



# Leveraging Self-Awareness for Leadership Success

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**Jill Macauley**

COO  
Behavioral Essentials



**Lauren Breden**

Director of Brand Experience  
Behavioral Essentials







## We help organizations hire better and grow leaders and teams.

Behavioral Essentials is a workplace development company that helps organizations hire better and grow leaders and teams.

HIRE INTENTIONALLY.  
FULFILL POTENTIAL.  
NAVIGATE CONFLICT.  
SCALE GROWTH.

LEARNING ABOUT YOU

**What's your purpose for joining us today?**



Awareness is the *catalyst* for it all.





**Most of a zoo  
and aquariums' problems  
are people problems.**



A CLEARER PATH

**What if you could untangle all of that  
and make everything just...clearer?**



Awareness is the *catalyst* for it all.

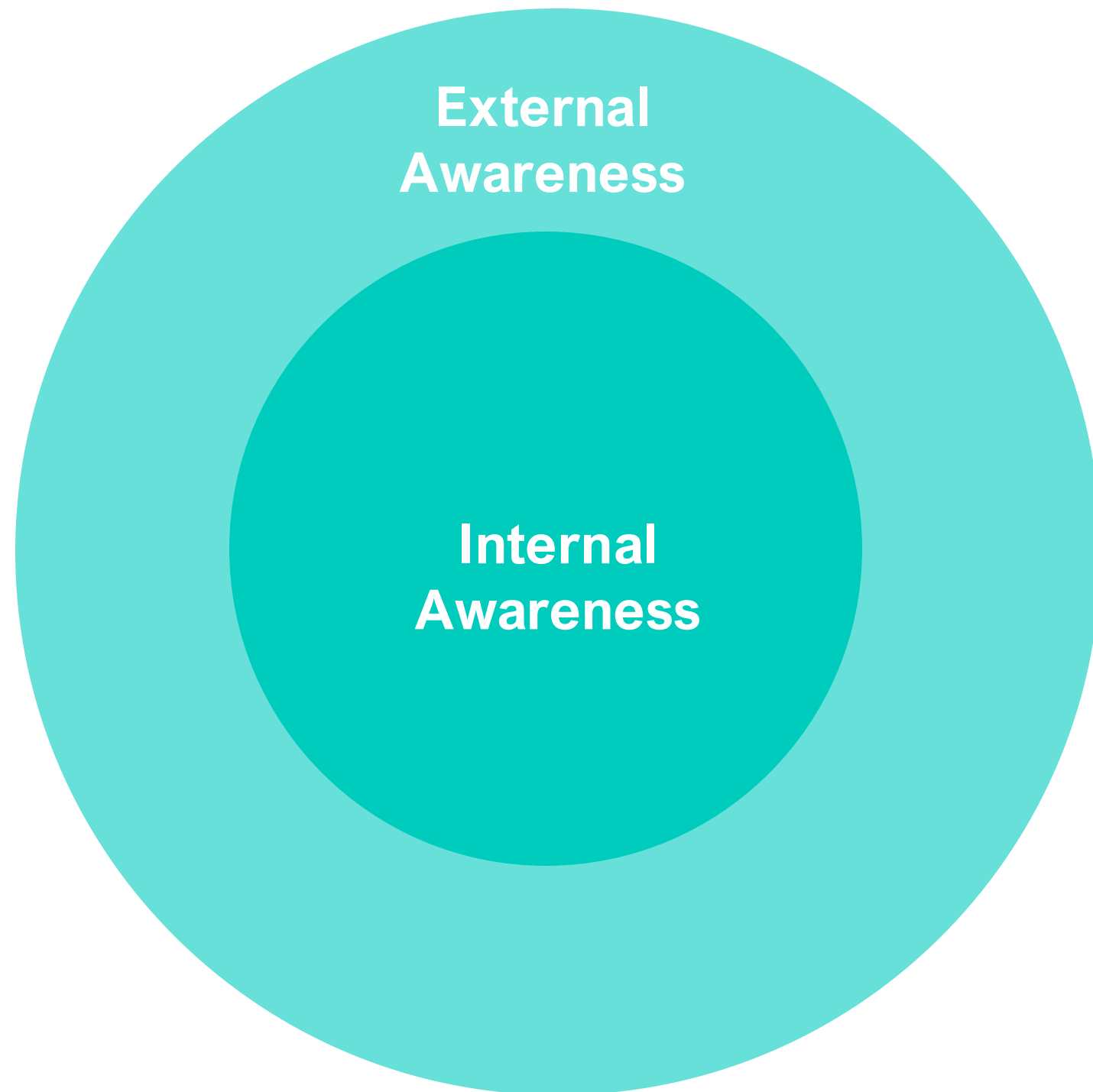


**Self-awareness has a more positive  
impact on leadership than an MBA.**

*Source: Self-Awareness Can Help Leaders More Than an MBA, Potential Project*



# A Thriving Organization starts with Self-Awareness.



## Internal Self-Awareness

How we perceive our own values, passions, aspirations, fit with our environment, reactions (thoughts, feelings, behaviors, strengths, and weaknesses), and impact on others.

**When leaders have high internal self-awareness, it is correlated with increased job satisfaction, relationships, and social control.**

## External Self-Awareness

Understanding how others view you based on the internal factors above.

**When leaders have high external self-awareness, they show greater empathy and better understand other's perspectives, which strengthens relationships with employees; in turn, employees are more satisfied with them and see them as more effective leaders.**

*Source: Niagara Institute: "Self-Awareness in Leadership: What the Research Says"*

# The more self-awareness, the less people problems. (It's science.)



**Improvement in  
Workplace  
Effectiveness**

**100%**



**Improvement in  
Working  
Relationships**

**79%**



**Improvement in  
Managing Emotions**

**86%**



**Reduction in  
Stress**

**81%**

*Source: Effective Leadership Starts with Self-Awareness, Association of Talent Development*





**Companies with higher rates of return have more  
self-aware employees and consistently  
*outperform* those with a lower percentage.**

*Source: A Better Return on Self-Awareness, Korn Ferry*



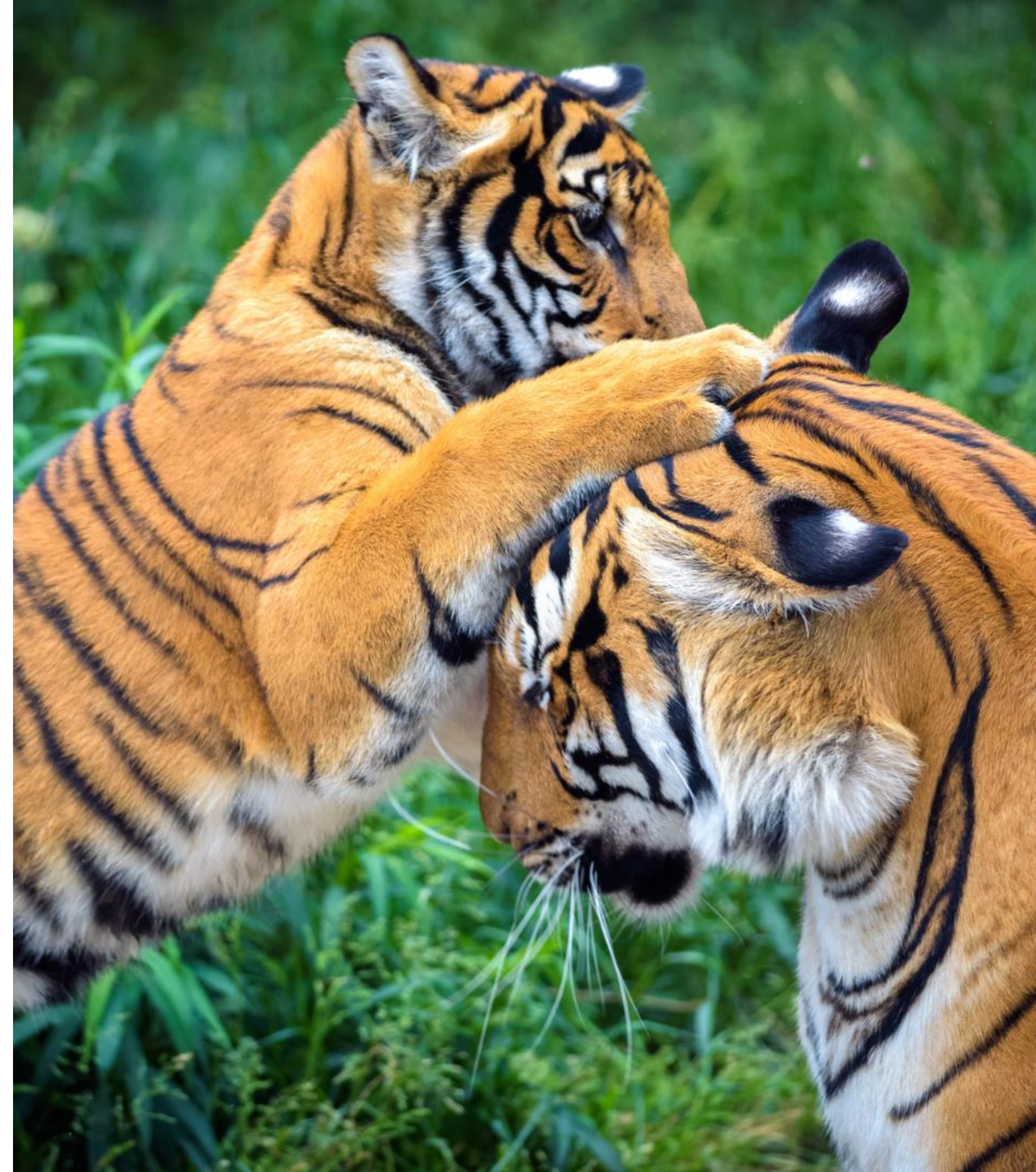
# The Cost of Unawareness

Leaders that lack self-awareness can cost companies up to **\$50 million per executive**, and senior leaders lacking self-awareness are **600% more likely to derail**.

