

Detect, Reflect, Make Yourself Better

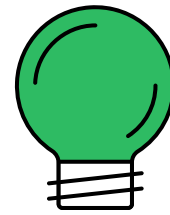
Lunch & Learn



"Know thyself." – Socrates



Detect



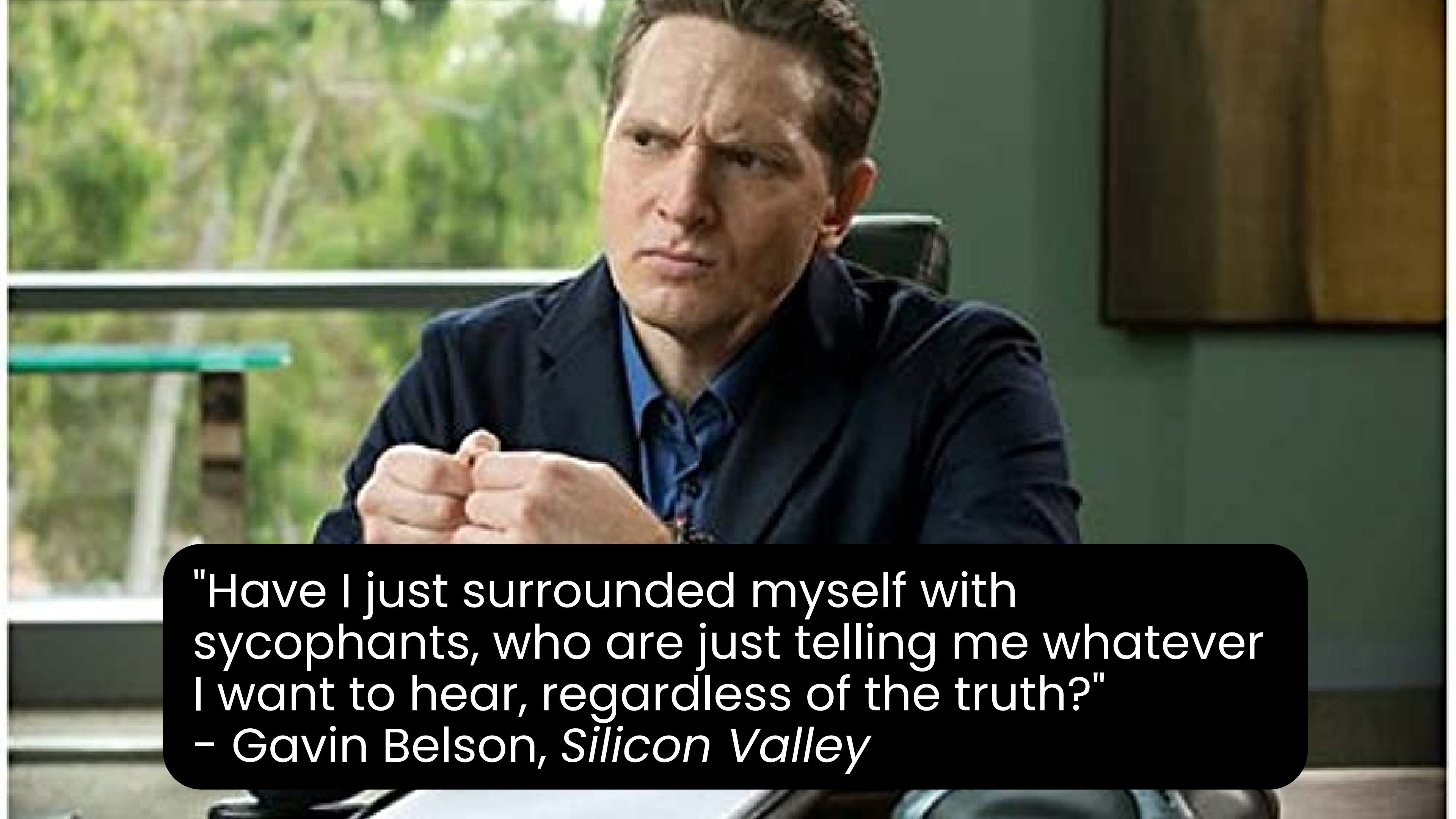
Reflect



Make Yourself Better

Accurate self-appraisal is the key to smarter collaboration, job satisfaction, and better performance –

but it's easy to avoid in the rush of day-to-day work.

A medium shot of Gavin Belson, played by Thomas Haden Church, in an office setting. He is wearing a dark blue suit jacket over a blue button-down shirt. He has a serious, slightly skeptical expression on his face, with his hands clasped together in front of him. The background shows a window with a view of green trees and a modern office interior with a green wall and wooden paneling.

"Have I just surrounded myself with sycophants, who are just telling me whatever I want to hear, regardless of the truth?"
– Gavin Belson, *Silicon Valley*

The Power of a Self-Assessment

Critical feedback is not just for low performers. People can be afraid to criticize the company rock stars or the department "genius." They may be influenced by favoritism and bias.

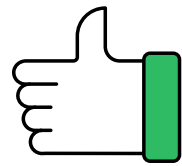
Positive feedback can keep us motivated and help us spot opportunities to grow a skill into an incredible performance.

But we can't always count on truthful – or accurate – feedback. That's where self-assessments come in.

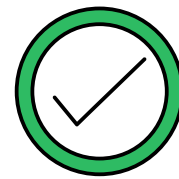
Detect

Core Practices

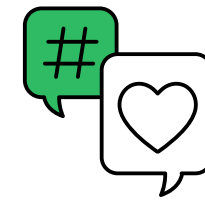
- Where are you struggling? If you're not aware of your failures or mediocrity, how can you identify them?
- Where are you consistently successful? Are you stagnating by choosing only work and goals you've already mastered?



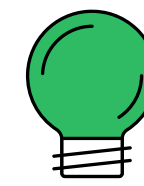
What energizes you?



Are you aligned with big picture deliverables?



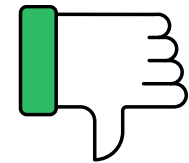
Do you embody the company values?



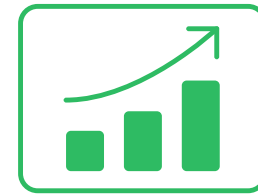
How many new ideas are you bringing to the table?



How many of them worked - and how many didn't?



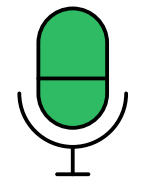
What do you dislike?



Are your outcomes improving over time?



Are you afraid to fail?
Do you play it safe?

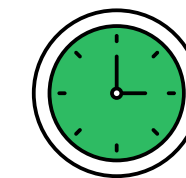


Are you sharing your knowledge?

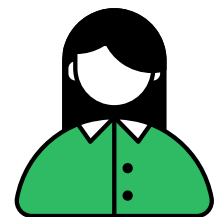


What talents or directions would you like to pursue?

(some) Self-Evaluation Metrics



Are you on track to reach long-term goals?



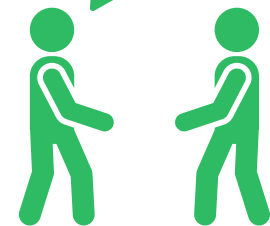
What makes you unique?



Are you personally happy and satisfied?



Do you take surveys - and what do they say?



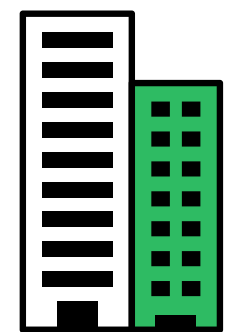
Are you a good collaborator?



Do your colleagues like working with you?



Are you actively seeking growth opportunities?



When you leave, what will you leave behind?



