

 **SMARTER ACTIVITY – GET UNSTUCK NOW**

In their book, *Maximum Success: Changing the 12 Behavior Patterns that Keep You from Getting Ahead*, authors James Waldroop and Timothy Butler, Directors of MBA Career Development at The Harvard Business School, identify the 12 habits, or Achilles' heels, that can hold you back from getting ahead in your career. Which pattern best reflects aspects of you? Your co-workers? Your friends? Review the next page for actions to get unstuck NOW.

1. Never Feeling Good Enough

SYMPTOM: Feeling that you are not good enough to deserve a promotion; unconsciously sabotaging yourself once you get it.

2. Seeing the World in Black and White

SYMPTOM: Resents that the world demands negotiation and the selling of ideas. If something is "right," that should be enough.

3. Doing Too Much, Pushing Too Hard

SYMPTOM: Pushes hard and does too much. Causes others to burn out and is destructive within an organization, leaving behind a trail of "dead bodies," or coworkers who could not keep up with the pace.

4. Avoiding Conflict at Any Cost

SYMPTOM: Always avoids conflict. Not a peacemaker, fears change and prevents innovation.

5. Running Roughshod over the Opposition

SYMPTOM: Runs roughshod over colleagues and clients, or willfully defies authority to get attention.

6. Rebel Looking for a Cause

SYMPTOM: Always looking for a cause that does not exist.

7. Always Swinging For the Fence

SYMPTOM: Swings for the fence and has unrealistic ambitions. Always disappointed at failures, but would have more successes if he or she could settle for a few singles.

8. When Fear is in the Driver's Seat

SYMPTOM: Focuses on the downside and is defensive and/or risk-averse; obsesses over what can go wrong.

 **SMARTER ACTIVITY – GET UNSTUCK NOW****9. Emotionally Tone Deaf**

SYMPTOM: Sometimes clueless when it comes to thinking about how others feel and knowing how their behaviors impact others.

10. When No Job is Good Enough

SYMPTOM: Thinks that no job is ever good enough and that life is full of near misses.

11. Lacking a Sense of Boundaries

SYMPTOM: Always talking out of turn. Lets things slip.

12. Losing the Path

SYMPTOM: Work is without meaning. Lost passion about a job, but stays on without energy.

Whether you are a college student, recent graduate or generation “whatever,” it is important to create new pathways to be resilient and get unstuck.

- Pay attention and observe your own actions, thoughts and feelings. Reflect on the causes and impact of your reaction to the change.
- Set up a buddy system to help you monitor your behavior at work and outside of work to give you brutally honest feedback about what you might not see.
- Deliberately create new ways to apply your personal power and strengths.
- Decide which behaviors you want to change to “be your potential”—and start today.
- Engage an objective outsider to help you identify your strengths, blind spots and an action plan to take your personal potential to the next level.
- Notice how you respond emotionally to everyday situations, especially the habitual ones.
- Take mini-breaks to focus on things you appreciate or care about.
- Ask yourself if the energy you are expending while reacting negatively to a situation is really worth the emotional and physical price.