



Uncovering Leadership Blind Spots: The Benefit of Seeing Differently

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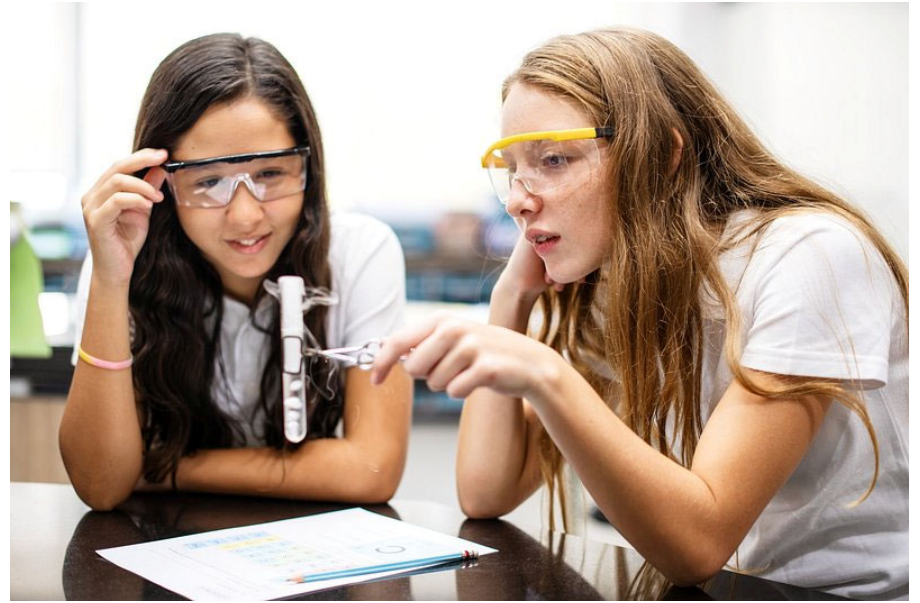
Build Together. Lead Together.





1. What are Blind Spots?
2. Leadership Patterns
3. Blind Spot Solutions

Build Together. Lead Together.



View your leadership through a new lens

Build Together. Lead Together.

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**Every leadership moment is a
building block.**

**Blind spots determine
whether you are
building
strength or instability.**

Blind Spots

Unrecognized patterns that influence how we:

- Interpret situations
- Make decisions
- Communicate
- Respond under pressure
- Build trust

Invisible forces behind our visible behavior



Why Blind Spots Matter

Trust

Performance

Psychological
Safety

Collaboration

Where do Blind Spots Come From?

Habits

Assumptions

Past Experiences

Stress

Culture

Identity



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Every leader in this room has at least
one blind spot that
someone on their team could name instantly.
What is yours?

Common Leadership Blind Spots

Mid-level Manager

- ✓ Micromanagement
- ✓ Ignoring Feedback
- ✓ Favoritism
- ✓ Communication Gaps
- ✓ Overconfidence
- ✓ Neglecting development
- ✓ Avoiding Conflict
- ✓ Not delegating

Common Leadership Blind Spots

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C-Suite

- ✓ Overconfidence in Judgment
- ✓ Lack of delegation
- ✓ Poor communication
- ✓ Resistance to Change
- ✓ Cultural Disconnect
- ✓ Neglecting Board Relationships
- ✓ Limited Diversity of Perspective
- ✓ Task focus over Behavior Focus
- ✓ Ignoring Toxic Behavior

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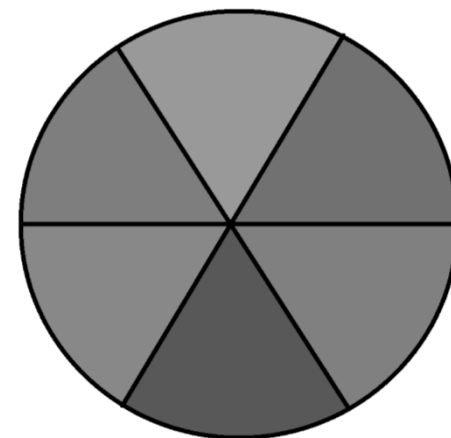
Blind spots do not go away however
AWARENESS turns them into
INSIGHTS




Self Reflection

Your Leadership Patterns

Rate yourself on each dimension





Blind spots are worthy of attention because the cost of neglecting them can be so high.



Mary, CEO

Strengths:

Analytical skills, logical

Maintains composure

High expectations

Attention to quality and detail

Mary, CEO

Strengths:

Analytical skills, logical

Maintains composure

High expectations

Associated Blind Spots:

Lacks the ability to inspire

Unclear messaging

Slow to change

Too detail focused with limited vision





A single blind spot can undercut
even the most skilled leader.

Bob, Vice President

Strengths:

Visionary Leader

Company cheerleader

Energizing, approachable

Stretches others





Bob, Vice President

Strengths:

Visionary Leader

Company cheerleader

Energizing, approachable

Stretches others

Associated Blind Spots:

Impulsive

May dismiss ideas or views

Not results focused

Lacking follow through



Blind spots can be the Achilles heel
of leadership limiting effectiveness.

Knowing your blind spots forces you to look
more carefully and deeply at your own
behaviors and situations.

Nick, Team Leader

Strengths:

Driven

High achiever

Takes action

Confident

Focused on results

Innovative





Nick, Team Leader

Strengths:

Driven, high achiever

Takes action, results

Confident

Associated Blind Spots:

Not collaborative, 'lone wolf'

Team members isolated

Doesn't develop successors

Frustration

Disengagement

Blind spots are not liabilities to label the leader but growth opportunities.





The Leadership Shift

Blind Spot Solutions



Build Together. Lead Together.



Awareness → **Choice** → **Change**

Blind spots don't make us bad leaders. They make us human leaders.

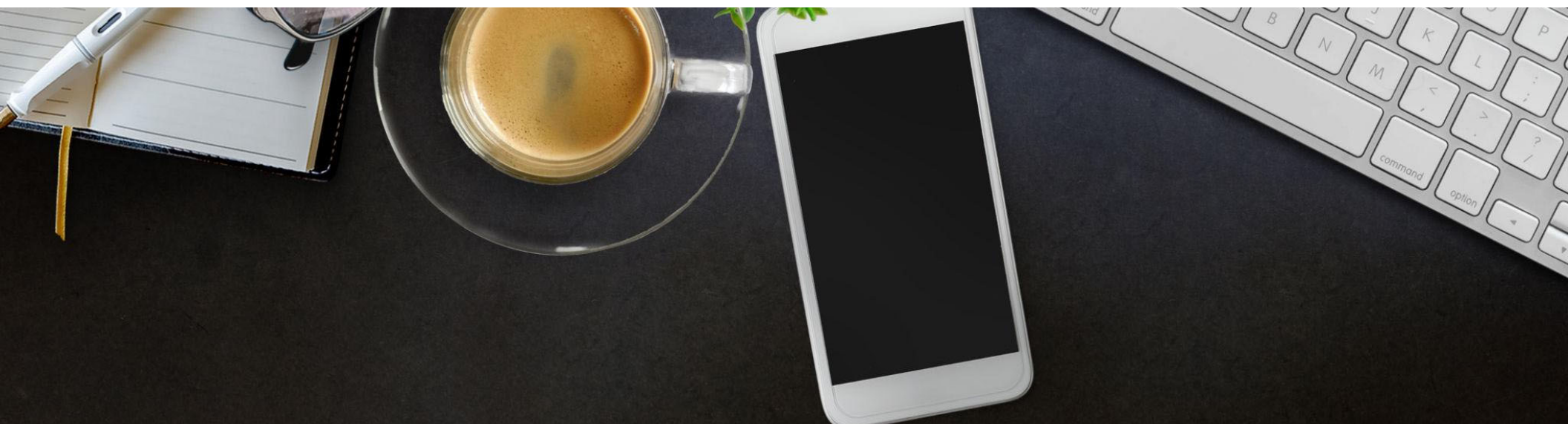
An increased level of
SELF-AWARENESS
is imperative for today's
leaders.

Gallup - State of Global Workplace



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Solution 1:

Notice mistakes or failures over the past week.
Look for recurring weaknesses and patterns.



Solution 1:

What patterns showed up for me this week?

Where did I assume I was being clear?

What feedback did I minimize?

Where did I move too fast?

Where did I hesitate too long?



Solution 2:

Surround yourself with diverse **mentors** who can offer guidance and feedback in a variety of areas.



Solution 2:

Feedback questions -

Do you see me as having any blind spots in how I operate?
Do you see me as lacking awareness in any of these areas?

Self

Team

Company

Markets

Do people in the organization have misperceptions about me?

A top-down view of a desk with a silver laptop on the left, a pair of glasses, a light green mug, and an orange spiral notebook. The text is overlaid on the right side of the image.

Solution 3:

Solicit **frequent leadership evaluations** and not just annually.



Solution 4:

Administer **leadership assessments** to uncover key leadership behaviors.

Examples:

- DiSC Work of Leaders
- 360
- Myers Briggs
- Clifton Strengths
- EQi 2.0



Gaining clarity around your blind spots
opens the door for growth, learning,
and performance.

It's time to see your leadership through a new lens

A Leadership Challenge For the Next 30 Days



Choose one Blind Spot

- ✓ Track when it shows up
- ✓ Notice what triggers it
- ✓ Experiment with a new behavior and get feedback

Work of Leaders Assessment

- ✓ Get a free Assessment code
- ✓ Take the WOL Assessment
- ✓ Review the results and your 3 challenge areas. Design action steps



Receive a Complimentary - Everything DiSC Work of Leaders Assessment

Thank you for attending: *Uncovering Leadership Blindspots*.

I'm happy to provide you with a complimentary *Everything DiSC Work of Leaders*[®] assessment.

For your free personalized *Everything DiSC Work of Leaders* assessment,
go to: www.freereport.everythingdisc.com

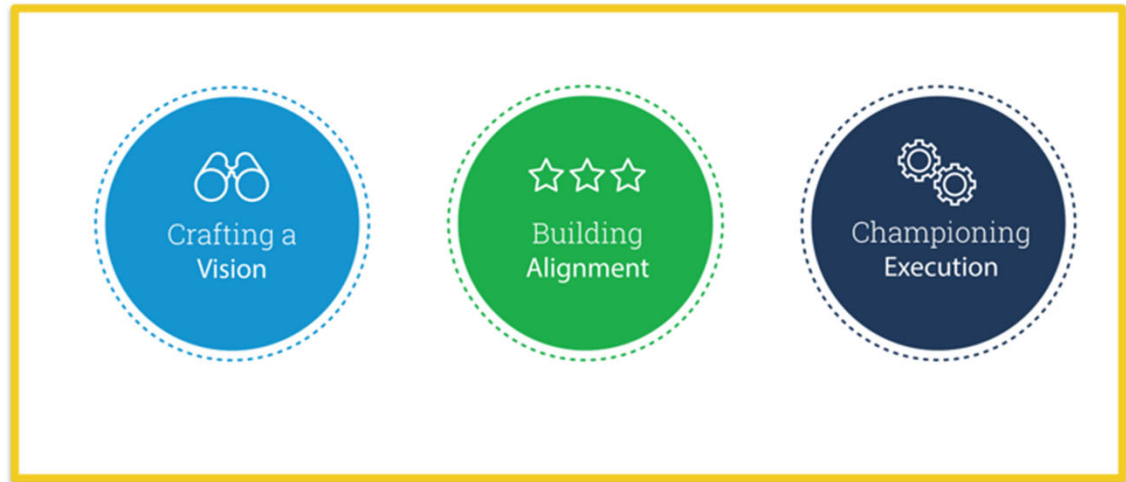
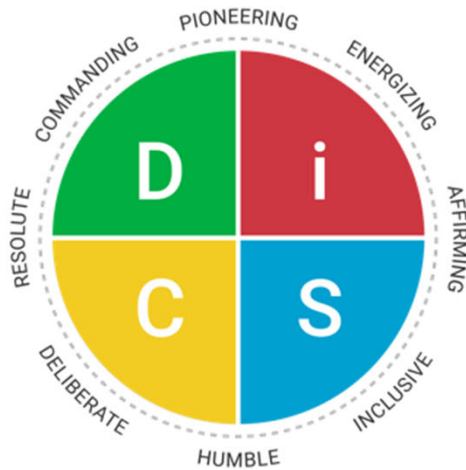
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WORK OF LEADERS[®]

