

MICROMAN

She can manage 1000 tasks in
parallel

but...

the team members lose self-
responsibility



IMPEDITOR

He can solve any impediment!

but...

the team doesn't know how



CCSAR

He centralizes the
communication

but...

the team only gets some
information, always filtered



KRISUSAVOIDUS

He can make any conflict
disappear

but...

the crisis continues to grow
anyway



ZERORISIKA

She never makes any mistake

but...

the team doesn't learn from
errors



DELEGATA

She delegates everything &
always at the right person

but...

the team is left alone to take
every decisions



FIFTHWHY

She can make anyone search for
the deepest "why"

but...

the team loses efficiency and
commitment tends to go down
the drain



WIKILEAKZ

Everything he does is perfectly
and extensively documented

but...

"too much information" is
actually a thing



DRSUPERSAFE

Anyone feels super safe to
openly talk about their problems

but...

the smallest problems tend to
take epic proportions



CHEERLEADOR

With him at your side, everything
seems possible

but...

the team is all-in and failures are
extremely painful



HU-DINI

Master of answering with
questions, you discover answers
deep within yourself
but...

but the team avoids asking
when they really need help



MEGAPHONE

Voices of the oppressed, he
makes sure everyone gets heard

but...

extroverts tend to feel censored
and introverts pushed beyond
their limits



KHON-TROLLER

Relies purely and extensively on
metrics, no more guts feelings

but...

emotions are ignored and
metrics get gamed



PROCESS-OR

She can create a process for
anything

but...

encourages employees to switch
off their brains



IROBOT

Removes emotion from every
discussion

but...

the atmosphere becomes dull as
members turn robot-like



CERBERUS

Reviews and corrects each team member's work

but...

the team members lose responsibility, creativity and initiative

