

Leadership starts with self-awareness

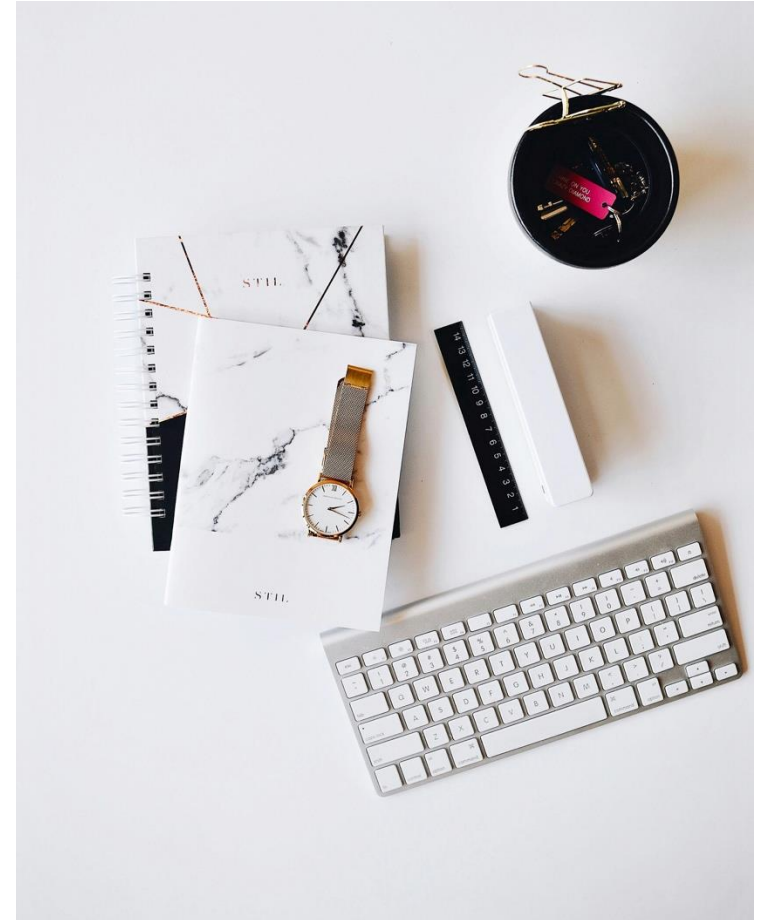
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Agenda for our sessions

Session 1 : Self Awareness

Session 2 : Relational Awareness



The Situation

- Culture
- Context
- High level of communication skills
- High Expectations & Responsibility
- Work – life *imbalance*



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Importance of Self Awareness

- Increases Psychological Safety
- Reduces complaints
- Reduces conflict and misunderstanding
- Increases team collaboration

Today

- Your story
- Beliefs about roles and responsibilities
- Characteristics of Caregivers
- Values
- Our stress responses

Your Story = Perception



Your Story = Perception

INFLUENCES

- Age
- Birth order
- Culture
- Day of the Week
- Education
- Friends
- Gender
- Social media
- Past experiences
- Personality traits
- Religious/Spiritual
- Strengths & Limitations
- Resources – finances, health etc.
- Ancestral baggage

➤ **Values**

➤ **Beliefs** about ourselves / others
and the world

Unconscious Bias

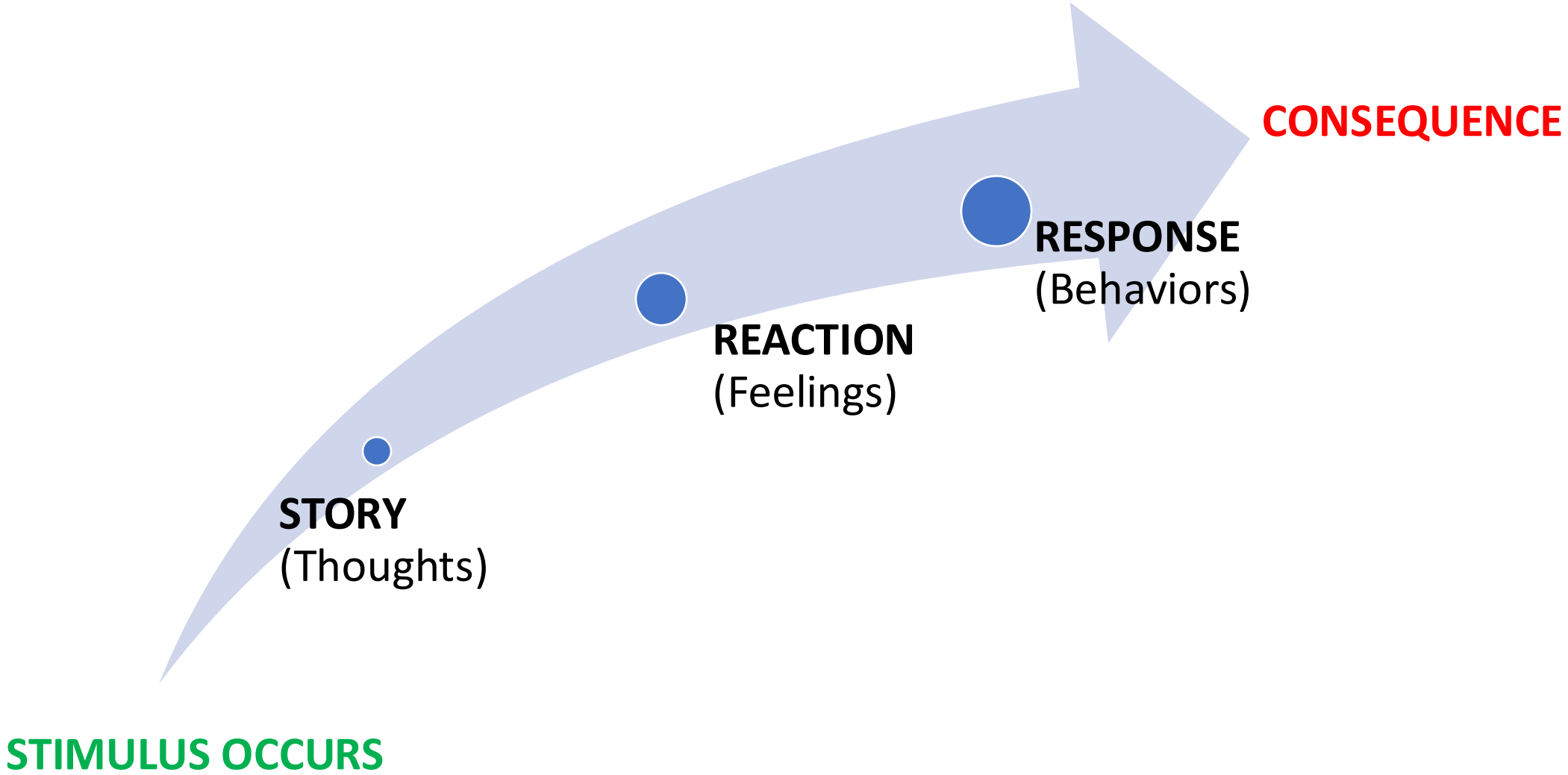


Overpersonalization



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The story – self awareness



The Big 5 Personality Traits

1. **EXTRAVERSION** **INTROVERSION**

2. **AGREEABLENESS** **OPPOSITIONAL**

3. **CONSCIENTIOUSNESS** **IRRESPONSIBLE**

4. **EMOTIONAL STABILITY** **NEUROTIC**

5. **OPENNESS** **CLOSED**



..... **Physician?**



The 5 Big Personality Traits - Physician Profile

1. **EXTRAVERSION** **INTROVERSION**

Type A, Outgoing, Enjoy people

2. **AGREEABLENESS** **OPPOSITIONAL**

Altruistic, Strong **“RIGHTING Reflex”**, Competitive

3. **CONSCIENTIOUSNESS** **IRRESPONSIBLE**

Perfectionistic, Strong work ethic, Detail oriented, Goal driven, Principled, High achiever, Disciplined

4. **EMOTIONAL STABILITY** **NEUROTICISM**

OCD, Anxiety, Worrier

5. **OPENNESS** **CLOSED**

Don't like uncertainty, Change and Harm Avoidant, Evidence based, Rules Bound

Beliefs about Role & Responsibility



What is one belief you have about your Role/Responsibility as a physician?

Common Characteristics of Caregivers

- Automatic and compulsive concern with the needs of others
- Ignoring own needs
- Suppression and repression of healthy anger
- Compulsive and rigid identification with role and responsibility
- Underlying beliefs –
 - I am responsible for how others feel
 - I must never disappoint anyone
 - I'm only important if I can help others

Values

- Are defined through our lives
 - Mostly set in childhood
 - Can change with big life events
 - Become our roadmap
-
- Our problems often develop when they come into conflict



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Our Values are our Triggers



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Our Blind Spots

- Facial expression
- Body language
- Tone

What are your blind spots?



Life/Work Stress

- Work
- Family responsibilities & drama
- Health
- Finances
- Time pressures
- Unrealistic expectations
- The future



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Common reactions to stress

- Avoiding
- Suppressing
- Self-blaming and shaming
- Perfectionism – Work harder
- Perseverating/Ruminating
- Persecuting others
- Feeling like a victim
- Denying
- Isolating
- Numbing

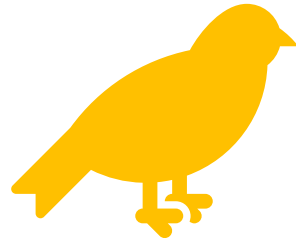


Do you see yourself here?

Red Flags

H.A.L.T.

- **H**ungry
- **A**ngry
- **L**onely
- **T**ired/**T**ime pressured



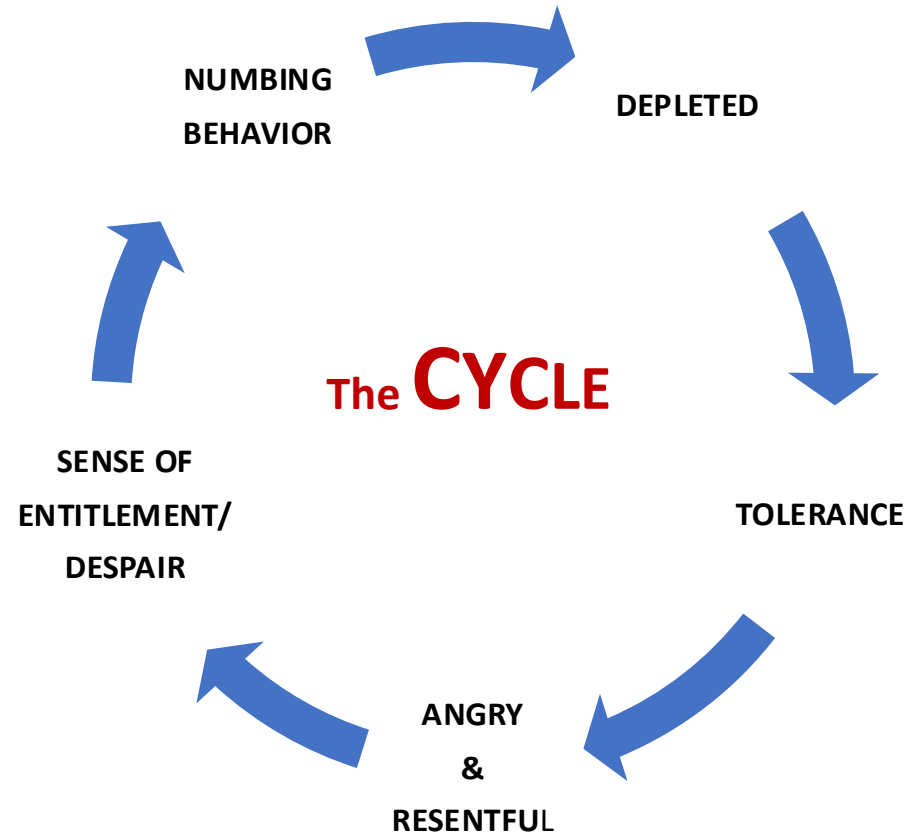
R.A.I.N

Recognize **A**llow **I**nvestigate **N**urture

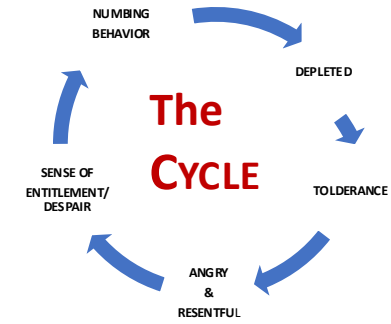


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Stress Cycle



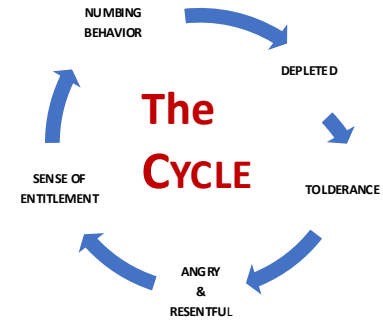
Stress Consequences



Entitlement & Numbing

- Overextended lifestyle
- Netflix
- Working more
- Gambling
- Relationship breakdowns
- Porn
- Substance Use
- Online shopping

Stress – Self Care



Entitlement = Numbing

- Overextended lifestyle
- Netflix
- Working more
- Gambling
- Relationship breakdowns
- Porn
- Substance Use
- Online shopping

Top 3 Strategies

- Holidays?
- Call a friend
- Exercise

What can you do?

- HALT management
- Identifying core values
- Clarity of roles and responsibilities
- Asking for feedback to find blind spots
- And what else...?

Your Story = Perception



Reflection

