**The Most Common Blind Spots**

1. **Winning too much** - The need to win at all costs and in all situations.
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** - Needless sarcasms or cutting remarks that we think are funny or witty.
5. **Starting with, "No, "But" or "However"** - Secretly saying, 'Tm right, You're wrong."
6. **Telling the world how smart we 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 or "Let me explain why that won't work"** - The need to share our negative thoughts even when we aren't asked.
9. **Withholding information** - The refusal to share information in order to maintain an advantage over others.
10. **Failing to give proper recognition** - The inability to praise and reward.
11. **Claiming credit that we don't deserve** - Overestimating our contribution to any success.
12. **Making excuses** - The need to reposition our 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 of 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 us.
19. **Passing the buck** - The need to blame everyone else but ourselves.
20. **An excessive need to be "me"** - Exalting our faults as virtues simply because they're who we are.
21. **Goal obsession** -Taken too far, can become a cause for failure.