



# Instilling Self-Awareness & Resilience for the Modern Day Leaders

Jennifer Karina  
Psychologist, Certified Professional Coach & Author

Psychosocial Support  
Talent Development  
Coaching & Mentoring



Live Purposefully

Love Passionately

Thrive Unapologetically

# Meet my family



# Objectives

- Instilling Self-awareness & Resilience for the modern day leader.
- Overcoming the imposter syndrome, self doubt & Dunning Kruger effect

# Are you a Self-Aware Leader?

Neglecting self-awareness  
diminishes one's influence  
on others and is a sign of  
low emotional intelligence



# Are you Self Aware Leader?

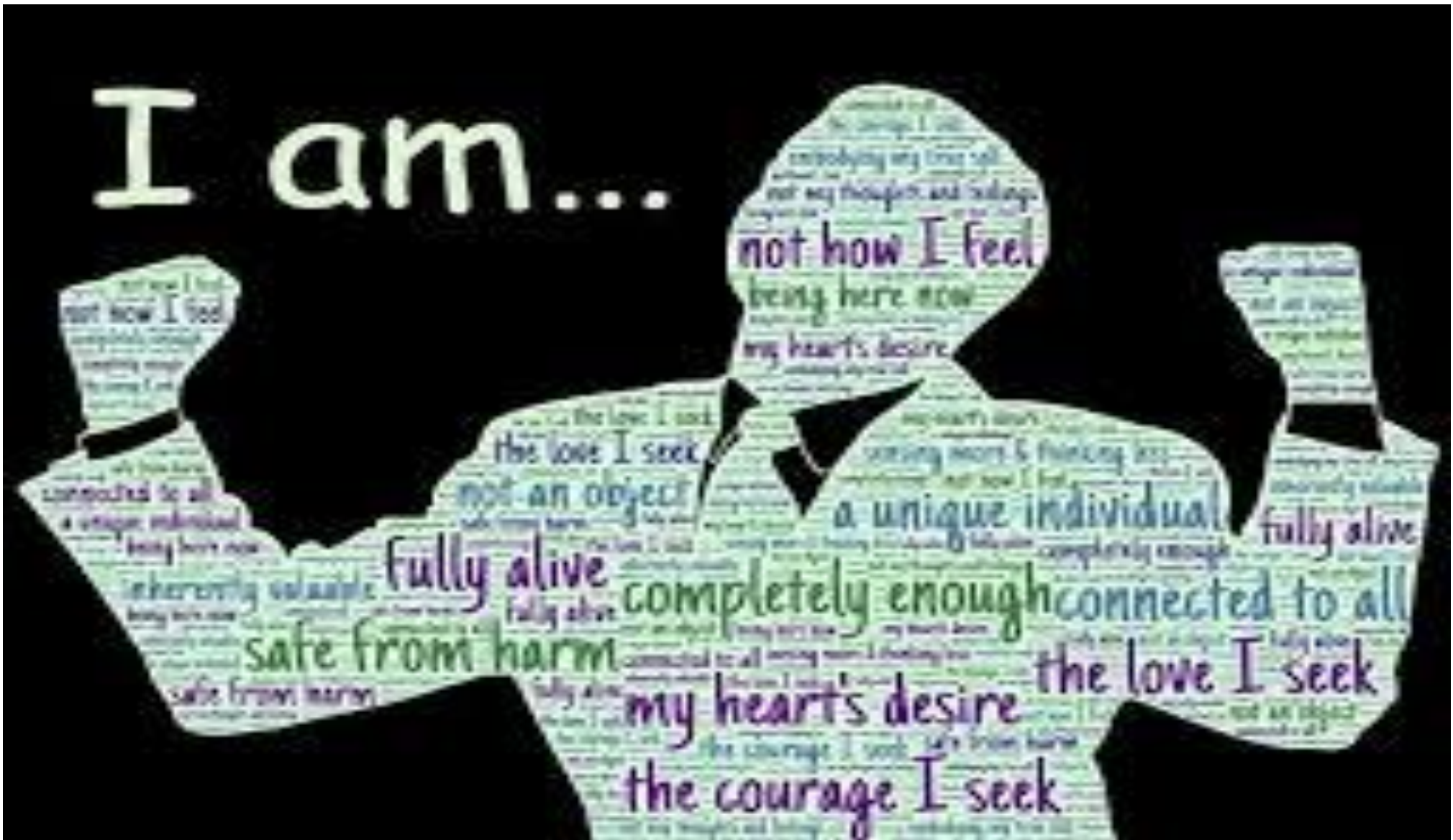


# Are you a Self-Aware Leader





# Who am I?



Design Management

ber- en

Influence He

