

20 UNRECOGNIZABLE HABITS

October 14, 2015 By *Ariana West*

The following are transactional communication patterns (flaws) that we humans often let become unnoticeable habits (to us) that create challenges and roadblocks in our interactions with others: This list is compiled from Marshall Goldsmith's book "What got you here won't get you there." Pg 40

1. **Winning too much:** the need to win at all costs and in all situations- when it matters, when it doesn't, and when it's totally beside the point.
2. **Adding too much value:** The overwhelming desire to add our two cents 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 sharp and 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 you 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:** "Let me explain why that won't work": The need to share our negative thoughts even when we were not asked.
9. **Withholding information:** The refusal to share information with others to maintain an advantage over them.
10. **Failing to give proper recognition:** The inability to praise and reward.
11. **Claiming credit that we do not deserve:** The most annoying way to overestimate our contributions to any success.
12. **Making excuses:** The need to reposition our annoying behavior 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 to blaming everyone else.
14. **Playing favorites:** 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 for colleagues.
17. **Failing to express gratitude:** The most basic form of bad manners.
18. **Punishing the messenger:** The misguided need to attack the innocent who are usually only trying to help.
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.