



# Building Self-Awareness

*Kat Cole*

Giving yourself and those closest to you permission to change is essential to leading yourself well, said Kat at [Leadercast Live 2018](#). Too often leaders are not self-aware and are also out of touch with day-to-day operations of their teams, which results in a long lead time for initiating any positive change.

One way Kat bridges this knowledge gap is to regularly check-in, which she defined as providing a safe space for those around you to talk about how you can improve. To check-in with your team, ask questions like, “**What can I start? What can I stop? What can I continue to do in order to be better for you?**” Kat checks in often with colleagues, but also does so with her husband and friends.

The **hotshot rule** is another exercise Kat finds beneficial in leading herself. In this exercise, she envisions that someone better qualified takes over her job and imagines what this *hotshot* would change about the way things are done. She shares the results with her team and puts at least one change into motion as a result.

## The Benefits of Checking In and the Hotshot Rule:

- These exercises demonstrate **awareness** and **vulnerability**, which Kat says we need more of in the workplace to create a greater connection among teams.
- Processing through these exercises not only inspires the leader, **it also inspires the team**.
- Lastly, **checking in and the hotshot rule drive results**. Kat says there’s improvement every time she completes these exercises.