

LEADERSHIP DISEASE CHECKLIST E5. TRAINEMPHRAXIS

SYMPTOMS - Signs & Causes

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

- You promise something needed, but do not provide it.
- You teach the same way to everyone assuming they all learn the same way, and then you wonder why some do not get it.
- You hear people say, "I didn't understand that's what you expected."
- Your organization does not have an orientation program or an *onboarding* process.
- You do not understand why people don't get it the first time.
- When frustrated you say, "You asked me to help you and now you are complaining."
- When people don't do it exactly the way you taught them, you consider it was done wrong.
- You hear people say to you, "You are not listening to me."
- You think you are not very good at teaching or showing people how to do.
- You really enjoy working with those who appreciate you or those you like.
- You forget to use words of encouragement when people are succeeding.
- You believe with the right tools and a little instruction; people should be able to figure out what to do.
- You publicly point out an individual's mistakes as an example of what not to do.
- People frequently complain, "Nobody told me" or "Nobody let me know."
- Your frustration shows easily when others are struggling to learn.
- You think it's important to point out when people mess up.
- You are not sure what to do when you are helping people, and they don't get it.
- You believe people should ask questions if they don't know.
- You are so proud of yourself when people succeed. It was all because of you.
- You believe it helps and motivates others when their errors are made public.
- You hear people say, "I wish they would have told me that from the beginning."
- When others suggest a better way to learn/teach, you dismiss their ideas.
- You say, "There is no such thing as a stupid question, until someone asks a stupid question."
- You seldom ask anyone else to train or teach others. You can do it better than anyone.
- You are supportive of only those who are working hard and doing it right.
- People often respond to you with, "I *did* do what you asked.
- You expect others to jump in and perform new tasks and procedures with no opportunity to practice.

TRAINEMPHRAXIS - SYMPTOMS: Total Score: