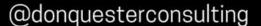


Our Purpose Statement Making African Businesses Sustainable and Youths **Employable**







@donquesterconsulting

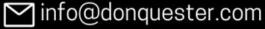


@DonQuester1



Don Quester Consulting Limited







www.donquester.com





LET'S CONNECT

WITH YOU

Click The Link: tinyurl.com/dqcintroduction





Self-Mastery

Learning Objectives

By the end of the learning session, participants will:

- Identify and understand their emotions and those of others.
- Acquire techniques to effectively manage and regulate their emotions.
- Enhance their ability to understand and appreciate the **emotions** and **perspectives of others**.
- Improve their skills in building and maintaining **positive relationships**.



Learning Highlights

S/N TOPIC

1. Self-Identity

2. Self-Efficacy

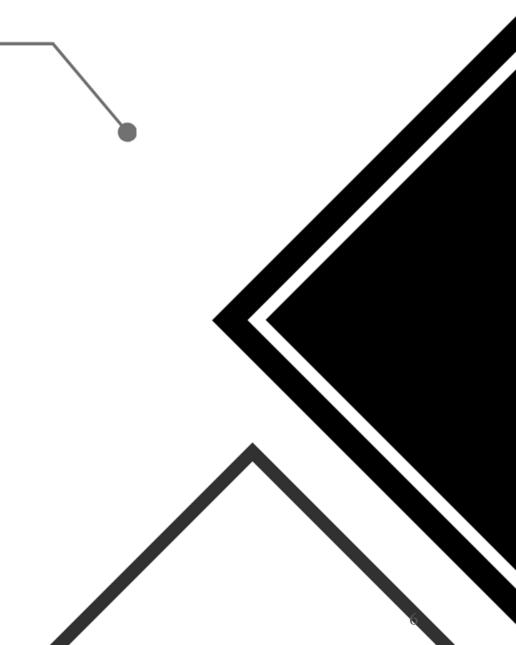
3. Self-Leadership

4. Emotional Intelligence





Introduction



4 Personal Responsibilities

1. Seek & Gain Clarity.

2. Generate Passion & Energy.

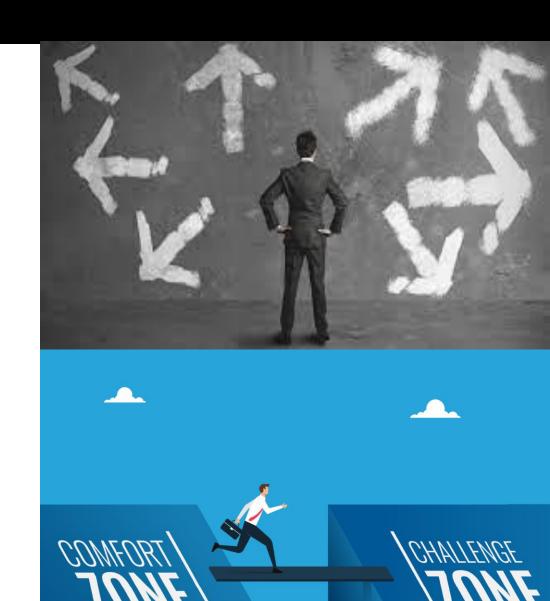
3. Raise Necessity to Execute.



4. Push For Progressive Outcomes.

7 Personal Challenges

- 1. To Know Yourself Reality
- 2. To Accept Yourself Maturity
- 3. To Give Yourself Security
- 4. To Change Yourself -Responsibility
- 5. To Lead Yourself Transformation
- 6. To Assess Yourself Growth
- 7. To Laugh at Yourself Assurance



7 Steps To Self-Mastery

SELF MASTERY

SELF-TRANSFORMATION

Allowing yourself to change into the person you desire to be.

SELF-LOVE

Taking care of your own needs and not sacrificing your well-being to please others.

SELF-UNDERSTANDING

Understanding and accepting the way you are unapologetically.

SELF-DISCOVERY

Finding your authentic self. Learning more about yourself and who you are.

SELF-EXPLORATION

Looking at your own thoughts, feelings, behaviours and motivations and asking WHY

SELF-AWARENESS

Seeing yourself clearly and objectively through reflection and introspection

4 Key Aspects of Self-Mastery

1. Self-Identity

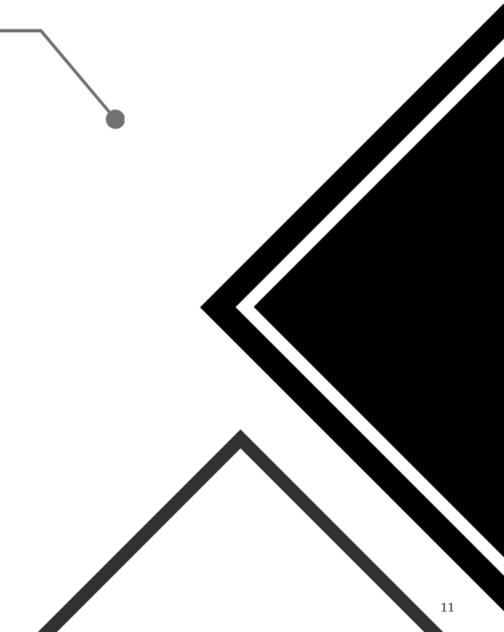
2. Self-Efficacy

3. Self-Leadership 4. Emotional Intelligence





Self-Identity



What Is Self-Identity?

Your
Self-Identity
is who (what) you
define yourself
to be.

...Influenced by your <u>background</u>, <u>perceptions</u>, <u>attitudes</u>, <u>values</u>, and <u>beliefs</u>.



Who am I?

How do I behave? - My Real Self.

Actual behavior & characteristic responses to life situations.



How do people see me? What Impression do I make on them?- My Social Self.

Demand to align oneself with the expectations of other people.



What do I wish to be? – My Ideal Self.

In real life what one wishes to be is not always consistent with what happens to a person.



Life is a constant effort to achieve <u>congruence</u> between these aspects of "The Self"

Self-Transition Challenges



Fear of the Unknown

Stress & Burnout Emotional Challenges

Resistance to Change

Heartbreak, Loss, & Grief

Self-Doubt & Imposter Syndrome

Unclear Personal & Professional Goals

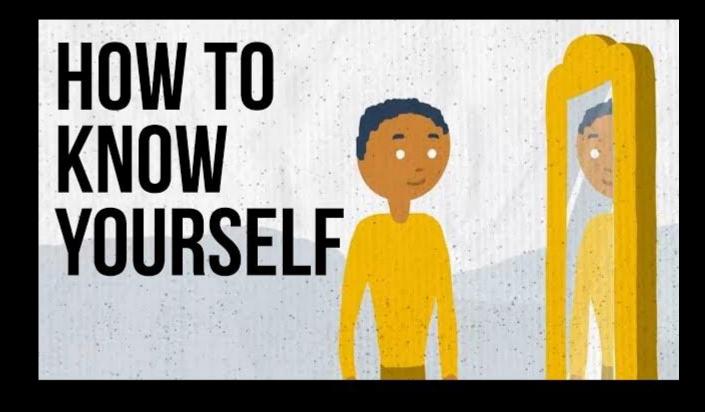
Loss of Self Identity Social Lethargy



Successful – Yet Extreme Dissatisfaction

LET'S WATCH A VIDEO (Click On The Image)

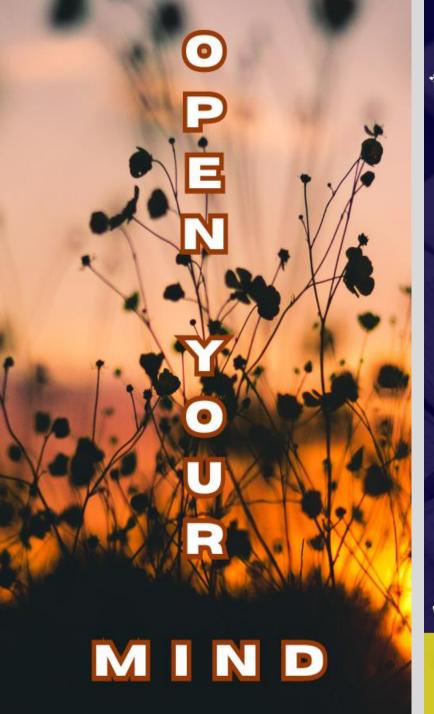
HOW TO KNOW YOURSELF





VIDEO

TIME TO DISCHOOL



Midlife Conversations

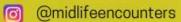


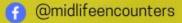
Where Is Your

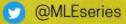
CAREER LEADING YOU?



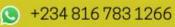
www.midlifeencounters.com



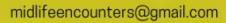












...It's a Rainbow Experience

Click This Link: tinyurl.com/eipm01



Let's Take A Break And Do An Activity







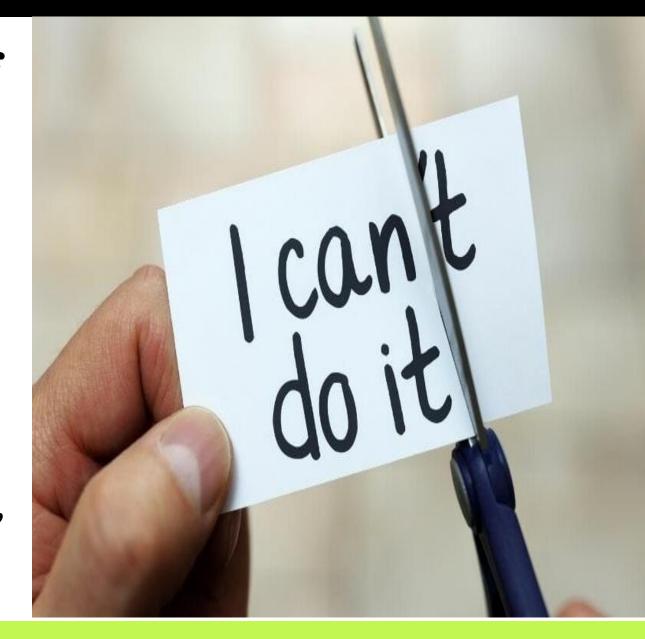
Self-Efficacy



What Is Self-Efficacy?

