



Leadership  
**Excellence**  
Programme

*Day 2*

# Increasing your Self Awareness

Name:

In partnership with

**MS**  **Amlin**

 **SEVENTY20TEN**



## Day 1 Review

**MS**  **Amlin**

2

# Programme journey

## Leadership Excellence Programme



Notes

# Day 1 review

Notes

## Day 1 review

### In small groups

- Draw a mind map covering the key topics of the last session
- What stood out for you the most?
- What topics have you already discussed with someone outside of this group?





Increasing your Self Awareness

# Session outcomes

## Self-Awareness learning outcomes:

- Gain an understanding of the psychological preferences on which Insights Discovery is based
- Identify the different motivations of each of the Insights Discovery colour energies
- Recap the key elements of the Insights Discovery model

Notes

# What do you see?



Notes

# Your colour mix



Notes



# Overdone strengths



Notes

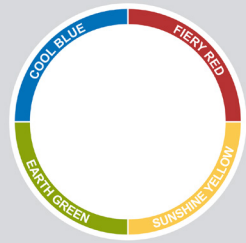
# Pots of energy



Notes

# You Are A Unique Blend

We each have all four  
colour energies within us;  
it is the combination of  
the four energies that  
creates the unique  
**YOU.**



Notes

# Jungian Preferences

Notes



A dark blue rectangular card with rounded corners. In the top left corner is a red diamond icon containing two white opening quotation marks. In the top right corner is a red diamond icon containing two white closing quotation marks. The text is centered and reads: "Jungian Preferences" in a light blue font, followed by "Every advance, every conceptual achievement of humankind has been connected with an advance in self awareness." in a white font. Below the quote, in a small orange font, is "Dr Carl G Jung".

**Jungian Preferences**

Every advance, every conceptual achievement of humankind has been connected with an advance in self awareness.

Dr Carl G Jung

# Activity

## Activity: Your colour mix

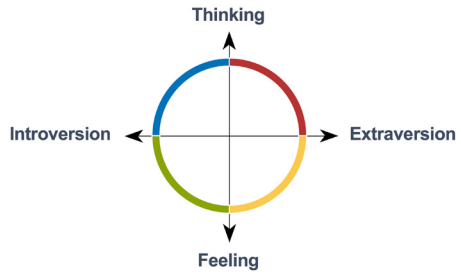
### In small groups:

- Which colour do you use the most?
- What does it look like when you overuse it?
- Which colour do you use least?



Notes

# Overlaying the preferences

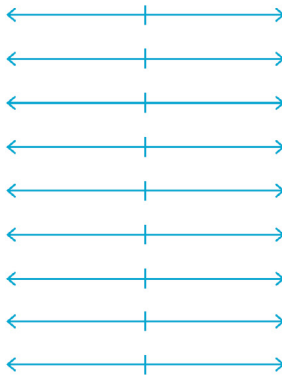


Notes

# Thinking or Feeling?

## Thinking

Impersonal  
Analyse  
Detach  
Objective  
Principles  
Cool  
Provide critique  
Task focus  
Decide with head



## Feeling

Personal  
Empathise  
Involve  
Subjective  
Values  
Caring  
Offer praise  
Relationship focus  
Decide with heart

Notes

# Introversion or Extroversion?

## Introversion

Quiet

Think things through

Depth of interests

Private

Reserved

Reflective

Thoughtful

Think before act

Energy from concentration



## Extraversion

Expressive

Talk things through

Breadth of interests

Open

Outgoing

Quick to action

Outspoken

Act before think

Energy from interaction

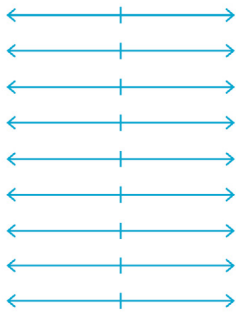
Notes



# Sensation or Intuition?

## Sensation

Details  
Present focused  
Practical  
Realistic  
Step-by-step  
Literal  
Specific  
Concrete  
Previous experience



