

ROADBLOCKS TO A MANAGER'S SUCCESS

1

Forgetting about the people

People know they will not be successful as a manager unless they get results. An emphasis on results may cause managers to lose sight of the importance of open communication and treating everyone with respect and appreciation, especially if business is not going well.

2

Putting off key responsibilities

A manager has so many responsibilities; it is often tempting to put off key responsibilities while trying to manage competing demands and fight fires. For example, managers sometimes neglect their responsibility to support employee development, which is also a key responsibility.

3

Previous Success as Individual Contributor

Often, the skills that lead to promotion to management are not the skills that make an effective manager. Skills such as fine attention to detail or the ability to work independently can become detriments if managers use them in excess.

4

Lack of training

Being a manager requires a specific skill set that most people do not possess without training and/or experience. Changes in culture, society, and specific industries demand that managers continue their professional growth in order to maintain their effectiveness.

5

Being a perfectionist

When a manager is committed to being perfect, it can create an avalanche of problems. It can keep the manager from being transparent about what they don't know, and therefore, from collaborating to get the necessary support. It can cause the manager to be risk adverse, thus leading to paralysis of important decisions being made. It can also create a culture where employees are afraid to make or reveal mistakes.