


# WELCOME

**BEST  
—OF—**

**ANC 2019**

1. Make sure your speakers are on and the volume is up.
2. Download the slides PDF from your handout pane.
3. 1 SNA CEU & 1 CPEU for RDNs/NDTRs available after quiz.
4. Visit the On-Demand Library for 55 recorded webinars.

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# TODAY'S SNA STAFF

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**MODERATOR**

**Jordan Mathalon**

Coordinator  
Professional Development  
School Nutrition Association



**CONTROLS**

**Anna Woods**

Associate  
Professional Development  
School Nutrition Association

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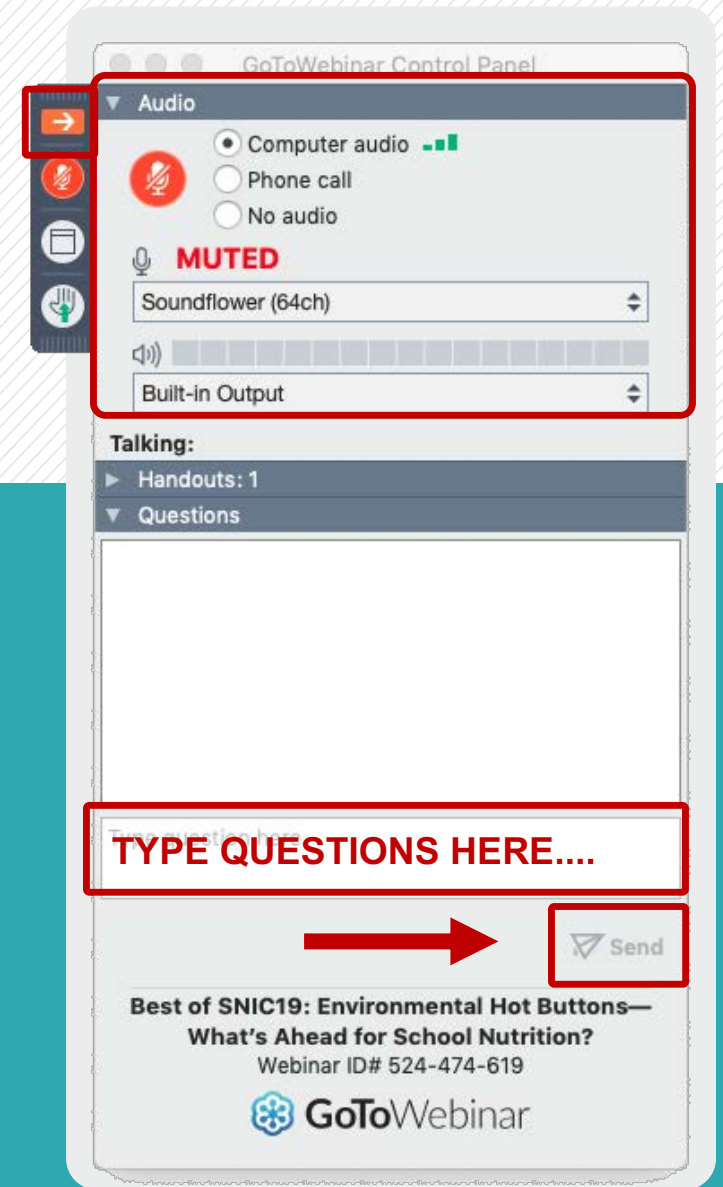


# QUESTIONS & ANSWERS

75 minute webinar.

Attendees are in “listen-only” mode.

Type your questions into the “Question” box at any time during the webinar.



# PROFESSIONAL STANDARDS

**Key Area 3000**

**Administration**

**Key Topic 3200**

**Program Management**

**Subtopic 3210**

**Leadership Principles**

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# EARNING CEUs & CPEUs

1. Complete Evaluation and Quiz
2. Print CEU at the end of the quiz.
3. The link is provided at the end of this webinar and emailed to you.

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the credentialing agency for the  
**Academy of Nutrition  
and Dietetics**



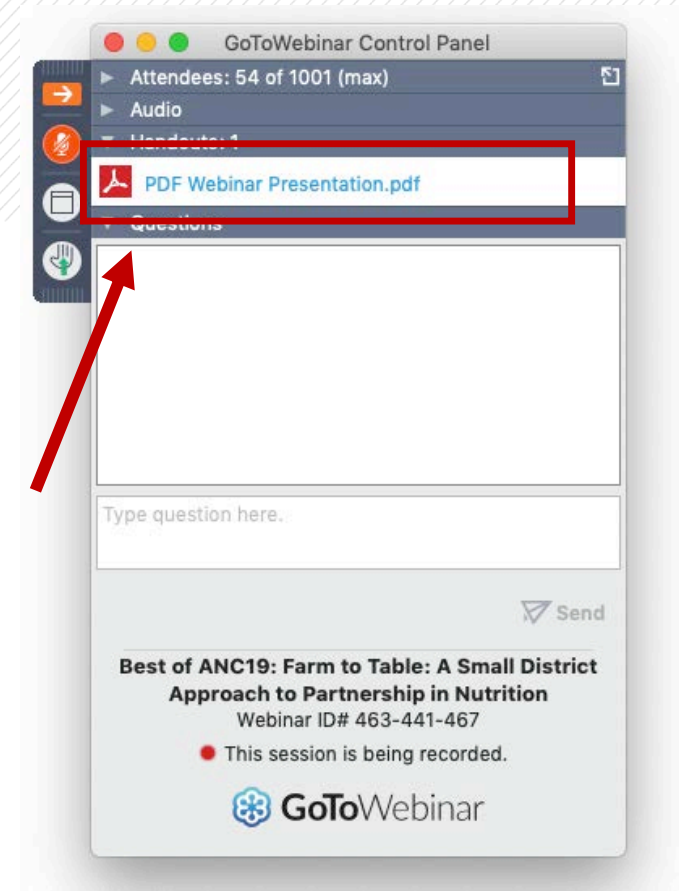
# HANDOUTS

This webinar has a PDF of the presentation to download.

1. Locate the Handout panel on your control panel.

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2. Click on the name of the handout to download.





# LEARNING OBJECTIVES

At the conclusion of this session, participants should be able to:

## Define

Define Self-Awareness and how to analyze yourself.

## Understand

Understand the relationship between self-awareness and leadership.

## Identify

Identify Steps to Self-Improve and understand your team.

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# TODAY'S SPEAKER



## **Stefanie Giannini, SNS**

Assistant Director of Food & Nutrition Services  
Marquardt School District 15  
Glendale Heights, IL

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# AFFILIATIONS & FINANCIAL DISCLOSURES

- Stefanie Giannini
  - Assistant Director of Food & Nutrition Services
    - Marquardt School District 15
    - Glendale Heights, IL
  - NxtGen Speaker – Professional Development Team

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# Best of #ANC19: Self-Awareness: Knowing Yourself to Improve as a Leader

presented by:  
Stefanie Giannini



# Objectives

Define  
Self-Awareness

Analyze  
Yourself

Understand the  
relationship  
between  
self-awareness &  
leadership

Understand Your  
Team

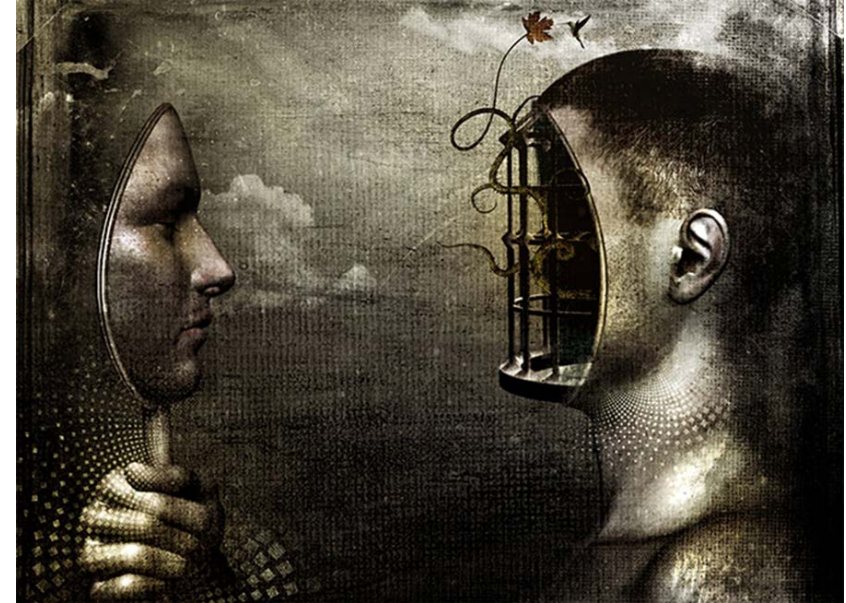
Identify Steps to  
Self-Improve

# What is Self-Awareness?

**self-a·ware·ness** [*noun*]

conscious knowledge of one's own character, feelings, motives, and desires.

-Oxford Dictionary Definition



# Being Alert is Not the Same as Being Aware



# POLL



Do you consider yourself a self-aware person?

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1. Yes
2. No

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# Why is Self-Awareness important?

*“Knowing yourself is the beginning of all wisdom.”*

~Aristotle



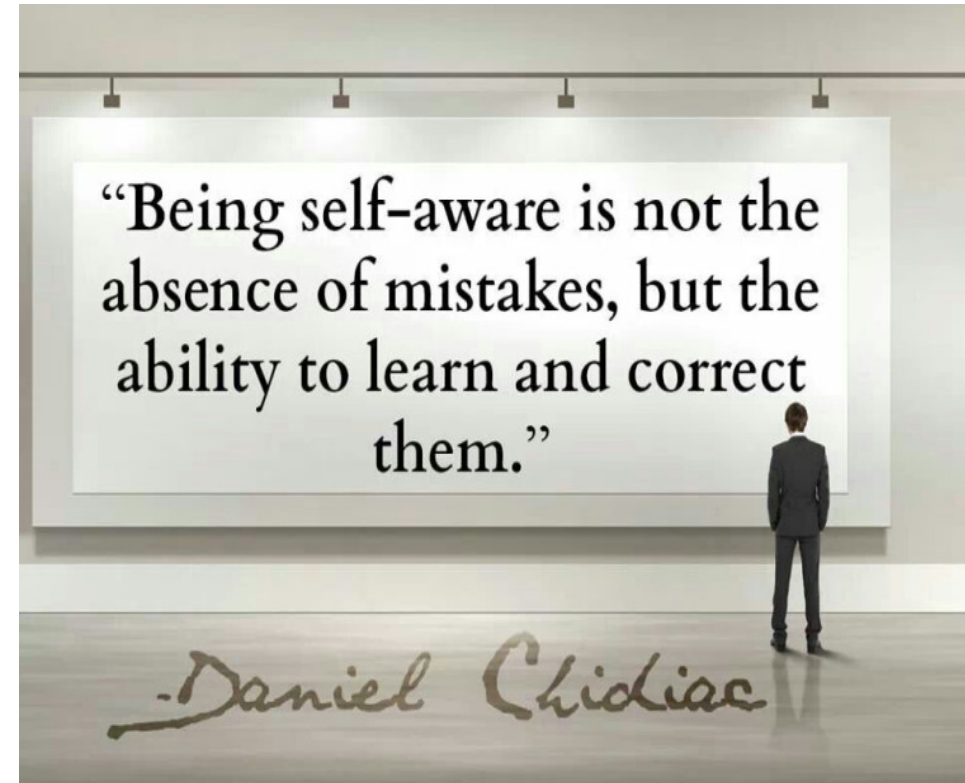
**Only 10-15% of the population is highly self-aware**

(Peterson, 2018)

# Why is Self-Awareness a Hard Skill to Learn?

- You must face your shortcomings
- Out of sight out of mind
- Takes practice & effort

**Change is hard**



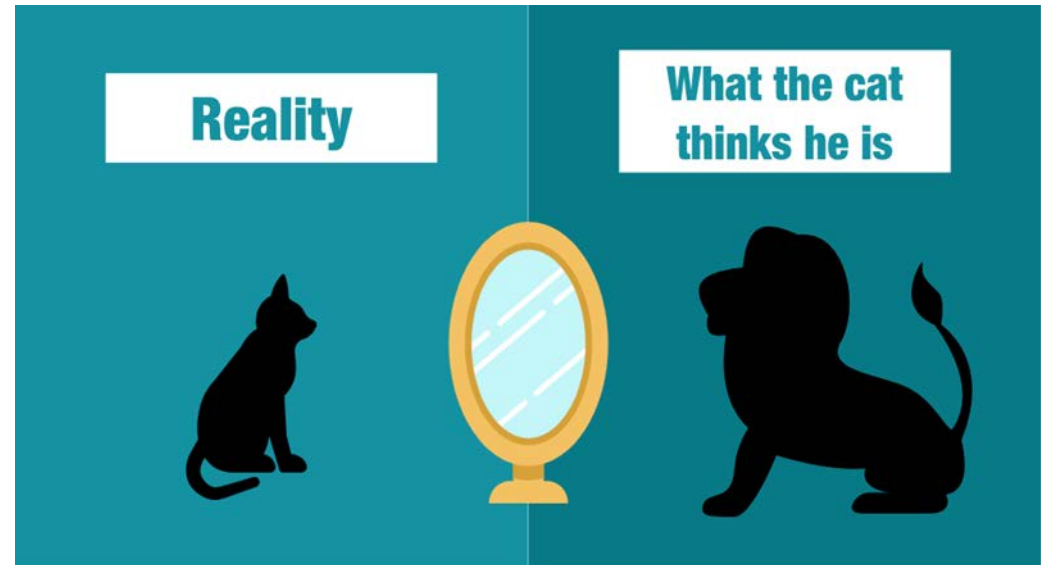
# Is Your Perception of Yourself a Reality?

**False perceptions = stunted growth**

Most Detrimental Self-Perceptions:

- Much **Worse** than reality
- Much **Better** than reality

How can you ever grow as a person if you are building from an imaginary foundation?



# Being A Self-Aware Leader

## Self-awareness isn't just about you!

- How you treat & interact with those around you
- Quality of relationships depend on it

### Social Intelligence:

“ability to understand one’s own & others’ feelings, behaviors, and thoughts & act appropriately”

(Northouse, 2019, p.22)





# How You Think & Act Affects Your Team



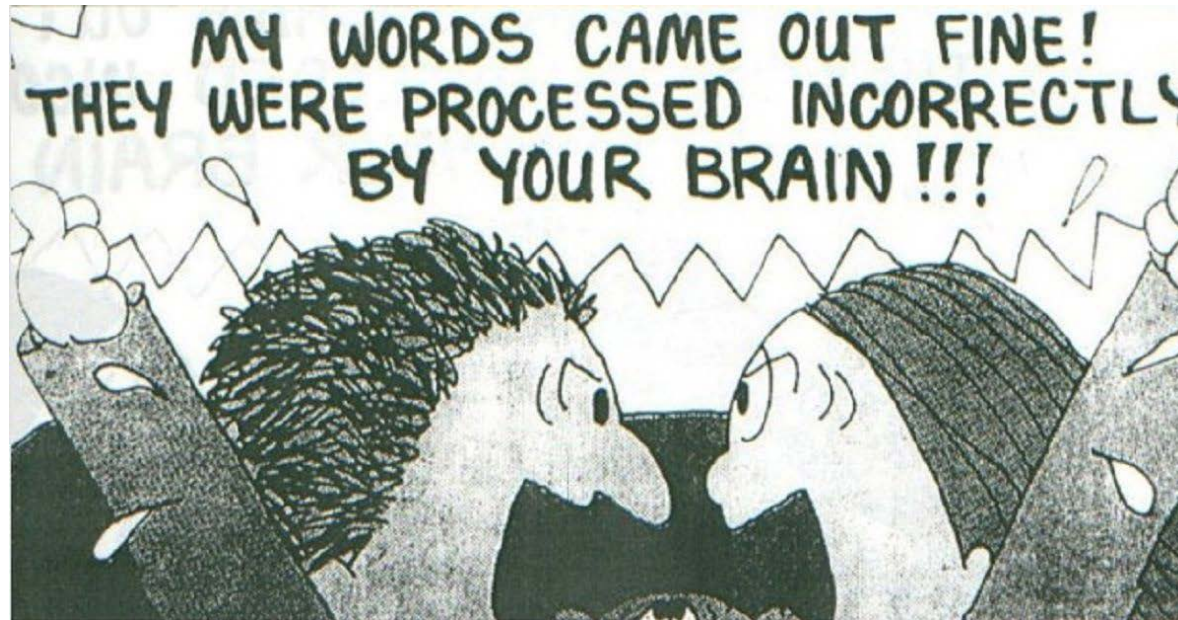
# Verbal Communication



“Employees who feel **respected** by their employers and **engaged** at work are **87% less likely to leave their organization and seek new employment**”

(Nguyen, 2017)

# It Doesn't Matter How You Meant It



Be sensitive to who you are communicating with

# Non-Verbal Communication

Eye-Roll

Eye Contact

Facial Expression

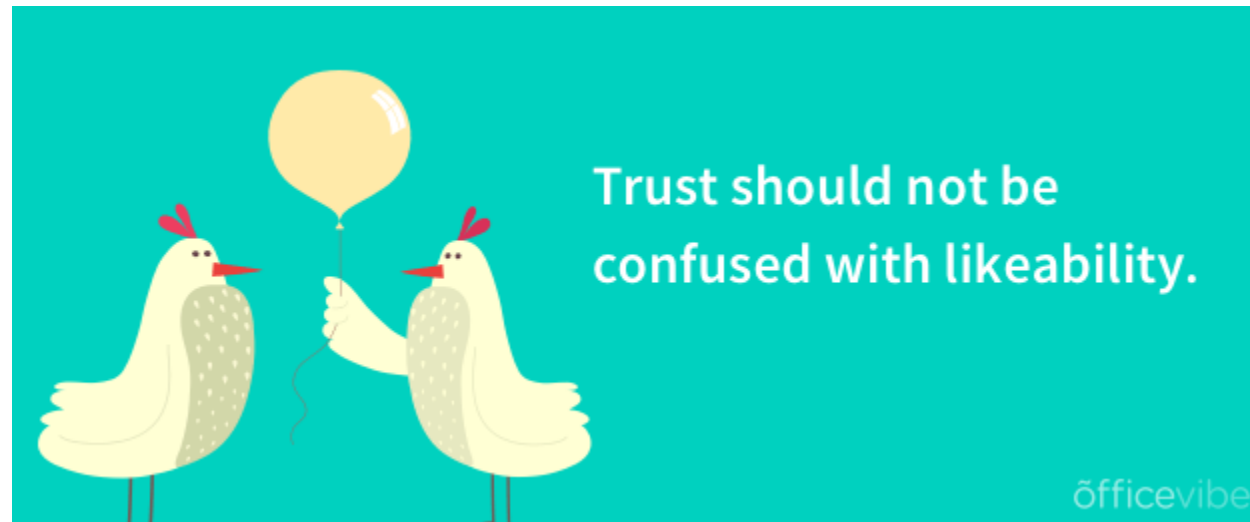
Sigh

Body Language

Position



# Do You Trust Your Team?



**58%**

“Organizations are no longer built on force, but on trust”  
(Drucker)



# The Value of Trust

Compared to employees in self-described “low trust” work environments, employees in “high trust” work environments reported:

- Being **106% more energetic** at work
  - Feeling **76% more engaged** with their jobs
  - Experiencing **74% less stress**
  - Taking **13% fewer days off for illness**
  - Reporting **29% more satisfaction** with life in general
- (Craig, 2017)

# POLL



Have you ever been through an experience that changed your perspective regarding a situation, a person, or life in general?

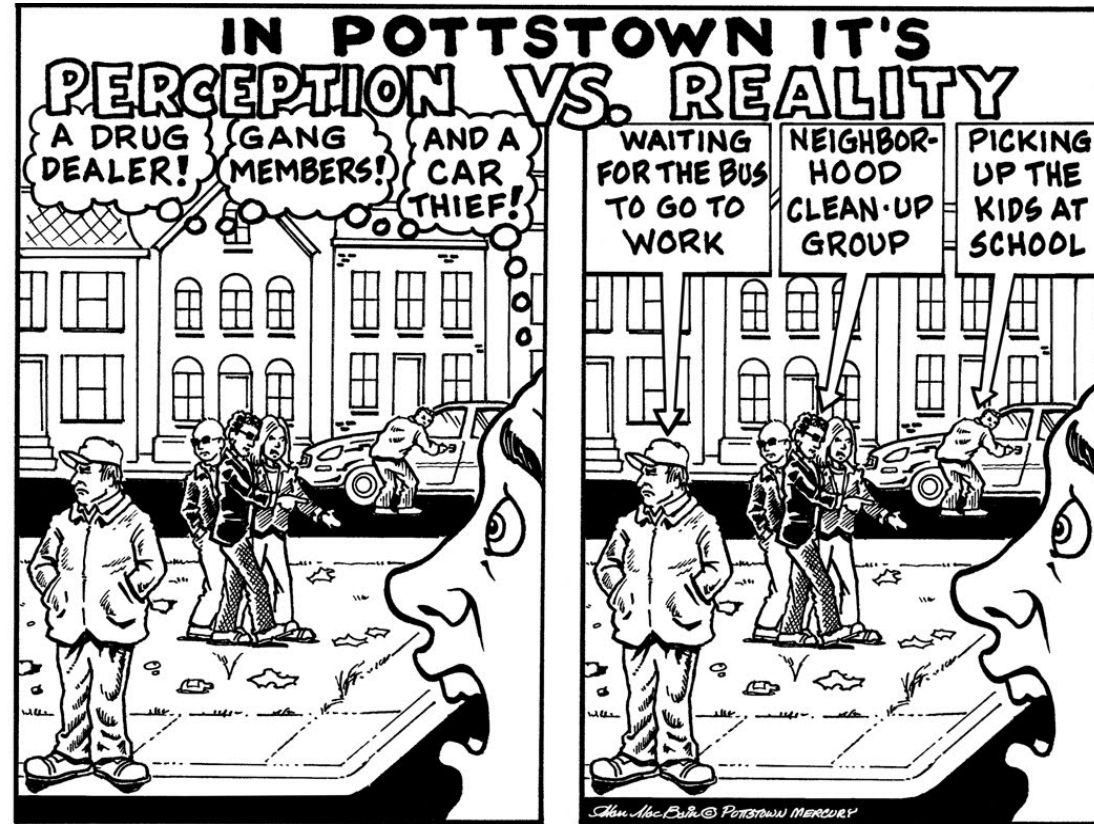
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1. Yes
2. No

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# Perceptions



Past experiences change the way you view world

# Perceptions Continued

Society, the media, and misinformation change the way we view the world and those around us!



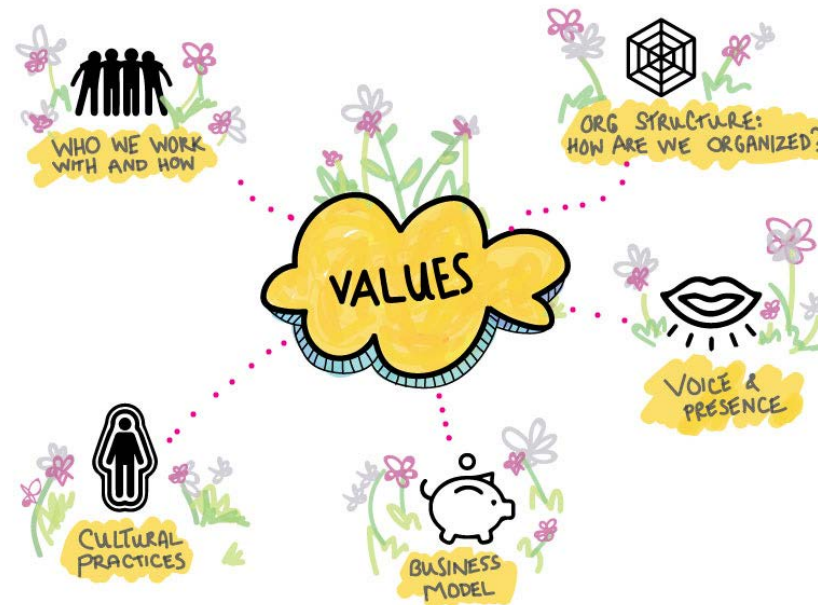
**STOP** with stereotypes; view each team member as an individual





# Values

**“At a very minimum, it is crucial to state that leadership involves values, and one cannot be a leader without being aware of and concerned about one’s own values”**  
(Northouse, 2019, p. 354)





# Motivation

“Leaders need to take into account their own and followers’ purposes while working towards goals that are suitable for both of them”

(Northouse, 2019, p. 351)



**[CHALLENGE  
ACCEPTED]**

purpose 



# What Motivates You May NOT Be What Motivates Your Team



**"Sorry, pal, right metaphor,  
wrong motivation."**

# Learning Style

**Are you teaching or training your team how YOU learn best or how THEY learn best?**

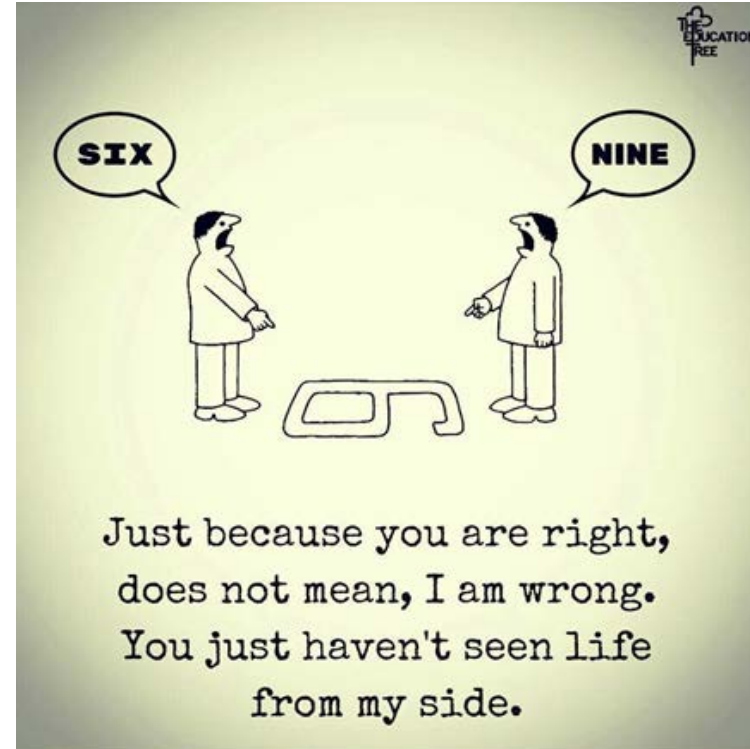
If you don't know, ask!



# Understanding Others

Be empathetic & analytical

Always search for the **WHY**



# Self-Awareness → Self-Improvement

Being self-aware means nothing if you don't utilize it to improve as an individual and as a leader

**Question #1:** What are my strengths and weaknesses?

**Question #2:** How do I want to improve upon these?

**Question #3:** What steps will I take to improve?





# Accurate Self-Assessment

- Be aware of abilities and limitation
- Seek out feedback
- Learn from mistakes
- Know where you need to improve

# Double-Edged Sword: Strengths & Weaknesses



For (almost) every strength there is a weakness both directly & indirectly related to that strength

# Exhibit A: Stefanie Giannini

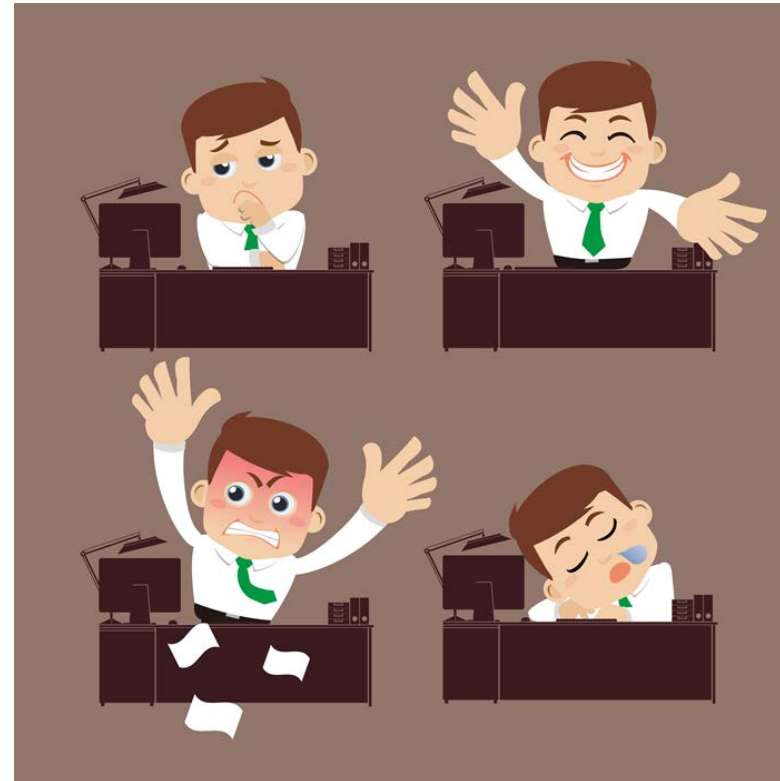
STRENGTH

WEAKNESS



# How Do Your Strength & Weaknesses Affect You in Your Day to Day Job?

- Emotions
- Quality of work
- Productivity
- Stress Management



**I want, by understanding myself, to  
understand others. I want to be all that  
I am capable of becoming.  
--- Katherine Mansfield**



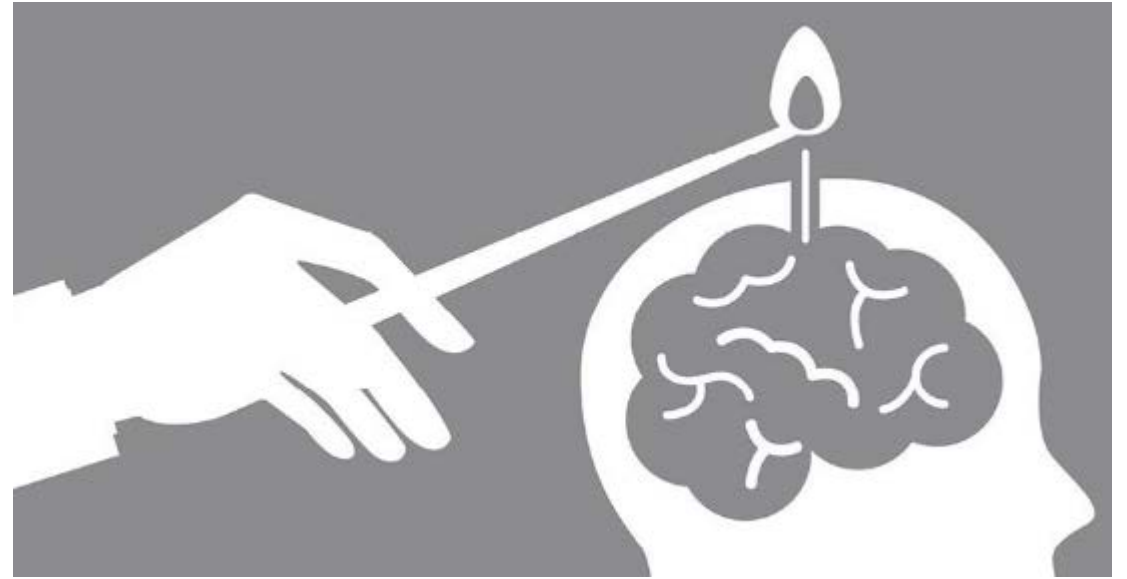
# Now...The Important Part:



# WHY Do You Want to Improve?

You need a reason to change in order for the change to stick.

You have to **WANT** to improve for yourself & those you lead



Write your WHY down to remind you!

