

# LEADERSHIP DISEASE CHECKLIST C5. OPTOPENIA

## SYMPTOMS - Signs & Causes

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

- You spend a significant amount of time talking about the unknown or the past.
- It seems like you can see something (vision), but others cannot.
- You have a difficult time explaining your vision for the organization.
- People do not understand the direction you are going.
- Few can recite your vision or mission statements (or even parts of them).
- People cannot explain the purpose of what they are doing, or worse, it makes no sense to them.
- You do not know how to differentiate between why it is important and that it needs to be done.
- You get frustrated because people usually fall short of your expectations.
- You get very upset when people challenge your direction.
- The mission of your organization is just words on a wall, and people don't know where the wall is.
- You are not sure where you are headed and are confused by it.
- You become frustrated, disappointed, or even angry because people don't get it.
- When you talk about the direction and vision, people look like they have dead eyes.
- You and your people spend excessive amounts of time arguing about the differences between mission and vision, goals, and objectives, etc.
- When your people are asked to recite a purpose statement, most silently move their lips.
- There is no orientation or on-boarding process for new people to learn the strategies.
- You usually provide your ideas and solutions before allowing others to share theirs.
- You complain and commiserate with other leaders (inside and outside) on why your people seem so lost.
- It seems like people get really fired up when you talk about the future, and then their enthusiasm drops.
- You tell the same stories over and over or in the same way because you don't think people understand them.
- Others think it is OK to not focus on the mission because you do not.
- You think the mission of the organization is not right and your mission is better suited.
- It seems people generally have no buy-in to the direction you are headed.
- You like to argue about definitions of planning terminology, models, and concepts.
- You have a good idea of where you want to go but are unsure of how to get there.
- You want your people to agree with what you are doing and the direction you are taking.

**OPTOPENIA - SYMPTOMS: Total Score:**