

Pride of Ownership

Pride is one of those double-edged swords that swing around to cut us whenever we wield it too aggressively. Certainly having pride in one's work is a critical and useful thing, but too much pride can leave one closed to opportunities for improvement just because the new ideas come from someone else.

We see it all too often. Someone has performed in a commendable manner and has achieved a certain level of result. The next stage is to build upon this success, and yet, ironically, the person who drove the first stage of growth is now the very same individual blocking any further advancement.

No success is genuine unless it is followed up on and expanded into greater success. Anyone who gets in the way of the momentum is a negative player, regardless of what role he or she might have played (or continues to play) in getting the company to its present position.

The question then becomes, can one prevent this sort of taking of ownership from happening and, if not, what does one do when it occurs? In Tudog's opinion, this cannot be completely prevented as there are certain personality types that tend to demand control and credit. There are however aspects of company culture that can be emphasized to discourage this sort of behavior (and perhaps reward the more team oriented players). When it does occur, Tudog believes that a stern approach is required, both to squash the negative behavior, and also to minimize any damage a person behaving in this manner may inflict on the motivation and sense of being appreciated others may feel.

After all, the general positive feelings of the majority are more important than the ego of one individual, even if that person is currently your top performer.