

» Self-Awareness Allows for CHANGE



I get to regularly help people through personal change. Over and over we face two key components critical to change. **First**, we need to *possess self-awareness*, that ability to know what we are great at and what we aren't so good at. True self-awareness is hard to come by for many; a great way to build your self-awareness is through assessment tools.

A great self-awareness opportunity is to take part in a 360° assessment, where you assess yourself, and others close by also provide an assessment. The benefit to the 360° approach is you get valuable feedback and you see how close your ratings match the ratings of others. Ultimately, we all need to look at that assessment data and own what it says to us about our strengths and what we need to improve.

Second, we need *motivation to change*. That motivation can be internally or externally driven with internal motivation preferred. External motivation can come in the way of development being directed by a boss - fix this if you want that promotion or to keep your job. Internal motivation is different; it's more of a carrot than the stick. I want to change because it's important to me, the type of boss I want to be, the type of person I want to be remembered as.

As you begin to think about the new year and your personal change, consider your self-awareness and internal desire, it's a path well taken.