



HARD

Truths

Thinking Tool

Chapter 6 - Expand Opportunities: Uncovering Blind Spots

Time box yourself to a 5-minute maximum. Be sure not to edit or overthink as you write.

Chapter Highlights

Prepare to hear your executive's truths as data points by withholding your judgement.

Master your response and approach your blind spots with curiosity.

Key Question: What are you willing to learn about yourself?

Step 1: Conduct a pre-mortem of your blind spots. Anticipate what your executive may say and how you may be tempted to react. Write short phrases, 7 words or less.

Blind Spots Your Executive May Identify	How You May React / Be Tempted To React

Step 2: Predetermine how you will master your response and learn from the blind spots your executive reveals. Write short phrases, 7 words or less.

How You Will Master Your Response	Curiosity Questions You Will Ask

Step 3: Write a one-sentence self-declaration to withhold judgement and stay curious.

I declare that:

EXAMPLE:

Step 1: Conduct a pre-mortem of your blind spots. Anticipate what your executive may say and how you may be tempted to react. Write short phrases, 7 words or less.

Blind Spots Your Executive May Identify	How You May React / Be Tempted To React
<p><i>Trying too hard to please everyone</i> <i>Need to be firmer and demanding</i> <i>Desire to be perfect</i> <i>Too open to input</i></p>	<p><i>Want to defend myself.</i> <i>Get angry</i> <i>Feel hurt</i> <i>Mind is racing, no longer listening</i></p>

Step 2: Predetermine how you will master your response and learn from the blind spots your executive reveals. Write short phrases, 7 words or less.

How You Will Master Your Response	Curiosity Questions You Will Ask
<p><i>Take a deep breath.</i> <i>Slow down to give my response.</i> <i>Speak slowly and calmly.</i> <i>Place my attention on their response.</i></p>	<p><i>What do you see differently?</i> <i>What was going through your mind then?</i> <i>What could I have done differently?</i> <i>What are you looking for?</i> <i>What am I missing?</i></p>

Step 3: Write a one-sentence self-declaration to withhold judgement and stay curious.

I declare that:

I will suspend judgement, hear Derek's response as data, and learn how my behaviours impact others.
