

# 4 ACTIONS

## Self-Evaluation: Why It's Important for Aspiring Leaders

### BENEFITS OF SELF-EVALUATION

Self-evaluation is commonplace in organizations these days. They help not only employees set aside time to evaluate their performance but also managers learn if employees understand the impact of their work.



### OPTIMIZE YOUR ABILITIES AND OVERCOME YOUR LIMITATIONS

Take the initiative - decide for yourself what behavior you need to change or reinforce.

Remind yourself of your achievements.

Identify any additional skills training or coaching needed.



### DEVELOP AS A LEADER AND AS A PERSON

A thorough self-evaluation goes much further than listing your failures and accomplishments. It forces you to examine your own mindset and to question your attitude to team members. Great leaders are incredibly self-aware, so developing your level of self-awareness is a good habit to acquire.



### BECOME MORE PRODUCTIVE

Research by Harvard Business School shows that self-evaluation improves your productivity: employees who spent fifteen minutes every day reflecting on lessons learned performed 23% better after ten days of reflection than colleagues who didn't do any self-reflection at all.



### ADVANCE YOUR PROFESSIONAL CAREER

It's possible that you're under-estimating your standing in the company. At the other end of the scale, you may be over-estimating your effectiveness as a manager and it's time to adjust your opinions and your competencies. Either way, conducting open conversations with key colleagues can help you identify priorities, set objectives, and stay on track.