Self-Efficacy is the belief that you are capable of achieving a specific goal or performing a particular task.

It reflects confidence in the ability to exert control over one's own motivation, behavior, and social environment.



Sources Of Self-Efficacy

Vicarious Experiences

(success and failure of relatable figures impacts on selfefficacy) **Verbal Persuation**

(encouraging and motivating talk)

Mastery Experiences

(past success and failure impacts one's self-efficacy)

Self-Efficacy Affective State
(current physical and mental health condition develops self-efficacy)

Self-Efficacy Out Of My Control What happens The past IN MY CONTROL around me The future My My thoughts What other The goals boundaries & actions (people think I set of me The actions of others The outcome What I give my How I speak of my efforts to myself energy to The opinions How others of others take care of How I handle challenges themselves

Out Of My Control

Click This Link: tinyurl.com/eipm02



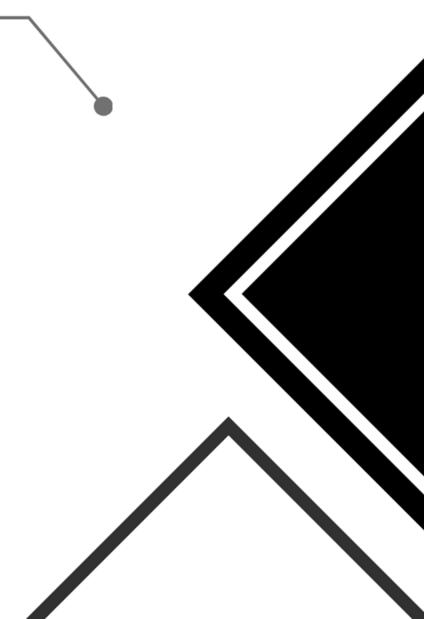
Let's Take A Break And Do An Activity







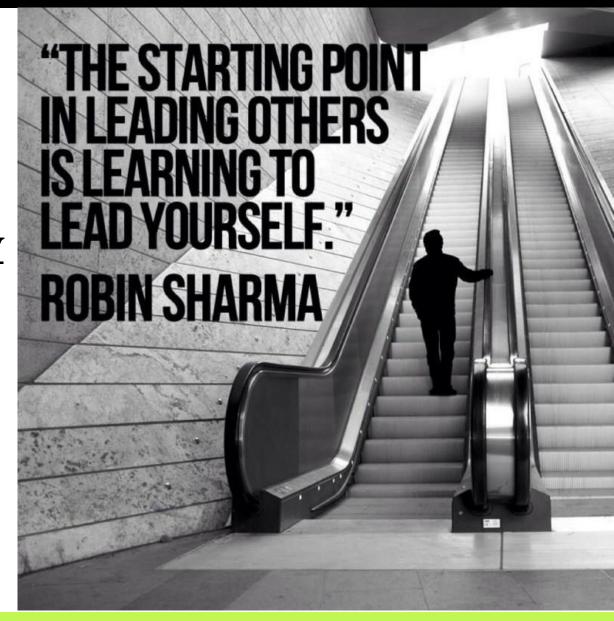
Self-Leadership



What Is Self-Leadership?

"Self-leadership is having a developed sense of who you are, what you can do, where you **are going** coupled with the <u>ability</u> to influence your communication, emotions, and **behavior** on the way to getting there."

- (Bryant, Kazan 2012)



Self-Leadership – Foundation Questions

Who

What

Which

Where

How

When



WHO ARE YOU?

Identifying what is important to you and what you believe in

3

WHAT DO YOU DO?

Identifying your behaviors, motivations and goals



WHAT DO YOU NEED TO LEARN

Identifying gaps in knowledge and setting up a learning plan



HOW DO I USE WHAT'S AVAILABLE?