*Source: Insight, Tasha Eurich*

Research shows that un-self-aware employees can **cut a team's chances of success in half**, and working with unaware colleagues leads to **elevated stress, decreased motivation, and a greater likelihood of leaving the organization**.

*Source: Niagara Institute: "Self-Awareness in Leadership: What the Research Says"*





# Self-Awareness in the *Wild*



**Liz Larsen**

VP of Programs, Utah's Hogle Zoo  
[llarsen@hoglezoo.org](mailto:llarsen@hoglezoo.org)



**Chris Pfefferkorn**

President & CEO, Birmingham Zoo  
[cpfefferkorn@birminghamzoo.com](mailto:cpfefferkorn@birminghamzoo.com)



QUESTION 1

**What does awareness mean to you?**



## QUESTION 2

**How has your own journey with gaining awareness impacted your career?**

### QUESTION 3

**What are the tools you use to gain greater awareness that others can use?**



DISCUSSION

**Q & A**



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**See yourself clearly. Then see others clearly.  
And suddenly, everything else in your  
business becomes, well...*clear.***



# Self-Awareness works like magic. (But it isn't.)



It's science. When your leaders and teams learn to see themselves clearly, it opens up a next-level ability to collaborate, appreciate and elevate your business.

Want to boost your self-awareness? Scan the QR code to take the E3 Behavioral Assessment and find out your behavioral strengths and growth areas!

SPEAKER RESOURCES

# Leadership Insights & Tools

# Leadership Insights

- **Importance of Values and Priorities:** Leadership starts with deeply understanding personal values and how they shape behaviors and decision-making. This self-awareness directly influences leadership style, resource allocation, and team management.
- **Honest Self-Reflection:** Evaluating behaviors objectively to identify which support growth and which hinder it is essential. Self-reflection and honesty pave the way for authentic leadership.
- **Listening and Feedback:** Willingly seeking and genuinely considering feedback from trusted sources enhances personal and professional growth. Learning to listen attentively—even to challenging feedback—helps leaders refine their approach.
- **External Perception:** Understanding how others view you and your behaviors bridges internal self-awareness with external impact, improving communication and relationships.







# Leadership Insights

- **Mind-Body Awareness:** Cultivate clarity, calm, and care in your interactions by pausing to recognize your emotions and observing physical responses, such as tension in the shoulders or shallow breathing. This intentional awareness helps navigate situations with greater understanding and composure, and builds self-awareness
- **Balancing Instinct & Intellect:** Leadership involves balancing instinct and intellect, with constant learning to adapt to changing environments.
- **Human-Focused Leadership:** Focusing on the human aspect of leadership, including understanding and influencing team dynamics, is as critical as technical expertise.
- **Impact Awareness:** Leaders must be aware of their impact on organizational perception while also embracing humanity and emotional authenticity.



# Leadership Awareness Tools

Actionable Tools to Heighten Self-Awareness & Enhance Leadership Effectiveness

1

**Behavioral Assessments:** Tools like the [Behavioral Essentials E3 assessment](#) and others provide a structured way to identify strengths, growth areas, and behavioral tendencies.

2

**Emotional Intelligence (EQ):** Reading foundational books like Daniel Goleman's EQ fosters skills in self-awareness, social awareness, and interpersonal effectiveness.

3

**Mind-Body Awareness:** Practice science-backed techniques such as deep breathing exercises and body scans to heighten self-awareness and regulate your emotional responses. Try our [curated list of BE guided tools!](#)

4

**Reading the Room:** Develop the ability to notice and interpret non-verbal cues and group dynamics during conversations to adapt approaches.

5

**Feedback Solicitation:** Proactively ask for feedback regularly and follow up to create a culture of openness. Being receptive to feedback builds trust and helps nurture your growth.

6

**Achieving Alignment:** When encountering resistance or challenges with an unaware colleague, refocus discussions on shared goals to foster collaboration and resolution.

7

**Support Systems:** Create a network of mentors, colleagues, and peers who can provide constructive feedback and guidance outside the organization.

8

**Growth Framework:** Treat personal development as a circular process. Recognize setbacks as part of the journey, course-correct, and keep advancing.