Leadership

W

Forec ht

Supere

Direction

men the

Leadership

# Direction

# Benefits of Self-Awareness

- It can make us more proactive, boost our acceptance, and encourage positive self-development (Sutton, 2016).
- Self-awareness allows us to see things from the perspective of others, practice self-control, work creatively and productively, and experience pride in ourselves and our work as well as general self-esteem (Silvia & O'Brien, 2004).

# Self Awareness

“The ability to take an **honest** look at your life without attachment to being **right** or **wrong**” Debbie Ford

# 4 Facets of a Self Aware Leader

- Leadership Wisdom
- Leadership Identity
- Leadership Reputation
- Leadership Brand



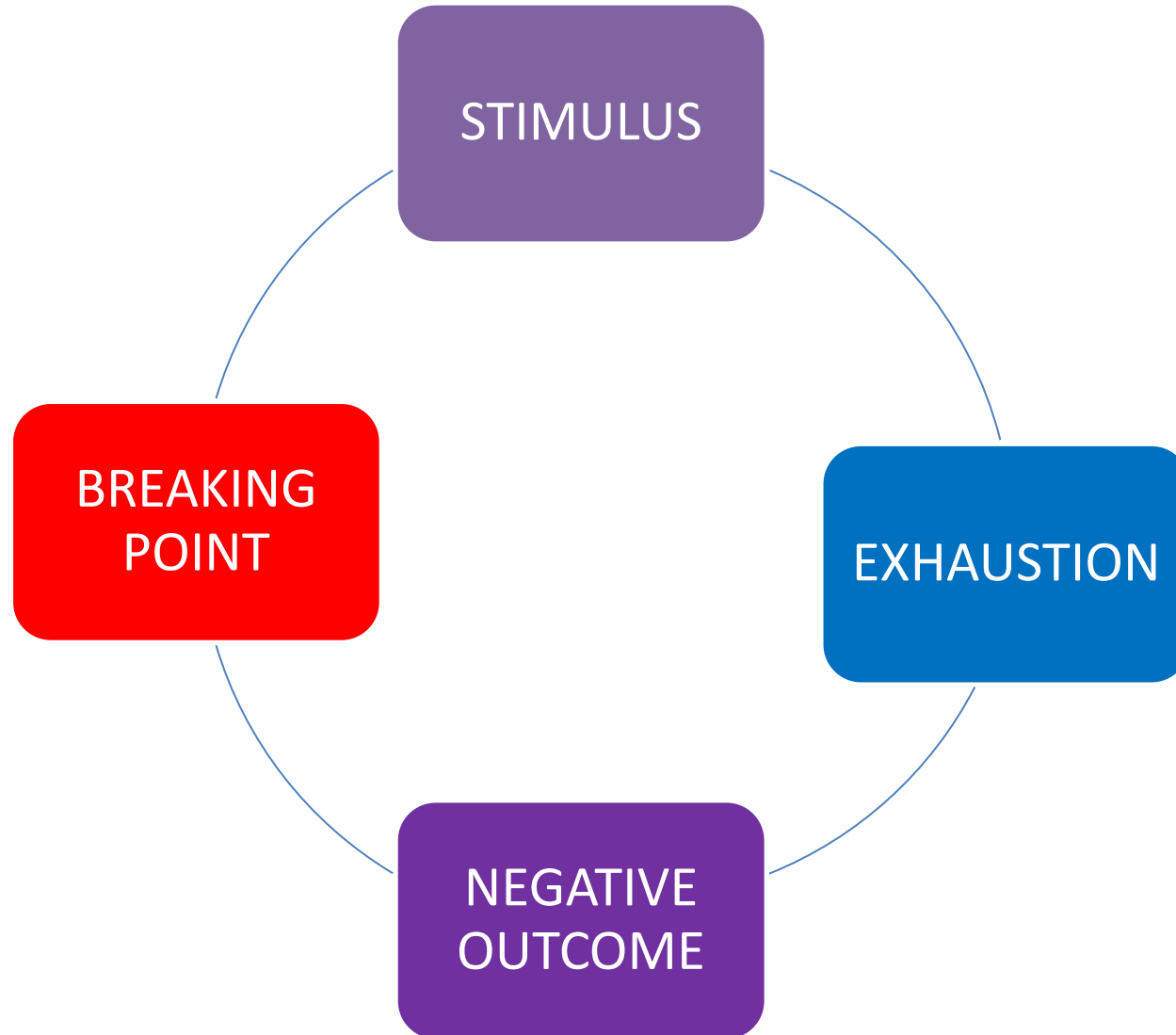
# Disruptions!



