

Presenter Notes – Self-Awareness

Session Goals (5min)

Resources required: Whiteboard, Large paper for group work, Pens

To understand about “Self-awareness”:

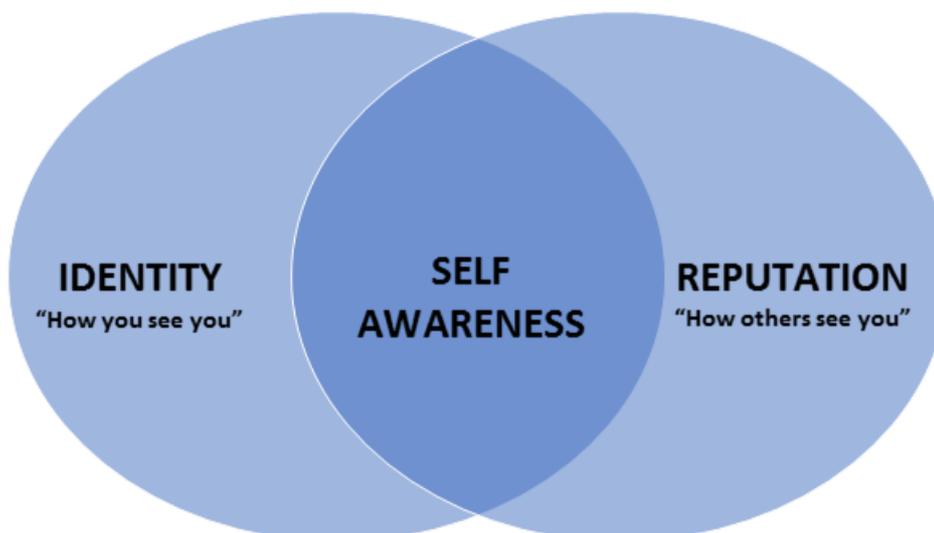
- What is it?
- Why is it important?
- How can we improve it?
- How can we use it in our game reviews and for refereeing development?

1. What is it? (10min)

Self-awareness = The WILL and the SKILL to understand yourself and how others see you.

Self-awareness is a “meta-skill” and is the key that underpins success in high performance and leadership

Self-awareness is the over-lap between your IDENTITY and your REPUTATION, a close match will result in self-development and growth.



2. Why is it important? (10min)

Why is self-awareness important to know about?

Research suggest that there are 3 requirements for personal growth and that a referee who lacks one of these requirements is unlikely to improve.

- Self-Awareness

Note: This is covered in this module, what it is, why it is important and how to improve it.

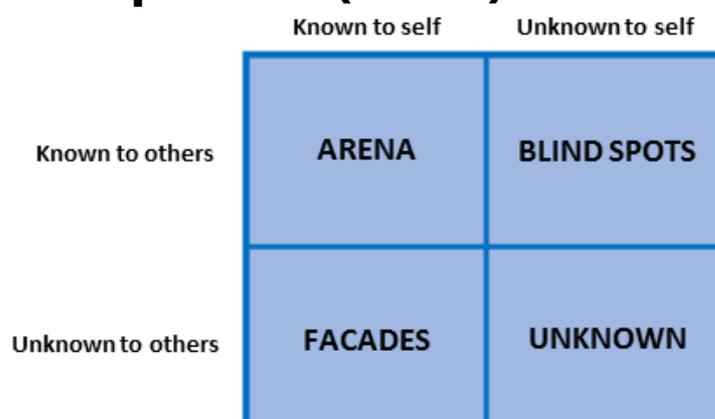
- Motivation to Change

Note: This should come naturally to most referees who aspire to move ahead in their refereeing careers. The goal setting module and ideas around “growth mindset” are relevant to this idea. For this “self-awareness” module, let’s assume that the referees we are talking to want to change and get better, otherwise what are they doing in the room!

- Receptivity to Feedback

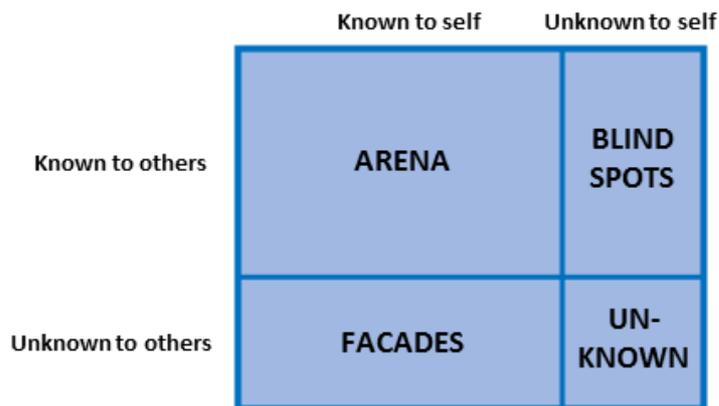
Note: These ideas are covered in the GROW model coaching module that focusses specifically on giving and receiving feedback. The general idea is that an individual should listen carefully and reflect on feedback in order to raise their self-awareness.

3. How can we improve it? (20min)



We are going to use the “Jo-Hari” window to demonstrate how to increase self-awareness.

The ideal is to make our “Arena” as large as possible, this increases our overall self-awareness.



Group Exercise - Increasing the “Arena”:

- Divide into small groups (2 – 4 people)
- Pick one group member to be the subject of the exercise

Note: could highlight that they will be the one to grow as a result of this exercise, or randomly select by suggesting person with the earliest birthday in the year etc.

- Draw an empty Johari window
- Pick a topic to focus on about the person such as: refereeing, work, life
- The group members should fill in the “Arena”, the “Blind Spots” and the “Facades”
- Once they have 2-3 things in each box then reconvene as a wider group
- Either get each group to present or ask for 1-2 groups to share what they found out

Note: get both the point of view of the subject and the other group members

Questions for the overall audience:

Note: We are now trying to get to the “how” of improving self-awareness.

- How did they find out the blind spots?

Note: We are looking to arrive at the idea of “feedback”

- How did they find out the facades?

Note: We are looking to arrive at the idea of “being open/self-disclosure”

Recommendations for increasing “Self-Awareness”:

1. Be open to, receptive to and appreciative of feedback
2. Share and train yourself to be comfortable being vulnerable
3. Learn to be self-reflective constantly

4. How can we use it in our game reviews and for refereeing development? (10min)

Note: Facilitate a discussion with the group about:

“How can we achieve each of the above 3 recommendations in our game review?”

Note: Some possible ideas listed below

1. Open to feedback:

- *Listen carefully to your referee coach*
- *Do not be defensive if receiving negative feedback from a team coach*
- *Seek feedback from others (referees, coaches, players)*

2. Share and be vulnerable:

- *In your discussion with your referee coach*
- *Honest debrief with your assistant referees*
- *Prepared to be vulnerable in your match review*

3. Learn to be self-reflective:

- *Watch yourself refereeing on video as much as possible*

- *Consider the views/opinions of others even if you do not immediately agree*
- *Challenge yourself to be better, by having a growth mindset*

Key take-away messages: (5min)

1. Self-awareness is the WILL and the SKILL to understand yourself and how others see you
2. Self-awareness is a fundamental requirement of personal growth
3. Understand the 3 ways to improve our self-awareness:
 - Open to feedback
 - Share and be vulnerable
 - Learn to be self-reflective