

HOW TO

GET OUT OF YOUR OWN WAY

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Slack #tutorials

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WE HAVE A FRIEND . . .

- ▶ Great skills
- ▶ Issues with supervisor
- ▶ Perfect skill match
- ▶ Had an in with the hiring manager

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**HOW ARE YOU PERSONALLY
RESPONSIBLE FOR TRAINING
YOUR STAFF?**

Rob

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A cartoon illustration featuring two characters. On the left is a yellow character with large, expressive green eyes and a wide, open mouth, appearing surprised or excited. On the right is a blue character with purple eyes, looking towards the yellow character with a slightly skeptical or questioning expression. The background is a vibrant, multi-colored rainbow. Overlaid on the right side of the image is the text 'WHAT'S WRONG WITH THIS QUESTION?' in a large, bold, black, sans-serif font.

**WHAT'S WRONG
WITH THIS
QUESTION?**

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ALL NEW

hu

DISCLAIMER: THIS IS HARD.

- ▶ This is 90 MINUTES. We're just scratching the surface.
- ▶ There are no experts. (Yep, not even us)
- ▶ We all screw it up.
- ▶ People with terrible EQ still succeed.



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GOAL: DON'T DIE ALONE.



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OUTLINE OF THIS SESSION

- ▶ Self-awareness
- ▶ Self-regulation
- ▶ Motivation
- ▶ Empathy
- ▶ Social Skills

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EXERCISE

- ▶ Energy suckers & energy givers.
- ▶ Name 5 of each in your current job.

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SELF-AWARENESS

- ▶ The science
- ▶ The story
- ▶ Symptoms
- ▶ How to improve

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A 2014 STUDY OF 22 META-ANALYSES (CONTAINING OVER 357,000 PEOPLE) FOUND AN AVERAGE CORRELATION OF .29 BETWEEN SELF-EVALUATIONS AND OBJECTIVE ASSESSMENTS (A CORRELATION OF 1.0 WOULD INDICATE TOTAL ACCURACY). AND THE CORRELATION WAS EVEN LOWER FOR WORK-RELATED SKILLS.

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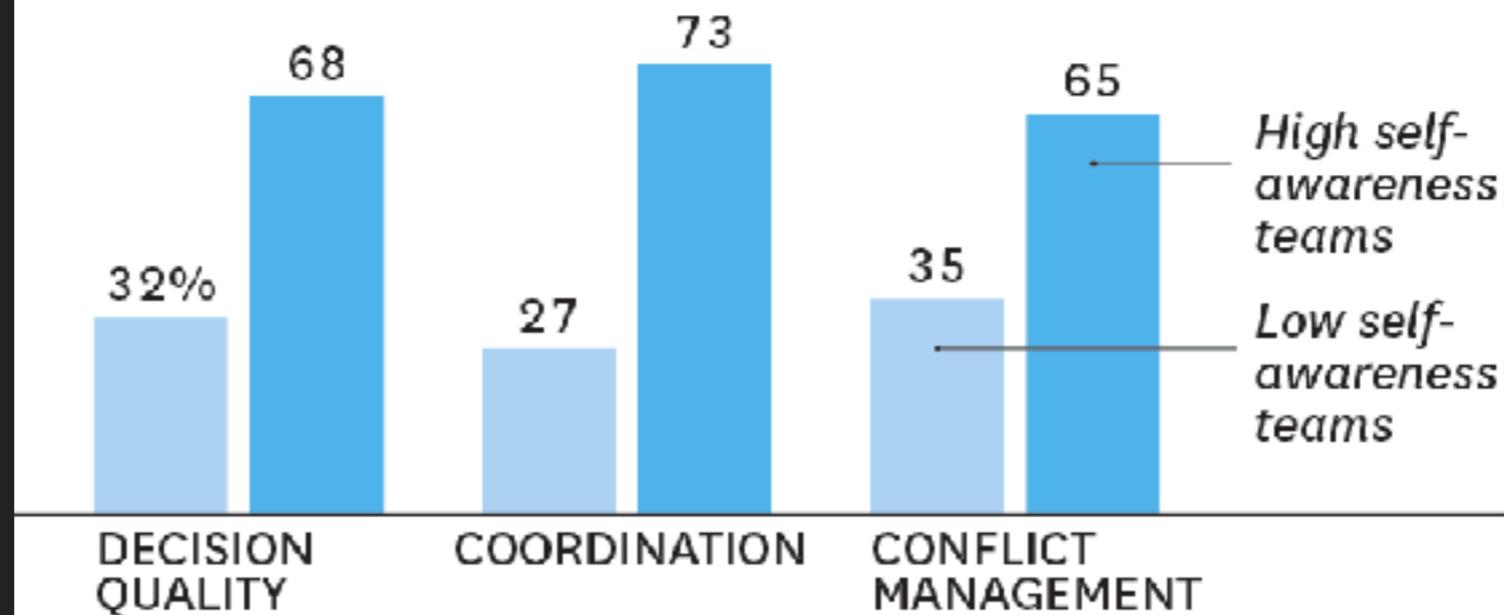
**Do People Have Insight Into Their Abilities?
A Metasynthesis (Ethan Zell, Zlatan Krizan)**

WHY DO WE EVEN CARE?

HIGH SELF-AWARENESS LEADS TO BETTER TEAM PERFORMANCE

A simulation shows that it affects decision-making, coordination, and conflict management.

PROBABILITY OF SUCCESS



SOURCE ERICH C. DIERDORFF AND ROBERT S. RUBIN

HBR.ORG

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GALLUP STRENGTH FINDER

- ▶ WOO
- ▶ Maximizer
- ▶ Positivity
- ▶ Strategic
- ▶ Arranger



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WHAT DOES LACK OF SELF-AWARENESS LOOK LIKE

- ▶ Your intention rarely matches other people's perception
- ▶ Your boss doesn't know what you do
- ▶ You think your subordinates or peers are not as smart/adept/talented as you

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STRATEGIES GAINING SELF-AWARENESS

- ▶ Write down your goals, plans, and priorities
- ▶ Take psychometric tests
- ▶ Ask trusted friends and peers
- ▶ Get feedback at work

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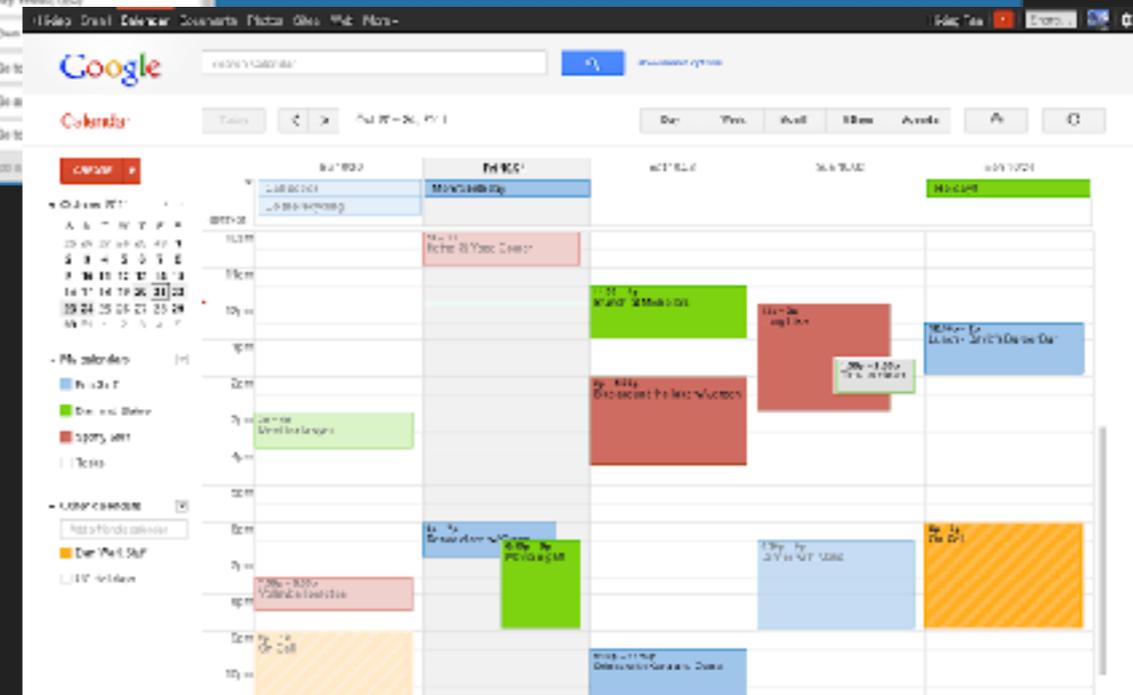
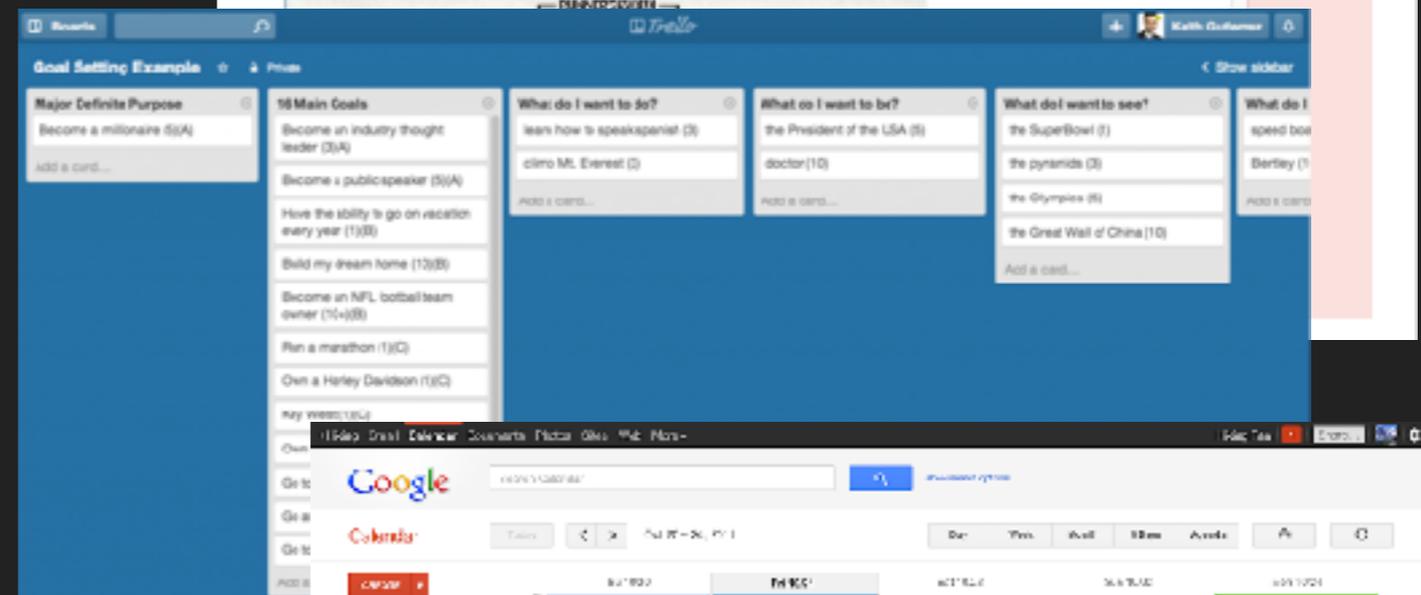
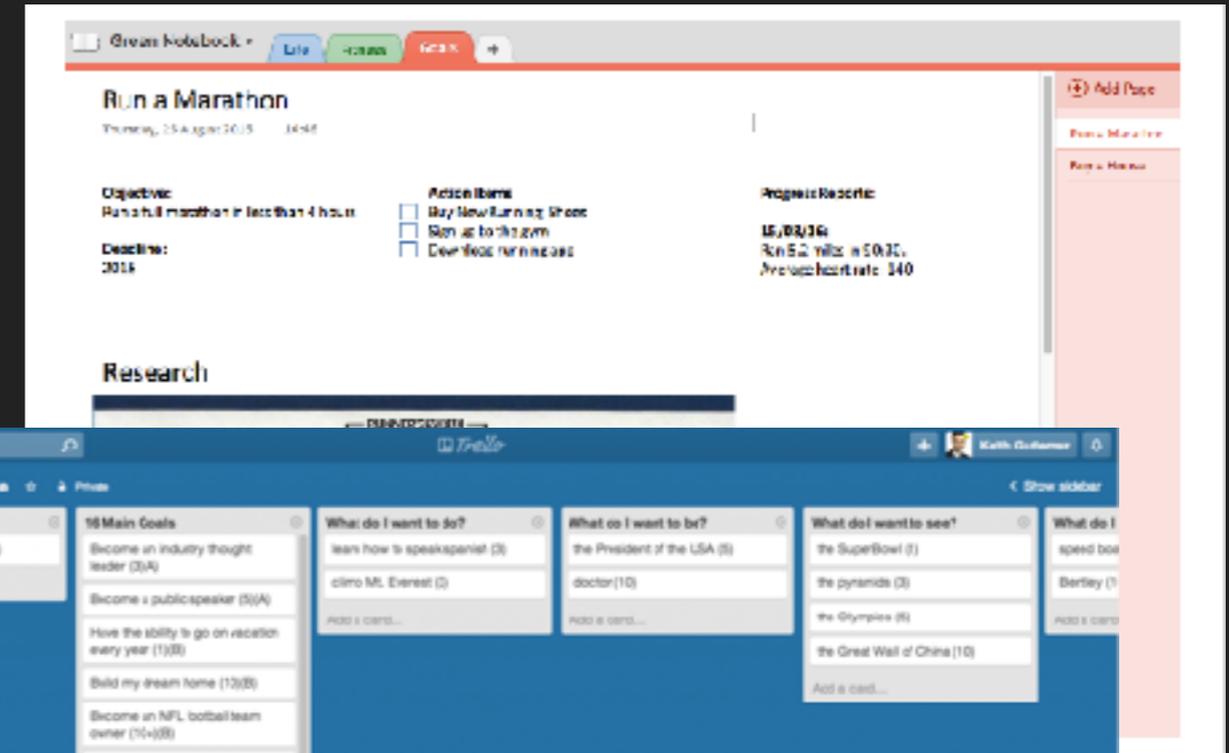
GOAL, PLANS, AND PRIORITIES

- ▶ Writing the before (what I want to do)
- ▶ Writing the after (what am I accomplishing)
- ▶ Self-promotion that doesn't feel icky.
- ▶ Write it down. Review often.

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PSYCHOMETRIC TESTS

- ▶ There is no judgement.
- ▶ If it brings you reflection, it's a valid option.
- ▶ Examples:
 - ▶ Myers-Briggs
 - ▶ Gallup Strength Finder

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WHO ARE YOU? PONY MBTI CHART

 <p>ISTJ Introverted - Sensing - Thinking - Judging Quiet, serious, like routines, organized, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>	 <p>ISFJ Introverted - Sensing - Feeling - Judging Quiet, reserved, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>	 <p>INFJ Introverted - Intuitive - Feeling - Judging Quiet, reserved, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>	 <p>INTJ Introverted - Intuitive - Thinking - Judging Quiet, reserved, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>
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 <p>ESTP Extroverted - Sensing - Thinking - Perceiving Outgoing, practical, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>	 <p>ESFP Extroverted - Sensing - Feeling - Perceiving Outgoing, practical, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>	 <p>ENFP Extroverted - Intuitive - Feeling - Perceiving Outgoing, practical, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>	 <p>ENTP Extroverted - Intuitive - Thinking - Perceiving Outgoing, practical, and detail-oriented. They are practical, logical, and responsible. They are often seen as the "straight shooter" and are known for their reliability and ability to get things done.</p>
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BY AUTUMNALCNE - APPLEDLOOM@RDR - HTTP://EQQUESTIA-ORIGINS.FFBOARD.COM - HTTP://AUTUMNALCNE.DEVIANTART.COM

PUTTING THIS TO WORK

- ▶ Career
- ▶ Interpersonal
- ▶ Internal

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SELF-REGULATION

- ▶ Self-regulation is about using self-awareness to keep negative reactions under control.
 - ▶ Choosing how we think, feel and the actions we take
 - ▶ Seeing yourself from others point of view

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EXERCISE

- ▶ Name a trait in a coworker that you don't have but you admire in them.

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WHAT IS IT REALLY?

- ▶ Playing nice with others even if they won't play nice with you.



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SELF REGULATION IN REAL LIFE

- ▶ The failed project
- ▶ The other side
- ▶ Ooof, that stung



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BUT IT'S ALSO...

- ▶ Micromanaging
- ▶ Procrastination
- ▶ Failed goals



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WHAT MAKES UP SELF-REGULATION?

- ▶ Emotional self-control
- ▶ Conscientiousness
- ▶ Adaptability

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EMOTIONAL SELF-CONTROL

- ▶ Self-control is not masking or hiding your emotions but recognizing and controlling them appropriately.
 - ▶ Calm in the storm
 - ▶ Making balanced decisions
 - ▶ Managing stress

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CONSCIENTIOUSNESS

- ▶ Is it kind?
- ▶ Is it true?
- ▶ Is it necessary?



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ADAPTABILITY

- ▶ Navigating choppy waters
- ▶ Change brings out emotion
- ▶ Stress makes everything harder

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PUTTING THIS TO WORK

- ▶ Career
- ▶ Interpersonal
- ▶ Internal

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MOTIVATION

- ▶ Intrinsic
- ▶ Extrinsic

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EXERCISE

- ▶ What part of your job do you wish there was more of?

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HOW TO KEEP MOTIVATION WHEN YOUR COMPANY DOESN'T CARE

- ▶ Goal review
- ▶ User groups
- ▶ Community groups



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HOW TO KEEP MOTIVATION WHEN YOU DON'T CARE

- ▶ Oh crap. I am so bored.

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TRAINING IN ALL ITS GLORIOUS FORMS

- ▶ Asking for it.
- ▶ On your own.
- ▶ Untraditional.

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BUT IT'S NOT JUST TRAINING...

- ▶ Networking
- ▶ Updating your resume
- ▶ Goals

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A WORD ON IMPOSTER SYNDROME

- ▶ Affect on motivation
- ▶ High achievers unable to internalize and accept their success.

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PUTTING THIS TO WORK

- ▶ Career
- ▶ Interpersonal
- ▶ Internal

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EMPATHY

- ▶ The science
- ▶ The story
- ▶ Symptoms
- ▶ How to improve

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EXERCISE

- ▶ If I were my boss, I would do X.

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WE HAVE A REAL INABILITY TO PUT OURSELVES IN THE SHOES OF THE PEOPLE WE ARE TRYING TO PROTECT.

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Alex Stamos, Facebook, CISO

WHY TO CARE ABOUT EMPATHY

- ▶ Trust
- ▶ Understand the needs of our users
- ▶ Learn how to motivate
- ▶ Easier to deal with negativity when you can understand their fears

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THERE'S NO WAY SHE'S LIKE ME

- ▶ Myers-Briggs test



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WHAT DOES LACK OF EMPATHY LOOK LIKE

- ▶ You can't think of a single reason your boss would make that call
- ▶ Users are just lazy/stupid
- ▶ Warring with coworkers
- ▶ You work from your default reaction

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GAINING EMPATHY

- ▶ Listen
- ▶ Debate (internally, dear jebus no one wants to hear you play devil's advocate) both sides of a position
- ▶ Know your enemies
- ▶ Take a walk in the story of someone else

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LISTEN

- ▶ Stop thinking of what you're going to say next.
- ▶ Listen to the words.
- ▶ Consider the life experience and motivation that led to this perspective.
- ▶ Ask follow-up questions

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SOCIAL SKILLZ

- ▶ MAGIC!
- ▶ Born with it, right?
- ▶ Jessica... I'm just not an extrovert.



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SOCIAL SKILLZ

- ▶ I'm not asking you to change who you are.
- ▶ A lot like running.
- ▶ It's doesn't have to be painful.
- ▶ For the love, it is not "small talk."

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SOCIAL SKILLS FOR THE NATURAL INTROVERT

- ▶ Claim your specialty.
- ▶ Introduce yourself
- ▶ Listen and ask questions.

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EXERCISE

- ▶ Think about your specialty. Tell the nearest stranger.

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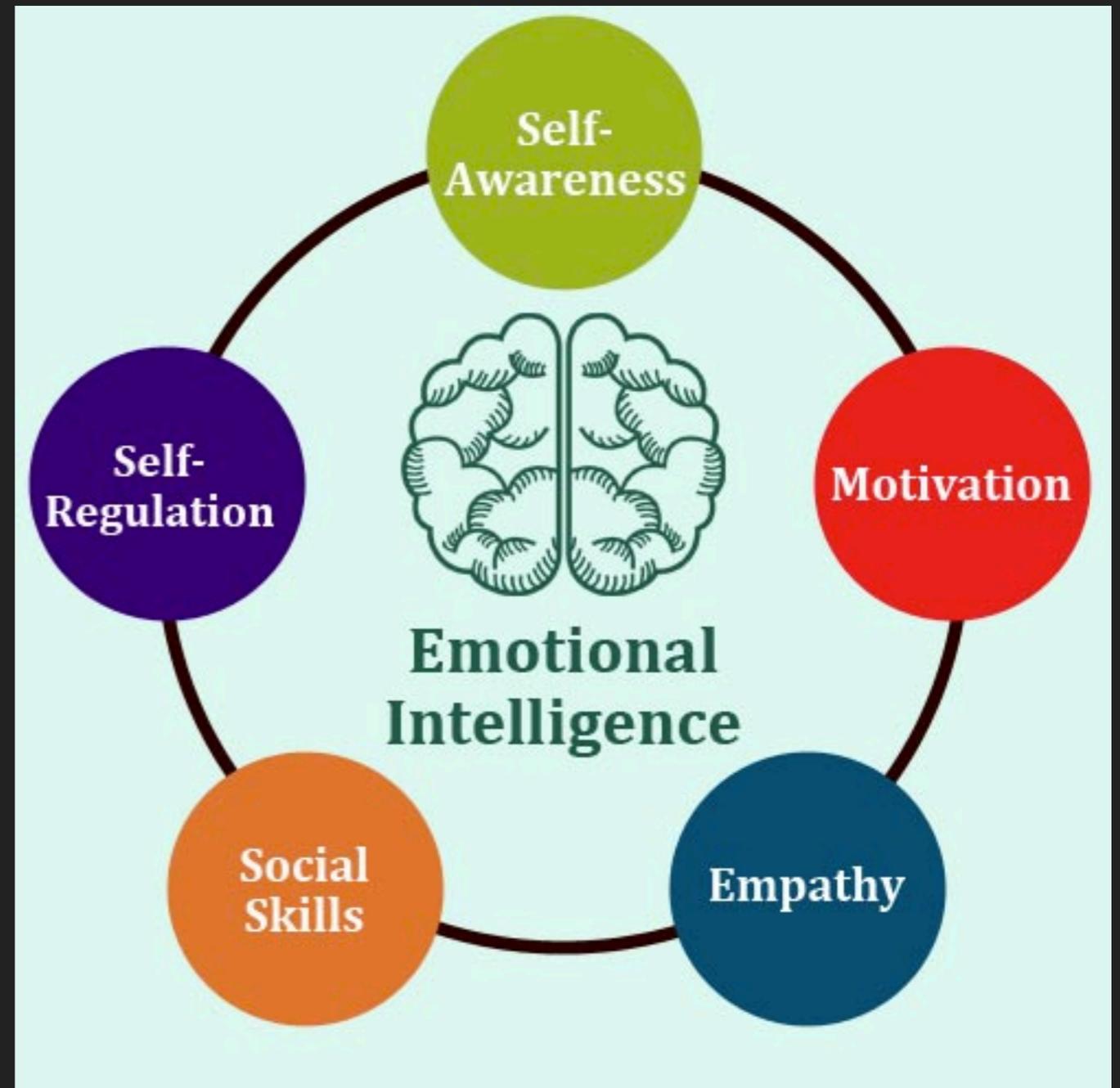
ALL OF THE STUFF!

- ▶ Self-awareness
- ▶ Self-regulation
- ▶ Motivation
- ▶ Empathy
- ▶ Social Skills

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QUESTIONS?

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