



KTP 2025
CONFERENCE & AWARDS

Celebrating 50 Years of Innovation and Partnership



The Blindspot Audit

The Self Awareness Upgrade

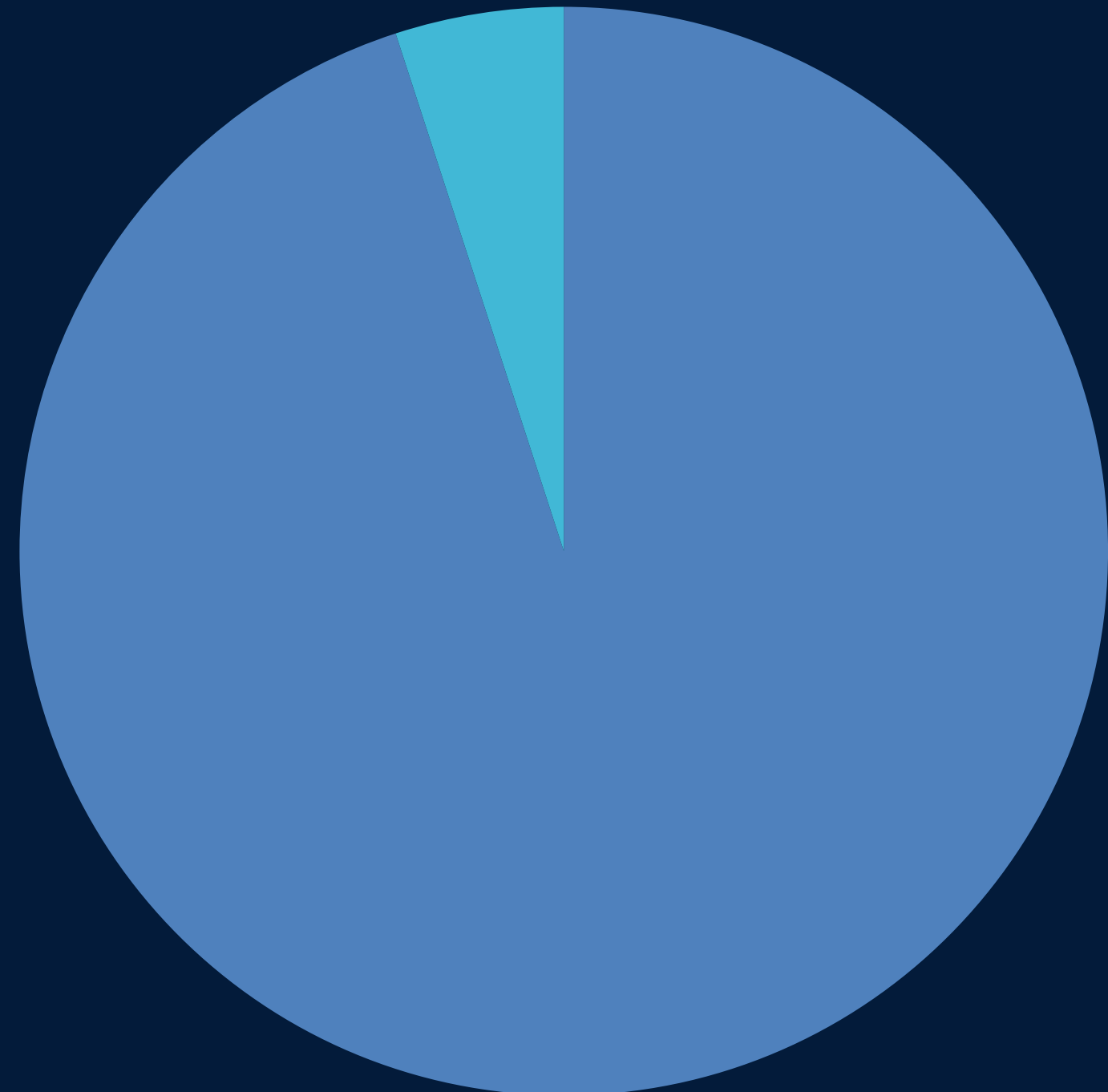
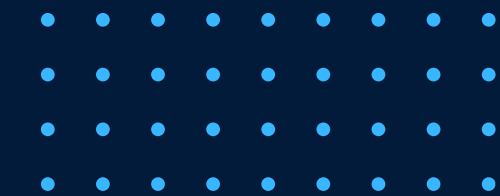
Aaron Garner FRSA

