

Self-evaluation and looking for help

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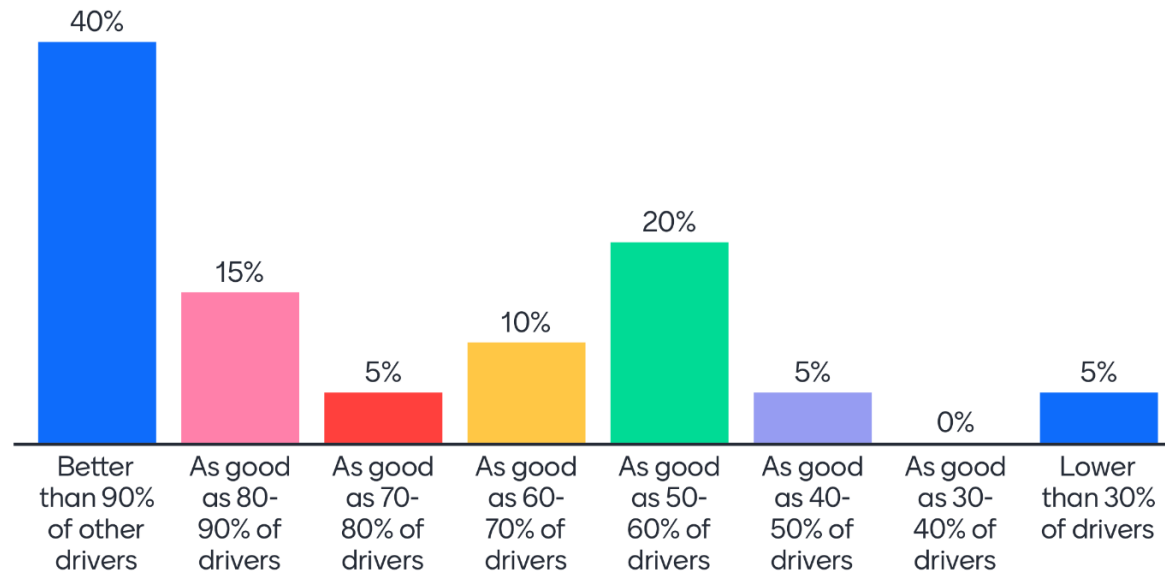
Compared to other drivers,
How would you rate your driving ability?



Compared to other drivers...

How would you rate your driving abilities?

Mentimeter





HOW WELL DO WE SELF-EVALUATE OUR DRIVING?

- 3/4 of US drivers consider themselves better-than-average drivers.
- Men, in particular, are confident in their driving skills with 8 in 10 considering their driving skills better than average.

THE BETTER-THAN-AVERAGE EFFECT IN COMPARATIVE SELF-EVALUATION:

People rate themselves as above average in creativity, intelligence, dependability, athleticism, honesty, friendless and more.

