

## Chained by Bad Habits

When the Head Coach of the Golden State Warriors called for a time-out during the 4th quarter of a game, one of the sports commentators asked amusedly, 'What is wrong with Coach Kerr? With his team leading 92-66 with less than nine minutes left, why is he calling a timeout? Kerr shouldn't be upset with this big margin, or is he concerned that the opponents might catch a break given how quickly momentum can shift in an NBA game?' 'No', replied the second commentator who used to be a long time NBA coach, 'Kerr is trying to stop bad habits from taking root. This was the second time in a row that his players have failed to communicate on defense, so the large point differential matters less than making sure the team sticks to its good habits and cuts off any bad ones immediately. Bad habits stick with teams and can be fatal when important games are at stake'.

Sometimes, we get caught up in our work, enjoy our season of success, or simply get so engrossed in the routine of our lives that we overlook the bad habits that have crept in along the way.

*Coaching that helps individuals get unstuck from their professional situations, into peak performance*

启发式，画龙点睛的领导，职场教练

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I have seen many executive bad habits in my coaching; from thinking patterns, emotions to behaviors. Often, executives are aware of their inclinations of these bad habits, but weren't aware that their bad habits had sneaked back in (again):

- Letting friendships with colleagues cloud objective judgement at work,
- Winning inconsequential arguments, but ends up alienating others,
- Arriving late into meetings, slow in acting on what was promised; basically everything that is the opposite of being prompt,
- Swimming in the details, this executive will dive deep and it becomes difficult for her superior to understand what her main points were,
- Always waiting for instructions, this executive's tendency is to wait instead of being proactive,
- Running away from conflict situations, this executive once again asked his staff to solve their discord on their own (which they won't),
- When asked to take charge, this executive quickly rolls up the sleeves and works harder herself, forgetting that as a manager she has responsibility to train, delegate and mentor,
- When left unchecked, this executive who sometimes treat feedback on his work engagement as personal attack soon finds it intolerable when someone rearranges the order of his powerpoint slides, or
- The tendency to settle for easy solutions instead of stretching one's capabilities, the list goes on.

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Some executives do well by maintaining a small, close-knit circle of supporters who will point out their bad habits. Others, unfortunately, just want to hear good news and shoot down the messengers.

Whether you have a close ally in the workplace or work with an external coach like myself, everyone should have a Coach Kerr type of individual in their life. Someone who understands your larger aspirations, is observant and not afraid to call out what is black as black and what is white as white, and work through your challenges with you, so that like a professional basketball team that is preparing for its Championship run, your bad habits won't rear their ugly heads when the game is on the line. In your case, perhaps it is the long coveted promotion, or simply staying on course instead of derailing.

Living with bad habits is like being chained - our movements are restricted and we move a lot slower. Like what the famous French novelist Honore de Balzac said, 'The habits of life form the soul, and the soul forms the physical presence'.

Need to get rid of your bad habits and steamroll towards your aspirations, or perhaps you aren't sure what your 'stumbling blocks' bad habits are? Let's work together.

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