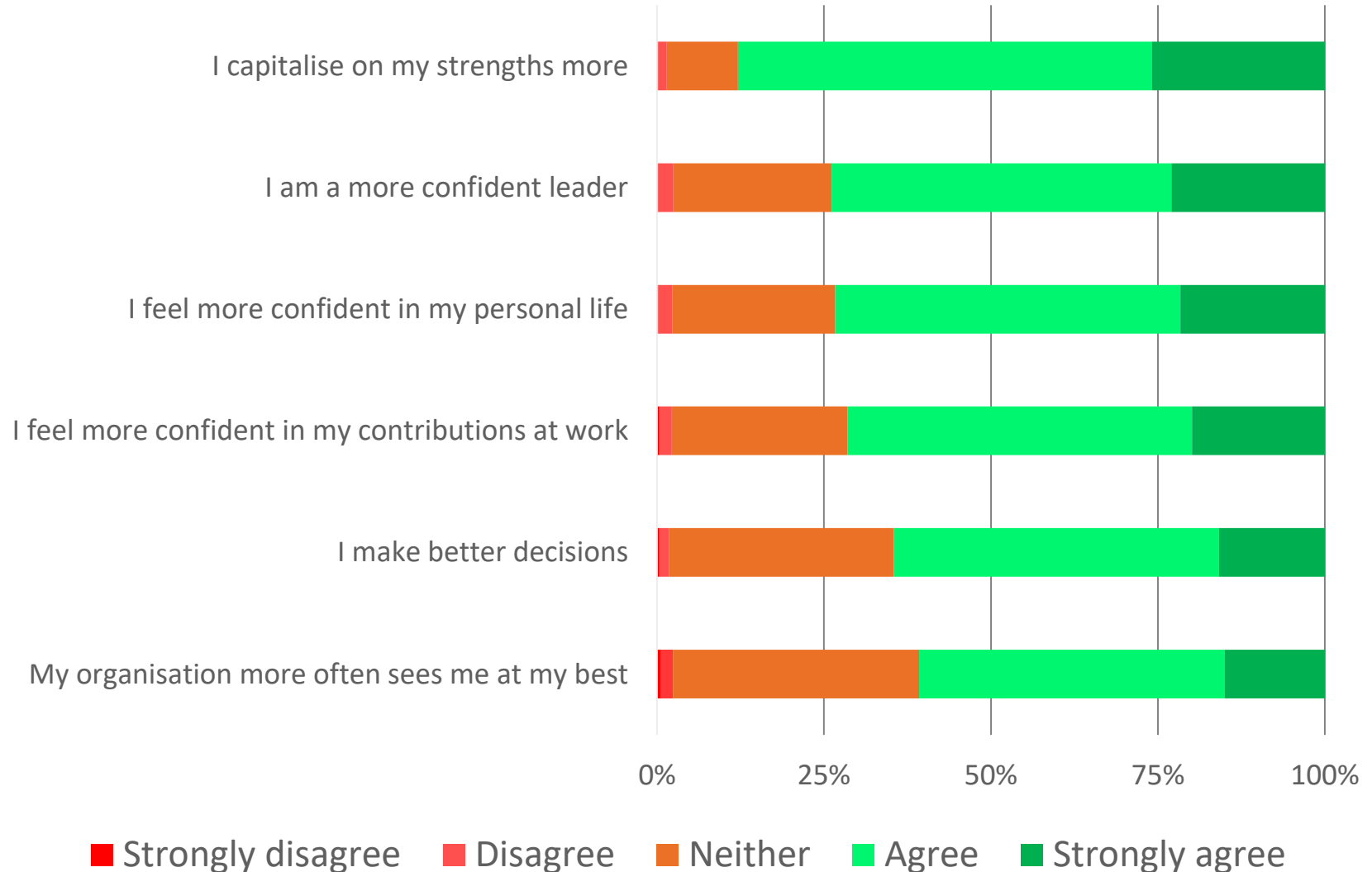
Where have you found self-awareness most helpful?

- Coping with stress
- Dealing with change
- Managing or leading others
- Receiving coaching or feedback
- Working as a coach
- Working with clients
- Working with others in a team
- Somewhere else....

Where has self awareness been most helpful?



Since becoming aware of your MBTI type...



How self-aware are you?

How self-aware are you?

Your manager

Your key client(s)

