



SELF AWARENESS

(MEANING, SELF IMAGE LOCUS OF CONTROL AND EMOTIONAL INTELLIGENCE)

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SELF AWARENESS



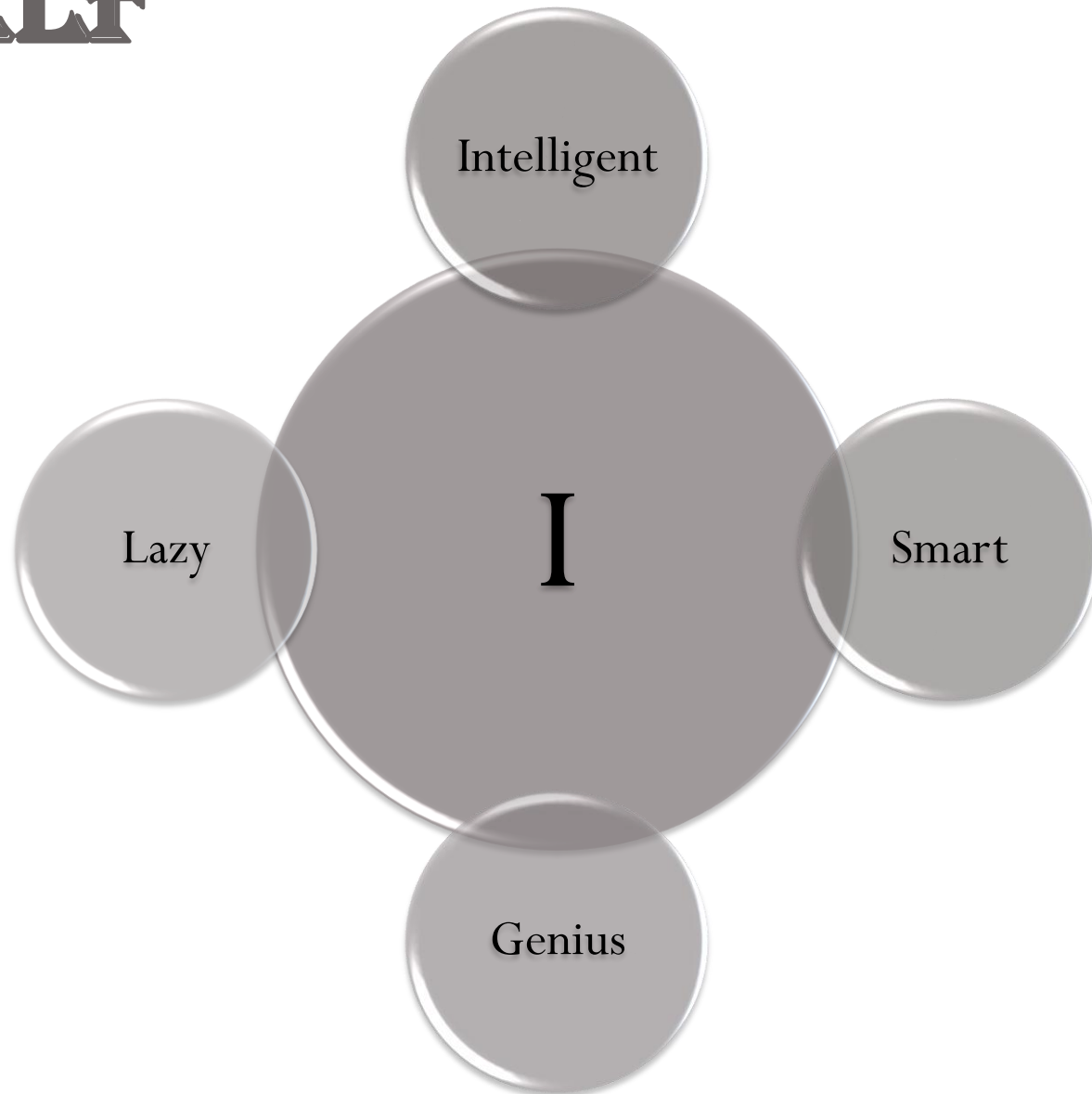
- Knowing your strengths, weakness, vulnerabilities, thoughts and feeling is a big step towards knowing who you really are.
- Self awareness is the key to preventing the emotional drama that guides your reactions to situations and other people.

CONCEPT OF SELF



- All of us have different images of self. We see ourselves in some way smart, slow, kind, cooperative, lazy meticulous or shrewd, one can pick up any number of adjectives to describe oneself.
- It is the „I“ behind the face of the mirror, the „I“ that nobody knows fully.
- The self is the star in every act of communication.

SELF



IMPORTANCE OF SELF CONCEPT



- A person's self-concept affects his way of relating with others.
- A strong self- concept is necessary for healthy and satisfying interaction.
- A weak self-concept on the other hand often distorts the individual's perceptions of how others see him, generating feeling of insecurity in relating to other people.

CONFLICT OF SELF-CONCEPT



- Each human being is several selves. He lives in the role of father, husband, businessman, executive, player and so forth but if there are conflicts among any of these roles discomfort arises.
- Such conflicts bring with them dynamics as tensions, guilty feelings.
- We tend to resolve these conflict based on our personality orientations.

SELF-AWARENESS



- Awareness of self does not emerge in an individual at the time of his birth or any particular stage of his or her lifetime.
- It gradually develops from its initial stages into more and more complex form.
- It does not accomplish any final form in the course of human life.



'I'-THE EXPERIENCER



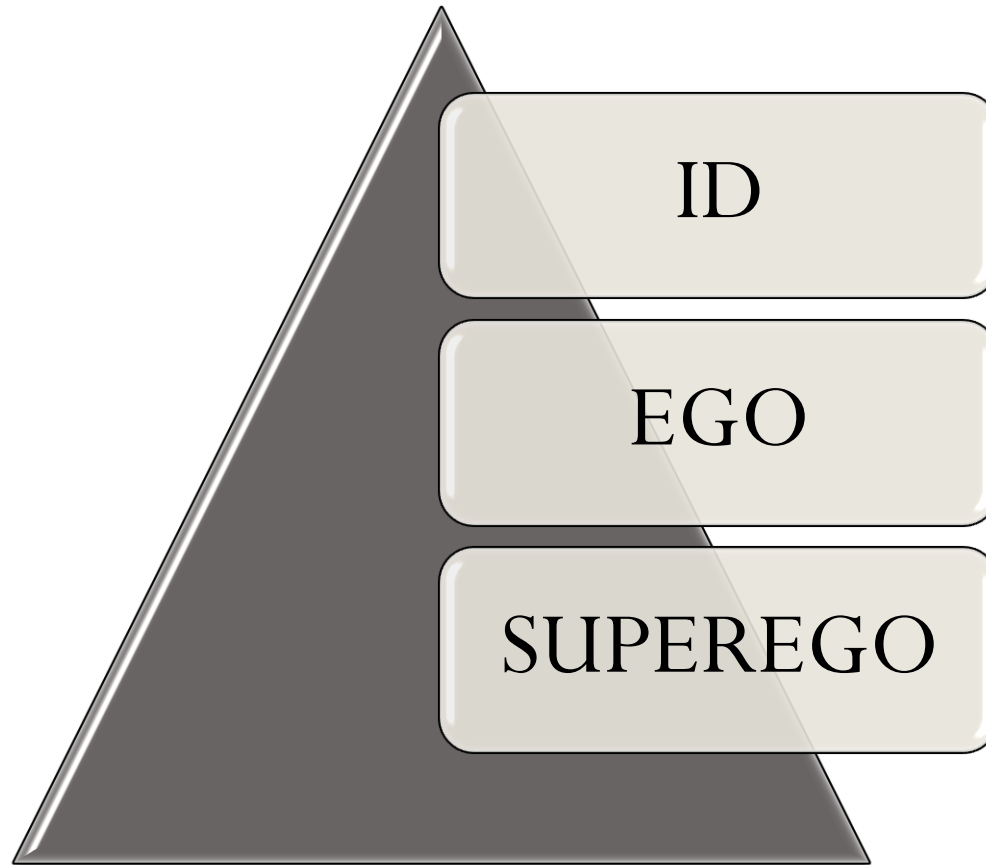
- 'I' is an agent, the experienter.
- This component of self emerges and develops in a mutual relationship with the individual's environment.
- The individual experiences himself or herself as an entity, separate from the world through satisfaction and dissatisfaction of his or her basic biological and social needs.

THE 'ME'- THE EXPERIENCED



- 'Me' is a socially formed object.
- 'I' is the spontaneous and acting component of the self, the 'me' is the reflexive and evaluative component.
- While the acting self focuses on the present and the future the reflecting self turns back towards the past to evaluate its own action.
- The evaluation of one's action is social rather than an individual process.

THE FREUD THEORY



KEY AREAS OF SELF AWARENESS



- Personality traits
- Personal values
- Habits
- Emotions
- Psychological needs



STEPS TO AWARENESS

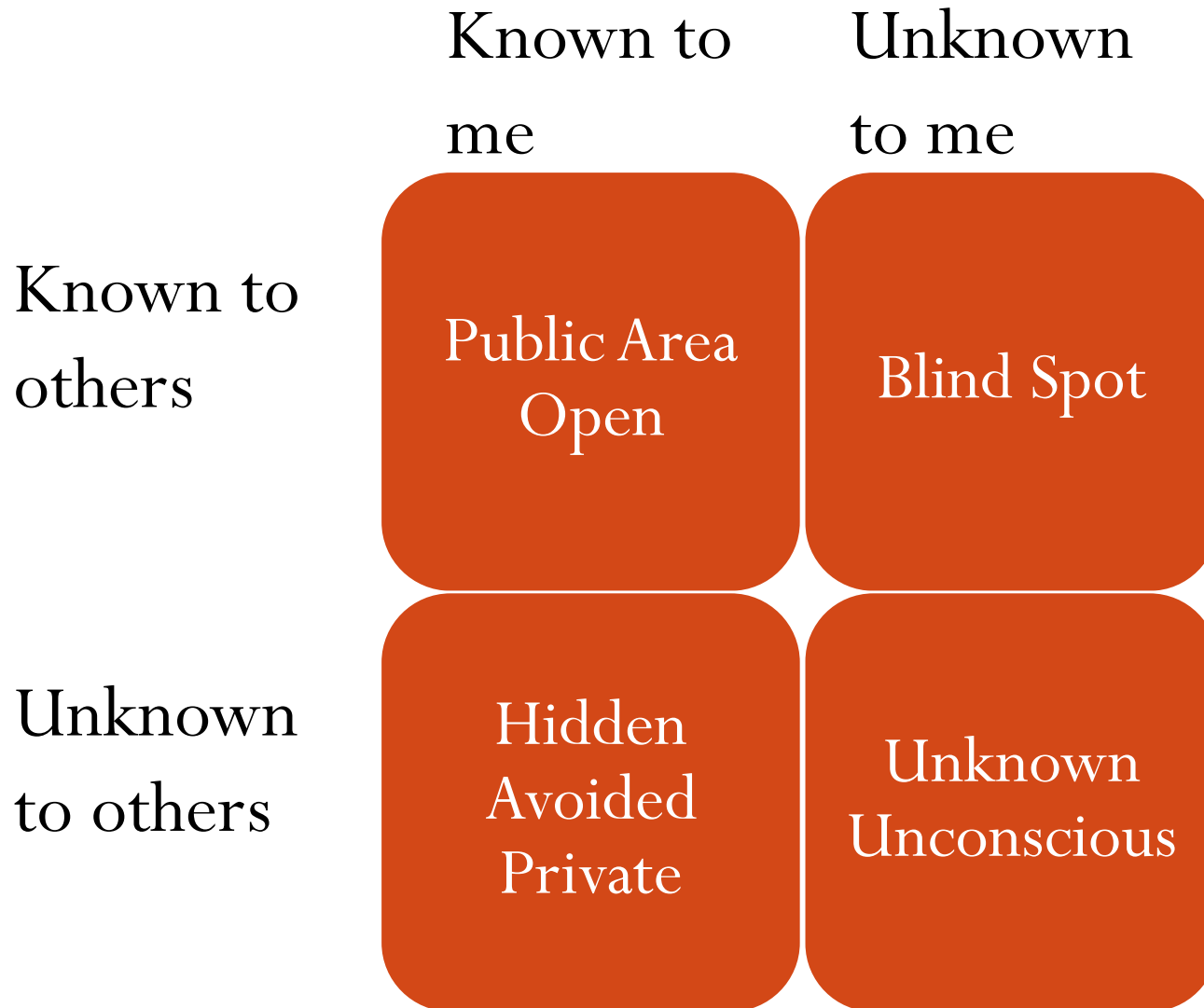
- Self-Examinations
- Self-Expectations
- Self-Direction
- Broadened Perceptions



THE JOHARI WINDOW

- **A Model for Self-Understanding**
- Model considers that there is information
 - You and others know
 - Only you know about yourself
 - Only others know about you
 - Nobody knows

THE JOHARI WINDOW





THE FOUR PANES OF THE JOHARI WINDOW

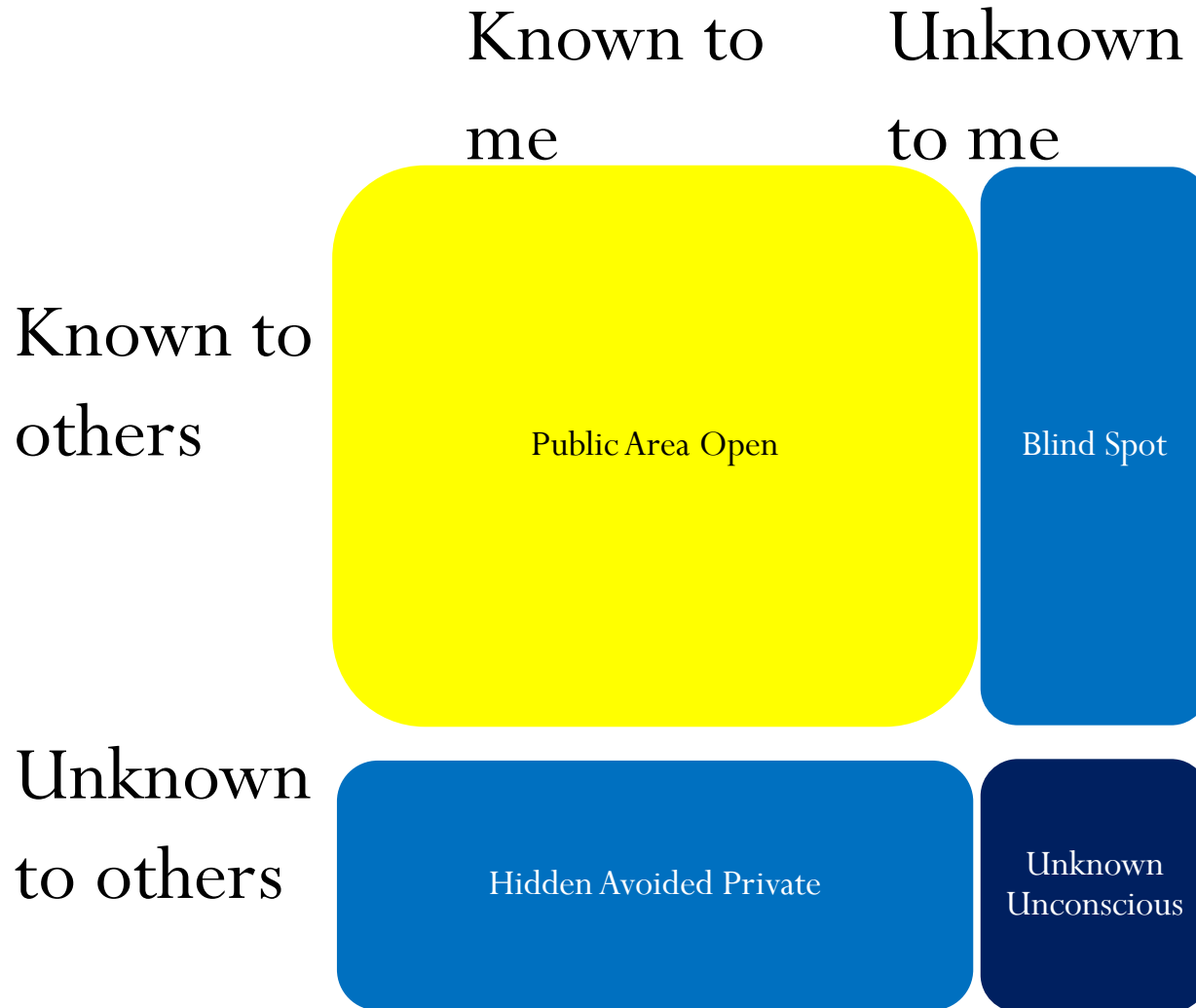
- Open Area
 - Represents the “public” or “awareness” area and contains information that both you and others know.
 - Information that you don’t mind admitting.
 - Gets bigger over time as relationships mature.
 - A productive relationship is related to the amount of mutually held information.
- Blind Area
 - Information about yourself that others know but you are not yet aware
 - Others may see you differently than you see yourself.
 - Effective relations strive to reduce this area.
 - Open communication encourages people to give you feedback.



THE FOUR PANES OF THE JOHARI WINDOW

- Hidden Area
 - Information that you know that others do not.
 - Private feelings, needs, and past experiences that you prefer to keep to yourself.
 - If this area is too large, you can be perceived as lacking authenticity.
- Unknown Area
 - Information that is unknown to you and to others
 - Areas of unrecognized talent, motives, or early childhood memories that influence your behavior.
 - Always present, never disappears.
 - Open communication can expose some of this area

THE IDEAL JOHARI WINDOW IN GROUPS



IDEAL WINDOW



- The size of the arena increases as the level of trust in the group increases and the norms that have been developed for giving and receiving feedback facilitate this kind of exchange.
- As a consequence there is less tendency for other members to interpret or misinterpret.



SELF AWARENESS – ACTIVITY

(GROUP DISCUSSION):

- Over the last week, what was the strongest emotion you had experienced. Beside each emotion, write down your accompanying body language/gestures and thoughts.
- Also, write down how you became aware of that feeling. That is, did you recognize the emotion as it occurred, become aware of it through bodily sensations, or become aware of it through thoughts?

LOCUS OF CONTROL



It refers to an individual's belief that events are either with one's control (internal locus of control) or are determined by forces beyond one's control. Some people believe that they are the masters of their own fate. They are labeled as internals. Other people see themselves as pawns of fate. This type is called externals. A person's perception of the source of his or her fate is termed locus of control.

