

For Faster Results, Slow Down

Does this sound familiar? You're often unmatched at analyzing and zeroing in on the core issues in a situation and setting a course of action. And you can do this very quickly, often in a matter of minutes. You relish driving for results and achieving them efficiently.

This level of competence and self-motivation means you're probably a high-performer in your workplace. But as I have coached similar clients, I've noticed potential pitfalls to being quite so results-oriented. For example, if you tend to skip straight to a decision without sharing much information about how you arrived at it, your colleagues may misunderstand your rationale and deliver results inconsistent with your intent. Plus, you may miss out on their valuable insights or deprive your colleagues of the chance to learn from your knowledge and experience.

Use these three simple strategies to get others on the same page before you finalize decisions.

Connect the dots.

Even if you immediately know what your company's course of action should be, take a moment to show others how you got from Point A to Point B. What are your criteria for success? What factors did you consider as you evaluated options? What other options did you look at? And what makes your preferred plan the best way to proceed? These points are self-evident to you, but remember that others don't have your knowledge and experience. Taking even five minutes to educate your colleagues on your thought process will not only help guide their work now but also help them make more consistent decisions later.

Read the room.

You may be excited about getting your plans moving, but before you do, pause to gauge your colleagues' reaction. What does their body language tell you? Do they look anxious, confused, or frustrated? Look for nonverbal cues so you can determine if you need to build more buy-in.

Solicit a response.

If people have questions, they'll ask, right? Well, not necessarily. Because of your expertise, they may feel too intimidated. Or they might worry about looking foolish, especially if you're their boss. Take the time to solicit feedback, and confirm for understanding. Remind them that generating ideas is a mutual learning experience and their input could yield insights that you would have otherwise missed.

Ensuring alignment with your colleagues can pay off in the short and long term. Choose one of the three strategies to focus on this week. Remember, small steps can lead to big results.

Neena Newberry is an award-winning executive coach, speaker, and author. A recognized leader in her field, she has appeared on CBS, ABC, Fox News, Fortune Magazine and others over 50 times and received four [Stevie Awards for Women in Business](#). [A former Deloitte executive](#), Neena excels at simple solutions to accelerate business and career results. Subscribe to [THE EDGESM](#), Neena's weekly blog, and connect with her on [LinkedIn](#), [Twitter](#), and [Facebook](#).