

what got you here wont get you there worksheet

what got you here wont get you there worksheet is a powerful tool designed to help individuals identify and overcome the habits and behaviors that may be limiting their personal or professional growth. Rooted in the principles of transformational leadership and personal development, this worksheet facilitates self-reflection and strategic planning for change. It is commonly used by leaders, managers, and professionals seeking to advance their careers or improve their effectiveness. This article explores the purpose and benefits of the what got you here wont get you there worksheet, provides guidance on how to use it effectively, and offers practical tips for maximizing its impact. Additionally, it covers common challenges encountered during the process and strategies to address them, ensuring sustained progress and growth.

- Understanding the What Got You Here Wont Get You There Worksheet
- How to Use the Worksheet Effectively
- Key Benefits of the Worksheet
- Common Challenges and Solutions
- Tips for Sustained Personal and Professional Growth

Understanding the What Got You Here Wont Get You There Worksheet

The what got you here wont get you there worksheet is based on the concept that past successes and behaviors may not be sufficient to achieve future goals. This self-assessment tool encourages individuals to examine which habits, attitudes, or communication styles that once contributed to their success may now be obstacles. It emphasizes the importance of awareness and willingness to change in order to progress to higher levels of performance and leadership.

Origin and Conceptual Framework

This worksheet is inspired by the bestselling book "What Got You Here Won't Get You There" by Marshall Goldsmith, a renowned executive coach. The book highlights how certain behavioral tendencies, such as the need to win at all costs or difficulty accepting feedback, can hinder advancement despite prior achievements. The worksheet translates these concepts into a structured format for personal evaluation and action planning.

Core Components of the Worksheet

The worksheet typically includes sections for identifying limiting behaviors, assessing their impact, and setting specific goals for behavioral change. Users are prompted to rate themselves on various habits, reflect on feedback received, and commit to actionable steps. This structured approach ensures a comprehensive analysis of strengths and weaknesses related to leadership and interpersonal effectiveness.

How to Use the Worksheet Effectively

Using the what got you here won't get you there worksheet effectively requires a deliberate and honest approach. It is most beneficial when combined with feedback from peers, supervisors, or mentors. The process involves thorough reflection, openness to change, and consistent follow-through on improvement plans.

Step-by-Step Guide

1. **Collect Feedback:** Gather candid feedback from colleagues or supervisors regarding behaviors that may impede progress.
2. **Complete Self-Assessment:** Honestly evaluate your habits and tendencies using the worksheet prompts.
3. **Identify Key Areas for Change:** Highlight behaviors that have the greatest negative impact on your effectiveness.
4. **Set SMART Goals:** Develop Specific, Measurable, Achievable, Relevant, and Time-bound objectives to modify these behaviors.
5. **Create an Action Plan:** Outline concrete steps to practice new behaviors and track progress regularly.
6. **Review and Adjust:** Periodically revisit the worksheet to assess improvement and make necessary adjustments.

Best Practices for Maximizing Results

Consistency and accountability are critical when using the worksheet. Engaging a coach or accountability partner can facilitate honest reflection and sustained motivation. Additionally, integrating the worksheet into regular performance reviews or development plans enhances its effectiveness.

Key Benefits of the Worksheet

The what got you here won't get you there worksheet offers multiple advantages for individuals aiming to elevate their skills and leadership capabilities. It supports deeper self-awareness and fosters proactive behavior change necessary for continued success.

Improved Self-Awareness and Insight

By systematically identifying limiting behaviors, users gain clarity on why previous strategies may no longer yield desired results. This insight is crucial for meaningful development and avoiding stagnation.

Enhanced Leadership and Interpersonal Skills

The worksheet encourages reflection on communication styles and relationship management, leading to improved collaboration, influence, and conflict resolution abilities.

Increased Career Advancement Opportunities

Addressing behavioral blind spots positions individuals for higher-level responsibilities and greater professional recognition. Demonstrating adaptability and growth mindset is often valued by organizations.

Common Challenges and Solutions

While the worksheet is a valuable tool, users may encounter obstacles during the process. Awareness of these challenges and strategies to overcome them enhances the likelihood of success.

Resistance to Feedback

Some individuals may struggle to accept critical feedback or recognize personal shortcomings. Cultivating an open mindset and viewing feedback as an opportunity rather than criticism is essential.

Difficulty Changing Established Habits

Behavioral change can be uncomfortable and requires persistence. Breaking down goals into manageable actions and celebrating incremental progress helps maintain motivation.

Lack of Accountability

Without accountability, it is easy to revert to old behaviors. Partnering with coaches, mentors, or peers who provide regular check-ins can sustain commitment to change.

Tips for Sustained Personal and Professional Growth

To leverage the full potential of the what got you here won't get you there worksheet, ongoing effort and strategic planning are necessary. The following tips support continuous improvement beyond the initial assessment.

Incorporate Regular Self-Reflection

Schedule periodic reviews of personal behaviors and goals to ensure alignment with evolving objectives and circumstances.

Seek Diverse Perspectives

Solicit feedback from a variety of sources to gain comprehensive insights and avoid blind spots.

