SELF-LEADERSHIP

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SELF-LEADERSHIP

Content

1. Theoretical overview:
   - Definition;
   - Strategies of self-leadership.

2. Practical overview:
   - Possible antecedents or some forces that enhance self-leadership;
   - Outcomes of self-leadership.

DEFINITION

Self-leadership = …

= process of influencing oneself to establish the self-direction and self-motivation needed to perform

= comprehensive self-influence perspective that concerns leading oneself toward performance of naturally motivating tasks as well as managing oneself to do work that must be done but is not naturally motivating

= having a developed sense of who you are, what you can do, where you are going coupled with the ability to influence your communication, emotions and behaviors on the way to getting there

TO MAKE IT CLEAR

Self-leadership ≠ Self-management

Externally managed	Self-management	Self-leadership
No influence over What, How, and Why of work	Influence over How of work	Influence over What, How, and Why of work
Dependent only on extrinsic incentives	Mainly dependent on extrinsic incentives	Dependent on intrinsic and extrinsic incentives

Self-Leadership

SELF-LEADERSHIP STRATEGIES

Constructive thought strategies

Behavior-focused strategies

Natural reward strategies

BEHAVIOR-FOCUSED STRATEGIES

Facilitate behavioral management, esp. for unpleasant tasks
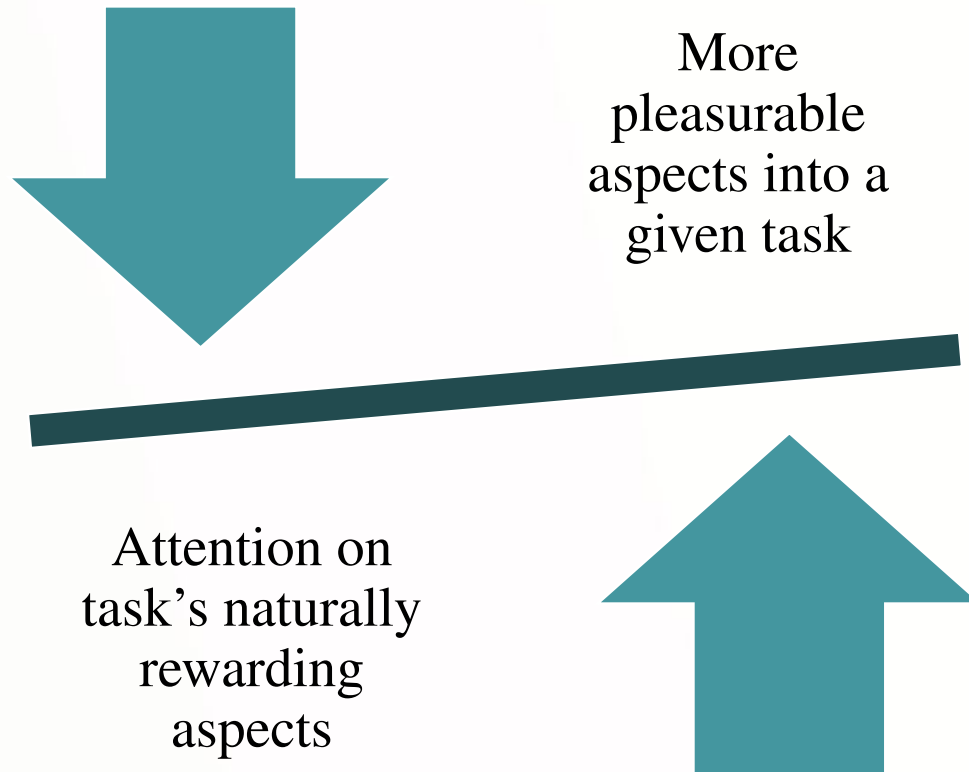
Self-observation

