



Know Yourself First

Speaker Script · "Self-Awareness as the Starting Point of Leadership"

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SLIDES 13

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Presenter notes for every slide, in order. Bracketed cues are stage directions; quoted lines are suggested wording — say them in your own voice.

01 Know Yourself First

SLIDE 1 — TITLE: Know Yourself First

SAY: "Every leadership book starts somewhere else. We start in the mirror. You cannot lead people you don't understand, and that begins with you."

CUE: Tell them up front they'll take a test in about fifteen minutes and need their phone. That stops the phones-out problem before it starts.

02 Icebreaker

SLIDE 2 — ICEBREAKER: Key and Peele, "Phone Call" (0:48)

SET UP: "Watch how fast he changes."

Play it. It's short — let the laugh happen.

AFTER: "We all do that. Different face for a different room. That's not fake — that's human. The question is whether you know which one is actually you."

Don't over-discuss. One or two reactions, then move.

03 The Premise

SLIDE 3 — THE PREMISE (statement slide)

Read it, don't paraphrase.

Then: "Before you can read your section, you have to read your own wiring — your defaults, your strengths, your blind spots."

Land the takeaway: "Lead yourself first."

04 Why Self-Awareness Comes First

SLIDE 4 — WHY SELF-AWARENESS COMES FIRST

Walk the four bullets briskly.

HIT HARDEST: "A blind spot you can't see becomes your section's problem to manage." Let that sit — most of them have been on the receiving end of somebody else's blind spot.

CALLOUT: "Put language to how you're built — then use it to lead better, not to excuse yourself." Flag that you'll come back to the excuse part at the end.

05 The Tool: Personality Type

SLIDE 5 — THE TOOL: PERSONALITY TYPE

Frame it honestly: "This is a mirror, not a verdict. Sixteen types, four letters each."

SAY PLAINLY: "No type is better than another. Every one has leadership strengths and blind spots."

Head off the eye-roll: some of them have taken this before or think it's a horoscope. Acknowledge it — "Use it as a starting point for conversation, not a box."

06 The Four Preferences

SLIDE 6 — THE FOUR PREFERENCES

Walk the four pairs quickly — where you get energy, how you take in information, how you decide, how you organize.

CUE: Keep this fast. They'll understand it better after they have their own result than they will from your explanation now.

07 Take the Test—Right Now

SLIDE 7 — TAKE THE TEST, RIGHT NOW (activity)

LOGISTICS — say all of it clearly:

"Phones out. 16personalities.com. Ten minutes. Answer fast and honestly — first instinct, not the answer that makes you look like a good leader."

Write the URL where everyone can see it.

Set a visible timer. Circulate. At eight minutes give a two-minute warning.

Bring them back with: "Everybody has four letters? Say yours to the person next to you."

08 The 16 Types

SLIDE 8 — THE 16 TYPES

Let them find themselves on the board. Give it a beat — there will be noise and comparing. That's fine, it's the point.

Then: "Four families. Let's talk about what each one brings to a section."

09 What Your Family Brings

SLIDE 9 — WHAT YOUR FAMILY BRINGS

Go family by family. As you name each, ask that group to raise hands so the room sees the mix.

Analysts (NT) — vision and systems, can run past feelings.

Diplomats (NF) — inspiration and empathy, can avoid hard calls.

Sentinels (SJ) — reliability and order, can resist change.

Explorers (SP) — energy and adaptability, can skip details.

KEY POINT: "Every family has a watch-out. Yours is written right there. That's the part to own."

10 Lead Yourself, Then Flex

SLIDE 10 — LEAD YOURSELF, THEN FLEX

This is the whole payoff of the session.

SAY: "Your job isn't to change your type. It's to stretch past it for the good of the section."

Walk the T/F, J/P, E/I examples. Make it concrete: "Who on your line is your opposite?" Let them think of a real name.

11 Open Discussion

SLIDE 11 — OPEN DISCUSSION (facilitated)

This is the heart of the session — protect the time for it.

Work the four questions on screen. Don't rush to fill silence; let them think.

FACILITATION CUES:

- Pull in the quiet ones by type — "Any Introverts want to speak to this?" gets a laugh and a real answer.
 - If someone says "this is so me," push: "Where is it off?"
 - Watch the clock — you can spend the whole session here if you let it.
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12 A Word of Caution

SLIDE 12 — A WORD OF CAUTION (statement slide)

This is the guardrail. Say it firmly.

"Your type is a mirror, not a box — and never an excuse. 'That's just my personality' is not a reason to skip the standard or dodge a hard conversation."

CUE: Expect somebody to try this on you within the week. Tell them now that you'll call it.

13 Know Yourself. Then Lead.

SLIDE 13 — CLOSE: Know Yourself. Then Lead.

Deliver the charge, then end.

"You can't give your section what you haven't found in yourself first. Know your wiring, own your blind spots, and stretch past your defaults."

Tell them to keep their four letters — Emotional Intelligence picks up right here.