



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



Performance Patterns

1. Team members consistently ask "Is this good enough?" rather than confidently meeting standards

Disagree Agree

1 2 3 4 5 6 7 8 9 10

2. Different team members interpret the same directive in wildly different ways

Disagree Agree

1 2 3 4 5 6 7 8 9 10

3. Projects frequently need last-minute intervention from you to meet objectives

Disagree Agree

1 2 3 4 5 6 7 8 9 10

4. Quality varies significantly between team members doing similar work

Disagree Agree

1 2 3 4 5 6 7 8 9 10

5. Team shows hesitation to make decisions without excessive consultation

Disagree Agree

1 2 3 4 5 6 7 8 9 10



Team Dynamics

6. Meetings feel more like status updates than collaborative problem-solving

Disagree Agree

1 2 3 4 5 6 7 8 9 10

7. Team members come to you to resolve conflicts rather than working things out

Disagree Agree

1 2 3 4 5 6 7 8 9 10

8. High performers show signs of frustration while others seem too comfortable

Disagree Agree

1 2 3 4 5 6 7 8 9 10

9. Innovation and new ideas rarely come from the team without prompting

Disagree Agree

1 2 3 4 5 6 7 8 9 10

10. Team appears overly dependent on your presence for daily operations

Disagree Agree

1 2 3 4 5 6 7 8 9 10

Communication Patterns

11. You hear about problems long after they've started

Disagree Agree

1 2 3 4 5 6 7 8 9 10

12. Different sub-groups on your team have conflicting priorities

Disagree Agree

1 2 3 4 5 6 7 8 9 10

13. Team members seem surprised by performance feedback during reviews

Disagree Agree

1 2 3 4 5 6 7 8 9 10

14. There's a pattern of "that's not my job" responses to tasks

Disagree Agree

1 2 3 4 5 6 7 8 9 10

15. Important information tends to stay siloed rather than being shared

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.