

Personal Threats and Blindspots

Great decisions require clear thinking and objectivity.

Finding that clear path forward requires *overcoming biases and blindspots*, that can be triggered by a number of different *threats or stressors*.



Rapidly Changing Assumptions

Social Isolation

An Uncertain Future

Research has shown that threats and fear:

- *Make us vulnerable to blindspots that lead to poor decisions.*
- *Encourage barriers that protect one part of the organization at the expense of broader success.*
- *Increase the risk of failure.*

These different types of threats...

Protection:

The need to feel safe and secure despite rapidly changing assumptions and evolving threats

Participation:

The need to belong despite social isolation and inter-group conflict

Prediction:

The need to have direction and a sense of control despite an uncertain future



Cause us to over-rely on our *emotions and instincts* while inhibiting our ability to employ *logic and careful analysis*.



Over-reliance on our emotions and instincts can lead to *Blindspots*:

Simplify



Over-reliance on gut feelings, what's readily available, or what supports what we already believe

Unify



Discounting objections, outgrouping, lack of integration with others, insular "us versus them" teams

Justify



"Selling" versus substantiating ideas, throwing good money after bad, sacrificing long-term gain for quick wins

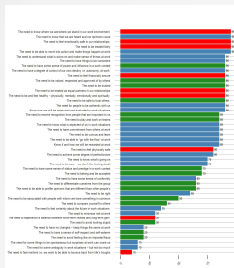


These Blindspots, if left unchecked, can lead to *poor decisions, internal conflict, silo creation, disengagement, and failure*.

Overcoming these Blindspots requires:



Awareness of the threats that impact
our decision-making



Tools and training to know when
they are happening



Strategies for overcoming them

Allowing us to create a new paradigm that enables continued success:

Evaluate



Objectively evaluate
information, focusing
on mission and overall
business objectives

Integrate



Actively seek out and
integrate different
perspectives, including
those who are impacted
by the decision

Substantiate



Take a step back and
ensure that the decision
is in the best long-term
interest of the
organization



Step One: Assess

Using an assessment developed in partnership with the Oxford Brain Institute, each individual, team, and leader can know their *personal threat profile* and *blindspot vulnerability dashboard*



Step Two: Diagnose

Determine root causes through an in-depth exploration of policies, practices, procedures, and threat origination in order to understand the factors leading to different blindspots for individuals, teams, and departments, as well as those occurring across the enterprise



Step Three: Cure

Provide targeted coaching, training and interventions designed to mitigate root causes, and give leaders and their staff the tools and knowledge they need to cure organizational blindness

For more information, contact TeamHealth@nsiteam.com