



How self-aware are you? with Dr Emma Stokes

Summary by Darragh McGee

Question 1: What do you understand self-awareness to mean?

- Common answers revolved around self-reflection and trying to think of how others perceive you.
- Also, welcoming constructive criticism and feedback.

Question 2: How good do you think we are at self-awareness?

From a scale of 0-10 where would you put yourself? 0 = not self-aware and 10 = super self-aware.

- Scales ranged from 5 – 7 with others suggesting it's hard to say.
- One answers suggest that awareness depends on experience of a situation. Stating that in new situations we may feel our self-awareness is not as good as it is when compared to more familiar situations.

Question 3: Let's think about self-awareness. How important do you think it is for individuals and teams?

Answers include:

- Self-awareness in teams is important as it allows for constructive criticism which may lead to personal development and betters team results.
- The use of Belbin Team Roles (1.) was suggested which will be linked below.
- The use of effective communication within teams and protected time to discuss incidents.
- It was also stated that high self-awareness leads to better team performance (2.).
- One discussion participant said that this may be done by understanding each other's strengths and weaknesses.

Question 4: How would you find out more from others, about how your behaviour is perceived?

Answers include:

- Asking for feedback throughout clinical placement.
- Others suggest it's difficult to get honest truthful feedback sometimes.
- There is mention of an anonymous method of feedback to gain truthful comments.
- Emma mentions the Clifton Strength Innovatory (3.) and Leadership Practices Innovatory (4.) as tools to find out your strengths and talents.
- Others suggest they have used leadership tests however putting them into practice can sometimes be challenging.



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With 10 minutes remaining, Emma opened the floor to questions about the topic.

One question was: "Emma, would you say you are quite self-aware and in the past how did you gain feedback within your leadership positions?"

Emma answered: "I am a work in progress. I'd say I am intentional about the impact of my behaviour on others. So, in my various roles, I would say I must be present all the time to be the best version of myself. I think I am aware of triggers that make it hard for me to be patient with others."

In terms of feedback, I work with a coach. I have trained as a coach and I have been very lucky with those who have given me feedback. And I have an explicit psychological contact with close co-workers in which we have agreed that our role is to enable the other to be the best version of themselves in the service of the organisation!"

Useful links to check out!

1. <http://www.belbin.com/about/belbin-team-roles/>
2. <http://www.beabetteryou.ca/home/high-self-awareness-leads-to-better-team-performance>
3. <https://www.gallupstrengthscenter.com/>
4. <http://www.leadershipchallenge.com/professionals-section-lpi.aspx>