

LEADERSHIP DISEASE CHECKLIST D2. HYPERMANAGITUS

IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- People learn to follow blindly and not ask questions.
- People are irritated because they do not like the feeling of being controlled.
- You are disconnected from your people.
- People quit thinking or adjusting.
- People feel you do not trust them, or they feel disrespected.
- People show little initiative while waiting for you to tell them what to do.
- They reciprocate by not trusting and having respect for you.
- The culture is defined by pleasing you and those around you.
- Favoritism creates division as well as a lack of trust.
- People try to please you rather than create results.
- People feel you are overcritical.
- Productivity slows because you are distracting with questions and comments.
- The creativity and innovation of others are diminished.
- People are not able to do what they were brought in to do because you are redirecting them.
- Your team does things the same way they have always been done.
- While the market or environment changes, people do not adjust but continue to do it the way you want it.
- People feel disenfranchised.
- Discontentment and worry grow among your people.
- The people who have real ability to perform at higher levels leave.
- Your people do things behind the scenes and hide it from you.
- People tend to feel like they are not valued, and their expertise and skills are not properly utilized.
- You experience high turnover with staff, teams, and members.
- While trying to manage too much, you pay little attention to areas you do not know much about or feel are unimportant.
- People feel they cannot showcase or grow their talents and expertise.

HYPERMANAGITUS - IMPACT: Total Score: