

3 on 13

3 things from EP
to make life
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**

1 | Leadership and Self Awareness

Are you self-aware? Maybe. But according to research [only 10-15%](#) of those who would call themselves self-aware actually are. So says [Tasha Eurich](#), an organizational psychologist, researcher, and author of [Insight: The Surprising Truth About How Others See Us, How We See Ourselves, and Why the Answers Matter More Than We Think](#). Why should we care? According to Eurich, those who are truly self-aware are typically more confident, more creative, have stronger relationships, are better communicators, and are in general more effective leaders.

But what about those of us who fall outside of that 10-15%? Can we improve? [In Insight](#), Eurich says yes, and outlines multiple strategies. Among them are:

- **Surround Yourself with Truth Tellers:** Build a support network of individuals who will provide honest and candid feedback. Trustworthy friends and colleagues can help you see yourself more clearly, and help you identify blind spots and areas for improvement.
- **Embrace Discomfort:** Be willing to confront uncomfortable truths about yourself. Growth often comes from acknowledging and addressing your shortcomings and vulnerabilities.

We all have blind spots. We all occasionally practice some level of self-deception. But with intentionality and effort, we can become more self-aware, and become stronger leaders.



2 | Plan Backwards, Execute Forwards

When tackling any complex problem — especially one with multiple components or moving parts — it's tempting to dive right in, gathering resources and charging forward. And while there sometimes can be value in just getting started, it's typically more efficient (and adds clarity) to "start at done" and visualize or document what the final product looks like. (You've undoubtedly run across this concept before, oftentimes in meetings where someone may ask, "What does success look like here?")



Born from the study of cognitive science and executive functioning, and leaning on the "backward design" concept put forth by Steven Covey, the **Get Ready-Do-Done** strategy prompts us to plan backwards and execute forwards. Start with "done," plan backwards, then work forwards toward completion. It seems simple, but it's a concept that's often forgotten in the rush of deadlines and scheduling challenges.

3 | A Minnesota Party in Autumn

Admit it... it's been awhile since you've connected with clients, partners, and friends from across the AEC and CRE industries. Attend our **Fall Fest Open House** on **Thursday, September 21, from 4-8 pm**. [RSVP here](#). You won't regret it!