# Self Awareness Pitfalls

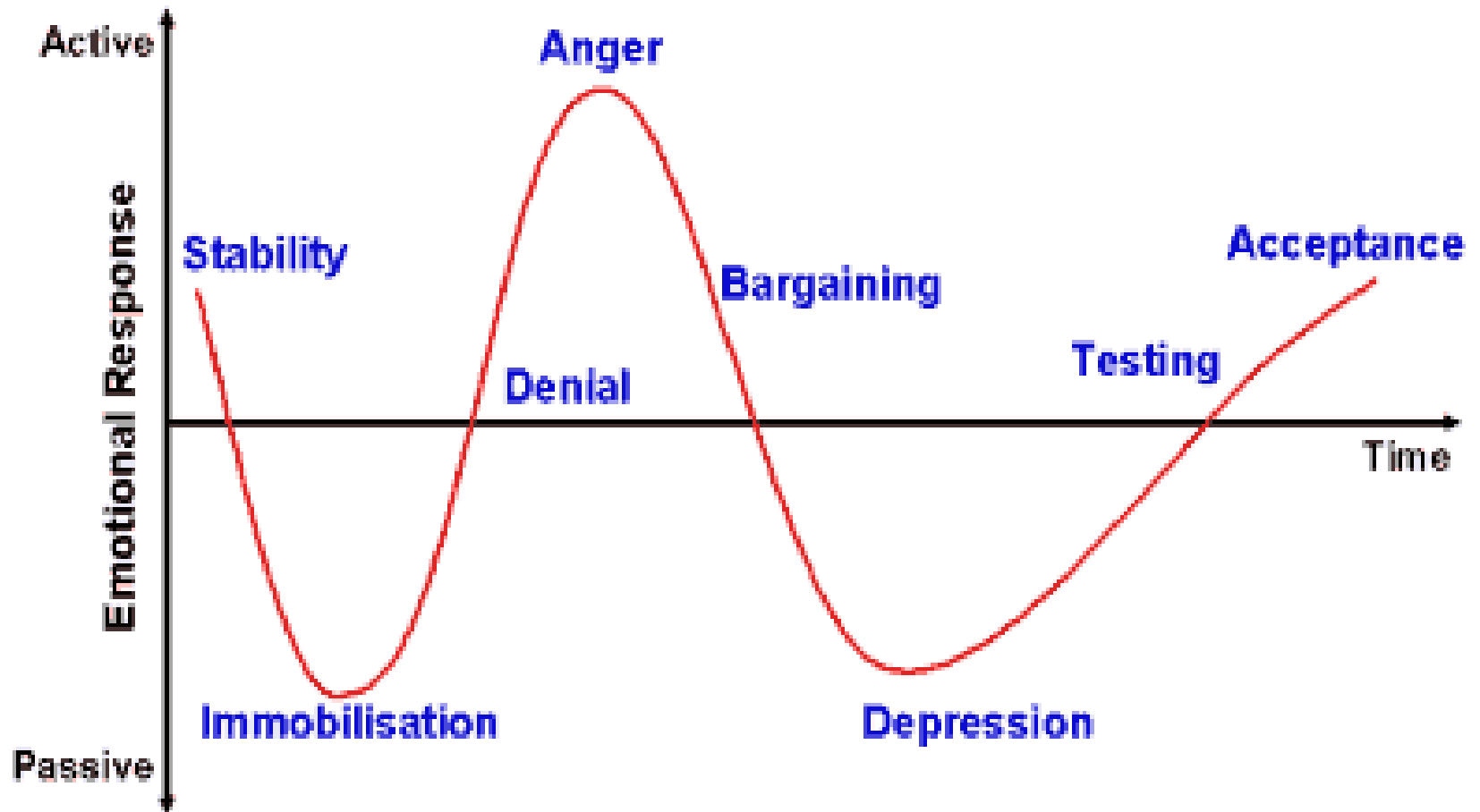
- A good indicator of self-awareness reflects on management of **emotions**, **actions**, and **behavior**.
- People who lack self-awareness often experience stress, anxiety, anger and distress.

