

Leading from Within: *The Art of Self-Reflection*

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Welcome and Overview



Session Description

Leading from Within: The Art of Self-Reflection - This transformative session is designed to empower current and aspiring leaders to harness the transformative power of introspection and emotional intelligence as catalysts for personal and professional growth. This session delves into the essential role that self-reflection and emotional awareness play in effective leadership, guiding participants to uncover how their internal beliefs, values, emotions, and thought patterns influence their external actions, relationships, and results.

You will engage in an interactive exploration of leadership authenticity, self-awareness, empathy, and alignment, four foundational elements of emotionally intelligent leadership that drive sustained influence and resilience. This engaging and introspective experience equips leaders to move beyond reactive leadership, empowering them to make intentional, emotionally attuned, and values-driven decisions that inspire trust, connection, and commitment among those they serve.

Session Outcomes

- Learn the impact of self-reflection on leadership effectiveness, particularly in enhancing decision making and problem-solving skills.
- Learn techniques to better manage your emotions and effectively handle difficult conversations.
- Learn self-reflective practices within teams to improve communication, collaboration, and team performance.

Professional Experience/Relevance

- Wendy Johnson “aka” Dr. Wendy
- PhD Administration & Management
- Graduate of Leadership Houston – Class XXIV
- Leadership & Workforce Development Strategist
- Over 20 years of academic administrative and training experience
- Vice Chancellor, Dean, VP Academic Affairs, Director Faculty Management, Academic Dean, Regional Dean Academic Affairs, Executive Trainer and Director Academic Affairs/Chief Academic Officer
- Taught various graduate and undergraduate level leadership, career development, organizational development and doctoral research courses.
- Authored 2 books and written several articles
- Consulting Business
- LinkedIn, Tiktok and IG

House Keeping & Insight



- Engage and pay attention
- Interact and be present
- Think quick on your feet
- Candor & transparency
- Effective Leadership Development + Being Uncomfortable = GROWTH
- Why am I here? **Transform your leadership abilities!**

Today's Agenda

- Welcome and Overview
- Leadership Self-Assessment
 - Leadership
 - Style and value
 - Courage
 - Emotional Intelligence
- Development Strategies
- Role Play
- Action planning
- Q&A



Session Framing

- Today is about looking inward so you can lead outward with greater clarity, courage, and consistency.
- We will connect self-reflection to decision-making, emotional regulation, difficult conversations, and team performance.
- The goal is practical: leave with language, strategies, and one leadership commitment you can apply immediately.



What is Leadership?



Leadership is...



...the ability to lead, influence or guide individuals, teams, groups or entire organizations.



What makes YOU a leader...

Impactful leadership traits/qualities



- Self awareness
- Communication
- Problem solver
- Empathy/Active Listener
- Courage
- Proactiveness
- Resilience

Self-Assessment Leadership Traits

- **Self-Awareness** - Do you understand your strengths, limitations, triggers, and leadership impact?
- **Communication** - Do you communicate expectations clearly, listen actively, and adjust your message for different audiences?
- **Problem-Solving** - Can you identify the root cause of an issue, evaluate options, and move the team toward practical solutions?
- **Empathy and Active Listening** - Do you genuinely seek to understand others' experiences, concerns, and perspectives before responding?
- **Courage** – Do you address difficult issues, have honest conversations, make unpopular decisions, and speak up when necessary?
- **Emotional Intelligence** - Do you recognize and manage your emotions while responding appropriately to others?

Self-Assessment Leadership Traits

- **Accountability** - Do you take ownership of your decisions, behaviors, results, and mistakes?
- **Adaptability** - How effectively do you adjust when priorities, people, or circumstances change?
- **Decision-Making** - Do you make timely, informed decisions, or do you delay, avoid, or overthink them?
- **Confidence and Humility** - Can you lead decisively while remaining open to feedback, correction, and new perspectives?
- **Integrity and Consistency** - Do your actions align with my stated values, expectations, and commitments?
- **Collaboration and Trust-Building** - Do you create an environment where people feel respected, heard, and comfortable contributing?
- **Resilience** - How do you respond to setbacks, criticism, conflict, and pressure?

Something
— *to* —
Think About



ROLEPLAY



PRACTICE. PERSPECTIVE. IMPROVE.

*Step into real-world situations,
understand different viewpoints,
and grow together.*



PRACTICE

Step into real-world situations to build confidence.



PERSPECTIVE

Understand different viewpoints and broaden awareness.



IMPROVE

Apply lessons and strengthen your skills.



GROW TOGETHER

Learn from each other and create stronger, more connected teams.

BETTER CONVERSATIONS ★ STRONGER TEAMS ★ BETTER RESULTS

Who's Up...



Leading from Within: The Art of Self-Reflection

Role Play #1 – Emotional Check-In

Scenario: You're unexpectedly asked to present your team's progress at a high-stakes divisional meeting. You feel overwhelmed and unprepared.

Participants:

- Divisional Leader
- Administrator (requested the meeting)

Non-participants: Listen and be ready to provide feedback.

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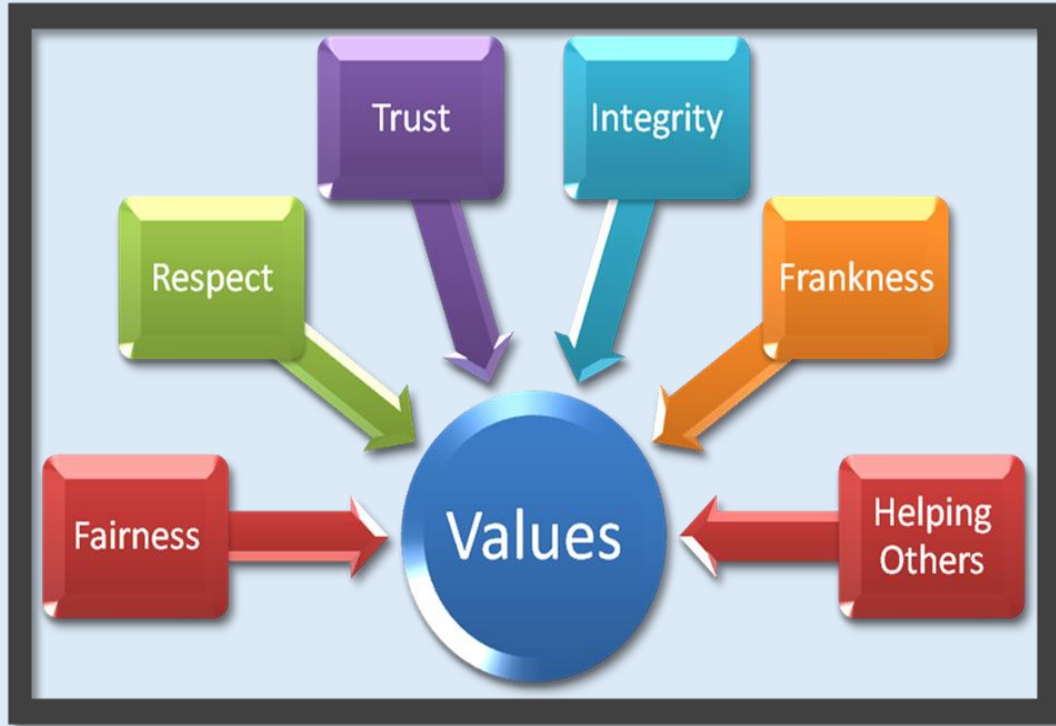
WHEN YOU
STAY READY
YOU DON'T
HAVE TO
GET READY



Leadership Values

Let's talk...

What are Leadership Values



- Leadership values are the core beliefs and principles that guide leaders and managers in their personal and professional lives.
- Your values are the things you believe are most important to achieving your goals and being happy.
- Leadership values can connect closely to both your personal and professional core values.
 - For example, being ethical and empathetic may be personal values however, if applied to your leadership style, may also allow you to succeed as a leader.

