

# 5 bad habits of high-potential employees



ILLUSTRATION: ZARIF FAIAZ

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SYEDA ADIBA ARIF

Legacy organisations have historically rewarded a “get-things-done-fast” mindset, fostering problematic behavior by high-potential employees as an unintended by-product. Despite emphasising the equal weightage of business and people, many organisations end up overlooking the negative impact of these ambitious talents on team morale. When left unchecked, they can have serious consequences on long term business results.

Watch out for these 5 bad habits commonly found in high-potential employees.

**Aggressive quest of business targets**  
With a focused vision on driving business targets, high-potential employees are sometimes willing to strain workplace relationships and sacrifice their life outside

work. The problem magnifies when they expect the same from their teams, who may not share that worldview. They may condemn those who don't share their commitment level, resorting to emotional volatility as a management tool to drive results. Ultimately this results in creating a culture of burnout and resentment, reducing productivity and cohesion.

**Overwhelming need to dominate discussion**  
High-potential employees may struggle to listen actively. Even when someone else is talking, they're mentally occupied with crafting their counter-response. They tend to hijack discussions, blocking diverse perspectives and revealing a lack of respect for others' viewpoints. This tendency can trap teams in silos of old ideas, stifling innovation. Employees may feel undervalued and disengaged, further clipping team performance.

**Setting unbalanced expectations**

Teams are made up of a spectrum of talents, from stellar superstars to steady contributors and even those who are struggling. Some team members, who may not have the steepest career trajectory, provide essential stability and specialised knowledge. High-potential employees may overlook these contributions, expecting uniform charisma and drive from everyone, while neglecting to offer additional support to those who need it. This one-size-fits-all approach misses the opportunity to also leverage each member's unique strengths, reflecting significant oversight in leadership.

**Unnecessary pursuit of perfection**  
While striving for high standards is valuable, pushing for perfection on every task and project can be counterproductive. When a deliverable is good enough, investing excessive energy for marginal gains is not only wasteful, but also damaging to morale, as employees may feel that their work is never good enough. This also shifts focus from high priority tasks to good-to-haves.

**Draining Pessimism**  
Optimism is a critical leadership trait, enabling leaders to uncover opportunities in adversity. While optimistic leaders spread a shared vision of success, conversely, pessimistic leaders spread negativity. They undermine other projects or teams. This condescending behaviour, rooted in a superiority complex can erode company culture, as team members may begin to impersonate and adopt similar perspectives.

High-potential employees are undoubtedly great assets, bringing high energy and impact. However, to fully realise their potential, they need to actively avoid these toxic behaviours. Without self-awareness, even the most promising employees risk creating a toxic environment – a significant challenge in today's workplace, where the threshold for poor management is lower than ever.

*Adiba Arif is an HR Manager at BAT Bangladesh and a corporate columnist for The Daily Star. Having completed her Bachelor's from IBA, University of Dhaka, she is currently pursuing a Master's in Data Science & Analytics at East West University.*

## British businesses lost \$55 billion to cyberattacks over five years

NEXT STEP DESK

British businesses have lost an estimated £44 billion (\$55.08 billion) in revenue over the past five years due to cyberattacks, with more than half (52%) of private-sector companies

reporting at least one incident, according to insurance broker firm Howden.

The most common attack methods were email compromises (20%) and data theft (18%), with larger companies earning over £100 million

annually particularly vulnerable. On average, cyberattacks resulted in a 1.9% revenue loss for businesses.

However, despite the growing threat, only 61% of companies use anti-virus software, and just 55% have network firewalls in place. Cost

and insufficient IT resources are cited as key obstacles to improving cybersecurity, as per a Reuters report. The findings were based on a survey of 905 IT decision-makers by YouGov, a British internet-based market research firm.

## Microsoft planning voice cloning tool for Teams meetings

NEXT STEP DESK

Microsoft has announced plans to introduce voice cloning for Teams, allowing users to simulate their voices in multiple languages during meetings. Revealed at Microsoft Ignite 2024, the new feature, called Interpreter in Teams, promises real-time speech

to speech interpretation in nine languages: English, French, German, Italian, Japanese, Korean, Portuguese, Mandarin Chinese, and Spanish. The feature will roll out to Microsoft 365 subscribers in early 2025.

In the event, Microsoft highlighted the tool's potential

to enhance multilingual communication in business environments. It clarified that Interpreter does not store biometric data, add artificial sentiments, or retain information beyond the original voice's tone. Users will have the option to disable the tool via Teams settings.



