

Understanding and learning of self-awareness is a key point in organizational behavior for global citizens

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Organizing events, leading people, working efficiently, resolving issues and obtaining the desired results are important characteristics in any organization, firm or institution at any time in any place. All of the above necessities are becoming more difficult to tackle in a globalized environment as the one our world encounters nowadays; however, as global citizens it is a must to adjust in the best possible way to such encounters because of the great opportunities that are also a part of venturing from one corner of the world to the other. When we think of the cultures, language, beliefs and personalities of individuals, all coming to us at once from the four corners of the world it seems a bigger quest than Mount Everest! However, we must conquer this quest because there is no turning back to being isolated into a country, a language, a belief of some kind and one culture. We are world citizens and our incentive is to adapt and emerge into a multi-cultural global nation with united goals, objectives and perspectives, yet still holding on to our God given individuality, diversity, culture, language, belief and personality.

The first step in moving forward with this task is by learning of ourselves, who we are and how our interaction with other humans in various circumstances, situations and relationships detail and describe our personality. This so called process of 'self-awareness' starts by asking ourselves a simple question, "which category of people do I belong to and how can I contribute in any way with what I have to offer? Am I a capable and motivated leader, an organizer who is independent, able to handle crisis and problems? Or am I someone who is creative, dependable and ready to sacrifice for the benefit of others? Perhaps I'm someone that is easy going, can follow directions well, like to promote peace and a peaceful atmosphere above all things. And last but not the least I could be an individual whose personality is outgoing, friendly, enjoy entertaining others and live for this special moment life brings at the present time."

The four groups of individuals mentioned above are the four basic types of personalities that a famous psychologist, Dr. Taylor Hartman put together based on symbolic meaning of four particular colors: red, blue, white and yellow. He used these particular colors because of what most people see and associate when they look at each of these colors when it comes to various things and characteristics. Red is associated with power, leadership, vision and diplomacy. Blue is associated with loyalty, hard work, detail and creativity. White symbolizes peace, simplicity, good at following directions and an easy going character. Yellow is optimistic, enthusiastic, adventurous and sociable. Although most people resemble strong tendencies in one of the above four particular personalities, there are rare individuals who show a combination of two or even more of the above four personality types and such individuals are arguably some of the best human resources the world has when it comes to any kind of resource. Who would refute that an individual

with leadership capabilities that is motivated, capable, independent, reliable, willing to sacrifice himself, open to new ideas, friendly and with a good spirit is not an asset to any organization, any business and any kind of venture in any given situation at any time? It is likely that such a person can adjust easier to new environments than most others. Although such individuals are hard to find because all personality types come with both good and bad, the more aware we become of our strengths and limits, the better we can work with others and are able to share our abilities and make up for our limitations.

Those of us that embarked on the quest to overcome any obstacles that might barricade or block the wonderful opportunity to work or interact with any person from any place, culture, language and belief understand and realize that the details mentioned above are of significant importance. We are not the ones that will shy away and retreat in a remote corner of our birthplace because we want to feel the comfort of our home, the aroma of the only kind of food we learned to love over the years and the sound of a familiar language. We are the ones that no matter how strange a food may taste for the first time, no matter how weird spoken words may sound when we hear them and no matter what an individual may believe to give his life meaning and purpose, such characteristics are the beauty of life in our world. We are the ones willing to understand, appreciate and to work with diverse individuals whose different backgrounds and abilities are a great asset and treasure to this world. We are the ones to organize, manage and work together as one group, motivated by appreciation, love for creativity and diversity, innovation and prosperity for all the global citizens. Those of us that care, we know and understand well that prosperity and benefits are to be shared by all global citizens and not only the 'fortunate' or should we say greedy 15% of the world's population. No doubt many of those fortunate ones work hard to have what they have, but that is because they might have taken away chances, opportunities and resources from the entire 85% of the world's population. Perhaps if the same opportunities, chances and resources would be given to the 85% of the less fortunate global citizens, for sure some of them would yield even better results than some of us in the 15% of the fortunate group. It is why we want to reach out to the entire world and to all the citizens in it by encouraging them to learn more of themselves and of others. We believe that opportunities exist for all if we work hard to create them but while doing so, an important task of learning about the elements of self-awareness challenges all of us.

First, we must be able to recognize and understand our emotions and how they impact our relationships with others as well as working, learning and accepting others that are different or have diverse viewpoints. In order to do so, we must perform an accurate self-assessment evaluation of our strengths and limits. Do you have a strong and positive sense of your personal abilities? You might be a capable leader, organizer and a detailed individual, but may lack empathy, inability to handle a crisis or might lack something as simple as being friendly and easygoing. How can you learn to adapt to your limitations, improve in certain ways and aspects and be able to work with others, especially when the above limitations may be perceived differently by various people of different cultures and beliefs and could turn into serious obstacles for you and everyone around you? Self-awareness proves to be the foundation to anyone's success and it's the basic step in the ability to control and manage one's emotions as well as understanding the emotions of

others. It helps us to understand ourselves, our goals, intentions, responses and behavior. In return, it also helps us to understand others and their feelings, especially when interacting with people from very diverse backgrounds, cultures, beliefs and languages.

Although we may be critical, demanding, uncompromising, selfish, stubborn and arrogant in familiar environments and around those we know well, such limitations can be even more problematic when situations with difference in cultures, beliefs and ways of thinking arise. Think of a Japanese individual where his culture is demanding, uncompromising and critical having to deal with someone from Spain which encourages compromising, leisure and an easy going life style. Our culture and beliefs often influence our particular behavior which takes years to develop and cement. Over time repeated behaviors become part of our unconscious personality. Behavior doesn't change immediately when environments change and the limitations and problems that come along with it are even more obvious, difficult to control, deal with and hard to manage in unfamiliar and uncomfortable situations. The only way to overcome our personality's issues is to improve our self-awareness. Not enough can be said and emphasized regarding this crucial factor. Racial and cultural discrimination are some of the things that arise because of behaviors and personalities which lacks self-awareness. We tend to discriminate against a behavior and personality that we find strange and different than ours. We often don't want to go to a certain place and work with certain people because of their personality and behavior. Others may not want to work with us for the very same reasons. What is the solution?

Research has shown that an individual with good self-awareness is able to work, interact and emerge with people of backgrounds, culture, beliefs and education. This tells us that the quest of global citizens reaching out to change and make the world a better place can be accomplished, just like Mount Everest was conquered. Perhaps the first time was the most challenging and the most difficult, but afterwards, others have done it easier, faster and better, knowing that the challenge was met and the opportunity to learn from a previous experience is now available. Likewise, those of us willing to overcome the challenges brought about by a multi-cultural and multi-ethnic global nation can have the assurance that others have done it in the past and we can build on their experience, trials, errors and success. With the educational systems, knowledge and technology we have available today, we can do it better, faster and more efficient than our pioneer global citizens. It starts with self-awareness for all of us and from that point on, together we will bring about a better world not only for some, but all the global citizens.