# Potential stress response





## Awareness of Loss Cycle: Kubler-Ross



# Why is self awareness important?

Having a clear understanding of your own abilities and limitations allows for more effective communication, because a self-aware leader is better able to recognize the impact they have on the people around them.

# Self-Awareness Potential Pitfalls

## GAIL's

**G** – Gremlins

**A** – Assumptions

**I** – Interpretations

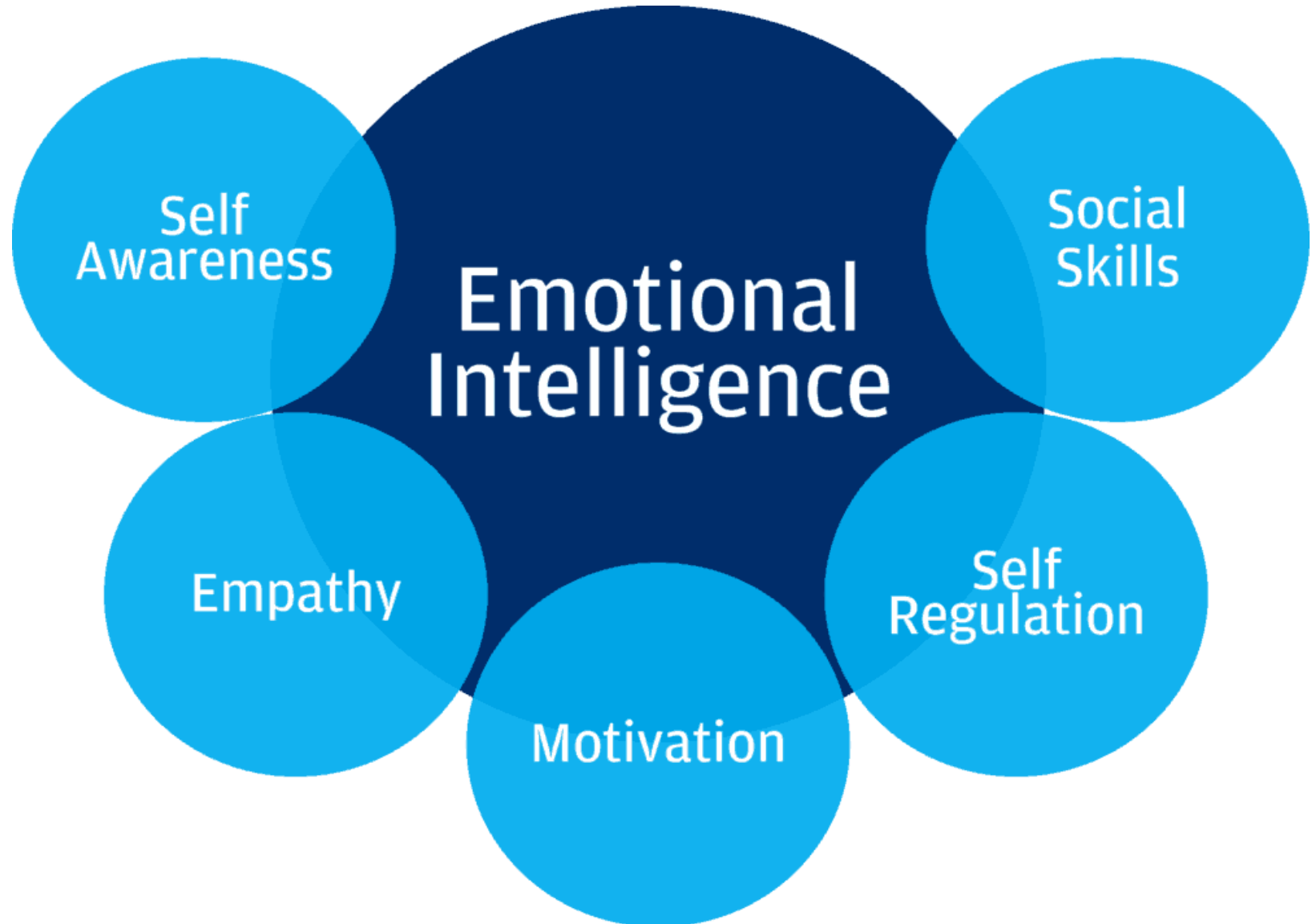
**L** – Limiting beliefs

# Self Awareness

Daniel Goleman identified **self-awareness** as being made up of emotional **awareness**, accurate **self**-assessment, and **self**-confidence.

It is all about knowing your emotions, your personal strengths and weaknesses, and having a strong sense of your own worth.

# Leadership Today



# Self-Awareness

## **How to improve self-awareness;**

Look at your past leadership experiences

List your strengths and weaknesses

Embrace Feedback provided

Accountability Partners & Cheerleaders

Check how you respond to Stress?

# Self Awareness

Feed your mind healthy thoughts, healthy emotions, healthy goals, dreams, and expectations and you will achieve healthy results.

” – Elizabeth Upton

# Resilience

**Resilience** is a crucial characteristic of high-performing **leaders**.

**Resilient leaders** have the ability to sustain **energy level under pressure**, to cope with disruptive changes and adapt. Bounce back better from setbacks.