## Interactive Cares launches 'Idea Innovation 5.0'

Interactive Cares, a local edtech platform, has launched 'Idea Innovation 5.0', the fifth iteration of its flagship event. According to an official press release, the event is aimed at fostering creativity and innovation among local youths, providing participants with the opportunity to pitch their ideas to judges while also gaining mentorship, technical guidance, and training from Interactive Cares.

This year's theme is 'Rebuild Bangladesh Through Innovation', which, as per Interactive Cares, calls on young minds to think big for the country's future. Participants have the chance to compete for a prize pool of BDT 1,50,000. Teams can include up to four members, and cross-university collaboration is encouraged. Winners will also receive other opportunities such as media features and focused mentorship sessions.



## GIT-ING STARTED

### 5 beginner-friendly free Git courses

MARWAN KHADEM

You have probably heard developers mention Git here and there, and if you are new to coding, you might be asking: what is it, and why is it so important? Git is a version control system that allows you to track and manage all the changes you make to your code. You can think of it as a 'save point' in a video game, where, if something goes wrong, you can always rewind to an earlier version.

If you are a developer, you should also familiarise yourself with GitHub because it hosts Git repositories in the cloud. Imagine Git as your personal assistant for handling code, and GitHub is the social media where your code hangs out. Nearly every developer, whether they are building open-source projects or working in large companies, uses Git and GitHub every day. So, learning Git isn't just a good idea - it's essential for any tech career.

Here are five beginner-friendly, free Git courses to help you get started.

**Git Started with GitHub by Udemy**

If you are new to Git and GitHub, this is the course to begin with. It is packed with clear, easy-to-follow, and well-guided instructions. In no time, you will be pushing code to GitHub like a pro.

What you'll learn: How to set up

Git and GitHub on your computer; key concepts of Git source control system; basic Git commands, such as commit, push, pull, and help.

**Version Control with Git by Coursera**

If you prefer structured, university-style learning, this course is a good way to dive into Git. It consists of video lectures, quizzes, and hands-on tasks which will make your learning journey interactive and practical. It will also help you understand how Git fits into collaborative coding.

What you'll learn: How to set up Git and manage repositories locally; basics of version control, such as commits, branches, and merges; how to work with remote repositories; Git workflows for working teams, which include topics like pull requests and merge conflicts.

**Git: Become an Expert in Git & GitHub in 4 Hours by Udemy**

This 4-hour crash course can help you learn Git without compromising on quality. It is designed in a fast-paced structure, so you will be up to speed quickly, and the basics should be under your belt in no time.

What you'll learn: The fundamentals of Git, such as commit, push, pull, and clone; how to work with branches and resolve merge conflicts; advanced Git

features, such as rebasing and cherry-picking; how to effectively work with remote repositories.

**Working with Version Control by Future Learn**

This course focuses on real-world applications and teaches how Git fits in the development processes while making sure you learn the essentials. If you are a fan of structured learning, this is for you.

What you'll learn: How to use Git and version control in real-life scenarios; basics of Git, such as committing, pushing, pulling, branching, and merging; the importance of version control in collaborative projects; how to handle challenges like merge conflicts;

**Learn Git Branching**

This course will allow you to experiment with Git commands and visualise the results in real-time. So, you can practise Git commands without having to worry about messing up your real project.

What you'll learn: How to work with Git branches; visualising the Git workflow with diagrams; how to execute common Git tasks, such as resolving merge conflicts; learning advanced Git features through interactive challenges.

## JOBS SPOTLIGHT

BRAC

Senior Manager,  
Crop Diversification;  
Microfinance Programme

**Deadline:** November 30

**Eligibility:**

Bachelors in any discipline from any recognised university, with experience in agriculture/crop diversification.  
**Minimum experience:** 5 years



Healthcare

Pharmaceuticals Ltd.

Sr. Officer/Sr. Executive, R&D

**Deadline:** December 1

**Eligibility:**

Masters in Pharmacy from any reputed university, with prior experience in various pharmaceutical dosage forms, e.g. tablets, capsules, injectables, etc.

**Minimum experience:** 3-6 years



UNICEF

Health Specialist

**Deadline:** November 28

**Eligibility:**

Medical Doctor/MBBS and an advanced university degree in fields such as public health, pediatric health, family health, health research, global/international health, etc.

**Minimum experience:** 5 years



SMC Enterprise Ltd.

Territory Sales Officer

**Deadline:** November 30

**Eligibility:**

Masters in any discipline from recognised university, with prior working experience in a similar role.

**Minimum experience:** 3 years



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A queen is not afraid  
to fail. Failure  
is another  
stepping stone to  
greatness”**



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