

FOSTERING PROFESSIONAL EXCELLENCE

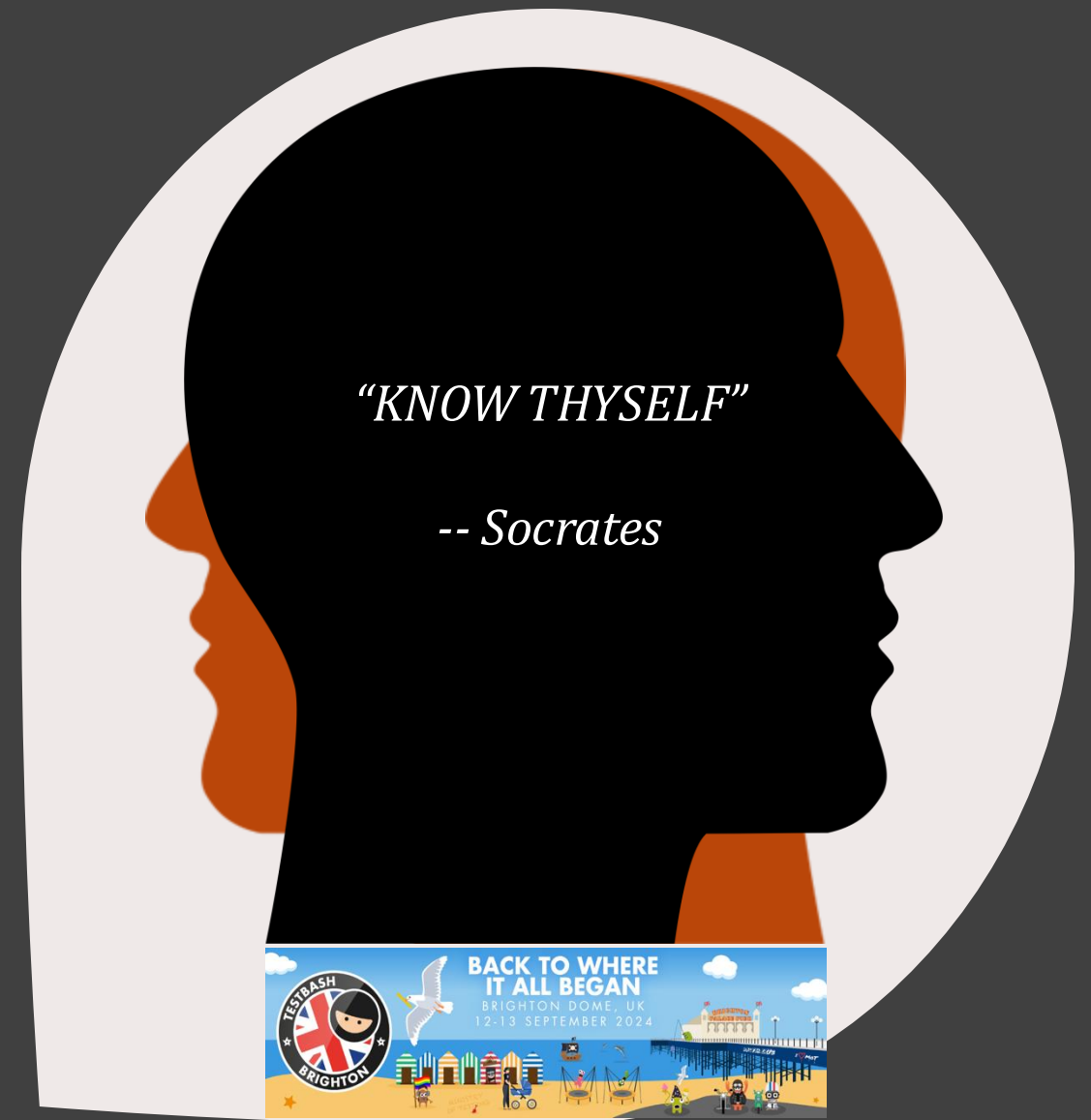
SELF-AWARENESS
AS
A MORAL RESPONSIBILITY



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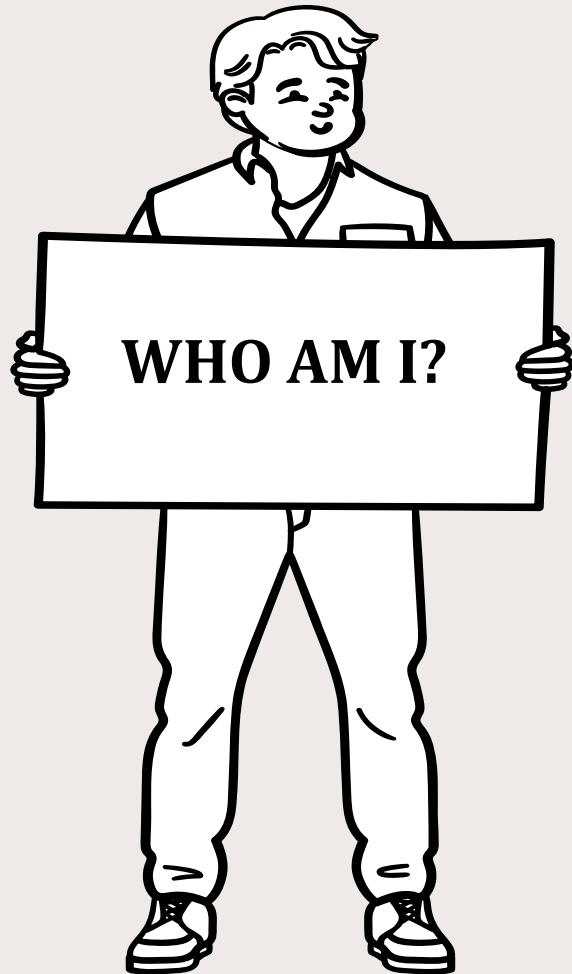


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Speaker Bio



• Barry Ehigiator



• Senior Test Engineer, BBC iPlayer



• Quality-Product-Delivery



• Blog @Product Quality Insights



• Reading, football, traveling, listening to podcasts & discussing ideas

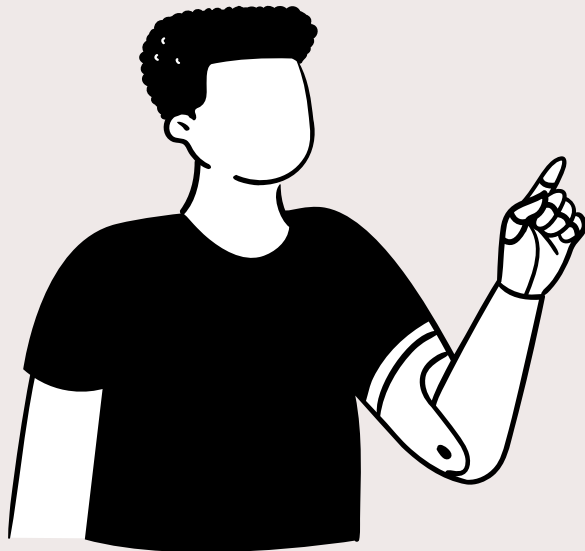


• Warrington, UK

Agenda:

FOSTERING PROFESSIONAL EXCELLENCE

SELF-AWARENESS
AS A MORAL RESPONSIBILITY



1. **The why?**
2. How self-aware are you?
3. The story
4. Why the focus on self-awareness?
5. **What is self-awareness?**
6. **Benefits of self-awareness?**
7. **Self-awareness as a moral responsibility**
8. **Developing self-awareness**
9. **Fostering a culture of introspection**
10. **How can we support each other?**
11. **Being a self-aware software tester**
12. Curtain call

The Why?

Perception



Expectation



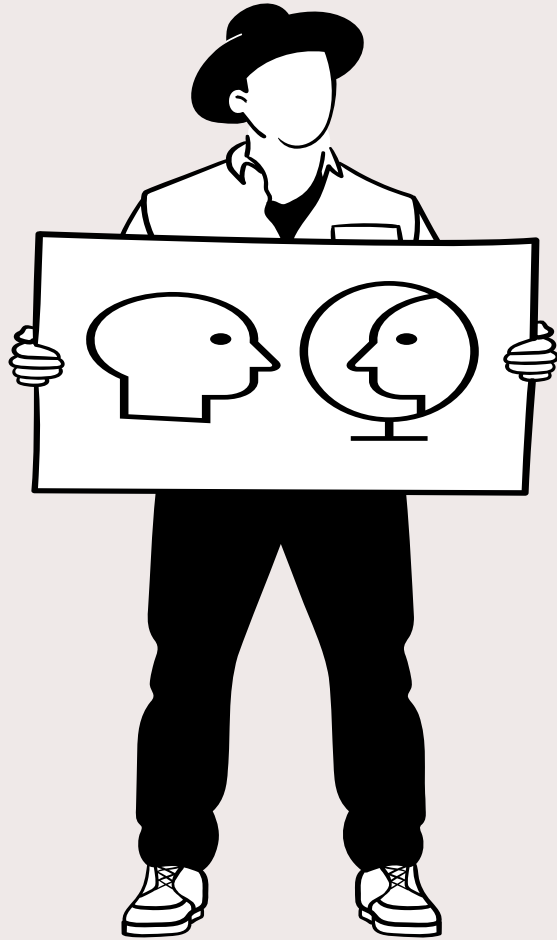
Outcome



Why?

1. Nature of work
2. Values
3. Natural self-growth
4. Leadership & management
5. Team members/ colleagues

How Self-aware Are You?



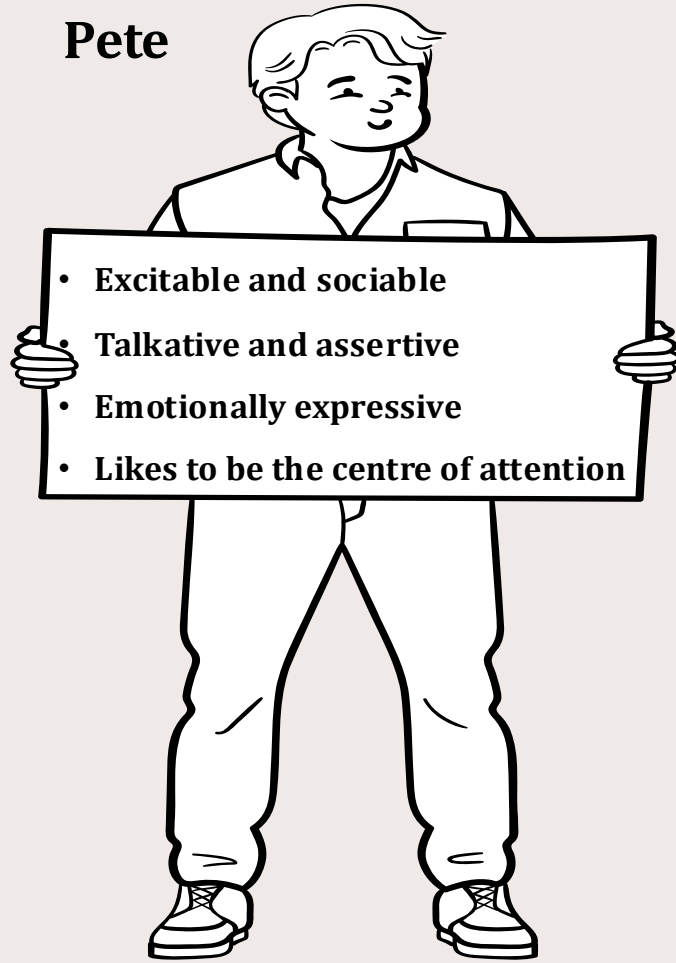
Agree? / Disagree?

1. I work with people I think of as great colleagues.
2. I work with people I think of as annoying, strange or weird in some ways.
3. The people I work with think of me as a great colleague.
4. The people I work with sometimes think I am annoying, strange or weird.
5. I think productivity is impacted when I don't get along with team members.



The Story

Pete



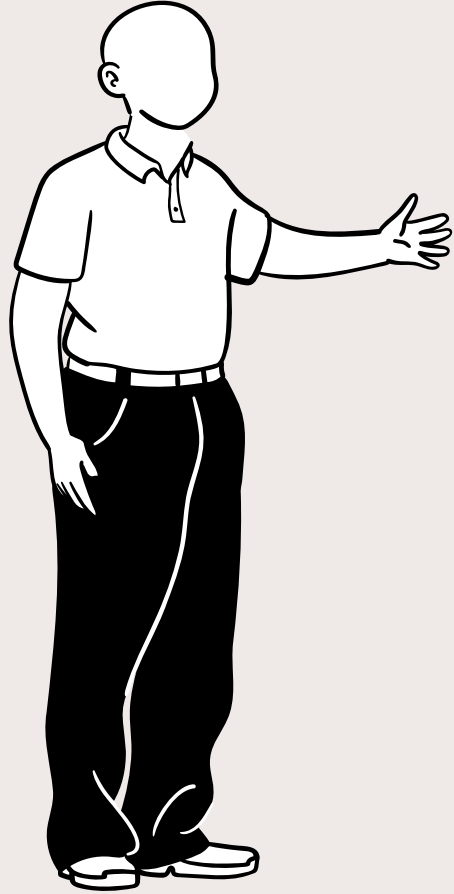
Jane



The Manager



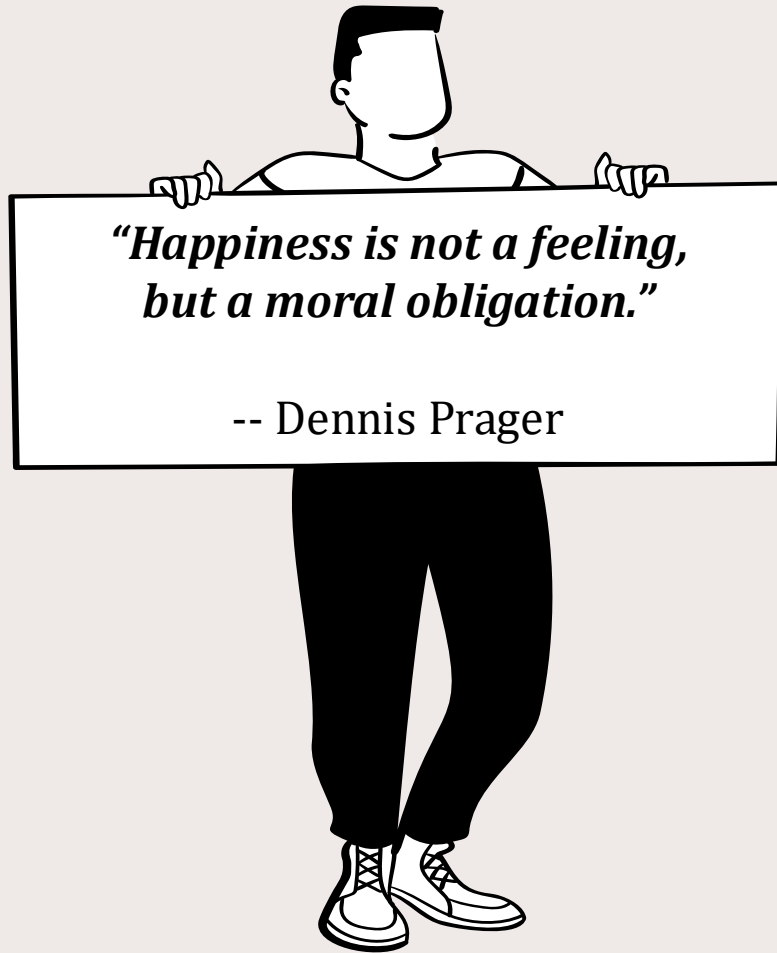
The Moral of the Story



When we don't get along at work:

1. Work can become less fun
2. Teams' productivity can be impacted
3. People can get frustrated
4. Team dynamics can become unstable
5. Loss of joy in the work

Why the Focus on Self-awareness?



Interesting idea, but ...

- Can we always be happy?
- Perhaps we can be more emotionally intelligent (EI)?
- Self-awareness is a key aspect of EI – Daniel Goleman
- Happiness may not always be possible, but self-awareness may be

What is Self-awareness?

*"Showing an understanding of how you develop and make meaning of the world, and how this meaning-making process affects how you see yourself over time. **Understanding your own strengths, weaknesses, and how you are multi-faceted and complex. How you gain insight into yourself from others and being conscious of the impact you have on other people.**"*

Walumbwa et. al. (2008)

3 Key aspects of self-awareness

1. Understand yourself
2. Understand your strengths and weaknesses
3. Understand people's perception of you and how you impact others

Benefits of Self-awareness

Understand yourself

1. Recognize your values, beliefs, motivations and emotions
2. Make better career decisions
3. Project yourself better to others
4. Build a personal brand



Understand your strengths & weaknesses

1. Goal setting & capability utilisation
2. Skills and career development
3. Feedback and continuous improvement
4. Job satisfaction and fulfilment



Understand how you impact others

1. Highlight blind spots and areas to improve
2. Improved communication
3. Prevent and resolve conflicts
4. Align with organisational goals



Self-awareness as a Moral Responsibility

Some research has shown that, self-aware individuals are better at:

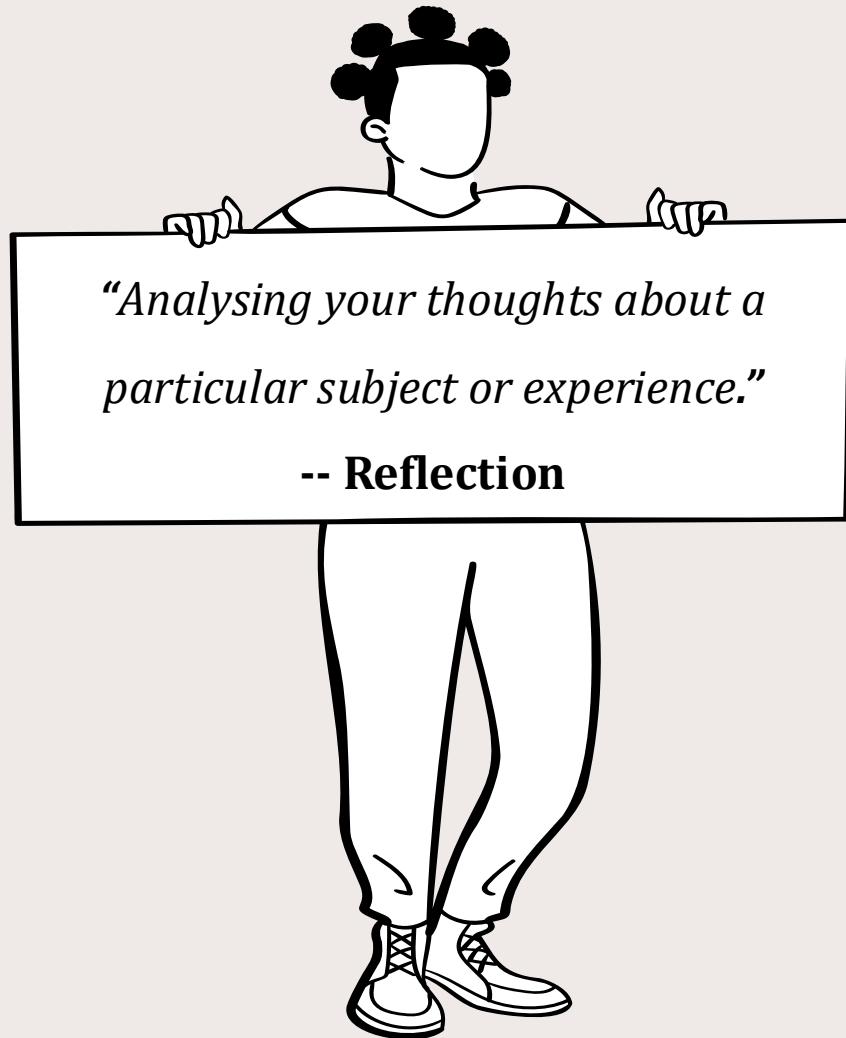
1. **Navigating**, complex interpersonal dynamics.
2. **Cultivating**, a productive and harmonious work environment.
3. **Making**, informed decisions and adapting to challenging circumstances.
4. **Recognizing**, their unique talents and limitations.
5. **Managing**, stress, fostering resilience, and maintaining a healthy work-life balance.

Goleman (1995); Sutton (2007); Walumbwa et. al., (2008) etc.

*In our professional endeavours,
imagine if we constantly ask ourselves:*

- *What course of action aligns more with my values and aspirations?*
- *Where would my strengths be best utilised?
And what do I need to improve?*
- *In what way could I be making things difficult for the person I am interacting with?*
- *How might I behave that make things easier for everyone?*

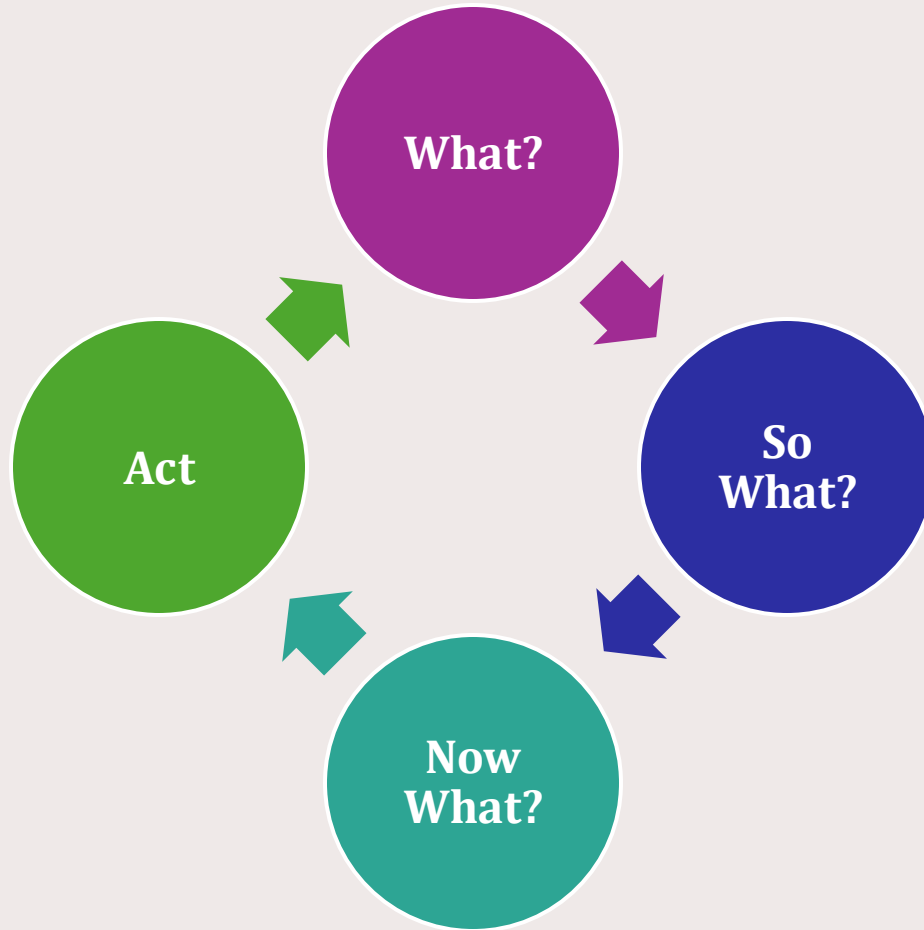
Developing Self-awareness



Why is reflection important?

1. Develop a rationale for practice
2. Grounds us emotionally
3. Lead us on the path of responsibility
4. Become the captain of our own ship
5. Increases self-awareness, which is useful for emotional intelligence and leadership

A Model for Reflection



Driscoll's reflective model (2007)

How do you reflect?

