Podsheet

How to spot and solve your blind spots at work

Squiggly Careers®

Blind spots are things other people see in us that we don't see in ourselves.

Spotting and solving them helps you build self-awareness and put it into practice. It can help you know and use your strengths at the right time, challenge your self-doubt and have the impact you intend.

Know your strengths and when to use them

We often take our natural talents for granted. And even a strength we know well can go into overdrive, like having lots of ideas when the team is ready to make a decision.

Spot your strengths. Ask a few people you work with, *"What three words would you use to describe me at my best?"* Look for repeated words or words that surprise you.

Check your strength timing. Pick a strength you already know you have. Ask yourself, *"When is this most useful? When is it less useful?"*

Cage your Confidence Gremlin

We all have Confidence Gremlins. They can create blind spots by making it harder to see what we already do well.

Tell a few people you trust what your Gremlin says and ask, *"When have you seen me do this well? What did I do that worked?"* Use their examples to get more specific about what you find hard.

Check if your impact matches your intent

The intent-and-impact blind spot is the gap between what you mean to communicate and how someone receives it. You might share ideas you think will make things easier. The other person might hear a list of things that feel hard to do.

Next time you share an idea or feedback, make your intent clear. Try starting with, *"What I'm trying to do is..."* or *"My intent is to..."*

Coach yourself

What's one thing I could ask someone that might help me spot a blind spot?