



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

James Waldroop, Timothy Butler

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Have you ever wondered why some people seem to rise effortlessly to the top, while others are stuck in the same job year after year? Have you ever felt you are falling short of your career potential? Have you wondered if some of the things you do—or don’t do—at work might be hamstringing your ambitions? In *The 12 Bad Habits That Hold Good People Back*, James Waldroop and Timothy Butler identify the twelve habits that—whether you are a retail clerk or a law firm partner, work in technology or in a factory—are almost guaranteed to hold you back.

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.

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

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Heather says

This is heavily targeted toward people working in a 'traditional office setting', for lack of a better phrase, and so it didn't entirely apply to self-employed me. Interesting reading, though!

Dave says

What a powerful book. Took me longer than usual to read, as I could identify with all aspects of the book.....

Fran Babij says

Extremely deep and insightful tool to helping a person understand the inner workings of the thought/behavior connection and how to correct the things that are adversely affecting our daily lives. Also a very helpful tool to understanding why the people around us do the things they do and how we can help them. Great resource!

Sumanta says

Some bad habits which find a place here ?

Avoiding conflict at any cost.... Doing too much, pushing too hard... Rebel looking for a cause...

Just the read for today's confused times..

Anthony says

Some good points and I think there are a few items that I found useful in analyzing my own habits in the workplace at some points I felt the book got "preachy" in some of its views. There practical advice and counseling is probably top notch, but I could tell from the text that their inherent world view is different from mine, and it makes me wonder if I might have the "13th Habit". Some of the items on power left me cold, they may be right, but sometimes felt they were condemning power and taking shots at society simultaneously.

I think I will take some new ammunition for the workplace, but didn't fundamentally change my life as it stands.

Rosalie Schraut says

Specific for middle career, but good for early/young professionals

J Crossley says

Heal Negative Behaviors Holding You Back

This book offers a wealth of information about behaviors that can hold you back at work and how you can correct those negative traits. After the initial twelve hindrances are reviewed, the authors discuss four traits to help you improve.

Jerome Baladad says

This can be an easy read of a book if you're familiar with Carl Jung's psychology. But then again, you can acquire a lot of helpful tips from this book especially if you're still doing a full time job. I realized I've moved on from that path. And that's great and OK.

Hafiz Mohammed says

I just finished reading the book. The case studies approach is fantastic. I found it insightful. Definitely worth a Re-Read every now and then.

Heather says

I love this book and am rereading it for the second time (with a very long break in between). Their case study approach is insightful, and I definitely appreciate business advice from a psychological perspective.

Jennifer says

This is one of my favorite books on not only finding out how to overcome my own bad habits but how to deal with them in other people. The book goes through the 12 habits describing the origin and how to overcome it but it also has sections on how to manage someone with each behavior pattern. I took it as, not necessarily managing but how to deal with them in any relationship.

Vince says

I very much enjoyed this book as I do everything by Timothy Butler. However, reading every chapter made me think that I face EVERY challenge this book discusses. I found it more useful, as Mr. Butler advises, to read only a couple of chapters that seem most relevant to me and use it as a reference.

Five stars. Definitely a keeper.

CAC says

The authors are career placement directors at Harvard Business School, have done a lot of counseling and offer some sage advice for the career-minded. However, I found the book to be quite long and it had an over reliance on behavioral career issues that stemmed from childhood. Very psychotherapy-oriented (and Jungian) which I thought they took too far, tracing nearly every "bad habit" back to childhood. Their 12 habits would have been more credible too if they would have cited (or conducted) primary research (academic studies etc.) to support their points.

Marissa says

Astute and practical, the best part of this book is how concrete it is -- in its examples, its generalizations, and its remedies. Unlike the "10 quick fixes" articles frequently published in periodicals, this book drives home the reality that all change--even good change--is hard... but gives you the tools to envision even yourself making those changes.

Christopher says

Anyone working with people in a managerial capacity will get a lot of insight out of this book.

The 12 behavior patterns identified in this book will cover most of the people that you will work with/encounter and have relationships with outside of work.

Being self-aware is critical for making this book "work for you", and being able to accurately observe the traits pointed out is necessary for you to make constructive suggestions to colleagues suffering from these habits.

The psychological insight is quite engaging, intriguing and entertaining.