CHARACTERISTICS OF INTERNAL LOCUS OF CONTROL



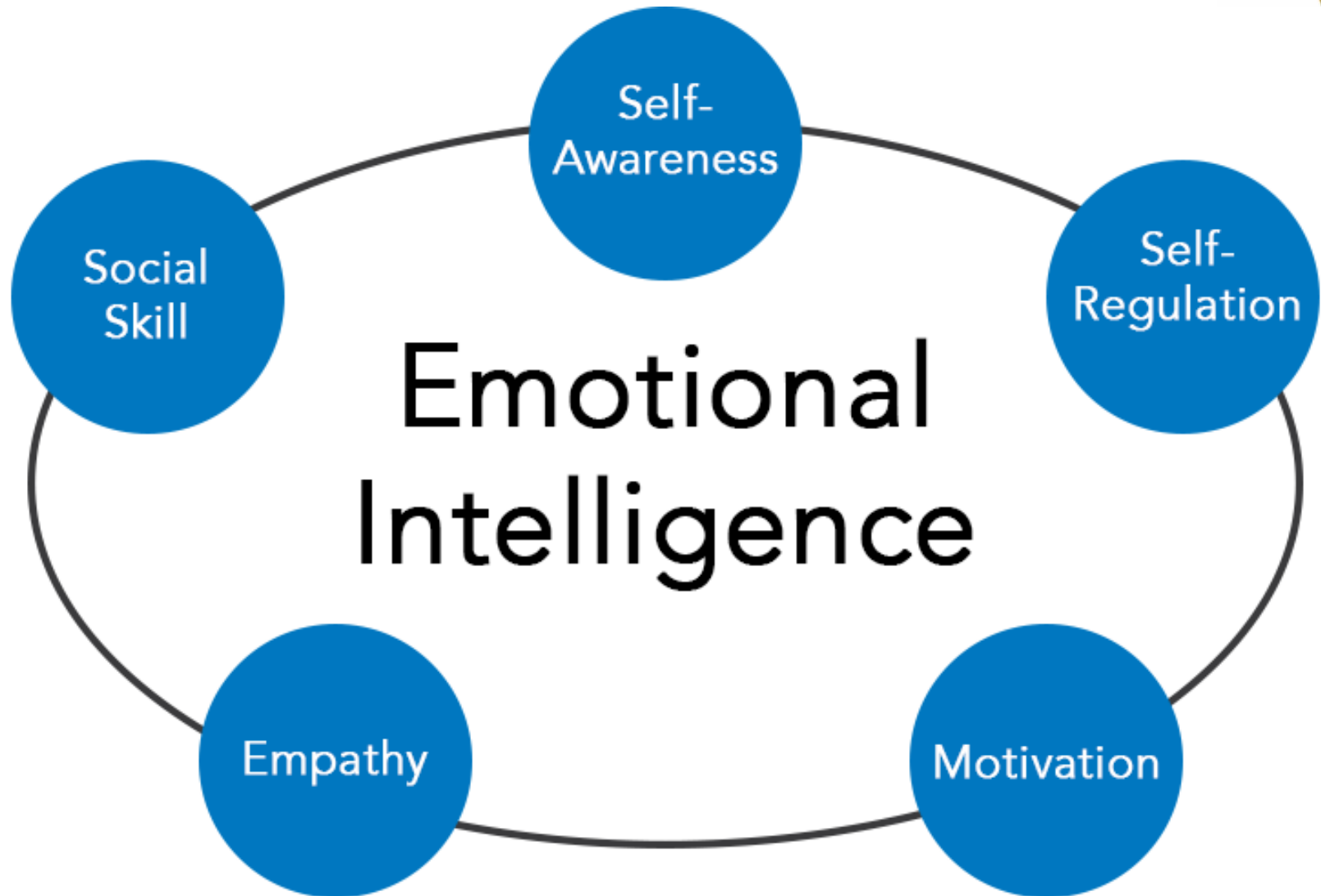
- Internals have more control over their own behavior. They believe that they are the master of their own destiny.
- Internals are more active in seeking more information to make decisions.
- Internals prefer skill achievements outcomes.
- These people are less likely to use coercion.
- They are more independent.
- They prefer participative management.
- They hold jobs of higher status and advance more rapidly in their careers.
- They have better health habits. Their incidents of sickness and absenteeism are lower.
- Internals prefer intrinsic rewards

CHARACTERISTICS OF EXTERNAL LOCUS OF CONTROL



- They are less satisfied with their jobs. They have higher absenteeism rates.
- They prefer directive management.
- He is at mercy of destiny, chance or other people.
- He believes that everything will happen by the will of God.
- He feels that outside forces are affecting the events in his life.
- He is more interested in job security and not in advancement of careers.
- Externals prefer extrinsic awards.

EMOTIONAL INTELLIGENCE



WHAT IS EMOTIONAL INTELLIGENCE?



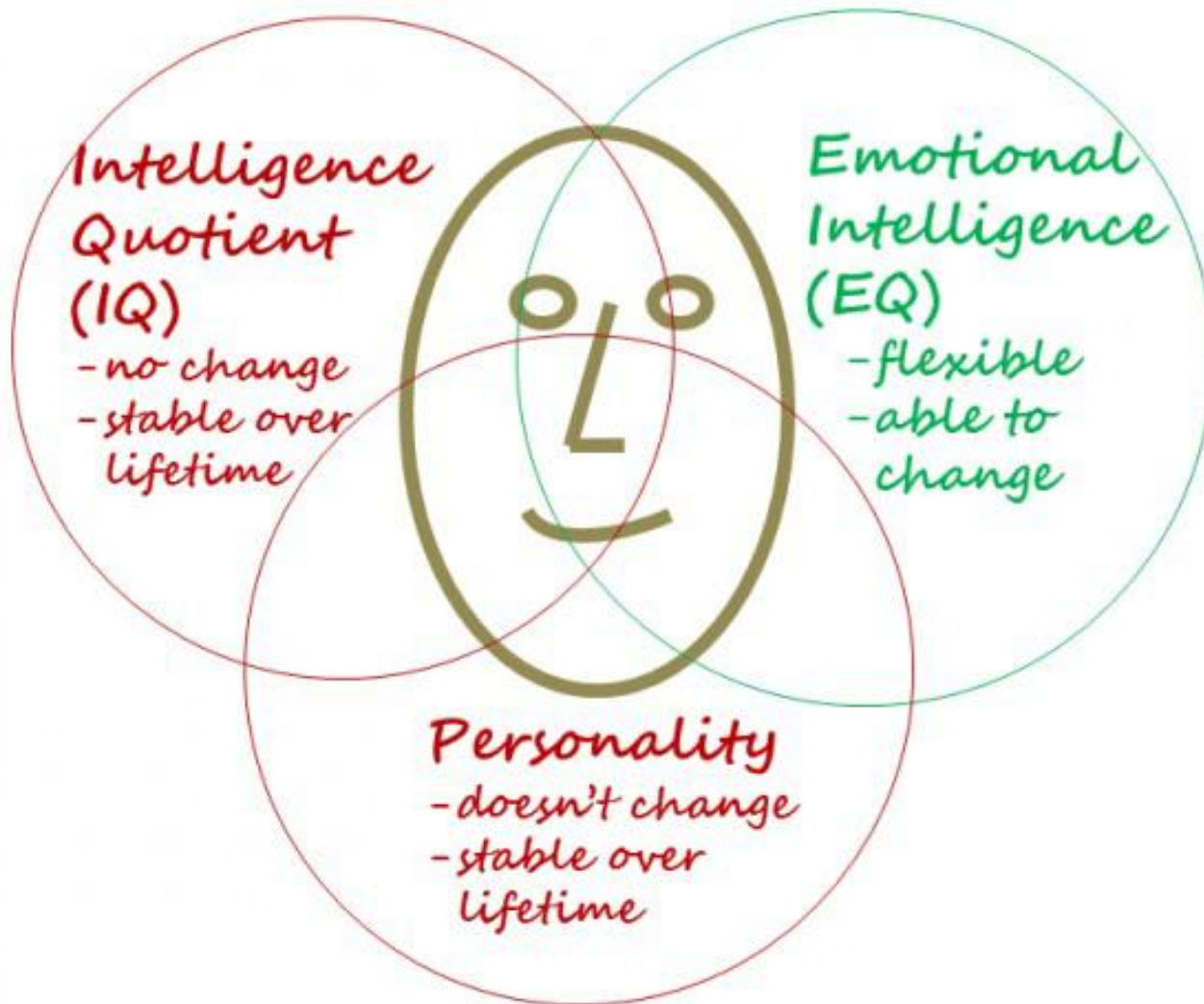
- **Emotional intelligence (EQ) is the capacity of recognizing our own feelings and those of others, for motivating ourselves, for managing emotions in ourselves as well as in our relationships**
- EQ is critical to managing your behavior, moving smoothly through social situations and making critical choices in life

WHAT DOES IT MEAN TO BE EMOTIONALLY INTELLIGENT?



An emotionally intelligent individual is both highly conscious of his or her own emotional states, even negativity—frustration, sadness, or something more subtle—and able to identify and manage them. Such people are especially tuned in to the emotions that others experience. It's understandable that a sensitivity to emotional signals both from within oneself and from one's social environment could make one a better friend, parent, leader, or romantic partner. Fortunately, these skills can be honed.

