

Five Ways To Keep Your Ego In Check

1. Focus on the team's goal, not individual bragging rights -

Forget whether you're in the role of leader or follower. Engage and listen to people who are more talented (in certain areas) than you are. Think less about yourself and the managers you've nurtured. Reflect more about your front-line team members' insights as you pursue goals for innovation and improvement together.

2. Recognize that creativity, wisdom and brilliance are packaged in many different forms -

You may have honed your business acumen and skills in public speaking, storytelling, executive decision making, team leadership and people motivation through long years of training and experience. You may be (rightly) proud of the person you've become as the result of these efforts. You may expect that all members of your team have pursued the same paths of professional development.

Consider letting go of ego and its expectations that all employees should emulate you in terms of professional luster.

3. Acknowledge that anyone can contribute to the conversation, analysis and, ultimately, execution -

In the process of letting go of ego, release misperceptions of others' capabilities based on specific types of experiences or other external measures.

You may be unaware that, in the past, front-line employees have offered ideas that improved workflow, made your company more responsive to customer demands and reduced operating costs. You might not know which customer-facing employees forged long-term relationships that grew gross margins. Realize that anyone can offer insights that equip your organization to tap a new market, disrupt the industry or boost profits.

4. Appreciate those who seem less astute than you -

Ideally, you'll want to gain a genuine regard for those who may not appear to be as ostensibly shrewd as you. But even if you hold onto the idea that you're the top person in the room in terms of vision and credentials, knowing what inspires other people is extremely useful.

5. Learn something new -

If you're truly interested in learning how to get rid of ego, try becoming a newbie at something. Resolve to master a new skill, gain expertise in a new area or accomplish both.

At some point between starting and mastery, you will likely feel doubt and frustration. Let go of your ego and ask for help. Find someone who knows more about a subject and get schooled in your new endeavor.