No Room For Ego In Business Today

Ego is like a cancer for a company. Don't confuse Ego and Pride!!!

I have had the opportunity to work with some very "successful" people in numerous industries. Through interviews and observations, I have studied the various traits that lead to success, results, impact, motivation, and effective leadership.

This is illustrated very well in Adam Grant's book *Give and Take*.

Today everyone looks good on social media and on paper. Many are only about the product, not the process. This causes two things: failure in others/team members eyes and a distorted view of success in the individual's eyes.

Many get a position and simply talk the talk (masters of BS)(others have coined "the opportunistic a%$hole"). They convince companies and others they know what they are doing, can produce and/or have the answers (not much *team*). This is best demonstrated by their constant focus on the past. What they have achieved, how many people they know, what they "could do" from their past experiences. The EGO failures always seem to talk about "what they are about to do."; leading those in the company on just enough to keep them around. There is a reason there is not much mention of the recent successes. The past takes a longer time for those in new company to figure out. Examples of proven ego would include how many deals did they really close, were people really bought in, were they really respected (not many and

none). In the time it takes to figure it out, they have successfully collected an undeserved paycheck or equity stake in your company or business.

When time is given, here is what is often learned: EGO, simple overcompensation for lack of performance and skillset. These individuals are destructive and cannot admit what they don't know. People will often tolerate some level of EGO, if there are proven results, though this is temporary.

The Stretch- These company killers have mastered many skills of deception, especially looking busy. One skill is taking credit for work that isn't theirs. You see, generally, these people never intend to be in a position for a long period. They need to build their EGO and resume. The simplest way to do this is to ride the coattails of other's success. A second egotistical trait is delegation and deflection. These individuals like to dictate even the simplest of tasks as it builds their "power trip" ego. The biggest reason they delegate is to deflect any responsibility and ownership. Remember, their pride hurts easily. These individuals only want to be accountable for the good and have plenty of blame when things aren't perfect.

Why are their so many? How do I make sure I don't have one or hire one? Take more time to investigate your hires. Remember the EGO crazed maniac, has no problem lying to you. Everything is justified to them, and they will tell you what you want to hear. Tolerance is the biggest reason there are so many of these people. People and companies get busy and have bee fooled into the tasks these people are doing, so the delay "the fire". Generally, when the "fire" comes, you will learn that the individual wasn't doing much but draining the bank and morale. The culture killer is often seen and

recognized by others long before you pull the trigger, creating a hostile and mediocrity accepting work environment. Challenging the perpetrator will expose them quicker. Hold them accountable, set timelines, and get in the details with them. Their incompetence and inadequacies will show much sooner.

Don't be blinded by their polished resumes and nauseating hype of their past and empty promises. Instead start with a few simple judgment characteristics: sacrifice, integrity, forward-thinking, ability to inspire, competency, and honesty.

#yousuck, #overcompensation, #failure