

LEADERSHIP DISEASE CHECKLIST E2. BCT (BLAMCRITONOMY)

IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- People feel like they did what they were supposed to, and it still fell apart.
- People believe you have no compassion or empathy.
- Others model your behavior by criticizing and blaming.
- People speculate (or know) you are covering your mistakes.
- When you step in, a dark cloud hangs over everything, and you are the thunderstorm.
- Your people's health (physical and mental) is impacted in negative ways.
- There is high turnover in your organization or on your team.
- People are highly stressed and fearful of making mistakes.
- Your people spend time trying to support others and repair the damage you inflicted upon them.
- The confidence of your people drops.
- People describe the environment around you as negative or toxic.
- Complaints to human resources increase.
- People do everything they can to cover mistakes, failures, and problems.
- People realize that you created the system or structure which is causing the negative results.
- You are unable to recognize it may be the organization or process that has failed.
- It gets around the community that "No one wants to work for that jerk" (and you are the jerk).
- People avoid interacting with you at any cost.
- People feel they have to withhold facts out of fear.
- You are blindsided by people who give up or quit.
- Your stress level increases due to excess negativity that you are creating.
- Staff do not approach you with problems. Difficulties are hidden.

BCT (BLAMCRITONOMY) - IMPACT: Total Score: