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Context to the nugget

Tasha speaks about the distinction between being self-aware and being self-deluded. She mentions that her research suggests that 95% of the people believe they are self-aware only about 10-15% of people actually are. She speaks about some of the factors that might be contributing to this phenomenon.

Transcription

Deepak Jayaraman (DJ): I am really curious about your research here around why so many people are self-delusional rather than self-aware?

Dr. Tasha Eurich (TE): So there are really two main contributor at least according to our research some of them come from inside of us with just the way humans are built and then the other cause comes from our environment so just to take the first one there is so much to this but essentially humans are built to see ourselves with rose colour glasses. It sort of like if you think about it like eating sugar you know it feels great but in the long term it's not good for us and not eating sugar takes a lot of discipline and it takes that daily commitment that we were talking about and so the inclination of most people on a day to day basis is focus on the problems, focus on the emergency of the day and then in addition to that the way we are wired we are not just aware of so many of our unconscious thoughts and feelings and even a lot of our behaviours. So we are sort of born with a blindfold on and if you think about it if that our default state it's no wonder that so many people have so much room to improve their self-awareness. The other piece of that that I think is important to mention is 95% of people believe that they are self-aware and only about 10 to 15% of people actually are and of course that the over simplifies it but just to give you kind of a the high level until they start off well I am self-aware I don't really need to work on my self-awareness is kind of the default state. But then if you look externally and we look at this is been found an almost in every culture around the world. We are living in a world where we are more and more focused on ourselves, while at the same time seeing ourselves less and less clearly and you look at things like social media and reality TV and the self-esteem movement which is turns out self-esteem actually doesn't help us be more successful. All of these things are creating an environment where we are being tempted to become more self-absorbed and less self-aware so you know if you take a step back from all of that it's so easy to you know think about that terrible oneself-aware boss that we work for example say what that person is just a bad person they obviously don't want to be better. It's really is not that simple in most cases in my experience is that lack of awareness isn't an indictment of who we are as a people. It really is just something we have to consciously decide to push past and again that's why our unicorns were so inspiring.

Reflections from Deepak Jayaraman

DJ: Self-awareness is indeed like a Catch 22 where sometimes it is hard for us to see ourselves objectively and have a view on whether we are self-aware or not. On a lighter note, asking somebody if they are self-aware is a bit like asking a drunken person if he or she is sober. You need to take the response you get with a pinch of salt, to put it mildly. If this topic is of interest, you might want to listen to a nugget further down in my conversation with Tasha where we speak about the Catch 22 phenomenon of Self-awareness.

Thank you for listening. For more podcast content, please visit playtopotential.com. The website also has content organized by specific themes in the Curated Playlists section. And to know more about the Leadership and Transition Advisory work I do, please visit the about section at playtopotential.com.

End of nugget transcription

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Dr. Tasha Eurich - Nuggets

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- 49.02 Dr. Tasha Eurich - Self-awareness Unicorns
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About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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