Implementing habits for success



Enhanced Intrinsic Motivation

Enhanced Self-Confidence

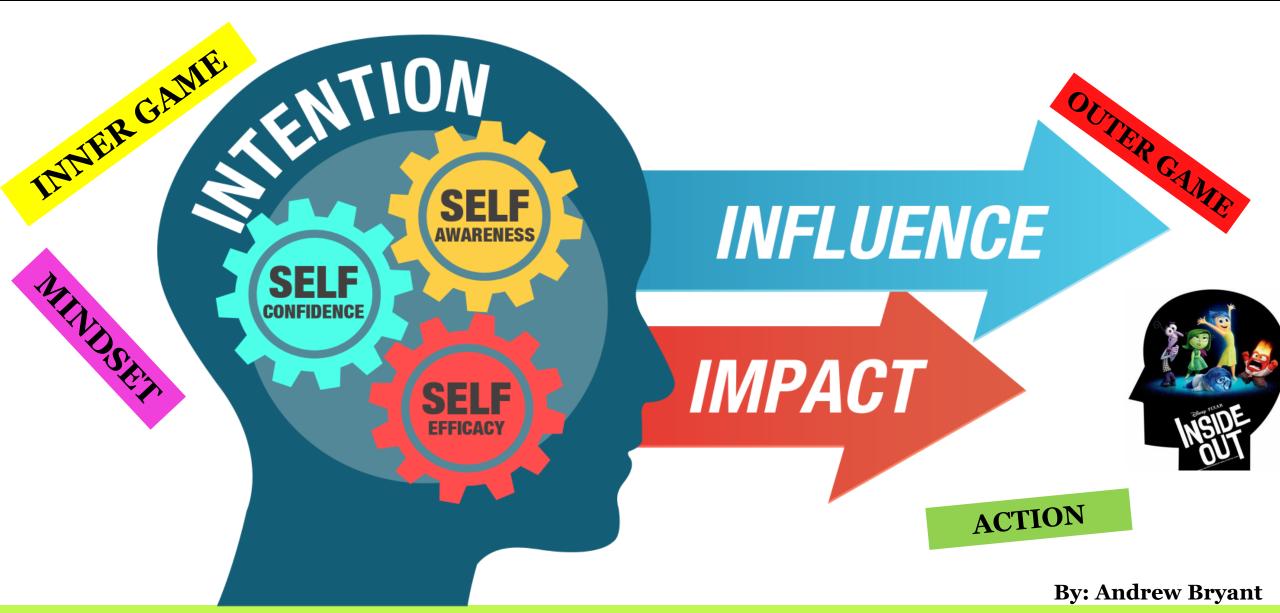
Improved Decision Making

Greater Job & Social Satisfaction

Increased Self-Awareness Why Self-Leadership?

Increased Self-Efficacy

Model of Self-Leadership



5 Process Pillars of Self-Leadership

Self-Discovery

Self-Acceptance

Self-Management & Learning

Self-Growth

Self-Evaluation

Self-Leadership Strategies

Defined Personal Core Values Identifying & Managing Emotional Triggers

Developing a Growth Mindset

Acting Ethically & Aligned

Challenge Limiting Beliefs

Limit the Background Impact

Identify Strengths & Weaknesses

Build Emotional Intelligence



LET'S WATCH A VIDEO (Click On The Image)

Be The Driver Not The Passenger_

SELFMOTIVATION TO
SELFLEADERSHIP







TIME TO DISCUSS

selfleadership.scoreapp.com/

Click This Link: tinyurl.com/eipmo3



Let's Take A Break And Do An Activity

QUESTICI ANSINER

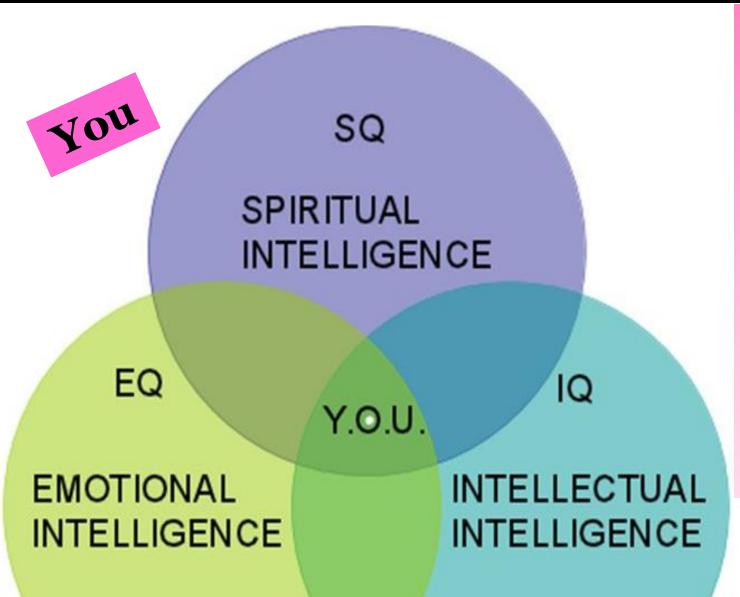




Emotional Intelligence



Understanding Intelligence



"Regular" Intelligence is important to succeed in life, but

Emotional Intelligence is key to relating well with others and achieving your goals.

What Is Emotional Intelligence?

The ability to **understand**, **use**, and **manage** your own emotions in positive ways in order to:

Relieve Stress **Defuse Conflict**

Empathize With Others

Overcome Challenges

Communicate Effectively

Why Emotional Intelligence?

Build Stronger Relationships

Succeed At School, Family And Work

Achieve Your Career And Personal Goals

Connect With Your Feelings

Turn Intention Into Action

Make Informed Decisions About What Matters Most To You

Components of Emotional Intelligence

SELF

SOCIAL

RECOGNITION
Who I am

Awareness

Self Awareness

the ability to recognise and understand your moods, and emotions, and drives, as well as their effect on others **Social Awareness**

the ability to understand the emotional makeup of other people, skill in treating people according to their emotional reactions (empathy)

REGULATION

What I do

Regulation

Self Management

the ability to control or redirect disruptive impulses and moods, the propensity to suspend judgement – to think before acting **Social Skills**

proficiency in managing relationships and building networks, an ability to find common ground and build rapport

