



# The 12 Bad Habits That Hold Good People Back: Overcoming the Behavior Patterns That Keep You From Getting Ahead

By James Waldroop Ph.D., Timothy Butler Ph.D.

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The fact is, most people learn their greatest lessons not from their successes but from their mistakes. *The 12 Bad Habits That Hold Good People Back* offers the flip side to Stephen Covey’s approach in *The 7 Habits of Highly Effective People*, zeroing in on the most common behavior that can impede a career. Based on over twenty years of research as business psychologists, the authors claim that the reasons people fail in their jobs are the same everywhere. Only after these detrimental behaviors have been identified can the patterns that limit career advancement be broken.

Using real-life accounts of clients they have worked with at Harvard and as executive coaches at such companies as GTE, Sony, GE, and McKinsey & Co., Waldroop and Butler offer invaluable—and in some cases, job-saving—step-by-step advice on how readers can change their behavior to get back on track.

For anyone seeking to achieve his or her career ambitions, *The 12 Bad Habits That Hold Good People Back* is a powerful tool for unleashing true potential.

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## **Editorial Review**

From Publishers Weekly

Superbly suited to write an authoritative book on career success, these two Harvard Business School psychologists have developed an Internet-based career assessment program used in business schools and have amassed considerable insight into the realities of workplace behavior patterns through their research and executive coaching. In this comprehensive book, they strive for a tone that's authoritative but not too academic, and succeed in creating a thoughtful book that is helpful, though curiously bland especially compared to Stephen Covey's *Seven Habits of Highly Effective People*, whose market the authors seem to target. Arguing that people can learn from their failures, Waldroop and Butler focus on personal weaknesses rather than successes, identifying a dozen behaviors and attitudes that can sabotage career growth in otherwise talented individuals, such as feeling inadequate, seeing issues in black and white, trying to be a hero who can do everything, avoiding conflict at any cost, operating out of fear, being a rebel or too much of a risk-taker, and losing focus. They describe these Achilles' heels in colloquial terms before analyzing the psychology behind them, using case studies from their practice to illustrate common patterns and show the effect on organizations. Readers who find themselves or their colleagues depicted here stand to gain insight into dealing with their own weaknesses and handling others who exhibit them. The authors' credentials, along with the book's accessibility and right-on positioning, is likely to propel this book onto business bestseller charts, though some readers may wish for a more compelling presentation. Agent, Kris Dahl at ICM. (Sept.)

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### **Review**

Break bad habits before they break you.

### **Advance Acclaim for Maximum Success**

"An intelligent and insightful guide to that essential task: managing your own career."

-Daniel Goleman, author of **Emotional Intelligence**

"In a world full of self-help books, it is high time someone addressed the issue of identifying and correcting the 'fatal flaws' that derail many executives in the midst of apparently promising careers. **Maximum Success** takes you step by step through a process to identify and correct the key negative behavior patterns that can throw you or your high-potential employees off track. Invaluable!"

-Stephen R. Mercer, Vice President of Learning and Leadership Development, Boeing

"Dead-on accurate in its diagnoses and enormously helpful in its recommendations. A must-have for every manager and every employee."

-Eileen Grabowski, Vice President, Firmwide Recruiting, Morgan Stanley Dean Witter

"Every day I have the privilege of reading about the accomplishments of some of the world's great young leaders. No matter what you aspire to do, this book should help you stay on track and reach your potential. A must read."

-Kirsten Moss, Managing Director, MBA Admissions, Harvard Business School

**"Maximum Success** is maximally useful. Based upon the authors' many years of experience, this book tells us about the most common mistakes people make and shows how they can correct them. Written in a strong, straightforward style, this book can save careers, save businesses, save individuals from the tragedy of wasting great talent because of a fatal flaw. It shows what to do-before it is too late."

-Edward Hallowell, M.D., author of **Driven to Distraction**

#### From the Inside Flap

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## Users Review

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#### Andre Roberts:

Book will be written, printed, or outlined for everything. You can recognize everything you want by a guide. Book has a different type. We all know that that book is important issue to bring us around the world. Beside that you can your reading ability was fluently. A reserve The 12 Bad Habits That Hold Good People Back: Overcoming the Behavior Patterns That Keep You From Getting Ahead will make you to always be smarter. You can feel far more confidence if you can know about everything. But some of you think that open or reading some sort of book make you bored. It isn't make you fun. Why they may be thought like that? Have you seeking best book or suited book with you?

#### Jenny Davis:

Reading can called brain hangout, why? Because when you are reading a book mainly book entitled The 12 Bad Habits That Hold Good People Back: Overcoming the Behavior Patterns That Keep You From Getting Ahead your mind will drift away trough every dimension, wandering in each and every aspect that maybe unidentified for but surely will become your mind friends. Imaging every single word written in a guide then become one type conclusion and explanation which maybe you never get before. The The 12 Bad Habits That Hold Good People Back: Overcoming the Behavior Patterns That Keep You From Getting Ahead giving you another experience more than blown away your head but also giving you useful details for your better life on this era. So now let us present to you the relaxing pattern here is your body and mind will be

pleased when you are finished reading through it, like winning a casino game. Do you want to try this extraordinary wasting spare time activity?

**Shawn Jones:**

Within this era which is the greater individual or who has ability in doing something more are more valuable than other. Do you want to become among it? It is just simple way to have that. What you have to do is just spending your time almost no but quite enough to enjoy a look at some books. One of several books in the top checklist in your reading list is usually The 12 Bad Habits That Hold Good People Back: Overcoming the Behavior Patterns That Keep You From Getting Ahead. This book and that is qualified as The Hungry Hills can get you closer in growing to be precious person. By looking way up and review this guide you can get many advantages.

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