

**THE NEW
TALENT
PLAYBOOK**
Podcast

Workbook

**Why Leaders
Plateau – and the
Mindset Shift That
Gets You Unstuck**

Featuring Curtis McCullom

Episode 7 - Season 4

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You just listened to Curtis McCullom, a mindset transformation coach, explain how hidden blind spots create self-sabotage that limits your income, confidence, and freedom.

Curtis reveals that the feeling of “not being good enough” is a deep-seated program that affects how you lead, react, and grow. This playbook will help you start the process of uncovering those blocks, applying his LEGIT framework, and transforming your leadership from the inside out.

1. Identify Your Blind Spots in Action

Curtis explains that a blind spot isn't just a weakness; it's an unconscious pattern that triggers a disproportionate reaction and sabotages your progress. It's the reason you stop doing what works right before a major breakthrough.

Self-Sabotage Audit:

Think about the last time you were close to a major goal (in revenue, health, or relationships) and things went off track. Which of these behaviors do you recognize in yourself? (Check all that apply)

- ☐ **Downplaying success:** When someone congratulates you, you say it was "nothing" or "just luck."
- ☐ **Procrastinating on the final 10%:** Getting a project 90% done and then stalling.
- ☐ **Overreacting to small setbacks:** A minor issue feels like a catastrophe.
- ☐ **Finding reasons why a new opportunity won't work:** Focusing on the risks instead of the potential.
- ☐ **Neglecting the very habits that brought you success:** Stopping the diet, the prospecting, the routines.

2. Acknowledge the Feeling, Don't Fight It

Curtis stresses: "It's okay not to be okay, but it's not okay to pretend you are."

Suppressing difficult emotions like fear, anger, or sadness only gives them more power. The first step to releasing them is to acknowledge their presence without judgment.

The "Sit & Breathe" Practice:

The next time you feel a negative emotion bubbling up (fear, frustration, self-doubt), don't push it away. Instead, try this.

1. Acknowledge It: Silently or out loud, say, "I am feeling [the emotion] right now, and that's okay."
(e.g., "I am feeling fear about this sales call, and that's okay.")
2. Sit With It (for 60 seconds): Don't try to fix it. Just allow the physical sensation of the emotion to be there. Where do you feel it in your body?
3. Breathe Into It: Take three slow, deep breaths. Inhale for 4 seconds, hold for 4, and exhale for 6. This activates your parasympathetic nervous system and tells your body it is safe.

Which emotion do you tend to suppress the most?

3. Trace Your Limiting Beliefs to Their Roots

Today's Limiting Belief...	...May Come From a Past Message Like:
Example: "It feels wrong to charge high prices for my service."	"Money is the root of all evil." or "Don't be greedy."
"I have to work incredibly hard to be successful."	
"I'm not experienced/smart/good enough to lead this."	
"Making a lot of money means I'm a bad person."	

4. Lead Without Baggage

As a leader, your personal baggage doesn't stay at home. It shows up in how you manage people, react to challenges, and perceive your team. When you clear your own blocks, you start to see your employees as resourceful individuals with their own "model of the world," not as problems to be fixed.

Leadership Perception Shift:

Rate yourself on how you currently lead your team. (1 = Rarely, 5 = Consistently)

Question	Score
I can listen to an employee's perspective without immediately trying to "correct" it.	
I view my team members as whole and capable, not "broken."	
When a mistake happens, my first instinct is curiosity, not blame.	
I believe my perception is just one version of the truth, not the truth.	

What's your lowest score? That's your biggest opportunity for growth as a leader. How can you improve it by one point this week?

***"If you know what you know and you're still not getting what you want, what is it that's preventing you from getting what you want?
It's your mindset."***

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