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PART A: Academic Essay***Introduction***

Self-awareness is an important aspect of developing leadership qualities in organisational engagement. It is important for leaders to enhance self-awareness that has been related to many other factors such as group working, perception and employability. These non technical factors help in understanding implications of research which has been focused on understanding approach of leadership which is essential for leaders to operate organisational implications. In this academic essay, leadership competencies and its relation with self-awareness have been discussed. Furthermore, potential factors such as group collaboration, perception and employability that have been taught in the current module are also explored. The thesis statement of this study is “*self awareness is interrelated with leadership and management implications.*”

Discussion***Relationship between leadership and Self-awareness***

Self awareness is the capability to focus on individual implication that helps in regulating awareness. In light of leadership and management approach, it has been key in understanding development of the leadership approach which is key in developing approach of study. Therefore, it is pivotal for leaders in organisations to enhance their skills considering their emotional capability to enhance organisational capability. As per the opinion of Alotaibi, Amin & Winterton (2020), using emotional and rational capability, leaders can achieve effective decision-making skills that are essential in understanding organisational engagement of employees. Therefore, it can be stated that leaders' capability to make appropriate decisions can impact organisational outcomes and shows implication of self-awareness. Furthermore, understanding emotions helps in developing intellectual engagement within an operational approach. In this scenario, motivations act as an effective implication which is key in determining aspects that are key in understanding capability to handle relationships more effectively. As per the view of Bhaduri (2019), leaders have the capability to ensure changes due to organisational culture. Hence, it is important for leaders to understand others' feelings which helps in focusing on needs of employees and also focuses on a self-regulatory approach.

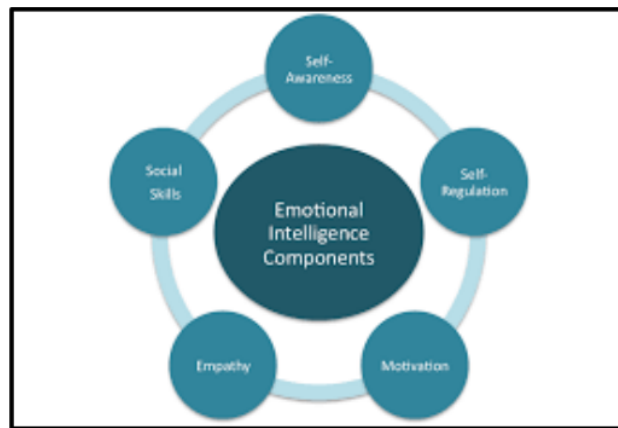


Figure 1: Goleman's Domain of Emotional Intelligence (1988)

(Source: Influenced by Norboevich, 2020)

In this regard, Goleman's Domain of Emotional Intelligence plays a key role in understanding key concepts of self-awareness and associated factors such as motivation and empathy. Goleman's idea of emotional intelligence was human's capability to handle their own feelings and its appropriate expression (Norboevich, 2020). Goleman's 5 domains have been key in understanding the leadership aspect of leaders that have been highly active in terms of exhibiting their emotional intelligence. Furthermore, application of empathy, social skills and self-regulation is also important for the leaders and their implication within the research aspect is important considering leadership practices. Therefore, it can be stated that emotional implication has been key in understanding the relationship between self-awareness and its role in managing organisational operations. Self awareness has a direct connection in developing productivity, creativity and also implicates in increasing teamwork skills. However, it is also important in obtaining increased control on emotions that has been important for developing research implications. Therefore, it is determined self awareness helps in understanding implications within group-work activities, developing perceptions and employability.

Contribution of self awareness in group work

Self awareness often focuses on the appearances that have been key in developing core approaches of directing a team. Hence, this can also be crucial in developing self-differentiation which often becomes detrimental considering aspects of its inclusion within collaboration. As per the opinion of Chandra (2021), self awareness contributes in identifying individual emotions and its impact on group work and helps to judge individual growth and weaknesses. Therefore, it is essential in developing leadership approaches that are crucial in

understanding individual capabilities that include managing growth and skills. Teamwork makes the work quicker and also helps in achieving collaboration skills. Moreover, teamwork helps in supporting the teammates that are involved in developing productivity. Teamwork is one of the key management competencies that help in developing core value of teamwork. It is important to ensure trust among team members that helps in developing research implications. Leaders also have the responsibility to focus on rostering as an unhealthy environment within the workplace can impact on the development.

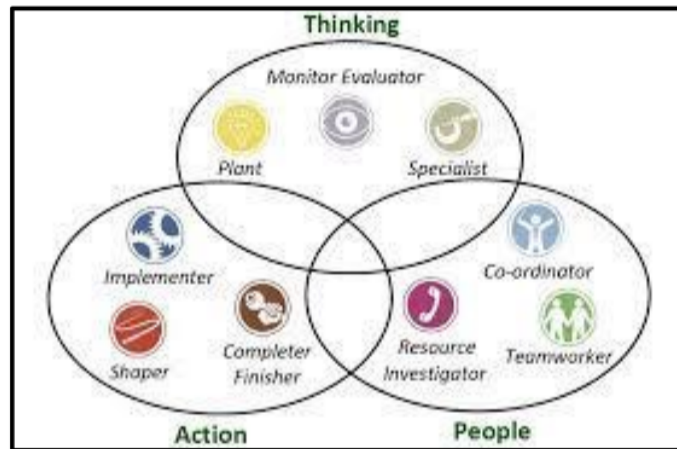


Figure 2: Belbin's Team Roles

(Source: Influenced by Holubiev, Bilokonenko & Homenko, 2022)

In this regard, self awareness plays a critical role in determining core approach which is important to be maintained within the team. Belbin's team roles focuses on attributes of individuals that are key in determining research approaches which is important in focusing in ensuring improvement within team. As per the opinion of Holubiev, Bilokonenko & Homenko (2022), the theory of Belbin's Team Roles focuses on developing awareness and other key attributes such as investigation and coordination. It is important for the leaders team workers engaged that requires individual development of skills and enhancement of collaboration within the team.

Self awareness and perception

Perception and values have been interrelated considering the approach regarding leadership and the critical understanding that is key in developing self-awareness. Thoughts, hevaious and feelings are interconnected with perceptions that have been key in determining core approach within organisational operations. According to the opinion of Mujtaba & Meyer (2022), personal biases are often overlooked by the individuals as these are key in

determining approach of self-development. Furthermore, self awareness has also become key in developing research that contributes to understanding awareness and approaches in critical development. Furthermore, it has also been effective in developing standards as key which is helpful in determining aspects such as beliefs, values and attitudes. These have been essential in developing leadership approaches. Predetermined perceptions also play a critical role in understanding involvement of leaders. However, it has been often observed that communication gap and lack of motivation has been the reason for conflict among team members. As per the opinion of Atrizka & Pratama (2022), self awareness is key for managing a team and developing a particular perception for individual implication that are essential in understanding perspectives. Hence, it is required to evaluate the attitudes of the team members that help in focusing on characteristics that are important to evaluate the quality of team work.

Role of self-awareness in developing employability

Employability is an effective factor in leadership that refers to necessary skills and values that are required to achieve higher success in terms of organisational approach. Hence, it is often referred to as core approaches as communication skills, and providing motivation to team members is an important skill in this regard. As per the opinion of Twyford & Dean (2023), employability skills are mostly non-technical skills that are crucial to be achieved and applied in order to get higher proximity within workplace. Therefore, self awareness also plays an effective role in understanding leadership approaches that focus on leadership approaches.

Employability is important considering the skills and understandings which have been important in developing leadership aspects. Employability also focuses on understanding of emotional intelligence and self-awareness which is also effective in terms of developing research aspects. Moreover, employability also focuses on understanding of skills and knowledge which have been effective in terms of developing a self-analysis approach. As per the opinion of Hamzah *et al.* (2021), personal attributes have been key in enhancing self-efficacy that also contributes in enhancing emotional intelligence. Career enhancement has been important in developing key research that can be focused on developing required skills which helps in getting employment. Hence, it is essential for the organisations to understand self-awareness that has been important in focusing on developing the dimensions of employability. Self-awareness is incorporated within character traits to obtain employability that is important in developing fundamental ideas regarding leadership and team management. This is important in understanding aspects of emotional intelligence that contributes to enhancing individual skills. Furthermore, it can be evidenced that

characteristics of leaders can also impact on the skills that help in analysing leadership purposes within organisation implication. In organisational scenarios, it is essential for leaders in development of self-awareness are key in apprehending factors that implicate on developing core understanding of research.

Conclusion

This academic essay can be concluded by focusing on leadership implications which focuses on developing leadership aspects and self awareness. Moreover, it is important for the leaders to focus on their individual skills that help in getting a vivid idea regarding methods of leadership. It is further discussed in this essay that self-awareness is often related with the implications that are interconnected with other qualities of leaders. Combining skills of group working, developed perception and employability, leaders can achieve success in their organisational field. However, it is also important for the leaders to develop effective decision making skills which can also impact on developing leadership perspectives. It has also been effective in developing the core approach in understanding research that focuses on critical identification of individual development. Leaders are also required to have capability of evaluating the skills of team members which determines improved productivity.

PART B: Reflective Essay

Overview of Target job/profession/industry/sector

A leader is an important person for a company as he or she provides guidance, inspiration and motivation to others to achieve goals and objectives. My targeted profession is to be a leader of my own business or an organisation in which I have joined. Leadership is essential as this helps to increase morale and relationship among employees which makes a positive effect on decisions, actions and wellbeing (Week 1, slide 8). My dream is to be a successful leader of a company and for that reason I have to develop the chosen topic area. I have to develop the topic as this will help me to determine my interest, skills, personality, strength and weakness. Self awareness is an important consideration for a good leader (Week 1, slide 8). This topic will be helpful for me to enhance myself awareness which can make my roads smooth to be a good leader.

I have to develop my topic to conduct a good self analysis. As per the view of Walter, Nikoleizig & Alfermann (2019), a good self analysis is effective for self development as this helps in improvement of confidence and cognitive skills. Moreover, I have to develop my topic to improve self determination and personal initiative which will be helpful in the future for achieving my targeted profession. Self development contributes to promotion of empowerment and helps to be organisational fit (Week 1, slide 11). On the other hand, I need

to develop the topic to improve my belief, values and attitudes which will contribute to achieve success in my targeted profession. Belief helps to increase knowledge, values improve ethical behaviour and attitudes improve characterises of a person (Perception and value lecture, slide 13). For all these reasons I need to develop in the topic for achieving my desired profession.

Self Analysis

Self analysis is an important consideration for leadership development as this helps to improve self awareness and perception which contributes to an effective teamwork. As per the view of Herbst (2020), self awareness is related with leadership development as this factor helps to enhance organisational capabilities and building relationships. Moreover, according to my knowledge, self analysis is effective for me to determine my strengths and weaknesses. I have focused on psychometrics tests for determination of my strength and weakness to achieve my desired profession. Psychometrics tests help in identification of skills, knowledge and personality as this measures verbal and numerical ability, belief and values (psychometrics lecture, slide 3). Moreover, this test is effective for me to measure my ability to be a successful leader. About 81% people use psychometrics tools for identification of their ability and about 59% believe that this helps to predict future performance (psychometrics lecture, slide 5). I have also focused on this test to understand my liability to become a successful leader in the future.

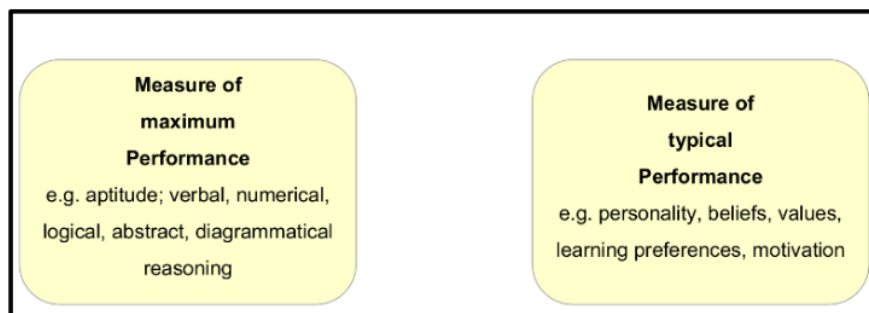


Figure 3: Psychometric tests

(Source: psychometrics lecture, slide 4)

I have conducted a personality test under the psychometrics tests to identify my ability and personality to be a successful leader. As per the view of Nerubasska, Palshkov & Maksymchuk (2020), personality refers to as a way by which a person interacts with the external environment. Moreover, this also helps me to understand my strengths and weaknesses to be a good and successful leader in the future. Personality also helps in

determining the adjustment level of a person with the environment and is effective for understanding behaviour of an individual (Personality lecture, slide 3). I also have evaluated my personality to determine effectiveness for achieving the target profession. The result of my psychometrics test of personality is-



Figure 4: Results of my personality test

(Source: 16personalities.com, 2022)

I have identified my strengths and weaknesses from this personality test. As per the view of Alek *et al.* (2020), evaluation of strengths and weaknesses of oneself is an important consideration as this helps to understand and enhance ability and capability. Understating strength and weakness has helped me to identify the relationship between leadership and self awareness and the importance of self analysis in developing employability and perception. I have also used the CEME questionnaire for analysis of my ambition, commitment and confidence level. Moreover, this understanding has helped me to determine the relationship between leadership and management of a business. My strengths and weakness are as follows-

Strengths	Weaknesses
<ul style="list-style-type: none"> • I have good observation power • I pay attention to my feeling and others' feeling • I have honesty and respect for other person as I am an assertive person • I have active listening capabilities • I have teamwork capability • I am self disciplined • I have good ambition in my life 	<ul style="list-style-type: none"> • I am introverted • I judge people in wider range • I have lack of ability to manage conflict • I have lack of ability to make an effective non verbal communication • I have lack of capability to overcome my distraction • I have lack of confidence level

Table 1: Strength and weakness of myself

(Source: Created by author)

Analysis of strengths

I have identified that my observation is power is good which can be helpful for me to achieve my targeted profession. I can observe my employees and their actions in an effective manner which will help me to make appropriate decisions. This strength has provided me with an overview of how I interact with my environment. As per the view of Bäcklander (2019), a good observation power is essential for a person as this helps in improving of skills and adoption of better decisions. I have another strength that I provide value in the emotions of others which might be helpful for me to be a successful leader as this will help me a lot to interact with others in an easy manner. However, this can be a weakness as my thinking ability might be reduced due to providing extra attention to the emotions of others. Understanding others' feelings can be helpful for me to improve my emotional intelligence level as it is important for being a good leader. ³ Emotional intelligence is the ability to perceive and understand emotions which promotes intellectual growth (EI lecture, slide 3). I have active listening capability which is also effective for me to achieve my desired profession.

Active listening will help me to communicate well with others and good communication skills are an important factor of a successful leader. As per the view of Eisenberg, Post & DiTomaso (2019), communication helps to increase motivation which results in improvement of performance level. Moreover, active listening skills also will be helpful for me to maintain good teamwork in the future as a successful leader. It has been evaluated by me that I am self disciplined which is also an important factor for my targeted profession. Good self discipline will help me to focus on my goals in the present time and also in the future. On the other hand, this will provide me with the power of controlling myself and any complex situation. Handling any complex situation is an essential skill for a leader which I can achieve by self discipline.

I also have teamwork capability which is another important skill for a leader. I can easily manage and handle my team members with the help of this strength. Team Working provides a sense of belonging to individuals (Teamwork lecture, slide 8). This will also increase my performance and productivity which results in enhancing my ability to be a good leader.

Analysis of weakness

It has been noticed by me that I am introverted which might make it difficult for me to interact with the external environment in an appropriate manner. This can make hazards in the path of achievement my desired profession and thus I have to try to reduce this weakness.

I have set specific goals for myself and continued regular conversation with my colleagues to reduce this kind of weakness. I cannot manage conflict in an appropriate manner which aggravates the complex situation. As per the view of Adamovic (2022), conflict management is important for an organisation as this increases collaboration among employees and concentration towards work. I cannot make good on verbal communication which is essential for leadership as this helps to increase meaningful interaction. This can make obstacles for better understanding of others which will disrupt my collaboration level. I need to try to improve my body language for the development of nonverbal communication skills.

I easily get distracted from my objectives which will create problems in achieving my targeted profession. Distraction will make obstacles for me to meet my goals and I cannot fulfil the objectives of organisation. I have to concentrate more by reducing multitasking and keep focusing on a specific situation. Lack of confidence level is identified by me who also will create obstacles in my leadership career. As per the view of Wang *et al.* (2020), a good confidence level helps in reduction of anxiety and increases motivation. I need to think long term for improving my confidence level.

PART C: Areas for Development

I have analysed that self awareness has a direct implication with its application in developing my interpersonal goals that are key in controlling emotions. Furthermore, by completing assessment of both the parts of the assignment, I have also been critical in determining approaches that have been crucial in determining my individual role in leading teams. Self-awareness is essential for me to develop my growth as a leader and also the scales of understanding that further helps in developing leadership approaches within a team approach. Comparing both parts of the assignment, it has been important for me to understand my current position considering leadership approaches. Analysing my own skills and development approach within the study, it has been important for me to understand my skills and how they have been developing. It is essential to focus on my collaborative skill which is essential to be focused on regarding belief and value. Teamwork is required to be more effective in terms of developing aspects of organisations in assisting within areas that are key in developing leadership aspects.

Currently, I see myself in need of developing skills such as understanding perceptions from the group members that are involved in group working. Considering the qualities of the leaders, it is important to understand how they achieve core operational skill in continuing the flow of operations within the organisational perspective. Studying in this module, I may have the opportunity to understand the capabilities of leadership that are important for me to

understand, considering the applicability of individual perspective that helps in identifying leadership aspects. I need to maintain my focus on my career and its implication can be reflected within my activity that is key in determining application within organisational implementation. It is important for the leaders to understand the roles of team members and allocate tasks according to their skill that is important to be focused on effective decision making. Furthermore, I have also understood the purpose of leadership and management that helps in understanding developing perception that are key in developing leadership skills.

Career Enhancement Model of Employability (CEME) questionnaire has been a crucial tool in determining employability skills that can be helped in focusing on understanding research approaches that have been key in determining individual assessment. It helps in linking identity capitals that contribute to positional implications. CEME questionnaire is important in enhancing my commitments to the tasks that I do focusing on current implications that helped in developing a research approach.

Personal SWOT has also been important in identifying the areas that focus my activities that are important in focusing on employability which is important to be focused on developing key research aspects. In this regard, it is important to highlight on CEME evaluating implication on the leadership perspective. I have considered leadership as the targeted role that helps in contributing leadership skills and association which is key in determining approach of research. On the other hand, in future aspects, my idealisation of leadership and self awareness is required to align within the approach of leadership. CEME questionnaire has also helped me understand employability skills which help in determining organisational skills. These organisational skills are required to excel within a research approach.

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Appendices***Appendix 1: Personal SWOT***

	² Things I know	Things I don't know	
Things they know about me	<ul style="list-style-type: none"> • High collaborative skills. 	<ul style="list-style-type: none"> • Lack of skills regarding decision making skills. 	
Things they don't know about me	<ul style="list-style-type: none"> • My enhanced communication skill 	<ul style="list-style-type: none"> • Misconception regarding leadership and employability • Lack of idea regarding employee perception 	

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