

WELCOME TO

Self-Awareness, Vulnerability, and Trust-
Foundations of High Performing Teams

About...



INDIVIDUAL + ORGANIZATIONAL CHANGE

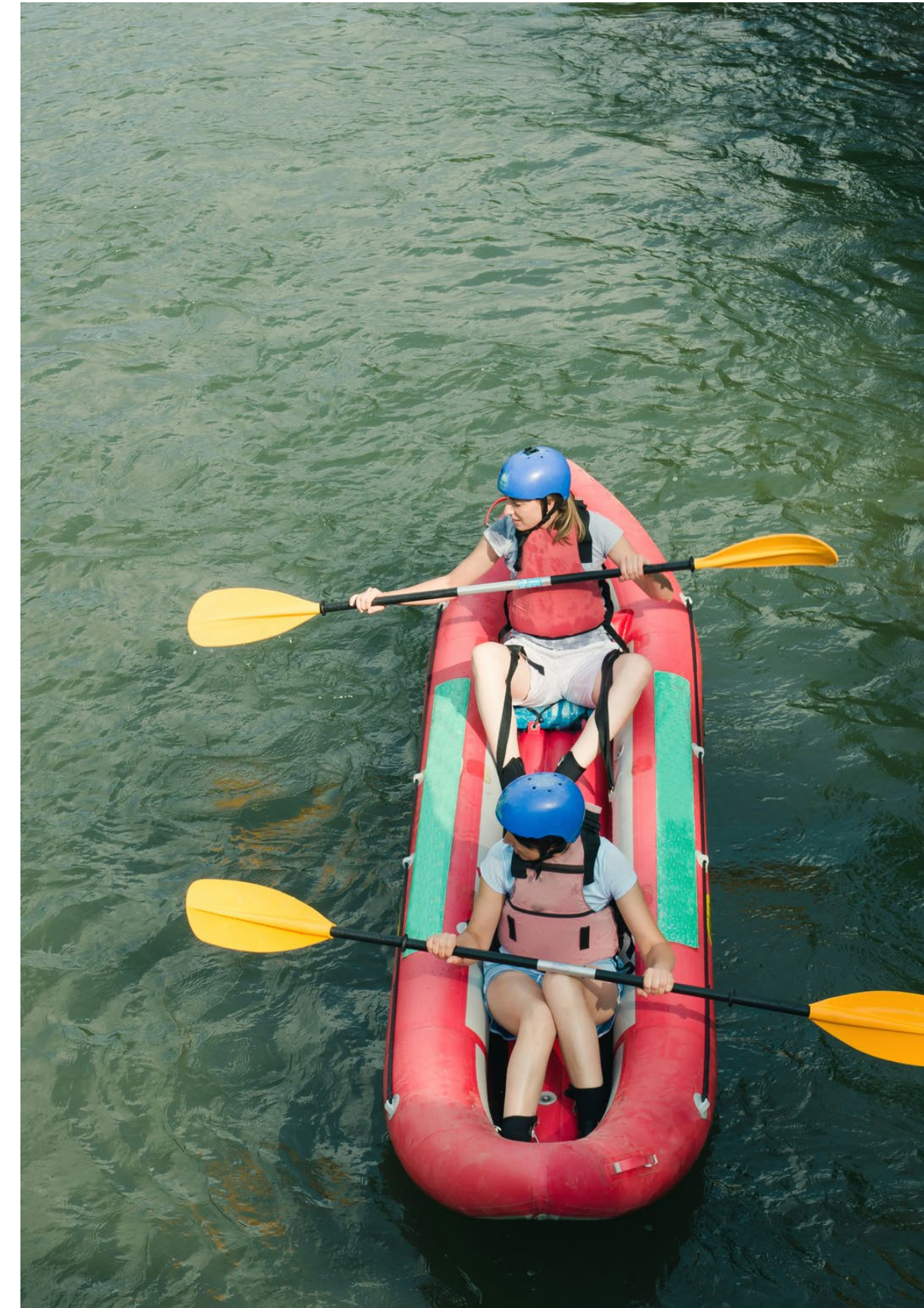
Kat Smithhammer



Self-Awareness, Vulnerability & Trust

- Foundations of a Cohesive Team

- Self Awareness
- Lencioni's Cohesive Team Model
- Vulnerability-Based Trust





SELF-AWARENESS

The experience of one's own individuality. How individual consciously knows and understands their own character, feelings, motives, and desires.

Wikipedia

Benefits of Self-Awareness



- makes us more proactive, boosts our acceptance, & encourages positive self-development (Sutton, 2016).
- allows us to see things from the perspective of others, practice self-control, and experience pride in ourselves and our work as well as general self-esteem (Silvia & O'Brien, 2004).
- leads to better decision-making (Ridley, Schutz, Glanz, & Weinstein, 1992).
- makes us better at our jobs, better communicators, enhances our self-confidence & job-related wellbeing (Sutton, Williams, & Allinson, 2015).

Move from "I am" to "I have"



These are different perspectives

- I am—personality traits, assumptions about the way the world works, behaviors, emotions that are attached to and cannot reflect on.
- I have—I'm not my feeling, emotions, past or beliefs, rather I have feeling, beliefs, emotions, etc. A self concept that we can detach from, look at, reflect upon, engage, and control.

An aerial photograph of a river flowing through a dense green forest. Two red inflatable rafts are visible on the river, each carrying several people. The river is surrounded by rocky banks and lush vegetation. The image has a dark teal overlay.

What selfawareness practices do you have?

Ideas for Self-Awareness...



- Develop a reflective practice (ex. journal); Ask: Am I being congruent?
- Self-disclose
- Ask for feedback & receive it openly
- Be curious about yourself & practice mindfulness
 - Do you have your emotions, or do they have you?
 - Explore your fears & motivations
- Take assessments
- Admit & tend to your mistakes
- Understand your own values, beliefs, privilege & culture





VULNERABILITY-BASED TRUST

A willingness to be completely vulnerable with
one-another – to let down our guard, admit flaws
& ask for help.

Patrick Lencioni

Trust Tendencies ...



Game Instructions

- 1000 professionals surveyed
- Object: Guess the most common response
- Keep track of your points

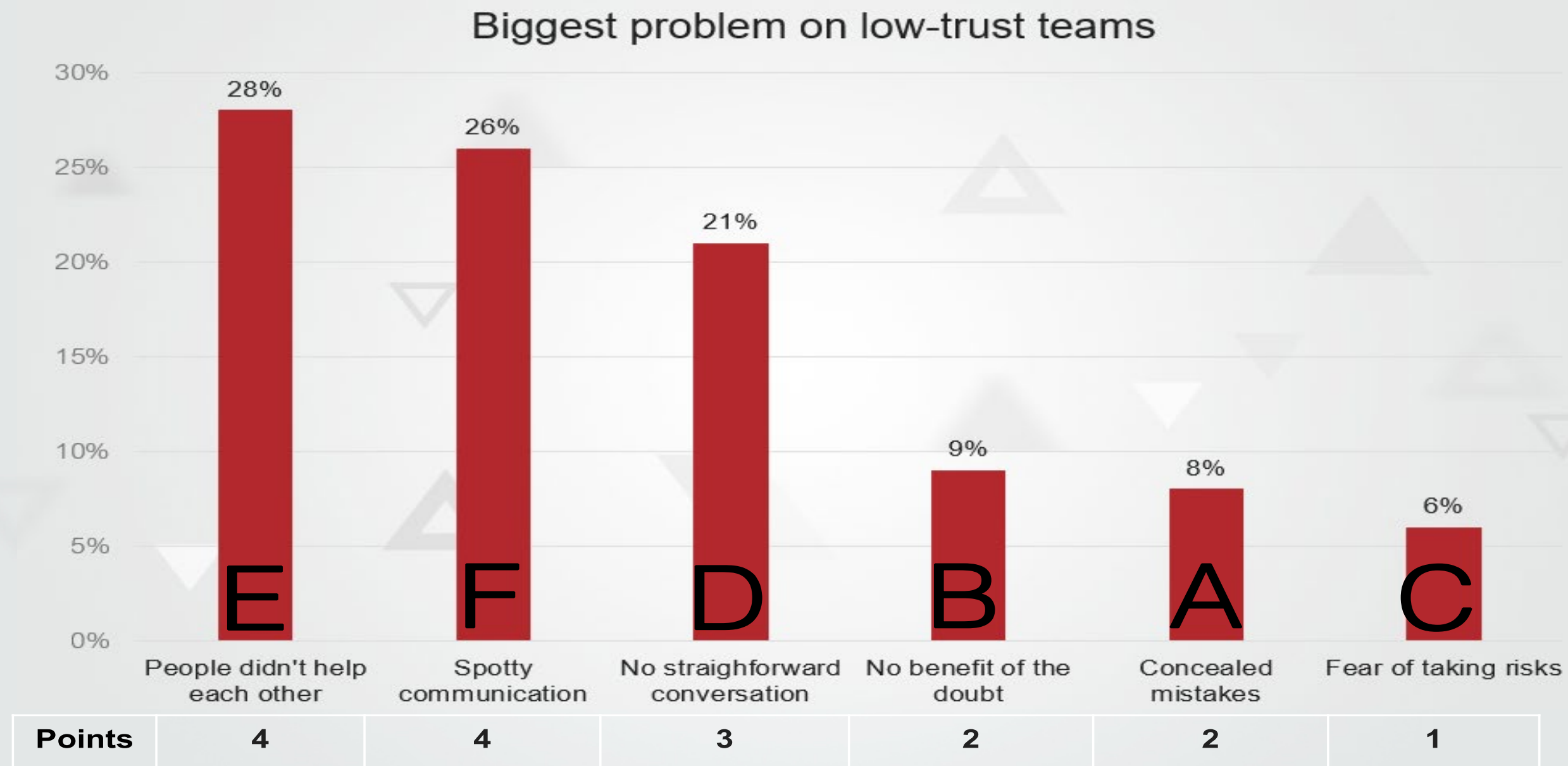
Question 1



Think about a past team you were on that had low trust. What was the biggest problem this caused?

- A. People hid mistakes.
- B. People didn't give one another the benefit of the doubt.
- C. People were afraid to take risks.
- D. People didn't have straightforward conversations.
- E. People didn't help one another.
- F. Communication was spotty and inefficient.


