

# FIVE STAGES of MANAGER SOUL LOSS



Welcome to the metrics maze: you've got to find your way through politics, bosses, and struggling employees to bottom line results. Oh, but don't forget, building relationships with your team is the key to sustained results.

Is this even possible?

**Symptoms:** Lying low-- after all, if you don't do anything you can't screw up... right? Working hard to please-- EVERYONE Looking around for someone competent to follow



## STAGE ONE Loss of Confidence

Okay. Results and relationships--got it. You can do this. But it feels like a rigged game--either you run your people into the ground to get results or you focus on your people and fail to hit the numbers.

Either way, you're screwed.

**Symptoms:** Running to your boss-- A lot. Buying donuts by the dozen Working longer and longer hours, despite the grief at home



## STAGE TWO Loss of Footing

You used to know which direction was right, but now you question your priorities. You don't trust yourself to make a good decision. You wonder how to get your team focused on results--and at this point, you'll take compliance.

Joy? Yeah right.

**Symptoms:** Holding meetings even you don't want to attend Struggling to give constructive feedback Making decisions you know your team shouldn't trust



## STAGE THREE Loss of Instinct

Deep down you know: you're failing at your mission and with your people. Shot down too many times, frustrated by your colleagues and bosses that just don't get it. You've tried, but nothing seems to work. So you shut down and protect your heart.

Just focus on surviving another day.

**Symptoms:** Stalking comments on GlassDoor.com to see if "it's just you." Ignoring serious performance issues that you know are tanking the team Wondering why the hell you took this job in the first place



## STAGE FOUR Loss of Heart

Frustrated, bitter, isolated - burned out. Sure you've still got a personal brand--and skills. But you're running on autopilot, estranged from the work and your people. Disengaged and counting on the days until you can escape.

Caring left town long ago.

**Symptoms:** Becoming the boss you swore you'd never be Building your exit strategy Your team is plotting against you - or ignoring you altogether



## STAGE FIVE Loss of Soul

Want to Learn More? Reach out to us at...

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