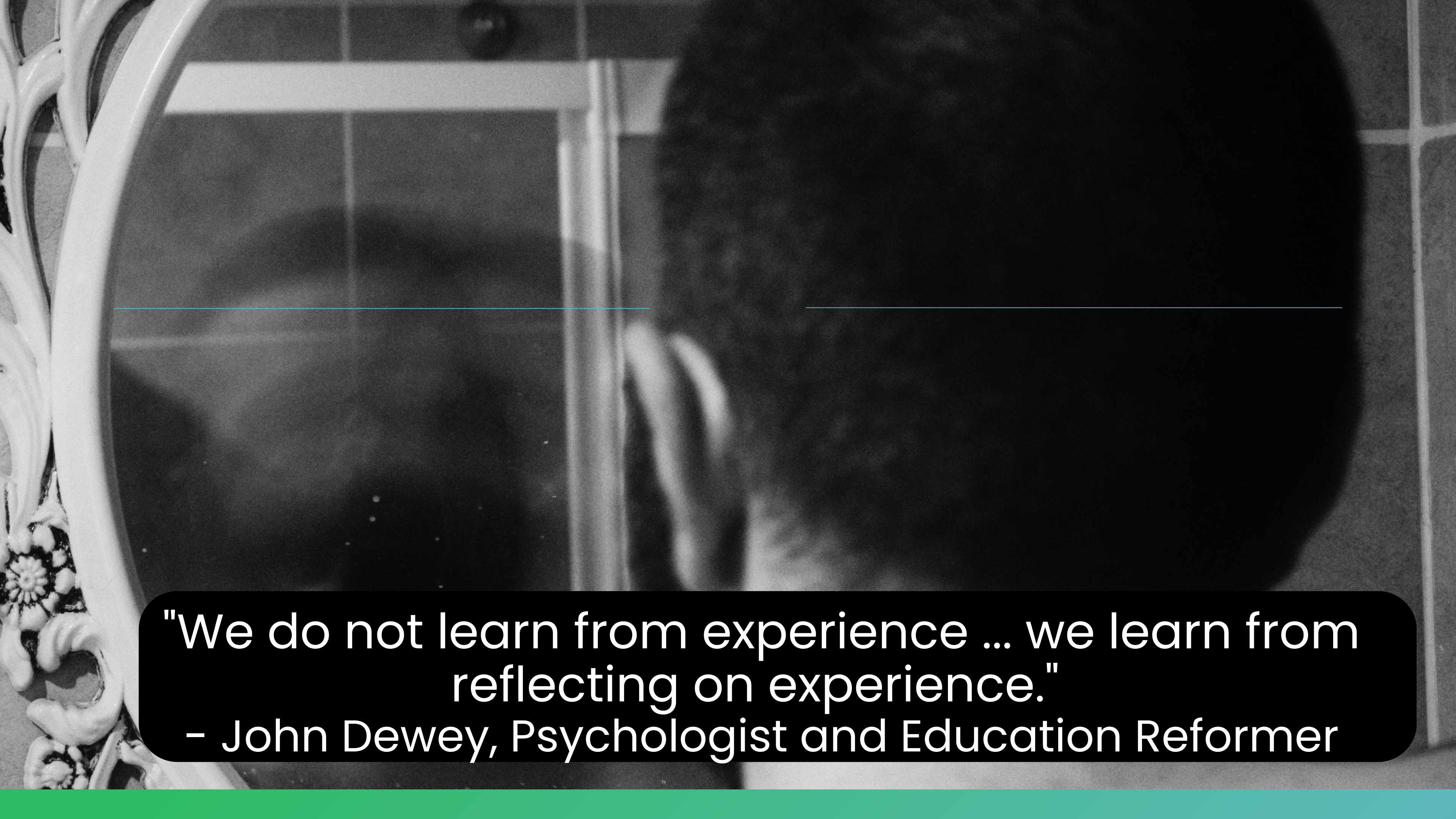
"We walked in the clouds and could not see our way." – Rev. John Hale, Salem Witch Trials

Reflect

Core Practices

Some reflection methodologies include:

- Scheduling reflection – daily, quarterly, annually – so it is habitual and not haphazard
- Peer reviews
- Testing your assumptions – asking "what if"
- Documenting your insights



"We do not learn from experience ... we learn from
reflecting on experience."
– John Dewey, Psychologist and Education Reformer

A Harvard Business School study found that reflecting on what we do and learn helps us feel more confident and increases our ability to achieve a goal.

Another study divided employees into 2 groups that ended each day with 15 minutes of training or reflection.

In a skills test, the reflection group scored an average of 15 points higher.



Detection and reflection can be a team effort.

Steve Jobs was against smart phones, insisting only the "pocket protector" crowd would use them. His team detected the error in his thinking and secretly created a prototype.

After Apple VP Michael Bell argued with Jobs on an all-night phone call, Jobs reflected and relented - and the iPhone was born.

Make Yourself Better

Core Practices

- Create an action plan
- Build it into your 1:1
- Assign an accountability partner
- Seek coaching for an external perspective
- Take advantage of company resources

Prioritize Actions

Severity

- How much of a gap or challenge is involved?
- How much work do you need to do to improve this area?

Impact

- How badly does it affect your job? Your organization?
- How big are the benefits of improvement?

**Self-improvement is a growth mindset,
helping each of us achieve authenticity,
satisfaction, stability, and mastery.**

Takeaways

Complete a
360 review

Explore Relias

Call our EAP

Start a journal

Find a partner

Define goals

Talk to your manager about the
right resources and training for
your development plan

Thank You
