

LEADERSHIP DISEASE CHECKLIST C4. PODEK (PORDECIPHILIA)

SYMPTOMS - Signs & Causes

Are you experiencing any of these now or in the past? Which apply to you?

- You think if I can just solve this problem, everything will be better.
- You frequently think you have the answer, and it is so simple.
- You know in your heart you do not truly or fully understand, but you want to get moving or resolve it, or you are being pressured to.
- You often tell yourself that you are over thinking, over analyzing, or over complicating it.
- You know the right thing is more difficult to do, so you select the easier way.
- You are overwhelmed by a big problem, so you avoid its complexity.
- When there are problems, you classify them as no big deal, just a passing phase, a bump in the road, or a blip on the radar screen.
- You cannot or will not make the hard decisions.
- You second guess or rethink most of your decisions.
- Your tender heart hampers your ability to address serious problems with people.
- You fear or have had bad experiences with analysis paralysis.
- You ignore data because you usually know what is best, and your assumptions have been good.
- You ignore the process of collect data, make assumptions, then decide. Instead, you rush to either the assumption or *just decide* stage.
- You *jump the gun* before you or the team have all the information you need.
- You delay your decisions as long as you can.
- You are quick to react, and you see this as a good trait in yourself.
- You do not like to get too many people involved. It only confuses things.
- You fear you will make the wrong decision.
- When someone says, "That was a bad decision," you ignore the comment or excuse it.
- You are often caught making assumptions which lead to poor outcomes.
- You fail to tell people about the process you used or the decision you have made.
- You do not believe measurable results are important.
- When things go wrong, you feel vindicated because you did not decide.
- You think you have adequate information, and you discover you do not.
- You have a difficult time distinguishing between urgent vs. not urgent, and important vs. not important.

PODEK (PORDECIPHILIA) - SYMPTOMS: Total Score: