

## 7. Reflection

Reflect on your leadership journey with respect to being Conscientious. Summarise what you have learned from it and about yourself and being a better leader?

*I have definitely become more aware of my tendency to micromanage and unwillingness to delegate. Excessive focus on detail is also something I must work on. What is helping me is the growing realisation that these habits drain me and frustrate others. Even though I am motivated to do an excellent job, taking this too far is having the opposite result. I find myself neglecting other aspects of my work, tiring myself out and also demotivating others. I am slowly starting to realise that my effectiveness as a manager does not lie so much in how well I execute tasks personally, but on how effective I am in motivating and empowering my team managers to execute effectively in their roles. Learning proper delegation skills has definitely helped. It feeds my need for detail by contracting clearly upfront with staff, which allows me to let go and then take in a different role - coach and motivator. This is helping me a lot to let go and is having a motivating effect on my managers. I realise that I still have a way to go. I don't think I am ready to move onto my next development area yet. Also, I find that reading my Expert Guide on conscientiousness daily helps me to catch myself engaging in the counterproductive behaviors more regularly. This in itself is helping me to use them less.*

Do you think you are ready to move on to the development area in your Leadership Journey? If not please repeat some or all of the development actions you have taken so far. Practise makes perfect. Otherwise proceed to your next development area.