

BE YOUR BRILLIANCE

THE WOMEN'S CAREER HUB

ILLUMINATEGROWTH.COM.AU

CAREER CASE STUDY

ACTUAL!
*How Greater Self Awareness Leads to
Better Decisions for You and Your Career*

5 Steps to Be a More Self Aware Leader

What does that look like for you?

**5 Training Videos &
Interviews Inside**

Q2 2021

**The Power of
Community
& Having a
Support Network**

THE *Self Aware Leader* ISSUE

WELCOME

Ladies, welcome! If you're a female manager, or an early leader, who wants more confidence, more money and more recognition in your career... well, you're in the right place!

This quarter we're honing in on self-awareness and how vital a skill *reviewing where you are and how you are impacting other people* **really** is.

The real problem, if you like, is that many leaders *think* they are highly self-aware and doing a great job, when in fact they are not... which can play havoc in any team.

Organisational Psychologist Tasha Eurich found that 95% of people *think* they're self-aware, but only 10-15% truly are (research published in her book *Insight*).

And why does this happen?

Well, largely it is because we can't know what we *don't* know! We all have 'blind spots' (areas for development that we are not aware of) and to work on these areas, we need (*gratefully*) to receive external *feedback*.

Secondly it is because humans are naturally wired to *hope* we are doing some good! Very few people are hoping to have a *negative* impact!

Jeff Kauflin (*Forbes*) writes,

Self-awareness is critical for career success. People who are more self-aware tend to perform better at work, get more promotions and lead more effectively. Companies with more self-aware professionals have shown stronger financial performance.

It is clear that the more self-aware we are, the happier and more successful we will be.

This virtual magazine is intended to be digested on the go, over a cup of coffee and shared with friends.

Enjoy the practical career tips inside!

Rebecca ✨

Editor & Career Success Coach, Illuminate Personal Growth

REBECCA
ALLEN



IN THIS ISSUE



3 International Women's Day in Our Facebook Group

Watch recordings of our talks and discussions during #IWD2021

4 Quick Training Videos

Sharing our most popular videos from the last quarter: *Dealing with Self-Criticism & Perfectionism* (interview with BEAM Media) and *How to Raise Your Own Self-Awareness*.

5 Client Case Study

With greater self-awareness you make better choices - not just for your career but for you too.



7 What Makes Our Facebook Group So Awesome?

Find out how to get more support in your career... you're never alone on our watch!

8 Rebecca's Latest Thought Leadership

Why I Hate Most Women's Magazines and Why The 'Good Men' Need to Speak Up About Sexism... yes, we are going to get a little bit heated!

9 FEATURE 5 Steps to Be a More Self-Aware Leader

The more time leaders invest in self-reflection the more effective they are - it is that simple.



10 FREE WORKSHOPS

Join our monthly Career Success Workshop Series coming really soon and *finally* get the career support you have been dreaming of.

13 Sharing Stuff We Love

Little bits and pieces to make you think a little differently perhaps...

14 Looking for a Speaker?

Book Rebecca Allen for your next webinar series or virtual conference. We love to empower women professionals!

15 Enquiries

Connect with us!

INTERNATIONAL WOMEN'S DAY

IN OUR FACEBOOK GROUP

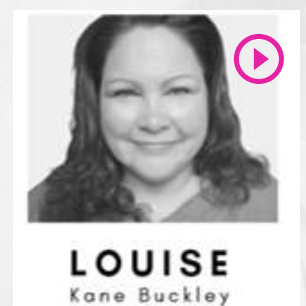
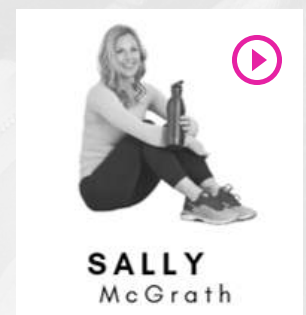
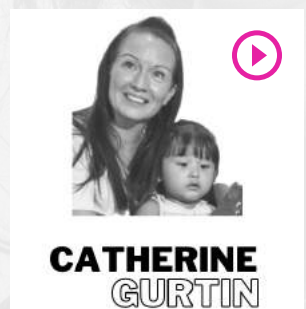
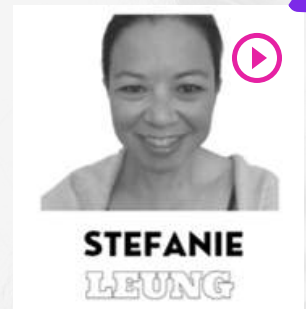
Watch!

We were excited to host our #IWD2021 event, for two weeks across March, through our private facebook group.

And were even more thrilled to welcome a broad range of speakers and topics!

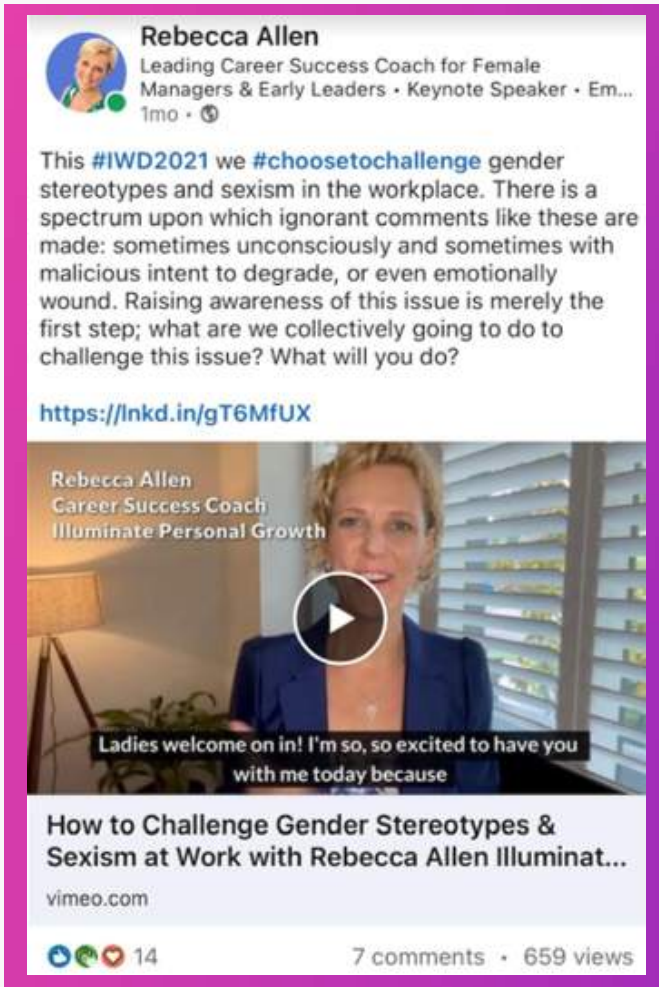
Click the icons to watch the interviews!

- **Dr Stefanie Leung** joined me to talk about challenging domestic norms.
- **Catherine Gurtin**, CEO of Pathfinders Hong Kong, talked about the importance of celebrating migrant mothers.
- **Sally McGrath**, Health that Heals, shared valuable insight into managing burnout.
- **Louise Kane Buckley**, Loula Natural, taught us about food vibrancy and how to seek out *real* food when we shop!



MOST POPULAR

VIDEOS



Rebecca Allen
Leading Career Success Coach for Female Managers & Early Leaders • Keynote Speaker • Em...
1mo • 🌐

This #IWD2021 we #choosetochallenge gender stereotypes and sexism in the workplace. There is a spectrum upon which ignorant comments like these are made: sometimes unconsciously and sometimes with malicious intent to degrade, or even emotionally wound. Raising awareness of this issue is merely the first step; what are we collectively going to do to challenge this issue? What will you do?

<https://lnkd.in/gT6MfUX>

Rebecca Allen
Career Success Coach
Illuminate Personal Growth

Ladies welcome on in! I'm so, so excited to have you with me today because

How to Challenge Gender Stereotypes & Sexism at Work with Rebecca Allen Illuminat...
vimeo.com

14 7 comments • 659 views

HOW TO CHALLENGE GENDER STEREOTYPES & SEXISM



How to Raise Your Own Self-Awareness

with Rebecca Allen
illuminategrowth.com.au

HOW TO RAISE YOUR OWN SELF-AWARENESS

“

Women need real moments of solitude and self-reflection to balance out how much of ourselves we give away.

Barbara De Angelis



Get Your Free Gift!

'17 Strategies to Own Your Value & Steer Your Career'

CLIENT CASE STUDY

USING SELF-AWARENESS TO MAKE BETTER DECISIONS



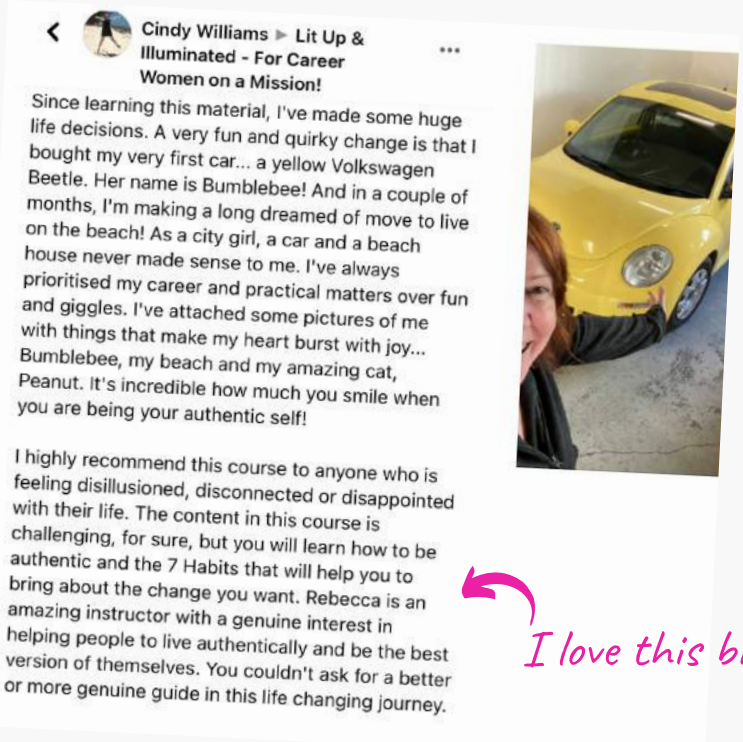
CINDY WILLIAMS

Cindy is one of those fabulous people I would describe as a 'lifelong learner'. She is curious (about lots of things), a high achiever, and she believes deeply in working hard to produce what she wants in life.


I coached Cindy about 10 years ago the first time round, and then our paths crossed again in 2019...

We had so much to talk about as we both had new things in our lives to share!

Cindy attended my *'The Best You Breakthrough'* workshop in early 2020, followed by my online course *'7 Habits to Live, Love and Lead Authentically'* and this is what she had to say:



By raising awareness of her values, what she really wanted and learning how to ask for career options that suited *her*, Cindy has created the balance she so wanted and needed... and I am completely delighted for her. Congrats Cindy!



*Too many people
overvalue what
they are not
and undervalue
what they are.*

Malcolm Forbes

WHAT IS OUR PRIVATE

FACEBOOK GROUP ALL ABOUT?

*And it's FREE
to become a
member!*

We just LOVE our facebook group! It's a private community - **that is also free to join** - where we connect, share and support each other through our career challenges... both the highs and lows!

Just recently, in our group, we:

- Shared our challenges during our **Career Conundrum Week** and sought advice from other members... it was AMAZING!
- Celebrated our members' latest **Career Achievements** - there were so many!
- Talked about important issues relating to **gender diversity** during our #IWD2021 fortnight.
- Discussed how to overcome **negative self-talk**.
- Chatted about the importance of finding your **passion and purpose** in your work...



And that was JUST the tip of the iceberg!

REBECCA'S LATEST THOUGHT

LEADERSHIP

Bonus Career Strategies
Just For You...

3 WAYS TO BOUNCE
BACK FROM A 'BAD'
INTERVIEW

THE 5 CATEGORIES OF
EMOTIONAL
INTELLIGENCE

FEELING EMOTIONAL?
5 QUESTIONS TO
UNLOCK YOUR FUNK



WHY I ACTUALLY HATE MOST WOMEN'S MAGAZINES



WHY IT'S TIME FOR THE 'GOOD MEN' TO SPEAK UP
ABOUT SEXISM - PUBLISHED IN THE WOMEN'S AGENDA



**Get Your
Free Gift!**

**'17 Strategies to
Own Your Value &
Steer Your Career'**



5 STEPS TO BE A MORE SELF-AWARE LEADER

A crucial, but often overlooked skill of leadership is self-reflection. One of my favourite quotes is, "*Without self-reflection, we go blindly on our way, creating more unintended consequences, and failing to achieve anything useful.*"

So here are 5 steps to help you expertly review how you're currently tracking and decide how you could do even better.

