

Destructive Behaviours

– How Guilty Are You?

Higher levels of achievement are attained not only by learning and honing new behaviours or skills, but also by putting a stop to annoying workplace habits – the everyday behaviours that limit cooperation, create conflict, reduce team effectiveness, minimise motivation and stifle creativity.

As an executive business coach I often have to challenge managers on their “bad behaviours” which effect business performance and overall effectiveness. Check yourself against the following list. Whilst it’s possible you may have been guilty of all of them at least once, it’s unlikely that you’re exhibiting all of these behaviours on a daily basis. It’s not even likely that you can claim six to eight of them as common occurrences.

If you recognise some of them as your “problem,” whittle down the list to those that need to be addressed and start to overcome the bad habits by learning to gather and accept feedback, make apologies, listen better, thank people more and follow –up on commitments. Most importantly commit to the improvement either with a friend, colleague or business coach and the chances that you will achieve positive change will more than double.

The top 20 Bad Habits are:

1. **Winning too much:** The need to win at all costs and in all situations
2. **Adding too much value:** The desire to add our “two penneth” to every discussion.
3. **Passing judgment:** The need to rate others and impose our standards on them.

4. ***Making destructive comments:*** The needless sarcasms and cutting remarks that we think make us sound witty.
5. ***Starting with “No,” “But,” or “However”:*** The overuse of these negative qualifiers which secretly say to everyone, “I’m right. You’re wrong.”
6. ***Telling the world how smart we are:*** The need to show people we’re smarter than they think we are.
7. ***Speaking when angry:*** Using emotional volatility as a management tool.
8. ***Negativity or “Let me explain why that won’t work”:*** The need to share our negative thoughts, even when we aren’t asked.
9. ***Withholding information:*** The refusal to share information to gain or maintain an advantage over others.
10. ***Failing to give proper recognition:*** The inability to praise and reward.
11. ***Claiming credit that we don’t deserve:*** The most annoying way to overestimate our contribution to any success.
12. ***Making excuses:*** The need to reposition our annoying behaviour as a permanent fixture so people excuse us for it.
13. ***Clinging to the past:*** The need to deflect blame away from ourselves and onto events and people from our past; a subset of blaming everyone else.
14. ***Playing favourites:*** Failing to see that we are treating someone unfairly.
15. ***Refusing to express regret:*** The inability to take responsibility for our actions, admit we’re wrong, or recognize how our actions affect others.
16. ***Not listening:*** The most passive-aggressive form of disrespect.
17. ***Failing to express gratitude:*** The most basic form of bad manners.
18. ***Punishing the messenger:*** The misguided need to attack the innocents who are only trying to help us.
19. ***Passing the buck:*** The need to blame everyone but ourselves.
20. ***An excessive need to be “me”:*** Exalting our faults as virtues simply because they’re who we are.

At Ology we recognise that behaviour is inextricably linked with business success and business growth, so if you'd like to discover how we empower individuals to achieve

their goals, be more effective, be more efficient and be even more successful – **“to be the best that they can be!”** - Please contact me for a free 'no-strings' Business Coaching taster session on 07768 290694