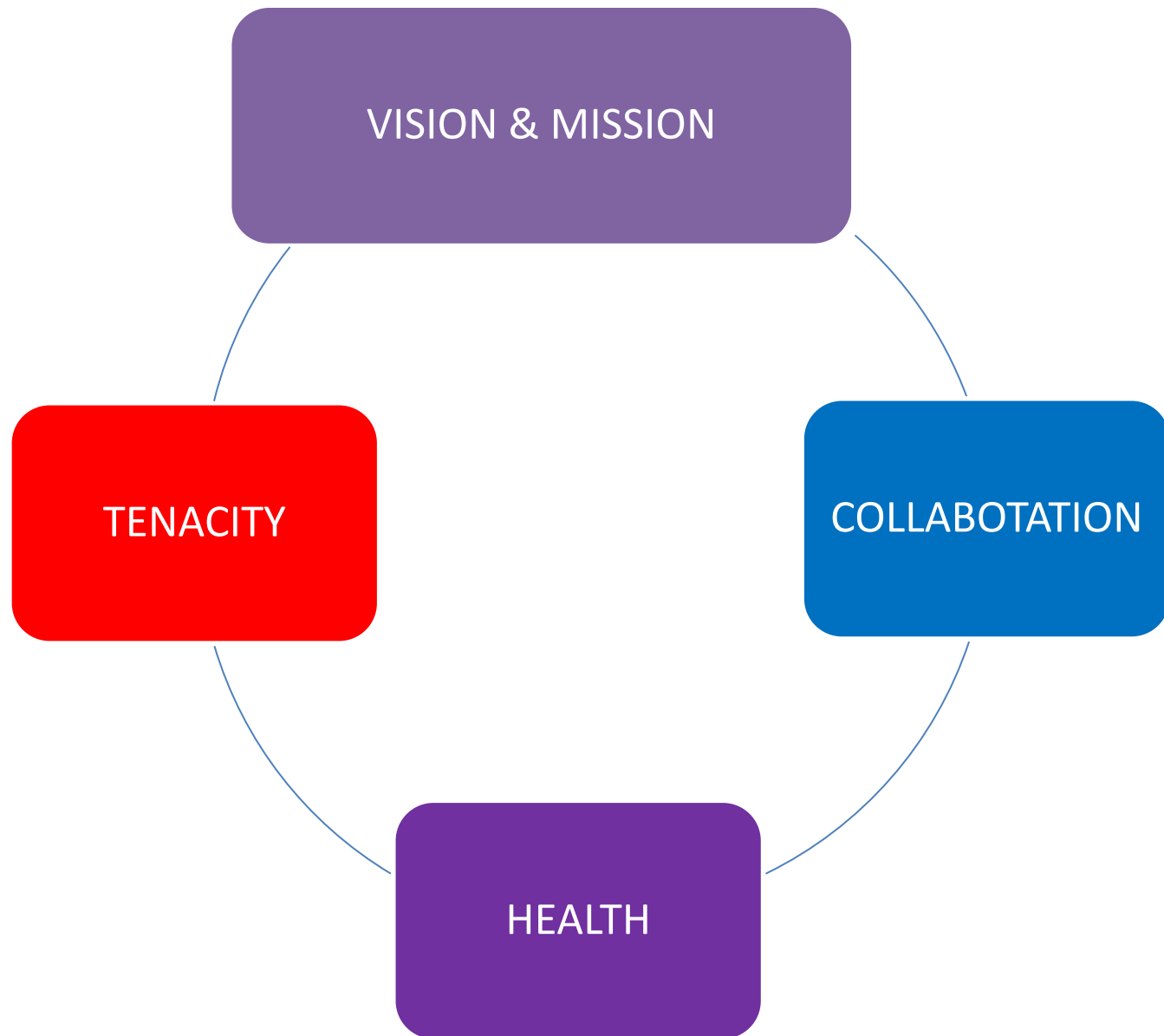
# Potential Stress Reactions



# Resilience for modern day Leaders



# Building Resilience Domains



# Pitfalls Influences

What **Internal/External** Influences are you aware of that could hinder your Leadership success?

# The Imposter syndrome



# Imposter Syndrome

**Imposter syndrome** is a collection of feelings of inadequacy that persist despite evident success. '**Imposters**' suffer from chronic self-doubt and a sense of intellectual fraudulence that override any feelings of success or external proof of their competence.

Write out a list of your successes it helps!

# Self-Doubt



# Self-Doubt

Doubt is a mental state in which the mind remains suspended between two or more contradictory propositions, unable to be certain of any of them. Doubt on an emotional level is indecision between belief and disbelief.



# How to overcome Self-Doubt

- Raise your Self-Awareness
- Practice Self-Compassion
- Prepare Ruthlessly
- Stop asking for Validation
- Trust your Values & Belief System
- Embrace a Cheerleader, Coach & Mentor

