

## MicroMan

(+) She can manage 1000 tasks in parallel

(-) The team members lose self-responsibility



## Impeditor

(+) He can solve any impediment!

(-) The team doesn't know how



## CCSar

(+) He centralizes the communication

(-) The team only gets some information, always filtered



## KrisusAvoidus

(+) He can make any conflict disappear

(-) The crisis continues to grow anyway



## ZeroRisika

(+) She never makes any mistake, never takes any risk

(-) The team doesn't learn from errors



## CaptainDelegate

(+) He can bring any team to self-organize

(-) The team is left alone to take every decision



## SolveZero

(+) He can motivate anyone to solve their own problems

(-) He won't help you with yours anyway, like ever



## WikiLeakz

(+) His team is very well informed of what is happening around them

(-) ... "too much information" is actually a thing



## DrSuperSafe

(+) Anyone feels super safe to openly talk about their problems

(-) The smallest problems tend to take epic proportions



## CheerleadOR

(+) With him at your side, everything seems possible

(-) The team is all-in, failures are extremely painful



## Hu-Dini

(+) Master of answering with questions, you discover answers deep within yourself

(-) When the house is burning you do need answers, but won't get them either



## Wise fool

(+) Genuinely interested in understanding "why", his questions help to sort things out

(-) He wants to understand at the expense of efficiency or self-ownership



## Megaphone

(+) Voices of the oppressed, he makes sure everyone gets a say

(-) The oppressors kind of feel unheard for, and retaliation can ensue



## Napoleon

(+) Relies on meritocracy for any decision

(-) Devastating effects when failures are directly linked with individuals



## Khon-Troller

(+) Relies purely and extensively on metrics, no more guts Feelings

(-) If you give a manager a target, he will meet it, even if he has to destroy the organization to do so



## Process-or

(+) Strong believer of processes, there's a process for everything

(-) Aged processes that don't match actual needs



## DistantCoach

(+) Rationally distanced,  
doesn't let emotions in

(-) Teams tend to do the  
same