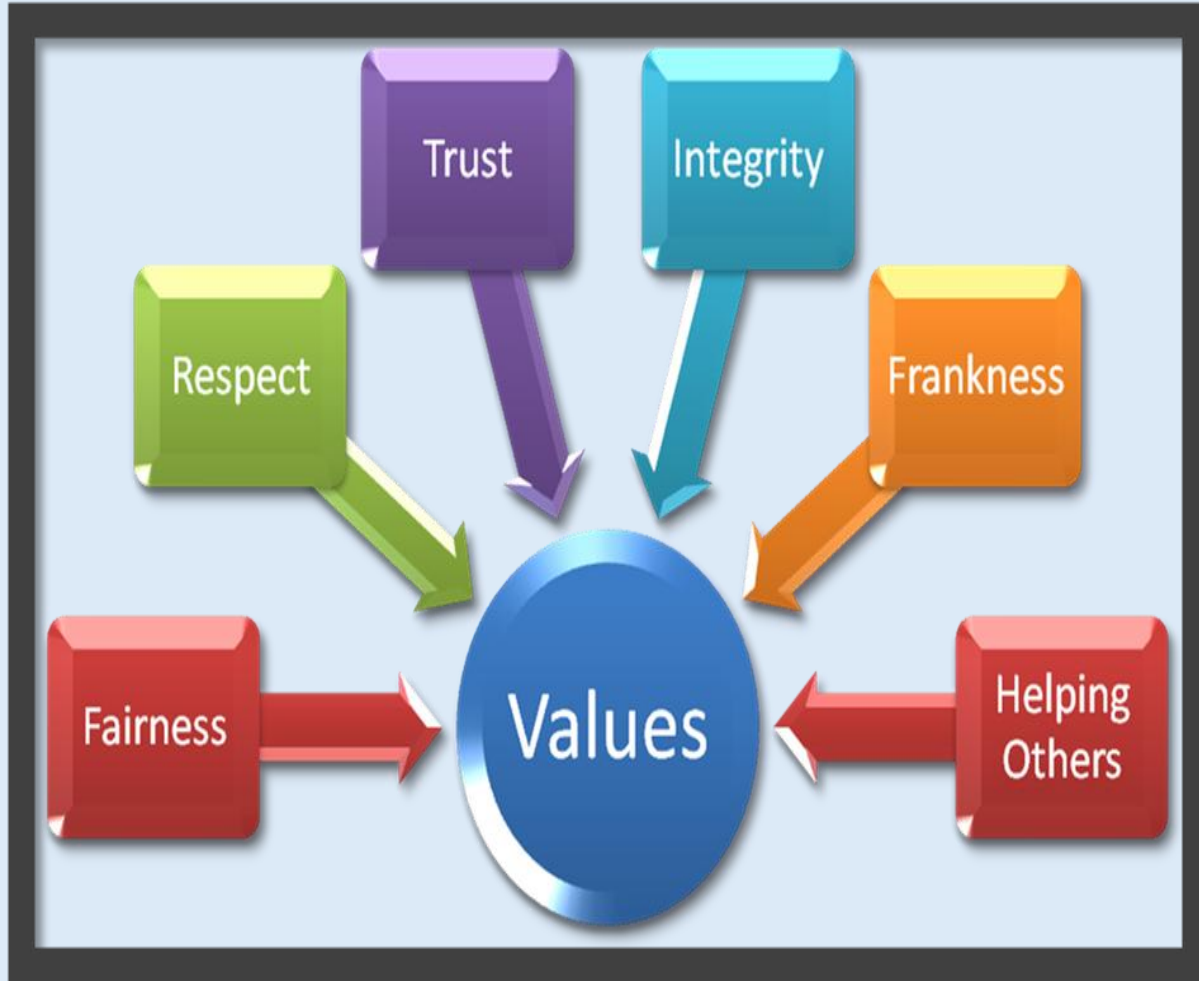
Why Are Leadership Values Important



- Plays an important role in guiding how you make decisions and what actions you take daily.
- Helps you grow and develop both personally and professionally.
- Helps build respect and trust among your team.
- Creates the foundation for you to influence your team in a **positive way** that encourages high performance and excellence.



List of Values



- Influence
- Vision
- Honesty
- Passion
- Integrity
- Dedication
- Empathy
- Personal Development
- Service
- Respect
- Resilience
- Adaptability
- Authenticity
- Humility

What's Important to You...

Here are a few...

- **Influence:** The capacity to impact the character, development, or behavior of someone.
- **Vision:** The ability to think about or plan the future with imagination or wisdom.
- **Honesty:** The quality of being free of deceit and untruthfulness; sincere.
- **Integrity:** The quality of being honest and having strong moral principles; moral uprightness.
- **Empathy:** The ability to understand and share the feelings of another.
- **Respect:** A feeling of deep admiration for someone, or something elicited by their abilities, qualities, or achievements.
- **Adaptability:** The ability to adjust to new conditions.