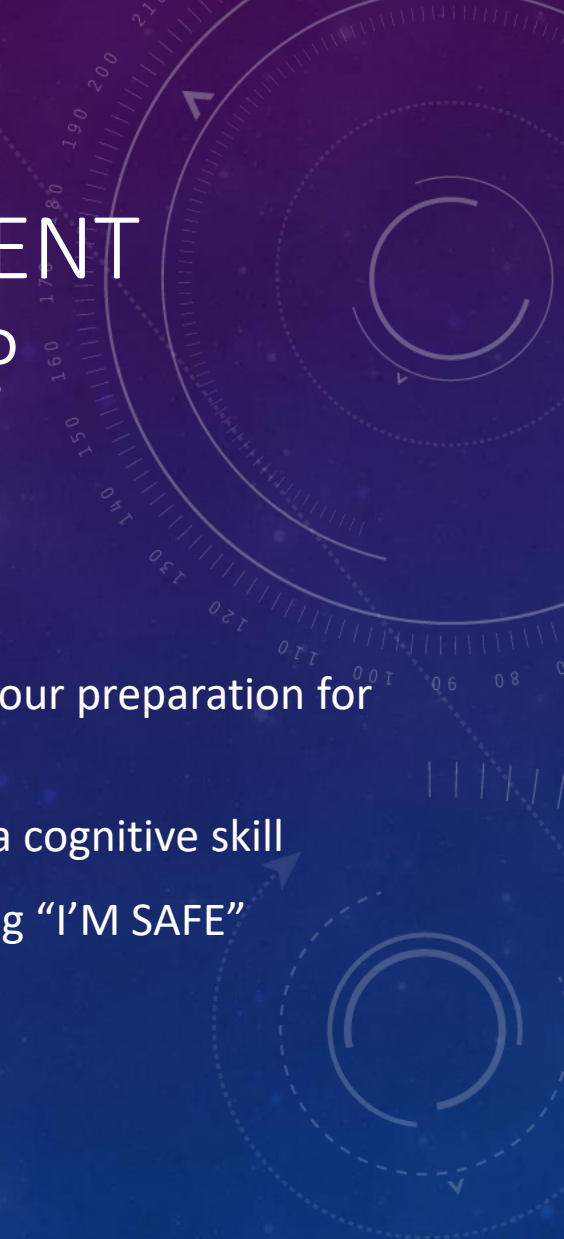


More than 90 percent of faculty members rate themselves as above-average teachers :-)



WHEN IS SELF-ASSESSMENT REQUIRED IN YOUR JOB?

- Page 1: “...honest self-assessment is part of your preparation for the role of a Captain”
- Command Preparation study guide lists it as a cognitive skill
- Everyone is required to self-assess when using “I’M SAFE”
- But how reliable is self-assessment?



