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Abstract

The study considers a person holistically seeing different aspects of a person, such as the reasonable mind and emotions, being equally valuable parts of diverse human capital. The study explores different elements of the inner aspect of a person as within the person is the place where a lot of the processing of different kinds of material also from the outer environment is done affecting a person's work and also their overall well-being. It may be seen in different connections that consideration of the humane aspect to business life may be increasing, which may create more interest in businesses also for consideration of opportunities that the inner aspects of a person may offer. In the study personal development is seen as a way for a leader to develop their human capital.

The concept of personal development may be seen as a rather contemporary issue in business but it has been an important element of human life also related to business a long time already. The topic is placed into a broader leadership context using theory that supports intrinsic consideration in leadership; views to leadership include transformational leadership and Maslow's idea of self-actualisation.

Self-knowledge is seen as the foundation for personal development in the study. Self-exploration and self-assessment may increase a leader's knowledge of the self giving them also resources for using the knowledge of themselves and of human behaviour to understand also others around them. Through examining the self a leader may develop for example their personality, way of acting, leadership style, and may also learn to understand their subordinates better, learn to influence their environment more effectively and enhance the overall leadership communication and interaction.

In personal development a leader may examine for example their emotions, values, self-concept, defence mechanisms and their past. Tools that may help a leader in their development include self-reflection, intuition, personality tests, development programs, feedback, work counselling as well as examination of daily situations. In addition, individual development may also contribute to organisational development.

The cases are examples of what may be the function of personal development in today's organisations illustrating the interviewed leaders' experiences of their personal development.

Key words	Personal development, personality, self-knowledge, emotional intelligence.
Further information	