

## Demonstrates self-awareness

Using a combination of feedback and reflection to gain productive insight into personal strengths and weaknesses.

### To develop this competency

TAKE TIME TO REFLECT...	JOB ASSIGNMENTS
<p><b>If reflection doesn't come naturally to you...</b> ...then recognize that taking the time to look back and learn is an important part of moving forward. Think about what worked and what didn't. Understand why. Modify your behavior to keep on the right track.</p> <p><b>If you've ever been surprised by feedback you've received...</b> ...then be aware that behaviors that feel natural to you may rub others the wrong way. Examine the disconnect between your intentions and others' perceptions. Work to close the gap.</p> <p><b>If you're happy with how you are and don't want to change...</b> ...then reflect before you reject. You might not recognize the feedback you receive or you may not like it, but don't discount it too early. Bite your tongue, take a deep breath, digest what you hear—then decide.</p>	<ul style="list-style-type: none"><li>• Volunteer for an assignment in a different culture. Use this to become more aware of how you may respond in new or unfamiliar settings.</li><li>• Start something new. Begin something from scratch or build a new area of the organization. Build a new team.</li><li>• Take on an assignment that stretches your skills or pushes you to embrace a new challenge. Move to a new location, take on a position in a different area of the organization.</li><li>• Complete a 360. Consider who may be able to give you the best feedback, not just those who will tell you what you want to hear.</li><li>• Take on a new project outside your area of expertise. Make a point of asking those working with you for specific, honest, and regular feedback.</li></ul>

### Your development plan

WRITE NOTES AS YOU DISCUSS IDEAS WITH YOUR COACH, YOUR MANAGER, OR TRUSTED COLLEAGUES.

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