

# LEADERSHIP DISEASE CHECKLIST D5. HYPOPIKEMRITIS

## IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- No one wants to fill the position as your #2 or #3 person.
- It is a high probability you will be stuck in your role forever.
- Your people are not high quality, and they are not empowered to do their job.
- You undervalue or don't understand the capability of your team.
- People talk and complain among themselves, therefore reducing productive healthy efforts.
- There is a higher incidence of inattention to results and missed opportunities.
- People at various levels may question your judgment on the selection or may blame you.
- You have no back up for you when you are absent.
- Anyone who attempts to fill your role eventually backs off.
- People are afraid to have open, honest dialogues.
- Getting rid of people becomes easier and easier.
- The organization culture does not value the differences among people.
- People question their value or contribution because they feel they are different or don't fit in.
- No succession plan gets created.
- You send a message that you would like everyone to be the same.
- People believe the favorites were brought in for no good reason, and they assume they are incapable.
- Isolated groups and cliques form.
- Without a foundation of healthy relationships, there is a lack of trust among people.
- There is a reduction of innovation, risk taking, and experimentation.
- What is shared between people is limited, and there is a high level of caution.
- Relationships suffer when people feel they are not valued nor heard.
- People fear if they do not fit in, they will be gone.
- People not working or performing in their area of expertise will not be productive.

**HYPOPIKEMRITIS - IMPACT: Total Score:**