

LEADERSHIP DISEASE CHECKLIST E3. AVCO (AVOCONFLIKTO)

IMPACT - Risk Factors, Stages & Outcomes

What has already happened or might occur?

- People interpret your avoidance as a lack of confidence.
- People do not follow your leadership because they think you are inept.
- People believe you are unwilling to respond and are perhaps afraid.
- People believe that you do not have the ability to manage or handle conflict.
- People are confused by competing interests, perspectives, and goals.
- Consensus cannot be reached, and conflicts stall or escalate.
- Poor communication up front, fear of conflict, and people pleasing create one big mess!
- When you are forced to handle conflict, no one wants to listen to you or follow your lead.
- Conflicts get worse and expand into other areas.
- A culture of tolerance for disruptive people is created.
- Perceiving you are weak and cannot handle critical conflicts, you lose your position or are kicked out.
- Differences are viewed as triggers for conflict.
- The intensity of conflicts increases.
- You feel caught in the middle.
- You are afraid to decide or lead a process thinking if it fails, it will be your fault.
- Good people leave because of unresolved differences.
- You are paralyzed by the conflict. You have no clue what to do.
- You are seen as a fence sitter.
- You support one side and alienate those in the opposite position.
- People fabricate, speculate, and assume due to poor communication about a conflict.

AVCO (AVOCONFLIKTO) - IMPACT: Total Score: