

## 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, never takes any risk

but...

the team doesn't learn from errors



## CaptainDelegate

He can bring any team to self-organize

but...

the team is left alone to take every decision



## SolveZero

She can motivate anyone to solve their own problems

but...

the team is left alone to solve those



## WikiLeakz

His team is very well informed of what is happening around them

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...

when the house is burning you  
sometimes do need answers



## Fifthswwhy

She can make anyone search for  
the deepest "why"

but...

efficiency and self-ownership  
tend to go down the drain



## 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...

the team will game any metric  
over time



## Process-or

She can create a process for  
anything

but...

encourages employees to switch  
off their brains



## iRobot

Never shows any emotions

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...