Self-goal setting

Self-reward/ punishment
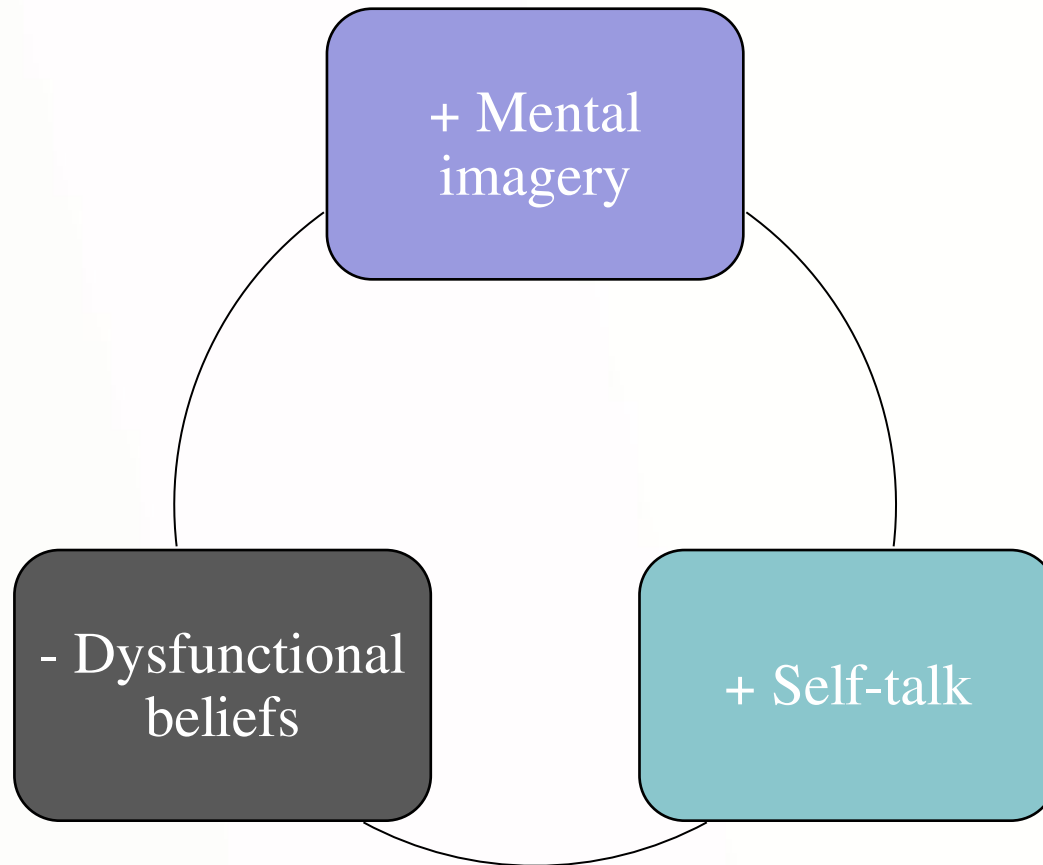
Self-cueing

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NATURAL REWARD STRATEGIES

Designed to generate feeling of self-efficacy and self-determination

More pleasurable aspects into a given task

Attention on task's naturally rewarding aspects

CONSTRUCTIVE THOUGHT STRATEGIES

Let's be more positive, guys!

+ Mental imagery

+ Self-talk

- Dysfunctional beliefs

WHAT ARE THE FACTORS THAT HAVE AN INFLUENCE ON SELF-LEADERSHIP?

At the individual level:

Intrinsic reward

- Those who embed tasks with intrinsic (natural) rewards are more self-led

Personality

- Conscientiousness
- Agreeableness

At the team level:

Team composition

↓

Task characteristics

↓

Shared mental models

↓

Cohesion
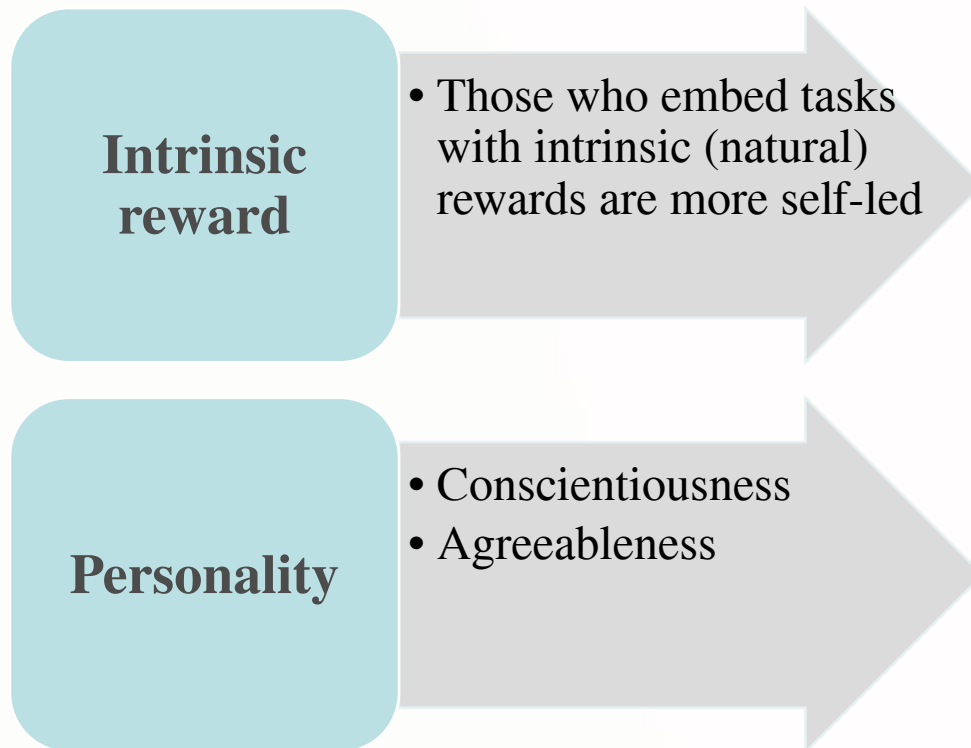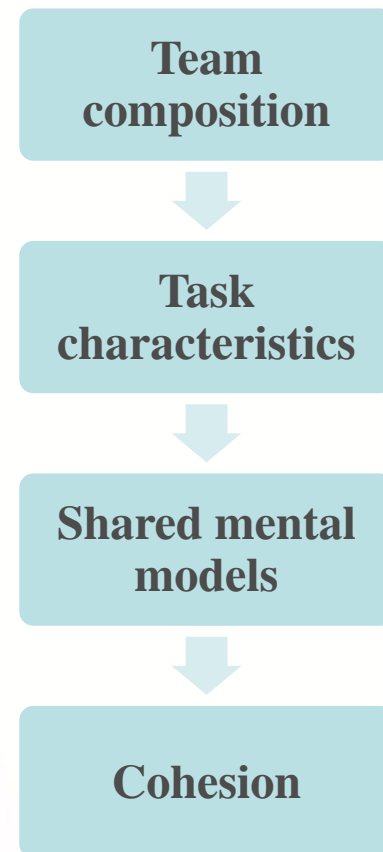
OUTCOMES OF SELF-LEADERSHIP?

✔ **Self-efficacy**

✔ **Psychological empowerment**

✔ **Commitment and independence**

✔ **Faster and better decision making**

✔ **Collaborative team efforts**

✔ **Creativity and innovation**

✔ **Team processes and effectiveness**

✔ **Number of other organizational variables**, including positive affect, job satisfaction, productivity, quality, absenteeism, turnover, reduced stress and anxiety, and career success.

HOW TO DEVELOP SELF-LEADERSHIP?

Clarify your purpose

Take calculated risks & focus on success

Listen, listen, listen

Be 100% honest--when speaking with others

Make the present perfect

Serve yourself - serve others

Use your gifts -- and use them with discipline

THANK YOU FOR YOUR ATTENTION!