

LEADERSHIP DISEASE CHECKLIST C6. COMPASSLESS

IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- You inadvertently create a culture of fear and resistance to change.
- People develop dysfunctional ways to cope with change.
- You become blind to recognizing when change is happening.
- Your people realize you will not address necessary or needed change.
- People think you are lost and do not know what to do during a major change.
- Your people are afraid of change.
- You have difficulty balancing time effectively during a crisis.
- People see change is happening all around and cannot figure out why you don't.
- Your organization and your endeavors begin to collapse or die.
- Your competitors move ahead, and you fall behind.
- Your people see others responding well to change, and fear your organization is regressing.
- People leave because they believe your organization is not handling change well.
- People feel change challenges or questions their values.
- People view your efforts as stagnant and *old school*.
- People fight or resist change.
- People speculate on how the change is going to directly impact them.
- People leave because they like or thrive on change.

COMPASSLESS - IMPACT: Total Score: