Promoting Self-awareness in Everybody's Life: Personal Experience Essay

Self-awareness is understanding their behavior and knowing his/her unique quality which enables them to work efficiently by weighing their abilities to perform the task impeccably. Self-awareness is the capacity to know about one's considerations, sentiments, and mental states (Keenan et al., 2003) (Barnacz, Johnson, Constantino, and Keenan, 2004). Self-awareness is the most important factor to success in a managerial role because when you are aware of yourself, you can act in such a manner that will consider other feelings, thoughts, and cultural differences will be perceived with utmost significance. Eventually, this aids the person to promotes better work culture, effective communication, robust relationships between the employer and employee and altogether assists the manager to outperform in his/her role as a successful manager. In addition to this, self-awareness enables a person to change his/her perceptions to interact positively with everyone they meet in their day to day life.

A person who has a high level of self- awareness perceives how their sentiments influence them as well as others and how their activities are executed. The framework looking at self against measures just works due to consideration is coordinated internally on oneself. For instance, if the person mindfulness is low, at that point the SSCS is idle. As a result, it can't cooperate with the attribution frameworks; the two frameworks' objectives consequently can't strife. Nonattendance of contention implies that there is nothing for development convictions to accommodate, it could be seen the likelihood of improving disappointment ought not to have any impacts on attribution when mindfulness is low. In any case, when mindfulness is high, the examination framework is enacted. Individuals become mindful of self–standard inconsistencies, and the potential for strife with the attribution framework emerges. The likelihood of improvement is consequently equipped for directing disappointment attributions since it can accommodate the contending requests of exact self-assessment and positive self-improvement. (Duval and Silvia, 2002)

It is observed that, if an individual who is self- aware realizes that tight deadlines draw out the most noticeably terrible in him designs his time cautiously and completes his function admirably ahead of time. Being self- aware means “Keeping a reflective diary, learning about body language, and using models of reflection” (Winson, 2007, p.59). A self -aware person reaches out to an individual’s comprehension of their attributes and objectives. Moreover, someone who is exceptionally self- aware of where he is heading and why; for instance, he will have the option to be firm in turning down an employment proposition that is though monetarily alluring yet doesn’t fit with his standards or long-haul objectives. Few people adjust as per their choices like work environment to be friendly, someone adds due to their vacation period, somebody attracts to other facilities. The choices of mindful individuals work with their attributes which they regularly look for some sort of employment to be stimulating.

A person with self- awareness has qualities of genuineness and a capacity to evaluate oneself everything being equal also they can talk precisely and transparently. The author mentions that “Unconscious body language, uncontrolled emotions and lack of insight are potentially harmful” (Winson, 2007, p. 59) When a person not aware of his inner strengths then he commits the same errors again and again. Being self- aware I’m able to be fearless, open to discuss my

confinements, and have a firm handle of my abilities and get recognized during execution surveys.

As the continuous development is important in everyone's life because the person must be updated with the latest technology to compete or to increase his efficiency of managing the resources, like administration, people Management, services, budgeting his/her income, etc. Swanson and Holton (2001, p. 4) defined HRD as "a process for developing and unleashing human expertise through organization development and personnel training and development to improve performance." (Toward an Integrated Model of Expertise Redevelopment and its Implications for HRD – Robin S. Grenier, Marijke Kehrhahn, 2008, 2020) More importantly, a person when he updated, able to give the best out of the worst in all possible times. A person to be a successful leader or manager must be flexible to adapt the everyday changes which will be fruitful in his/her overall development. It's the continuous development which engages the person to be very busy in most of the times to achieve the level of efficiency, minimizes the possibilities of inaccurate decisions due to everyday training and learning gives many benefits like the emphasis on critical thinking skills, business strategy, corporate citizenship, globalization, leadership, etc. which they engage themselves to meet the current challenges.

A person's development process relies on various factors like his/her internal environment how he has grown or raised by family, primary, secondary, and higher education and his work culture his workplace, or at the business. Continuous improvement aids the person in gaining identity in the crowd which adds value.

At the point when mindfulness is high and self is a conceivable reason for progress and disappointment, we anticipate that (a) attribution of accomplishment to self will be enhanced because the two frameworks' thought processes correspond, (b) disappointment will be credited to self when individuals anticipate a high likelihood of future improvement, (c) disappointment will be credited remotely when individuals don't anticipate future improvement and (d) attributions will impact state confidence. When mindfulness is low, improvement probability ought not to influence attribution or confidence; self-improvement concerns are decreased at the point when individuals are not looking at the self against individual principles. (Duval and Silvia, 2002)

Being an experienced manager or leader may help you to deal with some possible situations but an individual also is needed to focus on his/her overall development in learning new things or subjects to deal with every possible situation as the time demands.

In my opinion, being self-aware and continuous development are the key elements in everyone's life to enable them to choose the right path at the right time. It's not just the work we do matters but also how we are making a difference by engaging ourselves to achieve the best by progressing in our lives by involving in the situation where we can learn and put into practice. Overall, these key elements (self-awareness and continuous development) will guide me to choose the right path and manage the people, maintain robust relationships with the people, will improve my leadership qualities, managing and updating on key resources like critical analysis, soft skills, strategic management, budgeting financial resources aids me in making a successful leader or manager in future.

Q2. Template One: Incident from Residential weekend

- My chosen toolkit is: Belbin
- My results for this toolkit are: Complete Finisher and coordinator

Summary of a critical incident:

During my residential weekend, I actively participated in all the tasks which were not just fun but also aids me in learning new things that were unnoticed about myself. Being a complete finisher, I forget to bring everyone onto the same line, as the people from different countries and cultures in my team has some problem of interacting with each other and lack of communication which caused interruptions in completing the task on time, these are the issues which makes them take a backfoot in the task. One of the team members has noticed that, though I am keen on completing the task on time rather than focusing on a team which I have taken as feedback. Some teammates afraid of sharing the ideas because they may go wrong which may lead to failure of the task. As I am fully surprised that though I worked in a leadership role previously forget to accommodate the team when the tasks are timebound.

How does your behaviour (thinking, feelings, and actions) in this critical incident reflect the findings of your chosen self-analysis toolkit?

At the beginning of the task, I was more focused on the task by ignoring the team members and working independently without proper communication with a team who are from different countries and cultures. Moreover, they were new to me as well as due to my low cultural intelligence I was fully relied on myself instead of others. I was afraid of losing the tasks by relying on others which makes me be reserved in the tasks even though active participants such behavior creates insecurity and uncomfortable in the team between team members. As one of the team members named john has addressed that, I'm being a logical thinker and has innovative ideas but lacks communication in bringing the team under the same roof and I am just ordering the team members to complete the task within a stipulated time with perfection It appears to be sensible to reason that one of the most repressing powers to hierarchical viability is an absence of effective communication (Lutgen-Sandvik, 2010) (Bangnia, 2019). Meanwhile, my distinctive of guiding others to complete tasks perfectly is reflected through my Belbin profile as being a complete finisher. After taking into the consideration of the feedback of john, I started including the teammates fully into the task by reducing the communication gap and also encouraging them to share their ideas which eventually helps me in covering the gap in the team and also encouraging them with positive feedback that they have done excellent contribution in the team, such encouragement leads to the full involvement of the team into the tasks with immense interests of the teammates and able to create a culture of a friendly environment which eventually enables the team to feel more comfortable in accepting the tasks assigned to each other. Such a great interest in the team has assisted me in making a team of consensus. since the perfectionist finds minor mistakes and drives others excessively (Belbin, 1993, 2010) However, I can lead the team to a successful path with ample of achievements to a great extent. I have learned that irrespective of backgrounds of the people need to get involve them comfortably and avail my knowledge to the best of a team by sharing ideas and reducing the communication gap

Identify how you will use this learning in the future.

Residential event has helped me in knowing what I'm unaware about myself and taught me a

lesson on how to increase the communication between the team members irrespective of the cultures and countries. Communication is one of the indispensable perspectives mulled over as well, and a center angle of Communication is the capacity to tune in. In the present quick moving world, maintaining professional connections while likewise conveying viably has some of the time become a challenge, particularly when each colleague is occupied with their separate occupations and has lesser and lesser time to provide for security with one another in the association. It is not just enough to be an efficient player in the team but also needs to improve in the areas where I'm lagged like communication, cultural intelligence, and motivating the people. All these areas required to be improved to become a successful leader or manager. Moreover, communication plays a vital role in any organization in accommodating the team and guiding the people towards a successful path. Communication will help in building robust relationships with the people and improves my leadership qualities in the future. Motivating the people will help me to assign the task, get work done from the subordinates, and gaining knowledge about the cultural intelligence will help me to improve my leadership qualities outside the boundaries of the country which eventually aids me in getting international recognition.

