

## My Manager Mindset Checklist

A manager mindset that leads to a directive style
Here's what I think
<ul style="list-style-type: none"><li>□ Good managers stay in control / do the 'right thing'</li><li>□ I need to display intelligence and experience</li><li>□ I'm expected to make the decisions</li><li>□ People don't know as much as I do</li><li>□ I need to help people by fixing things for them</li><li>□ 'It's down to me'</li></ul>
Here's what I do
<ul style="list-style-type: none"><li>□ Fix issues / give people solutions</li><li>□ Listen in order to confirm my own thinking / hypothesis</li><li>□ Reduce my 'question to statement ratio'</li><li>□ Take charge of situations</li><li>□ Quickly displaying my knowledge</li><li>□ Feel pressure to maintain a position of 'perfection'</li></ul>

A manager mindset that leads to a less-directive style
Here's what I think
<ul style="list-style-type: none"><li>□ My team relationships are based on equality</li><li>□ My subordinates can generate effective solutions</li><li>□ I need to create the context in which other people can perform / be successful</li><li>□ Part of my contribution is to grow and develop people</li><li>□ We are successful together</li></ul>
Here's what I do
<ul style="list-style-type: none"><li>□ Encourage people to think and act for themselves</li><li>□ Focus first on the person then the issue</li><li>□ Question to provoke productive enquiry</li><li>□ Challenge subjectivity, interpretations or false limits</li><li>□ Use facilitation skills to support the process of a conversation</li><li>□ Delegate to develop and grow</li></ul>