Co-Founder @ EmotionIntell



OUR VISION AND MISSION

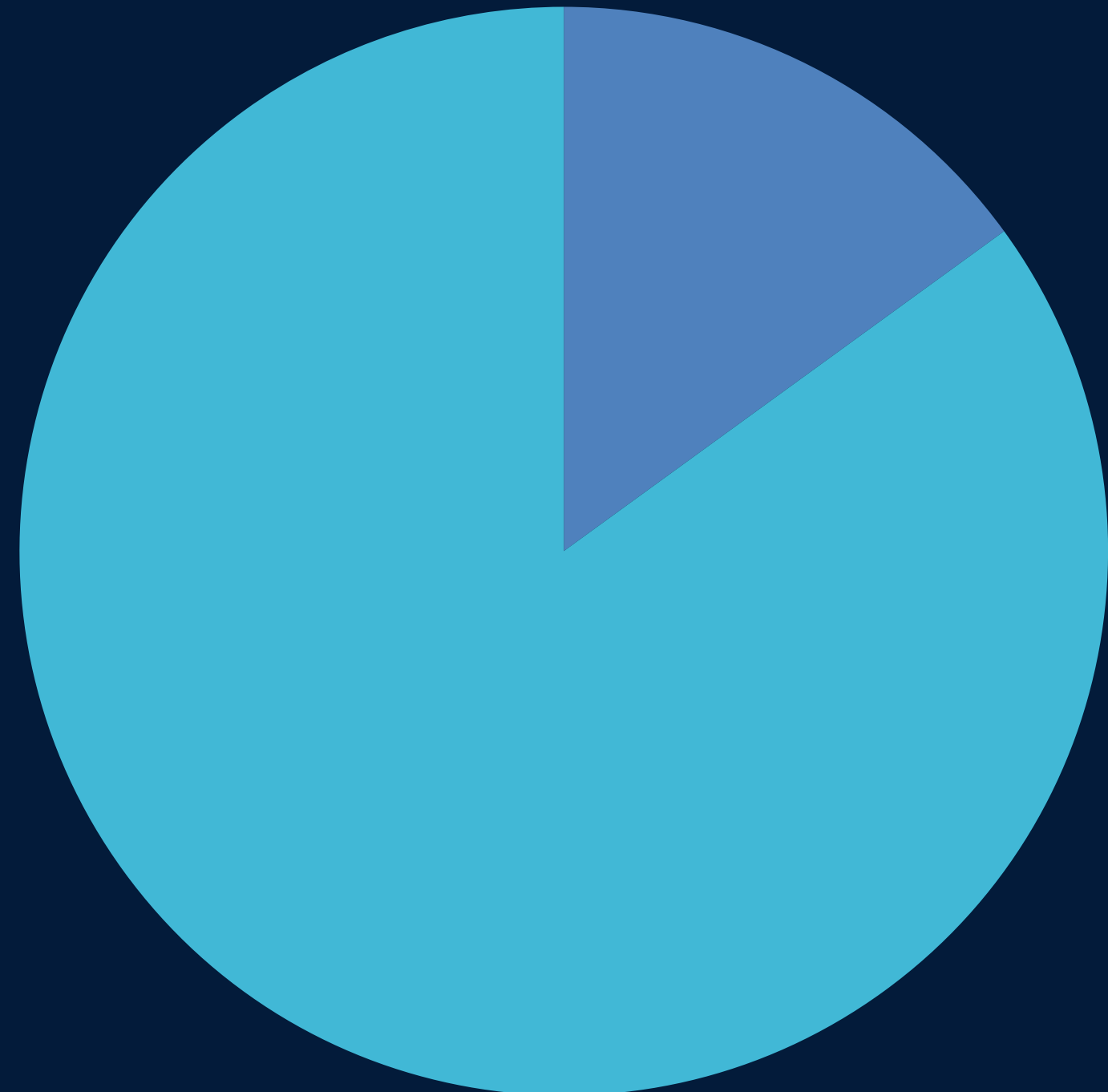
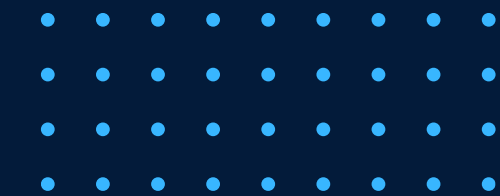
EmotionIntell will make this world a safer and more compassionate place through research-based emotional intelligence education and training programmes for professionals who share and can help implement this vision.



THE PERCEPTION...

- 95% HIGH LEVEL OF SELF AWARENESS
- 5% LOW LEVEL OF SELF AWARENESS

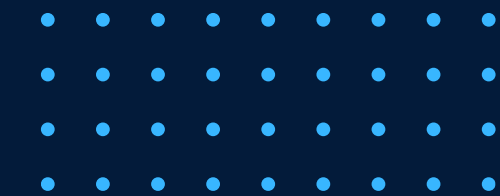
HOW SELF-AWARE ARE WE?



THE REALITY...

- 15% HIGH LEVEL OF SELF AWARENESS
- 85% LOW LEVEL OF SELF AWARENESS

HOW SELF-AWARE ARE WE?



Let's dive in...



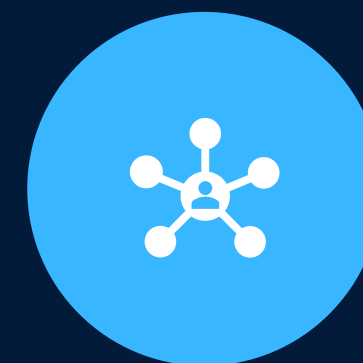
**What is a
blind spot?**



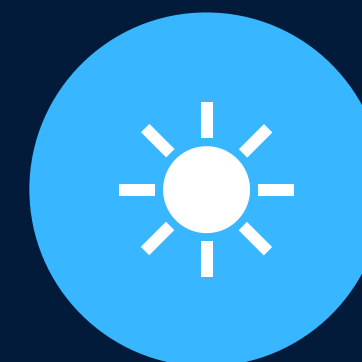
**Awareness
Checks**



**Reflecting on
Triggers**



**Self &
Relationships**



**Gaining Clarity &
Composure**



Revisiting the window...



OPEN

Known by you
Known by them



BLINDSPOT

Unknown by you
Known by them



HIDDEN

Known by you
Unknown by them



UNKNOWN

Unknown by you
Unknown by them

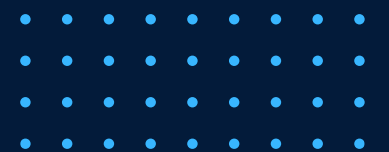
Four Quadrants of “EI”

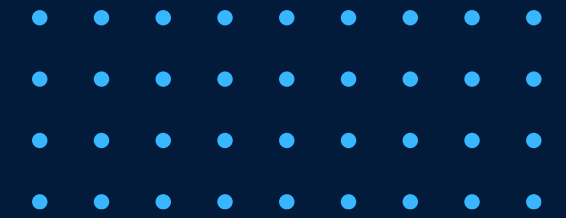
The ability to perceive, understand, and influence our own and others' emotions, across a range of contexts, to guide our current thinking and actions, to help us to achieve our goals.

(EIA Group)



These can ALL be developed in ourselves and our teams...





Blindspot to Self-Awareness

INTERNAL SELF-AWARENESS

– “Who/Why am I?”

EXTERNAL SELF-AWARENESS

– “Who do THEY think I am?”





PILLARS OF SELF AWARENESS

VALUES

Core set of guiding principles

PASSIONS

What we love to do

ASPIRATIONS

What we want out of life

FIT

Environment we require to be happy and engaged

PATTERNS

Consistent ways of thinking, feeling and behaving

REACTIONS

Thoughts, feelings and behaviours that reveal our capabilities

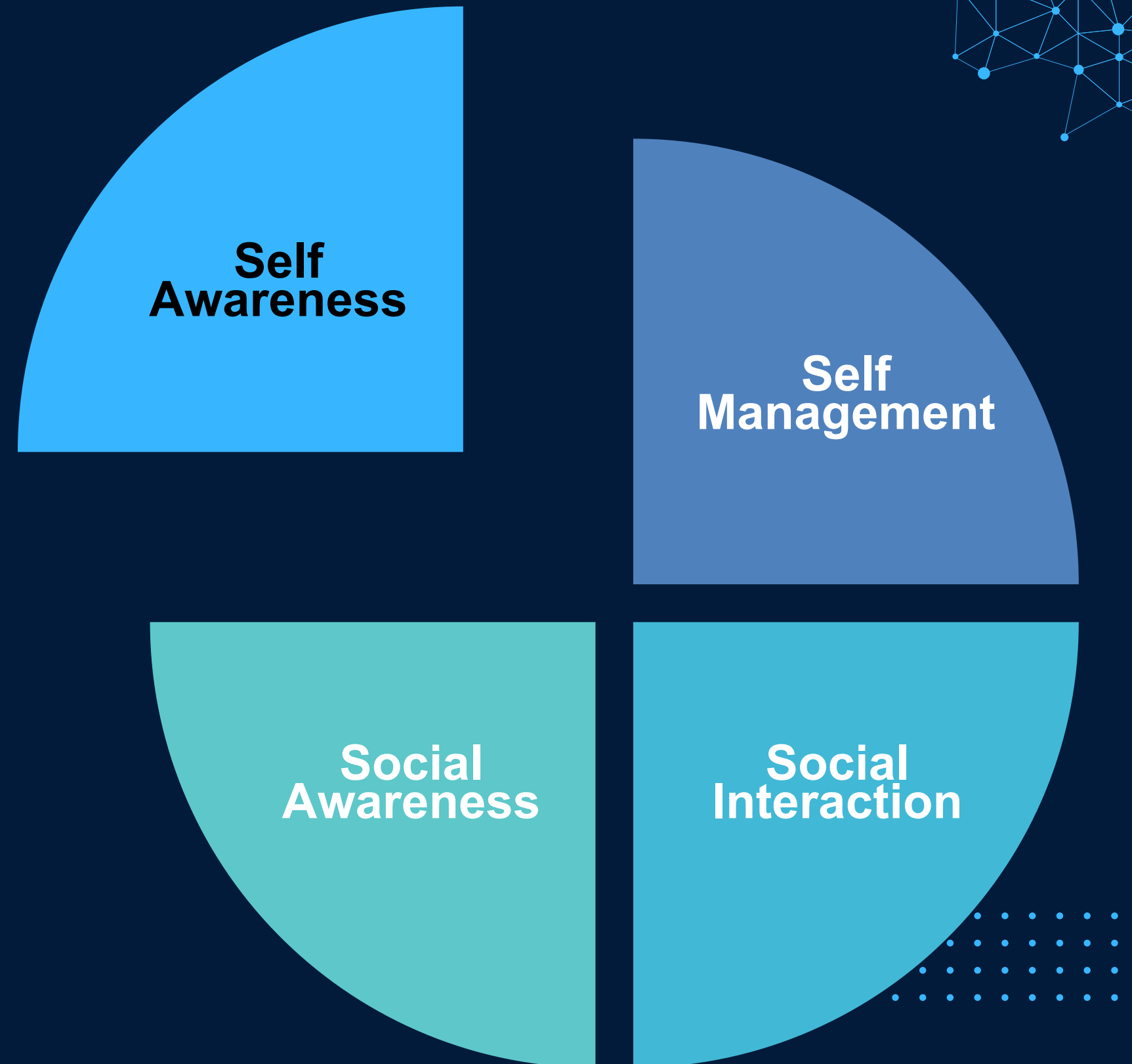
IMPACT

How we affect others

Eurich, T. (2018). *Insight: How to succeed by seeing yourself clearly*. Pan Books. London, UK

EI Abilities in Self Awareness

- Perceive and label own emotions as they occur
- Identify and anticipate triggers for own emotions
- Appraise appropriateness of initial emotional reactions to goals





TRIGGERS IN THE WORKPLACE

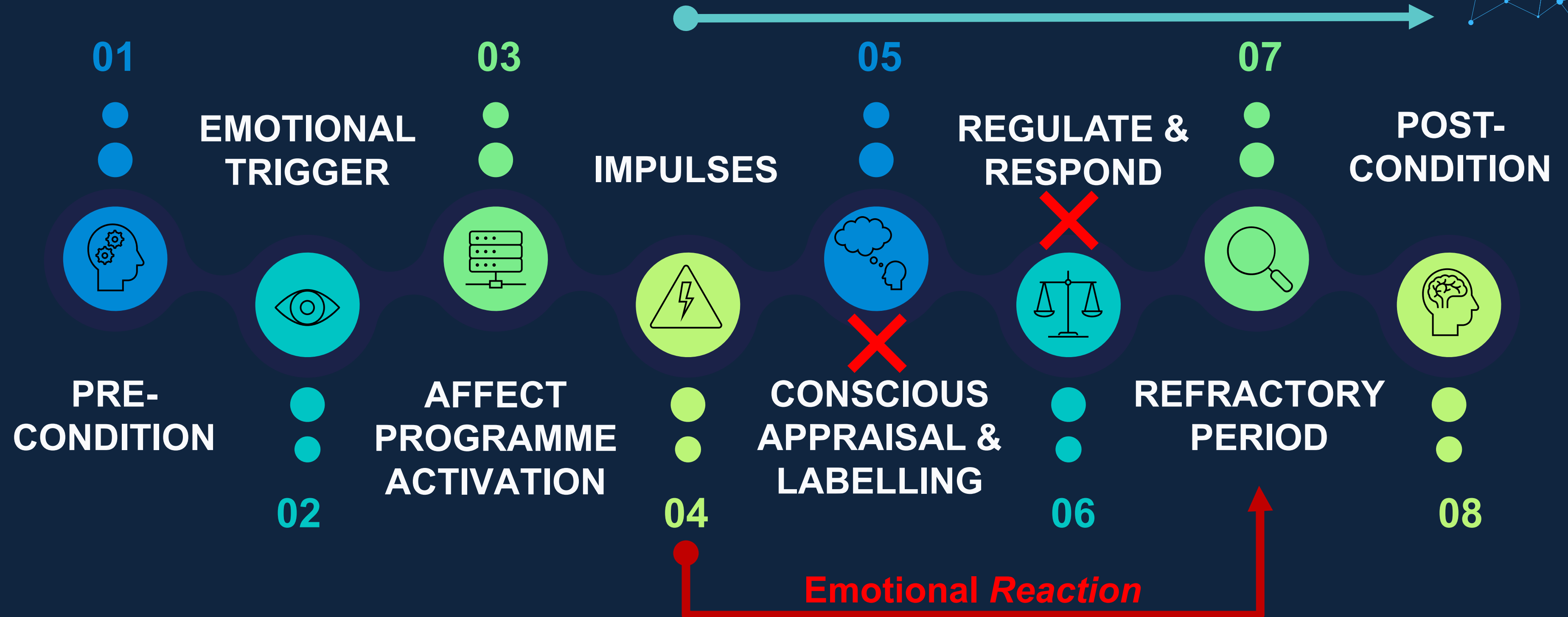


**WHAT ARE THOSE TRIGGERS THAT
“PUSH YOUR BUTTONS”?**



**HOW DO YOU MANAGE THEM?
OR... DON'T YOU?**

EMOTIONAL TIMELINE





COMMUNICATION IN THE WORKPLACE



WHAT TYPE OF INTERPERSONAL COMMUNICATION ARE YOU MOST TUNED INTO?



**WHAT HAVE YOU MISSED IN THE PAST?
THE...**

“OH, REALLY?! I DIDN'T KNOW/REALISE!”

1 **FACIAL
EXPRESSIONS**

2 **BODY**

3 **PSYCHO-
PHYSIOLOGY**



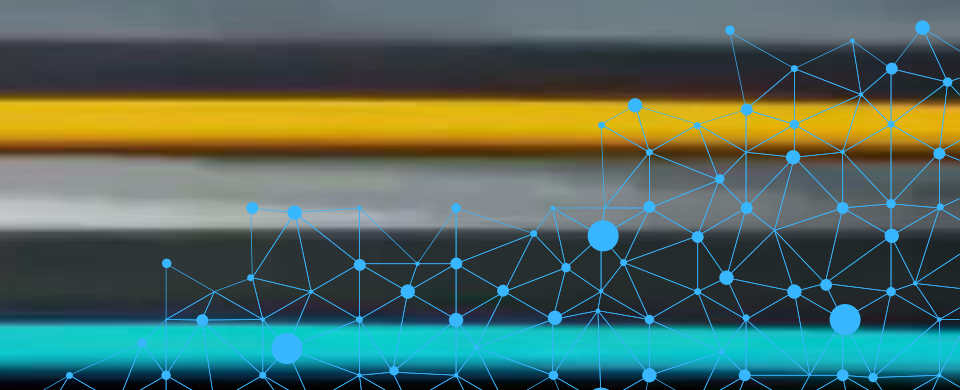
VOICE **4**

**INTERACTION
STYLE** **5**

**VERBAL
CONTENT** **6**



**WHAT DO YOU HEAR?
WHAT DOES IT MEAN?**





**WHAT DO YOU SEE?
WHAT DOES IT MEAN?**

**DISGUST
= OFFENSIVE STIMULUS**





**WHAT DO YOU SEE?
WHAT DOES IT MEAN?**

ANGER
= OBSTRUCTION OR INTERFERENCE





**WHAT DO YOU SEE?
WHAT DOES IT MEAN?**

**HAPPY
= PLEASURABLE STIMULUS**





**WHAT DO YOU SEE?
WHAT DOES IT MEAN?**

SADNESS
= LOSS OF SOMETHING VALUED





**WHAT DO YOU SEE?
WHAT DOES IT MEAN?**

CONTEMPT

