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Self-awareness and Organization Leadership

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Abstract:

This study evaluated self-awareness and organizational leadership. The study was based on finding the link between self-awareness and leadership at organization level. The research indicates that the development of self-awareness is linked to emotional intelligence. Self-awareness is critical in creating an effective and efficient leader. Self-awareness is essential in making a leader capable of handling their roles within an organization. The study reveals that self-awareness enhances the ability that a leader has when it comes to how they manage employees. It enables leaders to be aware of the factors that impact on the behaviors that they have and the effects that their actions have on others. The Goleman model of emotional intelligence indicates that self-awareness is a crucial aspect in leadership. The Goleman model of emotional intelligence reveals a leader must be self-aware through assessing their actions and outcomes that they have.

Keywords: *Self-awareness, emotional intelligence, leadership, organizational leadership*

1. Introduction

The aspect of self-awareness is critical when it comes to the development of any leader who aspires to be active and motivating. The concept of self-awareness is linked to emotional intelligence associated with the characteristics of a leader. Various definitions of the term self-awareness have been developed. However, for the study, self-awareness is deemed as an act whereby a leader is capable of understanding their emotions and the effects that they have on others (Al Sahi AL Zaabi, Ahmad & Hossan, 2016). Organizations are increasingly becoming keen on the type of leaders that they are hiring. This is due to the significance of the position. The role of leaders within an organization is crucial. A leader is in charge of other employees and spearheading the daily activities that are executed by the employees. Organizations require individuals who possess impeccable emotional intelligence, such as the presence of self-awareness, to discharge their duties amidst the stiff competition that exists, which requires efficient management of the employees through the application of self-awareness concepts (Joo & Jo, 2017).

At the organizational level, leaders tend to deal with various kinds of people and more so the employees, and thus, there is the need for the leaders to ensure that they are self-aware. Self-awareness is of great help to the leaders in managing people who are under them. It also allows leaders to treat others based on the impacts that their emotions might have. Self-awareness is achieved by making the leaders aware of how to manage and control their feelings when handling other people. This study is an analysis of the aspect of self-awareness. The first section captures the introduction. The second section encompasses self-awareness, as well as details of its link to organizational leadership. Thirdly, it captures the theoretical perspective about self-awareness and its link to organizational leadership. The study ends with a conclusion reflecting on the issues obtained by the survey.

2. Self-Awareness and Organizational Leadership

Different conceptualizations have been developed in terms of the aspect of self-awareness and its link to leadership. The element of self-awareness dates back to the development of the theory of objective self-awareness by Silvia and Duval (2001). The method indicates that people tend to have a reflection of the inwards part of themselves and start to compare what they have analyzed internally with the standards used. An example of the measures set is the progress or behavior that one has towards a specified goal. The theory indicates that the outcome linked to such a comparison can lead to the identification of a self or standard gap. The gap identified is likely to lead to a negative effect. Hence, indicating that there is the need for the cultivation of self-awareness among people. It is common for those who are in the position of leadership (Gilbert, 2016).

Self-awareness is critical in the development of leaders who are competent and are prone to making positive changes within organizations. The idea of self-awareness is vital in organizational leadership. In a study conducted by Caldwell and Hayes (2016), it is stated that self-aware leaders are capable of handling various challenges faced within the organization that requires one to have effective control of their emotions. For instance, the study indicates that a self-aware leader is capable of making sure that there is a change that is taking place despite the opposition that he or she might be facing. For example, self-awareness ensures that a leader is aware of their emotions and thus is in a position to manage and control their emotions. Additionally, a self-aware leader can avoid being angry or shout at employees who are

opposing the changes. Therefore, self-awareness allows leaders to have a proper understanding of how to control their emotions amid that they face daily while executing their duties within organizations (Israel & Bass, 2018).

Yasir and Mohamad (2016) captured the characteristics of self-aware leaders and the role that they play when it comes to organizational leadership. The study noted that various salient features are deemed as being linked to self-awareness in leadership. One of the characteristics is that such a leader is capable of being humble. The study revealed that being humble ensures that a leader is capable of managing their emotions by having a better understanding of themselves. Furthermore, being humble on the part of a leader has been linked to organizational leadership whereby a leader is capable of understanding the employees whom they are managing because a leader is aware is managing their emotions to avoid conflicts. Another significant characteristic of a self-aware leader is that they are focused on their roles. A leader who is self-aware is focused because they have managed all the disputes that they might have had emotionally through the use of emotional intelligence. Being focused on the part of a leader is crucial in organizational leadership, and this is because it allows the leader to manage the organization in a manner that aligns to the goals and the objectives that have been adopted by the management (Oc, Bashshur, Daniels, Greguras & Diefendorff, 2015).

3. Theoretical Overview

Various theories have been developed to explain the aspect of self-awareness and leadership. One of the approaches used to highlight the relationship between the two is the Goleman model of emotional intelligence. The model was developed by Goleman (1998). The theory captures various aspects of emotional intelligence, and one of them is self-awareness. According to the method, self-awareness is considered as being a positive trait in a leader. It is capable of understanding the factors that drive their behavior and also the impact that such actions have on other people. The theory, according to Goleman (1998), states that a self-aware leader is capable of ensuring that they portray leadership behaviors that cannot hurt other people. This is crucial in making sure that a leader is in control of their actions while managing the organization. In the long run, it creates an organizational environment where the leader is capable of having a positive change (Goleman & Boyatzis, 2017).

4. Conclusion

In this study, I examined self-awareness and organizational leadership. The study assessed various components and elements found between the two. The analysis captured in this study indicates that there is a definite link between self-awareness and how a leader manages an organization. The research further demonstrates that self-awareness makes the leader know how to handle their emotions and thus perfecting on their leadership. Furthermore, the study notes that self-awareness is key to a leader being humble and focused. Also, the Goleman model of emotional intelligence has indicated that self-awareness ensures that a leader is aware of factors driving his or her behavior and the potential effects of the behavior that they have.

5. References

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