



Leaders: Is Your Need to Be Right Keeping You from Progress?

Description

The inherent need to assert one's correctness can considerably undermine interpersonal relationships, inhibit personal and professional growth, and hinder overall progress.

Throughout my life, I have grappled with a profound predisposition to [be right](#)—a trait that seemingly permeates my very being, akin to a genetic predisposition. Perhaps it stems from my position as the eldest daughter in my family or is merely a reflection of my character. Regardless, [this inclination](#) frequently precipitates [significant conflict](#) in professional settings. In moments of certainty, I may deliver comments intended to be brief yet inadvertently acerbic, often conveying annoyance or hostility.

Such impulsive reactions typically culminate in squandered time, discomforting follow-up discussions, and, regrettably, damaged relationships. Perhaps you can identify with this predicament.

Leaders face a particularly daunting dilemma, as an implicit aspect of our roles involves being correct. Colleagues and subordinates look to us for direction and clarity. Concurrently, they expect to be heard and to have their perspectives valued. For those of us with an entrenched need for validation through correctness, engaging with alternative viewpoints can appear burdensome—after all, we are often convinced of our predetermined path.

Yet, this prompts an essential inquiry: Is our primary objective to be right?

My quest for “rightness,” coupled with my reactive tendencies, frequently obstructs my higher aspirations. While experiencing the fleeting satisfaction of being correct can be tempting, the longer-term repercussions—particularly on team cohesion and genuine inspiration—are often detrimental.

The toll of unwavering insistence on correctness

The ramifications of this fixation are manifold. Firstly, we forfeit invaluable insights; when team members perceive their contributions as inconsequential, they cease to actively participate. Subsequently, we miss opportunities to nurture others' growth. True leadership lies not in possessing all the answers but in cultivating an environment where others can independently seek solutions.

Prioritizing enduring success and relationships over transient impulses

Ultimately, effective leadership transcends the mere provision of correct answers; it involves fostering an atmosphere where the most astute solutions can surface—often from others. I've come to recognize that my ambition to assert correctness must yield to a stronger commitment to exemplary leadership. By



relinquishing our compulsion to be right, we pave the way for deeper connections, enhanced collaboration, and, ultimately, more favorable outcomes.

Vocabulary List:

1. **Inherent** /ɪnˈhɪr.ənt/ (adjective): Existing as a natural or essential characteristic.
2. **Acerbic** /əˈsɜːr.bɪk/ (adjective): Sharp and forthright in tone or manner.
3. **Precipitate** /prɪˈsɪp.i.tet/ (verb): To cause an event or situation to happen suddenly or unexpectedly.
4. **Ramifications** /ˌræm.ɪ.fɪˈkeɪ.ʃənz/ (noun): Consequence or outcome of an action or event especially when complex or unwelcome.
5. **Obstruct** /əbˈstrʌkt/ (verb): To block or impede progress.
6. **Compulsion** /kəmˈpʌl.ʃən/ (noun): An irresistible impulse to act often due to psychological pressure.

Comprehension Questions

Multiple Choice

1. What can the inherent need to assert one's correctness do to interpersonal relationships?
Option: Strengthen them
Option: Undermine them
Option: Have no effect
Option: Enhance personal growth
2. Why does the author suggest that the fixation on being right can hinder overall progress?
Option: Because it fosters teamwork
Option: Because it causes conflict
Option: Because it encourages open communication
Option: Because it boosts creativity
3. What is one repercussion of delivering acerbic comments according to the text?
Option: Improved relationships
Option: Misunderstandings
Option: Smooth communication
Option: Increased productivity



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4. What does the text suggest about true leadership?
- Option: It involves asserting correctness at all times
 - Option: It lies in finding all the answers independently
 - Option: It is about nurturing an environment for seeking solutions
 - Option: It is based on rigid adherence to predetermined paths
5. Why is engaging with alternative viewpoints described as burdensome?
- Option: Because it is easy to do
 - Option: Because it challenges preconceived notions
 - Option: Because it limits growth
 - Option: Because it boosts creativity
6. What is the primary objective discussed in the text?
- Option: Being inflexible
 - Option: Being always right
 - Option: Prioritizing team cohesion
 - Option: Fostering an atmosphere for astute solutions

True-False

7. The text implies that the need to be right can positively impact personal and professional growth.
8. The author acknowledges that delivering acerbic comments can be beneficial in professional settings.
9. The text suggests that engaging with alternative viewpoints is unnecessary for effective leadership.
10. According to the text, true leadership involves only providing correct answers rather than fostering an environment for seeking solutions.
11. The author highlights that team members may cease to participate actively if their contributions are perceived as consequential.
12. The text emphasizes that the author prioritizes transient impulses over enduring success and relationships.

Gap-Fill



13. According to the text, the quest for “rightness” obstructs higher aspirations by frequently impeding genuine _____.
14. The text mentions that when team members perceive their contributions as inconsequential, they may cease to actively _____.
15. Ultimately, effective leadership involves fostering an atmosphere where the most astute solutions can _____—often from others.
16. By relinquishing the compulsion to be right, the text suggests paving the way for deeper connections, enhanced collaboration, and, ultimately, more favorable _____.
17. According to the author, the fixation on insisting on correctness can result in forfeiting invaluable _____.
18. The toll of unwavering insistence on correctness can lead to missed opportunities to nurture others' _____.

Answer

Multiple Choice: 1. Undermine them 2. Because it causes conflict 3. Misunderstandings 4. It is about nurturing an environment for seeking solutions 5. Because it challenges preconceived notions 6. Fostering an atmosphere for astute solutions

True-False: 7. False 8. False 9. False 10. False 11. True 12. False

Gap-Fill: 13. inspiration 14. participate 15. surface 16. outcomes 17. insights 18. growth

Vocabulary quizzes

Multiple Choice (Select the Correct answer for each question.)

1. Which term best describes a topic that is likely to cause disagreement or argument?

Option: Revitalization

Option: Proactive



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- Option: Contentious
Option: Resilience
2. Which word means causing great damage or harm?
Option: Nonchalant
Option: Devastating
Option: Compulsion
Option: Collaboration
3. What term is used to describe something based on conjecture rather than knowledge?
Option: Derision
Option: Speculative
Option: Agility
Option: Productivity
4. A _____ is an event causing great and often sudden damage or distress.
Option: Revitalization
Option: Derision
Option: Calamity
Option: Compulsion
5. Which term refers to the capacity to recover quickly from difficulties?
Option: Erosion
Option: Congested
Option: Resilience
Option: Collaborative
6. If something is _____ it suggests that something bad is going to happen.
Option: Proactive
Option: Congested
Option: Acerbic
Option: Ominous
7. What term refers to the ability to move quickly and easily?
Option: Evacuation
Option: Inherent
Option: Agility
Option: Prevalent
8. Which word means the action of working with someone to produce something?
Option: Adulation
Option: Collaboration
Option: Precipitate



Option: Delineates

9. A _____ is a strong usually irresistible impulse to perform an act.

Option: Congregated

Option: Ramifications

Option: Capricious

Option: Compulsion

10. Which term refers to the action of imbuing something with new life and vitality?

Option: Erosion

Option: Revitalization

Option: Nonchalant

Option: Reevaluating

Gap-Fill (Fill in the blanks with the correct word from the vocabulary list.)

11. _____ is the process of eroding or being eroded by wind water or other natural agents.

12. _____ in urban areas is often caused by high population density and a high number of vehicles.

13. The hotel can _____ up to 200 guests during the peak season.

14. Stress-related illnesses are becoming more _____ in today's fast-paced world.

15. His ideas were met with _____ and ridicule by his peers.

16. The actor received widespread _____ for his outstanding performance in the movie.

17. His _____ behavior made it difficult for his friends to predict his actions.

18. She was surprisingly _____ about the news of her promotion not showing much excitement.

19. The fallen tree limb _____ the path making it difficult for hikers to pass through.

20. A _____ approach often involves anticipating and preventing problems before they



occur.

Matching Sentences (Match each definition to the correct word from the vocabulary list.)

21. Investing in high-risk ventures without thorough research is considered irresponsible and .
22. During the religious festival thousands of people in the town square to witness the procession.
23. His rash decision to quit his job without a backup plan a period of uncertainty and financial instability.
24. Successful projects often result from effective and communication among team members.
25. The government's initiative to promote the of the downtown area led to new businesses opening up.
26. Athletes need to maintain their physical to excel in fast-paced sports like soccer or basketball.
27. The decision to cut funding for education had far-reaching on the quality of schooling.
28. The fallen debris continued to traffic flow on the highway causing long delays.
29. Her to check her phone every few minutes was a habit she found hard to break.
30. The seamless between the design and engineering teams resulted in a groundbreaking product.

Answer

Multiple Choice: 1. Contentious 2. Devastating 3. Speculative 4. Calamity 5. Resilience 6. Ominous 7. Agility 8. Collaboration 9. Compulsion 10. Revitalization

Gap-Fill: 11. Erosion 12. Congestion 13. accommodate 14. prevalent 15. derision 16. adulation 17. capricious 18. nonchalant 19. obstruct 20. proactive

Matching sentence: 1. speculative 2. congregated 3. precipitate 4. collaboration 5. revitalization 6. agility 7. ramifications 8. obstruct 9. compulsion 10. collaboration

CATEGORY

1. Business - LEVEL6

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