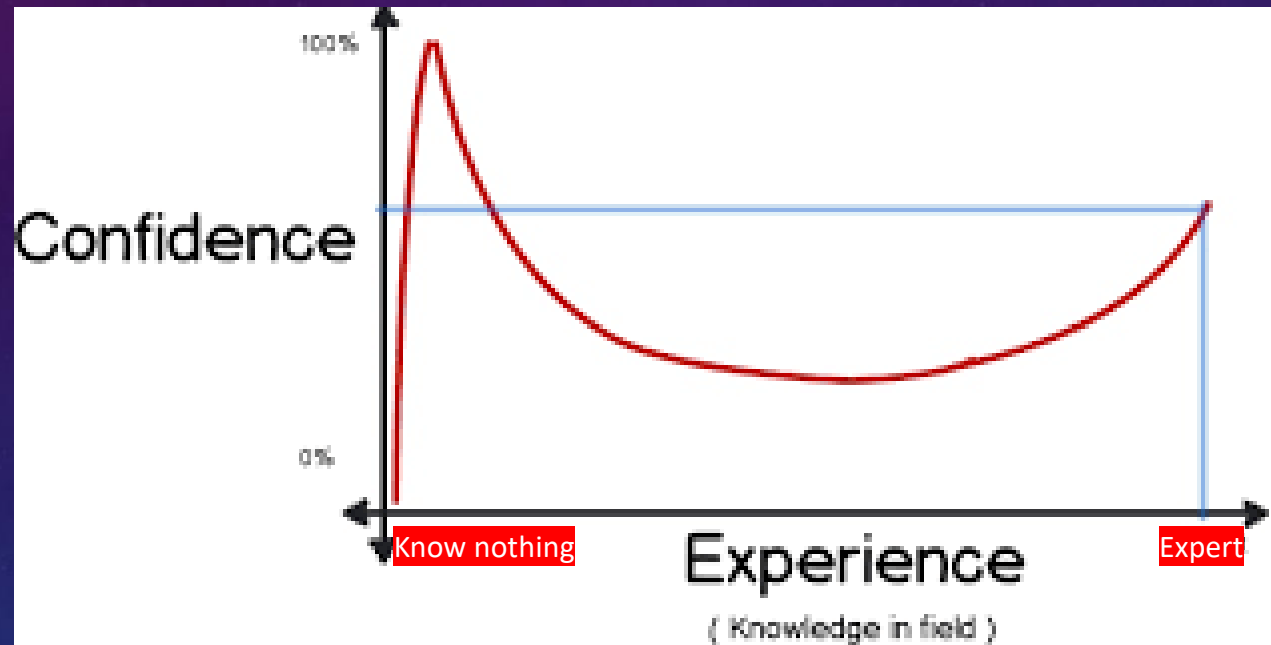
SELF-EVALUATION AND LOOKING FOR HELP

- Generally very bad at self-evaluation.
- Dunning-Kruger effect

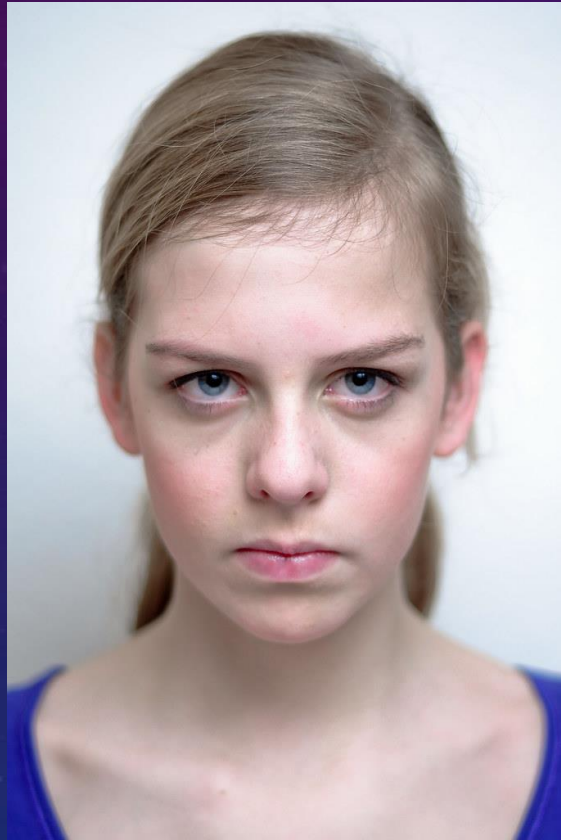
“THE FOOL
DOTH THINK
HE IS WISE,
BUT THE WISE
MAN
KNOWETH
HIMSELF TO BE
A FOOL”

(SHAKESPEARE)

DUNNING KRUGER EFFECT

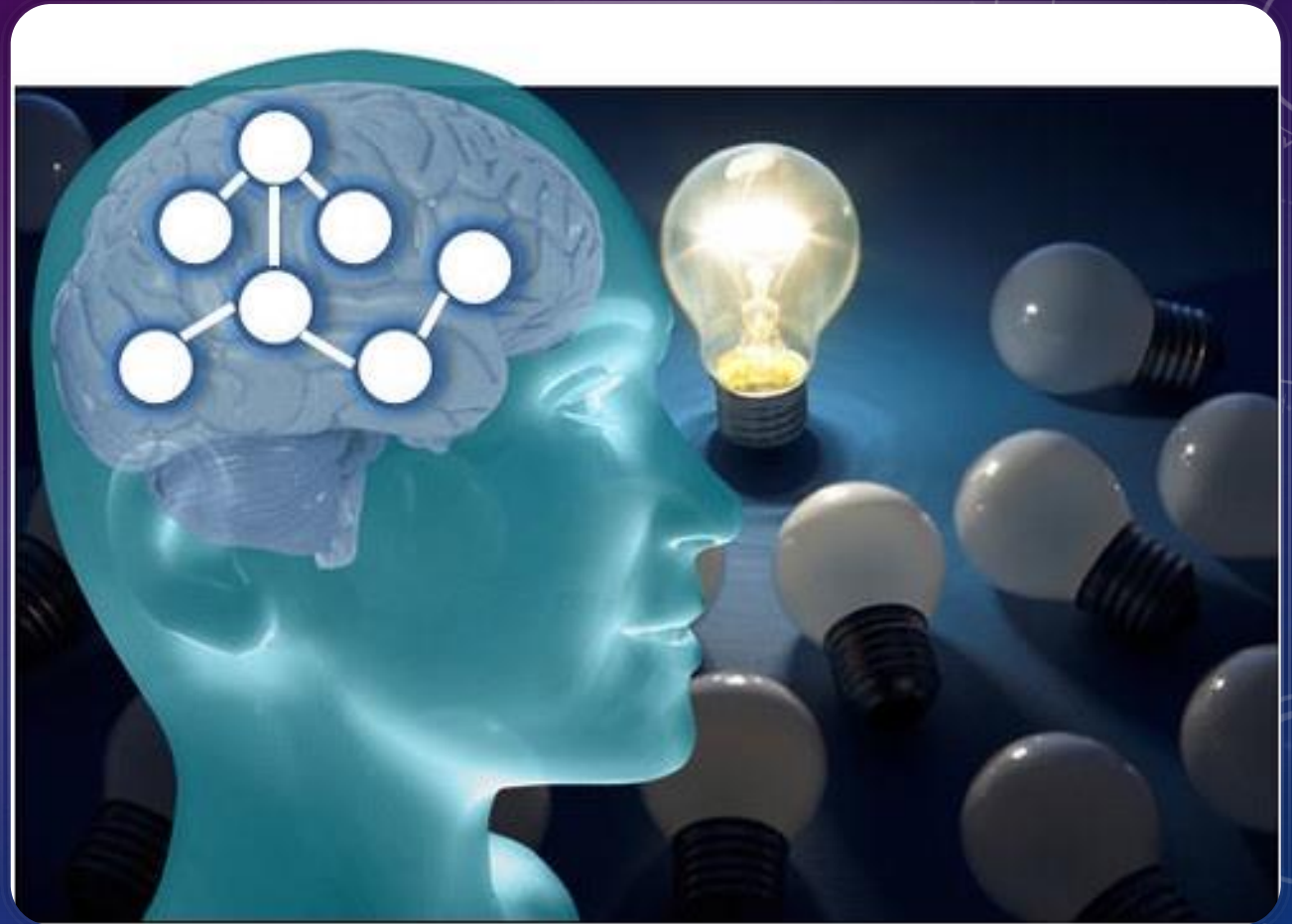


SO WHAT SHOULD WE DO? POINT OUT HOW BADLY SOMEONE IS SELF-ASSESSING?



COGNITIVE BIAS:

- A limitation in our reasoning – so we misinterpret information from the world around us and come to a flawed conclusion.



E.G. CONFIRMATION BIAS

- Helps us live with our decisions
- Becomes a problem when we misinterpret essential information and make an error as a result.



"I trust this site to tell the truth."



SELF-EVALUATION IS BETTER WHEN:

- -Specific (not general)
- -Clear set of boundaries around what is expected (e.g. behavioral marker and competency tables)
- -Not aiming for 'accuracy', but aiming to learn from it
- -Best when others are giving input ie don't rely on self-evaluation alone!

THREAT ERROR MANAGEMENT AND ASSERTION STATEMENT FRAMEWORK

- Team
- Can't see your own bias but you can usually see it in others.
- We need to be heard
- We also need to listen



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INTELLECTUAL HUMILITY

Intellectual humility is the opposite of intellectual arrogance or conceit.

“Open-mindedness”

INTELLECTUAL HUMILITY

Who?

Anyone!

Regardless of political views, religion etc

What?

Strong beliefs,
BUT recognize fallibility, willing to be proven wrong

Why does it matter?

Better at evaluating quality of evidence.
Better at critical thinking.
Safer team members

CONVENTIONAL WISDOM = SELF-EVALUATE, CALL FOR HELP WHEN YOU NEED IT

- Evidence would say otherwise.
- Start with help, be open to input from others continually.
- Less likely to fall into the trap of believing your own blind spots.

HOW COMFORTABLE ARE YOU WITH OTHER'S INPUT?

- When was the last time someone corrected you?
- How does it feel when someone points out a potential mistake of yours?
- Do you see input from others as a threat or as a learning opportunity?
- Do you speak up when you see potential errors, even when those closest to the action don't seem to see them?

SELF- EVALUATION: QUESTIONS?

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