QUESTION...





**Leading from
Within: The Art of
Self-Reflection**



ROLEPLAY



PRACTICE.

Step into real-world situations.



PERSPECTIVE.

Understand different viewpoints.



IMPROVE.

Apply lessons and grow together.



Who's Up...



Leading from Within: The Art of Self-Reflection

Role Play #2 – Team Tension Talk...

Scenario: Your team seems disengaged and frustrated after recent planning meetings. A team member expresses feeling unheard.

Participants:

- Team Leader (initiated a reflective conversation)
- Team Member (expressed feeling unheard)

Non-participants: Listen and be ready to provide constructive feedback.



LET'S
DISCUSS

LEADERSHIP STYLES



What are Leadership Styles?

- A leaders' methods and behaviors when directing, motivating, and managing others.
- A person's leadership style also determines how they strategize and implement plans while accounting for the expectations of stakeholders and the well-being of their team.



Why It's Important to Know the Various Styles

- **Enhances Self-Awareness:** Helps recognizing your strengths and weaknesses. It allows you to understand how your behavior and decision-making process affect others.
- **Improves Communication:** Helps you tailor your communication in a way that is most effective for your team. This can lead to clearer expectations, better team alignment, and more efficient problem-solving.
- **Facilitates Better Team Dynamics:** Allows you to understand how you naturally interact with others and manage team dynamics.



Various Leadership Styles

- Democratic
- Autocratic
- Laissez-Faire
- Strategic
- Transformational
- Transactional
- Coaching
- Bureaucratic
- Situational



Leadership Style Specifics

- **Democratic – (Participative)** – Value input from their teams and invite employees to be a part of the decision-making process. Listeners; create environments of open-minded communication, collaboration, and transparency.
- **Autocratic (Authoritarian)** - Have all the decision-making power, typically excluding employees from the decision-making process and dictating work processes and goals.
- **Laissez-Faire (Delegative)** - Least intrusive forms of leadership. Avoids micromanagement and delegates initiatives to employees. Strong proponents of autonomy and flexibility. Hands-off approach -
- **Strategic** - Aim to guide their organization toward its long-term goals. Creates a forward-thinking, agile, and adaptable organization that can thrive in today's dynamic business landscape. Requires vision, competitive awareness, and adaptability.
- **Transformational (Visionary)** - Focus on getting their teams to buy into the vision and unite over a shared sense of purpose. Supportive, uses empathy, recognition, and empowerment to energize their teams.

Leadership Style Specifics

- **Transactional (Managerial)** - Emphasis on organization, supervision, performance, compliance, and meeting goals, and utilizes rewards and penalties to motivate people.
- **Coaching** — Focuses on identifying and nurturing the individual strengths of each member of the team and developing strategies that will enable teams to work better together. Emphasizes individual employees' success.
- **Bureaucratic** — Follow the rules. Unlike autocratic leadership, they might listen and consider the input of employees, but they might reject input that doesn't align with company policy or past practices.
- **Situational** - Change their management style to meet the needs of the situation or team. Involves analyzing specific situations, assessing the competence and commitment of individuals, and adjusting the leadership approach accordingly. It is proactive and recognizes that change is the only constant.

LEADERSHIP STYLES



Leadership Courage



COURAGE



What is Courage...

...the ability to confront fear,
uncertainty and adversity head on.
Entails making tough decisions,
taking strategic risk and doing the
right thing.



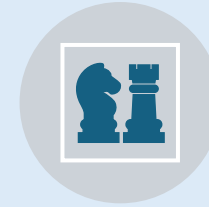
Traits of a Courageous Leader...

COURAGE
is not the absence of fear
but the acquired ability
to move beyond fear.

