

Checklist: Leading from inside out

This checklist can help you to hold a mirror up to yourself. There are no right or wrong answers in this context. This is above all an opportunity to check how honest you are with yourself.

| | Perceptions |
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| Am I predictable as a boss for my employees? | |
| Do my employees see me as a role model? | |
| Do I notice that my employees refer to my values in terms of their behaviour in difficult situations (e.g. customer complaints, differences of opinion, etc.)? | |
| Am I aware that staff and customers are constantly observing me? | |
| Have there been situations in which I have reacted boldly on behalf of my firm? Do my employees talk about this? | |
| Have there been situations of obvious despondency which stay in my memory? | |
| Do my employees have anecdotes about me? | |
| Is there much laughter within the firm? | |
| Do I have a "godfather" who points out "taboos" to me and gives me language tips? | |
| Am I able to discuss my management style with other entrepreneurs? Do they offer me advice? | |
| Do people in the firm speak politely about suppliers, customers and work colleagues even in my absence? | |
| Is there any differentiation in how people are addressed within the firm? | |
| Do I give responsibility to my employees? | |
| Do I consciously help my team to develop? | |
| Do I spontaneously and consciously offer praise? | |
| Do I reprimand clearly and directly without causing the person concerned to lose face? | |
| Are debates conducted with employees concerning actual challenges? | |
| Do I encourage the innovative capacity and will of my employees? | |
| Do I pay attention to my gut feeling (intuition)? | |