# THE ROAD TO LEADERSHIP HELL IS PAVED WITH GOOD INTENTIONS

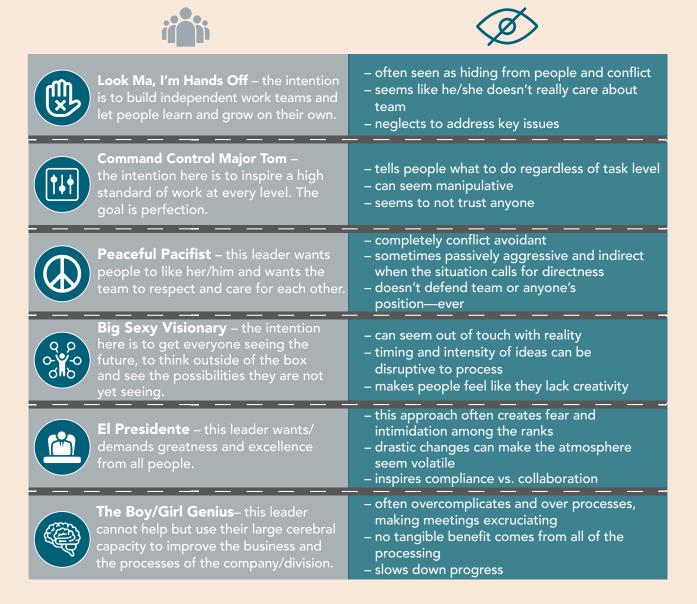
So, let's talk about leadership blind spots... even though you don't really have one, of course you don't or so you think. But that is why they call it a "blind spot," right? You don't see it, but everyone else does. Let's look at leadership from a perspective of intentions. Oftentimes our habits and actions come from a place of good intention—yet what comes across to others is something else entirely.

## **QUESTIONS FOR LEADERS:**

Do any of the blind-spot descriptions below seem strangely familiar? How would your team describe you (privately)? If you had to choose one description—which one describes you at your worst?

### WELL-INTENTIONED LEADERSHIP APPROACH

BLIND SPOT-WHAT THE TEAM MIGHT SEE



## SO, NOBODY IS PERFECT-WHAT'S THE POINT?

POOR ENGAGEMENT IS MOST LIKELY THE BOSS'S FAULT "Managers account for at least 70% of the variance in employee engagement scores across business units.
Gallup's study of employee engagement found that just of U.S. workers are engaged, demonstrating a clear link between poor managing and a nation of "checked out" employees." Source: Gallup State of the US Manager

# SO WHAT'S A LEADER TO DO?

Most of us get into trouble when we behave without awareness.

### Here are 3 steps:

1. Get some anonymous, objective feedback on your leadership. And really pay attention to the answers your direct reports give. We use two types of 360 evaluations.

EQ 360

2. Get your time management under control. A 2015 survey of 1,000 working adults showed that eight of the top nine complaints were behaviors connected with the leaders that were absent and unavailable. https://managementmomentum. net/time-iq 3. Stop the chaos leadership and take time to reflect. If you are too busy to reflect, you are too busy to lead. Find some time to really reflect on your plans for the next year and how that might impact the team. What are your values and intentions and how can you align your behaviors with those intentions and values?

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