

Understanding Yourself & Others

Course Overview

What does genuine self-awareness mean? It may surprise you to learn that, based on the research of Dr Tasha Erurich, while 95% of us tend to think we practice great self-awareness, the reality is only around 10-15% of us are genuinely self-aware.

Learning to truly understand yourself means learning to understand how your behaviour is perceived by others. Your intention behind your behaviour is not what's truly important...how your behaviour is interpreted by others is.

Program Format

This is a 1-day program that can be delivered face-to-face or virtually.

Course Objectives

At the end of this course the participants should be able to:

- Identify your preferred communication style using the DISC profile.
- Examine the impact your behavioural style can have on others.
- Explain the four key aspects of emotional intelligence.
- Begin to focus on self-awareness and self-management.
- Identify and challenge individual unconscious biases.
- Focus on building open communication and inclusive leadership habits.

Course Outline

Leadership Competencies That Count

- What are the key leadership competencies needed in today's organisations?
- Choose the competencies you want to focus on and begin building those habits.

Examining Your Preferred Behavioural And Communication Style

Analyse your DISC profile to determine:

- Your natural and adjusted behavioural styles.
- How different styles interact, compliment each other and clash with each other.
- What you can do to adjust your own style to communicate more effectively with others.

The Power of Emotional Intelligence

- What are the emotional intelligence competencies?
- How self-aware are you really?
- Techniques for building greater self-awareness (including The Johari Window).

Challenge Your Biases

- What is cognitive bias? How do cognitive biases impact the way we make decisions and the way we behave towards others in the workplace?
- Identify your own biases
- Develop strategies to monitor and challenge your biases and open yourself up to different perspectives.
- Create reflective practices to continually monitor and challenge your biases.

The Disengagement Dilemma – How Current Leadership Practices Reduce Trust

- The engagement crisis in Australia.
- Building a commitment to increasing engagement in the workplace.

Leadership Styles That Get Results

Leadership style is not a function of your personality. It should be a strategic choice based on what suits a particular situation.

