



SECRET SABOTEURS WORKSHEET

Rate each of the following statements from 1 to 10, with 1 meaning you never make such statements and 10 meaning you frequently make such statements.

Higher scores indicate a stronger tendency towards a "things happen to me" mentality. Lower scores suggest you tend to empower your teams and demonstrate behaviors consistent with Enterprise Leadership Mastery.

TRUST-BUILDING Leadership

Fosters enterprise-wide authenticity, honesty, and collaboration.

"I'll need to keep a close eye on this project, just to make sure everything goes according to plan."

"It's a tough task, I think I should handle it myself to ensure it's done correctly."

"Let me take care of this, it has a lot of complexities that need special attention."

EVOLUTIVE Leadership

Values personal growth, adaptability, and continuous learning.

"I've been in this field for a long time, I know what works best."

"We can't afford any mistakes on this project."

"The traditional way we've done this has proven effective time and again."

TRANSGENERATIVE Leadership

Encourages cross-organizational collaboration and innovation.

"This is an interesting idea, but it's not how we usually operate."

"Brainstorming is great but let's stick to the script for this one - we're on a tight schedule."

"The other departments have their own processes, they might not quite get what we're trying to achieve here."

INTEGRATIVE Leadership

Promotes enterprise-wide ownership and accountability.

"Let's recognize those who've really outdone themselves on this project."

"Let's handle this within our team, no need to involve others for now."

"Don't worry about it, I'll take responsibility for this."

LEGACY-BUILDING Leadership

Aligns immediate needs and long-term goals for enduring success.

"Let's focus on delivering the current projects before we start thinking too far ahead."

"Future challenges will be for the next leader to consider."

"It's good to see how much we've achieved during my time in this position."

HOLISTIC Leadership

Optimizes work performance with personal fulfillment and social responsibility.

"At the end of the day, our primary goal is to generate profits."

"In our industry, it's normal to have a busy schedule."

"All that really matters is whether we hit our targets."

Disempowering Statement	Why it's disempowering	Empowering Alternative
<p>TRUST-BUILDING Leadership</p> <p>"I'll need to keep a close eye on this project, just to make sure everything goes according to plan."</p> <p>"It's a tough task, I think I should handle it myself to ensure it's done correctly."</p> <p>"Let me take care of this, it has a lot of complexities that need special attention."</p>	<p>Implies a lack of trust in the team's ability to manage the project.</p> <p>Discourages team members from taking on and learning from challenging tasks.</p> <p>Can hinder the growth and learning of team members by not exposing them to complex tasks.</p>	<p>"I trust you to run this project smoothly. Let's check-in periodically to address any challenges together."</p> <p>"This is a challenging task, who would like to take the lead? I'll provide support as needed."</p> <p>"This task is complex, but I believe it's a great learning opportunity for us. Let's tackle it together."</p>
<p>EVOLUTIVE Leadership</p> <p>"I've been in this field for a long time, I know what works best."</p> <p>"We can't afford any mistakes on this project."</p> <p>"The traditional way we've done this has proven effective time and again."</p>	<p>Undermines the potential of new ideas and perspectives from other team members.</p> <p>Creates a culture of fear, stifling creativity, and the potential for growth from mistakes.</p> <p>Discourages innovation and stagnates growth.</p>	<p>"I have some ideas, but I'd also like to hear your thoughts and new approaches."</p> <p>"This project is important, let's work collaboratively and learn from any missteps along the way."</p> <p>"The traditional method has worked well, but let's also consider if there are newer, more effective approaches."</p>
<p>TRANSGENERATIVE Leadership</p> <p>"This is an interesting idea, but it's not how we usually operate."</p> <p>"Brainstorming is great but let's stick to the script for this one - we're on a tight schedule."</p> <p>"The other departments have their own processes, they might not quite get what we're trying to achieve here."</p>	<p>Discourages team members from suggesting innovative ideas in the future.</p> <p>Undermines the importance of creative thought and potentially better solutions.</p> <p>Encourages siloed thinking and discourages cross-departmental collaboration.</p>	<p>"This is an interesting idea, let's explore how we can incorporate it into our operations."</p> <p>"We're on a tight schedule, but a quick brainstorming session could spark efficient solutions."</p> <p>"Let's involve the other departments and collaborate to align our goals and processes."</p>

Disempowering Statement	Why it's disempowering	Empowering Alternative
<p>INTEGRATIVE Leadership</p> <p>"Let's recognize those who've really outdone themselves on this project."</p> <p>"Let's handle this within our team, no need to involve others for now."</p> <p>"Don't worry about it, I'll take responsibility for this."</p>	<p>Emphasizes individual performance over collective success, which can create a competitive rather than collaborative environment.</p> <p>Minimizes opportunities for cross-functional collaboration and shared learning.</p> <p>Takes away opportunities for team members to take ownership and learn from their experiences.</p>	<p>"Let's recognize everyone's contribution in making this project successful."</p> <p>"Let's get input from relevant teams to enrich our perspective."</p> <p>"I trust you to take responsibility for this, I'm here for guidance if you need it."</p>
<p>LEGACY-BUILDING Leadership</p> <p>"Let's focus on delivering the current projects before we start thinking too far ahead."</p> <p>"Future challenges will be for the next leader to consider."</p> <p>"It's good to see how much we've achieved during my time in this position."</p>	<p>Discourages forward-thinking and planning for the future.</p> <p>Lacks long-term vision and can create a culture of short-termism.</p> <p>Focuses on personal achievements over team or organizational accomplishments.</p>	<p>"Let's ensure we deliver our current projects while also keeping an eye on our long-term goals."</p> <p>"Let's tackle current challenges while also preparing for future possibilities."</p> <p>"It's wonderful to see the progress we've made as a team during our time together."</p>
<p>HOLISTIC Leadership</p> <p>"At the end of the day, our primary goal is to generate profits."</p> <p>"In our industry, it's normal to have a busy schedule."</p> <p>"All that really matters is whether we hit our targets."</p>	<p>Reduces the value of other meaningful aspects of work, like personal growth, team cohesion, and societal impact.</p> <p>Normalizes overwork and discourages work-life balance.</p> <p>Limits the team's perspective to immediate tasks, neglecting the bigger picture or the more profound purpose behind the work.</p>	<p>"While profits are essential, let's also focus on our personal growth, team development, and the positive impact we can make."</p> <p>"Our industry can be demanding, but let's strive to balance our professional commitments with personal well-being."</p> <p>"Achieving our targets is important, but remember, every task we complete plays a part in fulfilling our greater mission."</p>