

## 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



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## CHEERLEADOR

With him at your side, everything  
seems possible

but...

the team is all-in and failures are  
extremely painful



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## HU-DINI

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

but...

the team avoids asking when  
they really need help



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## MEGAPHONE

Voices of the oppressed, he  
makes sure everyone gets heard

but...

extroverts tend to feel censored  
and introverts pushed beyond  
their limits



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## KHON-TROLLER

Relies purely and extensively on  
metrics, no more guts feelings

but...

emotions are ignored and  
metrics get gamed



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## PROCESS-OR

She can create a process for  
anything

but...

encourages employees to switch  
off their brains



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## IROBOT

Removes emotion from every  
discussion

but...

the atmosphere becomes dull as  
members turn robot-like



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## CERBERUS

Reviews and corrects each team  
member's work

but...

the team members lose  
responsibility, creativity and  
initiative



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but...



but...



but...



but...



but...



but...



but...



but...

