

**M**OST PEOPLE in our world love giving feedback but few have the courage to seek, value and celebrate feedback.

Why? Seeking Feedback requires huge self-awareness, self-trust and self-esteem. People with low security and maturity can never seek/accept feedback and are mostly uncoachable. Therein lies their folly as the lack-of-feedback slowly leads to their derailment and downfall. Most people feel that they have achieved perfection without realising that Perfection is a lie and continuous-improvement (Kaizen) is the truth of life. Remember, thinking we have achieved perfection leads to me-

help sciences, relates to wisdom and owning responsibility. The 9th Habit is rooted in the law-of-Karma (the choices we make are the consequences and destiny we create). After researching several books and self-help research, I developed the 9th Habit over years (part of my *Karma Kurry/Mojosh Inspirator* book-series) which is about having the maturity and security to seek feedback (not only from our seniors but also from direct reports, children, students and anyone/everyone) for continuous-improvement in our personal/professional space.

The simple, compelling idea of The 9th Habit is 'Seek feedback to be continually saved and inspire others to do the same'. To quote from the book, "*Feedback is the multi-vitamin of highly real,*

9th Habit practitioners is, '*I change to change everything, by seeking feedback to be continually SAVED.*'

Based on The Law of Transformation, each of us needs to be SAVED and inspire others to get SAVED is the simple premise of The 9th Habit. SAVED is an acronym for Skills, Attitude, Values, Ethics and Deeds. In my book/workshops I explain how we need to unbox these five elements daily to understand the way to live a life of purpose, gratitude and daily contributions for creating a Victor-Mindset. The 9th Habit is rooted in The Power of Vulnerability and covers the five essential intelligences, Physical, Mental, Emotional, Spiritual and Moral.

The 9th Habit is based on deeper learnings and insights gained from my

## The 9th Habit of Effective, Real & Great Leaders



diocrity over time.

The Johari Window clearly explains that we as humans see and know very little about ourselves. Others see more of us day in, day out. Hence, we must seek feedback to understand our blind spots. To continuously improve, we must seek, value and celebrate feedback. That is what separates great champions/leaders from the average. Only Champions and leaders who have High Maturity (maturity has nothing to do with age or educational-degrees or management positions/titles) and security have the capacity to seek feedback for continuous-improvement.

The number 9 in spiritual and self-

*great, effective leaders and champions of change, for continuous-improvement."*

The 9th Habit practitioners have great self-esteem, better awareness, strength-of-character, honesty-of-purpose, seriousness-of-intent, wisdom, intuition and high idealism. The 9th Habit was unboxed at the British Council global learning and development event in 2019 as a tribute to Dr Stephen Covey, with whom I had once joked that I would write the sequel to the 7 Habits and 8th Habit. The simple passion-mantra of the

leadership-workshops with students, teachers, parents, socio-political leaders and corporate executives, who I work with as a coach/mentor. With The 9th Habit, I go deeper into the layers of what character-rooted and principle-centred leadership means and how character and not just competence/talent is needed to go for the extraordinary.

**We must create a culture-of-feedback (not just giving, but seeking feedback) in our workplaces, teams and homes. You will be SAVED from getting derailed in the journey of life. BW**

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The views expressed are personal and do not reflect those of BW Businessworld*

