

Abstract

There is a need to help strategic managers at the South Eastern Kenya University to attain higher levels of self-awareness. This is because self-awareness is known to have a strong influence on leadership performance. This study focused on the relationship between self-awareness and leadership Performance in South Eastern Kenya University, Kenya. It was conducted in South Eastern Kenya University. The study targeted all the 75 managers in the 75 Departments at South Eastern Kenya University. Each of these departments is headed by one manager. 4 out of the 75 managers were used for pilot study leaving the researcher with a sample of 71. The researcher employed purposive and census sampling technique in selecting a sample of 71 respondents. It employed an ex post facto research design. The researcher tried to relate this after-the-fact treatment to an outcome. The target population included all the 75 managers in South Eastern Kenya University. Data was collected through administration of structured questionnaires with the selected respondents. The questionnaire used a five-point range Likert scale to assess strategic managers' emotional intelligence forces and leadership performance. The collected data was then processed and analyzed using both descriptive and inferential statistics with the aid of Statistical Package of Social Science (SPSS) version 28.0 for windows. The findings of the study showed that: there was a strong positive relationship ($r = 0.751$, $p < 0.05$) between self-awareness and leadership performance. The findings of this study could help universities to boost the level of managers' self-awareness and this in turn may lead to the improvement in leadership performance. The study recommends that: the University administration should continually train their staff on the relationship between strategic managers' self-awareness and leadership Performance; they should employ personnel with high degree of self-awareness through conducting interviews with questionnaires that assess these attributes and invest heavily in teamwork activities so that they may have employees who have high degree of self-awareness.