



# EQUENTI

LEADERSHIP & LEARNING



## LEADERSHIP SELF REFLECTION

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# LEADERSHIP STARTS WITH US:

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## SELF-AWARENESSSS



Self-awareness is about understanding our leadership behaviour and the impact it has upon others – in particular, the people we lead and work with. Implicit in this idea is the knowledge that we choose our patterns of thinking and behaviour - and if we want to, we can create a new way of thinking and leading that are more effective not only for our teams, but for us too.

*"When we are leading ourselves well, not only are our own lives better, but we are able to lead and inspire others to be better."* - Angela Koning

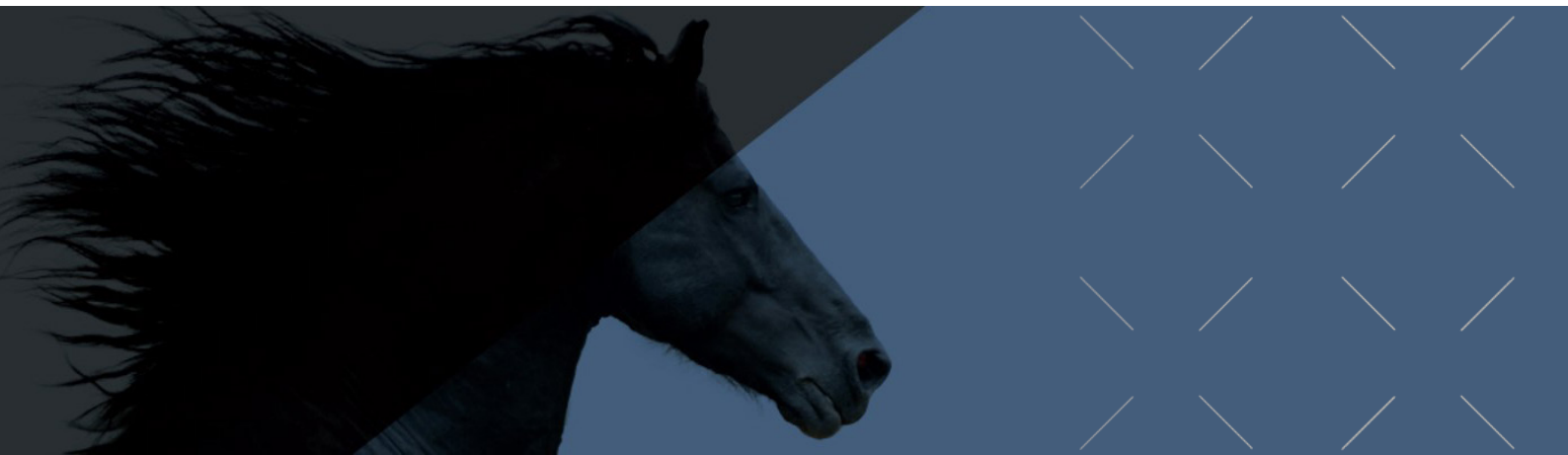
How we think about ourselves and how we fit into the world has a massive impact on how effective we are in our various roles in life: as a person, friend, partner, parent, team member and manager. The way we think also has a profound impact on our wellbeing – mental, physical and spiritual – and on the way our work translates into outcomes for the organisations we serve.

Leadership coaching helps you to understand what goes on inside your head to make you act the way you do. It's about diagnosing and gently challenging the patterns in our thinking, which come from our values, beliefs and past experiences and drive us to act in certain ways, so that we can become more effective in our lives and work.



# WHAT INFLUENCES OUR LEADERSHIP THINKING?

OUR VALUES, BELIEFS, PAST EXPERIENCES, GOALS AND SENSE OF EFFECTIVENESS AS A LEADER ALL INFLUENCE HOW WE THINK AND BEHAVE IN OUR LEADERSHIP ROLES.



## VALUES

Values are what we hold to be important. Often, they are shaped by our upbringing and our experience of life. They speak to the core of who we are as individuals and they shape our contribution to the world. Understanding what we value and how this drives our thinking and behaviours is the first step to self-awareness as a leader.

***My values are:***

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## BELIEFS

Beliefs are ideas we hold to be true – whether they are true or not! Many times, we find that our beliefs can serve us and our success, but sometimes they are worth challenging because they are holding us back. Sometimes, our beliefs are not even our own but are implanted in our thinking by significant others in our lives – parents, teachers, doctors, grandparents, aunts and uncles and friends.

So, what is true for you about leadership? Is it a privilege or a burden? Is it easy or hard? Do you love taking a position and leading others, or do you avoid it if you can?

***My beliefs about leadership are:***

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## PAST EXPERIENCES

## LEADERSHIP EFFECTIVENESS

[illegible]

## GOALS

[illegible]





# HOW CAN WE IMPROVE OUR LEADERSHIP?

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ONLY YOU CAN IMPROVE YOURSELF AS A  
LEADER, WHEN YOU ARE READY.

BECOMING MORE SELF-AWARE IS A  
GREAT WAY TO GET MENTALLY  
READY FOR CHANGE.



We understand it can be tricky to get yourself in the right 'head-space' to navigate a change in thinking, and then to stay there when the going gets a little tough.

That's why we're here to help you.

## *Changing your thinking and behaviour involves:*

- Knowing our strengths and weaknesses.
- Accepting ourselves as we are now.
- Understanding how our thinking and behaviour affects ourselves and others.
- Deciding to improve your self-leadership.
- Committing to a simple plan of action to change our thinking and behaviours.

If you're ready to begin to explore your leadership thinking and behaviour, we're here to help you. Start with the questions in the leadership self-reflection and let us know how you go.



# LEADERSHIP SELF-REFLECTION

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THE ABILITY TO REFLECT ON OUR THINKING AND BEHAVIOUR IN LEADERSHIP LAYS THE FOUNDATION FOR SELF-AWARENESS, AND MAKING A DECISION TO BECOME A BETTER LEADER – NOT JUST FOR OUR TEAMS, BUT FOR OURSELVES, TOO.

## 1. WHAT IS HAPPENING FOR ME IN LEADERSHIP RIGHT NOW?

POSITIVE	NEGATIVE

## 2. RANK THESE ITEMS 1 THROUGH TO 12, FROM 1 (MOST LIKE YOU) TO 12 (LEAST LIKE YOU). BE 100% HONEST WITH YOURSELF.

As a leader, I tend to focus on:

- ☐ Behaving in a way that avoids calling attention to myself, especially when I'm unsure what to do next.
- ☐ Forming and sustaining satisfying relationships with strong, well-developed interpersonal skills, diplomacy and a need to build relationships that are meaningful and reciprocal.
- ☐ Getting guidance and direction from others, to make sure I'm doing the right thing before I act.
- ☐ Behaving in a way which sees me being accepted by others, as I don't like to stand out too much.
- ☐ Withdrawing from situations that might cause conflict, which is something I try to avoid.
- ☐ Growth and development of people, inspiring and motivating others, thoughtfulness and a willingness to help people.
- ☐ Being the devil's advocate, which often causes me to disagree with others.
- ☐ Staying in control of systems, processes and people, so things don't get out of hand.
- ☐ Self-development, an energetic and vital approach to life and a strong desire to experience everything life and leadership has to offer.
- ☐ Winning, getting to the result first, and being the best in the business.
- ☐ The need to get things right before I act, because I'm a bit of a perfectionist and will do anything to avoid making mistakes.
- ☐ Accomplishment, ambition, enjoyment of challenges, and the ability to set realistic, attainable goals.

### 3. WHAT IS GOING WELL FOR ME AND MY TEAM? WHAT GREAT OUTCOMES ARE WE ACHIEVING?

This week: \_\_\_\_\_

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This month: \_\_\_\_\_

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This year: \_\_\_\_\_

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### 4. WHERE AM I STRUGGLING IN MY LEADERSHIP?

What outcomes are we NOT achieving? Where do I lack certainty in my leadership?

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### 5. WHAT ARE MY TEAM DOING AND SAYING?

Do they appear engaged and valued? Or something else?

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6. WHAT LEADERSHIP BEHAVIOURS WOULD I LIKE TO CHANGE SO I CAN BECOME MORE EFFECTIVE?

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7. BASED ON MY REFLECTIONS, THE ACTIONS I WILL TAKE TO IMPROVE MY LEADERSHIP ARE:

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*"Courage is endurance, for one moment more." - Unknown.*



## CONGRATULATIONS

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*...for having the courage to start thinking about what's working and not working in your leadership. Being able to reflect on your leadership thinking and behaviour is a special skill, which creates insights that most people miss.*





## ANGELA KONING

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### EQUENTI LEADERSHIP & LEARNING

Angela believes that with better self-awareness, everyone can improve their self-belief, change the way they think and reimagine how they see themselves in the world. She brings together 20 years of experience in leadership development, team building and human resource management to deliver insightful programs via experiential learning, equine-assisted learning and corporate workshops.

Angela's formal qualifications include a Bachelor of Business Management, Graduate Certificate in Business Administration, Diploma of Arts (Teaching & Learning), Certificate IV in Competitive Systems and Practices and Certificate IV in Training and Education. Her professional accreditations include the LifeStyles Inventory (LSI), Team Management Systems, DISC Advanced and ProSci Change Management.

[WWW.EQUENTI.COM](http://WWW.EQUENTI.COM)

CALL | 0467 727 107

EMAIL | [angela@equenti.com](mailto:angela@equenti.com)