

# **Blockers**

## **Skill & Personal Development**

## Blockers: Skill Development and Personal Growth

In order to turn your vision into reality, you must begin to identify with specificity those obstacles that prevent you from getting what you want and to craft strategies to overcome these obstacles. These obstacles, which we will refer to as **blockers**, can be divided into two categories: (1) lack of *skill development* and (2) lack of internal or *personal development*. Examples of **skill development blockers** may include poor public speaking skills, lack of sales presentation skills or ineffective time-management skills. Examples of **personal development blockers** may be fear of failure, low self-esteem, conflict avoidance or fear of rejection. Too many people mistakenly believe that their success boils down to just skill development. Nothing could be farther from the truth. The reality is that our personal or internal development drives our skill performance.

For instance, assume you want to improve your ability to close a sale (*skill development*). If you are afraid to ask for the sale or to handle the rejection you will encounter most of the time (*personal development*) you will never achieve your potential as a closer, regardless of how much skill training you have on this topic. At the same time you are working to develop your skills you should also be identifying the personal, internal issues you struggle with that prevent you from reaching your potential in that area.

When identifying your **blockers**, it is important that your analysis be context specific. For instance, if fear of rejection is one of your **blockers** (*personal development*), in all likelihood, this fear does not manifest itself in all areas of your life. It is more probable that this fear rears its ugly head in certain specific situations (e.g., when asking girls out on a date or asking your boss for a raise). The more specific your analysis is, the easier it will be to craft a strategy to break free from this limiting behavior or feeling. The same analysis applies to **skill development blockers** as well. You may be weak in the area of time management. However, this weakness may only apply in the context of work. Be specific when identifying the **blocker**. Be specific when defining the context in which it presents itself.

*"Your success and happiness lie in you."*

– Helen Keller

# Identifying Blockers

The purpose of this worksheet is to begin the process of identifying and breaking free from those **blockers** that are limiting you. First, you need to identify those specific **blockers** that are limiting you and the specific context in which each one arises. Second, identify the specific activities you are committed to performing over an extended period of time to break free from these **blockers** (e.g., reading certain books, listening to particular tapes, attending counseling, etc.).

## Skill Blockers

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## Action Strategy

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## Personal Development Blockers

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## Action Strategy

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