



Dimension 1: Self-Awareness & Self-Esteem

What this dimension captures:

- The candidate's ability to **observe their own mental and emotional states**,
- Their response to **mistakes, discomfort, and feedback**, and
- Their **habitual use of reflection** to grow their identity or behavior.



Level-wise Scoring Criteria

Level	Title	Observable Indicators
L1	Passive Reactor (<i>UBS: IC</i>)	<ul style="list-style-type: none"> - Says "I don't know" to blockers without curiosity - Avoids discussing discomfort or glosses over struggles - Blames others or environment instead of identifying internal patterns - No evidence of journaling, reflection, or feedback use
L2	Self-Watcher (<i>UBS: Project Manager</i>)	<ul style="list-style-type: none"> - Describes discomfort only in hindsight - Can identify emotions but not drivers - Responds to feedback with compliance or defensiveness - Uses external praise/recognition as main self-worth indicator
L3	Reflective Operator (<i>UBS: Program Manager</i>)	<ul style="list-style-type: none"> - Reflects weekly or after key events - Can articulate triggers or habits that need change - References feedback or moments of failure with learning attitude - Shares how emotions or stress impact behavior
L4	Self-Designer (<i>UBS: Strategist</i>)	<ul style="list-style-type: none"> - Has structured methods for self-auditing (e.g., journaling prompts, weekly reviews) - Proactively experiments with behavioral shifts - Draws links between personal blind spots and professional patterns - Seeks feedback to challenge self-concept
L5	Inner Coach (<i>UBS: Leader</i>)	<ul style="list-style-type: none"> - Helps others reflect on their patterns - Holds a calm, grounded identity across chaos - Acts from values even when inconvenient - Frames discomfort as fuel for inner refinement
L6	Identity Architect (<i>UBS: Institution Builder</i>)	<ul style="list-style-type: none"> - Develops tools, frameworks, or rituals that help <i>others</i> reflect - Has defined a personal language or methodology of introspection - Cultivates reflective culture at team/org level - Role-models ego-transcendence and vulnerability at scale