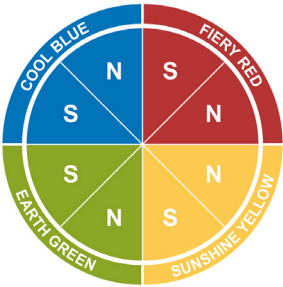
## Intuition

Patterns  
Future focus  
Possibilities  
Imaginative  
Spontaneous  
Figurative  
Big picture  
Conceptual  
Inspiration

Notes

# Sensation and Intuition

Notes



# Summary

<p><b>Colour Energies</b></p> 	<p><b>Where we get our energy from and where we prefer to focus our attention</b></p> <p><b>Introversion</b> Internally, through observation and reflection</p> <p><b>Extraversion</b> Externally through engagement, involvement and taking action</p>	<p><b>How we evaluate and make decisions</b></p> <p><b>Thinking</b> With our 'head' using analysis and detached logic</p> <p><b>Feeling</b> With our 'heart' deciding on what something is worth, using our personal values</p>	<p><b>How we take in information</b></p> <p><b>Sensation</b> In concrete, tangible and detailed ways, focused in the present</p> <p><b>Intuition</b> Through imagination, insights and interpretation, and relating it to future possibilities</p>
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Notes

# Activity

## Activity: Profile review

Review pages 5 & 6 of your profile

- Note and count how many statements resonate with you
- Note and count statements you are not sure about
- Note and count any statements that do not describe you
- Share output with partner

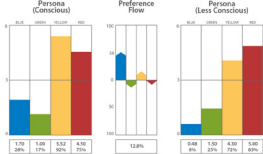


Notes

# Graphs

The direct responses to the evaluator.  
Your intentional self.  
Combines:  
- who you are  
- who you want to be  
and  
- who you believe you're expected to be.  
How you 'ACT'.

The portrait picture of you



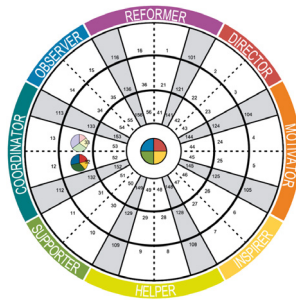
**Preference Row:** Highlights which colour energies you might be putting a conscious effort into adjusting, to meet the needs of your environment.

The indirect responses to the evaluator.  
Less aware of these energies. Suggests your more instinctive behaviour.  
Highlights possible blind spots.  
How you might 'REACT'.

The candid photograph

Notes

# 72 Type wheel



Notes

# Activity

## Activity: Profile review and feedback

### Review 11-13 of your profile

- What are the top three things you would pick from 'How to communicate with you'?
- What are the top three things you would pick from 'How NOT to communicate with you'?
- What did you learn from your Blind Spots?

Share the output with a partner



Notes



## Colourful Leadership

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# Traits of great leadership



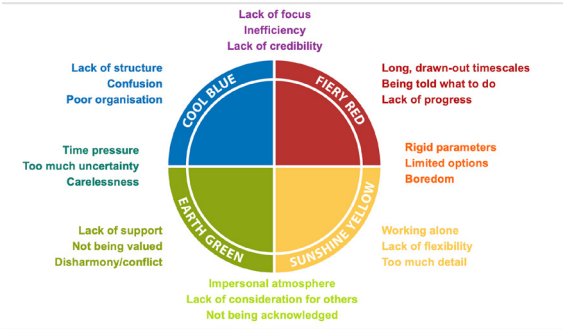
Notes

# Motivators



Notes

# De-motivators



Notes

# Activity

## Activity: Colours in leadership

### In pairs

- Discuss Insights and leadership
- How might you use this in your teams?
- What are some of the motivators you need to bring into play?
- What are some of the demotivators that you need to be aware of?



Notes



Creating Psychological Safety



# Session learning outcomes

- Clarify why we need to provide a psychologically safe and inclusive space for colleagues to thrive in.
- Identify factors that can cause work related stress
- Identify action you can take to increase psychological safety within your team

Notes

# Psychological safety

**Psychological safety describes a climate in which people feel free to express relevant thoughts and feelings without fear of being penalized**

Prof. Amy C. Edmondson

Notes

# Activity

## Activity: Experiencing psychological safety

### In pairs

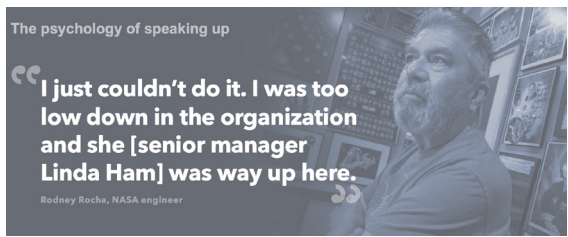
- What does a psychologically safe space mean to you?
- When have you experienced this?
- Any examples of what happens when you don't feel safe or valued?



Notes



# Speaking up



Notes

# The Benefits

## Benefits of welcoming inclusion & developing- **Psychological Safety**

- Encourages speaking up
- Enables clarity of thought
- Support productive conflict
- Mitigates failure
- Promotes innovation
- Removes obstacles to pursuing goals
- Increases accountability

Source: Prof Amy C. Edmondson, Stanford

Notes

# The most important influence

**The most important influence on psychological safety is the nearest manager, supervisor, or boss**

Prof. Amy C. Edmondson

Notes

# Activity

## Activity: Creating psychological safety

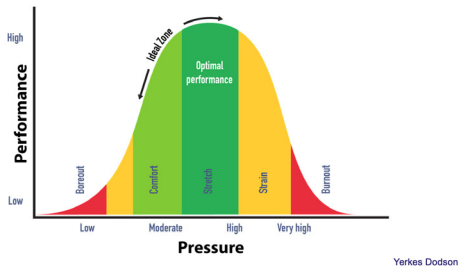
### In Small Groups

- How do you do this now with your team?
- What currently gets in the way of creating this safe space from an organisational point of view?
- What thoughts do you have on any new approaches?



Notes

# Pressure Curve



Notes

# Triggers

- Lack of information or understanding
- Lack of structure or logic
- Poor work quality
- Wasted time
- Rush job
- Distractions

- Loss of control
- Lack of focus
- Indecisiveness
- Lack of immediacy
- Slow pace
- Incompetence



- Lack of consideration for others
- Sudden change without warning
- Violation of values
- Time pressure/fast pace
- Unfair or impersonal treatment

- Lack of involvement
- Restrictions on flexibility
- Lack of influence
- Being overlooked
- Personal rejection
- Over-seriousness

Notes

# Early Indicators

Questioning turns to nit-picking  
Analysis paralysis  
Becomes too dependent on rational alternatives  
Becomes aloof and withdrawn  
Becomes resentful

Becomes silent and withdrawn  
Becomes judgemental  
Is impersonal and unresponsive  
Is stubborn and resistant  
Is easily upset or hurt

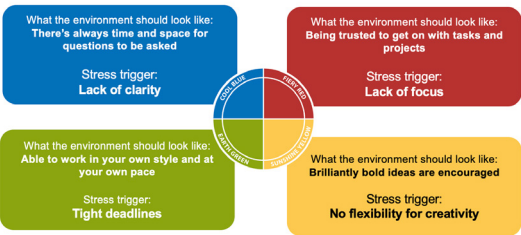


Becomes aggressive  
Is increasingly impatient  
Is irritable  
Increases demands on self and others  
Becomes overly concerned with short term goals

Is argumentative  
Becomes over-responsive  
Appears opinionated  
Is rebellious  
Becomes critical

Notes

# Reducing stress



Notes



# Tips

- Encourage open communication
- Show empathy and understanding
- Promote inclusivity
- Model vulnerability
- Provide constructive feedback
- Establish clear expectations
- Recognise and reward efforts
- Create safe spaces & encourage collaboration

Notes

# Activity

## Activity: Increasing psychological safety

### Individually

- Review the tips on creating psychological safety
- What can you do more of?
- What do the first steps of this look and feel like?



Notes

# Activity

## Activity: Reflection

### Individually:

- Reflect on today's session
- What are the key learning points for you?
- How can Insights help your day-to-day leadership?
- How will you create and foster a psychologically safe space in your team?



Notes











In partnership with

