

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 decisions



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



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...



but...



but...



but...

