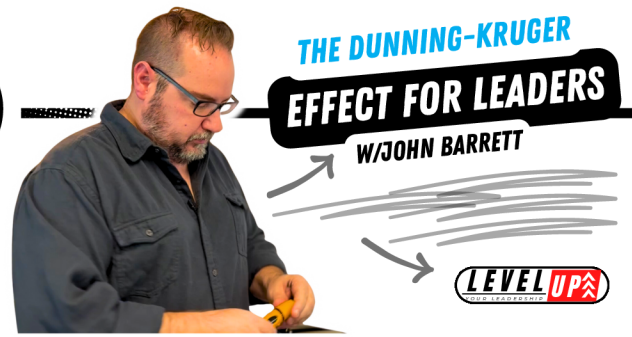# Level Up GUIDE

SESSION SUMMARY:

The Dunning-Kruger effect poses a significant challenge in leadership development, occurring when individuals overestimate their knowledge and capabilities. This psychological phenomenon often manifests when leaders believe they've mastered their role, leading them to stop growing, learning, and listening to valuable input from others. Understanding our knowledge as a pie chart reveals that what we actually know is just a small slice, while the largest portion represents things we don't even know we don't know. Leaders who fall prey to this effect often develop significant blind spots in their leadership style, including damaging communication patterns, controlling behaviors, and limiting management practices. These blind spots can severely impact team morale, suppress autonomy, and restrict organizational growth. The key to overcoming this challenge lies in practicing humility, actively seeking feedback, and maintaining an open mindset to learning. By acknowledging the vastness of what remains unknown and consistently seeking input from team members, leaders can continue their growth journey and create more effective, dynamic organizations.

GROUP QUESTIONS:

- How have you seen the Dunning-Kruger Effect play out in your own life or in others around you?

- Why do you think it's difficult for leaders to recognize their own blind spots?

- What are some practical ways to seek feedback from your team or peers?

- How can humility enhance a leader's effectiveness?

- What role does self-awareness play in personal and professional growth?

- How can leaders balance confidence with humility?

- What steps can you take to ensure you're continually learning and growing?

- How can you create an environment where your team feels comfortable providing honest feedback?

APPLICATION:

This week, identify one area in your leadership where you might be overconfident. Seek feedback from a trusted colleague or team member and commit to making one change based on their input.