

LEADERSHIP DISEASE CHECKLIST E4. NOBILDATEAM DISORDER

SYMPTOMS - Signs & Causes

Are you experiencing any of these now or in the past? Which apply to you?

- You do not know how to engage people in meaningful ways.
- People seem detached or distant from what is occurring or needs to happen.
- You view people problems, input, and capacity as constraints which are disposable.
- Everyone on your team seems to be the same or very similar.
- You assume everyone is motivated by the same things or in the same ways.
- You believe you have the magic formula for motivating people.
- You wonder why new people struggle to become part of the team.
- You have publicly disagreed with your team.
- You feel like you do not know your people very well.
- You have tried everything, and you still don't have a team.
- You frequently hear people complaining about their team.
- It takes a big effort on your part to build a relationship with individuals.
- Although together for a while, your team does not know each other very well.
- Your organization does not test, evaluate, or assess people before joining your teams.
- You find it quite difficult to describe three personal facts about each of your people.
- It takes a long time for you to get to know new people.
- You were seldom or never part of any teams when you were younger.
- You have some people who can't get along with others and you have given up on them.
- It seems to take forever for a person to become part of the team.
- You have said "I really don't have a very good team."
- You notice that everyone thinks the same way or always agrees.
- You hear this complaint: "He doesn't do it the way the rest of us do."
- Someone told you that you really embarrassed the team.
- When you look at diversity, it's only about gender, age, and skin color.
- You are not very good at sizing people up.
- People make fun of certain team members.
- You have no clue what a stakeholder analysis is, let alone how to do one.
- You like the concept of "People are followers, like sheep, and you are the shepherd."
- You are not sure if you can trust your team to function without your guidance.
- You have read all types of books on team building, and you still cannot figure it out.

NOBILDATEAM DISORDER - SYMPTOMS: Total Score: