APSS1L01 Tomorrow's Leaders

Lecture Two: Self-Leadership

Video: Self-Understanding and Self-Management

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Part I

Self-Leadership

The Path To Leadership

(Manz, 1986; Neck & Houghton, 2006)

Self-Growth   Self-Leadership   Leadership

SELF-LEADERSHIP
# LEADERSHIP FROM THE INSIDE OUT

(Manz, 1986; Neck & Houghton, 2006)

- Self-leadership forms the foundation of effective leadership.

- Within organizations, each person possesses self-leadership: an internal self-control system.

What Is Self-Leadership?

(Manz, 1986; Neck & Houghton, 2006)

- The process of influencing oneself to establish the self-direction and self-motivation that are needed to perform tasks.

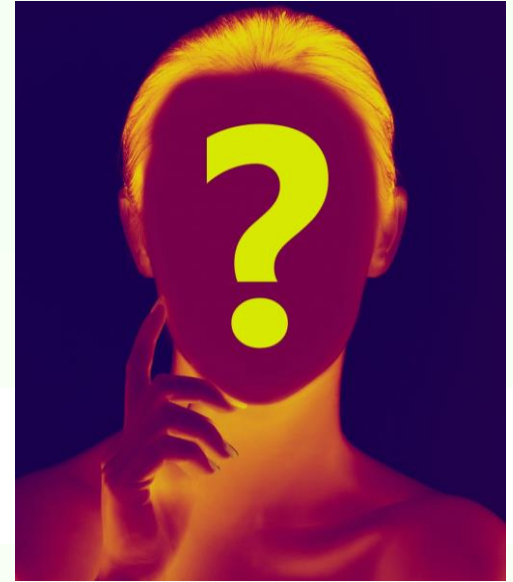- The practice of influence your thinking, feelings, and behaviors to achieve your objective(s).

Self-understanding

Self-management
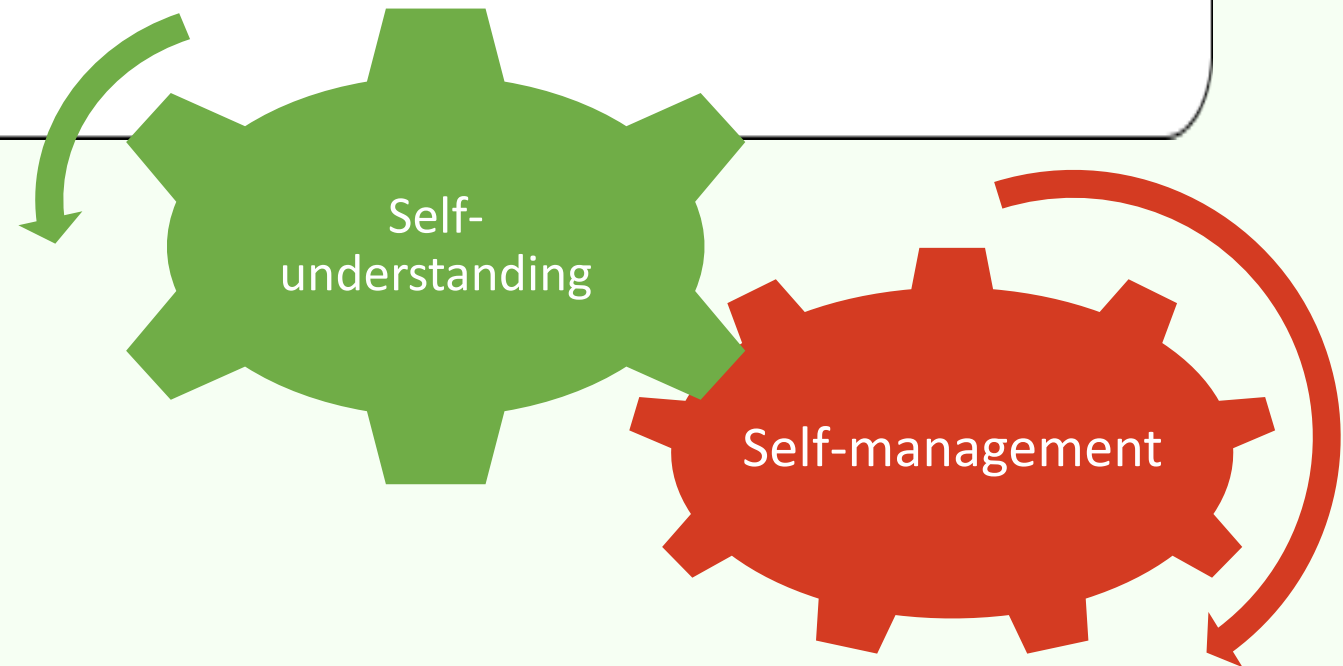
Part II

Self-Leadership (Part 1): Self-Understanding

Self-understanding

Self-understanding
(Kegan, 1994; Walumba et al., 2008)

- **Self-understanding** is a way to know one's direction and value.

- It is a process to **understand one's own** strengths and weaknesses from the multifaceted nature of the self.

What Is Self-Understanding?

The self is not something ready-made, but something in continuous formation through choice of action (Dewey, 1997).

Individual's background

cultural b

ge

personality

family background

Early life experiences

Values, beliefs, and principles
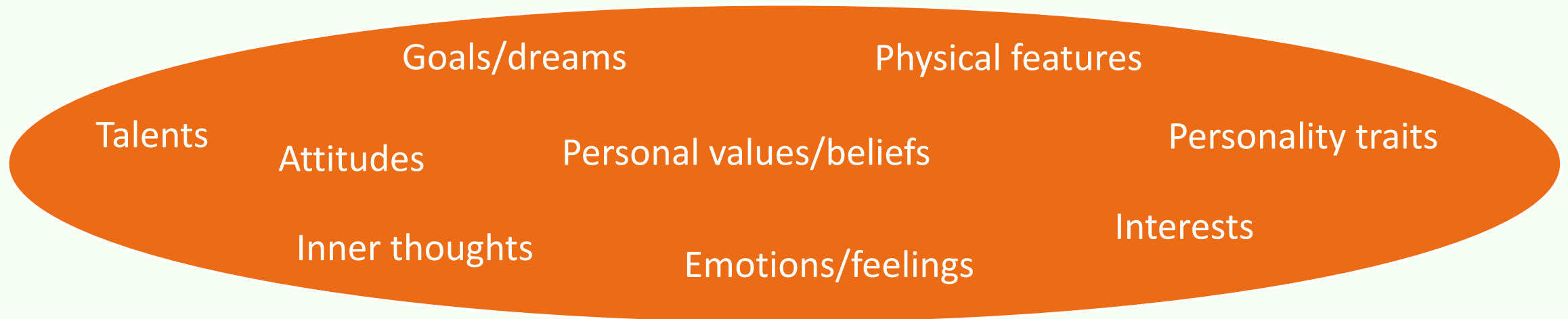
Present Self

What Is Self-Understanding?

Self-Understanding:

- How you perceive yourself

- How you perceive yourself in relation to others

Composite of a person's characteristics in multiple aspects:

Goals/dreams   Physical features

Talents

Attitudes   Personal values/beliefs   Personality traits

Interests

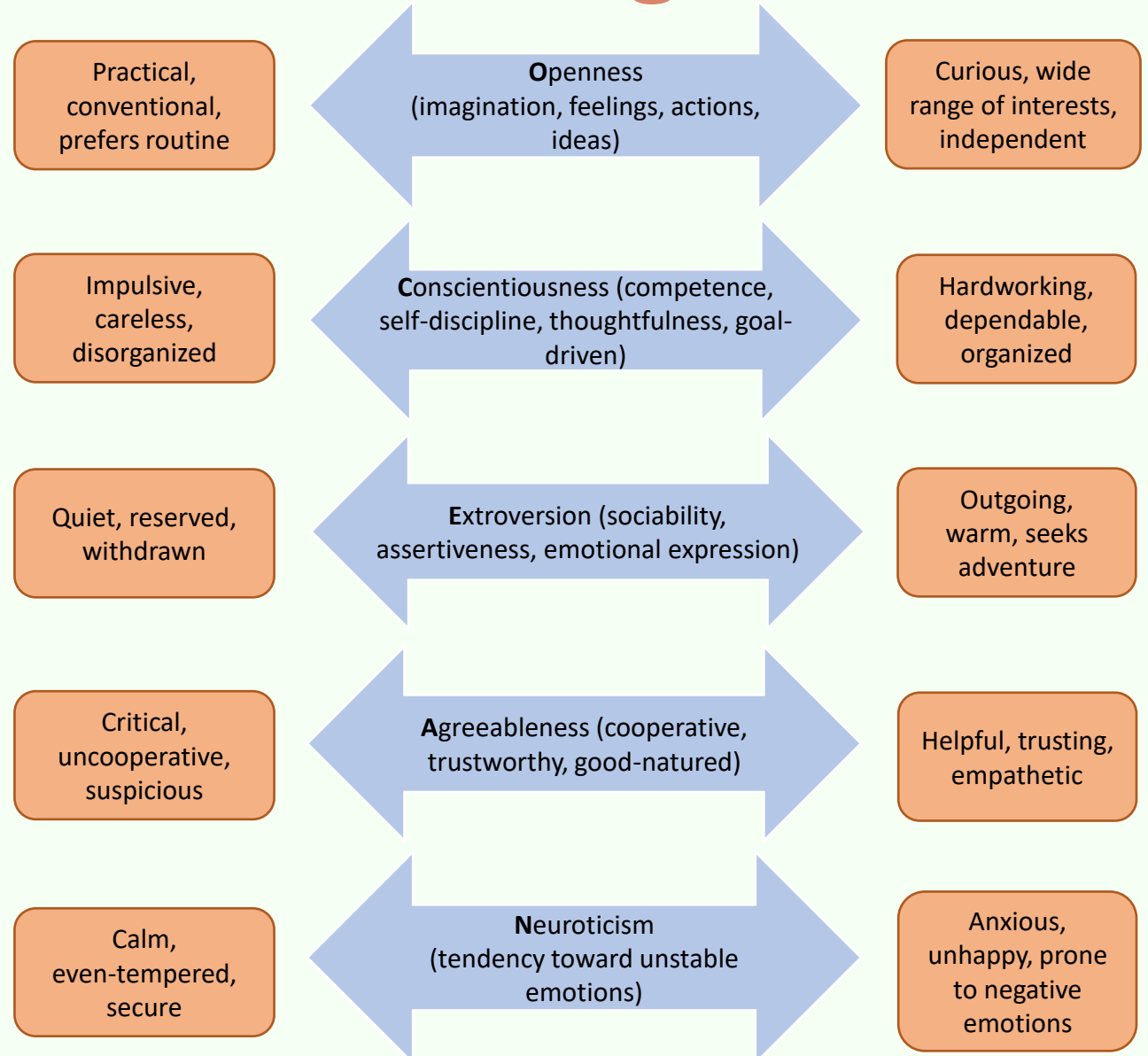Inner thoughts   Emotions/feelings

What Is Self-Understanding?

(Barrick & Michael, 1991)

Personality Traits

Reflect a person's characteristic patterns of:

thought   feelings   behaviors

Practical, conventional, prefers routine	**O**penness (imagination, feelings, actions, ideas)	Curious, wide range of interests, independent
Impulsive, careless, disorganized	**C**onscientiousness (competence, self-discipline, thoughtfulness, goal-driven)	Hardworking, dependable, organized
Quiet, reserved, withdrawn	**E**xtroversion (sociability, assertiveness, emotional expression)	Outgoing, warm, seeks adventure
Critical, uncooperative, suspicious	**A**greeableness (cooperative, trustworthy, good-natured)	Helpful, trusting, empathetic
Calm, even-tempered, secure	**N**euroticism (tendency toward unstable emotions)	Anxious, unhappy, prone to negative emotions

