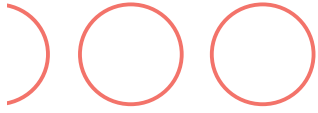




Choose People



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23 Elephants in the Room

People are complex. A group of people even more so. So it's no surprise that a business with employees comes with its people challenges.

Circle which 3 challenges below hit home the most:

1. I have team members who ask for a raise and haven't done anything to deserve it.
2. I work hard to please my team, but it seems they're never satisfied.
3. My team thinks the CEO is lining his/her basement with gold bricks.
4. Honestly, I don't think my team cares about the company.
5. When problems arise, no one steps up to take responsibility.
6. My team only does what's in their "job description" and nothing else.
7. Several of our incentive programs have backfired.
8. I have a co-worker who's a rainmaker/superstar and s/he's totally toxic.
9. We have in-fighting between groups (almost to the point of spitballs over cubicles).
10. We're a family – dysfunctions included.
11. Our team hates change – even if it's what's best for them and the company.
12. I'm amazed at the false rumors that show up in our company.
13. We've recently lost one of my best people, and we shouldn't have.
14. I have to micromanage or nothing will get done the way it's supposed to.
15. We're awful at getting reviews done on time or at all – everyone hates doing reviews.
16. We've promoted fabulous producers into mediocre managers.
17. I just don't have the time to give people kudos and pats on the back.
18. I don't know how to acknowledge great work without a promotion or a raise.
19. I'm in leadership, and sometimes I'm the last one to know when there's a problem.
20. We're divided into "old" school and "new" school and never the twain shall meet.
21. We used to have an incredible culture and we've lost the magic.
22. It's so hard to find good talent anymore (and yet our competition seems to).
23. We're growing so fast - it's hard to bring all the new employees into the fold.