EMOTIONAL INTELLIGENCE (EQ), INTELLIGENCE (IQ), & PERSONALITY

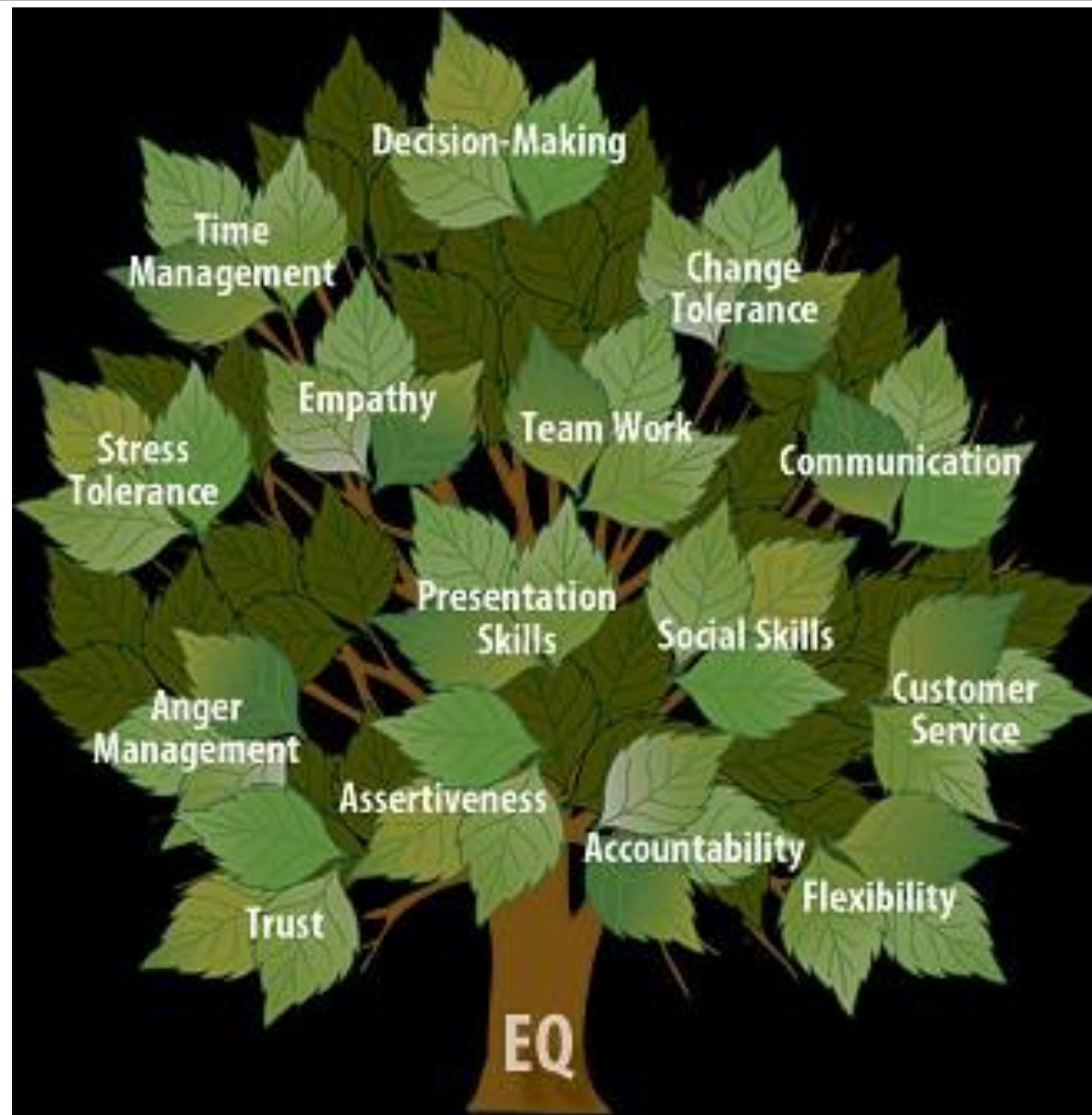


WHY IS EQ IMPORTANT?



