

Self Esteem

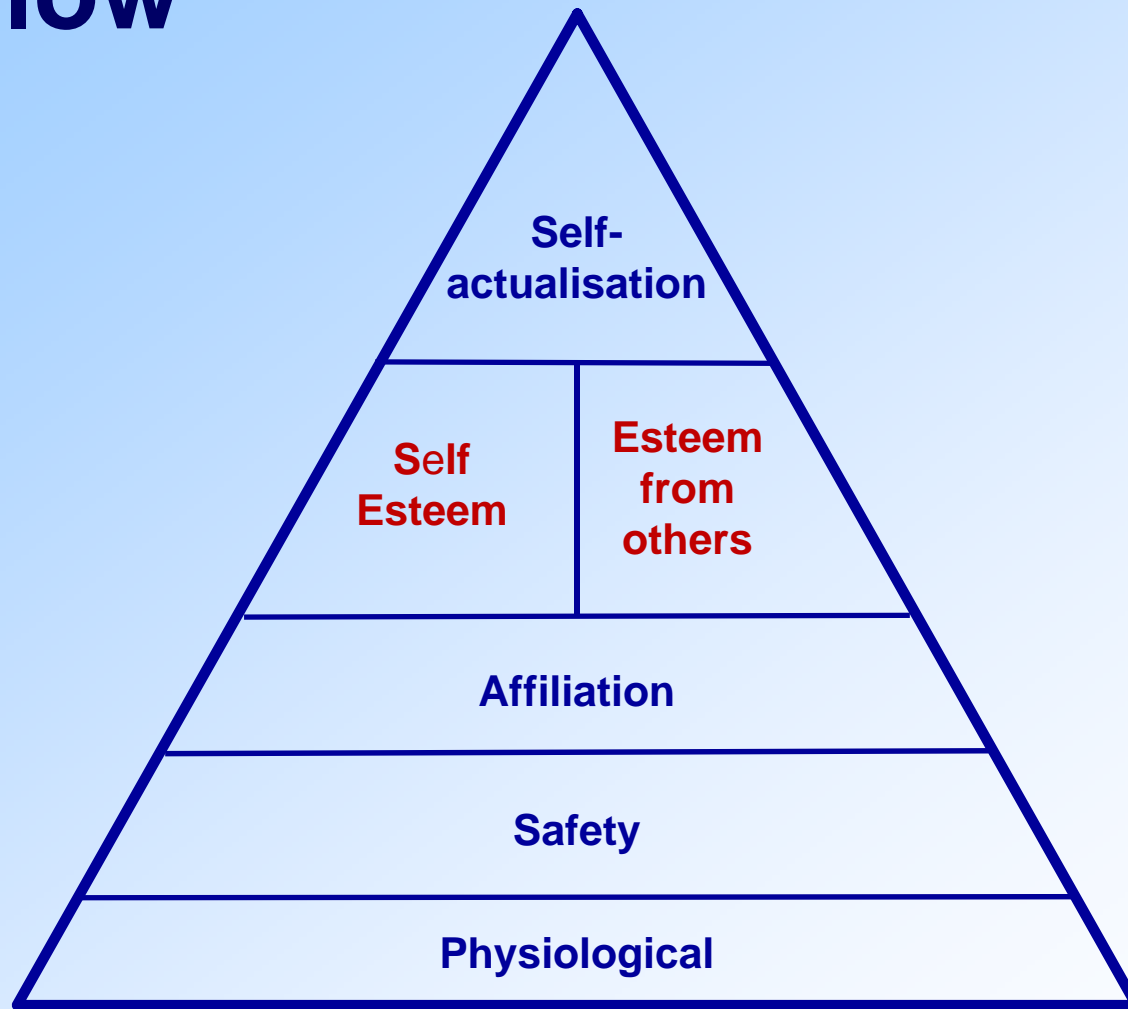
Needs

We seem to be motivated to satisfy many needs.

Achievement, being part of a group, having importance, having influence, being liked, being respected, receiving praise, independence, being in control, security, food, warmth,



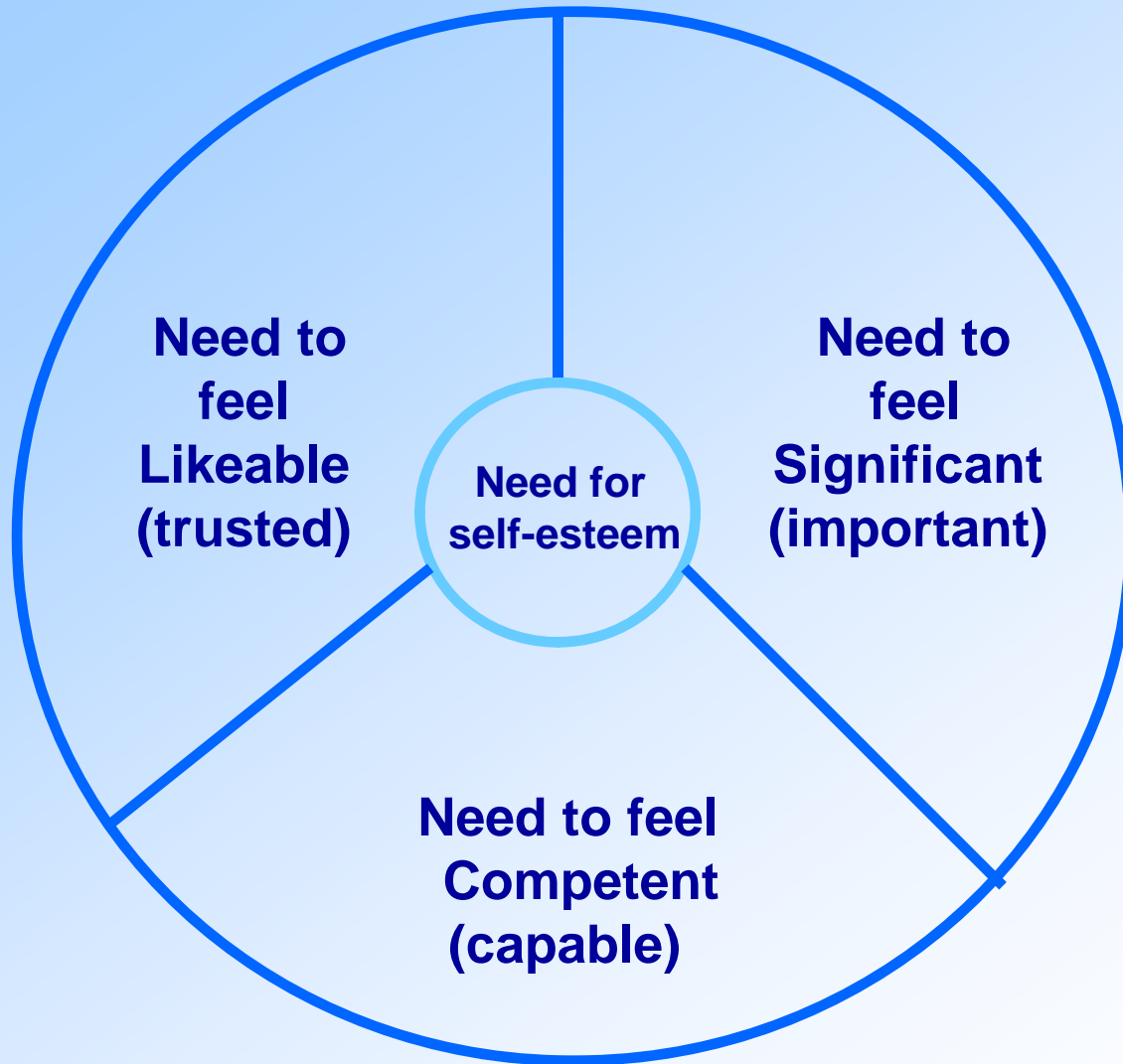
Maslow



**“Self esteem is how you feel about how
you see yourself.”** ***Will Schutz***



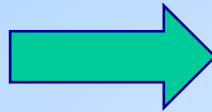
Three elements of Self-esteem



Feelings Drive Behaviours

Feeling

Significant
(Important)

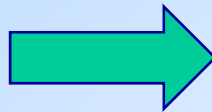


Behaviour

Becoming involved,
sharing information

(Inclusion)

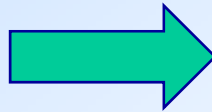
Competent
(Capable)



Exercising influence and
control, giving and receiving
empowerment

(Control)

Likeable
(Trusted)



Being open and trusting,
acknowledging and sharing
feelings

(Openness)



The High Performance Team Development Cycle (actually applies to the way in which **all** relationships develop – with partners, parents with their children, between departments in organisations.....)



How much energy is tied up in your organisation with limiting forms of these behaviours?

Some examples:

Inclusion

- Insisting on being involved, avoiding being involved e.g. in meetings and projects, token compliance with strategies, budgets, deadlines

Control

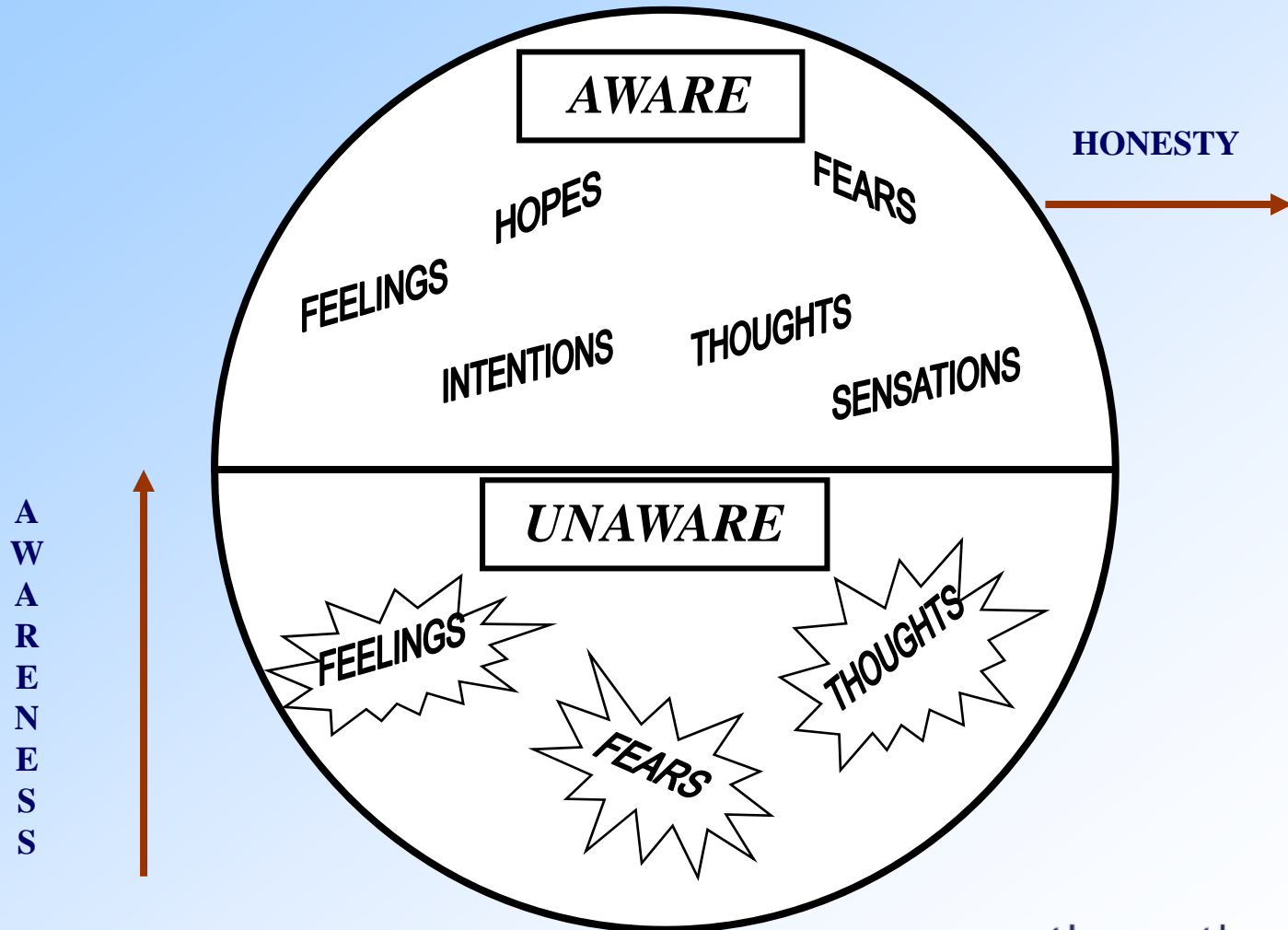
- Autocratic control, abdicating responsibility, false empowerment, avoiding accountability

Openness

- Paying lip service, withholding, lying, not acknowledging feelings, working hidden agendas



Openness – the great simplifier of organisational life (although it doesn't always feel like that!)



How as Leaders can we release the people energy in the organisation?

By:

- **Creating an environment in which people (including ourselves as leaders)**
 - **Feel significant**
 - **Feel competent**
 - **Feel likeable**
- **Behaving in ways which meets peoples needs (including our own) for**
 - **Inclusion**
 - **Control**
 - **Openness**

We can help you to create the awareness and honesty that you need throughout the organisation to increase openness, avoid office politics and grow strong trusting relationships that deliver remarkable business results

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