# Dunning Kruger effect

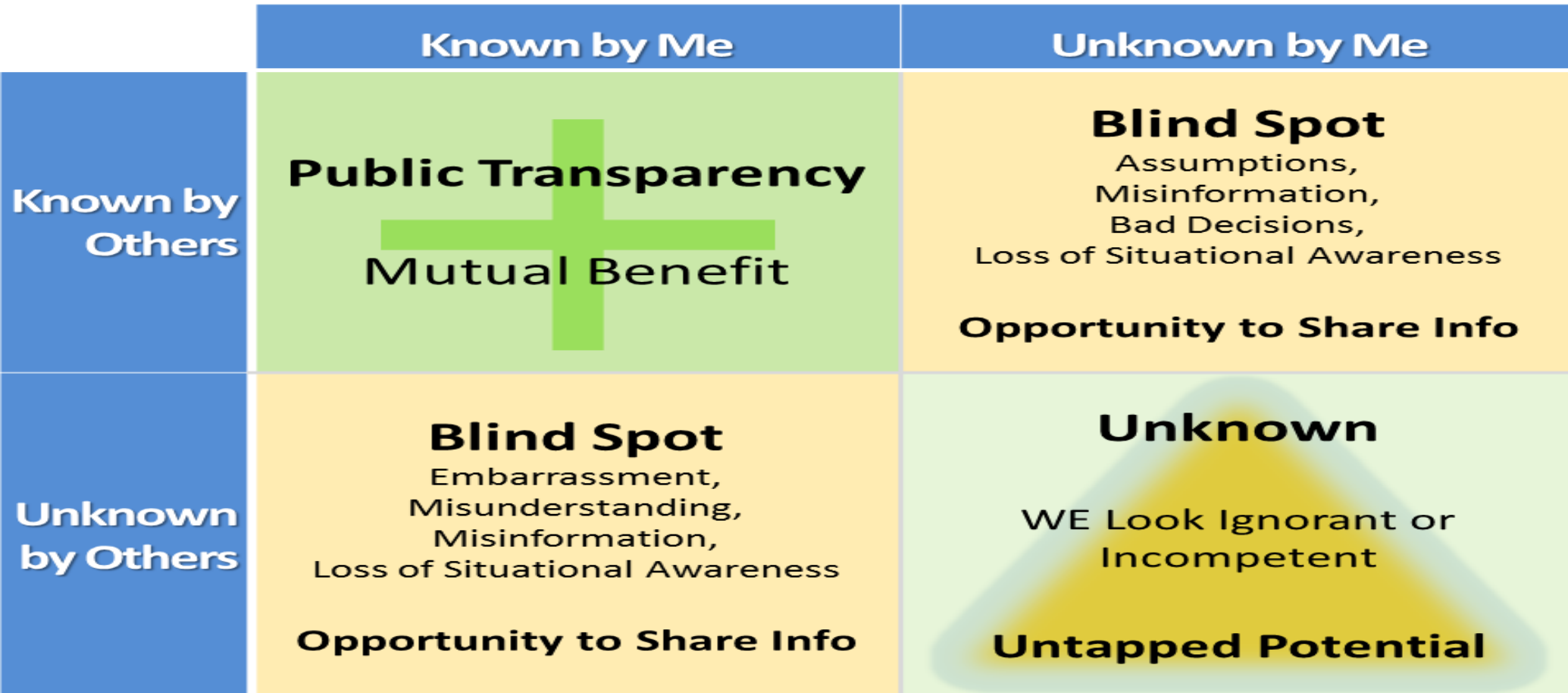
**Dunning-Kruger effect** is a type of cognitive bias that causes people to **overestimate their knowledge or ability**, particularly in areas with which they have little to no experience.

Cognitive biases are like blind spots.

# Why is the Dunning Kruger effect matter

The **Dunning-Kruger effect** shows that the most competent people tend to underestimate their ability. But, more importantly, the **effect** shows that unskilled not necessarily incompetent people tend to overestimate their abilities

# Johari Window



# Self-Awareness

*“If your emotional abilities aren't in hand, if you don't have self-awareness, if you are not able to manage your distressing emotions, if you can't have empathy and have effective relationships, then no matter how smart you are, you are not going to get very far”.* Daniel Goleman

# 7 Benefits of Self Awareness

- More **empathy** to self, influence & Significance
- More **empathy** toward your teams & others
- Better listening skills
- Improved critical thinking skills
- Improved decision making
- Increased creativity
- Increased ability to change habits

