

WORKPLACE WISDOM NEWSLETTER

BLIND SPOTS DERAILED US

"Work in the area of your strengths!"

In all of my workshops, I say these words:

"Find your strengths!"

"Recognize your strengths."

"Grow in the area of your strengths."

BUT WE ALL HAVE BLIND SPOTS!

Blind spots interfere with our efforts.

Blind spots are things we think and do unconsciously that can negatively influence how other people feel about us. Sometimes, if we don't fix them, they can tragically disrupt relationships, as well as derail an otherwise successful career.

**Behavior that seems okay to us can be terribly irritating to another.
Our behavior can be terribly offensive without our recognizing it.**

We call these "blind spots".

There are certain things to understand about blind spots:

1. You are unaware of them.
2. They can, and often do, offend others.
3. **We do usually recognize them when others point them out to us.**
4. **We may not seriously believe our "blind spots" can hurt us.**
5. **Your blind spots will disrupt relationships that are important to you.**
6. **Over time, your blind spots will derail the upward movement of your career.**
7. **If you are open-minded, your blind spots can be adjusted and eliminated.**

**It is difficult for us to change behavior that is comfortable to us!
In order to adjust our behavior,
we ALL must absolutely have honest feedback!**

Most people agree that feedback on themselves is "interesting".

But where do you go for valuable feedback?

WE CAN GET FEEDBACK IN DIFFERENT WAYS:

1. **Assessments** - the most valuable, unbiased, way that I know. The best!
2. Watch people's body language as you speak to and work with them.
3. Difficult relationships are often exasperated by your "blind spots".
4. If you don't EVER get your way, it may be caused by your "blind spots".
5. If relationships have been destroyed, examine your "blind spots".
It might be YOUR fault!
6. **ASK TRUE FRIENDS! BE VULNERABLE!**

Humbly, ask questions like these:

"Did I hurt your feelings?"; "Did I offend you?"; "Was I too abrupt with you?"; "Did I take credit for your effort?"; "Am I too loud? or too weak? or too silly? or too joking? or too (_____)?"

**This message is not just for A FEW PEOPLE.
We ALL have BLIND SPOTS!**

YOU ARE NOT RESPONSIBLE FOR YOUR BLIND SPOTS.

**HOWEVER, YOU ARE RESPONSIBLE
FOR DOING SOMETHING ABOUT THEM!**

I encourage you to discover more about yourself this year.

Sit down and list your **STRENGTHS**. It is such a valuable exercise to recognize and work in the area of your strengths.

Now, consider your **BLIND SPOTS**. Set a personal goal this year to adjust any behavior that offends another or is blocking your personal and professional relationships.

I will be glad to help you, if I can. I use a personal assessment that is most helpful. You can learn about yourself - from a personal assessment or from your best friend – select the friend who will not lie!

**Continuous growth really means
*"we're better today than we were the day before".***

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