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<div data-bbox="735 316 976 560" style="text-align: center;">  <p>Crafting a Vision</p> </div> <div data-bbox="724 600 882 633"> <p>EXPLORATION</p> </div> <div data-bbox="724 633 934 787"> <ul style="list-style-type: none"> ● Remaining Open ● Prioritizing the Big Picture </div> <div data-bbox="724 828 850 860"> <p>BOLDNESS</p> </div> <div data-bbox="724 860 945 998"> <ul style="list-style-type: none"> ● Being Adventurous ● Speaking Out </div> <div data-bbox="724 1055 987 1088"> <p>TESTING ASSUMPTIONS</p> </div> <div data-bbox="724 1088 976 1226"> <ul style="list-style-type: none"> ● Seeking Counsel ● Exploring Implications </div>	<div data-bbox="1050 316 1291 560" style="text-align: center;">  <p>Building Alignment</p> </div> <div data-bbox="1039 600 1144 633"> <p>CLARITY</p> </div> <div data-bbox="1039 633 1281 771"> <ul style="list-style-type: none"> ● Explaining Rationale ● Structuring Messages </div> <div data-bbox="1039 828 1155 860"> <p>DIALOGUE</p> </div> <div data-bbox="1039 860 1239 1015"> <ul style="list-style-type: none"> ● Exchanging Perspectives ● Being Receptive </div> <div data-bbox="1039 1055 1186 1088"> <p>INSPIRATION</p> </div> <div data-bbox="1039 1088 1260 1226"> <ul style="list-style-type: none"> ● Being Expressive ● Being Encouraging </div>	<div data-bbox="1354 316 1596 560" style="text-align: center;">  <p>Championing Execution</p> </div> <div data-bbox="1344 600 1491 633"> <p>MOMENTUM</p> </div> <div data-bbox="1344 633 1554 771"> <ul style="list-style-type: none"> ● Being Driven ● Initiating Action </div> <div data-bbox="1344 828 1491 860"> <p>STRUCTURE</p> </div> <div data-bbox="1344 860 1575 998"> <ul style="list-style-type: none"> ● Providing a Plan ● Analyzing In-Depth </div> <div data-bbox="1344 1055 1480 1088"> <p>FEEDBACK</p> </div> <div data-bbox="1344 1088 1596 1226"> <ul style="list-style-type: none"> ● Addressing Problems ● Offering Praise </div>
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Your Leadership Challenges

Now that you have a better idea of your strengths as a leader, let's take a closer look at the three behavioral continua where you have the greatest opportunities for improvement: **Being Receptive, Exchanging Perspectives, Offering Praise.**

● Alignment > Dialogue > **BEING RECEPTIVE**

Challenging ●●●●●●●●●● Receptive

Since you see yourself as challenging, you may need focus on being more receptive to provide the dialogue that others need.

TIPS FOR IMPROVEMENT

- Avoid challenging or completely dismissing other people's opinions. Being receptive will create a culture in which the group feels comfortable contributing.
- Be proactive about thanking people for their feedback, even if you don't agree with what was said. This will help people feel that it's worth their efforts to be a part of the dialogue.
- Make sure your tone of voice and your body language verify your receptiveness. It's not always what you say but how you say it that will have the biggest impact.

CASE IN POINT

Evelyn's Example:

When Evelyn's colleague, Ian, pointed out problems with the new direction she had proposed for her team, her initial reaction was to argue with him. However, she took a step back and remembered that Ian had a unique perspective on the work they did. Instead of pushing back, she urged him to elaborate on his concerns.

Michael's Example:

As Michael communicated a new vision to the team, people shared ideas that he and other senior leaders had already worked through and rejected. Rather than dismissing the ideas outright, he tried to make the team members feel valued and included by thanking them for contributing to the discussion and taking the time to explain the rationale behind the vision.

HOW CAN YOU ADAPT YOUR BEHAVIOR TO BECOME A BETTER LEADER?

How would your group and/or organization benefit if you were doing more of this behavior?

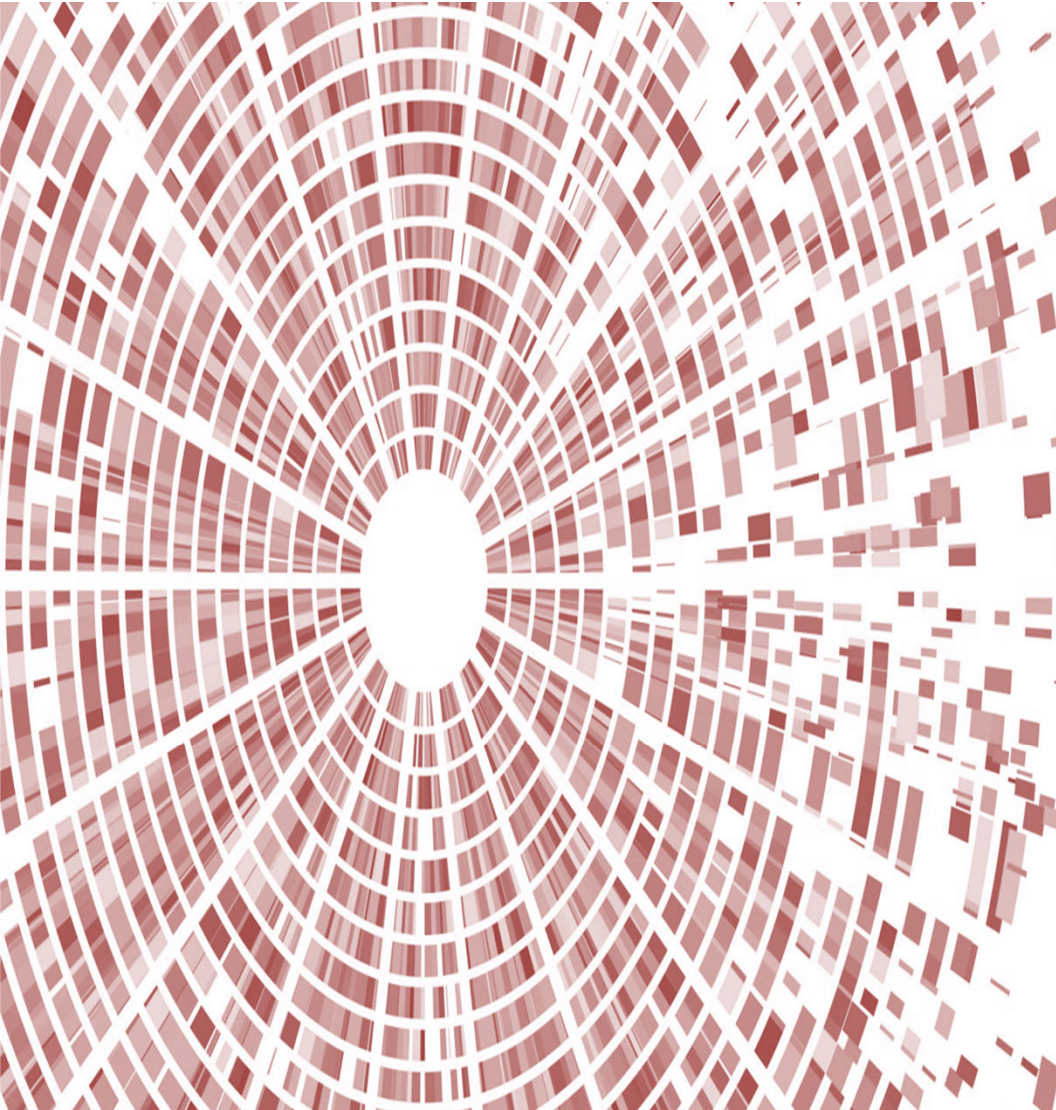
Write action steps based on the tips you found most useful.



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Top 3 Leadership Challenges



You are building your organization every day – block by block, decision by decision, conversation by conversation.

Blind spots don't stop the building, they simply shape it in ways you didn't intend.

When you uncover your blind spots, you don't just become a better leader – you build a stronger organization.



THANK YOU

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