The 20 Bad Habits
Challenges in Interpersonal Behavior

1. **Winning too much**: The need to win at all costs and in all situations.
2. **Adding too much value**: The overwhelming desire to add our 2 cents to every discussion.
3. **Passing judgment**: The need to rate others and impose our standards on them.
4. **Making destructive comments**: The needless sarcasm and cutting remarks that we think make us witty.
5. **Starting with NO, BUT, HOWEVER**: The overuse of these negative qualifiers which secretly say to everyone that I'm right and you're wrong.
6. **Telling the world how smart we are**: The need to show people we're smarter than they think we are.
7. **Speaking when angry**: Using emotional volatility as a management tool.
8. **Negativity, or "Let me explain why that won't work":** The need to share our negative thoughts even when we weren't asked.
9. **Withholding information**: The refusal to share information in order to maintain an advantage over others.
10. **Failing to give proper recognition**: The inability to give praise and reward.
11. **Claiming credit that that we don't deserve**: The most annoying way to overestimate our contribution to any success.
12. **Making excuses**: The need to reposition our annoying behavior as a permanent fixture so people excuse us for it.
13. **Clinging to the past**: The need to deflect blame away from ourselves and onto events and people from our past; a subset of blaming everyone else.
14. **Playing favorites**: Failing to see that we are treating someone unfairly.
15. **Refusing to express regret**: The inability to take responsibility for our actions, admit we're wrong, or recognize how our actions affect others.
16. **Not listening**: The most passive-aggressive form of disrespect for colleagues.
17. **Failing to express gratitude**: The most basic form of bad manners.
18. **Punishing the messenger**: The misguided need to attack the innocent who are usually only trying to help us.
19. **Passing the buck**: The need to blame everyone but ourselves.
20. **An excessive need to be "me"**: Exalting our faults as virtues simply because they're who we are.