



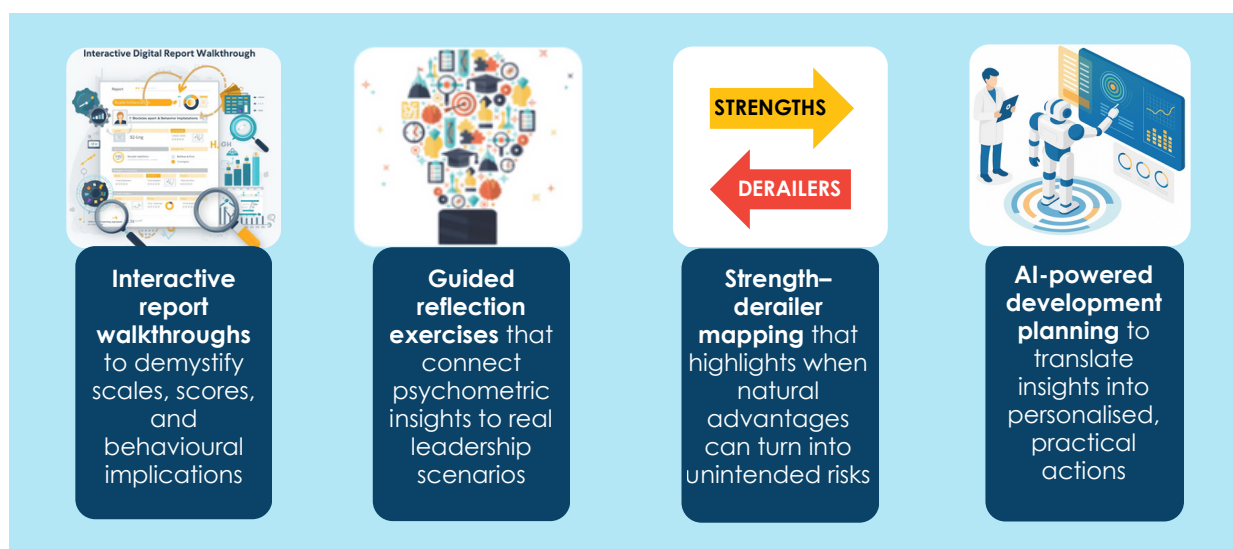
STRATEGIC SELF-AWARENESS

INTRODUCTION

At Optimal Academy, we believe effective leadership begins with deep self-understanding of your strengths, potential blind spots, and the patterns that surface under pressure. Strategic Self-Awareness is a dynamic, customisable workshop that transforms psychometric insights into actionable development strategies, helping leaders understand not just who they are, but how they are perceived and how to adapt with intention.

Through guided exploration of your personal psychometric profile, hands-on reflection, and AI-powered development planning, you will discover how to leverage your strengths without overplaying them, anticipate your derailers before they emerge, and build a sustainable leadership practice rooted in self-knowledge, agility, and accountability.

WORKSHOP FEATURES



WHAT YOU'LL GAIN

SELF-AWARENESS MASTERY: Distinguish between how you see yourself and how others perceive you, bridging the gap between intention and impact.

ACCOUNTABILITY FRAMEWORK: Translate self-awareness into sustainable leadership habits that support continuous growth.

PSYCHOMETRIC LITERACY: Understand the science behind your assessment, what each scale measures, how scores are interpreted, and what emerging patterns mean for your behaviour.

DERAILER RECOGNITION: Identify when your greatest strengths are at risk of overuse, and develop strategies to course-correct before friction arises.

DEVELOPMENT AGILITY: Partner with generative AI to co-create a specific, actionable development plan aligned with your real-world leadership context.

Gain the insights, tools, and strategies to lead authentically, adapt with confidence, and build a leadership practice that grows with you.



STRATEGIC SELF-AWARENESS

01

STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN ASSESSMENT SYSTEMS (HPI, HDS & MVPI)



This workshop builds strategic self-awareness by providing an overview of Hogan Assessment Systems and showing how personality influences leadership effectiveness, team culture, and overall performance.

Key Takeaways:

- Identify strengths, derailers, and unconscious biases.
- Understand and appreciate diverse leadership styles.
- Create a personalised, actionable development plan.
- Explore motivational drivers and strategies to overcome challenges and sustain growth.

03

STRATEGIC SELF-AWARENESS WORKSHOP USING HOGAN DEVELOPMENT SURVEY (HDS)



Deep dive into **HDS** insights to understand **how personality derailers emerge under pressure and affect leadership effectiveness**.

Key Takeaways:

- Recognise strengths and overused strengths that may lead to derailment.
- Understand how derailers impact leading self, leading others, performance, and future potential.
- Gain developmental recommendations for greater leadership versatility.

05

STRATEGIC SELF-AWARENESS WORKSHOP USING PREDICTOR OF POTENTIAL (POP)



Uses **POP** insights to **identify performance blockers, address can-do and will-do gaps, and manage overused strengths**.

Key Takeaways:

- Understand differences between can-dos (traits, tendencies) and will-dos (attitude, preferences).
- Learn strategies to manage gaps or complement them.
- Explore approaches for sustained growth.

02

STRATEGIC SELF-AWARENESS WORKSHOP USING OPTIMAL'S COMPETENCY FRAMEWORK



Deepens understanding of the competencies, counterproductive behaviours, and engagement drivers that influence leadership effectiveness.

Key Takeaways:

- Identify strengths, gaps, and behaviours to improve work effectiveness.
- Assess engagement and disengagement factors that influence performance.
- Build a tailored development plan for sustained growth.

04

STRATEGIC SELF-AWARENESS WORKSHOP USING OPTIMAL360



Enhances awareness of **hidden strengths and blind spots**, their **impact on effectiveness and relationships**, and offers **strategies needed to close behavioural gaps**.

Key Takeaways:

- Understand how hidden strengths and blind spots influence effectiveness.
- Recognise the impact of behaviours on performance and relationships.
- Explore targeted interventions to bridge behavioural gaps.

06

STRATEGIC SELF-AWARENESS WORKSHOP USING MOSAIC PERSONALITY TASKS



Examines **self-perception, performance gaps, key strengths and challenges**, and **effectiveness of leadership style**.

Key Takeaways:

- Gain a clear understanding of personality strengths and challenges in terms of competencies and leadership styles.
- Assess effectiveness for current and future roles.
- Create a personalised development plan.

Programme content and duration are tailored to your organisation's needs and chosen psychometric tools. Contact us to design your workshop.

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