



Why managers FAIL



1

Avoid risks and are reluctant to make decisions

Many managers employ ‘play it safe’ strategies that could, in the short-run benefit the business in regards to taking reasonable, low-risk decisions, but in a long run can have implications for a company’s investment and growth.



2

Rarely communicate with employees and seem distant

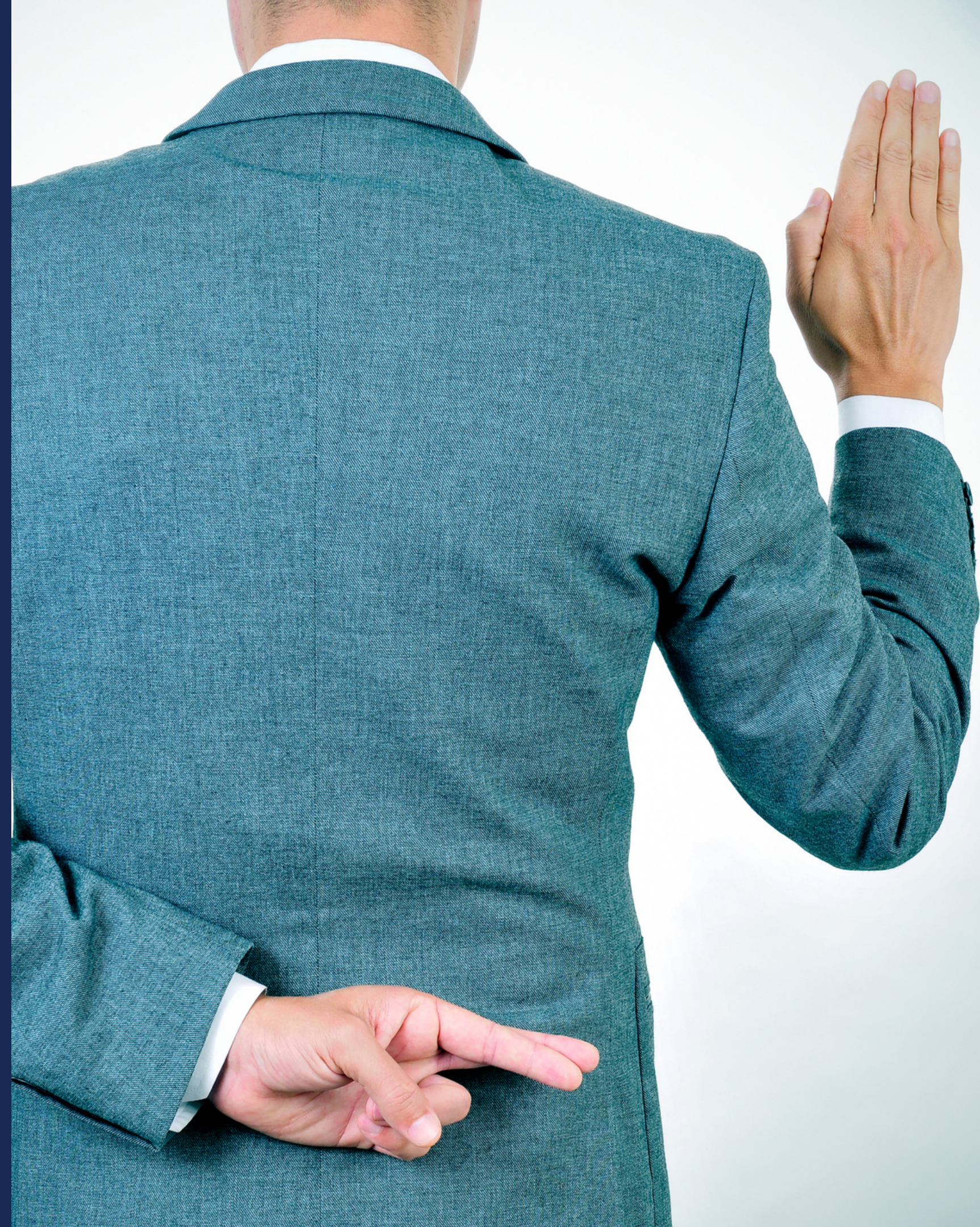
Keep in mind that employees are the ones getting the job done, and all your plans and hard work you put into planning, meetings, negotiations, and strategy development won't mean a thing if they are not motivated to follow you.



3

Rarely admit their mistakes,
but 'charm their way out' of
problems

Realizing that peoples' trust is not to be taken
for granted can be helpful too- they might
forgive you a couple of times but it won't last
forever, no matter how charming you are.



4

Are suspicious of other's intentions and don't trust their employees

As a manager, it may serve you well not to put your trust easily into new things, new people, and new ideas.

But if you are a type of manager that questions everything and everyone, these traits are no longer an asset but become a development challenge.



5

Reluctant to act against popular opinion and stand up for their employees in front of upper management

What these managers tend to forget in times of stress is that loyalty and trust go both ways.

They have a tendency of taking the middle ground or just going along with the opinion of the highest person in the hierarchy.



6

Are often angered, annoyed and easily upset

Energetic leaders tend to be very driven and enthusiastic about projects and know how to transfer that positive vibe to their team.

The problem occurs when this energy turns to series of moody outbursts and optimism just boils down to pessimism and loss of motivation.



7

Avoid giving honest feedback, but are privately resentful and irritated

Managers should know how to be cooperative and productive at the same time, and they should be able to set healthy boundaries. Those that don't, end up promising a lot, but under-deliver.



8

Are overconfident and feel entitled, but avoid taking responsibility for mistakes

Some managers have a reputation of being confident and not easily discouraged by setbacks, with a clear focus on leading their teams to success, but when faced with a problem or failure they tend to blame others for their mistakes.



9

Dominate meetings and make their subordinates feel their opinions are not needed

These managers tend to forget that others also have something to say – they are the ones talking through every meeting, not letting others speak their mind, or not listening when they do manage to step on the stage besides them.



10

Generate a lot of ideas, but rarely follow up on them or make sure they get executed

These managers see the future, they are thinking big and put a lot of emotions into their solutions. On the other hand, they cannot bear boredom, and things like structure, rules, and implementation don't interest them.



10+1

Bogged in details, reluctant to delegate and overly critical to their subordinates

Insisting that everything needs to be perfect, they tend to take everything on themselves, not trusting that their subordinates can meet their high standards. When they do delegate it is followed with criticism and eventually the delegated tasks find their way back to them.





**Do you want to develop
your leadership skills?**

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