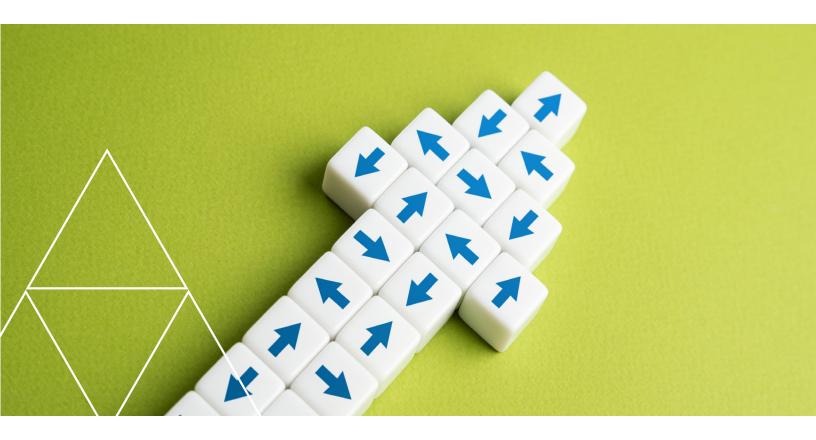




# Is Your Leadership Style Creating Hidden Team Misalignment?

15 Team Behaviors That Signal You Might Be in the Leadership Bermuda Triangle

Your team's daily behaviors are like a mirror, reflecting the hidden impact of your leadership style. As you review the patterns below, think about what you've observed in the last 30 days—those small moments and interactions often tell the most important story about team alignment.



#### **ASSESSMENT**



8. High performers s	show s	signs (	of frus	stratio	on whi	ile oth	ners s	seem	too c	omfortable	
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	
9. Innovation and ne	ew ide	as ra	rely c	ome 1	from t	he te	am v	vithou	ıt proi	mpting	
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	
10. Team appears ov	erly c	depen	dent	on yo	ur pre	esenc	e for	daily	oper	ations	
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	
Communication	Patt	terns	;								
11. You hear about pr	robler	ns lor	ng aft	er the	y've s	starte	d				
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	
12. Different sub-gro	ups o	n you	r tear	m hav	/e cor	nflictir	ng pri	ioritie	S		
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	
13. Team members s	seem	surpri	sed b	oy per	formo	ance	feedl	oack (	durino	g reviews	
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	
14. There's a pattern	of "th	at's n	ot my	y job"	respo	nses	to ta	sks			
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	
15. Important inform	ation	tends	to st	ay silo	oed ro	ather	than	bein	g shar	red	
Disagree											Agree
	1	2	3	4	5	6	7	8	9	10	



### **Quick Impact Assessment:**

1-5 signs: Early warning signals of team misalignment

6-10 signs: Significant risk to team performance

11+ signs: Critical alignment issues requiring immediate attention

## Transform Team Misalignment into High Performance

The patterns you've identified in your team are often symptoms of specific leadership style challenges — challenges that can be systematically addressed and resolved.

### Take the next step:



Get your free Harrison Leadership Assessment (value: \$500)



Receive a detailed analysis of how your leadership style impacts team alignment



Use QR code for your complimentary Harrison assessment and debrief with a member of our executive coaching team.



### **Build Lasting Leadership Impact**

This assessment is typically part of our organizational leadership development programs. For organizations looking to create lasting change, we offer comprehensive organizational solutions that address leadership alignment across your entire team.