How we manage ourselves

How we handle relationships

Personal Benefits of Emotional Intelligence

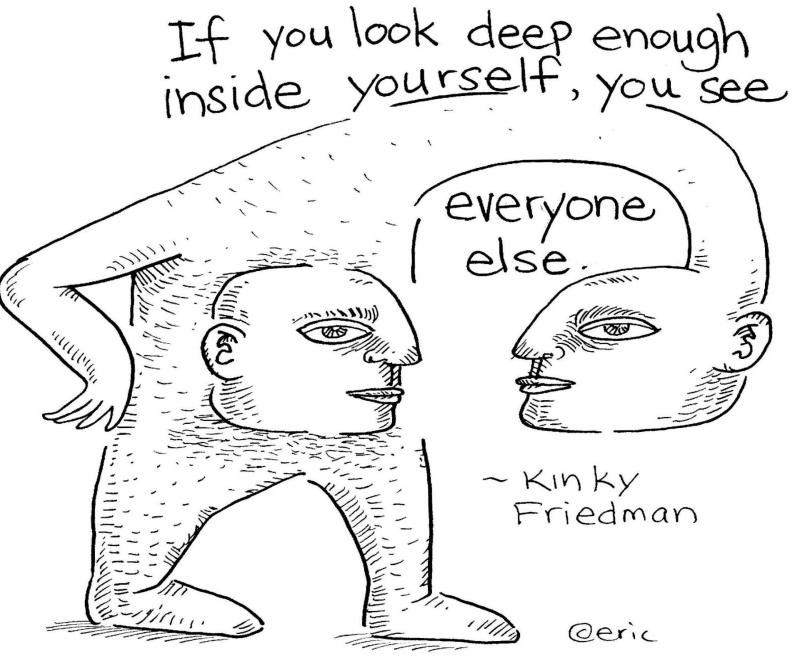
Greater Career Success & Higher Job Performance

Stronger Personal Relationships Increased Self-Awareness & Self-Confidence

Improved
Physical &
Mental Health

Better Decision Making & Increased Adaptability









Building Emotional Intelligence

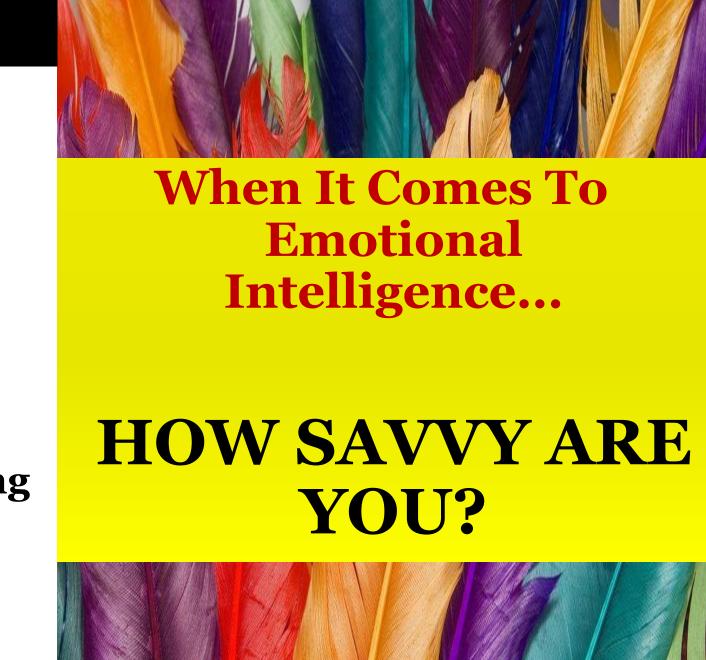


DQC/EIPM-T/224/OT-amd ...Real Life Transformation 41

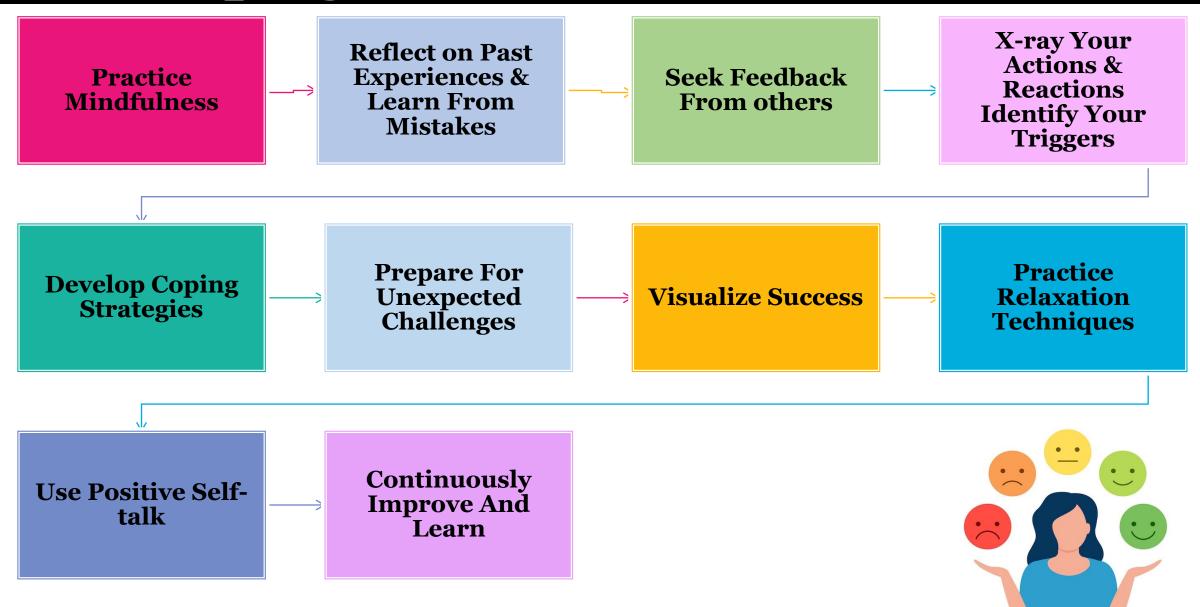
Factors For Building EI



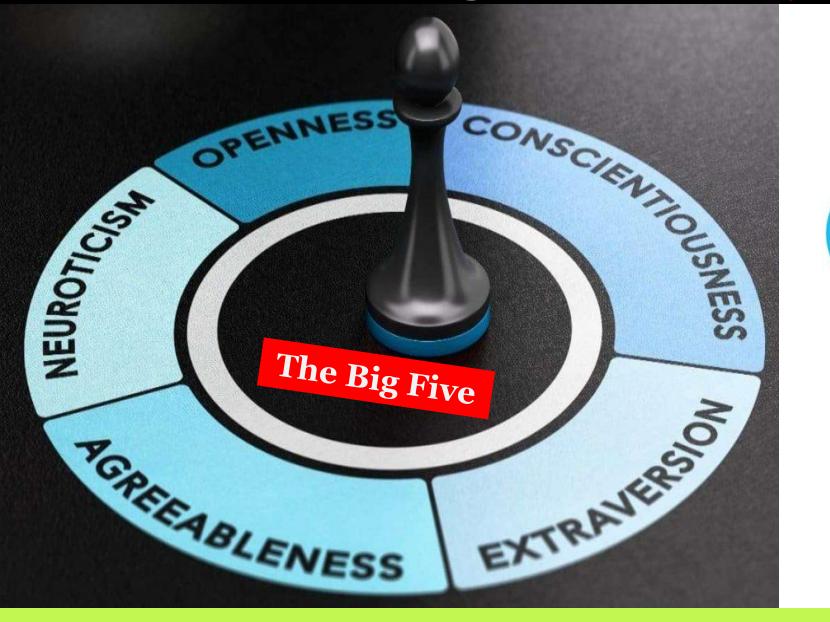


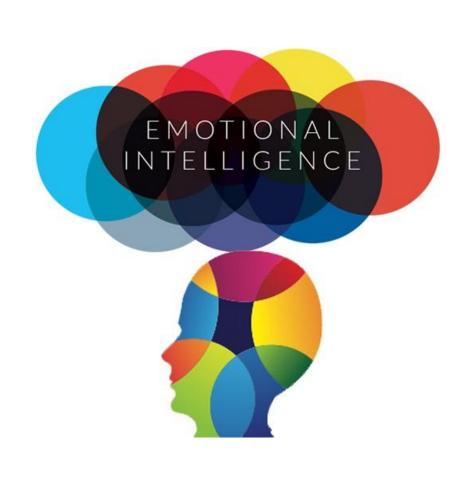


1. Developing E.I. Skills



2. Understanding Personality Traits



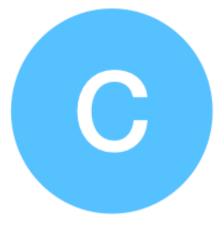


O.C.E.A.N. Personality Traits



OPENNESS

Prefers routine, practical vs. imaginative, spontaneous



CONSCIENTIOUS

Impulsive, disorganized vs. disciplined, careful



EXTRAVERSION

Reserved, thoughtful vs. sociable, funloving



AGREEABLE

Suspicious, uncooperative vs. trusting, helpful



NEUROTICISM

Calm, confident vs. anxious, pessimistic













Click This Link: tinyurl.com/eipm04



Let's Take A Break And Do An Activity





Leadership & Emotional Intelligence



What is Leadership?

Leadership is not a job or a position, but a way of influencing others toward ends recognized as valuable and fulfilling."

- Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen.
- Leadership is a process of **social influence**, which maximizes the efforts of others, towards the achievement of a **goal**.

Levels Of Leadership

- ✓ Everybody is a leader
- ✓ Leadership can be developed and skills can be honed
- √There are levels and dimensions in leadership
- ✓ Underneath leadership is the quality of unselfishness
- ✓At the heart of leadership is people, therefore leaders must understand the led to be effective
- ✓ Leadership begins with influence, you cannot lead without influence

LEVEL 5

LEVEL 5 EXECUTIVE

Builds enduring greatness through a paradoxical blend of personal humility and professional will.

