

Interference: The Biggest Enemy of Performance

Understanding the Performance Wheel

Businesses that embrace a culture of coaching see higher performance, greater accountability, increased engagement, and much more. But the biggest obstacle to performance gains is interference—so much so that at InsideOut Development, we've created entire modules within each of our programs dedicated to recognizing interference and removing it before it negatively impacts performance.

What Is Interference?

We break down interference into two categories: external and internal. **External interference** is something within your environment that's blocking your progress. It could be interruptions or distractions from colleagues, deadline changes, competing priorities, or information overload.

Internal interference is anything that affects your mental and emotional state. This could be unproductive internal dialogue, insecurity, fear, or being overwhelmed. Internal interference can be caused by external sources (e.g., confusion caused by poor communication), but we don't always need an external trigger to experience internal interference.



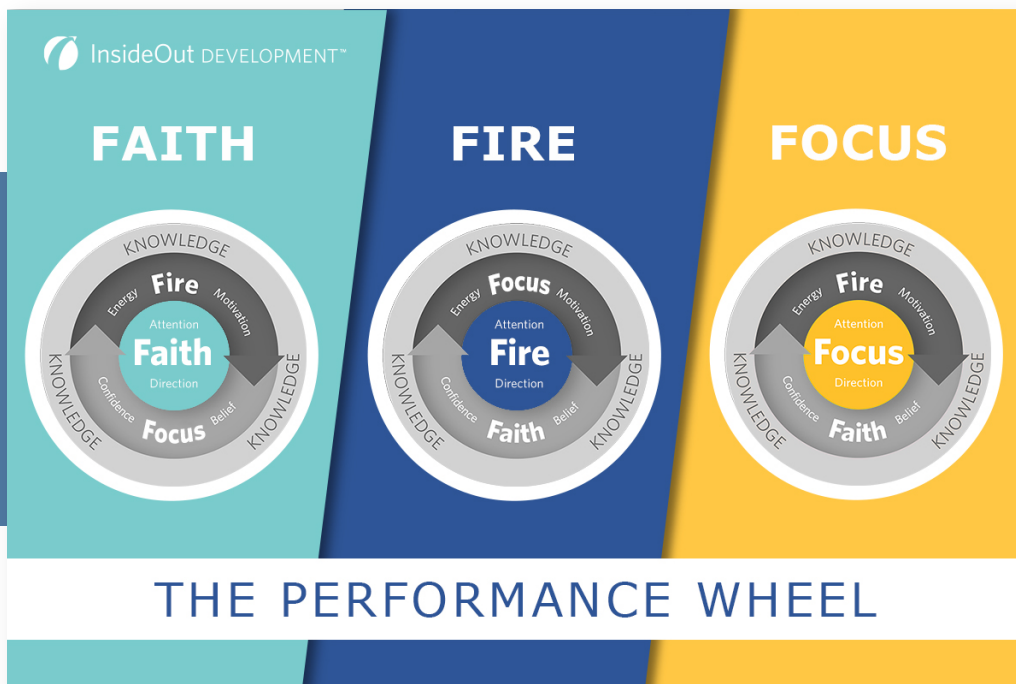
How To Overcome Interference

Interference is often unavoidable—but the first step is controlling what you can control. Many sources of external interference are out of our control, but we can learn to master and overcome our internal obstacles with the power of Focus - by changing what we pay attention to where we devote our time and energy.

How Internal Interferences Travel

There are three major avenues internal interferences travel along.

- 1. Knowledge:** When you don't have the information you need, or lack the skills required to accomplish a task.
- 2. Fire:** When you lack the passion or energy you need to accomplish a task or a higher level of performance.
- 3. Faith:** When you believe something to be true, it often becomes true. The key is to not only focus on the reality, but what you can do to *change that reality*.



InsideOut Development is the world leader in workplace and executive leadership coaching. Our coaching programs are rooted in scientifically proven methodologies, and we know how to unlock potential and deliver measurable results.

To learn more about creating a coaching culture that delivers high performance, [schedule a consultation](#) with our team of experts.