Question of the Week – March 3, 2019

Sedona Management

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How do you break a bad management habit?

Some will say that a bad habit is hard to break. It becomes second nature to say or do things that after years of repetition it becomes normal. The bottom line is that bad management habits create unnecessary problems and make things just harder than they are. Some of these include not "walking the talk," making people feel like they are "stupid" and humiliating selective individuals among others. So, if you break a bad management habit – do you replace it with a good one? A. Corral

Leader Talking Points

Opportunity: Team-Building Activity
a.   Ask team members for examples of bad habits outside of work.
    1)   Smoking: Hard to kick the habit.
    2)   Lying: You have that one individual that you don't know half of the time if what they are saying is a lie.
    3)   Disrespectful: Treats others as "stupid" and constantly questions their intelligence.
    4)   Other.

Discussion Points
a.   Ask your team for examples of bad management habits at work.
    1)   Time: One person is known to be late at meetings 90% of the time.
    2)   Promises: The individual who over promises and does not deliver.
    3)   Bully: The manager who screams and insults individuals on a constant basis.
    4)   Other?

b.   Ask your team for ideas on how to address bad management habits in the workplace.
    1)   Workshops: Require managers to attend self-development workshops.
    2)   Work Styles: Explore individual work styles and learn how to better work as a team.
    3)   Other?

Team Challenge Activity
a. Ask the team to offer one or two areas where bad management habits have been an issue.
    1)   Example: Team development activity where a manager identifies a bad management habit and team members identify a bad team habit.
    2)   Solicit ideas on how to address each and discuss how to get better in the future.
    3)   Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.