LEVEL 4

EFFECTIVE LEADER

Catalyzes commitment to and vigorous pursuit of a clear and compelling vision, stimulating higher performance standards.

LEVEL 3

COMPETENT MANAGER

Organizes people and resources toward the effective and efficient pursuit of predetermined objectives.

LEVEL 2

CONTRIBUTING TEAM MEMBER

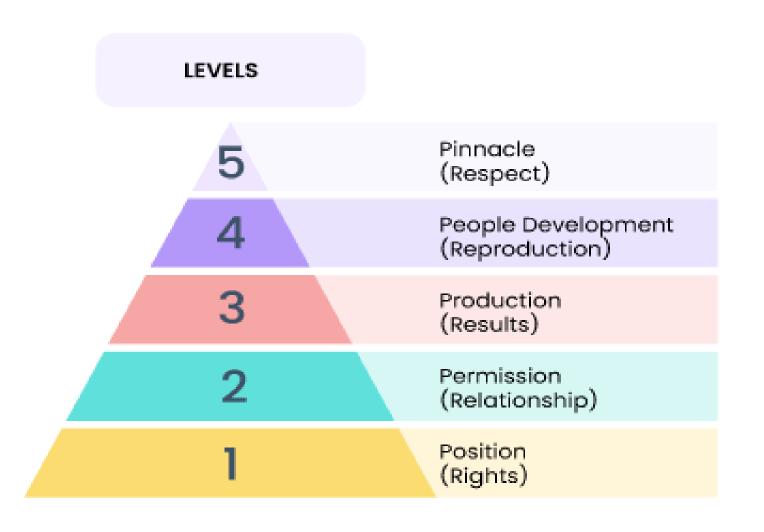
Contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting.

LEVEL 1

HIGHLY CAPABLE INDIVIDUAL

Makes productive contributions through talent, knowledge, skills, and good work habits.

John Maxwell's 5 Levels Of Leadership



YOU BECAUSE...

of who you are and the quality you have

> of what you have done for them

of what you have done for the organization

they want to

they have to



The Leadership Styles



DQC/EIPM-T/224/OT-amd ...Real Life Transformation 53

Some Leadersh	ip Style & Un	derlying EI	Competency

Some Leadership Style & Und	erlying El Competency
T 1 1' C. 1	TY 1 1' DIG .

Sollie Echardiship Style of Sila	ordina programme of the second
Leadership Style	Underlying EI Competency

Coercive/Commanding: Demands immediate compliance and obedience, as evidenced by such phrases as "Do what I tell you."

Achievement, drive, initiative, emotional selfcontrol

Authoritative/Visionary: Mobilizes people toward a vision as suggested by such phrases as "Come with me."

Self-confidence, empathy, change catalyst, visionary leadership

Affiliative: Creates harmony and builds emotional bonds as suggested by "People come first."

Empathy, building bonds, conflict management

Forges through **Democratic:** consensus participation, "What do you think?"

Teamwork, collaboration, communication

Coaching: Develops people and strengths for the future, "Try this."

Developing others, empathy, emotional selfawareness

Conscientiousness, achievement, drive, initiative

54

Pacesetting: Sets high standards for performance, "Do as I do"

Seven Factors That Set Leadership Styles Apart

Flexibility

• How free employees feel to innovate, unencumbered by red tape.

Responsibility

• A sense of duty & commitment to the organization.

Standards

• The level of standards they set and adhere to.

Rewards

• The sense of accuracy about performance feedback & fairness/aptness of the rewards.

Clarity

• The understanding that team members have about the organization mission and values.

Commitment

• The level of dedication to and engagement with a common purpose.

Personality

TOP CHALLENGES FACING LEADERS TODAY

(1)

INSPIRING OTHERS

Inspiration is the core difference between managers and leaders



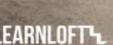
ENABLING CHANGE

Change is required to stay ahead or advance past the competition.



CREATING AN EXCELLENT TEAM

Bond people together to accomplish more than they can on their own



REDEFINING CULTURE

Redefining team or organanization culture amidst remote & hybrid work



DEVELOPING SKILLS

Leaders have the humility to grow themselves to grow their people



UNLOCKING ELITE EXECUTION

Ideas without execution are pointless.

@johngeades



Devoting adequate time to every team member is hard.



RECRUITING TALENT

Recruiting is a year-round endeavor because the labor shortage has hit nearly every industry



AVOIDING BURNOUT

While speed is essential, it also causes burnout.

Building Authentic Relationships Authentic relationships inspire teams to feel a commitment to the person who is leading them. Genuine connections of trust are formed by great leaders with genuine character. **Developing People** Leaders need to invest in building others. fostering a culure of development where managers are trained to be coaches. What Great **Leading Change** Leaders Have in Leading change is a team effort that begins with leaders. Leaders Common need to articulate the vision and walk the talk. **Inspiring Others** Your words, actions & commitments to the people you lead should all be consistent with your character, mission and purpose **Creating Accountability** Accountability begins with leaders holding themselves responsible. Trust is the foundation for building commitment, accountability & empowering individuals to improve productivity & innovation.

Principles Of Leadership

Single point of accountability

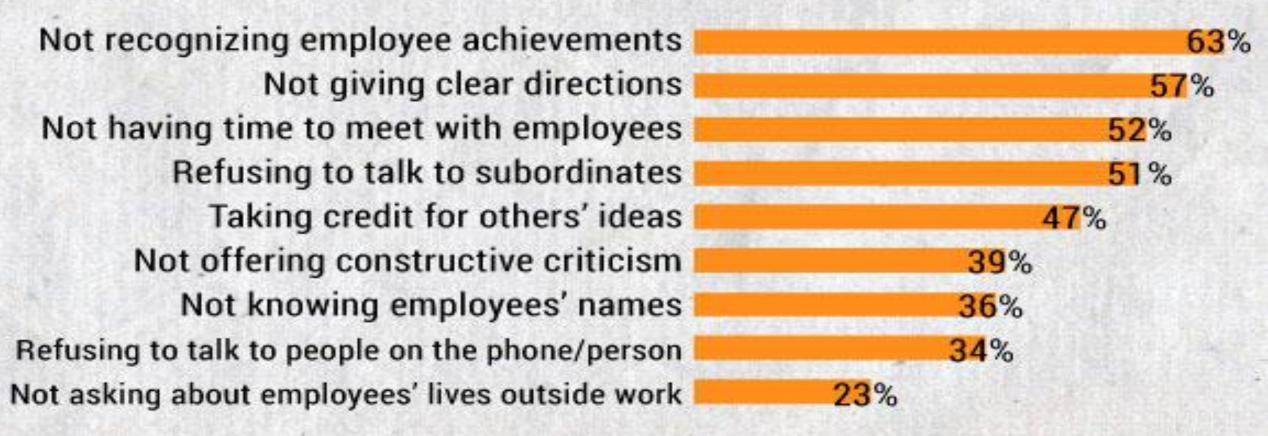
Appreciable standard

Indoctrination

Self-acceptance

Personal positive inner conversations

The Communication Issues That Prevent Effective Leadership



SOURCE: Interact/Harris Poll of 1,000 U.S Workers





Elements That Contribute To Leader's Effectiveness

Generating and maintaining **enthusiasm**, confidence, optimism, cooperation, and trust.

Instilling in others an appreciation of the importance of **work activities.**

Encouraging **flexibility** in decision-making & change.

Development of **collective goals** and objectives.

Establishing & maintaining a meaningful **identity** for an organization.

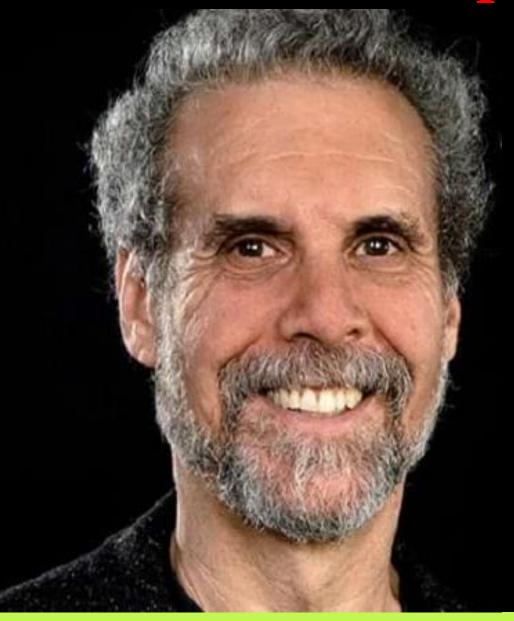
Emotional Intelligence For Effective Leadership

"The most effective leaders are all alike in one crucial way:

They all have a high degree of what has come to be known as emotional intelligence.

It's not that IQ and technical skills are irrelevant. They do matter, but...they are the entry-level requirements for executive positions."

- Daniel Goleman



LET'S WATCH A VIDEO (Click On The Image)

HOW TO
MANAGE YOUR
EMOTIONS





VIDEO

TIME TO DISCHOOL





SUGGESTED ARTICLES

Click on the titles to read the following suggested articles:







MIDLIFE CAREER DRIVE



WHO IS CONTROLLING
YOU?





Let's Have A Conversation



Widlife Conversations

I spend so much time thinking/worrying about my many responsibilities that I don't know how to have fun anymore.



HOW CAN I CHANGE THIS?

Reach out for a session.



+(234) 816-783-1266



midlifeencounters@gmail.com



Oye Stir | The Midlife Coach



SHOULD I STAY OR SHOULD I GO?

I have been battling with this question and I don't know what to do.



Reach out for a session.



(234) 816-783-1266



midlifeencounters@gmail.com

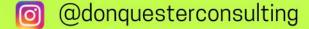


Oye Stir | The Midlife Coach

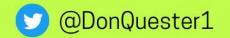




Thank You





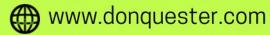
















Our Mission Statement

Building Sustainable Businesses and Professional Legacies



@donquesterconsulting



@donquesterconsulting



@DonQuester1



Don Quester Consulting Limited



Minfo@donquester.com



www.donquester.com

...Real Life Transformation