

# Self-Awareness Solution for Teams & Individuals

## Overview

Everybody has tools to make things easier. There are three practical and insightful assessments used to provide clarity, perspective, and they keep a conversation focused. These are flexible in that they can be used for individuals or teams. The best part is when a team employs a tool – the language becomes a foundation for understanding.

## Approach

As we engage on a Self Awareness Solution, our partnership has a three-step foundation. (*Foundation is used as this is a building block for our partnership. This is not an event, rather this step helps us establish and build upon a relationship that will last over time.*) These three steps are simple; however, they require commitment. **First**, we have a brief meeting to discuss the why. Why are we doing this? What are the issues that have brought us together? **Second**, the what. What will be the best tool to provide us with the perspectives we are seeking? And **third**. (*note: We are not saying 'last'. This is the third step – not necessarily the last; rather, just the third.*) The third step in our process is the next? What does all this mean and what will my action plan be? What are my next steps, my goals, my results? How will I get to my goal? As a team, we will leverage the action planning guide we receive after our time together. Keeping each other focused on our norms and agreements will be tracked, measured, and sustained.

## Results

As mentioned above, the action plan is the core of our relationship. This is the hard part. This is where we work together and be clear as to how will you achieve your goal? How will you get to the destination you have chartered? How will you measure and sustain your success?



Engaging is your first step. Know that you have a partner, a supportive ear, and a guide along the journey. Let's begin this today!

## Tools

The **MBTI (Myers-Briggs Type Indicator)** is an insightful and validating perspective as to your “preferences” or your “type”. As with the other tools, this instrument is based on decades of research and study.



Rooted in three segments, the **Hogan** delivers insights into how you are perceived. These three views are: day to day; under stress; and your values. These facets come together and form a holistic view to build understanding and create actions to clarify what the you want to reinforce, change, or continue. What do you want to reduce or stop, and what actions or commitments need to be done to succeed.

A useful perspective as to the value of **DiSC** perspectives is how this tool helps clarify the difference between the Golden Rule and the Platinum Rule. We all remember the golden rule: “Do unto others as you would have them do unto you.” That’s a simple truth. But now, take it one step further: “Do unto others as they want to be done unto.” This is a nuanced consideration – but impactful as you work to focus on deep and meaningful relationships and results. The DiSC assessment provides the insight and energizes an action planning session.