

Awareness is a powerful skill for career growth, yet it's often overlooked. Small shifts in both awareness and action can help accelerate your career.

Awareness isn't just about self-awareness- we also need to consider our situational awareness (reading the room) and relational awareness (understanding your impact on others).

Ideas for action



1. Self-awareness - understanding yourself

Start by understanding your strengths, triggers and how you might get in your own way:

- 🔗 Identify: *me at my best vs. me at my worst*
- 🔗 Ask others: *'when do I get in my own way?'*

Our values are a strong motivator for change. Use values-based questions to support a change in your behaviour. e.g.

- 🔗 *If I stop this, what can I start? (value: action)*
- 🔗 *What am I learning from this? (value: learning)*

2. Situational awareness - reading the room

In a meeting/moment, pay attention to shifts in dynamics. Are people showing up differently? Ask rather than assume.

Try:

- 🔗 Asking yourself: *'what's different today?'*
- 🔗 Considering: *how can I be useful now?*
- 🔗 Offering options where people might need help: *'do you need a sounding board, problem solver or suggestions to get started?'*
- 🔗 Giving choices: *'where do you want to start?' or 'what would you rather do?'*

3. Relational awareness - understanding your impact on others

This looks different for different people - which means you need to be able to adapt.

To understand your impact on others, map the 5 people you spend the most time with at work and reflect on whether you're a good or bad influence on their work. E.g. are you:

- 🔗 Enabling them to be at their best?
- 🔗 Working in a way that suits you not them?

Build trust across a team by acknowledging how you like to work and give people permission to have a conversation if that isn't working. e.g.

- 🔗 *"This is typically how I like to work, I do know that can feel X. If that ever feels hard, please talk to me about it."*

Coach yourself questions

Where do I have the biggest awareness gap?



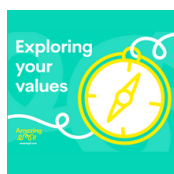
What is my main motivation to improve?



Recommended resources



Watch our Skills Sprint on Influencing.
Learn how understanding others and gaining trust can help you succeed.



Download our free values tool
for five exercises to help you explore your values.



Helen and Sarah share 6 ideas to help you increase your self-awareness and take action on episode **#249** of Squiggly Careers.