Commit to Lifelong Learning

Engage in training, coaching, or professional development activities that reinforce positive behaviors and expand skill sets.

Practice Patience and Persistence

Recognize that meaningful change takes time, and setbacks are part of the growth process. Maintain focus on long-term benefits.

- Use the worksheet as part of a broader development strategy.
- Document progress and lessons learned along the way.
- Celebrate successes to reinforce positive change.

Frequently Asked Questions

What is the purpose of the 'What Got You Here Won't Get You There' worksheet?

The worksheet is designed to help individuals identify behaviors and habits that may have contributed to their past success but could now be limiting their growth and effectiveness.

Who can benefit from using the 'What Got You Here Won't Get You There' worksheet?

Professionals, leaders, and anyone looking to improve their personal or career growth can benefit from using this worksheet to recognize and change counterproductive behaviors.

What type of behaviors does the worksheet help to identify?

It helps identify limiting habits such as micromanaging, reluctance to delegate, poor listening skills, or resistance to feedback that may hinder further progress.

How does the worksheet relate to Marshall Goldsmith's book 'What Got You Here Won't Get You There'?

The worksheet is often used as a practical tool based on the concepts from Marshall Goldsmith's book, helping users apply his coaching principles to their own behavior.

What are common sections included in the worksheet?

Typical sections include self-assessment of current behaviors, identification of limiting behaviors, goal setting for change, and action steps to develop new habits.

Can the worksheet be used for team development?

Yes, teams can use the worksheet to collectively identify behaviors that may be impacting team performance and work together on improvements.

Is the worksheet suitable for self-reflection or should it be used with a coach?

While the worksheet can be used independently for self-reflection, working with a coach or mentor can enhance insights and accountability.

How often should one use the 'What Got You Here Won't Get You There' worksheet?

It is recommended to use the worksheet periodically, such as quarterly or during major career transitions, to continuously assess and improve behaviors.

Where can I find a reliable 'What Got You Here Won't Get You There' worksheet template?

Reliable templates can be found through professional coaching websites, leadership development platforms, or directly from resources related to Marshall Goldsmith's coaching materials.

Additional Resources

1. *What Got You Here Won't Get You There: How Successful People Become Even More Successful*

This book by Marshall Goldsmith explores the subtle behavioral habits that can hold successful people back from reaching their full potential. It provides actionable advice on how to identify and change these habits to continue growing personally and professionally. The book is filled with real-life examples and practical exercises, making it a valuable resource for leaders and individuals seeking improvement.

2. *The Leadership Challenge: How to Make Extraordinary Things Happen in Organizations*

Authors James Kouzes and Barry Posner present a research-based approach to leadership that emphasizes practices such as inspiring a shared vision and enabling others to act. This book complements the principles in "What Got You Here Won't Get You There" by focusing on leadership behaviors that foster growth and transformation. It includes tools and assessments to help leaders develop their influence and effectiveness.

3. *Crucial Conversations: Tools for Talking When Stakes Are High*

This book by Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler offers techniques for handling difficult conversations with confidence and skill. Improving communication is often essential for overcoming the interpersonal challenges highlighted in Goldsmith's work. The book provides strategies to stay calm, speak persuasively, and foster mutual respect during high-stakes discussions.

4. *Emotional Intelligence 2.0*

Travis Bradberry and Jean Greaves delve into the importance of emotional intelligence (EQ) in personal and professional success. This book includes a step-by-step program for increasing EQ, which aligns with the behavioral changes suggested in "What Got You Here Won't Get You There." Readers learn to better manage emotions, improve relationships, and enhance decision-making.

5. *Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones*

James Clear's book focuses on the science of habit formation and how small changes can lead to significant improvements over time. It complements Goldsmith's ideas by providing a framework for systematically changing behaviors that may be limiting success. The practical strategies encourage readers to design their environment and routines to support positive growth.

6. *Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.*

Brené Brown explores the power of vulnerability and courage in leadership. This book encourages leaders to embrace discomfort and foster authentic connections, which can help address some of the behavioral barriers identified by Goldsmith. It includes research-backed advice and exercises to develop resilience and

foster trust.

7. Drive: The Surprising Truth About What Motivates Us

Daniel H. Pink examines the science of motivation, emphasizing autonomy, mastery, and purpose as key drivers of high performance. Understanding these motivational factors can help individuals and leaders implement the changes recommended in "What Got You Here Won't Get You There." The book offers insights into how to create environments that inspire sustained improvement.

8. The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change

Stephen R. Covey's classic outlines fundamental habits that promote personal and professional effectiveness. This foundational work supports the mindset and behavioral shifts necessary for the ongoing growth emphasized by Goldsmith. The habits provide a holistic approach to aligning values, goals, and actions.

9. Thanks for the Feedback: The Science and Art of Receiving Feedback Well

Douglas Stone and Sheila Heen explore how to effectively receive and use feedback, a crucial skill for anyone looking to improve behaviors and achieve greater success. This book addresses common challenges in accepting feedback, mirroring the self-awareness and openness promoted in Goldsmith's work. Readers gain tools to transform feedback into actionable growth opportunities.

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