

## SEE THE TREE, NOT JUST THE SEEDLING

With people, do you often conclude that what you see is what you get? Are you quick to decide that someone doesn't have what it takes?

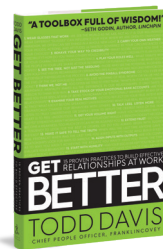
### WHEN YOU DON'T APPLY THIS PRACTICE

Not seeing potential becomes a self-fulfilling prophecy. No one is ever good enough. Talent goes unrecognized. Criticizing becomes your brand. You don't know how to take something from good to great. People don't see you as a mentor or coach. You see seedlings as trees that just gave up.

### APPLICATION

1. Identify 2–3 people whose potential is difficult for you to see. Answer these questions:
  - a. What are the current beliefs you hold about each person's capabilities, talents, skills, and personality style?
  - b. What 2–3 things does each person do well? (If you have trouble with this question, identify what their greatest fan would say about them.)
  - c. Which of your beliefs are you willing to reconsider?
2. See the Tree, Not Just the Seedling by supporting them in reaching their potential (e.g., more encouragement, a listening ear, candid and considerate feedback, skill development, etc.).

Find more tools like this in the best-selling book, *Get Better*.



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