**It's easy
to stand with
the crowd.
It takes
Courage
to Lead.**



RESILIENT



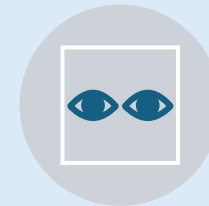
DECISIVE



TRANSPARENT



INSPIRATIONAL



VISIONARY



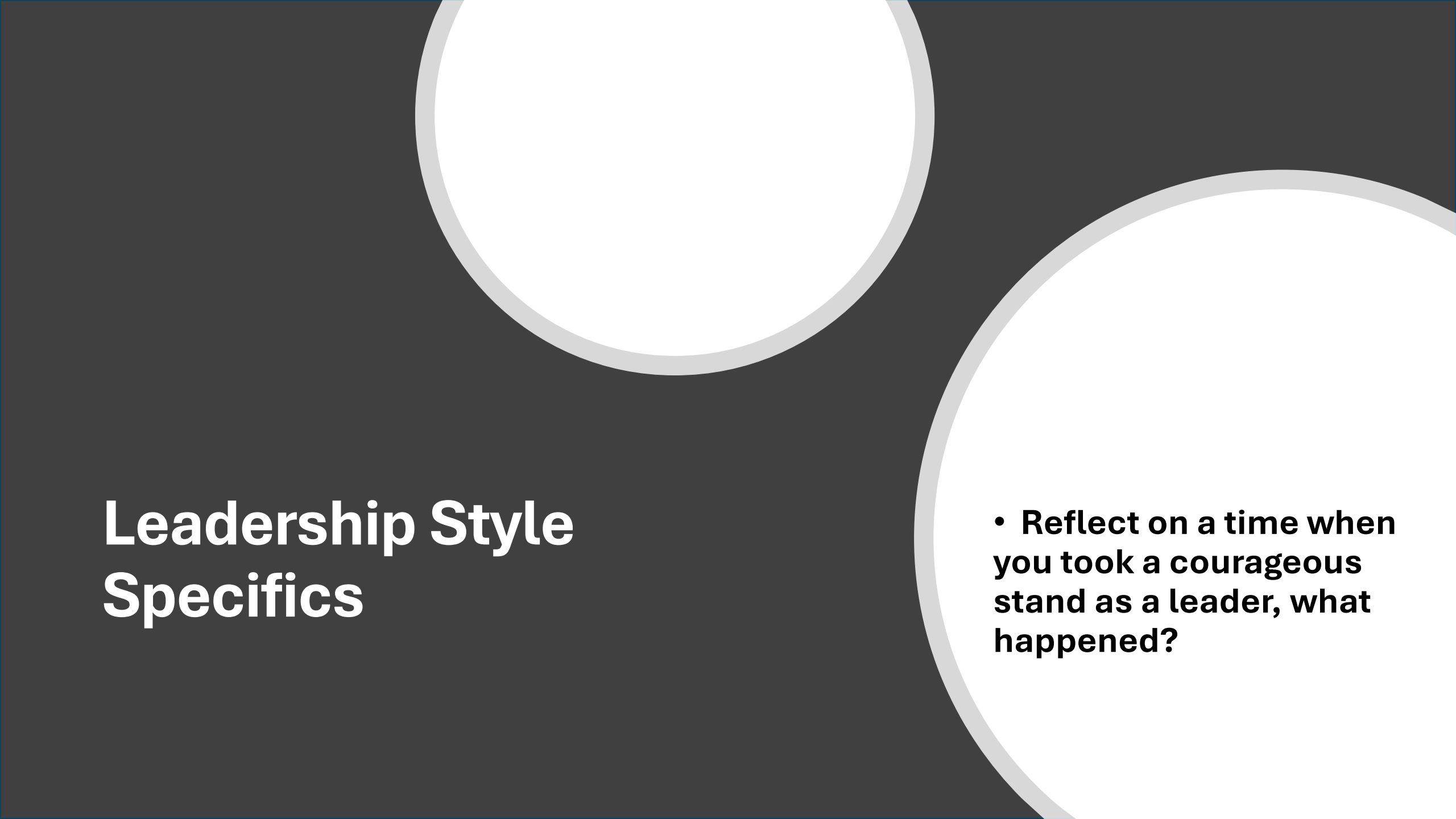
ACCOUNTABLE

Is This You?