Question 1



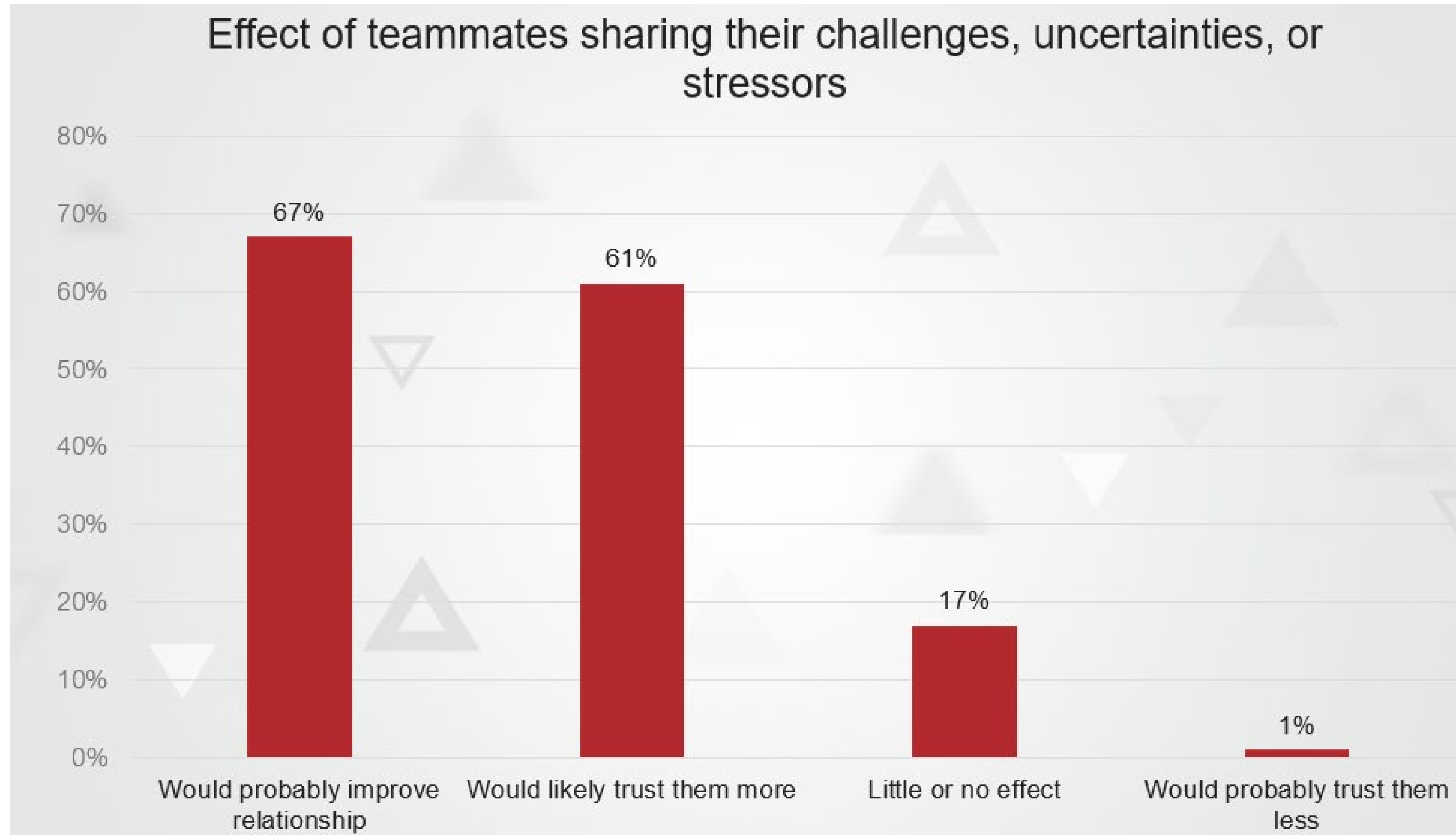
Question 2



A teammate shares their current challenges, uncertainties, or stressors with you. How is this likely to affect your opinion of them?

- A. It would probably improve our relationship.
 - B. I would likely trust them more as a result.
 - C. It would probably have little or no effect on my opinion of them.
 - D. I would probably trust them less as a result.
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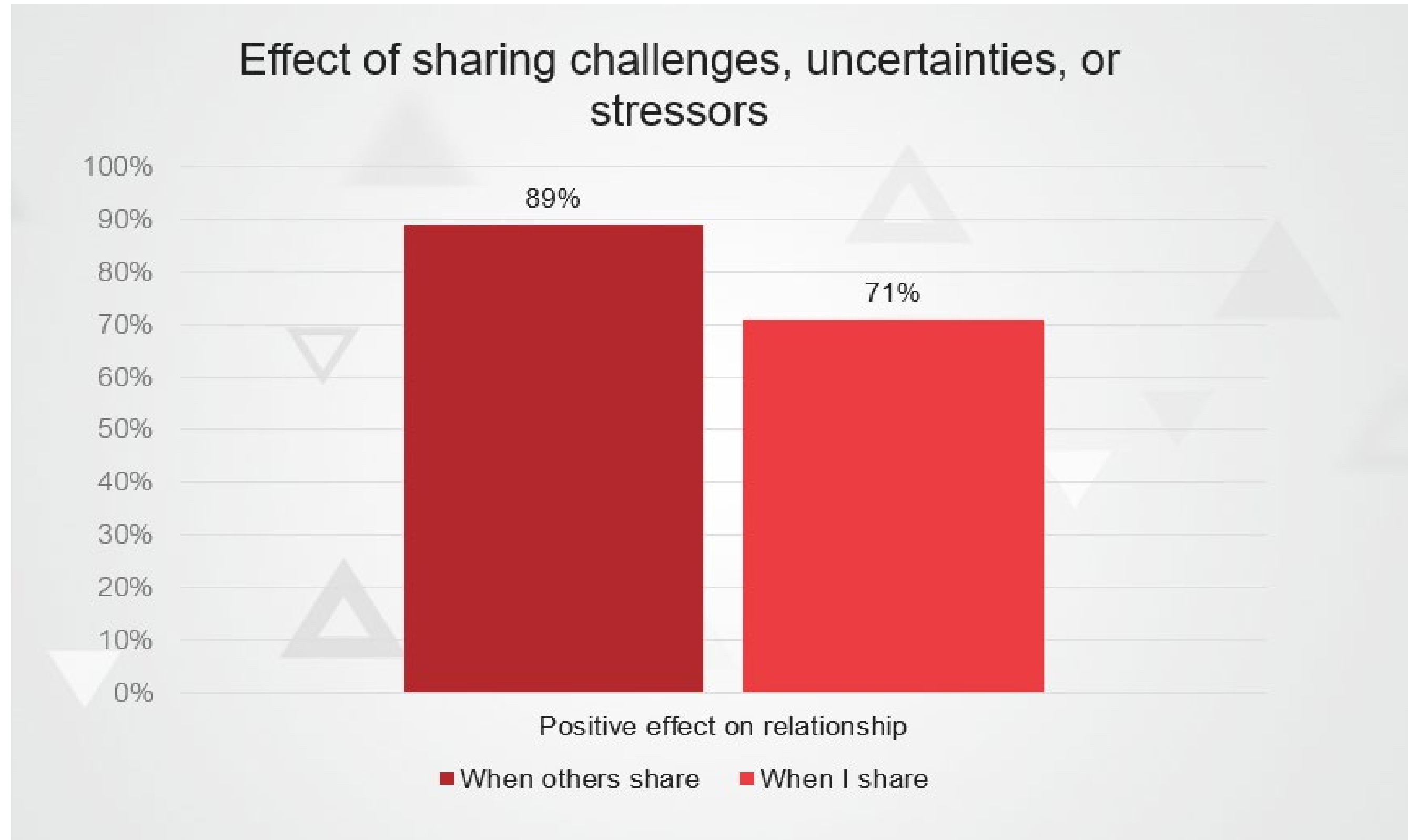
Question 2



Question 2



Question 2



Barrier to vulnerability...



People often expect to be judged for showing vulnerability, so they may hesitate to be totally open.

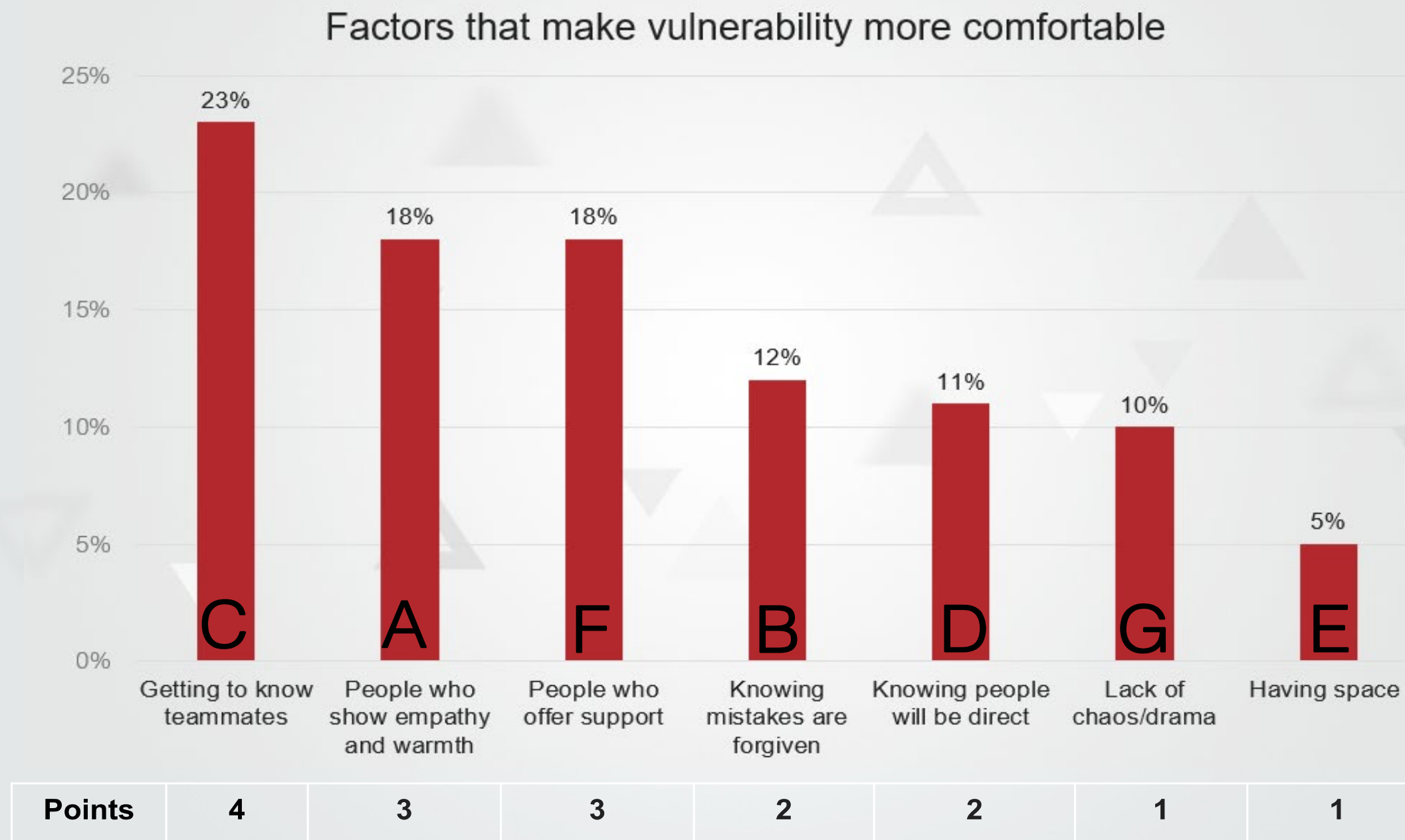
Question 3



What the most important factor that makes it easier for you to be vulnerable with your teammates?

- A. Working with people who show empathy and warmth
- B. Knowing that mistakes will be forgiven
- C. Getting to know my teammates on a personal level
- D. Knowing that people will be direct with their opinions
- E. Having space to open up in my own way
- F. Working with people who offer support
- G. A lack of chaos or drama

Question 3





Your take away...



What can you do at your work to cultivate vulnerable trust?

What will you do?

Thank you for attending!



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