

## Aware

Many leaders do not have the time (and some, the inclination!) to consider how their own:

- Thought processes
- Assumptions
- Biases
- Needs
- Values
- Feelings
- Behaviours

**Impact or do not impact** on others.

They are in effect 'flying blind' and are often bemused or even angered by the unintended consequences of how they lead.

We develop three types of awareness:

### Intra-awareness

Also known as 'self-awareness' – noticing your own internal thoughts and feelings. Stop being a 'stranger to yourself'. Being more open to your own data allows you to better get your needs met and increase your personal resilience.

### Inter-awareness

As well as improving self-awareness we also aim to improve 'awareness of others' – properly seeing and hearing the person in front of them as well as better understanding the relationship processes that go on between people in groups/teams.

We do both of these in an 'up close and personal' way using highly skilled process observation feedback, often augmented by video recordings.

### System Awareness

The final level of awareness we develop is 'systems awareness' – being able to comprehend the dynamic, interdependent nature of your organisation along with the



pragmatic and political complexities this creates. Although a more intellectual exercise, we find being asked to describe the system you lead and are embedded in and then being peer critiqued around your description, is usually very revealing – and not always in a comfortable way!