**= IMMORAL ACTION / ASSERTION OF
SUPERIORITY**





**WHAT DO YOU SEE?
WHAT DOES IT MEAN?**

**FEAR
= THREAT**





**WHAT DO YOU SEE?
WHAT DOES IT MEAN?**

SURPRISE

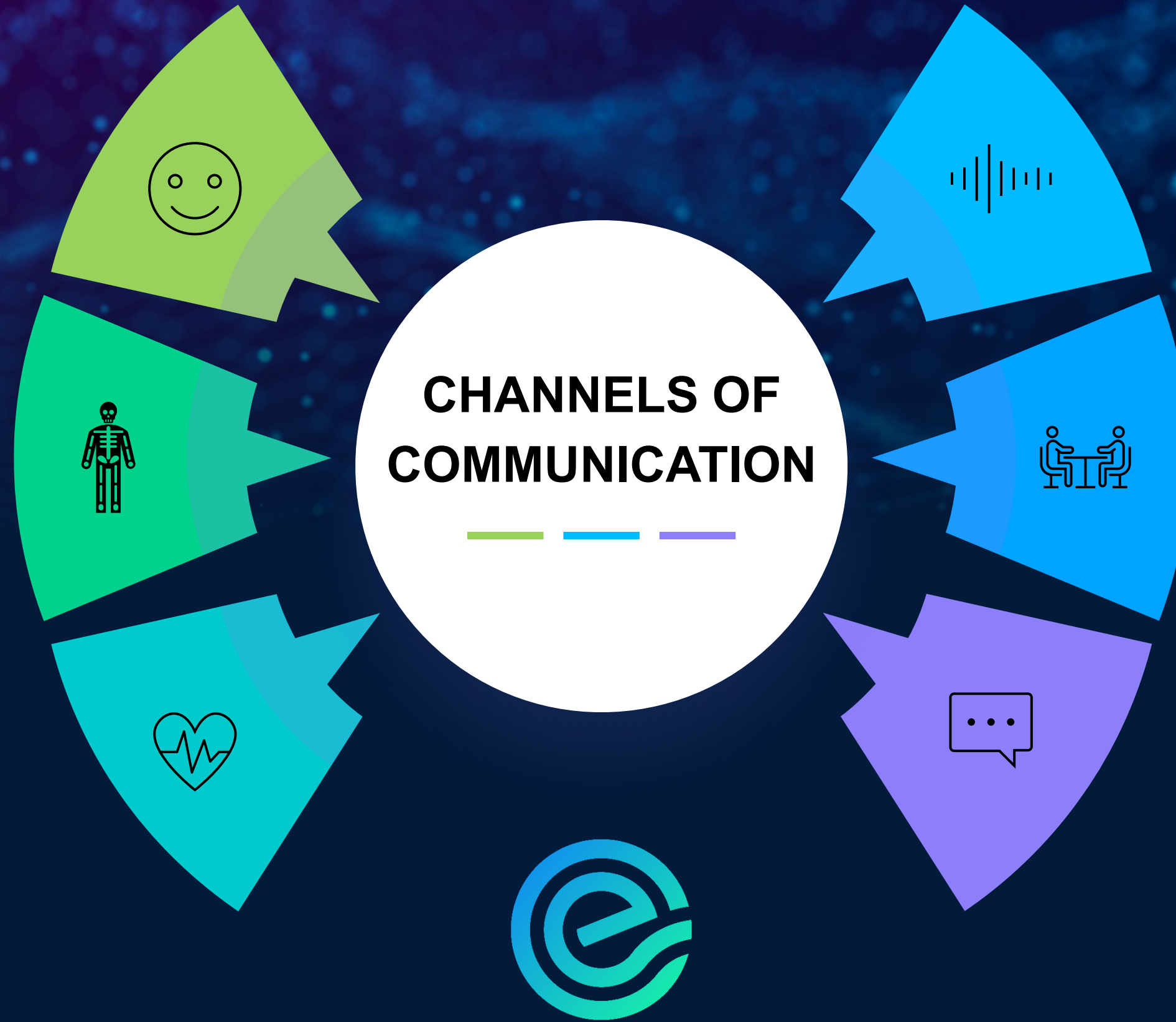
= SUDDEN/UNEXPECTED STIMULUS



**1 FACIAL
EXPRESSIONS**

2 BODY

**3 PSYCHO-
PHYSIOLOGY**



VOICE 4

**INTERACTION
STYLE 5**

**VERBAL
CONTENT 6**





IN SUMMARY



BLINDSPOTS EXIST & MAY FORM



NOTICE EARLY CUES



RESET IN REAL-TIME

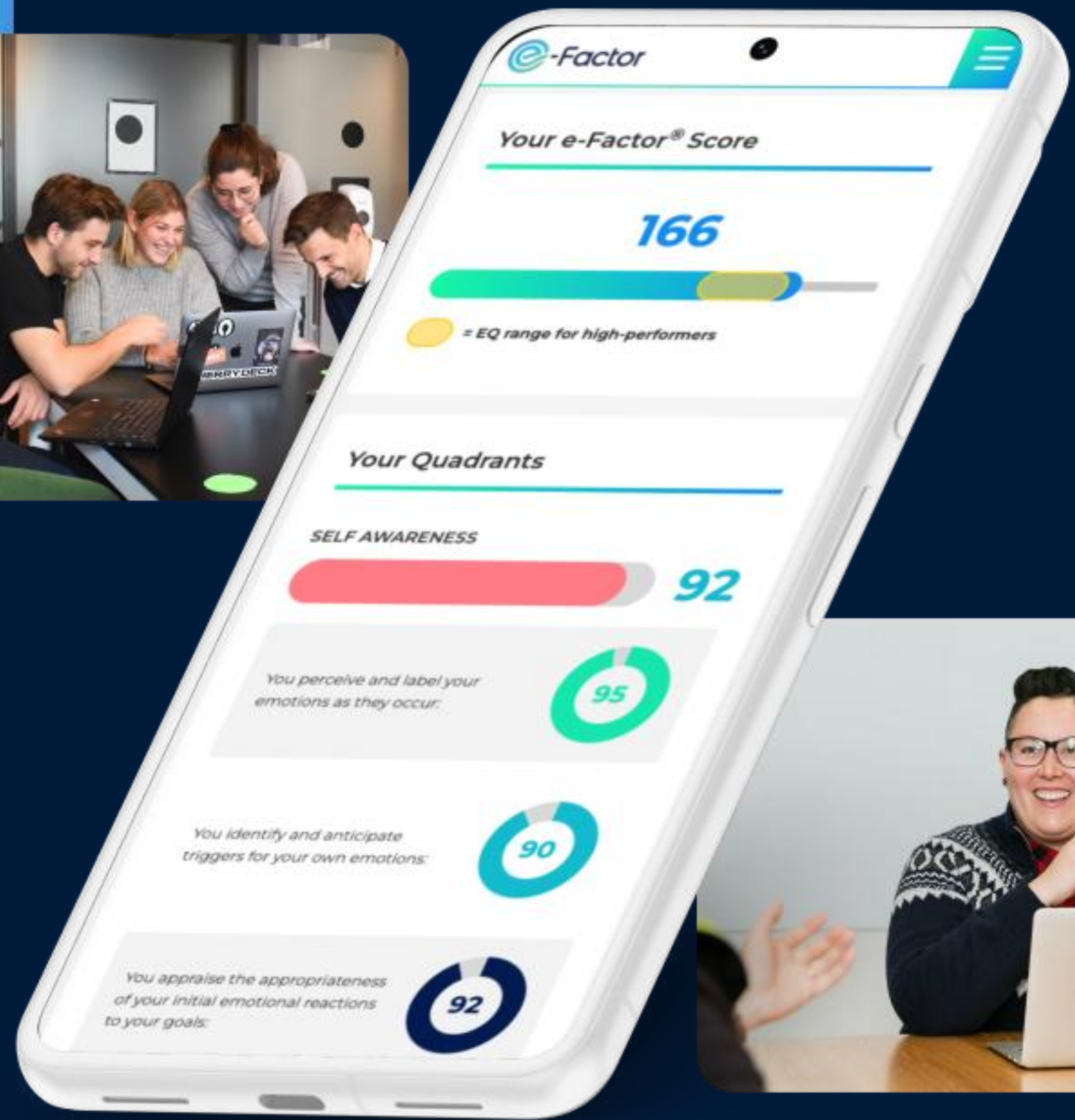


GROW WITH FEEDBACK & TOOLS



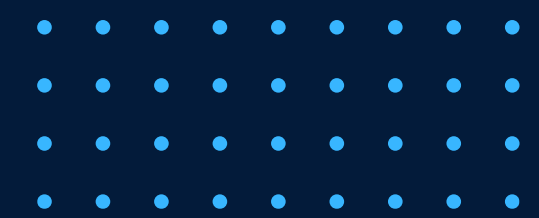
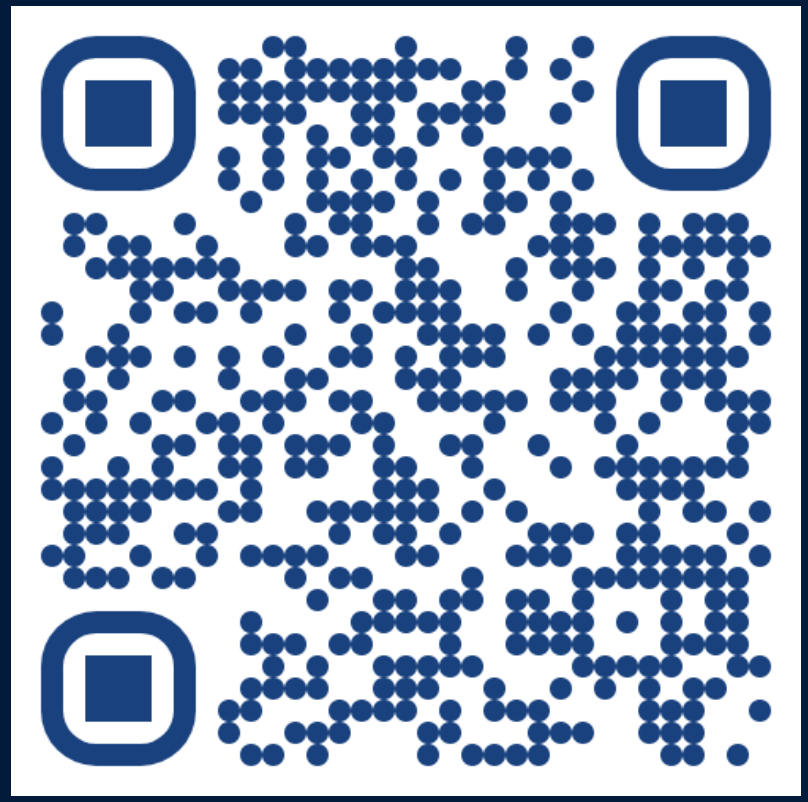
**Blindspots aren't "weaknesses".
They are the edges of your
growth.**

**What you can't see today, might
be the very thing that
transforms your tomorrow.**



GAIN MORE INSIGHTS... NOW!

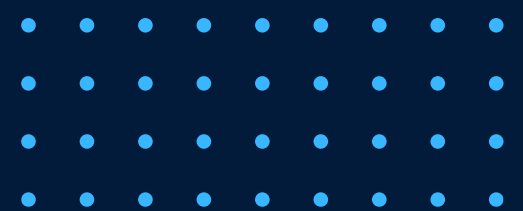
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HIGHER EDUCATION PARTNERSHIPS...

If our field resonates with your institute, department, or organisation then come and have a conversation...





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THANKS FOR YOUR ATTENTION!



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Manchester