

Seeing My Blind Spots!

Rural Health Forum

May 25, 2023

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Objectives

- Recognize the benefits of inventories/assessments, mentoring, reflection, performance reviews, etc. as ways to identify blind spots.
- Identify where our blind spots may have side swiped us in past performance.
- Discuss how we can make small shifts in our leadership to account for our blind spots.







The logo for SAND CONSULTING features a large, stylized purple 'S' on the left. To its right, the word 'SAND' is written in a bold, orange, sans-serif font. Below 'SAND', the word 'CONSULTING' is written in a smaller, purple, sans-serif font. A purple wavy line extends from the bottom of the 'S' across the bottom of the logo.

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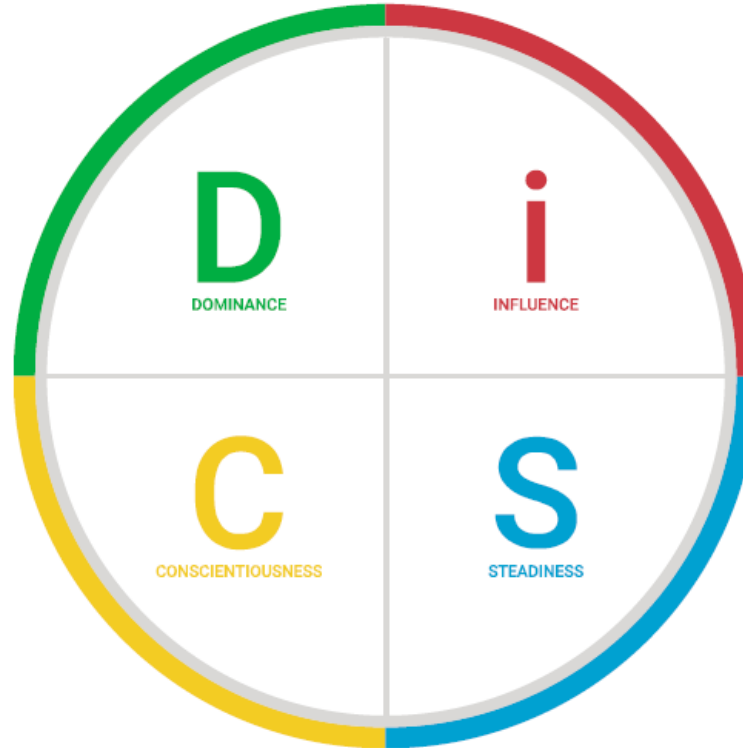
OVERVIEW OF THE DISC MODEL

Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful



Leadership Blind Spots

A blind spot is what the world sees when looking at us that differs from how we see ourselves.



Becoming Aware of my Blind Spots

- Feedback from others (Unsolicited and Solicited)
- Inventories/Assessments
- Performance Reviews
- Mentoring
- Reflection and Pattern Recognition
- Diversity

“Keep ignoring feedback and life will keep teaching you the same lesson.”

