

# 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



# CaptainDelegate

He 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





but...



but...



but...



but...



but...



but...



but...



but...