# Awareness

**Awareness** of the need for change  
Accept, Adapt & Advance

# What needs to change?





# Self Awareness & Brand Identity



# A Self-Aware Leader

M - Magnetic

I - Involved

S - Seen

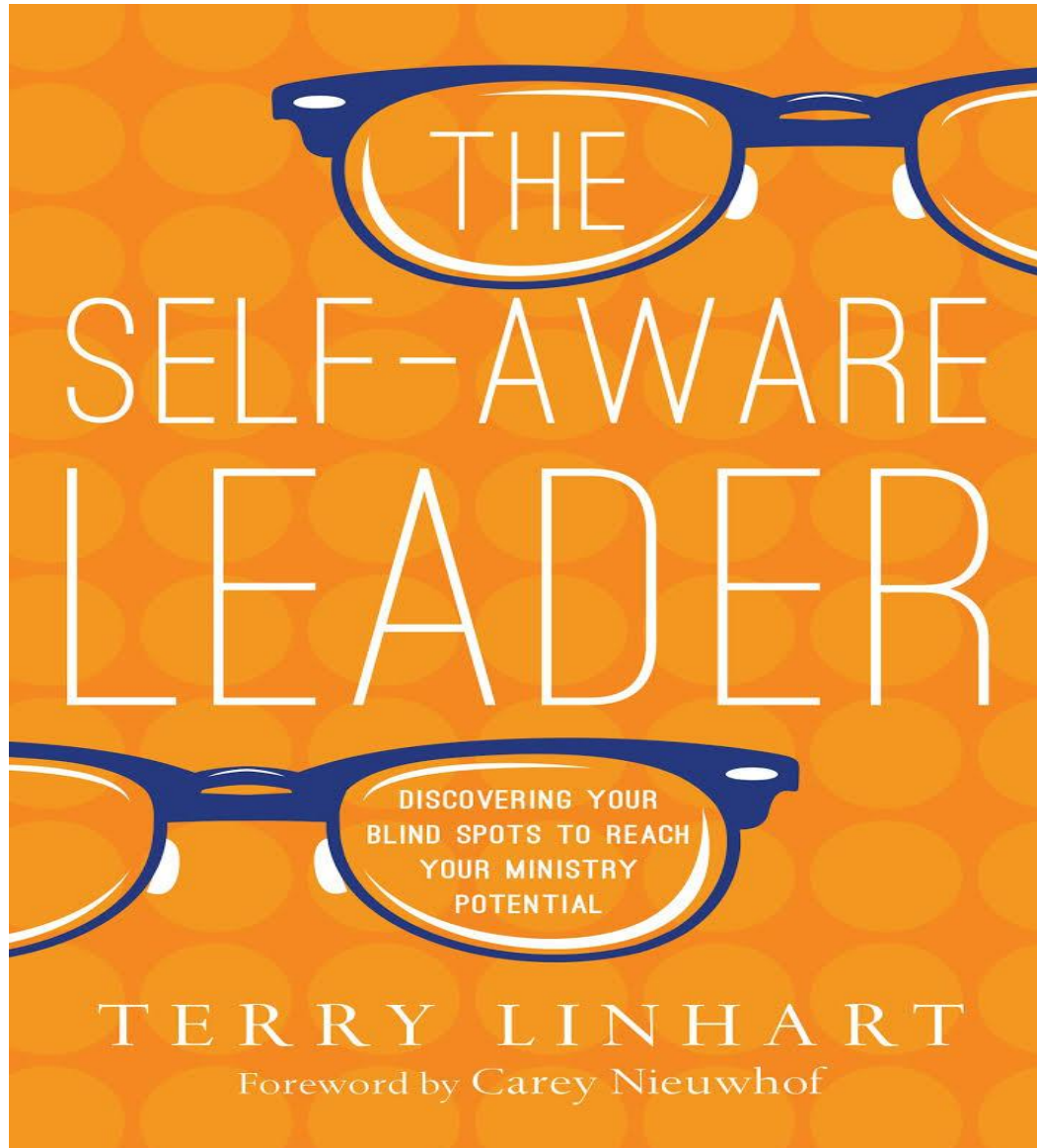
H - Heard

# Thank you



**Vision:** A world class Professional Accountancy Institute.

# Recommended Reading





**Cheering you on!**



**Jennifer Karina**

Psychologist  
Certified Professional Coach  
Anchor Relationship Network

Windsor House, University Way

Cell: +254 707 633 433  
+254 734 713 650

[coaching@jenniekarina.co.ke](mailto:coaching@jenniekarina.co.ke)  
[www.jenniekarina.co.ke](http://www.jenniekarina.co.ke)