| **Problem** | **Impact** | **Solution** |
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| * You are trapped in an abusive, trauma bonded relationship that goes through cycles of normalisation and escalation that destabilise your mental health, the company, and people’s trust in you. | * The team is unhappy and confused because they don’t have context on why you’re absent, disengaged, and unable to stay across work streams or complete basic tasks. | * EM: Initiated exec meetings * EM: Set and monitor prioritisation * EM/RM: Rent Sydney office to create accountability over attendance. |
| * You consistently mis-prioritise workstreams, and reach for easy to report low impact uses of your time. Eg. Three weeks in we have no solid leads on Colombia employers, you’re spending 50% of your days calling students in Colombia. | * People are reluctant to involve you in critical work streams. * There is a culture of acceptability around quiet quitting and low performance that we have to constantly paddle against. | * EM: Hiring additional resourcing to backfill capacity gaps left by you and the decreased motivation across the rest of the team. |
| * You engage in patterns of deceptive, low integrity conduct at work eg. changing commitments, deleting slack comments. | * People don’t trust or respect you as a colleague or a leader. | * There is no solution to this, stop doing it. |
| * You aren’t across critical details of the work. Eg. labour market analysis in Costa Rica, and lessons learned on best ways to do | * People don’t respect your judgement, feedback. You pull work streams off course. * People are reluctant to involve you in critical external meetings where you repeat out of date ideas or ignore key learnings. | * EM: Often your interventions in meetings need to be facilitated to prevent the meeting going off track. |
| * There are confusing lines of ownership and management because you aren’t sure where you *want* to engage, and you often aren’t *capable* of engaging usefully. | * There is decreased ownership on the team, people are confused about the management structure. |  |
| * The personal stress of managing and intermediating your personal life crisis has left multiple critical senior staff with one foot out the door. | * The company is facing significant key person risk at a critical moment. You aren’t proactively solving problems for senior staff. |  |