# Critically Reflect

## Reflection

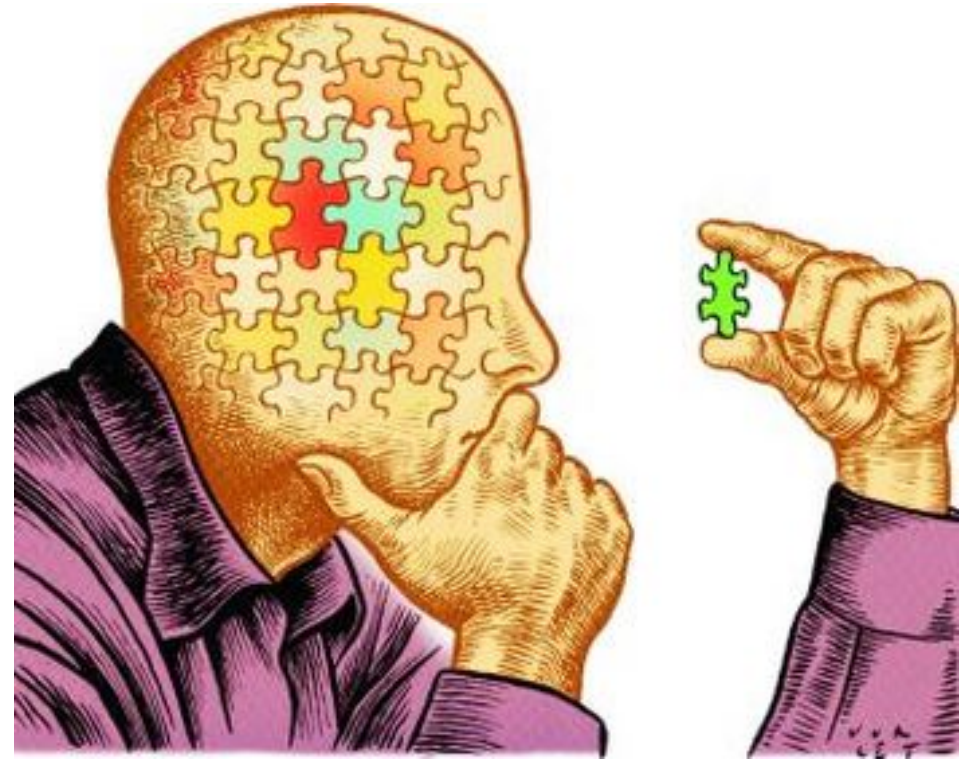
Acknowledgement

## Critical Reflection

Acknowledgement

Analyzation

Action



# Stop Pointing The Finger

“Every time I give Susan direction when she is doing something wrong, she takes it personally and gets upset. It’s NOT personal! This is strictly work, and the job has to get done. It’s not my problem she takes everything so personally!”

**HARD TRUTH:** you can’t control or change other people. You can only control and change yourself.



# Stop Making Excuses

Be vulnerable

**Stop getting defensive**

It is *never too late* to improve.

Past experiences aren't an excuse.

There is **ALWAYS** room for improvement.





**“GIVE UP BEING  
PERFECT  
FOR BEING  
AUTHENTIC.”**

**~HAL ELROD**

# POLL



Do you ever feel like you set a goal, but then lose momentum until it's no longer achievable?

---

1. Yes
2. No

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# Step 1: Lay It All Out

- List out your strengths; think outside the box!
  - ☐ Emotional, physical, mental, skill-set, relational etc.
- List out correlating weaknesses
- Circle top 3 strengths you find most valuable
- Circle the top 3 weaknesses you would like to improve on

STRENGTHS	WEAKNESSES

# Step 2: Take Notes of Patterns & Physical Cues

**Emotional Self-Management:** “the ability to regulate distressing affects like anxiety & anger & inhibit emotional impulsivity”

(Cherniss, 2001, pg. 31)



**DON'T IGNORE** these clues!

You can always **change your course of action** from the “auto-pilot” reaction!

# Step 3: Set Realistic Goals & Don't Waste Your Time

Focus on both strengths AND weakness

## Be specific & start small

“I want to be more organized & productive”

Vs

“I will start every day by creating a to-do list”



**Don't** waste energy trying to drastically improve traits that are engrained within your being



## Step 4: Create the How

- Cheat Sheets
- Calendar
- Post-it Reminders
- Quotes/Affirmations
- Books
- Podcasts
- Talk to Your Team
  - Learn from others
- Alarms Reminders
- Positive Self-Talk
- YouTube/Internet

# Step 5: Check-in, Review, Analyze

## **Check-in at least once a day**

1. Moments or situations of opportunity during the day?
2. What happened? Are you happy with how things went?
3. Room for improvement?
4. What did you learn?

\*Critical Reflection!

# Step 6: Practice & Repeat

Practice, Practice, Practice

**Embrace Your Slip-Ups:**

“Wow I really lost my temper & snapped at the staff out of frustration. I haven’t done that in months. I wonder why this time?”

At least 66 days to form a new habit



# Give Yourself Credit

Embrace feeling uncomfortable

**Own & enhance your strengths**

**BE PROUD:** If you don't toot your own horn no one else will.

**YOU  
ARE  
AWESOME**



thank you 😊



# QA

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**WEBINAR  
WEDNESDAYS**

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The screenshot shows the GoToWebinar Control Panel interface. At the top, the title bar reads "GoToWebinar Control Panel". Below it, the "Audio" section is expanded, showing three radio button options: "Computer audio" (selected), "Phone call", and "No audio". A microphone icon is next to the "MUTED" status. Below this, there are two dropdown menus: "Soundflower (64ch)" and "Built-in Output". A volume slider is also visible. Under the "Talking:" section, there are expandable options for "Handouts: 1" and "Questions". A large white text box with a red border is overlaid on the "Questions" section, containing the text "TYPE QUESTIONS HERE...". To the right of this box is a "Send" button with a paper plane icon. Below the question box, a red arrow points to the right. At the bottom of the control panel, the text reads "Best of SNIC19: Environmental Hot Buttons— What's Ahead for School Nutrition? Webinar ID# 524-474-619" followed by the GoToWebinar logo.

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# THANK YOU



**Stefanie Giannini, SNS**

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# 2020 SNF Equipment Grants Webinar

November 21, 2019

<http://bit.ly/SNFGRANT>

# MARK YOUR CALENDAR

**Best of #ANC19: Blast Off With Out-of-This-World Breakfast Strategies**

2pm ET

Wed, November 20, 2019

**BEST  
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**ANC2019**

**Top 10 Steps to Managing the Procurement Process (and Preventing a Big Protest!)**

2pm ET

Wed, December 4, 2019



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Courses » Best of #ANC19 Social Media... » Best of #ANC19: Social Medi...

### Best of #ANC19: Social Media: Marketing Strategies to Build Your Following

Schedule Emails Edit

October 2, 2019  
Wed 11:00 AM PDT

DURATION 1H 15M  
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0:00 / 1:12:44

Overview Resources

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