

LEADERSHIP DISEASE CHECKLIST C5. OPTOPENIA

IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- Customers and members are not confident in your efforts.
- Enthusiasm and commitment diminish over time.
- People wander around aimlessly wasting time since they are not clear on the direction.
- In the absence of a clear vision or unified goals, people create their own.
- People create competing directions and sometimes isolate you from discovering them.
- Conflicts are created due to no agreed-upon strategy.
- You assume people are with you, but they are not.
- Others believe you have all the answers in your head, but they are not sure what to do.
- Some people are just turned off by the confusion or lack of clarity.
- People will not propose objectives, projects, or tasks because they don't know how they fit.
- It's apparent that you have it all thought out, but people don't want to follow you blindly.
- People think you do not trust them because the direction seems to be secret.
- People ask, what they can do, look puzzled, or keep asking more questions.
- You interpret lack of questions or false smiles as support.
- People will say "It's a good idea," when they really don't believe it is.
- People wonder if there is a hidden agenda.
- People like you and want you to be successful, but they have no idea where you are going.
- Your explanations appear to others as if you trying to prove you are right.
- People are confused.
- You change the direction of the organization and people do not like it.
- You focus on what makes you look good.
- Your needs and wants to become more important than the mission.
- Decisions are based on different criteria than the mission.
- Organizational members are frustrated.
- People work aimlessly with no direction.
- People are not focused on guiding principles and strategies.
- You get lost between the vision for the organization and what will benefit you.
- People think you ARE the vision, not the goals or mission of the organization.
- You assume everyone is with you, then you are surprised when they don't follow through or worse.

OPTOPENIA - IMPACT: Total Score: