

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



 <p>Look Ma, I'm Hands Off – the intention is to build independent work teams and let people learn and grow on their own.</p>	<ul style="list-style-type: none"> – often seen as hiding from people and conflict – seems like he/she doesn't really care about team – neglects to address key issues
 <p>Command Control Major Tom – the intention here is to inspire a high standard of work at every level. The goal is perfection.</p>	<ul style="list-style-type: none"> – tells people what to do regardless of task level – can seem manipulative – seems to not trust anyone
 <p>Peaceful Pacifist – this leader wants people to like her/him and wants the team to respect and care for each other.</p>	<ul style="list-style-type: none"> – completely conflict avoidant – sometimes passively aggressive and indirect when the situation calls for directness – doesn't defend team or anyone's position—ever
 <p>Big Sexy Visionary – the intention here is to get everyone seeing the future, to think outside of the box and see the possibilities they are not yet seeing.</p>	<ul style="list-style-type: none"> – can seem out of touch with reality – timing and intensity of ideas can be disruptive to process – makes people feel like they lack creativity
 <p>El Presidente – this leader wants/demands greatness and excellence from all people.</p>	<ul style="list-style-type: none"> – this approach often creates fear and intimidation among the ranks – drastic changes can make the atmosphere seem volatile – inspires compliance vs. collaboration
 <p>The Boy/Girl Genius– this leader cannot help but use their large cerebral capacity to improve the business and the processes of the company/division.</p>	<ul style="list-style-type: none"> – often overcomplicates and over processes, making meetings excruciating – no tangible benefit comes from all of the processing – slows down progress

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 **30%** 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.





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?**