Q2. Template Two

- My chosen toolkit is: Business game
- My results for this toolkit are:

Summary of a critical incident:

My critical incident is based on the recent Business game group assignment, in which I had to do with a group of six people, in this group one person has a problem of Wi-Fi connection which she was not able to make due to global pandemic and lockdown by which not able to participate in the assignment. One more person named 'anonymous' in our group has low grasping power and fewer research skills due to his mental illness by which his normal work process is much lower than usual. Unfortunately, he fell ill during the assignment which makes the situation worse to get the assignment done within a deadline. I was fully bewildered whether to involve the person in the assignment or not. Though, he was my good friend but also, I am afraid that it could affect the grades of not just mine but also the whole group.it was a tough situation for me to decide to be a group leader regarding the condition of two people in our group. Eventually, four members of the group have decided to take the extra workload without his knowledge in case if he was not able to make his part during the assignment.

How does your behaviour (thinking, feelings, and actions) in this critical incident reflect the findings of your chosen self-analysis toolkit?

During the time of assignment, I and my other team members were unsure, that could we able to complete the assignment on time or else lose the marks due to unpredictable situation as we were facing. There was unmistakably an absence of sympathy and an inspirational viewpoint inside the group as we didn't completely understand his condition and thought that it was difficult to stay hopeful. As the focus of my group was to complete the task instead of confronting the situation. Because of such frustration and the noteworthy requesting remaining burden, there was struggle and pressure inside the group. Moreover, the online gatherings were generally inefficient because of lockdown and different individuals were reluctant to confront the issue and left things as they were. this influenced our work and drove us to lose enthusiasm for

the task. In the end, we have chosen to manage the situation, I and the rest of the colleagues have received a few parts of the feeling knowledge competency of collaboration by sharing the assignment of the additional remaining task at hand as we were good at some extra subjects though not from our specialization. we additionally made a point to control our hasty inclination and feelings towards anonymous' to not pressure him a lot as it would have obstructed his capacity to complete the undertaking by any stretch of the imagination. In the end, the general gathering of the group's emotional self-control empowered us to finish the undertaking regardless of the negative feelings and shockingly, 'Anonymous' had the option to finish his errand before the cutoff time which encourages us to finish the group task effectively well ahead of time. Moreover, we have improved as we were thinking the more regrettable in the troublesome and eccentric situation. And additionally, as our team meetings though online, we have beaten in the assignment with passing marks. I felt regrettable because though 'Anonymous' was honest to the group and we were doubting his abilities regarding the performance of the task. I was unknowingly considering the person's appearance instead of his internal abilities to excel in the task and I have learned that we need to be optimistic especially in difficult situations instead of doubting the abilities of a person.

Identify how you will use this learning in the future.

With the new learning of 'Anonymous' conditions will assist me with equipping myself with a scope of creating passionate and social skills that would permit me to manage the issue significantly more appropriate. I now comprehend the group task not simply requests the scholarly capacity to come up with a positive outcome yet additionally it requires a legitimate understanding of the gathering of the executives. this task helps me to more readily plan for future conditions which I may experience as a future manger and helps me to outfit with profound bits of knowledge of wide circumstances that emerge in the group. Besides this basic assignment task has changed my reasoning regarding the most ideal approaches to chip away at a difficult gathering task with specific individuals experiencing little ailment. To achieve the positive outcome in unusual circumstances requires a solid feeling of responsiveness and openness to effectively complete the assignment. Additionally, being a non-sufferer, I must completely understand how to manage individuals of psychological instability and I have additionally discovered that we ought to never underestimate the individual based on his conditions which he/she may be going through.

References

1. Barnacz, A., Johnson, A., Constantino, P., and Keenan, J., 2004. Schizotypal personality traits and deception: The role of self-awareness. Schizophrenia Research, [online] 70(1), pp.115-116. Available at: . [Accessed 25 April 2020]
2. Duval, T., and Silvia, P., 2002. Self-awareness, probability of improvement, and the self-serving bias. Journal of Personality and Social Psychology, [online] 82(1), pp.49-61. Available at: [Accessed 25 April 2020].
3. Winson, J., 2007. Promoting self-awareness. Nursing Standard, [online] 22(13), pp.59-59. Available at: [Accessed 26 April 2020].
4. SAGE Journals. 2020. Toward An Integrated Model Of Expertise Redevelopment And Its Implications For HRD - Robin S. Grenier, Marijke Kehrhahn, 2008. [online] Available at: [Accessed 26 April 2020].
5. Bangnia, A., 2019. Department of Management Studies Education College of

Technology Education, Kumasi University of Education, Winneba, Ghana. International Journal of Innovative Research and Development, [online] 8(8). Available at: [Accessed 30 April 2020].