The power of being yourself at work

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Do you feel like you can be yourself at work?

Considering that over the course of our lifetime, the average person spends 84,365 hours working, it's an important question to ponder. If you're unable to show up as your authentic self, that's 9.6 years you spend pretending to be someone you're not.

Authenticity is a concept that can be tricky to define as, by its very nature, it's expressed differently by different people.The psychologist Kennon Sheldon describes it as Being authentic allows us to tap into and act in accordance to our individual strengths and values.

"behaviour that we have freely chosen and which allows us to express who we are".

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So how can we encourage authenticity in our leaders?

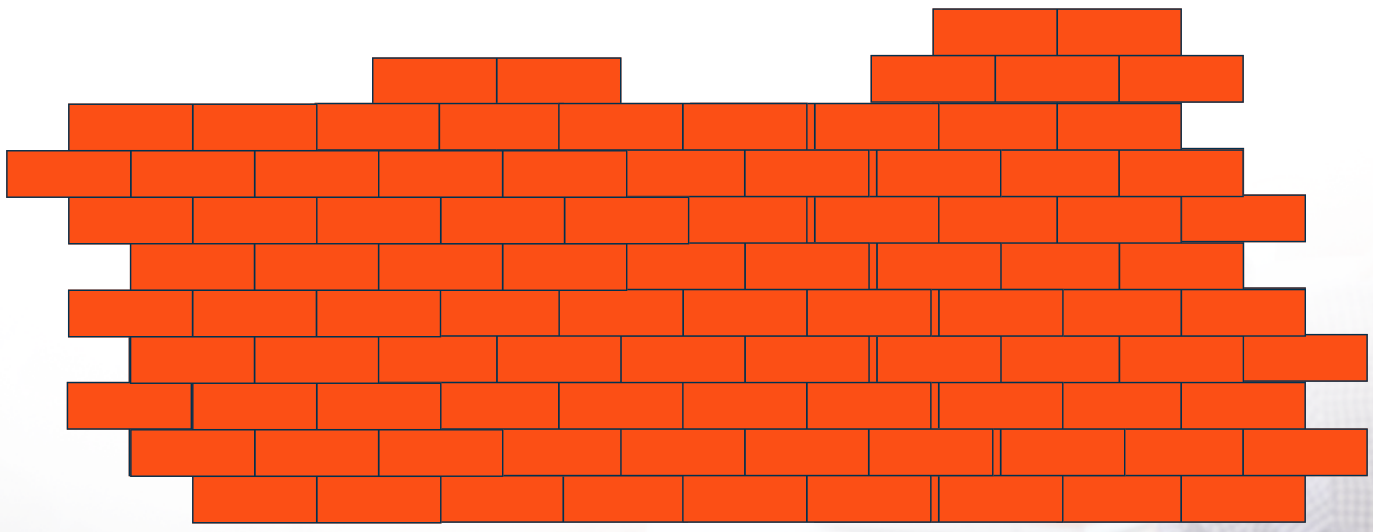
1

Focus on strengths:

Encouraging a strengths-based approach to work and performance helps people to be more comfortable being themselves it creates open dialogue, clarity and understanding about different colleagues' authentic strengths.

2

Build the development of self-awareness into leadership development activity, encouraging leaders to reflect and share their personal life experiences openly through dialogue with others.

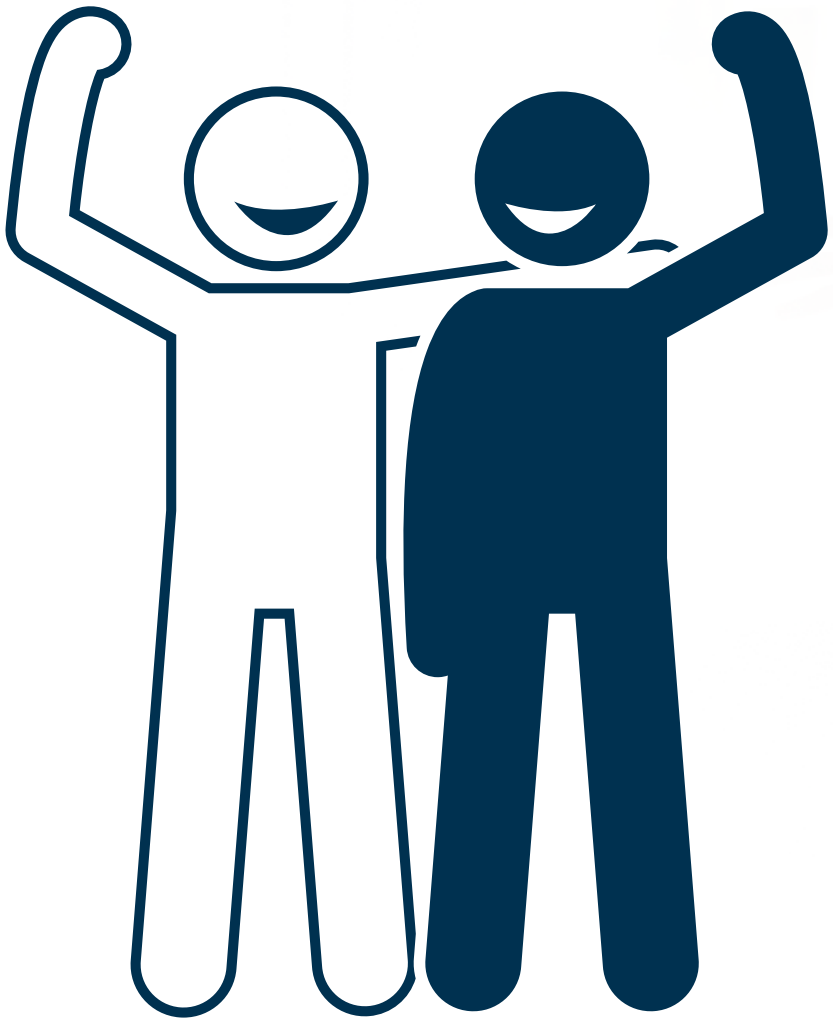


3

Reframe vulnerability:

Too often vulnerability is seen as out of place in the working world, but actually, we should find strength in vulnerability. Leaders demonstrating vulnerability creates connections with others, demonstrating that no-one is expected to be perfect and encouraging people to bring their true selves to work.

4



Devote space to helping colleagues identify and drill into their personal sense of meaning and purpose. What drives their authentic selves?

Encourage people to express themselves by focusing on creating a culture of psychological safety, where people are also free to fail safely.

Remember!

Self-awareness is core when it comes to developing leadership authenticity. If a leader is confident in who they really are, their values and purpose, then consistently demonstrate authenticity in their actions, it shines through to others, who then trust in them more.

75% of people said they want their co-workers to show up more authentically

According to one study quoted in Harvard Business Review

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