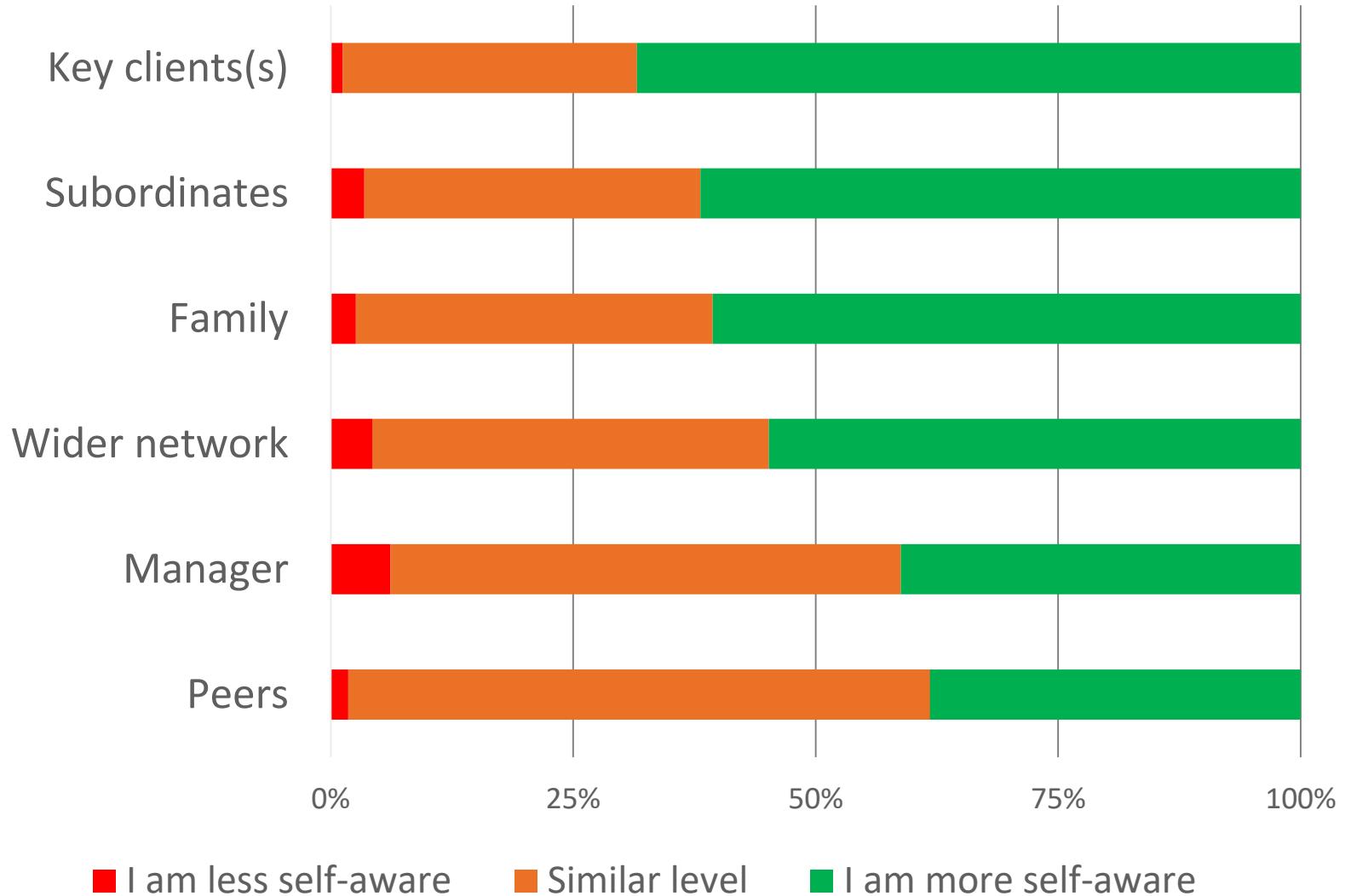
Your peers

Your subordinates

Your wider network

Your family

How self-aware are you?



Are you an above average driver?



How self-aware are you?

2017 MBTI
Alumnibijeenkomst



Self-Awareness Questionnaire

For each block of statements below, answer each individual statement in terms of whether you strongly disagree, disagree, neither agree nor disagree, agree, or strongly agree. For each statement, you will have a score of 1, 2, 3, 4 or 5, depending on which option you chose. Add up the numbers in each block to get the total raw score for each block.

INSIGHT	Strongly disagree	Disagree	Neither	Agree	Strongly agree
I am interested in analysing the behaviour of others	1	2	3	4	5
I value opportunities to evaluate my behaviour	1	2	3	4	5
It is important to understand why people behave in the way they do	1	2	3	4	5
When I'm feeling uncomfortable, I can easily name these feelings	1	2	3	4	5
I understand why I behave in the way I do	1	2	3	4	5
I usually know why I am feeling the way I do	1	2	3	4	5

Insight total raw score:

REFLECTION	Strongly disagree	Disagree	Neither	Agree	Strongly agree
I often reflect on my thoughts	1	2	3	4	5
I enjoy exploring my 'inner self;	1	2	3	4	5
Reflecting on my inner world is not a waste of time	1	2	3	4	5
I spend too much time in my inner world, reflecting	1	2	3	4	5
I often reflect on my feelings	1	2	3	4	5
Others would benefit from reflecting more on their thoughts	1	2	3	4	5
Others would benefit from reflecting on their feelings more	1	2	3	4	5
Others would benefit from engaging in more self-reflection	1	2	3	4	5
It is important for me to monitor my internal state	1	2	3	4	5

Reflection total raw score:

RUMINATION	Strongly disagree	Disagree	Neither	Agree	Strongly agree
When I have unpleasant thoughts, I can easily put them out of my mind	1	2	3	4	5
I tend not to look back and think about how I could have done things differently	1	2	3	4	5
I often find myself thinking about past negative events	5	4	3	2	1
When things go wrong, I often ruminate on them for long periods of time	5	4	3	2	1

Rumination total raw score (NOTE: scoring for the last two questions is reversed):

Type and self-awareness - conclusions

- Self-awareness has benefits
 - Especially working in a team, coping with stress, working as a coach
- Self-awareness may have a number of components:
 - Insight, Reflection, Rumination, Mindfulness
- Type relates to these scales, in different ways
- 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



Thank you!
Any questions?

john.hackston@opp.com