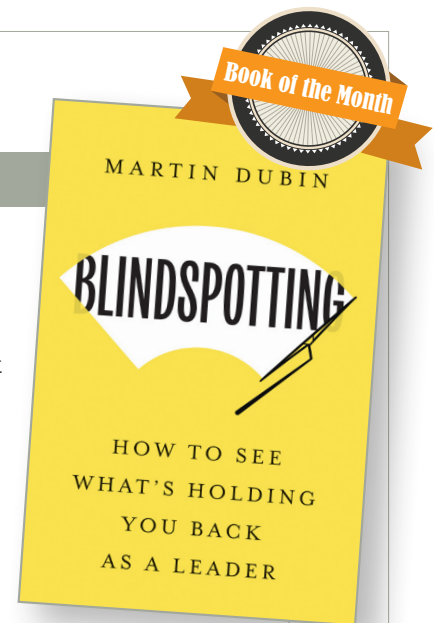


Identifying one's 'blindspots' to manage effectively

Book details behaviors, traits that hold leaders back from success

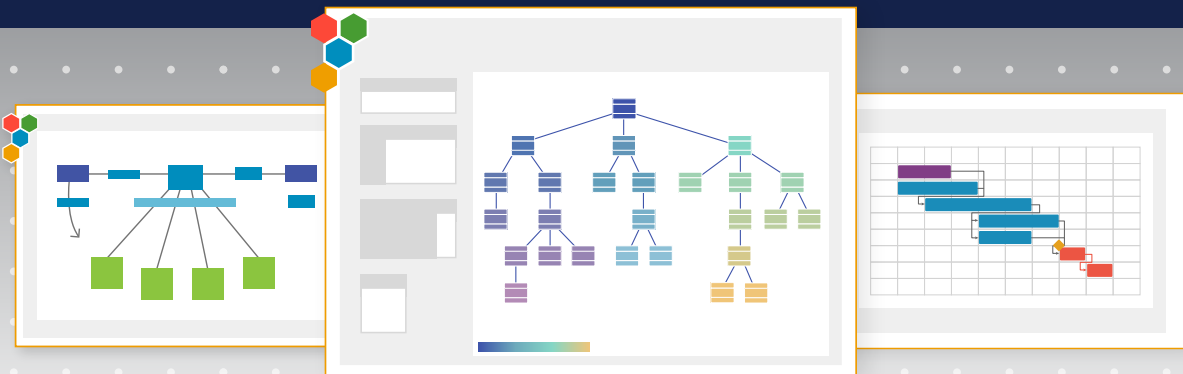
Often when things begin to go sideways for an organization, it's hard for leaders to see the forest for the trees that are falling on them. The solution is to take a big picture view of what isn't working, but that is easier said than done for those close to the action. Yet such self-awareness is not impossible, as author Marty Dubin demonstrates in his 2025 book, *Blindspotting How to See What's Holding You Back as a Leader*. He writes that most leaders are unable to judge themselves and learn what behaviors or traits are causing problems. Finding those "blindspots" is the key to turning the corner. Dubin is a former clinical psychologist and entrepreneur who has seen firsthand how executives get in their own way. He has laid out a practical blueprint to help them identify professional habits they cannot see and find ways to overcome them. He describes six key blindspots (identity, motive, trait, emotion, intellect and behavior) and how to identify them; the consequences of failing to recognize them; how to reclaim one's identity when defined by others; ways to tap into personal identities to find better leadership traits; and four types of intelligence to recognize in potential employees. In the introduction, Dubin writes: "I'm defining blindspots quite specifically: they are what we don't know about ourselves that hold us back as leaders and prevent us from achieving our highest success. They are the particulars of who we are – our behaviors, our emotions, our intellect, our inborn traits, our core motives, and the identities we embody – that we are unable to see, and thus unable to take action to address. The good news is you can compensate for your blindspots. The bad news is first you have to know what they are." He adds, "Turns out we're not always great judges of ourselves, even when we think we are. We believe we are behaving normally even in areas where others see tremendous deficits, and even in situations that, from an outsider's perspective, are clearly leading to problems. Being self-aware – eliminating the Perception Gap – is about knowing your gifts and your gaps and how each can lead to blindspots that put your success at risk."

Blindspotting How to See What's Holding You Back as a Leader, is published by Harvard Book Review Press



Cut the Cost of Calculation

IISE Members Save on EngineRoom® Statistical Software!



Statistical Tools Process Modeling
Project Templates Diagramming & Mapping

MoreSteam.com/EngineRoom

 **EngineRoom®**
Data Analysis Software