

# 7 Silent

# Leadership Traps

(and how to  
overcome  
them)





# 1/ DECISION PARALYSIS

You waste hours debating minor choices.

Strategic decisions get buried under daily details.

## The smarter move:

- Set decision deadlines and frameworks.
- Match your time investment to the decision's impact.



# 2/ CONFLICT AVOIDANCE

You let tough conversations slide.

Team issues simmer until they boil over.

## The smarter move:

- Address concerns within 48 hours.
- Use structured feedback sessions to keep dialogue focused.



# 3/ SOLUTION JUMPING

You rush to fix before understanding.

Your quick fixes create bigger problems.

## The smarter move:

- Ask "What else?" three times before acting.
- Make listening your first response.



# 4/ KNOWLEDGE HOARDING

Critical information lives only in your head.

Your team hits bottlenecks when you're away.

## The smarter move:

- Document one key process weekly.
- Mentor others to scale your impact.



# 5/ PERFECTIONIST PLANNING

You wait for perfect conditions.  
Opportunities pass while you  
polish plans.

## The smarter move:

- Launch at 80% ready with
- improvement cycles built in.



# 6/ SILENT STRUGGLING

You hide challenges from your team.

Problems grow in the shadows.

## The smarter move:

- Share both victories and setbacks.
- Build trust through transparency.





# 7/ REACTIVE LEADERSHIP

Your calendar is hijacked by urgency.

Strategic thinking gets pushed aside.

## The smarter move:

- Block time for proactive planning.
- Treat it like your most important meeting.



**Small shifts** in leadership  
habits lead to massive team  
impact.

Follow  
**Jay Mount**  
for more  
actionable  
leadership tips.

