

Twenty Reality Checks

Reality checks are statements of create an ah-ha or shift in the PBC's thinking or to reveal something.

1. You keep telling me that you trust your employees, but your micromanagement says you don't.
2. You are so competitive that you're even competing with your wife on vacation!
3. Your employees are so dependent on your approval, you're paralyzing them.
4. It's not surprising that you don't reward or recognize your employees since you don't require recognition yourself.
5. You are taking on so much responsibility for your team's success, you are actually doing more harm than good.
6. You cannot save everyone from feeling the pain of the upcoming changes. It is better to be honest with them.
7. It appears you are playing the role of mother to your employees more than you are being their leader.
8. You are operating out of fear.
9. It appears you are more concerned with seeking approval than with leading.
10. You are 100 percent accountable for 50 percent of the relationship!
11. You are not responsible for the successes and failures of others.
12. You are operating out of fear versus what you know best.
13. You realize that you are over-controlling this.
14. You consistently over-commit.
15. Just because it is your answer doesn't mean it is the right one. (If needing to make a point that a manager should be allowing employees autonomy.)
16. You realize that, until you change, you will always create this dependency (or situation).
17. There's a difference between reckless and risk taking. Allow risks. Don't be reckless.
18. Do you realize that everything you've said thus far is contrary to what you do?
19. You don't have to be all, TO all.
20. Who taught them it was your job and not theirs?