

LEADING WITH SELF-AWARENESS

Know Your Patterns. Understand Your Impact. Lead With Intention.

THE AWARENESS GAP

How You Intend to Lead Is Not Always How Others Experience You

Every leader develops patterns - ways of communicating, making decisions, responding to pressure, and interacting with others. These patterns may feel natural and effective, but they do not work equally well with every person or situation.

Self-awareness helps leaders recognize these patterns and understand how their behavior affects others. It reveals strengths they can build upon, as well as blind spots and habits that may unintentionally limit trust, communication, or performance.

But awareness alone is not enough. Effective leaders use what they learn to adapt their approach, take responsibility for their impact, and make more intentional choices.

The 3-minute diagnostic on page 2 will help you identify how consistently self-awareness shapes the way you lead.

WHAT DOES IT MEAN TO LEAD WITH SELF-AWARENESS?

Leading with self-awareness is the practice of recognizing your leadership patterns, understanding how others may experience your behavior, and using that insight to make intentional choices.

It does not mean changing who you are or abandoning your natural style. It means recognizing when your preferred approach is effective - and when the person or situation requires something different.

Self-awareness creates insight and an opportunity for change. Intention and attention to change create transformation.

THE FRAMEWORK

Five Dimensions of Leading With Self-Awareness

Five dimensions move a leader from awareness to intentional action:

STYLE AWARENESS	Know Your Patterns Recognize the tendencies, priorities, strengths, and limitations that shape how you lead.
IMPACT AWARENESS	Understand How Others Experience You Notice how your behavior affects trust, engagement, and participation.
COMMUNICATION AWARENESS	Recognize How You Connect Understand how your tone, pace, directness, and listening influence interactions.
ADAPTABILITY & FLEXIBILITY	Adjust Your Approach Respond to the person, situation, or need instead of relying on your preferred style.
INTENTION & ACCOUNTABILITY	Act With Intention Choose your response, own your impact, and follow through on needed changes.

3-MINUTE SELF-ASSESSMENT

Are You Leading From Habit - or With Intention?

Self-awareness influences how you communicate, respond, adapt, and affect others. Rate each statement based on how you typically lead - not how you intend to lead or believe a leader should respond. If you are completing this assessment with another leader in mind, rate each statement based on the behaviors you have observed.

	RARELY = 1	SOMETIMES = 2	CONSISTENTLY = 3	
STATEMENT			SCORE	
1.	I recognize the behavioral patterns and priorities that shape how I lead, communicate, and make decisions.			_____
2.	I can identify when one of my natural strengths is being overused or limiting my effectiveness.			_____
3.	I pay attention to how my leadership behavior affects other people's trust, engagement, and willingness to contribute.			_____
4.	I recognize when the impact of my behavior may be different from what I intended.			_____
5.	I understand how my tone, pace, directness, and listening habits influence my interactions with others.			_____
6.	I recognize the communication patterns that may contribute to misunderstanding, tension, or conflict.			_____
7.	I adjust my leadership and communication approach based on the person, situation, or need.			_____
8.	I recognize when my preferred approach is not working and can shift to a more effective one.			_____
9.	I pause and choose my response rather than automatically reacting in challenging situations.			_____
10.	I take responsibility for my leadership impact and follow through on the changes I know I need to make.			_____
ADD ALL 10 RESPONSES			YOUR SCORE: ____ / 30	

WHAT YOUR SCORE SUGGESTS

10-16**BEGINNING WITH AWARENESS**

You may rely mainly on familiar ways of leading without consistently examining their impact.

Build awareness of your patterns and how others experience them.

17-23**BUILDING INTENTIONAL AWARENESS**

You recognize many of your leadership patterns, but may not adapt or act on that awareness consistently.

Focus on where awareness and action are not yet aligned.

24-30**LEADING WITH INTENTION**

You generally recognize your patterns, understand your impact, and adjust your approach.

Keep testing your self-perception through feedback and accountability.

Your score offers insight into how others may currently experience your leadership. Its value depends on your willingness to consider not only what you intend, but the impact your behavior may have on others.

FROM AWARENESS TO INTENTIONAL LEADERSHIP

Your result is a starting point. Leading with self-awareness helps you recognize your patterns, understand your impact, and adapt your approach. Awareness becomes effective leadership through intentional action and accountability.

READY TO LEARN MORE?

**Bring Leading With Self-Awareness to your company.
Contact Carol Heady at 914-980-2078**