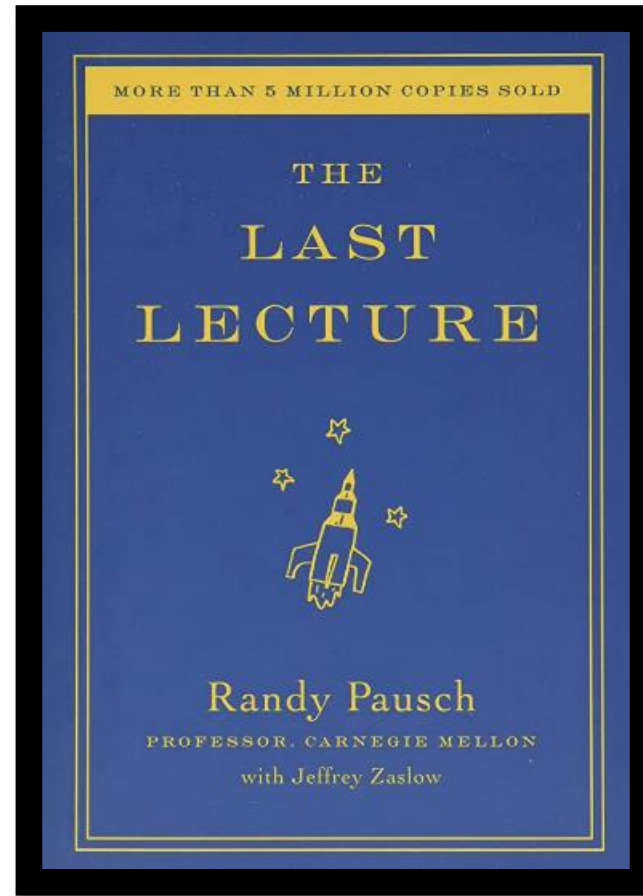
- James Clear



Feedback from Others: Unsolicited



Feedback from Others: Unsolicited



Feedback from Others: Solicited



Feedback from Others: Solicited



Feedback from Others: Solicited



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Inventories/Assessments

DiSC

Myers Briggs

Emergenetics

Personalysis

Strengths
Finder

Keirsey
Temperament

Enneagram

And so many
more

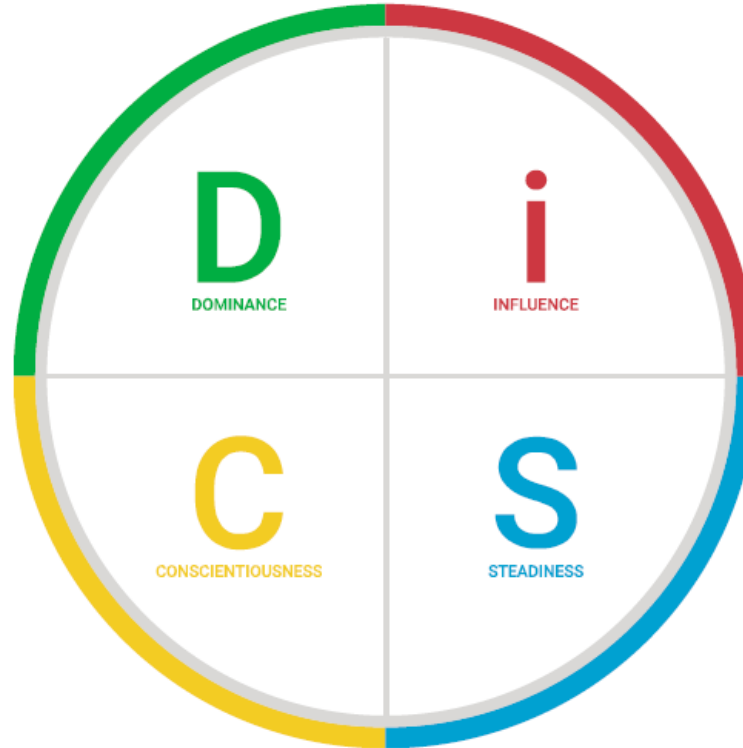
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DiSC (me)

What drains me as a manager

- Slowing down my pace for the benefit of others
- Performing routine tasks
- Paying attention to the emotional needs of others
- Dealing with people who don't meet my standards

DiSC (team)

Strong potential of the S style

- Interested in maintaining steady progress
- Persistence to work on routine projects
- Ability to empathize with others
- Ability to work with different types of people

“Those with the S style may become intimidated by your fast past and results focus and fail to share their real concerns and opinions with you. At times, they may feel inadequate in their development because your blunt style and emphasis on progress may overwhelm them.”





