

## Being Right Versus Being Excellent

I just read a very insightful post on Dan Rockwell's blog, [Leadership Freak](#). (Dan is one of my favorite bloggers of all time, and he makes me think deeply on many levels.) The title got my attention: Why you're wrong and I'm right. In the post Dan offers six reasons why we need to be right and challenges us to entertain the thought that being wrong can have benefits. (Think about how needing to be right hampers workplace relationships as well as personal relationships.)

The intense need to be right keeps you on the drama triangle, one of the tools I mention in my book, [Stop Workplace Drama](#). Take for example if you feel that you have no choices. You believe you are right about:

- Your bad boss
- Your bad employees
- The state of the economy
- Being too old
- Not having enough time
- Not having enough money

For years **I thought I was right** about not having enough time to create a career I really wanted. I had been working at a factory as a blue collar worker for over 20 years. Looking back, I see it was easier to be right about the challenges than it was to overcome them. Thank goodness I figured this out before it really was too late. I had to be willing to be wrong about the story I had created.

### Being right prevents growth

Most of us waste precious time defending our story. Find someone who is stuck and offer them an idea to get unstuck and all you will hear them make a case for their obstacle instead of learning from someone who could help them move forward.

### Being right feeds the ego

The need to be right feeds the ego, but the willingness to be wrong changes a culture. Take a negative workplace culture and add two or three enlightened individuals and you will see a culture shift. To be enlightened is to listen, to be willing to challenge assumptions and outdated beliefs that do not serve the greater good.

## How do you open the field of possibility for your life?

It's not about taking a stand to be wrong; it's about the willingness to consider a possibility that I might be wrong and that's totally OK. If I might be wrong, and I'm OK with that possibility, then I'm opening a space to listen and learn. I open up possibilities for myself and others. I provide a space where learning is more important than winning. In fact, the definition of winning changes: Learning is growing, and growing is winning. When you give up the need to be right you experience the freedom to be excellent.

A decorative graphic consisting of a cluster of grey dots of varying sizes, arranged in a roughly circular pattern, centered behind the text "Points to Ponder".

## Points to Ponder

1. Where are you stuck?
2. What are you willing to give up in order to get unstuck?
3. What do you defend and why is there a need to defend?
4. Is there a relationship problem that coincides with the need to be right?
5. How is being right keeping you from moving forward?