1 Monitor Your Work KPIs

Keep on top of your own performance. Are you delivering? Where could you be *excelling*? What resources do you need to do an *even better* job... or to be (and feel) better supported?

2 Review Your Own KPIs

It's important to think regularly about what you want (and why you're working so hard)! What are your *personal* KPIs? What do you want out of the next 6-12 months? What about longer term? Are you adding the value you *want* to be adding?

3 Tune In To Your Self Talk

How your inner voice shares its 'opinions' with you is as important as *what* it says. How are thinking about yourself right now? Are you all *opportunity and drive* or are you procrastinating and being very self-critical?

4 Feel Your Feelings

How you are feeling is a good reflection of performance and engagement... so, check in. Are you feeling resourceful and energised right now... or are you frustrated and angry? What is triggering you? Are you in any way *causing your own* stress levels to rise?

5 Review Your Impact

One of the most crucial factors of leadership is reviewing how you are impacting others around you. Are you adding value to others or *causing them* stress? Are you helping team members to become more resourceful and solve their challenges... or are you keeping them stuck?

Quote: Margaret J. Wheatley

YOUR INVITE TO LEARN IN OUR MONTHLY

FREE WORKSHOPS!



I Know What It Feels Like...

To be **second-guessing** yourself...

Settling for mediocre career opportunities...

To know you're wasting so much time **procrastinating** over what your next step should be, without ever taking any decisive action...

To feel **unrecognised and overlooked** for all your hard work...

It hurts a lot.

Which Is Why I Decided...

To develop a series of live practical online workshops (that are **free to attend** by the way) to help more women benefit from the proven strategies that I share.

If you are ready to **move forwards** in your career, negotiate a **better deal** or **land that dream role**...

Click the button right now!

[Learn more](#)



*A wise person knows
there is something to
learn from everyone.*



GET

SOCIAL!



Would you like to...

Read quickfire career strategies, thought leadership and get access to our career success videos?

Connect with me on LinkedIn



Maybe facebook is more your thing?

If you love discussion, encouragement and lots of support, our group's what you've been looking for!

- Members share their Career Conundrums for other members to offer advice
- We run a weekly Career Q&A where you get access to me, can ask your career questions and get answers real time!
- We run 5 Day Challenges and so much more!

I'm in! I want to join the facebook group

INTERESTING STUFF

WE LOVE

**How to Become
More Self-Aware**

Forbes



**10 Women Changing
the Landscape of
Leadership**

New York Times

**Why Imposter
Syndrome Hits
Women - And Women
of Colour - Harder**

BBC



NEED A FEMALE LEADERSHIP ***SPEAKER?***

*Does your Professional Association or Organisation
Need a Speaker on Female Leadership & Success?*



Looking for fresh, engaging content?

Perhaps for an interactive webinar series,
virtual conference or training?

Rebecca coaches and trains on a range of
topics to set your women managers and
leaders up for greater success. Topics include:

- How to Own Your Authority & Become Deeply Respected For Your Expertise
- How to Have Courageous Conversations & Influence Others
- Strategic Career Planning to Create Fresh Opportunities that Help You Shine
- Money Mindset: The Art of Successful Salary Negotiation
- How to Own Your Professional Value to Enjoy Greater Confidence & Recognition

Email Rebecca with your brief: rallen@illuminategrowth.com.au



"Rebecca Allen considered our specifications and put together a very thoughtful, informative presentation on *"Having Difficult Conversations & Managing Conflict"* for 100 of our women within PwC.

Rebecca was fantastic, very engaging and informative. The session was interactive and had the right mixture of science and fun.

I would highly recommend Rebecca to anyone looking for a speaker or a facilitator. Rebecca is extremely capable and very professional."

Lyndal Fisher, PwC Australia



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ENQUIRIES

Are you looking for a speaker or for tailored content for a Professional Association or Women in Leadership group?

Email Rebecca: rallen@illuminategrowth.com.au

For any online course enquiries:

courses@illuminategrowth.com.au



CONNECT WITH US



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