- 1. What – what happened?**
 - Identify, an issue, behaviour, situation or experience
- 2. So What? – interpretation**
 - Analyse the issue, note your interpretation
 - How is your interpretation similar (or different) to others?
- 3. Now What? – outcome**
 - What have I learned from this?
 - What could I have done differently?
 - What does this mean for my future development?
- 4. Act – plan**
 - Develop a plan, act on the plan , review, and adapt

Fostering a Culture of Introspection

What can a leader do?



Employ a coaching approach

1. Create the environment
2. Listen to the team
3. Consider the individual
4. Support and guide
5. Use the GROW method

How Can We Support Each Other?



Be empathetic

1. Focus more on behaviour, than feelings
2. Be patient with others
3. Listen to understand, not to respond
4. Seek clarity, before assuming the worse
5. Assume the other person has a reason for their actions

Being a Self-aware Software Tester



As a Tester, you may:

1. Be privy to information
2. Understand your product
3. Be more pessimistic
4. Face release pressures
5. Be relied heavily on

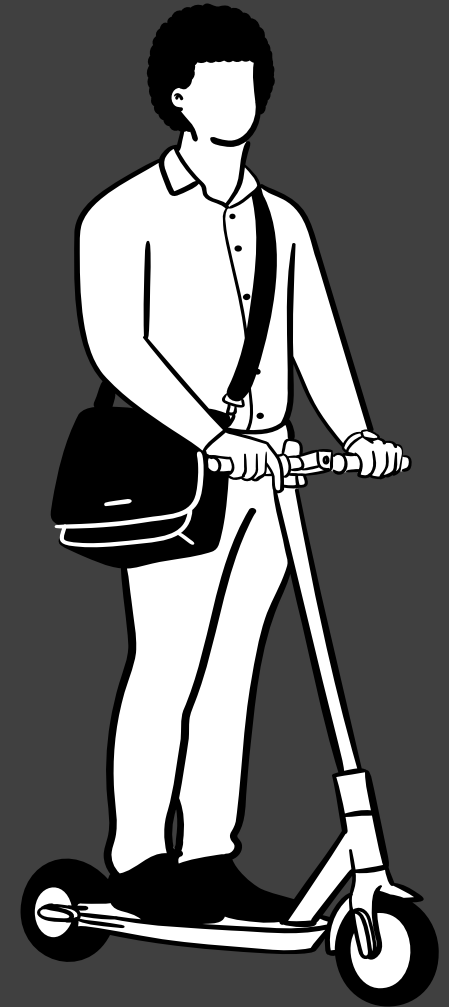
Being self-aware helps you:

1. Understand the value of your role
2. Communicate your work better
3. Define and design how to grow
4. Brand yourself for future opportunities
5. Find joy and happiness in your work

Curtain Call ...

Self-awareness helps us:

1. Make decisions that are better aligned with our values
2. Communicate and collaborate better with others
3. Understand how our actions impact others
4. Focus more on our behaviour, than our feelings
5. You do not need to “**change**” who we are. But be “**aware**” of who you are



Resources



- **Dennis Prager (2012).** *Happiness is Not a Feeling: It's a Moral Obligation.* A Night at the Palladium. St. Petersburg College.
- **Driscoll, J. (2007).** *Practising clinical supervision: a reflective approach for healthcare professionals.* 2nd edn. Edinburgh: Bailliere Tindall Elsevier.
- **Gardner et. al. (2005).** "Can You See the Real Me?" A Self-Based Model of Authentic Leader and Follower Development. *The Leadership Quarterly*, 16(3), 343-372.
- **Goleman D. (1995).** *Emotional Intelligence: Why it can matter more than IQ.* Bantam Books.
- **Sutton, R. I. (2007).** *The No Asshole Rule Building a Civilized Workplace and Surviving One That Isn't.* Business Plus.
- **Walumbwa, F.O. et al. (2007).** 'Authentic leadership: Development and validation of a theory-based measure†', *Journal of Management*, 34(1), pp. 89–126.

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THANK YOU!

Questions?

