**What Behavior or Qualities Derail People at Work?**

In a work environment, many behaviors, personal qualities, etc. contribute to “derailing” professionals from improving Self-Awareness, Self-Management, Social Awareness and Relationship Management, as well as an overall higher level of Emotional Intelligence.

A few common examples and what it may look like at work:

Lack of impulse control Reacting emotionally & often abrasively

Perfectionism Setting unrealistic goals or having unrealistic expectations; rejecting criticism

Micromanagement Over-managing; failing to delegate effectively

Risk adverse Avoiding risk or lacking courage to take risk

Failure to learn from or admit mistakes Repeating the same mistakes

Lack of integrity Displaying dishonesty (with self or others)

Approval dependent Needing approval before making decisions

Mistreatment of others Demeaning or discounting others

Acts with self-interest/promotion Acting with self-interest rather than for the group

Too indirect Withholding or not actively providing honest (or even constructive) feedback

Failure to seek feedback Missing opportunities to learn from others

Lacks insight or empathy Overlooking or neglecting cues about others

Defensive Blaming, arguing or appearing inflexible

“Smartest person in the room” Seeming as though one has to be right all of the time

**Do you observe any of these at work?**

**Do you (maybe) display any of these behaviors on occasion?**

**What could you do (next step) to increase self-awareness (for yourself or others)?**