What Is Self-Understanding?
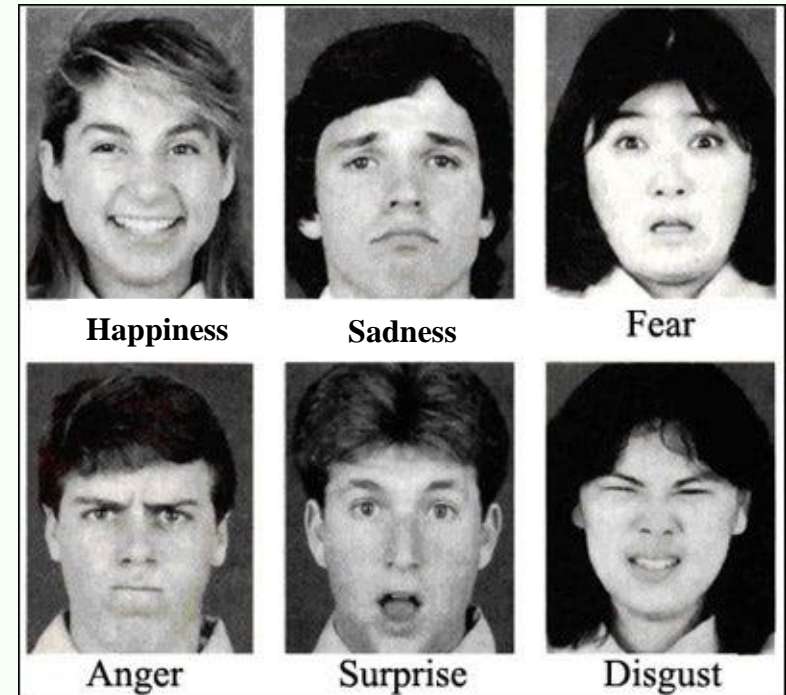
Emotional awareness: understanding and recognizing one's emotions and their effects

- what triggers that emotion

- what are the potential factors influencing that emotion

Six Basic Emotions

Happiness · Sadness · Fear · Anger · Surprise · Disgust
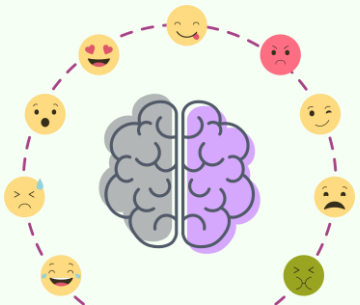
Part III

Self-Leadership (Part 2):
Self-Management

What Is Self-Management?

- Self-Management is about taking ownership of self-understanding in life

Who am I ?

ACTION!!!

Have a Firm Idea of Your Goal

E.g. achieving a good GPA or becoming an expert in your professional field

Manage yourself accordingly

E.g. attending lectures punctually, completing course work before the deadline, and actively participating in learning activities

to enjoy success in life

Achieve Your Goal

What Is Self-Management?

Relate and organize various parts of an individual into a harmonious and effective pattern to achieve goals.

(Walumba et al., 2008)

- **Self-acceptance**: accept one's uniqueness.

- **Self-control**
    - Set up a personal standard: a target or a goal.
    - Different strategies to control, monitor, and motivate oneself to achieve personal goals.

What Is Self-Management?

Managing one's own emotions

1. **Self-control**: Keeping disruptive emotions and impulses in check.

2. **Transparency**: Maintaining integrity, acting congruently with one's values.

3. **Adaptability**: Flexibility in handling change.

4. **Achievement**: Striving to improve or meeting a standard of excellence.

5. **Initiative**: Readiness to act on opportunities.

6. **Optimism**: Persistence in pursuing goals despite obstacles and setbacks.

Three Steps of Self-Management Strategy to Cope With Negative Emotions
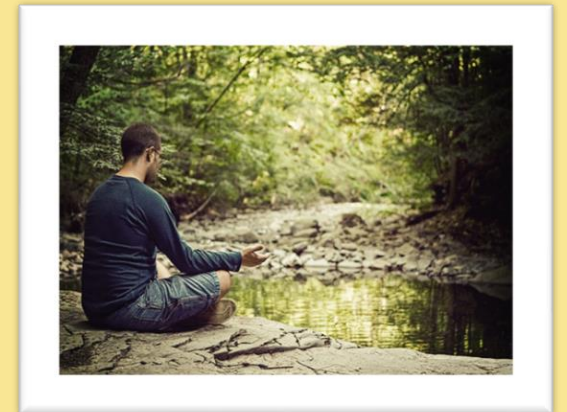
賽馬會心導遊計畫

Jockey Club

TourHeart Project

內心惡劣天氣
應變指南

Emergency Guide to

Internal Weather Changes

The Three Steps To Cope With 'Bad Weather'

1. **Describe** your emotions at the moment (e.g., I feel my pounding heart is going to burst)

2. **Regard** bad emotions as part of your journey

3. **Be kind** to yourself when you have bad emotions

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