



Interpersonal Relations

Self-Awareness Skill Building

LINKED COMPETENCY: Self-Awareness

Having your students complete personality tests and reflect on their insights can aid in increasing their self-awareness by providing valuable insights into their personality and behavior and help them understand how to work more effectively with others.

Outcomes:

- Students will increase self-awareness through completing online personality assessments and reflecting on how their values align with their actions.
- Students will be able to identify personal strengths and weaknesses to determine opportunities for growth.

Implement a practice of continuous self-reflection to increase self-awareness and capacity for self-regulation and personal change.

Exploring			Exploring
I can discuss strategies or tools for self-reflection.	I can discuss strategies or tools for self-reflection, and I can explain the value of continuous self-reflection.	I am practicing self-reflection strategies and can identify the ones that I anticipate being the most impactful in my continuous practice.	I am implementing a continuous practice of self-reflection and can describe the impact of my strategies on my self-awareness, empathy, accountability, and personal growth.

Remind your students to reflect, add, and annotate evidence of competency to their portfolios.

- **Reflect** on their experiences and what they learned through the activities and feedback.
- **Add** evidence of competency to their portfolios.
- **Annotate** the evidence to highlight their specific competency.



Learning Activity

Time: 55 min

- Online personality tests (e.g., 16 Personalities, Myers-Briggs, Big Five)
- SWOT analysis worksheet
- Reflection worksheet

Introduction:

1. Introduce the concept of self-awareness and explain its importance in personal and professional development.
Self-awareness enables individuals to understand their strengths and weaknesses, identify areas for improvement, and develop strategies to enhance their performance and achieve their goals.
2. Explain the purpose of the lesson: to increase self-awareness through completing online personality tests and completing a SWOT analysis to determine how they can more effectively work with others.

Online Personality Tests:

1. Provide students with a list of online personality tests.
2. Instruct students to select a test to take individually, based on their interest.
3. Provide students to complete the test and read their results.

SWOT Analysis:

1. Explain the concept of SWOT analysis and provide students with the SWOT analysis worksheet at the end of this document.
A SWOT analysis is a strategic planning tool that helps individuals or organizations identify their strengths, weaknesses, opportunities, and threats to inform decision-making and goal-setting.
2. Instruct students to complete the worksheet by identifying their strengths, weaknesses, opportunities, and threats. Providing examples will help guide students when completing the analysis.
3. Students should try to identify any patterns or themes that emerge.

Reflection:

1. Provide students with time to complete the “Here’s What. So What? Now What?” reflection portion of the handout.
2. Instruct students to pair up with a partner and share their notes from the personality test and SWOT analysis.
3. Students should discuss anything that stood out to them, any new revelations about themselves, and how their self-awareness can help them work effectively with others.

Conclusion:

1. Ask a few students to share their reflections with the class.
2. Summarize the lesson and emphasize the importance of ongoing self-reflection for personal and professional growth.

Extensions:

- Encourage students to use their self-awareness to create personal development plans or set goals for themselves.

The following handout has been made available by Roberta Campbell-Chudoba, Education Developer at the Gwenna Moss Centre for Teaching and Learning.



Self-Awareness Skill Builders

Self-awareness is the ability to look inside oneself, consider your behaviours, and think about how your behaviour is aligned with your values, standards and morals (Silvia & Duvall, 2001). To develop self-awareness, learn more about your personality as compared to others, about your strengths and weaknesses, ask for feedback from those around you, and reflect regularly on how you think, make decisions and communicate with others.

Personality Analysis

Several self-tests exist to help you learn more about your personality. Consider these online tools which are based on long-term research. These are free, 5-10 minutes tests which give access to a brief report with the option to purchase more detailed reports. Remember to be true to yourself when taking any personality test and answer how you actually think and act, as opposed to how you think you *should* think or act.

- [The Big Five Personality Test](#) – Each of the five traits – openness, conscientiousness, extraversion, agreeableness and neuroticism are thought to drive how we think and act.
- [TypeFinder Personality Test](#) – TypeFinder is based on the *Myers-Briggs Type Inventory© considered by some as the ‘gold standard’ in personality testing and measures 4 dimensions of personality type and 23 facets of a type.
- [16 Personalities](#) – Receive a description of your personality type and the test’s interpretation of why you act as you do.

*Myers-Briggs Type Inventory© (MBTI) test is available online at a cost. See this [video](#) for a 5-minute description of the MBTI. The Inventory identifies a personality type (one of 16 types), your strengths, and your preferences. It is based on psychologist, Carl Jung’s theory of personality types.

Strengths and Weaknesses

You can also learn more about yourself by doing a SWOT analysis to identify strengths, weaknesses, and aligned opportunities and threats. This [Personal SWOT Analysis](#) blog post walks you through an analysis start to finish and focuses on the workplace context for the self-assessment. Before completing the strengths and weaknesses matrix below, I suggest watching the following video: [Personal SWOT Analysis & Setting SMART Goals](#)

	Strengths	Weaknesses
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Internal		
	Opportunities	Threats
External		

1. Reflect on the results from your self-awareness explorations. You may choose to use the “Here’s What. So What? Now What?” model to create a plan of action.

Here’s What: Summarize the results from the self-awareness exercises.

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So What? What did you learn about yourself as a result of the exercises? How does this new information help you understand how you might effectively (or not) work with others?

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Now What? What action will you take as a result of the new information. Will it be a change in behaviour, try something new or not make a change?



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