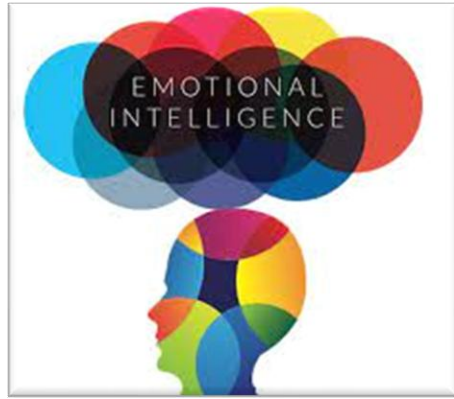
QUESTION...



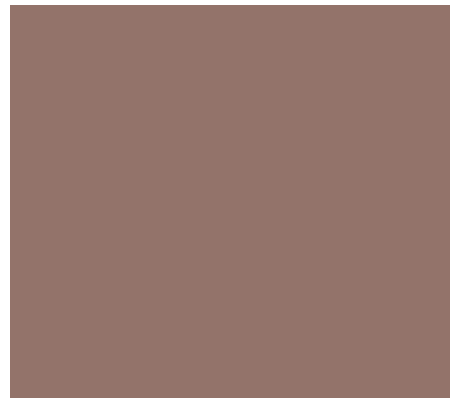


Leadership Style Specifics

- **Reflect on a time when you took a courageous stand as a leader, what happened?**



Emotional Intelligence (EI)





What is Emotional Intelligence (EI)...

...the ability to understand and manage your emotions, as well as recognize and influence the emotions of those around you.



5 Elements of EI

SOCIAL SKILLS SELF-AWARENESS SELF-REGULATION EMPATHY MOTIVATION



EMOTIONAL INTELLIGENCE

5 Elements of EI...

- Social skills - enables effective communication, collaboration, and relationship-building.
- Empathy – understanding and sharing the feelings of others.
- Motivation – maintaining a positive mindset, being professionally infectious/cultivate drive and setting goals.
- Self Awareness – recognizing and understanding your own emotions.
- Self Regulation – managing your emotions appropriately – not suppression just expressing them at the right time and place.



QUESTION...



Leadership Style Specifics

- **Reflect on an experience where emotional intelligence helped guide your actions or decisions.**

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Development Strategies...



What's the impact of self-reflection on leadership



- Improved Self Awareness – better understanding of your strengths and weakness.
- Enhanced decision making – reflecting on past decisions helps leaders make more informed and thoughtful choices in the future.
- Increased adaptability – helps leaders become more flexible/open to change and adapting their approaches as needed.

What's the impact of self-reflection on leadership



- Continuous improvement – “regular” self-reflection fosters a mindset of continuous learning and personal development.
- Enhanced problem solving – by analyzing past challenges, leaders develop more effective strategies for addressing future issues.
- Improved team dynamics – leaders who practice self-reflection tend to create a more supportive and collaborative team environment by modeling reflective practices and encouraging team members to do the same.

What's needed to manage emotions and difficult conversations



- Prepare and plan
- Active listening
- Be present and mindful of body language
- Stay calm and composed
- Seek solutions not blame

What's needed to improve communication, collaboration, and team performance



- Establish clear goals and expectations
- Active listening (common thread)
- Regular check-ins – conduct regular one on ones and team meetings to discuss progress, address any issues and provide support.
- Invest in professional development (PD) – offer training and development opportunities to help team members enhance their skills and grow in their roles. And let your manager know when you want to take advantage of PD or invest in YOU.
- Lead by example – as the leader demonstrate effective communication, collaboration and work ethic through your actions. This sets a positive example for the team to follow.

Next Steps...



Action Planning: Reflective Leadership Next Steps



What is one leadership behavior you will strengthen within the next week?



What conversation, decision, or team dynamic needs more reflection from you?



What is one small leadership action you will take immediately?

Commitment Statement:

Complete this statement:

- I will use self-reflection to strengthen _____
so I can lead with greater _____.



Reflection time: **One action you will apply within the next week.**

Closing Reflection

Self-reflection
strengthens clarity,
emotional
regulation, difficult
conversations, and
leadership impact.

Your values should
be visible in your
behavior.

Your leadership
style should serve
the needs of the
moment.

Your courage and
emotional
intelligence shape
how people
experience your
leadership.

Strategy



Execution



Success



Success

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Development Sources

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Landry, L., Why Emotional Intelligence is Important in Leadership, Harvard Business School Online, (2019).

Center of Creative Leadership, The Characteristics of a Good Leader, (2024).