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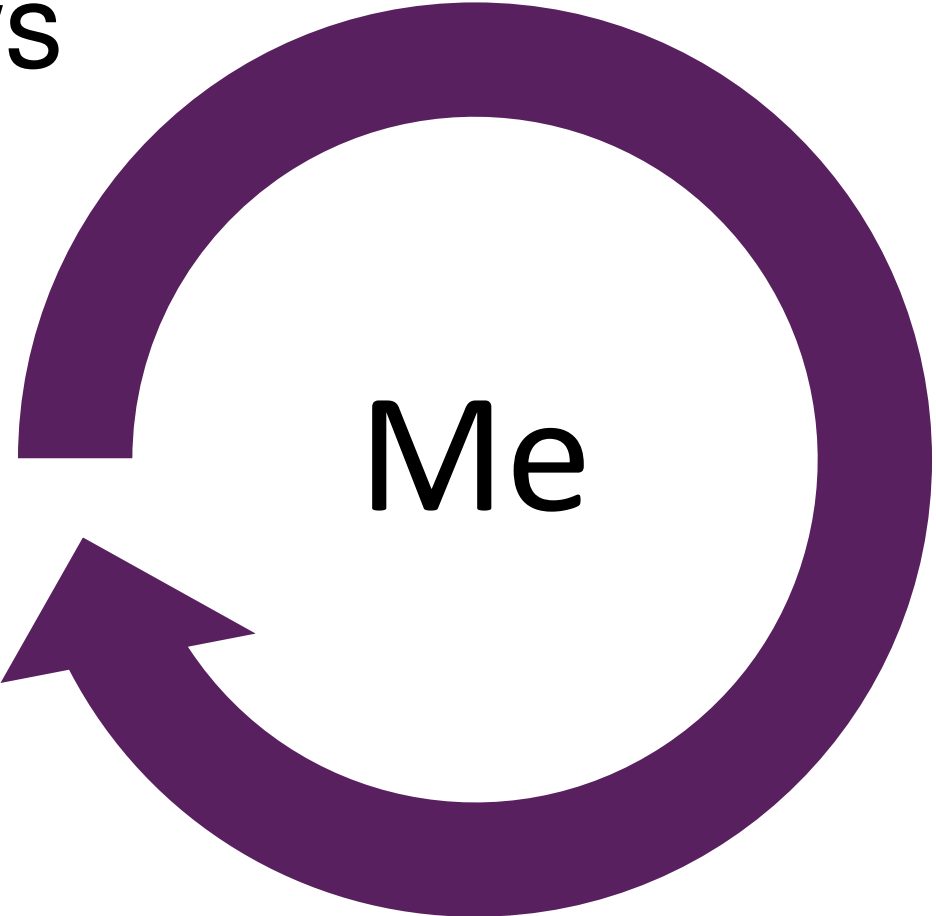
“When someone offers feedback you don’t like, the ideal response isn’t to ignore it. It’s to seek more perspectives. One person’s reaction is an opinion. If multiple make the same point, it’s a pattern. The best way to grow is to find the recurring signal in the noise.”

- Adam Grant

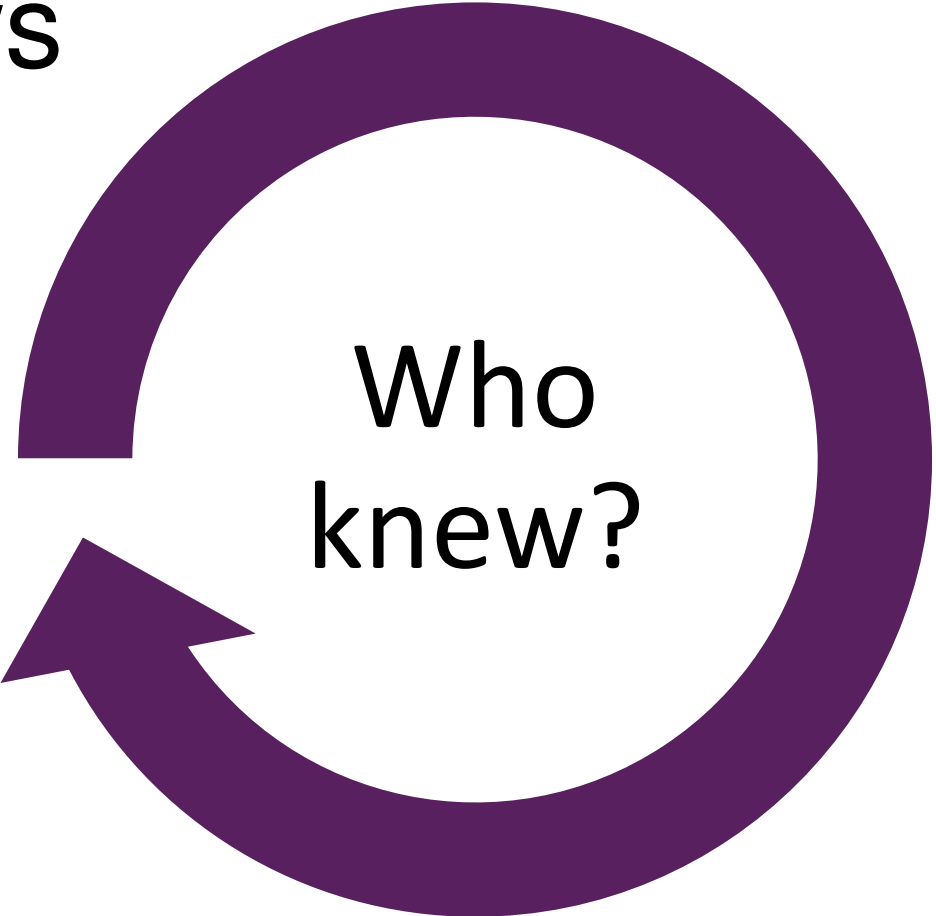




360 Reviews



360 Reviews



Dealing with people who
don't meet your standards



Knowing Doing Gap



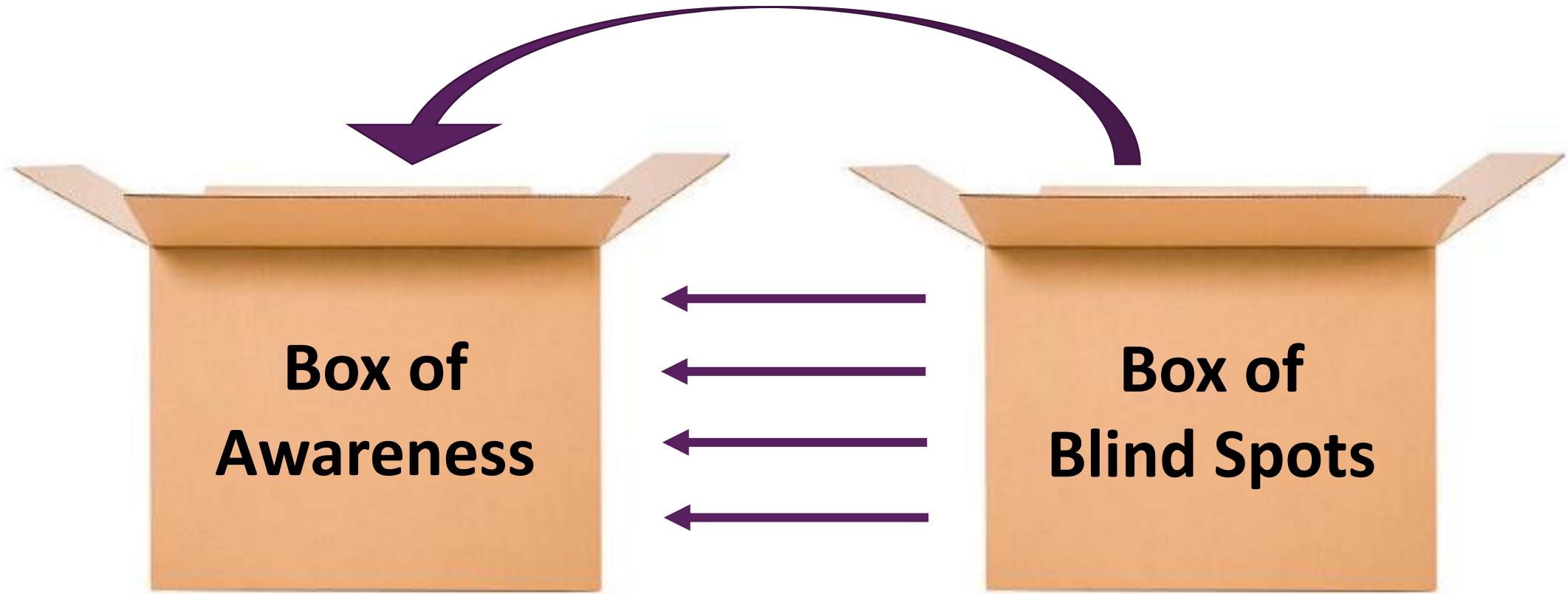
Small Shifts

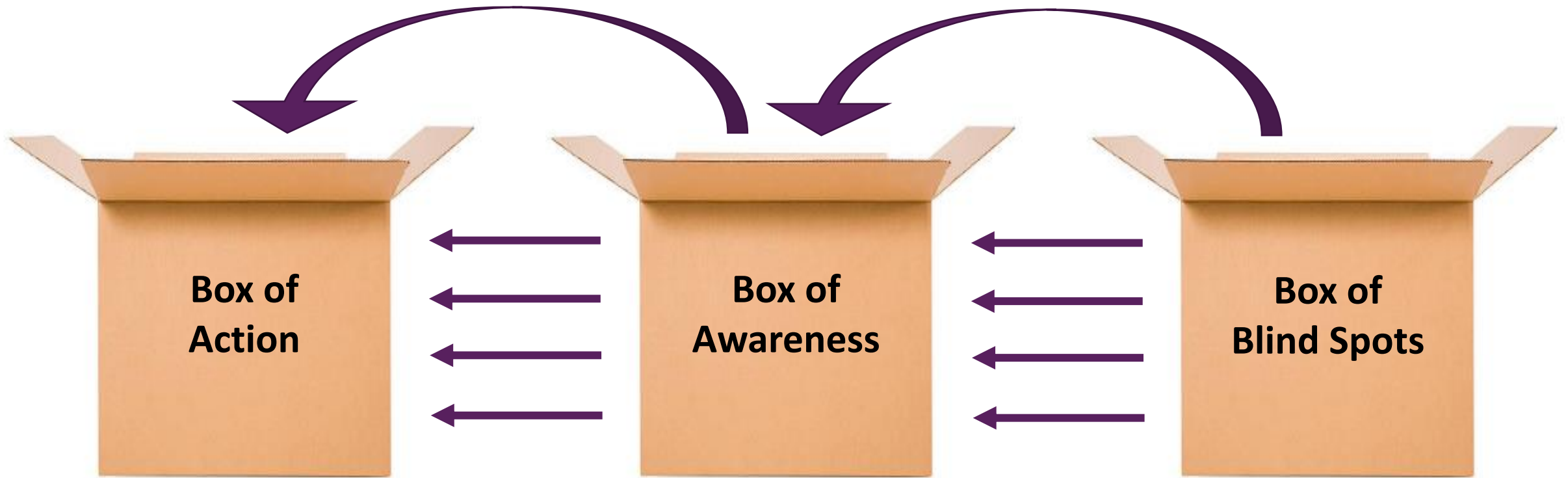
- “Lead with your smile, Mary”
- Verbal messages
- Nonverbal messages
- Calendar reminders
- Meeting agendas
- Carefully worded questions



The trick to viewing feedback as a gift is to be more worried about having blind spots than hearing about them.







Thank you!

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