

# Episode 121: Managing your 'ego' in the workplace.



If you are a regular of The 3 Minute Mentor, I guess you have some determination and drive. Part of being successful at work is about exhibiting confidence and leading. Both of these are good and should be encouraged in yourself and others. However, unchecked, it can look to some that you think it's "all about me." When confidence looks like ego, it can derail a career. [The Economic Times recently looked at 5 things you can do help.](#) Here is a variation on what they said.

## 1. Be A Team Player

Nearly every project we do at work is done in a team - one of the reasons for project struggles can be the ego of its team members. If you are part of a team – make the success of that team your only priority. Be willing to balance what you want or believe with ensuring success of the project.

## 2. Reflect On Performance

While you take pride in your successes, understand your weaknesses too. Reflect on what went less well and what you could have done to help. Avoid blaming others for what they did and think about what you didn't do to help.

## 3. Don't Get Obsessed

There is no value in being right in a failed team or project. Truth is that everyone has opinions and they are all probably equally valid. Focus on ensuring you have good relationships and accept we are all different. The solution is always somewhere in the middle of what we all believe.

## 4. Ask For Help

None of us knows everything nor can we do everything for ourselves. We all need help. Being seen to ask for help is a great way to keep your ego in check. Even the most inexperienced team member can contribute to success. You will often get more appreciation for your ability to listen than for knowing.

## 5. Be Humble

In most organizations your boss knows when you are doing well. The need to go and tell everyone is a clear sign you have "ego issues" or are insecure. As the song goes, it's hard to be humble when you are perfect in every way. But the truth is we all have weaknesses and they are visible to those around us. Sharing the credit and praise with others should be more important than personal glory.

**Bottom Line:** A big ego is normally a 'no-go' for most teams and often backfires when you are trying to get people to work with you.