

# LEADERSHIP DISEASE CHECKLIST D4. EXOCARDIO

## IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- People feel they are disappointing you because they are not at the same level of commitment.
- You burn yourself out.
- People know they cannot rise to your level of dedication, so they reduce their efforts.
- People feel that no matter how excited and committed they are, it is never good enough for you.
- People fear that if they move to your level, they will be seen as a crazed zealot.
- People spend time and energy agonizing whether they should sacrifice at a higher level.
- You cannot let go, so you do not move on or over when you should.
- People are overwhelmed by the scope and depth of a project.
- People quit because they feel their dedication is not or cannot be as high as you want it to be.
- Some of your people sacrifice everything, and it takes a toll on them.
- People feel like you will put the cause ahead of their needs.
- People begin to question your motives because they think you are obsessed.

**EXOCARDIO - IMPACT: Total Score:**