According to our study of more than 950 people, 97 percent of employees have a Career-Limiting Habit (CLH) that keeps them from achieving their potential at work. These habits cost employees raises and promotions they might have otherwise received.

The study shows the vast majority of bosses are pessimistic their employees will ever change their CLH. In fact, bosses report that only 10 to 20 percent of their employees actually make profound and lasting changes to their CLH.

“This finding is incredibly discouraging when you consider the enormous investment companies make in performance management,” says Joseph Grenny, co-author of Change Anything: The New Science of Personal Success.

The top 5 Career-Limiting Habits:
1. Unreliability
2. “It's not my job”
3. Resistance to change
4. Negative attitude
5. Procrastination

Other CLHs that limit employees’ progression include: disrespect, short-term focus, selfishness, passive aggressiveness and risk aversion.

Can you truly succeed without changing your CLH? According to managers, the answer is a resounding, “No.” Nearly half of bosses report that addressing employees’ glaring bad habit is three times more important than increasing their technical skills.

The online poll of 972 people, 493 of which were managers, found there are predictable paths to success for employees who want to reverse their CLH.

ABOUT THE RESEARCH. The study collected responses via an online survey from 972 individuals in April and May of 2011. Margin of error is approximately 3%.

LEARN NEW SKILLS. To learn how Change Anything Training can help you overcome Career-Limiting Habits, visit www.vitalsmarts.com or call 1.800.449.5989.