



## ***2.01 Introducing the Blocker***

Blockers are a major liability to any enterprise whether personal or professional. The best idea is to avoid them; if this is not possible, then you must learn to manage them and to manage the effect they have on you.

A Blocker is a person who gets in the way of others achieving their potential. For example, if you find yourself saying 'I can handle him' or 'She doesn't worry me', chances are you're talking about a Blocker. He or she is clearly distorting your game plan by deflecting your energy away from pursuing your real goals and objectives towards the side issue of your relationship with him or her. Otherwise the statement would be unnecessary.

A number of simple questions can help you identify a Blocker. Ask yourself:

- Is this person helping me achieve my potential?
- Is this person allowing me to stick to my game plan?
- Is this person helping me to improve my game plan?
- Is this person contributing to the team effort?
- Is this person wired up for success?

If the answers are positive, you're safe. If the answers are negative - beware, you're in the vicinity of a Blocker.

The person who generates positive answers may not be the most comfortable person to have around - he/she will be high on creativity, and want you, too, to be a strategist, a person of action, and committed to taking responsibility. He/she wants to be part of a successful enterprise.

The person who generates negative answers will be low on creativity, perhaps because he/she is lazy, or lacks courage, or has lost sight of the big picture, or is actively mischievous. The Nice Guy is a classic case of a Blocker. The team member who constantly needs the support of his colleagues is another.

Blockers do not contribute, they reduce the contribution of others. If they could, they'd allocate every suggestion you make to the 'too hard' basket.

When you identify a Blocker, take a long, hard look at him/her. Can you turn around the behaviour that is causing the problems? Do the person's other contributions outweigh the problems he/she generates (e.g. she's an electronic genius)? Or do you need to take a hard decision, in order to serve the best interests of yourself and your enterprise?