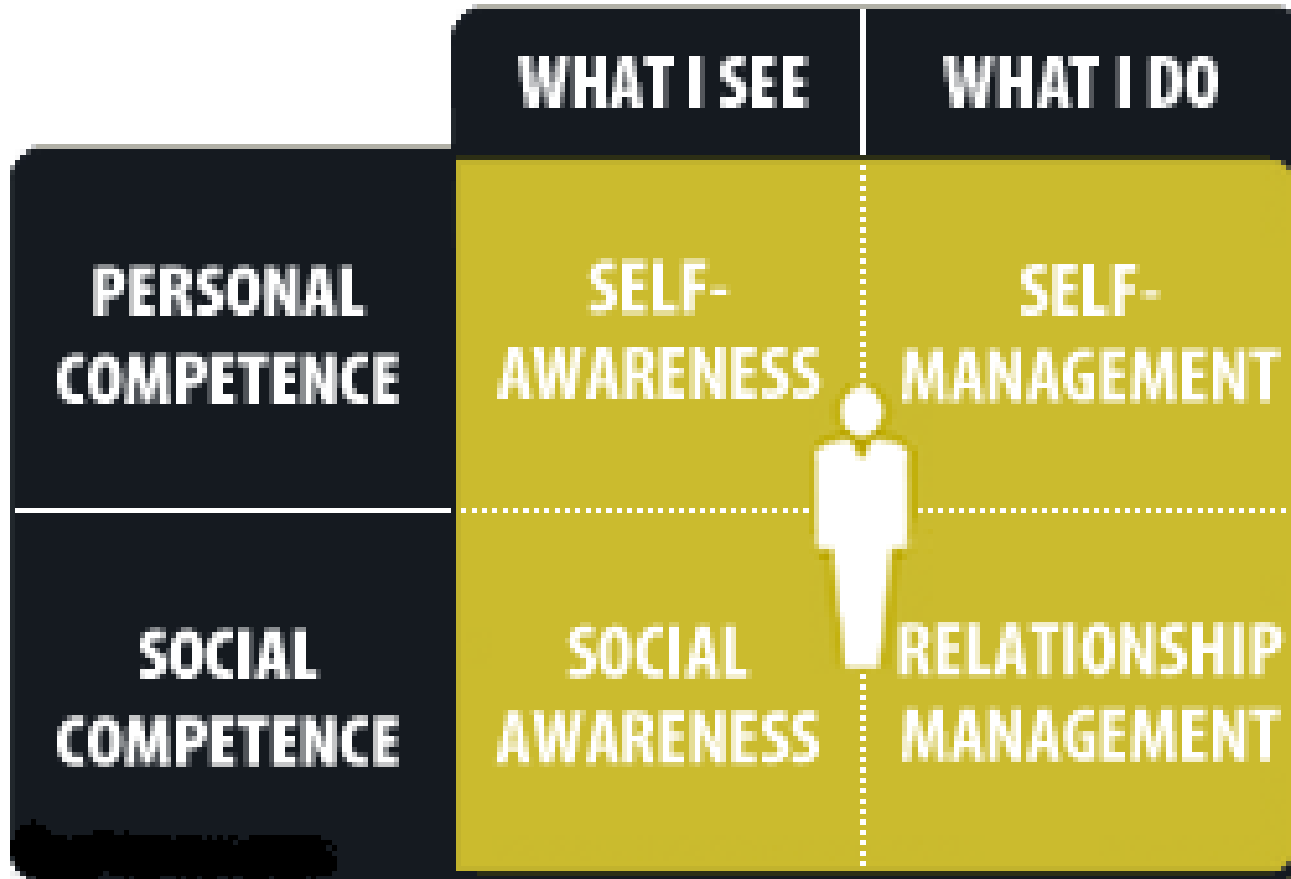
EQ is the pattern of how people's biases in their thinking leads them to think one thing or choice is better than another, as well as their clarity in differentiating within those biases to exercise clear and sound judgment.





*Emotional intelligence is
the foundation for critical skills.*

EQ COMPOSITION



Emotional intelligence is made up of four core skills.

Emotional Intelligence Framework

- **The Intrapersonal Realm**

- **The Interpersonal Realm**

- **The Adaptability Realm**

- **The Stress Management Realm**

- **The General Mood Realm**

THE INTRAPERSONAL REALM



- **The Intrapersonal Realm** concerns your ability to know and manage yourself. It embraces:
 - Self Awareness
 - Assertiveness
 - Independence
 - Self-Regard
 - Self-Actualization

THE INTER - PERSONAL REALM



- **The Inter-personal Realm** concerns your "people skills" — your ability to interact and get along with others. It is composed of three scales.
 - Empathy
 - Social Responsibility
 - Interpersonal Relationship

THE ADAPTABILITY REALM



- **The Adaptability Realm** involves your ability to be flexible and realistic, and to solve a range of problems as they arise. Its three scales are :
 - Reality Testing
 - Flexibility
 - Problem Solving

THE STRESS MANAGEMENT REALM



- **The Stress Management Realm** concerns your ability to tolerate stress and control impulses. Its two scales are :
 - Stress Tolerance
 - Impulse Control

THE GENERAL MOOD REALM



- **The General Mood Realm** concerns your outlook on life, your ability to enjoy yourself and others and your overall feelings of contentment or dissatisfaction. It has two dimensions.
 - Happiness
 - Optimism

CAN EQ BE INCREASED?



- Yes, EQ can be increased with practice.
- Your brain is hard-wired to give emotions the upper hand.
- The limbic system (the emotional brain) reacts to events first before we have the opportunity to engage the rational brain.
- EQ requires effective communication between the rational and emotional centers of the brain.

5 SKILLS TO DEVELOP EQ



- EQ Skill 1: Rapidly reduce stress
- EQ Skill 2: Emotional Awareness
- EQ Skill 3: Nonverbal Communication
- EQ Skill 4: Use humor and play to deal with challenges
- EQ Skill 5: Resolve Conflict positively



Head + Heart



For you

- Less stress
- Better health
- Success
- Work - life balance



Family

- Understand each other and live happily



Team

- More cohesive
- More efficient



Organization

- High EQ staff will be high-performance staff & bring success to the organization



Leaders

- Enhance ability to influence & engage teams

emotional intelligence



THANK YOU